



The Malmö fire brigade is convinced that people like doing well. The company wants to create a climate in which the employees can enjoy their work. Their ideas on work organisation are taken on board as it is assumed that they themselves can best solve the problems which arise. Trust and support play a crucial role in the leadership style.

“People want to achieve something...”

The development of the WHP principles at the Malmö fire brigade including the on-going planning, supervision, control and evaluation of the measures implemented is the responsibility of specifically designated committees. In addition to this, the “departmental council” meets once a month to discuss topics relevant to health and safety and to plan appropriate campaigns. Staff representatives work in steering committees on the design, implementation and evaluation of WHP measures. Outside these committees employees actively discuss possible improvements in working conditions - supported by a good information flow and an open atmosphere. Staff development plays an important role at the company. At least once a year superiors discuss personal and professional development with each employee. Colleagues with alcohol or drug problems receive qualified counselling with the aim of being treated and returning to his/her workplace. Another group deals with the prevention and treatment of traumatic stress caused by very difficult call-outs.

... People are capable of this.”

The great commitment of the employees has contributed towards firmly anchoring health promotion within the company. The working atmosphere and image have improved, staff turnover and absenteeism are low at an average of 9 days. Participation in fitness programmes is very high. The addiction programmes have also made savings. The accident rate fell from 70 to 22 between 1981 and 1997.

Branch:

Public service

No. of employees:

349

Products/Services:

fire-fighting, rescue services

Locations:

Malmö

Miscellaneous:

67% of the employees work shifts (incl. night shifts)