



Sveriges lantbruksuniversitet
Swedish University of Agricultural Sciences

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Annex to: Decision on wellness policy

Wellness policy at SLU

One of the cornerstones of our staff policy is the sustainable use of competence, which includes a work-life balance that enables employees to enjoy a full working life. Wellness activities aim to prevent ill health, promote health and wellbeing and help staff maintain this balance.

In the SLU work environment policy, we set out the ambition to create a work environment that is safe and stimulating for all staff and students. This is done in different ways, including by promoting health and wellbeing. Wellness activities are one way of achieving this.

This concept covers more than exercise, diet, drinking habits, smoking etc. A good work environment with stimulating tasks, good colleagues and management are of significant importance to health, as are different kinds of cultural experiences. We are all responsible for our own health, for exercising, eating well, avoiding excessive drink and smoking etc., and the employer is responsible for the work environment in general. Encouraging staff to maintain a healthy and balanced lifestyle is an expression of interest and concern. Experience also shows that wellness measures improve health and reduces the need for sick leave and rehabilitation.

SLU wants all employees, through various measures, to have the chance to look after their health and wellbeing.

The following applies to all SLU employees:

1. Working hours

Full-time staff at SLU have shorter working hours than what is stipulated in central agreements to make it easier for staff to maintain a healthy work-life balance.¹ More information is available in the applicable agreements. Several categories of staff can also make use of flexitime, which includes the option of e.g. taking a longer lunch break to make time for exercise during the day.

2. Wellness allowance

SLU contributes up to SEK 2,000/year for activities covered by the Swedish Tax Agency's guidelines for tax-exempt wellness activities.

Such activities are e.g. gymnastics, strength training, spinning, bowling, racket sports, team sports and dance workouts.

The wellness allowance can also be used for tai chi, qigong, seeing a dietitian, stress management, antenatal classes for pregnant staff and workplace massage.

If needed, the wellness allowance may also be used for courses on nicotine cessation.

3. Physical activity prescription (PAP)

Staff who are prescribed physical activity by the occupational health services are entitled to one hour of working time per week for this activity. The employee must agree with their line manager when to schedule this hour.

4. Wellness activities organised by SLU

Staff can attend activities such as lunch yoga, lectures etc. during working hours, work permitting and pr SLU ua 2017.1.1.2-2206 provided they have agreed this in advance with their line manager.

This applies to all staff, regardless of the form of employment.

¹ Working hours according to SLU's local agreement is between 33.40 hours/week (staff who work nights) and 39.10 hours/week. Working hours as prescribed by the general agreement on pay and benefits for government employees are 39 hours and 45 minutes per week.