

AstraZeneca

AstraZeneca recognises that personal well-being is essential for employees to effectively build the company's innovation and creativity, adding competitive advantage in an increasingly competitive global environment. In 2000 it started its "Well-being in AstraZeneca" programme, a part of its Corporate Responsibility strategy.

No. of employees: 58,000 [10,000 in UK]

Business sector: Pharmaceutical Manufacturing
[AstraZeneca plc FTSE]

Business activities: Pharmaceuticals

Stakeholders: Employees, union representatives, occupational health & human resources professionals & senior management

Location: Worldwide

Employee well-being

It is said that 80% of the value of the company is in its staff. As AstraZeneca's products and activities touch people's lives worldwide, the company accepts it needs to act and behave responsibly. Naturally its employees are fundamental to achieving this.

"We are developing a clear value system and strong culture which puts people at its heart – attracting the best people, offering them growth opportunities and creating an environment for the delivery of excellent performance"

Executive Vice-President HR, AstraZeneca



BUSINESS BENEFITS

- UK health insurance spend is lower than bench marked, saving £200,000 a year
- UK absence levels are 31% lower than average levels for the UK quoted by the CBI
- Employees note significant improvements in concentration and productivity at work
- Ranks in top 10% of Dow Jones Sustainability Performers worldwide, in the top 20% in Europe, and recently listed in the FTSE4Good series

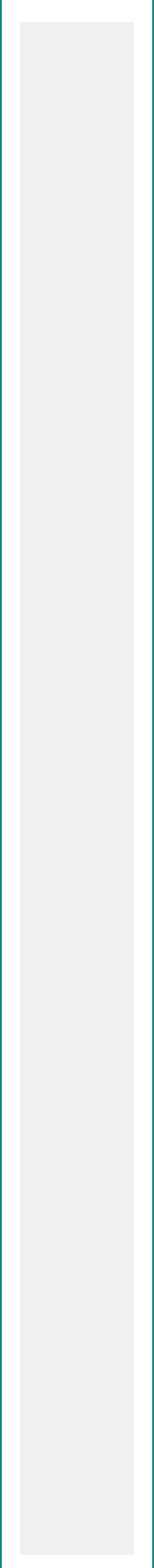
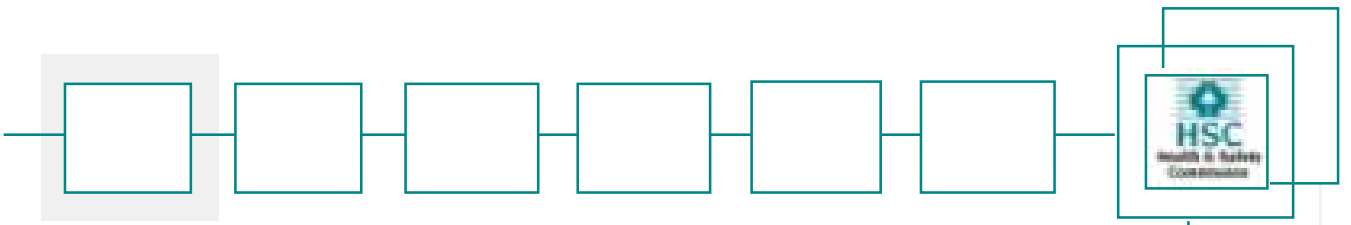


HEALTH & SAFETY BENEFITS

- 53% reduction in ergonomic-related cases per million hours worked by UK employees in first 6 months of 2003
- Downward trend in number of work-related stress cases
- Scores for depression in UK staff are 20% to 30% lower for under 40's compared to BUPA averages

"I found the counselling helped me to find out a lot more about myself, even though my situation was a personal one, I didn't realise how much it affected my job."

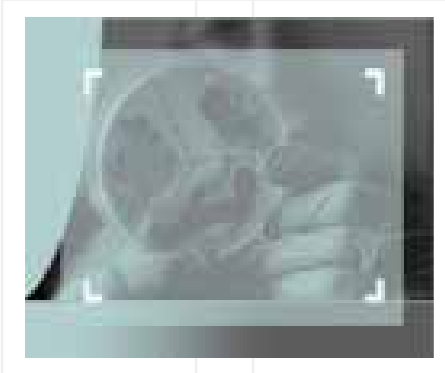
Employee, AstraZeneca UK



THE COST-BENEFITS

£5 million savings in absence

The programme has involved both standalone projects and improved management of health associated with ongoing activities making costs difficult to quantify. However this is a fraction of the savings from a lower absence rate, estimated to save £5 million per year in the UK when compared with CBI data.



WORKER INVOLVEMENT

In 2000, cross-functional focus groups made up of a broad spectrum of staff representatives (including reps from Amicus, GMB

and T&GWU) worked to identify common principles for an environment that encourages physical, mental, social and spiritual well-being.

A DIRECTOR'S VIEW


“Corporate Responsibility is not an add-on extra. It is an integral part of all that we do.”


Sir Tom McKillop, CEO AstraZeneca.


This drive from the top leads to corporate managers taking staff health seriously. For instance, the Head of Global Safety, Health and Risk Management is involved with the development of innovative pressure management methods. Senior managers participate in one-to-one mentoring sessions on work/life balance.

What did the company do?

Well-being in AstraZeneca is one of a broad range of initiatives aimed at promoting health, safety and welfare. *Well-being in AstraZeneca* aims to identify and communicate common principles. In the UK, this includes a variety of support activities that covers all employees since 2000:

 Home-work balance

 Rehabilitation and treatment services e.g. physiotherapy, counselling and return to work programmes

 Health promotion e.g. sports facilities, health screening