



Human Resources

## **Guidelines regarding health promotion at Lund University**

### ***Background***

Lund University encourages and provides opportunities for regular active participation in health promotion activities. The University's aim is for this to lead to increased well-being at work, create a pleasant work environment with a good social sense of community, reduce sick leave, and prevent and reduce occupational injuries.

The University offers all employees health promotion reimbursement and a weekly health promotion hour.

### ***Health promotion reimbursement***

Lund University sponsors health promotion activities, provided that the activity is of a simple kind, inexpensive, and available to all employees. All conditions must be met in order for the reimbursement to be tax exempt.

The level of reimbursement for health promotion is determined in a special decision.

### ***Health promotion hour***

The health promotion hour means that every employee, without the loss of pay, is granted leave to perform health promotion activities corresponding to 60 minutes for full-time employees per week.

The use of the health promotion hour at the respective units is staff management issue. The health promotion hour may be used when the conditions in the workplace allow, and must be approved by the line manager in advance.

Employees must report their use of health promotion hours.

### ***Instructions***

Human Resources, in consultation with the Occupational Health Service, have drawn up instructions to support the management of health promotion reimbursement and application of health promotion hours.

***Entry into force***

This decision will enter into force on 27 November 2019, when the Regulations on Health Promotion at Lund University (decision 12 Feb 2015, reg. no STYR 20151128) cease to apply.

Negotiations under Section 11 of the Employment (Co-Determination in the Workplace) Act took place on 11 June 2019. Information under Section 19 of the Employment Act was provided on 26 November 2019.

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