



**LUND**  
UNIVERSITY

DECISION

1

12 February 2015

Reg. no STYR 2015/128

Vice-Chancellor

## **Regulations on health promotion at Lund University**

Lund University stipulates the following based on Chapter 2 Section 5 of the Higher Education Act (1992:1434).

Through health promotion benefits and the “health promotion hour”, Lund University aims to promote health awareness among staff and to provide opportunities for regular, active participation in health-promoting activities. The University hopes that this will lead to greater wellbeing at work, create a pleasant working environment with a good sense of community, reduce absences due to illness and prevent and reduce occupational injuries.

### **Payment of reimbursements**

The decision on subsidised health promotion activities concerns physical activity that is simple and inexpensive. Both criteria must be met for the reimbursement from the employer to be tax exempt.

In order to subsidise health promotion activities, the same benefits must be offered to all employees of the public authority, that is, also those working part-time or short-term, substitutes and others. Employees who are on leave full time receive no health promotion benefits (except those on parental leave or sick leave).

The amount paid for health promotion activities is decided separately.

The full amount of health promotion reimbursements is paid for appointments lasting longer than 6 months. Appointments shorter than 6 months are entitled to health promotion reimbursements in proportion to the number of months of the appointment. For example, a period of employment of three months generates three twelfths of the full reimbursement.

Lund University subsidises health promotion activities in accordance with the Swedish Tax Authority’s recommendations on tax-exempt activities.

### **Health promotion hour**

The health promotion hour means that every employee, without the loss of pay, is granted leave to exercise and/or perform another physical activity corresponding to 60 minutes for full-time employees per week. The health promotion hour may be divided into shorter sessions. Activities that can be considered health promoting are specified above. The health promotion hour is to be used between 11:00 and 14:00 to allow recovery during the workday, and the opportunity to take advantage of the daylight.

The use of the health promotion hour at the respective units is a staff management issue. Within each unit, it is important to discuss/determine the conditions for the health promotion hour, as well as the procedures that are to apply.

Health promotion reimbursements and the health promotion hour are to be regularly followed up, including during the annual staff appraisals.

### **Entry into force**

These guidelines enter into force 1 March 2015, when the Lund University Health Promotion Policy (decision 13 September, 2012, reg. no PE 2009/894) will no longer apply.

Negotiations in accordance with Section 11 of the Employment (Co-Determination in the Workplace) Act took place on 27 January 2015,

The decision in this matter was made by the undersigned Vice-Chancellor in the presence of deputy Head of Administration Cecilia Billgren after presentation by human resources consultant Elisabet Ekenstam.

Torbjörn von Schantz

Elisabet Ekenstam  
(Human Resources)

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