

# Wellbeing

Everyone has a Good Day at Work

Gail Weeks

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# Wellbeing

## Everyone has a Good Day at Work

01

Introductions

02

Life Saving Rules

03

Wellbeing and Safety

04

Fatigue

05

Fatigue-related incident

06

Stress, Workload and Pressure



Gail Weeks

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Everyone goes home safely at the end of the day

Enabling everyone to achieve more good days

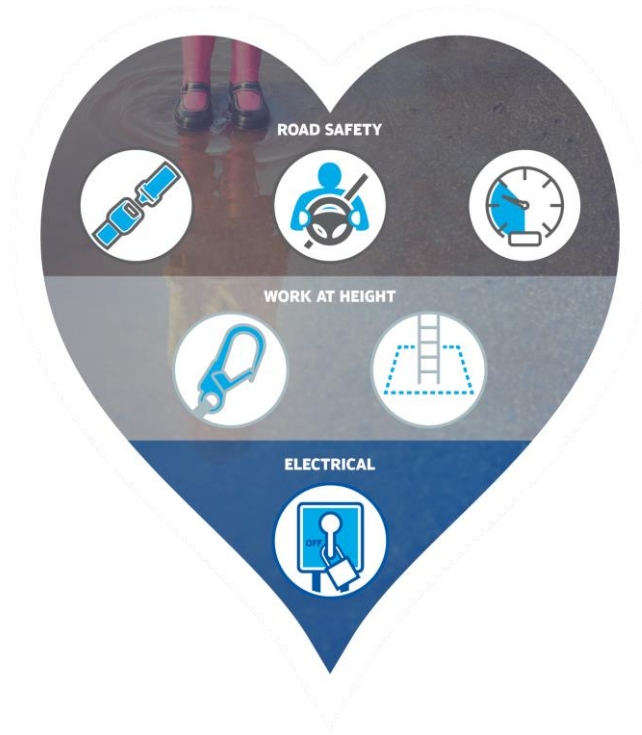




Working for Nokia is both  
exciting and demanding

# Life Saving Rules

## Embedded in our values



## respect

Respect is about how we treat each other, and something we work hard to earn from those around us.

## work life balance

A tired person is not a safe person.

A mind that is worried about family does not make good decision.

A person rushing to finish a job to get home is more likely to cut corners.

# Wellbeing and Safety

## Managing the demands



- Fatigue
- Stress
- Workload and Pressure

# Fatigue

Don't underestimate the risks



- prolonged or intense mental or physical activity
- sleep loss and/or disruption of your internal body clock
- travel
- exceptionally hot or cold working environments
- work scheduling
- excessively long shifts
- not enough time to recover between shifts
- strenuous jobs
- long commuting times

# Fatigue

Affects our ability to make good decisions



- operating machinery
- driving a road vehicle
- working at height
- conducting hazardous work, like electrical work





## Driver fatigue Incident

- Daily commute was 15km from hotel to customer site by car
- Work schedule changed due to problems with the installation
- Very long working days for 7 consecutive days
- Called back to site, late at night after a 15-hour working day
- Employee fell asleep at the wheel of the car and lost control of vehicle
- No physical injuries
- 5 days sick leave due to exhaustion
- Driver fatigue caused the accident



## Reducing the risk Supervision and Planning

- Supervision and monitoring of individual
- Work planning and scheduling of tasks
- Follow Nokia's Code of Conduct

# Stress, Workload and Pressure

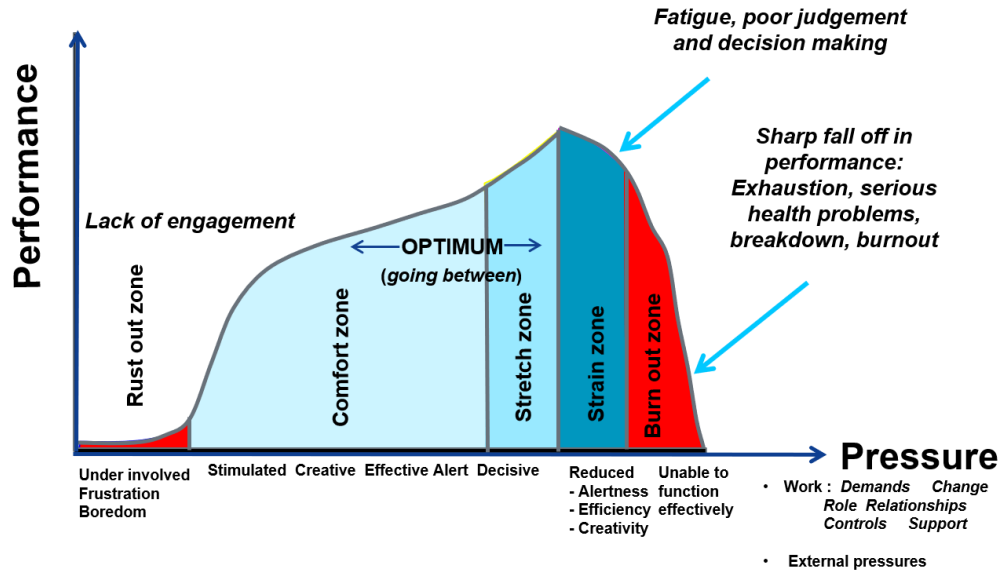
## Managing the demands

- Some level of pressure is good
- Recognise when pressure becomes too much
- Feel equipped and supported to manage it



# Pressure impacts performance

From optimum to burn out



- Fatigue occurs in the 'Strain' zone
- Work, personal and social issues add to the pressure we feel
- Recognise the signs and intervene early





## Workplace pressure

### Work is part of life

- Lack of control over the job
- Workload
- Lack of support
- Relationships
- Unclear roles and responsibilities
- Organisational change



# Encourage openness

## Offer support

- Talk to your teams
- Look out for changes in behaviour
- Don't ignore the signs

### Behaviour:

- Difficulty sleeping, change in eating habits, smoking or drinking more, avoiding friends and family

### Physical:

- Tiredness, indigestion, headaches, palpitations

### Mental:

- Indecisive, difficulty concentrating, loss of memory, low self-esteem

### Emotional:

- Irritable, angry, anxious, feel drained





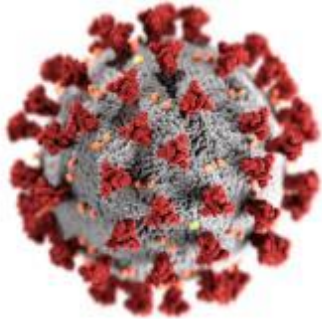
## Dealing with excessive pressure

### Take positive action

- Understand what's causing it
- Find a healthy balance
- Talk to your manager or supervisor
- Address issues that could impact performance

# Pandemic Impacts

Drawing on our attention



Personal impacts

**Personal Health**

**Financial stability**

**Family**

**Mental Health**

Operational impacts

**Availability**

**Variation**

**Program and  
timelines**

**Ability / Capacity**

Safety behaviour impacts

**Concentration  
and focus**

**Discipline**

**Competence**

**Motivation**

A woman in a pink shirt and blue overalls is flying a large, colorful diamond-shaped kite with red, pink, yellow, green, and blue sections. She has her arms raised and is looking up at the kite. In the background, a city skyline with various buildings is visible under a clear blue sky. To the right, another person in a red shirt is also flying a kite. A colorful umbrella is on the grass in the foreground.

Fly high, stay well and go home  
safely at the end of the day

# Take time to breathe...

