Wellbeing
Everyone has a Good Day at Work

Gail Weeks
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Everyone has a Good Day at Work

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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
Fly high, stay well and go home safely at the end of the day
Take time to breathe...