

Customer satisfaction, respect for the individual, achievement and continuous learning are treated as fundamental values at Nokia. The company has started a "Total Wellness Programme" for employees with the aim of creating an efficient and healthy workplace with healthy employees. The human resources and occupational medicine departments are responsible for workplace health promotion and prevention programmes.

Responsibility for the whole person

The employees at Nokia are encouraged to look after their family relationships and maintain social contacts and to improve their physical, social and mental condition. To this end the company promotes numerous cultural and social activities for employees and organises, for example, literature reading sessions, theatre performances and parties. The "Total Wellness Programme" aims at creating health-promoting working conditions and includes all other areas of life. The programme was developed in co-operation with the Finnish Institute of Occupational Health and Safety.

The company uses its own statistics on working days lost due to illness, industrial accidents and occupational diseases as well as data on staff satisfaction and health of employees as a basis for planning health promotion projects. The occupational medicine department regularly organises systematic medical examinations and evaluates the need for rehabilitation.

As part of a fitness survey employees are assessed on a scale from one to five on health-related aspects such as

work, physical condition, ability to cope with stress, family life, social contacts and hobbies. If the lowest score is given in one of the sections, this prompts intervention to improve the situation.

Work stresses, health and qualifications are on the agenda in the annual 'development discussion' between superiors and employees. Great emphasis is placed on the gaining of further professional qualifications. Nokia has established its own global learning centre network.

Good example has positive impact

Nokia regularly evaluates participation in the wellness programme and other WHP activities. If the results are positive, successful activities are extended to the rest of the company.

Branch:

Electrical engineering

No. of employees:

21.000

Products/Services:

Telecommunications engineering, e.g. network

Locations:

Head-office in Finland, global operations

Miscellaneous:

Nokia Telecommunication in Finland is part of the multinational Nokia Group with a total of 47.000 employees.