

# Träff hälsoinspiratörer arbetsmiljöombud

## Agenda

- Kort inledning, högtravande
- Dagens tema

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# Our key priorities

## CREATE

the best omnichannel  
customer experience

## DRIVE

focused and  
profitable growth

## INCREASE

operational and  
capital efficiency



Digital leader



Sustainability at the core

The preferred partner for customers in need of a broad range of financial services

# WHY Sustainability efforts grounded in our values and our purpose: “Enabling dreams and aspirations for a greater good”

## Nordea



**2025 Group Strategy: Sustainability at the core**



**Sustainability Targets set**



**2025 People Priorities - Sustainability as an enabler**

## External factors



**Investor, customer and societal expectations**

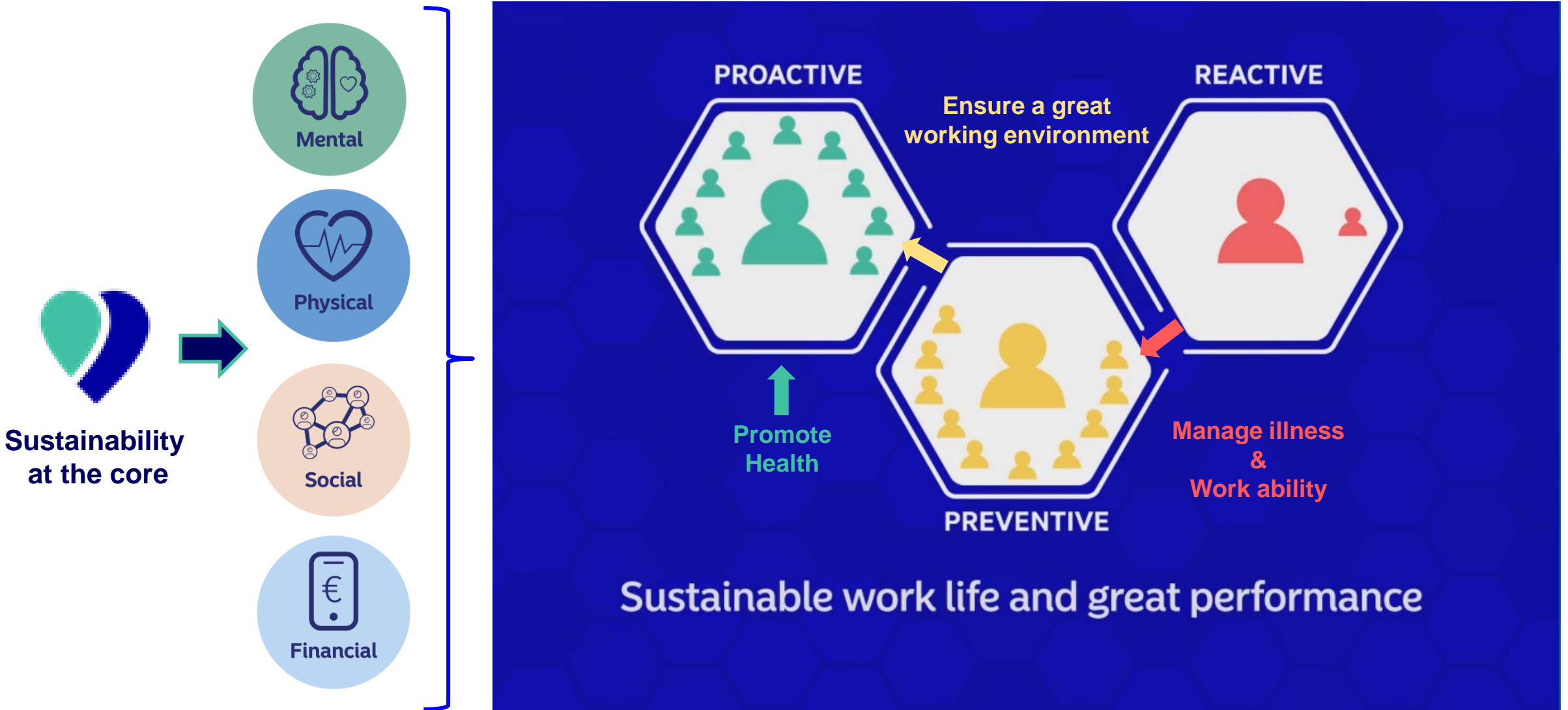


**Increasing regulatory requirements (e.g. CSRD)**



**ESG ratings**

# Wellbeing – Sustainable work life and great performance



# WHAT impact engagement, wellbeing & performance/ (work ability)

## OH&S risk taxonomy

### Organisational – How work is organised

- Job control & autonomy
- Job demands & workload
- Roles & expectations

### Social – How we interact and behave

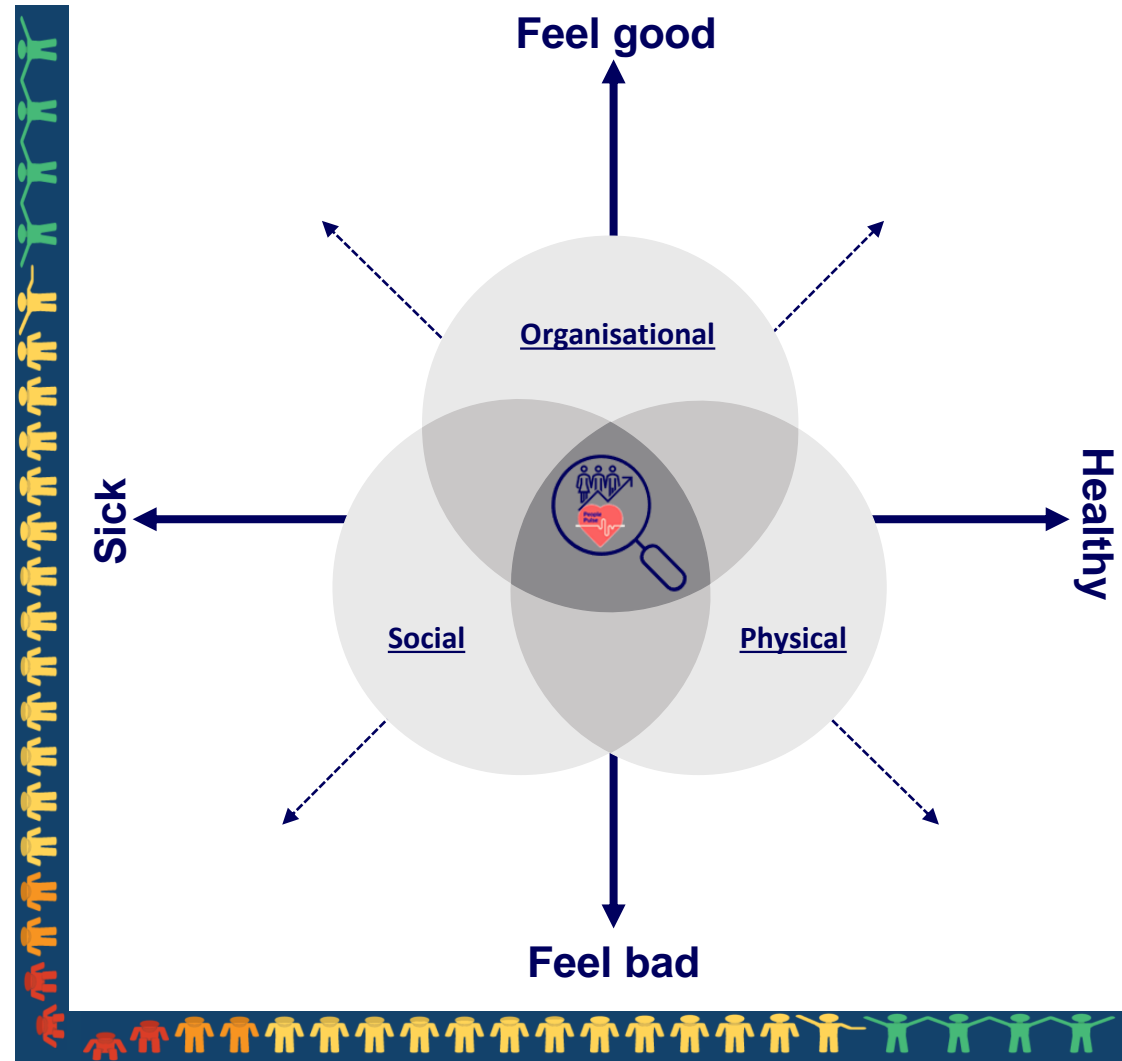
- Interpersonal relationships (internal/external)
- Leadership
- Support & supervision

### Physical – Our place of work

- Workplace set up - interior & indoor climate
- Work equipment and tools
- Safety at work

### Other

- Regularly movement (sedentary work)
- Abuse & addiction
- OH&S requirements



# My Wellbeing

Ta hjälp av chefen/ledaren  
Att främja hälsa är en av  
ledarens  
arbetsmiljöuppgifter  
beskrivna i den  
obligatoriska e-learningen  
om arbetsmiljö

## Leaders' Working Environment Responsibilities

### Allocated occupational health and safety tasks



A good occupational health and safety management improves wellbeing, engagement and productivity, and reinforces our employer brand value. As a Nordea leader, you need to be aware of your responsibilities. Ensure that you have sufficient knowledge, mandate and resources to maintain your responsibilities within the occupational health and safety area.

If you feel that you don't have mandate and the authority to take necessary actions, or if you lack knowledge, you can decline responsibility for the allocated occupational health and safety tasks to your direct leader, who, in that case, assumes responsibility. Try to solve any challenges as soon as possible so you can accept your allocated tasks.

## How to Promote Health?

Create opportunities to maintain and develop employee's health and work ability.



Invite employees to PLD check-in on a regular basis to talk about their perceived working environment and ask them how they are doing and if they need any support to strengthen their wellbeing and workability.

Be proactive and support the employee's working conditions, wellbeing and satisfaction for greater engagement and performance.



Involve employees in the work to promote wellbeing and a good working environment. Find out if someone wishes to get involved as a wellbeing ambassador or become an occupational health and safety representative for the team.



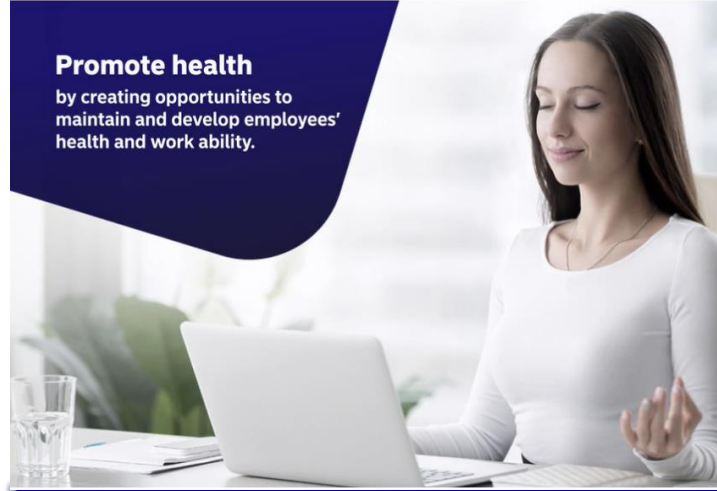
Familiarise yourself with the range of services provided by Nordea such as occupational healthcare services and other benefits that support employee's health and wellbeing.



Encourage employees to participate in planned wellbeing activities. Find out about country-specific budget instructions for health-promoting activities. Plan and encourage team members to participate in activities that strengthen the team spirit and employee's wellbeing. Make sure to have a budget for social and wellbeing activities. Read more at Intra about budget "Social & wellbeing money".



Stay up to date by following news at Intra and other internal channels. Participate in trainings and webinars increasing your knowledge and awareness about topics strengthen your leader skills.



**Promote health**  
by creating opportunities to maintain and develop employees' health and work ability.

**Tjänster vi erbjuder utifrån ett hälsofrämjande perspektiv**



**Ensure a great working environment**  
by making it safe and inclusive.

- Vi jobbar systematiskt för att upptäcka risker och sträva efter högt engagemang**
- Upptäcka risker genom ett systematiskt arbete i årshjul
  - People Puls (arbetsmiljöperspektivet)
  - PLD (integrera arbetsmiljöperspektivet)
  - Utbilda chefer
  - Omtanke/hälsosamtal vid upprepad korttidssjukfrånvaro



**Manage illness and work ability**  
by supporting employees when they are ill.

**Tjänster som supporter att agera tidigt vid ohälsa och nedsatt arbetsförmåga**

- Tidigt stöd till chefer
- Omtankessamtal
- Tydliga Rehabprocesser
- Stöd till chefer via Leadership Support, People Direct, Group People
- Företagshälsovårdstjänster
- Ledarstöd- Falck (Previa)
- Expert support Falck (Previa)
- Krisstöd
- Alkohol, drog spelberoende, tjänster



**Fysisk och mental hälsa**

- Break Pro
- Lunchtillägg
- Ergonomiska hjälpmedel
- Friskvårdsbidrag
- Förmånsbanken (Benify)
- Inspirationsföreläsningar
- Kompetensutveckling
- **Hälsoinspiratörsnätverk m budget för aktiviteter**
- Digital Hälsoscreening
- BrolinWestrell Personalstöd
- Ljung Sjöberg, Medarbetarstöd



# My Wellbeing

Sustainable work life & great performance

108 svar på enkäten, tack för det !!

1. Välj fyra av nedan ämnen som du helst skulle vilja att vi genomför som föreläsningar under 2024

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