

# POLITICAL PROGRAMME

## A MEANINGFUL WORK LIFE

**MISSION:** We strive to ensure that all members enjoy a meaningful work life

### VISION 1

#### We are the preferred union while you work in the sector

- We negotiate the collective agreement for the sector
- We represent and are attractive to all employees of Nordea
- We are innovative and relevant to future employees
- We create results through dialogue, negotiation and communication
- We are the voice of the members
- We want our community to give strength to the individual
- Each member gets value from their membership
- We set agendas and have the courage to stand firm
- Our common transnational agendas ensure influence
- We seek influence through curiosity, insight and knowledge
- We challenge and build respectful relationships with the management

### VISION 2

#### Nordea's employees are an attractive workforce

- We work for skill development for everyone
- We work to make future skill needs visible
- We encourage learning, reflection and education
- We want job changes to be based on personal choices
- We want to promote greater internal mobility
- We strive for Nordea to "re-use" and develop employee skills
- We clarify both Nordea's and the employees' responsibility for ongoing training and development
- We work for ethical and responsible implementation of new technology and processes

### VISION 3

#### Union representatives are Finansforbundet i Nordea's ambassadors in the organisation

- All members have a union representative, ensuring that all voices are heard
- The members' requests and challenges are elevated through the union representative system
- Each member receives value and coaching from their local union representative
- We strengthen and develop the framework for union representatives so they succeed in their role
- All new employees are to meet with a union representative
- The leader gets value from the collaboration with the local union representative

#### **VISION 4**

##### **A work life with well-being**

- Members have influence on the work-life balance
- We strive to ensure members' influence on their own work tasks
- We strive to ensure a good, flexible framework and conditions throughout one's work life
- We strive for positive frameworks and conditions for physical and mental well-being
- We take the lead and motivate employees to have the courage to set boundaries
- We strive for a stress-free Nordea where no one gets sick from going to work

#### **VISION 5**

##### **Working at Nordea is attractive**

- We want to work towards on-boarding and off-boarding processes being good experiences
- We put responsibility on management to ensure the values are adhered to
- We strive to be the best workplace in the sector
- We strive for increased employee involvement
- We strive to ensure a culture of trust and transparency within Nordea
- We work to ensure a Nordea that, as a work place, ensures inclusion and diversity, equal opportunities for all, and respect for differences