

Part 8

Employee's responsibility for their own work ability

Each of us is responsible for our own well-being and work ability. It is the employee's task to follow the instructions given by the employer on the work and occupational safety. It is also important for the employee to tell the employer if something is creating an excessive workload or making the work more difficult to perform.

The employee is entitled to refuse tasks that pose a serious risk to their health.

There are many ways to maintain work ability, such as:

- by eating a varied diet
- by exercising regularly
- by ensuring sufficient rest and recovery
- by developing one's own competence and working methods
- by openly discussing work and how well it is going with the employer
- by recognising what things increase motivation and support the ability to cope

Assistants should pay attention to their ability to cope at work. An assistant often plays a significant role in the employer's daily life. If the assistant works for several employers, it is especially important to ensure that they have sufficient time to recover between shifts.

When their own resources are good, the employee can perform their work well.