

Kjære alle sammen, takk for sist!

Dear all.

Tove Gjelset and I would like to thank you for the many good talks we as the Occupational Health Service had with you in September. You all participated and contributed to the interviews. And you have expressed engagement for your workplace.

At the same time, you have expressed hope and expectations to a process where you can contribute to get a better work environment.

The project group asked that the Occupational Health Service conducted the interviews with you, aiming at getting an insight into how you experience everyday work life. The summary of these interviews has been one of several contributions for the project group to get a picture of the work environment at KiT and to suggest measures.

Please note, the summary of the talks gives a snapshot on how you perceived work life in September, and the result is only to be used in the context of the work environment development that you're facing ahead. Now, that we're at the end of January, some things might be like in September, other things might have changed.

It is important to state that the summary is not objective facts. The summary shows your experiences and opinions. All of you have your own view on how it's like to be employed at KiT. It is highly subjective. And that is natural. All of you have different perspectives, and you have partly given same or similar reflections, and partly unique reflections. There is a broad range of experiences.

The summary is generalized and anonymized. We have tried to show as much of the content as possible without displaying individuals. And sensitive information has been left out due to privacy considerations.

Based on this, the summary will not give a full nuance of every perspective. And it is likely, that not all of you will recognize every aspect of the information. In addition, some of you might also feel that something is lacking.

Thus, the goal of the summary is to reflect your experiences. It's a tool, in order to contribute to good and targeted measures.

Through the conversations, you have shown that you are very fond of your workplace. You are proud of working at KiT. You support each other and you love to work with the students. In general, you speak warmly about KiT as your workplace.

Now that the focus ahead will be improvements and measures for a better work environment, I hope that you will recall and see everything that's working well and that you appreciate.

Growing and developing might be painful. And we understand if there are a lot of mixed emotions amongst you. That's why it's more important than ever before to stand together. Respect each other and take good care of each other in the time to come!

Remember, if things get heavy, or if you simply need to talk to a neutral person, please know that you are always welcome to contact us at the Occupational Health Service for a confidential talk.

We wish you all the best.

Borgny Hedvig Wold and Tove Karin Gjelset

Occupational Health Service, NTNU

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