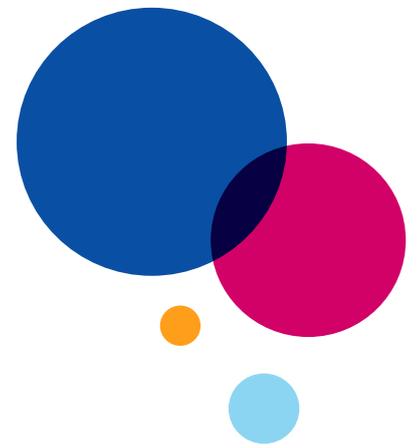


# Orientation



The employment relationship will get off to a good start if the employment contract and orientation are in order.

The employer is responsible for orientation, but you can request that the employment contract is drawn up well and that work orientation is properly planned.

In the orientation, it is important to remember that this is a process in which new situations always call for a period of adaptation and introduction.

## Orientation checklist

Go over at least the following:

- Expectations, ways of working and ground rules for the work:
  - What is the rhythm of each day?
  - How are e.g. transfers, hygiene, getting dressed learned?

- How do assistive equipment and daily home appliances work and how are they used? How do things work in the house and with the car?
- How does interaction with the family, inner circle and pets work?
- Working hours and breaks during days of different lengths (The breaks of Heta union members are stipulated in the collective agreement).
- How do you give and receive feedback?
- Use of occupational health-care operation, and a contact person (occupational health nurse)

Think about whether the employer can, if necessary, include someone in the orientation who can help you lay things out in concrete terms and teach you the work tasks.

Follow how the learning of the work tasks is going and speak about them in an encouraging way!