

Psychophysiological Health of Personnel

In 2014, in order to ensure JSC IDGC of the North-West employee psychophysiological reliability, the following activities were carried out:

- medical examinations;
- vaccination activities;
- first-aid training of newly recruited employees, and methodological and practical training of resuscitation instructors;
- timely procurement, checking labels and ensuring correct use of medical products and first-aid kits;
- surprise examinations of employee health during work shifts;
- participation in technical and business training sessions aimed at ensuring employee psychophysiological reliability to promote healthy lifestyle among employees, prevent diseases, and protect and improve health.

Types of psychophysiological activities implemented in the reporting year

Activities	Purpose	Examined employee categories, professional groups	Number of employees examined	Performer: (1 — Company employees, 2 — employees under civil contracts 3 — third party)
I. Psychognostic activities				
Employment psychological diagnostics	Identification of professionally important qualities	All newly recruited employees	1,261	1
Scheduled psychological diagnostics	Identification of at-risk employees	Drivers, electricians with concurrent driver duties	400	1
Diagnostics and individual consultations for employees, including talent pool	Development of professionally important qualities	Specialists, management	237	1
Diagnostics of employees upon managers' request, including in cases of promotion	Identification of individual psychological qualities	Specialists, drivers	306	1
II. Psychocorrective activities (they were not held)				
Individual consultations	Prevention of accidents at production	Operating, operating-maintenance, maintenance staff, drivers	590	1
Rehabilitation activities using instrumented rehabilitation	Correction of physiological condition	All categories	420	1
III. Psychological preventive activities				
Business games, trainings	Development of managerial skills	Management, specialists, including talent pool	820	1
Adaptation monitoring, psychological support, organization of adaptation training sessions for newly recruited employees, employees promoted to managerial and operating positions	Preparation of recommendations on optimal use of employee skills, considering employee development prospects, and determination of job satisfaction	All categories	1,024	1

