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The personnel figures for 2022 are derived from the new HR Data Lake. The definitions and indicators in the HR reports (PowerBI) have been updated to be more consistent with HUS categorizations, so the figures in earlier annual reports / personnel reports are not directly comparable.

**TABLE 1**  
**Key figures 2018–2022**

	2018	2019	2020	2021	2022
<b>Number of personnel</b>	<b>24 936</b>	<b>26 536</b>	<b>27 162</b>	<b>26 833</b>	<b>26 728</b>
permanent	19 399	20 409	20 774	20 865	21 047
fixed-term, of whom	5 537	6 127	6 388	5 968	5 681
substitutes	3 384	3 554	3 450	3 222	2 909
pro tempore holders of an office/post	2 106	2 486	2 834	2 653	2 682
short-term (1 to 12 days)	47	87	104	93	90
<b>Personnel by personnel group</b>	<b>24 936</b>	<b>26 536</b>	<b>27 162</b>	<b>26 833</b>	<b>26 728</b>
nursing staff	13 383	14 310	14 595	14 220	13 789
physicians	3 227	3 430	3 445	3 462	3 473
other personnel	6 984	7 415	7 636	7 581	7 315
specialist employees	1 342	1 381	1 486	1 570	2 151
<b>Average age</b>	<b>43,9</b>	<b>43,8</b>	<b>43,5</b>	<b>43,7</b>	<b>43,8</b>
women	44,2	44,1	43,8	43,9	44,0
men	42,5	42,4	42,2	42,4	42,5
permanent	46,3	46,2	45,9	45,8	45,6
fixed-term	35,8	35,9	35,8	36,3	37,0
<b>Gender distribution women / men (%)</b>	<b>84,2 / 15,8</b>	<b>83,9 / 16,1</b>	<b>83,5 / 16,5</b>	<b>83,3 / 16,7</b>	<b>82,9/17,1</b>
<b>Total exit turnover of permanent personnel</b>	<b>7,9 %</b>	<b>8,3 %</b>	<b>8,6 %</b>	<b>10,5 %</b>	<b>11,4 %</b>
<b>Exit turnover of permanent personnel, excluding retirements</b>	<b>5,1 %</b>	<b>5,5 %</b>	<b>5,8 %</b>	<b>7,9 %</b>	<b>8,6 %</b>
<b>Training days / person</b>	<b>3,5</b>	<b>3,6</b>	<b>2,1</b>	<b>2,2</b>	<b>2,0</b>
<b>Sick leave %</b>	<b>4,1%(*)</b>	<b>3,9%(*)</b>	<b>4,36%(*)</b>	<b>4,4%(*)</b>	<b>5,4 %</b>
<b>Salaries and fees of operating expenses, excluding social security contributions (%)</b>	<b>46,5</b>	<b>45,8</b>	<b>45,3</b>	<b>42,7</b>	<b>43,9</b>
<b>Use of hired labor in euros (EUR)</b>	<b>22 867 230</b>	<b>31 002 753</b>	<b>38 281 585</b>	<b>36 341 839</b>	<b>39 355 075</b>

**TABLE 2**  
**Full-time/part-time employment relationships December 1, 2022 (including part-time absences)**

	Persons	Part-time	Part-time %	Full-time	Full-time, %	Total persons employed	Employed %	Total absent	Absent %
Total nursing staff	13 808	638	4,62 %	13 170	95,38 %	8 208	59,44 %	5 600	40,56 %
Total physicians	3 436	522	15,19 %	2 914	84,81 %	2 140	62,28 %	1 296	37,72 %
Total other personnel	7 200	519	7,21 %	6 681	92,79 %	5 724	79,50 %	1 476	20,50 %
Total specialist employees	2 149	173	8,05 %	1 976	91,95 %	1 308	60,87 %	841	39,13 %
<b>Total</b>	<b>26 593</b>	<b>1 852</b>	<b>6,96 %</b>	<b>24 741</b>	<b>93,04 %</b>	<b>17 380</b>	<b>65,36 %</b>	<b>9 213</b>	<b>34,64 %</b>

**TABLE 3**  
**NUMBER OF PERSONNEL IN SUBSIDIARIES**

	31.12.2019	31.12.2020	31.12.2021	31.12.2022
HUS Real Estate Ltd	351	365	382	392
Uudenmaan Sairaалapesula Oy	223	233		
Puro Tekstiіhуoltopalvelut Oy			378	384
HYKSin Kliiniset Palvelut Oy	49			
Clinical Research Institute HUCH Ltd	93	90	90	24
Orton Oy	179	193	194	197
<b>Total</b>	<b>895</b>	<b>881</b>	<b>1044</b>	<b>997</b>

**TABLE 4**  
**Personnel transfers in 2022**

Transferred operations	Function	Number of persons
Clinical Research Institute HUCH, research nurses	transfer of clinical research support duties	50/15 (*)
City of Vantaa and Central-Uusimaa Rescue Department	Transfer of payroll functions to HUS for health and social services personnel transferred from the City of Vantaa and rescue services personnel transferred from the Central-Uusimaa Rescue Department	11

(\*) total number of transfers: 50, of whom 15 are new employees

**TABLE 5**  
**Retired employees**

	No. of persons					Average age in years				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Old-age pensions (incl. Early old-age pension)	356	374	443	420	505	64,4	64,5	64,6	64,7	65,01
Full disability pension	13	23	18	21	20	58,2	60,0	59,7	58,1	60,02
Full rehabilitation allowance	58	47	53	58	51	48,5	45,8	47,2	49,6	47,89
Partial disability pensions (incl. Partial rehabilitation allowance)	89	81	79	87	85	53,6	58,8	55,2	54,8	57,26
<b>Total</b>	<b>516</b>	<b>525</b>	<b>593</b>	<b>586</b>	<b>661</b>	<b>60,6</b>	<b>61,0</b>	<b>61,7</b>	<b>61,5</b>	<b>62,45</b>

**TABLE 6**  
**Number of personnel, change 2018–2022**

Number of personnel	FS 2018	FS 2019	FS 2020	FS 2021	FS 2022
<b>Total</b>	<b>24 936</b>	<b>26 536</b>	<b>27 162</b>	<b>26 833</b>	<b>26 728</b>
Nursing staff	13 383	14 310	14 595	14 220	13 789
Physicians	3 227	3 430	3 445	3 462	3 473
Other personnel	6 984	7 415	7 636	7 581	7 315
Specialist employees	1 342	1 381	1 486	1 570	2 151

**TABLE 7**  
**Number of personnel 5 years**

	Personnel	Number of personnel excluding transfers	Transfers of personnel (No. of employees)
FS 2022	26 728	26 667 / 26 702 (*)	61/26(*)
FS 2021	26 833	26 808	25
FS 2020	27 162	27 121	41
FS 2019	26 536	25 532	1 004
FS 2018	24 936	23 695	1 241

(\*) total number of transfers: 50, of whom 15 are new employees

**TABLE 8**  
**Person years, change 2018–2022**

	FS 2018	FS 2019	FS 2020	FS 2021	FS 2022 (**)
<b>HUS, total</b>	<b>20 390</b>	<b>21 522</b>	<b>22 482</b>	<b>22 082</b>	<b>24 124</b>
Nursing staff	10 598	11 159	11 658	11 285	12 392
Physicians	2 806	2 973	3 090	3 053	3 072
Other personnel	6 173	6 533	6 829	6 803	6 779
Specialist employees	814	857	905	942	1 882

\*\* Person-year, new indicator as per KT

**TABLE 9**  
**HUS number of personnel on December 31, 2022 by type of employment relationship**

	Permanent		Pro tempore holders of an office/post		Substitutes and short-term employees		Total personnel
	Persons	percentage	Persons	percentage	Persons	percentage	
Nursing staff	11 888	86,2 %	423	3,1 %	1 478	10,7 %	13 789
Physicians	2 058	59,3 %	880	25,3 %	535	15,4 %	3 473
Other personnel	5 381	73,6 %	1 195	16,3 %	739	10,1 %	7 315
Specialist employees	1 720	80,0 %	184	8,6 %	247	11,5 %	2 151
<b>Total</b>	<b>21 047</b>	<b>78,1 %</b>	<b>2 682</b>	<b>10,0 %</b>	<b>2 999</b>	<b>11,2 %</b>	<b>26 728</b>

**TABLE 10**  
**Personnel key figures by personnel group 2022**

					Type of employment relationship				Strategic metrics	
	Person years (**)	No. of employees	Share of personnel	Em- ployed	Per- ma- nent	Fixed- term	Em- ployed less than one year	Ab- sence due to illness, days per person	Total exit turnover of per- manent personnel (%)	Exit turn- over of permanent personnel (excluding retirements, etc.) (%)
Nursing staff	12 392	13 789	51,6 %	8 204	11 888	1 901	940	20,8	12,5 %	10,2 %
Physicians	3 072	3 473	13,0 %	2 140	2 058	1 415	212	8,2	7,7 %	4,1 %
Other personnel	6 779	7 315	27,4 %	5 721	5 381	1 934	1 234	17,5	10,6 %	7,1 %
Specialist employees	1 882	2 151	8,0 %	1 308	1 720	431	348	16,7	10,8 %	7,5 %
<b>Total</b>	<b>24 124</b>	<b>26 728</b>	<b>100,0 %</b>	<b>17 373</b>	<b>21 047</b>	<b>5 681</b>	<b>2 734</b>	<b>17,9</b>	<b>11,4 %</b>	<b>8,6 %</b>

(\*\*) new indicator as per KT

**TABLE 11**  
**Personnel key figures by profit area 2022**

	No. of employees on December 31	Person years (**)	Permanent %	Fixed-term %	Use of hired labor (EUR)	Total exit turnover of permanent employees (%)	Exit turnover of permanent employees (excluding retirements, etc.) (%)	Sick leave percentage (cumulative %)	Sick leave, days per person (cumulative %)
<b>10 HELSINKI UNIVERSITY HOSPITAL AREA</b>	<b>4 101</b>	<b>3 626</b>	<b>72,6 %</b>	<b>27,4 %</b>	<b>8 092 859</b>	<b>12,5 %</b>	<b>9,5 %</b>	<b>5,10 %</b>	<b>17,0</b>
115 Internal Medicine and Rehabilitation	1 041	911	67,9 %	32,1 %	1 099 708	10,0 %	7,8 %	5,70 %	18,9
116 Heart and Lung Center	758	690	78,9 %	21,1 %	5 361 694	14,0 %	12,5 %	5,00 %	17,3
119 Musculoskeletal and Plastic Surgery	624	547	74,7 %	25,3 %	735 566	13,1 %	10,5 %	4,50 %	15,3
120 Inflammation Center	412	368	71,6 %	28,4 %	234 945	20,0 %	13,9 %	5,30 %	16,5
121 Abdominal Center	1 098	952	68,9 %	31,1 %	649 802	10,6 %	6,7 %	4,70 %	15,9
125 Raseborg Hospital	165	154	92,7 %	7,3 %	11 145	9,8 %	7,2 %	6,00 %	20,0
128 Helsinki University Hospital Area Administration	3	3	100,0 %	0,0 %	0	33,3 %	33,3 %	1,70 %	4,0
<b>21 REGIONAL CLINICAL SERVICES</b>	<b>11 034</b>	<b>9 738</b>	<b>76,9 %</b>	<b>23,1 %</b>	<b>18 028 815</b>	<b>11,1 %</b>	<b>8,8 %</b>	<b>5,10 %</b>	<b>16,9</b>
210 Perioperative, Intensive Care and Pain Medicine	2 079	1 907	81,6 %	18,4 %	644 623	10,6 %	7,9 %	6,30 %	21,9
211 Children and Adolescents	2 040	1 772	77,1 %	22,9 %	3 595 448	11,5 %	9,2 %	4,80 %	15,7
212 Brain Center	2 999	2 660	74,9 %	25,1 %	5 200 560	12,7 %	10,1 %	4,40 %	14,7
213 Emergency Medicine and Services	1 109	1 001	78,5 %	21,5 %	6 136 427	12,9 %	12,3 %	5,00 %	18,1
214 Head and Neck Center	1 033	857	74,2 %	25,8 %	2 366 635	7,6 %	5,4 %	5,00 %	14,7
217 Gynecology and Obstetrics	1 175	1 016	74,3 %	25,7 %	199 971	9,4 %	6,2 %	5,20 %	17,6
218 Comprehensive Cancer Center	593	517	76,9 %	23,1 %	443 353	9,6 %	8,3 %	4,50 %	14,3
228 Profit area management, HUS Regional Clinical Services	6	7	100,0 %	0,0 %	0	0,0 %	0,0 %	0,50 %	1,1
<b>30 HYVINKÄÄ HOSPITAL AREA</b>	<b>876</b>	<b>806</b>	<b>82,5 %</b>	<b>17,5 %</b>	<b>95 935</b>	<b>12,3 %</b>	<b>9,7 %</b>	<b>6,20 %</b>	<b>21,3</b>
<b>40 LOHJA HOSPITAL AREA</b>	<b>482</b>	<b>431</b>	<b>84,9 %</b>	<b>15,1 %</b>	<b>1 404 485</b>	<b>10,8 %</b>	<b>8,3 %</b>	<b>6,00 %</b>	<b>21,0</b>
<b>60 PORVOO HOSPITAL AREA</b>	<b>437</b>	<b>387</b>	<b>80,1 %</b>	<b>19,9 %</b>	<b>1 279 857</b>	<b>16,9 %</b>	<b>12,6 %</b>	<b>5,80 %</b>	<b>20,1</b>
<b>70 HUS FACILITIES CENTER</b>	<b>29</b>	<b>29</b>	<b>89,7 %</b>	<b>10,3 %</b>	<b>0</b>	<b>26,9 %</b>	<b>15,4 %</b>	<b>2,30 %</b>	<b>7,7</b>
<b>71 HUS JOINT RESOURCES</b>	<b>433</b>	<b>419</b>	<b>82,0 %</b>	<b>18,0 %</b>	<b>0</b>	<b>9,6 %</b>	<b>6,8 %</b>	<b>1,90 %</b>	<b>6,0</b>
<b>73 HUS OCCUPATIONAL HEALTH CARE</b>	<b>81</b>	<b>69</b>	<b>90,1 %</b>	<b>9,9 %</b>	<b>2 624 333</b>	<b>13,7 %</b>	<b>11,0 %</b>	<b>1,20 %</b>	<b>13,4</b>
<b>74 HUS IT MANAGEMENT</b>	<b>483</b>	<b>443</b>	<b>87,0 %</b>	<b>13,0 %</b>	<b>0</b>	<b>10,0 %</b>	<b>7,1 %</b>	<b>4,50 %</b>	<b>10,7</b>
<b>75 HUS PHARMACY</b>	<b>536</b>	<b>465</b>	<b>85,1 %</b>	<b>14,9 %</b>	<b>0</b>	<b>7,7 %</b>	<b>6,6 %</b>	<b>3,40 %</b>	<b>15,6</b>
<b>76 HUS LOGISTICS</b>	<b>551</b>	<b>507</b>	<b>86,8 %</b>	<b>13,2 %</b>	<b>490 403</b>	<b>8,6 %</b>	<b>6,9 %</b>	<b>5,10 %</b>	<b>18,8</b>
<b>77 HUS ASVIA</b>	<b>4 273</b>	<b>4 073</b>	<b>79,8 %</b>	<b>20,2 %</b>	<b>2 898 256</b>	<b>11,2 %</b>	<b>7,5 %</b>	<b>5,70 %</b>	<b>21,4</b>
<b>78 HUS DIAGNOSTIC CENTER</b>	<b>3 407</b>	<b>3 128</b>	<b>84,4 %</b>	<b>15,6 %</b>	<b>4 440 132</b>	<b>11,9 %</b>	<b>8,5 %</b>	<b>6,30 %</b>	<b>19,5</b>
<b>Total (including External Audit)</b>	<b>26 728</b>	<b>24 124</b>	<b>78,7 %</b>	<b>21,3 %</b>	<b>39 355 075</b>	<b>11,4%</b>	<b>8,6%</b>	<b>5,40 %</b>	<b>17,9</b>

Person year(\*\*), new indicator as per KT

**TABLE 12**  
**Wages paid by personnel group in 2022**

	Number of persons on December 31, 2022	Wages	Working hours compensations	Percentage of working hours compensations of wages
Nursing staff	13 789	571 243 285	100096372	17,5 %
Physicians	3 473	319 024 077	88 956 251	27,9 %
Other personnel	7 315	279 876 146	22 574 577	8,1 %
Specialist employees	2 151	72 933 127	1 024 779	1,4 %
Remuneration		1 968 436		
Accrued and activated wages and fees*		-269 621	-1 248 406	463,0 %
Shop stewards' wages		868 872		
<b>Total*</b>	<b>26 728</b>	<b>1 246 183 564</b>	<b>211 403 573</b>	<b>17,0 %</b>

\*does not include reimbursements to employees

**TABLE 13**  
**Time employed at HUS**

	Number of persons	Percentage
Less than one year	2734	10,2 %
1–2 years	3873	14,5 %
3–4 years	3142	11,8 %
5–9 years	4869	18,2 %
10–19 years	6412	24,0 %
20 years or more	5698	21,3 %
<b>Total</b>	<b>26 728</b>	<b>100,0 %</b>

**TABLE 14**  
**Amount of further training 2018–2022**

Year	Days/person/year
2022	2,0
2021	2,2
2020	2,1
2019	3,6
2018	3,5

**TABLE 15**  
**Sick leave percentage 2018–2022**

Year	Absences due to illness %
2022	5,4 %
2021	4,2 %
2020	4,2 %
2019	3,9 %
2018	4,0 %
<b>2021–2022</b>	<b>1,20 %</b>

**TABLE 16**  
**Sick leave days 2017–2021**

Year	Sick leave days, total	Days absent due to illness per person
2022	483 826	17,9
2021	404 385	15,1
2020	399 749	14,8
2019	350 250	13,6
2018	351 215	14,1

**TABLE 17**  
**Costs of absences due to illness**

	HUS	Controls
Costs of absences due to illness out of payroll expenses 2022	4,03 %	*
* data not available by February 15, 2022 (Keva Avain data)		

**TABLE 18**  
**Share of disability pension contributions 2018–2022**

Year	Percentage of disability pension contributions in payroll expenses	Control
2022	0,79 %	1,28 %
2021	0,86 %	1,27 %
2020	0,66 %	0,98 %
2019	0,64 %	0,90 %
2018	0,60 %	0,85 %

**TABLE 19**  
**Summary of damages 2021–2022**

Damages	Description	2021	2022
Reimbursed	All reimbursed occupational and work-related travel accidents, occupational diseases and suspected occupational diseases	994	964
Other reported	Damages for which no claims were filed and "near miss" situations	1 988	2 044
All reported	Total reimbursed and reported	2 982	3 008

**TABLE 20**  
**Occupational diseases and accidents 2018–2022**

Year	2018	2019	2020	2021	2022
Occupational accidents	544	517	564	504	388
Accidents during work-related travel	511	491	400	490	559
Occupational diseases	0	14	33	19	17
Suspected occupational diseases	6	24	110	36	14
<b>Total</b>	<b>1 061</b>	<b>1 046</b>	<b>1 107</b>	<b>1 049</b>	<b>978</b>

10 of the suspected cases of occupational illness were Covid-19 cases.  
Of the 17 occupational illnesses for which reimbursement was paid, 5 were linked to Covid-19.

**TABLE 21**  
**Strategic targets**

**Realization of key strategic targets related to personnel in 2022**

Goal	Metric	Actual 2022
Committed personnel	Total exit turnover of permanent personnel	11,4 %
	Exit turnover of permanent personnel (excluding pensions, etc.)	8,6 %