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The personnel figures for 2023 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 2019 - 2023

	2019	2020	2021	2022	2023
Number of personnel	26 536	27 162	26 833	26 728	27 409
permanent	20 409	20 774	20 865	21 047	21 621
fixed-term, of whom	6 127	6 388	5 968	5 681	5 788
substitutes	3 554	3 450	3 222	2 909	2 969
pro tempore holders of an office/post	2 486	2 834	2 653	2 682	2 762
short-term (1 to 12 days)	87	104	93	90	57
Personnel by personnel group	26 536	27 162	26 833	26 728	27 409
nursing staff	14 310	14 595	14 220	13 789	14 187
physicians	3 430	3 445	3 462	3 473	3 519
other personnel	7 415	7 636	7 581	7 315	7 463
specialist employees	1 381	1 486	1 570	2 151	2 240
Average age	43,8	43,5	43,7	43,8	43,5
women	44,1	43,8	43,9	44,0	43,8
men	42,4	42,2	42,4	42,5	42,2
permanent	46,2	45,9	45,8	45,6	45,5
fixed-term	35,9	35,8	36,3	37,0	37,0
Gender distribution women / men (%)	83,9 / 16,1	83,5 / 16,5	83,3 / 16,7	82,9 / 17,1	82,6 / 17,4
Total exit turnover of permanent personnel	8,3 %	8,6 %	10,5 %	11,4 %	9,2 %
Exit turnover of permanent personnel, excluding retirements	5,5 %	5,8 %	7,9 %	8,6 %	6,8 %
Training days / person	3,6	2,1	2,2	2,0	2,2
Absences due to illness %	3,9 %	4,4 %	4,4 %	5,4 %	4,5 %
Salaries and fees of operating expenses, excluding social security contributions (%)	45,8	45,3	42,7	43,9	46,0 %
Use of hired labor in euros (EUR)	31 002 753	38 281 585	36 341 839	39 355 075	40 485 768

TABLE 2
Full-time/part-time employment relationships Dec 31, 2023 (including part-time absences)

	Persons	Part-time	Part-time %	Full-time	Full-time, %	Total persons employed	Employed %	Total absent	Absent %
Nursing staff	14 187	665	4,69 %	13 522	95,31 %	8 407	59,26 %	5 780	40,74 %
Physicians	3 519	513	14,58 %	3 006	85,42 %	2 192	62,29 %	1 327	37,71 %
Other personnel	7 463	553	7,41 %	6 910	92,59 %	5 637	75,53 %	1 826	24,47 %
Specialist employees	2 240	197	8,79 %	2 043	91,21 %	1 312	58,57 %	928	41,43 %
Total	27 409	1 928	7,03 %	25 481	92,97 %	17 548	64,02 %	9 861	35,98 %

TABLE 3
NUMBER OF PERSONNEL IN SUBSIDIARIES

	2019	2020	2021	2022	2023
HUS Real Estate Ltd	351	365	382	392	383
Uudenmaan Sairaалapesula Oy	223	233			
Puro Tekstiіlіhuoltopalvelut Oy			378	384	376
HYKSin Kliiniset Palvelut Oy	49				
Clinical Research Institute HUCH Ltd	93	90	90	24	30
Orton Oy (*)	179	193	194	207	217
Total	895	881	1 044	1 007	1 006

* Average number of staff. The comparative data as at Dec 31, 2022 for the financial statements as at Dec 31, 2023 were revised as per the new presentation scheme, and the data for the comparative year are thus compatible with those for the year under review.

TABLE 4
Personnel transfers in 2023

Transferred operations	Function	Number of persons
Eteva Joint Authority, special services	ID Psychiatry Units, outpatient clinic and consultant services	168
Sosiaalіtaito Oy and Verso Itä-Uusimaa	Social services centers of excellence	5

TABLE 5
Retired employees

	No. of persons					Average age in years				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
Old-age pensions (incl. partial old-age pension)	374	443	420	505	357	64,5	64,6	64,7	65,0	65,0
Full disability pension	23	18	21	20	27	60,0	59,7	58,1	60,0	60,1
Full rehabilitation allowance	47	53	58	51	49	45,8	47,2	49,6	47,9	46,7
Partial disability pension (incl. partial rehabilitation allowance)	81	79	87	85	51	58,8	55,2	54,8	57,3	55,6
Total	525	593	586	661	484	61,0	61,7	61,5	62,5	61,6

TABLE 6
Number of personnel, change 2019 - 2023

Number of personnel	2019	2020	2021	2022	2023
Total	26 536	27 162	26 833	26 728	27 409
Nursing staff	14 310	14 595	14 220	13 789	14 187
Physicians	3 430	3 445	3 462	3 473	3 519
Other personnel	7 415	7 636	7 581	7 315	7 463
Specialist employees	1 381	1 486	1 570	2 151	2 240

TABLE 7
Number of personnel 5 years

	Personnel	Number of personnel excluding transfers	Transfers of personnel (No. of employees)
2023	27 409	27 236	173
2022	26 728	26 667 / 26 702 (*)	61/26 (*)
2021	26 833	26 808	25
2020	27 162	27 121	41
2019	26 536	25 532	1 004

* Total number of transfers: 50, of whom 15 are new employees

TABLE 8
Person years, change 2019 - 2023

	2019	2020	2021	2022 (*)	2023 (*)
HUS, total	21 522	22 482	22 082	24 124	24 908
Nursing staff	11 159	11 658	11 285	12 392	12 780
Physicians	2 973	3 090	3 053	3 072	3 079
Other personnel	6 533	6 829	6 803	6 779	7 048
Specialist employees	857	905	942	1 882	2 000

* Person-year, new indicator as per KT

TABLE 9
HUS number of personnel on Dec 31, 2023 by type of employment relationship

	Permanent		Pro tempore holders of an office/post		Substitute and short-term		Total personnel
	Persons	percentage	Persons	percentage	Persons	percentage	Persons
Nursing staff	12 212	86,1 %	454	3,2 %	1 521	10,7 %	14 187
Physicians	2 139	60,8 %	872	24,8 %	508	14,4 %	3 519
Other personnel	5 484	73,5 %	1 237	16,6 %	742	9,9 %	7 463
Specialist employees	1 786	79,7 %	199	8,9 %	255	11,4 %	2 240
Total	21 621	78,9 %	2 762	10,1 %	3 026	11,0 %	27 409

TABLE 10
Personnel key figures by personnel group 2023

	Person years (*)	No. of employees	Share of personnel	Em- ployed	Type of employment relationship			Strategic metrics	
					Per- ma- nent	Fixed- term	Absence due to illness, days per person	Total exit turnover of permanent personnel (%)	Exit turnover of permanent personnel (ex- cluding retirements, etc.) (%)
Nursing staff	12 780	14 187	51,8 %	8 407	12 212	1 975	16,8	9,9 %	7,9 %
Physicians	3 079	3 519	12,8 %	2 192	2 139	1 380	6,3	6,4 %	3,5 %
Other personnel	7 048	7 463	27,2 %	5 637	5 484	1 979	14,5	9,0 %	5,8 %
Specialist employees	2 000	2 240	8,2 %	1 312	1 786	454	13,3	8,6 %	6,4 %
Total	24 908	27 409	100,0 %	17 548	21 621	5 788	14,5	9,2 %	6,8 %

* Person-year, new indicator as per KT

TABLE 11
Personnel key figures by profit area 2023

	No. of employees on Dec 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)
22 Brain Center	3 162	2 839	74,3 %	25,7 %	7 028 264	10,7 %	9,0 %	3,7 %	12,1
220 Brain Center management	4	4	100,0 %	0,0 %	0	0,0 %	0,0 %	0,0 %	0,0
221 Psychiatry	2 564	2 326	75,8 %	24,2 %	6 504 121	10,8 %	9,2 %	3,7 %	11,9
223 Neurocenter	594	510	67,8 %	32,2 %	524 142	10,4 %	8,2 %	3,9 %	12,9
23 Services for Women, Children and Adolescents	3 367	2 942	75,2 %	24,8 %	2 274 831	8,7 %	6,7 %	4,3 %	13,9
230 Management of Services for Women, Children and Adolescents	4	4	100,0 %	0,0 %	0	0,0 %	0,0 %	0,4 %	1,0
231 Gynecology and Obstetrics	1 218	1 061	71,4 %	28,6 %	146 529	9,1 %	6,9 %	4,6 %	14,9
232 Children and Adolescents	2 145	1 877	77,3 %	22,7 %	2 128 302	8,5 %	6,6 %	4,1 %	13,3
24 Conservative services	2 948	2 637	74,2 %	25,8 %	7 087 610	9,0 %	6,6 %	4,4 %	14,4
240 Management of Conservative Services	4	4	100,0 %	0,0 %	0	0,0 %	0,0 %	1,5 %	5,8
241 Internal Medicine and Rehabilitation	1 235	1 103	68,9 %	31,1 %	1 678 736	8,2 %	6,3 %	4,4 %	14,3
242 Heart and Lung Center	763	681	75,0 %	25,0 %	4 623 663	8,4 %	6,8 %	3,9 %	13,1
243 Inflammation Center	418	370	74,4 %	25,6 %	544 915	10,6 %	7,7 %	3,9 %	11,9
249 Medicinal services of nearby hospitals	528	479	84,8 %	15,2 %	240 297	10,0 %	6,3 %	5,6 %	18,8
25 Operational services	3 909	3 416	74,6 %	25,4 %	3 443 355	8,7 %	6,4 %	4,1 %	12,9
250 Management of Operational Services	14	6	92,9 %	7,1 %	0	0,0 %	0,0 %	0,4 %	0,9
251 Head and Neck Center	1 094	923	74,5 %	25,5 %	1 769 954	8,8 %	6,3 %	4,5 %	13,1
252 Musculoskeletal and Plastic Surgery	644	570	75,8 %	24,2 %	719 467	11,9 %	9,6 %	3,6 %	12,3
253 Comprehensive Cancer Center	648	562	79,9 %	20,1 %	453 689	5,6 %	4,4 %	4,5 %	13,8
254 Abdominal Center	1 246	1 123	68,9 %	31,1 %	230 094	7,2 %	5,1 %	3,8 %	12,3
259 Operating services of nearby hospitals	263	232	85,6 %	14,4 %	270 151	15,6 %	10,2 %	4,3 %	14,2
26 Emergency Medicine, Surgical and Intensive Care Center	4 089	3 649	79,7 %	20,3 %	9 146 854	9,4 %	7,5 %	4,4 %	14,8
260 Management of Emergency Medicine, Surgical and Intensive Care Center	4	4	100,0 %	0,0 %	0	0,0 %	0,0 %	0,0 %	0,0
261 Emergency Medicine and Services	1 627	1 443	74,4 %	25,6 %	8 487 040	9,1 %	7,4 %	3,7 %	12,9
262 Surgical and Intensive Care Center	2 458	2 202	83,1 %	16,9 %	659 813	9,6 %	7,5 %	4,8 %	16,1
78 Diagnostic Center	3 419	3 174	85,8 %	14,2 %	5 096 710	9,3 %	6,7 %	5,3 %	16,7
80 Group services	6 509	6 247	83,6 %	16,4 %	6 408 144	9,0 %	5,8 %	4,9 %	15,8
800 Facilities Center	31	30	96,8 %	3,2 %	0	3,3 %	0,0 %	2,4 %	7,2
801 Group administration	759	707	88,5 %	11,5 %	90 875	7,7 %	5,7 %	2,6 %	8,2
803 Occupational health	76	71	94,7 %	5,3 %	2 175 211	13,9 %	9,7 %	5,2 %	15,5
804 IT Management	499	473	91,2 %	8,8 %	0	6,4 %	4,0 %	2,9 %	9,2
805 Pharmacy	554	509	85,6 %	14,4 %	0	7,8 %	7,2 %	4,4 %	13,4
806 Support Services	4 590	4 457	81,4 %	18,6 %	4 142 058	9,6 %	5,9 %	5,5 %	18,1
Total (including External Audit)	27 409	24 908	78,9 %	21,1 %	40 485 768	9,2 %	6,8 %	4,5 %	14,5

* Person-year, new indicator as per KT

TABLE 12
Wages paid by personnel group in 2023

	Number of persons on Dec 31, 2023	Wages	Working hours compensations	Working hours compensations as % of wages
Nursing staff	14 187	610 937 030	102 881 316	16,8 %
Physicians	3 519	337 240 529	94 966 125	28,2 %
Other personnel	7 463	308 605 338	23 606 869	7,6 %
Specialist employees	2 240	79 806 184	1 229 291	1,5 %
Remuneration		2 259 352		
Accrued and activated wages and fees (*)		14 495 230	507 221	3,5 %
Shop stewards' wages		498 436		
Total*	27 409	1 353 842 098	223 190 822	16,5 %

* Does not include reimbursements to employees

TABLE 13
Time employed at HUS

	Number of persons	Percentage
Less than one year	4 180	15,3 %
1–2 years	4 849	17,7 %
3–4 years	3 653	13,3 %
5–9 years	5 240	19,1 %
10–19 years	5 108	18,6 %
20 years or more	4 379	16,0 %
Total	27 409	100,0 %

TABLE 14
Number of training days 2019 - 2023

Year	Days/person/year
2023	2,2
2022	2,0
2021	2,2
2020	2,1
2019	3,6

TABLE 15
Sick leave percentage 2019 - 2023

Year	Absences due to illness %
2023	4,5 %
2022	5,4 %
2021	4,2 %
2020	4,2 %
2019	3,9 %
2022-2023	-0,9 %

TABLE 16
Sick leave days 2019 - 2023

Year	Total days absent due to illness	Days absent due to illness per person
2023	397 939	14,5
2022	483 826	17,9
2021	404 385	15,1
2020	399 749	14,8
2019	350 250	13,6

TABLE 17
Costs of absences due to illness

	HUS	Controls
Costs of absences due to illness out of payroll expenses 2023	3,42 %	3,92 %

TABLE 18
Share of disability pension contributions 2019 - 2023

Year	Percentage of disability pension contributions in payroll expenses	Control
2023	0,73 %	0,93 %
2022	0,79 %	1,28 %
2021	0,86 %	1,27 %
2020	0,66 %	0,98 %
2019	0,64 %	0,90 %

TABLE 19
Summary of damages 2021 – 2023

Damages	Description	2021	2022	2023
Reimbursed	All reimbursed occupational and work-related travel accidents, occupational diseases and suspected occupational diseases	994	964	852
Other reported	Damages for which no claims were filed and "near miss" situations	1 988	2 044	1 991
All reported	Total reimbursed and reported	2 982	3 008	2 843

TABLE 20
Occupational illness and accident trends 2019 - 2023

Year	2019	2020	2021	2022	2023
Occupational accidents	517	564	504	388	389
Accidents during work-related travel	491	400	490	559	404
Occupational diseases	14	33	19	17	8
Suspected occupational diseases	24	110	36	14	18
Total	1 046	1 107	1 049	978	819