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The personnel figures 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 2020–2024

	2020	2021	2022(*)	2023(*)	2024(*)
Number of personnel	27,162	26,833	26,728	27,409	26,926
permanent	20,774	20,865	21,047	21,621	21,606
fixed-term, of whom	6,388	5,968	5,681	5,788	5,320
substitutes	3,450	3,222	2 909	2 969	2,604
pro tempore holders of an office/post	2,834	2 653	2 682	2,762	2,715
short-term (1 to 12 days)	104	93	90	57	1
Personnel by personnel group	27,162	26,833	26,728	27,409	26,926
nursing staff	14,595	14,220	13,789	14,187	14,541
physicians	3,445	3,462	3,473	3,519	3,646
other personnel	7,636	7,581	7,315	7,463	6,134
specialist employees	1,486	1,570	2,151	2,240	2,605
Person-years by personnel group	22,482	22,082	24,124	24,908	25,296
nursing staff	11,658	11,285	12,392	12,780	13,580
physicians	3,090	3,053	3,072	3,079	3,249
other personnel	6,829	6,803	6,779	7,048	6,157
specialist employees	905	942	1,882	2,000	2,310
Average age	43.5	43.7	43.8	43.5	43.9
women	43.8	43.9	44.0	43.8	44.1
men	42.2	42.4	42.5	42.2	43.0
permanent	45.9	45.8	45.6	45.5	45.8
fixed-term	35.8	36.3	37.0	37.0	37.4
Gender distribution women / men (%)	83.5 / 16.5	83.3 / 16.7	82.9 / 17.1	82.6 / 17.4	82.7 / 17.3
Total exit turnover of permanent personnel	8.6 %	10.5 %	11.4 %	9.2 %	8.2 %
Exit turnover of permanent personnel, excluding retirements	5.8 %	7.9 %	8.6 %	6.8 %	5.5 %
Training days / person	2.1	2.2	2.0	2.2	2.2
Absences due to illness %	4.4 %	4.4 %	5.4 %	4.5 %	4.4 %
Days absent due to illness	399,749	404,385	483,826	397,939	397,056
Days absent due to illness per person	14.8	15.1	17.9	14.5	14.4
Salaries and fees of operating expenses, excluding social security contributions (%)	45.3	42.7	43.9	46.0	46.7
Use of hired labor in euros (EUR)	38,281,585	36,341,839	39,355,075	40,485,768	33,305,959

* Person-year, new indicator as per KT

TABLE 2
Personnel 2020–2024

	Personnel	Number of personnel excluding transfers	Transfers of personnel (No. of employees)
2024	26,926	26,968	-42
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

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

TABLE 3
Personnel transfers in 2024

Transferred operations	Function	Number of persons
HUS Lohja and Raasepori Home Hospital activities	Transfer of home hospital activities to the Western Uusimaa wellbeing services county	-14
HUS Support Services	Transfer of service production to the wellbeing services county of Kymenlaakso	-2
HUS Support Services	Transfer of service production to Tuki- ja kiinteistöpalvelut Oy at wellbeing services county of Kymenlaakso	-26

TABLE 4
HUS number of personnel on Dec 31, 2024 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	percentage
Nursing staff	12,306	84.6 %	558	3.8 %	1,677	11.5 %	14,541	54.0 %
Physicians	2,145	58.8 %	1,028	28.2 %	473	13.0 %	3,646	13.5 %
Other personnel	5,314	86.6 %	576	9.4 %	244	4.0 %	6,134	22.8 %
Specialist employees	1,841	70.7 %	553	21.2 %	211	8.1 %	2,605	9.7 %
Total	21,606	80.2 %	2,715	10.1 %	2,605	9.7 %	26,926	100.0 %

TABLE 5
Full-time/part-time employment relationships Dec 31, 2024 (including part-time absences)

	Persons	Part-time	Part-time %	Full-time	Full-time, %	Total persons employed	Employed %	Total absent	Absent %
Nursing staff	14,541	634	4.4 %	13,907	95.6 %	9,036	62.1 %	5,505	37.9 %
Physicians	3,646	540	14.8 %	3,106	85.2 %	1,918	52.6 %	1,728	47.4 %
Other personnel	6,134	199	3.2 %	5,935	96.8 %	4,255	69.4 %	1,879	30.6 %
Specialist employees	2,605	442	17.0 %	2,163	83.0 %	1,441	55.3 %	1,164	44.7 %
Total	26,926	1,815	6.7 %	25,111	93.3 %	16,650	61.8 %	10,276	38.2 %

TABLE 6
Exit turnover by personnel group 2024

	Total exit turnover of permanent staff (%)	Exit turnover of permanent personnel (excluding retirements, etc.) (%)
Nursing staff	8.5 %	6.3 %
Physicians	6.0 %	2.7 %
Other personnel	8.2 %	4.6 %
Specialist employees	8.6 %	6.1 %
Total	8.2 %	5.5 %

TABLE 7
Days absent due to illness per person by personnel group 2024

	Days absent due to illness per person
Nursing staff	16.7
Physicians	5.7
Other personnel	15.0
Specialist employees	12.0
Total	14.4

TABLE 8
Wages paid by personnel group in 2024

	Number of persons on Dec 31, 2024	Wages	Working hours compensations	Working hours compensations as % of wages
Nursing staff	14,541	642,927,444	93,700,256	14.6 %
Physicians	3,646	362,187,954	96,503,737	26.6 %
Other personnel	6,134	261,211,493	14,744,548	5.6 %
Specialist employees	2,605	114,240,739	3,455,904	3.0 %
Remuneration		1,985,971		
Accrued and activated wages and fees (*)		14,557,186	2,400,714	16.5 %
Shop stewards' wages		410,668		
Total*	26,926	1,397,521,454	210,805,159	15.1 %

* Does not include reimbursements to employees

TABLE 9
Personnel key figures by profit area 2024

	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	3,217	2,938	74.8 %	25.2 %	6,066,740	8.2 %	6.7 %	3.8 %	12.1
220 Brain Center management	4	4	100.0 %	0.0 %	0	25.0 %	25.0 %	1.9 %	7.8
221 Psychiatry	2,575	2,372	76.6 %	23.4 %	5,907,232	7.9 %	6.7 %	3.9 %	12.5
223 Neurocenter	638	563	67.1 %	32.9 %	159,508	9.6 %	6.3 %	3.4 %	10.7
23 Services for Women, Children and Adolescents	3,405	3,029	75.9 %	24.1 %	1,461,015	7.0 %	5.2 %	4.3 %	14.0
230 Management of Services for Women, Children and Adolescents	4	4	100.0 %	0.0 %	0	0.0 %	0.0 %	0.3 %	0.8
231 Gynecology and Obstetrics	1,242	1,098	71.7 %	28.3 %	0	7.6 %	5.6 %	4.5 %	14.6
232 Children and Adolescents	2,159	1,928	78.2 %	21.8 %	1,461,015	6.7 %	5.0 %	4.2 %	13.6
24 Internal Medicine Services	2,882	2,657	74.4 %	25.6 %	6,150,259	11.2 %	6.5 %	4.5 %	14.7
240 Management of Conservative Services	5	5	100.0 %	0.0 %	0	20.0 %	20.0 %	1.0 %	3.9
241 Internal Medicine and Rehabilitation	1,230	1,125	68.6 %	31.4 %	996,456	9.6 %	7.2 %	4.5 %	14.6
242 Heart and Lung Center	742	690	75.5 %	24.5 %	5,044,823	8.6 %	5.9 %	4.1 %	13.7
243 Inflammation Center	424	379	76.2 %	23.8 %	33,460	8.0 %	5.6 %	3.8 %	11.1
249 Medicinal services of nearby hospitals	481	457	85.9 %	14.1 %	75,521	20.3 %	6.5 %	5.9 %	19.7
25 Operational services	3,941	3,575	75.5 %	24.5 %	2,779,696	7.3 %	5.1 %	3.8 %	11.9
250 Management of Operational Services	16	17	81.3 %	18.8 %	0	15.4 %	15.4 %	1.8 %	5.6
251 Head and Neck Center	1,093	957	76.8 %	23.2 %	1,945,711	6.6 %	5.1 %	3.8 %	10.9
252 Musculoskeletal and Plastic Surgery	645	587	74.4 %	25.6 %	285,397	7.3 %	5.6 %	3.2 %	10.9
253 Comprehensive Cancer Center	685	614	81.2 %	18.8 %	491,773	6.8 %	3.4 %	3.9 %	11.9
254 Abdominal Center	1,245	1,157	70.0 %	30.0 %	6,136	7.9 %	5.1 %	3.8 %	12.3
259 Operating services of nearby hospitals	257	242	83.7 %	16.3 %	50,678	8.8 %	8.4 %	5.1 %	17.1
26 Emergency Medicine, Surgical and Intensive Care Center	4,037	3,800	80.1 %	19.9 %	9,330,613	8.6 %	6.5 %	4.6 %	15.7
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	1,600	1,515	74.4 %	25.6 %	8,425,347	8.6 %	6.4 %	3.8 %	13.5
262 Surgical and Intensive Care Center	2,433	2,281	83.9 %	16.1 %	905,266	8.6 %	6.5 %	5.1 %	17.2
78 Diagnostic Center	3,296	3,154	89.3 %	10.7 %	4,480,601	7.1 %	4.6 %	5.1 %	16.1
80 Group services	6,143	6,138	86.5 %	13.5 %	3,037,034	8.5 %	4.9 %	4.7 %	15.3
800 Facilities Center	32	31	100.0 %	0.0 %	0	3.1 %	0.0 %	2.1 %	6.2
801 Group administration	747	732	92.4 %	7.6 %	74,458	5.5 %	3.3 %	2.5 %	7.6
803 Occupational health	74	74	89.2 %	10.8 %	1,999,321	19.7 %	15.2 %	5.1 %	15.0
804 IT Management	495	490	92.5 %	7.5 %	0	4.1 %	2.6 %	2.8 %	9.3
805 Pharmacy	540	513	88.7 %	11.3 %	0	7.5 %	6.3 %	4.8 %	15.1
806 Support Services	4,255	4,298	84.4 %	15.6 %	963,255	9.6 %	5.2 %	5.3 %	17.4
Total (including External Audit)	26,926	25,296	80.2 %	19.8 %	33,305,959	8.2 %	5.5 %	4.4 %	14.4

* Person-year, new indicator as per KT

TABLE 10
Time employed at HUS on Dec 31, 2024

	Number of persons	Percentage
Less than one year	1,845	6.9 %
1–2 years	4,287	15.9 %
3–4 years	3,324	12.3 %
5–9 years	5,812	21.6 %
10–19 years	5,997	22.3 %
20 years or more	5,661	21.0 %
Total	26,926	100.0 %

TABLE 11
Retired employees 2020–2024

	No. of persons					Average age in years				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Old-age pensions (incl. partial old-age pension)	443	420	505	357	361	64.6	64.7	65.0	65.0	65.2
Full disability pension	18	21	20	27	13	59.7	58.1	60.0	60.1	59.7
Full rehabilitation allowance	53	58	51	49	39	47.2	49.6	47.9	46.7	44.2
Partial disability pension (incl. partial rehabilitation allowance)	79	87	85	51	71	55.2	54.8	57.3	55.6	55.9
Total	593	586	661	484	484	61.7	61.5	62.5	61.6	61.9

TABLE 12
Share of disability pension contributions 2020–2024

Year	Percentage of disability pension contributions in payroll expenses	Control
2024	0.66 %	0.82 %
2023	0.73 %	0.93 %
2022	0.79 %	1.28 %
2021	0.86 %	1.27 %
2020	0.66 %	0.98 %

TABLE 13
Costs of absences due to illness

	HUS	Controls
Costs of absences due to illness out of payroll expenses 2024	3.32 %	4.19 %

TABLE 14
Summary of damages 2021–2024

Damages	Description	2021	2022	2023	2024
Reimbursed	All reimbursed occupational and work-related travel accidents, occupational diseases and suspected occupational diseases	994	964	852	910
Other reported	Damages for which no claims were filed and "near miss" situations	1,988	2,044	1,991	2,070
All reported	Total reimbursed and reported	2,982	3,008	2,843	2,980

TABLE 15
Occupational illness and accident trends 2020–2024

Year	2020	2021	2022	2023	2024
Occupational accidents	564	504	388	389	386
Accidents during work-related travel	400	490	559	404	474
Occupational diseases	33	19	17	8	13
Suspected occupational diseases	110	36	14	18	25
Total	1,107	1,049	978	819	898

TABLE 16
Number of personnel in subsidiaries

	2020	2021	2022	2023 (*)	2024 (*)
HUS Real Estate Ltd	365	382	392	393	386
Uudenmaan Sairaалapesula Oy	233				
Puro Tekstiilihuoltopalvelut Oy		378	384	395	377
Clinical Research Institute HUCH Ltd.	90	90	24	33	26
Orton Oy	193	194	207	217	222
Total	881	1,044	1,007	1,038	1,011

* Average number of personnel