

# Finland 2024 | Keeping our Health Workforce

## HOPE Agora | Brussels





# 9 Participants | 7 Cities



**Siobhán  
Thompson**



**María  
Asenjo**



**Julie  
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**Carmen  
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**Margrethe  
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**Alessandra  
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**Ana  
de Nazaré  
Albuquerque**



**Dimitra  
Evangelinou**



**Yana  
Spiteri**



**Helsinki**

**Kajaani**

**Kuopio**

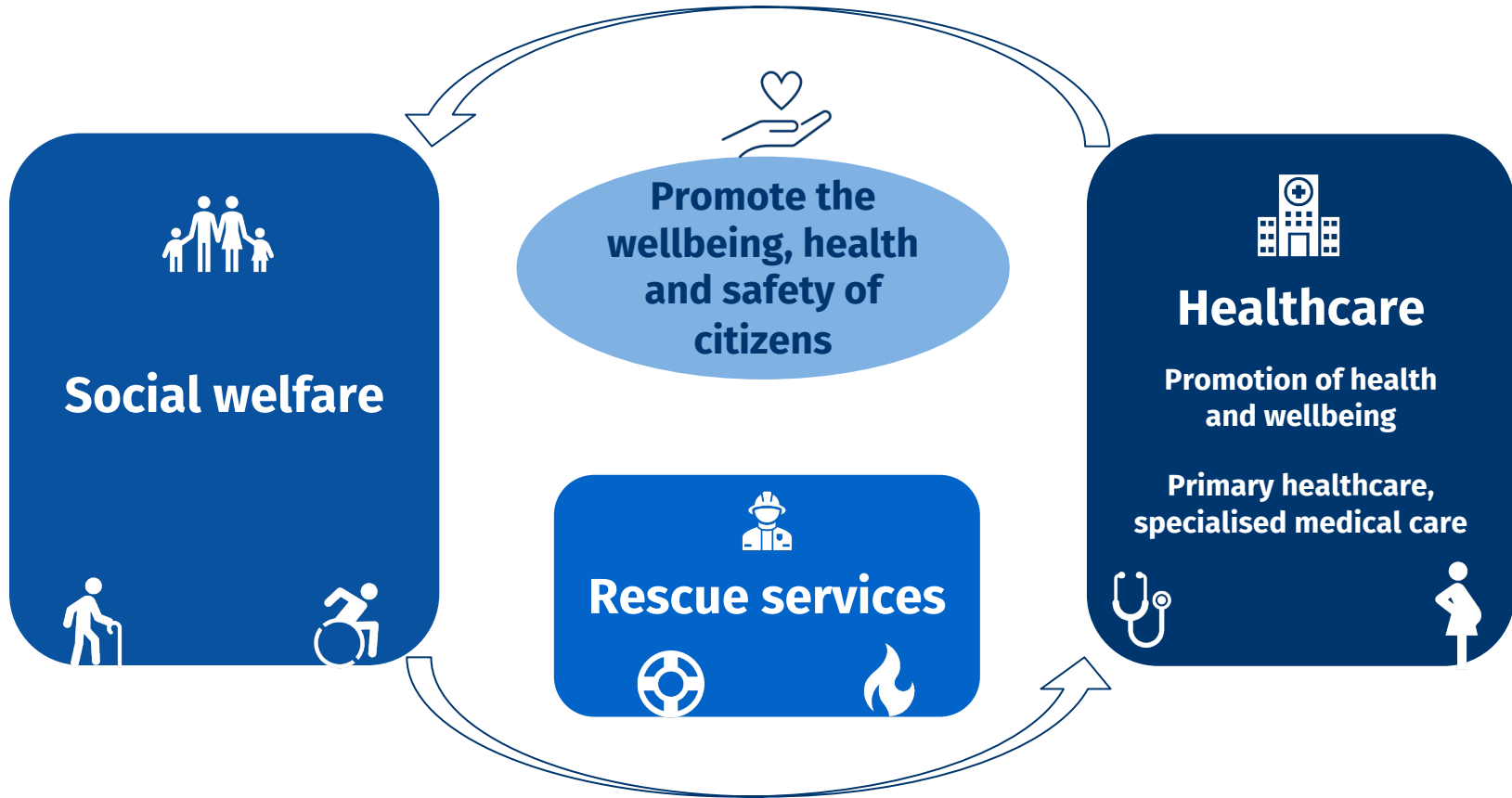
**Lahti**

**Mikkeli**

**Oulu**

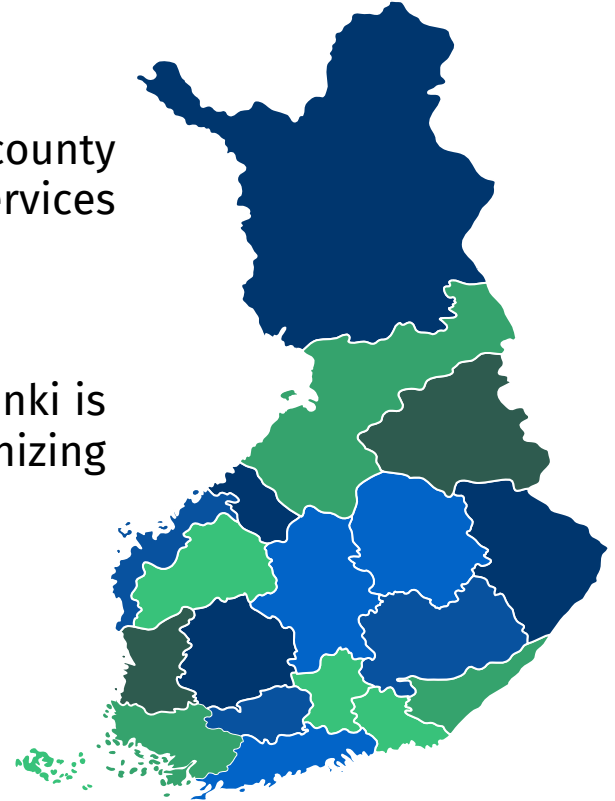
**Savonlinna**

# Current reform in Finnish healthcare



# What is wellbeing services county?

- Its operations and finances are the responsibility of a county council, whose councilors are elected in the wellbeing services counties' county elections.
- There are 21 wellbeing services counties. The City of Helsinki is an exception, as it will remain responsible for organizing social welfare, health care and rescue services.



*Putting the healthcare worker at the center*

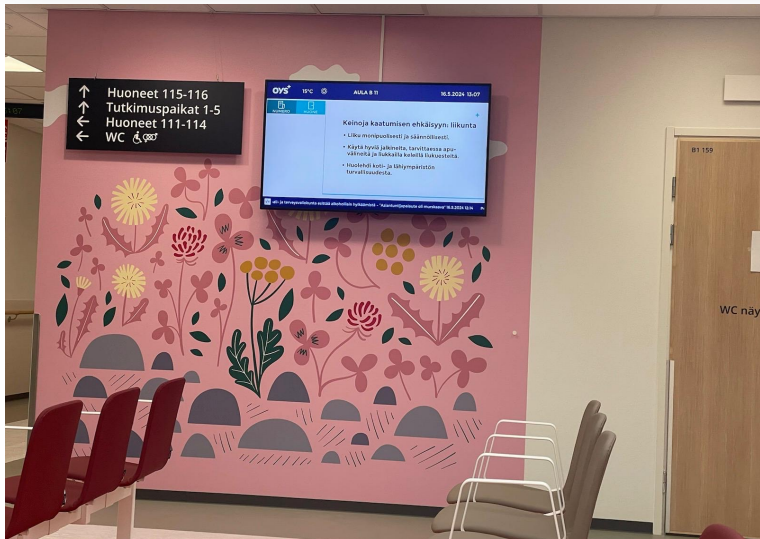


# Building « the world's smartest hospital » in Oulu



## World's smartest hospital

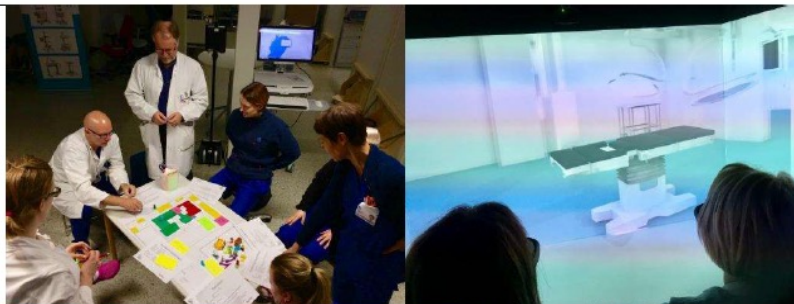
Our vision of change challenges not only the construction of the new facilities, but also the ways we operate and develop our functions.



# An hospital designed by the workers & for the workers



Over 400 workshops  
Over 1000 hours  
Over 5500 healthcare  
professionals involved



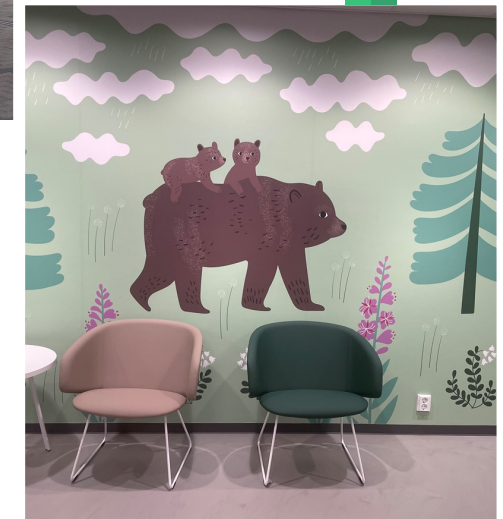
**One example of quick-win:  
« the passing-through cabinet »**

**OYS<sup>+</sup>2030** MAAILMAN ÄLYKKÄIN SAIRAALA



# In the end...

- Working in a cutting-edge environment (6G connectivity, ergonomics, etc.)
- Less time-wasting | more time for patients | concentrating on added-value and interesting tasks
- A sense of pride and ownership
- Ultimately improving retention



# Building bridges between countries | Kuopio



**Student internships at Pshva |**  
all support measures



**Recruitment**  
Transition to working life

**Structured orientation**  
Language reinforcement support  
**Mentoring**  
Supporting professional growth  
Career development support

# Multidisciplinary Teambuilding | Kuopio & Mikkeli



## Identified need for skills in multidisciplinary collaboration



- Communication, appreciation and team integration improve
- Knowledge of service systems increases
- Leads to higher quality and more cost-effective care



# Päijät-Häme | Lahti



## Wellbeing

Family Friendly workplace;  
Private work health services;  
Gym, Sauna, Rooms to relax;  
Kindness



## Work Conditions

Incentive Bonus;  
Specific Software for scheduling  
and flexibility in worktime table;  
Home Working;  
Holidays; Digitalization;



## Career

Professional development;  
Career Progression; Monitor;  
5 to 10 days dedicate for own education

Thank you!  
Kiitos!

