



Heltti's Price List 2024



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OCCUPATIONAL HEALTHCARE

Occupational health care services for organizations include action planning and reporting e.g. occupational health action plan, basic and targeted workplace surveys, ergonomic assessment and co-operation with the workplace. Services for individuals include work ability processes and related services, e.g. coordination of work ability process, work ability assessment, occupational health and workability negotiations, appointments with professionals as a part of preventive activities, statutory health examinations, work-related vaccinations and first aid training.

Occupational health professionals and specialists

- | | |
|--|--------------|
| • Occupational physician | 232 € / hour |
| • Occupational nurse | 122 € / hour |
| • Occupational psychologist | 209 € / hour |
| • Occupational physiotherapist | 122 € / hour |
| • Nutrition therapist | 163 € / hour |
| • Work ability coordinator and expert in social services | 163 € / hour |

Targeted group coaching

Preparation time is included in the hourly rate.

- | | |
|--------------------------------|--------------|
| • Occupational physician | 628 € / hour |
| • Occupational nurse | 323 € / hour |
| • Occupational psychologist | 566 € / hour |
| • Occupational physiotherapist | 323 € / hour |

Other preventive services

- | | |
|-----------------------------|------------------|
| • Targeted workplace survey | Ask for an offer |
|-----------------------------|------------------|

First aid training

First Aid training is carried out by our partner Finnish Red Cross. Ask for an offer

MEDICAL CARE

Medical care services include health guidance, remote care, appointments and diagnostic services. Appointments and diagnostic services performed at Heltti's partners are invoiced based on partner's price lists.

Occupational health professionals and specialists

- | | |
|--|---------------------|
| • Occupational / general physician | 208 € / hour |
| • Occupational nurse | 122 € / hour |
| • General nurse | 104 € / hour |
| • Occupational physiotherapist / physiotherapist | 104 € / hour |
| • Renewal of prescriptions (1-3 medicines)) | 32 € / pcs |

Certificates and statements

Includes only the price of the statement. In addition, reception / remote reception and any other examinations required by the certificate will be invoiced based on the time spent.

- | | |
|--|-------------------------|
| • Certificate for driver's license | 42 € / pcs |
| • T-certificate | 42 € / pcs |
| • B-certificate, brief | 115 € / pcs |
| • B-certificate, comprehensive | 174 € / pcs |
| • B-certificate, very demanding, time charging | 232 € / pcs |
| • Other free form doctor's statement | 58 € / pcs |
| • Other medical examination and certificate | Request an Offer |

(Seafarer's medical examination, medical examinations by railway doctors, aeromedical examination)

Diagnostic services, Heltti

Prices for diagnostic services performed at Heltti's clinics.

BLOOD

• S-ALAT Alanine transaminase Liver function test	29,80 €	• S-Krea Creatinine Kidney function test	29,80 €
• fS-Folaat Folate Folic acid	61,80 €	• fS-LIPIDIT Lipids Lipids	82,90 €
• S-AFOS Alkaline phosphatase Liver function test	29,80 €	• S-Uraat Uric acid Gout marker	29,80 €
• S-Amyl Amylase Pancreas function test	29,80 €	• S-CCPAb Cyclic citrullinated peptide antibody Rheumatic disease marke	82,90 €
• S-Bil Total bilirubin Liver function test	29,80 €	• S-B12-TC2 Vitamin B12 (active)	29,80 €
• S-BorrAb Borrelia antibody Borrelia antibody	99,50 €	• Ps-BaktVi Throat bacterial culture Pharyngitis test	82,90 €
• S-CRP C-reactive protein Inflammation marker	40,10 €	• Ps-StrVi Streptococcal, pharynx Streptococcal pharyngitis test	73,80 €
• fS-Pi Phosphate Bone marker	29,80 €	• Bt-Kelia-S Coeliac antibody	82,90 €
• fS-Gluk Fasting plasma glucose Diabetes marker	29,80 €	• B-Lakt-DNA Lactose-intolerance DNA test	82,90 €
• S-GT Glutamyl transferase Liver function test	29,80 €	• B-lasko Erythrocyte sedimentation rate Inflammation marker	29,80 €
• B-HbA1C Glycated hemoglobin Diabetes marker	49,80 €	• P-Tnl Troponin I Cardiac injury marker	74,50 €
• S-HIVAgAb HIV antigen antibody	41,40 €	• S-D-25 Vitamin D	82,90 €
• S-Kol Total cholesterol Lipids	29,80 €	• B-TVK Complete blood count	58,10 €
• fS-Kol-HDL HDL cholesterol Lipids	29,80 €	• Sk-SienVi Nail fungal culture Nail fungal infection test	66,70 €
• fS-Kol-LDL LDL cholesterol Lipids	29,80 €	• S-Ferrit Ferritin	33,30 €
• fS-Trigly Triglycerides Lipids	29,80 €	• S-MypnAb Mycoplasma pneumoniae antibody Mycoplasma test	99,50 €
• S-Na Sodium Blood electrolyte	29,80 €	• S-ChpnAb Chlamydia pneumoniae antibody Pulmonary chlamydia test	99,50 €
• P- PSA Prostate specific antigen Prostate test	49,80 €	• S-BopeAb Bordetella pertussis antibody Whooping cough test	99,50 €
• B-PVK +T Blood count and thrombocytes	49,80 €	• S-ASAT (Aspartate aminotransferase)	29,80 €
• fS-RF Rheumatoid factor Rheumatic disease marker	41,40 €	• S-Alb (Albumin)	29,80 €
		• S-CDT (Desialotransferrin)	54,70 €

• S-Tfr Transferrin receptor Iron deficiency marker	66,40 €	• S-HBcAb (Hepatitis B, c-ag antibodies)	66,40 €
• S-TSH Thyroid stimulating hormone Thyroid function test	74,20 €	• S-HBsAb (Hepatitis B, s-ag antibodies)	54,70 €
• S-T4V Free thyroxine Thyroid function test	66,40 €	• S-HBsAg (Hepatitis B, s-antigen)	45,10 €
• Ly-HLAB27 Tissue antigen B27 Autoimmune disease marker	99,50 €	• S-HCVAb (Hepatitis C, antibodies)	66,40 €
• S-K Potassium Blood electrolyte	29,80 €	• S-TPOAb (Thyroid peroxidase, antibodies)	41,70 €
• fS-Ca Calcium Blood electrolyte	41,40 €	• S-Testo (Testosterone, sensitive method)	103,10 €
• S-Ca-Albk Calcium, albumin adjusted Blood calcium level	41,40 €	• fS-Fe (Iron)	29,80 €
• S-CK Creatine kinase Muscle injury marker	29,80 €		

URINE

• U-BaktVi Urine bacterial culture	41,50 €	• U-Solut urine cells	148,80 €
• U-KemSeul Urine screening Urine diagnostic	41,50 €	• U-CtGcNhO CT/GC nucleic acid amplified test Venereal disease test (chlamydia, gonorrhoea)	82,90 €

STOOL

• F-BaktVIP (bacteria, culture and nucleic acid, kval)	102,90 €	• F-SalmVi Salmonella, Salmonella, culture	33,30 €
• F-Para-NhO Fecal parasites, Intestinal parasite test	237,80 €	• F-Calpro Fecal calprotectine Intestinal inflammation marker	138,90 €
• F-Hb-O Fecal blood Fecal occult blood test	29,80 €	• F-HepyAg Fecal Helicobacter pylori antigen Test for helicobacterial infection	120,50 €

RAPID DIAGNOSTICS

• S-CRPp C-reactive protein Inflammation marker	49,70 €	• P-Glukp Blood glucose Diabetes diagnostic	35,40 €
• U-KemSeul Urine strip test Urine diagnostic	35,40 €	• B-TnTp Troponine T Cardiac injury marker	82,30 €
• Ps-StrAAg Streptococcus antigen test Streptococcal pharyngitis test	53,90 €	• B-FIDDp Fibrine D dimers Venous thrombosis test	124,80 €

CLINICAL PHYSIOLOGICAL EXAMINATIONS

- | | | | |
|--|----------|---|----------|
| • ECG Electrocardiogram | 85,00 € | • Spirometry with bronchodilator
Pulmonary function test | 138,90 € |
| • ECG Electrocardiogram 24
(Holter) | 524,00 € | • Audiogram, hearing test | 85,00 € |
| • Spirometry Pulmonary function test | 113,40 € | | |

Diagnosics services, partners

Diagnostic services performed at Heltti's partners are invoiced based on partner's price lists. Indicative price ranges are defined below.

CORONAVIRUS TESTING, PARTNERS

- | | | | |
|--------------------|-------------|-----------------------------|-------------|
| • Coronavirus test | 200 – 350 € | • Coronavirus antibody test | 100 – 200 € |
|--------------------|-------------|-----------------------------|-------------|

CLINICAL PHYSIOLOGICAL EXAMINATIONS, PARTNERS

- | | | | |
|--|-------------|---|-------------|
| • ECG Electrocardiogram | 75 – 90 € | • Ergometric stress test | 500 – 720 € |
| • ENMG, nerve conduction study | 440 – 700 € | • Audiogram, hearing test | 85 – 135 € |
| • Spirometry
Pulmonary function test | 120 – 150 € | • Holter-examination,
24h ECG registration | 500 – 710 € |
| • Spirometry with bronchodilator.
Pulmonary function test | 140 – 180 € | | |

IMAGING EXAMINATIONS, PARTNERS

- | | |
|---|-------------|
| • Native X-ray examinations | 210 – 370 € |
| • Mammography (including mammogram and breast ultrasound) | 210 – 290 € |
| • Ultrasound examinations | 210 – 420 € |
| • Magnetic Resonance Imaging (MRI) | 240 – 860 € |

OTHER DIAGNOSTICS SERVICES, PARTNERS

- | | |
|--|-------------|
| • Night polygraphy, examination of the sleep-disordered breathing | 500 – 710 € |
| • Gastroscopy, endoscopic examination of the upper gastrointestinal tract (including biopsy examination) | 610 – 820 € |
| • Colonoscopy, endoscopic examination of the lower gastrointestinal tract (including biopsy examination) | 710 – 930 € |

Vaccinations

The prices apply to vaccinations administered at Heltti's locations. The vaccination price includes the nurse's administration fee and the cost of the vaccine.

National Vaccination Program

• Tetanus-Diphtheria	65,00€
• Tetanus-Diphtheria-Pertussis	88,00€
• Measles-Mumps-Rubella (MMR)	81,00€
• Polio	79,00€

Common Vaccines

• Influenza vaccine	45,00€
• TBE vaccine (Tick-borne encephalitis vaccine)	75,00€

Other Vaccines

• Hepatitis A	121,00€	• Typhoid fever	87,00€
• Hepatitis B	118,00€	• Meningococcal ACWY	123,00€
• Hepatitis A and B	118,00€	• Pneumococcal	152,00€
• HPV vaccine (Human Papillomavirus vaccine)	311,00€	• Chickenpox	146,00€
• Japanese encephalitis	225,00€	• Rabies	150,00€
• Cholera	96,00€	• Shingles (Zostavax)	298,00€
• Yellow Fever	123,00€	• Shingles (Shingrix)	307,00€

MIND CARE AND HEALTH PROMOTION

Mind Care Services

MindPT -mind care (20 min) 53,42 € / per instance

MindPT -mind care (45 min) 96,77 € / per instance

Mindy Work Wellbeing Support Program

Ask for an offer

Low-threshold self-bookable mental wellbeing support for individuals and organizational development. The service includes 3 + 1 regular coaching sessions for individuals.

Short Therapy (45 min)

150 € / appointment

Meeting duration 45 minutes + 15 minutes for preparation and documentation.

Short Psychotherapy (45 min)

180 € / appointment

Meeting duration 45 minutes + 15 minutes for preparation and documentation.

Family and Couples' Therapy (90 min)

from 180 € / appointment

Crisis and Support Meeting (60 min)

180 € / appointment

In-house and pop-up psychologist

- **In-house psychologist**

Ask for an Offer

Low-threshold targeted support ensures preventive assistance in the workplace. Our in-house psychologist works on-site with the client as mutually agreed, for example, 1-2 days a week.

- **Psychologist pop-up**

209 € / hour

The psychologist pop-up is available on-site or virtually, either on an ad-hoc basis or as agreed upon based on the client's needs.

Balance Groups

7 200 € / process

Balance Groups are a group-based preventive service for individuals who have identified challenges in their well-being. The group can consist of employees from different parts of the organization or an existing team. The maximum number of participants is 6 individuals. In the group, a strengths-based approach is used, utilizing brief therapeutic methods that allow for a deep understanding of one's stress behavior. The Balance Group provides tools for sustainable renewal of thinking and behavior patterns. The process lasts for 4 + 1 sessions (each lasting 2 hours).

Services supporting health and knowledge-work

Surveys

Health Survey

28 € / survey form

The areas of the survey include basic health questions, workload enquiry and stress symptoms. Survey summary reporting and feedback sessions will be charged separately.

Stress Survey (KEDS) as a project

Price includes the survey and reporting and feedback by an occupational nurse.

- 2 200 € / over 500-1000 ppl
- 1 700 € / 200-500 ppl
- 1 200 € / 50-200 ppl
- 800 € / alle 50 ppl

Other surveys & customized surveys

Ask for an offer

Health check-ups and examination packages

Targeted Health examinations and laboratory tests

As per the Price List

Targeted health examinations based on the health survey, which include a meeting with an occupational health nurse and laboratory tests. Billing is based on the hourly rates and examination prices as presented in the price list.

Age group examinations

250 €

Health check-ups with examinations for age groups agreed upon with the client.

Wellbeing examinations without a doctor's referral

Ask for an offer

It may include, for example, a laboratory package and a health meeting with an occupational health physician or nurse, or a mental health examination. The content is customized according to your needs.

Capacity coaching programme

A coaching program can be individual (max. 4 meetings per year), digital coaching or group coaching program. Coaching programmes are carried out by occupational health professionals.

- Targeted individual guidance 122 € / hour
- Targeted group guidance (including preparation) 350 € / hour

Work Guidance

Work guidance is the examination, assessment, and development of one's own work, facilitated by a trained work guidance professional. It involves jointly interpreting and

structuring questions, experiences, and emotions related to work, the work environment, and one's own role.

- Work guidance, individual, expert (1 h) **290 € / appointment**
- Work guidance, group (2 h, max. 8 ppl) **1010 € / appointment**
- Work guidance, group (5 x 2 h, max. 8 ppl) **4 660 € / process**

Coaching

Coaching is a goal-oriented process that fosters innovative thinking and new ways of working, enabling the coachee to fully harness their personal and professional potential. The process includes coaching sessions that progress according to established objectives, as well as initial and concluding discussions with the coachee and their supervisor.

- Individual coaching (1 h) **400 € / appointment**
- Group coaching, (2 h, max. 8 ppl) **1 380 € / appointment**

ORGANIZATION AND LEADERSHIP DEVELOPMENT

Work ability management services

Work ability management assessment and development plan **from 2100€**

The assessment determines the current status of work ability management practices, competencies, and roles, as well as identifies where future efforts should be directed. The assessment includes:

- Work ability management survey, which gathers information on workplace work ability management practices, competencies, and experiences
- Key personnel interviews
- Analysis of responses and summary
- Development plan formulation in collaboration with key personnel from the organization and Heltti's work ability management experts

Development of work ability management models **Ask for an offer**

Together with the organization's HR team and designated representatives, we build a work ability management model where each role, associated competencies, responsibilities, and various practices are defined. The model can be integrated into an existing framework (e.g., performance management model) or developed from scratch based on goals and current state analysis. The service includes:

- Articulating the work ability management goal
- Building the model with workshop facilitation
- Testing the model with a pilot group and fine-tuning based on learning

HR team's work ability management support **395 € / hour**

Heltti's occupational health psychologist or organizational psychologist is there to support and coach in the day-to-day work of work ability management.

Work ability management coaching programs for supervisors **Request an offer**

The purpose of the coaching is to increase the understanding of leadership and supervisors regarding what work ability entails and how it can be managed. Additionally, it delves into the world of inability and the role of supervisors in preventing absenteeism. Up to 20 participants in leadership and supervisor groups per coach. With multiple coaches, the coaching can be organized simultaneously for larger supervisor groups.

Including:

- An impactful and efficient coaching series consisting of three modules. Each module is 2 hours in duration.

Work ability management videos

4 180 €

Work ability management expert videos (occupational health nurse, occupational health psychologist, and occupational health physician). Topics include early support, addressing concerns, common mental health disorders, and a review of work ability support processes in occupational health. The package includes work ability management handbooks for supervisors (in Finnish and English).

Work ability management gamified workshop

Ask for an offer

An inspiring way to enhance expertise and broaden understanding of work ability management areas. It can be played among supervisors or the entire workforce. Through dialogue and justifications, the importance and impact of different elements related to work ability are contemplated. Interactivity ensures that every voice is heard and provides an opportunity to share experiences and best practices. It also fosters commitment to process improvement.

Supervisor channel

122 € / hour

MyHeltti communication channel for the client's supervisors, connecting them to their own occupational health nurse for matters related to the team members' work capacity.

Consultation on work ability management for supervisors

259 € / hour

Services for leaders

Personal support for leaders

- Work guidance for leaders (1h) **395 € / appointment**
- Coaching for leaders (1h) **590 € / appointment**
- Therapy for leaders (1h) **590 € / appointment**
(Therapists have a solid understanding of organizations and businesses)

Leadership team development

Ask for an offer

Becoming a top business team through mutual trust, functioning management, and renewed methods of thinking and operation. A tailored development service based on the needs of leadership teams. The coaches are experienced, business-oriented organizational developers from Heltti.

Special situations management support

Ask for an offer

E.g. co-operation negotiations and organizational changes.

Development of operation and management culture

Ask for an offer

A culture that enables the realization of business goals with organizational development methods that make use of dialogue and strategies.

Services for supervisors

Mindy MindCare coaching packages to support leadership **1 640 € / pcs**

A low threshold coaching package for supervisors for developing self-knowledge, role management and leadership skills and for supporting organizational development. No referral needed. The package includes 5 regular coaching sessions and sparring with the customer HR every 3 months.

Group coaching for supervisors **6 600 € / process**

A target-oriented group coaching process for supervisors, with the focus on leadership themes, self-knowledge, and the well-being of the supervisors. Includes 4 meetings (à 2 h).

Coaching (1h) **495 € / appointment**

Coaching process for supervisors.

Leadership growth programs **Ask for an offer**

A longer, typically 6 to 9 months, development program focused on the following themes: coaching leadership, change management, self-knowledge as leader, work ability management, resilience.

Services for organizations

Lectures and webinars (1h) **950 - 2 100 €**

Lectures on e.g. the following themes: coping at work, cognitive ergonomics and well-being of the mind, self-compassion, psychological safety, resilience, emotional skills. Broader coaching on the themes is also available.

Workplace mediation

Resolution of inappropriate behavior and support for a conflict-ridden work community/unit. Typically involves two facilitators, billing based on workload and hourly rates.

- Crisis situation group support **260 € / hour / instructor**
- Conflict resolution **260 € / hour / instructor**

Firstbeat -projects

- Firstbeat Life **Ask for an offer**
- Group feedback session **Ask for an offer**
- Personal feedback (45 min) **209 € / pers**

Group coaching (2h) **1 370 € / appointment**

A tailored group coaching process to support the central development themes identified within the group, such as well-being, change and agility, group dynamics, effective team work

and constructive conflict skills. The meetings include jointly discussed themes, introductions to these themes, group discussion, case processing, and exercises. Typically the process includes 4–5 meetings.

Team training

Ask for an offer

Tailored team training on e.g. the following themes: developing group dynamics, strengthening resilience, emotional skills, and constructive conflict skills.

OTHER FEES AND TERMS

Kanta-fee

3,10 € / appointment

The fee includes electronic medicine prescription and applies to physical and remote appointments, where an entry is made in the Kanta data repository.

General fee

2 € / employee / month

The fee applies only to service agreements that are charged based on usage

Consolidated subcontractor / partner invoicing

12 € / event

The fee applies only to partner services that are charged based on usage.

Invoicing fees

- Paper invoice **10 € / invoice**
- Invoice reminder **10 € / invoice**

Invoicing of uncancelled appointments

In case of sudden illness, the appointment or meeting can also be rescheduled within a shorter period and the rescheduled appointment or meeting will not be billed.

- **Receptions:** Heltti has the right to charge for a booked appointment if it has not been canceled at least 24 hours before the booked time. Heltti charges the employer for uncancelled appointments.
- **Other meetings, visits and coachings:** Cancellation without charge no later than seven working days before, otherwise charge according to the booked time.

Weekend, evening and public holiday charges

From services provided by Heltti's partners Heltti will charge possible extra costs regarding evenings, weekends and midweek holidays based on realized costs.

- Weekday nights (Mon-Fri 10 pm to 6 am) **100 % raise**
- Weekends (Sat 6 am to Mon 6 am) and public holidays **100 % raise**

Travel costs

In case Heltti visits the customer's working location or another designated location in order to provide services, Heltti will invoice traveling costs from the nearest Heltti office to the

Customer's location, and the travel time of professionals and specialists accepted by the tax regulations.

Data transfer and integrations

- Preparation and collection of healthcare information from Heltti's health management scheme / other it-consultation **184 € / hour**
- Health data transfer to the second service provider in paper form done by a nurse **122 € / hour**
- External paper certificates and self-notice sick leave certificates recording service **122 € / hour**

Valuation of Kela compensation

The valuation of Kela compensation is based on this price list and the events applied to customer invoice in Kela1 and Kela 2. The exact content of contracts is defined in the service agreement between the customer and Heltti, the related appendices, and Heltti's General Terms and Conditions. Monthly invoicing is based on a fixed monthly fee defined in the contract and the use of services defined on a performance basis. The customer may, in addition to the contract, acquire other services from Heltti by agreeing on them separately.

Validity and VAT

This price list is valid from 1st January, 2024 until further notice. The prices do not include VAT. When services are sold as taxable services or products, VAT is added to the prices. If the service sold is subsequently deemed to be taxable, the seller has the right to charge the buyer VAT at the applicable tax rate.

