



# Heltti's Price List 2025



# TABLE OF CONTENTS

<b>OCCUPATIONAL HEALTHCARE</b>	<b>2</b>
Statutory occupational health care	2
Occupational health professionals and specialists	3
Targeted group instruction	3
First aid courses	3
Surveys	3
Health checks and guidance	3
<b>MEDICAL CARE AND THERAPY</b>	<b>4</b>
Occupational health professionals and specialists	4
Certificates and statements	4
Healthcare partners	4
Therapy services	5
<b>DIAGNOSTICS AND VACCINATIONS</b>	<b>6</b>
Diagnostic Services at Heltti	6
Diagnostic Services at Heltti's partners	9
Vaccinations	10
<b>WORKPLACE MEDIATION AND OCCUPATIONAL SUPERVISION</b>	<b>11</b>
Workplace mediation services	11
Occupational supervision	11
<b>MENTAL WELL-BEING AND RENEWAL</b>	<b>12</b>
Low-threshold mental health support services	12
Keynotes and coaching services	13
<b>OTHER FEES AND TERMS</b>	<b>14</b>

*The exact content of the agreements is defined in the service agreement between the customer and Heltti, its appendices, and Heltti's general terms of service. Monthly invoicing is based on the possible fixed monthly fee defined in the agreement and the use of services defined on a performance basis.*

# OCCUPATIONAL HEALTHCARE

Heltti offers comprehensive occupational health services for both organizations and individuals. Services for organizations include planning and reporting, such as occupational action plans, workplace assessments, ergonomic consulting, and collaboration with the workplace. Services aimed at individuals focus on work ability evaluation and management, including occupational health and work ability consultations, medical certificates, statutory health check-ups, and vaccinations. First aid training is also part of the offering.

## Statutory occupational health care

### Workplace Assessment

case-specific

The Workplace Assessment service provides a comprehensive evaluation of working conditions, identifies potential health and safety risks, and maps out the state of employee well-being. Our experts interview employees, examine workspaces and processes, and analyze occupational health care data. The Workplace Assessment report compiles observations and concrete recommendations for preventing problems and improving working conditions and employee well-being.

### Action Plan

case-specific

The occupational healthcare action plan is a tailored plan to promote the health and well-being of an organization's employees. The action plan utilizes the findings from workplace assessments, implements concrete measures to support work ability and prevent risks, and agrees on clear monitoring and evaluation methods. Our service ensures that occupational health care is aligned with your company's goals and supports your employees' well-being in the best possible way.

### Targeted Workplace Assessment

case-specific

The Targeted Workplace Assessment focuses on specific problem areas or work tasks, offering deeper analysis and tailored solutions. The service helps to identify areas for development, prevent problems, and improve the work environment and employee well-being.

### Information, Advice, and Guidance

case-specific

The service provides comprehensive support for questions related to workplace health, safety, and well-being. Our experts offer tailored information, advice, and guidance to individuals, workgroups, and the entire organization. Our service provides you with up-to-date information on occupational health, safety, and well-being, as well as support for maintaining and promoting work ability. The goal is to increase awareness, develop skills, and support positive attitudes and practices that promote the well-being and productivity of the work community.

## Occupational health professionals and specialists

- Occupational physician 249,00 € / hour
- Occupational nurse 131,00 € / hour
- Occupational psychologist 225,00 € / hour
- Occupational physiotherapist 131,00 € / hour
- Nutrition therapist 175,00 € / hour
- Work ability coordinator and expert in social services 175,00 € / hour

## Targeted group instruction

Preparation time is included in the hourly rate.

- Occupational physician 675,00 € / hour
- Occupational / general physician 347,00 € / hour
- Occupational psychologist 608,00 € / hour
- Occupational physiotherapist 347,00 € / hour

## First aid courses

First aid courses are conducted by our partner, the Finnish Red Cross. Request for quote

## Surveys

Heltti's health survey is a tool that comprehensively assesses an employee's health and well-being at work. The survey includes sections on basic information, work stress, capacity, and coping.

- Health survey 30,00 € / survey
- Other surveys or tailor-made surveys Request for quote

## Health checks and guidance

Through health examinations and targeted health appointments based on our questionnaires, we identify risk factors and ensure personalized support under the guidance of an occupational health nurse. Health examinations and appointments include either case-specific or predetermined examinations.

- Targeted health appointment with examinations case-specific
- Age group examinations 269,00 € / pcs
- Tailored health check case-specific
- Targeted individual guidance for developing resources 131,00 € / hour
- Targeted group guidance for developing resources 347,00 € / hour

# MEDICAL CARE AND THERAPY

Heltti offers comprehensive general and specialist medical services through its own network and partner network. The services cover diagnostics, treatment, and necessary medical certificates. Special services also include addiction treatment and rehabilitation, as well as early-stage identification of issues. Therapy services include short-term psychotherapy, individual, couple, and family therapy, aimed at supporting mental health and crisis management.

## Occupational health professionals and specialists

• Occupational / general physician	223,00 € / hour
• Occupational / general physician	131,00 € / hour
• General nurse	112,00 € / hour
• Occupational physiotherapist / physiotherapist	112,00 € / hour
• Renewal of prescriptions (1-3 medicines)	34,00 € / pcs

## Certificates and statements

Includes only the statement. Additionally, the consultation or remote service is billed based on the time used, and any other examinations required for the statement are billed according to actual costs.

• Certificate for driver's license	45,00 € / pcs
• T-certificate	45,00 € / pcs
• B-certificate, brief	124,00 € / pcs
• B-certificate, comprehensive	187,00 € / pcs
• B-certificate, very demanding, time charging	249,00 € / hour
• Other free form doctor's statement	62,00 € / pcs
• Other medical examination and certificate	Request for quote

## Healthcare partners

We utilize partners to expand our service offerings and network. Heltti is responsible for the treatment control and guidance, even when services are provided by our partner network.

### General Practitioner Services with Partners

The cost of appointments, diagnostic services, and other fees for services provided by partners is determined by our partners' current price list.

## Specialist Services with Partners

The cost of appointments, diagnostic services, and other fees for services provided by partners is determined by our partners' current price list.

## Addiction Treatment with Partners

Approximately 10% of the workforce has an alcohol, drug, or gambling addiction, which has a significant impact on work ability and productivity. We offer services through our partner network for the treatment of addiction disorders.

- Remote consultation with an addiction therapist 120,00 € / session
- Remote consultation for a loved one of someone with an addiction 120,00 € / session
- Assessment and treatment guidance service for employers 180,00 € / session
- Outpatient rehabilitation (Minnesota model group-based outpatient rehabilitation via remote connection, duration 6 weeks + follow-up treatment 11 months) 3200,00 € / period
- Inpatient rehabilitation (Minnesota model rehabilitation in an institution 28 days + 11 months follow-up treatment) 6900,00 € / period

## Therapy services

- Brief therapy (45 min) 150,00 € / session
- Short-term psychotherapy (45 min) 180,00 € / session
- Family and couples therapy (90 min) from 180 € / session
- Crisis or support meeting (60 min) 180,00 € / session

# DIAGNOSTICS AND VACCINATIONS

## Diagnostic Services at Heltti

Prices apply to examinations performed at Heltti locations.

### Blood

Koodi	Lyhenne	Nimi	Hinta
1026	S-ALAT	Alanine aminotransferase (liver function test)	32,10 €
1028	S-Alb	Albumin (liver function test)	32,10 €
6032	S-Ca-Albk	Albumin-corrected calcium (electrolyte test)	44,50 €
1046	S-AFOS	Alkaline phosphatase (liver function test)	32,10 €
1078	S-Amyl	Amylase (pancreas function test)	32,10 €
4744	S-CCPAb	Anti-citrullinated protein antibodies (rheumatoid arthritis test)	89,10 €
1128	S-ASAT	Aspartate aminotransferase (liver function test)	32,10 €
4290	Ps-BaktVi	Bacterial culture (throat swab)	89,10 €
1185	S-Bil	Bilirubin (liver function test)	32,10 €
2471	S-BopeAb	Bordetella pertussis (antibody test)	106,90 €
3552	S-BorrAb	Borrelia (antibody test)	106,90 €
1216	S-CRP	C-reactive protein (inflammation marker)	43,10 €
2013	S-Ca	Calcium (electrolyte test)	44,50 €
4101	S-CDT	Carbohydrate-deficient transferrin (alcohol abuse test)	58,80 €
644	Bt-Kelia-S	Celiac disease screening (celiac disease test)	89,10 €
4955	S-ChpnAb	Chlamydia pneumoniae (antibody test)	106,90 €
2474	B-PVK+T	Complete blood count and platelets	53,50 €
3696	B-TVK	Complete blood count with differential	62,50 €
2134	S-CK	Creatine kinase (muscle damage test)	32,10 €
2143	S-Krea	Creatinine (kidney function test)	32,10 €
2203	B-lasko	Erythrocyte sedimentation rate (inflammation marker)	32,10 €
1395	S-Ferrit	Ferritin (iron deficiency anemia test)	35,80 €
1416	fS-Folaat	Folate	66,40 €
2836	S-T4V	Free thyroxine (thyroid function test)	71,40 €
1489	S-GT	Gamma-glutamyl transferase (liver function test)	32,10 €
1469	fS-Gluk	Glucose (blood sugar metabolism test)	32,10 €

2097	fS-KoI-HDL	HDL cholesterol (lipid metabolism test)	32,10 €
6128	B-HbA1C	Hemoglobin A1c (blood sugar metabolism test)	53,50 €
1606	S-HBcAb	Hepatitis B core antibody (hepatitis B test)	71,40 €
1605	S-HBsAg	Hepatitis B surface antibody (hepatitis B test)	48,50 €
1608	S-HBsAb	Hepatitis B surface antigen (hepatitis B test)	58,80 €
3815	S-HCVAb	Hepatitis C (antibody test)	71,40 €
4814	S-HIVAgAb	HIV, antigen and antibodies	44,50 €
3075	Ly-HLAB27	Human leukocyte antigen B27 (autoimmune disease test)	106,90 €
1432	fS-Pi	Inorganic phosphate (bone health test)	32,10 €
4614	B-Lakt-DNA	Lactose intolerance (DNA test)	89,10 €
2099	fS-KoI-LDL	LDL cholesterol (lipid metabolism test)	32,10 €
2245	fS-LIPIDIT	Lipid panel (lipid metabolism test)	89,10 €
2367	S-MypnAb	Mycoplasma pneumoniae (antibody test)	106,90 €
3509	Sk-SienVi	Nail fungus culture	71,70 €
12510	B-PEth	Phosphatidylethanol (alcohol abuse test)	106,90 €
2001	S-K	Potassium (electrolyte test)	32,10 €
4869	P-PSA	Prostate-specific antigen (prostate health test)	53,50 €
3550	S-RF	Rheumatoid factor (rheumatoid arthritis test)	44,50 €
2382	S-Na	Sodium (electrolyte test)	32,10 €
2703	Ps-StrVi	Streptococcus culture (throat swab)	79,30 €
4028	S-TPOAb	Thyroid peroxidase antibodies (thyroid function test)	44,80 €
2832	S-TSH	Thyroid-stimulating hormone (thyroid function test)	79,80 €
2095	S-KoI	Total cholesterol (lipid metabolism test)	32,10 €
1949	S-Tfr	Transferrin receptor (iron deficiency anemia test)	71,40 €
2770	fS-Trigly	Triglycerides (lipid metabolism test)	32,10 €
4531	P-Tnl	Troponin (heart muscle damage test)	80,10 €
2884	S-Uraat	Urate (gout test)	32,10 €
1142	S-B12-TC2	Vitamin B12 (active)	32,10 €
1220	S-D-25	Vitamin D	89,10 €

## Urine

NA	U-AlbKre	Albumin-to-creatinine ratio (urine test)	44,60 €
1155	U-BaktVi	Bacterial culture (urine test)	44,60 €
1881	U-KemSeul	Chemical screening (urine test)	44,60 €
4816	U-CtGcNhO	CT/GC nucleic acid detection (sexually transmitted infection test)	89,10 €
1940	U-Solut	Particle count (urine test)	159,90 €

## Stool

3813	F-BaktVIP	Bacteria, culture and nucleic acid (stool test)	110,60 €
2455	F-Calpro	Fecal calprotectin (stool test)	149,30 €
6375	F-Para-NhO	Parasites (stool test)	255,50 €
3952	F-SalmVi	Salmonella (stool test)	35,80 €
2608	F-HepyAg	Stool H. Pylori antigen (stool test)	129,50 €

## Rapid diagnostics

1471	P-Glukp	Blood glucose (rapid test)	38,10 €
1881	U-KemSeul	Chemical screening (rapid test)	38,10 €
4113	B-FIDDP	Fibrin D-dimer (rapid test)	134,10 €
h-1	S-CRPP	Rapid CRP (rapid test)	53,40 €
h-2	Ps-StrAAg	Strep throat test (rapid test)	57,90 €
NA	B-TnTp	Troponin-T (rapid test)	88,50 €

## Clinical physiology tests

NA	Pt-EKG-24h	24-hour Holter monitor (clinical physiological investigation)	case-specific
DFF0	EKG	Electrocardiogram (ECG) (clinical physiological investigation)	91,40 €
2682	Audiometria	Hearing screening test (clinical physiological investigation)	91,40 €
1270	Spirometria	Lung function test (clinical physiological investigation)	121,90 €
1279	Spirometria, bronk.	Lung function test with bronchodilator (clinical physiological investigation)	149,30 €

## Diagnostic Services at Heltti's partners

The cost of diagnostic services performed by our partners is based on their price lists. Please see below for estimated costs.

### COVID-19 testing

- Coronavirus testing 200 - 350 €
- Coronavirus antibody testing 100 - 200 €

### Clinical physiological examinations, partners

- ECG, heart tracing 75 - 100 €
- ENMG, nerve conduction study 440 - 700 €
- Spirometry, lung function test 120 - 160 €
- Spirometry with bronchodilator, lung function test 140 - 180 €
- Clinical exercise test 500 - 720 €
- Audiometry, hearing test 85 - 135 €
- Holter monitoring, 24-hour ECG recording 500 - 710 €

### Imaging examinations, partners

- Native X-ray examination 210 - 370 €
- Breast combined examination (mammography and ultrasound) 210 - 290 €
- Ultrasound examination 210 - 420 €
- Magnetic resonance imaging (MRI) 240 - 860 €

### Other diagnostic services, partners

- Work polygraphy, sleep apnea study 500 - 710 €
- Gastroscopy, upper gastrointestinal endoscopy (Including histological examination of biopsies) 610 - 820 €
- Colonoscopy, lower gastrointestinal endoscopy (Including histological examination of biopsies) 710 - 930 €

## Vaccinations

The prices apply to vaccinations administered at Heltti's clinics. The vaccination price includes the nurse's injection fee and the vaccine itself.

### National vaccination program

• Tetanus-diphtheria	70,00 € / pcs
• Tetanus-diphtheria and pertussis (whooping cough)	70,00 € / pcs
• MMR	87,00 € / pcs
• Polio	85,00 € / pcs

### Most common vaccines

• Influenza vaccine	48,00 € / pcs
• TBE vaccine (tick-borne encephalitis)	81,00 € / pcs

### Other vaccines

• Hepatitis A	130,00 € / pcs
• Hepatitis B	127,00 € / pcs
• Hepatitis A and B	127,00 € / pcs
• HPV vaccine	334,00 € / pcs
• Japanese encephalitis	242,00 € / pcs
• Cholera	103,00 € / pcs
• Yellow fever	132,00 € / pcs
• Typhoid fever	93,00 € / pcs
• Meningococcal ACWY	132,00 € / pcs
• Pneumococcal	163,00 € / pcs
• Chickenpox	157,00 € / pcs
• Rabies	161,00 € / pcs
• Shingles (Zostavax)	320,00 € / pcs
• Shingles (Shingrix)	330,00 € / pcs

# WORKPLACE MEDIATION AND OCCUPATIONAL SUPERVISION

## Workplace mediation services

Investigation of inappropriate behavior and support for conflicted work communities/units. Typically conducted by two facilitators, billing is based on workload at an hourly rate.

- Crisis group intervention (price per mediator) 279,00 € / hour
- Conflict situation intervention (price per mediator) 279,00 € / hour

## Occupational supervision

Work Supervision is the process of examining, evaluating, and developing one's own work with the help of a trained supervisor. Work supervision typically lasts for at least 10 sessions and often for a minimum of one year. It involves the joint interpretation and organization of questions, experiences, and feelings related to work, the work community, and one's own work role. Educational work supervision, on the other hand, focuses on a learning objective agreed upon together, such as learning a new method in one's work.

- Individual occupational supervision (45 min) 161,00 € / appt.
- Group occupational supervision (1.5 hours, max. 8 people) 516,00 € / hour
- Educational group supervision (1.5 hours, max. 8 people) 591,00 € / hour

# MENTAL WELL-BEING AND RENEWAL

## Low-threshold mental health support services

### **Assessment questionnaire (mental well-being)** 50,00 € / mapping

Automated mental health mapping (stress and resource factors, life situation, coping at work, helpful and harmful behaviors, relationship with oneself and others..)

### **Mental health check-up** 170,00 € / pcs

45 min debrief of assessment results with a coach with a psychology/psychotherapy background. Includes the assessment questionnaire.

### **Mental health support (45 min)** 120,00 € / pcs

Low-threshold mental health support session. The service includes 3-5 x 45 min video appointments with a coach with a psychology/psychotherapy background. After each session, the participant receives homework to support their work between sessions.

### **In-house psychologist (day)** 1 450,00 € / day

Low-threshold targeted support ensures preventive support in the workplace. 7 appointments/day. Our in-house psychologists are trained in occupational health or organizational psychology. Our psychologists work at the customer's premises as agreed. Travel expenses are charged separately.

### **In-house psychologist (hour)** 225,00 € / hour

Low-threshold targeted support ensures preventive support in the workplace. Our in-house psychologists are trained in occupational health or organizational psychology. Our psychologists work at the customer's premises as agreed. Travel expenses are charged separately.

### **Organizational consultation** 180-240 € / hour

A process where, together with experienced organizational psychologists, we identify work-related root causes that challenge supervisors' work and mental well-being and target organizational development based on this understanding.

## Keynotes and coaching services

### Keynotes

1 200 - 3 500 € / pcs

Keynotes by experienced coaches and workplace researchers offer science-based insights and practical tools for more creative, productive, and motivating knowledge work. Services are priced based on the expert, duration, and required preparation time.

### Targeted coaching

4 200 - 6 500 € / pcs

Targeted coaching updates your team's (management, supervisors, project managers, etc.) skills to meet the demands of today's knowledge work and knowledge work management. (2 x 3 hours / group, max. 20 people / one coach)

### Coaching programs

from 12 000 €

Leadership development, change capability, and job redesign are essential when rapid changes and new working methods require new skills and flexibility from leaders. (4 x 3 hours / customizable package)

### Individual coaching

500,00 € / session

Coaching is a goal-oriented process that creates new thinking and new ways of working within a work-life context. Coaching enables the full utilization of the coachee's personal and professional potential. The coaching process is typically a short and effective 3-5 session process. (Individual coaching 3-5 times, 90 minutes / session)

### Group Coaching

4500,00 € / group

Group coaching is a goal-oriented process that creates new thinking and new ways of working for a group. The coaching process is typically a short and effective 3-session process. (3 x 2 hours / group, max. 8 people)

## OTHER FEES AND TERMS

**Kanta Fee** 3,50 € / event

The fee includes the e-prescription fee and applies to visits or remote visits for which a Kanta entry has been made.

**General Fee** 3,00 € / employee / m

The general fee applies only to performance-based agreements.

**Partner/Subcontractor Invoicing** 13,00 € / event

Applies only to performance-based service extensions produced by a partner and specifically defined in the agreement.

### Invoicing Fees and uncancelled appointments

- Paper invoice 11,00 € / invoice
- Payment reminder 11,00 € / reminder

Heltti has the right to charge for a booked appointment if it is not canceled at least 24 hours before the scheduled time. Heltti will charge the employer for uncancelled appointments.

In the case of sudden illness, appointments or meetings can be rescheduled even with a shorter notice period, and no charge will be applied for the rescheduled appointment or meeting.

Other meetings, appointments, and training sessions must be canceled at least seven (7) business days before the agreed time, otherwise we will charge for the service in full.

### Evening, Weekend, and Public Holiday Surcharges

For services provided by Heltti's partners, Heltti will charge any applicable evening, weekend, and public holiday surcharges based on actual usage.

- Weekdays (Mon-Fri 10 PM - 6 AM) 100 % increase
- Weekends (Sat 6 AM - Mon 6 AM) and public holidays 100 % increase

## Travel Time and Expenses

For services provided at the customer's premises or at a location specified by the customer, the time spent on travel will be added to the service cost, based on Heltti's personnel hourly rates (starting from 10 minutes), as well as travel expenses in accordance with the tax authorities' approved travel regulations from the nearest Heltti location to the customer's location.

## Data Transfer and Integrations

- Preparation of employee health data and other IT consulting 198,00 € / hour
- Paper-based transfer of health data to another service provider, performed by a nurse 131,00 € / hour
- Recording of paper-based external and self-reported sick leave certificates as a service 131,00 € / hour

## Valuation of Kela reimbursements

The value of Kela reimbursements is based on this price list and Kela class 1 and Kela class 2 events allocated to the Customer's invoices.

The exact content of the agreements is defined in the service agreement between the customer and Heltti, its appendices, and Heltti's general terms of service. Monthly invoicing is based on the possible fixed monthly fee defined in the agreement and the use of services defined on a performance basis. In addition to the agreement, the customer can purchase other services from Heltti by agreeing on them separately.

## Validity and Value Added Tax

This price list is valid from 1.1.2025 until further notice. Prices do not include value-added tax. If taxable services or products are sold in addition to health services, the applicable value-added tax will be added to the prices. If the sold service is later deemed taxable, the seller has the right to collect value-added tax from the buyer according to the applicable tax rate at that time.