



Terveystalo VMware International Marketing Limited

15.6.2021

occupational health doctor Taina Lindgren

occupational health nurse Marjukka Silakivi

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Agenda

- Information about VMware as a company
- Service agreement
- In case of illness
- Occupational health care e.g.
 - work place survey
 - action plan
 - managing work abilitys risks

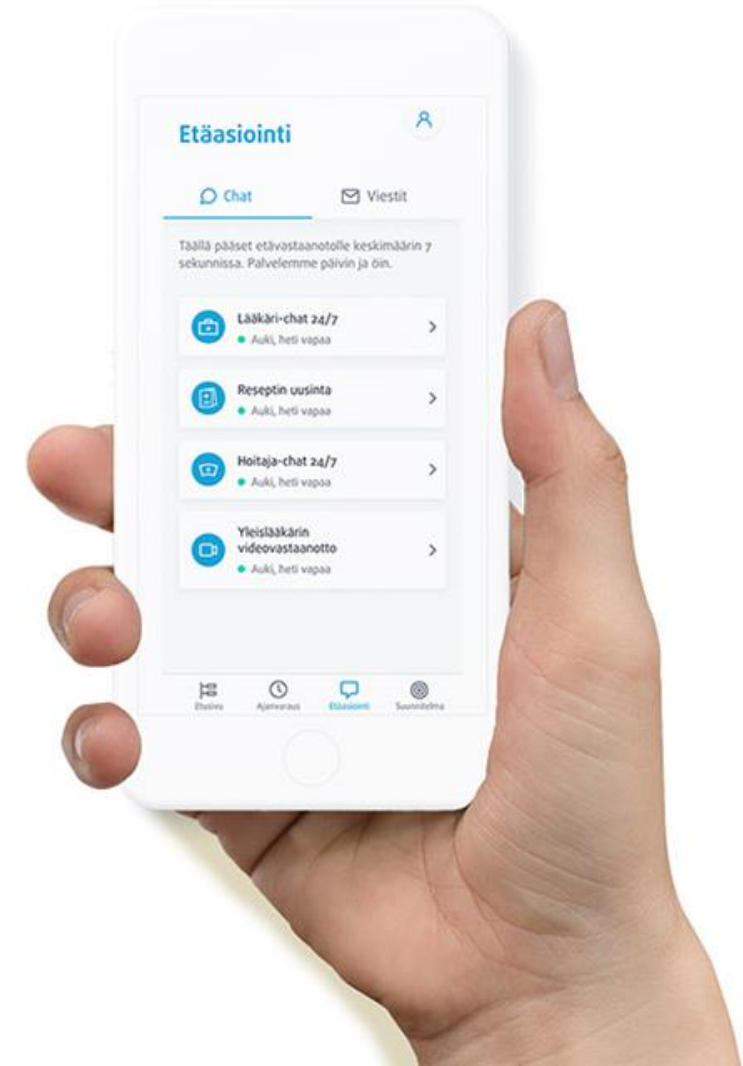
Service agreement VERRATON

comprehensive health care services 24/7

- Preventative occupational health services
 - health examinations and health promotion, vaccinations
 - multidisciplinary health care team includes
 - OHC nurse
 - OHC doctor
 - OHC psychologist
 - OCH physiotherapist
 - dietitian
 - work ability coach/ social care specialist
 - specialist doctor
 - optician in Specsavers
- Medical care services
 - investigations and treatment by general practitioner, OHC doctor or specialist doctor
 - investigations include lab tests, imaging (such as x-ray, ultrasound, MRI- and CT-scans), endoscopies, minor surgery procedures (such as wound suturing, excision of skin lesions) etc
 - physiotherapy
 - psychotherapy 10-20 times

In case of illness

- There are various channels for medical attention:
 - chat** with doctor or nurse
 - video** consultation
 - traditional** consultation
 - secure messaging** with own health care team
- **Oma Terveys –application** from Apple Store or Google Play allows you to use these services flexibly and book appointments
- Customer service (phone number 030 6000) is available 24/7
- Appointment booking also at www.terveystalo.com



Occupational health care

Team in Terveystalo Tapiola

OHC doctor Taina Lindgren

OHC nurse Marjukka Silakivi

OHC physiotherapist Hanna Nummila

OHC psychologist Sirke Salni

VMWare's own OHC team helps with all OCH matters

e.g

- follow-ups of sickness absences
- work ability assessments
- planning services that aim to improve wellbeing at work (in co-operation with the employer)
- monitoring of workplace conditions (work place survey)
- health check-ups



Workplace survey and action plan

1) Cooperation starts with Workplace survey...

- The purpose of workplace survey is to **gain knowledge** about the work, working environment and working community and assess the resource and load factors of the workplace
- The aim is to assess the **health implications** of the physical, psychological and social load factors and **give recommendations** how to reduce them
- The workplace survey needs to be conducted every 3-5 years or whenever there is a marked change in the working environment

➤ **Suggestion:**

- OCH team will draw a draft of the action plan based on Dell's action plan
- workplace survey will be carried out after summer holidays

2) and continues with the Action plan

- The action plan is based on work place survey
- Determines the objectives of the occupational healthcare based on the needs of the workplace and describes the actions based on these needs
- Drawn usually for 3 years but revised annually and updated when necessary
 - Meetings once a year to update the plan (usually 1-2 months before the end of the fiscal year)

Work place survey step by step

- **Setting up a date** for the work place survey (a visit to the office)
- Getting **email addresses of all your staff** (employees and managers separately)
- Approximately 2 weeks prior to the survey date, a link to a **preliminary questionnaire** is sent to all staff
- After the analysis of the questionnaire, **OCH visits the office**
 - The physical visit is obligatory in order to get the reimbursement for OCH costs from KELA (reimbursement application once a year: within 6 months after the end of fiscal year)
- OCH psychologist interviews a manager/managers to get additional information (confidential)
- **A written report** is prepared and made available to everyone at the workplace



Managing work ability risks in OHC

- OCH team follows sickness absences which are cumulatively exceeding 30 days in the past one year and ensures that the treatment and follow up in OHC are appropriate and on-going
- As needed, the whole occupational team's expertise will be utilised
- Employee's return back to work must be well planned and work ability meeting will be held together with the employer in advance

- How do we get information of sick leaves which are initiated outside Terveystalo?
- Updating staff records?

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