



EMS Occupational section visit at KONE

Julia Saario, Head of health and well-being services at KONE Finland, MD
5.2017

More than 100 years in business



ONE today

KONE is a global leader in the elevator and escalator industry. We are here to make cities better places to live

We provide value for our customers at every step of the way for the entire lifespan of a building

We offer innovative and sustainable new equipment solutions, ensure the safety and availability of equipment in operation and offer modernization solutions for aging equipment

Founded in Finland in 1910

Over 52,000 employees

450,000 customers

Net sales EUR 8.8 billion in 2016

Listed on the NASDAQ Helsinki since 1967



KONE has a broad global coverage: we have our own operations in more than 60 countries



The aim of occupational health

Further the joint efforts of employers, employees and occupational health care professionals concerning

the health of employees, plus work and functional capacity at different stages of working life

preventing work-related diseases and accidents

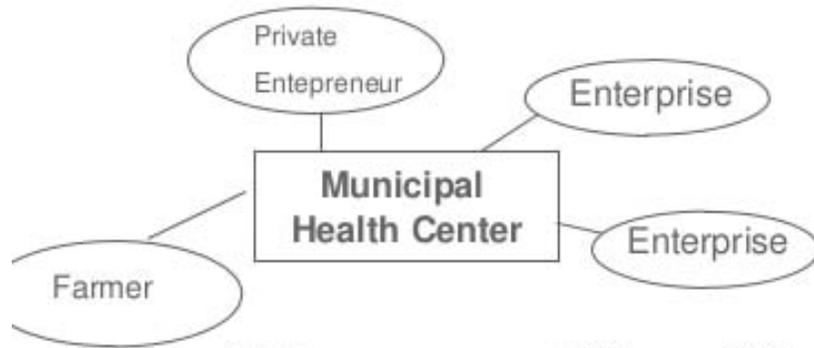
the health and safety of work and the working environment

the functioning of the work community



Winning
together

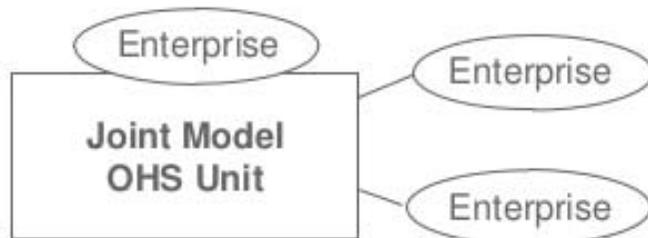
Arrangement of Occupational Health



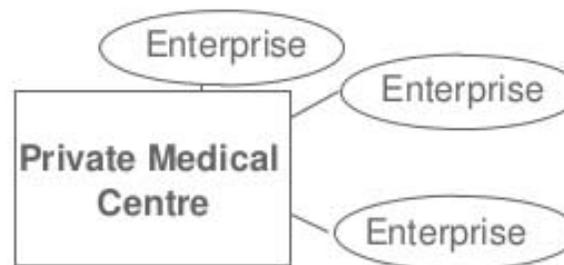
Year	2004	2007
Enterprise	61%	61%
Employees	37%	32%
OHS	31%	29%



Year	2004	2007
Enterprise	2%	1%
Employees	25%	15%
OHS	38%	26%



Year	2004	2007
Enterprise	4%	3%
Employees	6%	5%
OHS	7%	6%



Year	2004	2007
Enterprise	33%	36%
Employees	32%	48%
OHS	24%	39%

Individual well-being



ELEVATE
YOUR HEALTH



Be aware

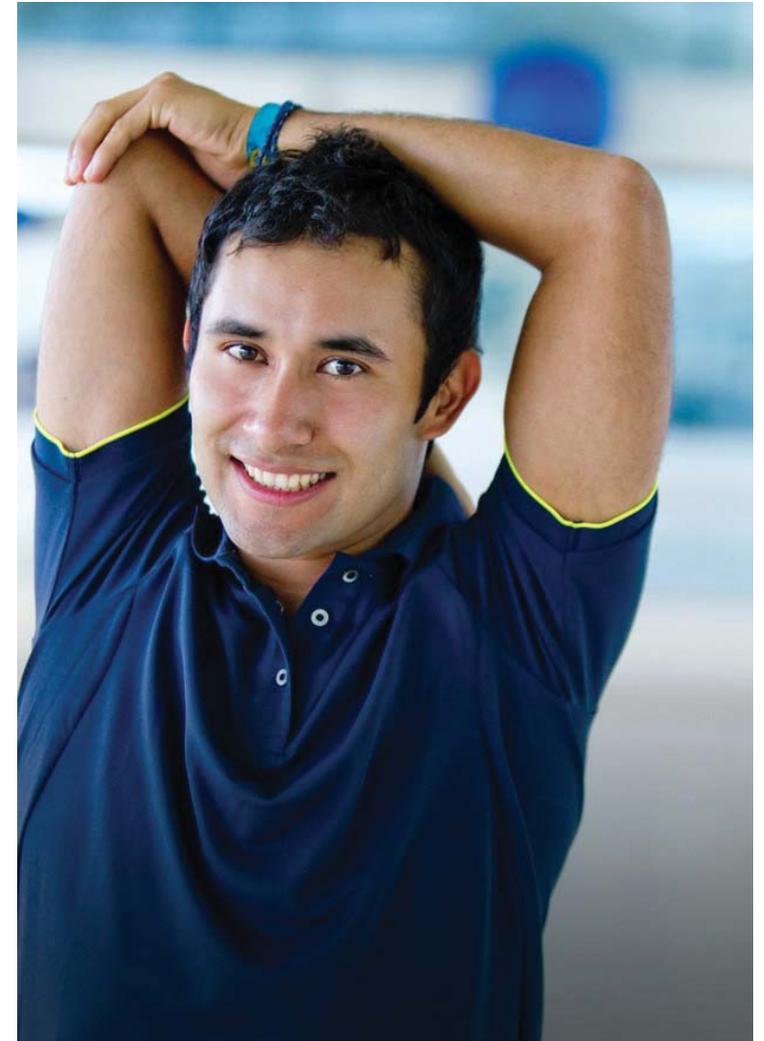
- What is my current health situation?
- What do I know about healthy behaviours?
- What could I do to improve my well-being?

Be responsible

- I make healthy choices

Be active

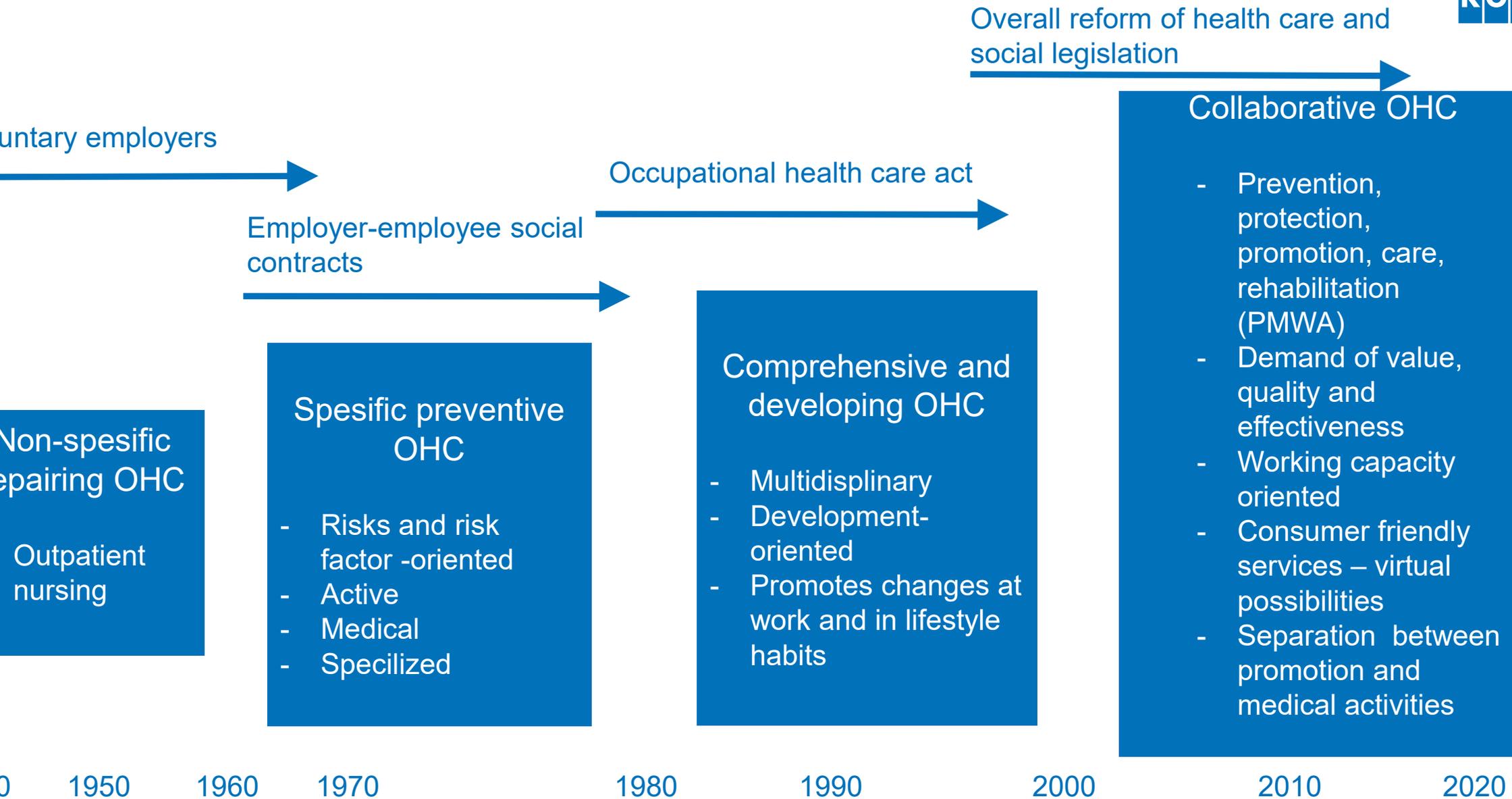
- I take personal actions that address and improve my good health



Occupational health care in Finland and at KONE

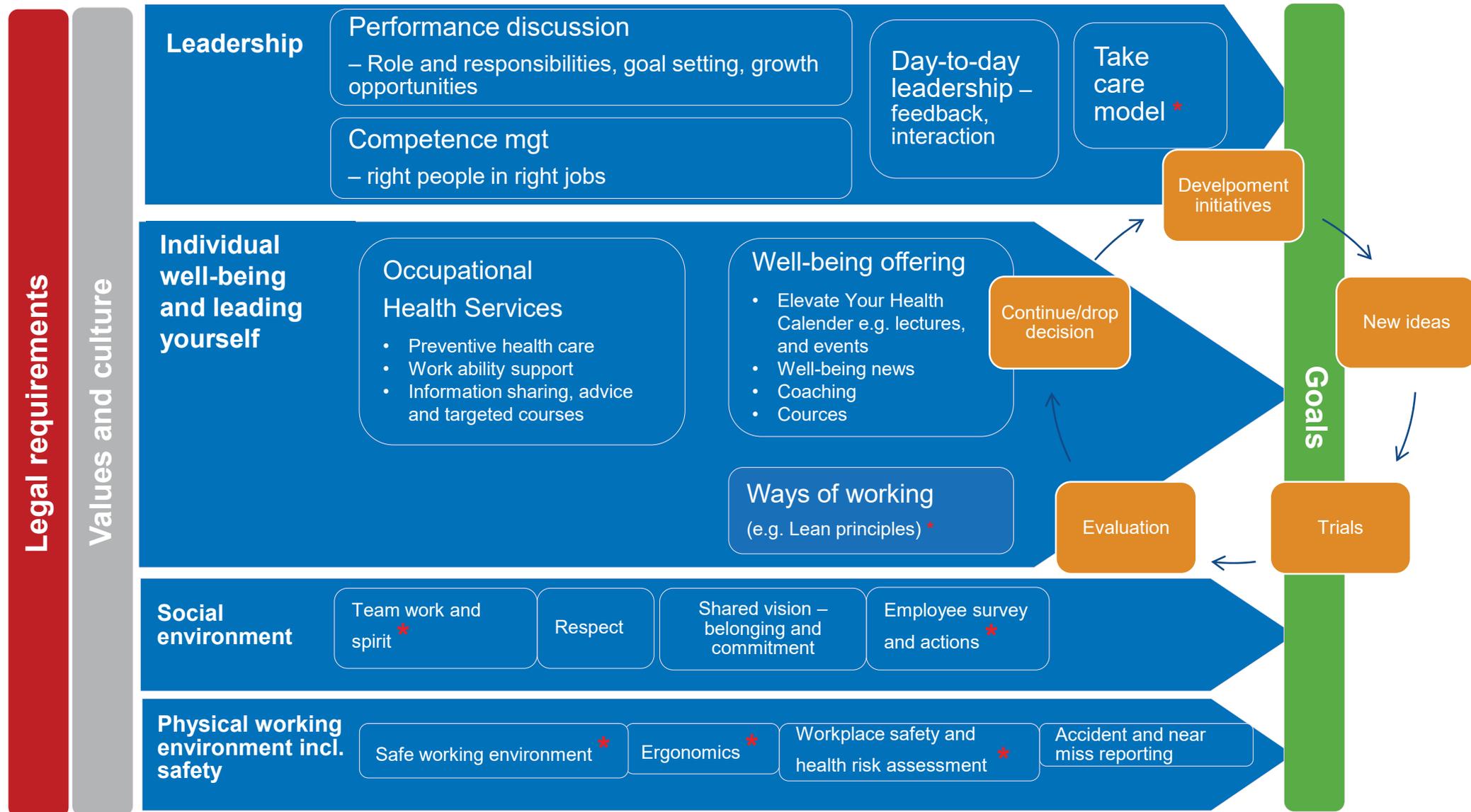


Occupational health care development in Finland



MODIFIED FROM JORMA RANTANEN, KRISTIINA MUKALA AND BOOK "HYVÄ TYÖTERVEYSHUOLTOKÄYTÄNTÖ" (= GOOD OCCUPATIONAL HEALTH PRACTICE")

Great Place to Work – Well-being model at KONE Finland 2016-



** In collaboration with or support from OHS*

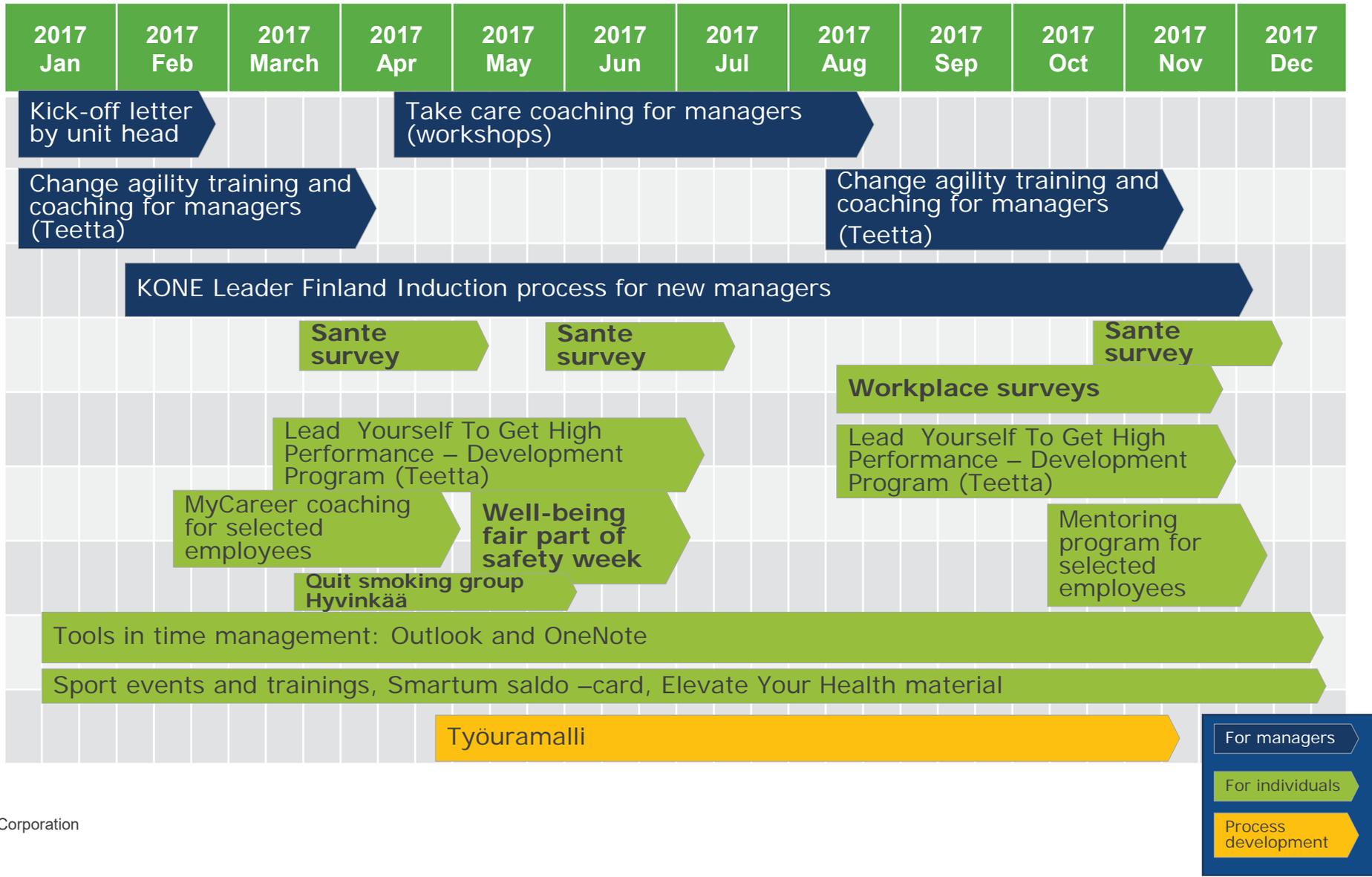
Well-being – It is about co-operation



Trusted professionals with energy for renewal and great collaboration skills

Great Place to Work - Wellbeing program in Finland

Rollout plan for 2017



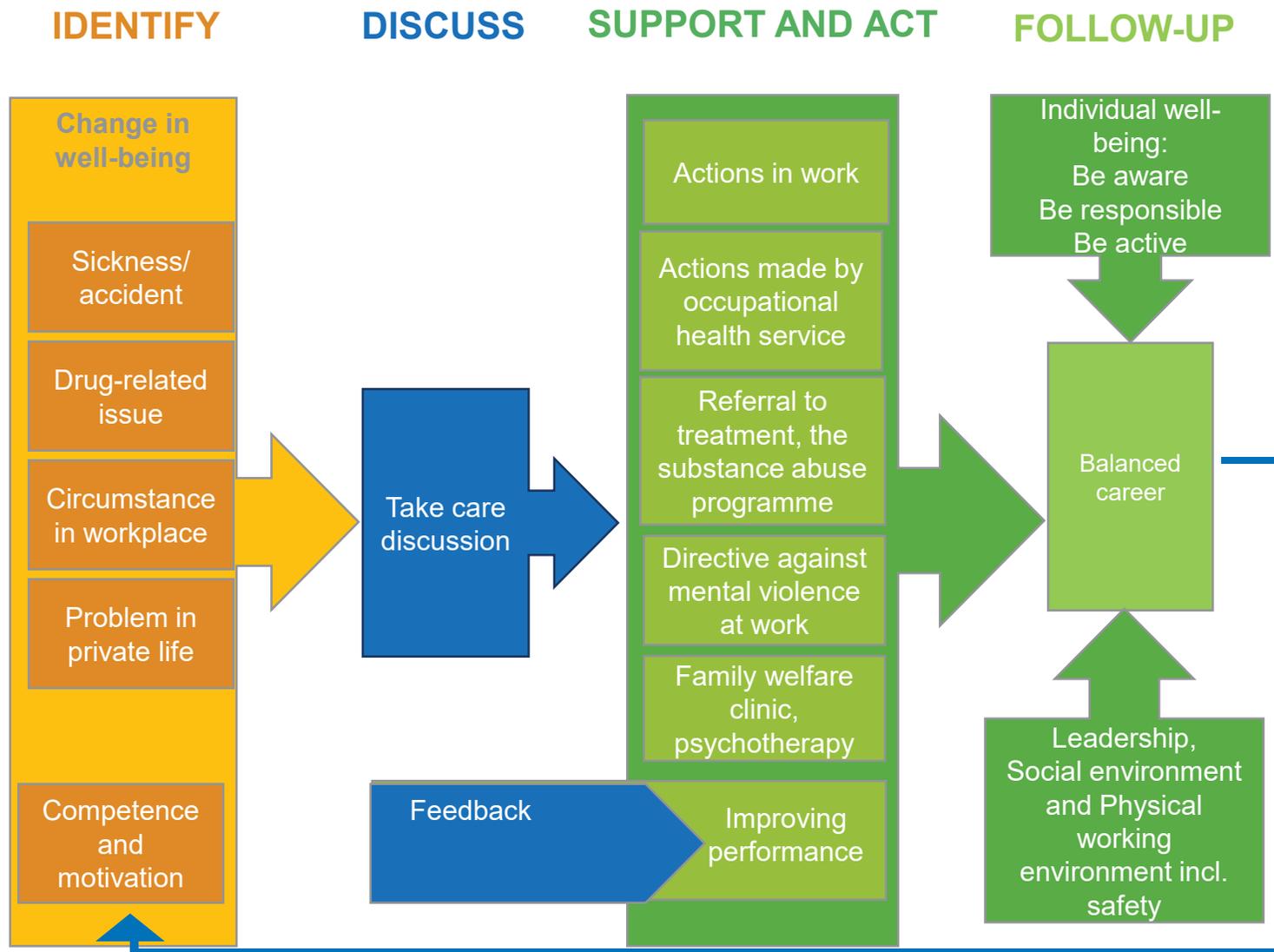
KONE Occupational health services



Occupational health	Working capacity	Nursing	Accidents	Collaboration	Kone kuntoon
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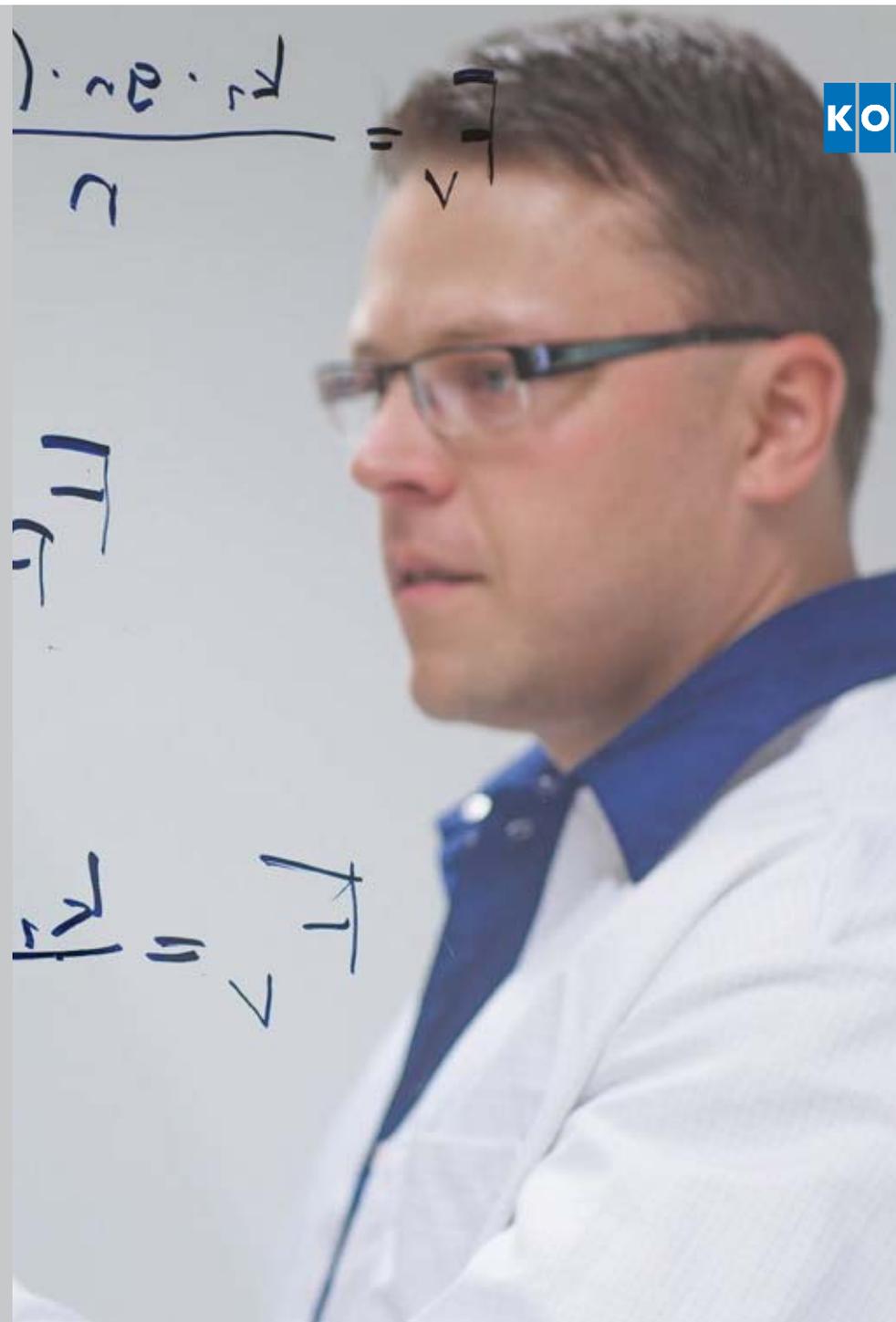
Organizing Plan	Take care - model	General practitioner-level health care	Accidents at work	HR and safety	Well-being providers
Workplace survey and risk assessment	Follow up absences and risk cases of disability	Back, muscle, limbs	Occupational diseases	Leaders and managers	HR and safety
Pre-employment examinations	Work ability - discussions	Stress, depression, sleeplessness	Temporary work arrangements	Union representatives	Well-being/career at KONE steering
Mandatory health examinations	Temporary work arrangements	Blood pressure	Accidents in leisure time	Health providers	Elevate your health calendar
Health survey – health follow-up	Rehabilitation - Medical - Vocational	Blood sugar		Kela The Social Insurance Institution	Well-being newsletters and communication
First aid -training		Asthma		Employee benefit fund	Well-being lectures and groups
Ergonomy, physical/cognitive				Employment pension company, Accident insurance company	
Guidance and support – individual, groups				Public health care	
				AVI, Valvira, THL, TTL	

Ability to work - Take Care model



Well-being KPIs for 2016-2018

Target	KPI
Engaging and Inspiring Leaders	Pulse My Manager Pulse Engagement Index Minimum level for My Manager scores
Resilient People	Pulse: Work-life balance Sante: Belief in own work ability
Healthy People	Sickness and injury related costs and absences



Well-being statistics, KONE Finland



Employee costs total and per employee 2012-2016

Supplementary costs of lost labour 2012-2016

- From total salaries

- Per person, costs divided

Occupational health care costs 2012-2016

Pension premiums 2011-2018

Health analysis, amounts 2014-2016

Number of work ability discussions (with doctor) 2012-2016

Sick leave % 2011-2016

Absences due to child's sickness and sick leaves, hours 2014-2016

Cause of sick leaves KONE Finland 2015-2016

Temporary work arrangements, number of persons 2012 - 2016

Average retirement age 2014-2016

Well-being, key indicators at KONE

1 Employee feedback – employee survey

2 Absences due to illness, injuries

3 Employee turnover

4 Premature retirement, rehabilitation

5 Activities participation



Thank you!

KONE Elevators
Escalators

Dedicated to People Flow™



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