MEHLÄINEN’S
WORKING LIFE SERVICES
Price List for 2020
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OCCUPATIONAL HEALTH CARE

Proactive Occupational and Disability Prevention Services

Occupational health services include, among others, workplace surveys, the creation of action plans with the related negotiations and health examinations, and counseling and guidance of individuals/groups. Activities are carried out by a multi-professional team consisting of an Occupational Health Physician and an Occupational Health Nurse, as well as an Occupational Psychologist and an Occupational Physiotherapist. In cases where assessing working capacity is required, the team will be complemented by Specialists or Experts in Social Services, if necessary.

<table>
<thead>
<tr>
<th>Professional</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Health Nurse</td>
<td>97.20 € per hour</td>
</tr>
<tr>
<td>Occupational Health Physician*</td>
<td>188.10 € per hour</td>
</tr>
<tr>
<td>Occupational Physiotherapist</td>
<td>103.60 € per hour</td>
</tr>
<tr>
<td>Occupational Psychologist</td>
<td>172.60 € per hour</td>
</tr>
<tr>
<td>Work Coach, Expert in Social Services</td>
<td>137.40 € per hour</td>
</tr>
</tbody>
</table>

Targeted Group Guidance that Includes the Provision of Information and Counselling.

The preparation time is included in the price.

<table>
<thead>
<tr>
<th>Professional</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Health Nurse</td>
<td>213.90 € per hour</td>
</tr>
<tr>
<td>Occupational Health Physician*</td>
<td>520.10 € per hour</td>
</tr>
<tr>
<td>Occupational Physiotherapist</td>
<td>228.00 € per hour</td>
</tr>
<tr>
<td>Occupational Psychologist</td>
<td>518.20 € per hour</td>
</tr>
</tbody>
</table>

Other Proactive Services

First Aid Training

Basic course in first aid, EA1 (16 x 45 min) | 1650,00 € per course
Advanced course in first aid, EA2 (16 x 45 min) | 1650,00 € per course
Course in emergency first aid (8 x 45 min) | 980,00 € per course
Refresher course in first aid (4 x 45 min) | 650,00 € per course

Health Status Tests Related to Working and Functional Capacity Evaluation

Extensive test (incl. elements such as muscular strength and mobility + aerobic fitness) | 235.50 € per instance
Concise test (muscle strength and mobility) | 153.90 € per instance
Bicycle ergometer test | 115.80 € per instance
Walking test | 103.60 € per hour
Compilation of an individual exercise plan | 103.60 € per hour

Services Provided by an Occupational Psychologist

Group support for crises (2 therapists always present in severe cases) | 296.00 € per hour/counselor
Conflict resolution and conciliation (in especially demanding situations always with two counselors) | 296.00 € per hour/counselor
Support in life-changing situations, e.g. cooperation negotiations | 296.00 € per hour/counselor

Digital Services for the Monitoring of Sickness-Related Absences and for Disability Prevention Management

CorporateMehiläinen (includes, e.g., reporting) | Free of charge
WorkAbilityCompass and Superior’s Compass | Please request a quote
Additional analyses and advanced analytics | Please request a quote
**Health Care Services**

**Occupational Health Nurse**

- Appointment, up to 10 min .......................................................................................................................... 19,20 €
- Appointment, up to 20 min .......................................................................................................................... 30,00 €
- Appointment, up to 30 min .......................................................................................................................... 44,70 €
- Appointment, up to 45 min .......................................................................................................................... 66,90 €
- Appointment, up to 60 min .......................................................................................................................... 86,80 €

Counselling via telephone/e-mail/the OmaMehiläinen service ................................................................. 19,10 € per instance

Phone calls over 10 minutes, according to the time used .............................................................................. 86,80 € per hour

**Occupational Health Physician**

- Appointment, up to 10 min .......................................................................................................................... 33,10 €
- Appointment, up to 20 min .......................................................................................................................... 56,20 €
- Appointment, up to 30 min .......................................................................................................................... 84,40 €
- Appointment, up to 45 min .......................................................................................................................... 125,70 €
- Appointment, up to 60 min .......................................................................................................................... 167,00 €

Counselling via telephone/e-mail/the OmaMehiläinen service ................................................................. 29,20 € per instance

Phone calls over 10 minutes, according to the time used .............................................................................. 167,00 € per hour

Renewal of prescriptions (for 1-2 medications) ........................................................................................... 26,70 €

**Statements and Certificates**

- Driving licence certificate ................................................................................................................................. 28,60 € per instance
- T certificate ......................................................................................................................................................... 33,60 € per instance
- A certificate ......................................................................................................................................................... Free of charge
- B statement, concise ........................................................................................................................................... 77,20 € per instance
- B statement, extensive ..................................................................................................................................... 113,30 € per instance
- B statement, highly demanding, charged for according to the time used* ........................................... 176,70 € per instance
- Medical examination for seafarers ............................................................................................................... 129,60 € per instance
- Drug test statement ......................................................................................................................................... 32,70 € per instance

**Doctor services at the Digital Clinic**

- Discussion 10 min ........................................................................................................................................... 33,10 €
- Discussion 20 min ........................................................................................................................................... 56,20 €
- Renewal of prescriptions ................................................................................................................................. 26,70 €
- Needs assessment ............................................................................................................................................ 20,90 €

**Psychotherapy Services**

- Evaluation of the need for therapy, and the related consultations ................................................................. 172,60 € per hour
- Trauma debriefing (individual appointment) ................................................................................................. 172,60 € per hour
- Quick therapy 45 min (10 appointments) ...................................................................................................... 1726,00 € per person
- Quick therapy 45 min (20 appointments) ...................................................................................................... 3452,00 € per person
- IPT-G group therapy for depression (12 x 3 h and 15 min of group therapy) ........................................... 3257,00 € per person

The IPT-G process also includes a 1.5-year follow-up by a mood coach, to be invoiced separately.

*The price for Specialist in Occupational Healthcare is 5% higher than the informed price for Occupational Physician
OCCUPATIONAL WELL-BEING SERVICES

Services for individuals

Firstbeat lifestyle assessment (review appointment subject to a separate fee)..............130€/assessment
Studies and tests (incl. DISC and 360 assessments).........................................................Please request a quote
Mehiläinen HeiaHeia wellbeing app............................................................................................Please request a quote
Stress management groups and other similar groups.........................................................Please request a quote
Work counselling and coaching (provided by an occupational psychologist) from... 220,00 € per hour
Health examinations and wellbeing plans for key personnel..............................................Please request a quote

Work community services

Analysis, assessment, coordination and development of occupational wellbeing factors in cooperation with the employer through work method coaching, interactive skills training and customisation, for example .........................Please request a quote
Lectures, coaching and wellbeing service packages.................................................................Please request a quote
Analysis and development of cognitive ergonomics...............................................................Please request a quote

Services for management and leadership

Coordination and performance of work ability and wellbeing efforts through wellbeing and change management, supervisor coaching and consultation, for example.................................................................Please request a quote

Read more on occupational well-being services, groups and training in the health and well-being service store at: http://kauppa.mehilainen.fi/
## LABORATORY TESTS

### Basic Laboratory Examinations

<table>
<thead>
<tr>
<th>Code</th>
<th>Abbreviation</th>
<th>Name</th>
<th>Price (EUR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1024</td>
<td>P-ALAT</td>
<td>Alanine aminotransferase</td>
<td>25,80</td>
</tr>
<tr>
<td>4084</td>
<td>cU-Alb-Mi</td>
<td>Albumin/microalbuminuria, collected urine</td>
<td>39,40</td>
</tr>
<tr>
<td>4587</td>
<td>P-AFOS</td>
<td>Alkaline phosphatase</td>
<td>25,80</td>
</tr>
<tr>
<td>3834</td>
<td>S-IgE-Ps</td>
<td>Allerg. immunoglobulin E, basic screening</td>
<td>67,00</td>
</tr>
<tr>
<td>5719</td>
<td>S-AlIComE</td>
<td>Allergen IgE antibodies, screening and component specific analysis</td>
<td>151,10</td>
</tr>
<tr>
<td>4589</td>
<td>P-Amyl</td>
<td>Amylase, plasma</td>
<td>30,90</td>
</tr>
<tr>
<td>20705</td>
<td>S-Apot</td>
<td>Apolipoproteins (LipopoB, -A1 and ratio B/A1)</td>
<td>61,80</td>
</tr>
<tr>
<td>1137</td>
<td>S-B12-Vit</td>
<td>Vitamin B12</td>
<td>49,60</td>
</tr>
<tr>
<td>3442</td>
<td>F-BaktV1</td>
<td>Bacteria, culture 1, faeces (Salm., Shig., Yers., Campy.)</td>
<td>67,20</td>
</tr>
<tr>
<td>3443</td>
<td>F-BaktV2</td>
<td>Bacteria, culture 2, faeces (Clostr., Staph. Candida)</td>
<td>63,40</td>
</tr>
<tr>
<td>21088</td>
<td>F-BaktVIP</td>
<td>Enteric bacteria, feces, detection of nucleic acids and culture</td>
<td>72,90</td>
</tr>
<tr>
<td>1155</td>
<td>U-BaktV1</td>
<td>Bacteria, culture, urine</td>
<td>36,30</td>
</tr>
<tr>
<td>2471</td>
<td>S-BopeAb</td>
<td>Bordetella pertussis, antibodies</td>
<td>63,80</td>
</tr>
<tr>
<td>3552</td>
<td>S-BorrAb</td>
<td>Borrelia, antibodies</td>
<td>66,70</td>
</tr>
<tr>
<td>1738</td>
<td>-CtGcNhO</td>
<td>Clamydia trach. + Neisseria gonorrh., detection of nucleic acid</td>
<td>70,80</td>
</tr>
<tr>
<td>4594</td>
<td>P-CRP</td>
<td>C-reactive protein</td>
<td>32,30</td>
</tr>
<tr>
<td>142</td>
<td>S-hCRP</td>
<td>C-reactive protein, sensitive</td>
<td>35,30</td>
</tr>
<tr>
<td>4101</td>
<td>S-CDT</td>
<td>Carbohydrate deficient transferrin</td>
<td>57,70</td>
</tr>
<tr>
<td>1220</td>
<td>S-D-25</td>
<td>Vitamin D 25(OH)</td>
<td>66,20</td>
</tr>
<tr>
<td>1395</td>
<td>S-Ferrit</td>
<td>Ferritin</td>
<td>45,90</td>
</tr>
<tr>
<td>4113</td>
<td>P-FIDD</td>
<td>Fibrin D-dimers</td>
<td>56,40</td>
</tr>
<tr>
<td>12510</td>
<td>B-Peth</td>
<td>Phosphatidylethanol</td>
<td>76,10</td>
</tr>
<tr>
<td>1468</td>
<td>fP-Gluk</td>
<td>Glucose</td>
<td>25,80</td>
</tr>
<tr>
<td>4597</td>
<td>P-GT</td>
<td>Glutamyl transferase</td>
<td>25,80</td>
</tr>
<tr>
<td>6314</td>
<td>F-HeppyNhO</td>
<td>Helicobacter pylori, feces, detection of nucleic acids and sensitivity to clarithromycin</td>
<td>97,00</td>
</tr>
<tr>
<td>3950</td>
<td>S-HeppyAb</td>
<td>Helicobacter pylori, antibodies</td>
<td>58,80</td>
</tr>
<tr>
<td>6128</td>
<td>B-HbA1c</td>
<td>Haemoglobin A1C, glycosylated</td>
<td>53,90</td>
</tr>
<tr>
<td>1608</td>
<td>S-HBsAb</td>
<td>Hepatitis B virus, S antigen, antibodies</td>
<td>51,60</td>
</tr>
<tr>
<td>3815</td>
<td>S-HCVAb</td>
<td>Hepatitis C virus, antibodies</td>
<td>60,00</td>
</tr>
<tr>
<td>4814</td>
<td>S-HIVAgAb</td>
<td>HI-virus, antigen and antibodies</td>
<td>43,30</td>
</tr>
<tr>
<td>10539</td>
<td>U-DS6A</td>
<td>Drug test, 6 analytes</td>
<td>118,80</td>
</tr>
<tr>
<td>4746</td>
<td>Influenza A+B Ag</td>
<td>Influenza A+B viruses, antigen</td>
<td>50,90</td>
</tr>
<tr>
<td>1999</td>
<td>P-K</td>
<td>Potassium, plasma</td>
<td>24,20</td>
</tr>
<tr>
<td>10068</td>
<td>P-Ca-albk</td>
<td>Calcium, albumin-corrected</td>
<td>46,60</td>
</tr>
<tr>
<td>7979</td>
<td>S-Kelia-Se</td>
<td>Celiac disease, screening (S-tTGAbA, S-IgA, when needed S-tTGAbG)</td>
<td>80,30</td>
</tr>
<tr>
<td>7821</td>
<td>S-Kelia-M</td>
<td>Celiac disease, medium (S-IgA, S-EMAba, S-tTGAbA, when needed S-tTGAbG)</td>
<td>121,50</td>
</tr>
<tr>
<td>1881</td>
<td>U-KemSeul</td>
<td>Chemical screening, urine</td>
<td>18,30</td>
</tr>
<tr>
<td>2124</td>
<td>U-hCG-O</td>
<td>Chorionic gonadotropin, qual., urine</td>
<td>43,10</td>
</tr>
<tr>
<td>2142</td>
<td>P-Krea</td>
<td>Creatinine</td>
<td>25,80</td>
</tr>
<tr>
<td>4614</td>
<td>B-Lakt-D</td>
<td>Lactose intolerance, DNA test</td>
<td>70,10</td>
</tr>
<tr>
<td>2203</td>
<td>B-La</td>
<td>Erythrocyte sedimentation rate</td>
<td>17,00</td>
</tr>
</tbody>
</table>
6027.....P-Lipidit........................................... Lipids (chol., non-HDL, LDL, triglycerides)..............................................58,20
21799.....Pt-FIB-4........................................... Liver fibrosis score calculator (trom, ASAT, ALAT)..........................86,70
2360.....S-MonAbO........................................... Mononucleosis, antibodies (qual.)..................................................30,10
4522.....S-MypAbM-O................................. Mycoplasma pneumoniae, IgM-antibodies (qual.).............................54,80
3622.....P-Na....................................................... Sodium, plasma............................................................................27,30
7917.....Ps-NieluAg................................. Throat infection antigens (S. pyogenes and adenovirus).......................60,90
6375.....F-ParaNhO........................................ Parasites, feces, detection of nucleic acid........................................106,60
2474.....B-PVK+T............................................. Basic blood count and blood platelets............................................40,40
10795.....S-PSAtot+V................................. Prostate-specific antigen, total and free.............................................78,90
1775.....S-PuumAb........................................ Puumala virus, antigen................................................................83,50
7933.....Examination 1 (no fasting)......PVK+T, Lipidit, Apot, HbA1c, Krea, ALAT, GT........................................218,90
143.....S-Testo-vl........................................... Testosterone, free, calculated (mass spectrometry).............................84,20
1949.....S-TfR....................................................... Transferrin receptor, soluble.........................................................51,10
4520.....P-INR...................................................... Thromboplastin time, INR..............................................................31,00
4464.....B-TnT-O............................................ Troponin T (qual.).........................................................................50,30
4028.....S-TPO-Ab........................................... Thyroid peroxidase, antibodies...................................................50,70
2832.....S-TSH....................................................... Thyrotropin ....................................................................................55,50
2836.....S-T4-V..................................................... Thyroxine, free.............................................................................65,00
3696.....B-TVK..................................................... Complete blood count.................................................................60,10
4533.....P-Uraat................................................ Urate, plasma...............................................................................33,00
2985.....S-YersAb........................................... Yersinia, antibodies........................................................................44,10

Health Examination Packages
7932.....Examination 1 (no fasting)......PVK+T, Lipidit, Apot, HbA1c, Krea, ALAT, GT........................................218,90
7933.....Examination 2..............................B-PVK+T, fP-Lipidit, fP-Gluk, P-ALAT, P-GT..........................................132,20
8965.....Examination 2b (no fasting).....B-PVK+T, P-Lipidit, P-ALAT, P-GT, B-HbA1c........................................133,70

Pathology
4054.....Ts-PAD-1........................................ Tissue sample, histological examination, 1–3 samples from the same set..................................................81,70
4054A.....Ts-PAD-1X3.................................. Tissue sample, histological examination, 3 separate samples...162,00
4044.....Pt-Papa-1.......................................... Pap smear.....................................................................................61,00
3053.....-Syto............................................... Pap smear (sample area must be stated)..................................................83,60

Clinical Physiology and Neurophysiology
1270.....Pt-EKG-12.................................... ECG, 12 leads, resting..................................................................62,80
28581.....Pt-PEF-PaO.................................... PEF, series + no statement.........................................................78,80
6007.....Pt-FVSpIDO............................... Flow volume spirometry and bronchodilation + no statement...92,60
1301.....Pt-ENMG-1.................................... Electroneuromyography, concise.......................................................281,70
1302.....Pt-ENMG-2.................................... Electroneuromyography, standard.....................................................390,70
MEDICAL IMAGING EXAMINATIONS

The Most Common X-Ray Examinations

<table>
<thead>
<tr>
<th>Code</th>
<th>Name</th>
<th>Price (EUR)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Native X-ray examinations of bones and joints</td>
<td>120.20</td>
</tr>
<tr>
<td></td>
<td>Thorax, X-ray of the paranasal sinuses</td>
<td>120.20</td>
</tr>
<tr>
<td>HAIBA</td>
<td>Mammogram, extensive (incl. ultrasound scan)</td>
<td>235.50</td>
</tr>
</tbody>
</table>

The Most Common Ultrasound Scans

<table>
<thead>
<tr>
<th>Code</th>
<th>Examinations of joint, tendon and soft tissues</th>
<th>Price (EUR)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>275.20</td>
</tr>
<tr>
<td>BAIAE</td>
<td>Thyroid gland examination</td>
<td>246.80</td>
</tr>
<tr>
<td>JNIAE</td>
<td>Examination of the upper abdomen</td>
<td>354.60</td>
</tr>
</tbody>
</table>

OTHER SERVICES AND FEES

Annual General Fees

General fee per employee per year (subject to compensation by Kela) .................................................... 29,90 €
In addition to the general fee, an annual service fee, determined by the total number of employees, will be charged for each employee (not subject to compensation by Kela).
1–3 employees .................................................................................................................................................... 69,00 €
4–10 employees ............................................................................................................................................. 48,00 €
11–50 employees ............................................................................................................................................ 25,00 €
More than 50 employees ............................................................................................................................ 16,00 €

Entrepreneurs With No Other Employees

Annual fees include:
A general fee per entrepreneur per year (subject to compensation by Kela) ........................................ 29,90 €
Well-being discussion and updating of the action plan (subject to compensation by Kela).............. 94,30 €
A service fee per entrepreneur per year (not subject to compensation by Kela) ............................... 55,00 €

Kanta fee
Kanta fee (including electronic medicine prescription) ..........1,90 €/appointment or remote contact.
The fee applies to an appointment or remote contact, where an entry is made in the Kanta data repository.

eQuestionnaires
eQuestionnaires as part of a health check or as a wellbeing survey ...................................................... 20,00 €

Coordination Work
Coordination work by the Account Manager or the Coordinating Occupational Health Nurse ......................... 97,20 € per hour
Record Transfers

Transfer of patient health records from Mehiläinen to another service provider...........128,00 € per hour (charging is by the time used; minimum fee per 60 minutes)

Transfer of patient health records in paper form by the Occupational Health Nurse...97,20 € per hour (charging is by time used; prices are given per 60 minutes)

Registering of sick-leave certificates from other service providers...............................97,20 € per hour

Invoicing Fees

The service fee for consolidated invoicing is 6–8% + VAT of the invoice amount.

Paper invoice......................................................................................................................................................................................5,00 €

Reception at the Customer’s Premises

Occupational Health Nurse ..........................................................................................................................97,20 € per hour
Occupational Health Physician* .....................................................................................................................188,10 € per hour
Occupational Physiotherapist ........................................................................................................................103,60 € per hour
Occupational Psychologist ...............................................................................................................................172,60 € per hour

Evening and Weekend Work by the Occupational Health Nurse or Occupational Physiotherapist**

Evening work, Mon.–Fri., 6pm–10pm ..............................................................................................................15 % increase
Night work, 10pm–7am .................................................................................................................................50 % increase
Saturday work, 7am–6pm .............................................................................................................................20 % increase
Sunday work (from 6pm on a Saturday or the eve of a national holiday).................................100 % increase

Evening and Weekend Work by the Occupational Health Physician**

Mon.–Fri., 7am–9pm, in accordance with the price list
Saturdays: 7am–6pm .................................................................................................................................30 % increase
Evening and night work, Mon.–Fri., 9pm–7am ............................................................................................100 % increase
Sat.–Sun., 6pm–7am (Monday morning) and national holidays .......................................................100 % increase

Evening and Weekend Work by the Occupational Health Psychologist**

Mon.–Fri., 7am–9pm, in accordance with the price list
Saturdays: 7am–6pm .................................................................................................................................30 % increase
Evening and night work, Mon.–Fri., 9pm–7am ............................................................................................100 % increase
Sat.–Sun., 6pm–7am (Monday morning) and national holidays .......................................................100 % increase

*The price for Specialist in Occupational Healthcare is 5 % higher than the informed price for Occupational Physician

**Also applies to appointments at the customer’s premises.
‘No-Show’ Appointments

Uncancelled appointments are invoiced to the employee in question.

**Appointments**: Cancellations may be performed without charge on the previous day, at the latest; for later cancellations, half of the fee for the appointment time reserved will be charged.

**Workplace visits, surveys, and negotiations**: Cancellations may be performed without charge three working days before the visit, at the latest, for Mehiläinen’s Working Life Services; for later cancellations, the entire fee will be charged.

**Targeted group guidance**: If the cancellation is performed two weeks beforehand, at the latest, only the work performed so far will be invoiced. For later cancellations, the entire agreed upon fee will be charged.

**Other**: Cancellations may be performed without charge on the previous day, at the latest.

Travel Expenses

If necessary, travel costs and time used for traveling, as defined in the State Travel Regulations, will be added to the charge.

Equipment and Medicines

Separate charges apply to equipment, medicines, and hospital facilities, etc. used in operations.

An employer can apply for reimbursement from Kela for occupational health care costs in accordance with the principles of good occupational health care. More information on occupational health care expenses reimbursed by Kela (in Finnish): https://www.kela.fi/korvattavat-kustannukset

Unless otherwise stated in writing, the prices are exclusive of VAT. VAT is not charged for the sales of occupational health services that can be considered health care services, as specified in the VAT legislation. If taxable services or products are sold with health care services, VAT will be added to the prices of these services and products. If the sales are later deemed taxable, the vendor has the right to collect VAT from the buyer at the applicable tax rate.

This price list is valid from 1 January 2020, until further notice. Mehiläinen reserves the right to make changes to prices and services if legislation applicable to health care, decisions by public authorities, or research procedures are amended or if the cost level of occupational health care changes fundamentally.