



TE-palvelut
tjänster | services



Living and Working in Finland Information for an EU Jobseeker

HEALTHCARE MOBILITY DAY IN PORTUGAL, Lisbon ESEL 1.-2.4.2014
Uusimaa Employment and Economic Development Office, Finland
Expert, Eures-adviser Tuula Kinnunen

Living and Working in Finland as health care professional



- Introduction
- Labour market situation
- Searching for a job
- Moving to Finland
- Living and working conditions
- Where to find further information



Short introduction



- 5,4 million inhabitants
- Independence since 1917
- Neighbouring countries: Sweden, Norway, Russia, Estonia
- Two official languages: Finnish (90%) and Swedish (5,4%)
- Member of the EU since 1995
- Foreign citizens 3,6% (mainly in Helsinki metropolitan area)
- Currency: Euro
- Religions: Evangelical-Lutherans (77,3%), Orthodox (1,1%)
- Biggest cities –

Helsinki,	604 000
Espoo,	257 000
Tampere,	217 000
Vantaa,	205 000
Oulu,	191 000
Turku,	180 000

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Finland Employment and Economic Development Office of Uusimaa, Finland

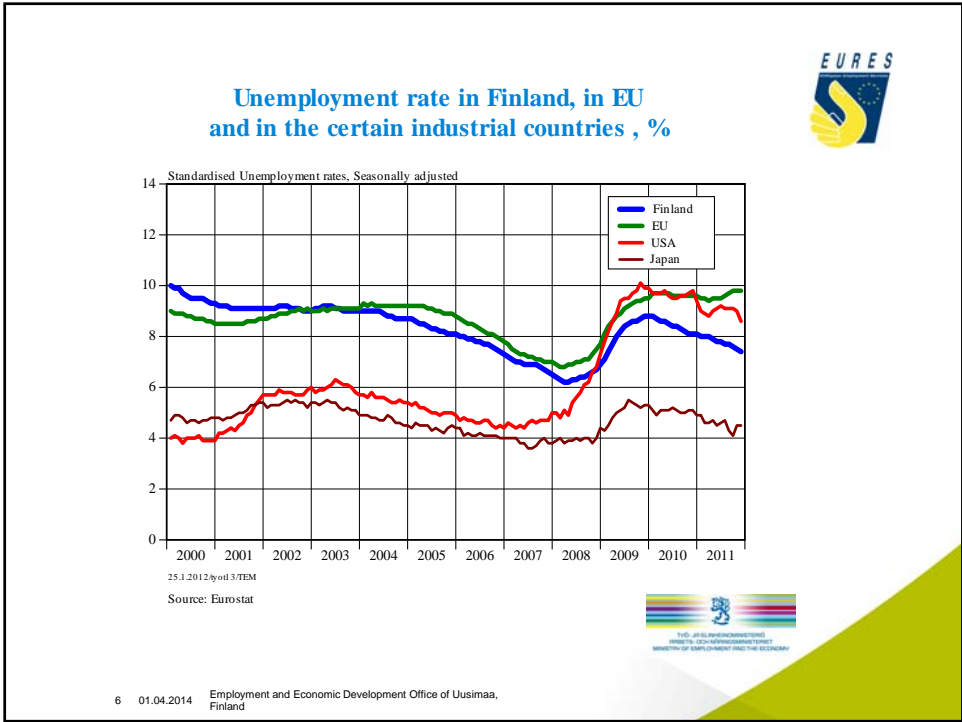
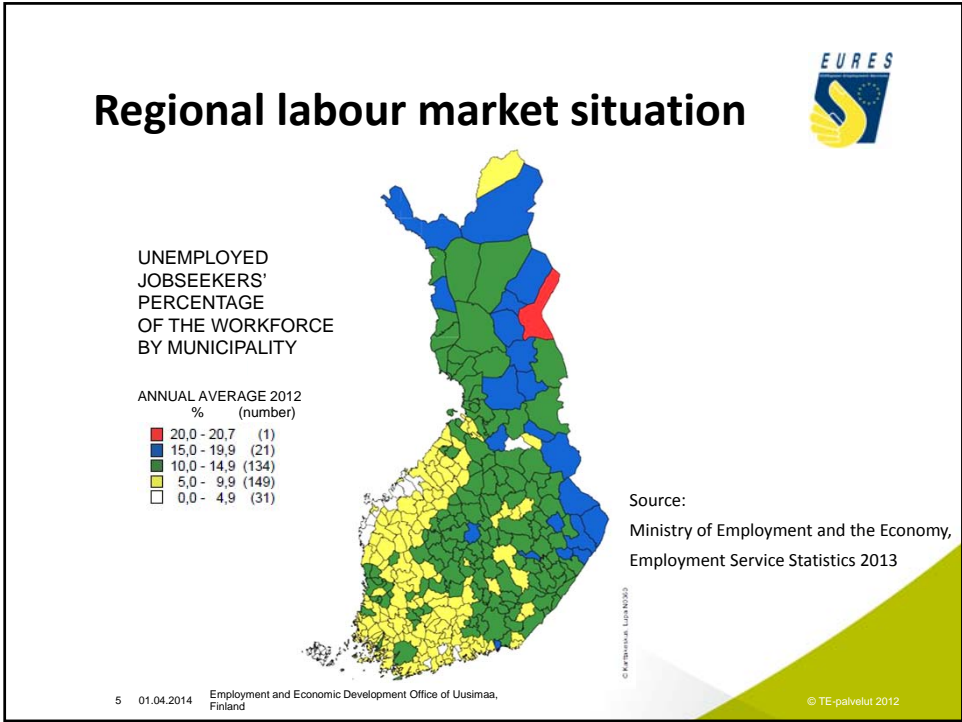
Finnish labour market



- Employment rate 66,9 % in February 2014
- Unemployment rate 9,1 % in February 2014
- 54 000 new vacancies at the Employment and Economic Development Office (TE Office) during February 2014
- Number of employed persons 26 000 less than a year ago

Source: Statistics Finland 2014, Ministry of Employment and the Economy, 2014
(OECD/ILO definition)

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Labour shortages



Most problematic situation:

health care sector, service sector, social services and catering

waiters
dentists socialworkers telemarketers
hospitalnurses
accountingstaff psychologists
physicians cooks
cleaners doctors chefs
salesrepresentatives Pharmacists
radiographers

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TE-palvelut
tjänster i services

På svenska Vaihdi | Kevytversio | Ohje

Avoimet työpaikat

Tämä on Avoimet työpaikat -palvelun uusi versio. Anna palautetta palautelomakkeella.

HAKU Palvelussa yhteensä 16078 ilmoitusta Avaa hakulomake

Ammattiala: 1 Terveystyö ja sosiaalinen hoito: Kaikki Työn kesto: Yli 12 kk Työaika: Kokopäivä Työn tyyppi: Paikatyö
Vuosipalkkat: Mukana

RSS Tee hausta työpöytävahti

Hakutuloksia: 882 1 2 3 4 5 Lajittelu Ammattiala Näytä 25

Rajaa hakutuloksia

Poista kaikki rajaukset

Työn tyyppi

Paikatyö (882)

Ammattiala

Valtio kaikki

Apuvälineiden valmistajat (6)

Eläintarhoitajat (2)

Farmaseuttit (6)

Hammaslääkärit (13)

Hammasteknikot (30)

Hoitoa ja tutkimusta avustava työ (12)

Johtavat sosiaalityöntekijät ja toimialajohtajat (11)

Johtajien ja tiimien johtajat (2)

Järjestötyöntekijät (3)

Kodinhoitajat, kotivastustajat (2)

Laboratorionhoitajat, röntgenhoitajat (16)

Lasten päivähoitotyöntekijät (11)

Lastenhoitajat, päivähoito (36)

Lastentarhanopettajat (2)

Lääketyöntekijät (2)

Lääkintövalmistajat (22)

Lääkärit (155)

Mielenterveyshoitajat (1)

Yliopiston- ja korkeakoulunopettajat

Lehtori, sairaalan ulkopuolinen ensihoito ja akuutit
Pirkanmaan ammattikorkeakoulu Oy/Tampereen ammattikorkeakoulu, Tampere. Haku päättyy 15.04.2014, kokoaikatyö, yli 12 kuukautta, toistaiseksi

Lehtori, hoitotyö ja terveydenhoitotyö/kätilötyö
Pirkanmaan ammattikorkeakoulu Oy/Tampereen ammattikorkeakoulu, Tampere. Haku päättyy 15.04.2014, kokoaikatyö, yli 12 kuukautta, toistaiseksi

Lehtori, hoitotyö
Pirkanmaan ammattikorkeakoulu Oy/Tampereen ammattikorkeakoulu, Tampere. Haku päättyy 15.04.2014, kokoaikatyö, yli 12 kuukautta, toistaiseksi

Yliopettaja, terveysalan johtaminen
Pirkanmaan ammattikorkeakoulu Oy/Tampereen ammattikorkeakoulu, Tampere. Haku päättyy 15.04.2014, kokoaikatyö, yli 12 kuukautta, toistaiseksi

Lastentarhanopettajat

Specialbarnträdgädsledare och Teamledare
Oy Contextia Ab, Helsinki. Haku päättyy 30.04.2014, kokoaikatyö, yli 12 kuukautta

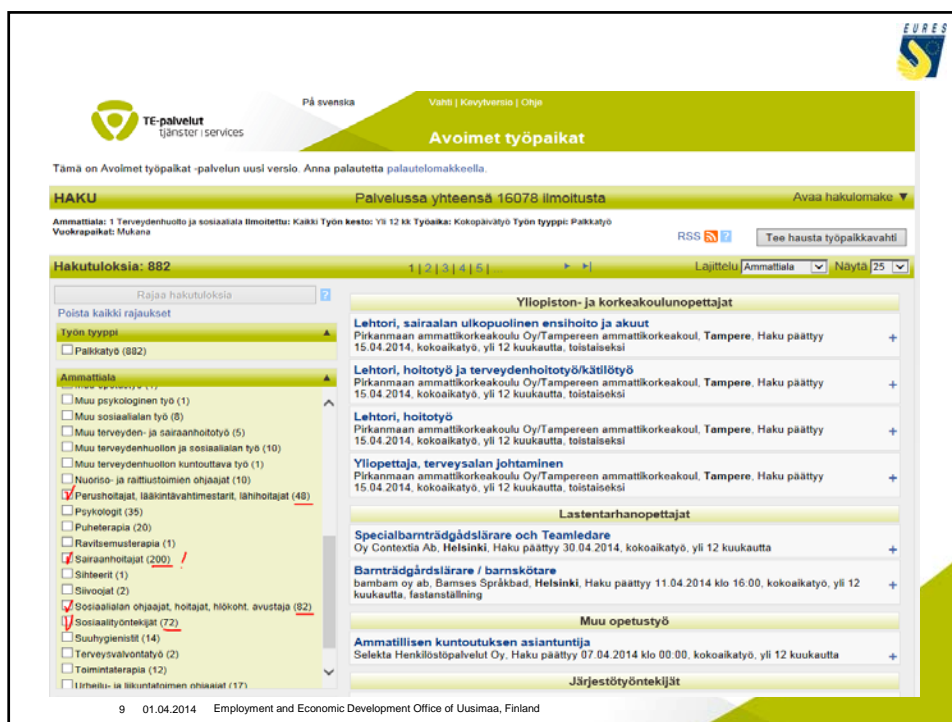
Barnträdgädsledare / barnskötare
bamban oy ab, Bamses Språkbad, Helsinki. Haku päättyy 11.04.2014 klo 16:00, kokoaikatyö, yli 12 kuukautta, tästä alustettiin

Muu opetustyyppi

Ammatillisen koulutuksen asiantuntija
Selekta Henkilöstöpalvelut Oy, Haku päättyy 07.04.2014 klo 00:00, kokoaikatyö, yli 12 kuukautta

Järjestötyöntekijät

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The screenshot shows the TE-palvelut job search interface. At the top, there are logos for TE-palvelut and EURES. The main heading is 'Avoimet työpaikat'. Below this, there is a search bar with the text 'HAKU' and 'Palvelussa yhteensä 16078 ilmoitusta'. A sidebar on the left contains filters for 'Työn tyyppi' (Palkkatyö) and 'Ammattiala' (Professional field). The main content area displays a list of job openings under the heading 'Yliopiston- ja korkeakoulunopettajat'. The first job is 'Lehtori, sairaalan ulkopuolinen ensihoito ja akuutit' at Pirkanmaan ammattikorkeakoulu Oy/Tampereen ammattikorkeakoul. Other jobs listed include 'Lehtori, hoitotyö ja terveydenhoitotyö/kätilätyö', 'Lehtori, hoitotyö', 'Yliopettaja, terveysalan johtaminen', 'Specialbarnträdgårdslärare och Teamledare', 'Barnträdgårdslärare / barnskötare', and 'Muu opetustyö'. The footer of the page indicates the date 01.04.2014 and the organization 'Employment and Economic Development Office of Uusimaa, Finland'.

Language skills requirements in health care, social professions



- Finnish language required, in some areas Swedish
- In English may manage for example: personal assistant, administrative tasks, linked to IT, health care technology, research

Foreigners in Finland



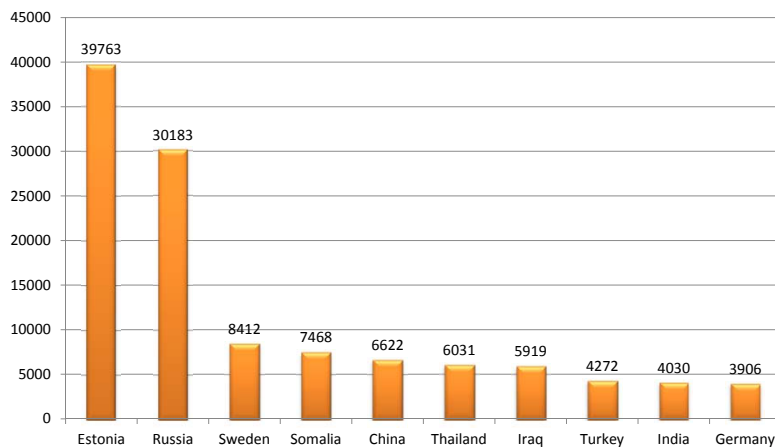
- 3,6 % of the population are foreigners (195 511)
- Biggest nationality groups are Estonians (39 763), Russians (30 183), Swedes (8 412) and Somalis (7 468)
- The sectors with most foreign workers are services and construction. As seasonal workers in agriculture and forestry
- 59 600 foreign jobseekers in the TE Offices, which is 8 % of all the jobseekers



Source: Statistics Finland 02/2013, Ministry of Employment and the Economy, 2013

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Foreigners in Finland (2012)



Source: Statistic Finland 2013

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Searching for a job



- Employment and Economic Development Office - vacancies: www.te-palvelut.fi
- Vacancies in the largest newspapers www.oikotie.fi
- Academic recruitment services: www.aarresaari.net
- Companies often recruit through their own internet sites.
 - Typical address is: www.companyname.fi
- List of 100 largest Finnish companies: www.uranus.fi
- Private recruitment agencies e.g. www.hpl.fi, www.manpower.fi, www.adecco.fi, www.barona.fi, www.staffpoint.fi

Direct contact with employers! Open applications !

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Standard application procedures



- CV and application letter - possibly also copies of school leaving certificates and references
- Examples of CVs: <http://europass.europa.eu>
- Employers usually choose 3 to 5 applicants to be interviewed
- Certificates and references will be studied closely
- For demanding posts usually 2 to 3 interviews will be conducted; also an aptitude test is possible
- Some employers make only the final selection - the rest of the recruitment process may be outsourced

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Recognition of qualifications

Finnish National Board of Education (OPH)

- Contact before coming to Finland
- Recognition required for posts in public sector
- Not required for private sector, unless the profession in question is regulated (e.g. electricians, pilots)
- Right to practise profession needed for the following professions:
 - [Health care professionals](#)
 - Chartered public finance auditors
 - Veterinary surgeons
 - Advocates
 - Chartered accountants
 - Seafarers
- Different authorities grant the right
- More information: www.oph.fi/info/recognition
- www.valvira.fi Valvira-registration for health care professionals

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Recognition of qualifications



Valvira
National Supervisory Authority
for Welfare and Health

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Licence to make a difference

Valvira improves the management of health risks in the environment as well as legal protection and the quality of services in social welfare and health care.

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Valvira, PO Box 210, FI-00531 Helsinki, Finland, tel. +358 295 209 111

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- www.valvira.fi Valvira-registration for health care professionals

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Moving to Finland - First steps



- EU registration at the local police www.poliisi.fi
- Population register and home municipality at the magistrate/registration office www.maistraatti.fi
- Social security at the local social insurance office www.kela.fi
- If employed: Tax card at the local tax office www.vero.fi
- If unemployed: Employment and Economic Development Office (TE Office) www.te-palvelut.fi

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Examples of average gross incomes in public sector (municipalities)



- Practical nurse 1948€ / month
- Nurse 2261 € / month

An average Finnish salary is 3109 € / month (2011)

Source: Statistics Finland, TEHY



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Terms of Employment

- Collective agreements specifying pay rates for various sectors incl. health care
- Salary difference between public and private sector
- Variety in working conditions in different countries, depending of the structure of the study program; tasks, working hours/shifts
- **More information:** www.super.fi, www.tehy.fi, www.laakariliitto.fi, www.tyosuojelu.fi, www.te-palvelut.fi/finnwork, www.tem.fi > labour legislation

Ask for the employment contract in written form!



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Source of photo www.hus.fi

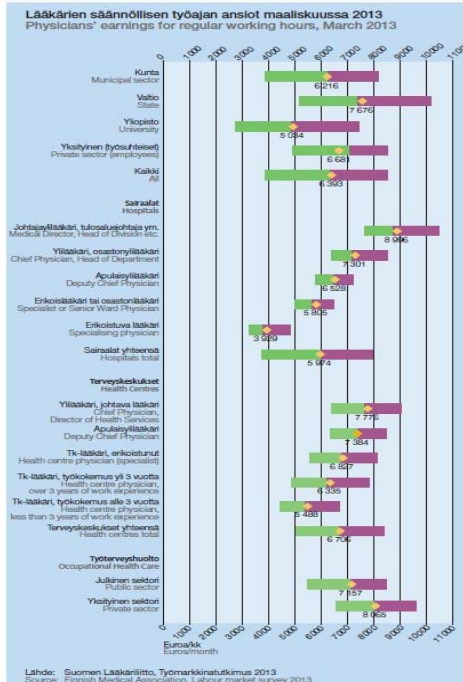
Kuvio 50 | Figure 50

Paikat vaihtelevat työnantajan ja tehtävän mukaan. Tehtäväkohtainen vaihtelu on suurin terveyskeskusten lääkäreillä.

Salaries vary depending on employers and tasks. Variation caused by differences in tasks is greatest among health centre physicians.

F10 F50 F90
Palkit eli prosenttipisteet F10, F50 ja F90 rajaavat ilmoitetun prosenttimäärän havaintoja.
Fraciles (here F10, F50 and F90) indicate the points below which the stated percentage of the observations lie.

● Keskipalkkia euroa/kuukausi
Mean salary in euros/month



Lähde: Suomen Lääkäriliitto, Työmarkkinatutkimus 2013
Source: Finnish Medical Association, Labour market survey 2013

Taxation



- Income tax:
 - Up to 6 months: tax at source 35%
NB! Tax deduction of 510 € each month or 17 € per day for each working day
 - More than 6 months: progressive income tax
- Example: the share of all taxes and compulsory contributions (incl. social security payments 7,1 %)
 - Salary 2500 €/month → tax 26 %*
 - Salary 3000 €/month → tax 29 %*

- **More information:** www.vero.fi

* Local taxes vary from one city/municipality to the other; members of the Finnish Lutheran/Orthodox church pay a church tax (1 – 2,25%)

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Costs of living - Accommodation



- Average rent for a two room flat (50 m²): 500 – 800 €/month
- Average price for a two room flat: 80 000 – 160 000 €
- In Helsinki metropolitan area the prices are twice as much



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Accommodation - More information



- Internet portals: www.oikotie.fi, www.etuovi.com
- Newspapers: www.sanomalehdet.fi
- Housing in Finland: www.housing.fi
- Municipalities in Finland: www.kunnat.net
- Youth hostels: www.hostellit.fi

Costs of living



Food and beverage

• Milk 1 l	0,87 €
• Eggs kg	3,93 €
• Bread kg	3,56 €
• Coffee 500 g	4,11 €
• Beer	1,80 €

Public and private transport

• Petrol 95 E/ 1litre	1,67 €
• Train trip 400 km	60 €
• Buscard, 1 month	46 €

Others

Kindergarten	24-264 €/month
Library	free of charge
Cinema ticket	10-14 €



Source: Statistics Finland, National Consumer Research Centre

Further information



- EURES portal
eures.europa.eu
- Ministry of Employment and the Economy
www.tem.fi
- Foreigners working in Finland
www.te-palvelut.fi/finnwork
www.infopankki.fi
- Studying and practical training in Finland
www.studyinfinland.fi
- General information on Finland
www.thisisFINLAND.fi



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