THL
Knowledge for health and welfare
THL’s reform – drivers for change

• Changes in THL's environment
• Director General's discussions with key interest groups
  – Expectations have changed over the past five years
• Resource cuts and transfers (THL €70m -> €50m)
  – Productivity programme
  – Sectoral research resource cuts
  – Research institute and research funding reform
Process in 2014

International evaluation

Council meetings

EB working seminars

Director General’s visits to all units

Division, department and unit meetings

Future THL in intranet

"Old eagles"

"Young lions"

Prioritising

Information resource survey

EB working meetings

Adjustment group

Transparency in intranet

Resourcing

Reorganisation of departments

Co-operation negotiations

New Organisation
Our priority areas

**SUSTAINABLE WELFARE SOCIETY**
Health, well-being, and social cohesion contribute to a socially and economically sustainable society.

**REDUCING INEQUALITY AND SOCIAL EXCLUSION**
Reducing inequality and social exclusion require action in the whole of society, and especially in social and health policies.

**CHANGING RANGE OF DISEASES**
Determinants of diseases are changing along with population ageing and changing lifestyles.

**PREPAREDNESS FOR HEALTH THREATS**
Biological, chemical and other environmental threats have increasing significance for population health.

**SERVICE SYSTEM REFORM**
The ongoing reform of the social and health service system has historical significance.

**REVISIONS TO OPERATING PRACTICES:**
Responsive support to policy-making. Utilisation of information resources.
# THL’s organisation

## Senior Management

<table>
<thead>
<tr>
<th>Director General</th>
<th>Communications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deputy Director General</td>
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## Welfare
- Children, Adolescents and Families
- Ageing, Disability and Functioning
- Equality and Inclusion
- Welfare and Health Promotion

## Health
- Health Monitoring
- Chronic Disease Prevention
- Nutrition
- Genomics and Biomarkers
- Mental Health
- Alcohol and Drugs
- Tobacco, Gambling and Addiction

## Infectious Diseases
- Infectious Disease Control
- Bacterial Infections
- Viral Infections

## Health Protection
- Vaccination Programme
- Impact Assessment
- Living Environment and Health
- Water and Health
- Chemicals and Health

## Health and Social Care Systems
- Centre for Health and Social Economics
- Reforms
- Clients and Effectiveness
- Social Policy Research
- Social and Health Systems Research

## Government Services
- Forensic Medicine
- Forensic Genetics
- Forensic Toxicology
- Performance guidance of state mental hospitals and child welfare units

## Information Services
- Information Resource Services
- Information Systems
- Information Structures
- Statistics and Registers
- Products
- Operational Management

## Administration and Development
- Personnel
- Finance
- Planning
- Support Services
- Centre for International Affairs
THL’s resources

Budget funding (€ million)

<table>
<thead>
<tr>
<th></th>
<th></th>
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<tbody>
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<td>70</td>
<td>60</td>
<td>50</td>
<td>40</td>
<td>30</td>
<td>20</td>
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<tr>
<td>% Change</td>
<td>-3.0%</td>
<td>-11.1%</td>
<td>-6.9%</td>
<td>-8.0%</td>
<td>-1.3%</td>
<td>-0.7%</td>
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</table>

THL’s funding

- 67% State budget funding
- 27% Co-financing
- 6% Chargeable services

Human resources (person years)

<table>
<thead>
<tr>
<th>Year</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
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<tbody>
<tr>
<td>Value</td>
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<td>1193</td>
<td>1231</td>
<td>1169</td>
<td>119</td>
<td>1029</td>
<td>957</td>
</tr>
</tbody>
</table>

STAFF

- 26% have a doctoral degree
- 24 different nationalities

65 yrs 10 mths average retirement age
Organisational changes in 2014

- Streamlined structure
  - Flatter organisation (3 levels instead of 4)
  - 8 departments instead of 14
- Fewer directors
  - 3 deputy director general positions terminated
  - 8 directors of department instead of 14; 38 heads of unit instead of 63
- Staff reduced by 230 persons (100+130), of which 120 (40+80) were given notice
We build the future together with our partners

We work closely together with ministries, hospital districts, municipalities, NGOs and research institutes, among others.

We seek actively new opportunities and co-operation with our partners and interest groups.

Co-operation between expert agencies in social and health care

Expert and development co-operation

Joint digitalisation and open data development work across organisational and expertise boundaries

International co-operation

Co-operation in special situations

Research co-operation