

Lokomo's Sickness Fund

WELCOME
EVENT 2024

TAINA
TUOMINEN

What is Lokomo's Sickness Fund?

Workplace fund

Established in 1917

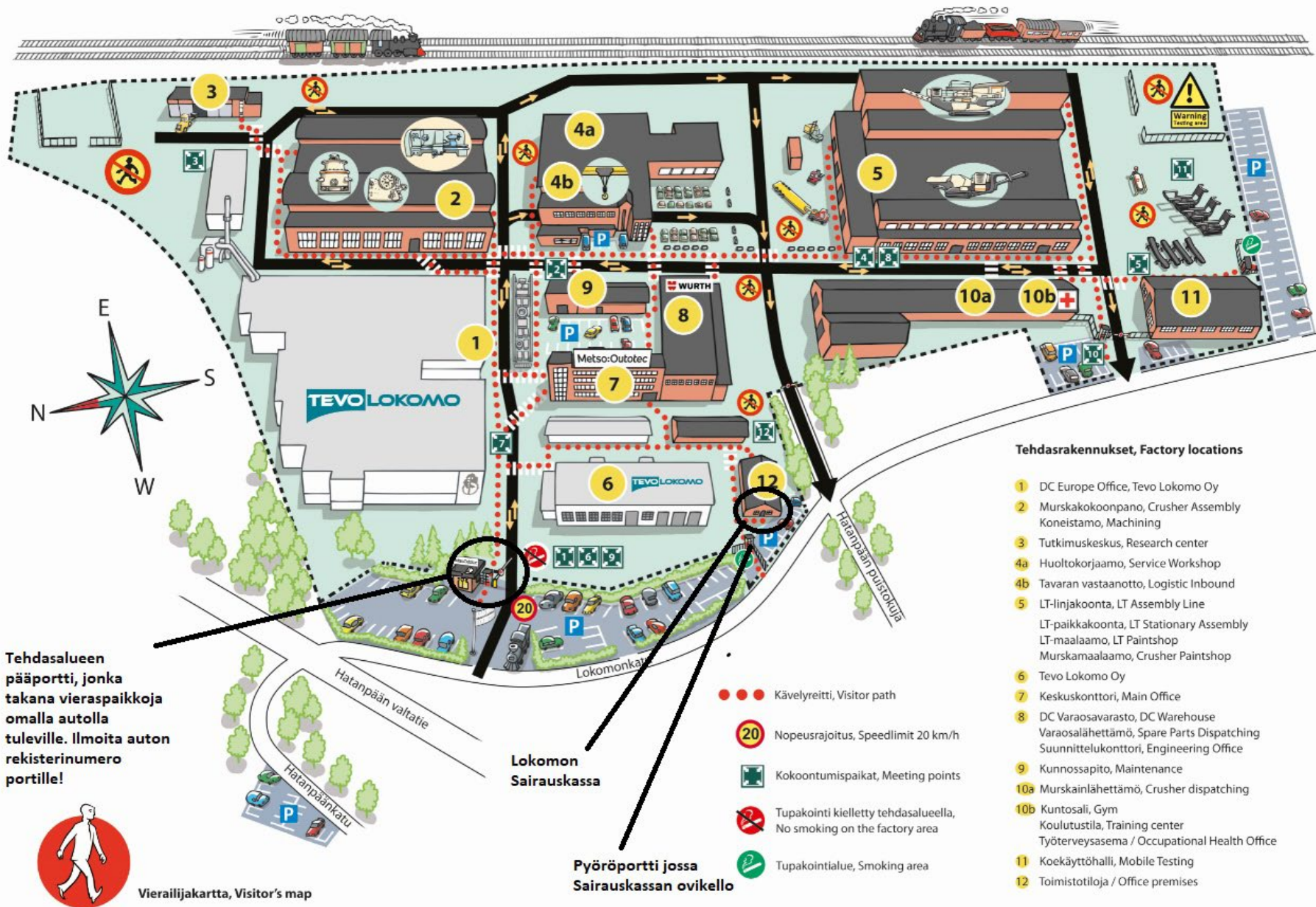
In operation according to the Health Insurance Act since 1974

Current number of individuals insured 3042, of whom 401 are retired or other insurees

The Sickness Fund office is located at Metso Finland Oy's factory on Lokomonkatu in Tampere

Officials

- Taina Tuominen, CEO
- Hanna Hautamäki, Insurance Secretary
- Sirpa Olán, Insurance Secretary



Lokomo's Sickness Fund's sphere of operation

Lokomon Sairauskassa 0218244-2		1.1.2024
Osakasluettelo		
Osakkaan nimi	Y-tunnus	Osakasta koskevat toimintapiirin rajaukset
John Deere Forestry Oy	1592331-8	Tampere + jälleenmyynti
Waratah OM Oy	1865718-2	Tampere + jälleenmyynti
Metso Finland Oy	1094259-5	
Metso Metals Oy	3283293-6	
Metso Ceramics Oy	0672797-2	
Metso Oyj	0828105-4	
Valmet Technologies Oy	1539180-9	Kassan jäseniksi kuuluvat toimintapiiristä Valmet Oyj:n osakeyhtiöihin siirtyneet henkilöt jotka ovat ennen siirtymistään olleet Lokomon Sairauskassan jäseniä
Valmet Automotive Oy	0143991-2	Kassan jäseniksi kuuluvat toimintapiiristä Valmet Oyj:n osakeyhtiöihin siirtyneet henkilöt jotka ovat ennen siirtymistään olleet Lokomon Sairauskassan jäseniä
Valmet Oyj	2553019-8	Kassan jäseniksi kuuluvat toimintapiiristä Valmet Oyj:n osakeyhtiöihin siirtyneet henkilöt jotka ovat ennen siirtymistään olleet Lokomon Sairauskassan jäseniä
Parker Hannifin Manufacturing Finland Oy	2376667-4	Tampere
Tevo Lokomo Oy	2667194-5	
Supersteel Oy	2644208-5	
Lokomon Sairauskassa	0218244-2	

Being insured

All employees and officials who work for employers within the sphere of Lokomo's Sickness Fund are insured by the Sickness Fund.

Insurance memberships are automatic (when an employment contract lasts for more than four months).

NOTE!

Personnel from Metso Oyj and Metso Ceramics Oy;

Rules of the Sickness Fund, Section 4, Subsection 3:

For the personnel of Metso Oyj and Metso Ceramics Oy, the shareholders added to the shareholder list on 1 January 2024, the applied reporting period shall be the same as in the previous subsection (3 months). The personnel added to the sickness fund must submit a notification between 1 April and 30 June 2024 if they do not wish to join the sickness fund of Lokomo. As of July 1, 2024, the mandatory insurance will also apply to the personnel of the aforementioned shareholders. Persons who did not join at this time will not be able to join the fund at a later stage, unless otherwise stated in these regulations.

Insurance contribution

The insurance contribution is 1.1% of gross pay. The membership fee cap is €50.00/month.

Persons who have been members of the Sickness Fund for 15 years before their retirement or the end of their employment can become retired or other insurees.

For retired insurees, the membership fee is 1.7% of their gross pension.

The membership fee for other insurees is €24.00/month.

The workplace fund as a concept

A workplace fund is an insurance fund compliant with the Public Insurance Funds Act that has received permission from Kela to provide its members with benefits in accordance with the Health Insurance Act.

Some Finnish sickness funds are supplementary funds that do not grant Kela benefits.

In addition to its own operations, Lokomo's Sickness Fund manages two supplementary funds:

- UTC's Sickness Fund
- Tamfelt's Sickness Fund

Finland currently has a total of 52 workplace funds and 70 supplementary funds

Workplace funds are guided by the same guidelines as Kela and use the same systems

Sickness Fund administration 1/2

Legally independent entities

Independently managed

- The board of Lokomo's Sickness Fund has nine (9) members who represent the employees, officials and senior officials. The shareholders are represented on the board by Paula Aura from Metso Outotec Finland
- Board members are elected at an ordinary fund meeting held in November

The Fund employs a CEO and
two insurance secretaries

- CEO Taina Tuominen, tel. +358 50 317 3884, taina.tuominen@metso.com
- Insurance Secretary Hanna Hautamäki, tel. +358 50 505 6394, hanna.hautamaki@metso.com
- Insurance Secretary Sirpa Olán, tel. +358 50 317 1668, sirpa.olan@metso.com

The following serve as Lokomo's Sickness Fund's specialist physicians:

- Kela, workplace funds' specialist physician unit
- Aulikki Juntunen from Medical Center Aava, Tampere

Sickness Fund administration 2/2

The highest decision-making power is held by the fund meeting, which any insuree may attend

The ordinary fund meetings are held twice a year (April and November)

- Financial statements meeting in April
- Board members' election in November
 - The fund meeting decides on rule amendments proposed by the board

Operational regulation and control

SICKNESS FUND OPERATIONS GOVERNED BY

Kela benefits

- Health Insurance Act
- Kela's benefit guidelines

Additional Sickness Fund benefits

- Act on Company and Industry-wide Pension Funds
 - Public Insurance Funds Act
- Sickness Fund rules

SICKNESS FUND OPERATIONS MONITORED BY

Financial Supervisory Authority

Kela

Finnish Financial Ombudsman Bureau
(FINE)

Sickness Fund board

Benefits
managed by the
workplace fund
1/2

Kela benefits

- Health care compensation:
 - doctor's fees
 - dentist's fees
- examination and treatment (prescribed by dentist or doctor)
 - travel
- Medication compensation
 - Sickness allowances
 - Special care allowance
 - Parental allowances

Kela handles any other member benefits than those listed above

Benefits managed by the workplace fund 2/2

The Sickness Fund's own additional benefits

- Doctor's fees (incl. admin fees)
- Psychologist's and psychotherapist's fees
- Public healthcare:
 - outpatient clinic fees
 - health center fees
 - serial treatment fees
 - ambulatory surgery treatment fees
 - day ward fees
 - hospital-at-home and homecare fees in connection with hospital care; available for up to four months per calendar year
 - hospital fees for treating the same illness are compensated for according to the lowest payment category for up to 180 days
- Medication
- Examination and treatment
 - laboratory tests
 - pathology examinations
 - imaging
- Travel
- Assistive equipment
- Glasses
- Dental care
- Physiotherapy and massage
- Podiatry
- Funeral allowance

Applying for benefits

Insured members of the Sickness Fund can apply for benefits electronically through Kela's website

-> forwarded automatically to the Fund for processing

Direct Kela compensation from service providers (Sickness Fund's billing agreements)

E-channel recommended when applying for additional benefits (secure connection), link on Sickness Fund website (<https://lokomonsairauskassa.fi/korvausten-hakeminen-sahkoinen-asiointi>, in Finnish)

You can also view and amend your personal information (address, bank details) via this channel.

Documents can be submitted in paper format (internal postal system at Lokomo, the post box is located by the Sickness Fund door) or via email (please note that this channel is not data secure).

As with Kela benefits, additional sickness fund benefits may be applied for retrospectively within six months.

Health care compensation

ADDITIONAL BENEFITS

SECTION 14

The Fund compensates its insurees for necessary treatment by a doctor or other appropriate professional due to sickness, pregnancy or childbirth. This compensation covers the actual cost of treatment, but – without jeopardizing the health of the insured individual in question – excludes any unnecessary costs. Within the context of these guidelines, dentists are also regarded as doctors.

Examples of compensation:

Doctor's fees

- Without a referral, the compensation covers 80%
- With a referral from an occupational health doctor, the compensation covers 100% of specialist's fees
- Ophthalmologist, gynecologist, urologist: no referral needed, compensation 100%
- Kela compensation covers €30 of costs
- Many private clinics also charge an administrative fee, compensation 80%

Examples of compensation:

Lokomo's Sickness Fund compensates for 80% of the cost of examinations and treatments prescribed by a physician

Which things count as examinations and treatments?

- laboratory tests
- endoscopy through natural orifices (esophagoscopy, gastroscopy, duodenoscopy, colonoscopy, sigmoidoscopy)
- pathology examinations
- imaging (e.g. ultrasound, x-ray and magnetic resonance imaging)
- minor procedures during a doctor's appointment, e.g. mole removal

Examples of compensation:

Public health care is covered in full:

- outpatient clinic fees
 - health center fees
 - serial treatment fees
- ambulatory surgery treatment fees
 - day ward fees
- hospital-at-home and homecare fees in connection with hospital care; available for up to four months per calendar year
- hospital fees for treating the same illness are compensated for according to the lowest payment category for up to 180 days

Compensation for assistive equipment

- €300.00 for acquiring the first items; compensation may be paid out again after three years from the first compensation
 - Doctor's referral required
- Typical assistive equipment includes various types of supports and insoles

Travel allowance

- Necessary travel and accommodation costs for receiving treatment; the most inexpensive mode of transportation must be used, unless another mode is necessary because of the nature of the illness or traffic conditions (trips eligible for Kela compensation).

Examples of compensation:

Medication compensation

- Initial excess will not be reimbursed
 - Excess €5.00/drug
- Medications that are eligible for Kela compensation and have been prescribed by a doctor are covered
 - Reference price system
- Insurees' rights to special medication compensation are processed by the Fund
 - Billed for directly by partner pharmacies

Podiatry

- Compensation 75%
 - Need for treatment must be ascertained at a practice; an occupational health doctor's referral is required
- Three (3) treatment sessions in a series are eligible for compensation with a single referral
 - The treatment must be provided by a trained podiatrist

Examples of compensation:

Physical treatment

- Compensation for physical treatment is 75%; no more than eight treatment sessions with a single referral
- An (occupational health) doctor's referral is required
- pay the cost yourself and send the receipts to the Sickness Fund for reimbursement.

Massage

- Compensation in accordance with the annual compensation cap, which in 2024 is €160.00/year
- Doctor's referral not required
- Members can choose their treatment provider, who must be a trained massage therapist
(a right to use the professional title of a massage therapist can be verified via Valvira's JulkiTerhikki service:
<https://julkiterhikki.valvira.fi/?lang=fi>)
- Massage compensation can also be used for treatment provided by a chiropractor, naprapath or osteopath.
- No direct billing: insurees must pay the fees themselves and afterward apply for compensation from the Sickness Fund. The receipts must indicate the members, i.e., treatment recipient's details, the treatment cost, the details of the massage therapist and the bank account to which the compensation is to be paid out.

Examples of compensation:

Dental care

- Kela compensation for dental care costs is paid according to currently valid rates.
- Dental care allowance of €380.00 per calendar year is available as an additional benefit (requires that the insuree has been with the Fund for at least a year before the first compensation can be paid out).
- X-rays taken as part of dental care = examination and treatment = compensation 80% (does not reduce dental care allowance); a 20% excess is deducted from the remaining dental care allowance.
- A payment commitment is accepted as a payment instrument by contractual dentists. The Sickness Fund can provide these documents. Request one before seeking dental care.
- You can also go to the clinic of your choice, pay the fees or request an invoice and deliver the documents to the Sickness Fund.
- Paying the fees in full is recommended (including the proportion covered by Kela compensation). This speeds up the processing of the overall compensation (additional benefit).
- It is possible to receive compensation for prosthetic care, orthodontic treatment and other similar dental laboratory work: the maximum additional compensation amount equals the dental care allowance (€380).

Examples of compensation:

Glasses allowance

- €450.00 every three years
- €300.00 every two years
- Requires that the individual has been insured by the fund for at least a year before the first compensation can be paid out (€300.00).
- A payment commitment is accepted by our partner opticians. Contact the Sickness Fund to obtain one.
- You can also obtain glasses from a provider of your choice, pay the costs and apply for compensation from the Sickness Fund (please ensure that the receipt indicates the customer's name).
- An amount equal to the glasses allowance is also available to be used for refractive eye surgery.
- Compensation is available for glasses if they have been prescribed by a doctor or an optician; the lenses must also have been ground for the purpose of correcting a deficiency in eyesight.

Surgery or other more
expensive procedures
at a private hospital

On a case-by-case basis, compensation may be paid out for treatment provided by a private hospital.

A COMPENSATION APPLICATION MUST ALWAYS BE SUBMITTED TO THE SICKNESS FUND BOARD IN ADVANCE.

Private clinics include Pihlajalinna, Mehiläinen and Suomen Terveystalo.

A COMPENSATION APPLICATION MUST DETAIL THE PROCEDURE, COST ESTIMATE AND COMPARABLE HEALTH CARE OPTIONS AVAILABLE IN THE PUBLIC SECTOR.

Compensation of 80% can be provided for the service fee of a private hospital (procedural fee), up to a maximum of €1,500.00.

Additional information and support with submitting an application is available from the Sickness Fund.

More
information:

www.lokomonsairauskassa.fi/in-english

www.kela.fi