Anatomy of Staff Excellence
How to Comprehensively Support the Employees to Success

Nina Leppäkangas, HR Director
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Rinneko is Finland's largest operator in private disability services. Rinneko is social entrepreneur.

Our new vision: Close to You

Home for approx. 1000 customers

Services for employment and participation for approx. 600 Service users

Rinneko provides quality services for our main target groups: disabled and autistic persons.

Employer for approx. 1200 employees

70 housing units
57 family care homes

Our new vision: Close to You
The anatomy of staff excellence
Body and mind

- Security, both physical and mental, raised in importance
- Security is a feeling!
- Security Manager in HR team
- Turvallista työpäivää! (Safe workday!)
- Use of Sirius, wellbeing management portal
- Early caring and support for the employee
- Modernization of occupational healthcare services
- Remote services (chat and video)
- Management of wellbeing, proactiveness
- Close and constant cooperation with healthcare services provider, occupational accident insurance company and work pension insurance company
Mind and heart

• Initial and continued training for new employees
  • Step-by-step formula in HRM system
  • Follow up discussion and questionnaire
• Total remuneration
  • New salary system, which is based on the employee’s abilities, experience and attitude (grading system)
• Structured and individual competence evaluation and training plan
• E-rin eLearning site
• Extensive and continuous training for managers
• Hyvää työpäivää! (Successful workday!)
• Benefits for recovering during free time
  • Smartum benefits and culture, benefit
• Flexible work hours
Situation now

- Työvire- work satisfaction questionnaire index;
  - April 2018: 3,8/5, response rate 65%
  - October 2018: ↑ 4/5 , response rate ↑ 77%
  - April 2019: 4/5, response rate ↑ 80%
- Sick leave days have lessened by 15,5% (20/person -> 16,9/person)
- Work accidents have lessened by 13%
- Pension insurance payment contribution category (maksuluokka) has gone down from 4 -> 3 (-→ 2 in 2020)
- Employee turnover has lessened by 25%

➢ Cost savings apprx. 2 milj. euros

➢ Growth! -project
Why Rinnekoti?

Each of us deserves a good life and dignity. In Rinnekoti we do valuable work by helping our clients to live meaningful life with dignity in their own way – every single day.

Rinnekoti – Supporting quality of life
Thank you for your interest!

Hyvä työpäivä!