

# Reward and engage your key employees

**Medical expenses insurance is a desirable benefit for personnel and a good investment for companies. Decrease your costs for absences by covering your employees. The insurance is an advantage also when new employees are needed.**

## What is working capacity insurance Arvo?

Arvo supplements occupational health care contracts that include general practitioner treatment. The insurance provides compensation for expenses resulting from illnesses and accidents if they are not subject to compensation by Kela as occupational health care expenses or on the grounds of the Health Insurance Act. Treatment should be sought through your own occupational health care services. Referrals to a specialist can be written by occupational physicians or general practitioners working in occupational health care.

## Benefits to employers and employees

Arvo helps companies to manage personnel expenses. Timely, high-quality care can reduce employee absence times due to illness and accidents that occur during leisure time.

## Insurance cover

The insurance may include medical treatment expenses cover, as well as one or all of the following options as optional additional cover: Pharmaceutical expenses, Physiotherapy, or Therapy cover. It is also possible to choose cover exclusively for surgical expenses.

**Medical treatment expenses cover** provides compensation for the following:

- Specialist physicians' fees and the costs of examinations ordered by specialist physicians
- Surgical expenses
- Daily hospital charges
- The costs of physiotherapy following surgery or casting
- Outpatient clinic charges levied by public hospitals and health centre visit charges

**Pharmaceutical expenses cover** provides compensation for the cost of medical preparations required in the event of illnesses and accidents.

**Physiotherapy cover** provides compensation for physiotherapy expenses arising from the treatments for illnesses and accidents.

**Therapy cover** provides compensation for therapy expenses arising from the following:

- Psychotherapy
- Neuropsychological rehabilitation
- Occupational therapy and speech therapy

**Surgical expenses cover** provides compensation for the following:

- The fees of a specialist physician for one appointment before surgery and one appointment after surgery
- Surgical expenses
- Daily hospital charges
- The costs of physiotherapy following surgery

## Exclusions

The insurance does not cover health-related check-ups, vision tests, preventive health care, dental treatment, treatment or pharmaceuticals primarily intended to improve quality of life, cosmetic procedures or complications arising from such procedures. The exclusions for each type of cover are described in detail in the terms and conditions of insurance.

## Maximum compensation and deductible

Each type of cover has its individual maximum compensation stated in the insurance policy document and determined by the index to which the insurance is tied. The policyholder can select the deductible.

## Where and when is the insurance valid?

The insurance is valid worldwide at work and in leisure time. However, only expenses for treatment ordered and given in Finland are compensated as medical treatment expenses.

## What are the preconditions for the insurance?

Arvo is aimed at the key employees of a company. The insurance will be granted and will remain in force on the provision that the company has a general practitioner occupational health care contract.

The insured employee must be entitled to general practitioner medical services on the basis of an occupational health care contract, as well as have a valid Kela health insurance card and a permanent place of residence in Finland. Granting of insurance does not require health declaration.

## How is the insurance premium determined?

The insurance premium is determined based on the policyholder's business as well as the age and sex of the insured. The age of the insured affects the premiums every year. The premium is also dependent on claims expenses and the index to which the insurance is tied.

A multiplier based on the claims ratio can increase the premium by up to 40% and decrease it by up to 20% in accordance with the figure below.

Claims ratio	Coefficient
20 % or lower	0,80
30 %	0,84
40 %	0,88
50 %	0,92
60 %	0,96
70 %	1,00
80 %	1,05
90 %	1,10
100 %	1,15
110 %	1,20
120 %	1,25
130 %	1,30
140 %	1,35
150 % or higher	1,40

## Information on taxation

Premiums are usually tax-deductible for the.

The insurance is a benefit subject to tax. Claims paid on the basis of the insurance are not taxable income. For further information on tax, visit [vero.fi](http://vero.fi) and read the following instructions: Työnantajan ottaman sairauskuluvakuutuksen verotus 15.1.2024, VH/7085/00.01.00/2023.

LocalTapiola is not liable for the taxation of the policyholder or the insured or for amendments made in tax regulations or legal or authority practice.

## How to get Arvo

Contact your own account manager or call our customer service on +358 1019 5101 Mon–Fri 8am–6pm.

Insurance is granted by the following mutual insurance companies in LocalTapiola Group (business ID):

LähiTapiola **Etelä** (0139557-7) | LähiTapiola **Etelä-Pohjanmaa** (0178281-7) | LokalTapiola **Sydkusten** -  
LähiTapiola **Etelärannikko** (0135987-5) | LähiTapiola **Itä** (2246442-0) | LähiTapiola **Kaakkois-Suomi**  
(0225907-5) | LähiTapiola **Kainuu-Koillismaa** (0210339-6) | LähiTapiola **Keski-Suomi** (0208463-1) |  
LähiTapiola **Lappi** (0277001-7) | LähiTapiola **Loimi-Häme** (0134859-4) | LähiTapiola **Länsi-Suomi** (0134099-8) |  
LähiTapiola **Pirkanmaa** (0205843-3) | LokalTapiola **Österbotten** - LähiTapiola **Pohjanmaa** (0180953-0) |  
LähiTapiola **Pohjoinen** (2235550-7) | LähiTapiola **Pääkaupunkiseutu** (2647339-1) | LähiTapiola **Savo**  
(1759597-9) | LähiTapiola **Savo-Karjala** (0218612-8) | LähiTapiola **Uusimaa** (0224469-0) |  
LähiTapiola **Varsinais-Suomi** (0204067-1) | LähiTapiola **Vellamo** (0282283-3) |  
LocalTapiola General Mutual Insurance Company (0211034-2)

The companies' contact details are available at [www.lahitapiola.fi](http://www.lahitapiola.fi).

