

# This is Helsinki's new governance system



# The Mayoral system and sectors

- The City Council decided on 16 March and 22 June 2016 on the main parameters for the reform of City's governance system and on 16 November 2016 on the administrative regulations package
- The main things about the reform:
  - Helsinki adopts a Mayoral system: A Mayor and four Deputy mayors will be chosen for the City
  - Helsinki adopts a Sectoral model: Central Administration and four Sectors will be formed
  - The committee structure will be completely overhauled
- The reform will be implemented on 1 June 2017, when the new City Council term starts

# The goals of the reform

- Based on the 2013–2016 Strategy Programme
- Goals:
  - The municipal election results are more directly reflected in the city governance
  - Democratic decision-making and its efficiency is improved
  - The City Council's and the City Board's role in the City governance is strengthened
- The reform has been prepared since 2013

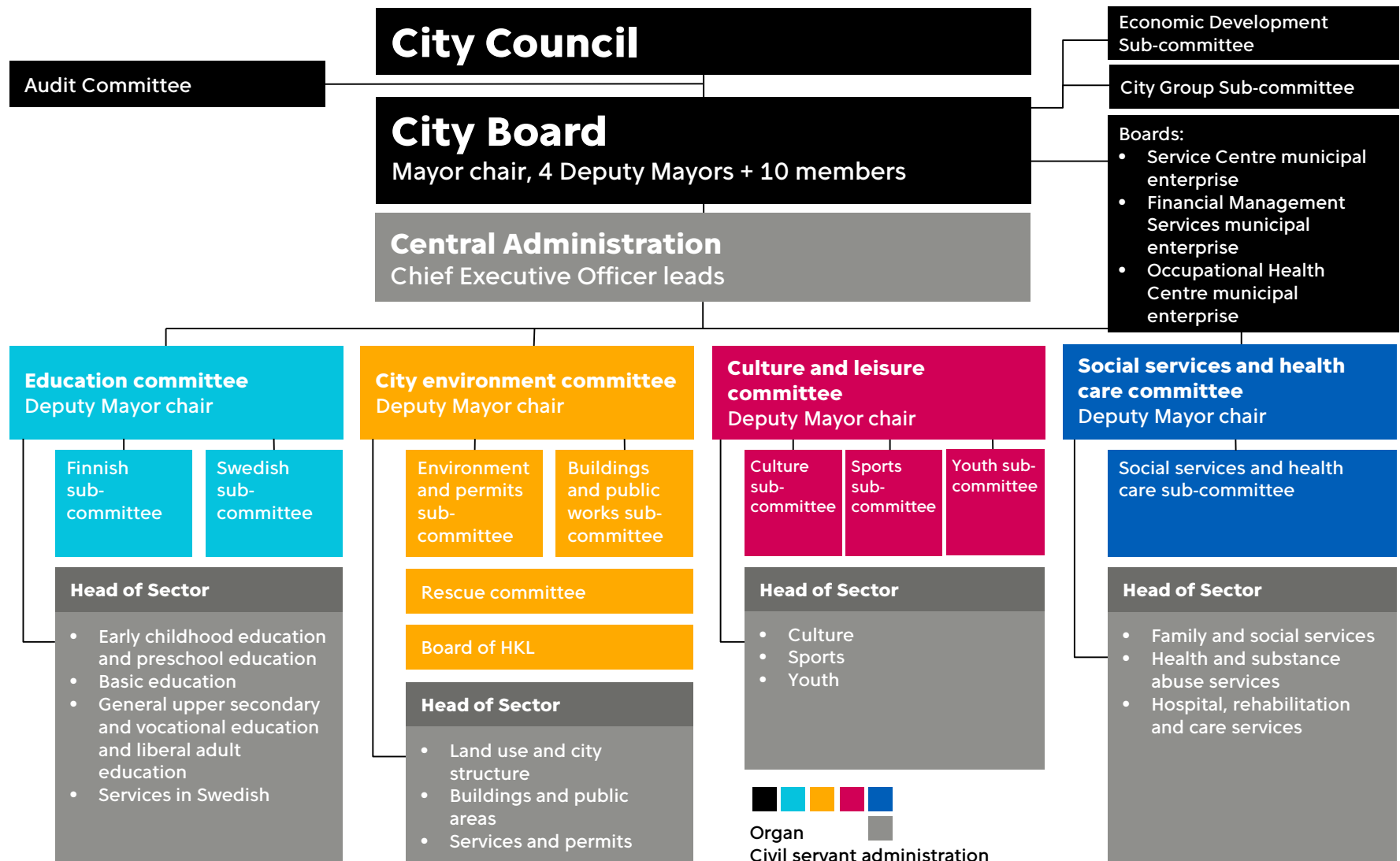
# The Mayoral system

- The preparation by civil servants and the political decision-making will be separated through the adoption of the mayoral system
- The City Council elects a Mayor and four Deputy Mayors for the duration of the Council term
- The Mayor serves as the chair of the City Board. The Deputy Mayors serve as chairs of the sector committees and members of the City Board.
- The Mayor and Deputy Mayors are full-time elected officials.

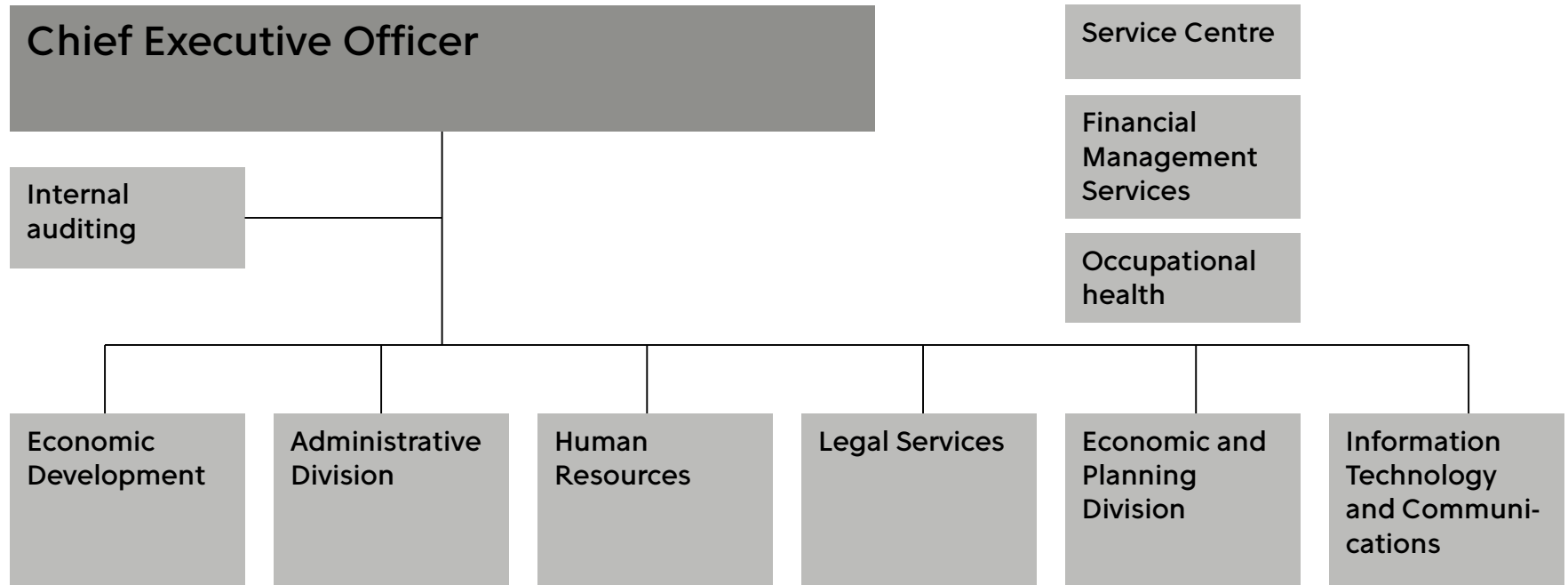
# The Sectoral system

- The goal of the sectoral system:
  - The resident-orientation of the services is improved
  - The strategic control of the City Council and the City Board becomes more efficient
- Administrative borders will be removed by combining committees and departments into broader sectors
- The next organisational level in a sector consists of functional groupings, the number of which are fewer than the current departments.
- The committee structure is reformed by the establishing of new sector committees

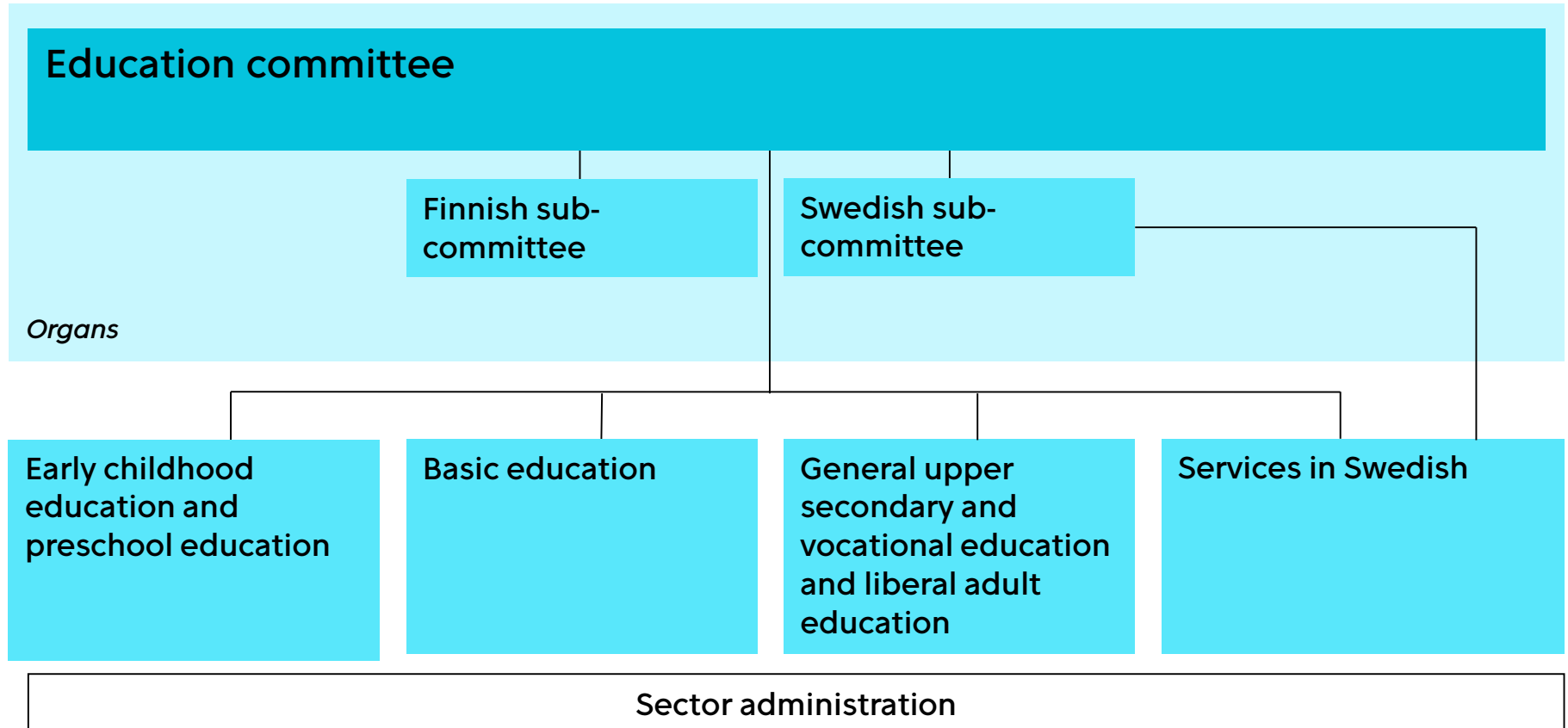
# The City of Helsinki organisation 1 June 2017



# Central Administration



# Education sector





# Education sector

## Functional Groupings and Services

### Early childhood education and preschool education

- Early childhood education and preschool education (10 areas)
- Playground activities and after-school activities for pupils

### Basic education

- Basic education regional services (4 areas)
- Basic education directed services
- Pupil welfare services in preschool and basic education

### General upper secondary and vocational education and liberal adult education

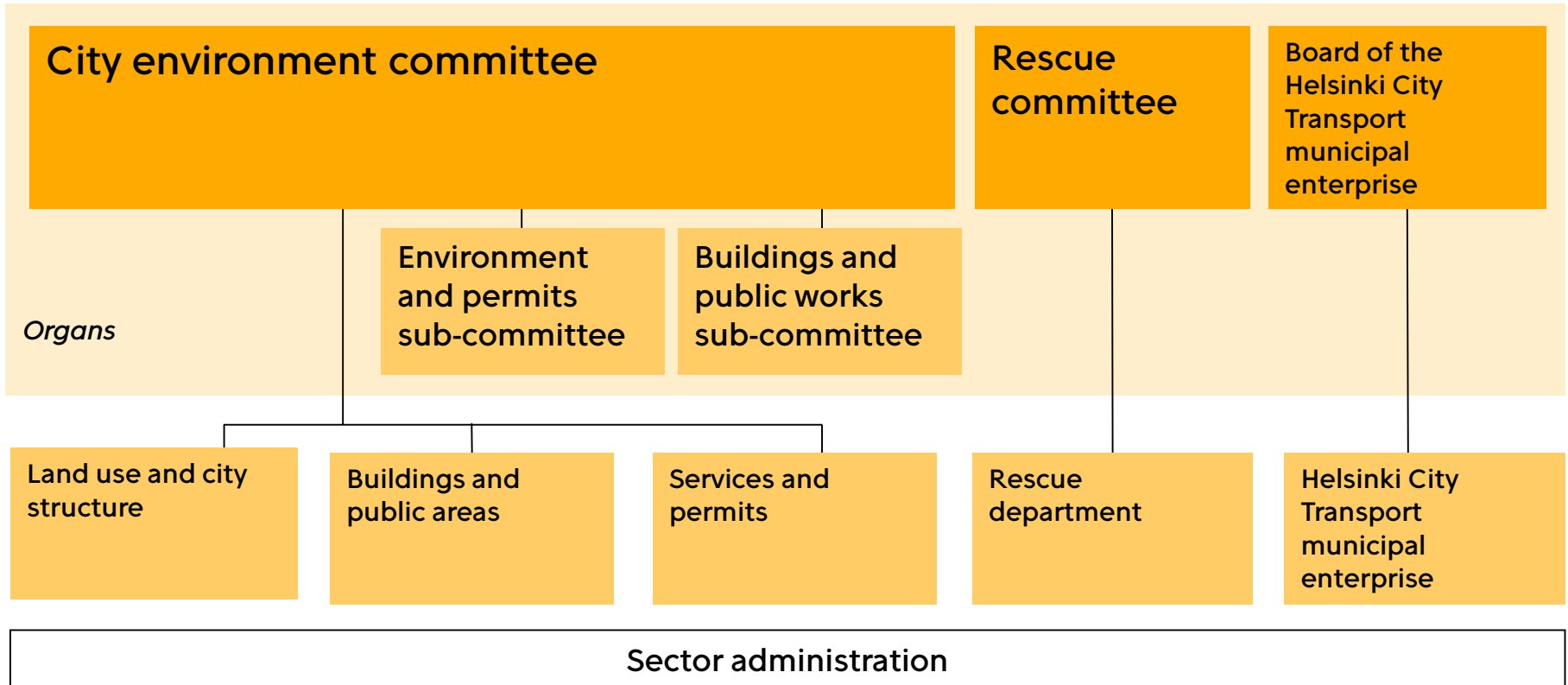
- General upper secondary education
- Vocational education and training
- Liberal adult education
- Upper secondary education student welfare services

### Services in Swedish

- Early childhood education
- Basic education
- Liberal adult education and General upper secondary education
- Expert and office services

Sector administration

# City environment sector



# City environment sector

## Functional Groupings and Services

### Land use and city structure

- Land use general planning
- Detailed planning
- Land property development and plots
- Traffic and street planning
- Urban space and landscape planning

### Buildings and public areas

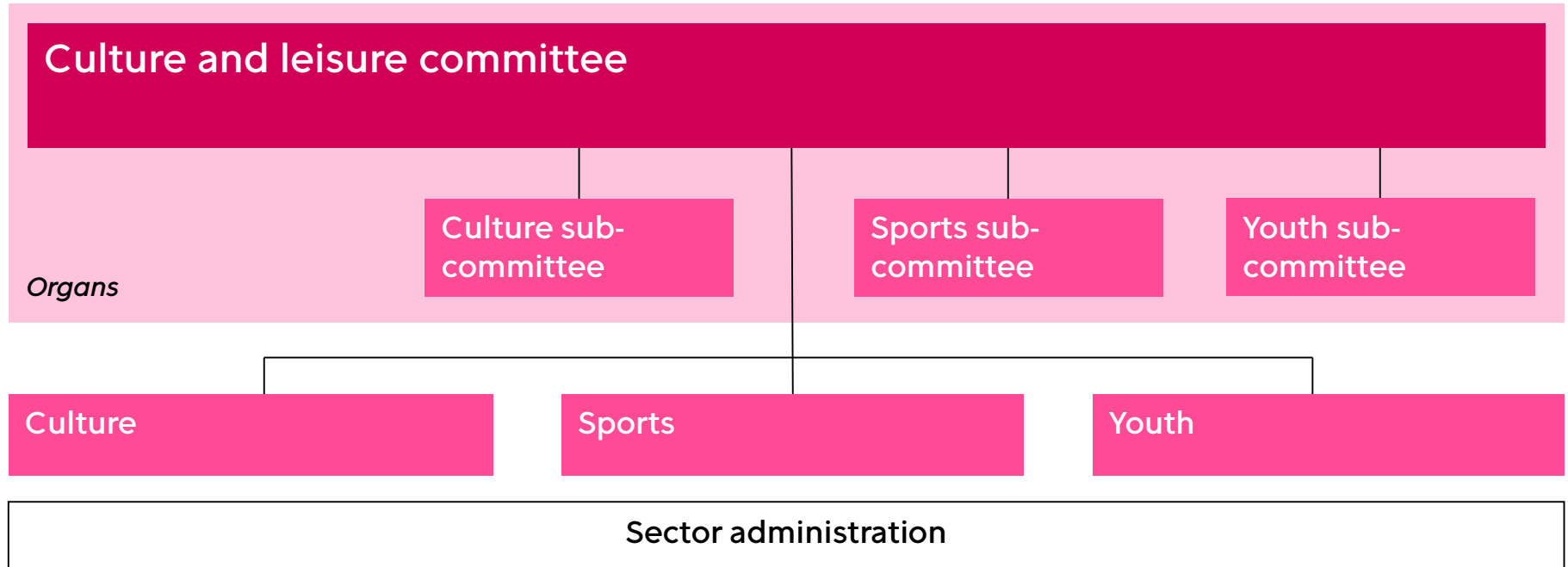
- Built assets management
- Premises services
- Maintenance
- Construction contracting
- Housing production

### Services and permits

- Citizen and corporate services
- City survey services
- Building control services
- Environment services
- Parking control and parking services

Sector administration

# Culture and leisure sector



# Culture and leisure sector

## Functional Groupings and Services

### Culture

- City Library
- City Museum
- Helsinki Philharmonic Orchestra
- Helsinki Art Museum
- General culture services

### Sports

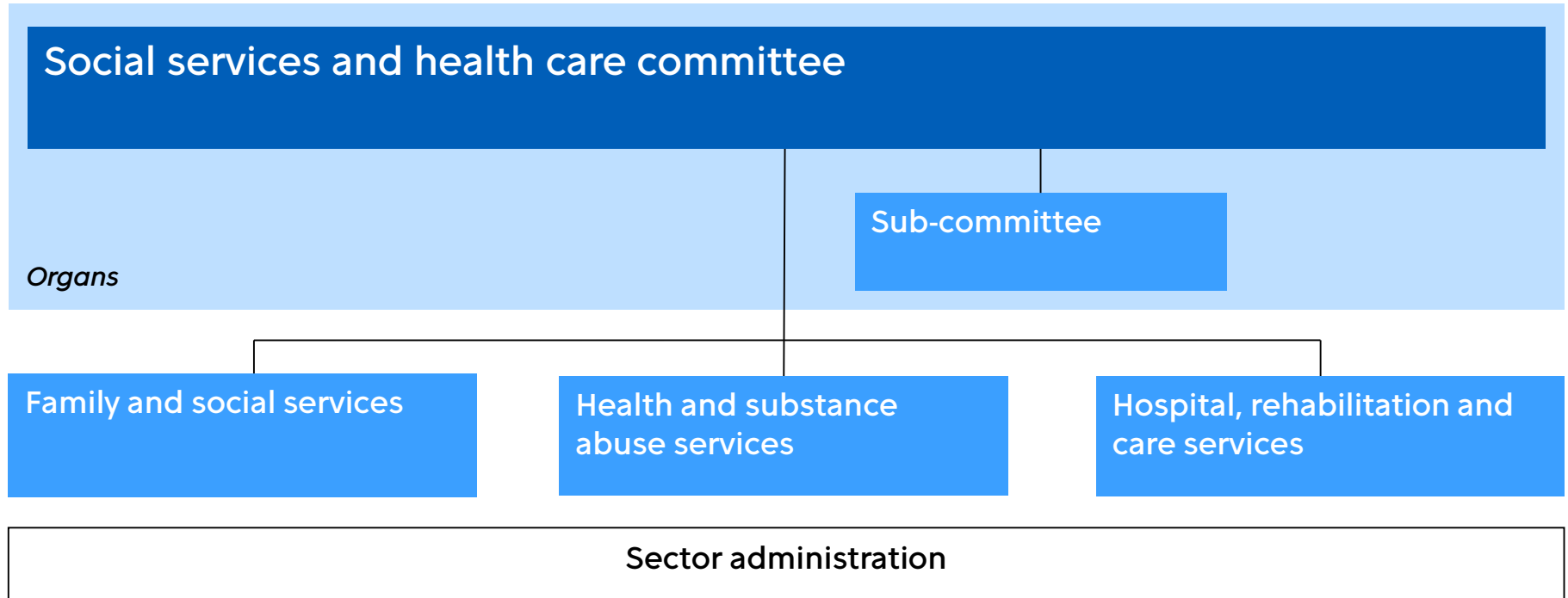
- Sports activation
- Sports facilities
- Recreation services

### Youth

- Eastern youth work
- Western youth work
- Northern youth work

Sector administration

# Social services and health care sector



# Social services and health care sector

## Functional Groupings and Services

### Family and social services

- Wellbeing and health of families with children
- Child welfare
- Youth services and adult social work
- Work with the disabled

### Health and substance abuse services

- Health station and internal medicine outpatient clinic
- Duty
- Psychiatry services and welfare for substance abusers
- Oral health care

### Hospital, rehabilitation and

- Report, evaluation and placement
- Southern service area
- Eastern service area
- Western service area
- Northern service area
- City Hospital
- Rehabilitation competence centre

Sector administration

# Chief Executive Officer, Heads of Sector

- The central administration is led by the Chief Executive Officer, the sector by the Head of Sector
- The Chief Executive Officer and the Heads of Sector are appointed for seven-year terms
- The Chief Executive Officer is the superior of the Heads of Sector
- The Chief Executive Officer serves as presenting officer for the City Board and the Heads of Sector as presenting officers for the Sector Committees.



# The City's Senior Civil Servants

The City Council appointed the Chief Executive Officer on 28 September 2016 and the Heads of Sector on 14 December 2016



**Sami  
Sarvilinna**  
Chief  
Executive  
Officer



**Mikko Aho**  
Head of Sector  
**City  
environment**



**Liisa  
Pohjolainen**  
Head of Sector  
**Education**



**Tommi  
Laitio**  
Head of Sector  
**Culture and  
leisure**



**Juha  
Jolkkonen**  
Head of Sector  
**Social services  
and health care**

# Preparation of the detailed organisation

- The next organisational level in a sector consists of functional groupings and the next after that of services
- In spring 2017 the preparation is organised as working groups, in the same way as the previous preparation
- Spring working groups: governance and coordination, participation, ICT change, administrative and support services and four sector groups.
- The City Executive Office's preparation in the management group of the City Executive Office
- The personnel will be represented in the sector groups
- The working groups assign the required sub-working groups and other preparers

# Participation and interaction

- A model for participation and interaction, which is connected to the new governance system, is currently being prepared.
- Policies for citizen participation established: how pilot projects of participation and hearings are taken into use
  - For example, participatory budgeting, resident and user councils, participation on the Internet
- The goal is to increase the participation of residents and service users in the development of services

# Situation of the personnel

- The employment relationships of the employees are guaranteed, if the work ends due to the organisational change.
- The majority of the employees continue in their current positions
- Readiness to transfer from a position to another expected from the employees
- The personnel policies are complemented during the change process: transfer to a new organisation or new duties, recruitment and employment policies
- New positions are primarily filled from the current personnel
  - Decisions concerning positions that will become available for application will be made separately
- The salary is defined in accordance with the new position and the city's redeployment principles

# Cooperation

- The cooperation is carried out in accordance with the city's cooperation agreement
- A city-level cooperation plan has been created for the governance reform
- The factual content of the preparation phase settles where cooperation is realised When the preparation progresses, the focus moves towards the current departments and work units

# Preparation schedule

Joja = Governance Division  
Khs = City Board  
Kvsto = City Council

Governance system known before the municipal elections

