



EU Posted Worker Directive

A new EU Posted Worker Directive came into effect on **30th July 2020**. All EU countries had until that date to transpose this directive in their national law. Here is a brief overview of the Posted Workers Notification in Finland.

Important points to remember :

1. Minimum wage
2. Notification of posting
3. Legal representative

1

Minimum wage

A minimum wage is not determined by law in Finland, but by the generally binding branch collective agreement. In absence of a generally binding collective agreement for the branch or an agreement or practice, the employer must pay you a habitual and reasonable compensation.

You will find information on the wages in accordance with the collective agreement. The employer is also obliged to have a working hour register and a register over annual holidays.

2

Notification of posting

Notification of the posting of a worker must be submitted to the OSH Authority. The posting company must submit a notice no later than the beginning of the work, at latest on the same day as the contractual work begins. The notification can also be made in advance when the contract for the posting of employees is made.

The notification is contractor- and workplace specific, that is, if the job is done in several locations or for several contractors a separate notification must be made for each of them. No notification is required if posted workers are sent to Finland by internal transfer within a group of undertakings for up to five business days. When determining this five days' period, the duration of the current posting period and all previous posting periods (working time) for the last four months, during which workers of the same posting company have been working in Finland, will be considered.

In the construction sector, a notification must always be made, even if the posting is an internal transfer within a group.

A complementary notification must be made immediately if the information provided is substantially changed. Making a complementary notification is a prerequisite for the continuation of the work.

If no advance notification has been made or is made inadequately or the complementary notification has not been made despite changes, a negligence fee is imposed. The default fee is € 1,000 to € 10,000. The amount depends on the nature, extent and frequency of the negligence.

3

Legal representative

The posting company, i.e. the employer must ensure that a representative in Finland is selected and that all information needed is kept available as long as the posting lasts.

Source: <https://www.tyosuojelu.fi/web/en/employment-relationship/posted-worker>

For more information, please contact us

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