



**SUMMARY OF MINIMUM
TERMS OF EMPLOYMENT**
FOR ENERGY, ELECTRICAL
ENGINEERING, NETWORK,
AND ICT WORK

(Valid until 31 March 2020)



SÄHKÖLIITTO
Enemmän voimaa yhdessä

This guidebook is intended for companies operating in the energy industry who employ and post foreign nationals and for employees who come to Finland to work in the energy industry under the Act on Posting Workers based on the EU directive.

Key tasks of the energy industry include construction of electricity distribution networks and power lines, service and maintenance of generating and distribution stations, and work related to data communication networks.

Employees and employers can use this guidebook to ensure that wages and working hours comply with Finnish law.

The guidebook may also be useful for companies who subcontract work and for authorities overseeing occupational health and safety matters.

The guidebook addresses the essential regulations on salaries and working hours in the industry, illustrated via practical examples.

The full text of the collective labour agreement can be accessed at the following address:

https://energia.fi/files/2957/Collective_Labour_Agreement_2018-2020.pdf

The Act on Posting Workers can be accessed at:

https://www.finlex.fi/en/laki/kaannokset/2016/en20160447_20170074.pdf

The EU directive on posted workers can be accessed at:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:31996L0071:EN:HTML>

<https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32014L0067&qid=1527775045795&from=FI>

1) WORKING HOURS

Regular working hours shall not exceed eight hours a day or 40 hours per week. The work week begins on Monday.

Work performed in addition to the regular working hours specified above is overtime. If daily working hours exceed eight hours, the first two overtime hours will be subject to compensation with 50% additional pay and subsequent overtime hours with 100% additional pay.

All employees shall be given a continuous daily rest period of 11 hours.

All employees shall be provided with continuous weekly free time of 35 hours (at minimum). If an employee performs work during the weekly free

time, the work shall be compensated for with 100% additional pay or through granting of a corresponding amount of paid leave.

For work performed on a Sunday, 100% additional pay shall be paid.

The following Finnish public holidays are paid holidays:

- New Year's Day (1 January)
- Epiphany (6 January)
- Good Friday
- Easter Monday
- 1 May
- Ascension Day
- Midsummer's Eve
- Midsummer Day
- Finnish Independence Day (6 December)
- Christmas Eve, Christmas Day, and Boxing Day (24, 25, and 26 December)

If an employee performs work on any of the public holidays listed above, that employee shall be given compensation with 200% additional pay.

Work performed on the following Saturdays shall be compensated for with 100% additional pay:

- Holy Saturday (Easter Saturday)
- The Saturday following Easter
- The Saturday following Ascension Day
- New Year's Day
- 1 May
- Finnish Independence Day
- The Saturday following Boxing Day if the two fall in the same calendar week.

Each employee shall be given 100 hours of paid free time (8.3 hours per month) during each calendar year. The cost effect of paid free time is 6.36% for each working hour performed in Finland.

2) WAGES

Each employee's wages shall be composed of

- a) wages according to job requirement category (see the eight requirement categories),
- b) a personal pay component based on competence and performance, and
- c) any additional allowances that are applicable.

The majority of the work in the industry belongs to requirement categories 5–7, where the following minimum wages apply as of 1 May 2018:

Category 5:

2,423 euros per month (13.93 euros per hour)

Category 6:

2,587 euros per month (14.88 euros per hour)

Category 7:

2,747 euros per month (15.79 euros per hour)

The following minimum wages shall apply as of 1 May 2019:

Category 5: 2,452 euros per month
(14.10 euros per hour)

Category 6: 2,618 euros per month
(15.06 euros per hour)

Category 7: 2,780 euros per month
(15.98 euros per hour)

In addition, the following shall be paid:

- A skill bonus of at least 3% for employees whose employment has continued for over five years
- Any applicable allowances, including allowance for unusually dirty work, evening and night shift bonuses, mast work bonus, and foreman's allowance

The majority (42.4%) of the work performed in the industry belongs to job requirement category 6, in which the average earnings total 3,052 euros per month (17.95 euros per hour).

Regulations concerning wage categories, the personal wage component, and the allowances can be found in Section V of the collective labour agreement.

3) ANNUAL HOLIDAY

All employees earn 2.5 (or 2) days of paid holiday each month. For holidays, a 50% holiday bonus shall be paid in addition to the regular wage.

If no annual holiday is taken, holiday compensation with cost effect amounting to 11.3% per working hour performed in Finland for workers who earn two days off per month and 14.48% for workers who earn 2.5 days off per month shall be paid to the employee.

4) OCCUPATIONAL SAFETY

Posted workers are covered by the Occupational Safety and Health Act and the Occupational Health Care Act in their entirety.

Employees must be provided with work gloves and protective clothing appropriate for the working conditions (such as protective overalls, thermal underwear, rainwear, and protective footwear). Employees working alone shall be provided with the necessary means of communication.

The employer is required to have a valid accident insurance policy for all employees.

All employees working on construction sites must have a personal Tax Number. Tax Numbers are issued by the Finnish Tax Administration and can be applied for either by an individual employee or by an employer on behalf of employees. Further information on applying for a Tax Number can be found online at the following URL:

http://www.vero.fi/en-US/Individuals/Individual_Tax_Numbers



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