



Information for companies posting workers to Finland

The posting company is the employer of a worker posted to Finland.

The posting company must submit a notification of posting workers to Finland before starting work and manage other obligations related to employment and work under Finnish legislation.

Posting workers

A posted worker works

- normally in a country other than Finland
- under an employer established in another country, i.e. the posting company
- in Finland temporarily and for a limited period of time
- based on an employment contract.

Forms of employment

The form of employment in question is

- subcontracting
- internal transfer within a company or
- temporary agency work.

The posting is based on

- a cross-border contract of service provision concluded by the employer and contractor
- the contractor remunerating the posting company for contractual work undertaken in Finland.

Applicable legislation

[The Act on Posting Workers \(447/2016\)](#) provides provisions on posted workers. The Act applies to contracts concluded after its entry into force on 18 June 2016.

This Act specifies the Finnish provisions on employment that will be applied if they are more advantageous for the employee than the legislation otherwise applicable to them. For the purposes of applying the Act, it is irrelevant whether the posted worker's employer is in another EU Member State or outside the EU.

Enforcement

The occupational safety and health authority supervises compliance with the Act on Posting Workers and provides advice on the application of the Act.

Contact information

Contact the occupational safety and health (OSH) authority determined by the place of work:

1. Northern Finland

Email: tyosuojelu.pohjois@avi.fi

2. Western and Inland Finland

Email: tyosuojelu.lansi@avi.fi

3. Eastern Finland

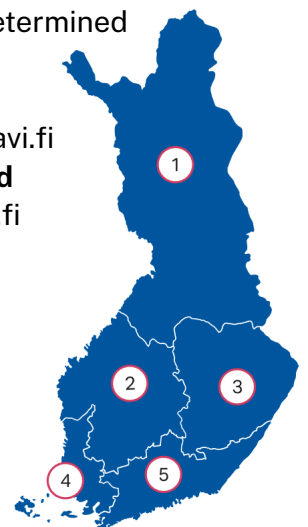
Email: tyosuojelu.ita@avi.fi

4. Southwestern Finland

Email: tyosuojelu.lounais@avi.fi

5. Southern Finland















Email: tyosuojelu.etela@avi.fi



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Checklist for posting companies

- 1 Submit a notification of posting workers to Finland before the start of the work with an electronic form: [Notification duty](#). If the notified information changes, submit a supplementary notification immediately. 
- 2 Appoint a representative of the posting company in Finland who can be reached during the posting (address in Finland): [Employer's representative](#) 
- 3 [Keep the required information throughout the posting](#):
 - the identification details of the company and information on responsible persons in the country of origin
 - information on the posted workers, terms of employment applied to the employment contracts and grounds for the right to work
 - working time records and payslips if the posting continues for longer than 10 days.
 - If requested, verification of wages paid must be submitted to the OSH authority.
- 4 Ensure that a foreign worker has [the right to work in Finland](#). Notify the Finnish Immigration Service of any workers posted from outside the EU. 
- 5 Comply with Finnish legislation and the provisions of the collective agreement if the latter favour the employee:
 - [legislation on employment contracts](#)
 - legislation and collective agreement provisions concerning [pay](#)
- 6 • legislation on [working hours](#), annual leave and family leave
- collective agreement provisions on working hours, annual leave and occupational safety
- [additional terms of employment for posting lasting at least 12 months](#)
- [expenditure on travel, accommodation and meals](#). 
- 7 Produce and keep available [working hours documents](#) required under the Working Hours Act:
 - shift schedule
 - working hours adjustment system
 - working time records
 - personal driver's logs.
- 8 [Prepare and keep annual holiday records](#) required by the Annual Holidays Act. 
- 9 Take out workers' [accident insurance](#). 
- 10 Arrange [statutory occupational health care](#) for employees in Finland. 
- 11 Make sure that people working at a construction site and in the shipyard area have [tax numbers entered in the tax number register and a photo ID](#). 
- 12 Manage workers' [occupational safety](#). 

More information

- > Tyosuojelu.fi: [Posted worker](#)
- > Workplace bulletin No. 9/2023: [Checklist for the employer of a posted driver](#)