



Obligation to submit notification of posting workers to Finland

A company posting workers to Finland must submit a notification to the occupational safety and health (OSH) authority on the posting of workers before any work begins. The notification is filed electronically via the website Tyosuojelu.fi.

The notification obligation also applies to internal transfers and temporary agency work within a group of companies in road transport services.

In subcontracted road transport, the notification of posting is submitted in the EU portal.

Notification obligation

The posting company must file the notification **before work is commenced** and at the latest on the date of the commencement of contractual work. The notification may also be filed well in advance after concluding the contract on posting workers.

The notification is specific to the contractor, builder and main contractor.

It is possible to provide information on several worksites in one notification, but this is only possible if the contractor is the same. If work is done for several different contractors in several locations, a separate notification is made for each.

A supplementary notification must be filed immediately if the provided information changes substantially.

Filing the supplementary notification is a prerequisite to continuing the posting.

A notification need not be filed if employees are posted to Finland by internal transfer within a group for a duration of up to five business days. When estimating the duration of a posting, the period of posting in question and all other periods in the four months preceding the end of the posting during which a worker transferred internally in the group was working in Finland are taken into account.

A notification must always be submitted for **construction sector work**, even if the posting is an intra-group transfer.

A supplementary notification must be filed immediately if the provided information changes substantially. Filing the supplementary notification is a prerequisite to continuing the posting.

- The change is necessary when, for example, the representative, contact details, place of work or employee information changes.

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Information to be provided in the notification

An electronic form is used to submit the information required under section 7 of the Act on Posting Workers (447/2016) to the OSH authority:

- the identification details, contact information and foreign tax identification number of the posting company, and details of the responsible persons of the company
- the identification details and contact information of the contractor
- in construction work, identification details and contact information of the builder and the main contractor and the tax number of the posted worker
- the personal data required for identifying each posted worker, their social security numbers and the tax identification number of their country of residence and the start and end dates of the posting or its anticipated end date
- identification details and contact information in Finland of the representative of the posting company referred to in section 8 or the reasons why no representative is required
- the location or locations where the work will be performed
- the sector in which the posted worker will work.

The obligation to include identifying information on the employee in the notification entered into force on 1 October 2021. Before that, the number of employees was specified in the notification.

Even if a posting is based on a posting agreement concluded before 1 October 2021, the posting company must submit a supplementary notification if new workers are posted to Finland and provide information on them.

Submit the notification

- > [Tyosuojelu.fi](https://tyosuojelu.fi):
Posted worker: [Notification duty](#)



Exception for the subcontracting of road transport (starting 1 February 2022)

The notification obligation laid down in section 7 of the Act on Posting Workers shall not apply to subcontracting of transport services; instead, section 7 b of the aforementioned Act is applied to the subcontracting of road transport services. In these cases, the notification is submitted in the EU portal (IMI).

IMI is a secure, multilingual online system that allows authorities in different countries to exchange information in the context of implementing EU legislation.

The notification must include:

- operating permit number issued to the carrier
- contact details of the carrier's competent person-in-charge or other contact person of the carrier in the posting country who is responsible for responding to official enquiries and receiving documents or notifications
- personal data needed to identify the driver, personal identity code, address of the place of residence and driving licence number
- start date of the driver's employment contract and the legislation applicable to the contract
- planned start and end date of the posting
- information on the registration numbers of the motor vehicles used
- information on whether the service is the transport of goods or passengers, international transport or cabotage.

If the notified information changes, a requirement for the work to continue is that the posting company submits a supplementary notification in the EU portal as soon as such changes occur.

Submit the notification

- > In subcontracted road transport, the notification is submitted in the [EU portal](#).



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Enforcement

The OSH authority monitors compliance with the Act on Posting Workers.

The OSH authority is also responsible for receiving posting notifications, with the exception of subcontracting situations for road transport services.

Negligence fee

A fee may be imposed on a posting company for neglecting to submit the notification.

A negligence fee is imposed if the advance notification is missing, late or incomplete, or if a supplementary notification has not been filed despite changes.

The negligence fee may be from EUR 1,000 to EUR 10,000. It is affected by the nature, scale and recurrence of the negligence. Factors that are assessed when imposing the fee include whether the information on the notification is deliberately false or misleading or, for example, the named representative is a party who is themselves unaware of being authorised as the representative.

Compliance with the notification obligation is supervised by the OSH authority, which is also responsible for imposing negligence fees.

Compliance with the notification obligation is supervised by the occupational safety and health authority, which is also responsible for imposing negligence fees.

The amount of the negligence fee is affected by the nature, scale and recurrence of the negligence.

Legislation

- > [Act on Posting Workers \(447/2016\)](#)

More information

- > [Tyosuojelu.fi: Posted worker: Notification duty](#)
- > [Tyosuojelu.fi: Posted worker](#)

