

EMPLOYEE INFORMATION



Contract of employment

- An important document for the employee that defines the terms of the employment relationship.
- An employment contract should always be made in writing, although an oral one is also valid.

tyosuojelu.fi/en/employment-relationship/employment-contract



Collective agreement

- A collective agreement, or “tessi” and an employment contract are two different things.
- The employer does not necessarily belong to any employers’ organization, in which case the employer is said to be an unorganized employer. Despite this, the employer must comply with generally binding collective agreements if there are any in the field in question.

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Working hours

- Special attention must be paid to the working hours of young people.
- The regular working hours of a person over 15 years of age are a maximum of 8 hours per day and 40 hours per week. Under 15 years of age, the working day can be a maximum of 7 hours per day and 35 hours per week.

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Occupational Safety and
Health Administration

Summer jobs





EMPLOYER'S OBLIGATIONS



Orientating a new worker

- A well-executed induction helps the young person learn the work tasks faster.
- The workplace should have an up-to-date orientation plan and materials.

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A suitable job

- The employer must ensure that the work assigned to the young employee does not damage the physical or mental development of the young employee.
- When a young employee is assigned work, it is always necessary to assess which jobs are suitable for the young person in question on a case-by-case basis.

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Occupational healthcare

- All employees are entitled to occupational healthcare at work, regardless of the type and duration of the employment relationship.
- The employer must organize statutory preventive occupational healthcare, even if there is only one employee.

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