

(Appendix 1)

KEY MINIMUM TERMS AND CONDITIONS OF EMPLOYMENT FOR WORK IN THE ENERGY, ELECTRICITY, NETWORK TECHNOLOGY AND ICT SECTORS (valid until **31 March 2028** unless the collective agreement is terminated before this date)

This guide is intended for companies operating in the energy sector that use and post foreign labour as well as employees who come to Finland to work in the energy sector and who are subject to the Act on Posting Workers based on the EU Directive.

Key work in the energy sector includes the construction of electricity distribution and transmission lines, the servicing and maintenance of power plants and substations, and telecommunications work.

The purpose of the guide is to explain the most important terms and conditions of employment in the sector. The guide contains practical examples of the most important wage and working time regulations in the sector. The guide can also be used by companies ordering work and occupational safety and health supervisory authorities.

The binding collective agreement for the sector can be found in its entirety <https://energia.fi/wp-content/uploads/2025/10/The-Collective-agreement-Electrical-Engineering-Energy-ICT-Network-1.4.2025-31.3.2028.pdf>

This guide is not part of the collective agreement.

1) WORKING HOURS

Regular working hours are a maximum of 8 hours per day and 40 hours per week unless longer regular daily working hours have been agreed in accordance with the collective agreement. The working week starts on Monday.

Overtime is work carried out in addition to the regular working hours according to the work shift schedule.

For example: If the regular working hours are 8 hours per day and the working hours exceed 8 hours per day, a 50% increase is paid for the first two hours of overtime and an increase of 100% for subsequent hours of overtime.

The employee must be given 11 hours of uninterrupted rest over the course of 24 hours.

The employee must be given at least 35 hours of uninterrupted time off during a week. If the employee works during this time off, it will be compensated by a 100% increase or by granting paid leave.

The pay for working on Sundays is increased by 100%.

The following Finnish public holidays are paid days off when the public holiday is a working day according to the work shift schedule:

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

When working on the following public holidays, the pay is increased by 200%.

- New Year's Day
- Epiphany
- Good Friday
- Easter Sunday and Easter Monday
- May Day
- Ascension Day
- Midsummer Eve
- Midsummer Day
- Independence Day
- Christmas Eve
- Christmas Day and Boxing Day

When working on the following Saturdays, the pay is increased by 100%:

- Easter Saturday
- Saturday after Easter
- Saturday after Ascension Day and Saturday following
- New Year's Day,
- May Day,
- Independence Day and
- Boxing Day in the same calendar week

If the conditions set out in section 27 of the collective agreement are met, the employee accrues 100 hours of paid time off per calendar year (=8.3 hours per month). The cost effect of the time off is 6.36% per hour worked in Finland.

2) PAY

The employee's pay is comprised of

- a) pay according to the competence level (8 competence levels);

- b) personal pay element based on the employee's qualifications and work performance; and
- c) separate allowances.

Most of the work in the sector will be at competence levels 5–7, with minimum wages as of 1 August 2025 as follows:

- level 5: €2,765 per month (€15.90 per hour)
- level 6: €2,954 per month (€16.99 per hour)
- level 7: €3,135 per month (€18.02 per hour)

From 1 July 2026, the minimum wages will be as follows:

- level 5: €2,845 per month (€16.36 per hour)
- level 6: €3,040 per month (€17.48 per hour)
- level 7: €3,226 per month (€18.54 per hour)

From 1 July 2027, the minimum wages will be as follows:

- level 5: €2,913 per month (€16.75 per hour)
- level 6: €3,113 per month (€17.90 per hour)
- level 7: €3,303 per month (€18.98 per hour)

In addition to the above, the following will be paid:

- a competence bonus of at least 3% for employees with more than five years' work experience
- separate allowances, such as dirty work allowances, evening and night shift allowances and allowances paid for working in masts and acting as a team leader

Most (39%) of the work in the sector is at competence level 6, and the average income at this competence level is €3,417 per month (€20.38 per hour).

Provisions related to pay levels, the personal pay element and separate allowances can be found in chapter V of the collective agreement.

3) ANNUAL HOLIDAY

The employee earns 2.5 (or 2) paid leave days per month.

In addition to the annual holiday pay, a holiday bonus of 50% of the annual holiday pay is paid in accordance with the collective agreement.

If annual holiday is not taken, the employee is paid holiday compensation, the cost effect of which is 11.3% for those earning 2 days of holiday and 14.48% for those earning 2.5 days of holiday per hour worked in Finland.

4) OCCUPATIONAL SAFETY

Posted employees are subject to the Occupational Safety and Health Act and the Occupational Health Care Act in their entirety.

If necessary, the employee is given or provided with appropriate personal work gloves and appropriate protective clothing, such as protective suits, rubber boots, thermal middle layer clothing, thermal protective suits, rainwear, protective clothing approved for electrical work with arc hazards and safety footwear, depending on the working conditions.

The employer must have valid statutory accident insurance for its employees.

A tax number is mandatory for all persons working at construction sites and shipyards. The tax number can be obtained from the tax office and can be applied for by an individual employee or employer on behalf of their employees. Additional information on applying for a tax number can be found on the Tax Administration's website.

5) SOCIAL FACILITIES

If the conditions or the duration of the site so require, a suitably equipped mobile staff room is reserved for the employees.

In mobile work, the work team's vehicle can be used as the meal area, provided that it has a suitable facilities for meals. If the vehicle's facilities and equipment do not meet the requirements set for the meal area, the organisation of meal opportunities will be agreed on a case-by-case basis.

Useful links:

[Act on Posting Workers](#)

[Occupational Safety and Health Administration website](#)

[Occupational Safety and Health Act](#)

[Tax Administration's website on applying for a tax number](#)

[Act on the Contractor's Obligations and Liability when Work is Contracted Out](#)