Supplement form to applications for seasonal work and to the application for the addition of a new employer

ⓘ **This form is intended as an attachment to a residence permit application for seasonal work (OLE_TY6), to a request for a certificate for seasonal work (TOD_P_KAUSI), or to an application for the addition of a new employer to a seasonal work permit (KAUSI_lisatyonantaja).**

ⓘ Your employer must fill in and sign this form. The form can only be signed by persons who have the authority to sign on behalf of the company.

ⓘ Please check that the form includes all the information that is needed for granting the permit: migri.fi/en/for-employers-of-seasonal-workers. Incomplete information can delay the processing of the matter and may lead to the request being rejected.

1. Information on seasonal worker

1.1 Personal details of the employee	**Family name**
	First names
	Date of birth (dd.mm.yyyy) _ _. _ _._ _ _ _ ⓘ dd=day mm=month yyyy=year
	Nationality

2. Employer contact information

2.1 Details of the employer	**Company name** ⓘ State the company name registered in the Trade Register.
	Business ID
	Line of business of the company
	Registered office of the company

	Address where we can send requests for additional information to the employer by post
	Company email
	Company telephone number

3. Terms and conditions of work

ⓘ See more detailed instructions at migri.fi/en/instructions-for-supplementing-the-terms-of-employment.

3.1 Main terms and conditions of the employment	**Main professional field** ⓘ State here the field of employment according to the International Standard Classification of Occupations (ISCO) in which your employee will work. For more information on which industries and jobs are considered to involve seasonal work, go to migri.fi/en/what-counts-as-seasonal-work. Labour market testing will be applied to residence permits for seasonal work that are valid for 6–9 months on the basis of this occupational category. For more information on labour market testing, go to https://migri.fi/en/labour-market-test.
	Other professional fields ⓘ It is important that you include all fields of employment in which your employee will work. Note
	What makes the work seasonal? The nature of the work must genuinely be seasonal. Seasonal work refers to working as additional staff that is needed during a specific season. It does not refer to working instead of regular staff during holiday season, for example. Describe in detail what makes the work seasonal. Explain why the business activities require additional staff during a certain time of the year. For more information about what counts as seasonal work, go to https://migri.fi/en/what-counts-as-seasonal-work.

Duration of the seasonal work

Start date (dd.mm.yyyy) _ _ . _ _ . _ _ _ _

End date (dd.mm.yyyy) _ _ . _ _ . _ _ _ _

Probationary period ⓘ In a fixed-term employment relationship, the probationary period may comprise no more than half of the duration of the employment contract.

☐ No ☐ Yes. Length of the probationary period: _____

Working hours ⓘ Choose one.
ⓘ Note that the number of working hours must be high enough to secure sufficient financial resources for the applicant. For more information on the income requirement, go to migri.fi/en/working-in-finland/income-requirement. -

☐ Weekly _____ hours

☐ In three weeks _____ hours

☐ Monthly _____ hours

☐ Some other period, please specify:

_____ _____ hours

Determination of annual holiday

☐ Collective agreement ☐ Annual Holiday Act

Grounds for pay ⓘ Choose one. ⓘ Note that the salary must at least correspond to the salary specified in the applicable collective agreement and be high enough to secure sufficient financial resources for the applicant. For more information on the income requirement, go to migri.fi/en/working-in-finland/income-requirement.

☐ Hourly pay: _____ EUR per hour

☐ Monthly pay: _____ EUR per month

☐ Piecework pay ⓘ Hourly pay used as a basis for pricing: _____ EUR per hour

Taxable value of employee benefits ⓘ State the fringe benefits that are paid in addition to the salary. The taxable value of the fringe benefits must be confirmed by the Finnish Tax Administration. More information about fringe benefits: vero.fi/en/individuals/tax-cards-and-tax-returns/income/earned-income/fringe-benefits-from-employment/

☐ As part of the salary _____ Taxable value of fringe benefits in total per month

☐ In addition to the salary _____ Taxable value of fringe benefits in total per month

Describe the benefits in more detail below. List each benefit and include a description of each benefit and their taxable value. More information about taxable values and most common fringe benefits: vero.fi/en/individuals/tax-cards-and-tax-returns/income/earned-income/fringe-benefits-from-employment/

Applicable collective agreement ⓘ State which collective agreement is applied to the work of the seasonal worker.

☐ Collective Agreement for the Skiing Centre Sector

☐ Collective Agreement for Amusement, Theme and Experience Parks

☐ Collective Agreement for Rural Industries

☐ Collective Agreement for Tourism, Restaurant and Recreational Services – Employees

☐ Collective Agreement for Tourism, Restaurant and Recreational Services – Supervisors

☐ Collective Agreement for Travel Agencies

☐ Collective Agreement for the Forestry Sector

☐ Collective Agreement for the Programme Services Industry

☐ Collective Agreement for the Gardening Sector

☐ Collective Agreement for the Nursery Garden Sector

☐ Collective Agreement for the Fur Production Sector

☐ Other collective agreement, which:

Term of notice

☐ No ☐ Yes. Length of the term of notice: _____

Place of work

The work will mainly be done in one location

☐ Yes ☐ No

ⓘ If you answered 'yes', please state the location of work below

_____

ⓘ If you answered 'no', please state the locations of work below

Primary location of work:

_____

Other locations of work:

_____

3.2 Temporary agency work

Is the work temporary agency work?

☐ Yes ☐ No

ⓘ If you answered 'yes', attach the commission agreement or the agreement with the user company to this form.

Company name

Company's Business ID

Company postal address

Company email

Company telephone number

3.3 Means of support

Assurance of sufficient financial resources

ⓘ Seasonal workers must have sufficient financial resources secured by income from gainful employment during the validity of the seasonal work permit. The requirement for sufficient financial resources is met when the employee's salary under the collective agreement meets the work requirement (työssäoloehto) laid down in the Unemployment Security Act. The required minimum income is confirmed at the beginning of each year. More information about the required sum that is specified yearly and the income requirement can be found at migri.fi/en/income-requirement

☐ I hereby confirm that the seasonal worker mentioned in section 1.1 has sufficient financial resources secured by income from gainful employment during the validity of the seasonal work permit and that the seasonal worker's gross salary meets the work requirement (työssäoloehto) under the Unemployment Security Act.

3.4 Accommodation	**Accommodation** ⓘ The accommodation must meet the generally acknowledged standards for housing in Finland. Read more at migri.fi/en/accommodation-for-seasonal-workers. ☐ As the employer, I will provide accommodation. ☐ If yes, in accordance with section 8(1) of the Seasonal Workers Act, I assure that the seasonal worker is provided with appropriate accommodation that ensures an adequate standard of living for the duration of the seasonal worker's stay.
	ⓘ Give the details of the accommodation **Street address of accommodation**
	Postal code **City/town**

4. Processing of personal data

The UMA system	The information you have given on this form will be recorded in the electronic case management system (UMA) of the Finnish Immigration Service. The UMA system is used for processing, decision-making in and monitoring of matters governed by the Aliens Act and the Nationality Act. All documents related to the processing of your matter will be filed in the UMA system. More detailed information on the processing of your personal data and your rights concerning the processing can be found on our website migri.fi/en/dataprotection. If you wish, you can get a paper copy of the statement when you submit your application.

5. Affirmation and signature

ⓘ If the employer provides false information or does not obey his or her obligations defined by law, the Finnish Immigration Service may stop granting residence permits for seasonal work to the potential seasonal workers of this employer (Seasonal Workers Act section 20).

☐ I hereby confirm that I am competent to sign (attach a power of attorney, if required) this form, and that the details I have provided are correct.

☐ In accordance with section 8(1) of the Seasonal Workers Act, I assure that the terms of seasonal work comply with the provisions in force and the applicable collective agreement, or if a collective agreement is not applicable, they correspond to the applicable practices on the labour market for workers in similar tasks, and that there are no grounds for refusing the seasonal work permit referred to in section 7 of the Seasonal Workers Act.

☐ If the currently effective employer's obligations related to social security, taxation, workers' rights, working conditions or terms of employment based on law or collective agreements change prior to the commencement of seasonal work or during it, I will take account of the possible changes immediately and follow the obligations in force at the time in question.

Date and place **Employer's signature**

_ _ . _ _ . _ _ _ _ _____ _____

Printed name ⓘ Please write your name in block capitals.

_____

Position in the company

_____