

**IP WORKING CONDITIONS 5.1-5.4, 5.6, 5.9, 5.13**

**COMMITMENTS WHEN RENTING POSTED WORKFORCE**

Requirements to be met by the temporary work agency ("Agency"). Commitments should be confirmed through signatures by responsible persons at both the hired temporary work agency and the company that hires.

No	Ref IP	Requirements	Signature
1.	5.1	Temporary work agencies registered aboard are registered at an international tax office in Sweden (Malmö or Stockholm)	
2	5.2	A notification of posting has been done to the Swedish Work Environment Authority	
3	5.3	All staff covered by this agreement have a valid employment contract	
4	5.4	For all staff covered by this agreement takes responsibility for: <ul style="list-style-type: none"> <li>- payment of salaries and other remuneration, including holiday pay, based on the hours worked/performance written in the employment contract</li> <li>- accounting and payment of the employee's taxes</li> <li>- payment of statutory employer's contributions and life insurance and insurance for accidents at work.</li> </ul>	
5	5.6	The temporary work agency commits to follow the terms in the collective bargain or other general regulations at the company that hires the staff which refers to the following; <ul style="list-style-type: none"> <li>- working hours, overtime, breaks, hours of rest, nightshifts, vacation or public holidays</li> <li>- salary (N.B. shall be in accordance with collective agreements in Sweden)</li> <li>- protection for discrimination</li> </ul> The agency can verify that requirements regarding work- and employment conditions in the law of Posting of Workers Act (1999:678) are followed and takes into account the requirements set out in this Act.	
6	5.6, 5.9	The agency can verify: <ul style="list-style-type: none"> <li>- posted staff have permanent employment during the time of posting, and the salary is paid between the postings during this period.</li> <li>- regulations regarding salary in accordance with collective agreements if fulfilled and the client are not risking any industrial action from the union.</li> <li>- Reimbursement for expenses incurred as a consequence of posting, e.g. travel, food and lodging must not form a part of the salary.</li> </ul>	
7	5.13	The agency shall conduct a systematic health and safety work according to the Swedish work environment Act.	
8		The agency can participate in auditing and/or be audited at another time, and thus give the necessary documents for examination.	

Is hereby certified that the above requirements have been accepted and fulfilled

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*Place and date*

.....  
*Place and date*

.....  
*Name of the agency*

.....  
*Name of the client*

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*Representative of the agency*

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*Representative of the client*