

**IP WORKING CONDITIONS 5.12 & 5.13**

**RECIPROCAL COMMITMENTS WHEN HIRING LABOR**

**(5.12)** Costs that may arise in case of illness, accidents, work injury, disability compensation, death during employment at the agency and during contracted mission shall be covered by respective party according to the distribution below:

**Costs incurred in emergency situations**

Temporary work agencies/contractors/self-employed are covering all costs:

.....

Clients are covering all costs:.....

Costs are allocated as below:.....

.....

.....

.....

.....

**DISTRIBUTION ACCORDING TO THE ABOVE ARE ACCEPTED**

Date.....

Temporary work agencies/contractors

Clients

.....

.....

## COMMONLY HEALTH AND SAFETY WORK (5.13)

1. Both temporary work agencies/contractors and clients shall need to have plans made for the health and safety work\*.

There is a plan for health and safety work for respective party..... Yes/No .....

2. Coordinated plan for health and safety work shall be prepared. The initiatives are taken by the party who has the greatest influence on the working environment\*

Coordinated plan for health and safety work:...*verbal/written*.....

3. Risk assessment/safety inspection shall be done. If some of the parties already have done a risk assessment, the other party shall then accept the risk assessment for what the agreement says. If it is not made, one should agree who takes responsibility for it being done.

Responsible for the risk assessment/safety inspection:.....

The risk assessment is accepted:.....

4. The both parties shall also decide among themselves who takes responsibility for actions who may need to be done after the risk assessment/safety inspection.

Actions as a consequence of the risk assessment/safety inspection:

Responsibility:

1. Temporary work agencies/contractors .....
2. Client.....
3. Shared responsibility (depending on the result of the risk assessment) .....

*\* shall be in writing if at least 10 annual workforces, or 10 contemporary workers during any period of the year.*