

The staffing company and user company take care of occupational safety together

The table summarises the key obligations of the user company and the staffing company.

User company	Staffing company
<ul style="list-style-type: none"> • agrees on occupational safety matters and working time practices with the staffing company • is primarily responsible for occupational safety during the job assignment • informs the staffing company of the professional requirements and necessary qualifications • ensures that the temporary agency worker meets the professional and qualification requirements, including any licences and certificates necessary for the work and their validity • ensures that the temporary agency worker has the necessary personal protective equipment • manages and supervises the work • is responsible for the temporary agency worker's in-depth orientation and work guidance, as well as any additional orientation or guidance, if necessary • gives the temporary agency worker the occupational safety and health representative's contact information • observes the temporary agency worker's work ability (longer job assignments) • ensures that temporary agency work is also taken into account in the workplace survey and work hazard assessment • notifies occupational health care and the occupational safety and health representative of the commencement of temporary agency work • provides the staffing company with information on the investigated and assessed work hazards and their health significance • complies with the Working Time Act and the working hours provisions of a possible collective agreement • notifies the staffing company of the hours worked • actively promotes equality and non-discrimination 	<ul style="list-style-type: none"> • agrees on occupational safety matters and working time practices with the user company • ensures that the work in the user company can be done properly and safely • informs the temporary agency worker of the professional requirements and the content of the work • ensures that the temporary agency worker is suitable for the job • identifies the possible individual needs of the temporary agency worker for occupational safety and health measures • is responsible for the temporary agency worker's general orientation and occupational safety and health guidance, as well as any additional orientation or guidance, if necessary • gives the temporary agency worker the occupational safety and health representative's contact information • organises occupational health care, including health examinations and a workplace survey concerning their own operations • takes out occupational accident and disease insurance • identifies and assesses the work hazards related to their own operations • is responsible for keeping records of working hours and monitoring the maximum number of working hours • actively promotes equality and non-discrimination