

Subject: Notification of a new work arrangement and model for wage formation in shift work, May 1, 2021.

On May 1, 2021, a new work arrangement and model for wage formation in shift work will take effect according to an agreement on the implementation of shift workers' work hours in the public work market, as per supporting document 2 in the wage agreement between the Association of Companies in Welfare Services and the contracting parties. The above-mentioned also includes the expiration of the older model.

A new shift work model includes modifications of work arrangements and a model for wage formation in shift work and will, in one way or another, lead to modifications of the employees' shift schedule and affect shifts/shift work volume of individual employees.

The purpose of these changes is to improve the employees' work environment and thus meet the call for better organisation of work hours. The main changes are that a full-time employee's work week is reduced from 40 to 36 active hours and shift workers' wage formation takes more factors into account than before; shift premium brackets increase and the value of work hours will be assessed by the effect on health and safety, which can lead to a further reduction of work hours. A specific shift incentive will be paid, which takes the diversity and number of shifts into account.

In the wage agreement it is stipulated that where there is work in regular shifts, a draft of a shift schedule must be provided, which shows the expected work hours for each employee six weeks prior to the schedule taking effect and a final shift schedule must be available one month prior to the first shift beginning according to the schedule, unless there is an agreement with the employee on a shorter time limit.

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administrator's signature

Received, date \_\_\_\_\_

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employee's signature