

EMPLOYMENT CONTRACT Employees in the adventure services sector

1. PARTIES TO THE EMPLOYMENT CONTRACT	Employer	Place of business or domicile
	Employee	Personal ID code
	The above employee undertakes to work, against remuneration, for the above employer under the employer's direction and supervision on the following terms:	
2. VALIDITY OF THE EMPLOYMENT CONTRACT	The employment contract enters into force:	
	The employment contract is in force	
	<input type="checkbox"/> Indefinitely <input type="checkbox"/> Until _____ Reason for issuing a fixed-term employment contract <input type="checkbox"/> Seasonal nature <input type="checkbox"/> Employee's own request <input type="checkbox"/> Deputising <input type="checkbox"/> Training <input type="checkbox"/> Other: _____	
3. TRIAL PERIOD	For indefinite employment relationships, the trial period begins on the first day of the employment and can last a maximum of six months, during which this contract can be cancelled by either party. For fixed-term employment relationships, the trial period must be no longer than half of the term of employment and a maximum of six months. Length of the trial period: _____ Final day of the trial period: _____	
4. IMMEDIATE SUPERVISOR		
5. WORKING HOURS, ADDITIONAL AND OVERTIME WORK	<input type="checkbox"/> Full-time: 120 hours per 3 weeks (monthly salary) <input type="checkbox"/> Part-time: working time _____ hours per 3 weeks (hourly wages) <input type="checkbox"/> Other: _____	
	The provisions of the law and the collective agreement shall apply to the assignment of and remuneration for additional work and overtime.	
6. RESPONSIBILITIES		
7. REMUNERATION	At the beginning of employment, the pay of the employee is determined as follows:	
	Job requirement grade: _____ Pay (€/month/hour): _____ At the beginning of the employment, the time entitling the employee to an experience increase amounts to _____ years and _____ months.	
8. APPLICABLE COLLECTIVE AGREEMENT	As regards the wages and working conditions applying to the employment relationship, the parties shall adhere to the law and the Collective Agreement for the Adventure Services Sector signed by the Finnish Hospitality Association MaRa and Service Union United PAM unless this contract provides for more favourable terms for the employee.	
9. OTHER TERMS AND CONDITIONS		
10. DATE AND SIGNATURE	This contract has been made in two identical copies, one for the employer and one for the employee.	
	Locality	Date
	Employer representative's signature	Employee's signature

Clarification: In accordance with chapter 2, section 4 of the Employment Contracts Act, the employer states the following in regard to the key terms of employment: the employer shall specify the place of work at any given time within the following framework (e.g., specific places of business of the company or all places of business of the company or particular area(s) where work is performed):