

CITY OF TAMPERE RECRUITMENT SUPPORT AND RECRUITMENT BONUS FOR EMPLOYERS

Recruitment support and bonus are used to promote the employment of unemployed jobseekers of Tampere by lowering employers' recruitment thresholds. The recruitment support and bonus are part of the City of Tampere's employment services for employers.

Conditions for persons hired with support

The recruitment support and bonus are granted to an employer, who employs an unemployed jobseeker citizen of Tampere. The support is intended for recruitment, working space, work clothes, orientation and guidance costs incurred by hiring the person. The support cannot be used to cover salary costs. However, no recruitment support will be paid if the salary costs receive 100% support from another source.¹ For employers engaged in business activities, the support shall be granted as de minimis aid².

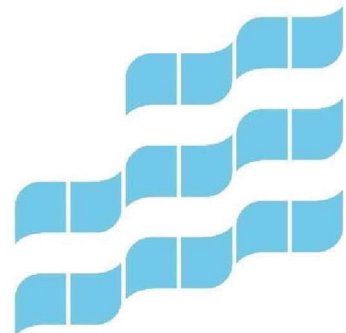
The support may be granted to an employer employing an unemployed jobseeker from Tampere, if one of the following conditions is met:

- the person to be employed has received labour market subsidy for at least 200 days*
- the person to be employed is a trained, unemployed young person under 30 years of age who will be employed for work related to their field of education
- the person to be employed is an unemployed, untrained young person under 25 years of age and they will be employed in apprenticeship training
- the person to be employed is an unemployed immigrant, whose Finnish language skills are deficient

The recruitment support is granted within the limits of the annual appropriation. The decision on granting a recruitment support is made by the Head of Services for Recruitment Services and Labour Matching.

*A jobseeker can check their labour market subsidy accumulation with Kela. It should be noted that the number of days of labour market subsidy is not necessarily the same as the number of days of unemployment. For example, persons receiving earnings-related unemployment benefit or basic unemployment allowance do not receive labour market subsidy.

¹ 100% support for salary costs granted to, for example, associations and foundations, with 65% working hours; it is required that the working hours are increased to at least 85%.



² De minimis aid – the Ministry of Economic Affairs and Employment's online service (tem.fi)

Conditions concerning the employer

Recruitment support can be paid to a registered enterprise, association or foundation operating in the Tampere urban area.

The employing organisation must have the prerequisites to act as a high-quality employer. The employing organisation must employ at least one employee in supervisory tasks besides those hired with wage subsidies. The entrepreneur themselves can also be regarded as such a person. Additionally, workspaces must be appropriate.

The support must not lead to any dismissals, layoffs, or part-time employments of other employees. A recruitment support may be granted if the employer has offered work in accordance with the Employment Contracts Act to its employees, who have been made redundant or laid off for economic or production-related reasons, as well as to its employees who work part-time. Redundancies and layoffs do not prevent the granting of the support provided that the employer is not obliged to offer work to those employees, who have been made redundant or laid off.

The employer must not have neglected to pay taxes and statutory contributions.

During employment, the employer is required to actively supervise and familiarise the employed person.

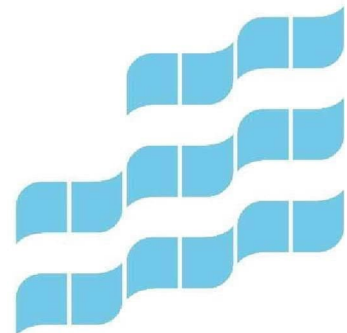
The person to be employed must be paid the salary under the collective agreement applicable to the employment relationship in question, or in the absence of an applicable collective agreement, usual and reasonable salary for the employment in question. The basic salary shown in the employment contract of the employed person must be at least 1350 euros per month regardless of working hours (hourly earners: daily salary x 21.5 days = calculated monthly salary).

Amount and duration of the recruitment support and conditions for applying

The recruitment support of 600 euros per month is paid to the employer per employed person for a maximum period of six (6) months. Support is only paid once to the same person working for the same employer. The recruitment support is only granted for a new employment relationship and cannot be granted in a situation, where an employee has already previously been employed by the same employer.

Support for apprenticeship training can be granted for the entire duration of the training, provided the other conditions are met. In this case, no recruitment bonus will be paid.

If the employed person does not find direct employment within the same employer after the support period, at the end of the period the employer will provide the person to be employed and the City of Tampere's Employment and Growth Services with an estimate of the support or training the jobseeker



needs in order to find employment in the open labour market.

Reporting will be conducted as indicated by the Employment and Growth Services.

The recruitment support may be granted to associations and foundations for a further six months if the continuation period is combined with skills development or other measures promoting employment. The measure may be, for example, linking training to the continuation period of the person to be employed, or transferring a person hired with a subsidy to the duties of another employer.

Recruitment bonus

In addition to the recruitment support, companies can apply for a one-off recruitment bonus of 1800 euros. Companies can apply for the recruitment bonus if the employment with the company continues for at least one year and with working hours of at least 85%. The duration of the employment will be calculated from the start of the recruitment support.

A recruitment bonus can also be paid to an association or foundation if the person to be employed is further placed in the company without support after they have been employed in the company through the association (transfer of the person hired with the subsidy to the duties of another employer).

The recruitment support is granted within the limits of the annual appropriation.

Applying for a recruitment support and a recruitment bonus

Recruitment support and recruitment bonus can be applied via an electronic e-form.

The form and instructions for applying can be found at:

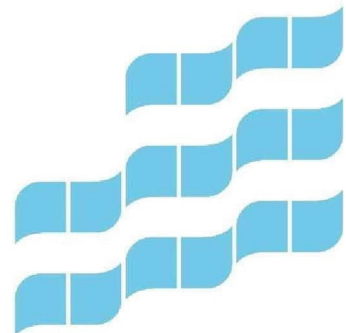
<https://elomake.tampere.fi/lomakkeet/18334/lomakkeet.html>

An application for a recruitment support must be submitted to the City of Tampere Employment and Growth Services no later than two (2) months after the beginning of the employment. An application for a recruitment bonus must be submitted no later than eight (8) months after the beginning of the employment.

If the employment, for which recruitment support is applied, continues beyond the turn of the year, there is no need to submit a new application for the part of the starting year.

Appendices to the application:

- copy of signed employment contract
- in apprenticeship training, a copy of the signed apprenticeship agreement
- consent form signed by the employer and the employee



The consent form can be found at:

Appendix_consent form_recruitment support and bonus (tampere.fi)

Processing times and payment

The processing time of the application shall not exceed two (2) months from the date of receipt of the application. Submitting signed appendices together with the application will speed up the process.

The recruitment support is paid in periods of approximately three (3) months to the bank account indicated in the application. The first instalment will be paid approximately two (2) weeks after the decision. The next instalments will only be paid after the salary slips have been submitted from the previous payment period.

The recruitment bonus is paid as a one-off bonus after its granting.

An extract of the decision of the officeholder will be sent to the employer's contact person who made the application as a secure email message. Encrypted email can only be opened for a set period of time and must be opened on the same device as the first time you opened it. Upon request, the decision can be sent by post.

If a person for whose employment-related expenses a recruitment supplement or bonus has been granted does not start work, terminates work or is dismissed, the Employment and Growth Services shall be immediately informed thereof at the address tukityollistetyt@tampere.fi.

Salary statements

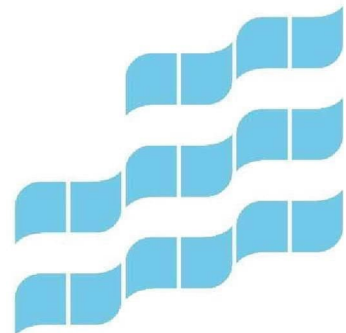
A statement on the salaries and holiday pay paid to the person employed shall be sent using an electronic payroll report form, with copies of monthly salary receipts or pay slips attached to it monthly.

Payslips must be submitted for the period for which the recruitment support has been granted. If a recruitment bonus has also been applied for, payslips must first be submitted for eight (8) months from the date when the employment began. If the recruitment bonus has been granted, the payslips must still be submitted until a total of 12 months has passed from the date on which the employment began.

If an employed person does not start work, terminates work or is dismissed, the Employment and Growth Services must be notified immediately. If no salary statements are submitted, the support paid in advance will be recovered. The impact of unpaid absences etcetera on the amount of the support will be assessed on a case-by-case basis.

You can find the e-form for payslips at the address:

<https://elomake.tampere.fi/lomakkeet/17948/lomakkeet.html>



Subsequent submission of appendices

You can also submit appendices afterwards in a secure manner at the following address:

<https://elomake.tampere.fi/lomakkeet/13351/lomakkeet.html>

