# Example of an Agreement for On-Call Assistance

It should be emphasized that this document is of a general nature and that the text must be adapted to the individual business.

Agreement entered into between:

**Company Name:**

**Organization Number:**

and

**Employee Name:**

**Address:**

**Postal Code and City:**

**Phone Number:**

**Social Security Number:**

This agreement implies that the company may contact the employee as needed to cover short-term absences. This agreement does not oblige the employee to accept the offer. The employee can decline the company’s request without any consequences. The employee is aware that the company may enter into similar agreements for on-call assistance with other employees and that the company is free to choose which employee(s) to contact in each case.

From the moment the employee potentially accepts the offer until the agreed assignment is completed, the employment relationship between the parties is regulated by this agreement. A form attached to this agreement must be completed by both the employer and the employee each time the employee works for the company.

In cases where work is performed, the following applies:

1. The work is performed at: (Department or equivalent )
2. The work involves: (description)
3. Salary and other compensation upon commencement as per agreement or in accordance with the applicable collective agreement.  
     
   Any agreed salary and compensation (currently):   
   Hourly wage:   
   Any additional pay:   
     
   Salary is paid to the employee's bank account number on the (day of the month).  
     
   The duration of the employment relationship follows what has been agreed upon in connection with each assignment, cf. the attachment to the agreement.
4. Working hours are specified in the attachment to the agreement. Overtime can be required according to the rules of the Working Environment Act. Breaks are regulated by the Working Environment Act and any collective agreement.
5. Each employment relationship ends without prior notice and without a notice period after the completed assignment/on-call, cf. the attachment to the agreement.
6. The right to vacation and holiday pay follows the Holiday Act and any collective agreement.
7. □ The company is currently bound by the following collective agreement:  
      
   □ The company is not bound by a collective agreement.  
   *( Check the option that applies.)*
8. The company's work regulations are part of this agreement and have been provided to the employee.

Location, date

For the Company Employee

(Signature) (Signature)