

Setting the global standard for workforce compliance

How Quinyx monitors, anticipates, and builds for workforce regulation across every market we serve





Workforce compliance is becoming more complex. Most vendors are struggling to keep pace.

Quinyx's position:
Quinyx takes a proactive approach to workforce compliance.

We monitor regulatory developments globally, build capabilities ahead of enforcement deadlines, and embed compliance into the platform as a core operating principle rather than an add-on. The examples in this guide reflect how that approach is applied across our key markets today.

Regulations will continue to evolve. Our commitment to staying ahead of them will not.

Workforce regulation is no longer a challenge that sits solely within HR. For organisations with frontline employees, it has become one of the most significant operational risks to manage, and the pace of change is accelerating.

The shift is being driven by structural changes in regulation. Governments across Europe, North America, and Asia-Pacific are moving beyond broad legislative frameworks and introducing increasingly detailed requirements covering scheduling practices, working time records, break calculations, absence management, pay compliance, and the use of AI in workforce decisions. Collective agreements are evolving more frequently, enforcement bodies are gaining greater powers, and new regulations are placing workforce management technology under closer scrutiny than ever before.

At the same time, the consequences of non-compliance are becoming more severe. Financial penalties remain a concern, but organisations must also contend with reputational damage, employee relations issues, operational disruption, and growing regulatory scrutiny. In many markets, enforcement bodies now have broader mandates and greater authority to investigate workforce practices across multiple areas simultaneously.

Many workforce management vendors take a reactive approach, updating systems only after regulations take effect or when customers request support. Compliance is often treated as a configuration exercise rather than a core product capability. For organisations managing large frontline workforces across multiple regions, that approach creates unnecessary risk.

A different approach to compliance

At Quinyx, compliance is embedded into the foundation of the platform.

Rather than reacting to regulatory changes after they happen, we continuously monitor workforce legislation across every market we serve, identify emerging requirements before they come into force, and incorporate compliance into the product architecture itself. This enables organisations to stay ahead of change, reduce risk, and operate with confidence.

This guide explains how Quinyx approaches workforce compliance globally, the processes we use to anticipate regulatory change, and why compliance has become a strategic product discipline rather than simply another product feature.

A global compliance capability

Quinyx supports organisations across Europe, North America, and Asia-Pacific, helping them navigate an increasingly complex workforce compliance landscape. While regulations differ by market, our approach remains consistent: proactively monitor legislative developments, translate regulatory requirements into practical workforce management capabilities, and help customers stay compliant before changes take effect.

Every Quinyx deployment is underpinned by the same compliance foundations: configurable working time rules, audit-ready time and attendance records, automated validation of scheduling decisions, and continuous monitoring of regulatory change. Compliance is treated as a core product discipline, not a reactive response to customer requests.

The regulations highlighted throughout this guide represent some of the most significant workforce compliance developments across our key markets today. They are not, however, the full extent of Quinyx's compliance coverage. From the EU Working Time Directive and predictive scheduling legislation to sector-specific collective agreements and emerging AI regulations, Quinyx supports organisations across a wide range of regulatory environments.

25+

countries with active Quinyx deployments

300+

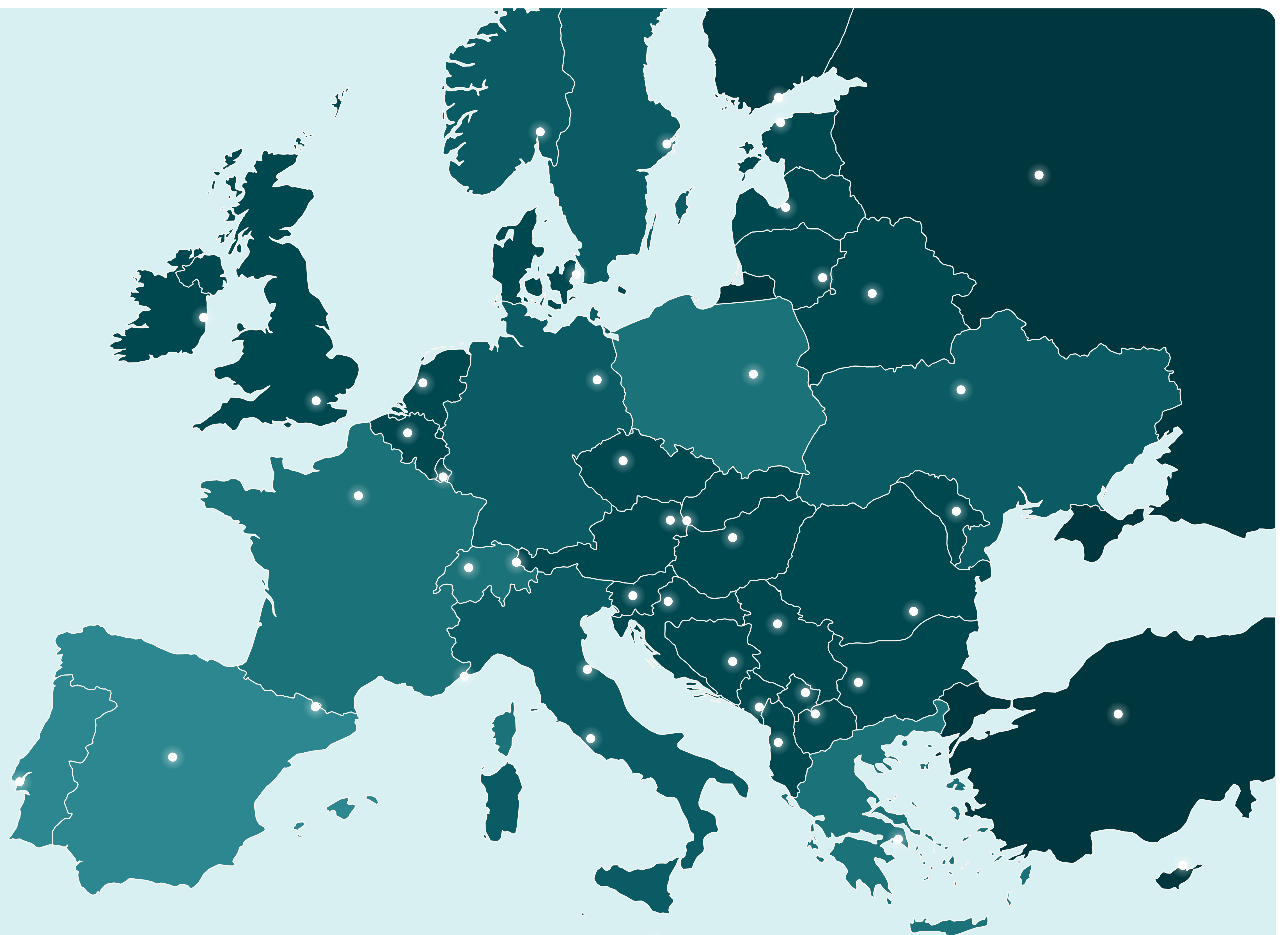
customers supported through major regulatory changes in 2026

69

configurable compliance rules across 6 rule categories

Weekly

automated scans of workforce legislation, collective agreements, regulatory guidance, and court rulings across core markets



How Quinyx stays ahead of regulation

Staying compliant starts with understanding what is changing and when.

Rather than waiting for new legislation to come into force, Quinyx continuously monitors workforce regulation across its core markets, identifying developments that could affect scheduling, time and attendance, absence management, pay compliance, and workforce planning. Potential changes are assessed for their business impact, implementation timeline, and relevance to customers, before being fed directly into the product roadmap.

This proactive approach allows Quinyx to deliver compliance capabilities ahead of regulatory deadlines, helping customers prepare for change rather than react to it.

Identify and assess

Regulatory developments across workforce legislation, collective agreements, pay transparency requirements, and emerging AI regulations are continuously reviewed and evaluated for their impact on workforce management. Each change is assessed based on its urgency, market relevance, and operational implications for customers.

Prioritise and build

When a change is identified as high priority, it is incorporated into the product roadmap and developed in collaboration with customers. This ensures new capabilities address both regulatory requirements and real-world operational needs.

Communicate and support

Customers are informed ahead of key regulatory deadlines through proactive communications, training sessions, implementation guidance, and dedicated support programmes. The goal is to ensure organisations are ready before new requirements take effect.

The Quinyx compliance monitoring agent

To support its compliance programme at scale, Quinyx has developed an automated regulatory monitoring agent that performs weekly scans across all core markets. The agent helps identify emerging regulatory developments before they reach enforcement, ensuring potential changes can be assessed, prioritised, and incorporated into the product roadmap as early as possible.

What the monitoring agent tracks

- **Government and regulatory sources:** Official government publications, legislative feeds, parliamentary updates, regulatory consultations, and enforcement guidance across EU member states, the UK, Norway, and Switzerland.
- **Collective agreements and labour organisations:** Updates from unions, employer associations, works councils, and labour federations, including organisations such as HRF, Unionen, Handels, and Ver.di.
- **Specialist employment law and regulatory intelligence providers:** Industry and legal sources that track legislative developments, implementation timelines, and regulatory interpretations across multiple markets.
- **Court rulings and legal precedent:** Judgments from the European Court of Justice and national labour courts that establish new workforce compliance obligations or alter existing interpretations of employment law.



United Kingdom

New enforcement powers.
Expanded worker protections.
Higher wage requirements.



The UK's workforce compliance landscape changed significantly in 2026, introducing new obligations for employers and increasing the consequences of getting compliance wrong. For organisations with large frontline workforces, compliance is becoming more complex, more visible, and more actively enforced.

In April, the Fair Work Agency launched as a single enforcement body, bringing together responsibilities that were previously spread across multiple organisations. Its remit covers areas including minimum wage compliance, working time obligations, agency worker protections, and labour market enforcement, with additional responsibilities expected to follow. For employers, this means a single investigation can now examine multiple aspects of workforce compliance at once.

At the same time, reforms introduced through the Employment Rights Act 2025, changes to Statutory Sick Pay eligibility, and increases to the National Living Wage are creating new operational requirements for employers across the UK.

£12.71

National Living Wage
from April 2026

Employment Rights Act 2025 (phased implementation, 2026–2027)	Workers on variable-hours contracts who regularly work consistent patterns will gain the right to request guaranteed-hours arrangements. Employers must also provide reasonable notice of shift changes and may be required to compensate workers when shifts are cancelled at short notice. Meeting these requirements depends on accurate tracking of working patterns and well-defined scheduling processes.
Statutory Sick Pay reforms	Statutory Sick Pay is now payable from the first day of sickness absence, while the removal of the Lower Earnings Limit extends eligibility to around 1.3 million additional workers. Organisations need systems that can accurately apply entitlement rules at scale.
National Living Wage increases	From April 2026, the National Living Wage increased to £12.71 per hour for workers aged 21 and over, alongside increases for younger workers and apprentices. Compliance needs to be built into workforce planning and scheduling decisions rather than identified retrospectively through payroll reviews.

How Quinyx helps

Audit-ready workforce records Time and attendance records, rest period data, and scheduling activity are timestamped and readily available to support audits and investigations.	Built-in compliance validation Working time rules, rest requirements, and wage thresholds can be enforced during scheduling, helping managers prevent compliance issues before schedules are published.
Support for guaranteed-hours requirements Reference-period tracking and shift-notice workflows help organisations assess eligibility and manage requirements introduced through the Employment Rights Act.	Automated absence management Configurable absence rules support day-one SSP entitlement and expanded eligibility requirements, helping reduce manual administration and compliance risk.



Sweden

When compliance is determined by a scheduling decision

In Sweden, workforce compliance is shaped not only by legislation, but also by collective agreements that govern how employees are scheduled, compensated, and managed. For many organisations, compliance obligations are triggered at the point a shift is assigned rather than when payroll is processed. That means workforce management systems play a critical role in ensuring compliance from the outset.

The April 2026 Mertid update highlighted just how important this can be. The revised rules introduced stricter requirements around additional hours worked by part-time employees, increasing the complexity of calculating compensation and entitlements across a range of sectors, including retail, hospitality, logistics, and transport.

For frontline managers, what appears to be a simple scheduling decision can have direct compliance and cost implications. At scale, across hundreds of locations and thousands of scheduling decisions, those risks can quickly multiply.

300

customers transitioned ahead of the 1 April 2026 deadline

The regulatory change

Updated collective agreement provisions introduced more precise requirements for calculating compensation when part-time employees work additional hours. Entitlements depend on factors including contract type, accumulated hours, and when the additional time is worked, making compliance significantly more complex to manage manually.

The business impact

Without the right controls in place, organisations face the risk of unplanned labour costs, back-pay obligations, union disputes, and inconsistent application of collective agreement rules across different locations and managers.

How Quinyx responded

Quinyx delivered updated compensation logic on 23 March 2026, ahead of the 1 April implementation deadline, giving customers time to prepare before the new rules took effect. The rollout was supported by dedicated customer communications, training sessions, and direct access to product experts.

What Quinyx delivered

✓ Compliance ahead of the deadline

Updated compensation logic was released before the regulatory change came into force, helping approximately 300 customers transition smoothly into the new compliance period.

✓ No disruption to existing workflows

Updated collective agreement requirements were applied within existing scheduling processes, reducing the need for operational change or retraining.

✓ Greater transparency and traceability

Audit logs provide visibility into scheduling decisions and compensation outcomes, supporting payroll reconciliation and discussions with employee representatives.

✓ Proactive customer support

Customers received support before the regulation took effect through webinars, targeted communications, and a dedicated feedback channel.



Germany & DACH

When compliance depends on documentation

Germany's workforce compliance landscape has become increasingly demanding, with employers now facing stricter requirements around both working time records and employee representation. For many organisations, compliance is no longer simply about having the right policies in place. It depends on having the systems and processes to demonstrate compliance when challenged.

Two developments illustrate this shift. The December 2025 ruling by Germany's Federal Labour Court (BAG) established a requirement for employers to electronically record working time, while existing works council regulations continue to require formal approval processes before schedules can be published. Together, these obligations create a clear need for structured, auditable workforce management processes.

For employers, the challenge is not only capturing the right information, but ensuring it can be produced quickly, accurately, and with a clear audit trail when required.

December 2025

BAG ruling on electronic working time recording

Electronic working time recording

Following the BAG ruling, employers must maintain electronic records covering working hours, breaks, overtime, and attendance. The requirement applies across sectors and organisation sizes, with labour inspections increasingly requesting historical records as part of compliance reviews.

Works council approval requirements

Under Germany's codetermination framework, employee schedules often require formal works council approval before publication. Organisations must be able to demonstrate when approval was requested, who approved it, and when schedules were released to employees. Without a structured workflow, maintaining that level of traceability becomes increasingly difficult.

How Quinyx supports DACH compliance

✔ Electronic, audit-ready working time records

Time and attendance data is securely recorded, timestamped, and readily accessible, helping organisations meet electronic record-keeping requirements and respond to audits with confidence.

✔ Built-in works council approval workflows

Schedule Approval Flow supports the full approval process within Quinyx, creating a structured path from schedule creation through review, approval, and publication.

✔ Full traceability of decisions

Every approval action is logged, providing a clear audit trail and supporting organisations in the event of disputes, reviews, or compliance investigations.

✔ Compliance validation before publication

Working time rules and rest period requirements can be validated before schedules enter the approval process, reducing the likelihood of non-compliant schedules progressing further.



Norway

Managing compliance across multiple layers of regulation

Norway's workforce compliance landscape is characterised by a combination of detailed labour legislation, sector-specific agreements, and employee protections that often overlap. For employers, compliance is rarely about a single rule. It is about managing multiple requirements simultaneously and ensuring they are applied consistently across the workforce.

Recent regulatory developments have added further complexity. The introduction of the Long Shift Agreement for healthcare and nursing home operators created new requirements around shift length, rest periods, breaks, and compensation. At the same time, employers continue to navigate Norway's Egenmelding rules, which require accurate tracking of self-certified sickness absence across rolling entitlement periods. For organisations managing large frontline workforces, applying these rules manually can be time-consuming, inconsistent, and difficult to scale.

15_{hour}
voluntary shifts under the Long Shift Agreement

Long Shift Agreement

Introduced on 1 March 2026, the Long Shift Agreement established a national framework allowing healthcare employees to work shifts of up to 15 hours on a voluntary basis. The agreement includes requirements covering tiered break entitlements, minimum rest periods between shifts, weekend premiums, and ongoing evaluation of employee wellbeing and service quality.

Egenmelding self-certified absence

Norwegian employees can self-certify sickness absence for up to three consecutive days and up to four occasions within a rolling 12-month period. Employers must accurately track both the number of absence events and the associated entitlement thresholds, creating a level of complexity that is difficult to manage through manual processes alone.

How Quinyx supports Norwegian compliance

✔ Automated working time validation

Configurable rules help organisations enforce shift length limits, break requirements, and minimum rest periods in line with relevant agreements and regulations.

✔ Automatic premium calculations

Weekend premiums and other agreement-based pay differentials can be applied automatically, reducing the risk of manual errors and inconsistent compensation.

✔ Built-in absence entitlement tracking

Self-certified sickness absence is monitored across rolling entitlement periods.

✔ Reduced administrative burden

By embedding compliance checks into everyday workforce processes, organisations can spend less time manually tracking rules and more time focusing on operations.



Finland

When compliance depends
on the bigger picture

Finland's Working Hours Act includes a clear requirement: employees must receive an uninterrupted 35-hour weekly rest period. While the rule itself is straightforward, ensuring compliance can become significantly more complex in organisations operating rotating shift patterns, multiple locations, and sector-specific working arrangements.

For many employers, compliance cannot be assessed by looking at individual shifts in isolation. Rest requirements often need to be evaluated across a broader scheduling period, taking into account different work patterns, averaging arrangements, and exceptions. This makes visibility and proactive validation critical.

35 hours of uninterrupted
weekly rest

Standard weekly rest requirements

Under Finland's Working Hours Act, employees must receive at least 35 consecutive hours of uninterrupted rest during each seven-day period. The requirement applies across a wide range of sectors and cannot be satisfied through multiple shorter rest periods.

Averaging arrangements

Certain sectors, including healthcare and continuous shift operations, may apply averaging arrangements that allow compliance to be assessed over longer periods. In these environments, organisations must demonstrate compliance across the entire averaging window rather than a single week.

Emergency services requirements

Emergency services organisations may defer rest periods under specific circumstances, provided compensatory rest or compensation arrangements are documented and applied appropriately.

How Quinyx supports Finnish compliance

✓ Validation across the full scheduling period

Compliance checks assess rest requirements across the entire schedule, helping identify potential violations before schedules are published.

✓ Sector-specific compliance configurations

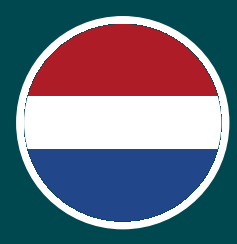
Different rule sets can be applied to healthcare, retail, emergency services, and other workforce groups within the same deployment, reflecting their distinct regulatory requirements.

✓ Organisation-wide compliance visibility

Compliance Checker provides managers and compliance teams with visibility across locations, helping surface potential issues before they become employee complaints or regulatory findings.

✓ Proactive risk management

By identifying compliance risks before schedules are finalised, organisations can address issues early rather than resolving them after publication.



Netherlands

Two compliance frameworks.
Both decided in the workforce
management layer.



The Netherlands combines one of Europe’s most demanding statutory sick pay frameworks with significant new legislation governing how flex workers are contracted and scheduled. Both create compliance obligations that are triggered by day-to-day absence recording and scheduling decisions, not periodic HR reviews.

For employers managing large frontline workforces in retail, logistics, facilities management, and healthcare, the operational stakes are high. A missed absence milestone or a misconfigured flex contract does not just create administrative friction. It creates financial and legal exposure that grows over time.

70% of salary for up to 2 years of sick leave

Gatekeeper Improvement Act (Wet verbetering poortwachter)

Employers must continue paying at least 70% of salary for up to two years of sick leave and follow a structured reintegration process with legally mandated milestones: a problem analysis by week 6, a plan of action by week 8, and documented evaluation throughout. Failure to comply can trigger a UWV penalty extending the wage payment obligation by up to a further year. Accurate, timestamped absence records from day one are essential.

Wet meer zekerheid flexwerkers (Flex Worker Security Act)

Passed by both chambers of the Dutch parliament in July 2026. Zero-hours and min-max contracts are abolished for most employers and replaced by bandwidth contracts specifying a guaranteed minimum and maximum number of hours, with the spread between the two capped at 30 percent. Workers must be scheduled and paid for at least the contracted minimum. Equal pay for agency workers takes effect 31 December 2026. Full implementation from 1 January 2028.

How Quinyx supports Dutch compliance

✔ Title goes here

Accurate absence recording from day one creates the timestamped, auditable record that Wet verbetering poortwachter compliance depends on, with rolling period tracking that gives HR teams visibility before an absence situation escalates into a formal reintegration obligation.

✔ Title goes here

Bandwidth contract hours are configurable within Quinyx, so scheduling against agreed minimum and maximum thresholds is enforced automatically, preventing violations before schedules are published.

✔ Title goes here

Workforce composition visibility across permanent, flex, and agency worker types supports the contract-type tracking the Wet meer zekerheid flexwerkers requires, helping operations leaders understand and manage their exposure ahead of the 2028 implementation date.

✔ Title goes here

Proactive compliance management — by surfacing absence patterns and scheduling risks before they become obligations, organisations can act early rather than respond to penalties.

The platform capabilities behind every market

The platform capabilities behind every market

Compliance expertise is only valuable if it can be applied consistently across day-to-day workforce operations.

While regulations vary by market, the underlying challenge is the same: organisations need to understand the rules that apply to them, build those rules into workforce processes, and identify issues before they become compliance risks. Quinyx supports this through three core platform capabilities.

Setting the foundation: configuring your rules before work begins

Making sure the right rules are in place before work begins can be time-consuming and technically complex. Quinyx makes this straightforward.

Quinyx gives organisations a structured way to encode compliance requirements before scheduling or planning begins. Configurable rules covering rest periods, breaks, maximum working hours, shift patterns, and collective agreement requirements can be applied across different employee groups, locations, and markets. Rules can be configured as either warnings or hard stops, giving organisations the flexibility to align compliance controls with their operational requirements.

As regulations evolve, new rules can be introduced through configuration rather than extensive development work, enabling organisations to respond more quickly to change.



Building compliant schedules: compliance at the point of decision

Many compliance issues originate during the scheduling process. A missed rest period, excessive working hours, or a breach of a collective agreement often begins with a scheduling decision rather than a payroll error.

Once rules are in place, Quinyx's Schedule validation ensures they are applied at the moment schedules are created, not after. Schedule Validation identifies and prevents compliance issues at the point of entry, before schedules are published. For organizations using automated scheduling, Quinyx Optimise incorporates the same rule framework directly into schedule generation, so compliance is factored into every decision automatically without manual review.

Whether schedules are built manually or generated at scale, compliance is part of the process from the outset, not an afterthought. For organisations managing large frontline workforces across multiple markets, this helps transform compliance from an administrative burden into a core part of workforce planning.



Staying compliant during operations: visibility when it matters most

Compliance doesn't stop once schedules are published. Every shift swap, absence approval, and clocked hour is an opportunity for a violation to occur or go unnoticed. Organizations need visibility into how compliance is being managed across teams, sites, and regions.

Quinyx's Compliance Checker provides a centralised view of workforce compliance, helping managers and compliance teams identify potential issues across the organisation. Using the same rule framework applied during scheduling, it detects and surfaces violations from assigned shifts and clocked time so teams can act before issues escalate.

By surfacing violations by rule category and enabling teams to drill down to specific locations or employees, it helps organisations identify trends, prioritise action, and reduce risk, moving from reactive investigations to proactive oversight.



The standard is set. The question is who meets it.

The workforce compliance landscape is becoming more complex, not less.

Across Europe and beyond, organisations are facing increasingly detailed working time legislation, stronger enforcement of collective agreements, expanding pay transparency requirements, and growing scrutiny of how AI and algorithms are used to make workforce decisions. The examples highlighted throughout this guide are part of a broader shift that is reshaping how organisations manage compliance.

What these changes have in common is that compliance is increasingly determined by the systems organisations use every day. Success depends on having the right rules configured, validating decisions before they create risk, maintaining accurate workforce records, and identifying issues before they become employee claims, audits, or enforcement actions.

Workforce compliance is no longer solely a legal or HR responsibility. It is an operational capability that depends on the technology, processes, and controls that underpin workforce management.

Quinyx is built to help organisations navigate that reality. By combining proactive regulatory monitoring, configurable compliance controls, and market-specific expertise, we help organisations stay ahead of change and manage compliance with confidence across every market they operate in.

The next frontier of workforce compliance

The challenge facing organisations is no longer simply understanding workforce regulations. It is keeping pace with them.

As compliance requirements become more detailed, more localised, and more dynamic, organisations need more than access to information. They need the ability to understand which rules apply to them, how those rules affect their workforce, and whether their current processes and configurations support compliance.

At Quinyx, we believe the future of workforce compliance lies in making that complexity easier to navigate.

Our vision is to provide every customer with a structured, continuously updated view of the workforce compliance requirements relevant to their specific combination of markets, industries, agreements, and worker types. Rather than relying on generic regulatory summaries, organisations will be able to access clear guidance on the rules that apply to them, the source of those requirements, how they map to their Quinyx configuration, and where potential gaps exist.

Over time, this capability will become increasingly integrated into the everyday workforce management experience.

Through Ava, compliance guidance will move beyond static information and become part of how managers plan schedules, review workforce decisions, and respond to regulatory change. Organisations expanding into new markets will gain greater clarity on their obligations from the outset. Existing customers will be alerted when regulatory changes affect their operations. Potential configuration gaps will be identified earlier, helping reduce risk before issues arise.

This vision is still evolving, and we are taking a deliberate approach to its development. However, it reflects a clear belief about the future of workforce management: the most effective compliance programmes will be those where technology plays an active role in helping organisations understand, manage, and adapt to change.

That is the future Quinyx is building towards.

See it in action



Book a compliance-focused product demonstration

See how Quinyx helps organisations manage workforce compliance across multiple markets.



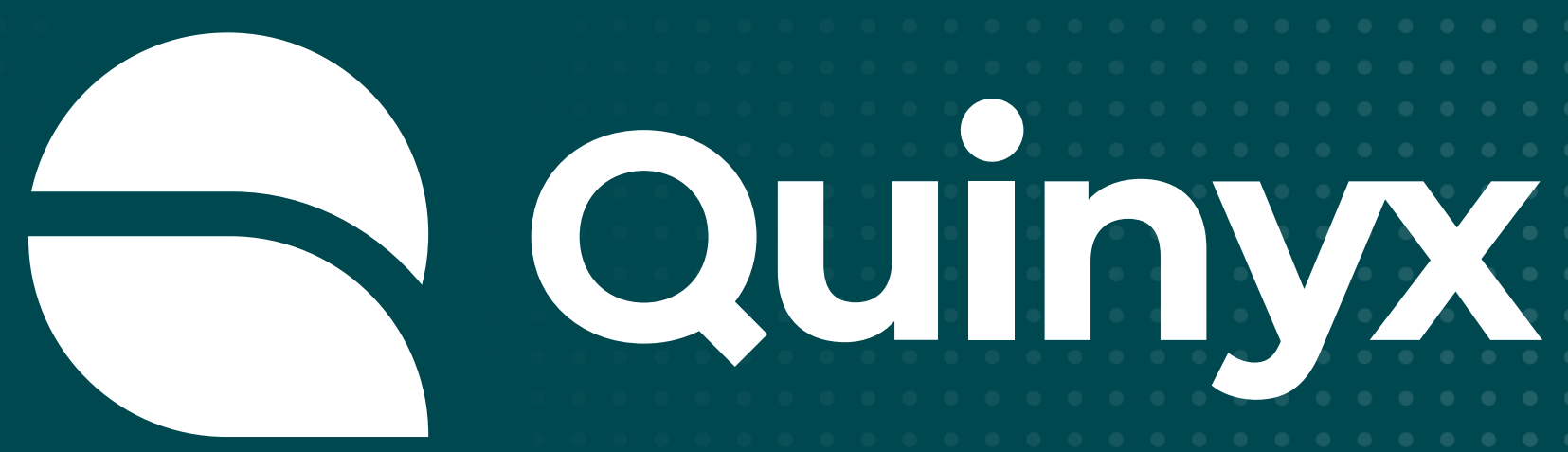
Speak to a compliance specialist

Discuss your organisation's workforce compliance challenges and requirements with our team.



Explore more resources

Visit Quinyx.com for market-specific insights, regulatory updates, and customer stories.



Turn scheduling into strategy

