


Platis - Anastassiadis & Associates

The associate law firm of EY Greece



Ministerial Decision 4364 (FEK B 759/13.02.2026) Digital Notification of Commencement of Employment

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The better the question. The better the answer. The better the world works.

On 13 February 2026, the Ministerial Decision No. 4364/2026 (Government Gazette B' 759/13.02.2026) of the Minister of Labour and Social Affairs was published regarding the Redefinition of the terms for the electronic submission of forms under the competence of the Labour Inspectorate (SEPE) and the Manpower Employment Organization (OAED). The above ministerial decision amends Decision No. 40331/Δ1.13521/13.09.2019.

Specifically, with regards to the Digital Notification of Commencement of Employment, the following are provided:

The Digital Notification of Commencement of Employment must be submitted before the commencement of work in the ERGANI II Information System (PS ERGANI II). If an employee is found to be

working without the submission of the aforementioned notification, the administrative sanctions for undeclared work pursuant to Article 5 of Law 4554/2018 (Government Gazette A' 130) shall be imposed, namely an administrative fine of €10,500 per established violation.

For the proper submission of the Digital Notification of Commencement of Employment, alternatively, the following is required:

(a) If the procedure is completed by attaching a document upon submission:

- i. Attachment of the scanned relevant form of the ERGANI II Information System, as completed in the system, printed and signed by hand by the employee; or
- ii. Attachment of the relevant form of the ERGANI II Information System, as completed in the system, in electronic format and signed with the employee's approved electronic signature; or
- iii. Attachment of the relevant form of the ERGANI II Information System, as completed in the system, which has been digitally certified by the employee through the relevant application of the Single Digital Portal (gov.gr - SDP).

In the event that the requirements under subparagraph (a) are not followed, any formal deficiency of the submission may be remedied at any time upon submission of a Digital Declaration of Change of Employment Details for that employee, in the correct manner.

(b) Digital acceptance by the employee through the "MyErgani" information system following the submission of the Digital Notification of Commencement of Employment and, in any case, prior to assuming duties.

In the event that the deadline for action by the employee lapses without effect, the declaration shall be automatically registered in the ERGANI II Information System.

About Platis - Anastassiadis & Associates

Platis - Anastassiadis & Associates is part of the EY Law network operating in 90 countries globally and is comprised of 3,500+ people.

We are an independent law office with a core team of 45 lawyers. Our office provides high quality legal services across the full range of commercial and financial transactions.

Especially in our geographical area, we have established an ongoing cooperation with the respective law firms which are associated with EY, in order to offer seamless and consistent regional services to our clients that have cross country operations.

Our experience allows us to better understand our clients' needs and offer them integrated multidisciplinary solutions in the fields of accounting, tax and financial advisory services. Platis - Anastassiadis & Associates law office is solution focused. We work closely with our clients to seek innovative and practical ways of dealing with their issues. Our priority is to help our clients meet their business objectives. Our expertise, commitment and enthusiasm has resulted in the build up of a client base which includes local and international listed, state and private sector companies and financial institutions.

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