



Rapidos

Social Parameters

valid as of 1. Januar 2015

Index 775,17

I. Income

Social Minimum Wage (SMW)	248,07	Index actual	
		Hourly wage	Monthly wage
Nonqualified workers (minimum)			
18 years and more	100%	11,1154 €	1.922,96 €
17-18 years	80%	8,8923 €	1.538,37 €
15-17 years	75%	8,3366 €	1.442,22 €
Qualified workers (minimum)	120%	13,3385 €	2.307,56 €
Pupils and students			
18 years and more	80% of the SMW	8,8923 €	1.538,37 €
17-18 years	80%	7,1139 €	1.230,70 €
15-17 years	75%	6,6692 €	1.153,78 €
Minimum guaranteed income (MGI)		Index 100	Act. Index
1. Adult person		173,92 €	1.348,18 €
2 adult persons in the household		260,88 €	2.022,27 €
Additional adult person in the household		49,76 €	385,73 €
Child in the household		15,81 €	122,56 €
Unemployment compensation (9-3-12 months)		9 months	3 months
80% average of the last 3 months		4.807,41 €	3.845,93 €
			12 months
			3.845,93 €

2. Family allowances

Children's allowance (monthly)		Act. Index
1 child		185,60 €
2 children		440,72 €
3 children		802,74 €
4 children		1.164,56 €
5 children		1.526,38 €
Children's allowance depending on age (monthly)		
6-11 years		16,17 €
more than 12 years		48,52 €
Special allowance for disabled child (monthly)		185,60 €
Schoolstart allowance (yearly)		
		6-11 years
1 child		113,15 €
2 children		194,02 €
3 children + more		274,82 €
		12 years and more
1 child		161,67 €
2 children		242,47 €
3 children + more		323,34 €
Child Raising Allowance (monthly)		
1 or 2 children (2 years)		
allday	100%	485,01 €
(0-2(4) years old		
halfday	50%	242,50 €

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Parental leave (raise a child during 6 months)

Parental leave fulltime upbringing	1.778,31 €
Parental leave halfime upbringing	889,15 €

Birth allowance in 3 parts

580,03 € each

Maternity allowance for maximum 16 weeks

194,02 € per week
3.104,32 € total 16 weeks

Child profit ("Boni enfant")

(monthly)

76,88 € per child

3. Health Insurance Pension Insurance Nursing Insurance and Allowance**Contribution limits for health insurance and retirement insurance funds**

Minimum contribution limit (1xSMW)	1.922,96 €
Maximum contribution limit (5xSMW)	9.614,82 €
Minimum contribution for retirees (Health Insurance) 130% of the SMW	2.499,85 €

° The Pension Insurance pays the difference if the brutto pension is less than 1823,84 €

Contribution to the health insurance in percent

	Employee	Employer	Total	Material payments	Cash payments
CNS (1)	3,05%	3,05%	6,10%	5,60%	0,50%
CMFEP (2)	2,80%	2,80%	5,60%	5,60%	0,00%
CMFEC (3)	2,80%	2,80%	5,60%	5,60%	0,00%
EMCFL(4)	2,80%	2,80%	5,60%	5,60%	0,00%
Pens./Invalid.	2,80%	2,80%	5,60%	5,60%	0,00%
Preretirement	2,80%	2,80%	5,60%	5,60%	0,00%
Ins. Continued	5,60%	0,00%	5,60%	5,60%	0,00%
Unemployed	2,80%	2,80%	5,60%	5,60%	0,00%

1) Caisse Nationale de Santé - employees 2) State 3) Municipality 4) Railway-man/woman

Contribution to the pension insurance in percent

	Employer	Employees	Total
CNAP (1)	8%	8%	16%
F.P.(2)	8%	8%	16%
C.P.F.E.C.(3)	8%	8%	16%
P-CFL (4)	8%	8%	16%
Ins. Continued	16%	0%	16%

1) Employees
2) State
3) Municipality
4) Railway-man/woman

The state adds additional 8% to the pension fund

Amount of Reference	1.917,93 €
Minimum pension with 40 years insurance contribution	1.726,13 €
Minimum widower's pension with 40 years insurance contribution	1.726,13 €
Minimum orphan pension	469,09 €

Upbringing allowance - monthly - per child 86,54 €

Year-end bonus (40 years insurance contribution) 737,40 €

The nursing insurance

Contribution 1,4% of the income

Tax allowance deduction 25% of SMW on wage/salry	480,74 €
Cash value - care at home - per hour	66,43 €
Cash value - care in nursing home - per hour	54,19 €
Cash value - nursing aid - monthly	111,00 €
Maximum cash value - weekly	262,50 €