

Increase in wage surcharges 1.6.2023



With effect from 1 June 2023, the amount of wage surcharges will again be linked to the amount of the minimum wage, namely by a certain percentage of the minimum hourly wage (until 31 May 2023, they were determined as a fixed amount).

The amount of minimum wage surcharges changes as follows:

Minimum wage compensation for the difficult performance of work = EUR 0.8046/hour

Minimum compensation for the inactive part of standby duty outside the workplace = EUR 0.8046/hour (20 % of the minimum hourly wage)

The minimum wage surcharges:

✓ for work on Saturdays **EUR 2.0115/hour** (50 % of the minimum hourly wage)

✓ for work on Sundays **EUR 4.023/hour** (100 % of the minimum hourly wage)

✓ for night work **EUR 1.6092/hour** (40 % of the minimum hourly wage), in the case of an employee performing risky work at least **EUR 2.0115/hour** (50 % of the minimum hourly wage)

With an employer whose nature of the work or operating conditions require that the work is regularly performed on Saturdays, Sundays, or that the greater part of the work is performed as night work (does not apply to risky work), lower amounts of wage surcharges may be agreed as follows:

✓ for work on Saturdays **EUR 1.8104/hour** (45 % of the minimum hourly wage)

✓ for work on Sundays **EUR 3.6207/hour** (90 % of the minimum hourly wage)

✓ for night work **EUR 1.4081/hour** (35 % of the minimum hourly wage)

Lower surcharges can be agreed either in a collective agreement or in an employment contract if a trade union organisation is not active at the employer. At the same time, the employer must employ less than 20 employees as of 31.12. of the previous calendar year (agreements and all types of employment are also taken into account).

For employees working on a basis of agreements on work performed outside the employment relationship, the agreed remuneration for each hour of work on public holidays shall increase by at least 100% of the minimum wage, which means the amount of EUR 4,023/hour.