



Guideline for Household Employees

Scrolling through the employment advertisements in the newspaper or surfing through the internet, one does wonder, how many people are wanted for day care positions, housekeeping

positions or even butlers. This marks a trend of a new generation of servants, a development dating back to the 19th century and a new deterioration of the position of women on the job market.

The Chamber of Labour Salzburg has made it to its utmost concern, that people who are engaged as household employees, are sufficiently informed about their rights. This is especially important, because the employment status in the household of an employer is often more than a regular employment status itself. In regard to the closeness to the employer, an examination by the Labour Inspection Authority is often impossible.

In this folder we want to give you a first view of your labour- and social insurance claims.

Our experts will be glad to assist you in any questions!

You have rights - we support you in their enforcement!

Your

Siegfried Pichler
President of the
Chamber of Labour Salzburg

Employed in a Household - Your Rights

If your occupation includes (for example cooking, washing, ironing, cleaning the apartment/ house,) and you are bound by instructions in a private household, a labour relation arises. That is why you have a certain minimum claim towards your employer:

Minimum Wage

Your salary must generally be arranged with your future employer. But your employer must at least pay you the minimum wage. For the State of Salzburg the minimum wage amounts to € 7,18 gross per hour, if you are not integrated into the household. Your wage should be significantly higher for special assignments or if you already have experience in this field of occupation. The employer must give you a letter of occupation, in which your arranged salary and your working hours are documented.

Tip: Get informed at your Chamber of Labour!

Vacation

You are entitled to 5 weeks payed vacation per year.

Illness

If you become ill and have to see a doctor, your employer must continue paying you your salary.

You are entitled to 15 monthly wages per year.

You are entitled to vacation- and Christmas bonuses. All in all, your employer has to pay you 15 monthly salaries per year.

Working Hours

Your working hours have a maximum limit. These depend on, if you are integrated into the household of your employer, or not. If your maximum limits of working hours have been exceeded, your employer must pay you separately.

Tip: Write down all working hours into a calendar!

Registration at a Health Insurance Company (Gebietskrankenkasse)

The employer must register you at a health insurance company prior to your employment. He must give you a written confirmation of your registration at this health insurance. In any case you will be insured in cases of accidents and occupational illnesses.

You receive a salary over € 366,33 per month (Minimum wage limit 2010):

If you receive a salary above the minimum wage limit, you have to be fully socially insured. This means that you are fully insured in cases of illnesses, retirement, accidents and unemployment. Therefore you are insured against the risk of illnesses, unemployment, occupational injuries and occupational illnesses, which means that if you have worked long enough, you will receive a pension once you are retired. If you were employed for a certain time period, prior to your unemployment, you will receive a certain sum of unemployment aid at the AMS. The employer must register you at the health insurance company Gebietskrankenkasse and pay all fees to fully insure you.

You receive a salary under € 366,33 per month:

If you receive a salary under minimum wage, you are minimally employed. Here you are only insured in case of accidents, but you are not insured in matters of health, retirement and unemployment. The employer must register you at the health insurance company Gebietskrankenkasse to insure you in a case of accident.

Tip: Request a self-insurancy at the Gebietskrankenkasse if you are minimally employed. This will cost you € 51,69 per month and you are fully health- and retirement insured.

You have more than one employment and exceed the sum of minimum wage:

In this case you are health-, retirement-, and accident insured, but not insured in case of unemployment. The employee fee (about 15%) will be stipulated by the Gebietskrankenkasse in the following calendar year (supplementary payment)

Additional Information:

- ▶ You are entitled to payment, even if you do not have a residence permit or working permit.
- ▶ If your former employer did not register you at the Gebietskrankenkasse you have the possibility of post-registering and notifying the Gebietskrankenkasse, that you were employed in the recent past. The Gebietskrankenkasse will then inspect if an employment status was given or not and instruct the former employer to subsequently pay all social insurance fees.
- ▶ Service Check:
Certain residential services can be remunerated through the Service Check. You can redeem this Service Check at the Gebietskrankenkasse. There you will receive the value of the check.

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Foto: Bilderbox



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TIPS FOR ALL HOUSEHOLD EMPLOYEES

THESE ARE YOUR RIGHTS

Imprint: Media Owner and Editor: Chamber of Labour and Employees for Salzburg; Responsible for the content: Mag. Dr. Stephanie Posch; Editorial Department: Roman Hinterseer; Layout: Michael Koch; all Markus-Sittikus Street 10, 5020 Salzburg;