

BASIC INFORMATION REGARDING CALCULATION OF THE SALARY AND COMPENSATIONS

(Applicable for the year 2019)

Gross salary

- 4.5% health insurance
- 6.5% social security insurance
- 15% tax on income from employment, calculated from the tax base = gross salary + 34%
- 7% solidarity tax, calculated from the gross salary exceeding CZK 130,796 per month
- + compensation for temporary work incapacity (sickness) (the first 14 days of sickness paid by the employer)

= **Net salary**

Net salary

- deductions (e.g. meal vouchers)
 - +/- settlement of business travel expenses
- = **Salary to be paid out** (amount sent to the employee's bank account)

The wage is payable monthly in the month that follows the month when the work was done, on the payout date according to the schedule for 2019 (usually 12th day).

The salary for the time of **vacation, sickness or any other obstacles at work** is calculated differently (in compliance with applicable legal regulations), which **may result in a different amount of the gross monthly salary compared to the amount agreed in the salary assessment.**

Vacation

Vacation is paid by means of salary compensation. The salary compensation is calculated on the basis of the average earnings. The amount of average earnings is determined on the basis of the gross salary and the number of hours of work during the preceding calendar quarter.

Sickness benefits, compensations for sickness days

- Sickness = paid out by the employer starting from the fourth day until the fourteenth day and since the fifteenth day paid out by the Czech Social Security Administration Authority (ČSSZ), is calculated from the reduced average earnings. 1st - 3rd day = 0, 4th - 30th day = 60%, 31st – 60th day = 66%, from 61st day = 72%.
- Statutory maternity pay = 70% of the reduced average earnings, paid for 196 calendar days, paid out by the ČSSZ.
- Family caretaking benefit = 60% of the reduced average earnings, paid for the first 9 days, paid out by the ČSSZ.
- Long-term Family Caretaking Benefit = 60% of the reduced average earnings, paid for the 90 days, paid out by the ČSSZ.
- Paternity benefit = 70% of the reduced average earnings, paid for 7 days during the first 6 weeks after the birth of the child, paid out by the ČSSZ.