



**Appendix 4. Unsocial working hours compensation (OB supplement) amounts and text under b) revised on 01/04/2015**

Unsocial working hours compensation is only paid for regular working hours that according to schedule must be conducted during unsocial hours.

Work hours for which additional hour supplement is paid is considered equal to regular working hours.

Unsocial working hours compensation is not paid for working hours located within the flex frame but outside regular working hours.

The following unsocial working hours compensation is paid per hour:

01/04/2015

For simple unsocial hours	35:00
For qualified unsocial hours	75:00
For weekend/holiday unsocial hours	150:00

Simple unsocial hours refers to time between 19 and 22, unless the time in question is what is referred to below,

Qualified unsocial hours refers to:

- a) time between 19:00 on Friday night and 07:00 on Monday morning,
- b) time between 19:00 on the day before Epiphany (Trettondedag Jul), May 1st, Ascension Day (Kristi Himmelfärdsdag), the National Day of Sweden, the Thursday of the week in which the Saturday between 31st October and 6th November (Alla Helgons dag) falls, or the day before a "klämdag" (working day between two holidays/work-free days) until 07:00 the following working day,
- c) all time during weekdays that is preceded by and followed by a Sunday or holiday and
- d) other time between 22:00 and 06:00.

Unsocial holiday hours refers to

time between 19:00 on the day before Good Friday until 07:00 on the day after Easter Monday,

time between 19:00 on the day before Pentecost, Midsummer's Eve, Christmas Eve or New Year's Eve until 07:00 of the next working day after the holiday.



The unsocial working hours for each calendar month is summarised separately and rounded up to the nearest half hour.