

Fact sheet for those who have been made redundant due to lack of work

Your Benefits



This fact sheet contains information about what Trygghetsstiftelsen (the Job Security Foundation) can offer those who have had employment with a government agency for at least twelve consecutive months. It covers employees who have been made redundant due to lack of work after 1 January 2015 when the new 'avtal om omställning' came into effect.

Jobseeker Activities and Individualised Support

Trygghetsstiftelsen supports you in your efforts to find new employment, start your own business or find another solution.

After your employer notifies us about your redundancy, we can arrange a meeting with you. You will meet one of our advisors for an informal meeting to map out your current situation, your employment experience, education and your thoughts about the future. You will discuss how Trygghetsstiftelsen can best support you in order to improve your chances on the job market and to find the quickest route into new employment. Trygghetsstiftelsen offers job-seeker activities, job coaching, a recruitment service and more. The purpose of all these measures is to help you get quickly back onto the job market again. Other individualised measures may be available as well as work experience placements and training.

Financial Support

When You Get a New Job

If you get a new job which pays a lower salary than the one qualifying you to be covered by the agreement, you can receive an income supplement for 780 days. Trygghetsstiftelsen pays out the total difference between the two salaries, but not exceeding 30 percent of the previous (qualifying) salary.

Days off work which are qualifying days, parental leave and other leave do not qualify for supplement payments.

When You Are Unemployed

If you are receiving A-kassa, you are entitled to 300 days of A-kassa supplement. If you have children under the age of 18 at the time of the 301st day of benefit and A-kassa authorise an additional 150 days, you can also receive a further 150 days of benefit with A-kassa supplement.

The A-kassa supplement provides you with a top up of the A-kassa payment, which will provide you with a benefit that is the equivalent of approximately 80 per cent of your set salary on days 1-200, and 70 per cent of your set salary on days 201-450. We base your A-kassa supplement on the lower salary when we compare your set salary with the A-kassa with the salary you received at the start of the agreement.

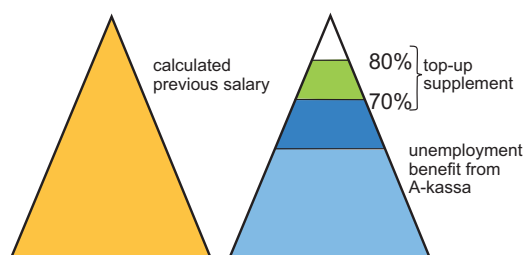
A-kassa has a cap of 910 SEK per day for the first 100 days, which is the equivalent of 80 per cent of a 25,025 SEK salary. Therefore you can apply for an A-kassa supplement from Trygghetsstiftelsen if your set monthly income exceeds 25,025 SEK.

For the remaining days, you will receive a maximum of 760 SEK per day. For days 101-200 you can apply for A-kassa supplements if your set monthly income is above 20,900 SEK. On days 201-450 you can apply for a supplement if your monthly income is above 23,085 SEK.

You can apply for the A-kassa supplement from Trygghetsstiftelsen as soon as you are granted A-kassa. The A-kassa supplement can be awarded regardless of whether you are in receipt of full-time or part-time A-kassa. Be aware that the A-kassa cap changes during the period.

CONTACT US

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Example: If you had an average salary calculated by your A-kassa as 33,000 SEK per month
 $80\% \times 33,000 \text{ SEK} = 26,400 \text{ SEK}$
 $26,400 \text{ SEK} \div 22 \text{ days} = 1,200 \text{ SEK per day}$
 The unemployment benefit supplement will be 1,200 SEK – 910 SEK = 290 SEK per day.

Conditions for Financial Support

If you are aged 65 or older, you are not eligible to receive supplements but you do have the right to other individualised measures until the month you turn 67. It is your legal duty to inform us of any changes that affect your benefits, to avoid being liable to pay back money received.

Extended Period of Notice

If you are made redundant due to lack of work, the 'avtal om omställning' agreement gives you the right to a longer period of notice than the statutory period of notice set out by Swedish employment law (LAS) or by the central collective agreement. The maximum length of the notice period is twelve months.

Coverage in the Long-term

You are allowed to return to Trygghetsstiftelsen as a client within a period of 18 months from when your contract with a government agency ends. It means that if you are made redundant from a new job within this period, and are not covered by another job security agreement with this employer, you can be covered by the 'avtal om omställning' agreement again.

The same applies if you can no longer run your own business started with Trygghetsstiftelsen's help.

Paid Leave

In order to help you find new employment as quickly as possible you have the right to paid leave from work in order to attend activities agreed and

documented by you and your advisor. Both you and Trygghetsstiftelsen must inform your employer about the action plan and notify them of any changes that occur. It is up to your employer to grant you more leave in addition to the leave which is needed for the usual activities and support offered by Trygghetsstiftelsen. If for example you try out other work and get paid for it while on leave, this salary will be deducted from your redundancy pay.

Occupational Health Benefits

You have the right to occupational health benefits right up until the date your contract expires. After this date you are still entitled to use up any benefits that your employer had already paid for.

Early Retirement Payments

Under certain circumstances you can be granted early retirement payments if you have been made redundant due to lack of work. The requirements are that you:

- Have reached the age of 62.
- Have been employed for seven consecutive years with your previous 'operational' employer, i.e. one specific agency.
- Finished your previous job at the age of 57 or older.
- Are no longer entitled to unemployment benefit from A-kassa.
- Have been actively looking for work.

A board called Omställningsnämnden makes the decision about whether or not special circumstances are valid. Payments are charged to your previous employer and paid to you. In very exceptional cases, the board will consider granting you payments if you left your job at the age of 56. Payments cease when you reach the age of 65.

Timeframe According to the 'Avtal om omställning' Agreement

For those who have been made redundant due to lack of work, the timeframe in which the benefits described here apply is the total period of notice plus five years from and including the day the contract expired. The maximum notice period is twelve months.

Please go to tsn.se for more information or contact us on 08-613 14 00.

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