

Karens deduction percent 2019

For employees who are employed differently without going on a fixed schedule or working hours, the average weekly working hours are calculated over a representative period so that the average of a fair reflects the employees' working hours.

The “quarantine deduction” is calculated as the average weekly working time of a period back in time. The period can vary in length, as it should reflect the working time ratio. One can, for example, look at the schedule period that has been, or the entire employment period.

Normally one to three months will suffice in time.

Example with employee contract:

When employees are hired with a **fixed weekly working time** (in the employee contract), eg a substitute in three weeks, the job allowance shall instead be calculated on the determined weekly working time.

Example 1:

If an employee works on average, 30 hours per week during the **representative period**, the quarantine deduction therefore consists of 20 percent of 30 hours ie 6 hours.

Example 2:

Employee works only one week this month and another 2 weeks the month before, nothing on the third month. In a 3 month period backward.

Tot. Working time in month 1 = 45h representative period 1 week (7 days)

1. 30h Ordinary hour
2. 10h OB
3. 5h On call

Tot. Working time in month 2= 95h representative period 2 weeks (14 days)

1. 60h Ordinary hour
2. 10h OB
3. 25h On call

Calculation to send to salary system:

1. Ordinary time $((30+60)/21 \text{ days}) * 7 \text{ week} * 0,2 = 6 \text{ hours karens deduction}$
2. OB $((10+10)/21 \text{ days}) * 7 \text{ week} * 0,2 = 1,3 \text{ hours karens deduction}$
3. On call $((25+5)/21 \text{ days}) * 7 \text{ week} * 0,2 = 2 \text{ hours karens deduction}$