

The purpose of this translated information-sheet is to offer you a better comprehension of the issue. ANYWAY, please adopt the current values (in Euro) from the German version of this information-sheet.

Marginal employment

Interesting facts about insurance coverage:

Marginal employed persons are:

- **covered under accident insurance**
- **but not covered under health-, pension- and unemployment insurance.**

When is the case of a marginal employment?

An employment is marginal...

- when an employment status does not last as long as a calendar month does and when you obtain at most **€28,89*** on average for a workday, though on the whole at most **€376,26*** a month.
- when the employment status is arranged for an indefinite period of time or for at least one month and in the calendar month no higher reward than **€376,26*** is entitled.

The borders of insignificance will be raised at the beginning of every year!

The borders of the marginal employment don't obtain for:

- trainees
- caretakers in terms of the law for caretakers, whose employment status began before July 1st 2007
- short-time workers (in companies with reduced hours)
- if the monthly limiting amount of **€376,26*** at an constant employment (agreement of the employment status for an indefinite period of time) has not been exceeded just because the employment started or ended in the course of the concerning month.

The employer is responsible for the obligation to register and the obligation to contribute!

Application for accident insurance

Every marginal employee or independent contractor has to be registered at the health insurance (Gebietskrankenkasse) before he starts working. There is only the insurance against accidents, because of the marginal employment.

The employer has to give the employee a carbon copy of the application.

Accident insurance reward

The accident insurance reward represents 1.4 % of the gross income. The employer pays this reward to the health insurance.

Internal provision reward

Every employer has to pay for every marginal employee or independent contractor an internal provision reward in the amount of 1.53 % of the gross income.

Accounts of self-insurance at marginal employment:

(§ 19a Insurance)

Marginal employees have got the opportunity to insure themselves in the health and pension insurance for monthly €53,10*. There is also claim for sickness benefits and maternity allowance, in the precise case, through the accounts of self-insurance.

You will get the application form

- At every customer service of the OÖ GKK
- At the department for self-insurance / Tel. Nr.: 05 78 07- 10 42 55 up to 10 42 62
- In the internet: www.oegkk.at > Service > @Online Services > Formular Download

Does the employment law count for marginal employment?

Labour demands from the employer**

For part-time and full-time employees count the

- Right to vacation
- Right to continued remuneration in case of illness
- Right to release for maintenance
- Right to dismissal pay
- Right to special payment (e.g. extra vacation payment, Christmas allowance)

Employment at multiple employees

Please look out for special provisions if you are working for more than one employer as a marginal employee. And also look out for special provisions if you are working as a marginal employee parallel to a full-insured job.

Further information is available:

- in the folder “Sozialversicherungsinfo – Beschäftigung bei mehreren Dienstgebern” (social insurance information – employment at multiple employees) or
- on our website: www.oegkk.at > Aktuell > Mehrfache Beschäftigung.

Information:

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***All values mentioned above count for the year 2012 and are subjected to the annual adaptation!**

****Counts only limited for independent contractors.**