

The purpose of this translated information sheet is to assist your comprehension. You **MUST** refer to the German version for current amounts (in euros).

Summer internship – voluntary service and evaluation for the purposes of social security law

Summer interns:

These are school and university students who do prescribed or ordinary work as part of their curricula or study conditions. Interns must prove that they are students in a certain specialisation so that the company can employ them accordingly.

Spotlight on education

- The most important aspect of the internship is education and not the work done.
- But if the intern receives instructions, he/she is subject to supervision and must personally perform the task, whether a salaried or wage-earning employee.

Other factors to be considered:

- The length of the internship is based on the relevant educational specifications.
- Proof of educational requirements must be retained.
- Summer internships can be completed throughout the year and not just during holidays.

Summer interns with “pocket money”

Once summer interns receive “pocket money” from their employers, depending on the amount of “pocket money” this gives rise to full insurance in health, accident and pension insurance (over €395,32*) or just accident insurance in the case of a minimal job (up to €395,31*).

But if the collective agreement specifies that summer interns are entitled to receive remuneration, then insurance must at least be based on this remuneration. Any **registration for social security** must be made by the employer.

Summer interns not entitled to remuneration or “pocket money”

In this case it is **not** necessary to register for social security. Students are nonetheless insured for accidents during their work without the employer having to pay contributions.

Separate treatment for the hotel and restaurant industry

A summer internship forms the basis exclusively of an employment status in the hotel and restaurant industry. Interns are entitled to remuneration in the amount of apprentices’ pay for the year of apprenticeship corresponding to the school year. The appropriate collective agreement must be applied.

Summer internship and free employment status

Summer internships cannot be completed within the context of a free employment status.

Interns from EU member states

If people are recognised as summer interns in their own countries, they will be also treated as interns in Austria for the purposes of social security law.

Interns from non-EU member states

Students undergoing an internship who are not from EU member states must be insured by the employer in all sectors. The employer must **register** them for social security.

Trainees with a university education

These are people who have already completed their studies but still need specific training for their chosen profession.

Examples: Trainee lawyers, trainee teachers, psychologists training to be clinical psychologists.

Regardless of whether they receive remuneration or “pocket money”, these trainees must be **registered by the employer** with the district health insurance fund (*Gebietskrankenkasse*). They are treated neither as summer interns nor as volunteers.

How you benefit: Correct registration ensures insurance protection.

Holiday employees:

These are students who are gainfully employed during their holidays in personal and economic dependence.

Personal dependence means:

- Personal effort on the part of the employee (no possibility of substitution)
- Required to follow instructions regarding type, activity, time and place of work
- Subject to supervision by the employer
- Integrated into the structure of the company

Economic dependence means:

- The employee does her/his work using the employer’s resources (machinery, office equipment)

Registration

- The **employer must register** the holiday employee with the **district health insurance fund**.

Employment rights

- Under employment law, employees are **entitled to special payments, holiday pay and continued remuneration in the event of sickness**. If employed longer than one month, holiday employees also come under the provisions of the new law on severance pay (*Betriebliches Mitarbeiter- und Selbständigenvorsorgegesetz*).

How you benefit: Correct registration ensures insurance protection.

Volunteers:

These are people who work in a company exclusively to expand and apply their knowledge, most of which has been acquired theoretically, without any obligation to work and **without any entitlement to remuneration**.

Features of voluntary service

- There is no link to a specific activity.
- The voluntary service is predominantly beneficial to the volunteer.
- Voluntary service is not required by the school or university.

How are volunteers insured?

- Volunteers must be registered by the employer within 14 days of starting voluntary service directly with the General Accident Insurance Institute (*Allgemeine Unfallversicherungsanstalt*) in Linz (Garnisonstrasse 5, 4021 Linz, tel: 0732/2333-0). The employer must also deregister the volunteer at the end of voluntary service.

Further information on the following subjects:

- **Summer interns**
- **Holiday employees**
- **Volunteers**

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***All amounts shown apply to 2014 and are subject to annual adjustment.**