

**REVIEW OF THE MONTHLY FIXED GROSS ALLOWANCE 2017/2018
PROVISIONAL ADMINISTRATORS**

YEARS	hours	2017	2018	2017	2018	
MONTHLY FIXED ALLOWANCE	168			10210	12314	20.61%
EFFECTIVELY WORKED TIME	168			10210	12314	
ANNUAL LEAVE						
SENIORITY INCREMENT						
COMPENSATION FOR NIGHT HOURS						
COMPENSATION FOR WORK ON HOLIDAYS						
COMPENSATION FOR WORKING DURING SATURDAY AND SUNDAY						
COMPENSATION FOR HOME AVAILABILITY (4 Ron /hour)						
COMPENSATION FOR WORKING NON-STANDARD HOURS						
INCENTIVE						
PER-DIEM PAYMENT						
EXPENSES AS PER THE COLLECTIVE LABOR AGREEMENT						
MEAL VOUCHERS						
MONTHLY FIXED GROSS ALLOWANCE				10210	12314	
contribution to social insurance fund - Insured person		10.50%	25.00%	1072	3079	
contribution to social insurance fund - Employer		15.80%		1613	0	
contribution to the health insurance fund - Insured person		5.50%	10%	562	1231	
contribution to the health insurance fund - Employer		5.20%		531	0	
unemployment contribution -Insured person		0.50%			0	
unemployment contribution -Employer		0.50%		51	0	
contribution for medical leave and indemnifications		0.85%		87	0	
Guarantee Fund		0.25%		26	0	
Contribution for insurance against work accidents and occupational diseases		0.23%		24	0	
WORK INSURANCE CONTRACT Employer			2.25%	0	277	
TOTAL CONTRIBUTION - INSURED PERSON		16.50%	35.00%	1634	4310	
TOTAL CONTRIBUTION - EMPLOYER		22.83%	2.25%	2331	277	
TOTAL CONTRIBUTIONS		39.33%	37.25%	3965	4587	
DEDUCTION				0	0	
CONTRIBUTION TO THE TRADE UNION		1%	1.00%			
TAXABLE AMOUNT				8576	8004	
TAX		16%	10%	1372	800	
TAX ON MEAL VOUCHERS						
SALARY NET EARNINGS		55.33%	47.25%	7204	7204	
TOTAL CONTRIBUTIONS + TAX				5337	5387	