

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

YEARS	hours	2017	2018	2017	2018
MONTHLY FIXED ALLOWANCE	168			10210	12314
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

20.61%

0