

# Fact sheet for those who have been made redundant due to lack of work

## Your Benefits

This fact sheet contains information about what Trygghetsstiftelsen (the Job Security Foundation) can offer those who have had employment with a government agency for at least twelve consecutive months. It covers employees who have been made redundant due to lack of work after 1 January 2015 when the new 'avtal om omställning' came into effect.



### Jobseeker Activities and Individualised Support

Trygghetsstiftelsen supports you in your efforts to find new employment, start your own business or find another solution.

After your employer notifies us about your redundancy, we can arrange a meeting with you. You will meet one of our advisors for an informal meeting to map out your current situation, your employment experience, education and your thoughts about the future. You will discuss how Trygghetsstiftelsen can best support you in order to improve your chances on the job market and to find the quickest route into new employment. Trygghetsstiftelsen offers job-seeker activities, job coaching, a recruitment service and more. The purpose of all these measures is to help you get quickly back onto the job market again. Other individualised measures may be available as well as work experience placements and training.

### Financial Support

#### *When You Get a New Job*

If you get a new job which pays a lower salary than the one qualifying you to be covered by the agreement, you can receive an income supplement for 780 days. Trygghetsstiftelsen pays out the total difference between the two salaries, but not exceeding 30 percent of the previous (qualifying) salary.

Days off work which are qualifying days, parental leave and other leave do not qualify for supplement payments.

#### *When You Are Unemployed*

If you are receiving A-kassa, you are entitled to 300 days of A-kassa supplement. If you have child-

ren under the age of 18 at the time of the 301st day of benefit and A-kassa authorise an additional 150 days, you can also receive a further 150 days of benefit with A-kassa supplement.

The A-kassa supplement provides you with a top up of the A-kassa payment, which will provide you with a benefit that is the equivalent of approximately 80 per cent of your set salary on days 1-200, and 70 per cent of your set salary on days 201-450. We base your A-kassa supplement on the lower salary when we compare your set salary with the A-kassa with the salary you received at the start of the agreement.

Because of the coronavirus outbreak, the government has decided to temporarily increase the basic amount in the a-kassa. During this period A-kassa has a cap of 1,200 SEK per day for the first 100 days, which is the equivalent of 80 per cent of a 33,000 SEK salary. Therefore you can apply for an A-kassa supplement from Trygghetsstiftelsen if your set monthly income exceeds 33,000 SEK.

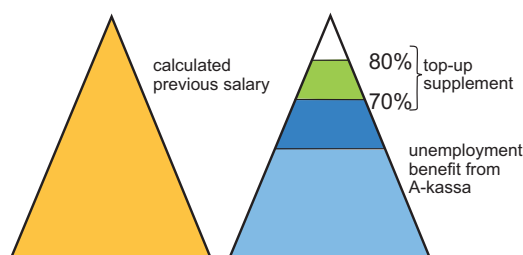
On days 101-200, the daily allowance is a maximum of 1000 SEK and you can apply for a-kassa augmentation if your confirmed monthly income is more than 27 500 SEK.

For the remaining days 201-450, you will receive a maximum of 1000 SEK per day. You can apply for a-kassa augmentation if your confirmed monthly income is more than 31,430 SEK.

You can apply for the A-kassa supplement from Trygghetsstiftelsen as soon as you are granted A-kassa. The A-kassa supplement can be awarded regardless of whether you are in receipt of full-time or part-time A-kassa. Be aware that the A-kassa cap changes during the period.

### CONTACT US

Switchboard: +46 8 613 14 00  
Website: [www.tsn.se](http://www.tsn.se)  
Email: [info@tsn.se](mailto:info@tsn.se) or  
[firstname.surname@tsn.se](mailto:firstname.surname@tsn.se)



Sample calculation, assuming you have a confirmed monthly salary of 35,000 SEK:  $80\% \times 35,000 \text{ SEK} = 28,000 \text{ SEK}$ .  $28,000 \text{ SEK} / 22 \text{ days} = 1,273 \text{ SEK}$  per day. A-kassa augmentation is  $1,273 - 1,200 = 73 \text{ SEK}$  per day

### Conditions for Financial Support

If you are aged 65 or older, you are not eligible to receive supplements but you do have the right to other individualised measures until the month you turn 67. It is your legal duty to inform us of any changes that affect your benefits, to avoid being liable to pay back money received.

### Extended Period of Notice

If you are made redundant due to lack of work, the 'avtal om omställning' agreement gives you the right to a longer period of notice than the statutory period of notice set out by Swedish employment law (LAS) or by the central collective agreement. The maximum length of the notice period is twelve months.

### Coverage in the Long-term

You are allowed to return to Trygghetsstiftelsen as a client within a period of 18 months from when your contract with a government agency ends. It means that if you are made redundant from a new job within this period, and are not covered by another job security agreement with this employer, you can be covered by the 'avtal om omställning' agreement again.

The same applies if you can no longer run your own business started with Trygghetsstiftelsen's help.

### Paid Leave

In order to help you find new employment as quickly as possible you have the right to paid leave from work in order to attend activities agreed and documented by you and your advisor. Both you

and Trygghetsstiftelsen must inform your employer about the action plan and notify them of any changes that occur. It is up to your employer to grant you more leave in addition to the leave which is needed for the usual activities and support offered by Trygghetsstiftelsen. If for example you try out other work and get paid for it while on leave, this salary will be deducted from your redundancy pay.

### Occupational Health Benefits

You have the right to occupational health benefits right up until the date your contract expires. After this date you are still entitled to use up any benefits that your employer had already paid for.

### Early Retirement Payments

Under certain circumstances you can be granted early retirement payments if you have been made redundant due to lack of work. The requirements are that you:

- Have reached the age of 62.
- Have been employed for seven consecutive years with your previous 'operational' employer, i.e. one specific agency.
- Finished your previous job at the age of 57 or older.
- Are no longer entitled to unemployment benefit from A-kassa.
- Have been actively looking for work.

A board called Omställningsnämnden makes the decision about whether or not special circumstances are valid. Payments are charged to your previous employer and paid to you. In very exceptional cases, the board will consider granting you payments if you left your job at the age of 56. Payments cease when you reach the age of 65.

### Timeframe According to the 'Avtal om omställning' Agreement

For those who have been made redundant due to lack of work, the timeframe in which the benefits described here apply is the total period of notice plus five years from and including the day the contract expired. The maximum notice period is twelve months.

Please go to [tsn.se](https://tsn.se) for more information or contact us on +46 8 613 14 00

### OUR OFFICES

**Stockholm, Head Office**  
 Trygghetsstiftelsen  
 Box 1145  
 111 81 Stockholm  
 Address for visitors:  
 Regeringsgatan 67  
 Switchboard: +46 8 613 14 00

**Göteborg**  
 Trygghetsstiftelsen  
 Kronhusgatan 11  
 411 05 Göteborg

**Malmö**  
 Trygghetsstiftelsen  
 Östergatan 39  
 211 22 Malmö

Printing date  
 June 2020.