

Which payments are included in the TyEL earnings?

Wages, salaries or other payments	Included in the TyEL earnings?
Initiative rewards	
• connected with work included in the employment contract	YES
• separate from work performance, not connected with daily work, or is comparable to long-term development work or invention	NO
Bonus, merit pay	
Earnings alongside a pension	
• The earnings are reported up until the end of the month when the employee reaches the highest pensionable age.	YES
Personnel benefits	
• for example, personnel discounts, free or discounted travel, personnel loans granted at a reduced rate of interest, cultural, sports and recreational vouchers.	NO
Personnel funds	
• profit share payments made into the personnel fund and fund units drawn by a member; profit-share units drawn in cash	NO
Pay during notice period, damages, compensation at the end of an employment relationship not based on law	
• for the statutory period of notice (a maximum of six months)	YES
• special period of notice (bankruptcy and restructuring situations, 14 days)	YES
• period exceeding six months	NO
• compensation for failure to comply with the period of notice	NO
• compensation for wrongful dismissal	NO
• compensation for unlawful cancellation of an employment contract	NO
• compensation (corresponding to the notice period pay) to a person resigning or dismissed during a layoff (when the person is not working during the period of notice)	NO
• voluntary or contract-based compensation for terminating an employment contract	NO
• golden handshake or redundancy pay	NO
House manager's fees	
• The fees are reported on the property management company's annual notification even if they have been paid directly to the house manager by the housing company (substitute payer)	YES
Inventions	
Writer's fees	
• the employee has written for a publication or personnel magazine published by the employer	YES
• articles written independently for other magazines	NO
Commission fee (broker's fee)	
Home care subsidy	
• Wages paid by a family to a childminder in an employment relationship and private day care allowance paid directly by the Social Insurance Institution (Kela). If it has been contracted that the childminder's wages are partly comprised of the private day care allowance and the additional municipal supplement, the municipal supplement is included in the pensionable earnings, even if the municipality paid it directly to the childminder.	YES
Compensation for expenses	
• for example, daily allowances received for a business trip, compensation for meals, work clothes, work equipment, or moving costs	NO
• when the compensation paid exceeds the actual expenses and the excess is considered as wages in payroll taxation	YES

Wages, salaries or other payments	Included in the TyEL earnings?
Profit share paid in cash	
• paid to the entire personnel	NO
• paid to a certain limited personnel group or certain individual workers	YES
Translation fees	
• if the translator is in an employment relationship	YES
• if the translator is not in an employment relationship	NO
Gifts	
• customary gifts of an object or money (birthday or other personal reason)	NO
• compensation or gift granted on the basis of service years	YES
• money given as gifts or due to a special occasion, which the employer pays its employees in accordance with an agreement or established practice (e.g., Christmas bonus or 13th month's wages)	YES
Lecture and talk fees	
• for work performed in an employment relationship	YES
• individual fees that have not been received in an employment relationship	NO
Fringe benefits	YES
Fees for positions of trust	
• the person is in an employment relationship with the company at the same time	YES
• the person is not in an employment relationship with the company:	
- The employee has been insured voluntarily. In this case, employee's pension contribution is withheld from the fee.	YES
- The employee does not have voluntary insurance cover.	NO
Voluntary insurance can be taken out for the position of trust retroactively, at the earliest from the start of the preceding calendar year.	
Waiting-period pay	
• when an employee's wage payment has been delayed; a payment comparable to an interest	NO
Wage and salary receivables confirmed with a court judgement	
• to the extent they would be taken into account if paid by the employer	YES
Graduate thesis, Master's thesis	
• compiled during an employment relationship	YES
• not compiled during an employment relationship	NO
Wages during apprenticeship or training	YES
Options	
• right of option granted before 31 December 2020	NO
• right of option received and exercised after 1 January 2021	YES
Equity issue	
• if concerning the majority of the personnel	NO
• if only concerning a part of the personnel (not a question of a personnel benefit but compensation for work performed)	YES
Share incentive	
• compensation paid on the basis of share incentive schemes, if the share incentive scheme is comparable to other merit pay schemes as regards their criteria	YES
• if the value of the benefit is dependent on the development of the share value and there is a minimum of one year between promising the reward and receiving it	NO
Dividends and profit shares	
• profit share or dividend received by a shareholder covered by TyEL	NO
• payments made as wages or salaries	YES

Wages, salaries or other payments	Included in the TyEL earnings?
Wage and salary increments and increases	
• for example, seniority increment, increment for inconvenient working hours or conditions, extra compensation for shift work	YES
• for example, compensation for years of service, weekly rest, stand-by, midweek holidays or free shifts	YES
• days off paid in money	YES
Service charges, tips	YES
Bike benefit	
• paid as a fringe benefit, taxable share	YES
• paid as part of overall wages, tax-exempt and taxable shares	YES
Basic wages or salary	YES
Commission	
• commission less expenses (i.e., taxable commission)	YES
• A person working on commission only is not in an employment relationship but an entrepreneur	NO
Recruitment reward, tip reward	
• paid to a person in an employment relationship with the company	YES
• paid to an external provider of a tip	NO
Royalty, fee for a right of use	NO
Sick pay and sickness allowance	
• sick pay	YES
• daily allowance in accordance with the Health Insurance Act	NO
• supplementary daily allowance paid by the employee sickness fund	YES
• continued daily allowance paid by the employee sickness fund	NO
• sickness benefit (voluntary)	NO
Wages paid by a substitute payer	
• bankruptcy estate, protection of wages authorities or other payer (the pay is reported under the factual employer's insurance policy)	YES
Settlement in an employment dispute	
• non-itemised lump sum compensation	NO
• wage or salary receivables have been itemised	YES
The proportion of life insurance endowment that is subject to withholding taxation	YES
Dividend based on work input	YES
Share of the profits	YES
Employer-subsidised commuter ticket	
• paid as a fringe benefit, taxable share	YES
• paid as part of overall wages, tax-exempt and taxable shares	YES
Supplementary daily allowance (also tax-free)	YES
Pensionable earnings from work performed abroad	YES
Voluntary or individual pension insurance policy (paid by the employer)	
• to the extent they are considered as wages or salary in taxation	YES
Profit shares, profit distribution payments, profit commissions	NO
• if the Annual General Meeting decides to distribute a part of the limited company's profits to the employees	
Compensation relating to job alternation leave	NO
Compensation relating to annual leave	
• for example, pay during annual leave, holiday compensation, compensation for carried-over holiday entitlement not taken, various holiday bonuses	YES