

## Which payments are included in the TyEL earnings?

Wages, salaries or other payments	Included in the TyEL earnings?
<b>Initiative rewards</b>	
<ul style="list-style-type: none"> <li>connected with work included in the employment contract</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>separate from work performance, not connected with daily work, or is comparable to long-term development work or invention</li> </ul>	<b>No</b>
<b>Bonus, merit pay</b>	
<b>Earnings alongside a pension</b>	
<ul style="list-style-type: none"> <li>The earnings are reported up until the end of the month when the employee reaches the highest pensionable age.</li> </ul>	<b>Yes</b>
<b>Personnel benefits</b>	
<ul style="list-style-type: none"> <li>for example, personnel discounts, free or discounted travel, personnel loans granted at a reduced rate of interest, cultural, sports and recreational vouchers.</li> </ul>	<b>No</b>
<b>Personnel funds</b>	
<ul style="list-style-type: none"> <li>profit share payments made into the personnel fund and fund units drawn by a member; profit-share units drawn in cash</li> </ul>	<b>No</b>
<b>Pay during notice period, damages, compensation at the end of an employment relationship not based on law</b>	
<ul style="list-style-type: none"> <li>for the statutory period of notice (a maximum of six months)</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>special period of notice (bankruptcy and restructuring situations, 14 days)</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>period exceeding six months</li> </ul>	<b>No</b>
<ul style="list-style-type: none"> <li>compensation for failure to comply with the period of notice</li> </ul>	<b>No</b>
<ul style="list-style-type: none"> <li>compensation for wrongful dismissal</li> </ul>	<b>No</b>
<ul style="list-style-type: none"> <li>compensation for unlawful cancellation of an employment contract</li> </ul>	<b>No</b>
<ul style="list-style-type: none"> <li>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)</li> </ul>	<b>No</b>
<ul style="list-style-type: none"> <li>voluntary or contract-based compensation for terminating an employment contract</li> </ul>	<b>No</b>
<ul style="list-style-type: none"> <li>golden handshake or redundancy pay</li> </ul>	<b>No</b>
<b>House manager's fees</b>	
<ul style="list-style-type: none"> <li>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)</li> </ul>	<b>Yes</b>
<b>Inventions</b>	
<b>Writer's fees</b>	
<ul style="list-style-type: none"> <li>the employee has written for a publication or personnel magazine published by the employer</li> </ul>	<b>Yes</b>
<ul style="list-style-type: none"> <li>articles written independently for other magazines</li> </ul>	<b>No</b>
<b>Commission fee (broker's fee)</b>	
<b>Home care subsidy</b>	
<ul style="list-style-type: none"> <li>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.</li> </ul>	<b>Yes</b>
<b>Compensation for expenses</b>	
<ul style="list-style-type: none"> <li>for example, daily allowances received for a business trip, compensation for meals, work clothes, work equipment, or moving costs</li> </ul>	<b>No</b>
<ul style="list-style-type: none"> <li>when the compensation paid exceeds the actual expenses and the excess is considered as wages in payroll taxation</li> </ul>	<b>Yes</b>

<b>Wages, salaries or other payments</b>	<b>Included in the TyEL earnings?</b>
<b>Profit share paid in cash</b>	
• paid to the entire personnel	<b>No</b>
• paid to a certain limited personnel group or certain individual workers	<b>Yes</b>
<b>Translation fees</b>	
• if the translator is in an employment relationship	<b>Yes</b>
• if the translator is not in an employment relationship	<b>No</b>
<b>Gifts</b>	
• customary gifts of an object or money (birthday or other personal reason)	<b>No</b>
• compensation or gift granted on the basis of service years	<b>Yes</b>
• 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)	<b>Yes</b>
<b>Lecture and talk fees</b>	
• for work performed in an employment relationship	<b>Yes</b>
• individual fees that have not been received in an employment relationship	<b>No</b>
<b>Fringe benefits</b>	<b>Yes</b>
<b>Fees for positions of trust</b>	
• the person is in an employment relationship with the company at the same time	<b>Yes</b>
• 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.	<b>Yes</b>
- The employee does not have voluntary insurance cover.	<b>No</b>
Voluntary insurance can be taken out for the position of trust retroactively, at the earliest from the start of the preceding calendar year.	
<b>Waiting-period pay</b>	
• when an employee's wage payment has been delayed; a payment comparable to an interest	<b>No</b>
<b>Wage and salary receivables confirmed with a court judgement</b>	
• to the extent they would be taken into account if paid by the employer	<b>Yes</b>
<b>Graduate thesis, Master's thesis</b>	
• compiled during an employment relationship	<b>Yes</b>
• not compiled during an employment relationship	<b>No</b>
<b>Wages during apprenticeship or training</b>	<b>Yes</b>
<b>Options</b>	
• right of option granted before 31 December 2020	<b>No</b>
• right of option received and exercised after 1 January 2021	<b>Yes</b>
<b>Equity issue</b>	
• if concerning the majority of the personnel	<b>No</b>
• if only concerning a part of the personnel (not a question of a personnel benefit but compensation for work performed)	<b>Yes</b>
<b>Share incentive</b>	
• 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	<b>Yes</b>
• 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	<b>No</b>
<b>Dividends and profit shares</b>	
• profit share or dividend received by a shareholder covered by TyEL	<b>No</b>
• payments made as wages or salaries	<b>Yes</b>

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