

Engelska

Faktablad för arbetssökande –
Anställning med lönebidrag

2012-11

Wage-subsidised employment

If you have a reduced working capacity due to a functional impairment, an employer can receive a wage subsidy when you become employed. The payment is a compensation for the adaptations that are made in the work and in the work place. The purpose of the payment is to increase your opportunities for finding employment in which your competence and your skills can be utilised.

Which employers can receive payment?

Both private and public employers can receive payment if they are registered as being an employer with the Swedish Tax Agency. The employer may not have a trading prohibition or have a tax debt that has been reported to the Enforcement Agency. The employer may also not have a substantial record for payment default.

Can an employer receive payment for me?

An employer can receive payment if you have a reduced working capacity due to a functional impairment and

- start a new job
- return to your job after having had full-time temporary sickness compensation or full-time sickness compensation
- have received a wage subsidy before and experience a worsened working capacity within three years
- change employers (in such a case, the new employer can receive payment for the remaining time of the earlier approved period of payment)
- want to start a new job after having been long-term sicklisted from an employment that you cannot return to due to your functional impairment.

What forms of employment can the payment be made for?

The payment can be made for indefinite-term employment and for fixed-term employment. It can also be made for part-time employment.

How much payment will I receive and what insurance will I have?

You have the right to receive a salary and other employee benefits in accordance with the collective agreement in force in the sector. If the employer is not part of a collective agreement, you should nevertheless receive a salary and benefits that to a substantial extent are equivalent to those of the collective agreement. Consequently, the employer must insure you. However, the employer does not have to sign a supplementary health insurance or an adjustment insurance for you.

How much payment will the employer receive?

Arbetsförmedlingen decides on the size of the wage subsidy that the employer may receive. The amount is affected by two factors:

- *Your salary.* The employer can receive payment for a salary cost of up to 16 700 SEK per month, but you can of course still have a higher salary.
- *Your working capacity.* To determine how much your functional impairment affects your working capacity, Arbetsförmedlingen conducts an investigation together with you and your employer.

If you work in a so-called non-profit organisation, for example, an organisation for the disabled or a sports association, the employer can also receive a grant as a provider of a public service.

For how long can the employer receive payment?

An employer can receive a wage subsidy for a maximum of four years.

Who does what?

The employer applies to receive payment with us at Arbetsförmedlingen. We then assess if the work place and the work are suitable. We also decide on the size of the payment and how long the employer can receive it.

The payment must be approved by us before the employment begins. We then make an agreement, together with you, the employer and the trade unions. The agreement must include a plan for how you will increase your working capacity and for how the employer will, in the long term, reach a position of no longer needing to receive a wage subsidy for you.

Supplementary training, peer support and vocational aids are examples of items that could be a part of the agreement.

We follow up the employment on a regular basis and we act as a support for both you and the employer.

Regulations

The ordinance (SFS 2000:630) on special measures for persons with functional impairments and reduced working capacity

The ordinance (SFS 2000:628) on labour market policy operations

The Employment Protection Act (SFS 1982:80)

Call us at 0771-416 416 if you are interested and would like to know more. You can also visit your nearest employment office, or visit us at arbetsformedlingen.se.