

Gratuity autumn 2023

Payment with salary no later than November

Maximum gratuity: SEK 3,250

Questions & answers

Who can take part in the gratuity?

All employees who were employed and worked during all or part of the period 1 January 2023 – 31 August 2023, and who are still employed at the time of payment. This applies to permanent employees, probationary employees and fixed-term employees with a monthly salary. The gratuity is paid proportionally in relation to the level of service during the said period.

Do employees within all Bonnier News companies receive gratuity?

The gratuity applies to all employees with a monthly salary, as well as distributors, within Bonnier News' majority-owned Swedish companies and operations.

Do I have to work full-time to take part in the bonus?

No, but if you work part-time during the period 1 January 2023 – 31 August 2023, the gratuity will be paid proportionally based on the level of service during the said period.

I work in the distribution business. Am I entitled to a gratuity?

Yes, if you meet the other criteria. As an employee within the distribution business, you are entitled to a maximum of SEK 3,250 (that is, half the amount). The gratuity is paid proportionally in relation to length of service during the period 1 January 2023 – 31 August 2023.

I have worked full time but was paid by the hour. Does it affect my right to gratuity?

You must be employed with a monthly salary to be eligible for gratuity.

I've been on holiday for four weeks during the summer - does that affect the gratuity?

The holiday leave does not affect the gratuity.

I work part time. How does it affect my gratuity?

The gratuity is paid proportionally in relation to seniority.

I have been on parental leave during the year. Am I - despite this - entitled to a gratuity?

If you have been on parental leave for the entire period, you are not entitled to the gratuity. If, on the other hand, you have been on parental leave during parts of the period, the gratuity is paid proportionately.

I have been on sick leave during the year. Am I - despite this - entitled to a gratuity?

If you have been on full-time sick leave for the entire period, you are not entitled to the gratuity. If, on the other hand, you have been on sick leave for parts of the period, or on a part-time basis, the gratuity is paid out proportionally.

I have been on leave during the year. Am I - despite this - entitled to a gratuity?

If you have been on leave for the entire period, you are not entitled to the gratuity. If, on the other hand, you have been on leave during parts of the period, the gratuity is paid out proportionately.

I have been absent for a short time due to illness - am I entitled to gratuity?

Shorter illness, up to 14 consecutive days, is gratuity-based.

Is care of children (VAB) grounds for gratuity?

Yes, if you are at home caring for children, you are entitled to gratuity and VAB is gratuity-based time.

I have been released from work during my notice period - does this affect the right to gratuity?

If you are still employed at the time of payment in October, you are entitled to a gratuity in proportion to your length of service. Please note that the time when you are exempt from work is not gratuity-based.

I have changed companies within the group. Does it affect my right to gratuity?

If you meet the other criteria, you are entitled to a bonus.

I have changed companies within the group with gaps between the periods. Does it affect my right to gratuity?

No, the gratuity is paid proportionally based on your total length of service.

I have changed the form of employment and/or form of remuneration during my periods of employment. Does it affect my right to gratuity?

Only the time you were employed with a monthly salary is the basis for the gratuity.

I have worked the entire period January 1, 2023 – August 31, 2023 but resigned at the beginning of June. Does it affect my right to gratuity?

If you have resigned before the time of payment, you are not eligible for gratuity, even if you are still working during your notice period at the time of payment.

I have worked and been employed throughout 2023, but my employment ends before the payment of the gratuity. Does it affect my right to gratuity?

You must be employed at the time of payment of the gratuity to be able to take part in the compensation

If I retire during the period 1 January 2023 - 31 August 2023, does this affect my right to gratuity?

If you retire during the period 1 January 2023 – 31 August 2023, you are entitled to a gratuity proportionally based on your length of service.

If I retire during the period 1 September 2023 - 31 October 2023, does this affect my right to gratuity?

If you retire during the period 1 September 2023 – 31 October 2023, you are entitled to a gratuity proportionally based on your length of service.

I have worked the entire period January 1, 2023 – August 31, 2023, but was dismissed due to labor shortage. Does it affect my right to gratuity?

If you are still employed at the time of payment in October, you are entitled to gratuity proportionally based on your length of service.

I have commission as part of my compensation. Does it affect my right to gratuity?

Commission does not affect your right to gratuity.