Holiday pay – "Feriepenger"

This visual presentation "Holiday Pay - Feriepenger" is considered to be a supplement of the general NTNU regulations.

We hope that this material will be helpful and allow you to understand the way in which the holiday pay is calculated and paid.

You may navigate between the slides by clicking.

NTNU – Wages and Salaries Department

Calculating holiday pay (an example):
Accrual year  
(holiday pay basis year, prior to the calendar one)  

Holiday pay is calculated as 12% of the 
**base income from last year**  
(14.3% for employees over 60 years old)  

At the end of the year you have earned 
holiday pay which is going to finance…
Holiday pay is calculated as 12% of the base income from last year (14.3% for employees over 60 years old).

At the end of the year you have earned holiday pay which is going to finance your holiday.

The whole amount earned last year is paid in June.
Accrueyear
(holiday pay basis year, prior to the calendar one)

Holiday pay is calculated as 12 % of the 
**base income from last year**
(14.3% for employees over 60 years old)

At the end of the year you have earned 
holiday pay which is going to finance 
your holiday

CALENDAR YEAR 
WITH YOUR HOLIDAY

The whole amount earned
**last year** is paid in June.

**JUNE’S SALARY**

- Holiday pay earned **last year**: 30,000,- kr
- One ordinary salary that will not be paid (is going to be deducted)
- 3 working days, 1,000,- kr per day = 3,000,- kr

Net salary in June = 27,000,- kr
Holiday pay is calculated as 12% of the base income from last year (14.3% for employees over 60 years old).

At the end of the year you have earned holiday pay which is going to finance your holiday.

The whole amount earned last year is paid in June.

JUNE’S SALARY

Holiday pay earned last year 30,000,- kr
- one ordinary salary that will not be paid (is going to be deducted) 25
- 3 working days, 1,000,- kr per day = 3,000,- kr

Net salary in June = 27,000,- kr

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Accrue year (holiday pay basis year, prior to the calendar one)

Holiday pay is calculated as 12% of the base income from last year (14.3% for employees over 60 years old).

At the end of the year you have earned holiday pay which is going to finance your holiday.

The whole amount earned last year is paid in June.

JUNE’S SALARY

Holiday pay earned last year 30,000,- kr
- one ordinary salary that will not be paid (is going to be deducted) 25
- 3 working days, 1,000,- kr per day = 3,000,- kr

Net salary in June = 27,000,- kr

Working days

Salary for these days will be paid to you when you take your holiday.
Holiday pay is calculated as 12% of the **base income from last year** (14.3% for employees over 60 years old).

At the end of the year you have earned holiday pay which is going to finance your holiday.

The whole amount earned **last year** is paid in June.

### JUNE’S SALARY

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Holiday pay earned <strong>last year</strong></td>
<td>30,000,- kr</td>
</tr>
<tr>
<td>- one ordinary salary that will not be paid (is going to be deducted)</td>
<td></td>
</tr>
<tr>
<td>- 3 working days, 1,000,- kr per day</td>
<td>3,000,- kr</td>
</tr>
<tr>
<td>Net salary in June</td>
<td>27,000,- kr</td>
</tr>
</tbody>
</table>

Salary for these days will be paid to you when you take your holiday.

If you are going to take i.e. 3 weeks of holiday in August, 1 in the autumn and 1 at Christmas so you have taken **all weeks of your holiday**, received **holiday pay** and basis is back to default setting.
Accrual year (holiday pay basis year, prior to the calendar one)

Holiday pay is calculated as 12 % of the base income from last year (14,3% for employees over 60 years old).

At the end of the year you have earned holiday pay which is going to finance your holiday.

The whole amount earned last year is paid in June.

JUNE’S SALARY

Holiday pay earned last year
- one ordinary salary that will not be paid (is going to be deducted) 30,000,- kr
- 3 working days, 1,000,- kr per day = 3,000,- kr

Net salary in June = 27,000,- kr

Salary for these days will be paid to you when you take your holiday.

If you are going to take i.e. 3 weeks of holiday in August, 1 in the autumn and 1 at Christmas so you have taken all weeks of your holiday, received holiday pay and basis is back to default setting.
Accrualment year (holiday pay basis year, prior to the calendar one)

- Holiday pay is calculated as 12% of the base income from last year (14.3% for employees over 60 years old).

At the end of the year you have earned holiday pay which is going to finance your holiday.

Calendar Year with your holiday

The whole amount earned last year is paid in June.

JUNE’S SALARY

- Holiday pay earned last year: 30,000 kr
- One ordinary salary that will not be paid (is going to be deducted): 25,000 kr
- 3 working days: 1,000 kr per day = 3,000 kr

Net salary in June = 27,000 kr

Salary for these days will be paid to you when you take your holiday.

You can transfer up to 2 weeks + 4 days of your holiday to the next year.

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Holiday pay is calculated as 12% of the base income from last year (14.3% for employees over 60 years old).

At the end of the year you have earned holiday pay which is going to finance your holiday.

The whole amount earned last year is paid in June.

Your holiday that was not used up, transferred as a total sum of days.

JUNE’S SALARY

<table>
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<th>Item</th>
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<tr>
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<td>27,000,- kr</td>
</tr>
</tbody>
</table>

Salary for these days will be paid to you when you take your holiday.

You can transfer up to 2 weeks + 4 days of your holiday to the next year.
Accrual year (holiday pay basis year, prior to the calendar one)

Holiday pay is calculated as 12% of the base income from last year (14.3% for employees over 60 years old)

At the end of the year you have earned holiday pay which is going to finance your holiday.

Holiday pay earned last year 11,000,- kr
+ an ordinary monthly salary 22,000,- kr
earned holiday in amount of
- 10 working days, 1,000,- kr per day = 10,000,- kr

Net salary in June = 23,000,- kr

Salary for these days will be paid to you when you take your holiday.

If you are going to take your holiday earlier, salary for these days will be deducted. Employees who have not earned the right to holiday pay may take holiday leave without pay, independently of how much holiday pay they will receive. If you did not work in Norway for the whole of the previous year and wish to take only as much holiday as you have earned, use the form for reduced holiday.