

# Employment conditions

You will receive an employment contract for a job at Smart. The prerequisites for this are **membership of the cooperative** and **orders that cover your employment costs**. Of course, **formal employment law conditions** must also be met.

Your membership of Smart does not mean that you are automatically employed by Smart. You must actively inform Smart of your employment request and submit orders. Your employment is only confirmed once you have received the employment contract from us by e-mail and then signed this contract and sent it back to us by e-mail.

## Requirements for employment

- Ordinary residence in Germany
- You must have orders that can be invoiced by Smart.
- For employment subject to social security contributions, your income must be at least €760 net on average per month.
- The standard duration of a first employment contract is four months.
- To be covered by health insurance through employment with Smart, the income from employment with Smart must make up the majority of your total income (if you are self-employed at the same time)
- Non-EU nationals must have a valid residence permit that allows employment (gainful employment).
- An employment contract has to start on the 1st day of the month.

## Social security contributions

If you are employed (for the duration of the employment contract), social security contributions and income tax will be deducted from your earnings and paid by the cooperative. **Both the employer and employee contributions are paid by the member.**

How much income per month is invested in an employment can be freely decided on the basis of employment categories.

The social security contributions are made up as follows:

Public health insurance	14.6% plus additional contribution
Long-term care insurance	3.05 - 3.4%, with/ without child
Pension insurance	18.6%
Unemployment insurance	2.4%
Additional employer costs	contributions variable between 0.5% and 3.5%

Income tax	progressive, depending on income
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**Deadline**

Any request regarding an employment contract for the following month must be communicated to us **by the last day of the current month** at the latest. For example, if you want to change your salary for February, you must let us know by January 31st.

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