Every country has different policy regarding paid sick leave. In Germany, employers are legally obliged to pay workers on sick leave full wages for up to six weeks. But, employees must have been employed for a period of four weeks prior to their illness in order to be eligible to claim salary for the period of six weeks.

If the incapacity for work continues for more than 3 days, the employee must submit proof of incapacity for work with its duration. After six weeks, the health-insurance fund pays sickness benefits (Krankengeld) of “70 percent of the normal salary but not exceeding 90 percent of the net salary” (EC, 2008).

The insured employee receives sickness benefits for a maximum of 78 weeks in a 3 year period for incapacity caused by the same illness, calculated from the first day of sickness.

Working parents are also entitled to receive sickness benefits in order to take care of a sick child under the age of 12. Employees may receive the benefits for 10 working days for each sick child up to a maximum of 25 days per year; single parents have 20 working days, up to a maximum of 50 days per year.

Germany’s recent adoption of the Law on Family Care Time (Pflegezeitgesetz) came into effect on July 1, 2008, allowing employees to take up to ten days of unpaid leave to care for a close relative in urgent situations. The ten days can also be used to organize care for relatives.

In companies that employ more than 15 employees, up to six months of unpaid leave is also available. A notice period of 10 working days is in effect. In both cases, employees are guaranteed a return to their employment after the leave. The labour relationship, i.e. the contract of employment, cannot be terminated during this period of unpaid leave. This new federal legislation is perceived as an important step ahead in reconciling the work and life balance in Germany.
About Consultinghouse

Whether you are incorporating a new business, planning to restructure your existing organization or looking into a possible new acquisition. Consultinghouse provides innovative solutions to address unique business challenges that support companies across various industries. Clients engage our advisory services to successfully manage their complete business lifecycle in a strong German economy.

Customized services for corporations:

- Strategy consulting
- Market entry strategy
- Business opportunity analysis & market research
- Brand management
- Interim executive management
- Business incorporation
- Accounting* services
- Payroll services
- On the spot services