

A man and a woman are smiling and working together at a desk. The man is wearing a blue denim jacket over a grey t-shirt, and the woman is wearing a light green button-down shirt and glasses. They are both looking at a document on the desk. The background shows a window with a city view.

**Avtalat**



WHITE COLLAR  
WORKERS

# Your guide

APPLIES  
FROM  
1 OCTOBER  
2022

to collectively agreed occupational  
pensions and insurance through work



# Dear white collar worker!

**Remember:** In order to be entitled to compensation from the various insurance schemes, there are rules that have to be satisfied, for example in respect of working hours and period of employment.

# The collective agreement – occupational pensions and insurance schemes through work

If you have a collective agreement at your work, you are covered by an occupational pension and various insurance schemes. The collective agreement has been determined jointly by the trade union and your employer. In this guide, you will get an overview of the insurance schemes included in the collective agreement.

## With a collective agreement at work, you have the following insurance schemes:



### ILLNESS

ITP disability pension – additional money if you suffer a long-term illness.



### WORK INJURY

Work injury insurance (TFA) – compensation if you are injured at work.



### UNEMPLOYED

Career readjustment agreement – support if you are given notice of termination due to e.g. work shortage.



### DEATH

Various types of cover that can provide your family with compensation in the event of your death.



### PENSION

Occupational pension ITP1 or ITP2.



### PARENTS

Parental pay via a collective agreement. See what applies to you in your collective agreement.



### WAIVER OF PREMIUM INSURANCE (PBF)

Your pension will continue to be paid, even in the event of illness, for example. Included in some of the above insurance schemes.



## BECOMING A PARENT

### Parental pay

You are going to become a parent, but have no collective insurance scheme. In this case, it is valuable to have collectively agreed parental pay which your employer pays out in addition to parental benefit from the Social Insurance Office. In short, this means that you can receive almost 90% of your salary when you are on parental leave. Get in touch with your employer or the trade union at your workplace to find out what applies to you.



## IF YOU BECOME ILL

### ITP disability pension

If you are ill for an extended period, you may be entitled to ITP disability pension.

If your employer has a collective agreement, you can receive sick pay from your employer up until day 90, in addition to the sickness benefit. After day 90, you can receive ITP disability pension.

It is your employer's responsibility to report your illness so that Alecta can pay out ITP disability pension.

#### Entitlement to ITP disability pension

You may be entitled to ITP disability pension if you:

- ▶ are at least 18 years old and are covered by ITP

- ▶ have a minimum of 25% sick leave.
- ▶ are receiving preventive sickness benefit, sickness benefit, rehabilitation compensation, activity or sickness compensation.
- ▶ have been ill for more than 90 consecutive days (or more than 105 calendar days in different periods over the past 12 months).

Would you like to find out more about the compensation you can receive when you are ill? Read more at [forsakringskassan.se](https://forsakringskassan.se) and [alecta.se](https://alecta.se).



#### IF YOU ARE INJURED AT WORK

### Work injury insurance (TFA)

Work injury insurance (TFA) applies in the event of accidents at work, travel accidents on your way to and from work, occupational illnesses and certain infectious diseases.

An occupational injury may result in sick leave, which may in turn result in you suffering a loss of income. You can receive compensation for this loss of income from TFA. You can receive compensation for various costs, such as medical care, medicines and physiotherapy. The insurance can also provide compensation for pain and suffering (temporary problems), permanent physical and psychological problems, loss of teeth, scars, disability and death.

The insurance may also apply after you have left – if the injury occurred when you were still employed.

Bear in mind that different rules and forms of compensation may apply to different occupational injuries.

This insurance applies from your first day at work.

#### **You have to apply for compensation yourself**

Apply for compensation from Afa Försäkring. You can read more about work injuries at [avtalat.se](http://avtalat.se).

### Report the work injury

**If you have suffered an injury at work, contact your safety representative straight away.** You should also report what has happened to your employer, the Social Insurance Office and Afa Försäkring.





## IF YOU BECOME UNEMPLOYED

### Career readjustment agreement

If you lose your job due to work shortage, illness or the expiry of a fixed-term employment contract, you can receive support in a number of ways.

#### Career readjustment agreement and TRR

TRR conducts operations according to the Main agreement on career readjustment support, which, as of 1 October 2022, includes the following elements:

- ▶ Additional collectively agreed study grant that provides compensation above the ceiling of the grant portion of the new public study support.
- ▶ Short-duration study grant for those who want to study for less than a week.
- ▶ Purchased training or validation for the employee or person who has been made redundant.
- ▶ Advice, which entails you having a personal adviser who provides advice and guidance to help you find a new job, start studying or start your own company.

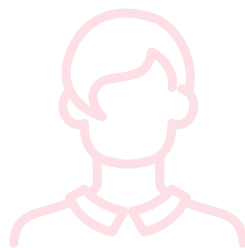
- ▶ Severance compensation (AGE), which is financial compensation if you are over the age of 40 and have been employed for at least 5 years at a TRR-affiliated company. *From 1 October 2022, AGE is also possible for employees whose fixed-term employment contract has expired.*
- ▶ TRR Study compensation relates to studies aimed at finding a new job.

Are you unsure which job security council your company belongs to? Ask your employer or visit [trr.se](https://trr.se) and fill in your company's corporate identity number.

Would you like to find out more about what TRR can help you with? Visit [trr.se](https://trr.se).

# 2 years

This career readjustment support is valid for a period of two years.



If your employer has a collective agreement, you can receive financial assistance through the career readjustment agreement. Read more on [avtalat.se](https://avtalat.se).



## IN THE EVENT OF YOUR DEATH

# TGL Group life insurance

If you are working at a company that has a collective agreement, you have life insurance through your work. This is called Group life insurance (TGL) and provides your family with a lump sum in the event of your death.

The collective life insurance scheme applies from your first day at work and for the duration of your employment. The insurance applies until you retire, at most until the month before you turn 70, if you are still working.

The insurance can provide your family with a tax-free lump sum and child supplement.

The size of the amounts depends on your age, measurement of working hours and any survivors. Read more about TGL at [collectum.se](https://collectum.se).

In addition to TGL, you can choose, through your occupational pension, to add additional protection in the form of repayment cover and family cover. This is known as survivors' cover and provides financial compensation to your family in the event of your death.

If you are covered by ITP 2 and are earning more than 7.5 income base amounts, a family pension is included automatically. You can choose to remove this insurance, however, in which case future payments are directed to your own pension instead.

Read more on [avtalat.se](https://avtalat.se).



## Family pension

Compensation in the event of your death that is paid to your spouse and children up to the age of 20 if you have ITP 2 and are earning more than 7.5 income base amounts.

## Repayment cover

Your earned occupational pension is paid to your family in the event of your death.

## Family cover

A life insurance scheme which means that your family receives compensation in the event of your death. The insurance is paid with funds that would otherwise have gone to your occupational pension.



## PENSION

### Occupational pension, ITP

Most people who work today earn money towards an occupational pension. For you, as a privately employed white collar worker, your collectively agreed occupational pension is called ITP 1 or ITP 2.

If you have or have had at least one employer with a collective agreement, your final pension will be made up of two parts – national pension and occupational pension. Your occupational pension will be an important part of your overall pension.

#### Your occupational pension is called ITP

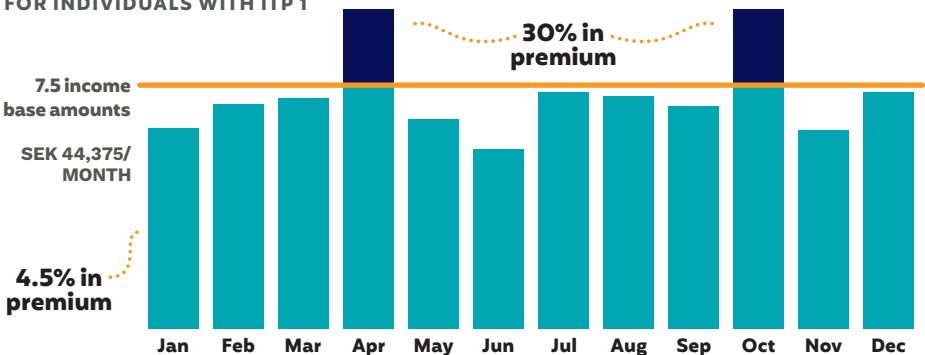
If your employer has entered into a collective agreement, you will be covered by occupational pension through your work. As a white collar worker, your occupational pension is called ITP. There are two different

variants of ITP: ITP 1 and ITP 2. Which of these you have is generally dependent on your age.

If you want, before reaching the age of 65, you can draw part or all of your ITP, but you have to retire to a corresponding degree in this case.

Your employer pays into your ITP for as long as you are employed, although at most until you reach the age of 65. If you continue working after the age of 65, you can come to an agreement with your employer regarding continued payments into ITP 1, whichever form of ITP you have.

#### FOR INDIVIDUALS WITH ITP 1



The money your employer pays in corresponds to 4.5% of your monthly salary up to SEK 44,375. If you earn more, 30% of your salary above this amount is paid in. Every month's salary is important. You decide for yourself how your ITP 1 is to be managed in order for the money to grow as much as possible.



## ITP 1

If you were born in 1979 or later, you will always have ITP 1, although at some workplaces ITP 1 applies to all employees, irrespective of their age. With ITP 1, your employer pays an amount every month corresponding to a certain percentage of your salary, and you can invest the money yourself. These funds eventually become your occupational pension.

## ITP 2 and ITPK

If you were born in 1978 or before, you may have ITP 2. ITP 2 is mainly a defined benefit pension. This means that the pension you will receive corresponds to a certain percentage of your salary. In order to receive full occupational pension, you must have earned ITP 2 for at least 30 years and have a job with ITP 2 up until the age of 65.

Monthly salary	ITP pension
Salary up to SEK 43,648	10%
Portion of salary from SEK 43,648 – SEK 116,393	65%
Portion of salary from SEK 116,393 – SEK 174,590	32.5%



You can start earning money towards your occupational pension once you reach the age of

**25**

ITP 2 also includes supplementary pension, ITPK. This means that your employer pays the equivalent of 2% of your salary every month and you can invest the money yourself. You make your choices on [collectum.se](https://collectum.se)

## Survivors' cover – compensation to your family in the event of your death.

The two forms of survivors' cover that you can choose are repayment cover and family cover. The forms of cover apply to ITP 1, if you have this, or to ITPK if you have ITP 2.

## Waiver of premium insurance (PBF)

The waiver of premium insurance is related to your future pension. This means that your occupational pension can be paid in, even if you are not working.

## WAIVER OF PREMIUM INSURANCE CAN APPLY IN THE EVENT OF:

- Illness/occupational injury when you receive sickness benefit, rehabilitation compensation, activity or sickness compensation.
- Within ITP 1, even when you are receiving parental benefit or temporary parental benefit (VAB).



## AVTALAT'S DIGITAL ADVISORY SERVICE

We will provide you with advice!

Starting to plan for your pension at an early stage can make a big difference when you decide to leave working life.

At [avtalat.se/radgivningstjanst](https://avtalat.se/radgivningstjanst), we will provide you with digital advice regarding collectively agreed occupational pension ITP.

Prior to giving advice, we will gather information about your insurance policies that is of significance for our advice. This service, which is free of

charge, provides you with advice regarding your ITP based on your own situation.

If you would like to know more about collectively agreed pensions and insurance through your work – visit [avtalat.se](https://avtalat.se)!

### THIS IS HOW THE ADVISORY SERVICE WORKS

1

Log into [avtalat.se/radgivningstjanst](https://avtalat.se/radgivningstjanst). Give your authorisation and the service will obtain information about you.

2

Answer questions about your living situation and finances.

3

Receive individual advice about how to adapt your occupational pension according to you and your needs.

4

You will receive a checklist that makes it easy for you to follow the advice.



Log in to get advice about your collectively agreed occupational pension ITP.



Read more on [avtalat.se](https://avtalat.se)

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**Printing:** Arkitektkopia

## This is Avtalat,

Everyone should understand and appreciate their work-based pension and insurance, even if it is not required. It is with this aim that the Confederation of Swedish Enterprise, LO and PTK have established Avtalat. We are there for almost three million employers and employees with collective agreements in the private sector. By offering combined information and guidance, [avtalat.se](https://avtalat.se) covers all aspects relating to collectively agreed occupational pension and insurance.

[avtalat.se](https://avtalat.se)

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PENSIONS AND INSURANCE THROUGH WORK