

Tax and social security

Tax

General allowances (according to basic table in brackets depending on splitting table) – values p. a.	
Basic tax -free allowance	EUR 11,604 (EUR 23,208)
Child allowance per child	4,656 (EUR 9,312) ¹⁾
Relief amount for single parents	EUR 4,260 + EUR 240 for each additional child
Special expenses	
Pension expenses (of which 100% deductible)	EUR 27,566 (EUR 55.132) ²⁾
Contributions to basic health and long-term care insurance unlimited	unlimited
Other contributions to health and long-term care insurance – with subsidy	EUR 1,900 ³⁾ (EUR 3,800 ³⁾ ⁴⁾ ⁵⁾)
Other health and long-term care contributions – without subsidy	EUR 2,800 ³⁾ (EUR 5,600 ³⁾ ⁶⁾ ⁵⁾)
Special expenses lump sum	EUR 36 (EUR 72 p.a.)
Income from non-self-employed work	
Employee lump sum (for active remuneration)	EUR 1,230
Lump sum for income-related expenses on pension payments	EUR 102
Pension relief amount	12.8% max. EUR 608
Pension allowance incl. supplement ⁷⁾	12.8% max. EUR 960 + EUR 288
Income from capital assets	
Withholding tax on income and capital gains (without corporation tax)	25%
Savers' lump sum	EUR 1,000 p.a. (EUR 2,000 p.a.)
Exemption limit for benefits in kind (Section 8 (2) Sentence 11 in conjunction with Section 8 (4) EStG), also for company KV	
Monthly value	EUR 50

Social security

Contribution rates	Employees	Employer
Statutory pension insurance	9.30%	9.30%
Miner' pension insurance	9.30%	15.40%
Statutory health insurance (GKV)	7.30%	7.30%
GKV supplementary contribution	depending on provider (Ø each 0.85%)	
Statutory long-term care insurance (GPV) – except Saxony	1.7%	1.7%
Statutory long-term care insurance (GPV) – Saxony only	2.2%	1.2%
GPV additional contribution for childless persons after the age of 23 years	0.6%	0%
GPV contribution discount per 2 nd -5 th child up to the age of 25	each 0.25% max. 1%	
Unemployment insurance	1.30%	1.30%
Accident insurance	depending on sector	
Sickness contribution (U1) Full contribution	depending on provider and individual	
Maternity protection contribution (U2) Full contribution,	depending on provider	
Insolvency protection contribution	0.06%	
Assessment limits	West	East
Statutory pension insurance	EUR 7,550 per month	EUR 7,450 per month
Miners' pension insurance	EUR 9,300 per month	EUR 9,200 per month
Unemployment insurance	EUR 7,550 per month	EUR 7,450 per month
Statutory health and long-term care insurance	EUR 5,175 per month	EUR 5,175 per month
Miscellaneous	EUR 3,535 per month	EUR 3,465 per month
monthly reference value	EUR 538 per month	
Low income threshold ("mini-job")	538.01 – EUR 2,000 per month	
transitional area (formerly Gleitzone or "Midijob")		

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¹⁾ Including allowance for care, education and training needs of the child

²⁾ For those not subject to compulsory pension insurance with pension entitlement (e.g. GGF or civil servants) reduction by the notional contribution to DRV, max. BBG Ost

³⁾ Maximum limit if contributions to basic health and long-term care insurance are not higher

⁴⁾ Both spouses receive an allowance for health insurance

⁵⁾ If only one spouse receives an allowance, the maximum deduction amount is EUR 4,700 p.a.

⁶⁾ Neither spouse receives a health insurance allowance

⁷⁾ Allowances determined before 2024 apply throughout the entire pension period

Occupational pension benefits

Tax and social security

Subsidy in accordance with § 3 No. 63 EStG (direct insurance, pension fund, pension trust)	
Tax and social security free contribution	EUR 302 per month (EUR 3,624 annual)
Total tax-free contribution	EUR 604 per month (EUR 7,248 annual)
§ Section 40b EStG (lump-sum taxation – old commitments (direct insurance, pension fund, pension trust))	
Tax- and social insurance-free ¹⁾ contribution as part of averaging	EUR 146 EUR per month (EUR 1,752 EUR annual) EUR 179 per month (EUR 2,148 annual)
§ Section 10a EStG (Riester subsidy (direct insurance, pension fund, pension trust))	
Tax-free contribution	EUR 175 per month (EUR 2,100 annual)
Subsidy according to § 100 EStG (direct insurance, pension fund, pension trust)	
Income limit for the subsidy (low-income earners)	EUR 2,575 per month (EUR 30,900 annual)
Minimum employer contribution	EUR 20 per month (EUR 240 annual)
Maximum employer contribution	EUR 80 per month (EUR 960 annual)
Subsidy contribution (employer tax deduction), 30% maximum	EUR 24 per month (EUR 288 annual)
Subsidy support fund, direct pension promise (in EUR)	
Tax exemption	unlimited
Social insurance exemption (employer-financed)	unlimited
Social insurance exemption (employee-financed)	EUR 302 per month (EUR 3,624 annual)
Allowance for occupational pension benefits	
Exempt amount (limit for long-term care insurance) KVdR3) – West	EUR 176.75 per month

Labor law

Amount Legal entitlement to salary exchange ²⁾	EUR 302 (EUR 3,624 annual)
Entitlement to salary exchange – minimum contribution ²⁾	EUR 22.09 per month (EUR 265.13 annual)
Minimum mandatory employer contribution (Section 1a (1a) BetrAVG) ²⁾	15%
Maximum limit for insolvency	EUR 10,605 per month (EUR 127,260 annual) West EUR 10,395 per month (EUR 124,740 annual) East
Maximum limit for insolvency	EUR 1,272,600 West EUR 1,247,400 East
Insolvency advance rate	No advance payment for the time being
Insolvency protection contribution rate	expected to be set in Q4 (2023: 1.9%)
Maximum severance payment limit	EUR 35.35 monthly pension / EUR 4,242 single lump sum West EUR 34.65 per monthhly pension / EUR 4,158 single lump sum East
Maximum limit for the transfer (porting)	EUR 90,600

Miscellaneous

Amount death benefit	
Direct insurance, pension fund	EUR 8,000
Support fund	EUR 7,669
Pension equalization	
Minority limit (Section 18 (3) VersAusglG) Value limit for external division of pension (Section 14 (2) VersAusglG)	EUR 35.35 EUR per month (EUR 4,242 annual)
Value limit for external division of pension (Section 17 VersAusglG)	EUR 70.70 EUR per month (EUR 8,484 annual) EUR 90,600

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¹⁾ Deferred compensation is only exempt from social security contributions if it is converted from special payments!

²⁾ Deviations possible in collective labor agreements (in accordance with §19 BetrAVG)

³⁾ Health insurance for pensioners