

In Ljubljana, on 16 January 2023

## Minimum salary 2023

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Hereby we would like to inform you that a new amount of the minimum salary was published in the Official Gazette of the Republic of Slovenia, No. 4/2023 dated 13 January 2023. The minimum salary for full working time for work performed from 1 January 2023 onwards, shall amount to EUR 1.203,36 gross.

From 1 January 2020 onwards, the following allowances must not be part of the minimum wage:

- a) allowances determined with laws and other regulations, as well as with collective agreements, such as:
  - Allowance for years of service;
  - Allowances arising from the allocation of work (for shift work, afternoon work, night work, overtime, work on Sundays, work on holidays...);
  - Allowances arising from special burdens at work, adverse environmental effects and occupational hazards.
  
- b) Part of the salary for the job performance:

The purpose of remunerating an employee for their job performance is in the increase of the employee's quality of work, the scope of work and the economic efficiency using means for work, materials, and energy products.
  
- c) A part of the salary for business effectiveness agreed with the collective agreement or the employment contract:

The business effectiveness depends on the company's business results. As a rule, the assessment considers the achievement of the goals set in the company's plan acts (achieved profit, achieved planned sales, increased export, etc.).

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