Part-Time

Part-time: activate overtime offsetting

This setting relates to the **offsetting and permissibility of overtime** for part-time employees. If this option is activated, the offsetting of overtime is permitted for the person concerned. This option is only relevant for part-time employees, since overtime is offset anyway for full-time employees.

Option	Description
- - -	The offsetting of overtime is not permitted for this part-time employee
Activated	The offsetting of overtime is activated and permitted for this person

Part-time: overtime threshold

Enter here the number of overtime hours worked by the part-time employee that are to be offset with a 25% premium as **extra hours**. All overtime hours exceeding this value are then evaluated according to the rule defined in "Balance offsetting: settlement type"[1].

> WARNUNG
> This option is only relevant and valid if **"Part-time: overtime offsetting"** (above) is activated.
> The result also depends on **"Balance offsetting: Capping of positive flextime balance"**[2], since in the case of extra hours the flextime balance is capped first, and the time exceeding the cap is then counted as overtime or, in this case, as extra hours.

Value	Unit
Numeric value	Hours and standard minutes (e.g., 2.35 = 2h 35min

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Example:

Part-time employee: **20h/week**
Working time performed in one week: **39h**
Capping of positive flextime balance: **10h**
Overtime threshold: **5h**
Balance offsetting: settlement type: **Balance transfer 50%**

- **20h** are the regular working time
- **19h** are credited as a surplus to the flextime balance
- **10h** of this remain on the flextime balance due to the capping, the remainder of **9h** is offset as overtime

Based on the settings made in "Overtime threshold", of these:

- 25% premium extra hours: **5h** (overtime threshold)
- 50% premium overtime: **4h** (balance transfer)

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