



Federal Ministry for  
Family Affairs, Senior Citizens,  
Women and Youth

Elterngeld *Plus*

The new generation of compatibility



The ElterngeldPlus with partnership  
bonus and more flexible parental leave



## Foreword

The ElterngeldPlus is a step further on the road to a new family era. Parents who wish to work part-time after the birth of their child will in future receive a parental allowance for a longer period of time, thus allowing them to utilise their parental allowance budget better.



Single parents are to profit from these new rules just as much as mothers and fathers in other family structures. At the same time, parental leave is to become substantially more flexible.

In many young families today, both partners wish to be there for their children and their job. The ElterngeldPlus is a new service for this generation of compatibility. The combination of parental allowance and part-time work is made easier. Parents are supported in their wish to enter a compatible partnership of family and vocation early on. The ElterngeldPlus encourages parents to implement their ideas of family life and partnership.

With the ElterngeldPlus, families obtain more flexibility: For children who can then experience a close relationship with both parents as contacts. For mothers who utilise their good qualifications in their job. And for fathers wishing to find more time for their children.

Manuela Schwesig  
Federal Minister for Family Affairs,  
Senior Citizens, Women and Youth

You can find all  
information on  
[elterngeld-plus.de](http://elterngeld-plus.de)

## Two ElterngeldPlus months from one Elterngeld month

### A good balance: Time for your child and opportunities in your job

The ElterngeldPlus makes it easier for mothers and fathers to combine a parental allowance and part-time work. Parents who work part-time after the birth of their children can now extend the entitlement period: one Elterngeld month becomes two ElterngeldPlus months. Here the ElterngeldPlus, like the previous Elterngeld, replaces the loss in income by 65 to 100 percent. The sum of the ElterngeldPlus lies at maximum half of the monthly Elterngeld sum to which parents without part-time income would be entitled. In this way, mothers and fathers can also remain more flexible over and above the 14th month after the birth of their child in order to combine the needs of the child with the requirements of their jobs. A multiple bonus for children, parents and the job.

#### **ElterngeldPlus for the self-employed**

The ElterngeldPlus is also an attractive service for the self-employed, who often wish to recommence their vocation quickly or who have post-completion income. They can remain gainfully employed for up to 30 hours per week in order, for example, to maintain contacts with their customers, and are entitled to a parental allowance over a longer period of time.

#### **Parental allowance for multiple births**

Parents of multiple births are entitled to one parental allowance claim per birth, and receive, as previously, the additional multiple birth sum of 300 Euros for the second and each further child from a multiple birth. This regulation applies for births from 1st January 2015.

## Being a family together: Dividing the raising of children and vocations in partnership

The “new generation of compatibility“ means that both parents wish to be there for their children. If mothers and fathers both decide to work part-time simultaneously – for four months in parallel and between 25 to 30 hours per week – they will receive four additional ElterngeldPlus months each. In this way, families remain financially secure for longer when holding down a part-time job, and are better able to divide tasks within the partnership. Single parents, too, can use their partnership bonus to their advantage and substantially extend the number of ElterngeldPlus months.

Partnership  
bonus: 4 additional ElterngeldPlus months

### How to apply for the ElterngeldPlus:

- You can choose between the Elterngeld and ElterngeldPlus, or combine both of them.
- The ElterngeldPlus is applied for, like the Elterngeld, after the birth of the child in written form and at your parental allowance office.
- A retrospective payment of the parental allowance is possible at most for three months prior to the month in which the application was submitted to your parental allowance office. It is therefore recommendable to submit the application to the parental allowance office within the first three months of your child's life.
- Each parent can apply individually for a parental allowance. The respective application can be altered until the end of the parental allowance period of entitlement, but only for monthly sums not yet paid. Months in which ElterngeldPlus has already been paid can subsequently be converted into Elterngeld months.

Find your parental allowance office using the post-code search on [elterngeld-plus.de](http://elterngeld-plus.de)

## Being there for your child: Planning parental leave flexibly

24 flexible parental leave months instead of 12

Life is exciting and wonderful with children, and each phase of their lives presents its own requirements. For this reason, mothers and fathers can now make their parental leave more flexible. As before, both parents can take 36 months of unpaid leave from their jobs. Of these, 24 instead of the previous twelve months can be taken between the third and eighth birthday of the child. It is no longer necessary to ask your employer for permission. In addition, the parental leave can be divided into three time phases per parent. In this way, parents have the opportunity to supervise the child more intensively at a later time in their lives, for example when they enter school. Mothers and fathers can be there for their children when they really need it.

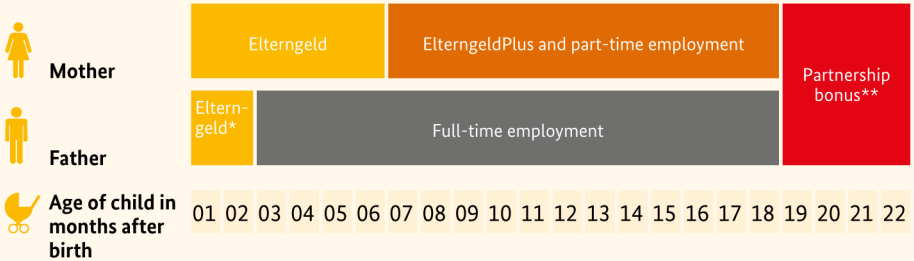
### Good to know!

During parental leave, you are protected against dismissal. This starts at the latest one week prior to the start of the respective registration deadline for the parental leave. The parental leave must be applied for from the employer up to the child's third birthday seven weeks prior to taking the leave; after that the application time period is 13 weeks. For three parental leave phases, parents do not require permission from their employers, as long as they completely interrupt their gainful employment. The third parental leave phase can however be refused for urgent business reasons if it lies between the child's third and eighth birthday. If parents wish to work part-time within their parental leave, permission from the employer is considered as given if the application is not refused within a certain time period.

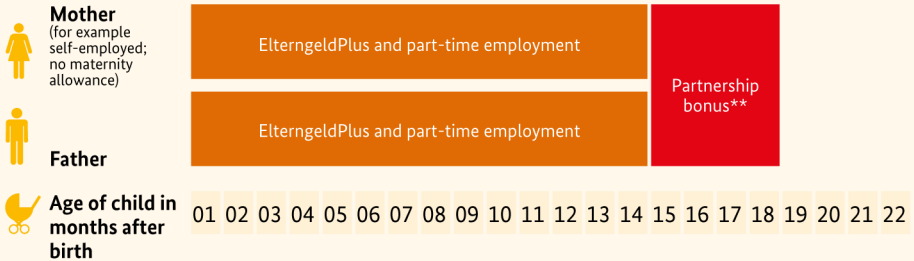
## A true partnership – three examples

Elterngeld and ElterngeldPlus can be combined. If mothers and fathers work between 25 and 30 hours per week for four months simultaneously, each of them will receive a partnership bonus of four additional ElterngeldPlus months.

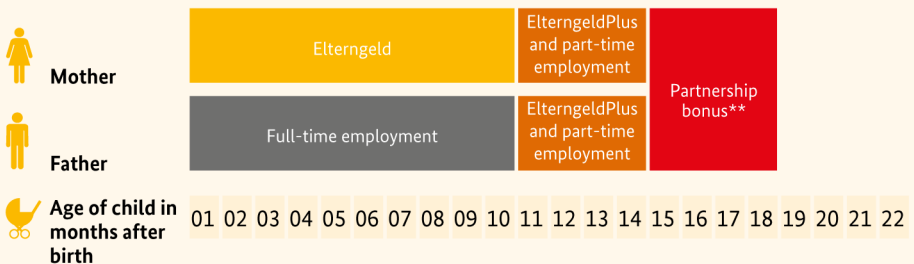
### Example 1: Possible combinations of Elterngeld, ElterngeldPlus and partnership bonus



### Example 2: Possible combinations of ElterngeldPlus and partnership bonus



### Example 3: Possible combinations of Elterngeld, ElterngeldPlus and partnership bonus



\* Partner months \*\* ElterngeldPlus per parent; part-time 25 to 30 hours

## ElterngeldPlus is worthwhile!

Those working part-time under the previous Elterngeld regulations lose part of their parental allowance entitlement and receive in total less than those who cease working entirely for this period. These parents now receive ElterngeldPlus to maximum half the sum of the previous parental allowance, but for double as long.



### Example 1: Medium income (e.g. retail saleswoman)

- 1 Income prior to the child's birth: 1,400 Euros/month
- 2 Full parental allowance entitlement: 910 Euros/month (= 65 % of 1,400 Euros)
- 3 Sum of parental allowance for max. 12 months: 10,920 Euros (= 12 x 910 Euros)

PART-TIME 40 %	
Elterngeld	ElterngeldPlus
Income after child's birth through part-time work (40 %) 560 Euros/month <span style="float: right;">1</span>	
Loss of income 840 Euros/month	
Elterngeld 546 Euros/Month (= 65 % of 840 Euros)	ElterngeldPlus 455 Euros/month (= 910 Euros : 2) <span style="float: right;">2</span>
Total monthly income 1,106 Euros (= 560 + 546 Euros)	Total monthly income 1,015 Euros (= 560 + 455 Euro)
Total Elterngeld for max. 12 months 6.552 Euro (= 12 x 546 Euro)	Total ElterngeldPlus for max. 24 months 10.920 Euro (= 24 x 455 Euro) <span style="float: right;">3</span>

The Plus:  
4.368 Euro



In Example 1 – medium income – a total of 10,920 Euros is available with an entitlement for a parental allowance of 910 Euros per month, for a maximum of 24 months. Up to now, 6.552 Euros would have been available for max. 12 months.

From spring 2015:  
Elterngeld calcu-  
lator on  
[elterngeld-plus.de](http://elterngeld-plus.de)



### Example 2: Higher income (e.g. technical specialist)

- 1 Income prior to the child's birth: 2,200 Euros/month
- 2 Full parental allowance entitlement: 1,430 Euros/month (= 65 % of 2,200 Euros)
- 3 Sum of parental allowance for max. 12 months: 17,160 Euros (= 12 x 1,430 Euros)

PART-TIME 75 %	
Elterngeld	ElterngeldPlus
Income after child's birth through part-time work (75 %) 1,650 Euros/month <span style="float: right;">1</span>	
Loss of income 550 Euros/month	
Elterngeld 357.50 Euros/Month (= 65 % von 550 Euro)	ElterngeldPlus 357.50 Euros/month (no capping) <span style="float: right;">2</span>
Total monthly income 2,007.50 Euros (= 1,650 + 357.50 Euros)	Total monthly income 2,007,50 Euros (= 1,650 + 357.50 Euros)
Total Elterngeld for max. 12 months 4.290 Euro (= 12 x 357,50 Euro)	The Plus: 4.290 Euro
	Total ElterngeldPlus for max. 24 months 8.580 Euro (= 24 x 357,50 Euro) <span style="float: right;">3</span>

## At a glance: Improved support for families

### Elterngeld

- In the first 14 months after the birth of a child, when everything is still new, and every day is different, parents can dedicate themselves to their child and receive 65 to 100 percent of their salary as it was prior to the birth. Here at least 300 Euros and maximum 1,800 Euros are available per month.
- Mothers and fathers have 12 monthly sums at their disposal which they can divide amongst themselves. If both parents use the parental allowance and employment income is lost, the parental allowance is paid for two further months (partner months).
- If only one parent wishes to make use of the parental allowance, payments are made for a minimum of two and a maximum of twelve months.
- A part-time job of up to 30 hours per week is also possible with the parental allowance.



### ElterngeldPlus

- The ElterngeldPlus is orientated towards parents who wish to return to work earlier.
- It is calculated like the Elterngeld, but totals max. the half of the Elterngeld sum which would be entitled to parents without part-time income.
- Instead of this, payments are made over double the time period: one Elterngeld month = two ElterngeldPlus months.
- In this way, parents profit from the ElterngeldPlus even over and above the child's fourteenth month and gain more time for themselves and their child.

### Partnership bonus

- A partnership division of family and vocation is supported through four additional ElterngeldPlus months per parents if both parents work simultaneously for four months at 25 – 30 hours per week.
- In the same way, single parents are assisted: If they work for at least four months part-time between 25 and 30 hours per week, they also receive four additional ElterngeldPlus months.

### Parental leave

- Whether entering into a children's playgroup or starting school – the more flexible regulations for parental leave give parents greater flexibility.
- Instead of the previous 12 months, they are now entitled to 24 months between their child's third and eighth birthday .
- In addition, the parental leave can be divided into three time phases per parent.
- This results in a double advantage; you can be there for your child longer and accompany it in important phases of life.

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