

## Costs and benefit at the example wage advance

Your company's follow-up costs in 3 years		CHF
Conversations with team members		
Calculated on the basis of average hourly wages of CHF 55.00		
0.25 h / day always at least 2 people	3 h	330.00
Meeting with superior → asking for wage advance	0.5 h	55.00
Meeting with head of department	0.5 h	55.00
Meeting with head of HR	0.5 h	55.00
Payroll administration information and release of advance payment	0.25 h	27.50
	=	522.50
→ again asking for wage advance	+	522.50
Mention of possible indebtedness		
<b>Follow-up costs with growing indebtedness</b>		
1. year without loss of performance	p. year	0.00
2. year loss of performance 10 % CHF 500.00 / month	p. year	6'000.00
3. year loss of performance 20 % CHF 1'000.00 / month	p. year	12'000.00
<b>Follow-up costs through performance loss</b>	<b>Total</b>	<b>19'045.00</b>

Proitera		CHF
Conversations with team members		
Calculated on the basis of average hourly wages of CHF 55.00		
0.25 h / day always at least 2 people	3 h	330.00
Meeting with superior → asking for wage advance	0.5 h	55.00
→ Referral to Proitera		
<b>Proitera support</b>		
First session Proitera	1 h	198.00
Preparation, follow-up	0.5 h	99.00
Different queries / letters	0.5 h	99.00
Second session	1 h	198.00
Preparation, follow-up	0.5 h	99.00
Different queries / letters	0.75 h	148.50
Third session	1 h	198.00
Preparation, follow-up and	0.5 h	99.00
Last queries	0.25 h	49.50
<b>Costs Proitera</b>	<b>Total</b>	<b>1'573.00</b>

### Your gain

- Financial situation in order, problem solved
- No further wage advance
- Quality of work re-established
- Managers unburdened
- Satisfaction at work

→ **CHF 17'472.00 (saved)**