

Bonus dicembre 2024: scopri chi ne ha diritto e come ottenerlo

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Bonus di dicembre 2024 in busta paga, profili di applicazione.

A dicembre 2024 molti lavoratori dipendenti potranno beneficiare di un bonus extra di 100 euro in busta paga, un aiuto aggiuntivo previsto dalla Legge n°143 del 7 ottobre 2024. La recente circolare dell'[Agenzia delle Entrate \(n. 19/E del 10 ottobre 2024\)](#) chiarisce i requisiti e le modalità di applicazione di questo bonus. Se sei un lavoratore dipendente, pubblico o privato, e vuoi sapere se rientri tra i beneficiari, ti invitiamo a leggere i dettagli della

circolare, che ti fornirà tutte le informazioni necessarie per accedere al beneficio.

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Milano, 18 ottobre 2024

La Legge n°143 del 7 ottobre 2024 prevede in materia di lavoro subordinato "Disposizioni in materia di benefici corrisposti ai lavoratori dipendenti", tra le quali il riconoscimento di un **Bonus pari a 100 Euro** da erogarsi nel mese di dicembre 2024, unitamente al versamento della gratifica natalizia.

Si tratta di una indennità una tantum in favore dei lavoratori, ivi inclusi quelli del settore domestico, che presentano i requisiti soggettivi esplicitati peraltro nella circolare dell'Agenzia delle Entrate n. 19/E del 10 ottobre 2024.

i) Presupposti soggettivi e oggettivi per l'accesso al bonus 100 euro.

L'indennità in menzione spetta ai lavoratori dipendenti, pubblici o privati, che presentano congiuntamente i seguenti requisiti:

1. abbiano un reddito complessivo non superiore a 28.000 euro per il periodo d'imposta 2024;
2. abbiano un coniuge, non legalmente separato, e almeno un figlio, anche adottivo, entrambi fiscalmente a carico ovvero, nell'ipotesi in cui sia presente un unico genitore (c.d. nuclei familiari monogenitoriali),

- abbiano almeno un figlio fiscalmente a carico;
3. abbiano un'imposta lorda, determinata sui redditi da lavoro dipendente ex art.49 TUIR, ad esclusione dei redditi derivanti da pensioni, di importo non superiore alle detrazioni spettanti ai sensi dell'art.13 Tuir, le c.d. 'altre detrazioni'.

Restano esclusi dalla percezione del beneficio i lavoratori assimilati ai lavoratori dipendenti ex art. 50 TUIR quali, ai fini esemplificativi, i collaboratori coordinati e continuativi.

Con riferimento ai requisiti reddituali prescritti alla lettera a), la norma prevede che ai fini del calcolo del reddito complessivo devono computarsi nella loro interezza tutti i redditi percepiti dal lavoratore nell'anno di imposta 2024, inclusi quelli percepiti entro il 12 gennaio del periodo d'imposta successivo (c.d. principio di cassa allargato). Al riguardo, ai fini del calcolo dei 28.000 euro, devono considerarsi i seguenti introiti del dipendente:

- a1) redditi soggetti a cedolare secca,
- a2) redditi assoggettati al regime forfettario per i quali è prevista una imposta sostitutiva,
- a3) redditi derivanti da locazioni immobiliari e assoggettati a cedolare secca,
- a4) la quota di agevolazione ACE,
- a5) le somme elargite a titolo di liberalità dai clienti ai lavoratori impiegati nel settore della ristorazione e delle strutture ricettive,
- a6) la quota esente dei redditi agevolati per i ricercatori residenti all'estero, nonché la quota esente dei redditi agevolati per i lavoratori impatriati.

In ultimo, per espressa previsione normativa, il reddito

complessivo è computato al netto del reddito relativo all'unità immobiliare adibita ad abitazione principale e di quello delle relative pertinenze.

Ampio spazio, inoltre, è dedicato dalla Circolare dell'AE alla composizione del nucleo familiare con riferimento ai requisiti prescritti dalla lettera b): possono beneficiare del bonus i soggetti appartenenti a nuclei familiari tradizionali, a condizione, però, che il sia il coniuge che i figli siano fiscalmente a carico del dipendente che intende beneficiare della misura. Nell'ipotesi di famiglia monogenitoriale, invece, il bonus spetta al lavoratore dipendente con almeno un figlio a carico e per il quale devono sussistere le condizioni previste in mancanza di coniuge, le quali permettono di riconoscere al primo figlio le detrazioni previste per il coniuge a carico.

Quest'ultima ipotesi si applica qualora:

- b1) l'altro genitore è deceduto;
- b2) l'altro genitore non ha riconosciuto il figlio naturale nato fuori dal matrimonio a condizione che il lavoratore beneficiario del bonus non sia coniugato con una persona diversa da quella con il quale ha procreato il figlio ovvero, se coniugato, si sia successivamente separato legalmente ed effettivamente;
- b3) il figlio è stato adottato da un solo genitore e questo non sia coniugato, ovvero, se coniugato, si sia successivamente separato legalmente ed effettivamente.

Per quanto riguarda l'ultimo presupposto con riferimento ai requisiti prescritti dalla lettera c), conditio sine qua non per l'accesso al bonus è la circostanza che l'imposta lorda spettante determinata sul reddito di lavoro dipendente sia maggiore delle detrazioni ex art.13 TUIR . Pertanto, ai fini della verifica del possesso dei requisiti, è necessario che vi sia capienza di reddito per usufruire del Bonus. Si precisa che tale capienza dovrà essere misurata esclusivamente sulla

base delle suddette detrazioni, quelle da lavoro dipendente, e non già in relazioni alle altre tipologie di detrazioni previste ai fini dell'imposta sul reddito delle persone fisiche quali, ad esempio, le detrazioni per carichi di famiglia.

ii) Natura del bonus.

L'indennità non concorre alla formazione del reddito complessivo ai fini IRPEF e, pertanto, non è soggetta ad imposte e contributi. La misura, inoltre, deve essere riparametrata ai giorni di effettivo lavoro che nell'anno d'imposta 2024 abbiano dato diritto alla retribuzione. Nessuna riduzione deve essere operata per i lavoratori con contratto di lavoro a tempo parziale. Dal tenore letterale della norma, infatti, il bonus spetta in misura piena anche i lavoratori che osservano un orario di lavoro ridotto rispetto al normale orario di lavoro prescritto dalla disposizione di legge o di contratto collettivo. Tuttavia, nelle ipotesi di più redditi di lavoro dipendente, anche per effetto di diversi contratti di lavoro part-time, i giorni di lavoro sono computati una sola volta. Circa le ipotesi in cui i familiari risultino a carico del dipendente beneficiario in corso d'anno e non per tutto il periodo fiscale, è preferibile non operare alcuna riparametrazione rispetto ai giorni in cui i familiari risultino a carico e beneficiare del bonus in misura intera.

iii) Modalità di riconoscimento e adempimenti del datore di lavoro.

Quanto alle modalità di erogazione, come già sopra accennato, il *Decreto Omnibus* stabilisce che il beneficio viene erogato direttamente dal datore di lavoro, nel mese di dicembre, in occasione dell'erogazione della tredicesima mensilità.

L'indennità, però, non è automatica: il lavoratore deve certificare per iscritto, mediante apposita dichiarazione sostitutiva di atto di notorietà, il possesso dei requisiti – soggettivi e oggettivi, familiari e reddituali e, a tale riguardo, si precisa che eventuali dichiarazioni mendaci avranno riflessi penali. Il lavoratore è tenuto inoltre ad indicare al datore di lavoro il codice fiscale del coniuge e del figlio a carico o del solo figlio nel caso di nucleo familiare monogenitoriale.

La Circolare dell'Agenzia delle Entrate, n.19/E, precisa altresì che nelle ipotesi in cui il lavoratore dipendente abbia avuto più rapporti di lavoro con diversi datori, lo stesso è tenuto a presentare all'ultimo datore – colui che materialmente eroga il bonus – le certificazioni uniche rilasciate dai precedenti ai fini dell'esatta determinazione del *quantum* spettante. I lavoratori part-time che abbiano più contratti di lavoro in essere con diversi datori di lavoro, fermo restando il limite massimo di 100 euro, sono tenuti ad individuare il sostituto d'imposta che dovrà versare l'indennità e nella dichiarazione sostitutiva dovranno indicare i dati per determinazione del bonus quali, ai fini esemplificativi, i redditi da lavoro dipendente e i giorni di lavoro prestati presso altri datori di lavoro.

Ai fini di eventuali controlli, il datore di lavoro è altresì tenuto alla conservazione della documentazione fornita dai dipendenti e comprovante il possesso dei requisiti previsti dalla norma per l'accesso al beneficio. In ultimo, le somme erogate dal datore di lavoro sono recuperate sotto forma di credito da utilizzare in compensazione in F24, esponendo apposito codice tributo – ancora in fase di definizione – a partire dal giorno successivo all'erogazione in busta paga del bonus.

Si riporta in allegato la possibile dichiarazione da utilizzare.

Lo Studio è a disposizione per ogni supporto utile.

Cordiali saluti.

Luigi Birtolo



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AVVISO 5/2024 – Green Economy Formazione a sostegno della Green Transition e della Circular Economy

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Green Economy

Con l'Avviso 5/2024 Fondimpresa finanzia la realizzazione di Piani formativi condivisi tra le parti sociali rivolti alla formazione dei lavoratori delle aziende aderenti al Fondo che stanno implementando strategie innovative o miglioramenti significativi nei processi e nei prodotti già esistenti, volti alla transizione verso modelli di business più sostenibili.

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Il finanziamento dei Piani formativi si rivolge a due specifici ambiti:

Trasformazione Green

progetti o interventi per l'introduzione di nuove strategie, prodotti e processi o il miglioramento significativo di quelli esistenti, che richiedono la formazione del personale interessato.

Economia Circolare

progetti o interventi legati a nuovi modelli di business che mirano a ridurre al minimo gli sprechi e a sfruttare al massimo le risorse, riguardanti l'intero ciclo di vita dei processi o dei prodotti in un'ottica di filiera integrata.

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- le imprese già aderenti a **Fondimpresa** e registrate nell'Area Riservata al momento della presentazione della domanda.
- Gli Enti già iscritti nell'Elenco dei Soggetti Proponenti

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Fondimpresa ha stanziato complessivamente 20 milioni di euro

suddivisi nei due ambiti di intervento:

Trasformazione Green:

15 milioni di euro suddivisi in tre Macro Aree geografiche e in iniziative aziendali specifiche:

- Nord Italia – 4.657.000 euro
- Centro Italia – 3.067.000 euro
- Sud e Isole – 2.276.000 euro

Iniziative aziendali – 5.000.000 euro.

Economia Circolare:

5 milioni di euro destinati a piani, presentati da Enti qualificati, che coinvolgano almeno 60 dipendenti e piani che rispondano a esigenze formative comuni tra aziende della stessa categoria merceologica o appartenenti a reti e filiere organizzate secondo la logica del prodotto finale.

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Periodo di presentazione della domanda: dal 12 novembre 2024 al 4 febbraio 2025.

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Sei interessato all'Avviso 5/2024? Vuoi aderire a Fondimpresa?

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Docenti formatori per il conferimento di incarichi individuali

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People S.p.A., primaria società di consulenza nel settore risorse umane e ricerca e selezione del personale, con sedi principali a Milano e Bergamo, seleziona DOCENTI FORMATORI al fine di proporre incarichi individuali aventi ad oggetto la realizzazione di percorsi di formazione a personale esterno nell'ambito delle Politiche Attive del Lavoro e della gestione delle misure finalizzate a contrastare la disoccupazione (c.d. Programma GOL).

Il formatore docente da selezionare dovrà essere uno specialista di contenuti esperto nei processi formativi, capace di integrare adeguatamente le proprie competenze personali/professionali con le esigenze del percorso formativo affidatogli, per raggiungere gli obiettivi definiti.

Di seguito viene riportato l'elenco delle figure di docenti formatori ricercate e delle competenze richieste:

- FORMATORE IN AMBITO BANCARIO
laurea in scienze bancarie o esperienza professionale in tale ruolo
- FORMATORE IN AMBITO SANITARIO-AMMINISTRATIVO
laurea in medicina/infermieristica/odontoiatria
- FORMATORE IN AMBITO MECCANICO
perito meccanico o laurea in ingegneria meccanica
- FORMATORE IN AMBITO LOGISTICO

- esperienza nella logistica e nella formazione aziendale
- FORMATORE IN AMBITO PR
laurea in scienze della comunicazione ed esperienza nel settore delle pubbliche relazioni
- FORMATORE IN AMBITO LINGUISTICO (INGLESE, FRANCESE)
diploma, laurea in lingue ed esperienza nella formazione
- FORMATORE OFFICE
buona conoscenza del pacchetto Office

Le docenze selezionate saranno oggetto di incarichi individuali, aventi ad oggetto la realizzazione dei percorsi di formazione individuati dall'Azienda e da svolgere in presenza presso la sede di Milano e/o di Bergamo.

I candidati saranno valutati comparativamente sulla base del curriculum vitae e dei titoli accademici e di studio presentati.

Si richiede disponibilità immediata.

Il presente annuncio è rivolto ad ambo i sessi (L.903/77).

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Invia il tuo CV

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