

Pay scales - general guiding

Valid from 1. April 2026 until 31. December 2026

Monthly wages	1.4.2026
1. salary grade	
Starting salary	526.638
2. salary grade	
Starting salary	526.638
1 year experience	529.084
3. salary grade	
Starting salary	529.473
1 year experience	541.170
3 years experience	557.128
5 years experience	560.775
4. salary grade	
Starting salary	533.427
1 year experience	554.302
3 years experience	570.705
5 years experience	578.471
Holiday bonus	62.000
December bonus	114.000

Daytime hourly wage and overtime wage	Hourly wage with premium for shift workers				
	Daytime	Overtime	33%	45%	90%
1. salary grade					
Starting salary	3.240,85	5.469,14	4.310,33	4.699,24	6.157,62
2. salary grade					
Starting salary	3.240,85	5.469,14	4.310,33	4.699,24	6.157,62
1 year experience	3.255,90	5.494,54	4.330,35	4.721,06	6.186,22
3. salary grade					
Starting salary	3.258,29	5.498,58	4.333,53	4.724,53	6.190,76
1 year experience	3.330,28	5.620,05	4.429,27	4.828,90	6.327,53
3 years experience	3.428,48	5.785,77	4.559,88	4.971,30	6.514,11
5 years experience	3.450,92	5.823,65	4.589,73	5.003,84	6.556,76
4. salary grade					
Starting salary	3.282,63	5.539,64	4.365,90	4.759,81	6.236,99
1 year experience	3.411,09	5.756,43	4.536,75	4.946,08	6.481,07
3 years experience	3.512,03	5.926,77	4.671,00	5.092,45	6.672,86
5 years experience	3.559,82	6.007,42	4.734,56	5.161,74	6.763,66

Hourly pay for daytime work is calculated by dividing the monthly salary by 162.5 hours.

Hourly pay for overtime is calculated by multiplying the monthly salary by 1.0385%.

Shift premiums are paid in accordance with Article 2.3.1 of the collective agreement for tour guides.

Vacation pay according to Chapter 6 of the collective agreement for tour guides is added to the above-mentioned wages, except with regard to the amounts of the holiday bonus and December bonus.

Holiday bonus and December bonus shall be paid according to chapter 2.2. in the collective agreement for guides.