

Driver guide

Monthly wages

	1.2.2024	1.1.2025	1.4.2025	1.1.2026
1. salary grade				
Starting salary	706.391	745.775	750.100	789.484
2. salary grade				
Starting salary	706.391	745.775	750.100	789.484
1 year experience	717.533	753.158	757.526	793.151
3. salary grade				
Starting salary	714.338	751.914	756.275	793.733
1 year experience	735.546	771.171	775.644	811.269
3 years experience	759.330	794.955	799.566	835.191
5 years experience	764.766	800.391	805.033	840.658
4. salary grade				
Starting salary	724.005	759.630	764.036	799.661
1 year experience	755.118	790.743	795.329	830.954
3 years experience	779.567	815.192	819.920	855.545
5 years experience	786.654	824.529	829.311	867.186
Holiday bonus	58.000	60.000	60.000	62.000
December bonus	106.000	110.000	110.000	114.000

Daytime wage and overtime wage

	1.2.2024		1.1.2025		1.4.2025		1.1.2026	
1. salary grade	Daytime	Overtime	Daytime	Overtime	Daytime	Overtime	Daytime	Overtime
Starting salary	4.347,02	7.335,87	4.589,38	7.744,87	4.616,00	7.789,79	4.858,36	8.198,79
2. salary grade								
Starting salary	4.347,02	7.335,87	4.589,38	7.744,87	4.616,00	7.789,79	4.858,36	8.198,79
1 year experience	4.415,59	7.451,58	4.634,82	7.821,55	4.661,70	7.866,91	4.880,93	8.236,87
3. salary grade								
Starting salary	4.395,93	7.418,40	4.627,16	7.808,63	4.654,00	7.853,92	4.884,51	8.242,92
1 year experience	4.526,44	7.638,65	4.745,67	8.008,61	4.773,19	8.055,06	4.992,42	8.425,03
3 years experience	4.672,80	7.885,64	4.892,03	8.255,61	4.920,40	8.303,49	5.139,64	8.673,46
5 years experience	4.706,25	7.942,09	4.925,48	8.312,06	4.954,05	8.360,27	5.173,28	8.730,24
4. salary grade								
Starting salary	4.455,42	7.518,79	4.674,65	7.888,76	4.701,76	7.934,51	4.920,99	8.304,48
1 year experience	4.646,88	7.841,90	4.866,11	8.211,87	4.894,33	8.259,49	5.113,56	8.629,46
3 years experience	4.797,34	8.095,80	5.016,57	8.465,77	5.045,66	8.514,87	5.264,89	8.884,83
5 years experience	4.840,95	8.169,40	5.074,02	8.562,73	5.103,45	8.612,40	5.336,53	9.005,73

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.

The VR wage table was updated on 12. February 2026 in light of the ruling of the Labour Court regarding a dispute between the bargaining parties over the calculation of the table.

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