

Guiding

Monthly wages

	1.2.2024	1.1.2025	1.4.2025	1.1.2026
1. salary grade				
Starting salary	470.927	497.183	500.067	526.323
2. salary grade				
Starting salary	470.927	497.183	500.067	526.323
1 year experience	478.355	502.105	505.017	528.767
3. salary grade				
Starting salary	476.225	501.276	504.183	529.155
1 year experience	490.364	514.114	517.096	540.846
3 years experience	506.220	529.970	533.044	556.794
5 years experience	509.844	533.594	536.689	560.439
4. salary grade				
Starting salary	482.670	506.420	509.357	533.107
1 year experience	503.412	527.162	530.220	553.970
3 years experience	519.711	543.461	546.613	570.363
5 years experience	524.436	549.686	552.874	578.124
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	2.898,01	4.890,58	3.059,59	5.163,25	3.077,33	5.193,19	3.238,91	5.465,86
2. salary grade								
Starting salary	2.898,01	4.890,58	3.059,59	5.163,25	3.077,33	5.193,19	3.238,91	5.465,86
1 year experience	2.943,72	4.967,72	3.089,88	5.214,36	3.107,80	5.244,60	3.253,95	5.491,25
3. salary grade								
Starting salary	2.930,62	4.945,60	3.084,78	5.205,75	3.102,67	5.235,94	3.256,34	5.495,28
1 year experience	3.017,62	5.092,43	3.163,78	5.339,07	3.182,13	5.370,04	3.328,28	5.616,68
3 years experience	3.115,20	5.257,09	3.261,35	5.503,74	3.280,27	5.535,66	3.426,42	5.782,30
5 years experience	3.137,50	5.294,73	3.283,66	5.541,37	3.302,70	5.573,51	3.448,85	5.820,16
4. salary grade								
Starting salary	2.970,28	5.012,53	3.116,43	5.259,17	3.134,51	5.289,67	3.280,66	5.536,32
1 year experience	3.097,92	5.227,93	3.244,07	5.474,58	3.262,89	5.506,33	3.409,04	5.752,97
3 years experience	3.198,22	5.397,20	3.344,38	5.643,84	3.363,77	5.676,58	3.509,93	5.923,22
5 years experience	3.227,30	5.446,27	3.382,68	5.708,49	3.402,30	5.741,60	3.557,69	6.003,82

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.