

Collective wage agreement between VR & SA

Pay scales 1. January 2026

Shop assistants

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
14 year old	298.705	1.778,64	2.459,84	2.635,77	3.102,05	4.107,19
15 year old	342.065	2.036,83	2.816,91	3.018,38	3.552,35	4.703,39
16 year old	404.697	2.409,77	3.332,68	3.571,05	4.202,78	5.564,58
17 year old	428.786	2.553,21	3.531,05	3.783,61	4.452,94	5.895,81
Starting wages ¹	481.782	2.868,77	3.967,47	4.251,24	5.003,31	6.624,50
After 6 months at company ²	492.772	2.934,21	4.057,98	4.348,22	5.117,44	6.775,62
After 1 year at company	495.033	2.947,68	4.076,60	4.368,17	5.140,92	6.806,70
After 2 year at company	508.908	3.030,30	4.190,86	4.490,60	5.285,01	6.997,49
After 5 year at company	523.215	3.115,49	4.308,68	4.616,85	5.433,59	7.194,21

Specially trained shop workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	488.623	2.909,51	4.023,81	4.311,61	5.074,35	6.718,57
After 6 months at company ²	501.223	2.984,54	4.127,57	4.422,79	5.205,20	6.891,82
After 1 year at company	503.419	2.997,61	4.145,66	4.442,17	5.228,01	6.922,01
After 2 year at company	517.541	3.081,70	4.261,95	4.566,78	5.374,66	7.116,19
After 5 year at company	533.478	3.176,60	4.393,19	4.707,41	5.540,17	7.335,32

Office workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	515.697	3.237,88	4.512,35	4.834,66	5.355,51	7.090,83
After 3 years in profession	542.050	3.403,34	4.742,94	5.081,72	5.629,19	7.453,19

Pharmacist technicians

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	510.204	3.038,01	4.201,53	4.502,04	5.298,47	7.015,31
After 6 months in profession ²	511.679	3.046,80	4.213,68	4.515,06	5.313,79	7.035,59
After 3 years in profession	520.811	3.101,17	4.288,88	4.595,64	5.408,62	7.161,15
After 5 year at company	539.763	3.214,02	4.444,95	4.762,87	5.605,44	7.421,74

Leisure & travel service companies, composite occupations ³

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	504.187	3.002,19	4.151,98	4.448,95	5.235,98	6.932,57
After 6 months in profession ²	512.162	3.049,67	4.217,65	4.519,32	5.318,80	7.042,23
After 1 year in profession	518.926	3.089,95	4.273,36	4.579,00	5.389,05	7.135,23
After 3 year in profession	526.226	3.133,42	4.333,47	4.643,42	5.464,86	7.235,61
After 5 year at company	542.050	3.227,64	4.463,78	4.783,05	5.629,19	7.453,19

Receptionists at hotels and guesthouses

	Monthly wages	Daytime	33% suppl.	45% suppl.	90% suppl.	Overtime	Major public holiday suppl.
Starting wages	504.187	3.002,19	3.992,91	4.353,17	5.704,15	5.235,98	6.932,57
After 6 months in profession ²	512.162	3.049,67	4.056,06	4.422,03	5.794,38	5.318,80	7.042,23
After 1 year in profession	518.926	3.089,95	4.109,63	4.480,43	5.870,90	5.389,05	7.135,23
After 3 year in profession	526.226	3.133,42	4.167,44	4.543,45	5.953,49	5.464,86	7.235,61
After 5 year at company	542.050	3.227,64	4.292,76	4.680,08	6.132,52	5.629,19	7.453,19

2026

Holiday bonus

62.000

December bonus

114.000

¹See further information on starting wages in Art. 1.1.2. in the collective wage agreement between VR and SA.

²If employees have reached the age of 22, they shall be paid according to the 6 months wage rate

³If the employment contract stipulates an obligation to work on defined days, cf. Art. 2.3.1. of the collective wage agreement a 45% supplement is paid and a 90% supplement on defined days, cf. Art. 2.3.2. of the collective wage agreement along with winter holidays.