

Collective wage agreement between VR & SA

Pay scales 1. January 2026⁴

Shop assistants

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
14 year old	298.619	1.778,13	2.459,13	2.635,01	3.101,16	4.106,01
15 year old	341.967	2.036,25	2.816,10	3.017,52	3.551,33	4.702,05
16 year old	404.580	2.409,07	3.331,72	3.570,01	4.201,56	5.562,98
17 year old	428.662	2.552,47	3.530,03	3.782,51	4.451,65	5.894,10
Starting wages ¹	481.643	2.867,95	3.966,33	4.250,02	5.001,86	6.622,59
After 6 months at company ²	492.629	2.933,36	4.056,80	4.346,96	5.115,95	6.773,65
After 1 year at company	494.889	2.946,82	4.075,41	4.366,90	5.139,42	6.804,72
After 2 year at company	508.760	3.029,42	4.189,64	4.489,30	5.283,47	6.995,45
After 5 year at company	523.064	3.114,59	4.307,43	4.615,52	5.432,02	7.192,13

Specially trained shop workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	488.481	2.908,66	4.022,64	4.310,36	5.072,88	6.716,61
After 6 months at company ²	501.078	2.983,67	4.126,38	4.421,51	5.203,70	6.889,82
After 1 year at company	503.273	2.996,74	4.144,45	4.440,88	5.226,49	6.920,00
After 2 year at company	517.392	3.080,81	4.260,72	4.565,47	5.373,12	7.114,14
After 5 year at company	533.324	3.175,68	4.391,92	4.706,05	5.538,57	7.333,21

Office workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	515.559	3.237,01	4.511,14	4.833,37	5.354,08	7.088,94
After 3 years in profession	541.893	3.402,35	4.741,56	5.080,25	5.627,56	7.451,03

Pharmacist technicians

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	510.062	3.037,17	4.200,36	4.500,79	5.296,99	7.013,35
After 6 months in profession ²	511.541	3.045,97	4.212,54	4.513,84	5.312,35	7.033,69
After 3 years in profession	520.672	3.100,35	4.287,73	4.594,41	5.407,18	7.159,24
After 5 year at company	539.618	3.213,16	4.443,75	4.761,59	5.603,93	7.419,75

Leisure & travel service companies, composite occupations³

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	504.042	3.001,32	4.150,79	4.447,67	5.234,48	6.930,58
After 6 months in profession ²	512.014	3.048,79	4.216,44	4.518,01	5.317,27	7.040,19
After 1 year in profession	518.776	3.089,06	4.272,12	4.577,68	5.387,49	7.133,17
After 3 year in profession	526.073	3.132,51	4.332,21	4.642,07	5.463,27	7.233,50
After 5 year at company	541.893	3.226,71	4.462,49	4.781,66	5.627,56	7.451,03

Receptionists at hotels and guesthouses

	Monthly wages	Daytime	33% suppl.	45% suppl.	90% suppl.	Overtime	Major public holiday suppl.
Starting wages	504.042	3.001,32	3.991,76	4.351,91	5.702,51	5.234,48	6.930,58
After 6 months in profession ²	512.014	3.048,79	4.054,89	4.420,75	5.792,70	5.317,27	7.040,19
After 1 year in profession	518.776	3.089,06	4.108,45	4.479,14	5.869,21	5.387,49	7.133,17
After 3 year in profession	526.073	3.132,51	4.166,24	4.542,14	5.951,77	5.463,27	7.233,50
After 5 year at company	541.893	3.226,71	4.291,52	4.678,73	6.130,75	5.627,56	7.451,03

	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.

⁴The 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.