

# Driver guide

## Monthly wages

**1.4.2026**

### 1. salary grade

Starting salary 789.958

### 2. salary grade

Starting salary 789.958

1 year experience 793.627

### 3. salary grade

Starting salary 794.209

1 year experience 811.756

3 years experience 835.692

5 years experience 841.163

### 4. salary grade

Starting salary 800.141

1 year experience 831.453

3 years experience 856.058

5 years experience 867.707

**Holiday bonus** 62.000

**December bonus** 114.000

## Daytime hourly wage and overtime wage

**1. salary grade**

	Daytime	Overtime
Starting salary	4.861,28	8.203,71

### 2. salary grade

Starting salary	4.861,28	8.203,71
1 year experience	4.883,86	8.241,82

### 3. salary grade

Starting salary	4.887,44	8.247,86
1 year experience	4.995,42	8.430,09
3 years experience	5.142,72	8.678,66
5 years experience	5.176,39	8.735,48

### 4. salary grade

Starting salary	4.923,94	8.309,46
1 year experience	5.116,63	8.634,64
3 years experience	5.268,05	8.890,16
5 years experience	5.339,74	9.011,14

## Hourly wage with premium for shift workers

	33%	45%	90%
Starting salary	6.465,50	7.048,86	9.236,43

### 2. salary grade

Starting salary	6.465,50	7.048,86	9.236,43
1 year experience	6.495,53	7.081,60	9.279,33

### 3. salary grade

Starting salary	6.500,30	7.086,79	9.286,14
1 year experience	6.643,91	7.243,36	9.491,30
3 years experience	6.839,82	7.456,94	9.771,17
5 years experience	6.884,60	7.505,77	9.835,14

### 4. salary grade

Starting salary	6.548,84	7.139,71	9.355,49
1 year experience	6.805,12	7.419,11	9.721,60
3 years experience	7.006,51	7.638,67	10.009,30
5 years experience	7.101,85	7.742,62	10.145,51

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%.

The rate for driver guiding is in accordance with Chapter 2.5 of the collective agreement for tour guides.

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.