

Collective wage agreement between VR & SA

Pay scales 1. April 2025

Shop assistants

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
14 year old	283.722	1.689,42	2.336,45	2.503,56	2.946,45	3.901,18
15 year old	324.907	1.934,66	2.675,61	2.866,98	3.374,16	4.467,47
16 year old	384.397	2.288,89	3.165,51	3.391,92	3.991,96	5.285,46
17 year old	407.278	2.425,14	3.353,93	3.593,82	4.229,58	5.600,07
Starting wages ¹	457.616	2.724,88	3.768,47	4.038,00	4.752,34	6.292,22
After 6 months at company ²	468.054	2.787,03	3.854,42	4.130,11	4.860,74	6.435,74
After 1 year at company	470.201	2.799,82	3.872,11	4.149,05	4.883,04	6.465,26
After 2 year at company	483.380	2.878,29	3.980,63	4.265,35	5.019,90	6.646,48
After 5 year at company	496.971	2.959,22	4.092,56	4.385,27	5.161,04	6.833,35

Specialty trained shop workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	464.113	2.763,56	3.821,97	4.095,33	4.819,81	6.381,55
After 6 months at company ²	476.082	2.834,83	3.920,54	4.200,95	4.944,11	6.546,13
After 1 year at company	478.167	2.847,25	3.937,71	4.219,35	4.965,76	6.574,80
After 2 year at company	491.582	2.927,13	4.048,18	4.337,72	5.105,08	6.759,25
After 5 year at company	506.719	3.017,26	4.172,83	4.471,29	5.262,28	6.967,39

Office workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	491.717	3.087,32	4.302,52	4.609,85	5.106,48	6.761,11
After 3 years in profession	514.861	3.232,63	4.505,03	4.826,82	5.346,83	7.079,34

Pharmacist technicians

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	485.521	2.891,04	3.998,27	4.284,24	5.042,14	6.675,91
After 6 months in profession ²	487.791	2.904,56	4.016,96	4.304,27	5.065,71	6.707,13
After 3 years in profession	496.594	2.956,97	4.089,45	4.381,95	5.157,13	6.828,17
After 5 year at company	514.664	3.064,57	4.238,26	4.541,40	5.344,79	7.076,63

Leisure & travel service companies, composite occupations³

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	478.898	2.851,60	3.943,73	4.225,80	4.973,36	6.584,85
After 6 months in profession ²	486.472	2.896,70	4.006,10	4.292,63	5.052,01	6.688,99
After 1 year in profession	492.897	2.934,96	4.059,01	4.349,32	5.118,74	6.777,33
After 3 year in profession	499.830	2.976,24	4.116,10	4.410,50	5.190,73	6.872,66
After 5 year at company	514.861	3.065,74	4.239,88	4.543,13	5.346,83	7.079,34

Receptionists at hotels and guesthouses

	Monthly wages	Daytime	33% suppl.	45% suppl.	90% suppl.	Overtime	Major public holiday suppl.
Starting wages	478.898	2.851,60	3.792,63	4.134,82	5.418,04	4.973,36	6.584,85
After 6 months in profession ²	486.472	2.896,70	3.852,61	4.200,22	5.503,73	5.052,01	6.688,99
After 1 year in profession	492.897	2.934,96	3.903,50	4.255,69	5.576,42	5.118,74	6.777,33
After 3 year in profession	499.830	2.976,24	3.958,40	4.315,55	5.654,86	5.190,73	6.872,66
After 5 year at company	514.861	3.065,74	4.077,44	4.445,33	5.824,91	5.346,83	7.079,34

2025

Holiday bonus

60.000

December bonus

110.000

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.