

Collective wage agreement between VR/LÍV & SA

Pay scales 1. February 2024

Shop assistants

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
14 year old	267.189	1.590,98	2.200,30	2.357,68	2.774,76	3.673,85
15 year old	305.975	1.821,93	2.519,70	2.699,92	3.177,55	4.207,16
16 year old	361.998	2.155,52	2.981,05	3.194,27	3.759,35	4.977,47
17 year old	383.546	2.283,83	3.158,50	3.384,41	3.983,13	5.273,76
Starting wages ¹	430.950	2.566,10	3.548,87	3.802,70	4.475,42	5.925,56
After 6 months at company ²	440.780	2.624,63	3.629,82	3.889,44	4.577,50	6.060,73
After 1 year at company	442.802	2.636,67	3.646,47	3.907,28	4.598,50	6.088,53
After 2 year at company	455.213	2.710,57	3.748,68	4.016,80	4.727,39	6.259,18
After 5 year at company	468.012	2.786,78	3.854,08	4.129,74	4.860,30	6.435,17

Specialty trained shop workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	437.069	2.602,53	3.599,26	3.856,70	4.538,96	6.009,70
After 6 months at company ²	448.341	2.669,65	3.692,09	3.956,16	4.656,02	6.164,69
After 1 year at company	450.304	2.681,34	3.708,25	3.973,48	4.676,41	6.191,68
After 2 year at company	462.937	2.756,56	3.812,29	4.084,96	4.807,60	6.365,38
After 5 year at company	477.192	2.841,44	3.929,68	4.210,74	4.955,64	6.561,39

Office workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	465.023	2.919,71	4.068,95	4.359,59	4.829,26	6.394,07
After 3 years in profession	484.860	3.044,26	4.242,53	4.545,56	5.035,27	6.666,83

Pharmacist technicians

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	458.212	2.728,43	3.773,38	4.043,26	4.758,53	6.300,42
After 6 months in profession ²	461.228	2.746,39	3.798,21	4.069,88	4.789,85	6.341,89
After 3 years in profession	469.635	2.796,45	3.867,44	4.144,06	4.877,16	6.457,48
After 5 year at company	486.724	2.898,20	4.008,17	4.294,85	5.054,63	6.692,46

Leisure & travel service companies, composite occupations³

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	450.992	2.685,44	3.713,92	3.979,55	4.683,55	6.201,14
After 6 months in profession ²	458.125	2.727,91	3.772,66	4.042,50	4.757,63	6.299,22
After 1 year in profession	464.176	2.763,94	3.822,49	4.095,89	4.820,47	6.382,42
After 3 year in profession	470.705	2.802,82	3.876,26	4.153,50	4.888,27	6.472,19
After 5 year at company	484.860	2.887,10	3.992,82	4.278,40	5.035,27	6.666,83

Receptionists at hotels and guesthouses

	Monthly wages	Daytime	33% suppl.	45% suppl.	90% suppl.	Overtime	Major public holiday suppl.
Starting wages	450.992	2.685,44	3.571,63	3.893,88	5.102,33	4.683,55	6.201,14
After 6 months in profession ²	458.125	2.727,91	3.628,12	3.955,47	5.183,03	4.757,63	6.299,22
After 1 year in profession	464.176	2.763,94	3.676,04	4.007,71	5.251,49	4.820,47	6.382,42
After 3 year in profession	470.705	2.802,82	3.727,75	4.064,08	5.325,35	4.888,27	6.472,19
After 5 year at company	484.860	2.887,10	3.839,85	4.186,30	5.485,49	5.035,27	6.666,83

2024

Holiday bonus

58.000

December bonus

106.000

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