

Increase **1,029**
 Supervisors' increase 1,029
 Pay scales 1.5.2025

*Capital area= Helsinki, Espoo, Kauniainen, Vantaa

| EMPLOYEES | | | | | | | | | |
|----------------------|----------|-------|----------|-------|----------|-------|----------|-------|--|
| Capital area* | 2nd year | | 4th year | | 6th year | | 9th year | | |
| A | 2011 | 12,57 | 2083 | 13,02 | 2195 | 13,72 | 2301 | 14,38 | |
| B | 2132 | 13,33 | 2212 | 13,83 | 2337 | 14,61 | 2441 | 15,26 | |
| C | 2277 | 14,23 | 2359 | 14,74 | 2517 | 15,73 | 2638 | 16,49 | |
| D | 2398 | 14,99 | 2488 | 15,55 | 2655 | 16,59 | 2857 | 17,86 | |
| | | | | | | | | | |
| Elsewhere in Finland | 2nd year | | 4th year | | 6th year | | 9th year | | |
| A | 1931 | 12,07 | 1999 | 12,49 | 2101 | 13,13 | 2197 | 13,73 | |
| B | 2050 | 12,81 | 2127 | 13,29 | 2234 | 13,96 | 2331 | 14,57 | |
| C | 2179 | 13,62 | 2258 | 14,11 | 2399 | 14,99 | 2509 | 15,68 | |
| D | 2297 | 14,36 | 2405 | 15,03 | 2528 | 15,80 | 2707 | 16,92 | |

| WHOLESALE SALES ASSISTANTS GRADES II AND III until 30 September 2026 | | | | | | | | | |
|---|----------|--|----------|--|----------|--|----------|--|--|
| Capital area* | 2nd year | | 4th year | | 6th year | | 9th year | | |
| II | 2670 | | 2782 | | 2915 | | 3061 | | |
| III | 3099 | | 3219 | | 3357 | | 3517 | | |
| | | | | | | | | | |
| Elsewhere in Finland | 2nd year | | 4th year | | 6th year | | 9th year | | |
| II | 2515 | | 2625 | | 2749 | | 2890 | | |
| III | 2902 | | 3018 | | 3129 | | 3280 | | |

| MECHANICS AND SERVICING STAFF until 30 | | |
|---|------|--|
| Capital area* | 2096 | |
| Elsewhere in Finland | 2014 | |

| SERVICE STATION RESTAURANT EMPLOYEES | | | | | | |
|---|----------|-------|----------|-------|----------|-------|
| | 2nd year | | 6th year | | 9th year | |
| Capital area* | 2154 | 13,46 | 2212 | 13,83 | 2318 | 14,49 |
| Elsewhere in Finland | 2122 | 13,26 | 2207 | 13,79 | 2258 | 14,11 |

| SERVICE STATION RESTAURANT: HOURLY WAGES OF THE REPRESENTATIVE OF THE LICENSEE | | | | | | |
|---|----------|--|----------|--|----------|-------|
| | 2nd year | | 4th year | | 9th year | |
| | 15,20 | | 15,56 | | 15,94 | 16,28 |

| MONTHLY AND HOURLY WAGES OF THE SERVICE STATION RESTAURANT SUPERVISORS | | | | | | | | |
|---|-----------|-------|--------------|-------|--------------|-------|---------------|-------|
| | 0-2 years | | over 2 years | | over 5 years | | over 10 years | |
| 1. | 2238 | 13,99 | 2288 | 14,30 | 2344 | 14,65 | 2398 | 14,99 |
| 2. | 2353 | 14,71 | 2407 | 15,04 | 2465 | 15,41 | 2520 | 15,75 |
| 3. | 2433 | 15,21 | 2491 | 15,57 | 2550 | 15,94 | 2606 | 16,29 |
| 4. | 2457 | 15,36 | 2513 | 15,71 | 2573 | 16,08 | 2633 | 16,46 |
| 5. | 2580 | 16,13 | 2640 | 16,50 | 2706 | 16,91 | 2770 | 17,31 |
| 6. | 2706 | 16,91 | 2770 | 17,31 | 2839 | 17,74 | 2908 | 18,18 |

| ICT-EMPLOYEES | | | | | | | | | |
|----------------------|----------|--|----------|--|----------|--|----------|--|-------------|
| Capital area* | 2nd year | | 4th year | | 6th year | | 9th year | | 12. vuotena |
| I | 2966 | | 3156 | | 3361 | | 3613 | | 3857 |
| II | 3170 | | 3393 | | 3639 | | 3922 | | 4190 |
| III | 3412 | | 3663 | | 3920 | | 4219 | | 4510 |
| IV | 3747 | | 4043 | | 4331 | | 4689 | | 5013 |
| | | | | | | | | | |
| Elsewhere in Finland | 2nd year | | 4th year | | 6th year | | 9th year | | 12. vuotena |
| I | 2809 | | 2988 | | 3178 | | 3415 | | 3648 |
| II | 3003 | | 3216 | | 3440 | | 3707 | | 3962 |
| III | 3232 | | 3466 | | 3699 | | 3990 | | 4258 |
| IV | 3549 | | 3818 | | 4090 | | 4417 | | 4724 |

| COMMERCE LOGISTICS SUPERVISORS | | | | | | |
|--------------------------------|----------|--|----------|--|----------|--|
| Capital area* | 1st year | | 3rd year | | 5th year | |
| III | 2470 | | 2536 | | 2610 | |
| II | 2696 | | 2795 | | 2903 | |
| | | | | | | |
| Elsewhere in Finland | 1st year | | 3rd year | | 5th year | |
| III | 2377 | | 2441 | | 2507 | |
| II | 2592 | | 2685 | | 2780 | |