

Wage category April 1st 2020 - monthly wages

	Starting wage	1 year	3 years	5 years
Wage category 4	307.735	309.549	311.391	313.261
Wage category 5	309.549	311.391	313.261	315.158
Wage category 6	311.391	313.261	315.158	317.084
Wage category 7	313.261	315.158	317.084	319.131
Wage category 8	315.158	317.084	319.131	321.237
Wage category 9	317.084	319.131	321.237	323.376
Wage category 10	319.131	321.237	323.376	325.546
Wage category 11	321.237	323.376	325.546	327.749
Wage category 12	323.376	325.546	327.749	329.985
Wage category 13	325.546	327.749	329.985	332.255
Wage category 14	327.749	329.985	332.255	334.560
Wage category 15	329.985	332.255	334.560	336.898
Wage category 16	332.255	334.560	336.898	339.272
Wage category 17	334.560	336.898	339.272	341.680
Wage category 18	336.898	339.272	341.680	344.125
Wage category 19	339.272	341.680	344.125	346.608
Wage category 20	341.680	344.125	346.608	349.127
Wage category 21	344.125	346.608	349.127	351.684
Wage category 22	346.608	349.127	351.684	354.279
Wage category 23	349.127	351.684	354.279	356.914
Wage category 24	351.684	354.279	356.914	359.588

Length of service is based on work experience in an industry while the 5 year increment is based on length of service with the same employer.

The age of 22 shall be considered equivalent to having 1 year's employment in the industry.

Wage category April 1st 2020 - daytime

	Starting wage	1 year	3 years	5 years
Wage category 4	1.775,43	1.785,89	1.796,52	1.807,31
Wage category 5	1.785,89	1.796,52	1.807,31	1.818,25
Wage category 6	1.796,52	1.807,31	1.818,25	1.829,37
Wage category 7	1.807,31	1.818,25	1.829,37	1.841,18
Wage category 8	1.818,25	1.829,37	1.841,18	1.853,33
Wage category 9	1.829,37	1.841,18	1.853,33	1.865,67
Wage category 10	1.841,18	1.853,33	1.865,67	1.878,19
Wage category 11	1.853,33	1.865,67	1.878,19	1.890,90
Wage category 12	1.865,67	1.878,19	1.890,90	1.903,80
Wage category 13	1.878,19	1.890,90	1.903,80	1.916,89
Wage category 14	1.890,90	1.903,80	1.916,89	1.930,19
Wage category 15	1.903,80	1.916,89	1.930,19	1.943,68
Wage category 16	1.916,89	1.930,19	1.943,68	1.957,38
Wage category 17	1.930,19	1.943,68	1.957,38	1.971,27
Wage category 18	1.943,68	1.957,38	1.971,27	1.985,37
Wage category 19	1.957,38	1.971,27	1.985,37	1.999,70
Wage category 20	1.971,27	1.985,37	1.999,70	2.014,23
Wage category 21	1.985,37	1.999,70	2.014,23	2.028,99
Wage category 22	1.999,70	2.014,23	2.028,99	2.043,96
Wage category 23	2.014,23	2.028,99	2.043,96	2.059,16
Wage category 24	2.028,99	2.043,96	2.059,16	2.074,59

Wage category April 1st 2020 - overtime

	Starting wage	1 year	3 years	5 years
Wage category 4	3.195,83	3.214,67	3.233,80	3.253,22
Wage category 5	3.214,67	3.233,80	3.253,22	3.272,92
Wage category 6	3.233,80	3.253,22	3.272,92	3.292,92
Wage category 7	3.253,22	3.272,92	3.292,92	3.314,18
Wage category 8	3.272,92	3.292,92	3.314,18	3.336,05
Wage category 9	3.292,92	3.314,18	3.336,05	3.358,26
Wage category 10	3.314,18	3.336,05	3.358,26	3.380,80
Wage category 11	3.336,05	3.358,26	3.380,80	3.403,67
Wage category 12	3.358,26	3.380,80	3.403,67	3.426,89
Wage category 13	3.380,80	3.403,67	3.426,89	3.450,47
Wage category 14	3.403,67	3.426,89	3.450,47	3.474,41
Wage category 15	3.426,89	3.450,47	3.474,41	3.498,69
Wage category 16	3.450,47	3.474,41	3.498,69	3.523,34
Wage category 17	3.474,41	3.498,69	3.523,34	3.548,35
Wage category 18	3.498,69	3.523,34	3.548,35	3.573,74
Wage category 19	3.523,34	3.548,35	3.573,74	3.599,52
Wage category 20	3.548,35	3.573,74	3.599,52	3.625,68
Wage category 21	3.573,74	3.599,52	3.625,68	3.652,24
Wage category 22	3.599,52	3.625,68	3.652,24	3.679,19
Wage category 23	3.625,68	3.652,24	3.679,19	3.706,55
Wage category 24	3.652,24	3.679,19	3.706,55	3.734,32

Wage category April 1st 2020 - overtime on public holidays

	Starting wage	1 year	3 years	5 years
Wage category 4	4.231,36	4.256,30	4.281,63	4.307,34
Wage category 5	4.256,30	4.281,63	4.307,34	4.333,42
Wage category 6	4.281,63	4.307,34	4.333,42	4.359,91
Wage category 7	4.307,34	4.333,42	4.359,91	4.388,05
Wage category 8	4.333,42	4.359,91	4.388,05	4.417,01
Wage category 9	4.359,91	4.388,05	4.417,01	4.446,42
Wage category 10	4.388,05	4.417,01	4.446,42	4.476,26
Wage category 11	4.417,01	4.446,42	4.476,26	4.506,55
Wage category 12	4.446,42	4.476,26	4.506,55	4.537,29
Wage category 13	4.476,26	4.506,55	4.537,29	4.568,51
Wage category 14	4.506,55	4.537,29	4.568,51	4.600,20
Wage category 15	4.537,29	4.568,51	4.600,20	4.632,35
Wage category 16	4.568,51	4.600,20	4.632,35	4.664,99
Wage category 17	4.600,20	4.632,35	4.664,99	4.698,10
Wage category 18	4.632,35	4.664,99	4.698,10	4.731,72
Wage category 19	4.664,99	4.698,10	4.731,72	4.765,86
Wage category 20	4.698,10	4.731,72	4.765,86	4.800,50
Wage category 21	4.731,72	4.765,86	4.800,50	4.835,66
Wage category 22	4.765,86	4.800,50	4.835,66	4.871,34
Wage category 23	4.800,50	4.835,66	4.871,34	4.907,57
Wage category 24	4.835,66	4.871,34	4.907,57	4.944,34

Cleaning work**Cleaning**

	Daytime	Overtime
Starting wage	1.796,52	3.233,80
1 year in an industry	1.807,31	3.253,22
3 years in an industry	1.818,25	3.272,92
5 years in the same company	1.829,37	3.292,92

Wage category**6****Cleaning in shift work at private foundations**

	Daytime	Yfirvinna	33% premium	55% premium*	90% premium**
Starting wage	1.796,52	3.233,80	2.389,37	2.784,61	3.413,39
1 year in an industry	1.807,31	3.253,22	2.403,72	2.801,33	3.433,89
3 years in an industry	1.818,25	3.272,92	2.418,27	2.818,29	3.454,68
5 years in the same company	1.829,37	3.292,92	2.433,06	2.835,52	3.475,80

Wage category**6**

Mon. - Fri.
17.00-24.00
Mon.- Fri.
24.00-08.00
and Sat. / Sun.

*45% premium in companies other than public institutions.

**Shift work employees earn winter holiday according to art. 22.4.7.

Time measured piecework:

	Daytime	33% premium*	45% premium*	Overtime*
Starting wage	2.155,82	2.867,25	3.125,94	3.880,48
1 year in an industry	2.168,77	2.884,47	3.144,72	3.903,79
3 years in an industry	2.181,90	2.901,93	3.163,76	3.927,42
5 years in the same company	2.195,24	2.919,67	3.183,10	3.951,44

**Wage category
with 20% premium**

Mon.- Fri.
24.00-08.00
and Sat. / Sun.

Mon. - Fri.
17.00-24.00

*An overtime premium must be paid for work in excess of 40 hours per week.

On holidays, overtime shall be paid acc. to art. 1.7.1. and on public holidays the public holiday premium shall be paid acc. to art. 1.7.2.

CONSTRUCTION WORKERS

General construction workers
Specially trained construction workers
Specialised assistants to tradesmen

Wage category**6****8****9****MACHINE OPERATORS**

Machine operator 1
Machine operator 2

Wage category**10****13****PCV DRIVERS**

PCV drivers

Wage category**17**

Monthly course premium for PCV drivers 5.221 kr.

INDUSTRIAL WORKERS

Industrial workers I
Industrial workers II

Wage category**4****6**

WORKERS AT OIL CHANGE SERVICE- AND RUST PROOFING STATIONS AND TYRE WORKSHOPS

Workers at oil change service- and rust proofing stations and tyre workshops	Wage category 6
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PETROL STATION WORKERS

	Daytime	Overtime	Mon. - Fri. 18.00-24.00 33% premium	Sat. and Sun. 45% premium	Mon. - Sun. 24.00-08.00 55% premium
Outdoor and service work					Wage category 6
Starting wage	1.796,52	3.233,80	2.389,37	2.604,95	2.784,61
1 year in an industry	1.807,31	3.253,22	2.403,72	2.620,60	2.801,33
3 years in an industry	1.818,25	3.272,92	2.418,27	2.636,46	2.818,29
5 years in the same company	1.829,37	3.292,92	2.433,06	2.652,59	2.835,52

Outdoor and cashier work /cash register					Wage category 7
Starting wage	1.807,31	3.253,22	2.403,72	2.620,60	2.801,33
1 year in an industry	1.818,25	3.272,92	2.418,27	2.636,46	2.818,29
3 years in an industry	1.829,37	3.292,92	2.433,06	2.652,59	2.835,52
5 years in the same company	1.841,18	3.314,18	2.448,77	2.669,71	2.853,83

Shift managers					Wage category 9
Starting wage	1.829,37	3.292,92	2.433,06	2.652,59	2.835,52
1 year in an industry	1.841,18	3.314,18	2.448,77	2.669,71	2.853,83
3 years in an industry	1.853,33	3.336,05	2.464,93	2.687,33	2.872,66
5 years in the same company	1.865,67	3.358,26	2.481,34	2.705,22	2.891,79

Settlement of accounts (cashier) shall be 1.701,30 kr. for each settlement.
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SECURITY GUARDS - SECURITAS

	Daytime	Overtime	Mon. - Fri. 17.00-24.00 33% premium	Mon.- Fri. 24.00-08.00 and Sat. / Sun. 45% premium	Wage category
Local patrol					6
Starting wage	1.796,52	3.233,80	2.389,37	2.604,95	
1 year in an industry	1.807,31	3.253,22	2.403,72	2.620,60	
3 years in an industry	1.818,25	3.272,92	2.418,27	2.636,46	
5 years in the same company	1.829,37	3.292,92	2.433,06	2.652,59	
Mobile patrol					7
Starting wage	1.807,31	3.253,22	2.403,72	2.620,60	
1 year in an industry	1.818,25	3.272,92	2.418,27	2.636,46	
3 years in an industry	1.829,37	3.292,92	2.433,06	2.652,59	
5 years in the same company	1.841,18	3.314,18	2.448,77	2.669,71	
Transport and command centre					10
Starting wage	1.841,18	3.314,18	2.448,77	2.669,71	
1 year in an industry	1.853,33	3.336,05	2.464,93	2.687,33	
3 years in an industry	1.865,67	3.358,26	2.481,34	2.705,22	
5 years in the same company	1.878,19	3.380,80	2.497,99	2.723,38	

FISH PROCESSING WORKERS

	Wage category
General fish processing workers	5
Specialised workers in fisheries I	7
Specialised workers in fisheries II	9
Specialised workers in fisheries III	11
Fisheries technicians	13
- Money for clothes; general: 18,03, salt fish and stockfish: 23,18	
- Index in group pay schemes is 264,20	
- Minimum bonus in fish processing is 282,00 kr. per hour	

GENERAL WORK IN FISH FARMING

	Wage category
General workers	5
Specialised workers	7
Aquaculture specialists	17

STAFF IN CAFETERIAS

	Wage category
General workers	4
Cooks	6
Cooks that manage one or more assistants	10

OIL STATION

	Wage category
General labour work and general service	6
Delivery van and truck drivers	13
Drivers with trailers / specialised workers at gas station	17

LONGSHORING/HARBOUR WORK - SAMSKIP

	Wage category
General work	6
Port worker	9
Operators of forklift	10
Machine operators	13

LONGSHORING/HARBOUR WORK - EIMSKIP

	Wage category
Harbour work I - General work	9
Harbour work II - Operators of forklift	11
Harbour work III - Foremen	12
Machine operators with full licence	14

HOTELS AND RESTAURANTS

Casual work - not shift work	Wage category
	4

	Daytime*	Overtime	Overtime on public holidays
Starting wage	1.789,16	3.195,83	4.984,98
1 year in an industry	1.799,70	3.214,67	5.014,37
3 years in an industry	1.810,41	3.233,80	5.044,21
5 years in the same company	1.821,28	3.253,22	5.074,50

General workers of hotels and restaurants	Wage category		
	Daytime*	Overtime	Mon.- Fri. 17.00-24.00 24.00-08.00 and Sat. / Sun.
			5

	Daytime*	Overtime	33% premium***	45% premium***	90% premium**
Starting wage	1.799,70	3.214,67	2.393,61	2.609,57	3.419,44
1 year in an industry	1.810,41	3.233,80	2.407,85	2.625,10	3.439,78
3 years in an industry	1.821,28	3.253,22	2.422,31	2.640,86	3.460,44
5 years in the same company	1.832,31	3.272,92	2.436,98	2.656,86	3.481,40

Specialised workers of hotels and restaurants	Wage category		
	Daytime*	Overtime	Mon.- Fri. 17.00-24.00 24.00-08.00 and Sat. / Sun.
			6

	Daytime*	Overtime	33% premium***	45% premium***	90% premium**
Starting wage	1.810,41	3.233,80	2.407,85	2.625,10	3.439,78
1 year in an industry	1.821,28	3.253,22	2.422,31	2.640,86	3.460,44
3 years in an industry	1.832,31	3.272,92	2.436,98	2.656,86	3.481,40
5 years in the same company	1.843,51	3.292,92	2.451,87	2.673,09	3.502,67

A 15% premium is paid to employees recruited to management positions, acc. to art. 1.2.4.

* Daytime pay is calculated by dividing the monthly pay by 172.

** Shift work employees earn winter holiday acc. to art. 3.4.

*** It is not permitted to pay according to shift work rates unless explicitly stated in the employment contract.

Travel allowance is 2½ times the starting fare of taxis acc. to art. 4.5.2.
(March 2020, this corresponds to 1.725 kr. at Hreyfill)

Care workers

Wage category

Care workers

21

The wages specified for each job title are the minimal.

The minimum guaranteed wages for fulltime day work is kr. 335.000 a month

December bonus is 94.000 kr. the year 2020.

Holiday bonus is 51.000 kr.

Wages of young people:

18 to 21 years	95% of starting wages during training time. <i>The starting wages are based on the employee having reached the age of 18 and aquired the ability to do the job in question. Training time can last a maximum of 300 hours at the same employer or 500 hours in an industry after reaching the age of 16.</i>
17 years	89% of starting wages.
16 years	84% of starting wages.
15 years	71% of starting wages.
14 years	62% of starting wages.

The age of 22 shall be considered equivalent to having 1 year's employment in the industry.

Food stipend, if worked outside the bus routes:

- one meal per day	1.974 kr.
- two meals per day	4.121 kr.
- per 24 hours (calendar day)	5.734 kr.

The reimbursement for driving your own car is according to the advertisement of "ferðakostnaðarnefnd ríkisins" at any given time, see also:

<https://www.stjornarradid.is/verkefni/mannaudsmal-rikisins/kjarasamningar-laun-og-starfskjar/ferdakostnadir/>

- the first 10.000 km a year	110,00 kr.
- the next 10.000 km	99,00 kr.
- more than 20.000 km a year	88,00 kr.