

**Wage category January 1st 2021 - monthly wages**

	<b>Starting wage</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
Wage category 4	331.735	333.549	335.391	337.261
Wage category 5	333.549	335.391	337.261	339.158
Wage category 6	335.391	337.261	339.158	341.084
Wage category 7	337.261	339.158	341.084	343.131
Wage category 8	339.158	341.084	343.131	345.237
Wage category 9	341.084	343.131	345.237	347.376
Wage category 10	343.131	345.237	347.376	349.546
Wage category 11	345.237	347.376	349.546	351.749
Wage category 12	347.376	349.546	351.749	353.985
Wage category 13	349.546	351.749	353.985	356.255
Wage category 14	351.749	353.985	356.255	358.560
Wage category 15	353.985	356.255	358.560	360.898
Wage category 16	356.255	358.560	360.898	363.272
Wage category 17	358.560	360.898	363.272	365.680
Wage category 18	360.898	363.272	365.680	368.125
Wage category 19	363.272	365.680	368.125	370.608
Wage category 20	365.680	368.125	370.608	373.127
Wage category 21	368.125	370.608	373.127	375.684
Wage category 22	370.608	373.127	375.684	378.279
Wage category 23	373.127	375.684	378.279	380.914
Wage category 24	375.684	378.279	380.914	383.588

Length of service is based on work experience in an industry while 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 January 1st 2021 - daytime**

	<b>Starting wage</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
Wage category 4	1.913,89	1.924,36	1.934,99	1.945,77
Wage category 5	1.924,36	1.934,99	1.945,77	1.956,72
Wage category 6	1.934,99	1.945,77	1.956,72	1.967,83
Wage category 7	1.945,77	1.956,72	1.967,83	1.979,64
Wage category 8	1.956,72	1.967,83	1.979,64	1.991,79
Wage category 9	1.967,83	1.979,64	1.991,79	2.004,13
Wage category 10	1.979,64	1.991,79	2.004,13	2.016,65
Wage category 11	1.991,79	2.004,13	2.016,65	2.029,36
Wage category 12	2.004,13	2.016,65	2.029,36	2.042,26
Wage category 13	2.016,65	2.029,36	2.042,26	2.055,36
Wage category 14	2.029,36	2.042,26	2.055,36	2.068,66
Wage category 15	2.042,26	2.055,36	2.068,66	2.082,14
Wage category 16	2.055,36	2.068,66	2.082,14	2.095,84
Wage category 17	2.068,66	2.082,14	2.095,84	2.109,73
Wage category 18	2.082,14	2.095,84	2.109,73	2.123,84
Wage category 19	2.095,84	2.109,73	2.123,84	2.138,16
Wage category 20	2.109,73	2.123,84	2.138,16	2.152,70
Wage category 21	2.123,84	2.138,16	2.152,70	2.167,45
Wage category 22	2.138,16	2.152,70	2.167,45	2.182,42
Wage category 23	2.152,70	2.167,45	2.182,42	2.197,62
Wage category 24	2.167,45	2.182,42	2.197,62	2.213,05

**Wage category January 1st 2021 - overtime**

	<b>Starting wage</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
Wage category 4	3.445,07	3.463,91	3.483,04	3.502,46
Wage category 5	3.463,91	3.483,04	3.502,46	3.522,16
Wage category 6	3.483,04	3.502,46	3.522,16	3.542,16
Wage category 7	3.502,46	3.522,16	3.542,16	3.563,42
Wage category 8	3.522,16	3.542,16	3.563,42	3.585,29
Wage category 9	3.542,16	3.563,42	3.585,29	3.607,50
Wage category 10	3.563,42	3.585,29	3.607,50	3.630,04
Wage category 11	3.585,29	3.607,50	3.630,04	3.652,91
Wage category 12	3.607,50	3.630,04	3.652,91	3.676,13
Wage category 13	3.630,04	3.652,91	3.676,13	3.699,71
Wage category 14	3.652,91	3.676,13	3.699,71	3.723,65
Wage category 15	3.676,13	3.699,71	3.723,65	3.747,93
Wage category 16	3.699,71	3.723,65	3.747,93	3.772,58
Wage category 17	3.723,65	3.747,93	3.772,58	3.797,59
Wage category 18	3.747,93	3.772,58	3.797,59	3.822,98
Wage category 19	3.772,58	3.797,59	3.822,98	3.848,76
Wage category 20	3.797,59	3.822,98	3.848,76	3.874,92
Wage category 21	3.822,98	3.848,76	3.874,92	3.901,48
Wage category 22	3.848,76	3.874,92	3.901,48	3.928,43
Wage category 23	3.874,92	3.901,48	3.928,43	3.955,79
Wage category 24	3.901,48	3.928,43	3.955,79	3.983,56

**Wage category January 1st 2021 - overtime on public holidays**

	<b>Starting wage</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
Wage category 4	4.561,36	4.586,30	4.611,63	4.637,34
Wage category 5	4.586,30	4.611,63	4.637,34	4.663,42
Wage category 6	4.611,63	4.637,34	4.663,42	4.689,91
Wage category 7	4.637,34	4.663,42	4.689,91	4.718,05
Wage category 8	4.663,42	4.689,91	4.718,05	4.747,01
Wage category 9	4.689,91	4.718,05	4.747,01	4.776,42
Wage category 10	4.718,05	4.747,01	4.776,42	4.806,26
Wage category 11	4.747,01	4.776,42	4.806,26	4.836,55
Wage category 12	4.776,42	4.806,26	4.836,55	4.867,29
Wage category 13	4.806,26	4.836,55	4.867,29	4.898,51
Wage category 14	4.836,55	4.867,29	4.898,51	4.930,20
Wage category 15	4.867,29	4.898,51	4.930,20	4.962,35
Wage category 16	4.898,51	4.930,20	4.962,35	4.994,99
Wage category 17	4.930,20	4.962,35	4.994,99	5.028,10
Wage category 18	4.962,35	4.994,99	5.028,10	5.061,72
Wage category 19	4.994,99	5.028,10	5.061,72	5.095,86
Wage category 20	5.028,10	5.061,72	5.095,86	5.130,50
Wage category 21	5.061,72	5.095,86	5.130,50	5.165,66
Wage category 22	5.095,86	5.130,50	5.165,66	5.201,34
Wage category 23	5.130,50	5.165,66	5.201,34	5.237,57
Wage category 24	5.165,66	5.201,34	5.237,57	5.274,34

**CLEANING WORK**

			<b>Wage category</b>
<b>Cleaning</b>			<b>6</b>
	<b>Daytime</b>	<b>Overtime</b>	
Starting wage	1.934,99	3.483,04	
1 year in an industry	1.945,77	3.502,46	
3 years in an industry	1.956,72	3.522,16	
5 years in the same comp	1.967,83	3.542,16	

			<b>Wage category</b>
<b>Cleaning in shift work at private foundations</b>			<b>6</b>

			Mon. - Fri. 17.00-24.00	Mon.- Fri. 24.00-08.00 and Sat. / Sun.	
	<b>Daytime</b>	<b>Overtime</b>	<b>33% premium</b>	<b>55% premium*</b>	<b>90% premium**</b>
Starting wage	1.934,99	3.483,04	2.573,54	2.999,23	3.676,48
1 year in an industry	1.945,77	3.502,46	2.587,87	3.015,94	3.696,96
3 years in an industry	1.956,72	3.522,16	2.602,44	3.032,92	3.717,77
5 years in the same comp	1.967,83	3.542,16	2.617,21	3.050,14	3.738,88

\*45% premium in companies other than public institutions

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

			<b>Wage category 6</b>
<b>Time measured piecework:</b>			<b>with 20% premium</b>

			Mon. - Fri. 17.00-24.00	Mon.- Fri. 24.00-08.00 and Sat. / Sun.	
	<b>Daytime</b>	<b>33% premium*</b>	<b>45% premium*</b>	<b>Overtime*</b>	
Starting wage	2.321,99	3.088,24	3.366,88	4.179,58	
1 year in an industry	2.334,92	3.105,45	3.385,64	4.202,86	
3 years in an industry	2.348,06	3.122,93	3.404,69	4.226,52	
5 years in the same company	2.361,40	3.140,66	3.424,02	4.250,51	

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

On holidays, overtime shall be paid acc. art. 1.71. and on public holidays the public holiday premium shall be paid acc. Art. 1.7.2.

**CONSTRUCTION WORKERS**

	<b>Wage category</b>
General construction workers	6
Specially trained construction workers	8
Specialised assistants to tradesmen	9

**MACHINE OPERATORS**

	<b>Wage category</b>
Machine operator 1	10
Machine operator 2	13

**PCV DRIVERS**

	<b>Wage category</b>
PCV drivers	17
Monthly course premium for PCV drivers	5.352 kr.

**INDUSTRIAL WORKERS**

	<b>Wage category</b>
Industrial workers I	4
Industrial workers II	6

**STARFSMENN Á SMURSTÖÐVUM, RYÐVARNARSKÁLUM OG DEKKJAVERKSTÆÐUM**

Starfsmenn á smurstöðvum, ryðvarnarskálum og dekkjaverkstæðum	<b>Wage category</b>
	6

**PETROL STATION WORKERS**

	Daytime	Overtime	mán. - fös. 18.00-24.00 33% premium	lau. og sun. 45% premium	mán. - sun. 24.00-08.00 55% álag
<b>Outdoor and service work</b>					<b>Wage category</b>
					6
Starting wage	1.934,99	3.483,04	2.573,54	2.805,74	2.999,23
1 year in an industry	1.945,77	3.502,46	2.587,87	2.821,37	3.015,94
3 years in an industry	1.956,72	3.522,16	2.602,44	2.837,24	3.032,92
5 years in the same comp	1.967,83	3.542,16	2.617,21	2.853,35	3.050,14

<b>Outdoor and cashier work /cash register</b>					<b>Wage category</b>
					7
Starting wage	1.945,77	3.502,46	2.587,87	2.821,37	3.015,94
1 year in an industry	1.956,72	3.522,16	2.602,44	2.837,24	3.032,92
3 years in an industry	1.967,83	3.542,16	2.617,21	2.853,35	3.050,14
5 years in the same comp	1.979,64	3.563,42	2.632,92	2.870,48	3.068,44

<b>Shift managers</b>					<b>Wage category</b>
					9
Starting wage	1.967,83	3.542,16	2.617,21	2.853,35	3.050,14
1 year in an industry	1.979,64	3.563,42	2.632,92	2.870,48	3.068,44
3 years in an industry	1.991,79	3.585,29	2.649,08	2.888,10	3.087,27
5 years in the same comp	2.004,13	3.607,50	2.665,49	2.905,99	3.106,40

<b>Settlement of accounts (cashier) shall be 1.743,83 kr. for each settlement.</b>
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**SECURITY GUARDS - SECURITAS**

			mån. - fös. 17.00-24.00	mån.- fös. 24.00-08.00 og lau. / sun.	
	Daytime	Overtime	33% premium	45% premium	Wage category
<b>Local patrol</b>					<b>6</b>
Starting wage	1.934,99	3.483,04	2.573,54	2.805,74	
1 year in an industry	1.945,77	3.502,46	2.587,87	2.821,37	
3 years in an industry	1.956,72	3.522,16	2.602,44	2.837,24	
5 years in the same comp	1.967,83	3.542,16	2.617,21	2.853,35	
<b>Mobile patrol</b>					<b>7</b>
Starting wage	1.945,77	3.502,46	2.587,87	2.821,37	
1 year in an industry	1.956,72	3.522,16	2.602,44	2.837,24	
3 years in an industry	1.967,83	3.542,16	2.617,21	2.853,35	
5 years in the same comp	1.979,64	3.563,42	2.632,92	2.870,48	
<b>Transport and command centre</b>					<b>10</b>
Starting wage	1.979,64	3.563,42	2.632,92	2.870,48	
1 year in an industry	1.991,79	3.585,29	2.649,08	2.888,10	
3 years in an industry	2.004,13	3.607,50	2.665,49	2.905,99	
5 years in the same comp	2.016,65	3.630,04	2.682,14	2.924,14	

**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: 18,48 salt fish and stockfish: 23,75	
- Index in gropu pay scheme is 270,81	
- Minimum bonus in fish processing is 289,00 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**

	<b>Wage category</b>
General work	6
Port worker	9
Operators of forklift	10
Machine operators	13

**LONGSHORING/HARBOUR WORK - EIMSKIP**

	<b>Wage category</b>
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**

<b>Casual work - not shift work</b>	<b>Wage category</b>
	<b>4</b>

	Daytime*	Overtime	Stórhátíðakaup
Starting wage	1.928,69	3.445,07	5.373,76
1 year in an industry	1.939,24	3.463,91	5.403,15
3 years in an industry	1.949,95	3.483,04	5.432,99
5 years in the same comp	1.960,82	3.502,46	5.463,28

<b>General workers of hotels and restaurants</b>			<b>Wage category</b>
			<b>5</b>
	Daytime*	Overtime	
			mán.- fös. 24.00-08.00 og lau. / sun.
			33% premium***
			45% premium***
			90% premium**

Starting wage	1.939,24	3.463,91	2.579,19	2.811,90	3.684,56
1 year in an industry	1.949,95	3.483,04	2.593,43	2.827,43	3.704,91
3 years in an industry	1.960,82	3.502,46	2.607,89	2.843,19	3.725,56
5 years in the same comp	1.971,85	3.522,16	2.622,56	2.859,18	3.746,52

<b>Specialised workers of hotels and restaurants</b>					<b>Wage category</b>
					<b>6</b>
	Daytime*	Overtime			
					mán.- fös. 24.00-08.00 og lau. / sun.
					33% premium***
					45% premium***
					90% premium**

Starting wage	1.949,95	3.483,04	2.593,43	2.827,43	3.704,91
1 year in an industry	1.960,82	3.502,46	2.607,89	2.843,19	3.725,56
3 years in an industry	1.971,85	3.522,16	2.622,56	2.859,18	3.746,52
5 years in the same comp	1.983,05	3.542,16	2.637,46	2.875,42	3.767,80

**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.  
(August 2020, this corresponds to 1.825 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. 351.000 a month**

Holiday bounis is 52.000 kr. June 1st, 2021

Decemberbonus is 96.000 kr. December 2021

### Wages of young people:

18 to 21 years	95% af Starting wageum á þjálfunartíma <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% af Starting wageum
16 years	84% af Starting wageum
15 years	71% af Starting wageum
14 years	62% af Starting wageum

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	2.024 kr.
- two meals per day	4.224 kr.
- per 24 hours (calendar day)	5.877 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	114,00 kr.
- the next 10.000 km	102,00 kr.
- more than 20.000 km a year	91,00 kr.