

Minutes of the meeting between the Association of Companies in Welfare Services and Efling Trade Union on October 2, 2024

In connection with the parties' collective bargaining, the contracting parties agree that the following items need to be elaborated in the institutional agreement. Work on changes to the institutional agreement shall be completed by October 31, 2024.

Team Leaders

The parties agree that the following chapter in the parties' institutional agreement from February 4, 2021 will change as follows:

Is:

4. Special responsibility in the job

The increase due to special responsibility in the job is one of the following factors;

- Employee participates in specific defined projects or interdisciplinary team. Has at least 2 years of work experience in care work 1 **STEP**
- Employee oversees defined projects or participates in development work/development project/organized quality work. 2 **STEP**
- Employee is defined as a foreman/group manager according to the job description. 3 **STEP**

Will be:

4. Special responsibility in the job

The increase due to special responsibility in the job is one of the following factors;

- Employee participates in specific defined projects or interdisciplinary team. Has at least 2 years of work experience in care work 1 **STEP**
- Employee oversees defined projects or participates in development work/development project/organized quality work. 2 **STEP**
- Employee is defined as a team leader/foreman/group manager or shift manager according to the job description. A team leader/foreman/group manager or shift manager is the employee who manages work supervision on each shift in each department, ensures that medications are given according to instructions and that tasks belonging to the shift are performed. 3 **STEP**

Home Care Services

The parties agree that additional wages should be paid to staff who provide home care services outside housing that belongs to an SFV member association. A special additional payment is expected for each shift worked in such service. The parties agree that the following amounts (see table) for these additional wages will apply from November 1, 2024 to March 31, 2028.

Validity period	1 November 2024	1 April 2025	1 April 2026	1 April 2027
Unit price	2,624	2,716	2,811	2,909