

**Wage category April 1st 2022 - monthly wages**

|                  | Starting wage | 1 year  | 3 years | 5 years |
|------------------|---------------|---------|---------|---------|
| Wage category 4  | 367.235       | 369.049 | 370.891 | 372.761 |
| Wage category 5  | 369.049       | 370.891 | 372.761 | 374.658 |
| Wage category 6  | 370.891       | 372.761 | 374.658 | 376.584 |
| Wage category 7  | 372.761       | 374.658 | 376.584 | 378.631 |
| Wage category 8  | 374.658       | 376.584 | 378.631 | 380.737 |
| Wage category 9  | 376.584       | 378.631 | 380.737 | 382.876 |
| Wage category 10 | 378.631       | 380.737 | 382.876 | 385.046 |
| Wage category 11 | 380.737       | 382.876 | 385.046 | 387.249 |
| Wage category 12 | 382.876       | 385.046 | 387.249 | 389.485 |
| Wage category 13 | 385.046       | 387.249 | 389.485 | 391.755 |
| Wage category 14 | 387.249       | 389.485 | 391.755 | 394.060 |
| Wage category 15 | 389.485       | 391.755 | 394.060 | 396.398 |
| Wage category 16 | 391.755       | 394.060 | 396.398 | 398.772 |
| Wage category 17 | 394.060       | 396.398 | 398.772 | 401.180 |
| Wage category 18 | 396.398       | 398.772 | 401.180 | 403.625 |
| Wage category 19 | 398.772       | 401.180 | 403.625 | 406.108 |
| Wage category 20 | 401.180       | 403.625 | 406.108 | 408.627 |
| Wage category 21 | 403.625       | 406.108 | 408.627 | 411.184 |
| Wage category 22 | 406.108       | 408.627 | 411.184 | 413.779 |
| Wage category 23 | 408.627       | 411.184 | 413.779 | 416.414 |
| Wage category 24 | 411.184       | 413.779 | 416.414 | 419.088 |

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 April 1st 2022 - daytime**

|                  | Starting wage | 1 year   | 3 years  | 5 years  |
|------------------|---------------|----------|----------|----------|
| Wage category 4  | 2.118,70      | 2.129,17 | 2.139,80 | 2.150,59 |
| Wage category 5  | 2.129,17      | 2.139,80 | 2.150,59 | 2.161,53 |
| Wage category 6  | 2.139,80      | 2.150,59 | 2.161,53 | 2.172,64 |
| Wage category 7  | 2.150,59      | 2.161,53 | 2.172,64 | 2.184,45 |
| Wage category 8  | 2.161,53      | 2.172,64 | 2.184,45 | 2.196,60 |
| Wage category 9  | 2.172,64      | 2.184,45 | 2.196,60 | 2.208,94 |
| Wage category 10 | 2.184,45      | 2.196,60 | 2.208,94 | 2.221,46 |
| Wage category 11 | 2.196,60      | 2.208,94 | 2.221,46 | 2.234,17 |
| Wage category 12 | 2.208,94      | 2.221,46 | 2.234,17 | 2.247,07 |
| Wage category 13 | 2.221,46      | 2.234,17 | 2.247,07 | 2.260,17 |
| Wage category 14 | 2.234,17      | 2.247,07 | 2.260,17 | 2.273,47 |
| Wage category 15 | 2.247,07      | 2.260,17 | 2.273,47 | 2.286,96 |
| Wage category 16 | 2.260,17      | 2.273,47 | 2.286,96 | 2.300,65 |
| Wage category 17 | 2.273,47      | 2.286,96 | 2.300,65 | 2.314,54 |
| Wage category 18 | 2.286,96      | 2.300,65 | 2.314,54 | 2.328,65 |
| Wage category 19 | 2.300,65      | 2.314,54 | 2.328,65 | 2.342,98 |
| Wage category 20 | 2.314,54      | 2.328,65 | 2.342,98 | 2.357,51 |
| Wage category 21 | 2.328,65      | 2.342,98 | 2.357,51 | 2.372,26 |
| Wage category 22 | 2.342,98      | 2.357,51 | 2.372,26 | 2.387,23 |
| Wage category 23 | 2.357,51      | 2.372,26 | 2.387,23 | 2.402,43 |
| Wage category 24 | 2.372,26      | 2.387,23 | 2.402,43 | 2.417,86 |

**Wage category April 1st 2022 - overtime**

|                  | <b>Starting wage</b> | <b>1 year</b> | <b>3 years</b> | <b>5 years</b> |
|------------------|----------------------|---------------|----------------|----------------|
| Wage category 4  | 3.813,74             | 3.832,57      | 3.851,70       | 3.871,12       |
| Wage category 5  | 3.832,57             | 3.851,70      | 3.871,12       | 3.890,82       |
| Wage category 6  | 3.851,70             | 3.871,12      | 3.890,82       | 3.910,82       |
| Wage category 7  | 3.871,12             | 3.890,82      | 3.910,82       | 3.932,08       |
| Wage category 8  | 3.890,82             | 3.910,82      | 3.932,08       | 3.953,95       |
| Wage category 9  | 3.910,82             | 3.932,08      | 3.953,95       | 3.976,17       |
| Wage category 10 | 3.932,08             | 3.953,95      | 3.976,17       | 3.998,70       |
| Wage category 11 | 3.953,95             | 3.976,17      | 3.998,70       | 4.021,58       |
| Wage category 12 | 3.976,17             | 3.998,70      | 4.021,58       | 4.044,80       |
| Wage category 13 | 3.998,70             | 4.021,58      | 4.044,80       | 4.068,38       |
| Wage category 14 | 4.021,58             | 4.044,80      | 4.068,38       | 4.092,31       |
| Wage category 15 | 4.044,80             | 4.068,38      | 4.092,31       | 4.116,59       |
| Wage category 16 | 4.068,38             | 4.092,31      | 4.116,59       | 4.141,25       |
| Wage category 17 | 4.092,31             | 4.116,59      | 4.141,25       | 4.166,25       |
| Wage category 18 | 4.116,59             | 4.141,25      | 4.166,25       | 4.191,65       |
| Wage category 19 | 4.141,25             | 4.166,25      | 4.191,65       | 4.217,43       |
| Wage category 20 | 4.166,25             | 4.191,65      | 4.217,43       | 4.243,59       |
| Wage category 21 | 4.191,65             | 4.217,43      | 4.243,59       | 4.270,15       |
| Wage category 22 | 4.217,43             | 4.243,59      | 4.270,15       | 4.297,09       |
| Wage category 23 | 4.243,59             | 4.270,15      | 4.297,09       | 4.324,46       |
| Wage category 24 | 4.270,15             | 4.297,09      | 4.324,46       | 4.352,23       |

**Wage category April 1st 2022 - overtime on public holidays**

|                  | <b>Starting wage</b> | <b>1 year</b> | <b>3 years</b> | <b>5 years</b> |
|------------------|----------------------|---------------|----------------|----------------|
| Wage category 4  | 5.049,48             | 5.074,42      | 5.099,75       | 5.125,46       |
| Wage category 5  | 5.074,42             | 5.099,75      | 5.125,46       | 5.151,55       |
| Wage category 6  | 5.099,75             | 5.125,46      | 5.151,55       | 5.178,03       |
| Wage category 7  | 5.125,46             | 5.151,55      | 5.178,03       | 5.206,18       |
| Wage category 8  | 5.151,55             | 5.178,03      | 5.206,18       | 5.235,13       |
| Wage category 9  | 5.178,03             | 5.206,18      | 5.235,13       | 5.264,55       |
| Wage category 10 | 5.206,18             | 5.235,13      | 5.264,55       | 5.294,38       |
| Wage category 11 | 5.235,13             | 5.264,55      | 5.294,38       | 5.324,67       |
| Wage category 12 | 5.264,55             | 5.294,38      | 5.324,67       | 5.355,42       |
| Wage category 13 | 5.294,38             | 5.324,67      | 5.355,42       | 5.386,63       |
| Wage category 14 | 5.324,67             | 5.355,42      | 5.386,63       | 5.418,33       |
| Wage category 15 | 5.355,42             | 5.386,63      | 5.418,33       | 5.450,47       |
| Wage category 16 | 5.386,63             | 5.418,33      | 5.450,47       | 5.483,12       |
| Wage category 17 | 5.418,33             | 5.450,47      | 5.483,12       | 5.516,23       |
| Wage category 18 | 5.450,47             | 5.483,12      | 5.516,23       | 5.549,84       |
| Wage category 19 | 5.483,12             | 5.516,23      | 5.549,84       | 5.583,99       |
| Wage category 20 | 5.516,23             | 5.549,84      | 5.583,99       | 5.618,62       |
| Wage category 21 | 5.549,84             | 5.583,99      | 5.618,62       | 5.653,78       |
| Wage category 22 | 5.583,99             | 5.618,62      | 5.653,78       | 5.689,46       |
| Wage category 23 | 5.618,62             | 5.653,78      | 5.689,46       | 5.725,69       |
| Wage category 24 | 5.653,78             | 5.689,46      | 5.725,69       | 5.762,46       |

**CLEANING WORK****Wage category  
6****Cleaning**

|                             | <b>Daytime</b> | <b>Overtime</b> |
|-----------------------------|----------------|-----------------|
| Starting wage               | 2.139,80       | 3.851,70        |
| 1 year in an industry       | 2.150,59       | 3.871,12        |
| 3 years in an industry      | 2.161,53       | 3.890,82        |
| 5 years in the same company | 2.172,64       | 3.910,82        |

**Launaflokkur  
6****Cleaning in shift work at private foundations**

|                             | <b>Daytime</b> | <b>Overtime</b> | Mon. - Fri.<br>17.00-24.00     | Mon.- Fri.<br>24.00-08.00<br>and Sat. / Sun. | <b>90% premium**</b> |
|-----------------------------|----------------|-----------------|--------------------------------|----------------------------------------------|----------------------|
| Starting wage               | 2.139,80       | 3.851,70        | <b>33% premium</b><br>2.845,93 | <b>55% premium*</b><br>3.316,69              | 4.065,62             |
| 1 year in an industry       | 2.150,59       | 3.871,12        | 2.860,28                       | 3.333,41                                     | 4.086,12             |
| 3 years in an industry      | 2.161,53       | 3.890,82        | 2.874,83                       | 3.350,37                                     | 4.106,91             |
| 5 years in the same company | 2.172,64       | 3.910,82        | 2.889,61                       | 3.367,59                                     | 4.128,02             |

\*45% premium in companies other than public institutions

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

**Wage category 6  
with 20% premium****Time measured piecework:**

|                             | <b>Daytime</b> | <b>33% premium*</b> | Mon.- Fri.<br>24.00-08.00<br>and Sat. / Sun. | <b>45% premium*</b> | <b>Overtime*</b> |
|-----------------------------|----------------|---------------------|----------------------------------------------|---------------------|------------------|
| Starting wage               | 2.567,76       | 3.415,12            | Mon. - Fri.<br>17.00-24.00                   | 3.723,25            | 4.621,97         |
| 1 year in an industry       | 2.580,71       | 3.432,34            |                                              | 3.742,03            | 4.645,27         |
| 3 years in an industry      | 2.593,84       | 3.449,80            |                                              | 3.761,06            | 4.668,90         |
| 5 years in the same company | 2.607,17       | 3.467,53            |                                              | 3.780,39            | 4.692,90         |

\*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****Wage category**

|                                        |   |
|----------------------------------------|---|
| General construction workers           | 6 |
| Specially trained construction workers | 8 |
| Specialised assistants to tradesmen    | 9 |

**MACHINE OPERATORS****Wage category**

|                    |    |
|--------------------|----|
| Machine operator 1 | 10 |
| Machine operator 2 | 13 |

**PCV DRIVERS****Launaflokkur**

|             |    |
|-------------|----|
| PCV drivers | 17 |
|-------------|----|

Monthly course premium for PCV drivers 5.650 kr.

**INDUSTRIAL WORKERS****Wage category**

|                       |   |
|-----------------------|---|
| Industrial workers I  | 4 |
| Industrial workers II | 6 |

**STARFSMENN Á SMURSTÖÐVUM, RYÐVARNARSKÁLUM OG DEKKJAVERKSTÆÐUM****Wage category**

Starfsmenn á smurstöðvum, ryðvarnarskálum og dekkjaverkstæðum

6

**PETROL STATION WORKERS**

|                                                | Daytime  | Overtime | Mon. - Fri.<br>18.00-24.00<br>33% premium | Sat. and Sun.<br>45% premium | Mon. - Sun.<br>24.00-08.00<br>55% premium |
|------------------------------------------------|----------|----------|-------------------------------------------|------------------------------|-------------------------------------------|
| <b>Wage category</b>                           |          |          |                                           |                              |                                           |
| <b>6</b>                                       |          |          |                                           |                              |                                           |
| <b>Outdoor and service work</b>                |          |          |                                           |                              |                                           |
| Starting wage                                  | 2.139,80 | 3.851,70 | 2.845,93                                  | 3.102,71                     | 3.316,69                                  |
| 1 year in an industry                          | 2.150,59 | 3.871,12 | 2.860,28                                  | 3.118,36                     | 3.333,41                                  |
| 3 years in an industry                         | 2.161,53 | 3.890,82 | 2.874,83                                  | 3.134,22                     | 3.350,37                                  |
| 5 years in the same company                    | 2.172,64 | 3.910,82 | 2.889,61                                  | 3.150,33                     | 3.367,59                                  |
| <b>Wage category</b>                           |          |          |                                           |                              |                                           |
| <b>7</b>                                       |          |          |                                           |                              |                                           |
| <b>Outdoor and cashier work /cash register</b> |          |          |                                           |                              |                                           |
| Starting wage                                  | 2.150,59 | 3.871,12 | 2.860,28                                  | 3.118,36                     | 3.333,41                                  |
| 1 year in an industry                          | 2.161,53 | 3.890,82 | 2.874,83                                  | 3.134,22                     | 3.350,37                                  |
| 3 years in an industry                         | 2.172,64 | 3.910,82 | 2.889,61                                  | 3.150,33                     | 3.367,59                                  |
| 5 years in the same company                    | 2.184,45 | 3.932,08 | 2.905,32                                  | 3.167,45                     | 3.385,90                                  |
| <b>Wage category</b>                           |          |          |                                           |                              |                                           |
| <b>9</b>                                       |          |          |                                           |                              |                                           |
| <b>Shift managers</b>                          |          |          |                                           |                              |                                           |
| Starting wage                                  | 2.172,64 | 3.910,82 | 2.889,61                                  | 3.150,33                     | 3.367,59                                  |
| 1 year in an industry                          | 2.184,45 | 3.932,08 | 2.905,32                                  | 3.167,45                     | 3.385,90                                  |
| 3 years in an industry                         | 2.196,60 | 3.953,95 | 2.921,48                                  | 3.185,07                     | 3.404,73                                  |
| 5 years in the same company                    | 2.208,94 | 3.976,17 | 2.937,89                                  | 3.202,96                     | 3.423,86                                  |

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

**SECURITY GUARDS - SECURITAS**

|                                     | Daytime  | Overtime | Mon. - Fri.<br>17.00-24.00<br>33% premium | Mon.- Fri.<br>24.00-08.00<br>and Sat. / Sun.<br>45% premium | Wage category |
|-------------------------------------|----------|----------|-------------------------------------------|-------------------------------------------------------------|---------------|
| <b>Local patrol</b>                 |          |          |                                           |                                                             | <b>6</b>      |
| Starting wage                       | 2.139,80 | 3.851,70 | 2.845,93                                  | 3.102,71                                                    |               |
| 1 year in an industry               | 2.150,59 | 3.871,12 | 2.860,28                                  | 3.118,36                                                    |               |
| 3 years in an industry              | 2.161,53 | 3.890,82 | 2.874,83                                  | 3.134,22                                                    |               |
| 5 years in the same comp            | 2.172,64 | 3.910,82 | 2.889,61                                  | 3.150,33                                                    |               |
| <b>Mobile patrol</b>                |          |          |                                           |                                                             | <b>7</b>      |
| Starting wage                       | 2.150,59 | 3.871,12 | 2.860,28                                  | 3.118,36                                                    |               |
| 1 year in an industry               | 2.161,53 | 3.890,82 | 2.874,83                                  | 3.134,22                                                    |               |
| 3 years in an industry              | 2.172,64 | 3.910,82 | 2.889,61                                  | 3.150,33                                                    |               |
| 5 years in the same comp            | 2.184,45 | 3.932,08 | 2.905,32                                  | 3.167,45                                                    |               |
| <b>Transport and command centre</b> |          |          |                                           |                                                             | <b>10</b>     |
| Starting wage                       | 2.184,45 | 3.932,08 | 2.905,32                                  | 3.167,45                                                    |               |
| 1 year in an industry               | 2.196,60 | 3.953,95 | 2.921,48                                  | 3.185,07                                                    |               |
| 3 years in an industry              | 2.208,94 | 3.976,17 | 2.937,89                                  | 3.202,96                                                    |               |
| 5 years in the same comp            | 2.221,46 | 3.998,70 | 2.954,54                                  | 3.221,12                                                    |               |

**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: 18,94 salt fish and stockfish: 24,35 |               |
| - Index in gropu pay scheme is 277,58                              |               |
| - Minimum bonus in fish processing is 295,00 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****Wage category****Casual work - not shift work** Major public holidays **4**

|                          | Daytime* | Overtime | Major public holidays |
|--------------------------|----------|----------|-----------------------|
| Starting wage            | 2.135,09 | 3.813,74 | 5.948,83              |
| 1 year in an industry    | 2.145,63 | 3.832,57 | 5.978,20              |
| 3 years in an industry   | 2.156,34 | 3.851,70 | 6.008,04              |
| 5 years in the same comp | 2.167,22 | 3.871,12 | 6.038,34              |

**Wage category****General workers of hotels and restaurants**

|                          | Daytime* | Overtime | Mon. - Fri.<br>17.00-24.00 | Mon.- Fri.<br>24.00-08.00<br>and Sat. / Sun. | 90% premium** |
|--------------------------|----------|----------|----------------------------|----------------------------------------------|---------------|
| Starting wage            | 2.145,63 | 3.832,57 | 2.853,69                   | 3.111,16                                     | 4.076,70      |
| 1 year in an industry    | 2.156,34 | 3.851,70 | 2.867,93                   | 3.126,69                                     | 4.097,05      |
| 3 years in an industry   | 2.167,22 | 3.871,12 | 2.882,40                   | 3.142,47                                     | 4.117,72      |
| 5 years in the same comp | 2.178,24 | 3.890,82 | 2.897,06                   | 3.158,45                                     | 4.138,66      |

**Wage category****Specialised workers of hotels and restaurants**

|                          | Daytime* | Overtime | Mon. - Fri.<br>17.00-24.00 | Mon.- Fri.<br>24.00-08.00<br>and Sat. / Sun. | 90% premium** |
|--------------------------|----------|----------|----------------------------|----------------------------------------------|---------------|
| Starting wage            | 2.156,34 | 3.851,70 | 2.867,93                   | 3.126,69                                     | 4.097,05      |
| 1 year in an industry    | 2.167,22 | 3.871,12 | 2.882,40                   | 3.142,47                                     | 4.117,72      |
| 3 years in an industry   | 2.178,24 | 3.890,82 | 2.897,06                   | 3.158,45                                     | 4.138,66      |
| 5 years in the same comp | 2.189,44 | 3.910,82 | 2.911,96                   | 3.174,69                                     | 4.159,94      |

|                                                                                                  |
|--------------------------------------------------------------------------------------------------|
| <b>A 15% premium is paid to employees recruited to management positions, acc. to art. 1.2.4.</b> |
|--------------------------------------------------------------------------------------------------|

\* 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.  
(October 2021, this corresponds to 1.825 kr. at Hreyfill)

Care workers

21

The wages specified for each job title are the minimal.

**The minimum guaranteed wages for fulltime day work is kr. 368.000 per month.**

Holiday bonus is 53.000 kr. 1 June 2022

Decemberbonus is 98.000 kr. December 2022

**Wages of young people:**

|                |                                                                                                                                                                                                                                                                                                            |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 18 to 21 years | 95% af Starting wageum á þjálfunartíma<br><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            | 2.074 kr. |
| - two meals per day           | 4.329 kr. |
| - per 24 hours (calendar day) | 6.024 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 | 120,00 kr. |
| - the next 10.000 km         | 108,00 kr. |
| - more than 20.000 km a year | 96,00 kr.  |