

Wage categories from November 1, 2022 - monthly wages

	Starting wage	1 year	3 years	5 years
Wage category 4	402.235	406.257	412.351	420.598
Wage category 5	404.568	408.614	414.743	423.038
Wage category 6	406.914	410.984	417.148	425.491
Wage category 7	409.275	413.367	419.568	427.959
Wage category 8	411.648	415.765	422.001	430.441
Wage category 9	414.036	418.176	424.449	432.938
Wage category 10	416.437	420.602	426.911	435.449
Wage category 11	418.853	423.041	429.387	437.975
Wage category 12	421.282	425.495	431.877	440.515
Wage category 13	423.725	427.963	434.382	443.070
Wage category 14	426.183	430.445	436.902	445.640
Wage category 15	428.655	432.941	439.436	448.224
Wage category 16	431.141	435.453	441.984	450.824
Wage category 17	433.642	437.978	444.548	453.439
Wage category 18	436.157	440.518	447.126	456.069
Wage category 19	438.687	443.073	449.720	458.714
Wage category 20	441.231	445.643	452.328	461.374
Wage category 21	443.790	448.228	454.951	464.050
Wage category 22	446.364	450.828	457.590	466.742
Wage category 23	448.953	453.443	460.244	469.449
Wage category 24	451.557	456.072	462.914	472.172

Length of service is generally based on work experience in a profession, but 5 year length of service is based on service at the same employer. When assessing length of service, 22 years of age is considered equivalent to one year of work in a profession.

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

Wage categories from November 1, 2022 - day work

	Starting wage	1 year	3 years	5 years
Wage category 4	2.320,63	2.343,84	2.378,99	2.426,57
Wage category 5	2.334,09	2.357,43	2.392,79	2.440,65
Wage category 6	2.347,63	2.371,11	2.406,67	2.454,80
Wage category 7	2.361,25	2.384,86	2.420,63	2.469,04
Wage category 8	2.374,94	2.398,69	2.434,67	2.483,36
Wage category 9	2.388,72	2.412,60	2.448,79	2.497,77
Wage category 10	2.402,57	2.426,60	2.463,00	2.512,25
Wage category 11	2.416,51	2.440,67	2.477,28	2.526,83
Wage category 12	2.430,52	2.454,83	2.491,65	2.541,48
Wage category 13	2.444,61	2.469,06	2.506,10	2.556,22
Wage category 14	2.458,80	2.483,38	2.520,64	2.571,05
Wage category 15	2.473,06	2.497,78	2.535,26	2.585,96
Wage category 16	2.487,40	2.512,28	2.549,96	2.600,96
Wage category 17	2.501,83	2.526,84	2.564,75	2.616,04
Wage category 18	2.516,34	2.541,50	2.579,62	2.631,22
Wage category 19	2.530,94	2.556,24	2.594,59	2.646,48
Wage category 20	2.545,61	2.571,07	2.609,63	2.661,82
Wage category 21	2.560,38	2.585,98	2.624,77	2.677,26
Wage category 22	2.575,23	2.600,98	2.639,99	2.692,79
Wage category 23	2.590,16	2.616,07	2.655,30	2.708,41

Wage category 24	2.605,19	2.631,24	2.670,71	2.724,12
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Wage categories from November 1, 2022 - overtime

	Starting wage	1 year	3 years	5 years
Wage category 4	4.177,21	4.218,98	4.282,27	4.367,91
Wage category 5	4.201,44	4.243,46	4.307,11	4.393,25
Wage category 6	4.225,80	4.268,07	4.332,08	4.418,72
Wage category 7	4.250,32	4.292,82	4.357,21	4.444,35
Wage category 8	4.274,96	4.317,72	4.382,48	4.470,13
Wage category 9	4.299,76	4.342,76	4.407,90	4.496,06
Wage category 10	4.324,70	4.367,95	4.433,47	4.522,14
Wage category 11	4.349,79	4.393,28	4.459,18	4.548,37
Wage category 12	4.375,01	4.418,77	4.485,04	4.574,75
Wage category 13	4.400,38	4.444,40	4.511,06	4.601,28
Wage category 14	4.425,91	4.470,17	4.537,23	4.627,97
Wage category 15	4.451,58	4.496,09	4.563,54	4.654,81
Wage category 16	4.477,40	4.522,18	4.590,00	4.681,81
Wage category 17	4.503,37	4.548,40	4.616,63	4.708,96
Wage category 18	4.529,49	4.574,78	4.643,40	4.736,28
Wage category 19	4.555,76	4.601,31	4.670,34	4.763,74
Wage category 20	4.582,18	4.628,00	4.697,43	4.791,37
Wage category 21	4.608,76	4.654,85	4.724,67	4.819,16
Wage category 22	4.635,49	4.681,85	4.752,07	4.847,12
Wage category 23	4.662,38	4.709,01	4.779,63	4.875,23
Wage category 24	4.689,42	4.736,31	4.807,36	4.903,51

Wage categories from November 1, 2022 - major public holiday payment

	Starting wage	1 year	3 years	5 years
Wage category 4	5.530,73	5.586,03	5.669,83	5.783,22
Wage category 5	5.562,81	5.618,44	5.702,72	5.816,77
Wage category 6	5.595,07	5.651,03	5.735,79	5.850,50
Wage category 7	5.627,53	5.683,80	5.769,06	5.884,44
Wage category 8	5.660,16	5.716,77	5.802,51	5.918,56
Wage category 9	5.693,00	5.749,92	5.836,17	5.952,90
Wage category 10	5.726,01	5.783,28	5.870,03	5.987,42
Wage category 11	5.759,23	5.816,81	5.904,07	6.022,16
Wage category 12	5.792,63	5.850,56	5.938,31	6.057,08
Wage category 13	5.826,22	5.884,49	5.972,75	6.092,21
Wage category 14	5.860,02	5.918,62	6.007,40	6.127,55
Wage category 15	5.894,01	5.952,94	6.042,25	6.163,08
Wage category 16	5.928,19	5.987,48	6.077,28	6.198,83
Wage category 17	5.962,58	6.022,20	6.112,54	6.234,79
Wage category 18	5.997,16	6.057,12	6.147,98	6.270,95
Wage category 19	6.031,95	6.092,25	6.183,65	6.307,32
Wage category 20	6.066,93	6.127,59	6.219,51	6.343,89
Wage category 21	6.102,11	6.163,14	6.255,58	6.380,69
Wage category 22	6.137,51	6.198,89	6.291,86	6.417,70
Wage category 23	6.173,10	6.234,84	6.328,36	6.454,92
Wage category 24	6.208,91	6.270,99	6.365,07	6.492,37

CLEANING WORK

Cleaning			Wage category
	Daytime	Overtime	6
Starting wage	2.347,63	4.225,80	
1 year in profession	2.371,11	4.268,07	
3 years in profession	2.406,67	4.332,08	
5 years in profession	2.454,80	4.418,72	

Cleaning in shift work in public institutions			Wage category		
	Daytime	Overtime	33% shift bonus	55% shift bonus*	90% shift bonus**
Starting wage	2.347,63	4.225,80	3.122,35	3.638,83	4.460,50
1 year in profession	2.371,11	4.268,07	3.153,58	3.675,22	4.505,11
3 years in profession	2.406,67	4.332,08	3.200,87	3.730,34	4.572,67
5 years in profession	2.454,80	4.418,72	3.264,88	3.804,94	4.664,12

*45% shift bonus in companies other than public institutions.

**Employees in shift work earns winter holiday according to art. 22.4.7

Time measured piecework:			Wage category 6 with 20% shift bonus		
	Daytime	Overtime	33% shift bonus*	45% shift bonus*	Overtime*
Starting wage	2.817,16	5.070,88	3.746,82	4.084,88	5.070,88
1 year in profession	2.845,33	5.121,60	3.784,29	4.125,73	5.121,60
3 years in profession	2.888,00	5.198,41	3.841,05	4.187,61	5.198,41
5 years in profession	2.945,76	5.302,37	3.917,86	4.271,35	5.302,37

*Overtime must be paid or work exceeding 49 hours per week

On holidays, overtime must be paid according to art. 1.71 and major public holidays on major public holidays according to art. 1.7.2.

CONSTRUCTION WORKERS

	Wage category
General construction workers	6
Specially trained construction workers	8
Specialized assistants to tradesmen	9

MACHINE OPERATORS

	Wage category
Machine operators 1	10
Machine operators 2	13

PCV DRIVERS

	Wage category
PCV drivers	17

Monthly course bonus pay for PCV drivers 5.933 kr.

INDUSTRIAL WORKERS

	Wage category
Industrial workers I	4
Industrial workers II	6

EMPLOYEES OF OIL STATIONS, ANTI-RUST STATIONS AND TIRE WORKSHOPS

	Wage category
Employees of oil stations, anti-rust stations and tire workshops	6

PETROL STATION WORKERS

			Mon. - Fri. 18.00-24.00	Sat. and Sun.	Mon. - Sun. 24.00-08.00
	Daytime	Overtime	33% shift bonus	45% shift bonus	55% shift bonus
Wage category					
6					
Outdoor and service work					
Starting wage	2.347,63	4.225,80	3.122,35	3.404,06	3.638,83
1 year in profession	2.371,11	4.268,07	3.153,58	3.438,11	3.675,22
3 years in profession	2.406,67	4.332,08	3.200,87	3.489,67	3.730,34
5 years, same employer	2.454,80	4.418,72	3.264,88	3.559,46	3.804,94

Wage category					
7					
Outdoor and cashier work / cash register					
Starting wage	2.361,25	4.250,32	3.140,46	3.423,81	3.659,94
1 year in profession	2.384,86	4.292,82	3.171,86	3.458,05	3.696,53
3 years in profession	2.420,63	4.357,21	3.219,44	3.509,91	3.751,98
5 years, same employer	2.469,04	4.444,35	3.283,82	3.580,11	3.827,01

Wage category					
9					
Shift managers					
Starting wage	2.388,72	4.299,76	3.177,00	3.463,64	3.702,52
1 year in profession	2.412,60	4.342,76	3.208,76	3.498,27	3.739,53
3 years in profession	2.448,79	4.407,90	3.256,89	3.550,75	3.795,62
5 years, same employer	2.497,77	4.496,06	3.322,03	3.621,77	3.871,54

Cash register balance should be 1.876,80 kr. for each settlement

LONGSHORING / HARBOUR WORK - SAMSKIP

	Wage category
General work	6
Port workers	9
Forklift operators	10
Machine operators	13
Drivers with ADR rights	14

LONGSHORING / HARBOUR WORK - EIMSKIP

	Wage category
Harbour work I - General work	9
Harbour work II - Forklift operators	11
Harbour work III - Receptionists and group managers	12
Machine operators with full license	14

SECURITY GUARDS - SECURITAS

	Daytime	Overtime	Mon. - Fri. 17.00-24.00	Mon- Fri 24.00-08.00 and Sat. / Sun.	Wage category
Static guarding			33% shift bonus	45% shift bonus	6
Starting wage	2.347,63	4.225,80	3.122,35	3.404,06	
1 year in profession	2.371,11	4.268,07	3.153,58	3.438,11	
3 years in profession	2.406,67	4.332,08	3.200,87	3.489,67	
5 years, same employer	2.454,80	4.418,72	3.264,88	3.559,46	
Mobile patrol					7
Starting wage	2.361,25	4.250,32	3.140,46	3.423,81	
1 year in profession	2.384,86	4.292,82	3.171,86	3.458,05	
3 years in profession	2.420,63	4.357,21	3.219,44	3.509,91	
5 years, same employer	2.469,04	4.444,35	3.283,82	3.580,11	
Transporting of valuables and central station					10
Starting wage	2.402,57	4.324,70	3.195,42	3.483,73	
1 year in profession	2.426,60	4.367,95	3.227,38	3.518,57	
3 years in profession	2.463,00	4.433,47	3.275,79	3.571,35	
5 years, same employer	2.512,25	4.522,14	3.341,29	3.642,76	

FISH PROCESSING WORKERS

	Wage category
General fish processing workers	5
Specialized workers in fisheries I	7
Specialized workers in fisheries II	9
Specialized workers in fisheries III	11
Fisheries technician	13
-General clothing pay : 19,89 salt fish and stockfish: 25,57	
- Index in gropu pay scheme isr 299,79	
- Minimal bonus in fish processing is 318,6,00 kr. per paid hour	

GENERAL WORK IN FISH FARMING

	Wage category
General employees	5
Specialized employees	7
Fish farming specialists	17

CAFETERIA WORKERS

	Wage category
General workers	4
Cooks/ kitchen managers	6
Cooks/ kitchen managers that manage one or more employees	10

OIL STATIONS

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

HOTELS AND RESTAURANTS

Wage category

Casual work - not shift work

Major public holidays

4

	Daytime*	Overtime	
Starting wage	2.338,58	4.177,21	6.515,79
1 year in profession	2.361,96	4.218,98	6.580,94
3 years in profession	2.397,39	4.282,27	6.679,66
5 years, same employer	2.445,34	4.367,91	6.813,25

Wage category

General workers of restaurants

Mon. - Fri.
17.00-24.00

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

5

	Daytime*	Overtime	33% shift bonus***	45% shift bonus***	90% shift bonus**
Starting wage	2.352,14	4.201,44	3.128,35	3.410,60	4.469,07
1 year in profession	2.375,66	4.243,46	3.159,63	3.444,71	4.513,75
3 years in profession	2.411,30	4.307,11	3.207,03	3.496,39	4.581,47
5 years, same employer	2.459,52	4.393,25	3.271,16	3.566,30	4.673,09

Wage category

Specialized workers of restaurants

Mon. - Fri.
17.00-24.00

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

6

	Daytime*	Overtime	33% shift bonus***	45% shift bonus***	90% shift bonus**
Starting wage	2.365,78	4.225,80	3.146,49	3.430,38	4.494,98
1 year in profession	2.389,44	4.268,07	3.177,96	3.464,69	4.539,94
3 years in profession	2.425,28	4.332,08	3.225,62	3.516,66	4.608,03
5 years, same employer	2.473,78	4.418,72	3.290,13	3.586,98	4.700,18

Wage category

General workers of hotels

Mon. - Fri.
17.00-24.00

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

6

	Daytime*	Overtime	33% shift bonus***	45% shift bonus***	90% shift bonus**
Starting wage	2.365,78	4.225,80	3.146,49	3.430,38	4.494,98
1 year in profession	2.389,44	4.268,07	3.177,96	3.464,69	4.539,94
3 years in profession	2.425,28	4.332,08	3.225,62	3.516,66	4.608,03
5 years, same employer	2.473,78	4.418,72	3.290,13	3.586,98	4.700,18

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

** Daytime pay for workers in hotels and restaurants 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.
(February 2023, this corresponds to 1.825 kr. at Hreyfill)

Care workers

21

The wages specified for each job title are the minimal

Holiday bonus is 56.000 kr. 1. June 2023

Decemberbonus is 98.000 kr. Desember 2022

Decemberbonus is 103.000 kr. Desember 2023

Wages of young people:

18 to 21 years	95% of starting wages in training
	The starting wages are based on the employee having reached the age of 18 and <i>acquired 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	2.178 kr.
- two meals per day	4.546 kr.
- per 24 hours (calendar day)	6.325 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	134,00 kr.
- the next 10.000 km	121,00 kr.
-more than 20.000 km a year	107,00 kr.