

BUILDING SERVICES INDUSTRY 2026

WAGES

Time rates

Personal time rates (basic hourly wage + personal pay component) will increase by 2.9% on 1 June 2026 or from the beginning of the nearest pay period thereafter.

Basic hourly wages:

Pay grades	1.9.2025	1.6.2026
S	€12,63/h	€13,00/h
1	€15,22/h	€15,66/h
2	€18,00/h	€18,52/h
3	€18,93/h	€19,48/h
4	€19,97/h	€20,55/h

The personal pay component is formed by deducting the new basic hourly wage from the employee's increased time rate (basic hourly wage + personal pay component). The remaining difference is the new personal pay component. Employees must, however, always be paid a personal pay component.

Monthly wages

Agreed monthly wages will increase by 2.9% on 1 June 2026 or from the beginning of the nearest pay period thereafter.

Piece rates

	1.9.2025	1.6.2026
Piping, ventilation and sprinkler installation industry standard time factor	€19,10 €/SH	€19,65 €/SH
Pipe insulation piece rate cash factor	€4,23 €/unit	€4,35 €/unit
Contract advance payment (unless otherwise agreed on) S and 1 hourly base wage rate and pay grades 2-4	€20,63/h	€21,18/h

Bonus pay work (lump sum contracts)

A separate allowance of €0.55/h will be paid by accounting period until the beginning of the next wage increase stage for work for which a bonus pay agreement was made before 1 June 2026 or the beginning of the nearest pay period thereafter. This separate supplement will not be deducted from the performance-based wage.

A separate allowance of €1.02/h (€0.55/h + €0.47/h) will be paid by accounting period until the beginning of the next wage increase stage for work for which a bonus pay agreement was made before 1 September 2025 or the beginning of the nearest pay period thereafter. This separate supplement will not be deducted from the performance-based wage.

Collective agreement allowances

	1.9.2025	1.6.2026
Evening shift allowance	€1,18/h	€1,21/h
Night shift allowance	€2,40/h	€2,47/h
Evening work allowance	€1,18/h	€1,21/h
Night work allowance	€2,40/h	€2,47/h
Allowance for late shift change notification	€2,79/h	€2,87/h
Further vocational qualification allowance	€0,58/h	€0,60/h
Specialist vocational qualification allowance	€1,08/h	€1,11/h

Pipe insulation tool allowance

1.9.2025	1.6.2026
€2,06/day	€2,12/day

Foreman allowance in the piping, ventilation and sprinkler industries

	1.9.2025	1.6.2026
The guaranteed component of the foreman allowance	€0,43/h	€0,44/h
The foreman allowance for time rate work	€0,66/h	€0,68/h

Travel expenses in 2026

Daily allowance €54
 Partial daily allowance €24
 Meal allowance €13.50

Daily commuting is according to public transport fees, unless otherwise agreed.