

# BUILDING CONSTRUCTION TRADE 2017

(Talonrakennusala)



## Time rates

### Pay scale

I Novice employees	€9.93/h
II Employees with minimal work experience	€11.28/h
III Novice professionals	€12.44/h
IV Professionals	€13.78/h
V Experienced professionals	€15.06/h
VI Highly experienced professionals	€16.17/h

A personal wage element is always payable in addition to the hourly rate based on the pay scale.

### Separate wage element

A separate wage element of 7.7 % will be included in each wage payment in compensation for working on weekday public holidays and as a working time reduction allowance. The 7.7 % wage element is also payable to employees working a shortened working day. The wage element must be itemised in the payslip and may not be included in the employee's time rate, or in piecework or commission rates.

The separate wage element does not count towards holiday bonus. Under a special law (no. 388 of 1937) governing payment of wages for working on Finnish Independence Day (6 December), an employee is entitled to full pay or sick pay when this day would otherwise be a working day.

**Holiday bonus** is 18.5 % of the wages paid for working time. This is divided into 14 % paid before the summer holiday and 4.5 % paid before the winter holiday. Wages paid during illness and injury also count towards the reckoning of holiday bonus.

**Sick pay** is no more than €16.17/h for the sickness insurance waiting period (9 ordinary weekdays) and €20,26/h for any remaining period.

### Protective clothing and safety equipment

A new collective agreement regulation requires the employer to obtain optically polished anti-glare goggles and conspicuously coloured tool vests with integrated safety harnesses for employees who require this equipment at work.

### Self-certification of absence due to illness

Enterprises with an occupational health service will apply the agreed procedures for notifying incapacity to work. Self-certification by the employee to the employer or the employer's representative is sufficient notification of a brief absence due to illness lasting no longer than three days when an employer has not arranged the minimum standard of Occupational health services required under the Occupational Health Care Act (no. 1383 of 2001). On receiving such notification, the employer may direct the employee to consult a medical practitioner at the employer's expense. This regulation also applies to the unexpected illness of a child under 10- years of age.

**Shift work bonuses:**

evening shift bonus €1.13/h and night shift bonus €2.11/h.

<b>Per diem allowance</b>	€41
<b>Accommodation compensation</b>	€57/day
<b>Overnight allowance</b>	€12/day

**Compensation for travel expenses on working days**

Travel compensation rates under the collective agreement:

• over 5 km	€1.89	• over 60 km	€15.69
• over 10 km	€3.05	• over 70 km	€17.76
• over 20 km	€5.49	• over 80 km	€20.18
• over 30 km	€8.00	• over 90 km	€22.98
• over 40 km	€9.85	• over 100 km	€25.76
• over 50 km	€11.94		

The distance from residence to worksite is the shortest route along public highways.

**Tax-exempt kilometre allowances permitted by the Finnish tax administration**

Compensation for travelling costs

• passenger motor vehicle	€0.41/km	• machines and equipment	€0.03/km
• trailer	€0.07/km	• additional passenger	€0.03/km/person
• caravan	€0.11/km		

**Tool compensation rates**

Compensation payable for use of the employee's basic tools:

Carpenters	€1.68/day
Other employees	€1.01/day

Rates for tilers, masons, plasterers, steel-fixers, painters/surfacers, cement workers etc. by agreement.

The employer provides the tools required at work. An agreement on use of the employee's special tools must also specify the compensation payable for time spent using these tools ( see collective agreement).

**Personal identification badges**

Everyone working on a construction site must display a photo-ID badge specifying the employee's Finnish tax number.

For further details please contact our employment terms hotline,  
tel. +358 20 690 232