

BUILDING CONSTRUCTION INDUSTRY 2024

Wage increases

Wages will increase by 2.0% on 15 May 2024 or from the beginning of the nearest pay period.

Time rates

Pay grades	EUR/h (15 May 2024)
I New employee	11.94
II Employee with some experience	13.45
III New professional	14.74
IV Professional	16.23
V Experienced professional	17.67
VI Highly experienced professional	18.90

Employees with professional skills must be paid at least according to pay grade IV. Employees cannot be paid according to pay grades I–II without specific grounds for this. The employee's nationality or language proficiency, for example, cannot be used as a means for determining their pay grade. Instead, the pay grade must be determined according to the employee's professional skills and the ability to carry out the duties specified in their employment contract.

In addition to the hourly wage, the employee must always be paid a personal pay component.

Separate pay component

The employee will be paid a separate pay component of 7.7% as a weekday public holiday compensation in connection with every wage payment. The separate pay component of 7.7% is also paid to those working reduced hours. The separate pay component must be itemised in the payslip. The separate pay component may not be included in the employee's time rates, piece rates or bonus pay. The separate pay component does not count towards the holiday bonus.

The Act on Celebrating Independence Day as a Public Holiday applies to paying wages for Independence Day. On Independence Day, employees are entitled to full pay or sick pay.

Holiday bonus

The sum of holiday bonus will be 18.5% of the wages paid during the employment period. A 14% holiday bonus will be paid before the beginning of summer holiday and a 4.5% holiday bonus before the beginning of winter holiday. The pay received during a period of sickness or injury also counts towards the holiday bonus.

Sick pay is paid in full for time rate work. However, the maximum amount for piecework is EUR 25/h.

Protective clothing and equipment

According to the collective agreement regulations, the employer is responsible for the cleanliness, maintenance and possible inspections of protective clothing. The practice for fulfilling these obligations will be agreed on locally by 28 February 2023.

Tool allowance

An allowance of EUR 1.68 will be paid as compensation for the use of one's own basic tools. The employer acquires the tools needed for the work. If it is agreed with the employee that they will use their own special tools, compensation for this shall be agreed upon separately (see the collective agreement).

Employee's self-notification for absences due to illness

A self-notification procedure must be agreed in companies for common cold type absences lasting no more than 3 days. The parties cannot agree that a medical certificate should always be submitted as proof of absence. The agreement should be made in writing.

If a self-notification procedure has not been agreed, the employer or its representative will accept the employee's notification in common cold type disability in absences lasting no more than three days.

The parties recommend that, when agreeing on the self-notification procedure, the local agreement should include procedures for absences caused by the temporary care of a child under 10 years old.

Shift allowances

Evening shift allowance EUR 1.31/h and night shift allowance EUR 2.45/h

Reimbursement of expenses in 2024

Daily allowance EUR 51, accommodation allowance EUR 57/day and overnight allowance EUR 16/day

Compensation for daily travel expenses as of 1 January 2024

over 5 km	EUR 2.21	over 60 km	EUR 18.28
over 10 km	EUR 3.55	over 70 km	EUR 20.68
over 20 km	EUR 6.40	over 80 km	EUR 23.51
over 30 km	EUR 9.32	over 90 km	EUR 26.77
over 40 km	EUR 11.48	over 100 km	EUR 30.01
over 50 km	EUR 13.91		

The distance between home and the construction site is measured according to the shortest route used by general traffic.

Tax-exempt kilometre allowances set by the Tax Administration in 2024

Compensation for travel expenses

private car	EUR 0.57/km
transport of persons	EUR 0.04/km/person

Other tax deductions: www.vero.fi

Job-specific allowance for tower crane operators

The allowance will always be at least the height of the crane (= the distance between the rail and the underside of the jib) + the length of the jib (= from the middle of the tower to the tip of the jib) multiplied by EUR 0.066.

Personal identification

All employees working at a worksite must clearly display a photo ID. The ID must also include their tax number.