



Minimum wages for shift workers in catering industry

From 1.4.2025

Holiday and December supplement in 2025: 60.000 & 110.000

2-year vocational training according to a specialized curriculum			Shift premium						
	Monthly salary	Day job hourly rate	31%	45%	90%	Overtime 1	Overtime 2	Major holidays	Shifts 10-22*
Basic salary	504,379	3,029	939	1,363	2,726	5,044	5,800	6,935	671,596
Skilled workers with recognized professional qualifications after completing a 3-year vocational training			Shift premium						
	Monthly salary	Day job hourly rate	31%	45%	90%	Overtime 1	Overtime 2	Major holidays	Shifts 10-22*
Basic salary	537,373	3,227	1,001	1,452	2,905	5,374	6,180	7,389	715,529
After 1 year	542,748	3,260	1,011	1,467	2,934	5,427	6,242	7,463	722,685
Licensed journeyman			Shift premium						
	Monthly salary	Day job hourly rate	31%	45%	90%	Overtime 1	Overtime 2	Major holidays	Shifts 10-22*
Basic salary	609,685	3,662	1,135	1,648	3,296	6,097	7,011	8,383	811,815
After 1 year	615,782	3,698	1,147	1,664	3,329	6,158	7,081	8,467	819,934
After 3 years	621,940	3,735	1,158	1,681	3,362	6,219	7,152	8,552	828,133
After 5 years	628,159	3,773	1,170	1,698	3,395	6,282	7,224	8,637	836,414
Member of MATVIS with at least 5 years journeyman's license and master's license (after master's degree).			Shift premium						
	Monthly salary	Day job hourly rate	31%	45%	90%	Overtime 1	Overtime 2	Major holidays	Shifts 10-22*
Basic salary	634,860	3,813	1,182	1,716	3,432	6,349	7,301	8,729	845,337
5 years after receiving master's	654,097	3,929	1,218	1,768	3,536	6,541	7,522	8,994	870,951
Apprentices in a four-year apprenticeship			Shift premium						
	Monthly salary	Day job hourly rate	31%	45%	90%	Overtime 1	Overtime 2	Major holidays	Shifts 10-22*
1st year	379,204	2,278	706	1,025	2,050	3,914	4,361	5,214	506,746
2nd year	391,362	2,351	729	1,058	2,115	3,914	4,501	5,381	521,111
3rd year	415,680	2,497	774	1,123	2,247	4,157	4,780	5,716	553,491
4th year	427,839	2,570	797	1,156	2,313	4,278	4,920	5,883	569,681
Apprentices in a four-year apprenticeship			Shift premium						
	Monthly salary	Day job hourly rate	31%	45%	90%	Overtime 1	Overtime 2	Major holidays	Shifts 10-22*
1st year	379,204	2,278	706	1,025	2,050	3,914	4,361	5,214	506,746
2nd year	391,362	2,351	729	1,058	2,115	3,914	4,501	5,381	521,111
3rd year	421,760	2,533	785	1,140	2,280	4,218	4,850	5,799	561,587

Shift premiums

Employees are entitled to shift premiums for work hours that fall outside the standard period of 08:00 to 17:00, Monday through Friday.

Weekday Evening Hours (17:00 – 24:00, Monday to Friday): 31% premium

Night Hours (00:00 – 08:00): 45% premium

Weekends (08:00 - 0000): 31% premium

Public holidays (08:00 - 0000): 45% premium

Major Holidays: 90% premium

Note: Employees will be compensated at the overtime rates for all hours worked exceeding 38.5 active hours weekly (equivalent to 166.5 working hours per month).

Overtime Payment Structure

Overtime 1:

Paid at an hourly rate equivalent to 1.00% of the monthly salary for daytime work.

Applicable for all overtime hours until Overtime 2 takes effect.

Overtime 2:

Paid for active working hours exceeding 40 active hours per week (equivalent to 183.83 working hours per month).

Extra work on major holidays

Extra work (working on off-shifts) on major holidays is paid at an hourly rate equivalent to 1.375% of the monthly salary for daytime work. This does not apply to regular work, as winter leave is granted for work on these days.

Managers/shift supervisors

Workers who are specially hired to be responsible for managing a team, serve as shift supervisors or oversee work according to a written employment contract, but also take part in general duties of skilled trade workers must be compensated separately for their administrative role and will receive what corresponds to a 15% higher wage than they would otherwise receive.

Money for clothing

Bakers: 2,336 - vweekly

Chefs: 6,048 - monthly

Waiters: 6,048 - monthly

Money for servers' footwear (per. 12 months)