



Minimum wages for shift workers in catering industry

From 1.4.2026

Holiday and December supplement in 2026 62.000 & 114.000

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	529.151	3.178	985	1.430	2.860	5.292	6.085	7.276	704.580
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	563.765	3.386	1.050	1.524	3.047	5.638	6.483	7.752	751.523
After 1 year	569.405	3.420	1.060	1.539	3.078	5.694	6.548	7.829	758.180
Licensed journeyman		Shift premium							
	Monthly salary	Day job hourly rate	31%	45%	90%	Overtime 1	Overtime 2	Major holidays	Shifts 10-22*
Basic salary	639.631	3.842	1.191	1.729	3.457	6.396	7.356	8.795	851.689
After 1 year	646.027	3.880	1.203	1.746	3.492	6.460	7.429	8.883	860.206
After 3 years	652.487	3.919	1.215	1.763	3.527	6.525	7.504	8.972	868.806
After 5 years	659.011	3.958	1.227	1.781	3.562	6.590	7.579	9.061	877.494
Member of MATVÍS 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	666.042	4.000	1.240	1.800	3.600	6.660	7.659	9.158	886.855
5 years after receiving master's license	686.223	4.121	1.278	1.855	3.709	6.862	7.892	9.436	913.728
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	394.780	2.371	735	1.067	2.134	4.074	4.540	5.428	527.877
2nd year	407.438	2.447	759	1.101	2.202	4.074	4.686	5.602	542.841
3rd year	432.753	2.599	806	1.170	2.339	4.328	4.977	5.950	576.571
4th year	445.413	2.675	829	1.204	2.408	4.454	5.122	6.124	593.436
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	394.780	2.371	735	1.067	2.134	4.074	4.540	5.428	527.560
2nd year	407.438	2.447	759	1.101	2.202	4.074	4.686	5.602	542.515
3rd year	439.083	2.637	818	1.187	2.373	4.391	5.049	6.037	584.654

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 – 00:00): 31% premium

Public holidays (08:00 – 00:00): 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)