



Starfsgreinasamband
Íslands

Pay scales of SGS and SA

From 1 January 2016 – 30 April 2017 Cf.

the agreement with SA dated 21 January 2016



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Minimum wages for a full-time position

Minimum wages for a full-time position, i.e. 173.33 hours worked per month (40 hours per week), are to be as follows for an employee who has reached the age of 18 and has worked for at least six months in the same company (a minimum of, however, 900 hours):

1 January 2016..... ISK 260,000 per month

- Every month, extra compensation shall be paid on top of the wages of those employees who do not attain the above income. In this connection, wages mean any payments, including any type of bonus payments or allowances and extra pay, that accrue within the period of the above working hours. The extra compensation paid to ensure minimum wage income is not reduced as the result of any contractual wage increase due to increased education for which the parties to the agreement are jointly responsible.
- Pay for overtime work carried out in excess of the 173.33 hours per month and payments to cover expenses paid are not included in this context.

Holiday bonus

The holiday bonus for each holiday reference year (1 May to 30 April), based on full-time employment, is to be as follows:

For the reference year beginning on 1 May 2015: ISK 42,000 For
the reference year beginning on 1 May 2016: ISK 44,500 For the
reference year beginning on 1 May 2017: ISK 46,500 For the
reference year beginning on 1 May 2018: ISK 48,000

December bonus

The December bonus for each calendar year, based on full-time employment, is to be as follows:

In 2015: ISK 78,000
In 2016: ISK 82,000
In 2017: ISK 86,000
In 2018: ISK 89,000

SGS pay scales from 1 January 2016, cf. the agreement with SA dated 21 January 2016

The general increase is 6.20% with a minimum, however, of ISK 15,000

Monthly wages

| | Starting | After 1 | After 3 | After 5 years |
|------------------|----------|---------|---------|---------------|
| Wage category 2 | 244,517 | 246,153 | 247,814 | 249,500 |
| Wage category 3 | 246,153 | 247,814 | 249,500 | 251,211 |
| Wage category 4 | 247,814 | 249,500 | 251,211 | 252,948 |
| Wage category 5 | 249,500 | 251,211 | 252,948 | 254,711 |
| Wage category 6 | 251,211 | 252,948 | 254,711 | 256,500 |
| Wage category 7 | 252,948 | 254,711 | 256,500 | 258,402 |
| Wage category 8 | 254,711 | 256,500 | 258,402 | 260,359 |
| Wage category 9 | 256,500 | 258,402 | 260,359 | 262,346 |
| Wage category 10 | 258,402 | 260,359 | 262,346 | 264,362 |
| Wage category 11 | 260,359 | 262,346 | 264,362 | 266,409 |
| Wage category 12 | 262,346 | 264,362 | 266,409 | 268,486 |
| Wage category 13 | 264,362 | 266,409 | 268,486 | 270,595 |
| Wage category 14 | 266,409 | 268,486 | 270,595 | 272,736 |
| Wage category 15 | 268,486 | 270,595 | 272,736 | 274,908 |
| Wage category 16 | 270,595 | 272,736 | 274,908 | 277,114 |
| Wage category 17 | 272,736 | 274,908 | 277,114 | 279,352 |
| Wage category 18 | 274,908 | 277,114 | 279,352 | 281,623 |
| Wage category 19 | 277,114 | 279,352 | 281,623 | 283,930 |
| Wage category 20 | 279,352 | 281,623 | 283,930 | 286,271 |
| Wage category 21 | 281,623 | 283,930 | 286,271 | 288,646 |
| Wage category 22 | 283,930 | 286,271 | 288,646 | 291,057 |
| Wage category 23 | 286,271 | 288,646 | 291,057 | 293,505 |
| Wage category 24 | 288,646 | 291,057 | 293,505 | 295,989 |

- Starting wages apply to workers aged 20.
- The wages of those aged 18 and 19 are 95% of the starting wage of those aged 20.
- Persons aged 18 and 19 who have been employed for at least 6 months (minimum of 700 working hours) in a profession after having reached the age of 16 are entitled to the starting wages of those aged 20.
- Length of service is based on professional experience in the field, but the 5-year mark is based on employment with the same employer.

Daytime work

| | Starting | After 1 year | After 3 | After 5 years |
|------------------|----------|--------------|----------|---------------|
| Wage category 2 | 1,410.70 | 1,420.14 | 1,429.72 | 1,439.45 |
| Wage category 3 | 1,420.14 | 1,429.72 | 1,439.45 | 1,449.32 |
| Wage category 4 | 1,429.72 | 1,439.45 | 1,449.32 | 1,459.34 |
| Wage category 5 | 1,439.45 | 1,449.32 | 1,459.34 | 1,469.51 |
| Wage category 6 | 1,449.32 | 1,459.34 | 1,469.51 | 1,479.84 |
| Wage category 7 | 1,459.34 | 1,469.51 | 1,479.84 | 1,490.81 |
| Wage category 8 | 1,469.51 | 1,479.84 | 1,490.81 | 1,502.10 |
| Wage category 9 | 1,479.84 | 1,490.81 | 1,502.10 | 1,513.56 |
| Wage category 10 | 1,490.81 | 1,502.10 | 1,513.56 | 1,525.19 |
| Wage category 11 | 1,502.10 | 1,513.56 | 1,525.19 | 1,537.00 |
| Wage category 12 | 1,513.56 | 1,525.19 | 1,537.00 | 1,548.99 |
| Wage category 13 | 1,525.19 | 1,537.00 | 1,548.99 | 1,561.16 |
| Wage category 14 | 1,537.00 | 1,548.99 | 1,561.16 | 1,573.51 |
| Wage category 15 | 1,548.99 | 1,561.16 | 1,573.51 | 1,586.04 |
| Wage category 16 | 1,561.16 | 1,573.51 | 1,586.04 | 1,598.77 |
| Wage category 17 | 1,573.51 | 1,586.04 | 1,598.77 | 1,611.68 |
| Wage category 18 | 1,586.04 | 1,598.77 | 1,611.68 | 1,624.78 |
| Wage category 19 | 1,598.77 | 1,611.68 | 1,624.78 | 1,638.09 |
| Wage category 20 | 1,611.68 | 1,624.78 | 1,638.09 | 1,651.59 |
| Wage category 21 | 1,624.78 | 1,638.09 | 1,651.59 | 1,665.30 |
| Wage category 22 | 1,638.09 | 1,651.59 | 1,665.30 | 1,679.21 |
| Wage category 23 | 1,651.59 | 1,665.30 | 1,679.21 | 1,693.33 |
| Wage category 24 | 1,665.30 | 1,679.21 | 1,693.33 | 1,707.66 |

- When assessing length of service, an age of 22 corresponds to one year of employment in a field.
- The hourly pay for day work is found by dividing the monthly pay by 173.33.
- Overtime is paid at an hourly rate corresponding to 80% of daytime wages or 1.0385% of monthly wages.
- Wages during major public holidays are 1.375% of monthly wages.

Overtime work

| | Starting | After 1 year | After 3 | After 5 years |
|------------------|-----------------|---------------------|----------------|----------------------|
| Wage category 2 | 2,539.31 | 2,556.30 | 2,573.55 | 2,591.06 |
| Wage category 3 | 2,556.30 | 2,573.55 | 2,591.06 | 2,608.83 |
| Wage category 4 | 2,573.55 | 2,591.06 | 2,608.83 | 2,626.86 |
| Wage category 5 | 2,591.06 | 2,608.83 | 2,626.86 | 2,645.17 |
| Wage category 6 | 2,608.83 | 2,626.86 | 2,645.17 | 2,663.75 |
| Wage category 7 | 2,626.86 | 2,645.17 | 2,663.75 | 2,683.50 |
| Wage category 8 | 2,645.17 | 2,663.75 | 2,683.50 | 2,703.83 |
| Wage category 9 | 2,663.75 | 2,683.50 | 2,703.83 | 2,724.46 |
| Wage category 10 | 2,683.50 | 2,703.83 | 2,724.46 | 2,745.39 |
| Wage category 11 | 2,703.83 | 2,724.46 | 2,745.39 | 2,766.66 |
| Wage category 12 | 2,724.46 | 2,745.39 | 2,766.66 | 2,788.23 |
| Wage category 13 | 2,745.39 | 2,766.66 | 2,788.23 | 2,810.13 |
| Wage category 14 | 2,766.66 | 2,788.23 | 2,810.13 | 2,832.37 |
| Wage category 15 | 2,788.23 | 2,810.13 | 2,832.37 | 2,854.92 |
| Wage category 16 | 2,810.13 | 2,832.37 | 2,854.92 | 2,877.83 |
| Wage category 17 | 2,832.37 | 2,854.92 | 2,877.83 | 2,901.07 |
| Wage category 18 | 2,854.92 | 2,877.83 | 2,901.07 | 2,924.66 |
| Wage category 19 | 2,877.83 | 2,901.07 | 2,924.66 | 2,948.61 |
| Wage category 20 | 2,901.07 | 2,924.66 | 2,948.61 | 2,972.92 |
| Wage category 21 | 2,924.66 | 2,948.61 | 2,972.92 | 2,997.59 |
| Wage category 22 | 2,948.61 | 2,972.92 | 2,997.59 | 3,022.63 |
| Wage category 23 | 2,972.92 | 2,997.59 | 3,022.63 | 3,048.05 |
| Wage category 24 | 2,997.59 | 3,022.63 | 3,048.05 | 3,073.85 |

- Length of service is based on professional experience in the field, but the 5-year mark is based on employment with the same employer.

Major public holidays

| | Starting | After 1 year | After 3 years | After 5 years |
|------------------|-----------------|---------------------|----------------------|----------------------|
| Wage category 2 | 3,362.11 | 3,384.60 | 3,407.44 | 3,430.63 |
| Wage category 3 | 3,384.60 | 3,407.44 | 3,430.63 | 3,454.15 |
| Wage category 4 | 3,407.44 | 3,430.63 | 3,454.15 | 3,478.04 |
| Wage category 5 | 3,430.63 | 3,454.15 | 3,478.04 | 3,502.28 |
| Wage category 6 | 3,454.15 | 3,478.04 | 3,502.28 | 3,526.88 |
| Wage category 7 | 3,478.04 | 3,502.28 | 3,526.88 | 3,553.02 |
| Wage category 8 | 3,502.28 | 3,526.88 | 3,553.02 | 3,579.93 |
| Wage category 9 | 3,526.88 | 3,553.02 | 3,579.93 | 3,607.26 |
| Wage category 10 | 3,553.02 | 3,579.93 | 3,607.26 | 3,634.97 |
| Wage category 11 | 3,579.93 | 3,607.26 | 3,634.97 | 3,663.12 |
| Wage category 12 | 3,607.26 | 3,634.97 | 3,663.12 | 3,691.69 |
| Wage category 13 | 3,634.97 | 3,663.12 | 3,691.69 | 3,720.69 |
| Wage category 14 | 3,663.12 | 3,691.69 | 3,720.69 | 3,750.13 |
| Wage category 15 | 3,691.69 | 3,720.69 | 3,750.13 | 3,779.99 |
| Wage category 16 | 3,720.69 | 3,750.13 | 3,779.99 | 3,810.32 |
| Wage category 17 | 3,750.13 | 3,779.99 | 3,810.32 | 3,841.09 |
| Wage category 18 | 3,779.99 | 3,810.32 | 3,841.09 | 3,872.32 |
| Wage category 19 | 3,810.32 | 3,841.09 | 3,872.32 | 3,904.04 |
| Wage category 20 | 3,841.09 | 3,872.32 | 3,904.04 | 3,936.22 |
| Wage category 21 | 3,872.32 | 3,904.04 | 3,936.22 | 3,968.89 |
| Wage category 22 | 3,904.04 | 3,936.22 | 3,968.89 | 4,002.03 |
| Wage category 23 | 3,936.22 | 3,968.89 | 4,002.03 | 4,035.69 |
| Wage category 24 | 3,968.89 | 4,002.03 | 4,035.69 | 4,069.85 |

Allocation of jobs to wage categories

Wage category 2

- General labourers.
- **Sheep slaughtering S1:** (General slaughterhouse workers).
- Cleaning.
- Watchmen.

Wage category 3

- Assistants without experience in taming.
- Assistants in canteens.
- General industrial workers.
- **Sheep slaughtering S2:** (The work of slaughterers, shooters, slicers, cutters, skinners, intestine removers and work removing stomach contents, work in freezers and moving meat to and from freezers).
- Workers in poultry slaughtering.

Wage category 4

- **Sheep slaughtering S3:** (Workers with long work experience in slaughtering and who have completed a special 6-week course, partly theoretical, in a technical college, and vocational training in pig and cattle slaughtering in Roskilde or domestic training that is comparable according to the contracting parties).
- Workers in large livestock slaughtering.

Wage category 5

- General workers in fish processing.
- General aquaculture workers.

Wage category 6

- General construction workers.
- General waste collection workers.
- **Dock workers:**
 - o general work, including warehouse work.
 - o work in freezer storage.
 - o work in freezer holds in vessels.
 - o windlass and hatch operators.
 - o gatekeepers.
 - o emptying, filling and cleaning of containers.
- **Industrial workers 2:** Specialised industrial workers who can work independently and can take on temporary project management.
- Cooks.
- Cleaning workers on shifts.
- Specialised meat processing workers who have taken a course.

- Specially trained hotel and restaurant workers who are capable of working independently, who show initiative and can be entrusted with temporary supervisory roles.
- Workers who do outside work and service customers at petrol stations.
- Workers at vehicle lubrication stations, rust protection stations and tyre, car, iron and mechanical workshops.

Wage category 7

- **Dock workers at Eimskip and Samskip Akureyri:**
 - o Operators of forklifts with up to 10-tonne lifting capacity, based on a 0.6 m load centre, who have completed the required basic course in accordance with Rules No. 198/1983 on the licence to operate machinery.
 - o Lorry drivers with a commercial driver's licence for vehicles of up to 10 tonnes.
 - o Reefer point workers.
- Specialised workers in fish processing.
- Specialised aquaculture workers.
- Workers at petrol stations who do both outside and cash register work and regularly work part of each shift servicing customers in the shop and at the register.

Wage category 8

- Specialised waste collection workers.
- Specialised construction workers.

Wage category 9

- General workers in processing plants.
- Dock workers at Eimskip and Samskip Akureyri:
 - o Fully licenced machine operators with long professional experience with the company in question, operating the largest machinery and/or taking part in supervision.
 - o Towing vehicle operators.
 - o Reception managers and foremen.
- Specialised assistants of craftsmen with extensive professional experience, including from iron and machinery workshops.
- Specialised workers in fish processing who have completed training course 2.
- Shift managers (register workers) who are specifically hired to supervise the shift, as well as tending to sales and working at the register.

Wage category 10

- Cooks with one or more assistants.
- Experienced horse tamers.
- **Machine operator I:**
 - o Operators of machines that require a basic course in accordance with the rules on the licence to operate machinery.

Wage category 11

- Milk lorry drivers.
- Specialised workers in fish processing who have completed training course 2 and worked for 7 years with the same employer.

Wage category 13

- Fisheries specialists who have graduated from the International School of Commercial Fishing Gear Technology in Grindavík.
- **Machine operator II:**
 - o Operators of machines that require a basic or advanced course or in accordance with the rules on the licence to operate machinery, and drivers of vehicles that require an advanced driving licence. Drillers and loader operators in tunnels (drilling category).

Wage category 17

- Bus drivers.
- People with a diploma in aquaculture from Hólar University College.
- A horse tamer who has completed two years of study at Hólar University College or comparable studies.

Wages of adolescents under the age of 20

The age division of adolescents (workers under the age of 18) is based on the year of birth.

| Wage category 2 | Monthly | Daytime | Overtime |
|---|---------|----------|----------|
| The wages of those aged 18 and 19 are 95% of the | 232,291 | 1,340.17 | 2,412.34 |
| The wages of those aged 17 are 89% of the starting | 217,620 | 1,255.52 | 2,259.99 |
| The wages of those aged 16 are 84% of the starting | 205,394 | 1,184.99 | 2,133.02 |
| The wages of those aged 15 are 71% of the starting | 173,607 | 1,001.60 | 1,802.91 |
| The wages of those aged 14 are 62% of the starting wage of those aged 20. | 151,601 | 874.64 | 1,574.37 |
| Wage category 3 | Monthly | Daytime | Overtime |
| The wages of those aged 18 and 19 are 95% of the | 233,845 | 1,349.13 | 2,428.48 |
| The wages of those aged 17 are 89% of the starting | 219,076 | 1,263.93 | 2,275.11 |
| The wages of those aged 16 are 84% of the starting | 206,769 | 1,192.92 | 2,147.29 |
| The wages of those aged 15 are 71% of the starting | 174,769 | 1,008.30 | 1,814.97 |
| The wages of those aged 14 are 62% of the starting wage of those aged 20. | 152,615 | 880.49 | 1,584.91 |
| Wage category 4 | Monthly | Daytime | Overtime |
| The wages of those aged 18 and 19 are 95% of the | 235,423 | 1,358.24 | 2,444.87 |
| The wages of those aged 17 are 89% of the starting | 220,554 | 1,272.45 | 2,290.46 |
| The wages of those aged 16 are 84% of the starting | 208,164 | 1,200.97 | 2,161.78 |
| The wages of those aged 15 are 71% of the starting | 175,948 | 1,015.10 | 1,827.22 |
| The wages of those aged 14 are 62% of the starting wage of those aged 20. | 153,645 | 886.43 | 1,595.60 |
| Wage category 5 | Monthly | Daytime | Overtime |
| The wages of those aged 18 and 19 are 95% of the | 237,025 | 1,367.48 | 2,461.50 |
| The wages of those aged 17 are 89% of the starting | 222,055 | 1,281.11 | 2,306.04 |
| The wages of those aged 16 are 84% of the starting | 209,580 | 1,209.14 | 2,176.49 |
| The wages of those aged 15 are 71% of the starting | 177,145 | 1,022.01 | 1,839.65 |
| The wages of those aged 14 are 62% of the starting | 154,690 | 892.46 | 1,606.46 |

| Wage category 6 | Monthly | Daytime | Overtime |
|---|---------|----------|----------|
| The wages of those aged 18 and 19 are 95% of the | 238,650 | 1,376.86 | 2,478.38 |
| The wages of those aged 17 are 89% of the starting | 223,578 | 1,289.90 | 2,321.86 |
| The wages of those aged 16 are 84% of the starting | 211,017 | 1,217.43 | 2,191.41 |
| The wages of those aged 15 are 71% of the starting | 178,360 | 1,029.02 | 1,852.27 |
| The wages of those aged 14 are 62% of the starting wage of those aged 20. | 155,751 | 898.58 | 1,617.47 |
| Wage category 7 | Monthly | Daytime | Overtime |
| The wages of those aged 18 and 19 are 95% of the | 240,301 | 1,386.38 | 2,495.52 |
| The wages of those aged 17 are 89% of the starting | 225,124 | 1,298.82 | 2,337.91 |
| The wages of those aged 16 are 84% of the starting | 212,476 | 1,225.85 | 2,206.57 |
| The wages of those aged 15 are 71% of the starting | 179,593 | 1,036.13 | 1,865.07 |
| The wages of those aged 14 are 62% of the starting | 156,828 | 904.79 | 1,628.66 |

The rights of 18- and 19-year-olds to receive wages for those aged 20

Persons aged 18 and 19 who have been employed for at least 6 months (minimum of 700 working hours) in a profession after having reached the age of 16 are entitled to the starting wages of those aged 20.

Clothing allowance in fish processing (Amount determined on 1 January 2016)

Protective clothing invoiced, deposit upon each payment and withdrawals deducted:

| | |
|--|-----------|
| Clothing allowance per paid hour | ISK 13.66 |
| Food allowances in saltfish and stockfish processing | ISK 15.94 |

Money for protective clothing paid out where workers buy protective clothing for themselves:

| | |
|--|-----------|
| Clothing allowance per paid hour | ISK 15.94 |
| Food allowances in saltfish and stockfish processing | ISK 20.50 |

Determining amount for piecework in fish processing

Determining amount for piecework in fish processing (Bonus) ISK 173.11

Determining amount in group pay system ISK 233.64

During the effective term of this agreement, 16- and 17-year-old adolescents who work in fish processing according to a bonus system or in fish processing where a fixed bonus system has been adopted due to throughput being mechanised shall not receive wages lower than the rate for 18-year-olds. Under the same circumstances, 18- and 19-year-old workers receive wages according to the rate for 20-year olds.

Minimum bonus in fish processing

From 1 January 2016, a minimum bonus of ISK 233.64 per paid hour shall be paid in fish processing where productivity-related wage payments are not in place.

Food allowances for labourers

In the case of one meal ISK 1,745

In the case of two meals, i.e. lunch and dinner ISK 3,646

In the case of three meals, i.e. breakfast, lunch and dinner ISK 5,071

General watchmen

| | Monthly wages | Monthly wages w. | Monthly wages w. | Daytime work | Overtime work |
|-----------------------|---------------|------------------|------------------|--------------|---------------|
| Start. wages, aged 20 | | 33% | 42% | | |
| After 1 year | 247,814 | 329,593 | 351,896 | 1,429.72 | 2,573.55 |
| After 3 years | 249,500 | 331,835 | 354,290 | 1,439.45 | 2,591.06 |
| After 5 years | 251,211 | 334,111 | 356,720 | 1,449.32 | 2,608.83 |

Temporary watchmen in ships

| | 12 hours | The 7 th | Major |
|-----------------------|----------|---------------------|--------|
| Start. wages, aged 20 | 23,982 | 38,372 | 43,168 |
| After 1 year | 24,306 | 38,889 | 43,750 |
| After 3 years | 24,470 | 39,154 | 44,048 |
| After 5 years | 24,639 | 39,422 | 44,349 |

Employees of Flugleiðahótel hf. (Edda Hotels)

Wage category 5

| | Monthly | Daytime | Overtime | Dayt. w. |
|-----------------------------|---------|----------|----------|----------|
| 17-year-olds | 222,055 | 1,291.02 | 2,306.04 | 1,613.77 |
| 18- and 19-year-olds | 237,025 | 1,378.05 | 2,461.50 | 1,722.57 |
| Start. wages, aged 20 | 249,500 | 1,450.58 | 2,591.06 | 1,813.23 |
| After 1 year of employment | 251,211 | 1,460.53 | 2,608.83 | 1,825.66 |
| After 3 years of employment | 252,948 | 1,470.63 | 2,626.86 | 1,838.28 |
| After 5 years with the same | 254,711 | 1,480.88 | 2,645.17 | 1,851.10 |

Wage category 6

| | Monthly | Daytime | Overtime | Dayt. w. |
|-----------------------------|---------|----------|----------|----------|
| Start. wages, aged 20 | 251,211 | 1,460.53 | 2,608.83 | 1,825.66 |
| After 1 year of employment | 252,948 | 1,470.63 | 2,626.86 | 1,838.28 |
| After 3 years of employment | 254,711 | 1,480.88 | 2,645.17 | 1,851.10 |
| After 5 years with the same | 256,500 | 1,491.28 | 2,663.75 | 1,864.10 |

Starting wages are based on the person having reached the age of 20 years, but wages for employees under the age of 18 are based on the year that the person reaches the relevant age.

When assessing length of service, other jobs shall be evaluated for length of service on the basis of biological age so that length of service will not be duplicated when determining wages.

After two periods of employment or similar work experience after the age of 18, the worker will move from wage category 5 to wage category 6.

18 years of age base
salary 22 years after 1
year

Holiday bonus ISK 24.72 per daytime work hour in the year 2016. December

bonus ISK 45.56 per daytime work hour in the year 2016.

When calculating wage guarantee, the first 172 daytime work hours shall be calculated plus a 25% surplus. Anything beyond this is to be paid according to an overtime tariff.

Maximum extra compensation from 1 January 2016 is ISK 740.04 per hour.

Workers at restaurant, service and accommodation outlets

Daytime work 172 hours per month.

Wage category 2 Workers on hourly pay (not shiftwork)

| | Monthly | Daytime | Overtime | Major |
|--------------------------------------|---------|----------|----------|----------|
| 16-year-olds | 205,394 | 1,194.15 | 2,133.02 | 2,824.17 |
| 17-year-olds | 217,620 | 1,265.23 | 2,259.99 | 2,992.28 |
| 18- and 19-year-olds | 232,291 | 1,350.53 | 2,412.34 | 3,194.00 |
| Start. wages, aged 20 | 244,517 | 1,421.61 | 2,539.31 | 3,362.11 |
| After 1 year of employment | 246,153 | 1,431.12 | 2,556.30 | 3,384.60 |
| After 3 years of employment | 247,814 | 1,440.78 | 2,573.55 | 3,407.44 |
| After 5 years with the same employer | 249,500 | 1,450.58 | 2,591.06 | 3,430.63 |

Wage category 5 General work – shiftwork

| | Monthly wages | Daytime | Overtime | Major public holidays | 33% surcharge | 45% surcharge |
|--------------------------------------|---------------|----------|----------|-----------------------|---------------|---------------|
| 16-year-old adolescents | 209,580 | 1,218.49 | 2,176.49 | 2,881.73 | 402.10 | 548.32 |
| 17-year-old adolescents | 222,055 | 1,291.02 | 2,306.04 | 3,053.26 | 426.04 | 580.96 |
| 18- and 19-year-old adolescents | | 1,378.05 | 2,461.50 | 3,259.09 | 454.76 | 620.12 |
| Start. wages, aged 20 | 249,500 | 1,450.58 | 2,591.06 | 3,430.63 | 478.69 | 652.76 |
| After 1 year of employment | | 1,460.53 | 2,608.83 | 3,454.15 | 481.97 | 657.24 |
| After 3 years of employment | | 1,470.63 | 2,626.86 | 3,478.04 | 485.31 | 661.78 |
| After 5 years with the same employer | 254,711 | 1,480.88 | 2,645.17 | 3,502.28 | 488.69 | 666.40 |

Wage category 6 Specially trained workers

| | Monthly | Daytime | Overtime | Major public holidays | 33% surcharge | 45% surcharge |
|-----------------------------|---------|----------|----------|-----------------------|---------------|---------------|
| 16-year-olds | 211,017 | 1,226.84 | 2,191.41 | 2,901.49 | 404.86 | 552.08 |
| 17-year-olds | 223,578 | 1,299.87 | 2,321.86 | 3,074.19 | 428.96 | 584.94 |
| 18- and 19-year-olds | 238,650 | 1,387.50 | 2,478.38 | 3,281.44 | 457.88 | 624.38 |
| Start. wages, aged 20 | 251,211 | 1,460.53 | 2,608.83 | 3,454.15 | 481.97 | 657.24 |
| After 1 year of | 252,948 | 1,470.63 | 2,626.86 | 3,478.04 | 485.31 | 661.78 |
| After 3 years of | 254,711 | 1,480.88 | 2,645.17 | 3,502.28 | 488.69 | 666.40 |
| After 5 years with the same | 256,500 | 1,491.28 | 2,663.75 | 3,526.88 | 492.12 | 671.08 |

The rights of 18- and 19-year-olds to receive wages for those aged 20

Persons aged 18 and 19 who have been employed for at least 6 months (minimum of 700 working hours) in a profession after having reached the age of 16 are entitled to the starting wages of those aged 20.

Agreement on restaurant, service and accommodation outlets and comparable operations

Wage category 6 Workers who do outside work and service customers at petrol stations

| | Monthly | Daytime | Overtime | Major public | 33% surchar | 45% surchar |
|--------------------------------------|---------|----------|----------|--------------|-------------|-------------|
| 16-year-olds | 211,017 | 1,226.84 | 2,191.41 | 2,901.49 | 404.86 | 552.08 |
| 17-year-olds | 223,578 | 1,299.87 | 2,321.86 | 3,074.19 | 428.96 | 584.94 |
| 18- and 19-year-olds | 238,650 | 1,387.50 | 2,478.38 | 3,281.44 | 457.88 | 624.38 |
| Start. wages, aged 20 | 251,211 | 1,460.53 | 2,608.83 | 3,454.15 | 481.97 | 657.24 |
| After 1 year of | 252,948 | 1,470.63 | 2,626.86 | 3,478.04 | 485.31 | 661.78 |
| After 3 years of | 254,711 | 1,480.88 | 2,645.17 | 3,502.28 | 488.69 | 666.40 |
| After 5 years with the same employer | 256,500 | 1,491.28 | 2,663.75 | 3,526.88 | 492.12 | 671.08 |

Wage category 7 Workers who service customers at petrol stations along with other tasks

| | Monthly | Daytime | Overtime | Major public | 33% surchar | 45% surcharg |
|--------------------------------------|---------|----------|----------|--------------|-------------|--------------|
| 16-year-olds | 212,476 | 1,235.33 | 2,206.57 | 2,921.55 | 407.66 | 555.90 |
| 17-year-olds | 225,124 | 1,308.86 | 2,337.91 | 3,095.45 | 431.92 | 588.99 |
| 18- and 19-year-olds | 240,301 | 1,397.10 | 2,495.52 | 3,304.13 | 461.04 | 628.69 |
| Start. wages, aged 20 | 252,948 | 1,470.63 | 2,626.86 | 3,478.04 | 485.31 | 661.78 |
| After 1 year of | 254,711 | 1,480.88 | 2,645.17 | 3,502.28 | 488.69 | 666.40 |
| After 3 years of | 256,500 | 1,491.28 | 2,663.75 | 3,526.88 | 492.12 | 671.08 |
| After 5 years with the same employer | 258,402 | 1,502.33 | 2,683.50 | 3,553.02 | 495.77 | 676.05 |

Wage category 9 Workers who are specifically hired to supervise the shift, as well as tending to tasks in accordance with rate 2

| | Monthly | Daytime | Overtime | Major p. holidays | 33 % surchar | 45% surcharg |
|--------------------------------------|---------|----------|----------|-------------------|--------------|--------------|
| Start. wages, aged 20 | 256,500 | 1,491.28 | 2,663.75 | 3,526.88 | 492.12 | 671.08 |
| After 1 year of | 258,402 | 1,502.33 | 2,683.50 | 3,553.02 | 495.77 | 676.05 |
| After 3 years of | 260,359 | 1,513.71 | 2,703.83 | 3,579.93 | 499.53 | 681.17 |
| After 5 years with the same employer | 262,346 | 1,525.27 | 2,724.46 | 3,607.26 | 503.34 | 686.37 |

- Workers who are not provided with food at the workplace, cf. the definition in Article 4.5 in the main agreement, and who have continuous shifts of at least 8 hours are entitled to a monthly payment of ISK 13,070, which is the employer's part of the worker's food costs.

Shiftwork supplements

- A 33% supplement is paid during the hours between 17:00 and midnight, Monday to Friday.
- A 45% supplement is paid during the hours between midnight and 8:00 on all days, on weekends and on public holidays.
- A 90% supplement is paid on major public holidays.

Bus drivers

Wage category 17

| | Monthly | Daytime | Overtime | Major holidays | 33 % surchar | 45% surchar |
|--------------------|---------|----------|----------|----------------|--------------|-------------|
| Start. wages, aged | 272,736 | 1,573.51 | 2,832.37 | 3,750.13 | 523.98 | 708.08 |
| After 1 year | 274,908 | 1,586.04 | 2,854.92 | 3,779.99 | 528.15 | 713.72 |
| After 3 years | 277,114 | 1,598.77 | 2,877.83 | 3,810.32 | 532.39 | 719.44 |
| After 5 years | 279,352 | 1,611.68 | 2,901.07 | 3,841.09 | 536.69 | 725.25 |

Pay scales for cleaning workers

Hourly rates for cleaning piecework

| | Wage category 2 with a 20% supplement | | | |
|----------------------------|---------------------------------------|-------------------------------|--------------------------------------|----------|
| | Daytime | Mon–Fri 17:00– Midnight | Mon.-Fr. Midnight– 8:00 and | Overtime |
| Start. wages, aged 20 | 1,692.84 | 558.64 | 761.78 | 3,047.17 |
| After 1 year of employment | 1,704.17 | 562.38 | 766.88 | 3,067.56 |
| After 3 years of | 1,715.67 | 566.17 | 772.05 | 3,088.26 |
| After 5 years of | 1,727.34 | 570.02 | 777.30 | 3,109.27 |

* Overtime pay shall be paid for work in excess of 40 hours per week.

Piecework calculations of workspace

| | | |
|------------------------|------------|-----------------------------|
| | ISK 352.38 | per month per square metre. |
| Gymnastics hall | ISK 305.51 | per month per square metre. |
| Lavatories, rest rooms | ISK 397.28 | per month per square metre. |

Vehicle fee, if own vehicle is used for employer Valid from 1 December 2015

| | | |
|---------------------------|------------|---------------------|
| General per kilometre fee | ISK 110.00 | for each driven km. |
| From 10,000 to 20,000 km | ISK 99.00 | for each driven km. |
| In excess of 20,000 km | ISK 88.00 | for each driven km. |

When calculating a special fee, a 15% supplement shall be added on top of the general fee, and when calculating a fee for difficult driving conditions, a 45% supplement shall be added on top of the general fee.