

Recommended Proposal for the National Collective Agreement for Hotel and Restaurant Businesses

Some of the most important points:

General pay increase

With effect from 1 June, a general pay increase of NOK 6.50 per hour will be granted to all employees.

With effect from 1 June, a low-wage supplement of NOK 4.00 per hour will also be granted to all employees.

This means that all employees, regardless of their previous wage level, will receive a minimum wage increase of NOK 10.50 per hour.

Increase in minimum wages

All minimum wage rates will be increased by a total of NOK 10.50 per hour.

Below is an overview of what the new minimum wage rates will be.

Minimum Wage Tables

MINIMUM WAGE – YOUNG EMPLOYEES	NOK per month	35.5 hrs/week	37.5 hrs/week
Up to and including 17 years	24 956,75	161,53	153,08
17 years	26 500,50	171,55	162,58
18 years	28 817,75	186,60	176,84

MINIMUM WAGE – COOKS WITHOUT TRADE CERTIFICATE	NOK per month	35.5 hrs/week	37.5 hrs/week
Starting wage for employees over 20 years of age/ employees over 18 years after 4 months of work experience	35 865,38	232,36	220,21
After 2 years of work experience as a cook	36 128,63	234,07	221,83
After 4 years of work experience as a cook	38 340,25	248,44	235,44
After 6 years of work experience as a cook	38 527,13	249,65	236,59
After 8 years of work experience as a cook	38 952,88	252,41	239,21
After 10 years of work experience as a cook	39 342,88	254,95	241,61

MINIMUM WAGE – OTHER EMPLOYEES WITHOUT TRADE CERTIFICATE	NOK per month	35.5 hrs/week	37.5 hrs/week
Starting wage for employees over 20 years of age/ employees over 18 years after 4 months of work experience	34 984,63	227,17	215,29
After 2 years of work experience as a cook	35 571,25	230,98	218,90
After 4 years of work experience as a cook	37 782,88	245,34	232,51
After 6 years of work experience as a cook	38 445,88	249,65	236,59
After 8 years of work experience as a cook	38 871,63	252,41	239,21
After 10 years of work experience as a cook	39 261,63	254,95	241,61

*) Please note that the figures above have not yet been finally approved, and decimal inaccuracies may occur.

Use your right to vote! Ballot to be held on 11 June
Please note that your local branch may have set a different date

Skilled workers (trade certificate)

At present, the minimum wage rates for employees holding a formal trade certificate are NOK 10 higher than the rates for employees without a trade certificate. Under the proposal now submitted for consideration, the new minimum wage rates for skilled workers will be NOK 15 higher than the rates shown in the tables above. This means that the minimum wage rates for skilled workers will increase by a total of NOK 15.50 in this settlement.

Supplements for shift work and weekends

New rates:

- Evening work: NOK 16.59 per hour
- Saturday and Sunday: NOK 31.52 per hour
- Night work – other: NOK 58.04 per hour
- Night shifts: NOK 43.94 per hour
- Manual work: NOK 24.84 per hour/NOK 149.22 per night

Advance payment of benefits

Agreement has been reached on **four months of advance payment** of sickness benefits (sykepenger), care benefits (pleiepenger) and parental benefits (foreldrepenger)

Vi har fått gjennomslag for 4 måneders forskuttering av sykepenger, pleiepenger og foreldrepenger. This will take effect from 1 January 2027.

OTP

New § 1, item 16

16 Information about the pension provider

The company shall ensure that each employee is familiar with the company's occupational pension provider and shall inform employees how they can monitor the contributions paid and the basis for these contributions.

The settlement is in line with the outcome of the frontfaget

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