

Recommended proposal for the national collective agreement in the hospitality sector

Some of the key points:

General increase

Effective from 1 June, a general increase of NOK 6.50 per hour is granted to all employees.

Effective from 1 June, a low-pay supplement of NOK 4.00 per hour is granted to all employees.

This means that all employees, regardless of previous pay, shall receive a wage increase of at least NOK 10.50 per hour.

Increase in minimum wage

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

Below is an overview of the new minimum wage rates.

Minstelønstabeller

MINIMUM WAGE - YOUNG WORKERS	NOK per month	35.5 h/week	37.5 h/week
Up to 17 years of age	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 h/week	37.5 h/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	38 445,88	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

MINIMUM WAGE – OTHER EMPLOYEES WITHOUT TRADE CERTIFICATE	NOK per month	35.5 h/week	37.5 h/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

*) We reserve the right that the figures above have not been approved by the Norwegian Hospitality Employers' Association.

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)

Currently, the minimum wage rates for employees with a trade certificate are NOK 10 higher than the rates for employees without such certification. In the proposal under consideration, the new minimum wage rates for skilled workers will be NOK 15 higher than the rates in the tables above. This means an overall increase of NOK 15.50 in this settlement.

Shift and weekend supplements (additional pay for shifts)

New rates:

- Evening: NOK 16.59 per hour
- Saturday and Sunday: NOK 31.52 per hour
- Night (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

Approval has been obtained for 4 months of advance payment of sickness benefits and parental benefits for all employees who have been employed by the company for 9 months or more. Effective from 1 June 2027. Otherwise, the wording is identical to the outcome in the pattern-setting industry agreement.

OTP (mandatory occupational pension)

New §1.16:

"The company shall ensure that each employee is informed about the company's provider of occupational pension and how the employee can monitor contributions and the basis for such contributions."

The settlement is in line with the framework from the pattern-setting industry agreement (Frontfaget)

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