

Recommended proposal for the Industrial Agreement - 2026

Some of the most important results:

Economy

NOK 6,5 per hour for everyone.

NOK 4 per hour extra for TEKO.

Rates are increased by 9,8%, except for those rates that have their own regulation or practice.

Advance payment

Companies must pay sickness, nursing and parental benefits from NAV for up to four months. Further terms apply.

On-call duty

The agreement now includes rules on on-call duty.

“Industriens Kompetansefond”

The framework for “Industriens Kompetansefond” has been clarified and determined in line with the agreement in 2024.

Particularly dirty work

Common rate for special dirty work for the entire collective agreement.

New rate NOK 11.50 per hour.

Food allowance

New rate for food allowance is NOK 114.

The VO part

Right to negotiate shift rates

The shift rates in the VO part have now become minimum rates and can be negotiated.

Paid travel time

Employees travelling in accordance with Appendices 2 and 3 – paid travel time for up to three round-trip journeys – strengthening of the current collective agreement.

Offshore

New rate NOK 109.92 per hour.

Waiting time offshore

Waiting time offshore will now be paid with individual salary + offshore supplement

Night supplement offshore

Special increase of the night supplement to NOK 61.09 per hour.

Minimum hourly earnings VO

Rates from 1 April 2026:

3.1.2.1	Skilled worker.	Kr 232,55
	After 1 year	Kr 234,68
3.1.2.2	Specialised workers	Kr 221,95
	After 1 year	Kr 224,21
3.1.2.3	Unskilled workers	Kr 211,49
	After 1 year	Kr 213,59

The TD part

Minimum hourly earnings

Rates from 1 April 2026:

3.1.1	New employees	Kr 221,95
	After 1 year	Kr 224,21
	Skilled worker.	Kr 232,55
	After 1 year	Kr 234,68

The TEKO part

Rates TEKO part

Normal wage rates received a special increase.

Rates from 1 April 2026:

Normal Pay rate Group I:

Beginner	Kr 195,66
After one year of employment	Kr 197,01
Young employees u/18	Kr 166,16

Skilled workers

Supplement for skilled workers: NOK 7.54 per hour.

Proficiency test

Proficiency test now also applies to the TEKO part.

Seniority supplement

Supplements will be paid to employees who have been employed at the same enterprise:

- After three years of employment NOK 5,40 per hour.
- After four years of employment NOK 6,03 per hour.
- After five years of employment NOK kr 7,21 per hour.
- After 10 years of continuous employment NOK 2,49 per hour, for a total of NOK 21,14.

Time of Effect

The general addition of NOK 6.50 and the TEKO supplement of NOK 4 will be given from 1 April 2026.

Other changes and rates shall apply with effect from the date on which the National Mediator has received notification from the parties that the mediation proposal has been adopted.

The framework for the settlement is estimated at 4.4%