

UNIVERSITIES OF APPLIED SCIENCES: SALARIES, SUPPLEMENTS AND FEES
FINNISH EDUCATION EMPLOYERS (FEE)

From 1 May 2024 onwards

EXPERT AND SUPPORT PERSONNEL

Difficulty category	1	2	3	4	5	6
	1 757,74	1 901,59	2 052,73	2 228,05	2 403,42	2 611,89

EXPERT AND SUPPORT PERSONNEL SUPPLEMENTS AND FEE

Urgency bonus (Chapter 2 section 13)	12,51
Language supplement (Chapter 5 section 8)	
- good oral skills	21,10
- good oral and written skills	27,07
- perfect competence in both national languages	42,14
Language skills supplement (Chapter 5 section 8)	
- basic level	21,10
- intermediate level	42,14
- highest level	81,98
Shop steward compensation (Chapter 8 section 9)	
-159 individuals represented	105,87
160+ individuals represented	118,65
Labour protection delegate fee (Chapter 1 section 8)	
10-100 individuals represented	38,39
101-200 individuals represented	50,01
201+ individuals represented	68,63

TEACHING PERSONNEL

Principal teacher and lecturer (Chapter 6 Section 3)

	principal teacher	lecturer
Statistical code	114104	114205
Initial salary	4 149,99	3 725,34
After 5 years	4 479,12	4 016,65
After 10 years	4 985,06	4 412,39
After 15 years	5 595,61	4 969,18
After 20 years	5 886,66	5 187,20

Availability supplement

	principal teacher	lecturer
Statistical code	114101	114202
Initial salary	0,229	0,277
After 5 years	0,213	0,262
After 10 years	0,165	0,230
After 15 years	0,131	0,181
After 20 years	0,131	0,185

Hourly teachers (Chapter 6 Section 13)

114505 Hourly teacher's fee	27,94
114502 Hourly teacher's fee including availability supplement	35,68

TEACHING PERSONNEL SUPPLEMENTS AND FEE

Language supplement (Chapter 6 Section 8)	
- good oral skills	21,10
- good oral and written skills	27,07
- perfect competence in both national languages	42,14
Language skill supplement (Chapter 6 Section 9)	
- basic level	21,10
- intermediate level	42,14
- highest level	81,98
Shop steward compensation (Chapter 8 Section 9)	
-159 individuals represented	105,87
160+ individuals represented	118,65
Labour protection delegate's fee (Chapter 1 Section 8)	
10-100 individuals represented	38,39
101-200 individuals represented	50,01
201+ individuals represented	68,63