

**Salary Agreement between Tórshavn Havnar Arbeiddarafelag  
And Føroya Arbeidsgevarafelag  
(the Faroese Employers Association)**

**Valid from 1<sup>st</sup> May 2022**

|  | Standard salary | Additional | Hourly salary | 17-21 (+35) | 21-08. (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|--|-----------------|------------|---------------|-------------|---------------|-------------------|-----------------------|
| 2. Minimum salary  | 140.30          | 0.00%      | <b>140.30</b> | 189.41      | 224.48        | 231.50            | 280.60                |
| 3. For excavation, clearing up building sites, coal mining, dirty and unattractive work, cement, concrete, pouring, iron wall tying, water building, tarmac, tar, stonework and work on slipways scrubbing the outside of ship bottoms and outside greasing the ship up to bulwark and paintwork with spray in shipyard. | 140.30          | 0.29%      | <b>140.71</b> | 189.96      | 225.14        | 232.17            | 281.42                |
| 4a. For work using stone crushers, motor care, compressors, lath and similar work concerning building work. For the care of cranes. For driving forklift trucks over 10 tons, tractors, dump trucks and similar equipment, such as road rollers, hydraulic excavators, drilling wagons and concrete trucks.              | 140.30          | 3.35%      | <b>145.00</b> | 195.75      | 232.00        | 239.25            | 290.00                |
| b. For charging, exploding and stone crushing.   | 140.30          | 5.19%      | <b>147.58</b> | 199.23      | 236.13        | 243.51            | 295.16                |
| c. For tunnel work.  | 140.30          | 4.73%      | <b>146.94</b> | 198.37      | 235.10        | 242.45            | 293.88                |
| d. For cleaning boilers, water tanks on ships, oil tanks, train oil tanks and melting equipment, cleaning sewers and keels inside a ship.  | 140.30          | 5.47%      | <b>147.97</b> | 199.76      | 236.75        | 244.15            | 295.94                |
| e. For work involving the disposal of dangerous waste.   | 140.30          | 5.47%      | <b>147.97</b> | 199.76      | 236.75        | 244.15            | 295.94                |
| 5. For drivers and forklift  | 140.30          | 1.17%      | <b>141.94</b> | 191.62      | 227.10        | 234.20            | 282.88                |

truck drivers mentioned  
in §2 jobs and those working  
capstan for unloading ships.

|   |        |       |               |        |        |        |        |
|---|--------|-------|---------------|--------|--------|--------|--------|
| For drivers and forklift drivers<br>mentioned in §3 jobs.   | 140.30 | 1.62% | <b>142.57</b> | 192.47 | 228.11 | 235.24 | 285.14 |
| For drivers working a crane truck<br>and trailers mentioned in §2 jobs.                           | 140.30 | 3.59% | <b>145.34</b> | 196.21 | 232.54 | 239.81 | 290.68 |
| For drivers working a crane truck<br>mentioned in §3 jobs and tank<br>truck (for oil and petrol). | 140.30 | 4.02% | <b>145.94</b> | 197.02 | 233.50 | 240.80 | 291.88 |

**Salary Agreement between Tórshavn Havnar Arbeiddarafelag  
And Føroya Arbeidsgevarafelag  
(the Faroese Employers Association)**

|              |                 |                 |                 |                     |
|--------------|-----------------|-----------------|-----------------|---------------------|
| <b>Youth</b> | <b>Hourly</b>   |                 | Sat.            | Sun.                |
|              | 17-21<br>(+35%) | 21-08<br>(+60%) | 00-24<br>(+65%) | holidays<br>(+100%) |

5. Youth at the age of 14 years will  
receive 50%, 15 and 16 years  
receive 75% of an adult's salary  
for both standard and overtime.

|                                    |               |        |        |        |        |
|------------------------------------|---------------|--------|--------|--------|--------|
| Standard work 14 years old.        | <b>70.15</b>  | 94.70  | 112.24 | 115.75 | 140.30 |
| Standard work 15 and 16 years old. | <b>105.23</b> | 142.06 | 168.37 | 173.63 | 210.46 |

**Specialist Workers**

|   |               |        |        |        |        |
|---|---------------|--------|--------|--------|--------|
| 1st year – accounts for practical training        | <b>140.30</b> | 189.41 | 224.48 | 231.50 | 280.60 |
| 2nd year and onwards – inc. practical<br>training | <b>142.55</b> | 192.44 | 228.08 | 235.21 | 285.10 |

Fixed salary specialist workers 2nd year kr. 24,708 per month

Specialist work includes: Mass production of concrete panels, aluminium and plastic windows, packaging equipment, window glass, glass fibre elements, and building elements. Installation of steel, concrete, and timber elements. Assembly of scaffolding. Application of roofing felt and floor coverings. Formwork with cassette moulds, installation of cornerstones, and application of concrete tiles. Installation of sewer pipes. Work in lumber yards with circular saws, planers, plate saws, edge routers, and circular saws for processing plates and timber for distribution.

| <b>Fixed Salary Workers per Month</b>  | <b>Hours weekly</b>  | <b>Standard Work</b> | <b>Dirty and unattractive work</b> |
|--|--|----------------------|------------------------------------|
| Workers  | 40   | 24,426               | 24,497                             |
| Worker.  | 50   | 30,399               | 30,488                             |
| Drivers and forklift drivers.  | 40   | 24,710               | 24,820                             |
| Drivers and forklift drivers.  | 50   | 30,754               | 30,891                             |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 40   | 25,300               | 25,404                             |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 50   | 31,491               | 31,621                             |
| 17.  | For night shift dock workers salary is kr.                                   | 1052.25 for nights.  | Night is from 21-08                |
| -  | Saturday and Sunday night salary is kr.                                      | 1403                 |                                    |
| 11.  | Minimum payment for any work is paid for 2 hours, e.g. for standard work kr. |                      | 208.6                              |

## 2 Year Employment

Valid from 1<sup>st</sup> May 2022

|  | Standard salary | Additional | Employ-ment | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|--|-----------------|------------|-------------|---------------|-------------|--------------|-------------------|-----------------------|
| 2. Minimum salary  | 140.30          | 0.00%      | 2.50%       | <b>143.81</b> | 194.14      | 230.10       | 237.29            | 287.62                |
| 3. For excavation, clearing up building sites, coal mining, dirty and unattractive work, cement concrete, pouring, iron wall tying, water building, asphalt, tar, stonework and work on slipways scrubbing the outside of ship bottoms and outside greasing the ship up to bulwark and paintwork with spray in shipyard. | 140.30          | 0.29%      | 2.50%       | <b>144.22</b> | 194.70      | 230.75       | 237.96            | 288.44                |
| 4a. For work using stone crushers, motor care, compressors, lath and similar work concerning building work. For the care of cranes. For driving forklift trucks over 10 tons, tractors, dump trucks and similar equipment, such as road rollers, hydraulic excavators, drilling wagons and concrete trucks.              | 140.30          | 3.35%      | 2.50%       | <b>148.63</b> | 200.65      | 237.81       | 245.24            | 297.26                |
| b. For charging, exploding and stone-crushing.   | 140.30          | 5.19%      | 2.50%       | <b>151.27</b> | 204.21      | 242.03       | 249.60            | 302.54                |
| c. For tunnel work.  | 140.30          | 4.73%      | 2.50%       | <b>150.61</b> | 203.32      | 240.98       | 248.51            | 301.22                |
| d. For cleaning boilers, water tanks on ships, oil tanks, train oil tanks and melting equipment, cleaning sewers and keels inside a ship.  | 140.30          | 5.47%      | 2.50%       | <b>151.67</b> | 204.75      | 242.67       | 250.26            | 303.34                |
| e. For work involving the disposal of dangerous waste.   | 140.30          | 5.47%      | 2.50%       | <b>151.67</b> | 204.75      | 242.67       | 250.26            | 303.34                |
| 5. For drivers and forklift truck drivers mentioned in §2 jobs and those working   | 140.30          | 1.17%      | 2.50%       | <b>145.49</b> | 196.41      | 232.78       | 240.06            | 290.98                |

capstan for unloading ships.

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers and forklift drivers mentioned in §3 jobs. | 140.30 | 1.62% | 2.50% | <b>146.14</b> | 197.29 | 233.82 | 241.13 | 292.28 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a crane truck and trailers mentioned in §2 jobs. | 140.30 | 3.59% | 2.50% | <b>148.97</b> | 201.11 | 238.35 | 245.80 | 297.94 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

|   |        |       |       |               |        |        |        |        |
|---|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a crane truck mentioned in §3 jobs and tank truck (for oil and petrol). | 140.30 | 4.02% | 2.50% | <b>149.59</b> | 201.95 | 239.34 | 246.82 | 299.18 |
|---|--------|-------|-------|---------------|--------|--------|--------|--------|

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## 2 Year Employment

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|  | Hourly salary | Seniority | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|
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### Specialist Workers

|  |        |       |               |        |        |        |        |
|--|--------|-------|---------------|--------|--------|--------|--------|
| 1st year – accounts for practical training   | 140.30 | 2.50% | <b>143.81</b> | 194.14 | 230.10 | 237.29 | 287.62 |
| 2nd year and later – inc. practical training | 142.55 | 2.50% | <b>146.11</b> | 197.25 | 233.78 | 241.08 | 292.22 |

Fixed salary specialist workers 2nd year kr. 25,325 per month

Specialist work includes: Mass production of concrete elements, aluminium and plastic windows, packaging equipment, window glass, glass fibre elements, and building elements. Installation of steel, concrete, and timber elements. Assembly of scaffolding. Application of roofing felt and floor coverings. Formwork with cassette moulds, installation of cornerstones, and application of concrete tiles. Installation of sewer pipes. Work in lumber yards with circular saws, planers, plate saws, edge routers, and circular saws for processing plates and timber for distribution.

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| Fixed Salary Workers per Month   | Hours weekly | Standard Work | Dirty and unattractive work |
|--|--------------|---------------|-----------------------------|
| Workers  | 40           | 25,035        | 25,106                      |
| Worker.  | 50           | 31,159        | 31,248                      |
| Drivers and forklift drivers.  | 40           | 25,326        | 25,438                      |
| Drivers and forklift drivers.  | 50           | 31,523        | 31,664                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 40           | 25,929        | 26,036                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 50           | 32,277        | 32,412                      |

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|     |  |                     |                     |
|-----|--|---------------------|---------------------|
| 17. | For night shift dock workers salary is kr. | 1052.25 for nights. | Night is from 21-08 |
| -   | Saturday and Sunday night salary is kr.    | 1403                |                     |

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11. Minimum payment for any work is for 2 hours, e.g. for standard work kr. 287.62

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## 4 Year Employment

Valid from 1<sup>st</sup> May 2022

|   | Standard salary | Additional | Employment | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|---|-----------------|------------|------------|---------------|-------------|--------------|-------------------|-----------------------|
| 2. Minimum salary   | 140.30          | 0.00%      | 3.50%      | <b>145.21</b> | 196.03      | 232.34       | 239.60            | 290.42                |
| 3. For excavation, clearing up building sites, coal mining, dirty and unattractive work, cement concrete, pouring, iron wall tying, water building, asphalt, tar, stonework and work on slipways scrubbing the outside of ship bottoms and outside greasing the ship up to bulwark and paintwork with spray in shipyards. | 140.30          | 0.29%      | 3.50%      | <b>145.63</b> | 196.60      | 233.01       | 240.29            | 291.26                |
| 4a. For work using stone crushers, motor care, compressors, lath and similar work concerning building work. For the care of cranes. For driving forklift trucks over 10 tons, tractors, dump trucks and similar equipment, such as road rollers, hydraulic excavators, drilling wagons and concrete trucks.               | 140.30          | 3.35%      | 3.50%      | <b>150.08</b> | 202.61      | 240.13       | 247.63            | 300.16                |
| b. For charging, exploding and stone-crushing.  | 140.30          | 5.19%      | 3.50%      | <b>152.75</b> | 206.21      | 244.40       | 252.04            | 305.50                |
| c. For tunnel work.   | 140.30          | 4.73%      | 3.50%      | <b>152.08</b> | 205.31      | 243.33       | 250.93            | 304.16                |
| d. For cleaning boilers, water tanks on ships, oil tanks, train oil tanks and melting equipment, cleaning sewers and keels inside a ship.   | 140.30          | 5.47%      | 3.50%      | <b>153.15</b> | 206.75      | 245.04       | 252.70            | 306.30                |
| e. For work involving the disposal of dangerous waste.  | 140.30          | 5.47%      | 3.50%      | <b>153.15</b> | 206.75      | 245.04       | 252.70            | 306.30                |
| 5. For drivers and forklift truck drivers mentioned   | 140.30          | 1.17%      | 3.50%      | <b>146.91</b> | 198.33      | 235.06       | 242.40            | 293.82                |

in §2 jobs and those working  
capstan for unloading ships.

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers and forklift<br>drivers mentioned in §3<br>jobs. | 140.30 | 1.62% | 3.50% | <b>147.56</b> | 199.21 | 236.10 | 243.47 | 295.12 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a<br>crane truck and trailers<br>mentioned in §2 jobs. | 140.30 | 3.59% | 3.50% | <b>150.42</b> | 203.07 | 240.67 | 248.19 | 300.84 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a<br>crane truck mentioned in<br>§3 jobs and tank<br>truck (for oil and petrol). | 140.30 | 4.02% | 3.50% | <b>151.05</b> | 203.92 | 241.68 | 249.23 | 302.10 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

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## 4 Year Employment

|  | Hourly salary | Seniority | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|

### Specialist Work

1st year – accounts for practical training 140.30 3.50% **145.21** 196.03 232.34 239.60 290.42

2nd year and onwards – inc. practical training 142.55 3.50% **147.54** 199.18 236.06 243.44 295.08

Fixed salary specialist workers 2nd year kr. 25,573 per month

Specialist work includes: Mass production of concrete elements, aluminium and plastic windows, packaging equipment, window glass, glass fibre elements, and building elements. Installation of steel, concrete, and timber elements. Assembly of scaffolding. Application of roofing felt and floor coverings. Formwork with cassette moulds, installation of cornerstones, and application of concrete tiles. Installation of sewer pipes. Work in lumber yards with circular saws, planers, plate saws, edge routers, and circular saws for processing plates and timber for distribution.

| Fixed Salary Workers per Month   | Hours weekly | Standard Work | Dirty and unattractive work |
|--|--------------|---------------|-----------------------------|
| Workers  | 40           | 25,277        | 25,350                      |
| Worker.  | 50           | 31,463        | 31,554                      |
| Drivers and forklift drivers.  | 40           | 25,572        | 25,685                      |
| Drivers and forklift drivers.  | 50           | 31,831        | 31,972                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 40           | 26,180        | 26,289                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 50           | 32,592        | 32,728                      |

17. For night shift dock workers salary is kr. 1052.25 for nights. Night is from 21-08  
 - Saturday and Sunday night salary is kr. 1403

24. Minimum payment for any work is paid for 2 hours, e.g. for standard work kr. 290.42

## 6 Year Employment

Valid from 1<sup>st</sup> May

|  | Standard<br>salary | Additional<br>% | Employ-<br>ment | Hourly<br>salary | 17-21<br>(+35) | 21-08<br>(+60%) | Sat.<br>00-24<br>(+65%) | Sun.<br>Holidays<br>(+100%) |
|--|--------------------|-----------------|-----------------|------------------|----------------|-----------------|-------------------------|-----------------------------|
| 2. Minimum salary  | 140.30             | 0.00%           | 4.00%           | <b>145.91</b>    | 196.98         | 233.46          | 240.75                  | 291.82                      |
| 3. For excavation, clearing up building sites, coal mining, dirty and unattractive work, cement concrete, pouring, iron wall tying, water building, asphalt, tar, stonework and work on slipways scrubbing the outside of ship bottoms and outside greasing the ship up to bulwark and paintwork with spray in shipyard. | 140.30             | 0.29%           | 4.00%           | <b>146.34</b>    | 197.56         | 234.14          | 241.46                  | 292.68                      |
| 4a. For work using stone crushers, motor care, compressors, lath and similar work concerning building work. For the care of cranes. For driving forklift trucks over 10 tons, tractors, dump trucks and similar equipment, such as road rollers, hydraulic excavators, drilling wagons and concrete trucks.              | 140.30             | 3.35%           | 4.00%           | <b>150.80</b>    | 203.58         | 241.28          | 248.82                  | 301.60                      |
| b. For charging, exploding and stone-crushing.   | 140.30             | 5.19%           | 4.00%           | <b>153.48</b>    | 207.20         | 245.57          | 253.24                  | 306.96                      |
| c. For tunnel work.  | 140.30             | 4.73%           | 4.00%           | <b>152.81</b>    | 206.29         | 244.50          | 252.14                  | 305.62                      |
| d. For cleaning boilers, water tanks on ships, oil tanks, train oil tanks and melting equipment, cleaning sewers and keels inside a ship.  | 140.30             | 5.47%           | 4.00%           | <b>153.89</b>    | 207.75         | 246.22          | 253.92                  | 307.78                      |
| e. For work involving the disposal of dangerous waste.   | 140.30             | 5.47%           | 4.00%           | <b>153.89</b>    | 207.75         | 246.22          | 253.92                  | 307.78                      |
| 5. For drivers and forklift truck drivers mentioned  | 140.30             | 1.17%           | 4.00%           | <b>147.62</b>    | 199.29         | 236.19          | 243.57                  | 295.24                      |

in §2 jobs and those working  
capstan for unloading ships.

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers and forklift<br>drivers mentioned in §3<br>jobs. | 140.30 | 1.62% | 4.00% | <b>148.28</b> | 200.18 | 237.25 | 244.66 | 296.56 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

|   |        |       |       |               |        |        |        |        |
|---|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a<br>crane truck and trailer<br>mentioned in §2 jobs. | 140.30 | 3.59% | 4.00% | <b>151.15</b> | 204.05 | 241.84 | 249.40 | 302.30 |
|---|--------|-------|-------|---------------|--------|--------|--------|--------|

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a<br>crane truck mentioned in<br>§3 jobs and tank<br>truck (for oil and petrol). | 140.30 | 4.02% | 4.00% | <b>151.78</b> | 204.90 | 242.85 | 250.44 | 303.56 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

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## 6 Year Employment

|  | Hourly salary | Seniority | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|

### Specialist Work

1st year – accounts for practical training 140.30 4.00% **145.91** 196.98 233.46 240.75 291.82

2nd year and onwards – inc. practical training 142.55 4.00% **148.25** 200.14 237.20 244.61 296.50

Fixed salary specialist workers 2nd year kr. 25,696 per month

Specialist work includes: Mass production of concrete elements, aluminium and plastic windows, packaging equipment, window glass, glass fibre elements, and building elements. Installation of steel, concrete, and timber elements. Assembly of scaffolding. Application of roofing felt and floor coverings. Formwork with cassette moulds, installation of cornerstones, and application of concrete tiles. Installation of sewer pipes. Work in lumber yards with circular saws, planers, plate saws, edge routers, and circular saws for processing plates and timber for distribution.

| Fixed Salary Workers per Month   | Hours weekly | Standard Work | Dirty and unattractive work |
|--|--------------|---------------|-----------------------------|
| Workers  | 40           | 25,399        | 25,473                      |
| Worker.  | 50           | 31,614        | 31,707                      |
| Drivers and forklift drivers.  | 40           | 25,695        | 25,809                      |
| Drivers and forklift drivers.  | 50           | 31,985        | 32,128                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 40           | 26,307        | 26,416                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 50           | 32,750        | 32,886                      |

17. For night shift dock workers salary is kr. 1052.25 for nights. Night is from 21-08  
 - Saturday and Sunday night salary is kr. 1403

11. Minimum payment for any work is paid for 2 hours, e.g. for standard work kr. 291.82

## 8 Year Employment

Valid from 1<sup>st</sup> May

|   | Standard salary | Additional | Employment | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|---|-----------------|------------|------------|---------------|-------------|--------------|-------------------|-----------------------|
| 2. Minimum salary   | 140.30          | 0.00%      | 5.00%      | <b>147.32</b> | 198.88      | 235.71       | 243.08            | 294.64                |
| 3. For excavation, clearing up building sites, coal mining, dirty and unattractive work, cement concrete, pouring, ironwall tying, water building, asphalt, tar, stonework and work on slipways scrubbing the outside of ship bottoms and outside greasing the ship up to bulwark and paintwork with spray in shipyard. | 140.30          | 0.29%      | 5.00%      | <b>147.74</b> | 199.45      | 236.38       | 243.77            | 295.48                |
| 4a. For work using stone crushers, motor care, compressors, lath and similar work concerning building work. For the care of cranes. For driving forklift trucks over 10 tons, tractors, dump trucks and similar equipment, such as road rollers, hydraulic excavators, drilling wagons and concrete trucks.             | 140.30          | 3.35%      | 5.00%      | <b>152.25</b> | 205.54      | 243.60       | 251.21            | 304.50                |
| b. For charging, exploding and stone-crushing.  | 140.30          | 5.19%      | 5.00%      | <b>154.96</b> | 209.20      | 247.94       | 255.68            | 309.92                |
| c. For tunnel work.   | 140.30          | 4.73%      | 5.00%      | <b>154.28</b> | 208.28      | 246.85       | 254.56            | 308.56                |
| d. For cleaning boilers, water tanks on ships, oil tanks, train oil tanks and melting equipment, cleaning sewers and keels inside a ship.   | 140.30          | 5.47%      | 5.00%      | <b>155.37</b> | 209.75      | 248.59       | 256.36            | 310.74                |
| e. For work involving the disposal of dangerous waste.  | 140.30          | 5.47%      | 5.00%      | <b>155.37</b> | 209.75      | 248.59       | 256.36            | 310.74                |
| 5. For drivers and forklift truck drivers mentioned   | 140.30          | 1.17%      | 5.00%      | <b>149.04</b> | 201.20      | 238.46       | 245.92            | 298.08                |

in §2 jobs and those working  
capstan for unloading ships.

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers and forklift<br>drivers mentioned in §3<br>jobs. | 140.30 | 1.62% | 5.00% | <b>149.70</b> | 202.10 | 239.52 | 247.01 | 299.40 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

|   |        |       |       |               |        |        |        |        |
|---|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a<br>crane truck and trailer<br>mentioned in §2 jobs. | 140.30 | 3.59% | 5.00% | <b>152.60</b> | 206.01 | 244.16 | 251.79 | 305.20 |
|---|--------|-------|-------|---------------|--------|--------|--------|--------|

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a<br>crane truck mentioned in<br>§3 jobs and tank<br>truck (for oil and petrol). | 140.30 | 4.02% | 5.00% | <b>153.24</b> | 206.87 | 245.18 | 252.85 | 306.48 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

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## 8 Year Employment

|  | Hourly salary | Seniority | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|

### Specialist Work

1st year – accounts for practical training 140.30 5.00% **147.32** 198.88 235.71 243.08 294.64

2nd year and onwards – inc. practical training 142.55 5.00% **149.68** 202.07 239.49 246.97 299.36

Fixed salary specialist workers 2nd year kr. 25,944 per month

Specialist work includes: Mass production of concrete elements, aluminium and plastic windows, packaging equipment, window glass, glass fibre elements, and building elements. Installation of steel, concrete, and timber elements. Assembly of scaffolding. Application of roofing felt and floor coverings. Formwork with cassette moulds, installation of cornerstones, and application of concrete tiles. Installation of sewer pipes. Work in lumber yards with circular saws, planers, plate saws, edge routers, and circular saws for processing plates and timber distribution.

| Fixed Salary Workers per Month   | Hours weekly | Standard Work | Dirty and unattractive work |
|--|--------------|---------------|-----------------------------|
| Workers  | 40           | 25,643        | 25,716                      |
| Worker.  | 50           | 31,920        | 32,011                      |
| Drivers and forklift drivers.  | 40           | 25,941        | 26,056                      |
| Drivers and forklift drivers.  | 50           | 32,292        | 32,435                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 40           | 26,558        | 26,669                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 50           | 33,064        | 33,203                      |

17. For night shift dock workers salary is kr. 1052.25 for nights. Night is from 21-08  
 - Saturday and Sunday night salary is kr. 1403

11. Minimum payment for any work is paid for 2 hours, e.g. for standard work kr. 294.64

## 10 Year Employment

### Valid from 1<sup>st</sup> May

|  | Standard salary | Additional | Employment | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|--|-----------------|------------|------------|---------------|-------------|--------------|-------------------|-----------------------|
| 2. Minimum salary  | 140.30          | 0.00%      | 6.50%      | <b>149.42</b> | 201.72      | 239.07       | 246.54            | 298.84                |
| 3. For excavation, clearing up building sites, coal mining, dirty and unattractive work, cement concrete, pouring, iron wall tying, water building, asphalt, tar, stonework and work on slipways scrubbing the outside of ship bottoms and outside greasing the ship up to bulwark and paintwork with spray in shipyard. | 140.30          | 0.29%      | 6.50%      | <b>149.85</b> | 202.30      | 239.76       | 247.25            | 299.70                |
| 4a. For work using stone crushers, motor care, compressors, lath and similar work concerning building work. For the care of cranes. For driving forklift trucks over 10 tons, tractors, dump trucks and similar equipment, such as road rollers, hydraulic excavators, drilling wagons and concrete trucks.              | 140.30          | 3.35%      | 6.50%      | <b>154.43</b> | 208.48      | 247.09       | 254.81            | 308.86                |
| b. For charging, exploding and stone-crushing.   | 140.30          | 5.19%      | 6.50%      | <b>157.17</b> | 212.18      | 251.47       | 259.33            | 314.34                |
| c. For tunnel work.  | 140.30          | 4.73%      | 6.50%      | <b>156.49</b> | 211.26      | 250.38       | 258.21            | 312.98                |
| d. For cleaning boilers, water tanks on ships, oil tanks, train oil tanks and melting equipment, cleaning sewers and keels inside a ship.  | 140.30          | 5.47%      | 6.50%      | <b>157.59</b> | 212.75      | 252.14       | 260.02            | 315.18                |
| e. For work involving the disposal of dangerous waste.   | 140.30          | 5.47%      | 6.50%      | <b>157.59</b> | 212.75      | 252.14       | 260.02            | 315.18                |
| 5. For drivers and forklift truck drivers mentioned in §2 jobs and those working   | 140.30          | 1.17%      | 6.50%      | <b>151.17</b> | 204.08      | 241.87       | 249.43            | 302.34                |



capstan for unloading ships.

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers and forklift<br>drivers mentioned in §3<br>jobs. | 140.30 | 1.62% | 6.50% | <b>151.84</b> | 204.98 | 242.94 | 250.54 | 303.68 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a<br>crane truck and tank truck<br>mentioned in §2 jobs. | 140.30 | 3.59% | 6.50% | <b>154.78</b> | 208.95 | 247.65 | 255.39 | 309.56 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

|  |        |       |       |               |        |        |        |        |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|
| For drivers working a<br>crane truck mentioned in<br>§3 jobs and tank<br>truck (for oil and petrol). | 140.30 | 4.02% | 6.50% | <b>155.43</b> | 209.83 | 248.69 | 256.46 | 310.86 |
|--|--------|-------|-------|---------------|--------|--------|--------|--------|

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## 10 Year Employment

|  | Hourly salary | Seniority | Hourly salary | 17-21 (+35) | 21-08 (+60%) | Sat. 00-24 (+65%) | Sun. Holidays (+100%) |
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|
|--|---------------|-----------|---------------|-------------|--------------|-------------------|-----------------------|

### Specialist Work

1st year – accounts for practical training 140.30 6.50% **149.42** 201.72 239.07 246.54 298.84

2nd year and onwards – inc. practical training 142.55 6.50% **151.82** 204.96 242.91 250.50 303.64

Fixed salary specialist workers 2nd year kr. 26,315 per month

Specialist work includes: Mass production of concrete elements, aluminium and plastic windows, packaging equipment, window glass, glass fibre elements, and building elements. Installation of steel, concrete, and timber elements. Assembly of scaffolding. Application of roofing felt and floor coverings. Formwork with cassette moulds, installation of cornerstones, and application of concrete tiles. Installation of sewer pipes. Work in lumberyards with circular saws, planers, plate saws, edge routers, and circular saws for processing plates and timber for distribution.

| Fixed Salary Workers per Month   | Hours weekly | Standard Work | Dirty and unattractive work |
|--|--------------|---------------|-----------------------------|
| Workers  | 40           | 26,007        | 26,082                      |
| Worker.  | 50           | 32,375        | 32,468                      |
| Drivers and forklift drivers.  | 40           | 26,310        | 26,426                      |
| Drivers and forklift drivers.  | 50           | 32,754        | 32,899                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 40           | 26,936        | 27,049                      |
| Drivers working a crane truck, tank truck (for oil and petrol) and trucks with trailers. | 50           | 33,536        | 33,677                      |

17. For night shift dock workers salary is kr. 1052.25 for nights. Night is from 21-08  
 - Saturday and Sunday night salary is kr. 1403

11. Minimum payment for any work is paid for 2 hours, e.g. for standard work kr. 298.84

### **Information regarding employment duration:**

After 2 years of employment, the salary will be increased by 2.50% of the standard salary.

After 4 years of employment, the salary will be increased by 3.50% of the standard salary.

After 6 years of employment, the salary will be increased by 4.00% of the standard salary.

After 8 years of employment, the salary will be increased by 5.00% of the standard salary.

After 10 years of employment, the salary will be increased by 6.50% of the standard salary.

After 11 years of employment, the salary will be increased by 8.00% of the standard salary.

Employees have the right to transfer their employment from one workplace to another if they have not been away from their sphere for more than 7 years.

The increment for 3 years of employment is effective from May 1, 2003.

The increment for 5 years of employment is effective from May 1, 2005.

The increment for 7 years of employment is effective from May 1, 2007.

The increment for 9 years of employment is effective from May 1, 2013.

The increment for 11 years of employment is effective from May 1, 2017.

As of May 1, 2022, the increments have been adjusted for 2, 4, 6, 8, and 10 years of employment.

As of May 1, 2023, the increments have been adjusted for 2, 4, 6, 8, 10, and 11 years of employment.

The additional increases will be raised from May 1, 2018.

The additional increases will be raised from May 1, 2022.

The additional increases will be raised from May 1, 2023.