**Disclaimer:**

Information in this table provides an indication to operators and drivers about the remuneration applicable. For complete information please contact the relevant national authorities and social partners.

**Minimum wage for road transport sector drivers**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Austria | <https://www.postingofworkers.at/kv/Z04/gueterbefoerderungsgewerbe-en-arb?language=en>  **Transportation of goods (Brief overview of the collective agreement). In force since 1 Jan 2022**  **Minimum wage / minimum salary** e.g.   * Unskilled workers, drivers of motor vehicles of up to 3.5 t: EUR 1,695.40 * Drivers of articulated lorries: EUR 1,759.41 * Drivers of motor vehicles with dangerous goods: EUR 1,823.42 * Drivers of motor vehicles with apprenticeship training for articulated lorries: EUR 1,877.05 * Drivers of motor vehicles for the supply of petrol stations: EUR 1,920.30   **Supplements/allowances**  **Supplement for overtime worked during the night**:  100% for the time from 8 p.m. to 5 a.m. Daily allowances in Austria: EUR 26.40 per calendar day Accommodation allowance: EUR 15,00 Hardship allowance for the transportation of furnishings: EUR 6.22 per day Hardship allowance for waste management: EUR 16.99 per day Dirt allowance: 10% of the wage specified in the collective agreement  **Working time: The regular working time is 40 hours per week**  Supplement for extra hours: 50%, supplement for overtime worked during the night: 100% for the time from 8 p.m. to 5 a.m.  [Collective agreement for the freight transport industry](https://www.postingofworkers.at/kv/Z04/gueterbefoerderungsgewerbe-arb/gueterbefoerderungsgewerbe-rahmen/496208?language=de)  **Additional information on wages specified by categories of drivers (according to the collective agreement)**   | **1. Unskilled workers, garage workers, tractor drivers, passengers and drivers for trucks up to 3.5 t total weight, as well as forklift drivers** | | **Normal hourly wage 2022 €** | **Normal weekly wage 2022 €** | **Normal monthly salary 2022 €** | | --- | --- | --- | --- | --- | | a) | With length of service up to 5 years | 9,80 | 392,00 | 1.695,40 | | b) | If you have been with the company for more than 5 years up to 10 years | 10,03 | 401,20 | 1.735,19 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 10,29 | 411,60 | 1.780,17 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 10,54 | 421,60 | 1.823,42 | | e) | If you have been with the company for more than 20 years | 10,80 | 432,00 | 1.868,40 |  | **2. Driver for trucks over 3.5 t total weight with up to 3 axles** | | **Normal hourly wage 2022 €** | **Normal weekly wage 2022 €** | **Normal monthly salary 2022 €** | | --- | --- | --- | --- | --- | | a) | With length of service up to 5 years | 10,03 | 401,20 | 1.735,19 | | b) | If you have been with the company for more than 5 years up to 10 years | 10,29 | 411,60 | 1.780,17 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 10,54 | 421,60 | 1.823,42 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 10,85 | 434,00 | 1.877,05 | | e) | If you have been with the company for more than 20 years | 11,10 | 444,00 | 1.920,30 |  | **3. Drivers for trucks over 3.5 t total weight with more than 3 axles** | | **Normal hourly wage 2022 €** | **Normal weekly wage 2022 €** | **Normal monthly salary 2022 €** | | --- | --- | --- | --- | --- | | a) | With length of service up to 5 years | 10,17 | 406,80 | 1.759,41 | | b) | If you have been with the company for more than 5 years up to 10 years | 10,41 | 416,40 | 1.800,93 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 10,71 | 428,40 | 1.852,83 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 10,99 | 439,60 | 1.901,27 | | e) | If you have been with the company for more than 20 years | 11,25 | 450,00 | 1.946,25 |  | **4. Drivers of motor vehicles and articulated vehicles and self-propelled machinery, game drivers and placemasters** | | **Normal hourly wage 2022 €** | **Normal weekly wage 2022 €** | **Normal monthly salary 2022 €** | | --- | --- | --- | --- | --- | | a) | With length of service up to 5 years | 10,29 | 411,60 | 1.780,17 | | b) | If you have been with the company for more than 5 years up to 10 years | 10,54 | 421,60 | 1.823,42 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 10,85 | 434,00 | 1.877,05 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 11,10 | 444,00 | 1.920,30 | | e) | If you have been with the company for more than 20 years | 11,36 | 454,40 | 1.965,28 |  | **5a. Drivers with driver training on the basis of §§ 2, 11 and 14 of the Dangerous Goods Transport Act, Federal Law Gazette I No. 145/1998 as amended, on the calendar days on which an assignment for the transport of dangerous goods takes place (except wage category 7), as well as drivers who have passed an examination to drive cranes from 10 metre tonnes (lifting capacity),** | | **Normal hourly wage 2022 €** | **Normal weekly wage 2022 €** | **Normal monthly salary 2022 €** | | --- | --- | --- | --- | --- | | a) | With length of service up to 5 years | 10,54 | 421,60 | 1.823,42 | | b) | If you have been with the company for more than 5 years up to 10 years | 10,85 | 434,00 | 1.877,05 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 11,10 | 444,00 | 1.920,30 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 11,36 | 454,40 | 1.965,28 | | e) | If you have been with the company for more than 20 years | 11,61 | 464,40 | 2.008,53 |  | **5b. Professionals with completed apprenticeship training – if used exclusively as such – are entitled to the collectively agreed minimum wage in their sector. The crediting of years of service for classification in the collective agreement of the respective sector is carried out in accordance with the provisions of the collective agreement for workers in the freight transport industry. At a minimum, however, the following is due:** | | **Normal hourly wage 2022 €** | **Normal weekly wage 2022 €** | **Normal monthly salary 2022 €** | | --- | --- | --- | --- | --- | | a) | With length of service up to 5 years | 10,54 | 421,60 | 1.823,42 | | b) | If you have been with the company for more than 5 years up to 10 years | 10,85 | 434,00 | 1.877,05 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 11,10 | 444,00 | 1.920,30 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 11,36 | 454,40 | 1.965,28 | | e) | If you have been with the company for more than 20 years | 11,61 | 464,40 | 2.008,53 |  | **6. Professional driver with final apprenticeship examination** | | **Normal hourly wage 2022 €** | **Normal weekly wage 2022 €** | **Normal monthly salary 2022 €** | | --- | --- | --- | --- | --- | | **6.1 Drivers for trucks with a gross vehicle weight of more than 3,5 t with up to 3 axles** | | | | | | a) | With length of service up to 5 years | 10,29 | 411,60 | 1.780,17 | | b) | If you have been with the company for more than 5 years up to 10 years | 10,54 | 421,60 | 1.823,42 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 10,85 | 434,00 | 1.877,05 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 11,10 | 444,00 | 1.920,30 | | e) | If you have been with the company for more than 20 years | 11,36 | 454,40 | 1.965,28 | | **6.2 Drivers of trucks over 3,5 t gross vehicle weight with more than 3 axles** | | | | | | a) | With length of service up to 5 years | 10,59 | 423,60 | 1.832,07 | | b) | If you have been with the company for more than 5 years up to 10 years | 10,80 | 432,00 | 1.868,40 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 11,10 | 444,00 | 1.920,30 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 11,38 | 455,20 | 1.968,74 | | e) | If you have been with the company for more than 20 years | 11,61 | 464,40 | 2.008,53 | | **6.3 Drivers of motor vehicles and articulated vehicles** | | | | | | a) | With length of service up to 5 years | 10,85 | 434,00 | 1.877,05 | | b) | If you have been with the company for more than 5 years up to 10 years | 11,10 | 444,00 | 1.920,30 | | c) | If you have been with the company for more than 10 years or more than 15 years, | 11,36 | 454,40 | 1.965,28 | | d) | If you have been with the company for more than 15 years or more than 20 years, | 11,63 | 465,20 | 2.011,99 | | e) | If you have been with the company for more than 20 years | 11,89 | 475,60 | 2.056,97 |   Workers of companies that carry goods exclusively using vehicles with a maximum authorised total weight not exceeding 3 500 kg, the **collective agreement for the small transport industry** must be observed [Entsendeplattform - (postingofworkers.at)](https://eur05.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.postingofworkers.at%2Fkv%2FZ04%2Fkleintransportgewerbe-en-arb%3Flanguage%3Den&data=04%7C01%7Civeta.suraka%40ela.europa.eu%7Caa77cd26af7b4cfba69e08d9fc9a7328%7Cba8252ebda414a268f373320ef9a2285%7C0%7C0%7C637818562581771644%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=%2FHk7jF0s%2F%2FLzvnpBhYiVN3irg2unHkoHTtUjvo0J4FI%3D&reserved=0).  In the passenger transport sector, the **collective agreement for** **private bus companies** must be observed: [Entsendeplattform - Suche (postingofworkers.at)](https://eur05.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.postingofworkers.at%2Fcms%2FZ04%2FZ04_3.1%2Fkollektivvertraege%2Fsuche%3Fsearch%3Dtrue%26full%3Dtrue%26searchtype%3Dservicedescription%26term%3Dautobusbetriebe&data=04%7C01%7Civeta.suraka%40ela.europa.eu%7Caa77cd26af7b4cfba69e08d9fc9a7328%7Cba8252ebda414a268f373320ef9a2285%7C0%7C0%7C637818562581771644%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=z5kb19PUJLabi6fklY5yp9GkeT3RqaYHnQ657LYYBcI%3D&reserved=0). If the company is a taxi company, the **collective agreement for the passenger transport** **sector** **by car** applies to workers: [Entsendeplattform - Suche (postingofworkers.at)](https://eur05.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.postingofworkers.at%2Fcms%2FZ04%2FZ04_3.1%2Fkollektivvertraege%2Fsuche%3Fsearch%3Dtrue%26full%3Dtrue%26searchtype%3Dservicedescription%26term%3Dtaxi&data=04%7C01%7Civeta.suraka%40ela.europa.eu%7Caa77cd26af7b4cfba69e08d9fc9a7328%7Cba8252ebda414a268f373320ef9a2285%7C0%7C0%7C637818562581927850%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=JlNmttWS20aBm2ja0EO6KZk1Bw55rQJJ9C4AwGZLG84%3D&reserved=0).  In the waterborne transport industry, the following collective agreement applies to workers: [Entsendeplattform - (postingofworkers.at)](https://eur05.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.postingofworkers.at%2Fkv%2FZ04%2Foesterreichische-schifffahrtsunternehmungen-arb-ang%2Foesterreichische-schifffahrtsunternehmungen-binnenschifffahrt-kurzuebersicht%2F453320%3Flanguage%3Dde&data=04%7C01%7Civeta.suraka%40ela.europa.eu%7Caa77cd26af7b4cfba69e08d9fc9a7328%7Cba8252ebda414a268f373320ef9a2285%7C0%7C0%7C637818562581927850%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=6CfLiFyssleghzy3eXj9wtIDZGsTu9oIB20mSYbQFa0%3D&reserved=0) |
| Belgium | <https://www.cgslb.be/sites/default/files/aclvb/DOCUMENTEN/Sectoren/loon_arbeidsvoorwaarden/transport/cp_14003a_personnel_roulant_fr_1.pdf>  Salary scales  5 days/week   |  |  |  | | --- | --- | --- | |  | **38 h/s** | **39 h/s + 6 days of paid** compensation | | A) ROLLING STAFF |  |  | | Conveyor-maneuver | 11,7535 | 11,4525 | | Driver in training | 11,7535 | 11,4525 | | Payload vehicle driver from -  7 tons | 12,2075 | 11,8950 | | Driver of payload vehicle from 7 to 15 tons | 12,4820 | 12,1625 | | + payload vehicle driver  15 tons | 12,9200 | 12,5875 | | ADR driver, articulated vehicle or refrigerated vehicle | 12,9200 | 12,5875 | | (B) COURIER SERVICES |  |  | | Category A (starting salary) | 12,2075 | 11,8950 | | Category B (after 6 m in the area) | 12,4820 | 12,1625 | | (C) COURIER SERVICES |  |  | | Driver mail service | 12,9200 | 12,5875 |   **99%** **Availability Allowance**   |  |  |  | | --- | --- | --- | |  | **38 h/s** | **39 h/s + 6 days of paid** compensation | | A) ROLLING STAFF |  |  | | Conveyor-maneuver | 11,6360 | 11,3380 | | Driver in training | 11,6360 | 11,3380 | | Payload vehicle driver from -  7 tons | 12,0855 | 11,7760 | | Driver of payload vehicle from 7 to 15 tons | 12,3570 | 12,0410 | | + payload vehicle driver  15 tons | 12,7910 | 12,4615 | | ADR driver, articulated vehicle or refrigerated vehicle | 12,7910 | 12,4615 | | (B) COURIER SERVICES |  |  | | Category A (starting salary) | 12,0855 | 11,7760 | | Category B (after 6 m in the area) | 12,3570 | 12,0410 | | (C) COURIER SERVICES |  |  | | Driver mail service | 12,7910 | 12,4615 |   **Sunday/holidays + 50%** |
| Bulgaria | <https://postedworkers.gli.government.bg/en/19/minimalna-rabotna-zaplata/>  As of 1 January 2021 monthly minimum wage is **650 BGN** and the minimum hourly wage is **3.92 BGN**, at normal duration of the working time of 8 hours and a 5-day working week. The amount of the minimum wage shall be defined for a full working month.  **The gross salary consists of:**   1. A basic salary determined in compliance with the legislation in force and the wage system applied; 2. Additional labour remuneration   **Types of additional remuneration:**   * for length of service and professional experience, * for higher personal qualifications, * for night work, * for overtime work, * for work on weekends and public holidays, * for a period of time during which a worker or an employee is at the disposal of the employer outside the company premises, etc. |
| Czechia | **National legislation:** [**https://www.mpsv.cz/**](https://www.mpsv.cz/)  **Basic rate** of  **minimum wage**  The basic rate of the minimum wage for a set weekly working time of 40 hours is CZK 96.40 per hour or CZK 16,200 per month.  **Lowest levels of guaranteed wage** (1) The lowest levels of guaranteed wages for a set weekly working time of 40 hours are graded according to the complexity, responsibility and strenuousness of the work performed, classified into 8 groups, and amounts to:   |  |  |  | | --- | --- | --- | | **Group of work** | **Lowest level of guaranteed wage** | | | **in CZK per hour** | **in CZK per month** | | **1.** | **96,40** | **16 200** | | **2.** | **106,50** | **17 900** | | **3.** | **117,50** | **19 700** | | **4.** | **129,80** | **21 800** | | **5.** | **143,30** | **24 100** | | **6.** | **158,20** | **26 600** | | **7.** | **174,70** | **29 400** | | **8.** | **192,80** | **32 400** |   **Transport**  **Group 2**  1. Driving and routine maintenance of off-road battery trucks, including cost handling.  2. Driving road motor vehicles with a total weight of up to 3.5 t.  3. Carriage of passengers on a designated ferry on a non-self-propelled transport ship in compliance with all safety regulations, including collection and revenue accounting. Performing minor maintenance of the ship and landing sites.  **Group 3**  1. Driving, maintenance and repair of road motor vehicles with more than 9 seats, including the driver or vehicles with a total weight exceeding 3.5 tonnes.  2. Carrying out medium and general repairs of cars, including adjustment of engine operation, repair and adjustment of air, hydraulic and electrical systems.  **Group 4**  1.Inspection of motor vehicles after repair or fault diagnosis and testing of engines and electrical and electronic accessories of vehicles, including troubleshooting.  2.Management and maintenance of the regeneration column and coordination of work activities in the repair of bituminous road surfaces.  3.Independent management of vessels, management of loading and unloading of goods to and from vessels, professional and safe stowage of cargo and captain work on tugs.  **Group 5**  1. Driving, maintenance and repair of motor vehicles the length of which exceeds 8 meters and which are designed to carry more than 16 people. |
| Croatia | Minimum wage per month **HRK 4,687.50** (gross) and HRK 3,750 (net) |
| Cyprus | No minimum wage for road transport drivers. |
| Denmark | **National legislation:** [Bekendtgørelse om vilkår for udførsel af cabotagekørsel, den indledende eller afsluttende vejstrækning af kombineret transport og ikke-bilateral international transport (retsinformation.dk)](https://www.retsinformation.dk/eli/lta/2022/169)  **Collective agreements**   * *‘’Transportoverenskomst’’*   between Dansk Transport and Logistisk Arbejdsgiverforening   * *‘’Transport- og Logistiskoverenskomst’’* between ATL and 3F * [Overenskomstforhold (fstyr.dk)](https://www.fstyr.dk/da/Erhvervstransport/Godskoersel/Overenskomstforhold) Not available in English or other languages, yet.   **Currently the minimum wages applicable from the 2nd of February 2022 and until 1. March 2022 are.**  The minimum hourly rate for remuneration of drivers who perform   1. cabotage with goods or, 2. the road part of combined transport unless the roadpart on its own consists of bilateral transport operations   is **DKK 168.56.**   1. for cabotage with passengers is **DKK 179,31**   [Salary conditions (fstyr.dk)](https://www.fstyr.dk/en/Cabotage-and-combined-transport/Cabotage-and-combined-transport/Salary-conditions)  **Upcoming minimum wages applicable from the 1st of March 2022 and until 1. March 2023 will be:**  The minimum hourly rate for remuneration of drivers who perform   1. cabotage with goods or, 2. the road part of combined transport unless the roadpart on its own consists of bilateral transport operations   is **DKK 173.31.**   1. for cabotage with passengers is **DKK 178,72**   The Danish Road Traffic Authority can confirm that the abovementioned minimum wages has been in a public hearing with the transportation unions as well as relevant Danish ministries.  **Amount in DKK and valid from 1st of March 2022 – 1st of March 20223**  - Overtime: *DKK 39.38*  -Evening and night work: *40,51*  -Standby pay:  -Saturday/Sunday/public holidays work: *19,13*  -Shift work *41,99*  -Hazardous work/bonuses for particular working conditions  -Daily allowances specific to posting (in so far as they do not constitute reimbursement of costs related to transport to and from work/board and lodging):  - Annual holidays’ allowance  - 13th/14th month bonuses, incl. end of the year bonuses |
| Estonia | [https://www.ti.ee/en/](https://www.ti.ee/en/foreign-worker/posted-workers-and-rental-workers/applicable-law-and-working-conditions)  For **truck drivers** general minimum wage is applicable.  As of 1 January 2022, the minimum hourly wage is **EUR 3,86**  and the monthly minimum wage for full-time employment **EUR 654** (gross).  Other types of wages  In addition to the minimum wage, the posted worker must also be guaranteed the payment of other types of wages, which are mandatory under Estonian law and extended collective agreements. Such types of wages can be considered, for example, additional wages for working on a public holiday and wages for night-time work, as well as wages for the time when the employee is not guaranteed a job.  [Wages for overtime work](https://www.tooelu.ee/en/175/wages#special-cases-of-payment-of-wages-)  Paid free time or upon agreement 1.5 times the wages  [Wages for work performed on a public holiday](https://www.tooelu.ee/en/175/wages#special-cases-of-payment-of-wages-)  2 times the wages or upon agreement additional paid free time  [Wages for night-time work](https://www.tooelu.ee/en/175/wages#special-cases-of-payment-of-wages-)  1,25 times the wages or upon agreement additional paid free time  It may be agreed that the wages include remuneration for working at night-time (except if the employee is paid the minimum wage)  **For drivers of buses**  There is universally applicable collective agreement in force that is concluded between Estonian Transport and Road Workers' Trade Union and Union of Estonian Automobile Enterprises, and this should be taken into account in case of posting.  The public announcement of the original agreement is available here [https://www.ametlikudteadaanded.ee/eng/teadaanne?teate\_number=1569353](https://eur05.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ametlikudteadaanded.ee%2Feng%2Fteadaanne%3Fteate_number%3D1569353&data=04%7C01%7Civeta.suraka%40ela.europa.eu%7C20ce6f2bdf40462e937f08d9fbb0f8f1%7Cba8252ebda414a268f373320ef9a2285%7C0%7C0%7C637817559778555828%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=SUvJKMQxjhY1V1V6WuDXz4Xc%2FtnP%2BCf18bLFpLqg4Y4%3D&reserved=0).  It is in force until 31.03.2025 and besides other conditions also regulates remuneration as follows (machine translation from the public announcement):  - from 01.01.2022, the gross monthly salary of **drivers of buses,** boaches and trams employed under a Community licence, a route licence and a public service contract shall be at least 1150 euros (minimum monthly wage) in the case of full-time employment. - from 01.06.2022, the gross monthly salary of **drivers of buses,** boachesand trams employed under a Community licence, a route licence and a public service contract shall be not less than 1 200 euros (minimum monthly wage) in the case of full-time employment. - from 01.01.2023, the gross monthly salary of **drivers of buses,** boaches and trams employed under a Community licence, a route licence and a public service contract shall be at least 1250 euros (minimum monthly wage) in the case of full-time employment. -  from 01.01.2024, the gross monthly salary of **drivers of buses,** boaches and trams employed under Community licence, route licence and public service contract shall be at least 1300 euros (minimum monthly wage) in the case of full-time employment. - from 01.04.2024, the gross monthly salary of **drivers of buses,** boaches and trams employed under a Community licence, a route licence and a public service contract shall be at least 1350 euros (minimum monthly wage) in the case of full-time employment.  The period of validity and the amount of remuneration has been changed compared to the original agreement and the public announcement of the change is available here [https://www.ametlikudteadaanded.ee/eng/teadaanne?teate\_number=1736251](https://eur05.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ametlikudteadaanded.ee%2Feng%2Fteadaanne%3Fteate_number%3D1736251&data=04%7C01%7Civeta.suraka%40ela.europa.eu%7C20ce6f2bdf40462e937f08d9fbb0f8f1%7Cba8252ebda414a268f373320ef9a2285%7C0%7C0%7C637817559778555828%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=Cf1Ga6LALaawCnIBzvBh1gTbMoA09yGa6Fxczq5QdUc%3D&reserved=0). (machine translation).  In addition to the minimum rate of pay there is also in this agreement regulation about overtime rate that is a bit different than the overtime regulation in the legislation. According to this agreement in the case of an overtime period of 3 to 4 months (when working time is summed within 3-4 months), the worker shall be paid 1,6 times his remuneration (according to the law the rate for overtime pay is 1,5). Night work and work done on public holiday is compensated according to the law. |
| Finland | [road\_haulage\_sector\_workers\_drivers\_in\_finland\_GB\_2022 (prinergy.fi)](http://epaper.prinergy.fi/akttess2022/road_haulage_sector_workers_drivers_in_finland_GB_2022/#/article/4/page/1-1)  <https://www.akt.fi/in-english/collective-agreements/>    **Separate bonuses**  Evening and night shift bonus  15% of the pay scale for work done during 18.00 – 22.00  20% of the pay scale for work done during 22.00 – 06.00  A bonus of 100% of the employee’ s pay scale rate for shifts of free days is paid for all working hours executed on a free day.  A supplement of 5% of the worker’ s standard pay according to the pay scale shall be paid for handling and transport of explosives (class 1) toxins (class 6.1), infectious substance (class 6.2) and radioactive (class 7), to the extent that the limits for the transport of dangerous goods (ADR) are exceeded. |
| France | <https://www.ecologie.gouv.fr/formalites-declaratives-applicables-au-detachement-dans-transport-routier>  <https://www.ecologie.gouv.fr/sites/default/files/Hourly%20pay%20as%20for%20workers%20in%20the%20road%20transport%20sector%202022_EN.pdf>    The detailed classification of jobs by group indicates which coefficient an employee should be linked to during their posting in France and can be found on the Légifrance website via the following link:  For freight transport:  [https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=CC5C9B2EAAF45D0F055D936D643953C3.tplgfr42s\_2? idArticle=KALIARTI000031833792&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id](https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=CC5C9B2EAAF45D0F055D936D643953C3.tplgfr42s_2?idArticle=KALIARTI000031833792&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id)    The detailed classification of jobs by group indicates which coefficient an employee should be linked to during their posting in France and can be found on the Légifrance website via the following link:  For road passenger transport:  [https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=3E45D0DF08E79A0F1CB6D629D189D84F.tplgfr25s\_3?](https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=3E45D0DF08E79A0F1CB6D629D189D84F.tplgfr25s_3?idArticle=KALIARTI000035010896&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id)  [idArticle=KALIARTI000035010896&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id](https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=3E45D0DF08E79A0F1CB6D629D189D84F.tplgfr25s_3?idArticle=KALIARTI000035010896&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id) |
| Germany | <https://www.zoll.de/EN/Businesses/Work/Foreign-domiciled-employers-posting/Minimum-conditions-of-employment/Minimum-Wage-Act-cross-border-passenger-goods-transport/minimum-wage-act-cross-border-passenger-goods-transport_node.html>  The statutory minimum wage :  from 1 January 2022 - € 9.82 gross per hour;  from 1 July 2022 - €10.45 gross per hour  from 1 October 2022 - € 12.00 gross per hour  The minimum wage in Germany must not be paid in the form of expenses or overnight allowances. The minimum wage is a fixed amount per hour, expenses and overnight allowances must be paid additionally by the employer. |
| Greece | <https://ypergasias.gov.gr/sta-663-evro-afxanetai-o-katotatos-misthos-apo-1i-ianouariou-2022/>  The minimum wage is set at **EUR 663,00** per month. |
| Hungary | <http://www.ommf.gov.hu/index.php?akt_menu=551>  Valid from 1 January 2022 to 31 December 2022   |  |  |  | | --- | --- | --- | |  | Mandatory minimum wage | Guaranteed wage minimum | | Paid on monthly basis | 200,000 HUF (~556 EUR) | 260,000 HUF (~723 EUR) | | Paid on weekly basis | 45,980 HUF (~128 EUR) | 59,780 HUF (~166 EUR) | | Paid on daily basis | 9200 HUF (~26 EUR) | 11,960 HUF (~33 EUR) | | Paid on hourly basis | 1150 HUF (~3,2 EUR) | 1495 HUF (~4,2 EUR) |     Notes: The above-mentioned rates apply to full-time employees who have worked the entire work period.  Guaranteed wage minimum shall be paid to employees employed in positions requiring a secondary school diploma or advanced vocational training, or higher.  The amounts expressed in euro have been included for information only.  HUF: Hungarian forint.  Source: Government Decree 703/2021. (XII. 15.) on the Mandatory Minimum Wage and on the Guaranteed Wage Minimum: https://njt.hu/jogszabaly/2021-703-20-22 |
| Ireland | [https://www.workplacerelations.ie/en/](https://www.workplacerelations.ie/en/what_you_should_know/hours-and-wages/national%20minimum%20wage/)  National Minimum Wage (aged 20+) **EUR 10.50 /h** |
| Italy | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | [CCNL logistica, trasporto e spedizione - decorrenza primo gennaio 2022 EDR e aumenti Sanilog e Ebilog - Confindustria Firenze](https://www.confindustriafirenze.it/ccnl-logistica-trasporto-e-spedizione-decorrenza-primo-gennaio-2022-edr-e-aumenti-sanilog-e-ebilog/)  **Freight Transport**   |  |  | | --- | --- | | Level | Minimum wage EUR/h | | Quadri | 12,80 | | 1 | 12,05 | | 2 | 11,06 | | 3 S | 10,00 | | 3 | 9,70 | | 4 | 9,24 | | 3 - | 9,02 | | 5 | 8,79 | | 6 | 8,26 | | 6 J | 7,58 |  |  |  | | --- | --- | | **Level** | **Explanation** | | Quadri | Manager level | | 1 | This level includes managers of branches, heads of service or department heads, heads of movement, inspectors, employees with a customs forwarder's licence, when the licence is used on behalf of the holding, head of moving traffic operator, head of moving traffic etc. | | 2 | Workers with conceptual tasks, who with specific collaboration carry out administrative or technical activities characterized by operational and decision-making autonomy within the limits of the directives assigned to them and who require particular professional competence and / or practical technical training belong to this level and considerable experience in the exercise of the function itself. | | 3S | Workers with conceptual tasks or with technical-practical knowledge related to plant engineering, work technology and the use of machines, or particular skills and abilities achieved through diplomas of professional institutes and who guide and control other workers with limited initiative for the result and conduct of the same. In addition, workers with specific professionalism and high specialization involved in driving particularly demanding vehicles, repairing engines – provided that they are able to carry out the complete disassembly and reassembly of any part of it – and testing for the overall examination of the functionality of the vehicles belong to the present level.   * Drivers of lorries or articulated vehicles with a capacity of more than 80 quintals and drivers of lorries with a capacity exceeding 20 quintals equipped with cranes; * first drivers engaged in exceptional transport; * crane operators on self-propelled vehicles with a capacity greater than 20 tons; * conduction of particularly complex operating machines, with operational experience on the various types of terrain and operator of multi-purpose quay crane for translation and lifting vehicles with responsibility for the ordinary maintenance of the vehicles; * motorists and/or testers; * workers' leaders. * Auxiliary staff of the customs forwarder operating in the customs or customs section with customs authorization (C.C.N.L. freight transport); * senior city couriers after 18 months (Air couriers); * planner (yard, personnel and vehicles, railway). | | 3SJ | The traveling personnel of the companies falling within the scope of application of the discipline referred to in art. 11c of this agreement; the maximum stay in this level is 30 months, at the end of which the automatic transition to the 3rd Super level will take place. | | 3 | Workers who carry out activities requiring preparation resulting from diplomas of professional institutes or centers or acquired through direct knowledge through a corresponding work experience that also allows to carry out repairs of considerable magnitude of the systems, their assembly and dismantling depending on the repairs themselves. Workers who with specific collaboration carry out executive activities of a technical-administrative nature that require a particular preparation and office practice or corresponding work experience; the tasks are carried out with autonomy of the execution of the work and consequent variability of the operating conditions that manifests itself in the integration or adaptation of the procedures assigned to the concrete work situations.  Workers   * Drivers of lorries or articulated vehicles with a capacity of less than 80 q.li; * motorboat drivers; * drivers of vessels propelled by mechanical propulsion; * tractor drivers (C.C.N.L. freight transport); * foremen normally engaged in furniture removals and exceptional transport; * employed in self-propelled cranes with a capacity of less than 20 tonnes and in cab deck cranes; * drivers of forklifts with a capacity of more than 30 quintals (C.C.N.L. freight transport); * carrying out any work of a complex nature, on the basis of indications, rough sketches, for the packaging of equipment, machinery or parts thereof, providing for the construction of crates or cages; packers; * drivers of lorries with a capacity of more than 30 quintals and up to 20 quintals if equipped with cranes; * refrigerated train drivers with a driving license and a certificate of qualification for operations related to the use of toxic gases, where required by current laws; * drivers with F.S. qualification to tow railway wagons; * aerial platform operator activities; * mechanical test adjusters of automatic scales; * balancers assigned to the automatic scales of the port silos only; * responsible for the management of conveyor belts of silos that perform works and operations of considerable difficulty, delicacy and complexity and small repairs whose correct execution requires specific technical-practical skills; * external agents consignees of goods with loading-unloading and shipments of goods; * city couriers junior (air couriers). | | 4 | Workers who carry out activities to qualify belong to this level to which internship periods or training courses are necessary to carry out delicate and complex jobs and operations, whose correct execution requires specific and uncommon technical-practical skills.   * Workers with multiple tasks in the warehouse and / or terminal (loading; unloading; checking documents, picking and preparing goods); * crane operators, push-button crane drivers and similar equipment for handling and stowage goods; * other drivers not included in the 3S level and in the 3rd level; * Specialized porter: worker who performs his duties with practical technical knowledge related to the use of a plurality of machines, technologies and lifting equipment in analogy to the professional profiles of this level or porter with responsibility for loading – unloading; * drivers of forklifts with a capacity of less than 30 q.li (C.C.N.L. freight transport); * conveyor belt drivers; * tractor drivers (C.C.N.L. Assologistica); * forklift drivers (C.C.N.L. Assologistica); * activities of operators on railway connections insisting on geographical areas intersecting inter-pedestrian road sites; * sorting agent and junior airport operator (air couriers). | | 4J | Workers engaged in jobs that require specific technical knowledge and practical skills belong to this level. Workers in goods handling activities who, without prejudice to the professional requirements referred to above, use complex equipment and lifting equipment for which the driving license provided for public areas is not required and with the exclusion of drivers of forklifts referred to in the higher levels. | | 5 | Workers who perform qualified work for the execution of which adequate professional knowledge is required. This level also includes goods handling activities and warehouses that involve the use of mechanical and / or electrical means of limited complexity that require normal executive capacity.   * loading and unloading of goods with the use of manual and electric pallet trucks, drivers of electric trolleys; * activities of drivers of small operating machinery requiring normal executive capacity; * maneuvering of cranes that carry out lifting, transport and storage of materials or goods, or loading and unloading operations of vehicles also on board simple-driven vehicles (cranes regulated on the ground); * barges; * boatmen. | | 6 | Workers who carry out productive activities that require limited professional knowledge are hired at the sixth level, corresponding to parameter 109; the activities envisaged at this level do not entail responsibility and autonomy. In particular, goods handling workers who use simple lifting equipment belong to this level. | | 6J | Workers who carry out simple activities belong to this level. In particular, workers involved in the handling of goods who need a period of practical training. These workers, if apprentices, will be placed at the 6th level after 24 months; non-apprentices will instead be placed at the 6th level after 30 months. | | |
| The Netherlands | [https://www.government.nl/](https://www.government.nl/topics/minimum-wage/amount-of-the-minimum-wage) Collective agreement: [Beroepsgoederenvervoer over de weg en de verhuur van mobiele kranen cao 2021 - 2022 (fnv.nl)](https://www.fnv.nl/getmedia/03b6814b-8591-4883-8527-6c8483811262/498-beroepsgoederenvervoer-over-de-weg-en-de-verhuur-van-mobiele-kranen-cao-2021-2022.pdf?ext=.pdf&dtime=20210730083642) Job pay scales (EUR) as of 1 January 2022 (according to the collective agreement)  **Pay scales/Book Job Types** The Book Job Types is part of the Collective Labour Agreement for the Transport of Goods (TLN). The book indicates which pay scale belongs to which position. According to the Article 18 of the TLN the Sectoral Institute for Transport and Logistics, Postbus 308, 2800 AH Gouda, tel. no. +31 (0)88-2596110 promotes the classification of jobs in the professional goods transport by road and the hire of mobile cranes in accordance with the agreed job assessment system. An information book containing the job classifications can be obtained from this sectoral institute. Further information can be found at [www.stlwerkt.nl](http://www.stlwerkt.nl). **What amount belongs to which pay scale?**  1. Download the group to which the function belongs. Drivers functions (in Dutch): <https://www.stl.nl/getmedia/3bd17ae0-d9c6-476c-9676-8f07738622e2/Chauffeursfuncties.pdf> 2. Choose the function typing that most closely matches the function. 3. Determine the function class. If the position has major similarities with that in the example, then you know in which pay scale the position falls. This function class is below the function text and is indicated by a letter: A' to H. Each letter represents a pay scale.There you will also see a number behind each letter. These figures are the years of experience and are called steps. D4 means, for example, that your pay scale is D and that you have 4 years of experience. Behind D4 is the amount that belongs to your salary scale and experience years.   For further information: [info@stlwerkt.nl](mailto:info@stlwerkt.nl), [fuwa@stlwerkt.nl](mailto:fuwa@stlwerkt.nl), t:+ 31 (0) 88-2596111 |
| Latvia | <https://www.lm.gov.lv/lv/information-employers>  No sector specific wage, minimum wage of the country applies - **EUR 500** (gross) per month  The Labour Law provides for several supplements:   * Supplements for Additional Work    An employee who, in addition to the contracted basic work, performs additional work for one and the same employer has the right to receive an appropriate supplement for the performance of such work. The amount of the supplement shall be determined by an employment contract.   * Supplements for Work Associated with Special Risk   A supplement shall be specified for an employee who performs work related to special risks (work which in accordance with the assessed risk of the working environment is associated with an increased psychological or physical load or such increased risks to the safety and health of an employee which cannot be prevented or reduced up to the permissible level by other labour protection measures). The amount of such supplement shall be determined by working procedure regulations, an employment contract or by order of an employer.   * Supplements for Night Work   A supplement of not less than 50 per cent of the specified hourly or daily wage rate specified for him or her, but if a piecework salary has been agreed upon, a supplement of not less than 50 per cent of the piecework rate for the amount of work done. An employment contract may specify a higher supplement for night work.   * Supplements for Overtime Work or Work on a Public Holiday   A Supplement of not less than 100 per cent of the hourly or daily wage rate specified for him or her, but if a piecework wage has been agreed upon, a supplement of not less than 100 per cent of the piecework rate for the amount of work done. An employment contract may specify a higher supplement for overtime work. |
| Lithuania | <http://www.vdi.lt/Forms/Tema_Eile.aspx?Tema_ID=73>  There are no specific provisions on remuneration, including a minimum wage, only for drivers.  The same rules apply to all employees. The minimum hourly wage is **EUR 4,47** and the minimum monthly wage is **EUR 730** (gross).  The minimum monthly wage may only be paid for unqualified work. Unqualified work is work that does not require any special qualifications or professional skills. **The driver’s work is considered a skilled job and in all cases must be paid  more than the minimum wage.**  Posted workers, including posted drivers, are subject to the “**remuneration**’ requirement.  The concept of  “remuneration” and its constituent elements are set out in Article  139 Article (1) and (2) of the Labour Code.  1. Remuneration is payment for work performed by an employee under an employment contract.  2. An employee’s remuneration consists of:  1) basic (rate) remuneration (hourly rate or monthly wage, or the base amount of the basic salary);  2) additional remuneration established by mutual agreement or paid according to labour law provisions or the remuneration system applicable at the workplace;  3) bonuses for qualifications acquired;  4) allowances for additional work or the execution of additional duties or tasks;  5) bonus payments for work performed, established by mutual agreement or paid according to labour law provisions or the remuneration system applicable at the workplace;  6) bonus payments allocated on the initiative of the employer to motivate an employee for work well done or for the activities or performance results of the employee or of the enterprise, department or group of employees.  *Remuneration must be agreed in the employment contract (this is a mandatory clause of the employment contract).*  As regards the minimum monthly wage (minimum hourly rate or minimum monthly wage), it  is the minimum amount permitted for unqualified work paid to a worker per hour, or for the whole standard working time per calendar month.  An employee’s monthly wage may not be lower than the minimum wage approved by the Government. The collective agreements may provide for higher minimum hourly rates and minimum monthly wages than the ones approved by the Government.  **Pay rise**  For work on **rest** days not included in the work (shift) schedule and for work on holidays, at least **double** the employee's regular rate of pay shall be paid. For work during **night** shifts and for **overtime** work, at least **one and one-half** times the employee’s regular rate of pay shall be paid. For **overtime work on a rest day** not included in the work (shift) schedule or for **overtime during a night shift**, at least **double** the employee's regular rate of pay shall be paid, while for **overtime work on holidays**, at least **two and a-half** times the employee’s regular rate of pay shall be paid. At an employee's request, work time on rest days or holidays, or overtime multiplied by 1.5, 2.0 or 2.5, respectively, may be added to the time of annual leave. Employees **working on the move or in outdoor conditions, or whose work is related to travelling or driving** will be compensated based on related higher expenses for the actual time spent performing this type of work. Such compensation is not to exceed 50% of the base pay (base rate) and is paid when an employee does not receive any mission expenses. |
| Luxembourg | Collective agreement: <https://itm.public.lu/dam-assets/fr/publications/conventions-collectives/codicille/transport.pdf> |
| Malta | <https://dier.gov.mt/en/Employment-Conditions/Wages/Pages/National-Minimum-Wage.aspx>  No sector specific wage, minimum wage of the country applies – **EUR 182,83** (gross) **per week** |
| Poland | [https://www.biznes.gov.pl/en/](https://www.biznes.gov.pl/en/firma/doing-business-in-poland/employment-of-workers/remuneration#2)  In 2022 the minimum remuneration is **PLN 3010 gross**. **Allowance for night work** Employees working at night are entitled to an allowance for each hour of night work, amounting to **20% of the hourly rate resulting from the minimum remuneration.** **Remuneration and allowance for overtime** An employee is always entitled to regular remuneration for each hour of overtime work. Normal remuneration is understood as remuneration regularly paid to employees. In addition, overtime work must be compensated by either **an allowance (100% or 50%) or time off work.**  **An of 100%** of the remuneration is payable to employees for overtime work falling:   * at night * on Sundays and public holidays which are not work days for the employee, in accordance with their working time schedule * on a day off work granted to the employee in exchange for work on a Sunday or public holiday, in accordance with their working time schedule * for each hour of overtime in excess of the standard weekly working time of 40 hours in the settlement period adopted, unless this standard has been exceeded as a result of overtime for which employees are entitled to an allowance of 50%.   **An allowance of 50%** of the remuneration is payable to employees for overtime work falling  on days which are work days for the employee, in accordance with their working time schedule (including working Sundays and public holidays). There is an exception for overtime night work (with additional remuneration equal to 100% of the remuneration). |
| Portugal | **Road transport**  **Source of Minimum gross wage provisions applicable for:** Collective Agreement between ANTRAM, ANTP (employer’s Associations) and FECTRANS, SNT, SIMM e SNMP (trade unions) published in BTE n.º 45, 8 December 2019 - [BOLETIM DO TRABALHO E EMPREGO 45/2019 (antram.pt)](https://antram.pt/attachments/upload/Informac%CC%A7a%CC%83o%20Juri%CC%81dica/CCTV/CCTV%20ANTRAM-FECTRANS%20(BTE%2045).pdf)  The Portuguese Collective agreement is a national law that applies to undertakings in the road haulage sector regardless of the type of vehicles used as long as the vehicle belongs to haulage companies with community license and employees of companies engaged in every type of transport with a UE license.  This collective agreement referred to above is universally applicable to all the employers and workers of the goods transport sector despite not being filiated in employer’s Associations or trade unions: National Law - Portaria n.º 49/2020, 26 of Fevereiro - [Portaria n.º 49/2020 | DRE](https://dre.pt/dre/detalhe/portaria/49-2020-129577543)  **REMUNERATIONS DRIVERS**   |  |  | | --- | --- | |  | ROAD TRANSPORT – DRIVERS GOODS | | **Minimum wage - gross (MW)** | **€777,16 (€721,64 for up to 3,5 T vehicle)** |   **ADDITIONAL REMUNERATION SUPPLEMENT**  A remuneration supplement­, calculated (%) on the basis of the minimum wage/salary actually applied, shall be granted to drivers, on the ­basis of the following criteria:   1. **Type of vehicle:**   I- Till 3.5 t  II - More than 3.5 t but up to 7.5 t  III - More than 7.5 t but up to 44 t  IV- More than 44 t.   1. **Geographical scope:**   **National driver**: those who make journeys only in Portuguese territory as well as those who carry out daily ­trips to Spain but don’t stay an overnight stay in Spain;  **Iberian driver**: a person carrying out regular trips to Spain including an overnight stay in Spain;  **International driver**: the person who­ travels abroad from the Iberian Peninsula.   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Group | Type of vehicle | % Amount of the salary supplement (MW)\* | | | | | National | **Iberian** | | **International** | | I | Up to 3,5 t | €0 | 1% (MW) |  | 2%(MW) | | II | More 3,5 t up to 7.5 t | €0 | 1% (MW) |  | 2%(MW) | | III | More 7.5 t up to 44 t | 2%(MW) | 3%(MW) |  | 5%(MW) | | IV | More than 44 t | 4%(MW) | 6%(MW) |  | 10%(MW) |       **FURTHER ELEMENTS OF REMUNERATION (supplements)**   1. For every 3 years (length of employment), you are entitled to an additional amount supplement of €18,87 (maximum 5 =€94,35); 2. Nightshift supplement = 10% (MW) - the employer shall be obliged to pay to ­all workers with the professional category of ­drivers engaged in national transport a ­shift allowance of at least 10 % of the MW, in view of the fact that the work performed may have to be carried out at night; 3. TIR Allowance- Iberian (€115) and international (€135) drivers shall be entitled to receive each month as the TIR cost adjustment; 4. Annual holidays supplement: - 1 month for the summer holidays + 1 month for Christmas holidays; 5. Daily allowance – National (€23), Iberian (€26), international (€36,40); 6. Meal allowance – €4,70/day (not applicable if the daily allowance is paid); 7. Risk supplement - €7,57/day - Drivers when carrying out the transport of dangerous goods and not exempted from compliance with the ADR Agreement in force, shall be entitled to the risk allowance each day on which they work; 8. Operations allowance – €125 - drivers­ who handle regularly and non-seasonal dangerous bulk liquid and gaseous ­bodies, carrying them in tanks, shall be entitled to receive a monthly allowance paid for 13 months per year; 9. Operations allowance – €2,5/day - Drivers of lorries who are required to carry out loading and unloading operations, with the exception of those operating ­with dangerous liquid and gaseous goods ­carried out in tanks, shall be entitled to an operating allowance for each day of work. |
| Romania | [https://www.inspectiamuncii.ro/](https://www.inspectiamuncii.ro/documents/66402/201782/Salarizare_ian_2022_eng.pdf/699d1ac8-3738-4473-9ad3-6e9ab0307f3e)  As of January 1, 2022, the minimum gross basic salary per country guaranteed in payment, without including bonuses and other additions, at the amount of **2,550 lei/month**, for a normal work schedule of an average of 169,333 hours per month, representing **15,239 lei/hour**. |
| Slovakia | <https://www.ip.gov.sk/minimum-wage-claims-2/>  Drivers in the field of road transport fall into at least the 2nd degree of work difficulty (the description of work difficulties is stated in the annex No. 1 of the Act No. 311/2001 Coll. Labour code).The minimum monthly wage for 2nd degree amounts to **EUR 762,00** and minimum hourly wage is **EUR 4,379**.  Below a summary of all wage benefits (min. hourly based amounts/ percentages calculated from the average earnings) applicable for employees posted to Slovak Republic from 01/01/2022:   |  |  | | --- | --- | | Type of wage benefit | Minimal amounts/ percentages of average earnings | | Overtime work – not risky work | \*MWC + min. 25% of the \*AE | | Overtime work – risky work | \*MWC + min. 35% of the \*AE | | Work during Saturdays | \*MWC + min. 1,79 euros (per hour) | | Work during Sundays | \*MWC + min. 3,58 euros (per hour) | | Work during public holidays – Employment contract | \*MWC + 100% of the \*AE | | Work during public holidays – Agreements on work performed outside employment relationship | \*MWC + min. 3,58 euros (per hour) | | Night work – not risky work | \*MWC + min. 1,43 euros | | Night work – risky work | \*MWC + min. 1,79 euros | | Holiday pay compensation | \*AE |   \*AE – Average earnings for labour law purposes (for more information please visit Remuneration – Average earnings for labor law purposes)  \*MWC – Minimum wage claims (for more information please visit Remuneration – Minimum wage claims) |
| Slovenia | <https://www.gov.si/teme/minimalna-placa/>  From 1 January 2022 onwards the minimum monthly wage amounts to **EUR 1.074,43 (gross).**  All wage supplements not included in the minimum remuneration (e.g. for years of service, for night work, for work in shifts, for work on Sundays, for work on public holidays and work-free days determined by law, for overtime work). |
| Spain | [Disposición 2851 del BOE núm. 46 de 2022](https://www.boe.es/boe/dias/2022/02/23/pdfs/BOE-A-2022-2851.pdf)  *Applicable regulations:* Article 1. Amount of the minimum interprofessional wage. The minimum wage for any activities in agriculture, industry and services, without distinction as to the sex or age of the workers, shall be fixed at **EUR 33.33/day** or **EUR 1000/month**, depending on whether the salary is fixed by days or months.  The applicable salary depends on the collective bargaining regime established at provincial level. For further information contact: [eumobility@mites.gob.es](mailto:eumobility@mites.gob.es) |
| Sweden | Working conditions are primarily agreed and implemented according to collective agreements concluded by the social partners. There is no statutory minimum wage in Sweden. Wage formation is for the social partners to agree upon via collective bargaining.  Collective agreement:  <https://www.av.se/globalassets/filer/arbetsmiljoarbete-och-inspektioner/avtal-utstationering/avtal-kollektiv-avseende-utstationerade-arbetstagare-transportarbete.pdf>  **Salary Plan Drivers**   |  |  |  | | --- | --- | --- | | **Starting salary** | **2020-11-01** | **2022-04-01** | | Salary | SEK 27,545.00 | SEK 28,183.18 | | Hourly wage | SEK 158.30 | SEK 161.97 | | **Salary after 2 years in the profession** | **2020-11-01** | **2022-04-01** | | Salary | SEK 27,655.00 | SEK 28,293.18 | | Hourly wage | SEK 158.94 | SEK 162.60 | | **Salary after 4 years in the profession** | **2020-11-01** | **2022-04-01** | | Salary | SEK 27,876.00 | SEK 28,514.18 | | Hourly wage | SEK 160.21 | SEK 163.87 | | **Salary after 6 years in the profession** | **2021-01-01** | **2022-04-01** | | Salary | SEC 27,908.00 | SEK 28,546.18 | | Hourly wage | SEC 160.39 | SEK 164.06 |   Compensation for overtime work is paid with a contractual hourly wage according to the above salary plan with an addition of 50 percent thereof.  **Other allowances**  In addition, a premium compensation per hour worked is given above, All categories of drivers  0 – 4 years in the profession 2:00 SEK  After 4 years in the profession 5:00 SEK  Further information: <https://www.av.se/en/work-environment-work-and-inspections/foreign-labour-in-sweden/Posting-foreign-labour-in-sweden/swedish-labour-market-model-and-collective-agreements/>  Social partner contact information:  Svenska Transportarbetareförbundet (org-nr: 802003–5476) Visiting address: Olof Palmes Gata 29 111 22 Stockholm Postaddress: Box 714 101 33 Stockholm  <https://www.transport.se/kontakt/> Email: registrator@transport.se |