



**AKT**

## **Bus Crews**



**2025–  
2026**

This brochure gives a brief outline  
of your minimum pay and other conditions of service.

## **Regular working hours**

Regular working hours are 80 hours in a period of two weeks.

Any shift that is shorter than 5 hours is counted as a full 5 hour shift and paid for as such.

If, during stoppage time, a bus driver is required to stand by in the vehicle or in another place from which he may not freely leave, then the stoppage time is counted in full as working hours.

If a driver on a charter bus journey has to be away from his district of residence for no less than nine (9) hours, then no fewer than eight (8) hours of this journey time is counted as working hours regardless of the time that is spent driving.

The following interruption regulations apply to charter bus journeys lasting less than 24 hours.

## **Interruption regulations**

A working day spent in long-distance transport and in local and middle-distance transport may include one unpaid interruption not exceeding 1 hour. Interruptions of less than 30 minutes are counted as working hours. Any other interruptions are paid at the basic hourly rate without counting them as working hours.

When the employer is planning the work, s/he has to make sure that the employee has a possibility to leave the work place for a short period and a real possibility to visit the toilet every 4 hours at the minimum.

Local and middle-distance transport refers to an area within a 30-kilometre radius of the natural departure point of a bus line in a population centre.

## **Rest day arrangements**

In addition to the statutory weekly rest period, each week must have at least one day off and a two-week period must have at least four days off.

Unless otherwise agreed with the worker, a rest day must be arranged in the district where the worker is based.

In local and short-haul transport a rest day must be allowed no later than 6 days (of 24 hours) from the previous rest day, unless otherwise agreed with the worker.

At least one free weekend (Saturday and Sunday) must be arranged for the worker during each calendar month unless otherwise agreed.

In international contract traffic, the free days of a two-week period can be granted after ten working days.

# Pay rates

**Pay scales starting from 1 March 2025 or from the nearest next pay period starting after that (€)**

<b>Bus driver</b>	hour	2-weeks
under 4 years	16,22	1 297,60
4 to 8 years	16,46	1 316,80
8 to 12 years	16,95	1 356,00
over 12 years	17,28	1 382,40

<b>Fare collector</b>		
under 4 years	14,34	1 147,20
4 to 8 years	14,58	1 166,40
over 8 years	14,83	1 186,40

## Helsinki region

<b>Bus driver</b>		
under 4 years	17,89	1 431,20
4 to 8 years	18,57	1 485,60
8 to 12 years	19,28	1 542,40
over 12 years	19,73	1 578,40

## Turku

<b>Bus driver</b>		
under 4 years	17,32	1 385,60
4 to 8 years	17,94	1 435,20
8 to 12 years	18,61	1 488,80
over 12 years	19,01	1 520,80

## Pay scales starting from 1 June 2026 or from the nearest pay period starting on that (€)

<b>Bus driver</b>	hour	2-weeks
under 4 years	16,69	1335,20
4 to 8 years	16,94	1355,20
8 to 12 years	17,44	1395,20
over 12 years	17,78	1422,40

<b>Fare collector</b>		
under 4 years	14,76	1180,80
4 to 8 years	15,00	1200,00
over 8 years	15,26	1220,80

### Helsinki region

<b>Bus driver</b>		
under 4 years	18,41	1472,80
4 to 8 years	19,11	1528,80
8 to 12 years	19,84	1587,20
over 12 years	20,30	1624,00

### Turku

<b>Bus driver</b>		
under 4 years	17,82	1425,60
4 to 8 years	18,46	1476,80
8 to 12 years	19,15	1532,00
over 12 years	19,56	1564,80

## **Pay principles**

Calculation of seniority includes all time spent working as a driver in professional transport, as shown in certificates of employment. Work as a professional driver in other forms of transport is also considered.

When calculating the service years according to the pay appendices in the Helsinki region and Turku, any period indicated in work history testimonials engaged as a professional bus or truck driver will be considered.

For the purpose of counting service years, the further qualification for bus drivers and the further qualification for transport in the field of passenger transport shall count as 8 months and a curriculum-based three-year secondary education diploma in logistics as 2 years.

## **Supplements**

### **Supplement for evening and night work**

An evening work supplement of 15% of the pay scale rate is paid for hours worked between 18:00 and 22:00, and a night work supplement of 20% of the pay scale rate is paid for hours worked between 22:00 and 06:00.

### **Supplement for work on rest days**

A rest day supplement of 100 per cent of the worker's pay according to the pay scale must be paid for all hours worked on rest days.

## **Christmas work supplement**

A Christmas work supplement of 200 per cent ("triple time") of the worker's pay according to the pay scale is payable for work performed on Christmas day (25 December).

**Note on application:** The Christmas work supplement does not include the supplement for Sunday work.

## **Saturday supplement**

In commuter and local traffic, a 10% Saturday work supplement of the employee's pay scale is paid for hours worked on ordinary Saturdays between 3 p.m. and 6 p.m. If the employee is paid for the same work in addition to basic pay a premium pay for work on a day-off or some other supplement for adverse working conditions, no Saturday supplement is paid.

# **Pay for overtime and Sunday work**

A pay increase of 50 per cent ("time and a half") is paid for the first 12 hours worked in excess of regular working hours and 100 per cent ("double time") for all subsequent excess hours worked.

A pay increase of 100 per cent ("double time") is paid for all work performed on Sundays, church holidays, Finnish independence day (6 December) and Mayday (1 May).

These increases are based on the worker's average hourly earnings.

# Reduction in annual hours of work

The following annual reduction in hours of work has been agreed based on total regular working hours counted from the beginning of the calendar year or from the subsequent beginning of employment:

## A. When epiphany (6 January) falls on a Saturday or Sunday:

Working hours in the calendar year no less than	shortening	
94 h	8 h =	1 day
188 h	16 h =	2 days
283 h	24 h =	3 days
377 h	32 h =	4 days
471 h	40 h =	5 days
565 h	48 h =	6 days
660 h	56 h =	7 days
754 h	64 h =	8 days
848 h	72 h =	9 days
942 h	80 h =	10 days
1036 h	88 h =	11 days
1131 h	96 h =	12 days
1225 h	104 h =	13 days
1319 h	112 h =	14 days
1413 h	120 h =	15 days
1508 h	128 h =	16 days
1602 h	136 h =	17 days
1696 h	144 h =	18 days



## **B. When epiphany (6 January) falls on a weekday:**

### **Working hours in the calendar year no less than                      shortening**

90 h	8 h =	1 day
180 h	16 h =	2 days
270 h	24 h =	3 days
360 h	32 h =	4 days
447 h	40 h =	5 days
537 h	48 h =	6 days
627 h	56 h =	7 days
717 h	64 h =	8 days
807 h	72 h =	9 days
893 h	80 h =	10 days
983 h	88 h =	11 days
1073 h	96 h =	12 days
1163 h	104 h =	13 days
1253 h	112 h =	14 days
1340 h	120 h =	15 days
1430 h	128 h =	16 days
1520 h	136 h =	17 days
1610 h	144 h =	18 days
1696 h	152 h =	19 days

Shortening of working hours also concerns part-time workers regardless of how the part-time work has been carried out.

### **Granting of rest days for reduced annual working hours**

Additional rest days arising from shortening of annual working hours are granted as whole days at the time of the worker's

annual holiday or other leave. If a worker has earned 10 such additional rest days, then these must be granted by combining these rest days so that the worker enjoys at least one continuous rest period of five days.

If a worker has earned no fewer than 15 such additional rest days, then these must be granted by combining these rest days so that the worker enjoys at least two continuous rest periods of five days.

Such a continuous period of 5 additional rest days must cover 7 calendar days.

Rest days for reduced annual working hours may be granted to the worker prior to having been earned, if the worker agrees.

### **Notification of rest days**

The worker must be notified of five-day additional rest periods no later than 2 weeks before the rest period begins.

Individual additional rest days are notified in the advance programme of working hours or, where no such programme of working hours is prepared, no later than 2 weeks before the rest period begins.

### **Pay for rest days**

Additional rest days granted to reduce annual working hours are paid at the worker's current rate of average earnings.

# Periods of notice

## On termination of employment by the employer:

when employment has lasted for	less than one year	14 days
when employment has lasted for	less than 4 years	1 month
when employment has lasted for	4–8 years	2 months
when employment has lasted for	8–12 years	4 months
when employment has lasted for	more than 12 years	6 months

## On termination of employment by the worker:

when employment has lasted for	less than 5 years	14 days
when employment has lasted for	more than 5 years	1 month

# Sick pay

During periods of inability to work arising from illness or accident the employer must pay to the worker the pay for regular working hours for the following periods:

when employment has lasted for	less than 3 years	28 days
when employment has lasted for	3–5 years	35 days
when employment has lasted for	5–10 years	42 days
when employment has lasted for	more than 10 years	56 days

**The wages during parental leaves are specified in the collective agreement.**



# AKT

**FINNISH TRANSPORT  
WORKERS' UNION – AKT**

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