



AKT

Finnish Transport
Workers' Union – AKT

Bus Crews

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

2025–2026

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 (€)

	hour	2-weeks
Bus driver		
under 4 years	16,22	1297,60
4 to 8 years	16,46	1316,80
8 to 12 years	16,95	1356,00
over 12 years	17,28	1382,40

Fare collector		
under 4 years	14,34	1147,20
4 to 8 years	14,58	1166,40
over 8 years	14,83	1186,40

Helsinki region

Bus driver		
under 4 years	17,89	1431,20
4 to 8 years	18,57	1485,60
8 to 12 years	19,28	1542,40
over 12 years	19,73	1578,40

Turku

Bus driver		
under 4 years	17,32	1385,60
4 to 8 years	17,94	1435,20
8 to 12 years	18,61	1488,80
over 12 years	19,01	1520,80

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

	hour	2-weeks
Bus driver		
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

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

Helsinki region

Bus driver		
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

Bus driver		
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.



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.

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.

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			shortening
no less than	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:

no less than	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



Auto- ja Kuljetusalan Työntekijäliitto AKT ry

Finnish Transport Workers' Union – AKT

John Stenbergin ranta 6, PL 313, 00531 Helsinki

+358 9 6131 1222 | akt.fi

