# UNIVERSITIES OF APPLIED SCIENCES: SALARIES, SUPPLEMENTS AND FEES
**FINNISH EDUCATION EMPLOYERS (FEE)** **From 1 May 2024 onwards**

## EXPERT AND SUPPORT PERSONNEL

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

**EXPERT AND SUPPORT PERSONNEL SUPPLEMENTS AND FEE**

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

## TEACHING PERSONNEL

**Principal teacher and lecturer (Chapter 6 Section 3)**

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

Availability supplement

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

**Hourly teachers (Chapter 6 Section 13)**

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

**TEACHING PERSONNEL SUPPLEMENTS AND FEE**

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