

**PRIVATE TEACHING SECTOR SALARIES, SUPPLEMENTS AND FEES**  
**FINNISH EDUCATION EMPLOYERS (FEE)**

From 1 August 2025 onwards

**ADMINISTRATION AND SUPPORT SERVICE PERSONNEL**

Difficulty category	1	2	3	4	5	6
	1 785,02	1 931,10	2 084,58	2 262,62	2 440,72	2 652,42

**ADMINISTRATION AND SUPPORT SERVICE PERSONNEL SUPPLEMENTS AND FEE**

Urgency bonus (Chapter 2 section 13)						12,70
Language supplement (Chapter 5 section 7)						
- good oral skills						21,43
- good oral and written skills						27,49
- perfect competence in both national languages						42,80
Language skills supplement (Chapter 5 section 7)						
- basic level						21,43
- intermediate level						42,80
- highest level						83,25
Shop steward compensation (Chapter 5 section 7)						
under 19 individuals represented						74,08
20-59 individuals represented						93,17
60-159 individuals represented						108,73
160+ individuals represented						121,85
Labour protection delegate fee (Chapter 5 section 7)						
10-100 individuals represented						39,42
101-200 individuals represented						51,36
201+ individuals represented						70,49