

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

From 1 July 2026 onwards

ADMINISTRATION AND SUPPORT SERVICE PERSONNEL

Difficulty category	1	2	3	4	5	6
	1 829,65	1 979,38	2 136,69	2 319,19	2 501,74	2 718,73

ADMINISTRATION AND SUPPORT SERVICE PERSONNEL SUPPLEMENTS AND FEE

Urgency bonus (Chapter 2 section 13)						13,02
Language supplment (Chapter 5 section 7)						
- good oral skills						21,97
- good oral and written skills						28,18
- perfect competence in both national languages						43,87
Language skills supplement (Chapter 5 section 7)						
- basic level						21,97
- intermediate level						43,87
- highest level						85,33
Shop steward compensation (Chapter 5 section 7)						
under 19 individuals represented						76,23
20-59 individuals represented						95,87
60-159 individuals represented						111,88
160+ individuals represented						125,38
Labour protection delegate fee (Chapter 5 section 7)						
10-100 individuals represented						40,56
101-200 individuals represented						52,85
201+ individuals represented						72,53