

UNIVERSITIES OF APPLIED SCIENCES: SALARIES, SUPPLEMENTS AND FEES

FINNISH EDUCATION EMPLOYERS (FEE)

From 1 October 2026 onwards

EXPERT AND SUPPORT PERSONNEL

Difficulty category	1	2	3	4	5	6
	1 830,55	1 980,35	2 137,75	2 320,33	2 502,96	2 720,07

EXPERT AND SUPPORT PERSONNEL SUPPLEMENTS AND FEE

Urgency bonus (Chapter 2 section 13)	13,03
Language supplement (Chapter 5 section 8)	
- good oral skills	21,97
- good oral and written skills	28,19
- perfect competence in both national languages	43,88
Language skills supplement (Chapter 5 section 8)	
- basic level	21,97
- intermediate level	43,88
- highest level	85,38
Shop steward compensation (Chapter 8 section 9)	
-159 individuals represented	111,45
160+ individuals represented	124,90
Labour protection delegate fee (Chapter 1 section 8)	
10-100 individuals represented	40,41
101-200 individuals represented	52,64
201+ individuals represented	72,25

TEACHING PERSONNEL

Principal teacher and lecturer (Chapter 6 Section 3)

	principal teacher	lecturer
Statistical code	114104	114205
Initial salary	4 368,39	3 921,39
After 5 years	4 714,84	4 228,04
After 10 years	5 247,41	4 644,61
After 15 years	5 890,09	5 230,69
After 20 years	6 196,46	5 460,19

Hourly teachers (Chapter 6 Section 13)

114505	Hourly teacher's fee	29,41
114502	Hourly teacher's fee including guaranteed part	36,98

TEACHING PERSONNEL SUPPLEMENTS AND FEE

Language supplement (Chapter 6 Section 7)	
- good oral skills	21,97
- good oral and written skills	28,19
- perfect competence in both national languages	43,88
Language skill supplement (Chapter 6 Section 8)	
- basic level	21,97
- intermediate level	43,88
- highest level	85,38
Shop steward compensation (Chapter 8 Section 9)	
-159 individuals represented	111,45
160+ individuals represented	124,90
Labour protection delegate's fee (Chapter 1 Section 8)	
10-100 individuals represented	40,41
101-200 individuals represented	52,64
201+ individuals represented	72,25

UNIVERSITIES OF APPLIED SCIENCES: SALARIES, SUPPLEMENTS AND FEES

FINNISH EDUCATION EMPLOYERS (FEE)

From 1 April 2027 onwards

EXPERT AND SUPPORT PERSONNEL

Difficulty category	1	2	3	4	5	6
	1 867,16	2 019,96	2 180,51	2 366,74	2 553,02	2 774,47

EXPERT AND SUPPORT PERSONNEL SUPPLEMENTS AND FEE

Urgency bonus (Chapter 2 section 13)	13,29
Language supplement (Chapter 5 section 8)	
- good oral skills	22,41
- good oral and written skills	28,75
- perfect competence in both national languages	44,76
Language skills supplement (Chapter 5 section 8)	
- basic level	22,41
- intermediate level	44,76
- highest level	87,09
Shop steward compensation (Chapter 8 section 9)	
-159 individuals represented	114,12
160+ individuals represented	127,90
Labour protection delegate fee (Chapter 1 section 8)	
10-100 individuals represented	41,38
101-200 individuals represented	53,90
201+ individuals represented	73,98

TEACHING PERSONNEL

Principal teacher and lecturer (Chapter 6 Section 3)

	principal teacher	lecturer
Statistical code	114104	114205
Initial salary	4 487,78	4 028,56
After 5 years	4 843,70	4 343,59
After 10 years	5 390,82	4 771,55
After 15 years	6 051,07	5 373,64
After 20 years	6 365,81	5 609,42

Hourly teachers (Chapter 6 Section 13)

114505	Hourly teacher's fee	30,21
114502	Hourly teacher's fee including guaranteed part	37,45

TEACHING PERSONNEL SUPPLEMENTS AND FEE

Language supplement (Chapter 6 Section 7)	
- good oral skills	22,32
- good oral and written skills	28,64
- perfect competence in both national languages	44,58
Language skill supplement (Chapter 6 Section 8)	
- basic level	22,32
- intermediate level	44,58
- highest level	86,75
Shop steward compensation (Chapter 8 Section 9)	
-159 individuals represented	114,12
160+ individuals represented	127,90
Labour protection delegate's fee (Chapter 1 Section 8)	
10-100 individuals represented	41,38
101-200 individuals represented	53,90
201+ individuals represented	73,98