

General collective agreement for universities

The collective agreement will enter into force on April 1, 2023, and will continue in force until March 31, 2025.

One-time instalment

Full-time employees will be paid, as a one-time instalment, 12.6% of their monthly salary in March 2023. However, the amount of the one-time instalment will be at least 400 euro. The one-time instalment will be made in connection to the payment of salaries in May.

A prerequisite for the payment of the one-time instalment is that the employment relationship has started no later than February 1, 2023, and has been valid until April 30, 2023, and that the person is paid wages (incl. sick pay) in May 2023. The one-time instalment is paid to part-time employees in proportion to the part-time employment under the employment contract. The one-time instalment is also paid to those with so-called euro-denominated salaries and to Academy Professors.

For part-time teachers, the one-time instalment will be calculated as the average of the salary paid between February 1, 2023, and March 31, 2023, unless otherwise agreed locally in writing with the chief shop stewards.

General increases

General increase on September 1, 2023, by 3.5%.

General increase on March 1, 2024, by 2.0%.

Local instalment

The size of the local instalment as of December 1, 2024, is 0.5%. The amount of the local instalment is determined according to the wages and salaries sum for September 2024. The size of the local instalment is calculated separately from the payroll of each category of personnel.

The use of the local instalment is discussed with the chief shop stewards and used in a manner decided by the employer for the job-specific pay component, including the pre-existing job-requirement bonuses, or the personal pay component.

The local instalment can be agreed locally otherwise with the chief shop stewards. The agreement must be made in writing by September 30, 2024.

Euro-denominated salaries (other than YPJ salaries) will be increased by 3.5% from September 1, 2023, 2.0% from March 1, 2024, and 0.5% from December 1, 2024. Aalto University has its own local salary system agreement, and the chief shop steward, Professor Esko Niemi, negotiates with the employer about salary increases for the persons covered by this system.

The remuneration of shop stewards and occupational safety representatives will be increased by 6.0% as of September 1, 2023.

Working groups and text changes

The task of the working group on statistics is to address the common knowledge base, questions of production and reliability of statistics. No other central level working groups have been set up.

During the agreement period, the collective agreement parties shall be undertaken to examine the current state of the salary system and its development options.

No changes were made to the texts of the collective agreement.

For more information on the collective bargaining result, please contact the Union office or the professor shop stewards of your university.

*YPJ = the salary system for Finnish universities