

Remuneration for road transport sector drivers (Freight transport)

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Austria	<p>General information on posting of transport sector workers is available on the Austrian posting website: Posting of workers platform - LSD-BG - Current information for the transport sector (entsendeplattform.at)</p> <p>Specific information for the road transport sector is available on the Austrian posting website at: Satellite (entsendeplattform.at)</p> <p><i>Information updated: 2 May 2022</i></p>
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Belgium	https://employment.belgium.be/ https://employment.belgium.be/sites/default/files/content/documents/International/Limosa%20fiches%20EN/Limosafiche%20PSC%20140.03%20EN.pdf																		
	<p>2 Remuneration</p> <p><u>2.1 Wage scale (gross)</u></p> <p><i>01/01/2022: indexation %: 3.21</i> <i>CLA of 19 October 2017 (143.004) (RD 13/06/2018 -BOG 13/07/2018)</i> <i>This CLA comes into effect on 19 October 2017 for an indefinite period.</i></p> <p>2.1.1 Adults</p> <table border="1"> <thead> <tr> <th></th> <th>38h-week</th> <th>39h-week with 6 paid compensation days</th> </tr> </thead> <tbody> <tr> <td>1. Assistant-attendant</td> <td>11.7065</td> <td>11.4070</td> </tr> <tr> <td>2. Worker in training (accompanied by an experienced worker)</td> <td>11.7065</td> <td>11.4070</td> </tr> <tr> <td>3. Worker on a vehicle with a payload of less than 7 T, Worker of a delivery service <6 months seniority in the sector (Category A)</td> <td>12.1590</td> <td>11.8475</td> </tr> <tr> <td>4. Worker on a vehicle with a payload of at least 7 T and less than 15 T, Worker of delivery services > 6 months seniority in the sector (Category B)</td> <td>12.4325</td> <td>12.1140</td> </tr> <tr> <td>5. Worker of a vehicle with a payload equal to 15 T or more, Worker on an articulated vehicle, Worker on an approved ADR vehicle, Worker on a refrigerator vehicle, Worker of a courier company</td> <td>12.8680</td> <td>12.5375</td> </tr> </tbody> </table> <p>A worker in training: six months after his appointment, will receive a wage of the category specific to the driven vehicle. The intention is to give the workers a better training as professional drivers.</p>			38h-week	39h-week with 6 paid compensation days	1. Assistant-attendant	11.7065	11.4070	2. Worker in training (accompanied by an experienced worker)	11.7065	11.4070	3. Worker on a vehicle with a payload of less than 7 T, Worker of a delivery service <6 months seniority in the sector (Category A)	12.1590	11.8475	4. Worker on a vehicle with a payload of at least 7 T and less than 15 T, Worker of delivery services > 6 months seniority in the sector (Category B)	12.4325	12.1140	5. Worker of a vehicle with a payload equal to 15 T or more, Worker on an articulated vehicle, Worker on an approved ADR vehicle, Worker on a refrigerator vehicle, Worker of a courier company	12.8680
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The training period in the company, however, will be limited to 3 months for workers having successfully absolved the VDAB training course for lorry drivers.

If the worker drives vehicles with a different tonnage, he is entitled to the wages of the highest tonnage, provided he performs at least 50% of his daily working hours in this category.

CLA of 27 January 2005 (74 050) (RD 24/09/2006 - BOG 28/11/2006)

This CLA comes into effect on 1 April 2005 for an indefinite period.

Contact details:

The Belgian liaison office

Federale Overheidsdienst Werkgelegenheid, Arbeid en Sociaal Overleg

Algemene Directie Arbeidsrecht en juridische studiën

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Information updated: 20 April 2022

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Bulgaria	<p>https://postedworkers.gli.government.bg/en/19/minimalna-rabotna-zaplata/</p> <p>The new monthly minimum wage for the country, effective from 1 April 2022, shall amount to 710 BGN and the minimum hourly wage shall amount to 4.29 BGN, at normal duration of the working time of 8 hours and a 5-day working week. The amount of the minimum wage shall be defined for a full working month.</p> <p>The gross salary consists of:</p> <ol style="list-style-type: none"> 1. A basic salary determined in compliance with the legislation in force and the wage system applied; 2. Additional labour remuneration <p>Types of additional remuneration:</p> <ul style="list-style-type: none"> • for length of service and professional experience, • for higher personal qualifications, • for night work, • for overtime work, • for work on weekends and public holidays, • for a period of time during which a worker or an employee is at the disposal of the employer outside the company premises, etc. <p>Contact details: General Labour Inspectorate Executive Agency 3, Kniaz Al. Dondukov Blvd. 1000 Sofia Further information</p> <p><i>Information updated: 29 April 2022</i></p>
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Croatia	<p>https://narodne-novine.nn.hr/clanci/sluzbeni/2021_10_117_2008.html</p> <p>In force since 1 January 2022: Minimum wage per month HRK 4,687.50 (gross) and HRK 3,750 (net) The amount of the minimum wage does not include increases in wages which belong to a worker for overtime work, night work and work on Sundays, holidays or on other days that are not working days according to the law.</p> <p>Additional payments: Depending on sector-specific relevant items:</p> <ul style="list-style-type: none"> - Overtime, - Night work - Sunday work - Public holiday work and work on work-free days - Seniority bonus <p>Contact details: Ministry of Labour, Pension System, Family and Social Policy Ministarstvo rada, mirovinskoga sustava, obitelji i socijalne politike Ulica grada Vukovara 78 10 000 Zagreb https://mrosp.gov.hr/ E- mail: info@mrosp.hr</p> <p><i>Information updated: 4 May 2022</i></p>
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Cyprus	No minimum wage for road transport drivers. It is a matter of agreement between employer and employee. <i>Information updated: 18 May 2022</i>
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Czechia

National legislation:

Labour Code: <https://www.mpsv.cz/documents/625317/625915/Labour+Code.pdf/b1f02b8f-ece9-c898-cd4b-4d4f448538c3>

Government Directive on minimum and guaranteed wage:

https://www.mpsv.cz/documents/20142/977663/Na%C5%99%C3%ADzen%C3%AD+vl%C3%A1dy+%C4%8D.+567_2006.pdf/6cc9603a-8139-ec8d-e61f-f174db918608

Basic rate of minimum wage

The basic rate of the minimum wage for a set weekly working time of 40 hours is CZK 96.40 per hour or CZK 16,200 per month.

Lowest levels of guaranteed wage (1) The lowest levels of guaranteed wages for a set weekly working time of 40 hours are graded according to the complexity, responsibility and strenuousness of the work performed, classified into 8 groups, and amounts to:

Group of work	Lowest level of guaranteed wage	
	in CZK per hour	in CZK per month
1.	96,40	16 200
2.	106,50	17 900
3.	117,50	19 700
4.	129,80	21 800
5.	143,30	24 100
6.	158,20	26 600
7.	174,70	29 400
8.	192,80	32 400

Groups of work (related to road transport):

Group 2

Driving road motor vehicles with a total weight of up to 3.5 t.

Group 3

- Driving, maintenance and repair of road motor vehicles with more than 9 seats (including the driver) or vehicles with a total weight exceeding 3.5 tonnes.

Group 5

- Driving, maintenance and repair of motor vehicles the length of which exceeds 8 meters and which are designed to carry more than 16 people.

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Mandatory allowances to which posted workers are entitled

- Wages or compensatory leave for overtime work.
Employees are entitled to a wage and a supplementary payment of at least 25% of the average earnings for overtime work. The employee and the employer may agree to provide compensatory leave for overtime work instead of additional pay, if the employer does not provide the employee with compensatory leave within 3 calendar months after the overtime or otherwise agreed time, he must provide overtime premium for the employee.
- Wages, compensatory leave or holiday pay

For work during the holidays, the employee is entitled to the achieved wage and paid compensatory leave to the extent of the work during the holiday. Compensatory leave will be provided by the employer to the employee no later than the end of the third calendar month following the work on a public holiday or at another agreed time. Wage compensation when taking compensatory leave is provided to the employee in the amount of average earnings. The employer may agree with employee to pay him a bonus at least in the amount of the employee's average earnings instead of the compensatory leave.
- Night work wage

For night work (i.e. from 22:00 to 06:00) the employee is entitled to the achieved wage and a premium of at least 10% of the average earnings. A different minimum amount and method of determining the additional payment can be agreed (in a collective agreement or individual employment contract). The minimum amount and method of determining the premium can thus be agreed even lower than the minimum set by the Labor Code. However, there should be good reasons for doing so.
- Wages and premium for work in a difficult working environment

For work in a difficult working environment, the employee is entitled to the achieved wage and a premium. The government has defined a difficult working environment and the minimum amount of the premium for work in it by Regulation No 567/2006 Coll. in Section 6. An arduous working environment for providing a premium is an environment in which the work is associated with exceptional difficulties resulting from exposure to the effects of aggravating influences and from measures to reduce or eliminate them. [Section 6 of the cited Government Directive](#) states what is meant by an aggravating effect. The premium is at least 10% of the basic minimum wage rate for each aggravating effect.
- Wages for working on Saturday and Sunday

For work on Saturday and Sunday, the employee is entitled to the achieved wage and a premium of at least 10% of the average earnings. A different minimum amount and method of determining the additional payment can be agreed (in a collective agreement or individual employment contract). The minimum amount can thus be agreed even lower than the minimum set by the Labor Code. However, there should be good reasons for doing so.

Remuneration for road transport sector drivers (Freight transport)

Contact details:
Ministry of Labour and Social Affairs
Na Poříční právo 1/376
128 01 Praha 2
E-mail: postingdirective_czechia@mpsv.cz

Information updated: 6 June 2022

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<p>Denmark</p>	<p>Foreign hauliers conducting cabotage with goods or passengers and the initial or final road leg of combined transport in Denmark must remunerate their posted drivers with a minimum hourly rate. The minimum hourly rate is established on the basis of the wage provisions in the national collective agreements entered into by the most representative parties on the labour market in Denmark. The minimum wage is set forth in administrative law and will be updated every year in accordance with a public hearing process.</p> <p>https://www.fstyr.dk/en/Cabotage-and-combined-transport/International-transport-cabotage-and-combined-transport</p> <p>National legislation: Bekendtgørelse om vilkår for udførsel af cabotagekørsel, den indledende eller afsluttende vejstrækning af kombineret transport og ikke-bilateral international transport (retsinformation.dk)</p> <p>Collective agreements</p> <ul style="list-style-type: none"> • “Transportoverenskomst” between Dansk Transport and Logistisk Arbejdsgiverforening • “Transport- og Logistiskoverenskomst” between ATL and 3F • Pay levels for posted drivers (workplacedenmark.dk) • Overenskomstforhold (fstyr.dk) Not available in English or other languages, yet. <p>https://www.fstyr.dk/en/Cabotage-and-combined-transport/International-transport-cabotage-and-combined-transport/Posting</p> <p>Minimum wages applicable from the 1st of March 2022 and until 1. March 2023 are: The minimum hourly rate for remuneration of drivers who perform</p> <ol style="list-style-type: none"> a) cabotage with goods or, b) the road part of combined transport unless the roadpart on its own consists of bilateral transport operations is <u>DKK 173.64.</u> c) for cabotage with passengers is <u>DKK 178,72</u> <p>Amount in DKK and by the hour - Valid from 1st of March 2022 – 1st of March 2023</p> <ul style="list-style-type: none"> - Overtime 1-3rd hour: <i>DKK 39.38</i> - Overtime above 3 hours: <i>DKK 96,73</i> - Evening work between 18:00-23:00: <i>DKK 40,51</i> - Night work between 23:00-06:00: <i>DKK 45,44</i> - Standby pay: Not regulated by collective agreements in freight transport_ - Sunday/public holidays work: <i>DKK 96,73</i> - Shift work <i>DKK 41,99 – not regulated by collective agreements in freight transport</i> - Hazardous work/bonuses for particular working conditions: -
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Remuneration for road transport sector drivers (Freight transport)

- Daily allowances specific to posting (in so far as they do not constitute reimbursement of costs related to transport to and from work/board and lodging): *DKK 85.00* (For overnight stays outside the place of residence in connection with freight transport.)_
- Annual holidays' allowance: The annual holiday allowance is calculated in the fixed hourly wage
- 13th/14th month bonuses, incl. end of the year bonuses: Not regulated by collective agreements in freight transport_

Contact details:

Danish Road Traffic Authority/Færdselsstyrelsen

Sorsigvej 35

6760 Ribe

Email: info@fstyr.dk

T.: +45 72 21 88 99

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<p>Estonia</p>	<p>https://www.ti.ee/en/foreign-worker/posted-workers-and-rental-workers/specific-rules-posting-drivers</p> <p>For truck drivers general minimum wage is applicable. As of 1 January 2022, the minimum hourly wage is EUR 3,86 and the monthly minimum wage for full-time employment EUR 654 (gross). Other types of wages In addition to the minimum wage, the posted truck drivers must also be guaranteed the payment of other types of wages, which are mandatory under Estonian law. Such types of wages are:</p> <p>Wages for overtime work Paid free time or upon agreement 1.5 times the wages Wages for work performed on a public holiday 2 times the wages or upon agreement additional paid free time Wages for night-time work 1,25 times the wages or upon agreement additional paid free time It may be agreed that the wages include remuneration for working at night-time (except if the employee is paid the minimum wage) Wages upon failure to provide work Employee's average wage Wages upon impediment to work Employee's average wage</p> <p>Contact details: The Labour Inspectorate Mäealuse 2/3, 12618 Tallinn T.: (+372) 640 6000 E-mail: ti@ti.ee</p> <p><i>Information updated: 2 May 2022</i></p>
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Finland

Freight transport drivers

[road haulage sector workers drivers in finland GB 2022 \(prinergy.fi\)](https://www.akt.fi/in-english/collective-agreements/)

<https://www.akt.fi/in-english/collective-agreements/>

Pay scales

Pay scales starting from 1 February 2022 or from the nearest next pay period starting after that(€)

Full-trailer and module truck drivers

	hour	2 weeks
under 4 years	15,28	1 222,40
4 to 8 years	15,44	1 235,20
8 to 12 years	15,89	1 271,20
over 12 years	16,22	1 297,60

Semi-trailer and tractor drivers (C 1 E/CE driving licence categories)

under 4 years	14,77	1 181,60
4 to 8 years	14,93	1 194,40
8 to 12 years	15,38	1 230,40
over 12 years	15,66	1 252,80

Truck, pump truck, wheel loader and tractor drivers (B/C 1 /C driving licence categories)

under 4 years	14,48	1 158,40
4 to 8 years	14,63	1 170,40
8 to 12 years	15,05	1 204,00
over 12 years	15,36	1 228,80

Passenger car, van, and tractor drivers (T/LT driving licence categories)

under 4 years	14,20	1 136,00
4 to 8 years	14,34	1 147,20
8 to 12 years	14,76	1 180,80
over 12 years	15,00	1 200,00

Vehicle assistant

under 4 years	14,08	1 126,40
4 to 8 years	14,23	1 138,40
8 to 12 years	14,62	1 169,60
over 12 years	14,89	1 191,20

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Pay scales for international traffic

	16,03	1 282,40
8 % increase	17,14	1 371,20

Pay scales starting from 1 October 2022 or from the nearest next pay period starting after that (€)

Full-trailer and module truck drivers

	hour	2 weeks
under 4 years	15,30	1 224,00
4 to 8 years	15,46	1 236,80
8 to 12 years	15,91	1 272,80
over 12 years	16,24	1 299,20

Semi-trailer and tractor drivers (C 1E/CE driving licence categories)

under 4 years	14,79	1 183,20
4 to 8 years	14,95	1 196,00
8 to 12 years	15,40	1 232,00
over 12 years	15,68	1 254,40

Truck, pump truck, wheel loader and tractor drivers (B/C 1/C driving licence categories)

under 4 years	14,50	1 160,00
4 to 8 years	14,65	1 172,00
8 to 12 years	15,07	1 205,60
over 12 years	15,38	1 230,40

Passenger car, van, and tractor drivers (T/LT driving licence categories)

under 4 years	14,22	1 137,60
4 to 8 years	14,36	1 148,80
8 to 12 years	14,78	1 182,40
over 12 years	15,02	1 201,60

Vehicle assistant

under 4 years	14,10	1 128,00
4 to 8 years	14,25	1 140,00
8 to 12 years	14,64	1 171,20
over 12 years	14,91	1 192,80

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	16,05	1 284,00
8 % increase	17,17	1 373,60

Separate bonuses

Evening and night shift bonus

15% of the pay scale for work done during 18.00 – 22.00

20% of the pay scale for work done during 22.00 – 06.00

A bonus of 100% of the employee's pay scale rate for shifts of free days is paid for all working hours executed on a free day.

A supplement of 5% of the worker's standard pay according to the pay scale shall be paid for handling and transport of explosives (class 1) toxins (class 6.1), infectious substance (class 6.2) and radioactive (class 7), to the extent that the limits for the transport of dangerous goods (ADR) are exceeded.

A special supplement of 5 % of the worker's pay according to the pay scale is paid to drivers of crane trucks, drivers of a 34.50 meter HCT semi-trailer combination, flat bed trailers, refuse trucks, timber trucks transporting timber from the forest when the driver operates a loader and milk tanker drivers performing milk collection, drivers engaged in transportation in underground facilities and drivers working with special shipments the transportation of which requires official permission and a separate so-called escort vehicle or whose vehicles must display hazard boards and warning lights in accordance with legislation.

Pay for overtime: a pay increase of 50 % is paid for the first 12 hours worked in excess of regular working hours and 100 % for all subsequent excess hours worked. These increases are based on the worker's average hourly earnings.

Pay for Sunday work: a pay increase of 100 % is paid for all work performed on Sundays, church holidays, Finnish independence day (6 December) and Mayday (1 May). These increases are based on the worker's average hourly earnings.

Subsistence allowances

1. Domestic

If the employee is prevented from having a meal at the home station for a period of ten hours, the employee will be entitled to partial daily allowance at EUR 16,20; the employee will be paid EUR 35,70 for each period of a full 24 hours from the beginning of the period. If a daily rest period in another district exceeds 12 hours, then an increased subsistence allowance of EUR 45,00 is payable.

2. Abroad

If the employee has to stay abroad, the employee will be entitled to a daily and food allowance of EUR 61,10 per diem in total.

Outside Europe, the daily and food allowance is EUR 65,30 in total.

If free lodgings are provided to the employee, but no food, only a food allowance of EUR 34,80 per diem will be paid.

Remuneration for road transport sector drivers (Freight transport)

If the stay abroad lasts 10 hours in addition to full days or in its entirety, the employee is paid half the food allowance for abroad, or EUR 17,40.

Reduction in annual hours of work

In addition to annual holiday annual reduction in hours of work has been agreed based on total regular working hours counted from the beginning of each calendar year or from the subsequent beginning of employment: maximum 18 or 19 days (144 or 152 hours). Additional rest days granted to reduce annual working hours are paid at the worker's current rate of average earnings.

Contact details:

Transport Workers' Union AKT /Auto- ja Kuljetusalan Työntekijäliitto AKT RY

John Stenbergin ranta 6

PL 313, 00531 Helsinki

T.: +358 9 613 110

Email: firstname.lastname@akt.fi

website: www.akt.fi

Employers' Federation of Road Transport / Autoliikenteen Työnantajaliitto ry

Nuijamiestentie 7

00400 Helsinki

T.: +358 9 4789 9480

Email: firstname.lastname@alt.fi

website: www.alt.fi

Information updated: 25 March 2022

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Remuneration for road transport sector drivers (Freight transport)

France

Disclaimer: The following information is subject to future changes, as an agreement on wage grids in the freight transport sector was recently signed with retroactive effect from 1 February 2022 and will enter into force nationally (beyond the employees of the companies belonging to the signatory federations only), following the extension procedure by the Ministry of Labour.

<https://www.ecologie.gouv.fr/formalites-declaratives-applicables-au-detachement-dans-transport-routier>
https://www.ecologie.gouv.fr/sites/default/files/Hourly%20pay%20as%20for%20workers%20in%20the%20road%20transport%20sector%202022_EN.pdf

**Hourly pay as for workers in the road transport sector
National collective bargaining agreement for road transport and auxiliary transport activities**

FREIGHT TRANSPORT WORKERS

[Agreement of 23 October 2020](#) (extended) and [decree no 20 2 1 -1 741 of 22 December 20 2 1 introducing an increase in the minimum wage](#)

Basic hourly rates in Euros

Group		Coefficient	Hourly rate
3b	Driver of vehicle with a GVWR of up to 3.5 tonnes	118M	€10.57
4	Driver of heavy goods vehicle with a GVWR of between 3.5 and 11 tonnes	120M	€10.57
5	Driver of heavy goods vehicle with a GVWR of between 11 and 19 tonnes	128M	€10.57
6	Driver of heavy goods vehicle weighing more than 19 tonnes	138M	€10.57
7	Highly qualified heavy goods vehicle driver	150M	€10.57

In accordance with the national collective agreement, the figures in the above table are increased, where applicable, by:

- €10.50: working on a bank holiday and working on a Sunday (fewer than 3 hours);
- €24.43: working on a bank holiday and working on a Sunday (more than 3 hours).

The detailed classification of jobs by group indicates which coefficient an employee should be linked to during their posting in France and can be found on the Légifrance website via the following link:

For freight transport:

https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=CC5C9B2EAAF45D0F055D936D643953C3.tplgfr42s_2?idArticle=KALIARTI000031833792&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id

Remuneration for road transport sector drivers (Freight transport)

Contact details:
Ministry of the Ecological Transition
246, boulevard Saint-Germain
75007 Paris
[Contact form](#)

Information updated: 19 May 2022

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Remuneration for road transport sector drivers (Freight transport)

Germany	<p>https://www.zoll.de/EN/Businesses/Work/Foreign-domiciled-employers-posting/Minimum-conditions-of-employment/Minimum-pay-pursuant-Minimum-Wage-Act/minimum-pay-pursuant-minimum-wage-act_node.html</p> <p>The statutory minimum wage amounts to:</p> <ul style="list-style-type: none"> • - from 1 January 2022 - € 9.82 gross per hour; • - from 1 July 2022 - €10.45 gross per hour <p>Please note that the German government intends to raise the statutory minimum wage to € 12.00 gross per hour from 1 October 2022. A corresponding legislative draft is currently in the parliamentary process.</p> <p>Contact details: Federal Ministry of Labour and Social Affairs - Minimum Wage Helpline: Tel.: +49 30 60280028 E-mail: mindestlohn@buergerservice.bund.de</p> <p>Zoll - Central Information Unit Tel.: +49 351 44834-530 Fax: +49 351 44834-590 E-mail: enquiries.english@zoll.de</p> <p><i>Information updated: 3 May 2022</i></p>
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Remuneration for road transport sector drivers (Freight transport)

Greece	<p>Since 1.5.2022, the statutory minimum salary and minimum wage for full-time employment for white and blue collar workers throughout Greece are set as follows (Ministerial Decision No. 38866/21.4.2022, Government Gazette B ' 2030):</p> <ol style="list-style-type: none">1. For white collar workers, the minimum salary is set at 713,00 €.2. For blue collar workers the minimum daily wage is set at 31,85 €. <p>Link: https://ypergasias.gov.gr/en/labour-relations/collective-employment-relations/minimum-wage/</p> <p>Contact details: Ministry of Labour & Social Affairs Stadiou 29, Athens, 105 59 T: + 30 213-1516649</p> <p><i>Information updated: 3 May 2022</i></p>
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Remuneration for road transport sector drivers (Freight transport)

Hungary	http://www.ommf.gov.hu/index.php?akt_menu=551		
	Valid from 1 January 2022 to 31 December 2022		
		Mandatory minimum wage	Guaranteed wage minimum
	Paid on monthly basis	200,000 HUF (~556 EUR)	260,000 HUF (~723 EUR)
	Paid on weekly basis	45,980 HUF (~128 EUR)	59,780 HUF (~166 EUR)
	Paid on daily basis	9200 HUF (~26 EUR)	11,960 HUF (~33 EUR)
	Paid on hourly basis	1150 HUF (~3,2 EUR)	1495 HUF (~4,2 EUR)
<p><u>Notes:</u> The above-mentioned rates apply to full-time employees who have worked the entire work period. Guaranteed wage minimum shall be paid to employees employed in positions requiring a secondary school diploma or advanced vocational training, or higher. The amounts expressed in euro have been included for information only. HUF: Hungarian forint.</p> <p><u>Source:</u> Government Decree 703/2021. (XII. 15.) on the Mandatory Minimum Wage and on the Guaranteed Wage Minimum: https://njt.hu/jogszabaly/2021-703-20-22</p> <p>Contact details: Ministry for Innovation and Technology Department of Labour Inspection (employment) P.o. Box: 1440 Budapest, Pf.: 1. E-mail: foglalkoztatas.felugyeleti-foo@itm.gov.hu</p> <p><i>Information updated: 27 April 2022</i></p>			

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Remuneration for road transport sector drivers (Freight transport)

Ireland	<p>https://www.workplacerelations.ie/en/ National Minimum Wage (aged 20+) EUR 10.50 /h</p> <p>The following payments cannot be included to make up the national minimum wage rate:</p> <ul style="list-style-type: none"> • any payment of expenses incurred by the employee in carrying out his/her employment • Premiums including overtime, public holiday, Saturday, Sunday, unsocial hours or call out • Allowances for special duties including a post of responsibility, on call or standby • Tips or gratuities paid into a central fund and paid through the payroll • any payment to the employee not made for their role as an employee • any payment in kind or benefit in kind • any sum payable to an employee in lieu of notice of termination of employment. <p>Contact details: Workplace Relations Commission O'Brien Road, Carlow, R93 E920. DX Number: 271001 Tel:+353 059 9178990 Contact form</p> <p><i>Information updated: 17 May 2022</i></p>
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Remuneration for road transport sector drivers (Freight transport)

Italy	https://distaccoue.lavoro.gov.it/en-gb/Thematic-Areas/Thematic-area-detail/id/3/National-Collective-agreements https://distaccoue.lavoro.gov.it/AnteprimaPDF.aspx?id=238&lang=it-it		
	Freight Transport		
	Level	Minimum	Function allowance
	Quadri	2.108,39 51,65	2.160,04
	1	1.979,71	1.979,71
	2	1.818,77	1.818,77
	3S	1.642,37	1.642,37
	3Sj	1.605,04	1.605,04
	3	1.598,78	1.598,78
	4	1.520,42	1.520,42
4D	1.480,57	1.480,57	
5	1.450,06	1.450,06	
6	1.354,55	1.354,55	
6J	1.246,35	1.246,35	
<p>Collective agreements website: https://www.cnel.it/Archivio-Contratti/Contrattazione-Nazionale/Ricerca-CCNL</p> <p>The declaratory of the CCNL Logistics and Transport with regard to the classification of personnel is contained in art. 6 and starts with the Quadri level.</p>			
Level	Explanation		
Quadri	Middle managers level		
1	This level includes managers of branches, heads of service or department heads, heads of movement, inspectors, employees with a customs forwarder's licence, when the licence is used on behalf of the holding, head of moving traffic operator, head of moving traffic etc.		
2	Workers with conceptual tasks, who with specific collaboration carry out administrative or technical activities characterized by operational and decision-making autonomy within the limits of the directives assigned to them and who require particular professional competence and / or practical technical training belong to this level and considerable experience in the exercise of the function itself.		
3S	Workers with conceptual tasks or with technical-practical knowledge related to plant engineering, work technology and the use of machines, or particular skills and abilities achieved through diplomas of professional institutes and who guide and control other workers with limited initiative for the result and conduct of the same. In addition, workers with specific professionalism and high specialization involved in driving particularly demanding vehicles, repairing engines – provided that they are able to carry out the complete disassembly and reassembly of any part of it – and testing for the overall examination of the functionality of the vehicles belong to the present level.		

Remuneration for road transport sector drivers (Freight transport)

		<ul style="list-style-type: none"> • Drivers of lorries or articulated vehicles with a capacity of more than 80 quintals and drivers of lorries with a capacity exceeding 20 quintals equipped with cranes; • first drivers engaged in exceptional transport; • crane operators on self-propelled vehicles with a capacity greater than 20 tons; • conduction of particularly complex operating machines, with operational experience on the various types of terrain and operator of multi-purpose quay crane for translation and lifting vehicles with responsibility for the ordinary maintenance of the vehicles; • motorists and/or testers; • workers' leaders. • Auxiliary staff of the customs forwarder operating in the customs or customs section with customs authorization (C.C.N.L. freight transport); • senior city couriers after 18 months (Air couriers); • planner (yard, personnel and vehicles, railway). 	
	3SJ	The traveling personnel of the companies falling within the scope of application of the discipline referred to in art. 11c of this agreement; the maximum stay in this level is 30 months, at the end of which the automatic transition to the 3rd Super level will take place.	
	3	<p>Workers who carry out activities requiring preparation resulting from diplomas of professional institutes or centers or acquired through direct knowledge through a corresponding work experience that also allows to carry out repairs of considerable magnitude of the systems, their assembly and dismantling depending on the repairs themselves. Workers who with specific collaboration carry out executive activities of a technical-administrative nature that require a particular preparation and office practice or corresponding work experience; the tasks are carried out with autonomy of the execution of the work and consequent variability of the operating conditions that manifests itself in the integration or adaptation of the procedures assigned to the concrete work situations.</p> <p>Workers</p> <ul style="list-style-type: none"> • Drivers of lorries or articulated vehicles with a capacity of less than 80 q.li; • motorboat drivers; • drivers of vessels propelled by mechanical propulsion; • tractor drivers (C.C.N.L. freight transport); • foremen normally engaged in furniture removals and exceptional transport; • employed in self-propelled cranes with a capacity of less than 20 tonnes and in cab deck cranes; • drivers of forklifts with a capacity of more than 30 quintals (C.C.N.L. freight transport); • carrying out any work of a complex nature, on the basis of indications, rough sketches, for the packaging of equipment, machinery or parts thereof, providing for the construction of crates or cages; packers; • drivers of lorries with a capacity of more than 30 quintals and up to 20 quintals if equipped with cranes; 	

Remuneration for road transport sector drivers (Freight transport)

		<ul style="list-style-type: none"> • refrigerated train drivers with a driving license and a certificate of qualification for operations related to the use of toxic gases, where required by current laws; • drivers with F.S. qualification to tow railway wagons; • aerial platform operator activities; • mechanical test adjusters of automatic scales; • balancers assigned to the automatic scales of the port silos only; • responsible for the management of conveyor belts of silos that perform works and operations of considerable difficulty, delicacy and complexity and small repairs whose correct execution requires specific technical-practical skills; • external agents consignees of goods with loading-unloading and shipments of goods; • city couriers junior (air couriers). 	
	4	<p>Workers who carry out activities to qualify belong to this level to which internship periods or training courses are necessary to carry out delicate and complex jobs and operations, whose correct execution requires specific and uncommon technical-practical skills.</p> <ul style="list-style-type: none"> • Workers with multiple tasks in the warehouse and / or terminal (loading; unloading; checking documents, picking and preparing goods); • crane operators, push-button crane drivers and similar equipment for handling and stowage goods; • other drivers not included in the 3S level and in the 3rd level; • Specialized porter: worker who performs his duties with practical technical knowledge related to the use of a plurality of machines, technologies and lifting equipment in analogy to the professional profiles of this level or porter with responsibility for loading – unloading; • drivers of forklifts with a capacity of less than 30 q.li (C.C.N.L. freight transport); • conveyor belt drivers; • activities of operators on railway connections insisting on geographical areas intersecting inter-pedestrian road sites; • sorting agent and junior airport operator (air couriers). 	
	4J	<p>Workers engaged in jobs that require specific technical knowledge and practical skills belong to this level. Workers in goods handling activities who, without prejudice to the professional requirements referred to above, use complex equipment and lifting equipment for which the driving license provided for public areas is not required and with the exclusion of drivers of forklifts referred to in the higher levels.</p>	
	5	<p>Workers who perform qualified work for the execution of which adequate professional knowledge is required. This level also includes goods handling activities and warehouses that involve the use of mechanical and / or electrical means of limited complexity that require normal executive capacity.</p> <ul style="list-style-type: none"> • loading and unloading of goods with the use of manual and electric pallet trucks, drivers of electric trolleys; • activities of drivers of small operating machinery requiring normal executive capacity; 	

Remuneration for road transport sector drivers (Freight transport)

	<ul style="list-style-type: none"> maneuvering of cranes that carry out lifting, transport and storage of materials or goods, or loading and unloading operations of vehicles also on board simple-driven vehicles (cranes regulated on the ground); barges; boatmen.
6	Workers who carry out productive activities that require limited professional knowledge are hired at the sixth level, corresponding to parameter 109; the activities envisaged at this level do not entail responsibility and autonomy. In particular, goods handling workers who use simple lifting equipment belong to this level.
6J	Workers who carry out simple activities belong to this level. In particular, workers involved in the handling of goods who need a period of practical training. These workers, if apprentices, will be placed at the 6th level after 24 months; non-apprentices will instead be placed at the 6th level after 30 months.

Contact details:
The [local offices of the National Labour Inspectorate](#) give information to companies and foreign workers about the discipline of transnational posting of workers and all necessary requirements.

Information updated: 17 March 2022

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Remuneration for road transport sector drivers (Freight transport)

Latvia	<p>https://www.lm.gov.lv/lv/information-employers</p> <p>No sector specific wage, minimum wage of the country applies - EUR 500 (gross) per month.</p> <p>The Labour Law provides for several supplements:</p> <ul style="list-style-type: none"> • Supplements for Additional Work <p>An employee who, in addition to the contracted basic work, performs additional work for one and the same employer has the right to receive an appropriate supplement for the performance of such work. The amount of the supplement shall be determined by a collective agreement or an employment contract.</p> <ul style="list-style-type: none"> • Supplements for Work Associated with Special Risk <p>A supplement shall be specified for an employee who performs work related to special risks (work which in accordance with the assessed risk of the working environment is associated with an increased psychological or physical load or such increased risks to the safety and health of an employee which cannot be prevented or reduced up to the permissible level by other labour protection measures). The amount of such supplement shall be determined by a collective agreement, working procedure regulations, an employment contract or by order of an employer.</p> <ul style="list-style-type: none"> • Supplements for Night Work <p>A supplement of not less than 50 per cent of the specified hourly or daily wage rate specified for him or her, but if a piecework salary has been agreed upon, a supplement of not less than 50 per cent of the piecework rate for the amount of work done. A collective agreement or an employment contract may specify a higher supplement for night work.</p> <ul style="list-style-type: none"> • Supplements for Overtime Work or Work on a Public Holiday <p>A Supplement of not less than 100 per cent of the hourly or daily wage rate specified for him or her, but if a piecework wage has been agreed upon, a supplement of not less than 100 per cent of the piecework rate for the amount of work done. A collective agreement or an employment contract may specify a higher supplement for overtime work.</p> <p>Contact details: State Labour Inspectorate Kr.Valdemāra iela 38 k-1 Rīga, LV-1010 T.: +371 67186522 Email: vdi@vdi.gov.lv</p> <p><i>Information updated: 28 April 2022</i></p>
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Remuneration for road transport sector drivers (Freight transport)

<p>Lithuania</p>	<p>http://www.vdi.lt/Forms/Tema_Eile.aspx?Tema_ID=73</p> <p>There are no specific provisions on remuneration, including a minimum wage, only for drivers. The same rules apply to all employees. The minimum hourly wage is EUR 4,47 and the minimum monthly wage is EUR 730 (gross).</p> <p>The minimum wage may only be paid for unqualified work. Unqualified work is work that does not require any special qualifications or professional skills. The driver's work is considered a skilled job and in all cases must be paid more than the minimum wage.</p> <p>Posted workers, including posted drivers, are subject to the “remuneration” requirement.</p> <p>The concept of “remuneration” and its constituent elements are set out in Article 139 Article (1) and (2) of the Labour Code.</p> <ol style="list-style-type: none"> 1. Remuneration is payment for work performed by an employee under an employment contract. 2. An employee's remuneration consists of: <ol style="list-style-type: none"> 1) basic (rate) remuneration (hourly rate or monthly wage, or the base amount of the basic salary); 2) additional remuneration established by mutual agreement or paid according to labour law provisions or the remuneration system applicable at the workplace; 3) bonuses for qualifications acquired; 4) allowances for additional work or the execution of additional duties or tasks; 5) bonus payments for work performed, established by mutual agreement or paid according to labour law provisions or the remuneration system applicable at the workplace; 6) bonus payments allocated on the initiative of the employer to motivate an employee for work well done or for the activities or performance results of the employee or of the enterprise, department or group of employees. <p><i>Remuneration must be agreed in the employment contract (this is a mandatory clause of the employment contract).</i></p> <p>Remuneration and other employment-related benefits, daily allowances and reimbursement of mission expenses must be paid by transfer to the employee's designated payment account, except for seafarers covered by the procedure for payment of wages established by the Law on Merchant Shipping.</p> <p>Pay rise</p> <p>For work on rest days not included in the work (shift) schedule and for work on holidays, at least double the employee's regular rate of pay shall be paid.</p> <p>For work during night shifts and for overtime work, at least one and one-half times the employee's regular rate of pay shall be paid.</p> <p>For overtime work on a rest day not included in the work (shift) schedule or for overtime during a night shift, at least double the employee's regular rate of pay shall be paid, while for overtime work on holidays, at least two and a-half times the employee's regular rate of pay shall be paid.</p>
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Remuneration for road transport sector drivers (Freight transport)

At an employee's request, work time on rest days or holidays, or overtime multiplied by 1.5, 2.0 or 2.5, respectively, may be added to the time of annual leave.

For work when there are deviations from normal working conditions as well as when an employee's workload is increased, an augmented remuneration shall be paid compared to that under normal working conditions. The specific payment rates shall be established in collective agreements and employment contracts.

Contact details:

State Labour Inspectorate

19 Algirdo str.

LT-03607 Vilnius

Lithuania

Phone: +370 5 213 9772 (consultation)

Email: info@vdi.lt

Information updated: 4 May 2022

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Remuneration for road transport sector drivers (Freight transport)

Luxembourg	https://itm.public.lu/fr/conditions-travail/convention-collectives/liste.html
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Information updated: 16 May 2022

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Remuneration for road transport sector drivers (Freight transport)

<p>Malta</p>	<p>https://dier.gov.mt/en/Employment-Conditions/Wages/Pages/National-Minimum-Wage.aspx</p> <p>No sector specific wage, minimum wage of the country applies – EUR 182,83 (gross) per week</p> <p>Contact details: Department for Industrial and Employment Relations 121, Melita Street, Valletta - Malta VLT 1121 Email: info.dier@gov.mt</p> <p><i>Information updated: 7 June 2022</i></p>
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Remuneration for road transport sector drivers (Freight transport)

<p>The Netherlands</p>	<p>https://www.government.nl/ Collective agreement: MinSZW Directie UAW - Information of Collective Agreement parties - Information of Collective Agreement parties (uitvoeringarbeidsvoorwaardenwetgeving.nl)</p> <p>Overview of the terms and conditions of employment to which posted workers in the transport sector are entitled: https://english.postedworkers.nl/faq/frequently-asked-questions/wageu/to-which-terms-of-employment-are-posted-workers-in-the-transport-sector-entitled</p> <p>Contact details: Sectoral Institute for Transport and Logistics Postbus 308 2800 AH Gouda Email: info@stl.nl, fuwa@stl.nl T.: +31 (0)88-2596110, + 31 (0) 88-2596111</p> <p><i>Information updated: 2 May 2022</i></p>
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Remuneration for road transport sector drivers (Freight transport)

<p>Poland</p>	<p>https://www.biznes.gov.pl/en/</p> <p>In 2022 the minimum remuneration is PLN 3010 gross.</p> <p>Allowance for night work</p> <p>Employees working at night are entitled to an allowance for each hour of night work, amounting to 20% of the hourly rate resulting from the minimum remuneration.</p> <p>Remuneration and allowance for overtime</p> <p>An employee is always entitled to regular remuneration for each hour of overtime work. Normal remuneration is understood as remuneration regularly paid to employees. In addition, overtime work must be compensated by either an allowance (100% or 50%) or time off work.</p> <p>An of 100% of the remuneration is payable to employees for overtime work falling:</p> <ul style="list-style-type: none"> • at night • on Sundays and public holidays which are not work days for the employee, in accordance with their working time schedule • on a day off work granted to the employee in exchange for work on a Sunday or public holiday, in accordance with their working time schedule • for each hour of overtime in excess of the standard weekly working time of 40 hours in the settlement period adopted, unless this standard has been exceeded as a result of overtime for which employees are entitled to an allowance of 50%. <p>An allowance of 50% of the remuneration is payable to employees for overtime work falling on days which are work days for the employee, in accordance with their working time schedule (including working Sundays and public holidays). There is an exception for overtime night work (with additional remuneration equal to 100% of the remuneration).</p> <p>Contact details: Department of Employment Legality (Departament Legalności Zatrudnienia) Chief Labour Inspectorate (Główny Inspektorat Pracy) ul. Barska 28/30 02-315 Warsaw Tel.: + 48 221113528 email: kancelaria@gip.pip.gov.pl</p> <p>Additional information</p> <p>Driver's daily and weekly working time and the maximum weekly limit of working hours together with overtime are regulated by the Act of 16 April 2004 on Drivers' Working Time (Journal of Laws of 2019, item 1412 as amended). The Act also includes a definition of driver's overtime work and the maximum annual limit of overtime hours worked by a driver to satisfy the special needs of the employer. Compensation for overtime work with allowances in an appropriate amount or with time off, however, takes place in accordance with the general rules regulated by the Labour Code provisions. In connection with the above, the verification whether overtime work was performed as well as checking the correctness of calculations requires the knowledge of the following concepts and principles:</p> <p>Driver's working time is the time from the beginning to the end of their work, which includes all the activities associated with carrying out road transport, in particular:</p> <ul style="list-style-type: none"> • Driving a vehicle;
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Remuneration for road transport sector drivers (Freight transport)

- Loading and unloading and supervising loading and unloading;
- Supervising and assisting persons entering and leaving the vehicle;
- Forwarding activities;
- Day-to-day maintenance of vehicles and trailers;
- Other work undertaken with a view to carrying out official tasks or ensuring the safety of persons, vehicles or goods;
- Necessary administrative formalities;
- Keeping the vehicle clean.

Driver's working time includes a break of 15 minutes, which the employer must provide if the driver's daily working time is at least 6 hours. Also included in the driver's working time shall be the time outside the normal working time schedule during which the driver remains at their workstation in readiness for work, in particular while waiting for loading or unloading, the foreseeable duration of which is not known to the driver before departure or before the start of the relevant period.

The following is not included in drivers' working time:

- On-call duty if the driver did not work during on-call duty;
- Unjustified stopping while driving;
- Daily uninterrupted rest;
- Breaks from work arising from the application of an interrupted working time system.

Daily working time

For the purposes of calculating working time and determining entitlement to overtime pay, a day is understood to be 24 consecutive hours, beginning with the time when a driver starts work in accordance with their working time schedule. The employee's personal work schedule established by the employer may provide for different start and end times, in which case the employee's repeated performance of work during the same day shall not constitute overtime.

Night time

a) Night time for the purpose of calculating a driver's working time – pursuant to the provisions of Drivers' Working Time Act. According to Art. 21 of the Drivers' Working Time Act, if work is performed during night time, the driver's working time may not exceed 10 hours in a given day. Night time means the period of four hours between 00:00 AM and 07:00 AM; the definition of night time contained in this provision applies only for the purposes of determining working time.

b) Night time for the purpose of determining entitlement to allowance – pursuant to the provisions of the Labour Code: Night time comprises 8 hours between 09:00 PM and 7:00 AM. Night time is established by the employer in the work regulations (Art. 104¹ § 1(4) of the Labour Code), it may also be established in a collective agreement (Art. 240 § 1(1) of the Labour Code), and : if the employer is under no obligation to establish work regulations or has not concluded a collective agreement, the employer is obliged to inform the employee in writing about the night time in force at the workplace (Art. 29 § 3 of the Labour Code).

Allowance resulting from night work

Remuneration for road transport sector drivers (Freight transport)

A driver who performs night work is entitled to an allowance for every hour of work amounting to 20 per cent of the hourly rate defined based on the statutory minimum wage, as defined in separate regulations (Art. 151⁸ § 1 of the Labour Code).

The night work allowance is due to all employees working at night and is independent of other allowances; in particular, it is due regardless of the overtime allowance attributable to that time.

The employer may provide for more favourable rules of remuneration for night work than those provided for in the Labour Code.

With regard to employees who perform night work outside of the employer's establishment on a permanent basis, the night work allowance may be replaced by a lump sum amount that corresponds to the expected time of night work (Art. 151⁸ § 2 of the Labour Code).

The amount of the lump sum should be set so that it corresponds to the expected duration of night work. Setting the lump sum at an amount lower than the amount of hours actually worked during night time does not release the employer from the obligation to compensate for work actually performed during night time to the amount specified in the Labour Code.

On-call duty is the time during which the driver remains, outside of working hours, ready to perform the work resulting from the employment contract, in the workplace or in another place designated by the employer.

For the time of on-call duty referred to above, except for on-call duty performed at home, the driver is entitled to time off work in the amount corresponding to the length of on-call duty, and in the event it is not possible to grant such time off – the remuneration resulting from their job grade based on the assigned hourly or monthly pay rate, and if no such remuneration component was specified when defining the terms and conditions of pay – to 60 per cent of the employee's remuneration.

If a vehicle is driven by two or more drivers, the time not spent driving is on-call duty. For such on-call duty, the driver is entitled to remuneration specified in the employer's remuneration regulations, but not less than half of the remuneration due for "regular" on-call duty, as described above.

Periods on call are periods, other than breaks and rest periods, during which the driver is not required to remain at the driver's workstation, while at the same time being available to commence or continue driving or to perform another activity. These periods of availability include, in particular, the time during which the driver accompanies a vehicle on a ferry or on a train, the time spent waiting at border crossing points and during traffic restrictions.

Periods when a driver is on call outside their working time schedule are counted as on-call duty.

Where a driver to whom task-based working time applies has not worked a full eight-hour daily working time, periods of time when he is on call shall be included in the eight-hour daily working time and the remaining time shall be counted as on-call duty.

Working time

Driver's working time shall not exceed 8 hours a day and on average 40 hours in an average five-day working week in a reference period not exceeding 4 months.

Drivers in road transport may work according to working time schedules where it is permissible to extend the working time to 12 hours a day – in the equivalent working time system. If that is the case, the reference period shall not be longer than 1 month, except for justified cases where it can be extended to no more than 3 months, and in the case of work depending on seasons or atmospheric conditions – to no more than 4 months.

Drivers' weekly working time, overtime included, shall not exceed on average 48 hours in the adopted reference period which shall not exceed 4 months. However, weekly working time may be extended to up to 60 hours on condition that the average weekly working time does not exceed 48 hours in the adopted reference period which shall not exceed 4 months.

Remuneration for road transport sector drivers (Freight transport)

The aforesaid regulation applies also to any driver employed by more than one employer. Therefore, the average weekly working time, irrespective of the number of employers (entities) for which work is performed by a driver, shall not exceed on average 48 hours in the adopted reference period which does not exceed 4 months. The working time thus refers to a driver and not to a given employer.

The regulation allowing to extend the weekly working time to 60 hours on condition that the average weekly working time does not exceed 48 hours in the adopted reference period, as well as application of this regulation to drivers irrespective of the number of employers, shall not be applied to vehicles specified in Art. 3 and 13 (1) of Regulation (EC) no. 561/2006 and Art. 2 (2b) of the AETR agreement.

Overtime work

Work exceeding the working time standards agreed for an employee, as well as work that exceeds the extended daily working time that results from the employee's working time system and schedule, is considered overtime work (Art. 20 of the Drivers' Working Time Act).

Overtime work is permissible:

- in cases where a driver must take action in order to save human life or health, to protect property or the environment, or to recover from a breakdown,
- to satisfy special needs of the employer.

The number of overtime hours worked by a driver shall not exceed 260 hours in a calendar year.

A bigger limit may be defined in a collective labour agreement or in work regulations, or in a contract of employment if the employer is not covered by any collective labour agreement or is under no obligation to adopt work regulations.

Average weekly overtime work limits

Drivers' weekly working time, overtime included, shall not exceed on average 48 hours in the adopted reference period which shall not exceed 4 months. The weekly working time referred to above may be extended to 60 hours on condition that the average weekly working time does not exceed 48 hours in the adopted reference period not exceeding 4 months.

The aforesaid regulation applies also to any driver employed by more than one employer. Therefore, the average weekly working time, irrespective of the number of employers (entities) for which work is performed by a driver, shall not exceed on average 48 hours in the adopted reference period of up to 4 months.

Remuneration for overtime work

The Labour Code provides for two ways of compensating for overtime work:

- payment of remuneration with an allowance of 50 per cent or 100 per cent of remuneration
- granting time off work.

As per Art. 151¹ § 1 of the Labour Code, in addition to the standard remuneration, an employee is entitled to an allowance for overtime work in the amount of:

- 100 per cent of the remuneration – for overtime work performed:
 - o at night, on Sundays and holidays other than the employee's working days in accordance with their working time schedule,
 - o on a non-working day granted to an employee in exchange for work performed on a Sunday or a holiday, in accordance with the employee's working time schedule,

Remuneration for road transport sector drivers (Freight transport)

- 50 per cent of the remuneration – for overtime work performed on any day other than those referred to in point 1 above.

The allowance of 100 per cent of remuneration shall also be paid for every hour of overtime work in excess of the average weekly working time standard in the adopted reference period, unless that standard was exceeded as a result of overtime work for which the employee is entitled to overtime pay for exceeding the daily working time standard.

The remuneration that constitutes the basis for calculation of the overtime allowance is equal to the employee's remuneration resulting from their job grade based on the assigned hourly or monthly pay rate, and if no such remuneration component was specified when defining the terms and conditions of pay - to 60 per cent of the employee's remuneration.

An employer may be exempt from the obligation to pay the overtime allowance only in the following cases (Art. 151² § 3 Labour Code):

- if before the date of payment of remuneration for work immediately after overtime work in excess of the daily working time standard, an employer grants time off to an employee at their request. As per Art. 151² § 1 of the Labour Code, at the request of an employee, the employer may grant the employee time off work in exchange for overtime work, of the amount equal to the overtime work (1:1). The a/m request shall be in writing. Based on the employee's request, time off in exchange for overtime work may also be granted in the next reference period.

- if an employer grants time off in exchange for overtime work without the employee's request (Art. 151² § 2 of the Labour Code). If this is the case, time off work may be granted by the employer not later than by the end of the reference period in an amount that is 50 per cent higher than the number of overtime hours worked (1:1,5). This must not, however, reduce the employee's remuneration due for the full monthly working time.

In conclusion, an employer shall pay an allowance for overtime work in addition to standard remuneration. Nevertheless, if time off is granted in exchange for overtime work (with or without an employee's request), the employee shall only receive standard remuneration without the allowance for overtime work.

Payment of remuneration, including the overtime allowance, may be replaced with a lump-sum amount. Payment of a lump-sum amount instead of remuneration and overtime work allowance is only permissible if an employee performs work outside of the employer's establishment on a permanent basis (Art. 151¹ § 4 of the Labour Code). The amount of the lump-sum shall correspond to the expected duration of overtime work.

Information updated: 20 May 2022

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Remuneration for road transport sector drivers (Freight transport)

Portugal

Road transport

Source of Minimum gross wage provisions applicable for: Collective Agreement between ANTRAM, ANTP (employer's Associations) and FECTRANS, SNT, SIMM e SNMP (trade unions) published in BTE n.º 45, 8 December 2019 - [BOLETIM DO TRABALHO E EMPREGO 45/2019 \(antram.pt\)](https://antram.pt/boletim-do-trabalho-e-emprego-45/2019)

The Portuguese Collective agreement is a national law that applies to undertakings in the road haulage sector regardless of the type of vehicles used as long as the vehicle belongs to haulage companies with community license and employees of companies engaged in every type of transport with a UE license.

This collective agreement referred to above is universally applicable to all the employers and workers of the goods transport sector despite not being affiliated in employer's Associations or trade unions: National Law - Portaria n.º 49/2020, 26 of Fevereiro - [Portaria n.º 49/2020 | DRE](https://dre.pt/pt/legislacao/portaria-n-49-2020)

REMUNERATIONS DRIVERS

	Road transport – drivers goods
Minimum wage - gross (MW)	€777,16 (€721,64 for up to 3,5 T vehicle)

ADDITIONAL REMUNERATION SUPPLEMENT

A remuneration supplement, calculated (%) on the basis of the minimum wage/salary actually applied, shall be granted to drivers, on the basis of the following criteria:

1- Type of vehicle:

- I- Till 3.5 t
- II - More than 3.5 t but up to 7.5 t
- III - More than 7.5 t but up to 44 t
- IV- More than 44 t.

2- Geographical scope:

National driver: those who make journeys only in Portuguese territory as well as those who carry out daily trips to Spain but don't stay an overnight stay in Spain;

Iberian driver: a person carrying out regular trips to Spain including an overnight stay in Spain;

International driver: the person who travels abroad from the Iberian Peninsula.

Group	Type of vehicle	% Amount of the salary supplement (MW)*		
		National	Iberian	International
I	Up to 3,5 t	€0	1% (MW)	2%(MW)
II	More 3,5 t up to 7.5 t	€0	1% (MW)	2%(MW)
III	More 7.5 t up to 44 t	2%(MW)	3%(MW)	5%(MW)
IV	More than 44 t	4%(MW)	6%(MW)	10%(MW)

FURTHER ELEMENTS OF REMUNERATION (supplements)

- 1- For every 3 years (length of employment), you are entitled to an additional amount supplement of €18,87 (maximum 5 =€94,35);

Remuneration for road transport sector drivers (Freight transport)

- 2- Nightshift supplement = 10% (MW) - the employer shall be obliged to pay to all workers with the professional category of drivers engaged in national transport a shift allowance of at least 10 % of the MW, in view of the fact that the work performed may have to be carried out at night;
- 3- TIR Allowance- Iberian (€115) and international (€135) drivers shall be entitled to receive each month as the TIR cost adjustment;
- 4- Annual holidays supplement: - 1 month for the summer holidays + 1 month for Christmas holidays;
- 5- Daily allowance – National (€23), Iberian (€26), international (€36,40);
- 6- Meal allowance – €4,70/day (not applicable if the daily allowance is paid);
- 7- Risk supplement - €7,57/day - Drivers when carrying out the transport of dangerous goods and not exempted from compliance with the ADR Agreement in force, shall be entitled to the risk allowance each day on which they work;
- 8- Operations allowance – €125 - drivers who handle regularly and non-seasonal dangerous bulk liquid and gaseous bodies, carrying them in tanks, shall be entitled to receive a monthly allowance paid for 13 months per year;
- 9- Operations allowance – €2,5/day - Drivers of lorries who are required to carry out loading and unloading operations, with the exception of those operating with dangerous liquid and gaseous goods carried out in tanks, shall be entitled to an operating allowance for each day of work.

Contact details:

Authority for Working Conditions (ACT)

Avenida Casal Ribeiro, nº 18-A

1000-092 Lisbon

Tel .: +351 21 330 8700

[Contact form](#)

Information updated: 3 May 2022

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Remuneration for road transport sector drivers (Freight transport)

Romania	<p>https://www.inspectiamuncii.ro/</p> <p>As of January 1, 2022, the minimum gross basic salary per country guaranteed in payment, without including bonuses and other additions, at the amount of 2,550 lei/month, for a normal work schedule of an average of 169,333 hours per month, representing 15,239 lei/hour.</p> <p>Allowances are not to be included in the minimum wage and shall be added on top of it as follows:</p> <ul style="list-style-type: none"> - Overtime: +75 % of the basic salary, - Night work: +25 % of the basic salary, - Saturday/Sunday work: a percentage of the basic salary, which is not set by law but by collective labour agreements or individual contract negotiation, - Bank holidays: +100% of the basic salary. <p>Contact details: Labour Inspectorate (INSPECȚIA MUNCII) Str.Matei Voievod, nr. 14, Sector 2, București T.: +4 021 302 70 31 E-mail: comunicare@inspectiamuncii.ro</p> <p><i>Information updated: 31 May 2022</i></p>
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Remuneration for road transport sector drivers (Freight transport)

Slovakia	https://www.ip.gov.sk/minimum-wage-claims-2/																				
	Drivers in the field of road transport fall into at least the 2nd degree of work difficulty (the description of work difficulties is stated in the annex No. 1 of the Act No. 311/2001 Coll. Labour code). The minimum monthly wage for 2 nd degree amounts to EUR 762 and minimum hourly wage is EUR 4,379 .																				
	Below a summary of all wage benefits (min. hourly based amounts/ percentages calculated from the average earnings) applicable for employees posted to Slovak Republic from 01/01/2022:																				
	<table border="1"> <thead> <tr> <th>Type of wage benefit</th> <th>Minimal amounts/ percentages of average earnings</th> </tr> </thead> <tbody> <tr> <td>Overtime work – not risky work</td> <td>*MWC + min. 25% of the *AE</td> </tr> <tr> <td>Overtime work – risky work</td> <td>*MWC + min. 35% of the *AE</td> </tr> <tr> <td>Work during Saturdays</td> <td>*MWC + min. 1,79 euros (per hour)</td> </tr> <tr> <td>Work during Sundays</td> <td>*MWC + min. 3,58 euros (per hour)</td> </tr> <tr> <td>Work during public holidays – Employment contract</td> <td>*MWC + 100% of the *AE</td> </tr> <tr> <td>Work during public holidays – Agreements on work performed outside employment relationship</td> <td>*MWC + min. 3,58 euros (per hour)</td> </tr> <tr> <td>Night work – not risky work</td> <td>*MWC + min. 1,43 euros</td> </tr> <tr> <td>Night work – risky work</td> <td>*MWC + min. 1,79 euros</td> </tr> <tr> <td>Holiday pay compensation</td> <td>*AE</td> </tr> </tbody> </table>	Type of wage benefit	Minimal amounts/ percentages of average earnings	Overtime work – not risky work	*MWC + min. 25% of the *AE	Overtime work – risky work	*MWC + min. 35% of the *AE	Work during Saturdays	*MWC + min. 1,79 euros (per hour)	Work during Sundays	*MWC + min. 3,58 euros (per hour)	Work during public holidays – Employment contract	*MWC + 100% of the *AE	Work during public holidays – Agreements on work performed outside employment relationship	*MWC + min. 3,58 euros (per hour)	Night work – not risky work	*MWC + min. 1,43 euros	Night work – risky work	*MWC + min. 1,79 euros	Holiday pay compensation	*AE
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*AE – Average earnings for labour law purposes (for more information please visit Remuneration – Average earnings for labor law purposes) Average earnings for labor law purposes - National Labour Inspectorate (gov.sk)																					
*MWC – Minimum wage claims (for more information please visit Remuneration – Minimum wage claims). Minimum wage claims - National Labour Inspectorate (gov.sk)																					
Contact details: National Labour Inspectorate Masarykova 10 040 01, Košice <i>Information updated: 2 May 2022</i>																					

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Remuneration for road transport sector drivers (Freight transport)

<p>Slovenia</p>	<p>https://www.gov.si teme/minimalna-placa/ https://www.gov.si/drzavni-organi/ministrstva/ministrstvo-za-delo-druzino-socialne-zadeve-in-enake-moznosti/o-ministrstvu/direktorat-za-trg-dela-in-zaposlovanje/sektor-za-delovne-migracije/ https://www.gov.si teme/napotitev-delavcev-na-delo-v-tujino/</p> <p>From 1 January 2022 onwards the minimum monthly wage amounts to EUR 1.074,43 (gross). Wage supplements shall not be included in the minimum remuneration (e.g. for years of service, for night work, for work in shifts, for work on Sundays, for work on public holidays and work-free days determined by law, for overtime work) and shall be added to the amount of minimum wage.</p> <p>Additional payments depend on sector-specific relevant items. The Collective agreement on road passenger transport in Slovenia currently in force and applicable to all transport services determines:</p> <ul style="list-style-type: none"> - Overtime: 30 % of the basic salary, - Night work: 30 % of the basic salary, - Sunday work: 50% of the basic salary, - Public holiday work and work on work-free days: 50% of the basic salary - Seniority bonus: 0,5% of the basic salary for each completed year of total service. <p>Contact details: Ministrstvo za delo, družino, socialne zadeve in enake možnosti (Ministry of Labour, Family, Social Affairs and Equal Opportunities) Direktorat za trg dela in zaposlovanje Sektor za delovne migracije Štukljeva cesta 44, SI-1000 Ljubljana +386 1 369 76 04 Email: gp.mddsz@gov.si <i>Information updated: 6 May 2022</i></p>
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Remuneration for road transport sector drivers (Freight transport)

Spain	<p>https://www.mites.gob.es/es/sec_trabajo/debes_saber/desplazamiento-trabajadores-eng/desplazamiento/specialRules.htm</p> <p>Applicable regulations: Disposición 2851 del BOE núm. 46 de 2022</p> <p>Article 1. Amount of the minimum interprofessional wage.</p> <p>The minimum wage for any agricultural, industrial and service activity, without distinction of sex or age of the workers, will be set on January 1, 2022 at 38.89 EUR/day 1166.7 EUR/ month (for 12 payments per year) or what is the same, 33.33 EUR/day or 1,000 EUR/month (in 14 payments per year), depending on whether the salary is set per day or per month.</p> <p>The applicable salary depends on the collective bargaining regime established at provincial level. In order to know which is the applicable collective agreement, please consult the following Sources for the consultation of collective agreements and arbitration awards applicable to posted workers. Further guidance for searching the applicable collective agreement for drivers may be found here: Working conditions of posted drivers.</p> <p>For further information contact the labour authority of the Autonomous Community where the services are going to be provided in Spain or the work and immigration departments of the respective Government Delegations if the services are going to be provided in the Autonomous Cities of Ceuta and Melilla (contact details).</p> <p><i>Information updated: 2 May 2022</i></p>
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Sweden	<p>Reporting postings in the road transport sector - Arbetsmiljöverket (av.se)</p> <p>Swedish labour market model and collective agreements - Arbetsmiljöverket (av.se)</p> <p><i>Information updated: 3 May 2022</i></p>
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