

Pay scales of the social services sector 2026–2027, €/hour

Helsinki metropolitan area, scheduled pay 1 Aug 2025, €/hour

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G15A	€12.89	€13.32	€13.75	€14.18
A	G16	€12.89	€13.32	€13.81	€14.32
B	G17B	€13.74	€14.19	€14.66	€15.12
B	G18	€13.74	€14.19	€14.66	€15.21
B	G19	€13.74	€14.22	€14.78	€15.35
C	G20C	€15.03	€15.44	€15.85	€16.26
C	G21	€15.19	€15.83	€16.48	€17.15
C	G22	€15.31	€15.96	€16.63	€17.33
D	G23D	€16.95	€17.45	€17.96	€18.47
D	G24	€16.95	€17.45	€17.96	€18.50
E	G25E	€18.27	€18.82	€19.37	€19.93
E	G26	€18.27	€19.00	€19.86	€20.73
E	G27	€18.32	€19.18	€20.05	€20.92
F	G28F	€20.46	€21.09	€21.71	€22.32
F	G29	€20.46	€21.11	€22.08	€23.04
F	G30	€22.36	€23.43	€24.50	€25.57
F	G31	€23.51	€24.64	€25.77	€26.90
F	G32	€25.08	€26.28	€27.49	€28.70

Rest of Finland, scheduled pay 1 Aug 2025, €/hour

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G15A	€12.79	€13.21	€13.63	€14.06
B	G17B	€13.56	€14.00	€14.45	€14.91
B	G18	€13.56	€14.00	€14.45	€15.00
C	G20C	€14.82	€15.23	€15.63	€16.03
C	G21	€14.98	€15.61	€16.25	€16.91
C	G22	€15.09	€15.73	€16.40	€17.09
D	G23D	€16.71	€17.21	€17.71	€18.21
D	G24	€16.71	€17.21	€17.71	€18.35
E	G25E	€18.12	€18.66	€19.21	€19.76
E	G26	€18.12	€18.73	€19.59	€20.44
E	G27	€18.16	€19.02	€19.88	€20.74
F	G28F	€20.18	€20.79	€21.40	€22.01
F	G29	€20.18	€20.93	€21.89	€22.85
F	G30	€22.17	€23.23	€24.29	€25.35
F	G31	€23.31	€24.43	€25.55	€26.67
F	G32	€24.86	€26.06	€27.26	€28.46

Helsinki metropolitan area, scheduled pay 1 Sept 2026, €/hour

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€13.31	€13.75	€14.19	€14.71
B	G18B	€14.17	€14.63	€15.11	€15.62
B	G19	€14.17	€14.63	€15.18	€15.77
C	G20C	€15.51	€15.97	€16.44	€16.92
C	G21	€15.60	€16.26	€16.93	€17.62
C	G22	€15.72	€16.39	€17.08	€17.80
D	G24D	€17.49	€18.02	€18.54	€19.08
E	G25E	€18.86	€19.42	€19.99	€20.57
E	G26	€18.86	€19.51	€20.40	€21.29
E	G27	€18.86	€19.70	€20.59	€21.49
F	G28F	€21.12	€21.76	€22.40	€23.04
F	G29	€21.12	€21.76	€22.67	€23.67
F	G30	€22.96	€24.06	€25.16	€26.26
F	G31	€24.15	€25.31	€26.47	€27.62
F	G32	€25.76	€26.99	€28.23	€29.48

The pay grades in use before have changed as follows:

- G15A was merged with G16 and the new name of the pay grade is G16A
- G17B was merged with G18 and the new name of the pay grade is G18B
- G23D was merged with G24 and the new name of the pay grade is G24D

Rest of Finland, scheduled pay 1 Sept 2026, €/hour

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€13.20	€13.64	€14.07	€14.51
B	G18B	€13.98	€14.43	€14.90	€15.40
C	G20C	€15.29	€15.75	€16.21	€16.69
C	G21	€15.38	€16.03	€16.69	€17.37
C	G22	€15.50	€16.16	€16.84	€17.55
D	G24D	€17.25	€17.76	€18.28	€18.84
E	G25E	€18.70	€19.26	€19.82	€20.40
E	G26	€18.70	€19.26	€20.11	€20.99
E	G27	€18.70	€19.53	€20.41	€21.30
F	G28F	€20.82	€21.46	€22.09	€22.72
F	G29	€20.82	€21.50	€22.48	€23.46
F	G30	€22.77	€23.86	€24.94	€26.04
F	G31	€23.94	€25.09	€26.24	€27.39
F	G32	€25.54	€26.76	€27.99	€29.23

The pay grades in use before have changed as follows:

- The new name of the pay grade G15A is G16A
- G17B was merged with G18 and the new name of the pay grade is G18B
- G23D was merged with G24 and the new name of the pay grade is G24D

Helsinki metropolitan area, scheduled pay 1 Sept 2027, €/hour

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€13.66	€14.12	€14.57	€15.11
B	G18B	€14.55	€15.03	€15.52	€16.05
B	G19	€14.55	€15.03	€15.59	€16.19
C	G20C	€15.93	€16.41	€16.88	€17.38
C	G21	€16.02	€16.70	€17.38	€18.09
C	G22	€16.15	€16.83	€17.54	€18.28
D	G24D	€17.96	€18.50	€19.04	€19.60
E	G25E	€19.37	€19.95	€20.53	€21.13
E	G26	€19.37	€20.04	€20.95	€21.86
E	G27	€19.37	€20.23	€21.15	€22.07
F	G28F	€21.69	€22.35	€23.01	€23.66
F	G29	€21.69	€22.35	€23.29	€24.30
F	G30	€23.58	€24.71	€25.84	€26.97
F	G31	€24.80	€25.99	€27.18	€28.37
F	G32	€26.45	€27.72	€29.00	€30.28

Rest of Finland, scheduled pay 1 Sept 2027, €/hour

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€13.55	€14.00	€14.45	€14.91
B	G18B	€14.36	€14.82	€15.31	€15.82
C	G20C	€15.71	€16.18	€16.65	€17.14
C	G21	€15.80	€16.46	€17.14	€17.84
C	G22	€15.92	€16.60	€17.29	€18.02
D	G24D	€17.71	€18.24	€18.77	€19.35
E	G25E	€19.20	€19.78	€20.36	€20.95
E	G26	€19.20	€19.78	€20.66	€21.56
E	G27	€19.20	€20.06	€20.97	€21.88
F	G28F	€21.38	€22.04	€22.69	€23.33
F	G29	€21.38	€22.08	€23.09	€24.10
F	G30	€23.38	€24.50	€25.62	€26.74
F	G31	€24.59	€25.77	€26.95	€28.13
F	G32	€26.23	€27.48	€28.75	€30.01