

Pay scales of the social services sector 2026–2027

Helsinki metropolitan area, scheduled pay 1 Aug 2025

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G15A	€2,101.48	€2,171.10	€2,240.57	€2,311.81
A	G16	€2,101.48	€2,171.10	€2,250.90	€2,334.54
B	G17B	€2,239.95	€2,313.51	€2,388.94	€2,464.09
B	G18	€2,239.95	€2,313.51	€2,388.94	€2,479.91
B	G19	€2,239.95	€2,318.51	€2,409.31	€2,502.37
C	G20C	€2,449.58	€2,516.57	€2,583.73	€2,649.79
C	G21	€2,476.47	€2,580.51	€2,686.63	€2,796.04
C	G22	€2,495.24	€2,601.17	€2,710.46	€2,825.05
D	G23D	€2,762.58	€2,845.05	€2,927.59	€3,011.25
D	G24	€2,762.58	€2,845.05	€2,927.59	€3,016.00
E	G25E	€2,978.31	€3,067.54	€3,157.87	€3,248.15
E	G26	€2,978.31	€3,096.87	€3,237.85	€3,378.61
E	G27	€2,986.09	€3,126.48	€3,267.97	€3,410.00
F	G28F	€3,335.33	€3,437.39	€3,538.52	€3,638.63
F	G29	€3,335.33	€3,441.64	€3,598.75	€3,756.13
F	G30	€3,644.35	€3,818.82	€3,993.26	€4,168.23
F	G31	€3,832.65	€4,016.44	€4,200.76	€4,384.24
F	G32	€4,087.91	€4,284.02	€4,481.27	€4,678.80

Rest of Finland, scheduled pay 1 Aug 2025

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G15A	€2,084.63	€2,153.64	€2,221.87	€2,292.48
B	G17B	€2,210.28	€2,281.71	€2,356.09	€2,429.61
B	G18	€2,210.28	€2,281.71	€2,356.09	€2,444.82
C	G20C	€2,415.76	€2,481.74	€2,547.18	€2,612.33
C	G21	€2,441.78	€2,544.39	€2,648.90	€2,756.82
C	G22	€2,460.27	€2,564.68	€2,672.39	€2,785.40
D	G23D	€2,723.92	€2,805.23	€2,886.47	€2,969.00
D	G24	€2,723.92	€2,805.23	€2,886.47	€2,990.35
E	G25E	€2,952.96	€3,041.41	€3,130.97	€3,220.52
E	G26	€2,952.96	€3,053.54	€3,192.51	€3,331.25
E	G27	€2,960.59	€3,099.80	€3,240.10	€3,380.91
F	G28F	€3,288.67	€3,389.27	€3,488.98	€3,587.66
F	G29	€3,288.67	€3,412.24	€3,568.01	€3,724.03
F	G30	€3,613.24	€3,786.16	€3,959.09	€4,132.60
F	G31	€3,799.89	€3,982.09	€4,164.85	€4,346.52
F	G32	€4,052.95	€4,247.32	€4,442.75	€4,638.50

Helsinki metropolitan area, scheduled pay 1 Sept 2026

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€2,168.73	€2,240.58	€2,312.27	€2,397.57
B	G18B	€2,309.39	€2,385.23	€2,463.00	€2,546.87
B	G19	€2,309.39	€2,385.23	€2,474.36	€2,569.93
C	G20C	€2,527.97	€2,603.81	€2,679.64	€2,758.01
C	G21	€2,543.33	€2,650.18	€2,759.17	€2,871.53
C	G22	€2,562.61	€2,671.40	€2,783.64	€2,901.33
D	G24D	€2,850.98	€2,936.51	€3,022.04	€3,110.42
E	G25E	€3,073.62	€3,165.82	€3,258.92	€3,353.31
E	G26	€3,073.62	€3,180.49	€3,325.27	€3,469.83
E	G27	€3,073.62	€3,210.89	€3,356.21	€3,502.07
F	G28F	€3,442.06	€3,547.39	€3,651.75	€3,755.29
F	G29	€3,442.06	€3,547.39	€3,695.92	€3,857.55
F	G30	€3,742.75	€3,921.93	€4,101.08	€4,280.77
F	G31	€3,936.13	€4,124.88	€4,314.18	€4,502.61
F	G32	€4,198.28	€4,399.69	€4,602.26	€4,805.13

Previously used pay grades 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

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€2,151.34	€2,222.56	€2,292.97	€2,365.84
B	G18B	€2,278.80	€2,352.44	€2,429.13	€2,510.83
C	G20C	€2,493.06	€2,567.86	€2,642.65	€2,719.93
C	G21	€2,507.71	€2,613.09	€2,720.42	€2,831.25
C	G22	€2,526.70	€2,633.93	€2,744.54	€2,860.61
D	G24D	€2,811.09	€2,895.42	€2,979.75	€3,071.09
E	G25E	€3,047.45	€3,138.88	€3,231.16	€3,324.77
E	G26	€3,047.45	€3,138.88	€3,278.71	€3,421.19
E	G27	€3,047.45	€3,183.49	€3,327.58	€3,472.19
F	G28F	€3,393.91	€3,497.73	€3,600.63	€3,702.75
F	G29	€3,393.91	€3,504.37	€3,664.35	€3,824.58
F	G30	€3,710.80	€3,888.39	€4,065.99	€4,244.18
F	G31	€3,902.49	€4,089.61	€4,277.30	€4,463.88
F	G32	€4,162.38	€4,362.00	€4,562.70	€4,763.74

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

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€2,227.29	€2,301.08	€2,374.70	€2,462.30
B	G18B	€2,371.74	€2,449.63	€2,529.50	€2,615.64
B	G19	€2,371.74	€2,449.63	€2,541.17	€2,639.32
C	G20C	€2,596.23	€2,674.11	€2,751.99	€2,832.48
C	G21	€2,612.00	€2,721.73	€2,833.67	€2,949.06
C	G22	€2,631.80	€2,743.53	€2,858.80	€2,979.67
D	G24D	€2,927.96	€3,015.80	€3,103.64	€3,194.40
E	G25E	€3,156.61	€3,251.30	€3,346.91	€3,443.85
E	G26	€3,156.61	€3,266.36	€3,415.05	€3,563.52
E	G27	€3,156.61	€3,297.58	€3,446.83	€3,596.63
F	G28F	€3,535.00	€3,643.17	€3,750.35	€3,856.68
F	G29	€3,535.00	€3,643.17	€3,795.71	€3,961.70
F	G30	€3,843.80	€4,027.82	€4,211.81	€4,396.35
F	G31	€4,042.41	€4,236.25	€4,430.66	€4,624.18
F	G32	€4,311.63	€4,518.48	€4,726.52	€4,934.87

Rest of Finland, scheduled pay 1 Sept 2027

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€2,209.43	€2,282.57	€2,354.88	€2,429.72
B	G18B	€2,340.33	€2,415.96	€2,494.72	€2,578.62
C	G20C	€2,560.37	€2,637.19	€2,714.00	€2,793.37
C	G21	€2,575.42	€2,683.64	€2,793.87	€2,907.69
C	G22	€2,594.92	€2,705.05	€2,818.64	€2,937.85
D	G24D	€2,886.99	€2,973.60	€3,060.20	€3,154.01
E	G25E	€3,129.73	€3,223.63	€3,318.40	€3,414.54
E	G26	€3,129.73	€3,223.63	€3,367.24	€3,513.56
E	G27	€3,129.73	€3,269.44	€3,417.42	€3,565.94
F	G28F	€3,485.55	€3,592.17	€3,697.85	€3,802.72
F	G29	€3,485.55	€3,598.99	€3,763.29	€3,927.84
F	G30	€3,810.99	€3,993.38	€4,175.77	€4,358.77
F	G31	€4,007.86	€4,200.03	€4,392.79	€4,584.40
F	G32	€4,274.76	€4,479.77	€4,685.89	€4,892.36