

# BUILDING SERVICES INDUSTRY 2025

## WAGE INCREASES ON 1 SEPTEMBER 2025

### Time rates

Personal time rates (basic hourly wage + personal pay component) will increase by 2.5% on 1 September 2025 or from the beginning of the nearest pay period thereafter.

Basic hourly wages will increase on 1 September 2025 or from the beginning of the nearest pay period thereafter.

Pay grades	€/h
S	12.63
1	15.22
2	18.00
3	18.93
4	19.97

The personal pay component is formed by deducting the new basic hourly wage from the employee's increased time rate (basic hourly wage + personal pay component). The remaining difference is the new personal pay component. Employees must, however, always be paid a personal pay component.

### Monthly wages

Agreed monthly wages will increase by 2.5% on 1 September 2025 or from the beginning of the nearest pay period thereafter.

### Piece rates

From 1 September 2025 or from the beginning of the nearest pay period thereafter:

Piping, ventilation and sprinkler installation industry standard time factor €19.10/SH.

Pipe insulation piece rate cash factor  
€4.23/unit.

Contract advance payment (unless otherwise agreed on) S and 1 hourly base wage rate and pay grades 2–4, €20.63/h.

### Bonus pay work (lump sum contracts)

A separate allowance of €0.47/h will be paid by accounting period until the beginning of the next wage increase stage for work for which a bonus pay agreement was made before 1 September 2025 or the beginning of the nearest pay period thereafter. This separate supplement will not be deducted from the performance-based wage.

A separate allowance of €0.84/H (€0.37/H + €0.47/H) will be paid by accounting period until the beginning of the next wage increase stage for work for which a bonus pay agreement was made before 15 May 2024 or the beginning of the nearest pay period thereafter. This separate supplement will not be deducted from the performance-based wage.

### Collective agreement allowances

Evening shift allowance €1.18/h

Night shift allowance €2.40/h

Evening work allowance €1.18/h

Night work allowance €2.40/h

Allowance for late shift change notification €2.79/h

Further vocational qualification allowance €0.58/h

Specialist vocational qualification allowance €1.08/h

### Pipe insulation tool allowance

From 1 September 2025 or from the beginning of the nearest pay period thereafter: €2.06/day

### Foreman allowance in the piping, ventilation and sprinkler industries

From 1 September 2025 or from the beginning of the nearest pay period thereafter:

The guaranteed component of the foreman allowance is €0.43/h

The foreman allowance for time rate work is €0.66/h

### Travel expenses in 2025

Daily allowance €53

Partial daily allowance €24

Meal allowance €12.75

Daily commuting is according to public transport fees, unless otherwise agreed.

