



# Main elements in new collective bargaining agreement between SGS and the State

- The agreement is in force from 1 April 2024 until 31 March 2028.
- The agreement includes new **pay tables** that apply retrospectively from 1 April 2024.
- Wage increases come into effect on four dates at one-year intervals during the term of the agreement.

Period of validity of increases	Increase in pay table base level
1 April 2024	ISK 26,900, but at minimum 3.25%
1 April 2025	ISK 23,750, but at minimum 3.5%
1 April 2026	ISK 23,750, but at minimum 3.5%
1 April 2027	ISK 23,750, but at minimum 3.5%

- Personal bonus (December bonus) in 2024 will be ISK 106,000 for full-time work. At the end of the term of the agreement, full personal bonus will be ISK 118,000.

- Personal bonus in 2024 will be ISK 58,000 for full-time work. At the end of the term of the agreement, holiday pay bonus for full-time work will be ISK 64,000.



**Collective electronic voting for members of unions affiliated to SGS that operate according to the collective agreement commences on 1 July at 12:00 and ends on 8 July at 9:00.**

**Remember to vote! Further information on [SGS.is](https://www.sgs.is)**

## Example of increases

### Example 1

Wage category: 8

Level: 3

Percentage position: 100%

Prior wages: ISK 467,998.

Wages from 1 April 2024: ISK 496,916

Increase in ISK: ISK 28,918

Percentage increase: 6.2%

Wages at end of term of agreement: ISK 573,509

### Example 2

Wage category: 12

Level: 2

Percentage position: 100%

Prior wages: ISK 492,719

Wages from 1 April 2024: ISK 520,964

Increase in ISK: ISK 28,245

Percentage increase: 5.7%

Wages at end of term of agreement: ISK 595,776

