

Two-year pay deals in municipalities, health, social care and churches

Finland

The [JHL](#), [JYTY](#), [SuPer](#) and [TEHY](#) have negotiated new two-year agreements on pay covering workers in municipalities and health and welfare services. The agreements include both general and local elements to the pay increases. For municipal workers the combined increases will mean rises of 4.1% in 2023 (plus a €467 lump sum) and 4.0% in 2024. There will be higher increases for health workers who are set to benefit from various elements that go towards a 6.7% increase in 2023 (plus a €467 lump sum) and 6.5% in 2024. Meanwhile, negotiations involving [JHL](#) and [JYTY](#) will mean that church employees will get a 5% increase in 2023 and at least 2.5% in 2024 along with improvements to experience allowances and family leave.

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