

Wage rates etc. as of 1 March 2018 for garden centres and nurseries

Wage rates for the period 1 March 2018 to 28 February 2019

Working hours: The weekly working hours is up to 37 hours			
	Hourly wages	Overtime	
		For the first 2 overtime hours and for the first 2 hours on Sundays, holidays and Saturdays 50%	For subsequent overtime hours and for subsequent hours on Sundays, holidays and Saturdays 100%
Hourly wages incl. general functional allowance DKK 7.20	DKK	DKK	DKK
a.1. Trained gardeners			
Hourly wages incl. trained allowance	149.92	219.03	288.14
a.2. Garden centre and nursery workers	145.42	214.53	283.64
b. Trained garden centre and nursery workers	143.37	211.46	279.54
c. Qualified garden centre and nursery workers	141.77	209.06	276.34
d. Other garden centre and nursery workers	140.91	207.77	274.62
Trained allowance For trained workers and workers equivalent to trained workers the bonus is DKK 4.50 per hour.			
Youth workers - hourly wages	DKK	DKK	DKK
17-year-olds (75%)	100.28	150.43	200.57
16-year-olds (65%)	86.91	130.37	173.82
Under 16 years old (50%)	66.86	100.29	133.71
Seniority allowance: After 1 year's continued employment in the company, the allowance is DKK 3.36 per hour. After 3 year's continued employment in the company, the allowance is DKK 4.02 per hour. After 5 year's continued employment in the company, the allowance is DKK 4.91 per hour.			
Pension contribution The contribution to occupational pension (PensionDanmark) is 12.99% in total. The employer pays 2/3 and the employee 1/3 of the contribution.			
Account for public holidays and days off The payment for public holidays and days off makes up 6.75% of the holiday eligible wages and wages during illness/injury. The advance payment, which is paid on public holidays, vacation days and days off determined by the labour agreement, makes up the employees' usual wages.			
Optional pay account The payment to the optional pay account makes up 2.7% of the holiday eligible wages and wages during illness/injury.			
Part time work:			DKK
Bonus for part time work (4 hours or less)	per hour		0.91
Missing notice of exceeding planned part time work by more than 1 hour	per occasion		69.18
Advance allowance and notice of overtime			DKK
Advance allowance, mornings before 06:00	per hour		38.97
Advance allowance, evenings after 18:00	per hour		21.89
Missing notice of overtime exceeding 1 hour	per occasion		70.15
Staggered hours allowance retail garden centres - adults			DKK
Weekdays 18.00-22.00			28.25
Saturdays 12:30-20:00			46.61
Sundays and holidays 08:00-18:00			55.88
Other allowances			DKK
Truck allowance	per hour		7.87
Rotary cultivator allowance	per hour		4.84
Blowing fan allowance	per hour		7.87
Shelter allowance	per day		70.56