

Information about the 2026 wage settlement

Agreement no. 525 for the agriculture and horticulture industries

Main rule: Employees who were employed on 1 April 2026 are entitled to a total negotiated addition of NOK 10.50 per hour, also when the wage is already above the minimum wage rate.

What does the settlement mean?

- The agreement is a minimum wage agreement. This means that the minimum wage rates set the lowest wage level, but a higher wage can be agreed.
- The negotiated addition is a total of NOK 10.50 per hour and applies with effect from 1 April 2026 for employees who were employed at that time.
- The addition applies regardless of whether the employee's wage is at, or above, the agreement's minimum wage rates.

Employees with wages above minimum wage

- For employees who already have an agreed wage above the minimum wage rate, the NOK 10.50 per hour should as a main rule be added on top of the agreed wage.
- A possible exception may apply if it is clearly agreed in writing that the central addition is already included in a recently set wage. This must be assessed based on the specific agreement.
- If there is no written documentation that the addition is included, the employer must normally pay out the addition in addition to the existing wage.

Other wage arrangements

- The addition of NOK 10.50 per hour also applies to employees with higher hourly wages or special wage arrangements. Such arrangements do not exempt the employer from implementing the central addition.

Back payment

- No specific deadline has been set for the back payment. Reported practice is that the back payment is carried out with the first or second wage payment after the decision date.

Note: This information letter is a brief summary of clarification received from NHO. In case of doubt, the collective agreement, the individual employment contract, and the specific written wage agreement shall take precedence.

General Manager
VLT