



Musicians' Union

Tariffs

The listed salaries apply to employed work. If you invoice, remember to add entrepreneur costs.

National Opera Orchestra / Part time musicians		Instrument leader fee Fee per extra instrument Travel time hourly fee	25 % 50 % 23,77
1.7.2025–31.7.2026			
Performance (including final rehearsal)			
3,5 h minimum before 23.00		162,42	
fee per exceeding 1/2 hour before 23.00		29,86	
fee per exceeding 1/2 hour after 23.00		35,20	
extra fee on stage per performance		41,32	
extra fee for prima vista		100 %	
Orchestra rehearsal			
3 hour minimum before 23.00		107,39	
fee per exceeding 1/2 hour before 23:00		23,99	
fee per exceeding 1/2 hour after 23:00		29,86	
Recording			
3 hour minimum		120,33	
fee per exceeding 1/2 hour		40,11	
Recording use fee			
rehearsal use fee		100 %	
fee per performance 2.-10.		30 %	
fee per performance 11.-		15 %	
fee per extra instrument		23,89	
fee per special instrument		25 %	
concert master fee		30 %	
instrument leader fee		25 %	
Instrument transportation			
car costs max		16,54	
driver compensation		5,96	
Travel time hourly fee (max 6 h)		18,64/h	
Holiday compensation		13,5 %	
National opera choir / part time singers			
1.7.2025–31.7.2026			
Performance			
3,5 hour minimum		174,38	
fee per exceeding 1/2 hour		29,53	
Rehearsal			
4 hour minimum		89,74	
fee per exceeding 1/2 hour		15,39	
Holiday compensation		13,5 %	
Philharmonic orchestras / part time musicians			
1.10.2025–31.7.2026			
Performance			
3 hour minimum		158,41	
fee per exceeding 1/2 hour		26,39	
fee for short repetitions		79,20	
Rehearsal			
3 hour minimum		105,59	
fee per exceeding 1/2 hour		17,60	
instrument leader fee		25 %	
fee per extra instrument		15 %	
holiday compensation		9 %	
Media rates			
1.12.2025–30.11.2026			
Recording (on top of rehearsal fee)		50 %	
Radio broadcast (including streaming)		82,35	
TV broadcast (including streaming)		123,53	
Other streaming		52,80	
RSO / part time musicians			
1.12.2025–1.6.2026			
Radio			
Rehearsal			
3 hour minimum		135,42	
fee per exceeding 1/2 hour		22,57	
Recording			
3 hour minimum		139,34	
fee per exceeding 1/2 hour		23,22	
TV: Public performance, rehearsal and recording			
3 hour minimum		186,44	
Fee per exceeding 1/2 hour		31,07	
Professional musician in a restaurant or club, individual engagements			
minimum		236,35	
holiday compensation		13,5 %	
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weekdays		144,89	
Saturdays and holiday eves		172,07	
holiday compensation		13,5 %	
Unpaid?			
Unpaid wages may be paid from government funds, if the application is filed within 3 months from the due date.			
Remember to contact the union well in advance.			
Working on Sunday?			
According to the Working Hour Act, and extra pay of 100% is paid for Sunday working hours.			
Travel costs			
Maximum tax-free expenses 2026			
daily allowance, min 10 h		54,00	
part-day allowance, up to 6 h		25,00	
meal compensation		13,50	
night travel allowance		16,00	
Allowance per km			
car		0,55	
trailer		0,10	
per transported object (large or over 80 kg)		0,04	
passenger		0,04	
Travel cost compensations specific to communal orchestras in 2026 (OTHERWISE AS ABOVE)			
daily allowance, min 12 hours		54,00	
part-day allowance, up to 8 h, or up to 6 h		25,00	
between 16–07			
night travel allowance, min 12 h, or min 4 h between 21–07		16,00	
Car, allowance per km		0,59	
Studio recording			
1.6.2025–30.4.2026			
fee per hour		40,81	
fee per voice/part		22,65	
minimum per session*		192,88	
demanding work per hour		50,99	
per demanding voice/part		28,32	
soloist performances to be agreed on separately			
conductor fee		50 %	
mixing per hour		42,13	
fee per extra instrument		25,72	
instrument transportation		22,20	
travel time hourly compensation		21,40	
Holiday compensation		13,5 %	
*Note: If the total for fees per hour and fees per voice/part is less than the session minimum 192,88 the session minimum will be paid (plus holiday compensation).			
Theatre/part-time musicians			
1.6.2025–31.5.2026			
Performance			
3,5 hour minimum		158,74	
fee per exceeding 1/2 hour (including final rehearsal)		23,52	
extra fee for prima vista		30 %	
Performance (including dress rehearsals and rehearsals where music is linked to scene activity)			
3,5 hour minimum		166,32	
fee per exceeding 1/2 hour (including final rehearsal)		25,30	
prima vista fee		30 %	
Rehearsal			
3,5 hour minimum		98,99	
fee per exceeding 1/2 hour		15,18	
repétiteur fee		50 %	
Rehearsal pianist			
2 h minimum		60,57	
Recording			
3 hour minimum		106,17	
fee per exceeding hour		35,39	
Fee per extra instrument			
first extra instrument		18,66	
each following instrument		4,59	
Recording use fee			
rehearsal use		100 %	
fee per performance 2.-10.		30 %	
fee per performance 11.-		17 %	
Instrument transportation			
driver compensation		8,14	
Holiday compensation		13,5 %	