



Musicians' Union Tarrifs

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

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.

National Opera Orchestra / Part time musicians

1.7.2025–31.7.2026

Performance (including final refersal)

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 %
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Orchestra refersal

3 hour minimum before 23.00	107,39
fee per exceeding ½ hour before 23:00	23,99
fee per exceeding ½ 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 ½ hour	29,53

Rehearsal

4 hour minimum	89,74
fee per exceeding ½ hour	15,39
Holiday compensation	13,5 %

Philharmonic orchestras / part time musicians

1.10.2025–

Performance

3 hour minimum	158,41
fee per exceeding ½ hour	26,39
fee for short repetitions	79,20

Rehearsal

3 hour minimum	105,59
fee per exceeding ½ hour	17,60
instrument leader fee	25 %
fee per extra instrument	15 %
holiday compensation	9 %

Media rates

1.12.2024–30.11.2025	
Recording (on top of rehearsal fee)	50 %
Radio broadcast (including streaming)	80,36
TV broadcast (including streaming)	120,54
Other streaming	51,52

RSO / part time musicians

1.6.2025–30.11.2025

Radio

Rehearsal	
3 hour minimum	134,88
fee per exceeding ½ hour	22,48
Recording	
3 hour minimum	138,78
fee per exceeding ½ hour	23,13

TV: Public performance, rehearsal and recording	
3 hour minimum	185,70
Fee per exceeding ½ hour	30,95

Instrument leader fee	25 %
Fee per extra instrument	50 %
Travel time hourly fee	23,68

Instrument transportation

car costs max	27,31
driver compensation	7,30
Holiday compensation	10 %

Freelance radio / TV work for Finnish broadcasting corporation (YLE)

1.6.2025–30.11.2025

Audio

Rehearsal and recording	
6 hour minimum	284,35
fee per exceeding ½ hour	21,12

Video

Public performance, rehearsal and recording

6 hour minimum	342,05
fee per exceeding ½ hour	24,62
Interview programme (min. 2 songs and 3 h of work)	185,82

Extra fees

Solo performance (including lead vocals)

audio minimum	376,77
video minimum	378,24

Conducting a full section (when agreed in advance to qualify as demanding work)

25 %	
6 hour audio minimum	355,43
fee per exceeding ½ hour	26,40
6 hour video minimum	427,59
fee per exceeding ½ hour	30,79

Conductor of an orchestra or group, or musician responsible for a group performance

25–100 %	
6 hour radio minimum	355,43–568,68
fee per exceeding ½ hour	26,40–42,26
6 hour TV minimum	427,59–684,12
fee per exceeding ½ hour	30,79–49,24

Prerehearsed task

audio minimum	284,35
video minimum	342,05

Fee per extra instrument (including background vocals) per day

audio	29,35
video	29,48
Travel time hourly fee per day (until 8 h)	23,65

Instrument transportation

max fee	27,85
driver fee	7,23
Holiday compensation	10 %

Event recordings

(festival/event not organized by YLE, where no other collecting agreement applies)

Video	209,71
Audio	
Group performance of 1-13 musicians	119,82
Group performance of 14–45 musicians	100,66
Group performance of 46– musicians	81,77

Rights

Episode	
1 year *)	10 %
2 years	20 %
5 years	40 %
10 years **)	70 %
Redeem ***)	80 %

*) Possibility to publish also on social media

**) Would apply in particular to children's music production

***) The redemption would include the possibility to publish a complete concert e.g. on YouTube

Restaurant, minimum tariff

Professional musician in a restaurant or club, individual engagements

minimum	236,35
holiday compensation	13,5 %

Pidemmät kiinnitykset

weekdays	144,89
Saturdays and holiday eves	172,07
holiday compensation	13,5 %

Travel costs

Maximum tax-free expenses 2025

daily allowance, min 10 h	53,00
part-day allowance, up to 6 h	24,00
meal compensation	13,25
night travel allowance	16,00

Allowance per km

car	0,59
trailer	0,10
per transported object (large or over 80 kg)	0,04
passenger	0,04

Travel cost compensations specific to communal orchestras in 2025 (OTHERWISE AS ABOVE)

daily allowance, min 12 hours	53,00
part-day allowance, up to 8 h, or up to 6 h between 16-07	24,00
night travel allowance, min 12 h, or min 4 h between 21-07	16,00
Allowance per km	
car, up to 5000 km	0,59
car, following kilometers	0,52

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 ½ 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 ½ hour (including final rehearsal)	25,30
prima vista fee	30 %

Rehearsal

3,5 hour minimum	98,99
fee per exceeding ½ hour	15,18
repetiteur fee	50 %

Rehearsal pianist

2 h minimum	60,57
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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 %