

Appendix to Agreement, 8 November 2023

COLLECTIVE AGREEMENT CONCERNING COMPENSATION FOR TRAVEL EXPENSES

Collective agreement concerning compensation for travel expenses is amended as follows

Section 6, subsection 1; section 11; section 12, subsection 5; section 16, subsection 2 and the Appendix on daily allowances abroad 2024 are *amended*.

Section 6 Compensation for the use of own vehicles

When a public servant or an employee uses his or her own vehicle or a vehicle in his or her possession for an official journey, compensation for transportation expenses shall be paid as follows:

By car

In respect of each mileage calculation period starting on 1 January, for the first 5,000 kilometres from 1 January to 31 December 2024, 57 cents per kilometre and 50 cents for additional kilometres.

Increased mileage allowance shall be paid in the following cases:

- 1) 10 cents when the job or duty requires transporting a trailer attached to the car, 15 cents when the work or duty requires transporting a caravan attached to the car, and 29 cents when the work or duty requires transporting a resting hut, or similar facility attached to the car, and
- 2) 4 cents when the person concerned
 - a) has to transport machines or appliances weighing more than 80 kilos, or unusually big machines or appliances,
 - b) has to take a dog in the car for the purpose of carrying out his or her duty or work, or
- 3) 12 cents for driving a car on forest roads, or on closed building sites, to the extent that carrying out the person's duty or work requires such driving.
- 4) 4 cents per person when the person concerned transports other persons, in case arranging such transport is the duty of the employer.

1 January – 31 December 2024

By motorcycle

44 cents for the first 5,000 kilometres and 40 cents for additional kilometres.

By motor boat

Engine power less than 50 hp, 100 cents per kilometre and more than 50 hp 145 cents per kilometre

By snowmobile

138 cents per kilometre

By all-terrain vehicle

130 cents per kilometre

By moped

23 cents per kilometre

Other transport
14 cents per kilometre

Section 11 Amount of daily allowances

Daily allowance shall be paid as follows:

- 1) Partial daily allowance for the period 1 January–31 December 2024 shall be 24 euro for each travelling day that entitles to a daily allowance, if the minimum time specified in section 10 subsection 1 is spent on official journey, and
- 2) Full daily allowance for the period 1 January–31 December 2024 shall be 51 euro for each travelling day that entitles to a daily allowance, if the minimum time specified in section 10 subsection 2 is spent on official journey.

Section 12 Daily allowance for official journeys abroad

The daily allowances applicable for the period 1 January–31 December 2024 per travel day for each country and region are listed in the Appendix.

Section 16 Night travel allowance

The amount of night travel allowance shall be 16 euro per day.

APPENDIX

Daily allowances abroad 2024

Appendix

Daily allowances abroad 2024

COUNTRY OR REGION	Daily allowance	Country code
	EUR	
Afghanistan	59	AF
Albania	81	AL
Algeria	78	DZ
Andorra	63	AD
Angola	71	AO
Antigua and Barbuda	94	AG
Argentina*	38	AR
Armenia*	61	AM
Aruba	70	AW
Australia*	74	AU
Austria	80	AT
Azerbaijan*	70	AZ
Azores	69	
Bahamas	91	BS
Bahrain	80	BH
Bangladesh	57	BD
Barbados	83	BB
Belarus	63	BY
Belgium	77	BE
Belize	52	BZ
Benin	47	BJ
Bermuda	90	BM
Bhutan	49	BT
Bolivia	48	BO
Bosnia and Herzegovina*	54	BA
Botswana	41	BW
Brazil	80	BR
Brunei	45	BN
Bulgaria	64	BG
Burkina Faso	40	BF
Burundi	46	BI
Cambodia	67	KH
Cameroon	59	CM
Canada	82	CA
Canary Islands	71	
Cape Verde	45	CV
Central African Republic	101	CF
Chad	47	TD
Chile*	56	CL
China	74	CN
Hong Kong*	86	HK
Colombia	64	CO
Comoros	42	KM

COUNTRY OR REGION	Daily allowance	Country code
	EUR	
Congo (Congo-Brazzaville)	64	CG
Cook Islands	70	CK
Costa Rica	65	CR
Croatia	69	HR
Cuba	68	CU
Curaçao	58	CW
Cyprus*	65	CY
Czechia	89	CZ
Democratic People's Republic of Korea (North Korea)	70	KP
Democratic Republic of the Congo (Congo-Kinshasa)	51	CD
Denmark*	79	DK
Djibouti	83	DJ
Dominica	61	DM
Dominican Republic	53	DO
East Timor	46	TL
Ecuador*	63	EC
Egypt	66	EG
El Salvador	60	SV
Eritrea	95	ER
Estonia	75	EE
Eswatini	37	SZ
Ethiopia	49	ET
Faroe Islands	61	FO
Fiji	52	FJ
France*	78	FR
Gabon	92	GA
Gambia	46	GM
Georgia*	49	GE
Germany	76	DE
Ghana	47	GH
Great Britain*	79	GB
London and Edinburgh*	83	
Greece	68	GR
Greenland	63	GL
Grenada	73	GD
Guadeloupe	53	GP
Guatemala	76	GT
Guinea	83	GN
Guinea-Bissau	41	GW
Guyana*	51	GY
Haiti	62	HT
Honduras	58	HN
Hungary	69	HU
Iceland	92	IS
India	62	IN
Indonesia	57	ID
Iran	102	IR
Iraq	70	IQ
Ireland	78	IE

COUNTRY OR REGION	Daily allowance	Country code
	EUR	
Israel	88	IL
Italy*	76	IT
Ivory Coast	80	CI
Jamaica	62	JM
Japan	66	JP
Jordan	90	JO
Kazakhstan	59	KZ
Kenya	70	KE
Kosovo	58	KV
Kuwait	84	KW
Kyrgyzstan	41	KG
Lao People's Democratic Republic	32	LA
Latvia	73	LV
Lebanon	102	LB
Lesotho	34	LS
Liberia	60	LR
Libya	52	LY
Liechtenstein	79	LI
Lithuania	72	LT
Luxembourg	77	LU
Madagascar	45	MG
Madeira	68	
Malawi	77	MW
Malaysia	50	MY
Maldives	68	MV
Mali	47	ML
Malta	71	MT
Marshall Islands	65	MH
Martinique	55	MQ
Mauritania	52	MR
Mauritius	53	MU
Mexico	81	MX
Micronesia	59	FM
Moldova*	73	MD
Monaco	92	MC
Mongolia	42	MN
Montenegro	66	ME
Morocco	71	MA
Mozambique	53	MZ
Myanmar (Burma)	58	MM
Namibia	36	NA
Nepal	51	NP
New Zealand*	74	NZ
Nicaragua	51	NI
Niger	50	NE
Nigeria	78	NG
North Macedonia	64	MK
Norway*	70	NO
Oman	74	OM

COUNTRY OR REGION	Daily allowance	Country code
	EUR	
Pakistan	29	PK
Palau	99	PW
Palestinian Territory*	76	PS
Panama	61	PA
Papua New Guinea	76	PG
Paraguay	36	PY
Peru	52	PE
Philippines	69	PH
Poland	72	PL
Portugal*	70	PT
Puerto Rico	70	PR
Qatar	78	QA
Republic of Korea (South Korea)	87	KR
Romania	68	RO
Russia*	66	RU
Moscow*	82	
Saint Petersburg*	76	
Rwanda	37	RW
Saint Kitts and Nevis	68	KN
Saint Lucia	86	LC
Saint Vincent and the Grenadines	85	VC
Samoa	61	WS
San Marino	59	SM
São Tomé and Príncipe	102	ST
Saudi Arabia	80	SA
Senegal	58	SN
Serbia*	75	RS
Seychelles	87	SC
Sierra Leone	47	SL
Singapore	79	SG
Slovakia	79	SK
Slovenia	72	SI
Solomon Islands	63	SB
Somalia	86	SO
South Africa	50	ZA
South Sudan	102	SS
Spain*	74	ES
Sri Lanka	29	LK
Sudan	83	SD
Suriname	78	SR
Sweden*	64	SE
Switzerland	93	CH
Syria	91	SY
Taiwan	69	TW
Tajikistan	35	TJ
Tanzania	54	TZ
Thailand	63	TH
The Netherlands*	83	NL
Togo	58	TG

COUNTRY OR REGION	Daily allowance	Country code
	EUR	
Tonga	62	TO
Trinidad and Tobago	83	TT
Tunisia	61	TN
Türkiye*	35	TR
Istanbul*	37	
Turkmenistan	92	TM
Uganda	49	UG
Ukraine	64	UA
United Arab Emirates	73	AE
United States*	89	US
New York, Los Angeles, Washington*	97	
Uruguay	59	UY
Uzbekistan	32	UZ
Vanuatu	70	VU
Venezuela	102	VE
Vietnam	69	VN
Virgin Islands (USA)*	64	VI
Yemen	102	YE
Zambia	55	ZM
Zimbabwe	102	ZW
Other countries*	52	

*

Netherlands: Applies to the Netherlands/Holland. Other countries or regions belonging to Holland/The Netherlands that are not in the list are included in "Other countries".

Argentina: Applies to Argentina and the islands situated in the immediate vicinity of the mainland, excluding the Falkland Islands.

Armenia: Nagorno-Karabakh belongs to the group of "Other countries".

Australia: Includes Australia and Tasmania and the islands situated in the immediate vicinity of them. Other countries not mentioned in the list belong to the group of "Other countries".

Azerbaijan: Nagorno-Karabakh belongs to the group of "Other countries".

Bosnia and Herzegovina: Includes all the administrative nationality areas inside the borders of the Bosnia and Herzegovina.

Great Britain: Includes England, Wales, Scotland, Northern Ireland and the islands situated in the immediate vicinity of them, incl. the Channel Islands: Jersey, Guernsey etc. and the Isle of Man. Other countries with dependency to the UK not mentioned in the list belong to the group of "Other countries".

Chile: Includes Chile and the islands situated in the immediate vicinity of the mainland. The Easter Island belongs to the group of "Other countries".

Ecuador: Includes Ecuador and the Galápagos Islands.

Spain: Includes the mainland, Ceuta, Melilla and the islands situated in the immediate vicinity to the mainland, i.a. Majorca, Minorca, Ibiza etc. Other countries and areas belonging to Spain that are not in the list belong to the group of "Other countries".

Georgia: Includes the areas of Georgia excluding Abkhazia and South Ossetia, which belong to the group of "Other countries".

Guyana: Guyana (Brit.) does not include French Guyana which belongs to the group of "Other countries".

Italia: Includes Italy, Sicily, Sardinia, Vatican City and the islands situated in the immediate vicinity to these areas.

Cyprus: Includes the areas of Cyprus that are part of the European Union. The Turkish areas of Cyprus fall under Turkey.

Moldova: Includes the area of Transnistria.

Virgin Islands (Brit.): The British Virgin Islands belong to the group of "Other countries", not to the Virgin Islands (USA).

Norway: Includes Norway, Lofoten and the countries and regions situated in the immediate vicinity to these areas. Other countries and regions belonging to Norway, incl. Svalbard and Jan Mayen Island, belong to the group of "Other countries".

Palestinian territory: Includes all the separate administrative districts inside Israel that are part of the self-governing territory of Palestine.

Portugal: Includes Portugal and the islands in the immediate vicinity of it, excluding Madeira and the Azores. Other countries and regions with dependency of Portugal that are not in the list belong to the group of "Other countries".

France: Includes France, Corsica and the islands in the immediate vicinity of them. Other countries or regions belonging to France that are not in the list belong to the group of "Other countries".

Sweden: Includes the mainland, Gotland, Öland and the other islands in the immediate vicinity of mainland.

Serbia: Includes Serbia and Vojvodina but not Kosovo or other Serbian republics.

Denmark: Denmark includes the mainland and islands as well as Bornholm. Other countries belonging to Denmark not mentioned in the

list belong to the group of "Other countries". Greenland and the Faroe Islands are mentioned in the list.

Türkiye: Includes the Turkish area of Cyprus.

New Zealand: Includes the two main islands and islands in their immediate vicinity. Other countries or regions belonging to New Zealand that are not in the list belong to the group of "Other countries".

Russia: Includes Russia, Kaliningrad and islands in the immediate vicinity of these areas, incl. Novaya Zemlya, Kamchatka and the Russian part of Kuril Islands. Svalbard belongs to the group of "Other countries".

USA: Includes the United States, Alaska, Hawaii and islands and regions in the immediate vicinity of these areas. Other U.S. governed countries that are not in the list, incl. Guam, Okinawa, American Samoa etc, belong to the group of "Other countries".

Other countries: Includes a few independent states such as Kiribati, Nauru, Tuvalu and Republic of Equatorial Guinea of the UN member states. The group also includes areas and in most cases islands that are located far away from the mainland, as well as certain other areas. These include Saint Martin, Gibraltar, Western Sahara, Reunion, French Polynesia (Tahiti), New Caledonia, the Pitcairn Islands, the Turks and Caicos Islands and all the areas mentioned above under the relevant state that fall into the group of "Other countries".

South Pole: Falls into the group of "Other countries".

Military bases and other administrative districts of different organizations, where the original population is not allowed to access freely belong to the group of "Other countries".

Cities that are mentioned in the list of countries and regions under Great Britain, China, Turkey, Russia and United States include only the areas inside the administrative borders of said communities, e.g. Greater London, but not for example the suburbs of London Watford etc or the Greater Los Angeles Area etc.