

**Hourly pay as
for workers in the road transport sector
National collective bargaining agreement for road transport and auxiliary transport activities**

FREIGHT TRANSPORT WORKERS

Agreement of 23 October 2020 (extended) and decree no 2021-1741 of 22 December 2021 introducing an increase in the minimum wage

Basic hourly rates in Euros

Group		Coefficient	Hourly rate
3b	Driver of vehicle with a GVWR of up to 3.5 tonnes	118M	€10.57
4	Driver of heavy goods vehicle with a GVWR of between 3.5 and 11 tonnes	120M	€10.57
5	Driver of heavy goods vehicle with a GVWR of between 11 and 19 tonnes	128M	€10.57
6	Driver of heavy goods vehicle weighing more than 19 tonnes	138M	€10.57
7	Highly qualified heavy goods vehicle driver	150M	€10.57

In accordance with the national collective agreement, the figures in the above table are increased, where applicable, by:
 - €10.50: working on a bank holiday and working on a Sunday (fewer than 3 hours);
 - €24.43: working on a bank holiday and working on a Sunday (more than 3 hours).

PASSENGER TRANSPORT WORKERS

Amendment no 114 of 19 March 2021 (extended)

Basic hourly rates in Euros

Group		Coefficient	Hourly rate
8	Coach driver - Worker in charge of driving a coach; assists the conductor, including handling transported parcels and postal consignments	138V	€10.7439
9	Coach driver/conductor - Worker in charge of driving a coach and collecting courier, luggage and passenger receipts	140V	€10.8224
9b	Tourist vehicle driver - Worker who has been driving a coach for at least two years and fulfils all of the conditions laid out in job descriptions 8 or 9	145V	€11.0462
10	Grand tourer driver - Worker who is normally responsible for driving a luxury coach with at least 32 seats; drives along tourist routes, i.e. for a duration of at least 5 days	150V	€11.3147

In accordance with the national collective agreement, the figures in the above table are increased, where applicable, by:
 - €40 : working on a bank holiday and working on a Sunday (regardless of the number of hours worked).

The national collective agreement provides for an increase in guaranteed standard pay under the following conditions for workers engaged in the transport of goods and passengers: +2%, +4%, +6% and +8% after 2, 5, 10 and 15 years at the company respectively.

The detailed classification of jobs by group indicates which coefficient an employee should be linked to during their posting in France and can be found on the Légifrance website via the following links:

For freight transport:

https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=CC5C9B2EAAF45D0F055D936D643953C3.tplgfr42s_2?idArticle=KALIARTI000031833792&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id

For road passenger transport:

https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=3E45D0DF08E79A0F1CB6D629D189D84F.tplgfr25s_3?idArticle=KALIARTI000035010896&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id