Gesamtverband der Personaldienstleister

Collective Agreements for Temporary Agency Work

DGB/GVP

As of January 2026

Collective Agreements for Temporary Agency Work
DGB/GVP

supplemented by supplementary collective agreements on sectoral surcharges.

The General Association of Personnel Service Providers (Gesamtverband der Personaldienstleister e. V. – GVP) is the universal legal successor to the Federal Employers' Association of Personnel Service Providers (Bundesarbeitgeberverband der Personaldienstleister e. V. – BAP) and the Association of German Temporary Employment Agencies (Interessenverband Deutscher Zeitarbeitsunternehmen e. V. – iGZ).

The collective agreements of the DGB/GVP framework replace the previous framework agreements, remuneration framework agreements, and collective remuneration agreements concluded by the DGB member trade unions with the Federal Employers' Association of Personnel Service Providers (Bundesarbeitgeberverband der Personaldienstleister e. V. – BAP) or its legal predecessor, the Federal Association of Temporary Employment Agencies (Bundesverband Zeitarbeit Personal-Dienstleistungen e. V. – BZA), and the previous framework agreements, remuneration framework agreements, and collective remuneration agreements concluded by the DGB member trade unions with the Association of German Temporary Employment Agencies (Interessenverband Deutscher Zeitarbeitsunternehmen e. V. – iGZ).

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Framework Collective Agreement
(Manteltarifvertrag – MTV)
DGB/GVP

between the

General Association of Personnel Service Providers
(Gesamtverband der Personaldienstleister e.V. – GVP)
Universitätsstraße 2–3a | 10117 Berlin

and the signatory member trade unions of the German Trade Union Confederation (Deutscher Gewerkschaftsbund – DGB)

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Königsworther Platz 6 | 30167 Hannover
Gewerkschaft Nahrung – Genuss – Gaststätten (NGG)
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Reifenberger Straße 21 | 60489 Frankfurt am Main
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The DGB/GVP Framework Collective Agreement replaces the previous framework collective agreements concluded by the DGB member trade unions with the Federal Employers' Association of Personnel Service Providers (Bundesarbeitgeberverband der Personaldienstleister e.V. – BAP) or its legal predecessor, the Federal Association of Temporary Employment Agencies (Bundesverband Zeitarbeit Personal-Dienstleistungen e.V. – BZA), and the previous framework collective agreements concluded by the DGB member trade unions with the Association of German Temporary Employment Agencies (Interessenverband Deutscher Zeitarbeitsunternehmen e.V. – iGZ).

§ 1 Scope of application

This collective agreement applies

§ 1.1 geographically to the territory of the Federal Republic of Germany;

§ 1.2 in terms of sector to the member companies of the GVP (including their auxiliary and ancillary establishments) that are bound by the collective agreement.

This collective agreement shall not apply to temporary work agencies and operational units thereof that form a group of companies with the client company within the meaning of Section 18 of the German Stock Corporation Act (Aktiengesetz), if

a) the temporary work agency takes over, to a significant extent, employees previously employed by the client company and

b) the employees concerned are deployed in their original or a comparable workplace at the client company and

c) thereby existing collective remuneration agreements in force at the client company are circumvented to the detriment of the employees concerned;

§ 1.3 personally to all employees who are assigned to client establishments within the framework of temporary agency work and who are members of one of the contracting trade unions.

Agreements on remuneration that deviate from the provisions of this collective agreement may be concluded on an individual basis with employees who are employed outside the collective pay scale if their annual remuneration exceeds the annual remuneration for the highest remuneration group.

§ 2 Commencement and termination of the employment relationship

§ 2.1 The employer shall conclude the employment contract with the employee at least in text form (Section 126b of the German Civil Code (Bürgerliches Gesetzbuch – BGB)) in accordance with Section 2 (1) Sentence 2 of the Act on Documenting Essential Conditions for an Employment Contract (Nachweisgesetz). In individual cases, a written employment contract shall be provided at the employee's request.

§ 2.2 If the employee fails to report for work on the first working day and does not immediately notify the employer of their inability to attend on the first working day, the employment relationship shall be deemed not to have come into effect.

§ 2.3 The employment relationship shall end at the end of the calendar month in which the employee first becomes entitled to a full standard old-age pension in accordance with the provisions of the statutory pension insurance scheme, or would be entitled to such a pension if they were insured under the statutory pension insurance scheme.

This does not apply to employment relationships entered into before 1 January 2026 on the basis of the BAP Framework Collective Agreement (Manteltarifvertrag (MTV) BAP). Provisions in the employment contract remain unaffected by this.

§ 2.4 During the first three months, the employment relationship may be terminated with one week's notice. From the completion of the third month up to completion of the sixth month, the employment relationship may be terminated with two weeks' notice.

In the case of new hires, the period of notice may be reduced to one day during the first two weeks of the employment relationship by provision in the employment contract. New hires are defined as employment relationships with employees who have not been in an employment relationship with the employer for at least three months.

TRANSITIONAL PROVISIONS (printed at the end of the collective agreement booklet)

The following transitional provisions apply to full **members of the GVP who are bound by the BAP collective agreements as at the cut-off date of 31 December 2025**, and remain in force until 31 December 2027:

In derogation from Section 14 (2) Sentence 1 of the Part-Time and Fixed-Term Employment Act (Teilzeit- und Befristungsgesetz), the employment contract may be fixed-term for a total period of up to two years even without the existence of an objective reason. Within this period, the employment relationship may be extended up to four times.

Section 14 (2) Sentences 2 and 3 of the Part-Time and Fixed-Term Employment Act remain unaffected.

In all other respects, the notice periods set out in Section 622 (1) and (2) of the BGB shall apply to the termination of the employment relationship by either the employer or the employee.

The periods of notice apply equally to fixed-term employment relationships.

Notice of termination must be given in writing (Section 623 of the BGB).

The statutory provisions on termination without notice remain unaffected.

§ 3 Working time

§ 3.1* The individual regular monthly working time for full-time employees is 151.67 hours. This corresponds to an average weekly working time of 35 hours.

By way of derogation, in justified individual cases, a longer individual regular monthly working time may be agreed in the employment contract if the employee is deployed predominantly in client establishments where a longer individual regular weekly working time (individuelle regelmäßige wöchentliche Arbeitszeit – irwAz) applies. In such cases, the provision in the employment contract must not exceed this establishment-regulated working time. Such a contractual agreement must not exceed an average weekly working time of up to 40 hours (173.34 hours per month). In this case, remuneration shall be adjusted accordingly.

This provision does not exclude cases in which the employee is, exceptionally, deployed for a short period in an establishment where the establishment-agreed irwAz is lower than that agreed in the employment contract.

*** TRANSITIONAL PROVISIONS** (printed at the end of the collective agreement booklet)

The following transitional provisions apply to full **members of the GVP who are bound by the iGZ collective agreements as at the cut-off date of 31 December 2025**, for a fixed term until 31 December 2029:

The following working time model, which provides for variable working hours depending on the number of working days, may continue until 31 December 2029.

The individual regular monthly working time is based on the number of working days. In months with
- 20 working days, the monthly working time is 140 hours
- 21 working days, the monthly working time is 147 hours
- 22 working days, the monthly working time is 154 hours
- 23 working days, the monthly working time is 161 hours.

For part-time employment, the regular monthly working time is calculated on a pro rata basis.
The employer is entitled to switch from the variable working time model to the stabilized working time model on a one-off basis at any time up to 31 December 2029.

§ 3.2 Part-time work exists where the employee's contractually agreed working time is shorter than the collectively agreed working time of a full-time employee. Part-time employees have, within the framework of their employment contract, the same collectively agreed rights and obligations as full-time employees, unless otherwise provided in the collective agreements.

§ 3.3 The actual scheduling of working hours shall be adapted to that of the client establishment. The start and end of the daily working time, including breaks, and the distribution of working time across the individual days of the week shall be governed by the regulations in force at the respective client establishment or the client's requirements.

§ 3.4 Changing clothes, washing and rest breaks within the meaning of the Working Time Act (Arbeitszeitgesetz – ArbZG) (e.g. breakfast, lunch and coffee breaks) do not count as working time, unless derogating provisions apply to the employees in the user establishment.

§ 3.5 In the case of an assignment in fully continuous shift work (continuous shift) or a comparable shift model of the user undertaking, the user undertaking's working time/surcharge model applies to the employee only if a full cycle is completed. If a full cycle is not completed, the average monthly working time shall apply for this period to calculate the hours worked.

§ 3.6 On Christmas Eve and New Year's Eve, working time ends at 2.00 pm. For work beyond this, the surcharge regulation for public holidays applies. Both days may be compensated as days off via the working time account or the holiday account.

§ 4 Working time account

§ 4.1 A working time account shall be set up to perform the balancing of the monthly discrepancies between the employee's individual regular monthly working time agreed in accordance with § 3.1 / 3.2 and the actual working time in accordance with § 3.3. Both credit and debit hours may be recorded in the working time account.

§ 4.2 Credit hours are those hours worked in excess of the individual regular monthly working time. Debit hours are those hours worked below the individual regular monthly working time.

The working time account may contain a maximum of 200 credit hours.

To safeguard employment, the working time account may, in individual cases, contain up to 230 credit hours in the event of seasonal fluctuations.

If the credit balance exceeds 150 hours, the employer is obliged to secure the credit hours in excess of 150 hours, including the social security contributions attributable to them, against insolvency and to provide the employee with proof of insolvency protection. In the absence of such proof, and in deviation from Subsections 2 and 3, the working time account may not exceed 150 hours, and the employee is not obliged to work any additional credit hours beyond 150 hours.

In the case of part-time employment, the aforementioned upper limits of the working time account shall be adjusted in proportion to the working hours agreed in the employment contract. The employer's obligation to provide insolvency protection only once a credit balance of 150 hours has been reached remains unaffected by this.

Working hours lost due to public holidays shall be credited to the working time account in the amount of the lost working time in accordance with the distribution of working time as set out in § 3.3.

§ 4.3 The working time account shall be balanced within 12 months at the latest.

If it is not possible to take time off in lieu during this period, it shall be taken within the following three months. To this end, the employer shall reach an agreement with the employee concerned no later than upon expiry of the 12 months pursuant to Subsection 1, with the aim of ensuring that time off in lieu is taken in full.

If, for operational reasons, time off in lieu is not possible during this period either, a carry-over of up to 150 hours (pro-rata for part-time employment) may be made to the next balancing period. Any hours exceeding this limit shall be compensated in cash.

The carry-over of these time credits shall take place within the limits of the time account as set out in § 4.2 and shall not extend these limits.

§ 4.4 The time accounts are generally balanced by taking time off in lieu in accordance with the following provisions:

a) By agreement with the employee, credit hours may be balanced by time off at any time.

b) The employee may request, during the period of assignment to the client, one working day of time off from the time account for every 35 credit hours. This entitlement may only be claimed once per calendar month for a maximum of two working days.

The precondition for this entitlement is compliance with a one-week notice period.

The employer is entitled to object to the request for time off for compelling operational reasons.

In the event of the request for release being refused, the employee is entitled to a binding agreement regarding the future scheduling of the requested days off.

c) By agreement between the employee and the employer, further days off may be scheduled within a single month or days off from several months may be combined.

d) By agreement between the employee and the employer, up to 70 hours from the time account may be compensated in cash during the balancing period.

e) Irrespective of the balancing period, an individual agreement regarding the payment of credit hours up to a maximum of 20 hours per month may be concluded at the request of the employee and with the consent of the employer.

f) At the employee's request, hours from the working time account exceeding 91 credit hours shall be paid out. For part-time employees, the number of credit hours is calculated on a pro rata basis according to the working hours agreed in the employment contract.

g) A release from work claimed by the employee to reduce credit hours from the working time account shall not be interrupted by the allocation of a new assignment.

In the event of incapacity for work during a period of requested time-off in lieu, the respective times are re-credited to the working time account.

§ 4.5 Upon termination of employment, any positive time credit shall be paid out. Debit hours shall be offset up to 35 hours in the event of the employee's resignation or extraordinary termination, provided that it is not operationally possible to make up the hours. This shall not apply if the employer has given cause for termination.

§ 4.6 After notice of termination has been given, the employer may exempt the employee from work with continued remuneration, offsetting any outstanding leave entitlements and credit balances on the working time account. In the event of termination for operational reasons, release from work to use up the working time account is only possible with the employee's consent.

§ 4.7 Surcharges and allowances are paid out with the remuneration for the month in which they accrue and are not transferred to the working time account. Payment for hours from the working time account is always made solely at the rate of the standard hourly remuneration, without taking into account sectoral surcharges or other allowances and surcharges.

§ 5 Duty time / On-Call Duty / Stand-By Duty / Rest Periods

Insofar as employees are deployed in client establishments with duty time (Arbeitsbereitschaft) or on-call duty (Bereitschaftsdienst), or stand-by duty (Rufbereitschaft), and specific operational and/or collectively agreed provisions regarding working time and rest periods apply to the client establishment in accordance with Section 7 of the ArbZG, these provisions shall apply accordingly, with the proviso that the respective provision applies in full to the employee.

§ 6 Surcharges

§ 6.1 Overtime

Overtime is the working time in excess of the regular monthly working time.

Subject to surcharge are the full working hours by which the agreed individual regular monthly working time of the employee under § 3.1 / § 3.2 is exceeded by more than 15% in a month.*

*** TRANSITIONAL PROVISIONS** (printed at the end of the collective agreement booklet)

The following transitional provisions apply to full **members of the GVP who are bound by the iGZ collective agreements as at the cut-off date of 31 December 2025**, for a fixed term until 31 December 2029:

Where variable working time is agreed depending on the number of working days, overtime surcharges are paid for times which, in months with:

- 20 working days, exceed 160 hours worked
- 21 working days, exceed 168 hours worked
- 22 working days, exceed 176 hours worked
- 23 working days, exceed 184 hours worked.

These provisions apply on a pro rata basis to part-time employees.

In order to reach the threshold from which an entitlement to overtime surcharges arises in accordance with § 6.1(2), not only the hours actually worked but also hours of leave taken shall be taken into account.

The surcharge amounts to 25% of the respective collectively agreed hourly remuneration under §§ 2 to 4 of the Collective Remuneration Agreement.

§ 6.2 Night work

Night work is work carried out between 11.00 pm and 6.00 am.

The amount of the night work surcharge is determined by the client establishment's surcharge regulation. It shall not exceed 25% of the respective collectively agreed hourly remuneration under §§ 2 to 4 of the Collective Remuneration Agreement.

§ 6.3 Sunday and public holiday work

Sunday and public holiday work is work performed on Sundays or public holidays between 00:00 and 24:00.

The amount of the surcharge for work on Sundays and public holidays is determined in accordance with the client establishment's surcharge regulations. It shall not exceed 50% of the respective collectively agreed hourly remuneration under §§ 2 to 4 of the Collective Remuneration Agreement for work on Sundays and 100% for work on public holidays, as well as for work on Christmas Eve and New Year's Eve after 2.00 pm.

The statutory holiday law of the place of deployment shall be decisive for the question of whether holiday work is performed.

§ 6.4 Where several of the aforementioned surcharges apply simultaneously, only the highest respective surcharge shall be paid.

§ 7 Assignment provisions

§ 7.1 Insofar as the employee is assigned tasks at the client establishment, they are subject to the client establishment's right to issue instructions. The employer's general right to issue instructions remains unaffected by this.

§ 7.2 The employee is obliged to work at different places of deployment as instructed by the employer. Restrictive provisions require an express contractual agreement.

The employee is entitled to receive an assignment notice setting out the essential details of their assignment at the client establishment.

§ 7.3 If the one-way journey outside working time from the employee's place of residence to the place of deployment at the client establishment takes more than 1 hour and 15 minutes when using the most time-efficient means of public transport, the employee shall be paid for the travel time exceeding 1 hour and 15 minutes for each outward and return journey in accordance with the rates set out in §§ 2 to 4 of the Collective Remuneration Agreement, provided that they have actually spent this travel time.

The prerequisite for entitlement is that the employee asserts the claim in text form by the end of the month at the latest.

For the current assignment, the employee must report the increased travel times and their regularity once and subsequently only if there are any changes.

§ 7.4 If the travel time within the meaning of § 7.3 exceeds 2 hours, the employee is entitled to reimbursement of accommodation costs in accordance with the following provisions:

The temporary work agency generally organises the accommodation and covers the full costs. If the employee is required to arrange their own accommodation, the costs shall be covered or reimbursed by the employer following prior approval and the submission of a corresponding receipt or invoice.

Alternatively, an accommodation flat rate in line with tax rates may be agreed.

§ 7.5 Reimbursement of other expenses in accordance with Section 670 of the BGB shall be regulated in individual contracts.

§ 8 Release from work

§ 8.1 In direct connection with the following events, the employee shall be granted paid release from work without this being deducted from their leave entitlement:

a) in the event of the employee's own marriage and in the event of the birth of a child to the employee's wife or registered partner: 1 day

b) in the event of the death of a close relative Spouses,

children, parents and registered civil partners: 2 days

Siblings, parents-in-law: 1 day

c) in the event of performing duties imposed by public law (e.g., from honorary offices, a summons as a witness, or comparable matters) as well as for participation as a member of the collective bargaining committee of a DGB member trade union in the meetings of the collective bargaining committee, with the compensation received for this being offset against the employee's remuneration: release from work for the duration required

d) Relocation for work-related reasons: 1 day

§ 8.2 The amount of remuneration to be paid shall be calculated in accordance with § 10.

§ 8.3 Paid release from work shall be granted upon prior application in text form and shall be proven by the employee by means of documentation.

§ 8.4 § 8.1 sets out the cases that may arise in application of Section 616 of the BGB.

§ 9 Leave

§ 9.1 The employee is entitled to paid recreational leave in each calendar year. The leave year is the calendar year.

§ 9.2 When planning leave, already fixed assignments at client establishments shall be taken into account. Leave days that have already been approved are not available for assignments at client establishments.

§ 9.3 The employee's leave entitlement increases with length of service.

The employee shall receive, calculated on the basis of the duration of the uninterrupted existence of the employment relationship:

- in the first year, annual leave of 25 working days,
- in the second and third years, annual leave of 27 working days,
- from the fourth year onward, annual leave of 30 working days.

When calculating the length of the uninterrupted existence of the employment relationship, periods during which the employment relationship is suspended are not included. In the case of parental leave and caregiver leave, up to 12 months per individual instance of suspension shall be counted towards the length of service.

If the employee leaves within the first six months of the employment relationship, they shall acquire leave entitlement in accordance with the Federal Leave Act (Bundesurlaubsgesetz – BUrlG).

§ 9.4 If the employee's individual regular weekly working time is distributed over more or fewer than five working days per week, the leave entitlement shall be increased or reduced accordingly.

If a public holiday falls during the employee's leave, the question of whether this is to be counted as a leave day is determined by the public holiday law of the employer's registered office; if the assignment at the client company is interrupted for the purpose of leave, this is determined by the public holiday law of the place of deployment.

§ 9.5 If the employee leaves the company during the course of a calendar year or joins the company during the course of a calendar year, they shall receive one twelfth of the annual leave to which they are entitled for each full month of the employment relationship, but at least the minimum leave to which they are entitled under the BUrlG.

§ 9.6 The leave entitlement expires at the end of the calendar year unless it has previously been claimed without success or could not be taken for operational reasons or due to illness. In the cases mentioned, the remaining leave is carried over to the following year. If the employee does not take this remaining leave by 31 March of the following year at the latest, the entitlement expires at that point in time.

If leave could not be taken due to long-term incapacity for work, and could not be taken by 31 March of the second following year either, the entitlement lapses.

§ 9.7 Upon termination of the employment relationship, the leave entitlement shall be granted and taken during the period of notice. If this is not possible, it shall be compensated to that extent.

§ 9.8 In all other respects, the provisions of the BUrlG shall apply.

§ 10* Holiday pay and continued remuneration in the event of illness

For the calculation of continued remuneration in the event of illness and holiday pay, the average earnings and average working time of the last three settled months (reference period) prior to the commencement of incapacity for work or the start of the leave shall be used as the basis for determining the amount of continued remuneration for each day of illness or leave to be remunerated in accordance with the statutory and collectively agreed provisions. The following applies for this purpose:

a) The average earnings for the reference period shall be calculated on the basis of the individual regular working time. Earnings include the remuneration components specified in § 14.3 as well as other allowances and surcharges (excluding overtime surcharges) in accordance with the provisions of the BUrlG.

b) In addition, the allowances and surcharges (excluding overtime surcharges) earned on average during the reference period are taken into account on the basis of the average actual working time exceeding the individual regular working time.

c) For the hours to be taken into account in the working time account, the average working time determined during the reference period pursuant to letter b) shall be decisive.

If earnings reductions occur during the reference period due to short-time work, days of illness for which there is no entitlement to continued remuneration because the 6-week period has been exceeded, absences from work through no fault of the employee, or periods during which the employment relationship is suspended, these are not taken into account for the calculation.

Existing operational agreements that are more favourable to the employee remain unaffected.

The calculation examples contained in the protocol note are binding parts of the collective agreement.

Continued remuneration for medical preventive care and rehabilitation measures is governed by the provisions of the Continued Remuneration Act (Entgeltfortzahlungsgesetz).

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*** Protocol note on § 10:**

The parties to the collective agreement agree on the following calculation example:

In the last three settled months (65 days) prior to the loss of working hours, the employee earned EUR 16.21 per hour (remuneration group 3 from March 2025). The employee worked 30 days at 7 hours each, with a sectoral surcharge of EUR 2.43 (sectoral surcharge pursuant to the Collective Agreement on Sectoral Surcharges for the Metal and Engineering Industries – TV BZ M+E). The employee then returns to a previous assignment in the chemical industry and works there for 35 days at 8 hours each, with a sectoral surcharge of EUR 1.62 (sectoral surcharge pursuant to the Collective Agreement on Sectoral Surcharges for the Chemical Industry – TV BZ Chemie).

This results in the following calculation for holiday pay and continued remuneration in the event of illness:

a) 151.67 hours x 3 months x EUR 16.21 = EUR 7,375.71
(collectively agreed basic remuneration, excluding surcharges, based on the individual regular monthly working time during the reference period)

b) 30 days x 7 hours x EUR 2.43 = EUR 510.30 (allowances/surcharges based on actual working time) + 35 days x 8 hours x EUR 1.62 = EUR 453.60

= EUR 963.90

c) EUR 7,375.71 + EUR 963.90 = EUR 8,339.61

d) EUR 8,339.61 / 65 days = EUR 128.30 per day
EUR 128.30 is paid out for each day of leave/illness.

e) (30 days x 7 hours + 35 days x 8 hours) / 65 days = 7.54 hours
7.54 hours are taken into account in the time recording for each day of leave/illness.

TRANSITIONAL PROVISIONS (printed at the end of the collective agreement booklet)

The following transitional provisions apply to full **members of the GVP who are bound by the iGZ collective agreements as at the cut-off date of 31 December 2025**; these provisions are valid for a fixed term until 31 December 2029:

Supplementary to the protocol note on § 10 MTV, the following calculation example applies where variable working time has been agreed:

The employee has an hourly wage of EUR 16.21 (remuneration group 3 from March 2025) and an above-scale allowance of EUR 1.79, resulting in total hourly earnings of EUR 18.00. The employee worked an average of 7.5 hours in the last three settled months (65 days) prior to the loss of working hours.

This results in the following calculation for holiday pay and continued remuneration in the event of illness:

a) 65 days × 7 hours × EUR 16.21 = EUR 7,375.55 (collectively agreed basic remuneration, excluding surcharges, based on the regular working time per month during the reference period)

b) 65 days x 7.5 hours x EUR 1.79 = EUR 872.63 (allowances/surcharges based on actual working time)

c) EUR 7,375.55 + EUR 872.63 (sum of the results from a) and b)) = EUR 8,248.18

d) EUR 8,248.18 / 65 days = EUR 126.90/day

EUR 126.90 is paid out for each day of leave/illness.

For each day of leave/illness, 7.5 hours are taken into account in the time recording.

§ 11 Annual special payment

§ 11.1 After the sixth month of uninterrupted existence of the employment relationship, the employee is entitled to annual special payments in the form of an additional holiday bonus and Christmas bonus.

The additional holiday bonus is paid out with the payroll for the month of June of each year; the Christmas bonus is paid out with the payroll for the month of November of each year.

Additional holiday and Christmas bonuses shall increase with increasing length of service, calculated as at the cut-off dates of 30 June and 30 November.

§ 11.2 The additional holiday and Christmas bonuses are determined, depending on the duration of the uninterrupted existence of the employment relationship, in accordance with the table "Holiday bonus and Christmas bonus" adopted as an annex to the Framework Collective Agreement.

At the employee's request, the holiday and Christmas bonuses shall increase by incorporating a member benefit (Mitgliedervorteil), depending on the duration of the uninterrupted existence of the employment relationship, in accordance with the "Member Benefit" table attached to the DGB/GVP Framework Collective Agreement, provided that the employee is a member of one of the contracting DGB trade unions and provides the employer, as at the respective cut-off dates of 30 June and 30 November, with proof of their union membership, which must have existed for at least six months, by means of a membership certificate. Further details shall be regulated by the procedural agreement on the entitlement to a member benefit.

In the future, the annual special payments shall also be adjusted dynamically in line with collective agreement adjustments on the basis of remuneration group (Entgeltgruppe) 4 (EG 4).

§ 11.3 Entitlement to the payout of special payments is subject to the employment relationship being in force and not having been terminated at the time of payment.

When calculating the duration of the uninterrupted existence of the employment relationship, periods during which the employment relationship is suspended are not included. In the case of parental leave and caregiver leave, up to 12 months per individual instance of suspension shall be counted towards length of service.

Part-time employees shall receive the special payments on a pro rata basis in accordance with the agreed regular monthly working time.

Eligible employees whose employment relationship is suspended during the calendar year do not receive any payments. If the employment relationship is suspended for part of the calendar year, they receive a pro-rata payment.

Employees who leave the employer's establishment by 31 March of the following year shall repay the Christmas bonus. This shall not apply in the event of termination for operational reasons by the employer.

§ 12 Deferred compensation

Employees are entitled to convert collectively agreed remuneration components into a pension commitment for the purpose of old-age provision.

They may request that their future remuneration entitlements up to 4% of the respective contribution assessment ceiling for pension insurance be used for occupational pension schemes. In the event of such deferred compensation, the amount must not fall below 1/160 of the reference amount pursuant to Section 18 (1) of the German Social Code Book IV (Viertes Buch Sozialgesetzbuch).

The details shall be agreed in writing between the employer and the employee.

From the 7th month of employment, employees are entitled to a monthly amount of EUR 13.30. This amount shall be paid exclusively into the occupational pension schemes (direct insurance (Direktversicherung), company pension fund (Pensionskasse), pension fund (Pensionsfond)), provided this is the employee's wish.

§ 13 Preclusion periods

Claims arising from the employment relationship shall lapse if they are not asserted, at least in text form, against the other contracting party within a preclusion period of three months from the due date.

If the other party rejects the claims at least in text form, the claims shall be brought before the courts within a further preclusion period of three months from receipt of the rejection.

Claims that are not asserted within these periods shall be excluded.

§ 14 Due date of remuneration entitlements

§ 14.1 Employees shall receive a monthly remuneration based on their individual regular monthly working time, which shall be due no later than the 15th banking day of the month following the payroll month.*

§ 14.2 At the employee's request, subject to timely notice, an advance payment of up to 80 per cent of the expected net income shall be paid out at the end of the relevant payroll month. Advance payments already made shall be set off. Where the employment relationship begins after the 20th of the relevant settlement month, and in the month of departure, there is no entitlement to an advance payment.

§ 14.3 The monthly remuneration comprises the fixed remuneration components of the current month (the applicable collectively agreed remuneration under § 2 of the Collective Remuneration Agreement on the one hand, and the surcharges under §§ 3 and 4 of the Collective Remuneration Agreement on the other hand, calculated on the basis of the actual number of hours worked that are subject to a surcharge) and the variable remuneration components (e.g. surcharges and other variable remuneration). Surcharges and allowances are paid out together with the remuneration for the month in which they accrue and are not transferred to the working time account. Payment of hours from the working time account is always made only in the amount of the collectively agreed hourly remuneration, without taking into account sectoral surcharges and other allowances and surcharges.

§ 14.4 If there is a pro-rata pay entitlement for a month (e.g. in the event of joining or departing during the month) or if the monthly remuneration is to be reduced for other reasons (e.g. unpaid periods of absence), the remuneration entitlement shall be calculated based on the ratio of the employee's creditable target working hours for that month to the target working hours for the entire month.

*** TRANSITIONAL PROVISIONS** (printed at the end of the collective agreement booklet)

For **full members of the GVP who are bound by the iGZ collective agreements as at the cut-off date of 31 December 2025**, the following transitional provisions apply for a fixed term until 31 December 2029:

Employees shall receive monthly remuneration based on their regular working time for the month, which shall be due no later than the 15th banking day of the month following the payroll month.

§ 15 Strike clause

Employees shall not be deployed in establishments or individual parts of establishments that are lawfully affected by a strike called by a member trade union of the DGB collective bargaining association for temporary agency work. This also applies to employees who were already deployed in the establishment prior to the commencement of the industrial action. The parties to the industrial action may agree otherwise in individual cases (e.g. emergency service agreements). The provision of Section 11 (5) of the Act on Temporary Agency Work (Arbeitnehmerüberlassungsgesetz – AÜG) remains unaffected.

§ 16 Entry into force and termination

This Framework Collective Agreement shall enter into force on 1 January 2026 for employers and employees bound by collective agreements. It replaces the previous framework collective agreements concluded by the DGB member trade unions with the Federal Employers' Association of Personnel Service Providers (Bundesarbeitgeberverband der Personaldienstleister e. V. – BAP) or its legal predecessor, the Federal Association of Temporary Employment Agencies (Bundesverband Zeitarbeit Personal-Dienstleistungen e. V. – BZA), and the previous framework collective agreements concluded by the DGB member trade unions with the Association of German Temporary Employment Agencies (Interessenverband Deutscher Zeitarbeitsunternehmen e. V. – iGZ).

It may be terminated with six months' notice, for the first time with effect from 31 December 2029.

The duration of the uninterrupted existence of the employment relationship within the meaning of this collective agreement shall not be recalculated as a result of the transition from previous collective agreements.

Should the Act on Temporary Agency Work (AÜG) be fundamentally amended after the entry into force of this collective agreement, both parties to the collective agreement undertake to negotiate the amendment of this collective agreement. If these negotiations are declared to have failed by one of the parties to the collective agreement, both parties to the collective agreement shall, in derogation from § 16 (2), be entitled to an extraordinary right of termination with one month's notice to the end of the month.

Annex to the Framework Collective Agreement DGB/GVP

Holiday and Christmas bonus

Length of service	Holiday bonus 2026	Christmas bonus 2026	Holiday bonus 2027
after the 6th month	EUR 229.48	EUR 235.22	EUR 243.45
in the 2nd and 3rd year	EUR 344.22	EUR 352.83	EUR 365.18
from the 4th year onwards	EUR 458.95	EUR 470.42	EUR 486.88

Member benefit (Mitgliedervorteil)

Length of service	Holiday bonus 2026	Christmas bonus 2026	Holiday bonus 2027
after the 6th month	EUR 286.85	EUR 294.02	EUR 304.31
in the 2nd and 3rd year	EUR 401.59	EUR 411.63	EUR 426.04
from the 4th year onwards	EUR 573.70	EUR 588.04	EUR 608.62

Holiday and Christmas bonus including member benefit

Length of service	Holiday bonus 2026	Christmas bonus 2026	Holiday bonus 2027
after the 6th month	EUR 516.33	EUR 529.24	EUR 547.76
in the 2nd and 3rd year	EUR 745.81	EUR 764.46	EUR 791.22
from the 4th year onwards	EUR 1,032.65	EUR 1,058.46	EUR 1,095.50

Collective Remuneration Framework Agreement
(Entgeltrahmentarif-
vertrag – ERTV)
DGB/GVP

between the

General Association of Personnel Service Providers
(Gesamtverband der Personaldienstleister e. V. – GVP)
Universitätsstraße 2 – 3a | 10117 Berlin

and the signatory member trade unions of the German Trade Union Confederation (Deutscher Gewerkschaftsbund – DGB)

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Olof-Palme-Straße 35 | 60439 Frankfurt am Main
Eisenbahn- und Verkehrsgewerkschaft (EVG)
Weilburger Straße 24 | 60326 Frankfurt am Main
Gewerkschaft der Polizei (GdP)
Stromstraße 4 | 10555 Berlin

The DGB/GVP Collective Remuneration Framework Agreement replaces the previous collective remuneration framework agreements concluded by the DGB member trade unions with the Federal Employers' Association of Personnel Service Providers (Bundesarbeitgeberverband der Personaldienstleister e. V. – BAP) or its legal predecessor, the Federal Association of Temporary Employment Agencies (Bundesverband Zeitarbeit Personal-Dienstleistungen e. V. – BZA), and the previous collective remuneration framework agreements concluded by the DGB member trade unions with the Association of German Temporary Employment Agencies (Interessenverband Deutscher Zeitarbeitsunternehmen e. V. – iGZ).

§ 1 Scope of application

This collective agreement applies to the members of the parties to the collective agreement who fall within the scope of application (§ 1) of the Framework Collective Agreement.

§ 2 Classification principles

§ 2.1 Employees shall be classified into a remuneration group under this collective agreement on the basis of their primary duties. Classification shall be determined solely by the duties actually performed.

Where the characteristics of a remuneration group are based on a specific vocational training course, but employees have not completed such a course, they shall nevertheless be classified in that remuneration group if their duties meet the requirements of that group. They may also have acquired the relevant knowledge and skills by other means.

§ 2.2 Professional qualification without performance of the relevant duties does not justify a classification into a higher remuneration group.

§ 2.3 Temporary duties in a higher remuneration group do not justify a new classification. Where work in a higher remuneration group is assigned on a temporary basis, an allowance equal to the difference between the collectively agreed remuneration of the lower remuneration group and the remuneration provided for the activity shall be paid from the sixth week onwards.

§ 2.4 Employees may be required to perform temporary duties that fall within a lower remuneration group. In such cases, there shall be no change to their remuneration.

§ 3 Remuneration groups

Employees shall be classified in one of the following remuneration groups in accordance with their actual, predominant duties. The respective job descriptions shall be decisive for classification.

Remuneration Group 1
Tasks requiring an operational induction.

Remuneration Group 2a
Duties requiring an on-the-job training period or for which subject-related professional experience or subject-specific knowledge is required.

Remuneration Group 2b
Tasks for which subject-specific qualifications are required.

Remuneration Group 3
Performance of duties for which a completed vocational training of at least two years is required.

Remuneration Group 4
Performing tasks that require knowledge and skills acquired through at least three years of vocational training.

Remuneration Group 5
Tasks requiring knowledge and skills acquired through at least three years of vocational training. In addition, specialist knowledge acquired through further training is required, as well as many years of professional experience.

Remuneration Group 6
Tasks requiring a master craftsman or technician qualification or comparable qualifications.

Remuneration Group 7
Jobs that, in addition to the requirements of remuneration group 6, require several years of professional experience.

Remuneration Group 8
Jobs requiring a degree from a university of applied sciences (Fachhochschule).

Remuneration Group 9
Jobs requiring a university degree, or jobs requiring a degree from a university of applied sciences and several years' professional experience.

§ 4 Entry into force and termination

This Collective Remuneration Framework Agreement shall enter into force for employers and employees bound by collective agreements on 1 January 2026. It replaces the previous collective remuneration framework agreements concluded by the DGB member trade unions with the Federal Employers' Association of Personnel Service Providers (Bundesarbeitgeberverband der Personaldienstleister e. V. – BAP) or its legal predecessor, the Federal Association of Temporary Employment Agencies (Bundesverband Zeitarbeit Personal-Dienstleistungen e. V. – BZA), and the previous collective remuneration framework agreements concluded by the DGB member trade unions with the Association of German Temporary Employment Agencies (Interessenverband Deutscher Zeitarbeitsunternehmen e. V. – iGZ).

It may be terminated with six months' notice, for the first time with effect from 31 December 2029.

The introduction of this collective agreement shall not result in a reclassification of employment relationships existing on 31 December 2025.

Should the Act on Temporary Agency Work (Arbeitnehmerüberlassungsgesetz – AÜG) be fundamentally amended after the entry into force of this collective agreement, both parties to the collective agreement undertake to negotiate the amendment of this collective agreement. If these negotiations are declared to have failed by one of the parties to the collective agreement, both parties to the collective agreement shall, in derogation from § 4 (2), be entitled to an extraordinary right of termination with one month's notice to the end of the month.

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Collective Remuneration Agreement
(Entgelttarifvertrag – ETV)
DGB/GVP

between the

General Association of Personnel Service Providers
(Gesamtverband der Personaldienstleister e. V. – GVP)
Universitätsstraße 2–3a | 10117 Berlin

and the signatory member trade unions of the German Trade Union Confederation (Deutscher Gewerkschaftsbund – DGB)

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Königsworther Platz 6 | 30167 Hannover
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Weilburger Straße 24 | 60326 Frankfurt am Main
Gewerkschaft der Polizei (GdP)
Stromstraße 4 | 10555 Berlin

The DGB/GVP Collective Remuneration Agreement replaces the previous collective remuneration agreements concluded by the DGB member trade unions with the Federal Employers' Association of Personnel Service Providers (Bundesarbeitgeberverband der Personaldienstleister e. V. – BAP) or its legal predecessor, the Federal Association of Temporary Employment Agencies (Bundesverband Zeitarbeit Personal-Dienstleistungen e. V. – BZA), and the previous collective remuneration agreements concluded by the DGB member trade unions with the Association of German Temporary Employment Agencies (Interessenverband Deutscher Zeitarbeitsunternehmen e. V. – iGZ).

§ 1 Scope of application

This collective agreement applies to the members of the parties to the collective agreement who fall within the scope of application (§ 1) of the Framework Collective Agreement.

§ 2 Remuneration

The hourly rates and surcharges set out in the annex shall be paid. The entitlements to payment of the experience surcharge are governed by § 3 of this collective agreement.

§ 3 Experience surcharge*

The experience surcharge shall be paid for the first time after expiry of 12 calendar months of uninterrupted existence of the employment relationship.

When calculating the duration of the uninterrupted existence of the employment relationship, periods during which the employment relationship is suspended are not included. In the case of parental leave and caregiver leave, up to 12 months per individual instance of suspension shall be counted towards length of service.

If there is an uninterrupted assignment with the same client, the experience surcharge shall be payable at the following rates:

- 1.5% after expiry of 9 calendar months,
- 3.0% after expiry of 12 calendar months.

*** TRANSITIONAL PROVISION** (printed at the end of the collective agreement booklet)

For full **members of the GVP who are bound by the iGZ collective agreements as at the cut-off date of 31 December 2025**, the following transitional provision shall apply in place of § 3 ETV DGB/GVP, for a fixed term until 30 June 2027.

After expiry of 9 calendar months of uninterrupted assignment duration to the same client establishment, an assignment-related allowance is paid. This assignment-related allowance amounts to EUR 0.20 per hour for remuneration groups 1 to 4 and EUR 0.35 per hour for remuneration groups 5 to 9. The assignment-related allowance is paid for the first time after 14 calendar months of uninterrupted existence of the employment relationship**. In sectors where collectively agreed remuneration is lower than that resulting from the pay scale system of this Collective Remuneration Agreement, the assignment-related allowance may be reduced.

The employer is entitled to apply the provision of § 3 ETV DGB/GVP from an earlier date.

Once the transitional provision expires, the provision of § 3 ETV DGB/GVP shall apply.

****Protocol note:** When calculating the duration of the uninterrupted existence of the employment relationship, periods during which the employment relationship is suspended are not included. In the case of parental leave and caregiver leave, up to 12 months per individual instance of suspension shall be counted towards the length of service.

If the assignment is interrupted for a period of up to 3 months, the experience surcharge shall become due after the interruption, taking into account the preceding periods of assignment.

The tables set out in the annex shall apply.

§ 4 Sectoral surcharge

The remuneration in the remuneration table shall be increased by the sectoral surcharge agreed for the relevant economic sector, where applicable. This sectoral surcharge shall be regulated in a separate collective agreement.

§ 5 Entry into force and termination

This Collective Remuneration Agreement shall enter into force on 1 January 2026 for employers and employees bound by collective agreements. It replaces the previous collective remuneration agreements concluded by the DGB member trade unions with the Federal Employers' Association of Personnel Service Providers (Bundesarbeitgeberverband der Personaldienstleister e. V. – BAP) or its legal predecessor, the Federal Association of Temporary Employment Agencies (Bundesverband Zeitarbeit Personal-Dienstleistungen e. V. – BZA), and the previous collective remuneration agreements concluded by the DGB member trade unions with the Association of German Temporary Employment Agencies (Interessenverband Deutscher Zeitarbeitsunternehmen e. V. – iGZ).

It may be terminated with six months' notice to the end of a month, but for the first time with effect from 30 September 2027.

Should the Act on Temporary Agency Work (Arbeitnehmerüberlassungsgesetz – AÜG) be fundamentally amended after the entry into force of this collective agreement, both parties to the collective agreement undertake to negotiate the amendment of this collective agreement. If these negotiations are declared to have failed by one of the parties to the collective agreement, both parties to the collective agreement shall, in derogation from § 5 (2), be entitled to an extraordinary right of termination with one month's notice to the end of the month.

Annex to the Collective Remuneration Agreement DGB/GVP

Remuneration table with experience surcharge (in EUR)

from 1 January 2026 to 31 August 2026

Remuneration group	Hourly rate	1.5% (> 9 months)	3.0% (> 12 months)
1	14.96	15.18	15.41
2a	15.29	15.52	15.75
2b	15.69	15.93	16.16
3	16.69	16.94	17.19
4	17.65	17.91	18.18
5	19.78	20.08	20.37
6	21.97	22.30	22.63
7	25.56	25.94	26.33
8	27.36	27.77	28.18
9	28.70	29.13	29.56

Remuneration table with experience surcharge (in EUR)

from 1 September 2026 to 31 March 2027

Remuneration group	Hourly rate	1.5% (> 9 months)	3.0% (> 12 months)
1	15.33	15.56	15.79
2a	15.67	15.91	16.14
2b	16.08	16.32	16.56
3	17.11	17.37	17.62
4	18.09	18.36	18.63
5	20.27	20.57	20.88
6	22.52	22.86	23.20
7	26.20	26.59	26.99
8	28.04	28.46	28.88
9	29.42	29.86	30.30

Remuneration table with experience surcharge (in EUR)

from 1 April 2027

Remuneration group	Hourly rate	1.5% (> 9 months)	3.0% (> 12 months)
1	15.87	16.11	16.35
2a	16.22	16.46	16.71
2b	16.64	16.89	17.14
3	17.71	17.98	18.24
4	18.72	19.00	19.28
5	20.98	21.29	21.61
6	23.31	23.66	24.01
7	27.12	27.53	27.93
8	29.02	29.46	29.89
9	30.45	30.91	31.36

Procedural Agreement
(Verfahrensvereinbarung)

between the

General Association of Personnel Service Providers
(Gesamtverband der Personaldienstleister e. V. – GVP)
Universitätsstraße 2–3a | 10117 Berlin

and the signatory member trade unions of the German Trade Union Confederation (Deutscher Gewerkschaftsbund – DGB)

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Weilburger Straße 24 | 60326 Frankfurt am Main
Gewerkschaft der Polizei (GdP)
Stromstraße 4 | 10555 Berlin

the following is agreed:

Procedural Agreement on the entitlement to a member benefit (Mitgliedervorteil) pursuant to § 11.2 MTV DGB/GVP

1. The parties to the collective agreement have agreed on a scheme for member benefits (Mitgliedervorteil). This Procedural Agreement is intended to enable employers and employees to apply for, process and fulfil the entitlement in a legally secure and uniform manner.

2. Under the framework collective agreement (MTV), the holiday and Christmas bonus are increased by a member benefit at the employee's request if the employee has been a member of one of the DGB trade unions party to the agreement for at least six months. Proof of this eligibility requirement shall be provided to the employer on the cut-off dates of 30 June and 30 November by means of a membership certificate, cf. § 11.2 MTV DGB/GVP.

3. The application shall be submitted by the trade union member to the employer in text form. An application that refers to the entitlement on its merits is sufficient. The employer shall inform employees in an appropriate manner as to which department the application should be addressed to. Unless otherwise specified, this is the employer's administrative office, to which employees also submit evidence in other personnel matters.

4. Proof of the six months' membership shall be provided to the employer individually by the member by means of a corresponding membership certificate from the relevant trade union, the date of issue of which, upon presentation, shall not be more than six weeks prior to the relevant cut-off date. The membership certificate shall confirm at least six months' membership and state the member's first name, surname and date of birth. The membership certificate shall be attached to the application in text form.

5. Proof shall be provided for each of the annual special payments on the respective cut-off dates in accordance with the provisions of the Framework Collective Agreement.

6. The employer undertakes to use the data from the evidence provided by the individual trade union members in accordance with clauses 4 and 5 solely for the calculation and payment of the entitlements of the individual beneficiaries arising from § 11.2 MTV DGB/GVP, and, after the statutorily prescribed retention period, to permanently destroy the aforementioned evidence and all documents, papers and files referring to it.

The employer shall ensure that only a limited number of persons, who have been required to observe and comply with the data protection requirements under the General Data Protection Regulation (GDPR), have access to the processing of applications and membership data, that they are informed of the content of this agreement and are bound in writing to comply with the data protection obligations and agreements set out herein. This shall be documented by the employer.

The employer shall also ensure this for all persons and service providers involved in the verification and payment procedures on its behalf. The employer shall be liable for any misuse of the data derived from the lists of names in accordance with statutory provisions.

7. The trade union member shall not suffer any disadvantage as a result of applying for and disclosing their membership of a DGB trade union.

8. The parties to the collective agreement undertake, in the event of conflicts or disputes concerning the application, processing and fulfilment of claims, to seek, by mutual agreement, to ensure compliance with the provisions of this agreement by the parties at establishment level and the parties to the employment contract.

9. This agreement shall enter into force on 1 January 2026. It may be terminated with six months' notice to the end of a month, for the first time with effect from 31 December 2027.

Annex to the Framework and Remuneration Collective Agreement DGB/GVP

between the

General Association of Personnel Service Providers (Gesamtverband der Personaldienstleister e. V. – GVP)
Universitätsstraße 2–3a | 10117 Berlin

and the signatory member trade unions of the German Trade Union Confederation (Deutscher Gewerkschaftsbund – DGB)

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Weilburger Straße 24 | 60326 Frankfurt am Main
Gewerkschaft der Polizei (GdP)
Stromstraße 4 | 10555 Berlin

the following is agreed:

TRANSITIONAL PROVISIONS FOR THE MTV

1. Full members of the GVP bound by the iGZ collective agreements

For full members of the GVP who are bound by the iGZ collective agreements as at the cut-off date of 31 December 2025, the following transitional provisions shall apply for a fixed term until 31 December 2029.

a. Working time

The following working time model of variable working hours depending on the number of working days may be continued until 31 December 2029.

The individual regular monthly working time is based on the number of working days.

In months with
- 20 working days, the monthly working time is 140 hours
- 21 working days, the monthly working time is 147 hours
- 22 working days, the monthly working time is 154 hours
- 23 working days, the monthly working time is 161 hours.

For part-time employment, the regular monthly working time is calculated on a pro rata basis.

b. Overtime surcharge

Where an individual regular monthly working time has been agreed in accordance with No. 1. a. of the transitional provision, overtime surcharges are paid for times which, in months with:

- 20 working days, exceed 160 hours worked
- 21 working days, exceed 168 hours worked
- 22 working days, exceed 176 hours worked
- 23 working days, exceed 184 hours worked.

These provisions apply on a pro rata basis to part-time employees.

c. Protocol note on continued payment of remuneration

Supplementary to the protocol note on § 10 MTV, the following calculation example applies where variable working time has been agreed:

The employee has an hourly wage of EUR 16.21 (remuneration group 3 from March 2025) and an above-scale allowance of EUR 1.79, resulting in total hourly earnings of EUR 18.00. The employee worked an average of 7.5 hours in the last three settled months (65 days) prior to the loss of working hours.

This results in the following calculation for holiday pay and continued remuneration in the event of illness:

a) 65 days x 7 hours x EUR 16.21 = EUR 7,375.55 (collectively agreed basic remuneration, excluding surcharges, based on regular working time per month during the reference period)
b) 65 days x 7.5 hours x EUR 1.79 = EUR 872.63 (allowances/surcharges based on actual working time)
c) EUR 7,375.55 + EUR 872.63 (sum of the results from a) and b)) = EUR 8,248.18
d) EUR 8,248.18 / 65 days = EUR 126.90/day

EUR 126.90 shall be paid out for each day of leave/illness.

For each day of leave/illness 7.5 hours are taken into account in the time recording.

d. Due date of the monthly remuneration

Employees shall receive monthly remuneration based on their regular monthly working time, which is due no later than the 15th banking day of the month following the payroll month.

e. Transition of the working time model

The employer is entitled to switch from the variable working time model to the stabilized working time model on a one-off basis at any time up to 31 December 2029.

2. Full members of the GVP bound by the BAP collective agreements

For full members of the GVP who are bound by the BAP collective agreements as at the cut-off date of 31 December 2025, the following transitional provisions apply for a fixed term until 31 December 2027:

In derogation from Section 14 (2), Sentence 1, of the Part-Time and Fixed-Term Employment Act (Teilzeit- und Befristungsgesetz), the employment contract may be fixed-term for a total period of up to two years even without the existence of an objective reason. Within this period, the employment relationship may be extended up to four times.

Section 14 (2), Sentences 2 and 3 of the Fixed-Term Employment Act remain unaffected.

3. End of the transitional provisions

Once the transitional provisions have expired, the relevant provisions of the MTV DGB/GVP shall apply.

TRANSITIONAL PROVISION FOR THE ETV

Transitional provision relating to § 3 of the ETV

For full members of the GVP who are bound by the iGZ collective agreements as at the cut-off date of 31 December 2025, the following transitional provision shall apply in place of § 3 ETV DGB/GVP, for a fixed term until 30 June 2027.

After expiry of 9 calendar months of uninterrupted assignment duration to the same client establishment, an assignment-related allowance is paid. This assignment-related allowance amounts to EUR 0.20 per hour for remuneration groups 1 to 4 and EUR 0.35 per hour for remuneration groups 5 to 9. The assignment-related allowance is paid for the first time after 14 calendar months of uninterrupted existence of the employment relationship*. In sectors where collectively agreed remuneration is lower than that resulting from the pay scale system of this Collective Remuneration Agreement, the assignment-related allowance may be reduced.

*Protocol note: When calculating the duration of the uninterrupted existence of the employment relationship, periods during which the employment relationship is suspended are not included. In the case of parental leave and caregiver leave, up to 12 months per individual instance of suspension shall be counted towards length of service.

The employer is entitled to apply the provision of § 3 of the ETV DGB/GVP from an earlier date.

Once the transitional provision expires, the provision of § 3 ETV DGB/GVP shall apply.

Remuneration table with assignment-related allowance (in EUR)
from 1 January 2026 to 31 August 2026

Remuneration group	Hourly rate	Allowance (€0.20)	Allowance (€0.35)
1	14.96	15.16	
2a	15.29	15.49	
2b	15.69	15.89	
3	16.69	16.89	
4	17.65	17.85	
5	19.78		20.13
6	21.97		22.32
7	25.56		25.91
8	27.36		27.71
9	28.70		29.05

Remuneration table with assignment-related allowance (in EUR)
from 1 September 2026 to 31 March 2027

Remuneration group	Hourly rate	Allowance (€0.20)	Allowance (€0.35)
1	15.33	15.53	
2a	15.67	15.87	
2b	16.08	16.28	
3	17.11	17.31	
4	18.09	18.29	
5	20.27		20.62
6	22.52		22.87
7	26.20		26.55
8	28.04		28.39
9	29.42		29.77

Remuneration table with assignment-related allowance (in EUR)

from 1 April 2027 (allowance only up to and including 30 June 2027)

Remuneration group	Hourly rate	Allowance (€0.20)	Allowance (€0.35)
1	15.87	16.07	
2a	16.22	16.42	
2b	16.64	16.84	
3	17.71	17.91	
4	18.72	18.92	
5	20.98		21.33
6	23.31		23.66
7	27.12		27.47
8	29.02		29.37
9	30.45		30.80

Notes

Notes

The GVP provides its member companies with a **collective agreement quality seal** in various file formats. Members can use this quality seal to demonstrate that they apply the DGB/GVP collective agreements.

The collective agreement quality seal may only be used by members of the GVP.

The **sectoral surcharges** are negotiated in separate collective agreements for individual sectors. They are set out in individual collective agreement booklets and complete the collective-agreement landscape for temporary agency work.

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