



MINISTRY OF FINANCE  
Finland

# Case Finland

## Performance Related Pay

A decorative bar chart with five vertical bars of increasing height, colored from left to right: green, blue, yellow, orange, and red.

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A blue-tinted background image of a classical building with columns and arches, likely a government or institutional building.

# Pay systems in the Government sector



- Elements of pay systems
  1. pay by the demands of the job and
  2. pay by individual performance
  
  3. result-based rewards
  
- The units of the administration prepare, agree upon and implement the pay systems within the general framework and guidelines set at the central level and by employer direction.
  
- Reform of pay systems in the Government sector was completed in 2005



# Experiences

- Aims of the salary system
  1. Profitability, productivity
  2. Incentive
  3. Equity and gender equality
  4. Flexibility
  5. Conformity with the general labour market



# New developments

- Continuous development at agency-level
- Application
- Conformity of systems
- New pay elements, merit-based pay
- New concept of equality?