

Remuneration for road transport sector drivers (Freight transport)

Italy

<https://distaccoue.lavoro.gov.it/en-gb/Thematic-Areas/Thematic-area-detail/id/3/National-Collective-agreements>
<https://distaccoue.lavoro.gov.it/AnteprimaPDF.aspx?id=238&lang=it-it>

Freight Transport

Level	Minimum	Function allowance	Total
Quadri	2.108,39	51,65	2.160,04
1	1.979,71		1.979,71
2	1.818,77		1.818,77
3S	1.642,37		1.642,37
3Sj	1.605,04		1.605,04
3	1.598,78		1.598,78
4	1.520,42		1.520,42
4D	1.480,57		1.480,57
5	1.450,06		1.450,06
6	1.354,55		1.354,55
6J	1.246,35		1.246,35

Collective agreements website: <https://www.cnel.it/Archivio-Contratti/Contrattazione-Nazionale/Ricerca-CCNL>

The declaratory of the CCNL Logistics and Transport with regard to the classification of personnel is contained in art. 6 and starts with the **Quadri level**.

Level	Explanation
Quadri	Middle managers level
1	This level includes managers of branches, heads of service or department heads, heads of movement, inspectors, employees with a customs forwarder's licence, when the licence is used on behalf of the holding, head of moving traffic operator, head of moving traffic etc.
2	Workers with conceptual tasks, who with specific collaboration carry out administrative or technical activities characterized by operational and decision-making autonomy within the limits of the directives assigned to them and who require particular professional competence and / or practical technical training belong to this level and considerable experience in the exercise of the function itself.

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	3S	<p>Workers with conceptual tasks or with technical-practical knowledge related to plant engineering, work technology and the use of machines, or particular skills and abilities achieved through diplomas of professional institutes and who guide and control other workers with limited initiative for the result and conduct of the same. In addition, workers with specific professionalism and high specialization involved in driving particularly demanding vehicles, repairing engines – provided that they are able to carry out the complete disassembly and reassembly of any part of it – and testing for the overall examination of the functionality of the vehicles belong to the present level.</p> <ul style="list-style-type: none"> • Drivers of lorries or articulated vehicles with a capacity of more than 80 quintals and drivers of lorries with a capacity exceeding 20 quintals equipped with cranes; • first drivers engaged in exceptional transport; • crane operators on self-propelled vehicles with a capacity greater than 20 tons; • conduction of particularly complex operating machines, with operational experience on the various types of terrain and operator of multi-purpose quay crane for translation and lifting vehicles with responsibility for the ordinary maintenance of the vehicles; • motorists and/or testers; • workers' leaders. • Auxiliary staff of the customs forwarder operating in the customs or customs section with customs authorization (C.C.N.L. freight transport); • senior city couriers after 18 months (Air couriers); • planner (yard, personnel and vehicles, railway). 	
	3SJ	<p>The traveling personnel of the companies falling within the scope of application of the discipline referred to in art. 11c of this agreement; the maximum stay in this level is 30 months, at the end of which the automatic transition to the 3rd Super level will take place.</p>	
	3	<p>Workers who carry out activities requiring preparation resulting from diplomas of professional institutes or centers or acquired through direct knowledge through a corresponding work experience that also allows to carry out repairs of considerable magnitude of the systems, their assembly and dismantling depending on the repairs themselves. Workers who with specific collaboration carry out executive activities of a technical-administrative nature that require a particular preparation and office practice or corresponding work experience; the tasks are carried out with autonomy of the execution of the work and consequent variability of the operating conditions that manifests itself in the integration or adaptation of the procedures assigned to the concrete work situations.</p> <p>Workers</p> <ul style="list-style-type: none"> • Drivers of lorries or articulated vehicles with a capacity of less than 80 q.li; 	

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		<ul style="list-style-type: none"> • motorboat drivers; • drivers of vessels propelled by mechanical propulsion; • tractor drivers (C.C.N.L. freight transport); • foremen normally engaged in furniture removals and exceptional transport; • employed in self-propelled cranes with a capacity of less than 20 tonnes and in cab deck cranes; • drivers of forklifts with a capacity of more than 30 quintals (C.C.N.L. freight transport); • carrying out any work of a complex nature, on the basis of indications, rough sketches, for the packaging of equipment, machinery or parts thereof, providing for the construction of crates or cages; packers; • drivers of lorries with a capacity of more than 30 quintals and up to 20 quintals if equipped with cranes; • refrigerated train drivers with a driving license and a certificate of qualification for operations related to the use of toxic gases, where required by current laws; • drivers with F.S. qualification to tow railway wagons; • aerial platform operator activities; • mechanical test adjusters of automatic scales; • balancers assigned to the automatic scales of the port silos only; • responsible for the management of conveyor belts of silos that perform works and operations of considerable difficulty, delicacy and complexity and small repairs whose correct execution requires specific technical-practical skills; • external agents consignees of goods with loading-unloading and shipments of goods; • city couriers junior (air couriers). 	
	4	<p>Workers who carry out activities to qualify belong to this level to which internship periods or training courses are necessary to carry out delicate and complex jobs and operations, whose correct execution requires specific and uncommon technical-practical skills.</p> <ul style="list-style-type: none"> • Workers with multiple tasks in the warehouse and / or terminal (loading; unloading; checking documents, picking and preparing goods); • crane operators, push-button crane drivers and similar equipment for handling and stowage goods; • other drivers not included in the 3S level and in the 3rd level; • Specialized porter: worker who performs his duties with practical technical knowledge related to the use of a plurality of machines, technologies and lifting equipment in analogy to the professional profiles of this level or porter with responsibility for loading – unloading; • drivers of forklifts with a capacity of less than 30 q.li (C.C.N.L. freight transport); 	

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	<ul style="list-style-type: none"> • conveyor belt drivers; • activities of operators on railway connections insisting on geographical areas intersecting inter-pedestrian road sites; • sorting agent and junior airport operator (air couriers).
4J	Workers engaged in jobs that require specific technical knowledge and practical skills belong to this level. Workers in goods handling activities who, without prejudice to the professional requirements referred to above, use complex equipment and lifting equipment for which the driving license provided for public areas is not required and with the exclusion of drivers of forklifts referred to in the higher levels.
5	Workers who perform qualified work for the execution of which adequate professional knowledge is required. This level also includes goods handling activities and warehouses that involve the use of mechanical and / or electrical means of limited complexity that require normal executive capacity. <ul style="list-style-type: none"> • loading and unloading of goods with the use of manual and electric pallet trucks, drivers of electric trolleys; • activities of drivers of small operating machinery requiring normal executive capacity; • maneuvering of cranes that carry out lifting, transport and storage of materials or goods, or loading and unloading operations of vehicles also on board simple-driven vehicles (cranes regulated on the ground); • barges; • boatmen.
6	Workers who carry out productive activities that require limited professional knowledge are hired at the sixth level, corresponding to parameter 109; the activities envisaged at this level do not entail responsibility and autonomy. In particular, goods handling workers who use simple lifting equipment belong to this level.
6J	Workers who carry out simple activities belong to this level. In particular, workers involved in the handling of goods who need a period of practical training. These workers, if apprentices, will be placed at the 6th level after 24 months; non-apprentices will instead be placed at the 6th level after 30 months.

Contact details:
The [local offices of the National Labour Inspectorate](#) give information to companies and foreign workers about the discipline of transnational posting of workers and all necessary requirements.

Information updated: 17 March 2022

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Disclaimer:

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