

AVALEMS: Jahreslohn 2023

Pflegepersonal und medizinisch-technischer Fachbereich

Lohntabelle 2023 = Lohntabelle 2022 + Erfahrungsanteil zu 100% + 2,8% Teuerungsausgleich

Nachtdienst, Sonntags- und Feiertagsarbeit = Fr. 5.50 pro Stunde

Pikett-Dienst = Fr.4.00 pro Stunde minimum

Der Erfahrungsanteil wird aufgrund der vorgelegten Diplome berechnet. Berücksichtigt wird die Anzahl Jahre abzüglich 2 Erfahrungsanteile, da diese in den Jahren 2005 & 2009 nicht gewährt wurden. Bei Teilzeitarbeit Personalstatut Art. 22.2. berücksichtigen

Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1b	53'456.00	53'515.15	53'574.95	53'634.10	53'693.90	53'751.75	55'556.80	57'359.25	59'163.00	60'966.10	62'769.20	63'534.90	63'928.80	64'167.35	64'404.60	64'642.50	64'884.30	65'126.10	65'369.20	65'610.35	66'021.80
2b	53'456.00	53'654.25	53'853.80	54'053.35	54'249.00	56'057.95	57'863.65	59'671.30	61'477.00	63'284.00	65'091.65	65'846.95	66'247.35	66'493.70	66'743.95	66'992.25	67'242.50	67'492.10	67'744.30	67'995.85	68'423.55
3b	53'456.00	53'862.90	54'273.05	54'677.35	56'496.05	58'316.05	60'132.80	61'950.85	63'769.55	65'587.60	67'406.30	68'156.40	68'567.20	68'823.30	69'080.05	69'338.75	69'597.45	69'858.10	70'119.40	70'381.35	70'825.30
4b	53'456.00	54'273.05	55'090.10	56'953.00	58'816.55	60'678.80	62'541.05	64'403.95	66'266.20	68'129.10	69'992.00	70'759.00	71'184.75	71'454.50	71'724.90	71'995.30	72'269.60	72'542.60	72'815.60	73'093.15	73'562.45
5b	54'926.30	55'682.25	57'380.70	59'268.95	61'156.55	63'045.45	64'932.40	66'818.70	68'708.25	70'595.20	72'483.45	73'252.40	73'689.85	73'971.30	74'248.85	74'532.25	74'815.00	75'098.40	75'381.80	75'669.75	76'155.95
6b	57'245.50	58'015.10	59'745.40	61'668.75	63'590.15	65'513.50	67'434.90	69'358.90	71'280.95	73'203.00	75'125.70	75'903.75	76'352.90	76'642.80	76'935.30	77'228.45	77'521.60	77'818.00	78'112.45	78'410.15	78'912.60
7b	59'524.40	60'310.25	62'072.40	64'034.75	65'995.80	67'956.85	69'920.50	71'880.25	73'842.60	75'803.00	77'764.70	78'551.20	79'015.30	79'317.55	79'618.50	79'924.00	80'226.25	80'531.75	80'837.90	81'147.30	81'669.90
8b	61'844.90	62'643.10	64'439.70	66'435.20	68'432.00	70'426.85	72'423.00	74'418.50	76'414.65	78'411.45	80'406.95	81'201.90	81'678.35	81'992.30	82'303.65	82'619.55	82'932.20	83'248.75	83'567.25	83'885.75	84'425.90
9b	64'079.60	64'894.70	66'730.95	68'770.65	70'808.40	72'846.80	74'887.15	76'925.55	78'965.90	81'003.00	83'042.70	83'851.30	84'340.75	84'664.45	84'986.20	85'313.80	85'638.15	85'966.40	86'294.65	86'624.20	87'184.50
10b	66'400.75	67'235.35	69'115.80	71'205.55	73'295.30	75'383.75	77'474.15	79'562.60	81'653.00	83'740.80	85'831.20	86'655.40	87'163.05	87'494.55	87'830.60	88'167.95	88'502.70	88'843.30	89'181.95	89'523.85	90'103.65
11b	68'699.15	69'557.80	71'482.45	73'624.85	75'767.90	77'909.00	80'050.75	82'191.20	84'332.95	86'476.00	88'617.10	89'460.15	89'982.10	90'326.60	90'673.05	91'018.85	91'367.90	91'717.60	92'069.90	92'422.85	93'022.80
12b	70'997.55	71'876.35	73'851.70	76'044.15	78'237.25	80'432.95	82'625.40	84'821.10	87'016.15	89'209.90	91'403.00	92'264.25	92'802.45	93'157.35	93'516.80	93'873.65	94'235.05	94'596.45	94'958.50	95'317.30	95'935.45
13b	73'256.30	74'155.90	76'181.30	78'434.20	80'681.90	82'932.20	85'185.10	87'434.75	89'686.35	91'936.65	94'187.60	95'065.75	95'608.50	95'963.40	96'316.35	96'671.25	97'026.15	97'383.00	97'739.85	98'100.60	98'736.30
14b	75'575.50	76'495.25	78'566.80	80'869.10	83'169.45	85'469.15	87'770.80	90'072.45	92'373.45	94'669.90	96'929.95	97'765.20	98'309.25	98'670.65	99'031.40	99'397.35	99'762.65	100'130.55	100'497.80	100'868.95	101'524.80
15b	77'830.35	78'775.45	80'896.40	83'254.60	85'612.15	87'970.35	90'329.85	92'686.75	95'033.25	97'337.50	99'595.60	100'444.50	101'000.90	101'373.35	101'749.05	102'122.80	102'499.80	102'878.10	103'259.00	103'639.90	104'315.90
16b	80'109.90	81'075.15	83'246.15	85'658.30	88'069.15	90'482.60	92'895.40	95'293.25	97'643.65	99'951.15	102'256.70	103'123.80	103'696.45	104'079.95	104'462.15	104'850.20	105'237.60	105'627.60	106'018.25	106'409.55	107'104.40
17b	81'404.05	82'379.05	84'570.85	87'004.45	89'436.75	91'871.00	94'287.05	96'653.70	98'981.35	101'305.10	103'632.75	104'505.70	105'084.20	105'472.90	105'864.20	106'254.85	106'650.70	107'045.90	107'443.05	107'840.20	108'544.15
18b	83'674.50	84'670.30	86'906.30	89'393.85	91'876.85	94'345.55	96'759.00	99'136.05	101'510.50	103'884.30	106'260.70	107'151.20	107'744.65	108'145.05	108'544.15	108'947.80	109'352.10	109'758.35	110'166.55	110'576.05	111'296.90
19b	85'924.15	86'942.05	89'226.15	91'765.70	94'285.75	96'753.15	99'182.85	101'609.95	104'038.35	106'462.85	108'888.00	109'796.70	110'403.80	110'815.90	111'226.70	111'640.10	112'054.15	112'472.10	112'890.70	113'309.95	114'049.65
20b	88'174.45	89'211.20	91'545.35	94'121.95	96'647.85	99'127.60	101'605.40	104'083.20	106'560.35	109'038.15	111'515.95	112'440.25	113'064.25	113'484.80	113'907.30	114'331.75	114'758.80	115'184.55	115'613.55	116'045.80	116'803.05
21b	90'402.65	91'462.80	93'832.05	96'420.35	98'956.65	101'487.10	104'016.25	106'548.65	109'079.75	111'610.20	114'141.30	115'084.45	115'722.75	116'155.65	116'587.90	117'024.70	117'459.55	117'898.30	118'339.00	118'782.30	119'559.05
22b	92'693.25	93'763.15	96'138.90	98'723.30	101'300.55	103'879.10	106'458.95	109'036.85	111'614.10	114'193.30	116'769.90	117'731.25	118'385.15	118'824.55	119'271.10	119'717.00	120'162.90	120'612.05	121'065.10	121'516.85	122'312.45
23b	94'932.50	95'993.30	98'360.60	100'990.50	103'621.05	106'250.30	108'879.55	111'510.10	114'138.70	116'767.95	119'397.85	120'378.05	121'045.60	121'498.00	121'952.35	122'407.35	122'866.90	123'327.10	123'788.60	124'251.40	125'065.85

AVALEMS: Monatslohn 2023 (13 Monate)

Pflegepersonal und medizinisch-technischer Fachbereich

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Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1b	4'112.00	4'116.55	4'121.15	4'125.70	4'130.30	4'134.75	4'273.60	4'412.25	4'551.00	4'689.70	4'828.40	4'887.30	4'917.60	4'935.95	4'954.20	4'972.50	4'991.10	5'009.70	5'028.40	5'046.95	5'078.60
2b	4'112.00	4'127.25	4'142.60	4'157.95	4'173.00	4'312.15	4'451.05	4'590.10	4'729.00	4'868.00	5'007.05	5'065.15	5'095.95	5'114.90	5'134.15	5'153.25	5'172.50	5'191.70	5'211.10	5'230.45	5'263.35
3b	4'112.00	4'143.30	4'174.85	4'205.95	4'345.85	4'485.85	4'625.60	4'765.45	4'905.35	5'045.20	5'185.10	5'242.80	5'274.40	5'294.10	5'313.85	5'333.75	5'353.65	5'373.70	5'393.80	5'413.95	5'448.10
4b	4'112.00	4'174.85	4'237.70	4'381.00	4'524.35	4'667.60	4'810.85	4'954.15	5'097.40	5'240.70	5'384.00	5'443.00	5'475.75	5'496.50	5'517.30	5'538.10	5'559.20	5'580.20	5'601.20	5'622.55	5'658.65
5b	4'225.10	4'283.25	4'413.90	4'559.15	4'704.35	4'849.65	4'994.80	5'139.90	5'285.25	5'430.40	5'575.65	5'634.80	5'668.45	5'690.10	5'711.45	5'733.25	5'755.00	5'776.80	5'798.60	5'820.75	5'858.15
6b	4'403.50	4'462.70	4'595.80	4'743.75	4'891.55	5'039.50	5'187.30	5'335.30	5'483.15	5'631.00	5'778.90	5'838.75	5'873.30	5'895.60	5'918.10	5'940.65	5'963.20	5'986.00	6'008.65	6'031.55	6'070.20
7b	4'578.80	4'639.25	4'774.80	4'925.75	5'076.60	5'227.45	5'378.50	5'529.25	5'680.20	5'831.00	5'981.90	6'042.40	6'078.10	6'101.35	6'124.50	6'148.00	6'171.25	6'194.75	6'218.30	6'242.10	6'282.30
8b	4'757.30	4'818.70	4'956.90	5'110.40	5'264.00	5'417.45	5'571.00	5'724.50	5'878.05	6'031.65	6'185.15	6'246.30	6'282.95	6'307.10	6'331.05	6'355.35	6'379.40	6'403.75	6'428.25	6'452.75	6'494.30
9b	4'929.20	4'991.90	5'133.15	5'290.05	5'446.80	5'603.60	5'760.55	5'917.35	6'074.30	6'231.00	6'387.90	6'450.10	6'487.75	6'512.65	6'537.40	6'562.60	6'587.55	6'612.80	6'638.05	6'663.40	6'706.50
10b	5'107.75	5'171.95	5'316.60	5'477.35	5'638.10	5'798.75	5'959.55	6'120.20	6'281.00	6'441.60	6'602.40	6'665.80	6'704.85	6'730.35	6'756.20	6'782.15	6'807.90	6'834.10	6'860.15	6'886.45	6'931.05
11b	5'284.55	5'350.60	5'498.65	5'663.45	5'828.30	5'993.00	6'157.75	6'322.40	6'487.15	6'652.00	6'816.70	6'881.55	6'921.70	6'948.20	6'974.85	7'001.45	7'028.30	7'055.20	7'082.30	7'109.45	7'155.60
12b	5'461.35	5'528.95	5'680.90	5'849.55	6'018.25	6'187.15	6'355.80	6'524.70	6'693.55	6'862.30	7'031.00	7'097.25	7'138.65	7'165.95	7'193.60	7'221.05	7'248.85	7'276.65	7'304.50	7'332.10	7'379.65
13b	5'635.10	5'704.30	5'860.10	6'033.40	6'206.30	6'379.40	6'552.70	6'725.75	6'898.95	7'072.05	7'245.20	7'312.75	7'354.50	7'381.80	7'408.95	7'436.25	7'463.55	7'491.00	7'518.45	7'546.20	7'595.10
14b	5'813.50	5'884.25	6'043.60	6'220.70	6'397.65	6'574.55	6'751.60	6'928.65	7'105.65	7'282.30	7'456.15	7'520.40	7'562.25	7'590.05	7'617.80	7'645.95	7'674.05	7'702.35	7'730.60	7'759.15	7'809.60
15b	5'986.95	6'059.65	6'222.80	6'404.20	6'585.55	6'766.95	6'948.45	7'129.75	7'310.25	7'487.50	7'661.20	7'726.50	7'769.30	7'797.95	7'826.85	7'855.60	7'884.60	7'913.70	7'943.00	7'972.30	8'024.30
16b	6'162.30	6'236.55	6'403.55	6'589.10	6'774.55	6'960.20	7'145.80	7'330.25	7'511.05	7'688.55	7'865.90	7'932.60	7'976.65	8'006.15	8'035.55	8'065.40	8'095.20	8'125.20	8'155.25	8'185.35	8'238.80
17b	6'261.85	6'336.85	6'505.45	6'692.65	6'879.75	7'067.00	7'252.85	7'434.90	7'613.95	7'792.70	7'971.75	8'038.90	8'083.40	8'113.30	8'143.40	8'173.45	8'203.90	8'234.30	8'264.85	8'295.40	8'349.55
18b	6'436.50	6'513.10	6'685.10	6'876.45	7'067.45	7'257.35	7'443.00	7'625.85	7'808.50	7'991.10	8'173.90	8'242.40	8'288.05	8'318.85	8'349.55	8'380.60	8'411.70	8'442.95	8'474.35	8'505.85	8'561.30
19b	6'609.55	6'687.85	6'863.55	7'058.90	7'252.75	7'442.55	7'629.45	7'816.15	8'002.95	8'189.45	8'376.00	8'445.90	8'492.60	8'524.30	8'555.90	8'587.70	8'619.55	8'651.70	8'683.90	8'716.15	8'773.05
20b	6'782.65	6'862.40	7'041.95	7'240.15	7'434.45	7'625.20	7'815.80	8'006.40	8'196.95	8'387.55	8'578.15	8'649.25	8'697.25	8'729.60	8'762.10	8'794.75	8'827.60	8'860.35	8'893.35	8'926.60	8'984.85
21b	6'954.05	7'035.60	7'217.85	7'416.95	7'612.05	7'806.70	8'001.25	8'196.05	8'390.75	8'585.40	8'780.10	8'852.65	8'901.75	8'935.05	8'968.30	9'001.90	9'035.35	9'069.10	9'103.00	9'137.10	9'196.85
22b	7'130.25	7'212.55	7'395.30	7'594.10	7'792.35	7'990.70	8'189.15	8'387.45	8'585.70	8'784.10	8'982.30	9'056.25	9'106.55	9'140.35	9'174.70	9'209.00	9'243.30	9'277.85	9'312.70	9'347.45	9'408.65
23b	7'302.50	7'384.10	7'566.20	7'768.50	7'970.85	8'173.10	8'375.35	8'577.70	8'779.90	8'982.15	9'184.45	9'259.85	9'311.20	9'346.00	9'380.95	9'415.95	9'451.30	9'486.70	9'522.20	9'557.80	9'620.45

AVALEMS: Stundenlohn 2023 (174.30 Stunden/Monat)

Pflegepersonal und medizinisch-technischer Fachbereich

Ferien (Art. 19 des Personalstatuts): **10.64 % für 25 Tage**
13.04 % für 30 Tage
15.56 % für 35 Tage

% minus 11 Feiertage/Jahr : 92.4 Stunden / Jahr
 13. Monatslohn: 8.33 % des Jahresgehalts oder pro-rata temporis
 2'091.60 Std./Jahr geteilt durch 12 Monate: 174,3 Std./Monat

Der Erfahrungsanteil wird aufgrund der vorgelegten Diplome berechnet. Berücksichtigt wird die Anzahl Jahre abzüglich 2 Erfahrungsanteile, da diese in den Jahren 2005 & 2009 nicht gewährt wurden. Bei Teilzeitarbeit Personalstatut Art. 22.2. berücksichtigen

Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1b	23.60	23.60	23.65	23.65	23.70	23.70	24.50	25.30	26.10	26.90	27.70	28.05	28.20	28.30	28.40	28.55	28.65	28.75	28.85	28.95	29.15
2b	23.60	23.70	23.75	23.85	23.95	24.75	25.55	26.35	27.15	27.95	28.75	29.05	29.25	29.35	29.45	29.55	29.70	29.80	29.90	30.00	30.20
3b	23.60	23.75	23.95	24.15	24.95	25.75	26.55	27.35	28.15	28.95	29.75	30.10	30.25	30.35	30.50	30.60	30.70	30.85	30.95	31.05	31.25
4b	23.60	23.95	24.30	25.15	25.95	26.80	27.60	28.40	29.25	30.05	30.90	31.25	31.40	31.55	31.65	31.75	31.90	32.00	32.15	32.25	32.45
5b	24.25	24.55	25.30	26.15	27.00	27.80	28.65	29.50	30.30	31.15	32.00	32.35	32.50	32.65	32.75	32.90	33.00	33.15	33.25	33.40	33.60
6b	25.25	25.60	26.35	27.20	28.05	28.90	29.75	30.60	31.45	32.30	33.15	33.50	33.70	33.80	33.95	34.10	34.20	34.35	34.45	34.60	34.85
7b	26.25	26.60	27.40	28.25	29.15	30.00	30.85	31.70	32.60	33.45	34.30	34.65	34.85	35.00	35.15	35.25	35.40	35.55	35.70	35.80	36.05
8b	27.30	27.65	28.45	29.30	30.20	31.10	31.95	32.85	33.70	34.60	35.50	35.85	36.05	36.20	36.30	36.45	36.60	36.75	36.90	37.00	37.25
9b	28.30	28.65	29.45	30.35	31.25	32.15	33.05	33.95	34.85	35.75	36.65	37.00	37.20	37.35	37.50	37.65	37.80	37.95	38.10	38.25	38.50
10b	29.30	29.65	30.50	31.40	32.35	33.25	34.20	35.10	36.05	36.95	37.90	38.25	38.45	38.60	38.75	38.90	39.05	39.20	39.35	39.50	39.75
11b	30.30	30.70	31.55	32.50	33.45	34.40	35.35	36.25	37.20	38.15	39.10	39.50	39.70	39.85	40.00	40.15	40.30	40.50	40.65	40.80	41.05
12b	31.35	31.70	32.60	33.55	34.55	35.50	36.45	37.45	38.40	39.35	40.35	40.70	40.95	41.10	41.25	41.45	41.60	41.75	41.90	42.05	42.35
13b	32.35	32.75	33.60	34.60	35.60	36.60	37.60	38.60	39.60	40.55	41.55	41.95	42.20	42.35	42.50	42.65	42.80	43.00	43.15	43.30	43.55
14b	33.35	33.75	34.65	35.70	36.70	37.70	38.75	39.75	40.75	41.80	42.80	43.15	43.40	43.55	43.70	43.85	44.05	44.20	44.35	44.50	44.80
15b	34.35	34.75	35.70	36.75	37.80	38.80	39.85	40.90	41.95	42.95	43.95	44.35	44.55	44.75	44.90	45.05	45.25	45.40	45.55	45.75	46.05
16b	35.35	35.80	36.75	37.80	38.85	39.95	41.00	42.05	43.10	44.10	45.15	45.50	45.75	45.95	46.10	46.25	46.45	46.60	46.80	46.95	47.25
17b	35.95	36.35	37.30	38.40	39.45	40.55	41.60	42.65	43.70	44.70	45.75	46.10	46.40	46.55	46.70	46.90	47.05	47.25	47.40	47.60	47.90
18b	36.95	37.35	38.35	39.45	40.55	41.65	42.70	43.75	44.80	45.85	46.90	47.30	47.55	47.75	47.90	48.10	48.25	48.45	48.60	48.80	49.10
19b	37.90	38.35	39.40	40.50	41.60	42.70	43.75	44.85	45.90	47.00	48.05	48.45	48.70	48.90	49.10	49.25	49.45	49.65	49.80	50.00	50.35
20b	38.90	39.35	40.40	41.55	42.65	43.75	44.85	45.95	47.05	48.10	49.20	49.60	49.90	50.10	50.25	50.45	50.65	50.85	51.00	51.20	51.55
21b	39.90	40.35	41.40	42.55	43.65	44.80	45.90	47.00	48.15	49.25	50.35	50.80	51.05	51.25	51.45	51.65	51.85	52.05	52.25	52.40	52.75
22b	40.90	41.40	42.45	43.55	44.70	45.85	47.00	48.10	49.25	50.40	51.55	51.95	52.25	52.45	52.65	52.85	53.05	53.25	53.45	53.65	54.00
23b	41.90	42.35	43.40	44.55	45.75	46.90	48.05	49.20	50.35	51.55	52.70	53.15	53.40	53.60	53.80	54.00	54.20	54.45	54.65	54.85	55.20