

AVALEMS: Jahreslohn 2019

Verwaltung, Hausdienst-Personal und Technik (ausgenommen Pflegepersonal und medizinischer Fachbereich)

Lohntabelle 2019 = Lohntabelle 2018 + 100% Erfahrungsanteil + 0% Teuerung

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

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
1	47'667.75	47'864.70	48'064.90	48'261.20	48'475.05	50'127.35	51'778.35	53'431.30	55'083.60	56'734.60	58'387.55	59'081.75	59'442.50	59'660.90	59'876.70	60'097.05	60'318.05	60'538.40	60'761.35	60'983.65	61'356.75
2	48'102.60	48'373.00	48'643.40	48'926.80	50'583.00	52'237.25	53'891.50	55'547.70	57'203.25	58'858.15	60'513.70	61'199.45	61'567.35	61'792.90	62'021.70	62'249.85	62'478.00	62'707.45	62'938.85	63'170.25	63'557.00
3	48'685.00	48'989.20	49'308.35	50'974.30	52'640.25	54'306.85	55'970.85	57'636.80	59'302.10	60'968.70	62'634.65	63'316.50	63'692.85	63'927.50	64'162.15	64'398.10	64'636.00	64'875.20	65'114.40	65'353.60	65'755.30
4	49'221.25	49'895.30	51'412.40	53'097.20	54'782.00	56'466.80	58'151.60	59'836.40	61'520.55	63'206.00	64'892.10	65'573.30	65'959.40	66'204.45	66'446.90	66'693.90	66'940.90	67'189.85	67'435.55	67'686.45	68'104.40
5	49'858.25	50'541.40	52'078.65	53'785.55	55'493.10	57'201.30	58'910.15	60'616.40	62'322.65	64'030.85	65'739.05	66'433.25	66'829.75	67'081.30	67'336.10	67'591.55	67'847.00	68'102.45	68'361.15	68'619.85	69'058.60
6	51'957.75	52'652.60	54'217.80	55'955.25	57'695.30	59'434.05	61'173.45	62'912.85	64'651.60	66'389.70	68'129.75	68'831.10	69'238.65	69'500.60	69'765.15	70'031.00	70'294.25	70'562.05	70'827.90	71'098.30	71'553.95
7	54'017.60	54'726.75	56'323.15	58'097.00	59'870.85	61'645.35	63'418.55	65'194.35	66'968.85	68'742.70	70'515.90	71'226.35	71'646.25	71'918.60	72'193.55	72'467.20	72'742.80	73'017.75	73'295.30	73'574.80	74'046.70
8	56'116.45	56'837.30	58'461.65	60'268.00	62'073.70	63'878.75	65'685.10	67'489.50	69'295.85	71'100.90	72'905.95	73'624.85	74'055.15	74'338.55	74'621.95	74'904.70	75'190.70	75'477.35	75'763.35	76'053.25	76'541.40
9	58'138.60	58'876.35	60'535.80	62'379.85	64'223.90	66'069.25	67'913.30	69'756.70	71'602.70	73'446.75	75'290.15	76'020.75	76'464.70	76'754.60	77'048.40	77'342.20	77'636.65	77'933.70	78'230.75	78'530.40	79'035.45
10	60'236.15	60'993.40	62'693.80	64'584.00	66'472.90	68'362.45	70'253.95	72'142.85	74'032.40	75'921.95	77'812.80	78'556.40	79'015.95	79'316.25	79'619.15	79'924.00	80'227.55	80'534.35	80'843.10	81'151.85	81'675.75
11	62'315.50	63'090.95	64'834.25	66'771.90	68'709.55	70'645.25	72'584.20	74'520.55	76'458.20	78'395.85	80'332.85	81'092.70	81'565.25	81'877.90	82'189.90	82'503.85	82'819.75	83'136.30	83'454.15	83'775.90	84'316.05
12	64'395.50	65'189.80	66'976.65	68'960.45	70'944.25	72'929.35	74'914.45	76'899.55	78'884.00	80'869.10	82'853.55	83'632.25	84'117.80	84'438.90	84'761.95	85'086.30	85'413.25	85'738.90	86'067.80	86'393.45	86'952.45
13	66'438.45	67'252.90	69'083.30	71'120.40	73'156.20	75'192.65	77'227.80	79'262.95	81'299.40	83'336.50	85'371.65	86'164.00	86'654.10	86'976.50	87'297.60	87'616.10	87'937.20	88'260.25	88'582.65	88'908.95	89'484.85
14	68'536.00	69'369.30	71'241.30	73'323.25	75'404.55	77'485.85	79'566.50	81'649.75	83'730.40	85'806.50	87'881.40	88'606.05	89'098.75	89'423.10	89'752.65	90'082.20	90'412.40	90'747.15	91'078.65	91'416.00	92'006.85
15	70'576.35	71'430.45	73'349.90	75'483.85	77'613.90	79'747.85	81'881.15	84'013.80	86'136.05	88'221.25	90'262.90	91'029.90	91'534.95	91'870.35	92'209.00	92'548.30	92'889.55	93'231.45	93'575.95	93'921.10	94'532.10
16	72'637.50	73'511.10	75'476.70	77'657.45	79'838.20	82'021.55	84'202.95	86'370.70	88'497.50	90'584.00	92'669.85	93'453.10	93'970.50	94'316.30	94'664.70	95'013.10	95'366.05	95'717.05	96'071.95	96'427.50	97'053.45
17	74'717.50	75'610.60	77'617.15	79'845.35	82'075.50	84'305.00	86'516.30	88'686.65	90'818.65	92'948.70	95'078.10	95'876.95	96'407.35	96'764.20	97'122.35	97'481.15	97'842.55	98'204.60	98'567.95	98'933.25	99'576.10
18	76'797.50	77'708.15	79'756.30	82'035.20	84'310.20	86'570.90	88'782.20	90'960.35	93'135.25	95'310.80	97'487.00	98'300.15	98'845.50	99'211.45	99'576.75	99'947.25	100'317.75	100'690.20	101'063.30	101'437.70	102'098.75
19	78'857.35	79'788.80	81'881.80	84'208.15	86'515.65	88'778.30	91'002.60	93'226.90	95'450.55	97'670.95	99'893.95	100'724.00	101'281.70	101'658.05	102'035.70	102'414.65	102'793.60	103'175.15	103'558.00	103'943.45	104'621.40
20	80'916.55	81'868.15	84'007.30	86'366.15	88'680.15	90'953.20	93'223.65	95'491.50	97'761.30	100'031.10	102'300.25	103'145.90	103'717.90	104'103.35	104'490.10	104'880.10	105'270.75	105'661.40	106'055.95	106'450.50	107'144.70
21	82'959.50	83'929.95	86'100.95	88'470.20	90'795.25	93'113.15	95'431.05	97'750.25	100'068.15	102'387.35	104'704.60	105'568.45	106'152.15	106'549.95	106'947.75	107'346.20	107'744.65	108'147.00	108'551.30	108'954.95	109'666.70
22	85'058.35	86'038.55	88'214.75	90'580.75	92'943.50	95'304.95	97'667.70	100'029.80	102'391.90	104'753.35	107'114.15	107'994.25	108'591.60	108'995.90	109'403.45	109'812.30	110'221.80	110'633.25	111'046.00	111'460.70	112'190.65
23	87'109.10	88'080.20	90'249.90	92'658.15	95'067.70	97'476.60	99'885.50	102'294.40	104'702.65	107'112.20	109'520.45	110'417.45	111'029.10	111'443.80	111'860.45	112'277.10	112'697.65	113'118.85	113'542.00	113'965.15	114'712.00

AVALEMS: Monatslohn 2019 (13 Monate)

Verwaltung, Hausdienst-Personal und Technik (ausgenommen Pflegepersonal und medizinischer Fachbereich)

Lohntabelle 2019 = Lohntabelle 2018 + 100% Erfahrungsanteil + 0% Teuerung

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

Minimum																						
Cl.	1 part	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
1		3'666.75	3'681.90	3'697.30	3'712.40	3'728.85	3'855.95	3'982.95	4'110.10	4'237.20	4'364.20	4'491.35	4'544.75	4'572.50	4'589.30	4'605.90	4'622.85	4'639.85	4'656.80	4'673.95	4'691.05	4'719.75
2		3'700.20	3'721.00	3'741.80	3'763.60	3'891.00	4'018.25	4'145.50	4'272.90	4'400.25	4'527.55	4'654.90	4'707.65	4'735.95	4'753.30	4'770.90	4'788.45	4'806.00	4'823.65	4'841.45	4'859.25	4'889.00
3		3'745.00	3'768.40	3'792.95	3'921.10	4'049.25	4'177.45	4'305.45	4'433.60	4'561.70	4'689.90	4'818.05	4'870.50	4'899.45	4'917.50	4'935.55	4'953.70	4'972.00	4'990.40	5'008.80	5'027.20	5'058.10
4		3'786.25	3'838.10	3'954.80	4'084.40	4'214.00	4'343.60	4'473.20	4'602.80	4'732.35	4'862.00	4'991.70	5'044.10	5'073.80	5'092.65	5'111.30	5'130.30	5'149.30	5'168.45	5'187.35	5'206.65	5'238.80
5		3'835.25	3'887.80	4'006.05	4'137.35	4'268.70	4'400.10	4'531.55	4'662.80	4'794.05	4'925.45	5'056.85	5'110.25	5'140.75	5'160.10	5'179.70	5'199.35	5'219.00	5'238.65	5'258.55	5'278.45	5'312.20
6		3'996.75	4'050.20	4'170.60	4'304.25	4'438.10	4'571.85	4'705.65	4'839.45	4'973.20	5'106.90	5'240.75	5'294.70	5'326.05	5'346.20	5'366.55	5'387.00	5'407.25	5'427.85	5'448.30	5'469.10	5'504.15
7		4'155.20	4'209.75	4'332.55	4'469.00	4'605.45	4'741.95	4'878.35	5'014.95	5'151.45	5'287.90	5'424.30	5'478.95	5'511.25	5'532.20	5'553.35	5'574.40	5'595.60	5'616.75	5'638.10	5'659.60	5'695.90
8		4'316.65	4'372.10	4'497.05	4'636.00	4'774.90	4'913.75	5'052.70	5'191.50	5'330.45	5'469.30	5'608.15	5'663.45	5'696.55	5'718.35	5'740.15	5'761.90	5'783.90	5'805.95	5'827.95	5'850.25	5'887.80
9		4'472.20	4'528.95	4'656.60	4'798.45	4'940.30	5'082.25	5'224.10	5'365.90	5'507.90	5'649.75	5'791.55	5'847.75	5'881.90	5'904.20	5'926.80	5'949.40	5'972.05	5'994.90	6'017.75	6'040.80	6'079.65
10		4'633.55	4'691.80	4'822.60	4'968.00	5'113.30	5'258.65	5'404.15	5'549.45	5'694.80	5'840.15	5'985.60	6'042.80	6'078.15	6'101.25	6'124.55	6'148.00	6'171.35	6'194.95	6'218.70	6'242.45	6'282.75
11		4'793.50	4'853.15	4'987.25	5'136.30	5'285.35	5'434.25	5'583.40	5'732.35	5'881.40	6'030.45	6'179.45	6'237.90	6'274.25	6'298.30	6'322.30	6'346.45	6'370.75	6'395.10	6'419.55	6'444.30	6'485.85
12		4'953.50	5'014.60	5'152.05	5'304.65	5'457.25	5'609.95	5'762.65	5'915.35	6'068.00	6'220.70	6'373.35	6'433.25	6'470.60	6'495.30	6'520.15	6'545.10	6'570.25	6'595.30	6'620.60	6'645.65	6'688.65
13		5'110.65	5'173.30	5'314.10	5'470.80	5'627.40	5'784.05	5'940.60	6'097.15	6'253.80	6'410.50	6'567.05	6'628.00	6'665.70	6'690.50	6'715.20	6'739.70	6'764.40	6'789.25	6'814.05	6'839.15	6'883.45
14		5'272.00	5'336.10	5'480.10	5'640.25	5'800.35	5'960.45	6'120.50	6'280.75	6'440.80	6'600.50	6'757.80	6'815.85	6'853.75	6'878.70	6'904.05	6'929.40	6'954.80	6'980.55	7'006.05	7'032.00	7'077.45
15		5'428.95	5'494.65	5'642.30	5'806.45	5'970.30	6'134.45	6'298.55	6'462.60	6'625.85	6'786.25	6'943.30	7'002.30	7'041.15	7'066.95	7'093.00	7'119.10	7'145.35	7'171.65	7'198.15	7'224.70	7'271.70
16		5'587.50	5'654.70	5'805.90	5'973.65	6'141.40	6'309.35	6'477.15	6'643.90	6'807.50	6'968.00	7'128.45	7'188.70	7'228.50	7'255.10	7'281.90	7'308.70	7'335.85	7'362.85	7'390.15	7'417.50	7'465.65
17		5'747.50	5'816.20	5'970.55	6'141.95	6'313.50	6'485.00	6'655.10	6'822.05	6'986.05	7'149.90	7'313.70	7'375.15	7'415.95	7'443.40	7'470.95	7'498.55	7'526.35	7'554.20	7'582.15	7'610.25	7'659.70
18		5'907.50	5'977.55	6'135.10	6'310.40	6'485.40	6'659.30	6'829.40	6'996.95	7'164.25	7'331.60	7'499.00	7'561.55	7'603.50	7'631.65	7'659.75	7'688.25	7'716.75	7'745.40	7'774.10	7'802.90	7'853.75
19		6'065.95	6'137.60	6'298.60	6'477.55	6'655.05	6'829.10	7'000.20	7'171.30	7'342.35	7'513.15	7'684.15	7'748.00	7'790.90	7'819.85	7'848.90	7'878.05	7'907.20	7'936.55	7'966.00	7'995.65	8'047.80
20		6'224.35	6'297.55	6'462.10	6'643.55	6'821.55	6'996.40	7'171.05	7'345.50	7'520.10	7'694.70	7'869.25	7'934.30	7'978.30	8'007.95	8'037.70	8'067.70	8'097.75	8'127.80	8'158.15	8'188.50	8'241.90
21		6'381.50	6'456.15	6'623.15	6'805.40	6'984.25	7'162.55	7'340.85	7'519.25	7'697.55	7'875.95	8'054.20	8'120.65	8'165.55	8'196.15	8'226.75	8'257.40	8'288.05	8'319.00	8'350.10	8'381.15	8'435.90
22		6'542.95	6'618.35	6'785.75	6'967.75	7'149.50	7'331.15	7'512.90	7'694.60	7'876.30	8'057.95	8'239.55	8'307.25	8'353.20	8'384.30	8'415.65	8'447.10	8'478.60	8'510.25	8'542.00	8'573.90	8'630.05
23		6'700.70	6'775.40	6'942.30	7'127.55	7'312.90	7'498.20	7'683.50	7'868.80	8'054.05	8'239.40	8'424.65	8'493.65	8'540.70	8'572.60	8'604.65	8'636.70	8'669.05	8'701.45	8'734.00	8'766.55	8'824.00

AVALEMS: Stundenlohn 2019 (174.30 Stunden/Monat)

Verwaltung, Hausdienst-Personal und Technik (ausgenommen Pflegepersonal und medizinischer Fachbereich)

Lohtabelle 2019 = Lohtabelle 2018 + 100% Erfahrungsanteil + 0% Teuerung
 Nachtdienst, Sonntags- und Feiertagsarbeit = Fr. 5.50 pro Stunde

Saldo: 2'091.6 Std./Jahr

Berechnung der Anzahl Arbeitsstunden pro Monat:
 42 Std./Woche * 52 Wochen: 2'184.0 Std./Jahr
 ./ minus 11 Feiertage/Jahr: 92.4 Std./Jahr

Ferien (Art. 19 Statuten): **10.64 % 25 Arbeitstage**
13.04 % 30 Arbeitstage
15.56 % 35 Arbeitstage

13. Monatslohn: **8.33 % des Jahresgehalts**
jährlich oder pro-rata temporis

2'091.60 Std./Jahr geteilt durch 12 Monate: **174.30 Std./Monat**

Minimum																						
Cl.	1 part	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
1		21.05	21.10	21.20	21.30	21.40	22.10	22.85	23.60	24.30	25.05	25.75	26.05	26.25	26.35	26.45	26.50	26.60	26.70	26.80	26.90	27.10
2		21.25	21.35	21.45	21.60	22.30	23.05	23.80	24.50	25.25	26.00	26.70	27.00	27.15	27.25	27.35	27.45	27.55	27.65	27.80	27.90	28.05
3		21.50	21.60	21.75	22.50	23.25	23.95	24.70	25.45	26.15	26.90	27.65	27.95	28.10	28.20	28.30	28.40	28.55	28.65	28.75	28.85	29.00
4		21.70	22.00	22.70	23.45	24.20	24.90	25.65	26.40	27.15	27.90	28.65	28.95	29.10	29.20	29.30	29.45	29.55	29.65	29.75	29.85	30.05
5		22.00	22.30	23.00	23.75	24.50	25.25	26.00	26.75	27.50	28.25	29.00	29.30	29.50	29.60	29.70	29.85	29.95	30.05	30.15	30.30	30.50
6		22.95	23.25	23.95	24.70	25.45	26.25	27.00	27.75	28.55	29.30	30.05	30.40	30.55	30.65	30.80	30.90	31.00	31.15	31.25	31.40	31.60
7		23.85	24.15	24.85	25.65	26.40	27.20	28.00	28.75	29.55	30.35	31.10	31.45	31.60	31.75	31.85	32.00	32.10	32.20	32.35	32.45	32.70
8		24.75	25.10	25.80	26.60	27.40	28.20	29.00	29.80	30.60	31.40	32.20	32.50	32.70	32.80	32.95	33.05	33.20	33.30	33.45	33.55	33.80
9		25.65	26.00	26.70	27.55	28.35	29.15	29.95	30.80	31.60	32.40	33.25	33.55	33.75	33.85	34.00	34.15	34.25	34.40	34.55	34.65	34.90
10		26.60	26.90	27.65	28.50	29.35	30.15	31.00	31.85	32.65	33.50	34.35	34.65	34.85	35.00	35.15	35.25	35.40	35.55	35.70	35.80	36.05
11		27.50	27.85	28.60	29.45	30.30	31.20	32.05	32.90	33.75	34.60	35.45	35.80	36.00	36.15	36.25	36.40	36.55	36.70	36.85	36.95	37.20
12		28.40	28.75	29.55	30.45	31.30	32.20	33.05	33.95	34.80	35.70	36.55	36.90	37.10	37.25	37.40	37.55	37.70	37.85	38.00	38.15	38.35
13		29.30	29.70	30.50	31.40	32.30	33.20	34.10	35.00	35.90	36.80	37.70	38.05	38.25	38.40	38.55	38.65	38.80	38.95	39.10	39.25	39.50
14		30.25	30.60	31.45	32.35	33.30	34.20	35.10	36.05	36.95	37.85	38.75	39.10	39.30	39.45	39.60	39.75	39.90	40.05	40.20	40.35	40.60
15		31.15	31.50	32.35	33.30	34.25	35.20	36.15	37.10	38.00	38.95	39.85	40.15	40.40	40.55	40.70	40.85	41.00	41.15	41.30	41.45	41.70
16		32.05	32.45	33.30	34.25	35.25	36.20	37.15	38.10	39.05	40.00	40.90	41.25	41.45	41.60	41.80	41.95	42.10	42.25	42.40	42.55	42.85
17		32.95	33.35	34.25	35.25	36.20	37.20	38.20	39.15	40.10	41.00	41.95	42.30	42.55	42.70	42.85	43.00	43.20	43.35	43.50	43.65	43.95
18		33.90	34.30	35.20	36.20	37.20	38.20	39.20	40.15	41.10	42.05	43.00	43.40	43.60	43.80	43.95	44.10	44.25	44.45	44.60	44.75	45.05
19		34.80	35.20	36.15	37.15	38.20	39.20	40.15	41.15	42.10	43.10	44.10	44.45	44.70	44.85	45.05	45.20	45.35	45.55	45.70	45.85	46.15
20		35.70	36.15	37.05	38.10	39.15	40.15	41.15	42.15	43.15	44.15	45.15	45.50	45.75	45.95	46.10	46.30	46.45	46.65	46.80	47.00	47.30
21		36.60	37.05	38.00	39.05	40.05	41.10	42.10	43.15	44.15	45.20	46.20	46.60	46.85	47.00	47.20	47.35	47.55	47.75	47.90	48.10	48.40
22		37.55	37.95	38.95	40.00	41.00	42.05	43.10	44.15	45.20	46.25	47.25	47.65	47.90	48.10	48.30	48.45	48.65	48.85	49.00	49.20	49.50
23		38.45	38.85	39.85	40.90	41.95	43.00	44.10	45.15	46.20	47.25	48.35	48.75	49.00	49.20	49.35	49.55	49.75	49.90	50.10	50.30	50.65

VALEMS: Jahreslohn 2019

Pflegepersonal und medizinisch-technischer Fachbereich

Lohntabelle 2019 = Lohntabelle 2018 + 100% der Erfahrungsanteil + 0% Teuerung

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

Pikett-Dienst = Fr.4.00 pro Stunde minimum

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	49'479.30	49'688.60	49'899.20	50'107.20	50'330.80	52'079.95	53'828.45	55'574.35	57'322.20	59'068.75	60'816.60	61'558.25	61'939.80	62'170.55	62'400.65	62'631.40	62'865.40	63'100.05	63'335.35	63'569.35	63'967.15
2b	49'940.15	50'226.15	50'512.80	50'811.80	52'561.60	54'314.00	56'063.15	57'814.90	59'564.05	61'315.15	63'066.25	63'798.15	64'186.20	64'425.40	64'667.20	64'908.35	65'150.15	65'392.60	65'636.35	65'880.75	66'294.80
3b	50'555.05	50'877.45	51'214.80	52'976.30	54'738.45	56'501.25	58'261.45	60'023.60	61'785.75	63'547.25	65'308.75	66'036.10	66'433.90	66'682.20	66'930.50	67'181.40	67'432.30	67'684.50	67'938.00	68'191.50	68'621.80
4b	51'028.90	51'751.70	53'376.70	55'180.45	56'986.15	58'790.55	60'594.95	62'400.00	64'204.40	66'009.45	67'814.50	68'557.45	68'970.20	69'231.50	69'492.80	69'755.40	70'021.25	70'285.15	70'550.35	70'818.80	71'273.15
5b	53'217.45	53'950.00	55'595.80	57'424.90	59'253.35	61'083.75	62'912.20	64'740.00	66'570.40	68'398.85	70'228.60	70'972.85	71'397.30	71'669.65	71'938.75	72'213.70	72'487.35	72'761.65	73'036.60	73'315.45	73'786.70
6b	55'464.50	56'210.05	57'886.40	59'749.95	61'611.55	63'475.10	65'336.70	67'200.90	69'063.15	70'926.05	72'788.30	73'541.65	73'977.80	74'257.95	74'541.35	74'826.05	75'110.10	75'396.75	75'682.10	75'970.05	76'456.90
7b	57'672.55	58'433.70	60'141.25	62'042.50	63'943.10	65'842.40	67'744.95	69'643.60	71'545.50	73'444.80	75'344.75	76'107.20	76'557.00	76'849.50	77'141.35	77'437.10	77'730.25	78'026.00	78'323.05	78'622.70	79'129.05
8b	59'920.25	60'693.75	62'435.10	64'368.20	66'302.60	68'235.70	70'169.45	72'103.20	74'036.95	75'971.35	77'905.75	78'675.35	79'136.85	79'441.05	79'742.65	80'048.80	80'352.35	80'659.15	80'967.25	81'276.00	81'799.25
9b	62'086.05	62'875.80	64'654.85	66'630.85	68'605.55	70'580.25	72'556.90	74'532.25	76'508.90	78'482.95	80'458.95	81'242.20	81'716.70	82'030.00	82'342.00	82'659.20	82'973.15	83'291.65	83'609.50	83'929.30	84'472.05
10b	64'335.05	65'143.65	66'965.60	68'989.70	71'015.10	73'038.55	75'063.95	77'087.40	79'112.15	81'135.60	83'160.35	83'959.20	84'451.25	84'772.35	85'098.00	85'424.30	85'748.65	86'078.85	86'407.10	86'738.60	87'300.20
11b	66'561.30	67'393.30	69'258.80	71'334.25	73'410.35	75'484.50	77'560.60	79'634.10	81'708.90	83'785.00	85'860.45	86'676.85	87'181.90	87'516.00	87'851.40	88'186.80	88'524.80	88'864.10	89'205.35	89'547.25	90'128.35
12b	68'788.85	69'639.70	71'553.95	73'678.15	75'803.65	77'930.45	80'054.65	82'182.10	84'308.90	86'434.40	88'559.25	89'393.85	89'915.15	90'259.00	90'606.75	90'952.55	91'302.90	91'653.25	92'004.25	92'352.00	92'950.65
13b	70'976.75	71'849.05	73'811.40	75'993.45	78'171.60	80'352.35	82'534.40	84'714.50	86'895.90	89'076.65	91'256.75	92'107.60	92'634.10	92'977.95	93'319.85	93'663.70	94'006.90	94'352.70	94'698.50	95'048.20	95'664.40
14b	73'223.80	74'115.60	76'122.80	78'352.95	80'581.80	82'810.00	85'040.15	87'270.30	89'499.15	91'724.75	93'913.95	94'723.20	95'250.35	95'600.70	95'950.40	96'304.65	96'658.90	97'015.10	97'371.30	97'730.75	98'366.45
15b	75'409.10	76'324.30	78'379.60	80'664.35	82'949.10	85'233.20	87'519.25	89'802.70	92'076.40	94'309.15	96'497.05	97'319.30	97'858.80	98'219.55	98'582.90	98'945.60	99'310.90	99'677.50	100'046.05	100'415.25	101'070.45
16b	77'617.15	78'553.15	80'656.55	82'993.30	85'329.40	87'667.45	90'004.85	92'328.60	94'605.55	96'841.55	99'074.95	99'915.40	100'470.50	100'841.65	101'212.15	101'587.85	101'963.55	102'341.20	102'719.50	103'099.10	103'771.85
17b	78'871.65	79'816.10	81'939.65	84'297.20	86'654.10	89'012.30	91'353.60	93'646.80	95'901.65	98'153.25	100'408.10	101'254.40	101'814.70	102'191.05	102'570.65	102'948.95	103'332.45	103'715.30	104'100.10	104'484.90	105'167.40
18b	81'071.25	82'035.85	84'202.30	86'612.50	89'018.15	91'410.15	93'748.20	96'051.80	98'352.15	100'652.50	102'954.15	103'817.35	104'392.60	104'780.00	105'167.40	105'558.05	105'950.00	106'343.90	106'739.10	107'135.60	107'833.70
19b	83'250.70	84'237.40	86'450.00	88'910.90	91'352.30	93'743.00	96'097.30	98'448.35	100'801.35	103'150.45	105'500.20	106'380.30	106'969.20	107'367.65	107'766.10	108'166.50	108'568.20	108'972.50	109'378.10	109'784.35	110'501.30
20b	85'430.80	86'435.70	88'697.05	91'193.70	93'640.95	96'043.35	98'443.80	100'844.90	103'245.35	105'645.80	108'046.25	108'941.95	109'546.45	109'954.00	110'363.50	110'774.30	111'188.35	111'600.45	112'016.45	112'435.05	113'169.55
21b	87'590.10	88'617.10	90'912.90	93'420.60	95'877.60	98'329.40	100'779.90	103'233.65	105'686.10	108'137.90	110'589.70	111'504.25	112'122.40	112'541.65	112'960.90	113'383.40	113'805.25	114'230.35	114'656.75	115'087.05	115'839.10
22b	89'809.20	90'845.95	93'147.60	95'651.40	98'148.70	100'647.30	103'146.55	105'644.50	108'141.80	110'640.40	113'137.05	114'068.50	114'701.60	115'128.00	115'560.25	115'991.85	116'424.75	116'859.60	117'298.35	117'735.80	118'507.35
23b	91'978.90	93'007.20	95'300.40	97'848.40	100'397.05	102'944.40	105'492.40	108'040.40	110'587.10	113'135.10	115'683.10	116'632.75	117'279.50	117'718.25	118'158.30	118'599.00	119'043.60	119'490.15	119'937.35	120'385.20	121'174.30

Der Erfahrungsanteil wurde in den Jahren 2005 und 2009 nicht gewährt. Für Teilzeitarbeit Art. 22.2. des Personalstatus beziehen.

Sitten, 06.12.2018

VALEMS: Monatslohn 2019 (13 Monate)

Pflegepersonal und medizinisch-technischer Fachbereich

Lohntabelle 2019 = Lohntabelle 2018 + 100% der Erfahrungsanteil + 0% Teuerung

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

Pikett-Dienst = Fr.4.00 pro Stunde minimum

Minimum																						
Cl.	1 part	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		3'806.10	3'822.20	3'838.40	3'854.40	3'871.60	4'006.15	4'140.65	4'274.95	4'409.40	4'543.75	4'678.20	4'735.25	4'764.60	4'782.35	4'800.05	4'817.80	4'835.80	4'853.85	4'871.95	4'889.95	4'920.55
2b		3'841.55	3'863.55	3'885.60	3'908.60	4'043.20	4'178.00	4'312.55	4'447.30	4'581.85	4'716.55	4'851.25	4'907.55	4'937.40	4'955.80	4'974.40	4'992.95	5'011.55	5'030.20	5'048.95	5'067.75	5'099.60
3b		3'888.85	3'913.65	3'939.60	4'075.10	4'210.65	4'346.25	4'481.65	4'617.20	4'752.75	4'888.25	5'023.75	5'079.70	5'110.30	5'129.40	5'148.50	5'167.80	5'187.10	5'206.50	5'226.00	5'245.50	5'278.60
4b		3'925.30	3'980.90	4'105.90	4'244.65	4'383.55	4'522.35	4'661.15	4'800.00	4'938.80	5'077.65	5'216.50	5'273.65	5'305.40	5'325.50	5'345.60	5'365.80	5'386.25	5'406.55	5'426.95	5'447.60	5'482.55
5b		4'093.65	4'150.00	4'276.60	4'417.30	4'557.95	4'698.75	4'839.40	4'980.00	5'120.80	5'261.45	5'402.20	5'459.45	5'492.10	5'513.05	5'533.75	5'554.90	5'575.95	5'597.05	5'618.20	5'639.65	5'675.90
6b		4'266.50	4'323.85	4'452.80	4'596.15	4'739.35	4'882.70	5'025.90	5'169.30	5'312.55	5'455.85	5'599.10	5'657.05	5'690.60	5'712.15	5'733.95	5'755.85	5'777.70	5'799.75	5'821.70	5'843.85	5'881.30
7b		4'436.35	4'494.90	4'626.25	4'772.50	4'918.70	5'064.80	5'211.15	5'357.20	5'503.50	5'649.60	5'795.75	5'854.40	5'889.00	5'911.50	5'933.95	5'956.70	5'979.25	6'002.00	6'024.85	6'047.90	6'086.85
8b		4'609.25	4'668.75	4'802.70	4'951.40	5'100.20	5'248.90	5'397.65	5'546.40	5'695.15	5'843.95	5'992.75	6'051.95	6'087.45	6'110.85	6'134.05	6'157.60	6'180.95	6'204.55	6'228.25	6'252.00	6'292.25
9b		4'775.85	4'836.60	4'973.45	5'125.45	5'277.35	5'429.25	5'581.30	5'733.25	5'885.30	6'037.15	6'189.15	6'249.40	6'285.90	6'310.00	6'334.00	6'358.40	6'382.55	6'407.05	6'431.50	6'456.10	6'497.85
10b		4'948.85	5'011.05	5'151.20	5'306.90	5'462.70	5'618.35	5'774.15	5'929.80	6'085.55	6'241.20	6'396.95	6'458.40	6'496.25	6'520.95	6'546.00	6'571.10	6'596.05	6'621.45	6'646.70	6'672.20	6'715.40
11b		5'120.10	5'184.10	5'327.60	5'487.25	5'646.95	5'806.50	5'966.20	6'125.70	6'285.30	6'445.00	6'604.65	6'667.45	6'706.30	6'732.00	6'757.80	6'783.60	6'809.60	6'835.70	6'861.95	6'888.25	6'932.95
12b		5'291.45	5'356.90	5'504.15	5'667.55	5'831.05	5'994.65	6'158.05	6'321.70	6'485.30	6'648.80	6'812.25	6'876.45	6'916.55	6'943.00	6'969.75	6'996.35	7'023.30	7'050.25	7'077.25	7'104.00	7'150.05
13b		5'459.75	5'526.85	5'677.80	5'845.65	6'013.20	6'180.95	6'348.80	6'516.50	6'684.30	6'852.05	7'019.75	7'085.20	7'125.70	7'152.15	7'178.45	7'204.90	7'231.30	7'257.90	7'284.50	7'311.40	7'358.80
14b		5'632.60	5'701.20	5'855.60	6'027.15	6'198.60	6'370.00	6'541.55	6'713.10	6'884.55	7'055.75	7'224.15	7'286.40	7'326.95	7'353.90	7'380.80	7'408.05	7'435.30	7'462.70	7'490.10	7'517.75	7'566.65
15b		5'800.70	5'871.10	6'029.20	6'204.95	6'380.70	6'556.40	6'732.25	6'907.90	7'082.80	7'254.55	7'422.85	7'486.10	7'527.60	7'555.35	7'583.30	7'611.20	7'639.30	7'667.50	7'695.85	7'724.25	7'774.65
16b		5'970.55	6'042.55	6'204.35	6'384.10	6'563.80	6'743.65	6'923.45	7'102.20	7'277.35	7'449.35	7'621.15	7'685.80	7'728.50	7'757.05	7'785.55	7'814.45	7'843.35	7'872.40	7'901.50	7'930.70	7'982.45
17b		6'067.05	6'139.70	6'303.05	6'484.40	6'665.70	6'847.10	7'027.20	7'203.60	7'377.05	7'550.25	7'723.70	7'788.80	7'831.90	7'860.85	7'890.05	7'919.15	7'948.65	7'978.10	8'007.70	8'037.30	8'089.80
18b		6'236.25	6'310.45	6'477.10	6'662.50	6'847.55	7'031.55	7'211.40	7'388.60	7'565.55	7'742.50	7'919.55	7'985.95	8'030.20	8'060.00	8'089.80	8'119.85	8'150.00	8'180.30	8'210.70	8'241.20	8'294.90
19b		6'403.90	6'479.80	6'650.00	6'839.30	7'027.10	7'211.00	7'392.10	7'572.95	7'753.95	7'934.65	8'115.40	8'183.10	8'228.40	8'259.05	8'289.70	8'320.50	8'351.40	8'382.50	8'413.70	8'444.95	8'500.10
20b		6'571.60	6'648.90	6'822.85	7'014.90	7'203.15	7'387.95	7'572.60	7'757.30	7'941.95	8'126.60	8'311.25	8'380.15	8'426.65	8'458.00	8'489.50	8'521.10	8'552.95	8'584.65	8'616.65	8'648.85	8'705.35
21b		6'737.70	6'816.70	6'993.30	7'186.20	7'375.20	7'563.80	7'752.30	7'941.05	8'129.70	8'318.30	8'506.90	8'577.25	8'624.80	8'657.05	8'689.30	8'721.80	8'754.25	8'786.95	8'819.75	8'852.85	8'910.70
22b		6'908.40	6'988.15	7'165.20	7'357.80	7'549.90	7'742.10	7'934.35	8'126.50	8'318.60	8'510.80	8'702.85	8'774.50	8'823.20	8'856.00	8'889.25	8'922.45	8'955.75	8'989.20	9'022.95	9'056.60	9'115.95
23b		7'075.30	7'154.40	7'330.80	7'526.80	7'722.85	7'918.80	8'114.80	8'310.80	8'506.70	8'702.70	8'898.70	8'971.75	9'021.50	9'055.25	9'089.10	9'123.00	9'157.20	9'191.55	9'225.95	9'260.40	9'321.10

Der Erfahrungsanteil wurde in den Jahren 2005 und 2009 nicht gewährt. Für Teilzeitarbeit Art. 22.2. des Personalstatus beziehen.

Sitten, 06.12.2018

AVALEMS: Stundenlohn 2019 (174.30 Stunden/Monat)

Pflegepersonal und medizinisch-technischer Fachbereich

Lohtabelle 2019 = Lohtabelle 2018 + 100% der Erfahrungsanteil + 0% Teuerung

Saldo: 2'091.6 Std./Jahr

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

Berechnung der Anzahl Arbeitsstunden pro Monat:

42 Std./Woche * 52 Wochen: 2'184.0 Std./Jahr heures / an

./ minus 11 Feiertage/Jahr: 92.4 Std./Jahr heures / an

2'091.60 Std./Jahr geteilt durch 12 Monate: **174.3** Std./Monat

Ferien (Art. 19 Statuten): 10.64 % 25 Arbeitstage

13. Monatslohn: **8.33 % des Jahresgehalts**

13.04 % 30 Arbeitstage

jährlich oder pro-rata temporis

15.56 % 35 Arbeitstage

Minimum																						
Cl.	1 part	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		21.85	21.95	22.00	22.10	22.20	23.00	23.75	24.55	25.30	26.05	26.85	27.15	27.35	27.45	27.55	27.65	27.75	27.85	27.95	28.05	28.25
2b		22.05	22.15	22.30	22.40	23.20	23.95	24.75	25.50	26.30	27.05	27.85	28.15	28.35	28.45	28.55	28.65	28.75	28.85	28.95	29.05	29.25
3b		22.30	22.45	22.60	23.40	24.15	24.95	25.70	26.50	27.25	28.05	28.80	29.15	29.30	29.45	29.55	29.65	29.75	29.85	30.00	30.10	30.30
4b		22.50	22.85	23.55	24.35	25.15	25.95	26.75	27.55	28.35	29.15	29.95	30.25	30.45	30.55	30.65	30.80	30.90	31.00	31.15	31.25	31.45
5b		23.50	23.80	24.55	25.35	26.15	26.95	27.75	28.55	29.40	30.20	31.00	31.30	31.50	31.65	31.75	31.85	32.00	32.10	32.25	32.35	32.55
6b		24.50	24.80	25.55	26.35	27.20	28.00	28.85	29.65	30.50	31.30	32.10	32.45	32.65	32.75	32.90	33.00	33.15	33.25	33.40	33.55	33.75
7b		25.45	25.80	26.55	27.40	28.20	29.05	29.90	30.75	31.55	32.40	33.25	33.60	33.80	33.90	34.05	34.15	34.30	34.45	34.55	34.70	34.90
8b		26.45	26.80	27.55	28.40	29.25	30.10	30.95	31.80	32.65	33.55	34.40	34.70	34.95	35.05	35.20	35.35	35.45	35.60	35.75	35.85	36.10
9b		27.40	27.75	28.55	29.40	30.30	31.15	32.00	32.90	33.75	34.65	35.50	35.85	36.05	36.20	36.35	36.50	36.60	36.75	36.90	37.05	37.30
10b		28.40	28.75	29.55	30.45	31.35	32.25	33.15	34.00	34.90	35.80	36.70	37.05	37.25	37.40	37.55	37.70	37.85	38.00	38.15	38.30	38.55
11b		29.40	29.75	30.55	31.50	32.40	33.30	34.25	35.15	36.05	37.00	37.90	38.25	38.50	38.60	38.75	38.90	39.05	39.20	39.35	39.50	39.80
12b		30.35	30.75	31.60	32.50	33.45	34.40	35.35	36.25	37.20	38.15	39.10	39.45	39.70	39.85	40.00	40.15	40.30	40.45	40.60	40.75	41.00
13b		31.30	31.70	32.55	33.55	34.50	35.45	36.40	37.40	38.35	39.30	40.25	40.65	40.90	41.05	41.20	41.35	41.50	41.65	41.80	41.95	42.20
14b		32.30	32.70	33.60	34.60	35.55	36.55	37.55	38.50	39.50	40.50	41.45	41.80	42.05	42.20	42.35	42.50	42.65	42.80	42.95	43.15	43.40
15b		33.30	33.70	34.60	35.60	36.60	37.60	38.60	39.65	40.65	41.60	42.60	42.95	43.20	43.35	43.50	43.65	43.85	44.00	44.15	44.30	44.60
16b		34.25	34.65	35.60	36.65	37.65	38.70	39.70	40.75	41.75	42.75	43.70	44.10	44.35	44.50	44.65	44.85	45.00	45.15	45.35	45.50	45.80
17b		34.80	35.20	36.15	37.20	38.25	39.30	40.30	41.35	42.30	43.30	44.30	44.70	44.95	45.10	45.25	45.45	45.60	45.75	45.95	46.10	46.40
18b		35.80	36.20	37.15	38.20	39.30	40.35	41.35	42.40	43.40	44.40	45.45	45.80	46.05	46.25	46.40	46.60	46.75	46.95	47.10	47.30	47.60
19b		36.75	37.20	38.15	39.25	40.30	41.35	42.40	43.45	44.50	45.50	46.55	46.95	47.20	47.40	47.55	47.75	47.90	48.10	48.25	48.45	48.75
20b		37.70	38.15	39.15	40.25	41.35	42.40	43.45	44.50	45.55	46.60	47.70	48.10	48.35	48.55	48.70	48.90	49.05	49.25	49.45	49.60	49.95
21b		38.65	39.10	40.10	41.25	42.30	43.40	44.50	45.55	46.65	47.70	48.80	49.20	49.50	49.65	49.85	50.05	50.25	50.40	50.60	50.80	51.10
22b		39.65	40.10	41.10	42.20	43.30	44.40	45.50	46.60	47.75	48.85	49.95	50.35	50.60	50.80	51.00	51.20	51.40	51.55	51.75	51.95	52.30
23b		40.60	41.05	42.05	43.20	44.30	45.45	46.55	47.70	48.80	49.95	51.05	51.45	51.75	51.95	52.15	52.35	52.55	52.75	52.95	53.15	53.50

Der Erfahrungsanteil wurde in den Jahren 2005 und 2009 nicht gewährt. Für Teilzeitarbeit Art. 22.2. des Personalstatus beziehen.

Sitten, 06.12.2018

