

AVALEMS: Jahreslohn 2021

Pflegepersonal und medizinisch-technischer Fachbereich

Lohntabelle 2021 = Lohntabelle 2020 + Erfahrungsanteil zu 100% + 0% 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	52'000.00	52'057.85	52'115.70	52'173.55	52'231.40	52'287.95	54'043.60	55'796.65	57'551.65	59'305.35	61'059.70	61'804.60	62'187.45	62'419.50	62'650.25	62'881.65	63'116.95	63'352.25	63'588.85	63'823.50	64'223.25
2b	52'000.00	52'193.05	52'386.75	52'581.10	52'771.55	54'531.10	56'287.40	58'046.30	59'802.60	61'560.20	63'318.45	64'053.60	64'442.95	64'682.80	64'925.90	65'167.70	65'410.80	65'653.90	65'898.95	66'144.00	66'560.00
3b	52'000.00	52'395.85	52'794.95	53'188.20	54'957.50	56'727.45	58'494.80	60'263.45	62'032.75	63'801.40	65'570.05	66'300.00	66'699.75	66'948.70	67'198.30	67'449.85	67'702.05	67'955.55	68'209.70	68'464.50	68'896.10
4b	52'000.00	52'794.95	53'589.90	55'401.45	57'214.30	59'025.85	60'837.40	62'649.60	64'461.15	66'273.35	68'085.55	68'831.75	69'245.80	69'508.40	69'771.00	70'034.25	70'301.40	70'566.60	70'832.45	71'102.20	71'558.50
5b	53'430.00	54'165.80	55'818.10	57'654.35	59'490.60	61'328.15	63'163.75	64'998.70	66'836.90	68'672.50	70'509.40	71'256.90	71'682.65	71'956.30	72'226.70	72'502.30	72'777.25	73'052.85	73'328.45	73'608.60	74'081.80
6b	55'686.15	56'434.95	58'117.80	59'989.15	61'857.90	63'729.25	65'598.00	67'470.00	69'339.40	71'209.45	73'079.50	73'836.10	74'273.55	74'555.00	74'839.70	75'125.05	75'410.40	75'698.35	75'985.00	76'274.25	76'763.05
7b	57'903.30	58'667.70	60'381.75	62'290.80	64'198.55	66'105.65	68'016.00	69'922.45	71'831.50	73'738.60	75'646.35	76'411.40	76'863.15	77'156.95	77'450.10	77'747.15	78'040.95	78'338.00	78'636.35	78'937.30	79'445.60
8b	60'160.10	60'936.85	62'684.70	64'625.60	66'567.80	68'508.70	70'450.25	72'391.80	74'333.35	76'275.55	78'217.10	78'989.95	79'453.40	79'758.90	80'061.80	80'369.25	80'673.45	80'981.55	81'290.95	81'601.00	82'126.20
9b	62'334.35	63'127.35	64'913.55	66'897.35	68'879.85	70'862.35	72'847.45	74'830.60	76'815.05	78'796.90	80'780.70	81'567.20	82'043.65	82'358.25	82'671.55	82'990.05	83'305.30	83'625.10	83'944.25	84'264.70	84'810.05
10b	64'592.45	65'404.30	67'233.40	69'265.95	71'299.15	73'330.40	75'364.25	77'395.50	79'428.70	81'459.95	83'493.15	84'295.25	84'789.25	85'111.65	85'438.60	85'766.20	86'091.85	86'423.35	86'752.90	87'085.70	87'649.25
11b	66'827.80	67'663.05	69'535.70	71'619.60	73'704.15	75'786.75	77'870.65	79'952.60	82'035.85	84'120.40	86'203.65	87'023.30	87'530.95	87'866.35	88'203.05	88'539.75	88'879.05	89'219.65	89'562.20	89'905.40	90'489.10
12b	69'063.80	69'918.55	71'839.95	73'972.60	76'106.55	78'242.45	80'375.10	82'511.00	84'646.25	86'780.20	88'913.50	89'751.35	90'274.60	90'619.75	90'969.45	91'316.55	91'668.20	92'019.85	92'372.15	92'721.20	93'322.45
13b	71'260.80	72'136.35	74'106.50	76'297.65	78'484.25	80'673.45	82'864.60	85'053.15	87'243.65	89'432.85	91'622.05	92'476.15	93'004.60	93'349.75	93'692.95	94'038.10	94'383.25	94'730.35	95'077.45	95'428.45	96'047.25
14b	73'516.95	74'412.00	76'427.00	78'666.25	80'904.20	83'141.50	85'380.10	87'619.35	89'857.30	92'091.35	94'289.65	95'102.15	95'631.25	95'982.90	96'333.90	96'690.10	97'045.65	97'403.15	97'760.65	98'121.40	98'759.70
15b	75'710.70	76'629.80	78'692.90	80'986.75	83'280.60	85'574.45	87'869.60	90'162.15	92'444.95	94'686.15	96'883.15	97'708.65	98'250.10	98'612.15	98'977.45	99'341.45	99'708.05	100'075.95	100'446.45	100'816.95	101'474.75
16b	77'927.85	78'867.10	80'978.95	83'325.45	85'670.65	88'017.80	90'364.95	92'697.80	94'983.85	97'228.95	99'471.45	100'315.15	100'872.20	101'245.30	101'617.10	101'994.10	102'371.10	102'750.70	103'130.30	103'511.20	104'187.20
17b	79'186.90	80'135.25	82'267.25	84'634.55	87'000.55	89'368.50	91'718.90	94'021.20	96'285.15	98'545.85	100'809.80	101'659.35	102'222.25	102'599.90	102'980.80	103'361.05	103'745.85	104'130.00	104'516.75	104'902.85	105'587.95
18b	81'395.60	82'364.10	84'539.00	86'958.95	89'374.35	91'776.10	94'123.25	96'435.95	98'745.40	101'054.85	103'366.25	104'232.70	104'809.90	105'199.25	105'587.95	105'980.55	106'373.80	106'769.00	107'166.15	107'563.95	108'265.30
19b	83'583.50	84'574.10	86'795.80	89'266.45	91'717.60	94'118.05	96'481.45	98'842.25	101'204.35	103'563.20	105'922.05	106'806.05	107'396.90	107'797.30	108'197.05	108'599.40	109'002.40	109'408.65	109'815.55	110'223.75	110'943.30
20b	85'772.70	86'781.50	89'051.95	91'558.35	94'015.35	96'427.50	98'837.70	101'248.55	103'658.10	106'068.30	108'478.50	109'377.45	109'984.55	110'394.05	110'804.85	111'217.60	111'632.95	112'047.00	112'464.30	112'884.85	113'621.95
21b	87'940.45	88'971.35	91'276.25	93'794.35	96'261.10	98'722.65	101'182.90	103'646.40	106'108.60	108'570.15	111'032.35	111'950.15	112'570.90	112'992.10	113'412.65	113'837.10	114'260.25	114'687.30	115'115.65	115'547.25	116'302.55
22b	90'168.65	91'209.30	93'520.05	96'034.25	98'541.30	101'049.65	103'559.30	106'067.00	108'574.05	111'083.05	113'589.45	114'524.80	115'160.50	115'588.20	116'022.40	116'455.95	116'890.15	117'326.95	117'767.65	118'207.05	118'981.20
23b	92'346.80	93'379.00	95'681.30	98'239.70	100'798.75	103'356.50	105'914.25	108'472.65	111'029.75	113'587.50	116'145.90	117'099.45	117'748.80	118'188.85	118'630.85	119'073.50	119'520.05	119'967.90	120'417.05	120'866.85	121'659.20

AVALEMS: Monatslohn 2021 (13 Monate)

Pflegepersonal und medizinisch-technischer Fachbereich

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Pikett-Dienst = Fr.4.00 pro Stunde minimum

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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. berücksichtigter

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	4'000.00	4'004.45	4'008.90	4'013.35	4'017.80	4'022.15	4'157.20	4'292.05	4'427.05	4'561.95	4'696.90	4'754.20	4'783.65	4'801.50	4'819.25	4'837.05	4'855.15	4'873.25	4'891.45	4'909.50	4'940.25
2b	4'000.00	4'014.85	4'029.75	4'044.70	4'059.35	4'194.70	4'329.80	4'465.10	4'600.20	4'735.40	4'870.65	4'927.20	4'957.15	4'975.60	4'994.30	5'012.90	5'031.60	5'050.30	5'069.15	5'088.00	5'120.00
3b	4'000.00	4'030.45	4'061.15	4'091.40	4'227.50	4'363.65	4'499.60	4'635.65	4'771.75	4'907.80	5'043.85	5'100.00	5'130.75	5'149.90	5'169.10	5'188.45	5'207.85	5'227.35	5'246.90	5'266.50	5'299.70
4b	4'000.00	4'061.15	4'122.30	4'261.65	4'401.10	4'540.45	4'679.80	4'819.20	4'958.55	5'097.95	5'237.35	5'294.75	5'326.60	5'346.80	5'367.00	5'387.25	5'407.80	5'428.20	5'448.65	5'469.40	5'504.50
5b	4'110.00	4'166.60	4'293.70	4'434.95	4'576.20	4'717.55	4'858.75	4'999.90	5'141.30	5'282.50	5'423.80	5'481.30	5'514.05	5'535.10	5'555.90	5'577.10	5'598.25	5'619.45	5'640.65	5'662.20	5'698.60
6b	4'283.55	4'341.15	4'470.60	4'614.55	4'758.30	4'902.25	5'046.00	5'190.00	5'333.80	5'477.65	5'621.50	5'679.70	5'713.35	5'735.00	5'756.90	5'778.85	5'800.80	5'822.95	5'845.00	5'867.25	5'904.85
7b	4'454.10	4'512.90	4'644.75	4'791.60	4'938.35	5'085.05	5'232.00	5'378.65	5'525.50	5'672.20	5'818.95	5'877.80	5'912.55	5'935.15	5'957.70	5'980.55	6'003.15	6'026.00	6'048.95	6'072.10	6'111.20
8b	4'627.70	4'687.45	4'821.90	4'971.20	5'120.60	5'269.90	5'419.25	5'568.60	5'717.95	5'867.35	6'016.70	6'076.15	6'111.80	6'135.30	6'158.60	6'182.25	6'205.65	6'229.35	6'253.15	6'277.00	6'317.40
9b	4'794.95	4'855.95	4'993.35	5'145.95	5'298.45	5'450.95	5'603.65	5'756.20	5'908.85	6'061.30	6'213.90	6'274.40	6'311.05	6'335.25	6'359.35	6'383.85	6'408.10	6'432.70	6'457.25	6'481.90	6'523.85
10b	4'968.65	5'031.10	5'171.80	5'328.15	5'484.55	5'640.80	5'797.25	5'953.50	6'109.90	6'266.15	6'422.55	6'484.25	6'522.25	6'547.05	6'572.20	6'597.40	6'622.45	6'647.95	6'673.30	6'698.90	6'742.25
11b	5'140.60	5'204.85	5'348.90	5'509.20	5'669.55	5'829.75	5'990.05	6'150.20	6'310.45	6'470.80	6'631.05	6'694.10	6'733.15	6'758.95	6'784.85	6'810.75	6'836.85	6'863.05	6'889.40	6'915.80	6'960.70
12b	5'312.60	5'378.35	5'526.15	5'690.20	5'854.35	6'018.65	6'182.70	6'347.00	6'511.25	6'675.40	6'839.50	6'903.95	6'944.20	6'970.75	6'997.65	7'024.35	7'051.40	7'078.45	7'105.55	7'132.40	7'178.65
13b	5'481.60	5'548.95	5'700.50	5'869.05	6'037.25	6'205.65	6'374.20	6'542.55	6'711.05	6'879.45	7'047.85	7'113.55	7'154.20	7'180.75	7'207.15	7'233.70	7'260.25	7'286.95	7'313.65	7'340.65	7'388.25
14b	5'655.15	5'724.00	5'879.00	6'051.25	6'223.40	6'395.50	6'567.70	6'739.95	6'912.10	7'083.95	7'253.05	7'315.55	7'356.25	7'383.30	7'410.30	7'437.70	7'465.05	7'492.55	7'520.05	7'547.80	7'596.90
15b	5'823.90	5'894.60	6'053.30	6'229.75	6'406.20	6'582.65	6'759.20	6'935.55	7'111.15	7'283.55	7'452.55	7'516.05	7'557.70	7'585.55	7'613.65	7'641.65	7'669.85	7'698.15	7'726.65	7'755.15	7'805.75
16b	5'994.45	6'066.70	6'229.15	6'409.65	6'590.05	6'770.60	6'951.15	7'130.60	7'306.45	7'479.15	7'651.65	7'716.55	7'759.40	7'788.10	7'816.70	7'845.70	7'874.70	7'903.90	7'933.10	7'962.40	8'014.40
17b	6'091.30	6'164.25	6'328.25	6'510.35	6'692.35	6'874.50	7'055.30	7'232.40	7'406.55	7'580.45	7'754.60	7'819.95	7'863.25	7'892.30	7'921.60	7'950.85	7'980.45	8'010.00	8'039.75	8'069.45	8'122.15
18b	6'261.20	6'335.70	6'503.00	6'689.15	6'874.95	7'059.70	7'240.25	7'418.15	7'595.80	7'773.45	7'951.25	8'017.90	8'062.30	8'092.25	8'122.15	8'152.35	8'182.60	8'213.00	8'243.55	8'274.15	8'328.10
19b	6'429.50	6'505.70	6'676.60	6'866.65	7'055.20	7'239.85	7'421.65	7'603.25	7'784.95	7'966.40	8'147.85	8'215.85	8'261.30	8'292.10	8'322.85	8'353.80	8'384.80	8'416.05	8'447.35	8'478.75	8'534.10
20b	6'597.90	6'675.50	6'850.15	7'042.95	7'231.95	7'417.50	7'602.90	7'788.35	7'973.70	8'159.10	8'344.50	8'413.65	8'460.35	8'491.85	8'523.45	8'555.20	8'587.15	8'619.00	8'651.10	8'683.45	8'740.15
21b	6'764.65	6'843.95	7'021.25	7'214.95	7'404.70	7'594.05	7'783.30	7'972.80	8'162.20	8'351.55	8'540.95	8'611.55	8'659.30	8'691.70	8'724.05	8'756.70	8'789.25	8'822.10	8'855.05	8'888.25	8'946.35
22b	6'936.05	7'016.10	7'193.85	7'387.25	7'580.10	7'773.05	7'966.10	8'159.00	8'351.85	8'544.85	8'737.65	8'809.60	8'858.50	8'891.40	8'924.80	8'958.15	8'991.55	9'025.15	9'059.05	9'092.85	9'152.40
23b	7'103.60	7'183.00	7'360.10	7'556.90	7'753.75	7'950.50	8'147.25	8'344.05	8'540.75	8'737.50	8'934.30	9'007.65	9'057.60	9'091.45	9'125.45	9'159.50	9'193.85	9'228.30	9'262.85	9'297.45	9'358.40

AVALEMS: Stundenlohn 2021 (174.30 Stunden/Monat) Pflegepersonal und medizinisch-technischer Fachbereich

Lohntabelle 2021 = Lohntabelle 2020 + Erfahrungsanteil zu 100% + 0% Teuerungsausgleich

Saldo: 2'091.6 Std./Jahr

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

Berechnung der Anzahl Arbeitsstunden pro Monat:

Pikett-Dienst = Fr.4.00 pro Stunde minimum

42 Stunden/Woche * 52 Wochen : 2'184.0 Stunden/Jahr

./. minus 11 Feiertage/Jahr: 92.4 Stunden/Jahr

Ferien (Art. 19 des Personalstatuts): 10.64 % für 25 Tage

13. Monatslohn: 8.33 % des Jahresgehalts

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

13.04 % für 30 Tage

jährlich oder pro-rata temporis

15.56 % für 35 Tage

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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	22.95	22.95	23.00	23.05	23.05	23.10	23.85	24.60	25.40	26.15	26.95	27.30	27.45	27.55	27.65	27.75	27.85	27.95	28.05	28.15	28.35
2b	22.95	23.05	23.10	23.20	23.30	24.05	24.85	25.60	26.40	27.15	27.95	28.25	28.45	28.55	28.65	28.75	28.85	28.95	29.10	29.20	29.35
3b	22.95	23.10	23.30	23.45	24.25	25.05	25.80	26.60	27.40	28.15	28.95	29.25	29.45	29.55	29.65	29.75	29.90	30.00	30.10	30.20	30.40
4b	22.95	23.30	23.65	24.45	25.25	26.05	26.85	27.65	28.45	29.25	30.05	30.40	30.55	30.70	30.80	30.90	31.05	31.15	31.25	31.40	31.60
5b	23.60	23.90	24.65	25.45	26.25	27.05	27.90	28.70	29.50	30.30	31.10	31.45	31.65	31.75	31.90	32.00	32.10	32.25	32.35	32.50	32.70
6b	24.60	24.90	25.65	26.45	27.30	28.15	28.95	29.80	30.60	31.45	32.25	32.60	32.80	32.90	33.05	33.15	33.30	33.40	33.55	33.65	33.90
7b	25.55	25.90	26.65	27.50	28.35	29.15	30.00	30.85	31.70	32.55	33.40	33.70	33.90	34.05	34.20	34.30	34.45	34.55	34.70	34.85	35.05
8b	26.55	26.90	27.65	28.50	29.40	30.25	31.10	31.95	32.80	33.65	34.50	34.85	35.05	35.20	35.35	35.45	35.60	35.75	35.90	36.00	36.25
9b	27.50	27.85	28.65	29.50	30.40	31.25	32.15	33.00	33.90	34.80	35.65	36.00	36.20	36.35	36.50	36.65	36.75	36.90	37.05	37.20	37.45
10b	28.50	28.85	29.65	30.55	31.45	32.35	33.25	34.15	35.05	35.95	36.85	37.20	37.40	37.55	37.70	37.85	38.00	38.15	38.30	38.45	38.70
11b	29.50	29.85	30.70	31.60	32.55	33.45	34.35	35.30	36.20	37.10	38.05	38.40	38.65	38.80	38.95	39.05	39.20	39.35	39.55	39.70	39.95
12b	30.50	30.85	31.70	32.65	33.60	34.55	35.45	36.40	37.35	38.30	39.25	39.60	39.85	40.00	40.15	40.30	40.45	40.60	40.75	40.90	41.20
13b	31.45	31.85	32.70	33.65	34.65	35.60	36.55	37.55	38.50	39.45	40.45	40.80	41.05	41.20	41.35	41.50	41.65	41.80	41.95	42.10	42.40
14b	32.45	32.85	33.75	34.70	35.70	36.70	37.70	38.65	39.65	40.65	41.60	41.95	42.20	42.35	42.50	42.65	42.85	43.00	43.15	43.30	43.60
15b	33.40	33.80	34.75	35.75	36.75	37.75	38.80	39.80	40.80	41.80	42.75	43.10	43.35	43.50	43.70	43.85	44.00	44.15	44.35	44.50	44.80
16b	34.40	34.80	35.75	36.75	37.80	38.85	39.90	40.90	41.90	42.90	43.90	44.25	44.50	44.70	44.85	45.00	45.20	45.35	45.50	45.70	46.00
17b	34.95	35.35	36.30	37.35	38.40	39.45	40.50	41.50	42.50	43.50	44.50	44.85	45.10	45.30	45.45	45.60	45.80	45.95	46.15	46.30	46.60
18b	35.90	36.35	37.30	38.40	39.45	40.50	41.55	42.55	43.60	44.60	45.60	46.00	46.25	46.45	46.60	46.75	46.95	47.10	47.30	47.45	47.80
19b	36.90	37.30	38.30	39.40	40.50	41.55	42.60	43.60	44.65	45.70	46.75	47.15	47.40	47.55	47.75	47.95	48.10	48.30	48.45	48.65	48.95
20b	37.85	38.30	39.30	40.40	41.50	42.55	43.60	44.70	45.75	46.80	47.85	48.25	48.55	48.70	48.90	49.10	49.25	49.45	49.65	49.80	50.15
21b	38.80	39.25	40.30	41.40	42.50	43.55	44.65	45.75	46.85	47.90	49.00	49.40	49.70	49.85	50.05	50.25	50.45	50.60	50.80	51.00	51.35
22b	39.80	40.25	41.25	42.40	43.50	44.60	45.70	46.80	47.90	49.00	50.15	50.55	50.80	51.00	51.20	51.40	51.60	51.80	51.95	52.15	52.50
23b	40.75	41.20	42.25	43.35	44.50	45.60	46.75	47.85	49.00	50.15	51.25	51.70	51.95	52.15	52.35	52.55	52.75	52.95	53.15	53.35	53.70