

AVALEMS: Jahreslohn 2020

Pflegepersonal und medizinisch-technischer Fachbereich

Lohntabelle 2020 = Lohntabelle 2019 + 100% des Erfahrungsanteils + 0.4% Teuerung

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

Pikett-Dienst = Fr.4.00 pro Stunde minimum

	Minimum																				
Kl.	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	49'676.90	49'887.50	50'098.75	50'307.40	50'532.30	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	50'139.70	50'427.00	50'714.95	51'015.25	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	50'757.20	51'080.90	51'419.55	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	51'233.00	51'958.40	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 2020 (13 Monate)

Pflegepersonal und medizinisch-technischer Fachbereich

Lohntabelle 2020 = Lohntabelle 2019 + 100% des Erfahrungsanteils + 0.4% 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		3'821.30	3'837.50	3'853.75	3'869.80	3'887.10	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		3'856.90	3'879.00	3'901.15	3'924.25	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		3'904.40	3'929.30	3'955.35	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		3'941.00	3'996.80	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 2020 (174.30 Stunden/Monat)

Pflegepersonal und medizinisch-technischer Fachbereich

Lohntabelle 2020 = Lohntabelle 2019 + 100% des Erfahrungsanteils + 0.4% Teuerung
 Nachtdienst, Sonntags- und Feiertagsarbeit = Fr. 5.50 pro Stunde
 Pikett-Dienst = Fr.4.00 pro Stunde minimum

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 des Statuts) :
10.64 % für 25 Tage
13.04 % für 30 Tage
15.56 % für 35 Tage

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

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

Cl.	Minimum	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		21.90	22.00	22.10	22.20	22.30	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		22.15	22.25	22.40	22.50	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		22.40	22.55	22.70	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		22.60	22.95	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