



## Regulations

### Traineeship Salaries as of 01.01.2024

*This English translation is provided for convenience purposes only. The original German text fully prevails.*

(cf. Resolution of the Government Council dated 28.09.2011)

| Type of traineeship                           | Description  | Salary determination   | Annual salary as a percentage of LK 1 LS 1 (CHF) | From the 7th month <sup>1</sup>                      |
|---|--|--|--|--|
| <b>Type 1</b><br>Traineeship pre education    | Traineeship before starting an education, especially in the health and social sector. Usually with few skills. | a. No beneficial experience/education, little benefit.<br>b. Wide, beneficial experience/education, large benefit. | a. 20 % (9'880)<br>to<br>b. 50 % (24'702)        | a. + 10 %<br>up to a maximum of<br>b. 50 % (24'702)  |
| <b>Type 2</b><br>Traineeship during education | Professional traineeship, study traineeship or practice-oriented study traineeship.                            | a. No beneficial experience/education, little benefit.<br>b. Wide, beneficial experience/education, large benefit. | a. 30 % (14'820)<br>to<br>b. 90 % (44'464)       | a. + 10%<br>up to a maximum of<br>b. 90 % (44'464)   |
| <b>Type 3</b><br>Traineeship post education   | Traineeship after completion of vocational training or studies to gain initial work experience.                | a. No beneficial experience/education, little benefit.<br>b. Wide, beneficial experience/education, large benefit. | a. 50 % (24'702)<br>to<br>b. 140 % (69'166)      | a. + 10 %<br>up to a maximum of<br>b. 140 % (69'166) |

<sup>1</sup> 10% increase of salary from the 7th month based on performance/behavior, must be initiated by organizational unit.