University of Zurich
Human Resources
Rämistrasse 42
CH-8001 Zurich
www.pa.uzh.ch

Regulations

Traineeship Salaries as of 01.01.2026

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[1]**
Type 1 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. b. Wide, beneficial experience/education, large benefit.	a. 20 % (10'008) to b. 50 % (25'023)	a. + 10 % up to a maximum of b. 50 % (25'023)
Type 2 Traineeship during education	Professional traineeship, study traineeship or practice-oriented study traineeship.	a. No beneficial experience/education, little benefit. b. Wide, beneficial experience/education, large benefit.	a. 30 % (15'013) to b. 90 % (45'043)	a. + 10% up to a maximum of b. 90 % (45'043)
Type 3 Traineeship post education	Traineeship after completion of vocational training or studies to gain initial work experience.	a. No beneficial experience/education, little benefit. b. Wide, beneficial experience/education, large benefit.	a. 50 % (25'023) to b. 140 % (70'066)	a. + 10 % up to a maximum of b. 140 % (70'066)

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