



**Traineeship Salaries as of 01.01.2024** (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*
<b>Type 1</b> Traineeship pre education	Traineeship before starting an education, especially in the health and social sector. Usually with few skills.	No beneficial experience/education, little benefit.  Wide, beneficial experience/education, large benefit.	20% <b>(9,880)</b>  to  50% <b>(24,702)</b>	+ 10%  up to a maximum of  50% <b>(24,702)</b>
<b>Type 2</b> Traineeship during education	Professional traineeship, study traineeship or practice-oriented study traineeship.	No beneficial experience/education, little benefit.  Wide, beneficial experience/education, large benefit.	30% <b>(14,820)</b>  to  90% <b>(44,464)</b>	+ 10%  up to a maximum of  90% <b>(44,464)</b>
<b>Type 3</b> Traineeship post education	Traineeship after completion of vocational training or studies to gain initial work experience.	No beneficial experience/education, little benefit.  Wide, beneficial experience/education, large benefit.	50% <b>(24,702)</b>  to  140% <b>(69,166)</b>	+ 10%  up to a maximum of  140% <b>(69,166)</b>

\* 10% increase of salary from the 7th month based on performance/behavior, must be initiated by organizational unit

08.01.2024/AM