



Determination of Salaries for Trainees from 1 January 2024

Based on Resolution No. 1197/2011 dated 28 September 2011 of the Government Council of the Canton of Zurich, the salaries of trainees are set out in the table below. When determining salaries, a distinction must be made between hiring for an **existing** traineeship, in which case classification is retained, and the first-time hiring for a **new** traineeship, in which case classification is handled by the relevant HR Business Partner.

Type of traineeship	Description	Salary determination factors	Annual salary as a percentage of LK 1 LS 1 (CHF)	from the 7th month*
Type 1 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.	20% (9,880)	+ 10%
		Wide, beneficial experience/education, large benefit.	to 50% (24,702)	up to a maximum of 50% (24,702)
Type 2 Traineeship during education	Professional traineeship, study traineeship or practice-oriented study traineeship.	No beneficial experience/education, little benefit.	30% (14,820)	+ 10%
		Wide, beneficial experience/education, large benefit.	to 90% (44,464)	up to a maximum of 90% (44,464)
Type 3 Traineeship post education	Traineeship after completion of vocational training or studies to gain initial work experience.	No beneficial experience/education, little benefit.	50% (24,702)	+ 10%
		Wide, beneficial experience/education, large benefit.	to 140% (69,166)	up to a maximum of 140% (69,166)

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