

Income prospects at the University Hospital of Tübingen (UKT) during and after the qualification recognition process.

In Germany, depending on the amount of income, between 35% and 45% of the amounts stated are withheld for income tax and social security contributions.

Example 1: A nurse after qualification recognition, working a three-shift-schedule including participation in the UKT's staff absence/shift coverage management policy, in the geriatric department.

Monthly salary (gross)	Until German B2 certification	After German B2 certification and before qualification recognition	After qualification recognition					
			1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
Salary Group according to §4 TV UK-Entgelt (12/2022)	PUK 5/1	PUK 5/1	PUK 7/2	PUK 7/2	PUK 7/3	PUK 7/3	PUK 7/3	PUK 7/4
Average working hours per month	118	168	168	168	168	168	168	168
Scope of employment	75%	100%	100%	100%	100%	100%	100%	100%
1. Basic pay								
Pay scale	1.881,00 €	2.508,00 €	3.180,00 €	3.180,00 €	3.421,00 €	3.421,00 €	3.421,00 €	3.550,00 €
Nursing increment	- €	- €	200,00 €	200,00 €	200,00 €	200,00 €	200,00 €	200,00 €
Allowance for specialities (e.g. geriatrics)	- €	- €	46,02 €	46,02 €	46,02 €	46,02 €	46,02 €	46,02 €
Total basic pay	1.881,00 €	2.508,00 €	3.426,02 €	3.426,02 €	3.667,02 €	3.667,02 €	3.667,02 €	3.796,02 €
2. Shift allowance								
	average hours per month							
Sunday (25%)	15,40 hrs	58,52 €	58,52 €	74,20 €	74,20 €	79,82 €	79,82 €	82,83 €
Nightshift (25%) 8pm-6am		- €	- €	86,73 €	86,73 €	93,30 €	93,30 €	96,82 €
Nightshift (35%) 12am-4am	3,00 nights	- €	- €	80,95 €	80,95 €	87,08 €	87,08 €	90,36 €
National holidays (25%)	4,49 hrs	17,07 €	17,07 €	21,64 €	21,64 €	23,28 €	23,28 €	24,16 €
Alternating shifts (2,8%)		70,22 €	70,22 €	89,04 €	89,04 €	95,79 €	95,79 €	99,40 €
On-call shift coverage (KAM2)*	3,00 shifts	- €	- €	360,00 €	360,00 €	360,00 €	360,00 €	360,00 €
Total shift allowance		145,81 €	145,81 €	712,55 €	712,55 €	739,27 €	739,27 €	753,57 €
3. Proportionate pay								
Annual bonus (88% of November's salary)	137,94 €	183,92 €	233,20 €	233,20 €	250,87 €	250,87 €	250,87 €	260,33 €
Total proportionate pay	137,94 €	183,92 €	233,20 €	233,20 €	250,87 €	250,87 €	250,87 €	260,33 €
Total pay	2.164,75 €	2.837,73 €	4.371,77 €	4.371,77 €	4.657,17 €	4.657,17 €	4.657,17 €	4.809,93 €

Example 2: A nurse after qualification recognition, working a three-shift-schedule - including participation in the UKT's staff absence/shift coverage management policy, on a High-Dependency or Intensive Care Unit, whilst taking on additional duties in wound care management with effect 3 years post-qualification recognition and after >200 hours of documented, continued training.

Monthly salary (gross)	Until German B2 certification	After German B2 certification and before qualification recognition	After qualification recognition					
			1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
Entgeltgruppe gem § 4 TV UK-Entgelt (Stand 12/2022)	PUK 5/1	PUK 5/1	PUK 8/2	PUK 8/2	PUK 8/3	PUK 8/3	PUK 8/3	PUK 8/4
Average working hours per month	118	168	168	168	168	168	168	168
Scope of employment	75%	100%	100%	100%	100%	100%	100%	100%
1. Basic pay								
Pay scale	1.881,00 €	2.508,00 €	3.420,00 €	3.420,00 €	3.549,00 €	3.549,00 €	3.549,00 €	3.664,00 €
Nursing increment	- €	- €	200,00 €	200,00 €	200,00 €	200,00 €	200,00 €	200,00 €
Allowance for specialities (e.g. HDU/ICU)	- €	- €	46,02 €	46,02 €	46,02 €	46,02 €	46,02 €	46,02 €
Allowance for extra qualifications (e.g. Wound care, Mentoring)	- €	- €	- €	- €	150,00 €	150,00 €	150,00 €	150,00 €
Total basic pay	1.881,00 €	2.508,00 €	3.666,02 €	3.666,02 €	3.945,02 €	3.945,02 €	3.945,02 €	4.060,02 €
2. Shift allowance								
	average hours per month							
Sunday (25%)	15,40 hrs	58,52 €	58,52 €	79,80 €	79,80 €	82,81 €	82,81 €	85,49 €
Nightshift (25%) 8pm-6am		- €	- €	93,27 €	93,27 €	96,79 €	96,79 €	99,93 €
Nightshift (35%) 12am-4am	3,00 nights	- €	- €	87,05 €	87,05 €	90,34 €	90,34 €	93,27 €
National holidays (25%)	4,49 hrs	17,07 €	17,07 €	23,28 €	23,28 €	24,15 €	24,15 €	24,94 €
Alternating shifts (2,8%)		70,22 €	70,22 €	95,76 €	95,76 €	99,37 €	99,37 €	102,59 €
On-call shift coverage (KAM2)*	3,00 shifts	- €	- €	360,00 €	360,00 €	360,00 €	360,00 €	360,00 €
Total shift allowance		145,81 €	145,81 €	739,16 €	739,16 €	753,46 €	753,46 €	766,21 €
3. Proportionate pay								
Annual bonus (88% of November's salary)	137,94 €	183,92 €	250,80 €	250,80 €	260,26 €	260,26 €	260,26 €	268,69 €
Total proportionate pay	137,94 €	183,92 €	250,80 €	250,80 €	260,26 €	260,26 €	260,26 €	268,69 €
Total pay	2.164,75 €	2.837,73 €	4.655,98 €	4.655,98 €	4.958,74 €	4.958,74 €	4.958,74 €	5.094,93 €

* Voluntary extra hours