

VALEMS/WAP : Salaires annuels 2011

Fonctions soignantes et médico-techniques

Echelle 2011 = échelle 2010 + 0.3% renchérissement + part d'expérience à 100%

Indemnité de nuit, de dimanche et de jours fériés = fr. 5.50 par heure

Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1b	49'232.95	49'441.60	49'650.90	49'857.60	50'080.55	51'820.60	53'560.65	55'298.10	57'036.85	58'774.95	60'514.35	61'252.10	61'631.70	61'861.15	62'089.95	62'320.05	62'552.75	62'786.10	63'020.10	63'252.80	63'648.65
2b	49'691.85	49'976.55	50'261.25	50'558.95	52'300.30	54'043.60	55'784.30	57'526.95	59'267.65	61'010.30	62'752.30	63'480.95	63'867.05	64'104.95	64'345.45	64'585.30	64'825.80	65'066.95	65'310.05	65'553.15	65'965.25
3b	50'303.50	50'624.60	50'960.00	52'713.05	54'466.10	56'220.45	57'971.55	59'725.25	61'478.30	63'231.35	64'983.75	65'707.85	66'103.70	66'350.70	66'597.70	66'847.30	67'096.90	67'347.80	67'600.00	67'852.20	68'280.55
4b	50'774.75	51'494.30	53'110.85	54'906.15	56'702.75	58'498.05	60'293.35	62'089.30	63'885.25	65'681.20	67'477.15	68'216.20	68'627.00	68'887.00	69'147.00	69'408.30	69'672.85	69'935.45	70'199.35	70'466.50	70'918.25
5b	52'952.90	53'681.55	55'318.90	57'138.90	58'958.25	60'779.55	62'598.90	64'417.60	66'238.90	68'058.25	69'878.90	70'619.90	71'042.40	71'312.80	71'580.60	71'854.25	72'126.60	72'399.60	72'673.25	72'950.80	73'419.45
6b	55'188.25	55'930.55	57'598.45	59'452.90	61'304.75	63'159.20	65'011.70	66'866.80	68'719.30	70'573.10	72'426.25	73'175.70	73'609.90	73'888.75	74'170.20	74'453.60	74'736.35	75'021.70	75'305.75	75'592.40	76'076.65
7b	57'385.90	58'143.15	59'842.25	61'733.75	63'625.25	65'514.80	67'407.60	69'297.15	71'189.30	73'079.50	74'969.70	75'728.25	76'176.10	76'467.30	76'757.85	77'051.65	77'343.50	77'637.95	77'933.70	78'231.40	78'735.15
8b	59'621.90	60'391.50	62'124.40	64'047.75	65'973.05	67'896.40	69'820.40	71'744.40	73'668.40	75'593.70	77'518.35	78'284.05	78'742.95	79'045.85	79'346.15	79'650.35	79'952.60	80'258.10	80'564.25	80'871.70	81'392.35
9b	61'777.30	62'563.15	64'333.10	66'299.35	68'264.30	70'229.25	72'196.15	74'161.75	76'128.00	78'092.30	80'058.55	80'837.90	81'310.45	81'621.80	81'932.50	82'247.75	82'560.40	82'876.95	83'193.50	83'512.00	84'051.50
10b	64'015.25	64'819.30	66'632.15	68'646.50	70'661.50	72'675.20	74'690.20	76'703.90	78'718.25	80'731.95	82'746.30	83'541.25	84'031.35	84'350.50	84'674.85	84'999.20	85'322.25	85'650.50	85'977.45	86'307.00	86'866.00
11b	66'230.45	67'057.90	68'914.30	70'979.35	73'045.05	75'108.80	77'174.50	79'237.60	81'302.65	83'368.35	85'433.40	86'245.90	86'748.35	87'080.50	87'414.60	87'748.05	88'084.10	88'422.10	88'761.40	89'102.00	89'679.85
12b	68'446.30	69'293.25	71'197.75	73'311.55	75'426.65	77'543.05	79'656.20	81'773.25	83'889.65	86'004.10	88'118.55	88'949.25	89'467.95	89'809.85	90'155.65	90'500.15	90'848.55	91'196.95	91'546.65	91'892.45	92'488.50
13b	70'623.80	71'491.55	73'444.15	75'615.15	77'782.90	79'952.60	82'123.60	84'293.30	86'463.65	88'633.35	90'803.05	91'649.35	92'173.25	92'515.15	92'855.75	93'197.65	93'538.90	93'883.40	94'227.25	94'575.00	95'188.60
14b	72'859.80	73'747.05	75'743.85	77'962.95	80'180.75	82'397.90	84'617.00	86'836.10	89'053.90	91'268.45	93'446.60	94'251.95	94'776.50	95'124.90	95'473.30	95'825.60	96'177.90	96'532.15	96'887.05	97'244.55	97'877.00
15b	75'034.05	75'944.70	77'989.60	80'263.30	82'536.35	84'809.40	87'083.75	89'356.15	91'618.15	93'839.85	96'016.70	96'835.05	97'371.95	97'730.75	98'092.15	98'453.55	98'816.90	99'181.55	99'548.15	99'915.40	100'567.35
16b	77'231.05	78'162.50	80'255.50	82'580.55	84'904.95	87'231.30	89'557.00	91'869.05	94'134.95	96'359.90	98'582.25	99'418.15	99'970.65	100'339.85	100'708.40	101'082.15	101'456.55	101'832.25	102'208.60	102'586.25	103'255.75
17b	78'479.05	79'418.95	81'532.10	83'877.95	86'223.15	88'569.65	90'899.25	93'180.75	95'424.55	97'665.10	99'908.25	100'750.65	101'308.35	101'682.75	102'060.40	102'436.75	102'818.30	103'199.20	103'582.05	103'964.90	104'644.15
18b	80'667.60	81'627.65	83'783.70	86'181.55	88'575.50	90'955.15	93'281.50	95'574.05	97'862.70	100'152.00	102'441.95	103'300.60	103'873.25	104'258.70	104'644.15	105'032.85	105'422.85	105'814.80	106'208.05	106'602.60	107'297.45
19b	82'836.65	83'818.15	86'019.70	88'468.25	90'897.95	93'276.30	95'618.90	97'958.25	100'299.55	102'636.95	104'975.00	105'851.20	106'436.85	106'833.35	107'229.85	107'628.30	108'028.05	108'430.40	108'834.05	109'238.35	109'951.40
20b	85'005.70	86'005.40	88'255.70	90'740.00	93'174.90	95'565.60	97'954.35	100'343.10	102'731.85	105'119.95	107'508.70	108'399.85	109'001.75	109'406.70	109'814.25	110'223.10	110'635.20	111'045.35	111'459.40	111'875.40	112'606.65
21b	87'154.60	88'176.40	90'460.50	92'955.85	95'400.50	97'839.95	100'278.75	102'720.15	105'160.25	107'599.70	110'039.80	110'949.80	111'564.70	111'982.00	112'398.65	112'819.20	113'239.10	113'662.25	114'086.05	114'514.40	115'262.55
22b	89'362.65	90'394.20	92'684.15	95'175.60	97'660.55	100'146.80	102'633.70	105'118.65	107'603.60	110'089.85	112'574.15	113'501.05	114'130.90	114'555.35	114'985.00	115'414.65	115'845.60	116'278.50	116'714.65	117'150.15	117'917.80
23b	91'521.30	92'544.40	94'826.55	97'361.55	99'897.85	102'432.20	104'967.85	107'502.85	110'037.20	112'572.20	115'107.85	116'052.30	116'695.80	117'132.60	117'570.70	118'008.80	118'451.45	118'895.40	119'340.65	119'786.55	120'571.75

VALEMS/VWAP : Salaires mensuels 2011 (13 mois)

Fonctions soignantes et médico-techniques

Echelle 2011 = échelle 2010 + 0.3% renchérissement + part d'expérience à 100%

Indemnité de nuit, de dimanche et de jours fériés = fr. 5.50 par heure

Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1b	3'787.15	3'803.20	3'819.30	3'835.20	3'852.35	3'986.20	4'120.05	4'253.70	4'387.45	4'521.15	4'654.95	4'711.70	4'740.90	4'758.55	4'776.15	4'793.85	4'811.75	4'829.70	4'847.70	4'865.60	4'896.05
2b	3'822.45	3'844.35	3'866.25	3'889.15	4'023.10	4'157.20	4'291.10	4'425.15	4'559.05	4'693.10	4'827.10	4'883.15	4'912.85	4'931.15	4'949.65	4'968.10	4'986.60	5'005.15	5'023.85	5'042.55	5'074.25
3b	3'869.50	3'894.20	3'920.00	4'054.85	4'189.70	4'324.65	4'459.35	4'594.25	4'729.10	4'863.95	4'998.75	5'054.45	5'084.90	5'103.90	5'122.90	5'142.10	5'161.30	5'180.60	5'200.00	5'219.40	5'252.35
4b	3'905.75	3'961.10	4'085.45	4'223.55	4'361.75	4'499.85	4'637.95	4'776.10	4'914.25	5'052.40	5'190.55	5'247.40	5'279.00	5'299.00	5'319.00	5'339.10	5'359.45	5'379.65	5'399.95	5'420.50	5'455.25
5b	4'073.30	4'129.35	4'255.30	4'395.30	4'535.25	4'675.35	4'815.30	4'955.20	5'095.30	5'235.25	5'375.30	5'432.30	5'464.80	5'485.60	5'506.20	5'527.25	5'548.20	5'569.20	5'590.25	5'611.60	5'647.65
6b	4'245.25	4'302.35	4'430.65	4'573.30	4'715.75	4'858.40	5'000.90	5'143.60	5'286.10	5'428.70	5'571.25	5'628.90	5'662.30	5'683.75	5'705.40	5'727.20	5'748.95	5'770.90	5'792.75	5'814.80	5'852.05
7b	4'414.30	4'472.55	4'603.25	4'748.75	4'894.25	5'039.60	5'185.20	5'330.55	5'476.10	5'621.50	5'766.90	5'825.25	5'859.70	5'882.10	5'904.45	5'927.05	5'949.50	5'972.15	5'994.90	6'017.80	6'056.55
8b	4'586.30	4'645.50	4'778.80	4'926.75	5'074.85	5'222.80	5'370.80	5'518.80	5'666.80	5'814.90	5'962.95	6'021.85	6'057.15	6'080.45	6'103.55	6'126.95	6'150.20	6'173.70	6'197.25	6'220.90	6'260.95
9b	4'752.10	4'812.55	4'948.70	5'099.95	5'251.10	5'402.25	5'553.55	5'704.75	5'856.00	6'007.10	6'158.35	6'218.30	6'254.65	6'278.60	6'302.50	6'326.75	6'350.80	6'375.15	6'399.50	6'424.00	6'465.50
10b	4'924.25	4'986.10	5'125.55	5'280.50	5'435.50	5'590.40	5'745.40	5'900.30	6'055.25	6'210.15	6'365.10	6'426.25	6'463.95	6'488.50	6'513.45	6'538.40	6'563.25	6'588.50	6'613.65	6'639.00	6'682.00
11b	5'094.65	5'158.30	5'301.10	5'459.95	5'618.85	5'777.60	5'936.50	6'095.20	6'254.05	6'412.95	6'571.80	6'634.30	6'672.95	6'698.50	6'724.20	6'749.85	6'775.70	6'801.70	6'827.80	6'854.00	6'898.45
12b	5'265.10	5'330.25	5'476.75	5'639.35	5'802.05	5'964.85	6'127.40	6'290.25	6'453.05	6'615.70	6'778.35	6'842.25	6'882.15	6'908.45	6'935.05	6'961.55	6'988.35	7'015.15	7'042.05	7'068.65	7'114.50
13b	5'432.60	5'499.35	5'649.55	5'816.55	5'983.30	6'150.20	6'317.20	6'484.10	6'651.05	6'817.95	6'984.85	7'049.95	7'090.25	7'116.55	7'142.75	7'169.05	7'195.30	7'221.80	7'248.25	7'275.00	7'322.20
14b	5'604.60	5'672.85	5'826.45	5'997.15	6'167.75	6'338.30	6'509.00	6'679.70	6'850.30	7'020.65	7'188.20	7'250.15	7'290.50	7'317.30	7'344.10	7'371.20	7'398.30	7'425.55	7'452.85	7'480.35	7'529.00
15b	5'771.85	5'841.90	5'999.20	6'174.10	6'348.95	6'523.80	6'698.75	6'873.55	7'047.55	7'218.45	7'385.90	7'448.85	7'490.15	7'517.75	7'545.55	7'573.35	7'601.30	7'629.35	7'657.55	7'685.80	7'735.95
16b	5'940.85	6'012.50	6'173.50	6'352.35	6'531.15	6'710.10	6'889.00	7'068.85	7'241.15	7'412.30	7'583.25	7'647.55	7'690.05	7'718.45	7'746.80	7'775.55	7'804.35	7'833.25	7'862.20	7'891.25	7'942.75
17b	6'036.85	6'109.15	6'271.70	6'452.15	6'632.55	6'813.05	6'992.25	7'167.75	7'340.35	7'512.70	7'685.25	7'750.05	7'792.95	7'821.75	7'850.80	7'879.75	7'909.10	7'938.40	7'967.85	7'997.30	8'049.55
18b	6'205.20	6'279.05	6'444.90	6'629.35	6'813.50	6'996.55	7'175.50	7'351.85	7'527.90	7'704.00	7'880.15	7'946.20	7'990.25	8'019.90	8'049.55	8'079.45	8'109.45	8'139.60	8'169.85	8'200.20	8'253.65
19b	6'372.05	6'447.55	6'616.90	6'805.25	6'992.15	7'175.10	7'355.30	7'535.25	7'715.35	7'895.15	8'075.00	8'142.40	8'187.45	8'217.95	8'248.45	8'279.10	8'309.85	8'340.80	8'371.85	8'402.95	8'457.80
20b	6'538.90	6'615.80	6'788.90	6'980.00	7'167.30	7'351.20	7'534.95	7'718.70	7'902.45	8'086.15	8'269.90	8'338.45	8'384.75	8'415.90	8'447.25	8'478.70	8'510.40	8'541.95	8'573.80	8'605.80	8'662.05
21b	6'704.20	6'782.80	6'958.50	7'150.45	7'338.50	7'526.15	7'713.75	7'901.55	8'089.25	8'276.90	8'464.60	8'534.60	8'581.90	8'614.00	8'646.05	8'678.40	8'710.70	8'743.25	8'775.85	8'808.80	8'866.35
22b	6'874.05	6'953.40	7'129.55	7'321.20	7'512.35	7'703.60	7'894.90	8'086.05	8'277.20	8'468.45	8'659.55	8'730.85	8'779.30	8'811.95	8'845.00	8'878.05	8'911.20	8'944.50	8'978.05	9'011.55	9'070.60
23b	7'040.10	7'118.80	7'294.35	7'489.35	7'684.45	7'879.40	8'074.45	8'269.45	8'464.40	8'659.40	8'854.45	8'927.10	8'976.60	9'010.20	9'043.90	9'077.60	9'111.65	9'145.80	9'180.05	9'214.35	9'274.75

AVALEMS/WAP : Salaires horaires 2011 (174.30 heures/mois)

Fonctions soignantes et médico-techniques

Echelle 2011 = échelle 2010 + 0.3% renchérissement + part d'expérience à 100%
 Indemnité de nuit, de dimanche et de jours fériés = fr. 5.50 par heure

solde : 2'091.6 heures/an

Calcul du nombre d'heures de travail mensuel :

42 heures/semaine * 52 semaines : 2'184.0 heures / an

./ moins 11 jours fériés/an : 92.4 heures / an

Vacances art. 17 statuts : 10.64 % pour 25 jours
13.04 % pour 30 jours

13 ème salaire : 8.33 % des salaires
annuels ou pro-rata temporis

2'091.60 heures/an divisées par 12 mois : **174.3 h. /mois**

Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1b	21.75	21.80	21.90	22.00	22.10	22.85	23.65	24.40	25.15	25.95	26.70	27.05	27.20	27.30	27.40	27.50	27.60	27.70	27.80	27.90	28.10
2b	21.95	22.05	22.20	22.30	23.10	23.85	24.60	25.40	26.15	26.95	27.70	28.00	28.20	28.30	28.40	28.50	28.60	28.70	28.80	28.95	29.10
3b	22.20	22.35	22.50	23.25	24.05	24.80	25.60	26.35	27.15	27.90	28.70	29.00	29.15	29.30	29.40	29.50	29.60	29.70	29.85	29.95	30.15
4b	22.40	22.75	23.45	24.25	25.00	25.80	26.60	27.40	28.20	29.00	29.80	30.10	30.30	30.40	30.50	30.65	30.75	30.85	31.00	31.10	31.30
5b	23.35	23.70	24.40	25.20	26.00	26.80	27.65	28.45	29.25	30.05	30.85	31.15	31.35	31.45	31.60	31.70	31.85	31.95	32.05	32.20	32.40
6b	24.35	24.70	25.40	26.25	27.05	27.85	28.70	29.50	30.35	31.15	31.95	32.30	32.50	32.60	32.75	32.85	33.00	33.10	33.25	33.35	33.55
7b	25.35	25.65	26.40	27.25	28.10	28.90	29.75	30.60	31.40	32.25	33.10	33.40	33.60	33.75	33.90	34.00	34.15	34.25	34.40	34.55	34.75
8b	26.30	26.65	27.40	28.25	29.10	29.95	30.80	31.65	32.50	33.35	34.20	34.55	34.75	34.90	35.00	35.15	35.30	35.40	35.55	35.70	35.90
9b	27.25	27.60	28.40	29.25	30.15	31.00	31.85	32.75	33.60	34.45	35.35	35.70	35.90	36.00	36.15	36.30	36.45	36.60	36.70	36.85	37.10
10b	28.25	28.60	29.40	30.30	31.20	32.05	32.95	33.85	34.75	35.65	36.50	36.85	37.10	37.25	37.35	37.50	37.65	37.80	37.95	38.10	38.35
11b	29.25	29.60	30.40	31.35	32.25	33.15	34.05	34.95	35.90	36.80	37.70	38.05	38.30	38.45	38.60	38.75	38.85	39.00	39.15	39.30	39.60
12b	30.20	30.60	31.40	32.35	33.30	34.20	35.15	36.10	37.00	37.95	38.90	39.25	39.50	39.65	39.80	39.95	40.10	40.25	40.40	40.55	40.80
13b	31.15	31.55	32.40	33.35	34.35	35.30	36.25	37.20	38.15	39.10	40.05	40.45	40.70	40.85	41.00	41.15	41.30	41.45	41.60	41.75	42.00
14b	32.15	32.55	33.45	34.40	35.40	36.35	37.35	38.30	39.30	40.30	41.25	41.60	41.85	42.00	42.15	42.30	42.45	42.60	42.75	42.90	43.20
15b	33.10	33.50	34.40	35.40	36.45	37.45	38.45	39.45	40.45	41.40	42.35	42.75	42.95	43.15	43.30	43.45	43.60	43.75	43.95	44.10	44.40
16b	34.10	34.50	35.40	36.45	37.45	38.50	39.50	40.55	41.55	42.55	43.50	43.90	44.10	44.30	44.45	44.60	44.80	44.95	45.10	45.25	45.55
17b	34.65	35.05	36.00	37.00	38.05	39.10	40.10	41.10	42.10	43.10	44.10	44.45	44.70	44.90	45.05	45.20	45.40	45.55	45.70	45.90	46.20
18b	35.60	36.00	37.00	38.05	39.10	40.15	41.15	42.20	43.20	44.20	45.20	45.60	45.85	46.00	46.20	46.35	46.55	46.70	46.85	47.05	47.35
19b	36.55	37.00	37.95	39.05	40.10	41.15	42.20	43.25	44.25	45.30	46.35	46.70	46.95	47.15	47.30	47.50	47.70	47.85	48.05	48.20	48.50
20b	37.50	37.95	38.95	40.05	41.10	42.20	43.25	44.30	45.35	46.40	47.45	47.85	48.10	48.30	48.45	48.65	48.85	49.00	49.20	49.35	49.70
21b	38.45	38.90	39.90	41.00	42.10	43.20	44.25	45.35	46.40	47.50	48.55	48.95	49.25	49.40	49.60	49.80	50.00	50.15	50.35	50.55	50.85
22b	39.45	39.90	40.90	42.00	43.10	44.20	45.30	46.40	47.50	48.60	49.70	50.10	50.35	50.55	50.75	50.95	51.15	51.30	51.50	51.70	52.05
23b	40.40	40.85	41.85	42.95	44.10	45.20	46.35	47.45	48.55	49.70	50.80	51.20	51.50	51.70	51.90	52.10	52.30	52.45	52.65	52.85	53.20

VALEMS/WAP : Salaires annuels 2011

Fonctions administratives, hôtelières et techniques (hors personnel soignant et médico-technique)

Echelle 2011 = échelle 2010 + 0.3% renchérissement + part d'expérience à 100%

Indemnité de nuit, de dimanche et de jours fériés = fr. 5.50 par heure

Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1	47'430.50	47'626.80	47'825.70	48'021.35	48'233.90	49'877.75	51'520.95	53'165.45	54'809.30	56'452.50	58'097.00	58'787.95	59'146.75	59'363.85	59'579.00	59'798.05	60'017.75	60'237.45	60'459.10	60'680.10	61'051.25
2	47'863.40	48'132.50	48'401.60	48'683.70	50'331.45	51'977.25	53'623.70	55'271.45	56'918.55	58'565.00	60'212.75	60'895.25	61'261.20	61'485.45	61'712.95	61'940.45	62'167.30	62'395.45	62'625.55	62'855.65	63'241.10
3	48'442.55	48'745.45	49'063.30	50'720.80	52'378.30	54'036.45	55'692.65	57'350.15	59'007.00	60'665.15	62'323.30	63'001.25	63'375.65	63'609.65	63'843.00	64'077.65	64'314.25	64'552.15	64'790.70	65'028.60	65'428.35
4	48'976.20	49'647.00	51'156.30	52'833.30	54'509.65	56'186.00	57'862.35	59'538.70	61'214.40	62'891.40	64'569.05	65'247.00	65'631.15	65'874.90	66'116.05	66'362.40	66'608.10	66'855.75	67'100.15	67'349.75	67'765.75
5	49'609.95	50'289.85	51'819.30	53'517.75	55'216.85	56'916.60	58'617.00	60'314.80	62'012.60	63'712.35	65'412.10	66'103.05	66'496.95	66'747.85	67'001.35	67'255.50	67'509.65	67'763.80	68'021.20	68'278.60	68'714.75
6	51'699.05	52'390.65	53'948.05	55'677.05	57'408.00	59'138.30	60'869.25	62'599.55	64'329.85	66'059.50	67'791.10	68'488.55	68'894.15	69'154.80	69'418.05	69'682.60	69'944.55	70'211.05	70'475.60	70'744.70	71'197.75
7	53'749.15	54'454.40	56'043.00	57'807.75	59'573.15	61'338.55	63'103.30	64'870.00	66'635.40	68'400.80	70'164.90	70'872.10	71'290.05	71'561.10	71'834.10	72'106.45	72'380.75	72'654.40	72'930.65	73'208.85	73'678.15
8	55'836.95	56'554.55	58'171.10	59'968.35	61'764.95	63'560.90	65'358.15	67'153.45	68'951.35	70'747.30	72'543.25	73'258.25	73'686.60	73'968.70	74'250.80	74'532.25	74'816.30	75'101.65	75'386.35	75'674.95	76'160.50
9	57'849.35	58'583.20	60'234.85	62'069.80	63'904.10	65'740.35	67'575.30	69'409.60	71'246.50	73'081.45	74'915.75	75'642.45	76'084.45	76'373.05	76'664.90	76'957.40	77'250.55	77'545.65	77'841.40	78'139.75	78'642.20
10	59'936.50	60'689.85	62'381.80	64'262.90	66'142.05	68'022.50	69'904.25	71'784.05	73'663.85	75'544.30	77'425.40	78'165.75	78'622.70	78'921.70	79'223.30	79'526.20	79'828.45	80'133.95	80'440.75	80'748.20	81'269.50
11	62'005.45	62'777.00	64'511.85	66'439.75	68'367.65	70'293.60	72'222.80	74'150.05	76'077.95	78'005.85	79'933.10	80'689.05	81'159.65	81'470.35	81'781.05	82'093.70	82'407.65	82'722.90	83'038.80	83'359.25	83'896.80
12	64'075.05	64'865.45	66'643.20	68'617.25	70'591.30	72'566.65	74'542.00	76'516.70	78'491.40	80'466.75	82'441.45	83'216.25	83'699.20	84'019.00	84'340.10	84'663.15	84'988.15	85'312.50	85'639.45	85'963.80	86'519.55
13	66'107.60	66'918.15	68'739.45	70'766.80	72'792.20	74'818.25	76'843.65	78'868.40	80'895.10	82'921.80	84'947.20	85'735.00	86'223.15	86'543.60	86'863.40	87'179.95	87'499.75	87'820.85	88'141.95	88'466.30	89'039.60
14	68'194.75	69'024.15	70'887.05	72'958.60	75'029.50	77'100.40	79'170.65	81'243.50	83'313.75	85'379.45	87'414.60	88'165.35	88'655.45	88'978.50	89'306.10	89'634.35	89'962.60	90'295.40	90'625.60	90'961.00	91'549.25
15	70'225.35	71'074.90	72'985.25	75'108.15	77'227.80	79'351.35	81'473.60	83'595.85	85'707.70	87'782.50	89'813.75	90'576.85	91'079.30	91'413.40	91'750.10	92'088.10	92'427.40	92'767.35	93'110.55	93'453.75	94'061.50
16	72'276.10	73'145.15	75'101.00	77'271.35	79'441.05	81'613.35	83'784.35	85'941.05	88'057.45	90'133.55	92'209.00	92'988.35	93'503.15	93'847.00	94'193.45	94'540.55	94'891.55	95'240.60	95'594.20	95'947.80	96'570.50
17	74'345.70	75'234.25	77'231.05	79'448.20	81'667.30	83'885.75	86'086.00	88'245.30	90'366.90	92'486.55	94'604.90	95'399.85	95'927.65	96'282.55	96'639.40	96'996.25	97'355.70	97'715.80	98'077.85	98'441.20	99'080.80
18	76'415.30	77'321.40	79'359.80	81'627.00	83'890.95	86'139.95	88'340.20	90'507.95	92'671.80	94'836.30	97'002.10	97'811.35	98'353.45	98'718.10	99'081.45	99'450.00	99'818.55	100'189.05	100'560.20	100'933.30	101'591.10
19	78'464.75	79'391.65	81'474.25	83'788.90	86'085.35	88'336.30	90'549.55	92'762.80	94'975.40	97'184.75	99'396.70	100'222.85	100'777.95	101'152.35	101'528.05	101'905.05	102'282.05	102'661.65	103'042.55	103'426.05	104'100.75
20	80'514.20	81'460.60	83'589.35	85'936.50	88'238.80	90'500.80	92'759.55	95'016.35	97'275.10	99'533.20	101'791.30	102'633.05	103'201.80	103'585.30	103'970.10	104'358.15	104'746.85	105'135.55	105'528.15	105'920.75	106'611.70
21	82'546.75	83'512.65	85'672.60	88'030.15	90'343.50	92'649.70	94'956.55	97'264.05	99'570.25	101'877.75	104'183.95	105'043.25	105'624.35	106'019.55	106'415.40	106'811.90	107'208.40	107'608.80	108'011.15	108'412.85	109'121.35
22	84'635.20	85'610.20	87'776.00	90'130.30	92'481.35	94'831.10	97'181.50	99'531.90	101'882.30	104'232.05	106'581.15	107'456.70	108'051.45	108'453.80	108'859.40	109'265.65	109'673.20	110'082.70	110'493.50	110'906.25	111'632.30
23	86'675.55	87'642.10	89'800.75	92'197.30	94'594.50	96'991.70	99'388.25	101'785.45	104'182.00	106'579.20	108'975.75	109'868.20	110'476.60	110'889.35	111'304.05	111'718.75	112'136.70	112'555.95	112'977.15	113'398.35	114'141.30

AVALEMS/WAP : Salaires mensuels 2011 (13 mois)

Fonctions administratives, hôtelières et techniques (hors personnel soignant et médico-technique)

Echelle 2011 = échelle 2010 + 0.3% renchérissement + part d'expérience à 100%

Indemnité de nuit, de dimanche et de jours fériés = fr. 5.50 par heure

Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1	3'648.50	3'663.60	3'678.90	3'693.95	3'710.30	3'836.75	3'963.15	4'089.65	4'216.10	4'342.50	4'469.00	4'522.15	4'549.75	4'566.45	4'583.00	4'599.85	4'616.75	4'633.65	4'650.70	4'667.70	4'696.25
2	3'681.80	3'702.50	3'723.20	3'744.90	3'871.65	3'998.25	4'124.90	4'251.65	4'378.35	4'505.00	4'631.75	4'684.25	4'712.40	4'729.65	4'747.15	4'764.65	4'782.10	4'799.65	4'817.35	4'835.05	4'864.70
3	3'726.35	3'749.65	3'774.10	3'901.60	4'029.10	4'156.65	4'284.05	4'411.55	4'539.00	4'666.55	4'794.10	4'846.25	4'875.05	4'893.05	4'911.00	4'929.05	4'947.25	4'965.55	4'983.90	5'002.20	5'032.95
4	3'767.40	3'819.00	3'935.10	4'064.10	4'193.05	4'322.00	4'450.95	4'579.90	4'708.80	4'837.80	4'966.85	5'019.00	5'048.55	5'067.30	5'085.85	5'104.80	5'123.70	5'142.75	5'161.55	5'180.75	5'212.75
5	3'816.15	3'868.45	3'986.10	4'116.75	4'247.45	4'378.20	4'509.00	4'639.60	4'770.20	4'900.95	5'031.70	5'084.85	5'115.15	5'134.45	5'153.95	5'173.50	5'193.05	5'212.60	5'232.40	5'252.20	5'285.75
6	3'976.85	4'030.05	4'149.85	4'282.85	4'416.00	4'549.10	4'682.25	4'815.35	4'948.45	5'081.50	5'214.70	5'268.35	5'299.55	5'319.60	5'339.85	5'360.20	5'380.35	5'400.85	5'421.20	5'441.90	5'476.75
7	4'134.55	4'188.80	4'311.00	4'446.75	4'582.55	4'718.35	4'854.10	4'990.00	5'125.80	5'261.60	5'397.30	5'451.70	5'483.85	5'504.70	5'525.70	5'546.65	5'567.75	5'588.80	5'610.05	5'631.45	5'667.55
8	4'295.15	4'350.35	4'474.70	4'612.95	4'751.15	4'889.30	5'027.55	5'165.65	5'303.95	5'442.10	5'580.25	5'635.25	5'668.20	5'689.90	5'711.60	5'733.25	5'755.10	5'777.05	5'798.95	5'821.15	5'858.50
9	4'449.95	4'506.40	4'633.45	4'774.60	4'915.70	5'056.95	5'198.10	5'339.20	5'480.50	5'621.65	5'762.75	5'818.65	5'852.65	5'874.85	5'897.30	5'919.80	5'942.35	5'965.05	5'987.80	6'010.75	6'049.40
10	4'610.50	4'668.45	4'798.60	4'943.30	5'087.85	5'232.50	5'377.25	5'521.85	5'666.45	5'811.10	5'955.80	6'012.75	6'047.90	6'070.90	6'094.10	6'117.40	6'140.65	6'164.15	6'187.75	6'211.40	6'251.50
11	4'769.65	4'829.00	4'962.45	5'110.75	5'259.05	5'407.20	5'555.60	5'703.85	5'852.15	6'000.45	6'148.70	6'206.85	6'243.05	6'266.95	6'290.85	6'314.90	6'339.05	6'363.30	6'387.60	6'412.25	6'453.60
12	4'928.85	4'989.65	5'126.40	5'278.25	5'430.10	5'582.05	5'734.00	5'885.90	6'037.80	6'189.75	6'341.65	6'401.25	6'438.40	6'463.00	6'487.70	6'512.55	6'537.55	6'562.50	6'587.65	6'612.60	6'655.35
13	5'085.20	5'147.55	5'287.65	5'443.60	5'599.40	5'755.25	5'911.05	6'066.80	6'222.70	6'378.60	6'534.40	6'595.00	6'632.55	6'657.20	6'681.80	6'706.15	6'730.75	6'755.45	6'780.15	6'805.10	6'849.20
14	5'245.75	5'309.55	5'452.85	5'612.20	5'771.50	5'930.80	6'090.05	6'249.50	6'408.75	6'567.65	6'724.20	6'781.95	6'819.65	6'844.50	6'869.70	6'894.95	6'920.20	6'945.80	6'971.20	6'997.00	7'042.25
15	5'401.95	5'467.30	5'614.25	5'777.55	5'940.60	6'103.95	6'267.20	6'430.45	6'592.90	6'752.50	6'908.75	6'967.45	7'006.10	7'031.80	7'057.70	7'083.70	7'109.80	7'135.95	7'162.35	7'188.75	7'235.50
16	5'559.70	5'626.55	5'777.00	5'943.95	6'110.85	6'277.95	6'444.95	6'610.85	6'773.65	6'933.35	7'093.00	7'152.95	7'192.55	7'219.00	7'245.65	7'272.35	7'299.35	7'326.20	7'353.40	7'380.60	7'428.50
17	5'718.90	5'787.25	5'940.85	6'111.40	6'282.10	6'452.75	6'622.00	6'788.10	6'951.30	7'114.35	7'277.30	7'338.45	7'379.05	7'406.35	7'433.80	7'461.25	7'488.90	7'516.60	7'544.45	7'572.40	7'621.60
18	5'878.10	5'947.80	6'104.60	6'279.00	6'453.15	6'626.15	6'795.40	6'962.15	7'128.60	7'295.10	7'461.70	7'523.95	7'565.65	7'593.70	7'621.65	7'650.00	7'678.35	7'706.85	7'735.40	7'764.10	7'814.70
19	6'035.75	6'107.05	6'267.25	6'445.30	6'621.95	6'795.10	6'965.35	7'135.60	7'305.80	7'475.75	7'645.90	7'709.45	7'752.15	7'780.95	7'809.85	7'838.85	7'867.85	7'897.05	7'926.35	7'955.85	8'007.75
20	6'193.40	6'266.20	6'429.95	6'610.50	6'787.60	6'961.60	7'135.35	7'308.95	7'482.70	7'656.40	7'830.10	7'894.85	7'938.60	7'968.10	7'997.70	8'027.55	8'057.45	8'087.35	8'117.55	8'147.75	8'200.90
21	6'349.75	6'424.05	6'590.20	6'771.55	6'949.50	7'126.90	7'304.35	7'481.85	7'659.25	7'836.75	8'014.15	8'080.25	8'124.95	8'155.35	8'185.80	8'216.30	8'246.80	8'277.60	8'308.55	8'339.45	8'393.95
22	6'510.40	6'585.40	6'752.00	6'933.10	7'113.95	7'294.70	7'475.50	7'656.30	7'837.10	8'017.85	8'198.55	8'265.90	8'311.65	8'342.60	8'373.80	8'405.05	8'436.40	8'467.90	8'499.50	8'531.25	8'587.10
23	6'667.35	6'741.70	6'907.75	7'092.10	7'276.50	7'460.90	7'645.25	7'829.65	8'014.00	8'198.40	8'382.75	8'451.40	8'498.20	8'529.95	8'561.85	8'593.75	8'625.90	8'658.15	8'690.55	8'722.95	8'780.10

VALEMS/VWAP : Salaires horaires 2011 (174.30 heures/mois)

Fonctions administratives, hôtelières et techniques (hors personnel soignant et médico-technique)

Echelle 2011 = échelle 2010 + 0.3% renchérissement + part d'expérience à 100%

solde : 2'091.6 heures / an

Indemnité de nuit, de dimanche et de jours fériés = fr. 5.50 par heure

Calcul du nombre d'heures de travail mensuel :

42 heures/semaine * 52 semaines : 2'184.0 heures / an

./. moins 11 jours fériés/an : 92.4 heures / an

Vacances art. 17 statuts : 10.64 % pour 25 jours
13.04 % pour 30 jours

13 ème salaire : 8.33 % des salaires
annuels ou pro-rata temporis

2'091.60 heures/an divisées par 12 mois : 174.3 h. /mois

Cl.	1 part	2 parts	3 parts	4 parts	5 parts	6 parts	7 parts	8 parts	9 parts	10 parts	11 parts	12 parts	13 parts	14 parts	15 parts	16 parts	17 parts	18 parts	19 parts	20 parts	21 parts
1	20.95	21.00	21.10	21.20	21.30	22.00	22.75	23.45	24.20	24.90	25.65	25.95	26.10	26.20	26.30	26.40	26.50	26.60	26.70	26.80	26.95
2	21.10	21.25	21.35	21.50	22.20	22.95	23.65	24.40	25.10	25.85	26.55	26.85	27.05	27.15	27.25	27.35	27.45	27.55	27.65	27.75	27.90
3	21.40	21.50	21.65	22.40	23.10	23.85	24.60	25.30	26.05	26.75	27.50	27.80	27.95	28.05	28.20	28.30	28.40	28.50	28.60	28.70	28.90
4	21.60	21.90	22.60	23.30	24.05	24.80	25.55	26.30	27.00	27.75	28.50	28.80	28.95	29.05	29.20	29.30	29.40	29.50	29.60	29.70	29.90
5	21.90	22.20	22.85	23.60	24.35	25.10	25.85	26.60	27.35	28.10	28.85	29.15	29.35	29.45	29.55	29.70	29.80	29.90	30.00	30.15	30.35
6	22.80	23.10	23.80	24.55	25.35	26.10	26.85	27.65	28.40	29.15	29.90	30.25	30.40	30.50	30.65	30.75	30.85	31.00	31.10	31.20	31.40
7	23.70	24.05	24.75	25.50	26.30	27.05	27.85	28.65	29.40	30.20	30.95	31.30	31.45	31.60	31.70	31.80	31.95	32.05	32.20	32.30	32.50
8	24.65	24.95	25.65	26.45	27.25	28.05	28.85	29.65	30.45	31.20	32.00	32.35	32.50	32.65	32.75	32.90	33.00	33.15	33.25	33.40	33.60
9	25.55	25.85	26.60	27.40	28.20	29.00	29.80	30.65	31.45	32.25	33.05	33.40	33.60	33.70	33.85	33.95	34.10	34.20	34.35	34.50	34.70
10	26.45	26.80	27.55	28.35	29.20	30.00	30.85	31.70	32.50	33.35	34.15	34.50	34.70	34.85	34.95	35.10	35.25	35.35	35.50	35.65	35.85
11	27.35	27.70	28.45	29.30	30.15	31.00	31.85	32.70	33.60	34.45	35.30	35.60	35.80	35.95	36.10	36.25	36.35	36.50	36.65	36.80	37.05
12	28.30	28.65	29.40	30.30	31.15	32.05	32.90	33.75	34.65	35.50	36.40	36.75	36.95	37.10	37.20	37.35	37.50	37.65	37.80	37.95	38.20
13	29.15	29.55	30.35	31.25	32.15	33.00	33.90	34.80	35.70	36.60	37.50	37.85	38.05	38.20	38.35	38.45	38.60	38.75	38.90	39.05	39.30
14	30.10	30.45	31.30	32.20	33.10	34.05	34.95	35.85	36.75	37.70	38.60	38.90	39.15	39.25	39.40	39.55	39.70	39.85	40.00	40.15	40.40
15	31.00	31.35	32.20	33.15	34.10	35.00	35.95	36.90	37.85	38.75	39.65	39.95	40.20	40.35	40.50	40.65	40.80	40.95	41.10	41.25	41.50
16	31.90	32.30	33.15	34.10	35.05	36.00	37.00	37.95	38.85	39.80	40.70	41.05	41.25	41.40	41.55	41.70	41.90	42.05	42.20	42.35	42.60
17	32.80	33.20	34.10	35.05	36.05	37.00	38.00	38.95	39.90	40.80	41.75	42.10	42.35	42.50	42.65	42.80	42.95	43.10	43.30	43.45	43.75
18	33.70	34.10	35.00	36.00	37.00	38.00	39.00	39.95	40.90	41.85	42.80	43.15	43.40	43.55	43.75	43.90	44.05	44.20	44.40	44.55	44.85
19	34.65	35.05	35.95	37.00	38.00	39.00	39.95	40.95	41.90	42.90	43.85	44.25	44.50	44.65	44.80	44.95	45.15	45.30	45.50	45.65	45.95
20	35.55	35.95	36.90	37.95	38.95	39.95	40.95	41.95	42.95	43.95	44.90	45.30	45.55	45.70	45.90	46.05	46.25	46.40	46.55	46.75	47.05
21	36.45	36.85	37.80	38.85	39.85	40.90	41.90	42.95	43.95	44.95	46.00	46.35	46.60	46.80	46.95	47.15	47.30	47.50	47.65	47.85	48.15
22	37.35	37.80	38.75	39.80	40.80	41.85	42.90	43.95	44.95	46.00	47.05	47.40	47.70	47.85	48.05	48.20	48.40	48.60	48.75	48.95	49.25
23	38.25	38.70	39.65	40.70	41.75	42.80	43.85	44.90	46.00	47.05	48.10	48.50	48.75	48.95	49.10	49.30	49.50	49.65	49.85	50.05	50.35