

AVALEMS/WAP : Salaires annuels 2012

Fonctions soignantes et médico-techniques

Echelle 2012 = échelle 2011 + 0.5% 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	49'479.30	49'688.60	49'899.20	50'107.20	50'330.80	52'079.95	53'828.45	55'574.35	57'322.20	59'068.75	60'816.60	61'558.25	61'939.80	62'170.55	62'400.65	62'631.40	62'865.40	63'100.05	63'335.35	63'569.35	63'967.15
2b	49'940.15	50'226.15	50'512.80	50'811.80	52'561.60	54'314.00	56'063.15	57'814.90	59'564.05	61'315.15	63'066.25	63'798.15	64'186.20	64'425.40	64'667.20	64'908.35	65'150.15	65'392.60	65'636.35	65'880.75	66'294.80
3b	50'555.05	50'877.45	51'214.80	52'976.30	54'738.45	56'501.25	58'261.45	60'023.60	61'785.75	63'547.25	65'308.75	66'036.10	66'433.90	66'682.20	66'930.50	67'181.40	67'432.30	67'684.50	67'938.00	68'191.50	68'621.80
4b	51'028.90	51'751.70	53'376.70	55'180.45	56'986.15	58'790.55	60'594.95	62'400.00	64'204.40	66'009.45	67'814.50	68'557.45	68'970.20	69'231.50	69'492.80	69'755.40	70'021.25	70'285.15	70'550.35	70'818.80	71'273.15
5b	53'217.45	53'950.00	55'595.80	57'424.90	59'253.35	61'083.75	62'912.20	64'740.00	66'570.40	68'398.85	70'228.60	70'972.85	71'397.30	71'669.65	71'938.75	72'213.70	72'487.35	72'761.65	73'036.60	73'315.45	73'786.70
6b	55'464.50	56'210.05	57'886.40	59'749.95	61'611.55	63'475.10	65'336.70	67'200.90	69'063.15	70'926.05	72'788.30	73'541.65	73'977.80	74'257.95	74'541.35	74'826.05	75'110.10	75'396.75	75'682.10	75'970.05	76'456.90
7b	57'672.55	58'433.70	60'141.25	62'042.50	63'943.10	65'842.40	67'744.95	69'643.60	71'545.50	73'444.80	75'344.75	76'107.20	76'557.00	76'849.50	77'141.35	77'437.10	77'730.25	78'026.00	78'323.05	78'622.70	79'129.05
8b	59'920.25	60'693.75	62'435.10	64'368.20	66'302.60	68'235.70	70'169.45	72'103.20	74'036.95	75'971.35	77'905.75	78'675.35	79'136.85	79'441.05	79'742.65	80'048.80	80'352.35	80'659.15	80'967.25	81'276.00	81'799.25
9b	62'086.05	62'875.80	64'654.85	66'630.85	68'605.55	70'580.25	72'556.90	74'532.25	76'508.90	78'482.95	80'458.95	81'242.20	81'716.70	82'030.00	82'342.00	82'659.20	82'973.15	83'291.65	83'609.50	83'929.30	84'472.05
10b	64'335.05	65'143.65	66'965.60	68'989.70	71'015.10	73'038.55	75'063.95	77'087.40	79'112.15	81'135.60	83'160.35	83'959.20	84'451.25	84'772.35	85'098.00	85'424.30	85'748.65	86'078.85	86'407.10	86'738.60	87'300.20
11b	66'561.30	67'393.30	69'258.80	71'334.25	73'410.35	75'484.50	77'560.60	79'634.10	81'708.90	83'785.00	85'860.45	86'676.85	87'181.90	87'516.00	87'851.40	88'186.80	88'524.80	88'864.10	89'205.35	89'547.25	90'128.35
12b	68'788.85	69'639.70	71'553.95	73'678.15	75'803.65	77'930.45	80'054.65	82'182.10	84'308.90	86'434.40	88'559.25	89'393.85	89'915.15	90'259.00	90'606.75	90'952.55	91'302.90	91'653.25	92'004.25	92'352.00	92'950.65
13b	70'976.75	71'849.05	73'811.40	75'993.45	78'171.60	80'352.35	82'534.40	84'714.50	86'895.90	89'076.65	91'256.75	92'107.60	92'634.10	92'977.95	93'319.85	93'663.70	94'006.90	94'352.70	94'698.50	95'048.20	95'664.40
14b	73'223.80	74'115.60	76'122.80	78'352.95	80'581.80	82'810.00	85'040.15	87'270.30	89'499.15	91'724.75	93'913.95	94'723.20	95'250.35	95'600.70	95'950.40	96'304.65	96'658.90	97'015.10	97'371.30	97'730.75	98'366.45
15b	75'409.10	76'324.30	78'379.60	80'664.35	82'949.10	85'233.20	87'519.25	89'802.70	92'076.40	94'309.15	96'497.05	97'319.30	97'858.80	98'219.55	98'582.90	98'945.60	99'310.90	99'677.50	100'046.05	100'415.25	101'070.45
16b	77'617.15	78'553.15	80'656.55	82'993.30	85'329.40	87'667.45	90'004.85	92'328.60	94'605.55	96'841.55	99'074.95	99'915.40	100'470.50	100'841.65	101'212.15	101'587.85	101'963.55	102'341.20	102'719.50	103'099.10	103'771.85
17b	78'871.65	79'816.10	81'939.65	84'297.20	86'654.10	89'012.30	91'353.60	93'646.80	95'901.65	98'153.25	100'408.10	101'254.40	101'814.70	102'191.05	102'570.65	102'948.95	103'332.45	103'715.30	104'100.10	104'484.90	105'167.40
18b	81'071.25	82'035.85	84'202.30	86'612.50	89'018.15	91'410.15	93'748.20	96'051.80	98'352.15	100'652.50	102'954.15	103'817.35	104'392.60	104'780.00	105'167.40	105'558.05	105'950.00	106'343.90	106'739.10	107'135.60	107'833.70
19b	83'250.70	84'237.40	86'450.00	88'910.90	91'352.30	93'743.00	96'097.30	98'448.35	100'801.35	103'150.45	105'500.20	106'380.30	106'969.20	107'367.65	107'766.10	108'166.50	108'568.20	108'972.50	109'378.10	109'784.35	110'501.30
20b	85'430.80	86'435.70	88'697.05	91'193.70	93'640.95	96'043.35	98'443.80	100'844.90	103'245.35	105'645.80	108'046.25	108'941.95	109'546.45	109'954.00	110'363.50	110'774.30	111'188.35	111'600.45	112'016.45	112'435.05	113'169.55
21b	87'590.10	88'617.10	90'912.90	93'420.60	95'877.60	98'329.40	100'779.90	103'233.65	105'686.10	108'137.90	110'589.70	111'504.25	112'122.40	112'541.65	112'960.90	113'383.40	113'805.25	114'230.35	114'656.75	115'087.05	115'839.10
22b	89'809.20	90'845.95	93'147.60	95'651.40	98'148.70	100'647.30	103'146.55	105'644.50	108'141.80	110'640.40	113'137.05	114'068.50	114'701.60	115'128.00	115'560.25	115'991.85	116'424.75	116'859.60	117'298.35	117'735.80	118'507.35
23b	91'978.90	93'007.20	95'300.40	97'848.40	100'397.05	102'944.40	105'492.40	108'040.40	110'587.10	113'135.10	115'683.10	116'632.75	117'279.50	117'718.25	118'158.30	118'599.00	119'043.60	119'490.15	119'937.35	120'385.20	121'174.30

AVALEMS/WAP : Salaires mensuels 2012 (13 mois)

Fonctions soignantes et médico-techniques

Echelle 2012 = échelle 2011 + 0.5% 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	3'806.10	3'822.20	3'838.40	3'854.40	3'871.60	4'006.15	4'140.65	4'274.95	4'409.40	4'543.75	4'678.20	4'735.25	4'764.60	4'782.35	4'800.05	4'817.80	4'835.80	4'853.85	4'871.95	4'889.95	4'920.55
2b	3'841.55	3'863.55	3'885.60	3'908.60	4'043.20	4'178.00	4'312.55	4'447.30	4'581.85	4'716.55	4'851.25	4'907.55	4'937.40	4'955.80	4'974.40	4'992.95	5'011.55	5'030.20	5'048.95	5'067.75	5'099.60
3b	3'888.85	3'913.65	3'939.60	4'075.10	4'210.65	4'346.25	4'481.65	4'617.20	4'752.75	4'888.25	5'023.75	5'079.70	5'110.30	5'129.40	5'148.50	5'167.80	5'187.10	5'206.50	5'226.00	5'245.50	5'278.60
4b	3'925.30	3'980.90	4'105.90	4'244.65	4'383.55	4'522.35	4'661.15	4'800.00	4'938.80	5'077.65	5'216.50	5'273.65	5'305.40	5'325.50	5'345.60	5'365.80	5'386.25	5'406.55	5'426.95	5'447.60	5'482.55
5b	4'093.65	4'150.00	4'276.60	4'417.30	4'557.95	4'698.75	4'839.40	4'980.00	5'120.80	5'261.45	5'402.20	5'459.45	5'492.10	5'513.05	5'533.75	5'554.90	5'575.95	5'597.05	5'618.20	5'639.65	5'675.90
6b	4'266.50	4'323.85	4'452.80	4'596.15	4'739.35	4'882.70	5'025.90	5'169.30	5'312.55	5'455.85	5'599.10	5'657.05	5'690.60	5'712.15	5'733.95	5'755.85	5'777.70	5'799.75	5'821.70	5'843.85	5'881.30
7b	4'436.35	4'494.90	4'626.25	4'772.50	4'918.70	5'064.80	5'211.15	5'357.20	5'503.50	5'649.60	5'795.75	5'854.40	5'889.00	5'911.50	5'933.95	5'956.70	5'979.25	6'002.00	6'024.85	6'047.90	6'086.85
8b	4'609.25	4'668.75	4'802.70	4'951.40	5'100.20	5'248.90	5'397.65	5'546.40	5'695.15	5'843.95	5'992.75	6'051.95	6'087.45	6'110.85	6'134.05	6'157.60	6'180.95	6'204.55	6'228.25	6'252.00	6'292.25
9b	4'775.85	4'836.60	4'973.45	5'125.45	5'277.35	5'429.25	5'581.30	5'733.25	5'885.30	6'037.15	6'189.15	6'249.40	6'285.90	6'310.00	6'334.00	6'358.40	6'382.55	6'407.05	6'431.50	6'456.10	6'497.85
10b	4'948.85	5'011.05	5'151.20	5'306.90	5'462.70	5'618.35	5'774.15	5'929.80	6'085.55	6'241.20	6'396.95	6'458.40	6'496.25	6'520.95	6'546.00	6'571.10	6'596.05	6'621.45	6'646.70	6'672.20	6'715.40
11b	5'120.10	5'184.10	5'327.60	5'487.25	5'646.95	5'806.50	5'966.20	6'125.70	6'285.30	6'445.00	6'604.65	6'667.45	6'706.30	6'732.00	6'757.80	6'783.60	6'809.60	6'835.70	6'861.95	6'888.25	6'932.95
12b	5'291.45	5'356.90	5'504.15	5'667.55	5'831.05	5'994.65	6'158.05	6'321.70	6'485.30	6'648.80	6'812.25	6'876.45	6'916.55	6'943.00	6'969.75	6'996.35	7'023.30	7'050.25	7'077.25	7'104.00	7'150.05
13b	5'459.75	5'526.85	5'677.80	5'845.65	6'013.20	6'180.95	6'348.80	6'516.50	6'684.30	6'852.05	7'019.75	7'085.20	7'125.70	7'152.15	7'178.45	7'204.90	7'231.30	7'257.90	7'284.50	7'311.40	7'358.80
14b	5'632.60	5'701.20	5'855.60	6'027.15	6'198.60	6'370.00	6'541.55	6'713.10	6'884.55	7'055.75	7'224.15	7'286.40	7'326.95	7'353.90	7'380.80	7'408.05	7'435.30	7'462.70	7'490.10	7'517.75	7'566.65
15b	5'800.70	5'871.10	6'029.20	6'204.95	6'380.70	6'556.40	6'732.25	6'907.90	7'082.80	7'254.55	7'422.85	7'486.10	7'527.60	7'555.35	7'583.30	7'611.20	7'639.30	7'667.50	7'695.85	7'724.25	7'774.65
16b	5'970.55	6'042.55	6'204.35	6'384.10	6'563.80	6'743.65	6'923.45	7'102.20	7'277.35	7'449.35	7'621.15	7'685.80	7'728.50	7'757.05	7'785.55	7'814.45	7'843.35	7'872.40	7'901.50	7'930.70	7'982.45
17b	6'067.05	6'139.70	6'303.05	6'484.40	6'665.70	6'847.10	7'027.20	7'203.60	7'377.05	7'550.25	7'723.70	7'788.80	7'831.90	7'860.85	7'890.05	7'919.15	7'948.65	7'978.10	8'007.70	8'037.30	8'089.80
18b	6'236.25	6'310.45	6'477.10	6'662.50	6'847.55	7'031.55	7'211.40	7'388.60	7'565.55	7'742.50	7'919.55	7'985.95	8'030.20	8'060.00	8'089.80	8'119.85	8'150.00	8'180.30	8'210.70	8'241.20	8'294.90
19b	6'403.90	6'479.80	6'650.00	6'839.30	7'027.10	7'211.00	7'392.10	7'572.95	7'753.95	7'934.65	8'115.40	8'183.10	8'228.40	8'259.05	8'289.70	8'320.50	8'351.40	8'382.50	8'413.70	8'444.95	8'500.10
20b	6'571.60	6'648.90	6'822.85	7'014.90	7'203.15	7'387.95	7'572.60	7'757.30	7'941.95	8'126.60	8'311.25	8'380.15	8'426.65	8'458.00	8'489.50	8'521.10	8'552.95	8'584.65	8'616.65	8'648.85	8'705.35
21b	6'737.70	6'816.70	6'993.30	7'186.20	7'375.20	7'563.80	7'752.30	7'941.05	8'129.70	8'318.30	8'506.90	8'577.25	8'624.80	8'657.05	8'689.30	8'721.80	8'754.25	8'786.95	8'819.75	8'852.85	8'910.70
22b	6'908.40	6'988.15	7'165.20	7'357.80	7'549.90	7'742.10	7'934.35	8'126.50	8'318.60	8'510.80	8'702.85	8'774.50	8'823.20	8'856.00	8'889.25	8'922.45	8'955.75	8'989.20	9'022.95	9'056.60	9'115.95
23b	7'075.30	7'154.40	7'330.80	7'526.80	7'722.85	7'918.80	8'114.80	8'310.80	8'506.70	8'702.70	8'898.70	8'971.75	9'021.50	9'055.25	9'089.10	9'123.00	9'157.20	9'191.55	9'225.95	9'260.40	9'321.10

AVALEMS/VWAP : Salaires horaires 2012 (174.30 heures/mois)

Fonctions soignantes et médico-techniques

Echelle 2012 = échelle 2011 + 0.5% 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	21.85	21.95	22.00	22.10	22.20	23.00	23.75	24.55	25.30	26.05	26.85	27.15	27.35	27.45	27.55	27.65	27.75	27.85	27.95	28.05	28.25
2b	22.05	22.15	22.30	22.40	23.20	23.95	24.75	25.50	26.30	27.05	27.85	28.15	28.35	28.45	28.55	28.65	28.75	28.85	28.95	29.05	29.25
3b	22.30	22.45	22.60	23.40	24.15	24.95	25.70	26.50	27.25	28.05	28.80	29.15	29.30	29.45	29.55	29.65	29.75	29.85	30.00	30.10	30.30
4b	22.50	22.85	23.55	24.35	25.15	25.95	26.75	27.55	28.35	29.15	29.95	30.25	30.45	30.55	30.65	30.80	30.90	31.00	31.15	31.25	31.45
5b	23.50	23.80	24.55	25.35	26.15	26.95	27.75	28.55	29.40	30.20	31.00	31.30	31.50	31.65	31.75	31.85	32.00	32.10	32.25	32.35	32.55
6b	24.50	24.80	25.55	26.35	27.20	28.00	28.85	29.65	30.50	31.30	32.10	32.45	32.65	32.75	32.90	33.00	33.15	33.25	33.40	33.55	33.75
7b	25.45	25.80	26.55	27.40	28.20	29.05	29.90	30.75	31.55	32.40	33.25	33.60	33.80	33.90	34.05	34.15	34.30	34.45	34.55	34.70	34.90
8b	26.45	26.80	27.55	28.40	29.25	30.10	30.95	31.80	32.65	33.55	34.40	34.70	34.95	35.05	35.20	35.35	35.45	35.60	35.75	35.85	36.10
9b	27.40	27.75	28.55	29.40	30.30	31.15	32.00	32.90	33.75	34.65	35.50	35.85	36.05	36.20	36.35	36.50	36.60	36.75	36.90	37.05	37.30
10b	28.40	28.75	29.55	30.45	31.35	32.25	33.15	34.00	34.90	35.80	36.70	37.05	37.25	37.40	37.55	37.70	37.85	38.00	38.15	38.30	38.55
11b	29.40	29.75	30.55	31.50	32.40	33.30	34.25	35.15	36.05	37.00	37.90	38.25	38.50	38.60	38.75	38.90	39.05	39.20	39.35	39.50	39.80
12b	30.35	30.75	31.60	32.50	33.45	34.40	35.35	36.25	37.20	38.15	39.10	39.45	39.70	39.85	40.00	40.15	40.30	40.45	40.60	40.75	41.00
13b	31.30	31.70	32.55	33.55	34.50	35.45	36.40	37.40	38.35	39.30	40.25	40.65	40.90	41.05	41.20	41.35	41.50	41.65	41.80	41.95	42.20
14b	32.30	32.70	33.60	34.60	35.55	36.55	37.55	38.50	39.50	40.50	41.45	41.80	42.05	42.20	42.35	42.50	42.65	42.80	42.95	43.15	43.40
15b	33.30	33.70	34.60	35.60	36.60	37.60	38.60	39.65	40.65	41.60	42.60	42.95	43.20	43.35	43.50	43.65	43.85	44.00	44.15	44.30	44.60
16b	34.25	34.65	35.60	36.65	37.65	38.70	39.70	40.75	41.75	42.75	43.70	44.10	44.35	44.50	44.65	44.85	45.00	45.15	45.35	45.50	45.80
17b	34.80	35.20	36.15	37.20	38.25	39.30	40.30	41.35	42.30	43.30	44.30	44.70	44.95	45.10	45.25	45.45	45.60	45.75	45.95	46.10	46.40
18b	35.80	36.20	37.15	38.20	39.30	40.35	41.35	42.40	43.40	44.40	45.45	45.80	46.05	46.25	46.40	46.60	46.75	46.95	47.10	47.30	47.60
19b	36.75	37.20	38.15	39.25	40.30	41.35	42.40	43.45	44.50	45.50	46.55	46.95	47.20	47.40	47.55	47.75	47.90	48.10	48.25	48.45	48.75
20b	37.70	38.15	39.15	40.25	41.35	42.40	43.45	44.50	45.55	46.60	47.70	48.10	48.35	48.55	48.70	48.90	49.05	49.25	49.45	49.60	49.95
21b	38.65	39.10	40.10	41.25	42.30	43.40	44.50	45.55	46.65	47.70	48.80	49.20	49.50	49.65	49.85	50.05	50.25	50.40	50.60	50.80	51.10
22b	39.65	40.10	41.10	42.20	43.30	44.40	45.50	46.60	47.75	48.85	49.95	50.35	50.60	50.80	51.00	51.20	51.40	51.55	51.75	51.95	52.30
23b	40.60	41.05	42.05	43.20	44.30	45.45	46.55	47.70	48.80	49.95	51.05	51.45	51.75	51.95	52.15	52.35	52.55	52.75	52.95	53.15	53.50

AVALEMS/VWAP : Salaires annuels 2012

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

Echelle 2012 = échelle 2011 + 0.5% 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	47'667.75	47'864.70	48'064.90	48'261.20	48'475.05	50'127.35	51'778.35	53'431.30	55'083.60	56'734.60	58'387.55	59'081.75	59'442.50	59'660.90	59'876.70	60'097.05	60'318.05	60'538.40	60'761.35	60'983.65	61'356.75
2	48'102.60	48'373.00	48'643.40	48'926.80	50'583.00	52'237.25	53'891.50	55'547.70	57'203.25	58'858.15	60'513.70	61'199.45	61'567.35	61'792.90	62'021.70	62'249.85	62'478.00	62'707.45	62'938.85	63'170.25	63'557.00
3	48'685.00	48'989.20	49'308.35	50'974.30	52'640.25	54'306.85	55'970.85	57'636.80	59'302.10	60'968.70	62'634.65	63'316.50	63'692.85	63'927.50	64'162.15	64'398.10	64'636.00	64'875.20	65'114.40	65'353.60	65'755.30
4	49'221.25	49'895.30	51'412.40	53'097.20	54'782.00	56'466.80	58'151.60	59'836.40	61'520.55	63'206.00	64'892.10	65'573.30	65'959.40	66'204.45	66'446.90	66'693.90	66'940.90	67'189.85	67'435.55	67'686.45	68'104.40
5	49'858.25	50'541.40	52'078.65	53'785.55	55'493.10	57'201.30	58'910.15	60'616.40	62'322.65	64'030.85	65'739.05	66'433.25	66'829.75	67'081.30	67'336.10	67'591.55	67'847.00	68'102.45	68'361.15	68'619.85	69'058.60
6	51'957.75	52'652.60	54'217.80	55'955.25	57'695.30	59'434.05	61'173.45	62'912.85	64'651.60	66'389.70	68'129.75	68'831.10	69'238.65	69'500.60	69'765.15	70'031.00	70'294.25	70'562.05	70'827.90	71'098.30	71'553.95
7	54'017.60	54'726.75	56'323.15	58'097.00	59'870.85	61'645.35	63'418.55	65'194.35	66'968.85	68'742.70	70'515.90	71'226.35	71'646.25	71'918.60	72'193.55	72'467.20	72'742.80	73'017.75	73'295.30	73'574.80	74'046.70
8	56'116.45	56'837.30	58'461.65	60'268.00	62'073.70	63'878.75	65'685.10	67'489.50	69'295.85	71'100.90	72'905.95	73'624.85	74'055.15	74'338.55	74'621.95	74'904.70	75'190.70	75'477.35	75'763.35	76'053.25	76'541.40
9	58'138.60	58'876.35	60'535.80	62'379.85	64'223.90	66'069.25	67'913.30	69'756.70	71'602.70	73'446.75	75'290.15	76'020.75	76'464.70	76'754.60	77'048.40	77'342.20	77'636.65	77'933.70	78'230.75	78'530.40	79'035.45
10	60'236.15	60'993.40	62'693.80	64'584.00	66'472.90	68'362.45	70'253.95	72'142.85	74'032.40	75'921.95	77'812.80	78'556.40	79'015.95	79'316.25	79'619.15	79'924.00	80'227.55	80'534.35	80'843.10	81'151.85	81'675.75
11	62'315.50	63'090.95	64'834.25	66'771.90	68'709.55	70'645.25	72'584.20	74'520.55	76'458.20	78'395.85	80'332.85	81'092.70	81'565.25	81'877.90	82'189.90	82'503.85	82'819.75	83'136.30	83'454.15	83'775.90	84'316.05
12	64'395.50	65'189.80	66'976.65	68'960.45	70'944.25	72'929.35	74'914.45	76'899.55	78'884.00	80'869.10	82'853.55	83'632.25	84'117.80	84'438.90	84'761.95	85'086.30	85'413.25	85'738.90	86'067.80	86'393.45	86'952.45
13	66'438.45	67'252.90	69'083.30	71'120.40	73'156.20	75'192.65	77'227.80	79'262.95	81'299.40	83'336.50	85'371.65	86'164.00	86'654.10	86'976.50	87'297.60	87'616.10	87'937.20	88'260.25	88'582.65	88'908.95	89'484.85
14	68'536.00	69'369.30	71'241.30	73'323.25	75'404.55	77'485.85	79'566.50	81'649.75	83'730.40	85'806.50	87'851.40	88'606.05	89'098.75	89'423.10	89'752.65	90'082.20	90'412.40	90'747.15	91'078.65	91'416.00	92'006.85
15	70'576.35	71'430.45	73'349.90	75'483.85	77'613.90	79'747.85	81'881.15	84'013.80	86'136.05	88'221.25	90'262.90	91'029.90	91'534.95	91'870.35	92'209.00	92'548.30	92'889.55	93'231.45	93'575.95	93'921.10	94'532.10
16	72'637.50	73'511.10	75'476.70	77'657.45	79'838.20	82'021.55	84'202.95	86'370.70	88'497.50	90'584.00	92'669.85	93'453.10	93'970.50	94'316.30	94'664.70	95'013.10	95'366.05	95'717.05	96'071.95	96'427.50	97'053.45
17	74'717.50	75'610.60	77'617.15	79'845.35	82'075.50	84'305.00	86'516.30	88'686.65	90'818.65	92'948.70	95'078.10	95'876.95	96'407.35	96'764.20	97'122.35	97'481.15	97'842.55	98'204.60	98'567.95	98'933.25	99'576.10
18	76'797.50	77'708.15	79'756.30	82'035.20	84'310.20	86'570.90	88'782.20	90'960.35	93'135.25	95'310.80	97'487.00	98'300.15	98'845.50	99'211.45	99'576.75	99'947.25	100'317.75	100'690.20	101'063.30	101'437.70	102'098.75
19	78'857.35	79'788.80	81'881.80	84'208.15	86'515.65	88'778.30	91'002.60	93'226.90	95'450.55	97'670.95	99'893.95	100'724.00	101'281.70	101'658.05	102'035.70	102'414.65	102'793.60	103'175.15	103'558.00	103'943.45	104'621.40
20	80'916.55	81'868.15	84'007.30	86'366.15	88'680.15	90'953.20	93'223.65	95'491.50	97'761.30	100'031.10	102'300.25	103'145.90	103'717.90	104'103.35	104'490.10	104'880.10	105'270.75	105'661.40	106'055.95	106'450.50	107'144.70
21	82'959.50	83'929.95	86'100.95	88'470.20	90'795.25	93'113.15	95'431.05	97'750.25	100'068.15	102'387.35	104'704.60	105'568.45	106'152.15	106'549.95	106'947.75	107'346.20	107'744.65	108'147.00	108'551.30	108'954.95	109'666.70
22	85'058.35	86'038.55	88'214.75	90'580.75	92'943.50	95'304.95	97'667.70	100'029.80	102'391.90	104'753.35	107'114.15	107'994.25	108'591.60	108'995.90	109'403.45	109'812.30	110'221.80	110'633.25	111'046.00	111'460.70	112'190.65
23	87'109.10	88'080.20	90'249.90	92'658.15	95'067.70	97'476.60	99'885.50	102'294.40	104'702.65	107'112.20	109'520.45	110'417.45	111'029.10	111'443.80	111'860.45	112'277.10	112'697.65	113'118.85	113'542.00	113'965.15	114'712.00

VALEMS/VWAP : Salaires mensuels 2012 (13 mois)

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

Echelle 2012 = échelle 2011 + 0.5% 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	3'666.75	3'681.90	3'697.30	3'712.40	3'728.85	3'855.95	3'982.95	4'110.10	4'237.20	4'364.20	4'491.35	4'544.75	4'572.50	4'589.30	4'605.90	4'622.85	4'639.85	4'656.80	4'673.95	4'691.05	4'719.75
2	3'700.20	3'721.00	3'741.80	3'763.60	3'891.00	4'018.25	4'145.50	4'272.90	4'400.25	4'527.55	4'654.90	4'707.65	4'735.95	4'753.30	4'770.90	4'788.45	4'806.00	4'823.65	4'841.45	4'859.25	4'889.00
3	3'745.00	3'768.40	3'792.95	3'921.10	4'049.25	4'177.45	4'305.45	4'433.60	4'561.70	4'689.90	4'818.05	4'870.50	4'899.45	4'917.50	4'935.55	4'953.70	4'972.00	4'990.40	5'008.80	5'027.20	5'058.10
4	3'786.25	3'838.10	3'954.80	4'084.40	4'214.00	4'343.60	4'473.20	4'602.80	4'732.35	4'862.00	4'991.70	5'044.10	5'073.80	5'092.65	5'111.30	5'130.30	5'149.30	5'168.45	5'187.35	5'206.65	5'238.80
5	3'835.25	3'887.80	4'006.05	4'137.35	4'268.70	4'400.10	4'531.55	4'662.80	4'794.05	4'925.45	5'056.85	5'110.25	5'140.75	5'160.10	5'179.70	5'199.35	5'219.00	5'238.65	5'258.55	5'278.45	5'312.20
6	3'996.75	4'050.20	4'170.60	4'304.25	4'438.10	4'571.85	4'705.65	4'839.45	4'973.20	5'106.90	5'240.75	5'294.70	5'326.05	5'346.20	5'366.55	5'387.00	5'407.25	5'427.85	5'448.30	5'469.10	5'504.15
7	4'155.20	4'209.75	4'332.55	4'469.00	4'605.45	4'741.95	4'878.35	5'014.95	5'151.45	5'287.90	5'424.30	5'478.95	5'511.25	5'532.20	5'553.35	5'574.40	5'595.60	5'616.75	5'638.10	5'659.60	5'695.90
8	4'316.65	4'372.10	4'497.05	4'636.00	4'774.90	4'913.75	5'052.70	5'191.50	5'330.45	5'469.30	5'608.15	5'663.45	5'696.55	5'718.35	5'740.15	5'761.90	5'783.90	5'805.95	5'827.95	5'850.25	5'887.80
9	4'472.20	4'528.95	4'656.60	4'798.45	4'940.30	5'082.25	5'224.10	5'365.90	5'507.90	5'649.75	5'791.55	5'847.75	5'881.90	5'904.20	5'926.80	5'949.40	5'972.05	5'994.90	6'017.75	6'040.80	6'079.65
10	4'633.55	4'691.80	4'822.60	4'968.00	5'113.30	5'258.65	5'404.15	5'549.45	5'694.80	5'840.15	5'985.60	6'042.80	6'078.15	6'101.25	6'124.55	6'148.00	6'171.35	6'194.95	6'218.70	6'242.45	6'282.75
11	4'793.50	4'853.15	4'987.25	5'136.30	5'285.35	5'434.25	5'583.40	5'732.35	5'881.40	6'030.45	6'179.45	6'237.90	6'274.25	6'298.30	6'322.30	6'346.45	6'370.75	6'395.10	6'419.55	6'444.30	6'485.85
12	4'953.50	5'014.60	5'152.05	5'304.65	5'457.25	5'609.95	5'762.65	5'915.35	6'068.00	6'220.70	6'373.35	6'433.25	6'470.60	6'495.30	6'520.15	6'545.10	6'570.25	6'595.30	6'620.60	6'645.65	6'688.65
13	5'110.65	5'173.30	5'314.10	5'470.80	5'627.40	5'784.05	5'940.60	6'097.15	6'253.80	6'410.50	6'567.05	6'628.00	6'665.70	6'690.50	6'715.20	6'739.70	6'764.40	6'789.25	6'814.05	6'839.15	6'883.45
14	5'272.00	5'336.10	5'480.10	5'640.25	5'800.35	5'960.45	6'120.50	6'280.75	6'440.80	6'600.50	6'757.80	6'815.85	6'853.75	6'878.70	6'904.05	6'929.40	6'954.80	6'980.55	7'006.05	7'032.00	7'077.45
15	5'428.95	5'494.65	5'642.30	5'806.45	5'970.30	6'134.45	6'298.55	6'462.60	6'625.85	6'786.25	6'943.30	7'002.30	7'041.15	7'066.95	7'093.00	7'119.10	7'145.35	7'171.65	7'198.15	7'224.70	7'271.70
16	5'587.50	5'654.70	5'805.90	5'973.65	6'141.40	6'309.35	6'477.15	6'643.90	6'807.50	6'968.00	7'128.45	7'188.70	7'228.50	7'255.10	7'281.90	7'308.70	7'335.85	7'362.85	7'390.15	7'417.50	7'465.65
17	5'747.50	5'816.20	5'970.55	6'141.95	6'313.50	6'485.00	6'655.10	6'822.05	6'986.05	7'149.90	7'313.70	7'375.15	7'415.95	7'443.40	7'470.95	7'498.55	7'526.35	7'554.20	7'582.15	7'610.25	7'659.70
18	5'907.50	5'977.55	6'135.10	6'310.40	6'485.40	6'659.30	6'829.40	6'996.95	7'164.25	7'331.60	7'499.00	7'561.55	7'603.50	7'631.65	7'659.75	7'688.25	7'716.75	7'745.40	7'774.10	7'802.90	7'853.75
19	6'065.95	6'137.60	6'298.60	6'477.55	6'655.05	6'829.10	7'000.20	7'171.30	7'342.35	7'513.15	7'684.15	7'748.00	7'790.90	7'819.85	7'848.90	7'878.05	7'907.20	7'936.55	7'966.00	7'995.65	8'047.80
20	6'224.35	6'297.55	6'462.10	6'643.55	6'821.55	6'996.40	7'171.05	7'345.50	7'520.10	7'694.70	7'869.25	7'934.30	7'978.30	8'007.95	8'037.70	8'067.70	8'097.75	8'127.80	8'158.15	8'188.50	8'241.90
21	6'381.50	6'456.15	6'623.15	6'805.40	6'984.25	7'162.55	7'340.85	7'519.25	7'697.55	7'875.95	8'054.20	8'120.65	8'165.55	8'196.15	8'226.75	8'257.40	8'288.05	8'319.00	8'350.10	8'381.15	8'435.90
22	6'542.95	6'618.35	6'785.75	6'967.75	7'149.50	7'331.15	7'512.90	7'694.60	7'876.30	8'057.95	8'239.55	8'307.25	8'353.20	8'384.30	8'415.65	8'447.10	8'478.60	8'510.25	8'542.00	8'573.90	8'630.05
23	6'700.70	6'775.40	6'942.30	7'127.55	7'312.90	7'498.20	7'683.50	7'868.80	8'054.05	8'239.40	8'424.65	8'493.65	8'540.70	8'572.60	8'604.65	8'636.70	8'669.05	8'701.45	8'734.00	8'766.55	8'824.00

AVALEMS/VWAP : Salaires horaires 2012 (174.30 heures/mois)

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

Echelle 2012 = échelle 2011 + 0.5% 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	21.05	21.10	21.20	21.30	21.40	22.10	22.85	23.60	24.30	25.05	25.75	26.05	26.25	26.35	26.45	26.50	26.60	26.70	26.80	26.90	27.10
2	21.25	21.35	21.45	21.60	22.30	23.05	23.80	24.50	25.25	26.00	26.70	27.00	27.15	27.25	27.35	27.45	27.55	27.65	27.80	27.90	28.05
3	21.50	21.60	21.75	22.50	23.25	23.95	24.70	25.45	26.15	26.90	27.65	27.95	28.10	28.20	28.30	28.40	28.55	28.65	28.75	28.85	29.00
4	21.70	22.00	22.70	23.45	24.20	24.90	25.65	26.40	27.15	27.90	28.65	28.95	29.10	29.20	29.30	29.45	29.55	29.65	29.75	29.85	30.05
5	22.00	22.30	23.00	23.75	24.50	25.25	26.00	26.75	27.50	28.25	29.00	29.30	29.50	29.60	29.70	29.85	29.95	30.05	30.15	30.30	30.50
6	22.95	23.25	23.95	24.70	25.45	26.25	27.00	27.75	28.55	29.30	30.05	30.40	30.55	30.65	30.80	30.90	31.00	31.15	31.25	31.40	31.60
7	23.85	24.15	24.85	25.65	26.40	27.20	28.00	28.75	29.55	30.35	31.10	31.45	31.60	31.75	31.85	32.00	32.10	32.20	32.35	32.45	32.70
8	24.75	25.10	25.80	26.60	27.40	28.20	29.00	29.80	30.60	31.40	32.20	32.50	32.70	32.80	32.95	33.05	33.20	33.30	33.45	33.55	33.80
9	25.65	26.00	26.70	27.55	28.35	29.15	29.95	30.80	31.60	32.40	33.25	33.55	33.75	33.85	34.00	34.15	34.25	34.40	34.55	34.65	34.90
10	26.60	26.90	27.65	28.50	29.35	30.15	31.00	31.85	32.65	33.50	34.35	34.65	34.85	35.00	35.15	35.25	35.40	35.55	35.70	35.80	36.05
11	27.50	27.85	28.60	29.45	30.30	31.20	32.05	32.90	33.75	34.60	35.45	35.80	36.00	36.15	36.25	36.40	36.55	36.70	36.85	36.95	37.20
12	28.40	28.75	29.55	30.45	31.30	32.20	33.05	33.95	34.80	35.70	36.55	36.90	37.10	37.25	37.40	37.55	37.70	37.85	38.00	38.15	38.35
13	29.30	29.70	30.50	31.40	32.30	33.20	34.10	35.00	35.90	36.80	37.70	38.05	38.25	38.40	38.55	38.65	38.80	38.95	39.10	39.25	39.50
14	30.25	30.60	31.45	32.35	33.30	34.20	35.10	36.05	36.95	37.85	38.75	39.10	39.30	39.45	39.60	39.75	39.90	40.05	40.20	40.35	40.60
15	31.15	31.50	32.35	33.30	34.25	35.20	36.15	37.10	38.00	38.95	39.85	40.15	40.40	40.55	40.70	40.85	41.00	41.15	41.30	41.45	41.70
16	32.05	32.45	33.30	34.25	35.25	36.20	37.15	38.10	39.05	40.00	40.90	41.25	41.45	41.60	41.80	41.95	42.10	42.25	42.40	42.55	42.85
17	32.95	33.35	34.25	35.25	36.20	37.20	38.20	39.15	40.10	41.00	41.95	42.30	42.55	42.70	42.85	43.00	43.20	43.35	43.50	43.65	43.95
18	33.90	34.30	35.20	36.20	37.20	38.20	39.20	40.15	41.10	42.05	43.00	43.40	43.60	43.80	43.95	44.10	44.25	44.45	44.60	44.75	45.05
19	34.80	35.20	36.15	37.15	38.20	39.20	40.15	41.15	42.10	43.10	44.10	44.45	44.70	44.85	45.05	45.20	45.35	45.55	45.70	45.85	46.15
20	35.70	36.15	37.05	38.10	39.15	40.15	41.15	42.15	43.15	44.15	45.15	45.50	45.75	45.95	46.10	46.30	46.45	46.65	46.80	47.00	47.30
21	36.60	37.05	38.00	39.05	40.05	41.10	42.10	43.15	44.15	45.20	46.20	46.60	46.85	47.00	47.20	47.35	47.55	47.75	47.90	48.10	48.40
22	37.55	37.95	38.95	40.00	41.00	42.05	43.10	44.15	45.20	46.25	47.25	47.65	47.90	48.10	48.30	48.45	48.65	48.85	49.00	49.20	49.50
23	38.45	38.85	39.85	40.90	41.95	43.00	44.10	45.15	46.20	47.25	48.35	48.75	49.00	49.20	49.35	49.55	49.75	49.90	50.10	50.30	50.65