

# VALEMS/WAP : Salaires annuels 2020

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

Echelle 2020 = échelle 2019 + part d'ancienneté à 100% + 0.4% renchérissement

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

	Minimum																				
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	47'858.20	48'056.45	48'257.30	48'454.25	48'668.75	50'327.55	51'985.70	53'645.15	55'303.95	56'961.45	58'620.90	59'318.35	59'680.40	59'899.45	60'115.90	60'337.55	60'559.20	60'780.85	61'004.45	61'227.40	61'602.45
2	48'295.00	48'566.70	48'837.75	49'122.45	50'785.15	52'445.90	54'107.30	55'770.00	57'432.05	59'093.45	60'755.50	61'444.50	61'813.70	62'039.90	62'270.00	62'498.80	62'727.60	62'958.35	63'190.40	63'423.10	63'811.15
3	48'880.00	49'184.85	49'505.30	51'178.40	52'850.85	54'523.95	56'194.45	57'867.55	59'539.35	61'212.45	62'884.90	63'570.00	63'947.65	64'182.95	64'418.90	64'655.50	64'894.70	65'134.55	65'375.05	65'614.90	66'018.55
4	49'418.20	50'094.85	51'617.80	53'309.75	55'001.05	56'692.35	58'384.30	60'075.60	61'766.90	63'458.85	65'151.45	65'835.90	66'223.30	66'469.00	66'712.75	66'960.40	67'208.70	67'458.30	67'705.30	67'957.50	68'376.75
5	50'057.80	50'743.55	52'286.65	54'000.70	55'714.75	57'430.10	59'146.10	60'858.85	62'572.25	64'286.95	66'002.30	66'699.10	67'096.90	67'349.75	67'605.20	67'861.95	68'118.70	68'374.80	68'634.80	68'894.15	69'334.85
6	52'165.75	52'863.20	54'434.90	56'178.85	57'926.05	59'671.95	61'417.85	63'164.40	64'910.30	66'655.55	68'402.10	69'106.70	69'515.55	69'778.80	70'044.00	70'311.15	70'575.70	70'844.15	71'111.30	71'383.00	71'839.95
7	54'233.40	54'945.80	56'548.70	58'329.70	60'110.05	61'891.70	63'672.05	65'455.00	67'236.65	69'017.65	70'798.00	71'511.05	71'932.90	72'206.55	72'482.15	72'757.10	73'034.00	73'309.60	73'588.45	73'869.25	74'343.10
8	56'340.70	57'064.80	58'695.65	60'509.15	62'322.00	64'134.20	65'947.70	67'759.25	69'572.75	71'385.60	73'197.80	73'919.30	74'351.55	74'635.60	74'920.30	75'204.35	75'491.65	75'778.95	76'066.25	76'357.45	76'847.55
9	58'371.30	59'111.65	60'778.25	62'629.45	64'480.65	66'333.80	68'185.00	70'035.55	71'889.35	73'740.55	75'591.10	76'324.95	76'770.85	77'061.40	77'356.50	77'651.60	77'947.35	78'245.70	78'543.40	78'844.35	79'351.35
10	60'477.30	61'237.15	62'944.70	64'842.05	66'738.75	68'636.10	70'534.75	72'431.45	74'328.80	76'225.50	78'124.15	78'870.35	79'331.85	79'633.45	79'937.65	80'243.80	80'548.65	80'856.75	81'166.15	81'476.20	82'002.70
11	62'564.45	63'343.15	65'093.60	67'039.05	68'984.50	70'928.00	72'874.75	74'818.90	76'764.35	78'709.15	80'653.95	81'417.05	81'891.55	82'205.50	82'518.80	82'834.05	83'151.25	83'469.10	83'788.25	84'111.30	84'653.40
12	64'652.90	65'450.45	67'244.45	69'236.05	71'228.30	73'221.20	75'214.10	77'207.00	79'199.25	81'192.80	83'185.05	83'967.00	84'454.50	84'776.90	85'101.25	85'426.90	85'755.15	86'082.10	86'412.30	86'739.25	87'300.20
13	66'704.30	67'522.00	69'359.55	71'405.10	73'448.70	75'493.60	77'536.55	79'580.15	81'624.40	83'669.95	85'712.90	86'508.50	87'000.55	87'324.25	87'646.65	87'966.45	88'288.85	88'613.20	88'936.90	89'264.50	89'843.00
14	68'810.30	69'646.85	71'526.00	73'616.40	75'706.15	77'795.90	79'885.00	81'976.05	84'065.15	86'149.70	88'203.05	88'960.30	89'454.95	89'780.60	90'111.45	90'442.30	90'773.80	91'109.85	91'442.65	91'781.95	92'374.75
15	70'858.45	71'716.45	73'643.05	75'786.10	77'924.60	80'067.00	82'208.75	84'349.85	86'480.55	88'574.20	90'623.65	91'393.90	91'900.90	92'237.60	92'577.55	92'918.80	93'261.35	93'604.55	93'950.35	94'296.80	94'910.40
16	72'928.05	73'804.90	75'778.30	77'968.15	80'157.35	82'349.80	84'539.65	86'716.50	88'851.75	90'946.05	93'040.35	93'826.85	94'346.20	94'693.30	95'043.65	95'393.35	95'747.60	96'099.90	96'456.10	96'812.95	97'441.50
17	75'016.50	75'912.85	77'927.85	80'164.50	82'403.75	84'642.35	86'862.10	89'041.55	91'182.00	93'320.50	95'458.35	96'260.45	96'792.80	97'150.95	97'511.05	97'871.15	98'233.85	98'597.20	98'962.50	99'329.10	99'974.55
18	77'104.95	78'018.85	80'075.45	82'363.45	84'647.55	86'917.35	89'137.10	91'324.35	93'507.70	95'692.35	97'877.00	98'693.40	99'240.70	99'608.60	99'975.20	100'347.00	100'718.80	101'093.20	101'467.60	101'843.30	102'506.95
19	79'172.60	80'107.95	82'209.40	84'544.85	86'861.45	89'133.20	91'366.60	93'600.00	95'832.10	98'061.60	100'293.70	101'127.00	101'686.65	102'064.95	102'443.90	102'824.15	103'205.05	103'587.90	103'972.05	104'359.45	105'040.00
20	81'240.25	82'195.75	84'343.35	86'711.30	89'035.05	91'317.20	93'596.75	95'873.70	98'152.60	100'431.50	102'709.75	103'558.65	104'132.60	104'520.00	104'908.05	105'299.35	105'691.95	106'083.90	106'480.40	106'876.25	107'573.05
21	83'291.65	84'265.35	86'445.45	88'823.80	91'158.60	93'485.60	95'812.60	98'141.55	100'468.55	102'796.85	105'123.20	105'990.95	106'576.60	106'976.35	107'375.45	107'775.85	108'175.60	108'579.90	108'985.50	109'390.45	110'105.45
22	85'398.30	86'382.40	88'567.70	90'942.80	93'315.30	95'685.85	98'058.35	100'430.20	102'801.40	105'172.60	107'542.50	108'426.50	109'025.80	109'432.05	109'840.90	110'251.70	110'662.50	111'075.90	111'489.95	111'906.60	112'639.15
23	87'457.50	88'432.50	90'610.65	93'028.65	95'447.95	97'866.60	100'285.25	102'703.90	105'121.25	107'540.55	109'958.55	110'858.80	111'473.05	111'889.70	112'307.65	112'726.25	113'148.75	113'571.25	113'996.35	114'420.80	115'170.90

La part d'expérience n'a pas été accordée en 2005 et 2009. En cas de temps partiel, se référer au statut art 22.2

Sion, le 19.12.2019

# AVALEMS/VWAP : Salaires mensuels 2020 (13 mois)

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

Echelle 2020 = échelle 2019 + part d'ancienneté à 100% + 0.4% renchérissement

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

Minimum																						
Cl.	1 part	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		3'681.40	3'696.65	3'712.10	3'727.25	3'743.75	3'871.35	3'998.90	4'126.55	4'254.15	4'381.65	4'509.30	4'562.95	4'590.80	4'607.65	4'624.30	4'641.35	4'658.40	4'675.45	4'692.65	4'709.80	4'738.65
2		3'715.00	3'735.90	3'756.75	3'778.65	3'906.55	4'034.30	4'162.10	4'290.00	4'417.85	4'545.65	4'673.50	4'726.50	4'754.90	4'772.30	4'790.00	4'807.60	4'825.20	4'842.95	4'860.80	4'878.70	4'908.55
3		3'760.00	3'783.45	3'808.10	3'936.80	4'065.45	4'194.15	4'322.65	4'451.35	4'579.95	4'708.65	4'837.30	4'890.00	4'919.05	4'937.15	4'955.30	4'973.50	4'991.90	5'010.35	5'028.85	5'047.30	5'078.35
4		3'801.40	3'853.45	3'970.60	4'100.75	4'230.85	4'360.95	4'491.10	4'621.20	4'751.30	4'881.45	5'011.65	5'064.30	5'094.10	5'113.00	5'131.75	5'150.80	5'169.90	5'189.10	5'208.10	5'227.50	5'259.75
5		3'850.60	3'903.35	4'022.05	4'153.90	4'285.75	4'417.70	4'549.70	4'681.45	4'813.25	4'945.15	5'077.10	5'130.70	5'161.30	5'180.75	5'200.40	5'220.15	5'239.90	5'259.60	5'279.60	5'299.55	5'333.45
6		4'012.75	4'066.40	4'187.30	4'321.45	4'455.85	4'590.15	4'724.45	4'858.80	4'993.10	5'127.35	5'261.70	5'315.90	5'347.35	5'367.60	5'388.00	5'408.55	5'428.90	5'449.55	5'470.10	5'491.00	5'526.15
7		4'171.80	4'226.60	4'349.90	4'486.90	4'623.85	4'760.90	4'897.85	5'035.00	5'172.05	5'309.05	5'446.00	5'500.85	5'533.30	5'554.35	5'575.55	5'596.70	5'618.00	5'639.20	5'660.65	5'682.25	5'718.70
8		4'333.90	4'389.60	4'515.05	4'654.55	4'794.00	4'933.40	5'072.90	5'212.25	5'351.75	5'491.20	5'630.60	5'686.10	5'719.35	5'741.20	5'763.10	5'784.95	5'807.05	5'829.15	5'851.25	5'873.65	5'911.35
9		4'490.10	4'547.05	4'675.25	4'817.65	4'960.05	5'102.60	5'245.00	5'387.35	5'529.95	5'672.35	5'814.70	5'871.15	5'905.45	5'927.80	5'950.50	5'973.20	5'995.95	6'018.90	6'041.80	6'064.95	6'103.95
10		4'652.10	4'710.55	4'841.90	4'987.85	5'133.75	5'279.70	5'425.75	5'571.65	5'717.60	5'863.50	6'009.55	6'066.95	6'102.45	6'125.65	6'149.05	6'172.60	6'196.05	6'219.75	6'243.55	6'267.40	6'307.90
11		4'812.65	4'872.55	5'007.20	5'156.85	5'306.50	5'456.00	5'605.75	5'755.30	5'904.95	6'054.55	6'204.15	6'262.85	6'299.35	6'323.50	6'347.60	6'371.85	6'396.25	6'420.70	6'445.25	6'470.10	6'511.80
12		4'973.30	5'034.65	5'172.65	5'325.85	5'479.10	5'632.40	5'785.70	5'939.00	6'092.25	6'245.60	6'398.85	6'459.00	6'496.50	6'521.30	6'546.25	6'571.30	6'596.55	6'621.70	6'647.10	6'672.25	6'715.40
13		5'131.10	5'194.00	5'335.35	5'492.70	5'649.90	5'807.20	5'964.35	6'121.55	6'278.80	6'436.15	6'593.30	6'654.50	6'692.35	6'717.25	6'742.05	6'766.65	6'791.45	6'816.40	6'841.30	6'866.50	6'911.00
14		5'293.10	5'357.45	5'502.00	5'662.80	5'823.55	5'984.30	6'145.00	6'305.85	6'466.55	6'626.90	6'784.85	6'843.10	6'881.15	6'906.20	6'931.65	6'957.10	6'982.60	7'008.45	7'034.05	7'060.15	7'105.75
15		5'450.65	5'516.65	5'664.85	5'829.70	5'994.20	6'159.00	6'323.75	6'488.45	6'652.35	6'813.40	6'971.05	7'030.30	7'069.30	7'095.20	7'121.35	7'147.60	7'173.95	7'200.35	7'226.95	7'253.60	7'300.80
16		5'609.85	5'677.30	5'829.10	5'997.55	6'165.95	6'334.60	6'503.05	6'670.50	6'834.75	6'995.85	7'156.95	7'217.45	7'257.40	7'284.10	7'311.05	7'337.95	7'365.20	7'392.30	7'419.70	7'447.15	7'495.50
17		5'770.50	5'839.45	5'994.45	6'166.50	6'338.75	6'510.95	6'681.70	6'849.35	7'014.00	7'178.50	7'342.95	7'404.65	7'445.60	7'473.15	7'500.85	7'528.55	7'556.45	7'584.40	7'612.50	7'640.70	7'690.35
18		5'931.15	6'001.45	6'159.65	6'335.65	6'511.35	6'685.95	6'856.70	7'024.95	7'192.90	7'360.95	7'529.00	7'591.80	7'633.90	7'662.20	7'690.40	7'719.00	7'747.60	7'776.40	7'805.20	7'834.10	7'885.15
19		6'090.20	6'162.15	6'323.80	6'503.45	6'681.65	6'856.40	7'028.20	7'200.00	7'371.70	7'543.20	7'714.90	7'779.00	7'822.05	7'851.15	7'880.30	7'909.55	7'938.85	7'968.30	7'997.85	8'027.65	8'080.00
20		6'249.25	6'322.75	6'487.95	6'670.10	6'848.85	7'024.40	7'199.75	7'374.90	7'550.20	7'725.50	7'900.75	7'966.05	8'010.20	8'040.00	8'069.85	8'099.95	8'130.15	8'160.30	8'190.80	8'221.25	8'274.85
21		6'407.05	6'481.95	6'649.65	6'832.60	7'012.20	7'191.20	7'370.20	7'549.35	7'728.35	7'907.45	8'086.40	8'153.15	8'198.20	8'228.95	8'259.65	8'290.45	8'321.20	8'352.30	8'383.50	8'414.65	8'469.65
22		6'569.10	6'644.80	6'812.90	6'995.60	7'178.10	7'360.45	7'542.95	7'725.40	7'907.80	8'090.20	8'272.50	8'340.50	8'386.60	8'417.85	8'449.30	8'480.90	8'512.50	8'544.30	8'576.15	8'608.20	8'664.55
23		6'727.50	6'802.50	6'970.05	7'156.05	7'342.15	7'528.20	7'714.25	7'900.30	8'086.25	8'272.35	8'458.35	8'527.60	8'574.85	8'606.90	8'639.05	8'671.25	8'703.75	8'736.25	8'768.95	8'801.60	8'859.30

La part d'expérience n'a pas été accordée en 2005 et 2009. En cas de temps partiel, se référer au statut art 22.2

Sion, le 19.12.2019

# VALEMS/VWAP : Salaires horaires 2020 (174.30 heures/mois)

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

Echelle 2020 = échelle 2019 + part d'ancienneté à 100% + 0.4% renchérissement

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. 19 statuts : 10.64 % pour 25 jours**  
**13.04 % pour 30 jours**  
**15.56 % pour 35 jours**

**13<sup>ème</sup> salaire : 8.33 % des salaires**  
**annuels ou pro-rata temporis**

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

Minimum																						
Cl.	1 part	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		21.10	21.20	21.30	21.40	21.50	22.20	22.95	23.65	24.40	25.15	25.85	26.20	26.35	26.45	26.55	26.65	26.75	26.80	26.90	27.00	27.20
2		21.30	21.45	21.55	21.70	22.40	23.15	23.90	24.60	25.35	26.10	26.80	27.10	27.30	27.40	27.50	27.60	27.70	27.80	27.90	28.00	28.15
3		21.55	21.70	21.85	22.60	23.30	24.05	24.80	25.55	26.30	27.00	27.75	28.05	28.20	28.35	28.45	28.55	28.65	28.75	28.85	28.95	29.15
4		21.80	22.10	22.80	23.55	24.25	25.00	25.75	26.50	27.25	28.00	28.75	29.05	29.25	29.35	29.45	29.55	29.65	29.75	29.90	30.00	30.20
5		22.10	22.40	23.10	23.85	24.60	25.35	26.10	26.85	27.60	28.35	29.15	29.45	29.60	29.70	29.85	29.95	30.05	30.20	30.30	30.40	30.60
6		23.00	23.35	24.00	24.80	25.55	26.35	27.10	27.90	28.65	29.40	30.20	30.50	30.70	30.80	30.90	31.05	31.15	31.25	31.40	31.50	31.70
7		23.95	24.25	24.95	25.75	26.55	27.30	28.10	28.90	29.65	30.45	31.25	31.55	31.75	31.85	32.00	32.10	32.25	32.35	32.50	32.60	32.80
8		24.85	25.20	25.90	26.70	27.50	28.30	29.10	29.90	30.70	31.50	32.30	32.60	32.80	32.95	33.05	33.20	33.30	33.45	33.55	33.70	33.90
9		25.75	26.10	26.80	27.65	28.45	29.25	30.10	30.90	31.75	32.55	33.35	33.70	33.90	34.00	34.15	34.25	34.40	34.55	34.65	34.80	35.00
10		26.70	27.05	27.80	28.60	29.45	30.30	31.15	31.95	32.80	33.65	34.50	34.80	35.00	35.15	35.30	35.40	35.55	35.70	35.80	35.95	36.20
11		27.60	27.95	28.75	29.60	30.45	31.30	32.15	33.00	33.90	34.75	35.60	35.95	36.15	36.30	36.40	36.55	36.70	36.85	37.00	37.10	37.35
12		28.55	28.90	29.70	30.55	31.45	32.30	33.20	34.05	34.95	35.85	36.70	37.05	37.25	37.40	37.55	37.70	37.85	38.00	38.15	38.30	38.55
13		29.45	29.80	30.60	31.50	32.40	33.30	34.20	35.10	36.00	36.95	37.85	38.20	38.40	38.55	38.70	38.80	38.95	39.10	39.25	39.40	39.65
14		30.35	30.75	31.55	32.50	33.40	34.35	35.25	36.20	37.10	38.00	38.95	39.25	39.50	39.60	39.75	39.90	40.05	40.20	40.35	40.50	40.75
15		31.25	31.65	32.50	33.45	34.40	35.35	36.30	37.25	38.15	39.10	40.00	40.35	40.55	40.70	40.85	41.00	41.15	41.30	41.45	41.60	41.90
16		32.20	32.55	33.45	34.40	35.40	36.35	37.30	38.25	39.20	40.15	41.05	41.40	41.65	41.80	41.95	42.10	42.25	42.40	42.55	42.75	43.00
17		33.10	33.50	34.40	35.40	36.35	37.35	38.35	39.30	40.25	41.20	42.15	42.50	42.70	42.90	43.05	43.20	43.35	43.50	43.65	43.85	44.10
18		34.05	34.45	35.35	36.35	37.35	38.35	39.35	40.30	41.25	42.25	43.20	43.55	43.80	43.95	44.10	44.30	44.45	44.60	44.80	44.95	45.25
19		34.95	35.35	36.30	37.30	38.35	39.35	40.30	41.30	42.30	43.30	44.25	44.65	44.90	45.05	45.20	45.40	45.55	45.70	45.90	46.05	46.35
20		35.85	36.30	37.20	38.25	39.30	40.30	41.30	42.30	43.30	44.30	45.35	45.70	45.95	46.15	46.30	46.45	46.65	46.80	47.00	47.15	47.45
21		36.75	37.20	38.15	39.20	40.25	41.25	42.30	43.30	44.35	45.35	46.40	46.80	47.05	47.20	47.40	47.55	47.75	47.90	48.10	48.30	48.60
22		37.70	38.10	39.10	40.15	41.20	42.25	43.30	44.30	45.35	46.40	47.45	47.85	48.10	48.30	48.50	48.65	48.85	49.00	49.20	49.40	49.70
23		38.60	39.05	40.00	41.05	42.10	43.20	44.25	45.35	46.40	47.45	48.55	48.90	49.20	49.40	49.55	49.75	49.95	50.10	50.30	50.50	50.85

La part d'expérience n'a pas été accordée en 2005 et 2009. En cas de temps partiel, se référer au statut art 22.2

Sion, le 19.12.2019