

AVALEMS/WAP : Salaires annuels 2020

Fonctions soignantes et médico-techniques

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

Service de piquet = fr. 4.00 l'heure au 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
1b	49'676.90	49'887.50	50'098.75	50'307.40	50'532.30	52'287.95	54'043.60	55'796.65	57'551.65	59'305.35	61'059.70	61'804.60	62'187.45	62'419.50	62'650.25	62'881.65	63'116.95	63'352.25	63'588.85	63'823.50	64'223.25
2b	50'139.70	50'427.00	50'714.95	51'015.25	52'771.55	54'531.10	56'287.40	58'046.30	59'802.60	61'560.20	63'318.45	64'053.60	64'442.95	64'682.80	64'925.90	65'167.70	65'410.80	65'653.90	65'898.95	66'144.00	66'560.00
3b	50'757.20	51'080.90	51'419.55	53'188.20	54'957.50	56'727.45	58'494.80	60'263.45	62'032.75	63'801.40	65'570.05	66'300.00	66'699.75	66'948.70	67'198.30	67'449.85	67'702.05	67'955.55	68'209.70	68'464.50	68'896.10
4b	51'233.00	51'958.40	53'589.90	55'401.45	57'214.30	59'025.85	60'837.40	62'649.60	64'461.15	66'273.35	68'085.55	68'831.75	69'245.80	69'508.40	69'771.00	70'034.25	70'301.40	70'566.60	70'832.45	71'102.20	71'558.50
5b	53'430.00	54'165.80	55'818.10	57'654.35	59'490.60	61'328.15	63'163.75	64'998.70	66'836.90	68'672.50	70'509.40	71'256.90	71'682.65	71'956.30	72'226.70	72'502.30	72'777.25	73'052.85	73'328.45	73'608.60	74'081.80
6b	55'686.15	56'434.95	58'117.80	59'989.15	61'857.90	63'729.25	65'598.00	67'470.00	69'339.40	71'209.45	73'079.50	73'836.10	74'273.55	74'555.00	74'839.70	75'125.05	75'410.40	75'698.35	75'985.00	76'274.25	76'763.05
7b	57'903.30	58'667.70	60'381.75	62'290.80	64'198.55	66'105.65	68'016.00	69'922.45	71'831.50	73'738.60	75'646.35	76'411.40	76'863.15	77'156.95	77'450.10	77'747.15	78'040.95	78'338.00	78'636.35	78'937.30	79'445.60
8b	60'160.10	60'936.85	62'684.70	64'625.60	66'567.80	68'508.70	70'450.25	72'391.80	74'333.35	76'275.55	78'217.10	78'989.95	79'453.40	79'758.90	80'061.80	80'369.25	80'673.45	80'981.55	81'290.95	81'601.00	82'126.20
9b	62'334.35	63'127.35	64'913.55	66'897.35	68'879.85	70'862.35	72'847.45	74'830.60	76'815.05	78'796.90	80'780.70	81'567.20	82'043.65	82'358.25	82'671.55	82'990.05	83'305.30	83'625.10	83'944.25	84'264.70	84'810.05
10b	64'592.45	65'404.30	67'233.40	69'265.95	71'299.15	73'330.40	75'364.25	77'395.50	79'428.70	81'459.95	83'493.15	84'295.25	84'789.25	85'111.65	85'438.60	85'766.20	86'091.85	86'423.35	86'752.90	87'085.70	87'649.25
11b	66'827.80	67'663.05	69'535.70	71'619.60	73'704.15	75'786.75	77'870.65	79'952.60	82'035.85	84'120.40	86'203.65	87'023.30	87'530.95	87'866.35	88'203.05	88'539.75	88'879.05	89'219.65	89'562.20	89'905.40	90'489.10
12b	69'063.80	69'918.55	71'839.95	73'972.60	76'106.55	78'242.45	80'375.10	82'511.00	84'646.25	86'780.20	88'913.50	89'751.35	90'274.60	90'619.75	90'969.45	91'316.55	91'668.20	92'019.85	92'372.15	92'721.20	93'322.45
13b	71'260.80	72'136.35	74'106.50	76'297.65	78'484.25	80'673.45	82'864.60	85'053.15	87'243.65	89'432.85	91'622.05	92'476.15	93'004.60	93'349.75	93'692.95	94'038.10	94'383.25	94'730.35	95'077.45	95'428.45	96'047.25
14b	73'516.95	74'412.00	76'427.00	78'666.25	80'904.20	83'141.50	85'380.10	87'619.35	89'857.30	92'091.35	94'289.65	95'102.15	95'631.25	95'982.90	96'333.90	96'690.10	97'045.65	97'403.15	97'760.65	98'121.40	98'759.70
15b	75'710.70	76'629.80	78'692.90	80'986.75	83'280.60	85'574.45	87'869.60	90'162.15	92'444.95	94'686.15	96'883.15	97'708.65	98'250.10	98'612.15	98'977.45	99'341.45	99'708.05	100'075.95	100'446.45	100'816.95	101'474.75
16b	77'927.85	78'867.10	80'978.95	83'325.45	85'670.65	88'017.80	90'364.95	92'697.80	94'983.85	97'228.95	99'471.45	100'315.15	100'872.20	101'245.30	101'617.10	101'994.10	102'371.10	102'750.70	103'130.30	103'511.20	104'187.20
17b	79'186.90	80'135.25	82'267.25	84'634.55	87'000.55	89'368.50	91'718.90	94'021.20	96'285.15	98'545.85	100'809.80	101'659.35	102'222.25	102'599.90	102'980.80	103'361.05	103'745.85	104'130.00	104'516.75	104'902.85	105'587.95
18b	81'395.60	82'364.10	84'539.00	86'958.95	89'374.35	91'776.10	94'123.25	96'435.95	98'745.40	101'054.85	103'366.25	104'232.70	104'809.90	105'199.25	105'587.95	105'980.55	106'373.80	106'769.00	107'166.15	107'563.95	108'265.30
19b	83'583.50	84'574.10	86'795.80	89'266.45	91'717.60	94'118.05	96'481.45	98'842.25	101'204.35	103'563.20	105'922.05	106'806.05	107'396.90	107'797.30	108'197.05	108'599.40	109'002.40	109'408.65	109'815.55	110'223.75	110'943.30
20b	85'772.70	86'781.50	89'051.95	91'558.35	94'015.35	96'427.50	98'837.70	101'248.55	103'658.10	106'068.30	108'478.50	109'377.45	109'984.55	110'394.05	110'804.85	111'217.60	111'632.95	112'047.00	112'464.30	112'884.85	113'621.95
21b	87'940.45	88'971.35	91'276.25	93'794.35	96'261.10	98'722.65	101'182.90	103'646.40	106'108.60	108'570.15	111'032.35	111'950.15	112'570.90	112'992.10	113'412.65	113'837.10	114'260.25	114'687.30	115'115.65	115'547.25	116'302.55
22b	90'168.65	91'209.30	93'520.05	96'034.25	98'541.30	101'049.65	103'559.30	106'067.00	108'574.05	111'083.05	113'589.45	114'524.80	115'160.50	115'588.20	116'022.40	116'455.95	116'890.15	117'326.95	117'767.65	118'207.05	118'981.20
23b	92'346.80	93'379.00	95'681.30	98'239.70	100'798.75	103'356.50	105'914.25	108'472.65	111'029.75	113'587.50	116'145.90	117'099.45	117'748.80	118'188.85	118'630.85	119'073.50	119'520.05	119'967.90	120'417.05	120'866.85	121'659.20

VALEMS/VWAP : Salaires mensuels 2020 (13 mois)

Fonctions soignantes et médico-techniques

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

Service de piquet = fr. 4.00 l'heure au minimum

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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
1b		3'821.30	3'837.50	3'853.75	3'869.80	3'887.10	4'022.15	4'157.20	4'292.05	4'427.05	4'561.95	4'696.90	4'754.20	4'783.65	4'801.50	4'819.25	4'837.05	4'855.15	4'873.25	4'891.45	4'909.50	4'940.25
2b		3'856.90	3'879.00	3'901.15	3'924.25	4'059.35	4'194.70	4'329.80	4'465.10	4'600.20	4'735.40	4'870.65	4'927.20	4'957.15	4'975.60	4'994.30	5'012.90	5'031.60	5'050.30	5'069.15	5'088.00	5'120.00
3b		3'904.40	3'929.30	3'955.35	4'091.40	4'227.50	4'363.65	4'499.60	4'635.65	4'771.75	4'907.80	5'043.85	5'100.00	5'130.75	5'149.90	5'169.10	5'188.45	5'207.85	5'227.35	5'246.90	5'266.50	5'299.70
4b		3'941.00	3'996.80	4'122.30	4'261.65	4'401.10	4'540.45	4'679.80	4'819.20	4'958.55	5'097.95	5'237.35	5'294.75	5'326.60	5'346.80	5'367.00	5'387.25	5'407.80	5'428.20	5'448.65	5'469.40	5'504.50
5b		4'110.00	4'166.60	4'293.70	4'434.95	4'576.20	4'717.55	4'858.75	4'999.90	5'141.30	5'282.50	5'423.80	5'481.30	5'514.05	5'535.10	5'555.90	5'577.10	5'598.25	5'619.45	5'640.65	5'662.20	5'698.60
6b		4'283.55	4'341.15	4'470.60	4'614.55	4'758.30	4'902.25	5'046.00	5'190.00	5'333.80	5'477.65	5'621.50	5'679.70	5'713.35	5'735.00	5'756.90	5'778.85	5'800.80	5'822.95	5'845.00	5'867.25	5'904.85
7b		4'454.10	4'512.90	4'644.75	4'791.60	4'938.35	5'085.05	5'232.00	5'378.65	5'525.50	5'672.20	5'818.95	5'877.80	5'912.55	5'935.15	5'957.70	5'980.55	6'003.15	6'026.00	6'048.95	6'072.10	6'111.20
8b		4'627.70	4'687.45	4'821.90	4'971.20	5'120.60	5'269.90	5'419.25	5'568.60	5'717.95	5'867.35	6'016.70	6'076.15	6'111.80	6'135.30	6'158.60	6'182.25	6'205.65	6'229.35	6'253.15	6'277.00	6'317.40
9b		4'794.95	4'855.95	4'993.35	5'145.95	5'298.45	5'450.95	5'603.65	5'756.20	5'908.85	6'061.30	6'213.90	6'274.40	6'311.05	6'335.25	6'359.35	6'383.85	6'408.10	6'432.70	6'457.25	6'481.90	6'523.85
10b		4'968.65	5'031.10	5'171.80	5'328.15	5'484.55	5'640.80	5'797.25	5'953.50	6'109.90	6'266.15	6'422.55	6'484.25	6'522.25	6'547.05	6'572.20	6'597.40	6'622.45	6'647.95	6'673.30	6'698.90	6'742.25
11b		5'140.60	5'204.85	5'348.90	5'509.20	5'669.55	5'829.75	5'990.05	6'150.20	6'310.45	6'470.80	6'631.05	6'694.10	6'733.15	6'758.95	6'784.85	6'810.75	6'836.85	6'863.05	6'889.40	6'915.80	6'960.70
12b		5'312.60	5'378.35	5'526.15	5'690.20	5'854.35	6'018.65	6'182.70	6'347.00	6'511.25	6'675.40	6'839.50	6'903.95	6'944.20	6'970.75	6'997.65	7'024.35	7'051.40	7'078.45	7'105.55	7'132.40	7'178.65
13b		5'481.60	5'548.95	5'700.50	5'869.05	6'037.25	6'205.65	6'374.20	6'542.55	6'711.05	6'879.45	7'047.85	7'113.55	7'154.20	7'180.75	7'207.15	7'233.70	7'260.25	7'286.95	7'313.65	7'340.65	7'388.25
14b		5'655.15	5'724.00	5'879.00	6'051.25	6'223.40	6'395.50	6'567.70	6'739.95	6'912.10	7'083.95	7'253.05	7'315.55	7'356.25	7'383.30	7'410.30	7'437.70	7'465.05	7'492.55	7'520.05	7'547.80	7'596.90
15b		5'823.90	5'894.60	6'053.30	6'229.75	6'406.20	6'582.65	6'759.20	6'935.55	7'111.15	7'283.55	7'452.55	7'516.05	7'557.70	7'585.55	7'613.65	7'641.65	7'669.85	7'698.15	7'726.65	7'755.15	7'805.75
16b		5'994.45	6'066.70	6'229.15	6'409.65	6'590.05	6'770.60	6'951.15	7'130.60	7'306.45	7'479.15	7'651.65	7'716.55	7'759.40	7'788.10	7'816.70	7'845.70	7'874.70	7'903.90	7'933.10	7'962.40	8'014.40
17b		6'091.30	6'164.25	6'328.25	6'510.35	6'692.35	6'874.50	7'055.30	7'232.40	7'406.55	7'580.45	7'754.60	7'819.95	7'863.25	7'892.30	7'921.60	7'950.85	7'980.45	8'010.00	8'039.75	8'069.45	8'122.15
18b		6'261.20	6'335.70	6'503.00	6'689.15	6'874.95	7'059.70	7'240.25	7'418.15	7'595.80	7'773.45	7'951.25	8'017.90	8'062.30	8'092.25	8'122.15	8'152.35	8'182.60	8'213.00	8'243.55	8'274.15	8'328.10
19b		6'429.50	6'505.70	6'676.60	6'866.65	7'055.20	7'239.85	7'421.65	7'603.25	7'784.95	7'966.40	8'147.85	8'215.85	8'261.30	8'292.10	8'322.85	8'353.80	8'384.80	8'416.05	8'447.35	8'478.75	8'534.10
20b		6'597.90	6'675.50	6'850.15	7'042.95	7'231.95	7'417.50	7'602.90	7'788.35	7'973.70	8'159.10	8'344.50	8'413.65	8'460.35	8'491.85	8'523.45	8'555.20	8'587.15	8'619.00	8'651.10	8'683.45	8'740.15
21b		6'764.65	6'843.95	7'021.25	7'214.95	7'404.70	7'594.05	7'783.30	7'972.80	8'162.20	8'351.55	8'540.95	8'611.55	8'659.30	8'691.70	8'724.05	8'756.70	8'789.25	8'822.10	8'855.05	8'888.25	8'946.35
22b		6'936.05	7'016.10	7'193.85	7'387.25	7'580.10	7'773.05	7'966.10	8'159.00	8'351.85	8'544.85	8'737.65	8'809.60	8'858.50	8'891.40	8'924.80	8'958.15	8'991.55	9'025.15	9'059.05	9'092.85	9'152.40
23b		7'103.60	7'183.00	7'360.10	7'556.90	7'753.75	7'950.50	8'147.25	8'344.05	8'540.75	8'737.50	8'934.30	9'007.65	9'057.60	9'091.45	9'125.45	9'159.50	9'193.85	9'228.30	9'262.85	9'297.45	9'358.40

AVALEMS/WAP : Salaires horaires 2020 (174.30 heures/mois)

Fonctions soignantes et médico-techniques

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
 Service de piquet = fr. 4.00 l'heure au minimum

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. 19 statuts : 10.64 % pour 25 jours
13.04 % pour 30 jours
15.56 % pour 35 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.	Minimum	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		21.90	22.00	22.10	22.20	22.30	23.10	23.85	24.60	25.40	26.15	26.95	27.30	27.45	27.55	27.65	27.75	27.85	27.95	28.05	28.15	28.35
2b		22.15	22.25	22.40	22.50	23.30	24.05	24.85	25.60	26.40	27.15	27.95	28.25	28.45	28.55	28.65	28.75	28.85	28.95	29.10	29.20	29.35
3b		22.40	22.55	22.70	23.45	24.25	25.05	25.80	26.60	27.40	28.15	28.95	29.25	29.45	29.55	29.65	29.75	29.90	30.00	30.10	30.20	30.40
4b		22.60	22.95	23.65	24.45	25.25	26.05	26.85	27.65	28.45	29.25	30.05	30.40	30.55	30.70	30.80	30.90	31.05	31.15	31.25	31.40	31.60
5b		23.60	23.90	24.65	25.45	26.25	27.05	27.90	28.70	29.50	30.30	31.10	31.45	31.65	31.75	31.90	32.00	32.10	32.25	32.35	32.50	32.70
6b		24.60	24.90	25.65	26.45	27.30	28.15	28.95	29.80	30.60	31.45	32.25	32.60	32.80	32.90	33.05	33.15	33.30	33.40	33.55	33.65	33.90
7b		25.55	25.90	26.65	27.50	28.35	29.15	30.00	30.85	31.70	32.55	33.40	33.70	33.90	34.05	34.20	34.30	34.45	34.55	34.70	34.85	35.05
8b		26.55	26.90	27.65	28.50	29.40	30.25	31.10	31.95	32.80	33.65	34.50	34.85	35.05	35.20	35.35	35.45	35.60	35.75	35.90	36.00	36.25
9b		27.50	27.85	28.65	29.50	30.40	31.25	32.15	33.00	33.90	34.80	35.65	36.00	36.20	36.35	36.50	36.65	36.75	36.90	37.05	37.20	37.45
10b		28.50	28.85	29.65	30.55	31.45	32.35	33.25	34.15	35.05	35.95	36.85	37.20	37.40	37.55	37.70	37.85	38.00	38.15	38.30	38.45	38.70
11b		29.50	29.85	30.70	31.60	32.55	33.45	34.35	35.30	36.20	37.10	38.05	38.40	38.65	38.80	38.95	39.05	39.20	39.35	39.55	39.70	39.95
12b		30.50	30.85	31.70	32.65	33.60	34.55	35.45	36.40	37.35	38.30	39.25	39.60	39.85	40.00	40.15	40.30	40.45	40.60	40.75	40.90	41.20
13b		31.45	31.85	32.70	33.65	34.65	35.60	36.55	37.55	38.50	39.45	40.45	40.80	41.05	41.20	41.35	41.50	41.65	41.80	41.95	42.10	42.40
14b		32.45	32.85	33.75	34.70	35.70	36.70	37.70	38.65	39.65	40.65	41.60	41.95	42.20	42.35	42.50	42.65	42.85	43.00	43.15	43.30	43.60
15b		33.40	33.80	34.75	35.75	36.75	37.75	38.80	39.80	40.80	41.80	42.75	43.10	43.35	43.50	43.70	43.85	44.00	44.15	44.35	44.50	44.80
16b		34.40	34.80	35.75	36.75	37.80	38.85	39.90	40.90	41.90	42.90	43.90	44.25	44.50	44.70	44.85	45.00	45.20	45.35	45.50	45.70	46.00
17b		34.95	35.35	36.30	37.35	38.40	39.45	40.50	41.50	42.50	43.50	44.50	44.85	45.10	45.30	45.45	45.60	45.80	45.95	46.15	46.30	46.60
18b		35.90	36.35	37.30	38.40	39.45	40.50	41.55	42.55	43.60	44.60	45.60	46.00	46.25	46.45	46.60	46.75	46.95	47.10	47.30	47.45	47.80
19b		36.90	37.30	38.30	39.40	40.50	41.55	42.60	43.60	44.65	45.70	46.75	47.15	47.40	47.55	47.75	47.95	48.10	48.30	48.45	48.65	48.95
20b		37.85	38.30	39.30	40.40	41.50	42.55	43.60	44.70	45.75	46.80	47.85	48.25	48.55	48.70	48.90	49.10	49.25	49.45	49.65	49.80	50.15
21b		38.80	39.25	40.30	41.40	42.50	43.55	44.65	45.75	46.85	47.90	49.00	49.40	49.70	49.85	50.05	50.25	50.45	50.60	50.80	51.00	51.35
22b		39.80	40.25	41.25	42.40	43.50	44.60	45.70	46.80	47.90	49.00	50.15	50.55	50.80	51.00	51.20	51.40	51.60	51.80	51.95	52.15	52.50
23b		40.75	41.20	42.25	43.35	44.50	45.60	46.75	47.85	49.00	50.15	51.25	51.70	51.95	52.15	52.35	52.55	52.75	52.95	53.15	53.35	53.70