



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

Echelle 2010 = échelle 2009 + 0% renchérissement. Salaire minimal de 3'750.-

Salaire horaire = salaire mensuel /174.3 h

Cl.	Minimum	Maximum																					
	1 part	21 parts	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	3'750.00	4'495.20	3'750.00	3'750.00	3'750.00	3'750.00	3'750.00	3'750.00	3'750.00	3'833.65	3'961.85	4'090.15	4'218.45	4'302.10	4'330.25	4'347.35	4'364.35	4'381.50	4'398.75	4'415.95	4'433.35	4'450.80	4'495.20
2	3'750.00	4'667.80	3'750.00	3'750.00	3'750.00	3'750.00	3'750.00	3'750.00	3'869.45	3'998.05	4'126.55	4'254.90	4'383.50	4'467.65	4'496.35	4'514.05	4'531.85	4'549.65	4'567.45	4'585.45	4'603.45	4'621.55	4'667.80
3	3'750.00	4'840.10	3'750.00	3'750.00	3'750.00	3'750.00	3'772.25	3'901.60	4'030.75	4'160.20	4'289.45	4'418.85	4'548.15	4'633.00	4'662.35	4'680.70	4'699.20	4'717.55	4'736.20	4'754.75	4'773.55	4'792.20	4'840.10
4	3'750.00	5'024.30	3'750.00	3'750.00	3'750.00	3'807.85	3'938.50	4'069.30	4'200.10	4'330.95	4'461.80	4'592.50	4'723.35	4'809.50	4'839.45	4'858.60	4'877.70	4'896.85	4'916.25	4'935.65	4'954.85	4'974.50	5'024.30
5	3'750.00	5'208.10	3'750.00	3'750.00	3'837.70	3'970.30	4'102.85	4'235.60	4'368.00	4'500.55	4'633.15	4'765.65	4'898.40	4'985.70	5'016.65	5'036.45	5'056.20	5'076.15	5'096.20	5'116.20	5'136.30	5'156.55	5'208.10
6	3'828.40	5'403.70	3'828.40	3'882.45	4'003.85	4'138.75	4'273.80	4'408.85	4'543.80	4'678.90	4'813.90	4'948.85	5'084.00	5'173.00	5'204.85	5'225.30	5'245.95	5'266.75	5'287.45	5'308.30	5'329.10	5'350.10	5'403.70
7	3'988.30	5'599.10	3'988.30	4'043.35	4'167.35	4'305.00	4'442.75	4'580.50	4'718.20	4'856.00	4'993.70	5'131.50	5'269.15	5'360.25	5'393.05	5'414.35	5'435.70	5'457.05	5'478.65	5'500.20	5'521.85	5'543.70	5'599.10
8	4'151.25	5'794.80	4'151.25	4'207.30	4'333.40	4'473.60	4'613.75	4'753.90	4'894.10	5'034.20	5'174.45	5'314.60	5'454.70	5'547.65	5'581.35	5'603.35	5'625.40	5'647.65	5'669.90	5'692.30	5'714.65	5'737.40	5'794.80
9	4'308.15	5'990.15	4'308.15	4'365.50	4'494.35	4'637.50	4'780.70	4'923.90	5'067.10	5'210.30	5'353.50	5'496.60	5'639.80	5'734.75	5'769.50	5'792.20	5'815.10	5'838.15	5'861.10	5'884.30	5'907.50	5'930.85	5'990.15
10	4'471.15	6'197.20	4'471.15	4'529.80	4'661.85	4'808.60	4'955.35	5'102.10	5'248.80	5'395.50	5'542.20	5'688.80	5'835.55	5'933.05	5'968.90	5'992.30	6'016.05	6'039.75	6'063.60	6'087.55	6'111.55	6'135.85	6'197.20
11	4'632.55	6'404.10	4'632.55	4'692.75	4'828.05	4'978.40	5'128.90	5'279.20	5'429.75	5'580.10	5'730.50	5'880.85	6'031.30	6'131.15	6'168.15	6'192.50	6'216.95	6'241.40	6'266.15	6'290.85	6'315.65	6'340.70	6'404.10
12	4'793.95	6'610.30	4'793.95	4'855.70	4'994.30	5'148.45	5'302.35	5'456.50	5'610.55	5'764.90	5'918.85	6'072.90	6'227.05	6'329.50	6'367.55	6'392.55	6'417.90	6'443.25	6'468.70	6'494.20	6'519.80	6'545.20	6'610.30
13	4'952.65	6'805.95	4'952.65	5'015.75	5'157.95	5'316.15	5'474.10	5'632.10	5'790.20	5'948.25	6'106.30	6'264.50	6'422.50	6'527.35	6'565.75	6'590.80	6'615.40	6'640.05	6'664.75	6'689.50	6'714.45	6'739.55	6'805.95
14	5'115.40	7'000.80	5'115.40	5'180.20	5'325.55	5'487.15	5'648.75	5'810.10	5'971.90	6'133.45	6'295.00	6'456.15	6'614.55	6'716.25	6'754.10	6'779.25	6'804.45	6'829.90	6'855.30	6'880.90	6'906.60	6'932.45	7'000.80
15	5'273.90	7'195.75	5'273.90	5'340.10	5'489.15	5'654.85	5'820.25	5'985.90	6'151.45	6'317.00	6'481.80	6'642.80	6'799.00	6'902.80	6'941.70	6'967.55	6'993.60	7'019.70	7'045.90	7'072.20	7'098.70	7'125.40	7'195.75
16	5'433.85	7'390.45	5'433.85	5'501.70	5'654.25	5'823.55	5'992.80	6'162.35	6'331.70	6'500.05	6'663.95	6'823.60	6'983.05	7'089.35	7'129.20	7'155.85	7'182.70	7'209.55	7'236.60	7'263.65	7'290.90	7'318.35	7'390.45
17	5'595.35	7'585.35	5'595.35	5'664.60	5'820.40	5'993.45	6'166.50	6'339.65	6'511.50	6'678.30	6'841.45	7'004.35	7'167.30	7'276.00	7'316.80	7'344.30	7'371.85	7'399.45	7'427.25	7'455.10	7'483.15	7'511.15	7'585.35
18	5'756.80	7'780.10	5'756.80	5'827.45	5'986.55	6'163.35	6'340.05	6'515.60	6'685.65	6'852.25	7'018.65	7'185.10	7'351.50	7'462.55	7'504.50	7'532.60	7'560.85	7'589.25	7'617.85	7'646.45	7'675.20	7'704.05	7'780.10
19	5'916.75	7'974.95	5'916.75	5'989.05	6'151.50	6'332.20	6'511.45	6'685.40	6'855.60	7'025.60	7'195.75	7'365.60	7'535.55	7'649.15	7'692.05	7'721.00	7'750.10	7'779.15	7'808.45	7'837.80	7'867.35	7'896.90	7'974.95
20	6'076.70	8'169.85	6'076.70	6'150.50	6'316.50	6'499.70	6'677.90	6'851.70	7'025.30	7'198.95	7'372.50	7'546.00	7'719.70	7'835.65	7'879.55	7'909.30	7'939.10	7'968.95	7'999.10	8'029.15	8'059.50	8'089.90	8'169.85
21	6'235.15	8'364.55	6'235.15	6'310.60	6'479.10	6'661.95	6'839.70	7'017.05	7'194.25	7'371.65	7'548.95	7'726.30	7'903.70	8'022.05	8'067.10	8'097.60	8'128.15	8'158.95	8'189.60	8'220.55	8'251.60	8'282.75	8'364.55
22	6'398.10	8'559.45	6'398.10	6'474.20	6'642.30	6'823.35	7'003.90	7'184.60	7'365.35	7'545.90	7'726.65	7'907.30	8'087.95	8'208.75	8'254.80	8'285.85	8'317.25	8'348.70	8'380.20	8'411.90	8'443.75	8'475.65	8'559.45
23	6'557.40	8'754.20	6'557.40	6'632.10	6'797.90	6'982.25	7'166.45	7'350.80	7'534.95	7'719.25	7'903.50	8'087.75	8'272.05	8'395.30	8'442.40	8'474.40	8'506.45	8'538.50	8'570.85	8'603.35	8'635.90	8'668.50	8'754.20



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	1 part	21 parts	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	48'750.00	58'437.60	48'750.00	48'750.00	48'750.00	48'750.00	48'750.00	48'750.00	48'750.00	49'837.45	51'504.05	53'171.95	54'839.85	55'927.30	56'293.25	56'515.55	56'736.55	56'959.50	57'183.75	57'407.35	57'633.55	57'860.40	58'437.60
2	48'750.00	60'681.40	48'750.00	48'750.00	48'750.00	48'750.00	48'750.00	48'750.00	50'302.85	51'974.65	53'645.15	55'313.70	56'985.50	58'079.45	58'452.55	58'682.65	58'914.05	59'145.45	59'376.85	59'610.85	59'844.85	60'080.15	60'681.40
3	48'750.00	62'921.30	48'750.00	48'750.00	48'750.00	48'750.00	49'039.25	50'720.80	52'399.75	54'082.60	55'762.85	57'445.05	59'125.95	60'229.00	60'610.55	60'849.10	61'089.60	61'328.15	61'570.60	61'811.75	62'056.15	62'298.60	62'921.30
4	48'750.00	65'315.90	48'750.00	48'750.00	48'750.00	49'502.05	51'200.50	52'900.90	54'601.30	56'302.35	58'003.40	59'702.50	61'403.55	62'523.50	62'912.85	63'161.80	63'410.10	63'659.05	63'911.25	64'163.45	64'413.05	64'668.50	65'315.90
5	48'750.00	67'705.30	48'750.00	48'750.00	49'890.10	51'613.90	53'337.05	55'062.80	56'784.00	58'507.15	60'230.95	61'953.45	63'679.20	64'814.10	65'216.45	65'473.85	65'730.60	65'989.95	66'250.60	66'510.60	66'771.90	67'035.15	67'705.30
6	49'769.20	70'248.10	49'769.20	50'471.85	52'050.05	53'803.75	55'559.40	57'315.05	59'069.40	60'825.70	62'580.70	64'335.05	66'092.00	67'249.00	67'663.05	67'928.90	68'197.35	68'467.75	68'736.85	69'007.90	69'278.30	69'551.30	70'248.10
7	51'847.90	72'788.30	51'847.90	52'563.55	54'175.55	55'965.00	57'755.75	59'546.50	61'336.60	63'128.00	64'918.10	66'709.50	68'498.95	69'683.25	70'109.65	70'386.55	70'664.10	70'941.65	71'222.45	71'502.60	71'784.05	72'068.10	72'788.30
8	53'966.25	75'332.40	53'966.25	54'694.90	56'334.20	58'156.80	59'978.75	61'800.70	63'623.30	65'444.60	67'267.85	69'089.80	70'911.10	72'119.45	72'557.55	72'843.55	73'130.20	73'419.45	73'708.70	73'999.90	74'290.45	74'586.20	75'332.40
9	56'005.95	77'871.95	56'005.95	56'751.50	58'426.55	60'287.50	62'149.10	64'010.70	65'872.30	67'733.90	69'595.50	71'455.80	73'317.40	74'551.75	75'003.50	75'298.60	75'596.30	75'895.95	76'194.30	76'495.90	76'797.50	77'101.05	77'871.95
10	58'124.95	80'563.60	58'124.95	58'887.40	60'604.05	62'511.80	64'419.55	66'327.30	68'234.40	70'141.50	72'048.60	73'954.40	75'862.15	77'129.65	77'595.70	77'899.90	78'208.65	78'516.75	78'826.80	79'138.15	79'450.15	79'766.05	80'563.60
11	60'223.15	83'253.30	60'223.15	61'005.75	62'764.65	64'719.20	66'675.70	68'629.60	70'586.75	72'541.30	74'496.50	76'451.05	78'406.90	79'704.95	80'185.95	80'502.50	80'820.35	81'138.20	81'459.95	81'781.05	82'103.45	82'429.10	83'253.30
12	62'321.35	85'933.90	62'321.35	63'124.10	64'925.90	66'929.85	68'930.55	70'934.50	72'937.15	74'943.70	76'945.05	78'947.70	80'951.65	82'283.50	82'778.15	83'103.15	83'432.70	83'762.25	84'093.10	84'424.60	84'757.40	85'087.60	85'933.90
13	64'384.45	88'477.35	64'384.45	65'204.75	67'053.35	69'109.95	71'163.30	73'217.30	75'272.60	77'327.25	79'381.90	81'438.50	83'492.50	84'855.55	85'354.75	85'680.40	86'000.20	86'320.65	86'641.75	86'963.50	87'287.85	87'614.15	88'477.35
14	66'500.20	91'010.40	66'500.20	67'342.60	69'232.15	71'332.95	73'433.75	75'531.30	77'634.70	79'734.85	81'835.00	83'929.95	85'989.15	87'311.25	87'803.30	88'130.25	88'457.85	88'788.70	89'118.90	89'451.70	89'785.80	90'121.85	91'010.40
15	68'560.70	93'544.75	68'560.70	69'421.30	71'358.95	73'513.05	75'663.25	77'816.70	79'968.85	82'121.00	84'263.40	86'356.40	88'387.00	89'736.40	90'242.10	90'578.15	90'916.80	91'256.10	91'596.70	91'938.60	92'283.10	92'630.20	93'544.75
16	70'640.05	96'075.85	70'640.05	71'522.10	73'505.25	75'706.15	77'906.40	80'110.55	82'312.10	84'500.65	86'631.35	88'706.80	90'779.65	92'161.55	92'679.60	93'026.05	93'375.10	93'724.15	94'075.80	94'427.45	94'781.70	95'138.55	96'075.85
17	72'739.55	98'609.55	72'739.55	73'639.80	75'665.20	77'914.85	80'164.50	82'415.45	84'649.50	86'817.90	88'938.85	91'056.55	93'174.90	94'588.00	95'118.40	95'475.90	95'834.05	96'192.85	96'554.25	96'916.30	97'280.95	97'644.95	98'609.55
18	74'838.40	101'141.30	74'838.40	75'756.85	77'825.15	80'123.55	82'420.65	84'702.80	86'913.45	89'079.25	91'242.45	93'406.30	95'569.50	97'013.15	97'558.50	97'923.80	98'291.05	98'660.25	99'032.05	99'403.85	99'777.60	100'152.65	101'141.30
19	76'917.75	103'674.35	76'917.75	77'857.65	79'969.50	82'318.60	84'648.85	86'910.20	89'122.80	91'332.80	93'544.75	95'752.80	97'962.15	99'438.95	99'996.65	100'373.00	100'751.30	101'128.95	101'509.85	101'891.40	102'275.55	102'659.70	103'674.35
20	78'997.10	106'208.05	78'997.10	79'956.50	82'114.50	84'496.10	86'812.70	89'072.10	91'328.90	93'586.35	95'842.50	98'098.00	100'356.10	101'863.45	102'434.15	102'820.90	103'208.30	103'596.35	103'988.30	104'378.95	104'773.50	105'168.70	106'208.05
21	81'056.95	108'739.15	81'056.95	82'037.80	84'228.30	86'605.35	88'916.10	91'221.65	93'525.25	95'831.45	98'136.35	100'441.90	102'748.10	104'286.65	104'872.30	105'268.80	105'665.95	106'066.35	106'464.80	106'867.15	107'270.80	107'675.75	108'739.15
22	83'175.30	111'272.85	83'175.30	84'164.60	86'349.90	88'703.55	91'050.70	93'399.80	95'749.55	98'096.70	100'446.45	102'794.90	105'143.35	106'713.75	107'312.40	107'716.05	108'124.25	108'533.10	108'942.60	109'354.70	109'768.75	110'183.45	111'272.85
23	85'246.20	113'804.60	85'246.20	86'217.30	88'372.70	90'769.25	93'163.85	95'560.40	97'954.35	100'350.25	102'745.50	105'140.75	107'536.65	109'138.90	109'751.20	110'167.20	110'583.85	111'000.50	111'421.05	111'843.55	112'266.70	112'690.50	113'804.60