

# AVALEMS : Salaires annuels 2023

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

Echelle 2023 = échelle 2022 + part d'ancienneté à 100% + 2.8% renchérissement (IPC)

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

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

La part d'ancienneté est calculée sur la base du(es) certificat(s) produit(s). Il tiendra compte du total d'année, déduit de 2 part considérant qu'en 2005 & 2009, celles-ci ont été bloquées. En cas de temps partiel se référer au statut art 22.2.

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	53'456.00	53'697.80	53'940.25	54'184.65	54'429.05	54'674.75	54'921.75	55'147.30	56'852.25	58'556.55	60'262.15	60'979.10	61'351.55	61'576.45	61'799.40	62'026.90	62'255.05	62'482.55	62'712.65	62'941.45	63'327.55
2	53'456.00	53'547.65	53'639.30	53'731.60	53'823.25	53'914.25	55'622.45	57'331.30	59'040.15	60'748.35	62'456.55	63'165.05	63'544.65	63'776.70	64'013.30	64'248.60	64'483.90	64'721.15	64'959.70	65'198.90	65'598.00
3	53'456.00	53'674.40	53'894.10	54'115.10	54'330.90	56'050.80	57'768.10	59'488.00	61'206.60	62'926.50	64'645.75	65'349.70	65'738.40	65'980.20	66'222.65	66'465.75	66'711.45	66'958.45	67'205.45	67'451.80	67'867.15
4	53'456.00	53'905.15	54'357.55	54'802.15	56'540.90	58'279.65	60'019.05	61'757.80	63'496.55	65'235.95	66'976.00	67'679.30	68'077.75	68'329.95	68'580.85	68'835.00	69'090.45	69'347.20	69'601.35	69'860.05	70'291.00
5	53'456.00	53'603.55	53'750.45	55'512.60	57'274.75	59'038.20	60'802.30	62'563.15	64'324.00	66'086.80	67'850.25	68'566.55	68'975.40	69'235.40	69'498.00	69'761.90	70'025.80	70'289.05	70'556.85	70'823.35	71'276.40
6	53'626.30	54'343.25	55'959.15	57'751.85	59'547.80	61'342.45	63'137.75	64'933.05	66'727.70	68'521.70	70'317.65	71'041.75	71'462.30	71'732.70	72'005.05	72'280.00	72'551.70	72'827.95	73'102.25	73'381.75	73'851.70
7	55'751.80	56'484.35	58'132.10	59'963.15	61'792.90	63'624.60	65'455.00	67'288.00	69'119.05	70'950.10	72'780.50	73'513.05	73'947.25	74'228.05	74'511.45	74'794.20	75'078.90	75'362.30	75'648.95	75'937.55	76'424.40
8	57'918.25	58'662.50	60'338.85	62'203.70	64'067.25	65'930.15	67'794.35	69'656.60	71'520.80	73'384.35	75'247.25	75'988.90	76'433.50	76'725.35	77'017.85	77'310.35	77'605.45	77'900.55	78'196.30	78'495.30	78'999.05
9	60'005.40	60'766.55	62'479.95	64'383.15	66'286.35	68'190.85	70'094.05	71'996.60	73'902.40	75'805.60	77'707.50	78'462.15	78'920.40	79'219.40	79'522.30	79'825.85	80'130.05	80'436.85	80'742.35	81'051.75	81'573.05
10	62'170.55	62'951.85	64'706.85	66'657.50	68'607.50	70'558.15	72'509.45	74'459.45	76'410.10	78'360.10	80'311.40	81'078.40	81'552.90	81'862.95	82'175.60	82'490.85	82'804.15	83'120.70	83'438.55	83'757.70	84'298.50
11	64'316.20	65'117.00	66'916.20	68'916.25	70'916.30	72'913.75	74'915.10	76'913.85	78'913.90	80'913.30	82'912.05	83'696.60	84'184.75	84'507.15	84'829.55	85'153.25	85'479.55	85'806.50	86'134.10	86'466.25	87'023.95
12	66'463.15	67'282.80	69'127.50	71'174.35	73'222.50	75'271.30	77'320.10	79'368.90	81'417.05	83'466.50	85'514.00	86'318.05	86'819.20	87'150.70	87'484.15	87'818.90	88'156.25	88'492.30	88'831.60	89'167.65	89'744.85
13	68'571.75	69'412.85	71'301.75	73'404.50	75'505.30	77'607.40	79'707.55	81'808.35	83'909.80	86'012.55	88'112.70	88'931.05	89'436.75	89'769.55	90'101.05	90'429.30	90'760.80	91'094.25	91'427.05	91'763.75	92'358.50
14	70'736.90	71'596.85	73'528.65	75'677.55	77'825.80	79'974.05	82'121.65	84'271.20	86'418.80	88'561.85	90'673.05	91'451.10	91'959.40	92'294.15	92'634.75	92'974.70	93'315.30	93'661.10	94'003.00	94'352.05	94'961.10
15	72'842.25	73'724.30	75'704.85	77'908.35	80'106.65	82'308.85	84'510.40	86'711.95	88'901.80	91'054.60	93'161.25	93'952.95	94'474.25	94'820.05	95'169.75	95'520.75	95'872.40	96'225.35	96'580.90	96'937.10	97'567.60
16	74'970.35	75'871.25	77'899.90	80'151.50	82'401.80	84'655.35	86'906.95	89'144.25	91'339.30	93'492.75	95'645.55	96'454.15	96'987.80	97'344.65	97'704.75	98'064.20	98'428.85	98'790.90	99'156.85	99'523.45	100'169.55
17	77'116.65	78'038.35	80'109.90	82'408.95	84'711.25	87'012.25	89'294.40	91'534.95	93'735.20	95'933.50	98'131.15	98'956.00	99'503.30	99'871.20	100'241.05	100'611.55	100'984.65	101'357.75	101'733.45	102'110.45	102'774.10
18	79'263.60	80'203.50	82'317.30	84'669.65	87'017.45	89'350.95	91'633.10	93'881.45	96'125.90	98'371.65	100'617.40	101'456.55	102'019.45	102'397.75	102'774.75	103'156.95	103'539.15	103'923.95	104'308.75	104'694.85	105'377.35
19	81'389.75	82'351.10	84'511.05	86'912.15	89'293.75	91'629.20	93'925.00	96'220.80	98'515.30	100'807.20	103'101.70	103'958.40	104'533.65	104'923.00	105'312.35	105'703.00	106'094.95	106'488.20	106'883.40	107'281.20	107'981.25
20	83'515.25	84'497.40	86'704.80	89'139.05	91'527.80	93'874.30	96'217.55	98'558.20	100'900.80	103'243.40	105'585.35	106'458.30	107'048.50	107'446.30	107'845.40	108'247.75	108'651.40	109'054.40	109'461.95	109'868.85	110'585.15
21	85'623.85	86'624.85	88'866.05	91'310.70	93'711.15	96'103.15	98'495.15	100'889.75	103'281.75	105'675.05	108'066.40	108'958.85	109'560.75	109'971.55	110'381.70	110'793.80	111'204.60	111'619.95	112'037.25	112'453.25	113'188.40
22	87'789.65	88'801.05	91'047.45	93'489.50	95'928.30	98'365.15	100'803.95	103'242.10	105'679.60	108'117.75	110'553.95	111'462.65	112'078.20	112'496.15	112'916.70	113'338.55	113'761.05	114'186.15	114'611.90	115'040.25	115'792.95
23	89'906.05	90'908.35	93'147.60	95'633.20	98'120.75	100'607.00	103'093.25	105'579.50	108'064.45	110'552.00	113'037.60	113'962.55	114'594.35	115'022.70	115'452.35	115'882.65	116'316.85	116'751.05	117'188.50	117'624.65	118'395.55

# AVALEMS : Salaires mensuels 2023 (13 mois)

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

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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	4'112.00	4'130.60	4'149.25	4'168.05	4'186.85	4'205.75	4'224.75	4'242.10	4'373.25	4'504.35	4'635.55	4'690.70	4'719.35	4'736.65	4'753.80	4'771.30	4'788.85	4'806.35	4'824.05	4'841.65	4'871.35
2	4'112.00	4'119.05	4'126.10	4'133.20	4'140.25	4'147.25	4'278.65	4'410.10	4'541.55	4'672.95	4'804.35	4'858.85	4'888.05	4'905.90	4'924.10	4'942.20	4'960.30	4'978.55	4'996.90	5'015.30	5'046.00
3	4'112.00	4'128.80	4'145.70	4'162.70	4'179.30	4'311.60	4'443.70	4'576.00	4'708.20	4'840.50	4'972.75	5'026.90	5'056.80	5'075.40	5'094.05	5'112.75	5'131.65	5'150.65	5'169.65	5'188.60	5'220.55
4	4'112.00	4'146.55	4'181.35	4'215.55	4'349.30	4'483.05	4'616.85	4'750.60	4'884.35	5'018.15	5'152.00	5'206.10	5'236.75	5'256.15	5'275.45	5'295.00	5'314.65	5'334.40	5'353.95	5'373.85	5'407.00
5	4'112.00	4'123.35	4'134.65	4'270.20	4'405.75	4'541.40	4'677.10	4'812.55	4'948.00	5'083.60	5'219.25	5'274.35	5'305.80	5'325.80	5'346.00	5'366.30	5'386.60	5'406.85	5'427.45	5'447.95	5'482.80
6	4'125.10	4'180.25	4'304.55	4'442.45	4'580.60	4'718.65	4'856.75	4'994.85	5'132.90	5'270.90	5'409.05	5'464.75	5'497.10	5'517.90	5'538.85	5'560.00	5'580.90	5'602.15	5'623.25	5'644.75	5'680.90
7	4'288.60	4'344.95	4'471.70	4'612.55	4'753.30	4'894.20	5'035.00	5'176.00	5'316.85	5'457.70	5'598.50	5'654.85	5'688.25	5'709.85	5'731.65	5'753.40	5'775.30	5'797.10	5'819.15	5'841.35	5'878.80
8	4'455.25	4'512.50	4'641.45	4'784.90	4'928.25	5'071.55	5'214.95	5'358.20	5'501.60	5'644.95	5'788.25	5'845.30	5'879.50	5'901.95	5'924.45	5'946.95	5'969.65	5'992.35	6'015.10	6'038.10	6'076.85
9	4'615.80	4'674.35	4'806.15	4'952.55	5'098.95	5'245.45	5'391.85	5'538.20	5'684.80	5'831.20	5'977.50	6'035.55	6'070.80	6'093.80	6'117.10	6'140.45	6'163.85	6'187.45	6'210.95	6'234.75	6'274.85
10	4'782.35	4'842.45	4'977.45	5'127.50	5'277.50	5'427.55	5'577.65	5'727.65	5'877.70	6'027.70	6'177.80	6'236.80	6'273.30	6'297.15	6'321.20	6'345.45	6'369.55	6'393.90	6'418.35	6'442.90	6'484.50
11	4'947.40	5'009.00	5'147.40	5'301.25	5'455.10	5'608.75	5'762.70	5'916.45	6'070.30	6'224.10	6'377.85	6'438.20	6'475.75	6'500.55	6'525.35	6'550.25	6'575.35	6'600.50	6'625.70	6'651.25	6'694.15
12	5'112.55	5'175.60	5'317.50	5'474.95	5'632.50	5'790.10	5'947.70	6'105.30	6'262.85	6'420.50	6'578.00	6'639.85	6'678.40	6'703.90	6'729.55	6'755.30	6'781.25	6'807.10	6'833.20	6'859.05	6'903.45
13	5'274.75	5'339.45	5'484.75	5'646.50	5'808.10	5'969.80	6'131.35	6'292.95	6'454.60	6'616.35	6'777.90	6'840.85	6'879.75	6'905.35	6'930.85	6'956.10	6'981.60	7'007.25	7'032.85	7'058.75	7'104.50
14	5'441.30	5'507.45	5'656.05	5'821.35	5'986.60	6'151.85	6'317.05	6'482.40	6'647.60	6'812.45	6'974.85	7'034.70	7'073.80	7'099.55	7'125.75	7'151.90	7'178.10	7'204.70	7'231.00	7'257.85	7'304.70
15	5'603.25	5'671.10	5'823.45	5'992.95	6'162.05	6'331.45	6'500.80	6'670.15	6'838.60	7'004.20	7'166.25	7'227.15	7'267.25	7'293.85	7'320.75	7'347.75	7'374.80	7'401.95	7'429.30	7'456.70	7'505.20
16	5'766.95	5'836.25	5'992.30	6'165.50	6'338.60	6'511.95	6'685.15	6'857.25	7'026.10	7'191.75	7'357.35	7'419.55	7'460.60	7'488.05	7'515.75	7'543.40	7'571.45	7'599.30	7'627.45	7'655.65	7'705.35
17	5'932.05	6'002.95	6'162.30	6'339.15	6'516.25	6'693.25	6'868.80	7'041.15	7'210.40	7'379.50	7'548.55	7'612.00	7'654.10	7'682.40	7'710.85	7'739.35	7'768.05	7'796.75	7'825.65	7'854.65	7'905.70
18	6'097.20	6'169.50	6'332.10	6'513.05	6'693.65	6'873.15	7'048.70	7'221.65	7'394.30	7'567.05	7'739.80	7'804.35	7'847.65	7'876.75	7'905.75	7'935.15	7'964.55	7'994.15	8'023.75	8'053.45	8'105.95
19	6'260.75	6'334.70	6'500.85	6'685.55	6'868.75	7'048.40	7'225.00	7'401.60	7'578.10	7'754.40	7'930.90	7'996.80	8'041.05	8'071.00	8'100.95	8'131.00	8'161.15	8'191.40	8'221.80	8'252.40	8'306.25
20	6'424.25	6'499.80	6'669.60	6'856.85	7'040.60	7'221.10	7'401.35	7'581.40	7'761.60	7'941.80	8'121.95	8'189.10	8'234.50	8'265.10	8'295.80	8'326.75	8'357.80	8'388.80	8'420.15	8'451.45	8'506.55
21	6'586.45	6'663.45	6'835.85	7'023.90	7'208.55	7'392.55	7'576.55	7'760.75	7'944.75	8'128.85	8'312.80	8'381.45	8'427.75	8'459.35	8'490.90	8'522.60	8'554.20	8'586.15	8'618.25	8'650.25	8'706.80
22	6'753.05	6'830.85	7'003.65	7'191.50	7'379.10	7'566.55	7'754.15	7'941.70	8'129.20	8'316.75	8'504.15	8'574.05	8'621.40	8'653.55	8'685.90	8'718.35	8'750.85	8'783.55	8'816.30	8'849.25	8'907.15
23	6'915.85	6'992.95	7'165.20	7'356.40	7'547.75	7'739.00	7'930.25	8'121.50	8'312.65	8'504.00	8'695.20	8'766.35	8'814.95	8'847.90	8'880.95	8'914.05	8'947.45	8'980.85	9'014.50	9'048.05	9'107.35

# AVALEMS : Salaires horaires 2023 (174.30 heures/mois)

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

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1	23.60	23.70	23.80	23.90	24.00	24.15	24.25	24.35	25.10	25.85	26.60	26.90	27.10	27.20	27.25	27.35	27.45	27.60	27.70	27.80	27.95
2	23.60	23.65	23.65	23.70	23.75	23.80	24.55	25.30	26.05	26.80	27.55	27.90	28.05	28.15	28.25	28.35	28.45	28.55	28.65	28.75	28.95
3	23.60	23.70	23.80	23.90	24.00	24.75	25.50	26.25	27.00	27.75	28.55	28.85	29.00	29.10	29.25	29.35	29.45	29.55	29.65	29.75	29.95
4	23.60	23.80	24.00	24.20	24.95	25.70	26.50	27.25	28.00	28.80	29.55	29.85	30.05	30.15	30.25	30.40	30.50	30.60	30.70	30.85	31.00
5	23.60	23.65	23.70	24.50	25.30	26.05	26.85	27.60	28.40	29.15	29.95	30.25	30.45	30.55	30.65	30.80	30.90	31.00	31.15	31.25	31.45
6	23.65	24.00	24.70	25.50	26.30	27.05	27.85	28.65	29.45	30.25	31.05	31.35	31.55	31.65	31.80	31.90	32.00	32.15	32.25	32.40	32.60
7	24.60	24.95	25.65	26.45	27.25	28.10	28.90	29.70	30.50	31.30	32.10	32.45	32.65	32.75	32.90	33.00	33.15	33.25	33.40	33.50	33.75
8	25.55	25.90	26.65	27.45	28.25	29.10	29.90	30.75	31.55	32.40	33.20	33.55	33.75	33.85	34.00	34.10	34.25	34.40	34.50	34.65	34.85
9	26.50	26.80	27.55	28.40	29.25	30.10	30.95	31.75	32.60	33.45	34.30	34.65	34.85	34.95	35.10	35.25	35.35	35.50	35.65	35.75	36.00
10	27.45	27.80	28.55	29.40	30.30	31.15	32.00	32.85	33.70	34.60	35.45	35.80	36.00	36.15	36.25	36.40	36.55	36.70	36.80	36.95	37.20
11	28.40	28.75	29.55	30.40	31.30	32.20	33.05	33.95	34.85	35.70	36.60	36.95	37.15	37.30	37.45	37.60	37.70	37.85	38.00	38.15	38.40
12	29.35	29.70	30.50	31.40	32.30	33.20	34.10	35.05	35.95	36.85	37.75	38.10	38.30	38.45	38.60	38.75	38.90	39.05	39.20	39.35	39.60
13	30.25	30.65	31.45	32.40	33.30	34.25	35.20	36.10	37.05	37.95	38.90	39.25	39.45	39.60	39.75	39.90	40.05	40.20	40.35	40.50	40.75
14	31.20	31.60	32.45	33.40	34.35	35.30	36.25	37.20	38.15	39.10	40.00	40.35	40.60	40.75	40.90	41.05	41.20	41.35	41.50	41.65	41.90
15	32.15	32.55	33.40	34.40	35.35	36.35	37.30	38.25	39.25	40.20	41.10	41.45	41.70	41.85	42.00	42.15	42.30	42.45	42.60	42.80	43.05
16	33.10	33.50	34.40	35.35	36.35	37.35	38.35	39.35	40.30	41.25	42.20	42.55	42.80	42.95	43.10	43.30	43.45	43.60	43.75	43.90	44.20
17	34.05	34.45	35.35	36.35	37.40	38.40	39.40	40.40	41.35	42.35	43.30	43.65	43.90	44.10	44.25	44.40	44.55	44.75	44.90	45.05	45.35
18	35.00	35.40	36.35	37.35	38.40	39.45	40.45	41.45	42.40	43.40	44.40	44.80	45.00	45.20	45.35	45.55	45.70	45.85	46.05	46.20	46.50
19	35.90	36.35	37.30	38.35	39.40	40.45	41.45	42.45	43.50	44.50	45.50	45.90	46.15	46.30	46.50	46.65	46.80	47.00	47.15	47.35	47.65
20	36.85	37.30	38.25	39.35	40.40	41.45	42.45	43.50	44.55	45.55	46.60	47.00	47.25	47.40	47.60	47.75	47.95	48.15	48.30	48.50	48.80
21	37.80	38.25	39.20	40.30	41.35	42.40	43.45	44.55	45.60	46.65	47.70	48.10	48.35	48.55	48.70	48.90	49.10	49.25	49.45	49.65	49.95
22	38.75	39.20	40.20	41.25	42.35	43.40	44.50	45.55	46.65	47.70	48.80	49.20	49.45	49.65	49.85	50.00	50.20	50.40	50.60	50.75	51.10
23	39.70	40.10	41.10	42.20	43.30	44.40	45.50	46.60	47.70	48.80	49.90	50.30	50.55	50.75	50.95	51.15	51.35	51.55	51.70	51.90	52.25