

AVALEMS : Salaires annuels 2023

Fonctions soignantes et médico-techniques

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
1b	53'456.00	53'515.15	53'574.95	53'634.10	53'693.90	53'751.75	55'556.80	57'359.25	59'163.00	60'966.10	62'769.20	63'534.90	63'928.80	64'167.35	64'404.60	64'642.50	64'884.30	65'126.10	65'369.20	65'610.35	66'021.80
2b	53'456.00	53'654.25	53'853.80	54'053.35	54'249.00	56'057.95	57'863.65	59'671.30	61'477.00	63'284.00	65'091.65	65'846.95	66'247.35	66'493.70	66'743.95	66'992.25	67'242.50	67'492.10	67'744.30	67'995.85	68'423.55
3b	53'456.00	53'862.90	54'273.05	54'677.35	56'496.05	58'316.05	60'132.80	61'950.85	63'769.55	65'587.60	67'406.30	68'156.40	68'567.20	68'823.30	69'080.05	69'338.75	69'597.45	69'858.10	70'119.40	70'381.35	70'825.30
4b	53'456.00	54'273.05	55'090.10	56'953.00	58'816.55	60'678.80	62'541.05	64'403.95	66'266.20	68'129.10	69'992.00	70'759.00	71'184.75	71'454.50	71'724.90	71'995.30	72'269.60	72'542.60	72'815.60	73'093.15	73'562.45
5b	54'926.30	55'682.25	57'380.70	59'268.95	61'156.55	63'045.45	64'932.40	66'818.70	68'708.25	70'595.20	72'483.45	73'252.40	73'689.85	73'971.30	74'248.85	74'532.25	74'815.00	75'098.40	75'381.80	75'669.75	76'155.95
6b	57'245.50	58'015.10	59'745.40	61'668.75	63'590.15	65'513.50	67'434.90	69'358.90	71'280.95	73'203.00	75'125.70	75'903.75	76'352.90	76'642.80	76'935.30	77'228.45	77'521.60	77'818.00	78'112.45	78'410.15	78'912.60
7b	59'524.40	60'310.25	62'072.40	64'034.75	65'995.80	67'956.85	69'920.50	71'880.25	73'842.60	75'803.00	77'764.70	78'551.20	79'015.30	79'317.55	79'618.50	79'924.00	80'226.25	80'531.75	80'837.90	81'147.30	81'669.90
8b	61'844.90	62'643.10	64'439.70	66'435.20	68'432.00	70'426.85	72'423.00	74'418.50	76'414.65	78'411.45	80'406.95	81'201.90	81'678.35	81'992.30	82'303.65	82'619.55	82'932.20	83'248.75	83'567.25	83'885.75	84'425.90
9b	64'079.60	64'894.70	66'730.95	68'770.65	70'808.40	72'846.80	74'887.15	76'925.55	78'965.90	81'003.00	83'042.70	83'851.30	84'340.75	84'664.45	84'986.20	85'313.80	85'638.15	85'966.40	86'294.65	86'624.20	87'184.50
10b	66'400.75	67'235.35	69'115.80	71'205.55	73'295.30	75'383.75	77'474.15	79'562.60	81'653.00	83'740.80	85'831.20	86'655.40	87'163.05	87'494.55	87'830.60	88'167.95	88'502.70	88'843.30	89'181.95	89'523.85	90'103.65
11b	68'699.15	69'557.80	71'482.45	73'624.85	75'767.90	77'909.00	80'050.75	82'191.20	84'332.95	86'476.00	88'617.10	89'460.15	89'982.10	90'326.60	90'673.05	91'018.85	91'367.90	91'717.60	92'069.90	92'422.85	93'022.80
12b	70'997.55	71'876.35	73'851.70	76'044.15	78'237.25	80'432.95	82'625.40	84'821.10	87'016.15	89'209.90	91'403.00	92'264.25	92'802.45	93'157.35	93'516.80	93'873.65	94'235.05	94'596.45	94'958.50	95'317.30	95'935.45
13b	73'256.30	74'155.90	76'181.30	78'434.20	80'681.90	82'932.20	85'185.10	87'434.75	89'686.35	91'936.65	94'187.60	95'065.75	95'608.50	95'963.40	96'316.35	96'671.25	97'026.15	97'383.00	97'739.85	98'100.60	98'736.30
14b	75'575.50	76'495.25	78'566.80	80'869.10	83'169.45	85'469.15	87'770.80	90'072.45	92'373.45	94'669.90	96'929.95	97'765.20	98'309.25	98'670.65	99'031.40	99'397.35	99'762.65	100'130.55	100'497.80	100'868.95	101'524.80
15b	77'830.35	78'775.45	80'896.40	83'254.60	85'612.15	87'970.35	90'329.85	92'686.75	95'033.25	97'337.50	99'595.60	100'444.50	101'000.90	101'373.35	101'749.05	102'122.80	102'499.80	102'878.10	103'259.00	103'639.90	104'315.90
16b	80'109.90	81'075.15	83'246.15	85'658.30	88'069.15	90'482.60	92'895.40	95'293.25	97'643.65	99'951.15	102'256.70	103'123.80	103'696.45	104'079.95	104'462.15	104'850.20	105'237.60	105'627.60	106'018.25	106'409.55	107'104.40
17b	81'404.05	82'379.05	84'570.85	87'004.45	89'436.75	91'871.00	94'287.05	96'653.70	98'981.35	101'305.10	103'632.75	104'505.70	105'084.20	105'472.90	105'864.20	106'254.85	106'650.70	107'045.90	107'443.05	107'840.20	108'544.15
18b	83'674.50	84'670.30	86'906.30	89'393.85	91'876.85	94'345.55	96'759.00	99'136.05	101'510.50	103'884.30	106'260.70	107'151.20	107'744.65	108'145.05	108'544.15	108'947.80	109'352.10	109'758.35	110'166.55	110'576.05	111'296.90
19b	85'924.15	86'942.05	89'226.15	91'765.70	94'285.75	96'753.15	99'182.85	101'609.95	104'038.35	106'462.85	108'888.00	109'796.70	110'403.80	110'815.90	111'226.70	111'640.10	112'054.15	112'472.10	112'890.70	113'309.95	114'049.65
20b	88'174.45	89'211.20	91'545.35	94'121.95	96'647.85	99'127.60	101'605.40	104'083.20	106'560.35	109'038.15	111'515.95	112'440.25	113'064.25	113'484.80	113'907.30	114'331.75	114'758.80	115'184.55	115'613.55	116'045.80	116'803.05
21b	90'402.65	91'462.80	93'832.05	96'420.35	98'956.65	101'487.10	104'016.25	106'548.65	109'079.75	111'610.20	114'141.30	115'084.45	115'722.75	116'155.65	116'587.90	117'024.70	117'459.55	117'898.30	118'339.00	118'782.30	119'559.05
22b	92'693.25	93'763.15	96'138.90	98'723.30	101'300.55	103'879.10	106'458.95	109'036.85	111'614.10	114'193.30	116'769.90	117'731.25	118'385.15	118'824.55	119'271.10	119'717.00	120'162.90	120'612.05	121'065.10	121'516.85	122'312.45
23b	94'932.50	95'993.30	98'360.60	100'990.50	103'621.05	106'250.30	108'879.55	111'510.10	114'138.70	116'767.95	119'397.85	120'378.05	121'045.60	121'498.00	121'952.35	122'407.35	122'866.90	123'327.10	123'788.60	124'251.40	125'065.85

Sion, le 11.01.2023

AVALEMS : Salaires mensuels 2023 (13 mois)

Fonctions soignantes et médico-techniques

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1b	4'112.00	4'116.55	4'121.15	4'125.70	4'130.30	4'134.75	4'273.60	4'412.25	4'551.00	4'689.70	4'828.40	4'887.30	4'917.60	4'935.95	4'954.20	4'972.50	4'991.10	5'009.70	5'028.40	5'046.95	5'078.60
2b	4'112.00	4'127.25	4'142.60	4'157.95	4'173.00	4'312.15	4'451.05	4'590.10	4'729.00	4'868.00	5'007.05	5'065.15	5'095.95	5'114.90	5'134.15	5'153.25	5'172.50	5'191.70	5'211.10	5'230.45	5'263.35
3b	4'112.00	4'143.30	4'174.85	4'205.95	4'345.85	4'485.85	4'625.60	4'765.45	4'905.35	5'045.20	5'185.10	5'242.80	5'274.40	5'294.10	5'313.85	5'333.75	5'353.65	5'373.70	5'393.80	5'413.95	5'448.10
4b	4'112.00	4'174.85	4'237.70	4'381.00	4'524.35	4'667.60	4'810.85	4'954.15	5'097.40	5'240.70	5'384.00	5'443.00	5'475.75	5'496.50	5'517.30	5'538.10	5'559.20	5'580.20	5'601.20	5'622.55	5'658.65
5b	4'225.10	4'283.25	4'413.90	4'559.15	4'704.35	4'849.65	4'994.80	5'139.90	5'285.25	5'430.40	5'575.65	5'634.80	5'668.45	5'690.10	5'711.45	5'733.25	5'755.00	5'776.80	5'798.60	5'820.75	5'858.15
6b	4'403.50	4'462.70	4'595.80	4'743.75	4'891.55	5'039.50	5'187.30	5'335.30	5'483.15	5'631.00	5'778.90	5'838.75	5'873.30	5'895.60	5'918.10	5'940.65	5'963.20	5'986.00	6'008.65	6'031.55	6'070.20
7b	4'578.80	4'639.25	4'774.80	4'925.75	5'076.60	5'227.45	5'378.50	5'529.25	5'680.20	5'831.00	5'981.90	6'042.40	6'078.10	6'101.35	6'124.50	6'148.00	6'171.25	6'194.75	6'218.30	6'242.10	6'282.30
8b	4'757.30	4'818.70	4'956.90	5'110.40	5'264.00	5'417.45	5'571.00	5'724.50	5'878.05	6'031.65	6'185.15	6'246.30	6'282.95	6'307.10	6'331.05	6'355.35	6'379.40	6'403.75	6'428.25	6'452.75	6'494.30
9b	4'929.20	4'991.90	5'133.15	5'290.05	5'446.80	5'603.60	5'760.55	5'917.35	6'074.30	6'231.00	6'387.90	6'450.10	6'487.75	6'512.65	6'537.40	6'562.60	6'587.55	6'612.80	6'638.05	6'663.40	6'706.50
10b	5'107.75	5'171.95	5'316.60	5'477.35	5'638.10	5'798.75	5'959.55	6'120.20	6'281.00	6'441.60	6'602.40	6'665.80	6'704.85	6'730.35	6'756.20	6'782.15	6'807.90	6'834.10	6'860.15	6'886.45	6'931.05
11b	5'284.55	5'350.60	5'498.65	5'663.45	5'828.30	5'993.00	6'157.75	6'322.40	6'487.15	6'652.00	6'816.70	6'881.55	6'921.70	6'948.20	6'974.85	7'001.45	7'028.30	7'055.20	7'082.30	7'109.45	7'155.60
12b	5'461.35	5'528.95	5'680.90	5'849.55	6'018.25	6'187.15	6'355.80	6'524.70	6'693.55	6'862.30	7'031.00	7'097.25	7'138.65	7'165.95	7'193.60	7'221.05	7'248.85	7'276.65	7'304.50	7'332.10	7'379.65
13b	5'635.10	5'704.30	5'860.10	6'033.40	6'206.30	6'379.40	6'552.70	6'725.75	6'898.95	7'072.05	7'245.20	7'312.75	7'354.50	7'381.80	7'408.95	7'436.25	7'463.55	7'491.00	7'518.45	7'546.20	7'595.10
14b	5'813.50	5'884.25	6'043.60	6'220.70	6'397.65	6'574.55	6'751.60	6'928.65	7'105.65	7'282.30	7'456.15	7'520.40	7'562.25	7'590.05	7'617.80	7'645.95	7'674.05	7'702.35	7'730.60	7'759.15	7'809.60
15b	5'986.95	6'059.65	6'222.80	6'404.20	6'585.55	6'766.95	6'948.45	7'129.75	7'310.25	7'487.50	7'661.20	7'726.50	7'769.30	7'797.95	7'826.85	7'855.60	7'884.60	7'913.70	7'943.00	7'972.30	8'024.30
16b	6'162.30	6'236.55	6'403.55	6'589.10	6'774.55	6'960.20	7'145.80	7'330.25	7'511.05	7'688.55	7'865.90	7'932.60	7'976.65	8'006.15	8'035.55	8'065.40	8'095.20	8'125.20	8'155.25	8'185.35	8'238.80
17b	6'261.85	6'336.85	6'505.45	6'692.65	6'879.75	7'067.00	7'252.85	7'434.90	7'613.95	7'792.70	7'971.75	8'038.90	8'083.40	8'113.30	8'143.40	8'173.45	8'203.90	8'234.30	8'264.85	8'295.40	8'349.55
18b	6'436.50	6'513.10	6'685.10	6'876.45	7'067.45	7'257.35	7'443.00	7'625.85	7'808.50	7'991.10	8'173.90	8'242.40	8'288.05	8'318.85	8'349.55	8'380.60	8'411.70	8'442.95	8'474.35	8'505.85	8'561.30
19b	6'609.55	6'687.85	6'863.55	7'058.90	7'252.75	7'442.55	7'629.45	7'816.15	8'002.95	8'189.45	8'376.00	8'445.90	8'492.60	8'524.30	8'555.90	8'587.70	8'619.55	8'651.70	8'683.90	8'716.15	8'773.05
20b	6'782.65	6'862.40	7'041.95	7'240.15	7'434.45	7'625.20	7'815.80	8'006.40	8'196.95	8'387.55	8'578.15	8'649.25	8'697.25	8'729.60	8'762.10	8'794.75	8'827.60	8'860.35	8'893.35	8'926.60	8'984.85
21b	6'954.05	7'035.60	7'217.85	7'416.95	7'612.05	7'806.70	8'001.25	8'196.05	8'390.75	8'585.40	8'780.10	8'852.65	8'901.75	8'935.05	8'968.30	9'001.90	9'035.35	9'069.10	9'103.00	9'137.10	9'196.85
22b	7'130.25	7'212.55	7'395.30	7'594.10	7'792.35	7'990.70	8'189.15	8'387.45	8'585.70	8'784.10	8'982.30	9'056.25	9'106.55	9'140.35	9'174.70	9'209.00	9'243.30	9'277.85	9'312.70	9'347.45	9'408.65
23b	7'302.50	7'384.10	7'566.20	7'768.50	7'970.85	8'173.10	8'375.35	8'577.70	8'779.90	8'982.15	9'184.45	9'259.85	9'311.20	9'346.00	9'380.95	9'415.95	9'451.30	9'486.70	9'522.20	9'557.80	9'620.45

AVALEMS : Salaires horaires 2023 (174.30 heures/mois)

Fonctions soignantes et médico-techniques

Vacances art. 19 statuts : **10.64 % pour 25 jours** % moins 11 jours fériés/an : 92.4 heures / an
13.04 % pour 30 jours 13^{ème} salaire : **8.33 % des salaires** annuels ou pro-rata temporis
15.56 % pour 35 jours 2'091.60 heures/an divisées par 12 mois : 174.3h mois

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
1b	23.60	23.60	23.65	23.65	23.70	23.70	24.50	25.30	26.10	26.90	27.70	28.05	28.20	28.30	28.40	28.55	28.65	28.75	28.85	28.95	29.15
2b	23.60	23.70	23.75	23.85	23.95	24.75	25.55	26.35	27.15	27.95	28.75	29.05	29.25	29.35	29.45	29.55	29.70	29.80	29.90	30.00	30.20
3b	23.60	23.75	23.95	24.15	24.95	25.75	26.55	27.35	28.15	28.95	29.75	30.10	30.25	30.35	30.50	30.60	30.70	30.85	30.95	31.05	31.25
4b	23.60	23.95	24.30	25.15	25.95	26.80	27.60	28.40	29.25	30.05	30.90	31.25	31.40	31.55	31.65	31.75	31.90	32.00	32.15	32.25	32.45
5b	24.25	24.55	25.30	26.15	27.00	27.80	28.65	29.50	30.30	31.15	32.00	32.35	32.50	32.65	32.75	32.90	33.00	33.15	33.25	33.40	33.60
6b	25.25	25.60	26.35	27.20	28.05	28.90	29.75	30.60	31.45	32.30	33.15	33.50	33.70	33.80	33.95	34.10	34.20	34.35	34.45	34.60	34.85
7b	26.25	26.60	27.40	28.25	29.15	30.00	30.85	31.70	32.60	33.45	34.30	34.65	34.85	35.00	35.15	35.25	35.40	35.55	35.70	35.80	36.05
8b	27.30	27.65	28.45	29.30	30.20	31.10	31.95	32.85	33.70	34.60	35.50	35.85	36.05	36.20	36.30	36.45	36.60	36.75	36.90	37.00	37.25
9b	28.30	28.65	29.45	30.35	31.25	32.15	33.05	33.95	34.85	35.75	36.65	37.00	37.20	37.35	37.50	37.65	37.80	37.95	38.10	38.25	38.50
10b	29.30	29.65	30.50	31.40	32.35	33.25	34.20	35.10	36.05	36.95	37.90	38.25	38.45	38.60	38.75	38.90	39.05	39.20	39.35	39.50	39.75
11b	30.30	30.70	31.55	32.50	33.45	34.40	35.35	36.25	37.20	38.15	39.10	39.50	39.70	39.85	40.00	40.15	40.30	40.50	40.65	40.80	41.05
12b	31.35	31.70	32.60	33.55	34.55	35.50	36.45	37.45	38.40	39.35	40.35	40.70	40.95	41.10	41.25	41.45	41.60	41.75	41.90	42.05	42.35
13b	32.35	32.75	33.60	34.60	35.60	36.60	37.60	38.60	39.60	40.55	41.55	41.95	42.20	42.35	42.50	42.65	42.80	43.00	43.15	43.30	43.55
14b	33.35	33.75	34.65	35.70	36.70	37.70	38.75	39.75	40.75	41.80	42.80	43.15	43.40	43.55	43.70	43.85	44.05	44.20	44.35	44.50	44.80
15b	34.35	34.75	35.70	36.75	37.80	38.80	39.85	40.90	41.95	42.95	43.95	44.35	44.55	44.75	44.90	45.05	45.25	45.40	45.55	45.75	46.05
16b	35.35	35.80	36.75	37.80	38.85	39.95	41.00	42.05	43.10	44.10	45.15	45.50	45.75	45.95	46.10	46.25	46.45	46.60	46.80	46.95	47.25
17b	35.95	36.35	37.30	38.40	39.45	40.55	41.60	42.65	43.70	44.70	45.75	46.10	46.40	46.55	46.70	46.90	47.05	47.25	47.40	47.60	47.90
18b	36.95	37.35	38.35	39.45	40.55	41.65	42.70	43.75	44.80	45.85	46.90	47.30	47.55	47.75	47.90	48.10	48.25	48.45	48.60	48.80	49.10
19b	37.90	38.35	39.40	40.50	41.60	42.70	43.75	44.85	45.90	47.00	48.05	48.45	48.70	48.90	49.10	49.25	49.45	49.65	49.80	50.00	50.35
20b	38.90	39.35	40.40	41.55	42.65	43.75	44.85	45.95	47.05	48.10	49.20	49.60	49.90	50.10	50.25	50.45	50.65	50.85	51.00	51.20	51.55
21b	39.90	40.35	41.40	42.55	43.65	44.80	45.90	47.00	48.15	49.25	50.35	50.80	51.05	51.25	51.45	51.65	51.85	52.05	52.25	52.40	52.75
22b	40.90	41.40	42.45	43.55	44.70	45.85	47.00	48.10	49.25	50.40	51.55	51.95	52.25	52.45	52.65	52.85	53.05	53.25	53.45	53.65	54.00
23b	41.90	42.35	43.40	44.55	45.75	46.90	48.05	49.20	50.35	51.55	52.70	53.15	53.40	53.60	53.80	54.00	54.20	54.45	54.65	54.85	55.20