

**Fonctions soignantes**

Echelle 2024

Salairé horaire = salairé mensuel /174.3 h

| Cl. | Minimum<br>1 part | Maximum<br>22 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  | 22 parts  |
|-----|-------------------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| 1b  | 4 506.80          | 5 368.30            | 4 506.80 | 4 506.80 | 4 506.80 | 4 506.80 | 4 506.80 | 4 506.80 | 4 506.80 | 4 595.45 | 4 741.50 | 4 887.50 | 5 033.55 | 5 128.65 | 5 160.85 | 5 180.15 | 5 199.55 | 5 218.95 | 5 238.75 | 5 258.35  | 5 278.05  | 5 297.85  | 5 348.45  | 5 368.30  |
| 2b  | 4 506.80          | 5 565.50            | 4 506.80 | 4 506.80 | 4 506.80 | 4 506.80 | 4 506.80 | 4 506.80 | 4 636.30 | 4 782.60 | 4 928.85 | 5 075.00 | 5 221.35 | 5 317.20 | 5 349.70 | 5 369.85 | 5 390.10 | 5 410.35 | 5 430.75 | 5 451.05  | 5 471.60  | 5 492.25  | 5 544.80  | 5 565.50  |
| 3b  | 4 506.80          | 5 762.65            | 4 506.80 | 4 506.80 | 4 506.80 | 4 506.80 | 4 525.65 | 4 673.00 | 4 819.85 | 4 967.20 | 5 114.35 | 5 261.50 | 5 408.70 | 5 505.30 | 5 538.80 | 5 559.60 | 5 580.55 | 5 601.60 | 5 622.65 | 5 643.85  | 5 665.15  | 5 686.55  | 5 741.20  | 5 762.65  |
| 4b  | 4 506.80          | 6 046.00            | 4 506.80 | 4 506.80 | 4 506.80 | 4 621.50 | 4 772.25 | 4 922.80 | 5 073.70 | 5 224.30 | 5 375.20 | 5 525.95 | 5 676.65 | 5 775.95 | 5 810.55 | 5 832.50 | 5 854.45 | 5 876.65 | 5 898.95 | 5 921.35  | 5 943.55  | 5 966.10  | 6 023.40  | 6 046.00  |
| 5b  | 4 506.80          | 6 258.90            | 4 506.80 | 4 518.50 | 4 655.95 | 4 808.80 | 4 961.45 | 5 114.40 | 5 267.20 | 5 419.95 | 5 572.85 | 5 725.50 | 5 878.35 | 5 979.05 | 6 014.75 | 6 037.65 | 6 060.45 | 6 083.35 | 6 106.45 | 6 129.45  | 6 152.55  | 6 176.00  | 6 235.50  | 6 258.90  |
| 6b  | 4 645.10          | 6 485.20            | 4 645.10 | 4 707.30 | 4 847.45 | 5 002.95 | 5 158.60 | 5 314.15 | 5 469.90 | 5 625.40 | 5 781.05 | 5 936.60 | 6 092.30 | 6 195.00 | 6 231.70 | 6 255.40 | 6 279.10 | 6 302.95 | 6 326.85 | 6 350.90  | 6 374.95  | 6 399.15  | 6 460.95  | 6 485.20  |
| 7b  | 4 829.50          | 6 711.35            | 4 829.50 | 4 893.05 | 5 035.75 | 5 194.50 | 5 353.30 | 5 512.00 | 5 670.80 | 5 829.55 | 5 988.35 | 6 147.05 | 6 305.80 | 6 410.70 | 6 448.60 | 6 473.00 | 6 497.80 | 6 522.50 | 6 547.30 | 6 572.00  | 6 597.10  | 6 622.20  | 6 686.20  | 6 711.35  |
| 8b  | 5 017.25          | 6 937.65            | 5 017.25 | 5 081.85 | 5 227.40 | 5 388.85 | 5 550.55 | 5 711.90 | 5 873.50 | 6 034.95 | 6 196.60 | 6 358.15 | 6 519.65 | 6 626.70 | 6 665.50 | 6 691.00 | 6 716.50 | 6 742.10 | 6 767.60 | 6 793.50  | 6 819.40  | 6 845.25  | 6 911.60  | 6 937.65  |
| 9b  | 5 198.25          | 7 163.70            | 5 198.25 | 5 264.20 | 5 412.75 | 5 577.85 | 5 742.75 | 5 907.85 | 6 072.95 | 6 237.95 | 6 403.05 | 6 567.95 | 6 733.05 | 6 842.55 | 6 882.50 | 6 908.70 | 6 935.10 | 6 961.65 | 6 988.05 | 7 014.80  | 7 041.50  | 7 068.35  | 7 136.75  | 7 163.70  |
| 10b | 5 386.10          | 7 402.40            | 5 386.10 | 5 453.75 | 5 605.85 | 5 774.95 | 5 944.00 | 6 113.20 | 6 282.35 | 6 451.50 | 6 620.65 | 6 789.60 | 6 958.65 | 7 070.90 | 7 112.25 | 7 139.35 | 7 166.65 | 7 194.05 | 7 221.45 | 7 249.15  | 7 276.90  | 7 304.60  | 7 374.55  | 7 402.40  |
| 11b | 5 572.05          | 7 638.50            | 5 572.05 | 5 641.45 | 5 797.40 | 5 970.65 | 6 144.20 | 6 317.45 | 6 490.95 | 6 664.10 | 6 837.50 | 7 010.80 | 7 184.30 | 7 299.50 | 7 341.65 | 7 369.25 | 7 397.05 | 7 424.80 | 7 452.75 | 7 480.90  | 7 509.15  | 7 537.60  | 7 609.65  | 7 638.50  |
| 12b | 5 758.10          | 7 873.80            | 5 758.10 | 5 829.20 | 5 989.05 | 6 166.55 | 6 344.10 | 6 521.75 | 6 699.30 | 6 877.00 | 7 054.70 | 7 232.15 | 7 408.40 | 7 524.80 | 7 567.90 | 7 596.40 | 7 625.20 | 7 653.95 | 7 682.85 | 7 711.90  | 7 740.95  | 7 769.75  | 7 844.10  | 7 873.80  |
| 13b | 5 941.05          | 8 100.25            | 5 941.05 | 6 013.75 | 6 177.60 | 6 359.85 | 6 542.05 | 6 724.20 | 6 906.30 | 7 088.55 | 7 270.75 | 7 450.95 | 7 630.35 | 7 749.60 | 7 793.15 | 7 821.60 | 7 850.05 | 7 878.55 | 7 906.95 | 7 935.45  | 7 964.25  | 7 993.15  | 8 069.65  | 8 100.25  |
| 14b | 6 128.70          | 8 325.60            | 6 128.70 | 6 203.20 | 6 370.70 | 6 556.95 | 6 743.20 | 6 929.35 | 7 115.85 | 7 302.00 | 7 485.65 | 7 668.80 | 7 848.95 | 7 966.30 | 8 009.90 | 8 038.90 | 8 067.95 | 8 097.25 | 8 126.65 | 8 156.00  | 8 185.60  | 8 215.40  | 8 294.15  | 8 325.60  |
| 15b | 6 311.30          | 8 551.10            | 6 311.30 | 6 387.70 | 6 559.40 | 6 750.10 | 6 941.15 | 7 131.90 | 7 322.75 | 7 510.65 | 7 697.90 | 7 881.55 | 8 061.65 | 8 181.35 | 8 226.05 | 8 255.95 | 8 285.90 | 8 315.95 | 8 346.25 | 8 376.60  | 8 407.15  | 8 437.85  | 8 518.75  | 8 551.10  |
| 16b | 6 495.55          | 8 776.65            | 6 495.55 | 6 573.85 | 6 749.50 | 6 944.80 | 7 139.90 | 7 335.00 | 7 527.35 | 7 718.55 | 7 905.90 | 8 090.00 | 8 273.75 | 8 396.40 | 8 442.25 | 8 472.95 | 8 503.90 | 8 534.90 | 8 566.00 | 8 597.20  | 8 628.65  | 8 660.15  | 8 743.45  | 8 776.65  |
| 17b | 6 600.50          | 8 892.90            | 6 600.50 | 6 679.30 | 6 856.75 | 7 053.75 | 7 250.60 | 7 445.60 | 7 638.40 | 7 827.00 | 8 012.70 | 8 198.05 | 8 383.50 | 8 507.15 | 8 553.70 | 8 584.90 | 8 616.30 | 8 647.65 | 8 679.30 | 8 711.20  | 8 743.05  | 8 774.90  | 8 859.30  | 8 892.90  |
| 18b | 6 784.15          | 9 115.50            | 6 784.15 | 6 864.70 | 7 045.70 | 7 247.05 | 7 446.05 | 7 642.90 | 7 835.45 | 8 024.95 | 8 214.35 | 8 403.60 | 8 593.05 | 8 719.55 | 8 767.15 | 8 799.25 | 8 831.35 | 8 863.70 | 8 896.20 | 8 928.90  | 8 961.60  | 8 994.25  | 9 080.95  | 9 115.50  |
| 19b | 6 966.30          | 9 338.00            | 6 966.30 | 7 048.50 | 7 233.50 | 7 437.30 | 7 638.35 | 7 835.10 | 8 028.75 | 8 222.25 | 8 415.70 | 8 609.20 | 8 802.60 | 8 931.95 | 8 980.75 | 9 013.70 | 9 046.70 | 9 079.90 | 9 113.10 | 9 146.65  | 9 180.20  | 9 213.95  | 9 302.70  | 9 338.00  |
| 20b | 7 148.40          | 9 560.65            | 7 148.40 | 7 232.35 | 7 419.75 | 7 625.15 | 7 826.50 | 8 024.30 | 8 221.95 | 8 419.55 | 8 617.00 | 8 814.55 | 9 012.25 | 9 144.05 | 9 194.15 | 9 227.90 | 9 261.80 | 9 295.95 | 9 330.15 | 9 364.35  | 9 398.95  | 9 433.45  | 9 524.40  | 9 560.65  |
| 21b | 7 328.60          | 9 783.30            | 7 328.60 | 7 413.00 | 7 602.00 | 7 808.30 | 8 010.65 | 8 212.45 | 8 414.15 | 8 615.95 | 8 817.95 | 9 019.70 | 9 221.45 | 9 356.35 | 9 407.70 | 9 442.30 | 9 476.95 | 9 511.95 | 9 547.00 | 9 582.20  | 9 617.50  | 9 653.00  | 9 746.15  | 9 783.30  |
| 22b | 7 511.25          | 10 005.85           | 7 511.25 | 7 596.55 | 7 785.90 | 7 991.95 | 8 197.65 | 8 403.20 | 8 608.85 | 8 814.45 | 9 020.10 | 9 225.75 | 9 431.25 | 9 568.80 | 9 621.20 | 9 656.55 | 9 692.15 | 9 728.05 | 9 763.95 | 9 799.95  | 9 836.20  | 9 872.55  | 9 967.95  | 10 005.85 |
| 23b | 7 689.85          | 10 228.40           | 7 689.85 | 7 774.35 | 7 963.10 | 8 172.90 | 8 382.55 | 8 592.30 | 8 802.00 | 9 011.75 | 9 221.30 | 9 431.10 | 9 640.70 | 9 781.15 | 9 834.60 | 9 871.15 | 9 907.55 | 9 944.10 | 9 980.90 | 10 017.85 | 10 054.90 | 10 092.10 | 10 189.60 | 10 228.40 |

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| Cl. | Minimum<br>1 part | Maximum<br>22 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   | 22 parts   |
|-----|-------------------|---------------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 1b  | 58 588.40         | 69 787.90           | 58 588.40 | 58 588.40  | 58 588.40  | 58 588.40  | 58 588.40  | 58 588.40  | 58 588.40  | 59 740.85  | 61 639.50  | 63 537.50  | 65 436.15  | 66 672.45  | 67 091.05  | 67 341.95  | 67 594.15  | 67 846.35  | 68 103.75  | 68 358.55  | 68 614.65  | 68 872.05  | 69 529.85  | 69 787.90  |
| 2b  | 58 588.40         | 72 351.50           | 58 588.40 | 58 588.40  | 58 588.40  | 58 588.40  | 58 588.40  | 58 588.40  | 60 271.90  | 62 173.80  | 64 075.05  | 65 975.00  | 67 877.55  | 69 123.60  | 69 546.10  | 69 808.05  | 70 071.30  | 70 334.55  | 70 599.75  | 70 863.65  | 71 130.80  | 71 399.25  | 72 082.40  | 72 351.50  |
| 3b  | 58 588.40         | 74 914.45           | 58 588.40 | 58 588.40  | 58 588.40  | 58 588.40  | 58 833.45  | 60 749.00  | 62 658.05  | 64 573.60  | 66 486.55  | 68 399.50  | 70 313.10  | 71 568.90  | 72 004.40  | 72 274.80  | 72 547.15  | 72 820.80  | 73 094.45  | 73 370.05  | 73 646.95  | 73 925.15  | 74 635.60  | 74 914.45  |
| 4b  | 58 588.40         | 78 598.00           | 58 588.40 | 58 588.40  | 58 588.40  | 60 079.50  | 62 039.25  | 63 996.40  | 65 958.10  | 67 915.90  | 69 877.60  | 71 837.35  | 73 796.45  | 75 087.35  | 75 537.15  | 75 822.50  | 76 107.85  | 76 396.45  | 76 686.35  | 76 977.55  | 77 266.15  | 77 559.30  | 78 304.20  | 78 598.00  |
| 5b  | 58 588.40         | 81 365.70           | 58 588.40 | 58 740.50  | 60 527.35  | 62 514.40  | 64 498.85  | 66 487.20  | 68 473.60  | 70 459.35  | 72 447.05  | 74 431.50  | 76 418.55  | 77 727.65  | 78 191.75  | 78 489.45  | 78 785.85  | 79 083.55  | 79 383.85  | 79 682.85  | 79 983.15  | 80 288.00  | 81 061.50  | 81 365.70  |
| 6b  | 60 386.30         | 84 307.60           | 60 386.30 | 61 194.90  | 63 016.85  | 65 038.35  | 67 061.80  | 69 083.95  | 71 108.70  | 73 130.20  | 75 153.65  | 77 175.80  | 79 199.90  | 80 535.00  | 81 012.10  | 81 320.20  | 81 628.30  | 81 938.35  | 82 249.05  | 82 561.70  | 82 874.35  | 83 188.95  | 83 992.35  | 84 307.60  |
| 7b  | 62 783.50         | 87 247.55           | 62 783.50 | 63 609.65  | 65 464.75  | 67 528.50  | 69 592.90  | 71 656.00  | 73 720.40  | 75 784.15  | 77 848.55  | 79 911.65  | 81 975.40  | 83 339.10  | 83 831.80  | 84 149.00  | 84 471.40  | 84 792.50  | 85 114.90  | 85 436.00  | 85 762.30  | 86 088.60  | 86 920.60  | 87 247.55  |
| 8b  | 65 224.25         | 90 189.45           | 65 224.25 | 66 064.05  | 67 956.20  | 70 055.05  | 72 157.15  | 74 254.70  | 76 355.50  | 78 454.35  | 80 555.80  | 82 655.95  | 84 755.45  | 86 147.10  | 86 651.50  | 86 983.00  | 87 314.50  | 87 647.30  | 87 978.80  | 88 315.50  | 88 652.20  | 88 988.25  | 89 850.80  | 90 189.45  |
| 9b  | 67 577.25         | 93 128.10           | 67 577.25 | 68 434.60  | 70 365.75  | 72 512.05  | 74 655.75  | 76 802.05  | 78 948.35  | 81 093.35  | 83 239.65  | 85 383.35  | 87 529.65  | 88 953.15  | 89 472.50  | 89 813.10  | 90 156.30  | 90 501.45  | 90 844.65  | 91 192.40  | 91 539.50  | 91 888.55  | 92 777.75  | 93 128.10  |
| 10b | 70 019.30         | 96 231.20           | 70 019.30 | 70 898.75  | 72 876.05  | 75 074.35  | 77 272.00  | 79 471.60  | 81 670.55  | 83 869.50  | 86 068.45  | 88 264.80  | 90 462.45  | 91 921.70  | 92 459.25  | 92 811.55  | 93 166.45  | 93 522.65  | 93 878.85  | 94 238.95  | 94 599.70  | 94 959.80  | 95 869.15  | 96 231.20  |
| 11b | 72 436.65         | 99 300.50           | 72 436.65 | 73 338.85  | 75 366.20  | 77 618.45  | 79 874.60  | 82 126.85  | 84 382.35  | 86 633.30  | 88 887.50  | 91 140.40  | 93 395.90  | 94 893.50  | 95 441.45  | 95 800.25  | 96 161.65  | 96 522.40  | 96 885.75  | 97 251.70  | 97 618.95  | 97 988.80  | 98 925.45  | 99 300.50  |
| 12b | 74 855.30         | 102 359.40          | 74 855.30 | 75 779.60  | 77 857.65  | 80 165.15  | 82 473.30  | 84 782.75  | 87 090.90  | 89 401.00  | 91 711.10  | 94 017.95  | 96 309.20  | 97 822.40  | 98 382.70  | 98 753.20  | 99 127.60  | 99 501.35  | 99 877.05  | 100 254.70 | 100 632.35 | 101 006.75 | 101 973.30 | 102 359.40 |
| 13b | 77 233.65         | 105 303.25          | 77 233.65 | 78 178.75  | 80 308.80  | 82 678.05  | 85 046.65  | 87 414.60  | 89 781.90  | 92 151.15  | 94 519.75  | 96 862.35  | 99 194.55  | 100 744.80 | 101 310.95 | 101 680.80 | 102 050.65 | 102 421.15 | 102 790.35 | 103 160.85 | 103 535.25 | 103 910.95 | 104 905.45 | 105 303.25 |
| 14b | 79 673.10         | 108 232.80          | 79 673.10 | 80 641.60  | 82 819.10  | 85 240.35  | 87 661.60  | 90 081.55  | 92 506.05  | 94 926.00  | 97 313.45  | 99 694.40  | 102 036.35 | 103 561.90 | 104 128.70 | 104 505.70 | 104 883.35 | 105 264.25 | 105 646.45 | 106 028.00 | 106 412.80 | 106 800.20 | 107 823.95 | 108 232.80 |
| 15b | 82 046.90         | 111 164.30          | 82 046.90 | 83 040.10  | 85 272.20  | 87 751.30  | 90 234.95  | 92 714.70  | 95 195.75  | 97 638.45  | 100 072.70 | 102 460.15 | 104 801.45 | 106 357.55 | 106 938.65 | 107 327.35 | 107 716.70 | 108 107.35 | 108 501.25 | 108 895.80 | 109 292.95 | 109 692.05 | 110 743.75 | 111 164.30 |
| 16b | 84 442.15         | 114 096.45          | 84 442.15 | 85 460.05  | 87 743.50  | 90 282.40  | 92 818.70  | 95 355.00  | 97 855.55  | 100 341.15 | 102 776.70 | 105 170.00 | 107 558.75 | 109 153.20 | 109 749.25 | 110 148.35 | 110 550.70 | 110 953.70 | 111 358.00 | 111 763.60 | 112 172.45 | 112 581.95 | 113 664.85 | 114 096.45 |
| 17b | 85 806.50         | 115 607.70          | 85 806.50 | 86 830.90  | 89 137.75  | 91 698.75  | 94 257.80  | 96 792.80  | 99 299.20  | 101 751.00 | 104 165.10 | 106 574.65 | 108 985.50 | 110 592.95 | 111 198.10 | 111 603.70 | 112 011.90 | 112 419.45 | 112 830.90 | 113 245.60 | 113 659.65 | 114 073.70 | 115 170.90 | 115 607.70 |
| 18b | 88 193.95         | 118 501.50          | 88 193.95 | 89 241.10  | 91 594.10  | 94 211.65  | 96 798.65  | 99 357.70  | 101 860.85 | 104 324.35 | 106 786.55 | 109 246.80 | 111 709.65 | 113 354.15 | 113 972.95 | 114 390.25 | 114 807.55 | 115 228.10 | 115 650.60 | 116 075.70 | 116 500.80 | 116 925.25 | 118 052.35 | 118 501.50 |
| 19b | 90 561.90         | 121 394.00          | 90 561.90 | 91 630.50  | 94 035.50  | 96 684.90  | 99 298.55  | 101 856.30 | 104 373.75 | 106 889.25 | 109 404.10 | 111 919.60 | 114 433.80 | 116 115.35 | 116 749.75 | 117 178.10 | 117 607.10 | 118 038.70 | 118 470.30 | 118 906.45 | 119 342.60 | 119 781.35 | 120 935.10 | 121 394.00 |
| 20b | 92 929.20         | 124 288.45          | 92 929.20 | 94 020.55  | 96 456.75  | 99 126.95  | 101 744.50 | 104 315.90 | 106 885.35 | 109 454.15 | 112 021.00 | 114 589.15 | 117 159.25 | 118 872.65 | 119 523.95 | 119 962.70 | 120 403.40 | 120 847.35 | 121 291.95 | 121 736.55 | 122 186.35 | 122 634.85 | 123 817.20 | 124 288.45 |
| 21b | 95 271.80         | 127 182.90          | 95 271.80 | 96 369.00  | 98 826.00  | 101 507.90 | 104 138.45 | 106 761.85 | 109 383.95 | 112 007.35 | 114 633.35 | 117 256.10 | 119 878.85 | 121 632.55 | 122 300.10 | 122 749.90 | 123 200.35 | 123 655.35 | 124 111.00 | 124 568.60 | 125 027.50 | 125 489.00 | 126 699.95 | 127 182.90 |
| 22b | 97 646.25         | 130 076.05          | 97 646.25 | 98 755.15  | 101 216.70 | 103 895.35 | 106 569.45 | 109 241.60 | 111 915.05 | 114 587.85 | 117 261.30 | 119 934.75 | 122 606.25 | 124 394.40 | 125 075.60 | 125 535.15 | 125 997.95 | 126 464.65 | 126 931.35 | 127 399.35 | 127 870.60 | 128 343.15 | 129 583.35 | 130 076.05 |
| 23b | 99 968.05         | 132 969.20          | 99 968.05 | 101 066.55 | 103 520.30 | 106 247.70 | 108 973.15 | 111 699.90 | 114 426.00 | 117 152.75 | 119 876.90 | 122 604.30 | 125 329.10 | 127 154.95 | 127 849.80 | 128 324.95 | 128 798.15 | 129 273.30 | 129 751.70 | 130 232.05 | 130 713.70 | 131 197.30 | 132 464.80 | 132 969.20 |