

Personnel ouvrier

Catégorie : A1

Ouvrier non qualifié

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	26.982,85	2.248,57	13,6553	12,9725
1	27.071,42	2.255,95	13,7001	13,0151
2	27.110,04	2.259,17	13,7197	13,0337
3	27.148,64	2.262,39	13,7392	13,0522
4	27.177,01	2.264,75	13,7535	13,0659
5	27.215,62	2.267,97	13,7731	13,0844
6	27.244,00	2.270,33	13,7874	13,0981
7	27.282,61	2.273,55	13,8070	13,1166
8	27.310,98	2.275,92	13,8213	13,1303
9	27.349,60	2.279,13	13,8409	13,1488
10	27.524,35	2.293,70	13,9293	13,2329
11	27.562,95	2.296,91	13,9489	13,2514
12	27.591,33	2.299,28	13,9632	13,2651
13	27.629,95	2.302,50	13,9828	13,2836
14	27.658,32	2.304,86	13,9971	13,2973
15	27.696,93	2.308,08	14,0167	13,3158
16	27.725,32	2.310,44	14,0310	13,3295
17	27.763,93	2.313,66	14,0506	13,3480
18	27.792,30	2.316,03	14,0649	13,3617
19	27.830,91	2.319,24	14,0845	13,3802
20	27.859,30	2.321,61	14,0988	13,3939
21	27.907,44	2.325,62	14,1232	13,4170
22	27.935,82	2.327,99	14,1376	13,4307
23	28.111,55	2.342,63	14,2265	13,5152
24	28.139,93	2.344,99	14,2409	13,5288
25	28.315,62	2.359,64	14,3298	13,6133
26	28.344,00	2.362,00	14,3441	13,6269
27	28.372,39	2.364,37	14,3585	13,6406
28	28.372,39	2.364,37	14,3585	13,6406
29	28.372,39	2.364,37	14,3585	13,6406
30	28.372,39	2.364,37	14,3585	13,6406
31	28.372,39	2.364,37	14,3585	13,6406

Personnel ouvrier

Catégorie : A2

Semi-qualifié

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.054,22	2.254,52	13,6914	13,0068
1	27.226,79	2.268,90	13,7787	13,0898
2	27.295,23	2.274,60	13,8134	13,1227
3	27.363,66	2.280,31	13,8480	13,1556
4	27.416,15	2.284,68	13,8746	13,1808
5	27.484,59	2.290,38	13,9092	13,2137
6	27.537,09	2.294,76	13,9358	13,2390
7	27.605,52	2.300,46	13,9704	13,2719
8	27.658,02	2.304,84	13,9970	13,2971
9	27.726,45	2.310,54	14,0316	13,3300
10	27.926,54	2.327,21	14,1329	13,4262
11	28.006,30	2.333,86	14,1732	13,4646
12	28.070,12	2.339,18	14,2055	13,4953
13	28.150,84	2.345,90	14,2464	13,5341
14	28.214,67	2.351,22	14,2787	13,5647
15	28.308,70	2.359,06	14,3263	13,6100
16	28.372,52	2.364,38	14,3586	13,6406
17	28.634,78	2.386,23	14,4913	13,7667
18	28.698,60	2.391,55	14,5236	13,7974
19	28.960,85	2.413,40	14,6563	13,9235
20	29.024,66	2.418,72	14,6886	13,9542
21	29.286,88	2.440,57	14,8213	14,0802
22	29.350,69	2.445,89	14,8536	14,1109
23	29.612,92	2.467,74	14,9863	14,2370
24	29.676,74	2.473,06	15,0186	14,2677
25	29.938,97	2.494,91	15,1513	14,3937
26	30.002,77	2.500,23	15,1836	14,4244
27	30.265,03	2.522,09	15,3163	14,5505
28	30.328,84	2.527,40	15,3486	14,5812
29	30.392,66	2.532,72	15,3809	14,6119
30	30.392,66	2.532,72	15,3809	14,6119
31	30.392,66	2.532,72	15,3809	14,6119

Personnel ouvrier

Catégorie : A3

Qualifié

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.226,64	2.268,89	13,7787	13,0897
1	27.662,33	2.305,19	13,9992	13,2992
2	27.723,01	2.310,25	14,0299	13,3284
3	27.783,69	2.315,31	14,0606	13,3575
4	27.840,43	2.320,04	14,0893	13,3848
5	27.910,58	2.325,88	14,1248	13,4185
6	27.967,34	2.330,61	14,1535	13,4458
7	28.171,40	2.347,62	14,2568	13,5439
8	28.228,15	2.352,35	14,2855	13,5712
9	28.483,30	2.373,61	14,4146	13,6939
10	28.705,95	2.392,16	14,5273	13,8009
11	28.972,43	2.414,37	14,6622	13,9291
12	29.040,51	2.420,04	14,6966	13,9618
13	29.307,02	2.442,25	14,8315	14,0899
14	29.375,10	2.447,93	14,8659	14,1226
15	29.641,55	2.470,13	15,0008	14,2507
16	29.709,63	2.475,80	15,0352	14,2835
17	29.976,13	2.498,01	15,1701	14,4116
18	30.044,23	2.503,69	15,2046	14,4443
19	30.310,68	2.525,89	15,3394	14,5724
20	30.378,75	2.531,56	15,3739	14,6052
21	30.645,27	2.553,77	15,5087	14,7333
22	30.713,34	2.559,45	15,5432	14,7660
23	30.979,85	2.581,65	15,6781	14,8942
24	31.047,91	2.587,33	15,7125	14,9269
25	31.314,39	2.609,53	15,8474	15,0550
26	31.382,47	2.615,21	15,8818	15,0877
27	31.648,98	2.637,42	16,0167	15,2159
28	31.717,05	2.643,09	16,0511	15,2486
29	31.786,09	2.648,84	16,0861	15,2818
30	31.786,09	2.648,84	16,0861	15,2818
31	31.786,09	2.648,84	16,0861	15,2818

Personnel ouvrier

Catégorie : A4

Surqualifié

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.444,39	2.287,03	13,8889	13,1944
1	27.933,11	2.327,76	14,1362	13,4294
2	28.056,50	2.338,04	14,1986	13,4887
3	28.322,27	2.360,19	14,3331	13,6165
4	28.379,03	2.364,92	14,3619	13,6438
5	28.634,21	2.386,18	14,4910	13,7664
6	28.690,96	2.390,91	14,5197	13,7937
7	28.946,11	2.412,18	14,6488	13,9164
8	29.002,88	2.416,91	14,6776	13,9437
9	29.258,03	2.438,17	14,8067	14,0664
10	29.478,51	2.456,54	14,9183	14,1724
11	29.745,00	2.478,75	15,0531	14,3005
12	29.813,08	2.484,42	15,0876	14,3332
13	30.079,55	2.506,63	15,2224	14,4613
14	30.147,63	2.512,30	15,2569	14,4941
15	30.414,12	2.534,51	15,3918	14,6222
16	30.482,20	2.540,18	15,4262	14,6549
17	30.748,70	2.562,39	15,5611	14,7830
18	30.816,78	2.568,07	15,5955	14,8158
19	31.110,46	2.592,54	15,7442	14,9570
20	31.178,54	2.598,21	15,7786	14,9897
21	31.472,26	2.622,69	15,9273	15,1309
22	31.540,32	2.628,36	15,9617	15,1636
23	31.834,00	2.652,83	16,1103	15,3048
24	31.902,07	2.658,51	16,1448	15,3375
25	32.195,78	2.682,98	16,2934	15,4787
26	32.263,99	2.688,67	16,3279	15,5115
27	32.559,07	2.713,26	16,4773	15,6534
28	32.628,49	2.719,04	16,5124	15,6868
29	32.697,91	2.724,83	16,5475	15,7201
30	32.697,91	2.724,83	16,5475	15,7201
31	32.697,91	2.724,83	16,5475	15,7201

Personnel ouvrier

Catégorie : A5

Personnel de maîtrise

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	28.535,43	2.377,95	14,4410	13,7190
1	29.131,78	2.427,65	14,7428	14,0057
2	29.277,14	2.439,76	14,8164	14,0755
3	29.530,74	2.460,90	14,9447	14,1975
4	29.530,74	2.460,90	14,9447	14,1975
5	29.837,41	2.486,45	15,0999	14,3449
6	29.837,41	2.486,45	15,0999	14,3449
7	30.144,09	2.512,01	15,2551	14,4924
8	30.144,09	2.512,01	15,2551	14,4924
9	30.450,77	2.537,56	15,4103	14,6398
10	30.595,09	2.549,59	15,4833	14,7092
11	30.937,85	2.578,15	15,6568	14,8740
12	30.937,85	2.578,15	15,6568	14,8740
13	31.280,64	2.606,72	15,8303	15,0388
14	31.280,64	2.606,72	15,8303	15,0388
15	31.623,35	2.635,28	16,0037	15,2035
16	31.623,35	2.635,28	16,0037	15,2035
17	31.966,11	2.663,84	16,1772	15,3683
18	31.966,11	2.663,84	16,1772	15,3683
19	32.336,06	2.694,67	16,3644	15,5462
20	32.336,06	2.694,67	16,3644	15,5462
21	32.706,75	2.725,56	16,5520	15,7244
22	32.706,75	2.725,56	16,5520	15,7244
23	33.079,55	2.756,63	16,7407	15,9036
24	33.079,55	2.756,63	16,7407	15,9036
25	33.495,41	2.791,28	16,9511	16,1036
26	33.495,41	2.791,28	16,9511	16,1036
27	33.926,45	2.827,20	17,1693	16,3108
28	33.926,45	2.827,20	17,1693	16,3108
29	34.073,63	2.839,47	17,2437	16,3816
30	34.073,63	2.839,47	17,2437	16,3816
31	34.220,82	2.851,74	17,3182	16,4523

Personnel administratif

Catégorie : B1

Catégorie 1

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	26.982,85	2.248,57	13,6553	12,9725
1	27.159,20	2.263,27	13,7445	13,0573
2	27.213,27	2.267,77	13,7719	13,0833
3	27.267,33	2.272,28	13,7993	13,1093
4	27.319,83	2.276,65	13,8258	13,1345
5	27.373,90	2.281,16	13,8532	13,1605
6	27.426,40	2.285,53	13,8798	13,1858
7	27.480,46	2.290,04	13,9071	13,2118
8	27.532,96	2.294,41	13,9337	13,2370
9	27.587,01	2.298,92	13,9610	13,2630
10	27.787,12	2.315,59	14,0623	13,3592
11	27.852,51	2.321,04	14,0954	13,3906
12	27.916,32	2.326,36	14,1277	13,4213
13	27.982,67	2.331,89	14,1613	13,4532
14	28.046,50	2.337,21	14,1936	13,4839
15	28.308,70	2.359,06	14,3263	13,6100
16	28.372,52	2.364,38	14,3586	13,6406
17	28.634,78	2.386,23	14,4913	13,7667
18	28.698,60	2.391,55	14,5236	13,7974
19	28.960,85	2.413,40	14,6563	13,9235
20	29.024,66	2.418,72	14,6886	13,9542
21	29.286,88	2.440,57	14,8213	14,0802
22	29.350,69	2.445,89	14,8536	14,1109
23	29.612,92	2.467,74	14,9863	14,2370
24	29.676,74	2.473,06	15,0186	14,2677
25	29.938,97	2.494,91	15,1513	14,3937
26	30.002,77	2.500,23	15,1836	14,4244
27	30.265,03	2.522,09	15,3163	14,5505
28	30.328,84	2.527,40	15,3486	14,5812
29	30.392,66	2.532,72	15,3809	14,6119
30	30.392,66	2.532,72	15,3809	14,6119
31	30.392,66	2.532,72	15,3809	14,6119

Personnel administratif

Catégorie : B2

Catégorie 2

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.016,16	2.251,35	13,6721	12,9885
1	27.460,89	2.288,41	13,8972	13,2024
2	27.527,71	2.293,98	13,9310	13,2345
3	27.594,57	2.299,55	13,9649	13,2666
4	27.648,46	2.304,04	13,9921	13,2925
5	27.715,30	2.309,61	14,0260	13,3247
6	27.769,21	2.314,10	14,0532	13,3506
7	27.841,36	2.320,11	14,0898	13,3853
8	27.895,26	2.324,61	14,1170	13,4112
9	28.236,49	2.353,04	14,2897	13,5752
10	28.457,42	2.371,45	14,4015	13,6815
11	28.810,03	2.400,84	14,5800	13,8510
12	28.875,28	2.406,27	14,6130	13,8823
13	29.227,86	2.435,66	14,7914	14,0519
14	29.293,12	2.441,09	14,8245	14,0832
15	29.816,27	2.484,69	15,0892	14,3347
16	29.881,52	2.490,13	15,1222	14,3661
17	30.404,66	2.533,72	15,3870	14,6176
18	30.469,91	2.539,16	15,4200	14,6490
19	30.993,04	2.582,75	15,6847	14,9005
20	31.058,31	2.588,19	15,7178	14,9319
21	31.581,40	2.631,78	15,9825	15,1834
22	31.646,64	2.637,22	16,0155	15,2147
23	32.181,13	2.681,76	16,2860	15,4717
24	32.246,38	2.687,20	16,3190	15,5031
25	32.884,17	2.740,35	16,6418	15,8097
26	32.949,42	2.745,79	16,6748	15,8411
27	33.587,22	2.798,94	16,9976	16,1477
28	33.652,48	2.804,37	17,0306	16,1791
29	34.290,24	2.857,52	17,3534	16,4857
30	34.290,24	2.857,52	17,3534	16,4857
31	34.290,24	2.857,52	17,3534	16,4857

Personnel administratif

Catégorie : B3

Catégorie 3

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.650,22	2.304,19	13,9930	13,2934
1	28.445,34	2.370,45	14,3954	13,6756
2	28.789,40	2.399,12	14,5695	13,8411
3	29.241,72	2.436,81	14,7984	14,0585
4	29.241,72	2.436,81	14,7984	14,0585
5	29.681,79	2.473,48	15,0211	14,2701
6	29.681,79	2.473,48	15,0211	14,2701
7	30.121,83	2.510,15	15,2438	14,4816
8	30.121,83	2.510,15	15,2438	14,4816
9	31.033,43	2.586,12	15,7052	14,9199
10	31.177,75	2.598,15	15,7782	14,9893
11	32.164,44	2.680,37	16,2776	15,4637
12	32.164,44	2.680,37	16,2776	15,4637
13	33.312,50	2.776,04	16,8586	16,0156
14	33.312,50	2.776,04	16,8586	16,0156
15	34.460,53	2.871,71	17,4395	16,5676
16	34.460,53	2.871,71	17,4395	16,5676
17	35.608,57	2.967,38	18,0205	17,1195
18	35.608,57	2.967,38	18,0205	17,1195
19	36.756,64	3.063,05	18,6015	17,6715
20	36.756,64	3.063,05	18,6015	17,6715
21	37.905,41	3.158,78	19,1829	18,2238
22	37.905,41	3.158,78	19,1829	18,2238
23	39.056,30	3.254,69	19,7653	18,7771
24	39.056,30	3.254,69	19,7653	18,7771
25	40.149,16	3.345,76	20,3184	19,3025
26	40.182,03	3.348,50	20,3350	19,3183
27	41.045,17	3.420,43	20,7718	19,7333
28	41.073,40	3.422,78	20,7861	19,7468
29	42.144,16	3.512,01	21,3280	20,2616
30	42.144,16	3.512,01	21,3280	20,2616
31	42.144,16	3.512,01	21,3280	20,2616



Personnel administratif

Catégorie : B4

Catégorie 4

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	28.543,40	2.378,62	14,4450	13,7228
1	29.356,57	2.446,38	14,8566	14,1137
2	29.700,62	2.475,05	15,0307	14,2791
3	30.152,98	2.512,75	15,2596	14,4966
4	30.152,98	2.512,75	15,2596	14,4966
5	30.641,35	2.553,45	15,5068	14,7314
6	30.641,35	2.553,45	15,5068	14,7314
7	31.388,90	2.615,74	15,8851	15,0908
8	31.388,90	2.615,74	15,8851	15,0908
9	32.720,81	2.726,73	16,5591	15,7312
10	32.865,13	2.738,76	16,6322	15,8005
11	34.264,85	2.855,40	17,3405	16,4735
12	34.264,85	2.855,40	17,3405	16,4735
13	35.522,98	2.960,25	17,9772	17,0784
14	35.522,98	2.960,25	17,9772	17,0784
15	36.784,27	3.065,36	18,6155	17,6847
16	36.784,27	3.065,36	18,6155	17,6847
17	38.045,58	3.170,47	19,2538	18,2911
18	38.045,58	3.170,47	19,2538	18,2911
19	39.306,92	3.275,58	19,8922	18,8976
20	39.306,92	3.275,58	19,8922	18,8976
21	40.568,25	3.380,69	20,5305	19,5040
22	40.568,25	3.380,69	20,5305	19,5040
23	41.829,56	3.485,80	21,1688	20,1104
24	41.829,56	3.485,80	21,1688	20,1104
25	43.090,84	3.590,90	21,8071	20,7168
26	43.090,84	3.590,90	21,8071	20,7168
27	44.352,14	3.696,01	22,4454	21,3231
28	44.352,14	3.696,01	22,4454	21,3231
29	45.383,20	3.781,93	22,9672	21,8188
30	45.441,89	3.786,82	22,9969	21,8471
31	45.496,42	3.791,37	23,0245	21,8733

Personnel administratif

Catégorie : B5

Catégorie 5

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	31.839,49	2.653,29	16,1131	15,3074
1	32.728,16	2.727,35	16,5628	15,7347
2	33.140,12	2.761,68	16,7713	15,9328
3	33.843,85	2.820,32	17,1275	16,2711
4	33.843,85	2.820,32	17,1275	16,2711
5	34.834,63	2.902,89	17,6289	16,7474
6	34.834,63	2.902,89	17,6289	16,7474
7	39.340,01	3.278,33	19,9089	18,9135
8	39.340,01	3.278,33	19,9089	18,9135
9	40.478,28	3.373,19	20,4850	19,4607
10	40.625,47	3.385,46	20,5594	19,5315
11	41.763,77	3.480,31	21,1355	20,0787
12	41.763,77	3.480,31	21,1355	20,0787
13	42.873,48	3.572,79	21,6971	20,6123
14	42.873,48	3.572,79	21,6971	20,6123
15	43.983,15	3.665,26	22,2587	21,1457
16	47.116,34	3.926,36	23,8443	22,6521
17	48.232,69	4.019,39	24,4093	23,1888
18	49.210,12	4.100,84	24,9039	23,6587
19	50.319,83	4.193,32	25,4655	24,1922
20	50.319,83	4.193,32	25,4655	24,1922
21	51.429,55	4.285,80	26,0271	24,7257
22	51.429,55	4.285,80	26,0271	24,7257
23	52.539,24	4.378,27	26,5887	25,2593
24	52.539,24	4.378,27	26,5887	25,2593
25	53.648,96	4.470,75	27,1503	25,7928
26	53.648,96	4.470,75	27,1503	25,7928
27	54.758,64	4.563,22	27,7119	26,3263
28	54.758,64	4.563,22	27,7119	26,3263
29	54.959,08	4.579,92	27,8133	26,4226
30	54.959,08	4.579,92	27,8133	26,4226
31	54.959,08	4.579,92	27,8133	26,4226

Personnel technique et paramédical

Catégorie : C1

Catégorie 1

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.012,40	2.251,03	13,6702	12,9867
1	27.445,73	2.287,14	13,8895	13,1951
2	27.501,18	2.291,77	13,9176	13,2217
3	27.556,65	2.296,39	13,9457	13,2484
4	27.610,54	2.300,88	13,9729	13,2743
5	27.665,99	2.305,50	14,0010	13,3010
6	27.719,90	2.309,99	14,0283	13,3269
7	27.775,34	2.314,61	14,0563	13,3535
8	27.829,23	2.319,10	14,0836	13,3794
9	27.884,69	2.323,72	14,1117	13,4061
10	28.105,62	2.342,14	14,2235	13,5123
11	28.172,46	2.347,71	14,2573	13,5445
12	28.237,71	2.353,14	14,2903	13,5758
13	28.305,50	2.358,79	14,3246	13,6084
14	28.370,75	2.364,23	14,3577	13,6398
15	28.634,40	2.386,20	14,4911	13,7665
16	28.699,66	2.391,64	14,5241	13,7979
17	28.963,35	2.413,61	14,6576	13,9247
18	29.028,60	2.419,05	14,6906	13,9561
19	29.292,27	2.441,02	14,8240	14,0828
20	29.357,55	2.446,46	14,8571	14,1142
21	29.621,19	2.468,43	14,9905	14,2410
22	29.686,43	2.473,87	15,0235	14,2723
23	29.950,10	2.495,84	15,1569	14,3991
24	30.015,36	2.501,28	15,1900	14,4305
25	30.279,02	2.523,25	15,3234	14,5572
26	30.344,26	2.528,69	15,3564	14,5886
27	30.607,95	2.550,66	15,4899	14,7154
28	30.673,21	2.556,10	15,5229	14,7467
29	30.738,45	2.561,54	15,5559	14,7781
30	30.738,45	2.561,54	15,5559	14,7781
31	30.738,45	2.561,54	15,5559	14,7781

Personnel technique et paramédical

Catégorie : C2

Catégorie 2

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.280,82	2.273,40	13,8061	13,1158
1	27.775,79	2.314,65	14,0566	13,3537
2	27.895,74	2.324,65	14,1173	13,4114
3	28.024,49	2.335,37	14,1824	13,4733
4	28.081,23	2.340,10	14,2111	13,5006
5	28.224,47	2.352,04	14,2836	13,5695
6	28.281,22	2.356,77	14,3124	13,5967
7	28.661,14	2.388,43	14,5046	13,7794
8	28.717,88	2.393,16	14,5333	13,8067
9	29.097,81	2.424,82	14,7256	13,9893
10	29.320,45	2.443,37	14,8383	14,0964
11	29.711,70	2.475,98	15,0363	14,2845
12	29.779,79	2.481,65	15,0707	14,3172
13	30.170,99	2.514,25	15,2687	14,5053
14	30.239,06	2.519,92	15,3032	14,5380
15	30.765,02	2.563,75	15,5693	14,7909
16	30.833,10	2.569,43	15,6038	14,8236
17	31.359,05	2.613,25	15,8700	15,0765
18	31.427,14	2.618,93	15,9044	15,1092
19	31.953,07	2.662,76	16,1706	15,3621
20	32.021,13	2.668,43	16,2050	15,3948
21	32.643,95	2.720,33	16,5202	15,6942
22	32.712,01	2.726,00	16,5547	15,7269
23	33.352,64	2.779,39	16,8789	16,0349
24	33.420,71	2.785,06	16,9133	16,0676
25	34.061,31	2.838,44	17,2375	16,3756
26	34.129,39	2.844,12	17,2720	16,4084
27	34.769,97	2.897,50	17,5961	16,7163
28	34.838,04	2.903,17	17,6306	16,7491
29	35.479,63	2.956,64	17,9553	17,0575
30	35.479,63	2.956,64	17,9553	17,0575
31	35.479,63	2.956,64	17,9553	17,0575

Personnel technique et paramédical

Catégorie : C3

Catégorie 3

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	28.856,72	2.404,73	14,6036	13,8734
1	29.575,89	2.464,66	14,9676	14,2192
2	29.919,95	2.493,33	15,1417	14,3846
3	30.264,01	2.522,00	15,3158	14,5500
4	30.320,77	2.526,73	15,3445	14,5773
5	30.721,58	2.560,13	15,5474	14,7700
6	30.778,33	2.564,86	15,5761	14,7973
7	31.179,18	2.598,27	15,7789	14,9900
8	31.235,93	2.602,99	15,8077	15,0173
9	31.661,25	2.638,44	16,0229	15,2218
10	31.883,95	2.657,00	16,1356	15,3288
11	32.381,83	2.698,49	16,3876	15,5682
12	32.449,92	2.704,16	16,4220	15,6009
13	33.091,52	2.757,63	16,7467	15,9094
14	33.159,61	2.763,30	16,7812	15,9421
15	33.801,24	2.816,77	17,1059	16,2506
16	33.869,30	2.822,44	17,1403	16,2833
17	34.510,88	2.875,91	17,4650	16,5918
18	34.578,95	2.881,58	17,4995	16,6245
19	35.220,57	2.935,05	17,8242	16,9330
20	35.288,64	2.940,72	17,8586	16,9657
21	35.930,26	2.994,19	18,1833	17,2742
22	35.998,34	2.999,86	18,2178	17,3069
23	36.639,93	3.053,33	18,5425	17,6154
24	36.709,24	3.059,10	18,5776	17,6487
25	37.352,17	3.112,68	18,9029	17,9578
26	37.421,62	3.118,47	18,9381	17,9912
27	38.064,55	3.172,05	19,2634	18,3003
28	38.133,98	3.177,83	19,2986	18,3336
29	38.776,94	3.231,41	19,6240	18,6428
30	38.776,94	3.231,41	19,6240	18,6428
31	39.350,48	3.279,21	19,9142	18,9185

Personnel technique et paramédical

Catégorie : C4

Catégorie 4

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	29.792,76	2.482,73	15,0773	14,3234
1	30.605,97	2.550,50	15,4889	14,7144
2	30.950,00	2.579,17	15,6630	14,8798
3	31.402,33	2.616,86	15,8919	15,0973
4	31.402,33	2.616,86	15,8919	15,0973
5	31.929,82	2.660,82	16,1588	15,3509
6	31.929,82	2.660,82	16,1588	15,3509
7	33.435,79	2.786,32	16,9209	16,0749
8	33.435,79	2.786,32	16,9209	16,0749
9	34.803,71	2.900,31	17,6132	16,7326
10	34.950,89	2.912,57	17,6877	16,8033
11	36.318,74	3.026,56	18,3799	17,4609
12	36.318,74	3.026,56	18,3799	17,4609
13	37.543,25	3.128,60	18,9996	18,0496
14	37.543,25	3.128,60	18,9996	18,0496
15	38.767,79	3.230,65	19,6193	18,6384
16	38.767,79	3.230,65	19,6193	18,6384
17	39.992,27	3.332,69	20,2390	19,2271
18	39.992,27	3.332,69	20,2390	19,2271
19	41.216,77	3.434,73	20,8587	19,8158
20	41.216,77	3.434,73	20,8587	19,8158
21	42.441,26	3.536,77	21,4784	20,4045
22	42.441,26	3.536,77	21,4784	20,4045
23	43.665,78	3.638,82	22,0981	20,9932
24	43.665,78	3.638,82	22,0981	20,9932
25	44.890,29	3.740,86	22,7178	21,5819
26	44.890,29	3.740,86	22,7178	21,5819
27	46.114,78	3.842,90	23,3374	22,1706
28	46.114,78	3.842,90	23,3374	22,1706
29	47.118,50	3.926,54	23,8454	22,6531
30	47.118,50	3.926,54	23,8454	22,6531
31	47.118,50	3.926,54	23,8454	22,6531

Personnel technique et paramédical

Catégorie : C5

Catégorie 5

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	31.916,99	2.659,75	16,1523	15,3447
1	32.906,02	2.742,17	16,6528	15,8202
2	33.407,85	2.783,99	16,9068	16,0615
3	34.126,16	2.843,85	17,2703	16,4068
4	34.126,16	2.843,85	17,2703	16,4068
5	35.202,99	2.933,58	17,8153	16,9245
6	35.202,99	2.933,58	17,8153	16,9245
7	39.765,56	3.313,80	20,1243	19,1181
8	39.765,56	3.313,80	20,1243	19,1181
9	40.846,64	3.403,89	20,6714	19,6378
10	41.636,82	3.469,74	21,0713	20,0177
11	42.732,70	3.561,06	21,6259	20,5446
12	42.732,70	3.561,06	21,6259	20,5446
13	43.813,78	3.651,15	22,1730	21,0643
14	43.813,78	3.651,15	22,1730	21,0643
15	44.894,86	3.741,24	22,7201	21,5841
16	48.028,07	4.002,34	24,3057	23,0904
17	49.115,79	4.092,98	24,8562	23,6134
18	50.093,23	4.174,44	25,3508	24,0833
19	51.410,24	4.284,19	26,0173	24,7165
20	51.410,24	4.284,19	26,0173	24,7165
21	52.483,15	4.373,60	26,5603	25,2323
22	52.483,15	4.373,60	26,5603	25,2323
23	53.556,06	4.463,01	27,1033	25,7481
24	53.556,06	4.463,01	27,1033	25,7481
25	54.628,98	4.552,42	27,6462	26,2639
26	54.628,98	4.552,42	27,6462	26,2639
27	55.701,88	4.641,82	28,1892	26,7798
28	55.701,88	4.641,82	28,1892	26,7798
29	55.701,88	4.641,82	28,1892	26,7798
30	55.701,88	4.641,82	28,1892	26,7798
31	55.701,88	4.641,82	28,1892	26,7798

Personnel soignant

Catégorie : D1

Catégorie 1

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.012,40	2.251,03	13,6702	12,9867
1	27.474,70	2.289,56	13,9042	13,2090
2	27.559,12	2.296,59	13,9469	13,2496
3	27.643,55	2.303,63	13,9897	13,2902
4	27.697,44	2.308,12	14,0169	13,3161
5	27.791,33	2.315,94	14,0644	13,3612
6	27.845,24	2.320,44	14,0917	13,3871
7	28.046,42	2.337,20	14,1935	13,4839
8	28.100,32	2.341,69	14,2208	13,5098
9	28.352,61	2.362,72	14,3485	13,6311
10	28.573,53	2.381,13	14,4603	13,7373
11	28.837,22	2.403,10	14,5937	13,8640
12	28.902,48	2.408,54	14,6268	13,8954
13	29.166,15	2.430,51	14,7602	14,0222
14	29.231,40	2.435,95	14,7932	14,0536
15	29.495,06	2.457,92	14,9266	14,1803
16	29.560,31	2.463,36	14,9597	14,2117
17	29.824,00	2.485,33	15,0931	14,3385
18	29.889,25	2.490,77	15,1261	14,3698
19	30.152,89	2.512,74	15,2596	14,4966
20	30.218,16	2.518,18	15,2926	14,5280
21	30.481,84	2.540,15	15,4260	14,6547
22	30.547,09	2.545,59	15,4591	14,6861
23	30.810,78	2.567,57	15,5925	14,8129
24	30.876,03	2.573,00	15,6255	14,8442
25	31.139,68	2.594,97	15,7589	14,9710
26	31.204,92	2.600,41	15,7920	15,0024
27	31.468,62	2.622,39	15,9254	15,1291
28	31.533,87	2.627,82	15,9584	15,1605
29	31.599,12	2.633,26	15,9915	15,1919
30	31.599,12	2.633,26	15,9915	15,1919
31	31.599,12	2.633,26	15,9915	15,1919



Personnel soignant

Catégorie : D2

Catégorie 2

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	27.280,82	2.273,40	13,8061	13,1158
1	27.775,79	2.314,65	14,0566	13,3537
2	27.895,74	2.324,65	14,1173	13,4114
3	28.024,49	2.335,37	14,1824	13,4733
4	28.081,23	2.340,10	14,2111	13,5006
5	28.224,47	2.352,04	14,2836	13,5695
6	28.281,22	2.356,77	14,3124	13,5967
7	28.661,14	2.388,43	14,5046	13,7794
8	28.717,88	2.393,16	14,5333	13,8067
9	29.097,81	2.424,82	14,7256	13,9893
10	29.320,45	2.443,37	14,8383	14,0964
11	29.711,70	2.475,98	15,0363	14,2845
12	29.779,79	2.481,65	15,0707	14,3172
13	30.170,99	2.514,25	15,2687	14,5053
14	30.239,06	2.519,92	15,3032	14,5380
15	30.765,02	2.563,75	15,5693	14,7909
16	30.833,10	2.569,43	15,6038	14,8236
17	31.359,05	2.613,25	15,8700	15,0765
18	31.427,14	2.618,93	15,9044	15,1092
19	31.953,07	2.662,76	16,1706	15,3621
20	32.021,13	2.668,43	16,2050	15,3948
21	32.643,95	2.720,33	16,5202	15,6942
22	32.712,01	2.726,00	16,5547	15,7269
23	33.352,64	2.779,39	16,8789	16,0349
24	33.420,71	2.785,06	16,9133	16,0676
25	34.061,31	2.838,44	17,2375	16,3756
26	34.129,39	2.844,12	17,2720	16,4084
27	34.769,97	2.897,50	17,5961	16,7163
28	34.838,04	2.903,17	17,6306	16,7491
29	35.479,63	2.956,64	17,9553	17,0575
30	35.479,63	2.956,64	17,9553	17,0575
31	35.479,63	2.956,64	17,9553	17,0575

Personnel soignant

Catégorie : D3

Catégorie 3

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	28.856,72	2.404,73	14,6036	13,8734
1	29.575,89	2.464,66	14,9676	14,2192
2	29.919,95	2.493,33	15,1417	14,3846
3	30.264,01	2.522,00	15,3158	14,5500
4	30.320,77	2.526,73	15,3445	14,5773
5	30.721,58	2.560,13	15,5474	14,7700
6	30.778,33	2.564,86	15,5761	14,7973
7	31.179,18	2.598,27	15,7789	14,9900
8	31.235,93	2.602,99	15,8077	15,0173
9	31.661,25	2.638,44	16,0229	15,2218
10	31.883,95	2.657,00	16,1356	15,3288
11	32.381,83	2.698,49	16,3876	15,5682
12	32.449,92	2.704,16	16,4220	15,6009
13	33.091,52	2.757,63	16,7467	15,9094
14	33.159,61	2.763,30	16,7812	15,9421
15	33.801,24	2.816,77	17,1059	16,2506
16	33.869,30	2.822,44	17,1403	16,2833
17	34.510,88	2.875,91	17,4650	16,5918
18	34.578,95	2.881,58	17,4995	16,6245
19	35.220,57	2.935,05	17,8242	16,9330
20	35.288,64	2.940,72	17,8586	16,9657
21	35.930,26	2.994,19	18,1833	17,2742
22	35.998,34	2.999,86	18,2178	17,3069
23	36.639,93	3.053,33	18,5425	17,6154
24	36.709,24	3.059,10	18,5776	17,6487
25	37.352,17	3.112,68	18,9029	17,9578
26	37.421,62	3.118,47	18,9381	17,9912
27	38.064,55	3.172,05	19,2634	18,3003
28	38.133,98	3.177,83	19,2986	18,3336
29	38.776,94	3.231,41	19,6240	18,6428
30	38.776,94	3.231,41	19,6240	18,6428
31	39.350,48	3.279,21	19,9142	18,9185

Personnel soignant

Catégorie : D4

Catégorie 4

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	29.792,76	2.482,73	15,0773	14,3234
1	30.605,97	2.550,50	15,4889	14,7144
2	30.950,00	2.579,17	15,6630	14,8798
3	31.402,33	2.616,86	15,8919	15,0973
4	31.402,33	2.616,86	15,8919	15,0973
5	31.929,82	2.660,82	16,1588	15,3509
6	31.929,82	2.660,82	16,1588	15,3509
7	33.435,79	2.786,32	16,9209	16,0749
8	33.435,79	2.786,32	16,9209	16,0749
9	34.803,71	2.900,31	17,6132	16,7326
10	34.950,89	2.912,57	17,6877	16,8033
11	36.318,74	3.026,56	18,3799	17,4609
12	36.318,74	3.026,56	18,3799	17,4609
13	37.543,25	3.128,60	18,9996	18,0496
14	37.543,25	3.128,60	18,9996	18,0496
15	38.767,79	3.230,65	19,6193	18,6384
16	38.767,79	3.230,65	19,6193	18,6384
17	39.992,27	3.332,69	20,2390	19,2271
18	39.992,27	3.332,69	20,2390	19,2271
19	41.216,77	3.434,73	20,8587	19,8158
20	41.216,77	3.434,73	20,8587	19,8158
21	42.441,26	3.536,77	21,4784	20,4045
22	42.441,26	3.536,77	21,4784	20,4045
23	43.665,78	3.638,82	22,0981	20,9932
24	43.665,78	3.638,82	22,0981	20,9932
25	44.890,29	3.740,86	22,7178	21,5819
26	44.890,29	3.740,86	22,7178	21,5819
27	46.114,78	3.842,90	23,3374	22,1706
28	46.114,78	3.842,90	23,3374	22,1706
29	47.118,50	3.926,54	23,8454	22,6531
30	47.118,50	3.926,54	23,8454	22,6531
31	47.118,50	3.926,54	23,8454	22,6531

Personnel soignant

Catégorie : D5

Catégorie 5

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	31.916,99	2.659,75	16,1523	15,3447
1	32.906,02	2.742,17	16,6528	15,8202
2	33.407,85	2.783,99	16,9068	16,0615
3	34.126,16	2.843,85	17,2703	16,4068
4	34.126,16	2.843,85	17,2703	16,4068
5	35.202,99	2.933,58	17,8153	16,9245
6	35.202,99	2.933,58	17,8153	16,9245
7	39.765,56	3.313,80	20,1243	19,1181
8	39.765,56	3.313,80	20,1243	19,1181
9	40.846,64	3.403,89	20,6714	19,6378
10	41.636,82	3.469,74	21,0713	20,0177
11	42.732,70	3.561,06	21,6259	20,5446
12	42.732,70	3.561,06	21,6259	20,5446
13	43.813,78	3.651,15	22,1730	21,0643
14	43.813,78	3.651,15	22,1730	21,0643
15	44.894,86	3.741,24	22,7201	21,5841
16	48.028,07	4.002,34	24,3057	23,0904
17	49.115,79	4.092,98	24,8562	23,6134
18	50.093,23	4.174,44	25,3508	24,0833
19	51.410,24	4.284,19	26,0173	24,7165
20	51.410,24	4.284,19	26,0173	24,7165
21	52.483,15	4.373,60	26,5603	25,2323
22	52.483,15	4.373,60	26,5603	25,2323
23	53.556,06	4.463,01	27,1033	25,7481
24	53.556,06	4.463,01	27,1033	25,7481
25	54.628,98	4.552,42	27,6462	26,2639
26	54.628,98	4.552,42	27,6462	26,2639
27	55.701,88	4.641,82	28,1892	26,7798
28	55.701,88	4.641,82	28,1892	26,7798
29	55.701,88	4.641,82	28,1892	26,7798
30	55.701,88	4.641,82	28,1892	26,7798
31	55.701,88	4.641,82	28,1892	26,7798

Personnel soignant

Catégorie : D6

Catégorie 6

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	33.598,94	2.799,91	17,0035	16,1533
1	34.330,86	2.860,91	17,3739	16,5052
2	34.846,29	2.903,86	17,6348	16,7530
3	35.578,22	2.964,85	18,0052	17,1049
4	35.578,22	2.964,85	18,0052	17,1049
5	37.525,09	3.127,09	18,9904	18,0409
6	37.525,09	3.127,09	18,9904	18,0409
7	41.358,08	3.446,51	20,9302	19,8837
8	41.505,26	3.458,77	21,0047	19,9545
9	42.609,67	3.550,81	21,5636	20,4854
10	42.784,42	3.565,37	21,6520	20,5694
11	43.880,93	3.656,74	22,2069	21,0966
12	43.880,93	3.656,74	22,2069	21,0966
13	44.996,58	3.749,72	22,7715	21,6330
14	45.757,11	3.813,09	23,1564	21,9986
15	46.882,07	3.906,84	23,7257	22,5395
16	49.335,19	4.111,27	24,9672	23,7188
17	50.467,06	4.205,59	25,5400	24,2630
18	51.477,63	4.289,80	26,0514	24,7489
19	52.750,15	4.395,85	26,6954	25,3606
20	52.750,15	4.395,85	26,6954	25,3606
21	53.846,37	4.487,20	27,2502	25,8877
22	53.846,37	4.487,20	27,2502	25,8877
23	54.942,65	4.578,55	27,8050	26,4147
24	54.942,65	4.578,55	27,8050	26,4147
25	56.038,89	4.669,91	28,3598	26,9418
26	56.038,89	4.669,91	28,3598	26,9418
27	56.914,34	4.742,86	28,8028	27,3627
28	56.914,34	4.742,86	28,8028	27,3627
29	56.914,34	4.742,86	28,8028	27,3627
30	56.914,34	4.742,86	28,8028	27,3627
31	56.914,34	4.742,86	28,8028	27,3627

Prestations de travail irrégulières (prestations dominicales / nuit / service coupé): 20 %