

Fonctions soignantes et médico-techniques

Echelle 2026 = indexation 0.1% + part d'expérience selon art. 26 al.3 CCT SLD

| Cl. | Minimum<br>1 part | Maximum<br>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 |
|-----|-------------------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1b  | 4'261.95          | 5'201.25            | 4'261.95 | 4'261.95 | 4'261.95 | 4'261.95 | 4'261.95 | 4'261.95 | 4'376.75 | 4'518.80 | 4'660.85 | 4'802.95 | 4'945.00 | 5'005.30 | 5'036.35 | 5'055.15 | 5'073.80 | 5'092.60 | 5'111.60 | 5'130.70 | 5'149.85 | 5'168.80 | 5'201.25 |
| 2b  | 4'261.95          | 5'390.45            | 4'261.95 | 4'261.95 | 4'261.95 | 4'261.95 | 4'273.75 | 4'416.25 | 4'558.50 | 4'700.90 | 4'843.20 | 4'985.55 | 5'127.90 | 5'187.50 | 5'219.00 | 5'238.40 | 5'258.10 | 5'277.65 | 5'297.40 | 5'317.05 | 5'336.90 | 5'356.70 | 5'390.45 |
| 3b  | 4'261.95          | 5'579.60            | 4'261.95 | 4'261.95 | 4'275.60 | 4'307.50 | 4'450.80 | 4'594.20 | 4'737.30 | 4'880.55 | 5'023.80 | 5'167.00 | 5'310.30 | 5'369.35 | 5'401.75 | 5'421.90 | 5'442.15 | 5'462.50 | 5'482.90 | 5'503.45 | 5'524.00 | 5'544.65 | 5'579.60 |
| 4b  | 4'261.95          | 5'795.30            | 4'261.95 | 4'275.60 | 4'340.00 | 4'486.75 | 4'633.60 | 4'780.30 | 4'926.95 | 5'073.75 | 5'220.45 | 5'367.20 | 5'513.95 | 5'574.40 | 5'607.95 | 5'629.20 | 5'650.50 | 5'671.75 | 5'693.45 | 5'714.90 | 5'736.45 | 5'758.30 | 5'795.30 |
| 5b  | 4'327.10          | 5'999.55            | 4'327.10 | 4'386.70 | 4'520.45 | 4'669.20 | 4'817.90 | 4'966.75 | 5'115.35 | 5'264.00 | 5'412.85 | 5'561.50 | 5'710.25 | 5'770.80 | 5'805.35 | 5'827.45 | 5'849.35 | 5'871.65 | 5'893.95 | 5'916.25 | 5'938.65 | 5'961.25 | 5'999.55 |
| 6b  | 4'509.80          | 6'216.75            | 4'509.80 | 4'570.45 | 4'706.75 | 4'858.25 | 5'009.60 | 5'161.15 | 5'312.50 | 5'464.10 | 5'615.50 | 5'766.90 | 5'918.40 | 5'979.70 | 6'015.10 | 6'037.95 | 6'060.95 | 6'084.10 | 6'107.15 | 6'130.50 | 6'153.75 | 6'177.15 | 6'216.75 |
| 7b  | 4'689.40          | 6'434.00            | 4'689.40 | 4'751.25 | 4'890.05 | 5'044.70 | 5'199.15 | 5'353.65 | 5'508.35 | 5'662.75 | 5'817.30 | 5'971.75 | 6'126.30 | 6'188.30 | 6'224.80 | 6'248.65 | 6'272.35 | 6'296.40 | 6'320.20 | 6'344.30 | 6'368.40 | 6'392.85 | 6'434.00 |
| 8b  | 4'969.55          | 6'784.15            | 4'969.55 | 5'033.75 | 5'178.10 | 5'338.50 | 5'498.90 | 5'659.20 | 5'819.60 | 5'979.90 | 6'140.35 | 6'300.80 | 6'461.20 | 6'525.05 | 6'563.35 | 6'588.60 | 6'613.55 | 6'639.00 | 6'664.10 | 6'689.55 | 6'715.10 | 6'740.75 | 6'784.15 |
| 9b  | 5'048.25          | 6'868.40            | 5'048.25 | 5'112.45 | 5'257.10 | 5'417.75 | 5'578.30 | 5'738.90 | 5'899.65 | 6'060.20 | 6'220.90 | 6'381.45 | 6'542.10 | 6'605.80 | 6'644.40 | 6'669.90 | 6'695.25 | 6'721.05 | 6'746.60 | 6'772.45 | 6'798.30 | 6'824.25 | 6'868.40 |
| 10b | 5'231.05          | 7'098.40            | 5'231.05 | 5'296.85 | 5'444.95 | 5'609.60 | 5'774.20 | 5'938.80 | 6'103.45 | 6'267.95 | 6'432.65 | 6'597.10 | 6'761.80 | 6'826.75 | 6'866.70 | 6'892.85 | 6'919.30 | 6'945.90 | 6'972.25 | 6'999.10 | 7'025.75 | 7'052.70 | 7'098.40 |
| 11b | 5'412.10          | 7'328.35            | 5'412.10 | 5'479.75 | 5'631.45 | 5'800.20 | 5'969.00 | 6'137.70 | 6'306.40 | 6'475.05 | 6'643.80 | 6'812.60 | 6'981.25 | 7'047.70 | 7'088.85 | 7'115.90 | 7'143.25 | 7'170.45 | 7'197.95 | 7'225.55 | 7'253.30 | 7'281.10 | 7'328.35 |
| 12b | 5'622.25          | 7'678.20            | 5'622.25 | 5'692.30 | 5'849.65 | 6'024.40 | 6'199.55 | 6'374.35 | 6'549.45 | 6'724.10 | 6'899.10 | 7'073.95 | 7'249.00 | 7'365.25 | 7'407.80 | 7'435.65 | 7'463.70 | 7'491.70 | 7'519.85 | 7'548.30 | 7'576.75 | 7'605.50 | 7'678.20 |
| 13b | 5'771.15          | 7'778.45            | 5'771.15 | 5'842.00 | 6'001.60 | 6'179.05 | 6'356.15 | 6'533.45 | 6'710.90 | 6'888.15 | 7'065.50 | 7'242.85 | 7'420.15 | 7'489.35 | 7'532.00 | 7'560.05 | 7'587.85 | 7'615.80 | 7'643.75 | 7'671.85 | 7'700.00 | 7'728.40 | 7'778.45 |
| 14b | 5'953.85          | 7'998.15            | 5'953.85 | 6'026.30 | 6'189.50 | 6'370.85 | 6'552.10 | 6'733.30 | 6'914.55 | 7'095.95 | 7'277.20 | 7'458.15 | 7'636.20 | 7'701.95 | 7'744.85 | 7'773.30 | 7'801.70 | 7'830.55 | 7'859.30 | 7'888.35 | 7'917.20 | 7'946.50 | 7'998.15 |
| 15b | 6'131.50          | 8'218.00            | 6'131.50 | 6'205.95 | 6'373.05 | 6'558.80 | 6'744.55 | 6'930.30 | 7'116.20 | 7'301.90 | 7'486.75 | 7'668.25 | 7'846.15 | 7'913.05 | 7'956.90 | 7'986.20 | 8'015.80 | 8'045.30 | 8'074.90 | 8'104.75 | 8'134.80 | 8'164.80 | 8'218.00 |
| 16b | 6'311.10          | 8'437.75            | 6'311.10 | 6'387.15 | 6'558.15 | 6'748.20 | 6'938.10 | 7'128.20 | 7'318.30 | 7'507.20 | 7'692.40 | 7'874.20 | 8'055.80 | 8'124.10 | 8'169.20 | 8'199.45 | 8'229.55 | 8'260.15 | 8'290.70 | 8'321.40 | 8'352.15 | 8'382.95 | 8'437.75 |
| 17b | 6'413.05          | 8'551.15            | 6'413.05 | 6'489.85 | 6'662.50 | 6'854.25 | 7'045.85 | 7'237.65 | 7'427.95 | 7'614.35 | 7'797.80 | 7'980.85 | 8'164.25 | 8'233.00 | 8'278.55 | 8'309.20 | 8'340.00 | 8'370.75 | 8'401.95 | 8'433.05 | 8'464.35 | 8'495.70 | 8'551.15 |
| 18b | 6'591.90          | 8'767.95            | 6'591.90 | 6'670.35 | 6'846.55 | 7'042.50 | 7'238.10 | 7'432.60 | 7'622.70 | 7'809.95 | 7'997.05 | 8'184.05 | 8'371.20 | 8'441.45 | 8'488.15 | 8'519.70 | 8'551.15 | 8'582.90 | 8'614.80 | 8'646.80 | 8'678.90 | 8'711.20 | 8'767.95 |

Annexe 3: Echelle des salaires CCT SLD

Salaires annuels 2026  
Valable dès le 1er janvier 2026

Fonctions soignantes et médico-techniques

Echelle 2026 = indexation 0.1% + part d'expérience selon art. 26 al.3 CCT SLD

| Cl. | Minimum<br>1 part | Maximum<br>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   |
|-----|-------------------|---------------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 1b  | 55'405.35         | 67'616.25           | 55'405.35 | 55'405.35 | 55'405.35  | 55'405.35  | 55'405.35  | 55'405.35  | 56'897.75  | 58'744.40  | 60'591.05  | 62'438.35  | 64'285.00  | 65'068.90  | 65'472.55  | 65'716.95  | 65'959.40  | 66'203.80  | 66'450.80  | 66'699.10  | 66'948.05  | 67'194.40  | 67'616.25  |
| 2b  | 55'405.35         | 70'075.85           | 55'405.35 | 55'405.35 | 55'405.35  | 55'405.35  | 55'558.75  | 57'411.25  | 59'260.50  | 61'111.70  | 62'961.60  | 64'812.15  | 66'662.70  | 67'437.50  | 67'847.00  | 68'099.20  | 68'355.30  | 68'609.45  | 68'866.20  | 69'121.65  | 69'379.70  | 69'637.10  | 70'075.85  |
| 3b  | 55'405.35         | 72'534.80           | 55'405.35 | 55'405.35 | 55'582.80  | 55'997.50  | 57'860.40  | 59'724.60  | 61'584.90  | 63'447.15  | 65'309.40  | 67'171.00  | 69'033.90  | 69'801.55  | 70'222.75  | 70'484.70  | 70'747.95  | 71'012.50  | 71'277.70  | 71'544.85  | 71'812.00  | 72'080.45  | 72'534.80  |
| 4b  | 55'405.35         | 75'338.90           | 55'405.35 | 55'582.80 | 56'420.00  | 58'327.75  | 60'236.80  | 62'143.90  | 64'050.35  | 65'958.75  | 67'865.85  | 69'773.60  | 71'681.35  | 72'467.20  | 72'903.35  | 73'179.60  | 73'456.50  | 73'732.75  | 74'014.85  | 74'293.70  | 74'573.85  | 74'857.90  | 75'338.90  |
| 5b  | 56'252.30         | 77'994.15           | 56'252.30 | 57'027.10 | 58'765.85  | 60'699.60  | 62'632.70  | 64'567.75  | 66'499.55  | 68'432.00  | 70'367.05  | 72'299.50  | 74'233.25  | 75'020.40  | 75'469.55  | 75'756.85  | 76'041.55  | 76'331.45  | 76'621.35  | 76'911.25  | 77'202.45  | 77'496.25  | 77'994.15  |
| 6b  | 58'627.40         | 80'817.75           | 58'627.40 | 59'415.85 | 61'187.75  | 63'157.25  | 65'124.80  | 67'094.95  | 69'062.50  | 71'033.30  | 73'001.50  | 74'969.70  | 76'939.20  | 77'736.10  | 78'196.30  | 78'493.35  | 78'792.35  | 79'093.30  | 79'392.95  | 79'696.50  | 79'998.75  | 80'302.95  | 80'817.75  |
| 7b  | 60'962.20         | 83'642.00           | 60'962.20 | 61'766.25 | 63'570.65  | 65'581.10  | 67'588.95  | 69'597.45  | 71'608.55  | 73'615.75  | 75'624.90  | 77'632.75  | 79'641.90  | 80'447.90  | 80'922.40  | 81'232.45  | 81'540.55  | 81'853.20  | 82'162.60  | 82'475.90  | 82'789.20  | 83'107.05  | 83'642.00  |
| 8b  | 64'604.15         | 88'193.95           | 64'604.15 | 65'438.75 | 67'315.30  | 69'400.50  | 71'485.70  | 73'569.60  | 75'654.80  | 77'738.70  | 79'824.55  | 81'910.40  | 83'995.60  | 84'825.65  | 85'323.55  | 85'651.80  | 85'976.15  | 86'307.00  | 86'633.30  | 86'964.15  | 87'296.30  | 87'629.75  | 88'193.95  |
| 9b  | 65'627.25         | 89'289.20           | 65'627.25 | 66'461.85 | 68'342.30  | 70'430.75  | 72'517.90  | 74'605.70  | 76'695.45  | 78'782.60  | 80'871.70  | 82'958.85  | 85'047.30  | 85'875.40  | 86'377.20  | 86'708.70  | 87'038.25  | 87'373.65  | 87'705.80  | 88'041.85  | 88'377.90  | 88'715.25  | 89'289.20  |
| 10b | 68'003.65         | 92'279.20           | 68'003.65 | 68'859.05 | 70'784.35  | 72'924.80  | 75'064.60  | 77'204.40  | 79'344.85  | 81'483.35  | 83'624.45  | 85'762.30  | 87'903.40  | 88'747.75  | 89'267.10  | 89'607.05  | 89'950.90  | 90'296.70  | 90'639.25  | 90'988.30  | 91'334.75  | 91'685.10  | 92'279.20  |
| 11b | 70'357.30         | 95'268.55           | 70'357.30 | 71'236.75 | 73'208.85  | 75'402.60  | 77'597.00  | 79'790.10  | 81'983.20  | 84'175.65  | 86'369.40  | 88'563.80  | 90'756.25  | 91'620.10  | 92'155.05  | 92'506.70  | 92'862.25  | 93'215.85  | 93'573.35  | 93'932.15  | 94'292.90  | 94'654.30  | 95'268.55  |
| 12b | 73'089.25         | 99'816.60           | 73'089.25 | 73'999.90 | 76'045.45  | 78'317.20  | 80'594.15  | 82'866.55  | 85'142.85  | 87'413.30  | 89'688.30  | 91'961.35  | 94'237.00  | 95'748.25  | 96'301.40  | 96'663.45  | 97'028.10  | 97'392.10  | 97'758.05  | 98'127.90  | 98'497.75  | 98'871.50  | 99'816.60  |
| 13b | 75'024.95         | 101'119.85          | 75'024.95 | 75'946.00 | 78'020.80  | 80'327.65  | 82'629.95  | 84'934.85  | 87'241.70  | 89'545.95  | 91'851.50  | 94'157.05  | 96'461.95  | 97'361.55  | 97'916.00  | 98'280.65  | 98'642.05  | 99'005.40  | 99'368.75  | 99'734.05  | 100'100.00 | 100'469.20 | 101'119.85 |
| 14b | 77'400.05         | 103'975.95          | 77'400.05 | 78'341.90 | 80'463.50  | 82'821.05  | 85'177.30  | 87'532.90  | 89'889.15  | 92'247.35  | 94'603.60  | 96'955.95  | 99'270.60  | 100'125.35 | 100'683.05 | 101'052.90 | 101'422.10 | 101'797.15 | 102'170.90 | 102'548.55 | 102'923.60 | 103'304.50 | 103'975.95 |
| 15b | 79'709.50         | 106'834.00          | 79'709.50 | 80'677.35 | 82'849.65  | 85'264.40  | 87'679.15  | 90'093.90  | 92'510.60  | 94'924.70  | 97'327.75  | 99'687.25  | 101'999.95 | 102'869.65 | 103'439.70 | 103'820.60 | 104'205.40 | 104'588.90 | 104'973.70 | 105'361.75 | 105'752.40 | 106'142.40 | 106'834.00 |
| 16b | 82'044.30         | 109'690.75          | 82'044.30 | 83'032.95 | 85'255.95  | 87'726.60  | 90'195.30  | 92'666.60  | 95'137.90  | 97'593.60  | 100'001.20 | 102'364.60 | 104'725.40 | 105'613.30 | 106'199.60 | 106'592.85 | 106'984.15 | 107'381.95 | 107'779.10 | 108'178.20 | 108'577.95 | 108'978.35 | 109'690.75 |
| 17b | 83'369.65         | 111'164.95          | 83'369.65 | 84'368.05 | 86'612.50  | 89'105.25  | 91'596.05  | 94'089.45  | 96'563.35  | 98'986.55  | 101'371.40 | 103'751.05 | 106'135.25 | 107'029.00 | 107'621.15 | 108'019.60 | 108'420.00 | 108'819.75 | 109'225.35 | 109'629.65 | 110'036.55 | 110'444.10 | 111'164.95 |
| 18b | 85'694.70         | 113'983.35          | 85'694.70 | 86'714.55 | 89'005.15  | 91'552.50  | 94'095.30  | 96'623.80  | 99'095.10  | 101'529.35 | 103'961.65 | 106'392.65 | 108'825.60 | 109'738.85 | 110'345.95 | 110'756.10 | 111'164.95 | 111'577.70 | 111'992.40 | 112'408.40 | 112'825.70 | 113'245.60 | 113'983.35 |
| 19b | 87'998.30         | 116'803.70          | 87'998.30 | 89'040.90 | 91'380.25  | 93'980.90  | 96'562.05  | 99'089.25  | 101'577.45 | 104'063.05 | 106'550.60 | 109'033.60 | 111'516.60 | 112'448.05 | 113'069.45 | 113'490.65 | 113'911.85 | 114'335.65 | 114'759.45 | 115'187.80 | 115'616.15 | 116'045.80 | 116'803.70 |
| 20b | 90'303.85         | 119'622.75          | 90'303.85 | 91'364.65 | 93'756.00  | 96'394.35  | 98'980.70  | 101'520.90 | 104'058.50 | 106'596.10 | 109'133.05 | 111'670.65 | 114'208.25 | 115'155.30 | 115'793.60 | 116'225.20 | 116'657.45 | 117'091.65 | 117'529.75 | 117'965.25 | 118'404.65 | 118'847.95 | 119'622.75 |
| 21b | 92'584.70         | 122'445.70          | 92'584.70 | 93'671.50 | 96'097.30  | 98'748.65  | 101'346.05 | 103'937.60 | 106'527.20 | 109'121.35 | 111'713.55 | 114'305.10 | 116'897.30 | 117'863.20 | 118'517.10 | 118'960.40 | 119'402.40 | 119'850.25 | 120'295.50 | 120'745.30 | 121'195.75 | 121'650.10 | 122'445.70 |
| 22b | 94'931.20         | 125'266.05          | 94'931.20 | 96'027.10 | 98'460.05  | 101'106.20 | 103'745.85 | 106'387.45 | 109'029.70 | 111'669.35 | 114'309.00 | 116'950.60 | 119'589.60 | 120'573.70 | 121'243.20 | 121'693.00 | 122'150.60 | 122'607.55 | 123'063.85 | 123'524.05 | 123'988.15 | 124'450.30 | 125'266.05 |
| 23b | 97'224.40         | 128'085.10          | 97'224.40 | 98'310.55 | 100'735.70 | 103'429.30 | 106'122.25 | 108'815.20 | 111'508.15 | 114'202.40 | 116'894.70 | 119'587.65 | 122'280.60 | 123'284.20 | 123'968.00 | 124'431.45 | 124'896.20 | 125'362.90 | 125'832.85 | 126'304.75 | 126'777.30 | 127'251.15 | 128'085.10 |

Salaire horaire = salaire mensuel/174,3h (Sans les vacances et le 13ème salaire)

Fonctions soignantes et médico-techniques

Echelle 2026 = indexation 0.1% + part d'expérience selon art. 26 al.3 CCT SLD

| Ci. | Minimum<br>1 part | Maximum<br>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 |
|-----|-------------------|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1b  | 24.45             | 29.85               | 24.45  | 24.45   | 24.45   | 24.45   | 24.45   | 24.45   | 25.10   | 25.95   | 26.75   | 27.55    | 28.35    | 28.70    | 28.90    | 29.00    | 29.10    | 29.20    | 29.35    | 29.45    | 29.55    | 29.65    | 29.85    |
| 2b  | 24.45             | 30.95               | 24.45  | 24.45   | 24.45   | 24.45   | 24.50   | 25.35   | 26.15   | 26.95   | 27.80   | 28.60    | 29.40    | 29.75    | 29.95    | 30.05    | 30.15    | 30.30    | 30.40    | 30.50    | 30.60    | 30.75    | 30.95    |
| 3b  | 24.45             | 32.00               | 24.45  | 24.45   | 24.55   | 24.70   | 25.55   | 26.35   | 27.20   | 28.00   | 28.80   | 29.65    | 30.45    | 30.80    | 31.00    | 31.10    | 31.20    | 31.35    | 31.45    | 31.55    | 31.70    | 31.80    | 32.00    |
| 4b  | 24.45             | 33.25               | 24.45  | 24.55   | 24.90   | 25.75   | 26.60   | 27.45   | 28.25   | 29.10   | 29.95   | 30.80    | 31.65    | 32.00    | 32.15    | 32.30    | 32.40    | 32.55    | 32.65    | 32.80    | 32.90    | 33.05    | 33.25    |
| 5b  | 24.85             | 34.40               | 24.85  | 25.15   | 25.95   | 26.80   | 27.65   | 28.50   | 29.35   | 30.20   | 31.05   | 31.90    | 32.75    | 33.10    | 33.30    | 33.45    | 33.55    | 33.70    | 33.80    | 33.95    | 34.05    | 34.20    | 34.40    |
| 6b  | 25.85             | 35.65               | 25.85  | 26.20   | 27.00   | 27.85   | 28.75   | 29.60   | 30.50   | 31.35   | 32.20   | 33.10    | 33.95    | 34.30    | 34.50    | 34.65    | 34.75    | 34.90    | 35.05    | 35.15    | 35.30    | 35.45    | 35.65    |
| 7b  | 26.90             | 36.90               | 26.90  | 27.25   | 28.05   | 28.95   | 29.85   | 30.70   | 31.60   | 32.50   | 33.40   | 34.25    | 35.15    | 35.50    | 35.70    | 35.85    | 36.00    | 36.10    | 36.25    | 36.40    | 36.55    | 36.70    | 36.90    |
| 8b  | 28.50             | 38.90               | 28.50  | 28.90   | 29.70   | 30.65   | 31.55   | 32.45   | 33.40   | 34.30   | 35.25   | 36.15    | 37.05    | 37.45    | 37.65    | 37.80    | 37.95    | 38.10    | 38.25    | 38.40    | 38.55    | 38.65    | 38.90    |
| 9b  | 28.95             | 39.40               | 28.95  | 29.35   | 30.15   | 31.10   | 32.00   | 32.95   | 33.85   | 34.75   | 35.70   | 36.60    | 37.55    | 37.90    | 38.10    | 38.25    | 38.40    | 38.55    | 38.70    | 38.85    | 39.00    | 39.15    | 39.40    |
| 10b | 30.00             | 40.75               | 30.00  | 30.40   | 31.25   | 32.20   | 33.15   | 34.05   | 35.00   | 35.95   | 36.90   | 37.85    | 38.80    | 39.15    | 39.40    | 39.55    | 39.70    | 39.85    | 40.00    | 40.15    | 40.30    | 40.45    | 40.75    |
| 11b | 31.05             | 42.05               | 31.05  | 31.45   | 32.30   | 33.30   | 34.25   | 35.20   | 36.20   | 37.15   | 38.10   | 39.10    | 40.05    | 40.45    | 40.65    | 40.85    | 41.00    | 41.15    | 41.30    | 41.45    | 41.60    | 41.75    | 42.05    |
| 12b | 32.25             | 44.05               | 32.25  | 32.65   | 33.55   | 34.55   | 35.55   | 36.55   | 37.60   | 38.60   | 39.60   | 40.60    | 41.60    | 42.25    | 42.50    | 42.65    | 42.80    | 43.00    | 43.15    | 43.30    | 43.45    | 43.65    | 44.05    |
| 13b | 33.10             | 44.65               | 33.10  | 33.50   | 34.45   | 35.45   | 36.45   | 37.50   | 38.50   | 39.50   | 40.55   | 41.55    | 42.55    | 42.95    | 43.20    | 43.35    | 43.55    | 43.70    | 43.85    | 44.00    | 44.20    | 44.35    | 44.65    |
| 14b | 34.15             | 45.90               | 34.15  | 34.55   | 35.50   | 36.55   | 37.60   | 38.65   | 39.65   | 40.70   | 41.75   | 42.80    | 43.80    | 44.20    | 44.45    | 44.60    | 44.75    | 44.95    | 45.10    | 45.25    | 45.40    | 45.60    | 45.90    |
| 15b | 35.20             | 47.15               | 35.20  | 35.60   | 36.55   | 37.65   | 38.70   | 39.75   | 40.85   | 41.90   | 42.95   | 44.00    | 45.00    | 45.40    | 45.65    | 45.80    | 46.00    | 46.15    | 46.35    | 46.50    | 46.65    | 46.85    | 47.15    |
| 16b | 36.20             | 48.40               | 36.20  | 36.65   | 37.65   | 38.70   | 39.80   | 40.90   | 42.00   | 43.05   | 44.15   | 45.20    | 46.20    | 46.60    | 46.85    | 47.05    | 47.20    | 47.40    | 47.55    | 47.75    | 47.90    | 48.10    | 48.40    |
| 17b | 36.80             | 49.05               | 36.80  | 37.25   | 38.20   | 39.30   | 40.40   | 41.50   | 42.60   | 43.70   | 44.75   | 45.80    | 46.85    | 47.25    | 47.50    | 47.65    | 47.85    | 48.00    | 48.20    | 48.40    | 48.55    | 48.75    | 49.05    |
| 18b | 37.80             | 50.30               | 37.80  | 38.25   | 39.30   | 40.40   | 41.55   | 42.65   | 43.75   | 44.80   | 45.90   | 46.95    | 48.05    | 48.45    | 48.70    | 48.90    | 49.05    | 49.25    | 49.45    | 49.60    | 49.80    | 50.00    | 50.30    |
| 19b | 38.85             | 51.55               | 38.85  | 39.30   | 40.35   | 41.50   | 42.60   | 43.75   | 44.85   | 45.95   | 47.00   | 48.10    | 49.20    | 49.65    | 49.90    | 50.10    | 50.25    | 50.45    | 50.65    | 50.85    | 51.00    | 51.20    | 51.55    |
| 20b | 39.85             | 52.80               | 39.85  | 40.30   | 41.40   | 42.55   | 43.70   | 44.80   | 45.90   | 47.05   | 48.15   | 49.30    | 50.40    | 50.80    | 51.10    | 51.30    | 51.50    | 51.70    | 51.85    | 52.05    | 52.25    | 52.45    | 52.80    |
| 21b | 40.85             | 54.05               | 40.85  | 41.35   | 42.40   | 43.60   | 44.75   | 45.85   | 47.00   | 48.15   | 49.30   | 50.45    | 51.60    | 52.00    | 52.30    | 52.50    | 52.70    | 52.90    | 53.10    | 53.30    | 53.50    | 53.70    | 54.05    |
| 22b | 41.90             | 55.30               | 41.90  | 42.40   | 43.45   | 44.60   | 45.80   | 46.95   | 48.10   | 49.30   | 50.45   | 51.60    | 52.80    | 53.20    | 53.50    | 53.70    | 53.90    | 54.10    | 54.30    | 54.50    | 54.70    | 54.90    | 55.30    |
| 23b | 42.90             | 56.55               | 42.90  | 43.40   | 44.45   | 45.65   | 46.85   | 48.00   | 49.20   | 50.40   | 51.60   | 52.80    | 53.95    | 54.40    | 54.70    | 54.90    | 55.10    | 55.35    | 55.55    | 55.75    | 55.95    | 56.15    | 56.55    |

Funktionen im Pflege- und medizinisch-technischen Bereich

Tabelle 2026 = Indexierung 0.1% + Erfahrungsanteil gemäss Art. 26 Abs. 3 GAV LZP

| Kl. | Minimum  | Maximum    |          |           |           |           |           |           |           |           |           |            |            |            |            |            |            |            |            |            |            |            |            |
|-----|----------|------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|     | 1 Anteil | 21 Anteile | 1 Anteil | 2 Anteile | 3 Anteile | 4 Anteile | 5 Anteile | 6 Anteile | 7 Anteile | 8 Anteile | 9 Anteile | 10 Anteile | 11 Anteile | 12 Anteile | 13 Anteile | 14 Anteile | 15 Anteile | 16 Anteile | 17 Anteile | 18 Anteile | 19 Anteile | 20 Anteile | 21 Anteile |
| 1b  | 4'261.95 | 5'201.25   | 4'261.95 | 4'261.95  | 4'261.95  | 4'261.95  | 4'261.95  | 4'261.95  | 4'376.75  | 4'518.80  | 4'660.85  | 4'802.95   | 4'945.00   | 5'005.30   | 5'036.35   | 5'055.15   | 5'073.80   | 5'092.60   | 5'111.60   | 5'130.70   | 5'149.85   | 5'168.80   | 5'201.25   |
| 2b  | 4'261.95 | 5'390.45   | 4'261.95 | 4'261.95  | 4'261.95  | 4'261.95  | 4'273.75  | 4'416.25  | 4'558.50  | 4'700.90  | 4'843.20  | 4'985.55   | 5'127.90   | 5'187.50   | 5'219.00   | 5'238.40   | 5'258.10   | 5'277.65   | 5'297.40   | 5'317.05   | 5'336.90   | 5'356.70   | 5'390.45   |
| 3b  | 4'261.95 | 5'579.60   | 4'261.95 | 4'261.95  | 4'275.60  | 4'307.50  | 4'450.80  | 4'594.20  | 4'737.30  | 4'880.55  | 5'023.80  | 5'167.00   | 5'310.30   | 5'369.35   | 5'401.75   | 5'421.90   | 5'442.15   | 5'462.50   | 5'482.90   | 5'503.45   | 5'524.00   | 5'544.65   | 5'579.60   |
| 4b  | 4'261.95 | 5'795.30   | 4'261.95 | 4'275.60  | 4'340.00  | 4'486.75  | 4'633.60  | 4'780.30  | 4'926.95  | 5'073.75  | 5'220.45  | 5'367.20   | 5'513.95   | 5'574.40   | 5'607.95   | 5'629.20   | 5'650.50   | 5'671.75   | 5'693.45   | 5'714.90   | 5'736.45   | 5'758.30   | 5'795.30   |
| 5b  | 4'327.10 | 5'999.55   | 4'327.10 | 4'386.70  | 4'520.45  | 4'669.20  | 4'817.90  | 4'966.75  | 5'115.35  | 5'264.00  | 5'412.85  | 5'561.50   | 5'710.25   | 5'770.80   | 5'805.35   | 5'827.45   | 5'849.35   | 5'871.65   | 5'893.95   | 5'916.25   | 5'938.65   | 5'961.25   | 5'999.55   |
| 6b  | 4'509.80 | 6'216.75   | 4'509.80 | 4'570.45  | 4'706.75  | 4'858.25  | 5'009.60  | 5'161.15  | 5'312.50  | 5'464.10  | 5'615.50  | 5'766.90   | 5'918.40   | 5'979.70   | 6'015.10   | 6'037.95   | 6'060.95   | 6'084.10   | 6'107.15   | 6'130.50   | 6'153.75   | 6'177.15   | 6'216.75   |
| 7b  | 4'689.40 | 6'434.00   | 4'689.40 | 4'751.25  | 4'890.05  | 5'044.70  | 5'199.15  | 5'353.65  | 5'508.35  | 5'662.75  | 5'817.30  | 5'971.75   | 6'126.30   | 6'188.30   | 6'224.80   | 6'248.65   | 6'272.35   | 6'296.40   | 6'320.20   | 6'344.30   | 6'368.40   | 6'392.85   | 6'434.00   |
| 8b  | 4'969.55 | 6'784.15   | 4'969.55 | 5'033.75  | 5'178.10  | 5'338.50  | 5'498.90  | 5'659.20  | 5'819.60  | 5'979.90  | 6'140.35  | 6'300.80   | 6'461.20   | 6'525.05   | 6'563.35   | 6'588.60   | 6'613.55   | 6'639.00   | 6'664.10   | 6'689.55   | 6'715.10   | 6'740.75   | 6'784.15   |
| 9b  | 5'048.25 | 6'868.40   | 5'048.25 | 5'112.45  | 5'257.10  | 5'417.75  | 5'578.30  | 5'738.90  | 5'899.65  | 6'060.20  | 6'220.90  | 6'381.45   | 6'542.10   | 6'605.80   | 6'644.40   | 6'669.90   | 6'695.25   | 6'721.05   | 6'746.60   | 6'772.45   | 6'798.30   | 6'824.25   | 6'868.40   |
| 10b | 5'231.05 | 7'098.40   | 5'231.05 | 5'296.85  | 5'444.95  | 5'609.60  | 5'774.20  | 5'938.80  | 6'103.45  | 6'267.95  | 6'432.65  | 6'597.10   | 6'761.80   | 6'826.75   | 6'866.70   | 6'892.85   | 6'919.30   | 6'945.90   | 6'972.25   | 6'999.10   | 7'025.75   | 7'052.70   | 7'098.40   |
| 11b | 5'412.10 | 7'328.35   | 5'412.10 | 5'479.75  | 5'631.45  | 5'800.20  | 5'969.00  | 6'137.70  | 6'306.40  | 6'475.05  | 6'643.80  | 6'812.60   | 6'981.25   | 7'047.70   | 7'088.85   | 7'115.90   | 7'143.25   | 7'170.45   | 7'197.95   | 7'225.55   | 7'253.30   | 7'281.10   | 7'328.35   |
| 12b | 5'622.25 | 7'678.20   | 5'622.25 | 5'692.30  | 5'849.65  | 6'024.40  | 6'199.55  | 6'374.35  | 6'549.45  | 6'724.10  | 6'899.10  | 7'073.95   | 7'249.00   | 7'365.25   | 7'407.80   | 7'435.65   | 7'463.70   | 7'491.70   | 7'519.85   | 7'548.30   | 7'576.75   | 7'605.50   | 7'678.20   |
| 13b | 5'771.15 | 7'778.45   | 5'771.15 | 5'842.00  | 6'001.60  | 6'179.05  | 6'356.15  | 6'533.45  | 6'710.90  | 6'888.15  | 7'065.50  | 7'242.85   | 7'420.15   | 7'489.35   | 7'532.00   | 7'560.05   | 7'587.85   | 7'615.80   | 7'643.75   | 7'671.85   | 7'700.00   | 7'728.40   | 7'778.45   |
| 14b | 5'953.85 | 7'998.15   | 5'953.85 | 6'026.30  | 6'189.50  | 6'370.85  | 6'552.10  | 6'733.30  | 6'914.55  | 7'095.95  | 7'277.20  | 7'458.15   | 7'636.20   | 7'701.95   | 7'744.85   | 7'773.30   | 7'801.70   | 7'830.55   | 7'859.30   | 7'888.35   | 7'917.20   | 7'946.50   | 7'998.15   |
| 15b | 6'131.50 | 8'218.00   | 6'131.50 | 6'205.95  | 6'373.05  | 6'558.80  | 6'744.55  | 6'930.30  | 7'116.20  | 7'301.90  | 7'486.75  | 7'668.25   | 7'846.15   | 7'913.05   | 7'956.90   | 7'986.20   | 8'015.80   | 8'045.30   | 8'074.90   | 8'104.75   | 8'134.80   | 8'164.80   | 8'218.00   |
| 16b | 6'311.10 | 8'437.75   | 6'311.10 | 6'387.15  | 6'558.15  | 6'748.20  | 6'938.10  | 7'128.20  | 7'318.30  | 7'507.20  | 7'692.40  | 7'874.20   | 8'055.80   | 8'124.10   | 8'169.20   | 8'199.45   | 8'229.55   | 8'260.15   | 8'290.70   | 8'321.40   | 8'352.15   | 8'382.95   | 8'437.75   |
| 17b | 6'413.05 | 8'551.15   | 6'413.05 | 6'489.85  | 6'662.50  | 6'854.25  | 7'045.85  | 7'237.65  | 7'427.95  | 7'614.35  | 7'797.80  | 7'980.85   | 8'164.25   | 8'233.00   | 8'278.55   | 8'309.20   | 8'340.00   | 8'370.75   | 8'401.95   | 8'433.05   | 8'464.35   | 8'495.70   | 8'551.15   |
| 18b | 6'591.90 | 8'767.95   | 6'591.90 | 6'670.35  | 6'846.55  | 7'042.50  | 7'238.10  | 7'432.60  | 7'622.70  | 7'809.95  | 7'997.05  | 8'184.05   | 8'371.20   | 8'441.45   | 8'488.15   | 8'519.70   | 8'551.15   | 8'582.90   | 8'614.80   | 8'646.80   | 8'678.90   | 8'711.20   | 8'767.95   |
| 19b | 6'769.10 | 8'984.90   | 6'769.10 | 6'849.30  | 7'029.25  | 7'229.30  | 7'427.85  | 7'622.25  | 7'813.65  | 8'004.85  | 8'196.20  | 8'387.20   | 8'578.20   | 8'649.85   | 8'697.65   | 8'730.05   | 8'762.45   | 8'795.05   | 8'827.65   | 8'860.60   | 8'893.55   | 8'926.60   | 8'984.90   |
| 20b | 6'946.45 | 9'201.75   | 6'946.45 | 7'028.05  | 7'212.00  | 7'414.95  | 7'613.90  | 7'809.30  | 8'004.50  | 8'199.70  | 8'394.85  | 8'590.05   | 8'785.25   | 8'858.10   | 8'907.20   | 8'940.40   | 8'973.65   | 9'007.05   | 9'040.75   | 9'074.25   | 9'108.05   | 9'142.15   | 9'201.75   |
| 21b | 7'121.90 | 9'418.90   | 7'121.90 | 7'205.50  | 7'392.10  | 7'596.05  | 7'795.85  | 7'995.20  | 8'194.40  | 8'393.95  | 8'593.35  | 8'792.70   | 8'992.10   | 9'066.40   | 9'116.70   | 9'150.80   | 9'184.80   | 9'219.25   | 9'253.50   | 9'288.10   | 9'322.75   | 9'357.70   | 9'418.90   |
| 22b | 7'302.40 | 9'635.85   | 7'302.40 | 7'386.70  | 7'573.85  | 7'777.40  | 7'980.45  | 8'183.65  | 8'386.90  | 8'589.95  | 8'793.00  | 8'996.20   | 9'199.20   | 9'274.90   | 9'326.40   | 9'361.00   | 9'396.20   | 9'431.35   | 9'466.45   | 9'501.85   | 9'537.55   | 9'573.10   | 9'635.85   |
| 23b | 7'478.80 | 9'852.70   | 7'478.80 | 7'562.35  | 7'748.90  | 7'956.10  | 8'163.25  | 8'370.40  | 8'577.55  | 8'784.80  | 8'991.90  | 9'199.05   | 9'406.20   | 9'483.40   | 9'536.00   | 9'571.65   | 9'607.40   | 9'643.30   | 9'679.45   | 9'715.75   | 9'752.10   | 9'788.55   | 9'852.70   |

Funktionen im Pflege- und medizinisch-technischen Bereich

Tabelle 2026 = Indexierung 0.1% + Erfahrungsanteil gemäss Art. 26 Abs. 3 GAV LZP

| Kl. | Minimum<br>1 Anteil | Maximum<br>21 Anteile | 1 Anteil  | 2 Anteile | 3 Anteile  | 4 Anteile  | 5 Anteile  | 6 Anteile  | 7 Anteile  | 8 Anteile  | 9 Anteile  | 10 Anteile | 11 Anteile | 12 Anteile | 13 Anteile | 14 Anteile | 15 Anteile | 16 Anteile | 17 Anteile | 18 Anteile | 19 Anteile | 20 Anteile | 21 Anteile |
|-----|---------------------|-----------------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 1b  | 55'405.35           | 67'616.25             | 55'405.35 | 55'405.35 | 55'405.35  | 55'405.35  | 55'405.35  | 55'405.35  | 56'897.75  | 58'744.40  | 60'591.05  | 62'438.35  | 64'285.00  | 65'068.90  | 65'472.55  | 65'716.95  | 65'959.40  | 66'203.80  | 66'450.80  | 66'699.10  | 66'948.05  | 67'194.40  | 67'616.25  |
| 2b  | 55'405.35           | 70'075.85             | 55'405.35 | 55'405.35 | 55'405.35  | 55'405.35  | 55'558.75  | 57'411.25  | 59'260.50  | 61'111.70  | 62'961.60  | 64'812.15  | 66'662.70  | 67'437.50  | 67'847.00  | 68'099.20  | 68'355.30  | 68'609.45  | 68'866.20  | 69'121.65  | 69'379.70  | 69'637.10  | 70'075.85  |
| 3b  | 55'405.35           | 72'534.80             | 55'405.35 | 55'405.35 | 55'582.80  | 55'997.50  | 57'860.40  | 59'724.60  | 61'584.90  | 63'447.15  | 65'309.40  | 67'171.00  | 69'033.90  | 69'801.55  | 70'222.75  | 70'484.70  | 70'747.95  | 71'012.50  | 71'277.70  | 71'544.85  | 71'812.00  | 72'080.45  | 72'534.80  |
| 4b  | 55'405.35           | 75'338.90             | 55'405.35 | 55'582.80 | 56'420.00  | 58'327.75  | 60'236.80  | 62'143.90  | 64'050.35  | 65'958.75  | 67'865.85  | 69'773.60  | 71'681.35  | 72'467.20  | 72'903.35  | 73'179.60  | 73'456.50  | 73'732.75  | 74'014.85  | 74'293.70  | 74'573.85  | 74'857.90  | 75'338.90  |
| 5b  | 56'252.30           | 77'994.15             | 56'252.30 | 57'027.10 | 58'765.85  | 60'699.60  | 62'632.70  | 64'567.75  | 66'499.55  | 68'432.00  | 70'367.05  | 72'299.50  | 74'233.25  | 75'020.40  | 75'469.55  | 75'756.85  | 76'041.55  | 76'331.45  | 76'621.35  | 76'911.25  | 77'202.45  | 77'496.25  | 77'994.15  |
| 6b  | 58'627.40           | 80'817.75             | 58'627.40 | 59'415.85 | 61'187.75  | 63'157.25  | 65'124.80  | 67'094.95  | 69'062.50  | 71'033.30  | 73'001.50  | 74'969.70  | 76'939.20  | 77'736.10  | 78'196.30  | 78'493.35  | 78'792.35  | 79'093.30  | 79'392.95  | 79'696.50  | 79'998.75  | 80'302.95  | 80'817.75  |
| 7b  | 60'962.20           | 83'642.00             | 60'962.20 | 61'766.25 | 63'570.65  | 65'581.10  | 67'588.95  | 69'597.45  | 71'608.55  | 73'615.75  | 75'624.90  | 77'632.75  | 79'641.90  | 80'447.90  | 80'922.40  | 81'232.45  | 81'540.55  | 81'853.20  | 82'162.60  | 82'475.90  | 82'789.20  | 83'107.05  | 83'642.00  |
| 8b  | 64'604.15           | 88'193.95             | 64'604.15 | 65'438.75 | 67'315.30  | 69'400.50  | 71'485.70  | 73'569.60  | 75'654.80  | 77'738.70  | 79'824.55  | 81'910.40  | 83'995.60  | 84'825.65  | 85'323.55  | 85'651.80  | 85'976.15  | 86'307.00  | 86'633.30  | 86'964.15  | 87'296.30  | 87'629.75  | 88'193.95  |
| 9b  | 65'627.25           | 89'289.20             | 65'627.25 | 66'461.85 | 68'342.30  | 70'430.75  | 72'517.90  | 74'605.70  | 76'695.45  | 78'782.60  | 80'871.70  | 82'958.85  | 85'047.30  | 85'875.40  | 86'377.20  | 86'708.70  | 87'038.25  | 87'373.65  | 87'705.80  | 88'041.85  | 88'377.90  | 88'715.25  | 89'289.20  |
| 10b | 68'003.65           | 92'279.20             | 68'003.65 | 68'859.05 | 70'784.35  | 72'924.80  | 75'064.60  | 77'204.40  | 79'344.85  | 81'483.35  | 83'624.45  | 85'762.30  | 87'903.40  | 88'747.75  | 89'267.10  | 89'607.05  | 89'950.90  | 90'296.70  | 90'639.25  | 90'988.30  | 91'334.75  | 91'685.10  | 92'279.20  |
| 11b | 70'357.30           | 95'268.55             | 70'357.30 | 71'236.75 | 73'208.85  | 75'402.60  | 77'597.00  | 79'790.10  | 81'983.20  | 84'175.65  | 86'369.40  | 88'563.80  | 90'756.25  | 91'620.10  | 92'155.05  | 92'506.70  | 92'862.25  | 93'215.85  | 93'573.35  | 93'932.15  | 94'292.90  | 94'654.30  | 95'268.55  |
| 12b | 73'089.25           | 99'816.60             | 73'089.25 | 73'999.90 | 76'045.45  | 78'317.20  | 80'594.15  | 82'866.55  | 85'142.85  | 87'413.30  | 89'688.30  | 91'961.35  | 94'237.00  | 95'748.25  | 96'301.40  | 96'663.45  | 97'028.10  | 97'392.10  | 97'758.05  | 98'127.90  | 98'497.75  | 98'871.50  | 99'816.60  |
| 13b | 75'024.95           | 101'119.85            | 75'024.95 | 75'946.00 | 78'020.80  | 80'327.65  | 82'629.95  | 84'934.85  | 87'241.70  | 89'545.95  | 91'851.50  | 94'157.05  | 96'461.95  | 97'361.55  | 97'916.00  | 98'280.65  | 98'642.05  | 99'005.40  | 99'368.75  | 99'734.05  | 100'100.00 | 100'469.20 | 101'119.85 |
| 14b | 77'400.05           | 103'975.95            | 77'400.05 | 78'341.90 | 80'463.50  | 82'821.05  | 85'177.30  | 87'532.90  | 89'889.15  | 92'247.35  | 94'603.60  | 96'955.95  | 99'270.60  | 100'125.35 | 100'683.05 | 101'052.90 | 101'422.10 | 101'797.15 | 102'170.90 | 102'548.55 | 102'923.60 | 103'304.50 | 103'975.95 |
| 15b | 79'709.50           | 106'834.00            | 79'709.50 | 80'677.35 | 82'849.65  | 85'264.40  | 87'679.15  | 90'093.90  | 92'510.60  | 94'924.70  | 97'327.75  | 99'687.25  | 101'999.95 | 102'869.65 | 103'439.70 | 103'820.60 | 104'205.40 | 104'588.90 | 104'973.70 | 105'361.75 | 105'752.40 | 106'142.40 | 106'834.00 |
| 16b | 82'044.30           | 109'690.75            | 82'044.30 | 83'032.95 | 85'255.95  | 87'726.60  | 90'195.30  | 92'666.60  | 95'137.90  | 97'593.60  | 100'001.20 | 102'364.60 | 104'725.40 | 105'613.30 | 106'199.60 | 106'592.85 | 106'984.15 | 107'381.95 | 107'779.10 | 108'178.20 | 108'577.95 | 108'978.35 | 109'690.75 |
| 17b | 83'369.65           | 111'164.95            | 83'369.65 | 84'368.05 | 86'612.50  | 89'105.25  | 91'596.05  | 94'089.45  | 96'563.35  | 98'986.55  | 101'371.40 | 103'751.05 | 106'135.25 | 107'029.00 | 107'621.15 | 108'019.60 | 108'420.00 | 108'819.75 | 109'225.35 | 109'629.65 | 110'036.55 | 110'444.10 | 111'164.95 |
| 18b | 85'694.70           | 113'983.35            | 85'694.70 | 86'714.55 | 89'005.15  | 91'552.50  | 94'095.30  | 96'623.80  | 99'095.10  | 101'529.35 | 103'961.65 | 106'392.65 | 108'825.60 | 109'738.85 | 110'345.95 | 110'756.10 | 111'164.95 | 111'577.70 | 111'992.40 | 112'408.40 | 112'825.70 | 113'245.60 | 113'983.35 |
| 19b | 87'998.30           | 116'803.70            | 87'998.30 | 89'040.90 | 91'380.25  | 93'980.90  | 96'562.05  | 99'089.25  | 101'577.45 | 104'063.05 | 106'550.60 | 109'033.60 | 111'516.60 | 112'448.05 | 113'069.45 | 113'490.65 | 113'911.85 | 114'335.65 | 114'759.45 | 115'187.80 | 115'616.15 | 116'045.80 | 116'803.70 |
| 20b | 90'303.85           | 119'622.75            | 90'303.85 | 91'364.65 | 93'756.00  | 96'394.35  | 98'980.70  | 101'520.90 | 104'058.50 | 106'596.10 | 109'133.05 | 111'670.65 | 114'208.25 | 115'155.30 | 115'793.60 | 116'225.20 | 116'657.45 | 117'091.65 | 117'529.75 | 117'965.25 | 118'404.65 | 118'847.95 | 119'622.75 |
| 21b | 92'584.70           | 122'445.70            | 92'584.70 | 93'671.50 | 96'097.30  | 98'748.65  | 101'346.05 | 103'937.60 | 106'527.20 | 109'121.35 | 111'713.55 | 114'305.10 | 116'897.30 | 117'863.20 | 118'517.10 | 118'960.40 | 119'402.40 | 119'850.25 | 120'295.50 | 120'745.30 | 121'195.75 | 121'650.10 | 122'445.70 |
| 22b | 94'931.20           | 125'266.05            | 94'931.20 | 96'027.10 | 98'460.05  | 101'106.20 | 103'745.85 | 106'387.45 | 109'029.70 | 111'669.35 | 114'309.00 | 116'950.60 | 119'589.60 | 120'573.70 | 121'243.20 | 121'693.00 | 122'150.60 | 122'607.55 | 123'063.85 | 123'524.05 | 123'988.15 | 124'450.30 | 125'266.05 |
| 23b | 97'224.40           | 128'085.10            | 97'224.40 | 98'310.55 | 100'735.70 | 103'429.30 | 106'122.25 | 108'815.20 | 111'508.15 | 114'202.40 | 116'894.70 | 119'587.65 | 122'280.60 | 123'284.20 | 123'968.00 | 124'431.45 | 124'896.20 | 125'362.90 | 125'832.85 | 126'304.75 | 126'777.30 | 127'251.15 | 128'085.10 |

Stundenlohn = Monatslohn/174,3h (Ohne Ferien und 13. Monatslohn)

Funktionen im Pflege- und medizinisch-technischen Bereich

Tabelle 2026 = Indexierung 0.1% + Erfahrungsanteil gemäss Art. 26 Abs. 3 GAV LZP

| Kl. | Minimum  | Maximum    |          |           |           |           |           |           |           |           |           |            |            |            |            |            |            |            |            |            |            |            |            |
|-----|----------|------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|     | 1 Anteil | 21 Anteile | 1 Anteil | 2 Anteile | 3 Anteile | 4 Anteile | 5 Anteile | 6 Anteile | 7 Anteile | 8 Anteile | 9 Anteile | 10 Anteile | 11 Anteile | 12 Anteile | 13 Anteile | 14 Anteile | 15 Anteile | 16 Anteile | 17 Anteile | 18 Anteile | 19 Anteile | 20 Anteile | 21 Anteile |
| 1b  | 24.45    | 29.85      | 24.45    | 24.45     | 24.45     | 24.45     | 24.45     | 24.45     | 25.10     | 25.95     | 26.75     | 27.55      | 28.35      | 28.70      | 28.90      | 29.00      | 29.10      | 29.20      | 29.35      | 29.45      | 29.55      | 29.65      | 29.85      |
| 2b  | 24.45    | 30.95      | 24.45    | 24.45     | 24.45     | 24.45     | 24.50     | 25.35     | 26.15     | 26.95     | 27.80     | 28.60      | 29.40      | 29.75      | 29.95      | 30.05      | 30.15      | 30.30      | 30.40      | 30.50      | 30.60      | 30.75      | 30.95      |
| 3b  | 24.45    | 32.00      | 24.45    | 24.45     | 24.55     | 24.70     | 25.55     | 26.35     | 27.20     | 28.00     | 28.80     | 29.65      | 30.45      | 30.80      | 31.00      | 31.10      | 31.20      | 31.35      | 31.45      | 31.55      | 31.70      | 31.80      | 32.00      |
| 4b  | 24.45    | 33.25      | 24.45    | 24.55     | 24.90     | 25.75     | 26.60     | 27.45     | 28.25     | 29.10     | 29.95     | 30.80      | 31.65      | 32.00      | 32.15      | 32.30      | 32.40      | 32.55      | 32.65      | 32.80      | 32.90      | 33.05      | 33.25      |
| 5b  | 24.85    | 34.40      | 24.85    | 25.15     | 25.95     | 26.80     | 27.65     | 28.50     | 29.35     | 30.20     | 31.05     | 31.90      | 32.75      | 33.10      | 33.30      | 33.45      | 33.55      | 33.70      | 33.80      | 33.95      | 34.05      | 34.20      | 34.40      |
| 6b  | 25.85    | 35.65      | 25.85    | 26.20     | 27.00     | 27.85     | 28.75     | 29.60     | 30.50     | 31.35     | 32.20     | 33.10      | 33.95      | 34.30      | 34.50      | 34.65      | 34.75      | 34.90      | 35.05      | 35.15      | 35.30      | 35.45      | 35.65      |
| 7b  | 26.90    | 36.90      | 26.90    | 27.25     | 28.05     | 28.95     | 29.85     | 30.70     | 31.60     | 32.50     | 33.40     | 34.25      | 35.15      | 35.50      | 35.70      | 35.85      | 36.00      | 36.10      | 36.25      | 36.40      | 36.55      | 36.70      | 36.90      |
| 8b  | 28.50    | 38.90      | 28.50    | 28.90     | 29.70     | 30.65     | 31.55     | 32.45     | 33.40     | 34.30     | 35.25     | 36.15      | 37.05      | 37.45      | 37.65      | 37.80      | 37.95      | 38.10      | 38.25      | 38.40      | 38.55      | 38.65      | 38.90      |
| 9b  | 28.95    | 39.40      | 28.95    | 29.35     | 30.15     | 31.10     | 32.00     | 32.95     | 33.85     | 34.75     | 35.70     | 36.60      | 37.55      | 37.90      | 38.10      | 38.25      | 38.40      | 38.55      | 38.70      | 38.85      | 39.00      | 39.15      | 39.40      |
| 10b | 30.00    | 40.75      | 30.00    | 30.40     | 31.25     | 32.20     | 33.15     | 34.05     | 35.00     | 35.95     | 36.90     | 37.85      | 38.80      | 39.15      | 39.40      | 39.55      | 39.70      | 39.85      | 40.00      | 40.15      | 40.30      | 40.45      | 40.75      |
| 11b | 31.05    | 42.05      | 31.05    | 31.45     | 32.30     | 33.30     | 34.25     | 35.20     | 36.20     | 37.15     | 38.10     | 39.10      | 40.05      | 40.45      | 40.65      | 40.85      | 41.00      | 41.15      | 41.30      | 41.45      | 41.60      | 41.75      | 42.05      |
| 12b | 32.25    | 44.05      | 32.25    | 32.65     | 33.55     | 34.55     | 35.55     | 36.55     | 37.60     | 38.60     | 39.60     | 40.60      | 41.60      | 42.25      | 42.50      | 42.65      | 42.80      | 43.00      | 43.15      | 43.30      | 43.45      | 43.65      | 44.05      |
| 13b | 33.10    | 44.65      | 33.10    | 33.50     | 34.45     | 35.45     | 36.45     | 37.50     | 38.50     | 39.50     | 40.55     | 41.55      | 42.55      | 42.95      | 43.20      | 43.35      | 43.55      | 43.70      | 43.85      | 44.00      | 44.20      | 44.35      | 44.65      |
| 14b | 34.15    | 45.90      | 34.15    | 34.55     | 35.50     | 36.55     | 37.60     | 38.65     | 39.65     | 40.70     | 41.75     | 42.80      | 43.80      | 44.20      | 44.45      | 44.60      | 44.75      | 44.95      | 45.10      | 45.25      | 45.40      | 45.60      | 45.90      |
| 15b | 35.20    | 47.15      | 35.20    | 35.60     | 36.55     | 37.65     | 38.70     | 39.75     | 40.85     | 41.90     | 42.95     | 44.00      | 45.00      | 45.40      | 45.65      | 45.80      | 46.00      | 46.15      | 46.35      | 46.50      | 46.65      | 46.85      | 47.15      |
| 16b | 36.20    | 48.40      | 36.20    | 36.65     | 37.65     | 38.70     | 39.80     | 40.90     | 42.00     | 43.05     | 44.15     | 45.20      | 46.20      | 46.60      | 46.85      | 47.05      | 47.20      | 47.40      | 47.55      | 47.75      | 47.90      | 48.10      | 48.40      |
| 17b | 36.80    | 49.05      | 36.80    | 37.25     | 38.20     | 39.30     | 40.40     | 41.50     | 42.60     | 43.70     | 44.75     | 45.80      | 46.85      | 47.25      | 47.50      | 47.65      | 47.85      | 48.00      | 48.20      | 48.40      | 48.55      | 48.75      | 49.05      |
| 18b | 37.80    | 50.30      | 37.80    | 38.25     | 39.30     | 40.40     | 41.55     | 42.65     | 43.75     | 44.80     | 45.90     | 46.95      | 48.05      | 48.45      | 48.70      | 48.90      | 49.05      | 49.25      | 49.45      | 49.60      | 49.80      | 50.00      | 50.30      |
| 19b | 38.85    | 51.55      | 38.85    | 39.30     | 40.35     | 41.50     | 42.60     | 43.75     | 44.85     | 45.95     | 47.00     | 48.10      | 49.20      | 49.65      | 49.90      | 50.10      | 50.25      | 50.45      | 50.65      | 50.85      | 51.00      | 51.20      | 51.55      |
| 20b | 39.85    | 52.80      | 39.85    | 40.30     | 41.40     | 42.55     | 43.70     | 44.80     | 45.90     | 47.05     | 48.15     | 49.30      | 50.40      | 50.80      | 51.10      | 51.30      | 51.50      | 51.70      | 51.85      | 52.05      | 52.25      | 52.45      | 52.80      |
| 21b | 40.85    | 54.05      | 40.85    | 41.35     | 42.40     | 43.60     | 44.75     | 45.85     | 47.00     | 48.15     | 49.30     | 50.45      | 51.60      | 52.00      | 52.30      | 52.50      | 52.70      | 52.90      | 53.10      | 53.30      | 53.50      | 53.70      | 54.05      |
| 22b | 41.90    | 55.30      | 41.90    | 42.40     | 43.45     | 44.60     | 45.80     | 46.95     | 48.10     | 49.30     | 50.45     | 51.60      | 52.80      | 53.20      | 53.50      | 53.70      | 53.90      | 54.10      | 54.30      | 54.50      | 54.70      | 54.90      | 55.30      |
| 23b | 42.90    | 56.55      | 42.90    | 43.40     | 44.45     | 45.65     | 46.85     | 48.00     | 49.20     | 50.40     | 51.60     | 52.80      | 53.95      | 54.40      | 54.70      | 54.90      | 55.10      | 55.35      | 55.55      | 55.75      | 55.95      | 56.15      | 56.55      |