

Fonctions soignantes et médico-techniques

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

Cl.	Minimum 1 part	Maximum 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
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

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Cl.	Minimum		Maximum																				
	1 part	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	96'959.95	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)

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Cl.	Minimum		Maximum																				
	1 part	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	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
	1 Anteil	21 Anteile	1 Anteil	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	4'261.95	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	4'261.95	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		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	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