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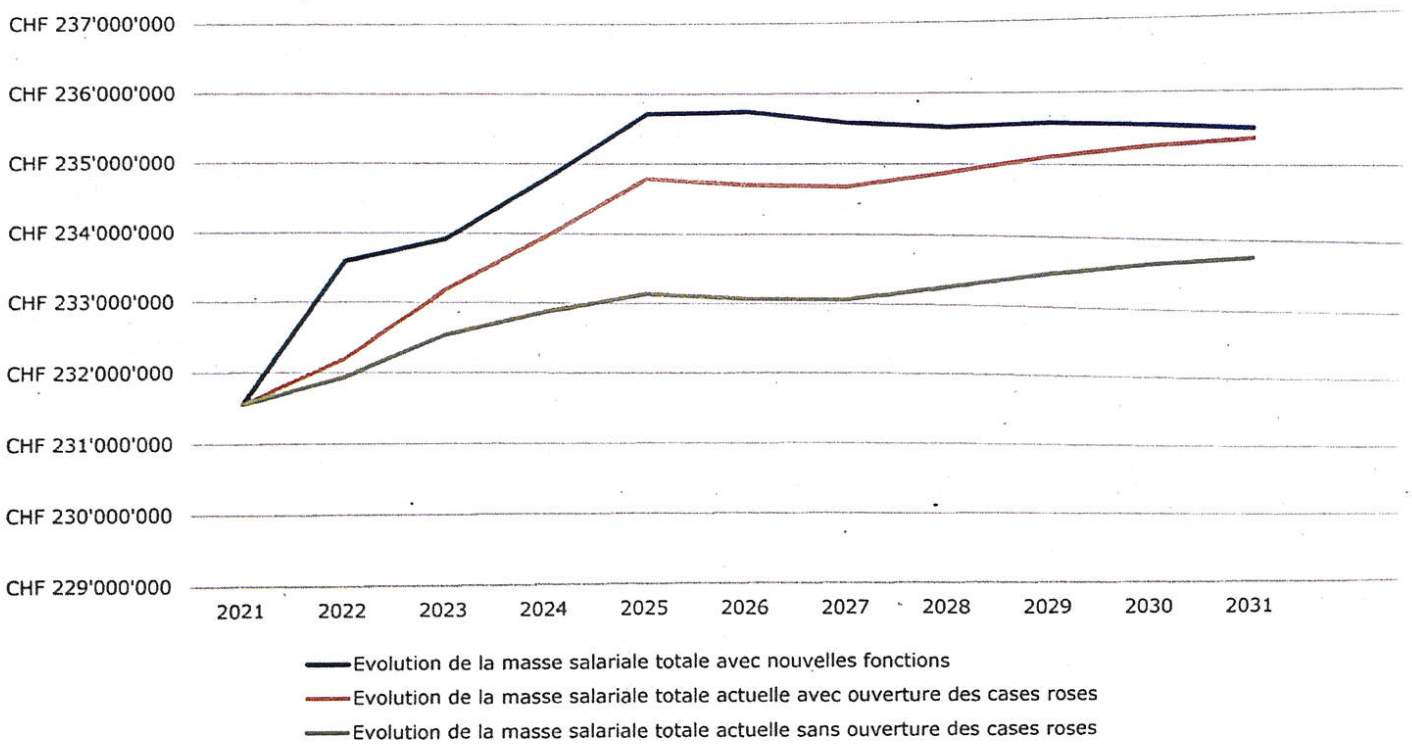
RÉPUBLIQUE ET CANTON DE NEUCHÂTEL

Prévisions de la masse salariale totale



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RÉPUBLIQUE ET CANTON DE NEUCHÂTEL

Échelle des traitements « Enseignement »

Echelle mensuelle des traitements bruts "enseignement" — Valable dès le 1er janvier 2021

Base 2013	100%	Salaire de base	100.00
Indexation 2021	0.50%	Salaire indexé 2021	100.50

Classes A - M — Echelons 0 - 25

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
M	7'577.60 **7'615.50**	7'729.15 **7'767.80**	7'880.70 **7'920.10**	8'032.25 **8'072.40**	8'183.80 **8'224.70**	8'320.20 **8'361.80**	8'456.60 **8'498.90**	8'592.95 **8'635.90**	8'729.35 **8'773.00**	8'865.75 **8'910.10**	9'002.15 **9'047.15**	9'123.40 **9'169.00**	9'244.65 **9'290.85**	9'365.90 **9'412.75**	9'487.15 **9'534.60**	9'608.35 **9'656.40**	9'729.60 **9'778.25**	9'835.70 **9'884.90**	9'941.80 **9'991.50**	10'047.85 **10'098.10**	10'153.95 **10'204.70**	10'260.05 **10'311.35**	10'366.15 **10'418.00**	10'472.20 **10'524.55**	10'578.30 **10'631.20**	10'684.40 **10'737.80**	M
L	7'426.80 **7'463.95**	7'575.35 **7'613.25**	7'723.85 **7'762.45**	7'872.40 **7'911.75**	8'020.95 **8'061.05**	8'154.60 **8'195.35**	8'288.30 **8'329.75**	8'422.00 **8'464.10**	8'555.65 **8'598.45**	8'689.35 **8'732.80**	8'823.05 **8'867.15**	8'941.85 **8'986.55**	9'060.70 **9'106.00**	9'179.50 **9'225.40**	9'298.35 **9'344.85**	9'417.15 **9'464.25**	9'536.00 **9'583.70**	9'640.00 **9'688.20**	9'743.95 **9'792.65**	9'847.95 **9'897.20**	9'951.90 **10'001.65**	10'055.90 **10'106.20**	10'159.85 **10'210.65**	10'263.85 **10'315.15**	10'367.80 **10'419.65**	10'471.80 **10'524.15**	L
K	7'276.00 **7'312.40**	7'421.55 **7'458.65**	7'567.05 **7'604.90**	7'712.55 **7'751.10**	7'858.10 **7'897.40**	7'989.05 **8'029.00**	8'120.00 **8'160.60**	8'251.00 **8'292.25**	8'381.95 **8'423.85**	8'512.95 **8'555.50**	8'643.90 **8'687.10**	8'760.30 **8'804.10**	8'876.75 **8'921.15**	8'993.15 **9'038.10**	9'109.55 **9'155.10**	9'226.00 **9'272.15**	9'342.40 **9'389.10**	9'444.25 **9'491.45**	9'546.10 **9'593.85**	9'648.00 **9'696.25**	9'749.85 **9'798.60**	9'851.70 **9'900.95**	9'953.60 **10'003.35**	10'055.45 **10'105.75**	10'157.30 **10'208.10**	10'259.15 **10'310.45**	K
J	7'125.20 **7'160.85**	7'267.75 **7'304.10**	7'410.25 **7'447.30**	7'552.75 **7'590.50**	7'695.25 **7'733.75**	7'823.50 **7'862.60**	7'951.75 **7'991.50**	8'080.00 **8'120.40**	8'208.25 **8'249.30**	8'336.50 **8'378.20**	8'464.75 **8'507.05**	8'578.75 **8'621.65**	8'692.75 **8'736.20**	8'806.80 **8'850.85**	8'920.80 **8'965.40**	9'034.80 **9'079.95**	9'148.80 **9'194.55**	9'248.55 **9'294.80**	9'348.30 **9'395.05**	9'448.05 **9'495.30**	9'547.80 **9'595.55**	9'647.55 **9'695.80**	9'747.30 **9'796.05**	9'847.05 **9'896.30**	9'946.80 **9'996.55**	10'046.55 **10'096.80**	J
I	6'974.45 **7'009.30**	7'113.95 **7'149.50**	7'253.40 **7'289.65**	7'392.90 **7'429.85**	7'532.40 **7'570.05**	7'657.95 **7'696.25**	7'783.45 **7'822.35**	7'909.00 **7'948.55**	8'034.55 **8'074.70**	8'160.10 **8'200.90**	8'285.65 **8'327.10**	8'397.20 **8'439.20**	8'508.80 **8'551.35**	8'620.40 **8'663.50**	8'732.00 **8'775.65**	8'843.60 **8'887.80**	8'955.20 **9'000.00**	9'052.80 **9'098.05**	9'150.45 **9'196.20**	9'248.10 **9'294.35**	9'345.75 **9'392.50**	9'443.40 **9'490.60**	9'541.05 **9'588.75**	9'638.65 **9'686.85**	9'736.30 **9'785.00**	9'833.95 **9'883.10**	I
H	6'823.65 **6'857.75**	6'960.15 **6'994.95**	7'096.60 **7'132.10**	7'233.05 **7'269.20**	7'369.55 **7'406.40**	7'492.35 **7'529.80**	7'615.20 **7'653.30**	7'738.00 **7'776.70**	7'860.85 **7'900.15**	7'983.65 **8'023.55**	8'106.50 **8'147.05**	8'215.70 **8'256.80**	8'324.85 **8'366.45**	8'434.05 **8'476.20**	8'543.20 **8'585.90**	8'652.40 **8'695.65**	8'761.55 **8'805.35**	8'857.10 **8'901.40**	8'952.65 **8'997.40**	9'048.15 **9'093.40**	9'143.70 **9'189.40**	9'239.20 **9'285.40**	9'334.75 **9'381.40**	9'430.30 **9'477.45**	9'525.80 **9'573.45**	9'621.35 **9'669.45**	H
G	6'672.85 **6'706.20**	6'806.30 **6'840.35**	6'939.80 **6'974.50**	7'073.25 **7'108.60**	7'206.70 **7'242.75**	7'326.80 **7'363.45**	7'446.90 **7'484.15**	7'567.05 **7'604.90**	7'687.15 **7'725.60**	7'807.25 **7'846.30**	7'927.35 **7'967.00**	8'034.15 **8'074.30**	8'140.90 **8'181.60**	8'247.65 **8'288.90**	8'354.45 **8'396.20**	8'461.20 **8'503.50**	8'567.95 **8'610.80**	8'661.40 **8'704.70**	8'754.80 **8'798.55**	8'848.20 **8'892.45**	8'941.65 **8'986.35**	9'035.05 **9'080.25**	9'128.50 **9'174.15**	9'221.90 **9'268.00**	9'315.30 **9'361.90**	9'408.75 **9'455.80**	G
F	6'522.10 **6'554.70**	6'652.50 **6'685.75**	6'782.95 **6'816.85**	6'913.40 **6'947.95**	7'043.85 **7'079.05**	7'161.25 **7'197.05**	7'278.65 **7'315.05**	7'396.05 **7'433.05**	7'513.45 **7'551.00**	7'630.85 **7'669.00**	7'748.25 **7'787.00**	7'852.60 **7'891.85**	7'956.95 **7'996.75**	8'061.30 **8'101.60**	8'165.65 **8'206.50**	8'270.00 **8'311.35**	8'374.35 **8'416.20**	8'465.65 **8'508.00**	8'556.95 **8'599.75**	8'648.30 **8'691.55**	8'739.60 **8'783.30**	8'830.90 **8'875.05**	8'922.20 **8'966.80**	9'013.50 **9'058.55**	9'104.85 **9'150.35**	9'196.15 **9'242.15**	F
E	6'371.30 **6'403.15**	6'498.70 **6'531.20**	6'626.15 **6'659.30**	6'753.55 **6'787.30**	6'881.00 **6'915.40**	6'995.70 **7'030.70**	7'110.35 **7'145.90**	7'225.05 **7'261.20**	7'339.75 **7'376.45**	7'454.40 **7'491.65**	7'569.10 **7'606.95**	7'671.05 **7'709.40**	7'773.00 **7'811.85**	7'874.90 **7'914.25**	7'976.85 **8'016.75**	8'078.80 **8'119.20**	8'180.75 **8'221.65**	8'269.95 **8'311.30**	8'359.15 **8'400.95**	8'448.35 **8'490.60**	8'537.55 **8'580.25**	8'626.75 **8'669.90**	8'715.95 **8'759.55**	8'805.15 **8'849.20**	8'894.35 **8'938.80**	8'983.55 **9'028.45**	E
D	6'220.50 **6'251.60**	6'344.90 **6'376.60**	6'469.35 **6'501.70**	6'593.75 **6'626.70**	6'718.15 **6'751.75**	6'830.10 **6'864.25**	6'942.10 **6'976.80**	7'054.05 **7'089.30**	7'166.05 **7'201.90**	7'278.00 **7'314.40**	7'389.95 **7'426.90**	7'489.50 **7'526.95**	7'589.00 **7'626.95**	7'688.55 **7'727.00**	7'788.10 **7'827.05**	7'887.60 **7'927.05**	7'987.15 **8'027.10**	8'074.20 **8'114.55**	8'161.30 **8'202.10**	8'248.40 **8'289.65**	8'335.50 **8'377.20**	8'422.55 **8'464.65**	8'509.65 **8'552.20**	8'596.75 **8'639.75**	8'683.85 **8'727.25**	8'770.90 **8'814.75**	D
C	6'069.75 **6'100.10**	6'191.10 **6'222.05**	6'312.50 **6'344.05**	6'433.90 **6'466.05**	6'555.30 **6'588.10**	6'664.55 **6'697.85**	6'773.80 **6'807.65**	6'883.05 **6'917.45**	6'992.30 **7'027.25**	7'101.60 **7'137.10**	7'210.85 **7'246.90**	7'307.95 **7'344.50**	7'405.05 **7'442.10**	7'502.20 **7'539.70**	7'599.30 **7'637.30**	7'696.40 **7'734.90**	7'793.55 **7'832.50**	7'878.50 **7'917.90**	7'963.50 **8'003.30**	8'048.45 **8'088.70**	8'133.45 **8'174.10**	8'218.40 **8'259.50**	8'303.40 **8'344.90**	8'388.35 **8'430.30**	8'473.35 **8'515.70**	8'558.30 **8'601.10**	C
B	5'918.95 **5'948.55**	6'037.30 **6'067.50**	6'155.70 **6'186.50**	6'274.10 **6'305.45**	6'392.45 **6'424.40**	6'499.00 **6'531.50**	6'605.55 **6'638.60**	6'712.10 **6'745.65**	6'818.60 **6'852.70**	6'925.15 **6'959.80**	7'031.70 **7'066.85**	7'126.40 **7'162.05**	7'221.10 **7'257.20**	7'315.80 **7'352.40**	7'410.50 **7'447.55**	7'505.20 **7'542.75**	7'599.90 **7'637.90**	7'682.80 **7'721.20**	7'765.65 **7'804.50**	7'848.50 **7'887.75**	7'931.40 **7'971.05**	8'014.25 **8'054.30**	8'097.10 **8'137.60**	8'180.00 **8'220.90**	8'262.85 **8'304.15**	8'345.70 **8'387.45**	B
A	5'090.30 **5'115.75**	5'192.10 **5'218.05**	5'293.90 **5'320.35**	5'395.70 **5'422.70**	5'497.50 **5'525.00**	5'589.15 **5'617.10**	5'680.75 **5'709.15**	5'772.40 **5'801.25**	5'864.00 **5'893.30**	5'955.65 **5'985.45**	6'047.25 **6'077.50**	6'128.70 **6'159.35**	6'210.15 **6'241.20**	6'291.60 **6'323.05**	6'373.05 **6'404.90**	6'454.50 **6'486.75**	6'535.95 **6'568.65**	6'607.20 **6'640.25**	6'678.45 **6'711.85**	6'749.70 **6'783.45**	6'821.00 **6'855.10**	6'892.25 **6'926.70**	6'963.50 **6'998.30**	7'034.80 **7'069.95**	7'106.05 **7'141.60**	7'177.30 **7'213.20**	A
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	

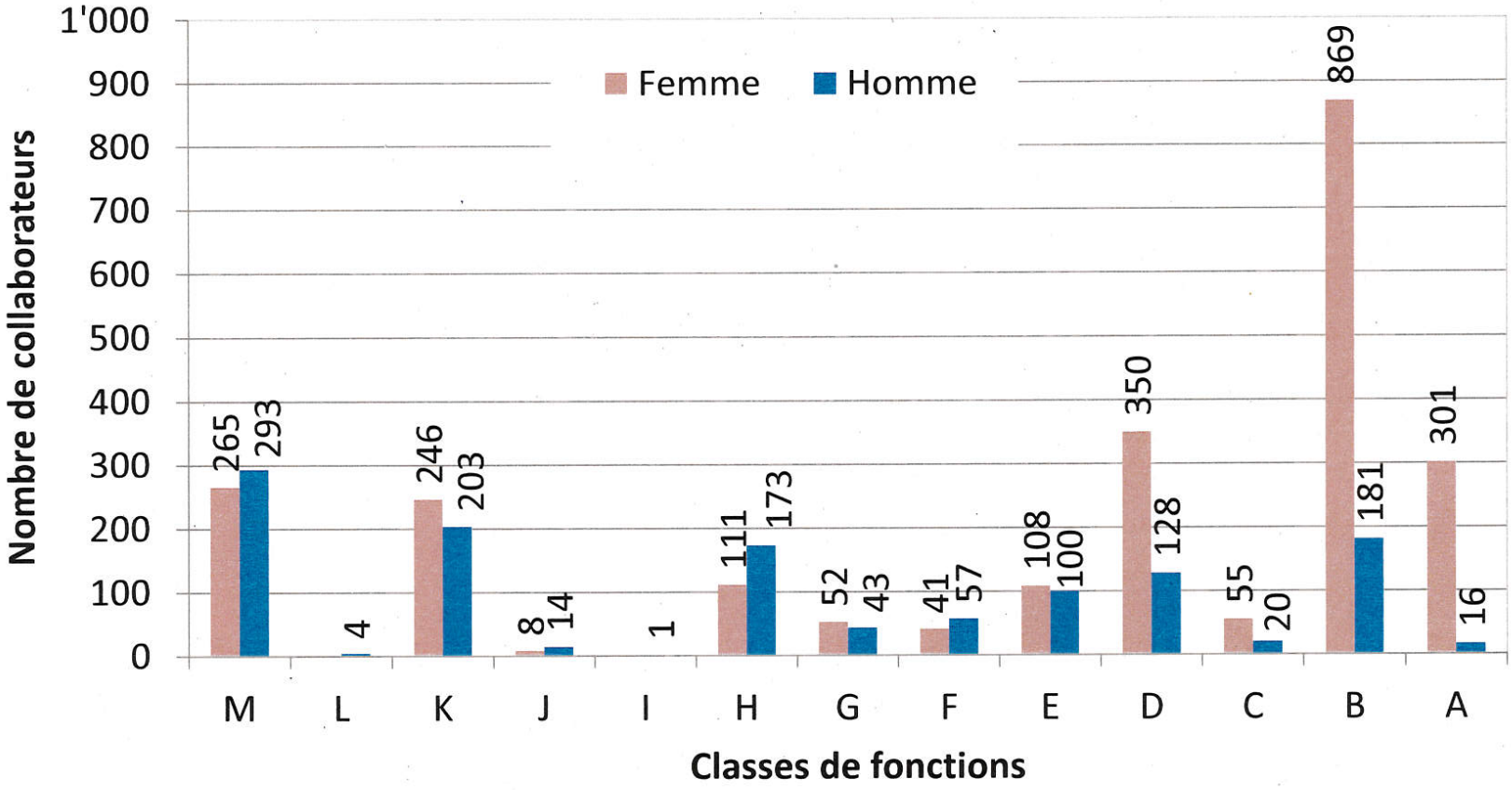
Echelons 0 - 25

Version 1 / Service des ressources humaines / 2 décembre 2020

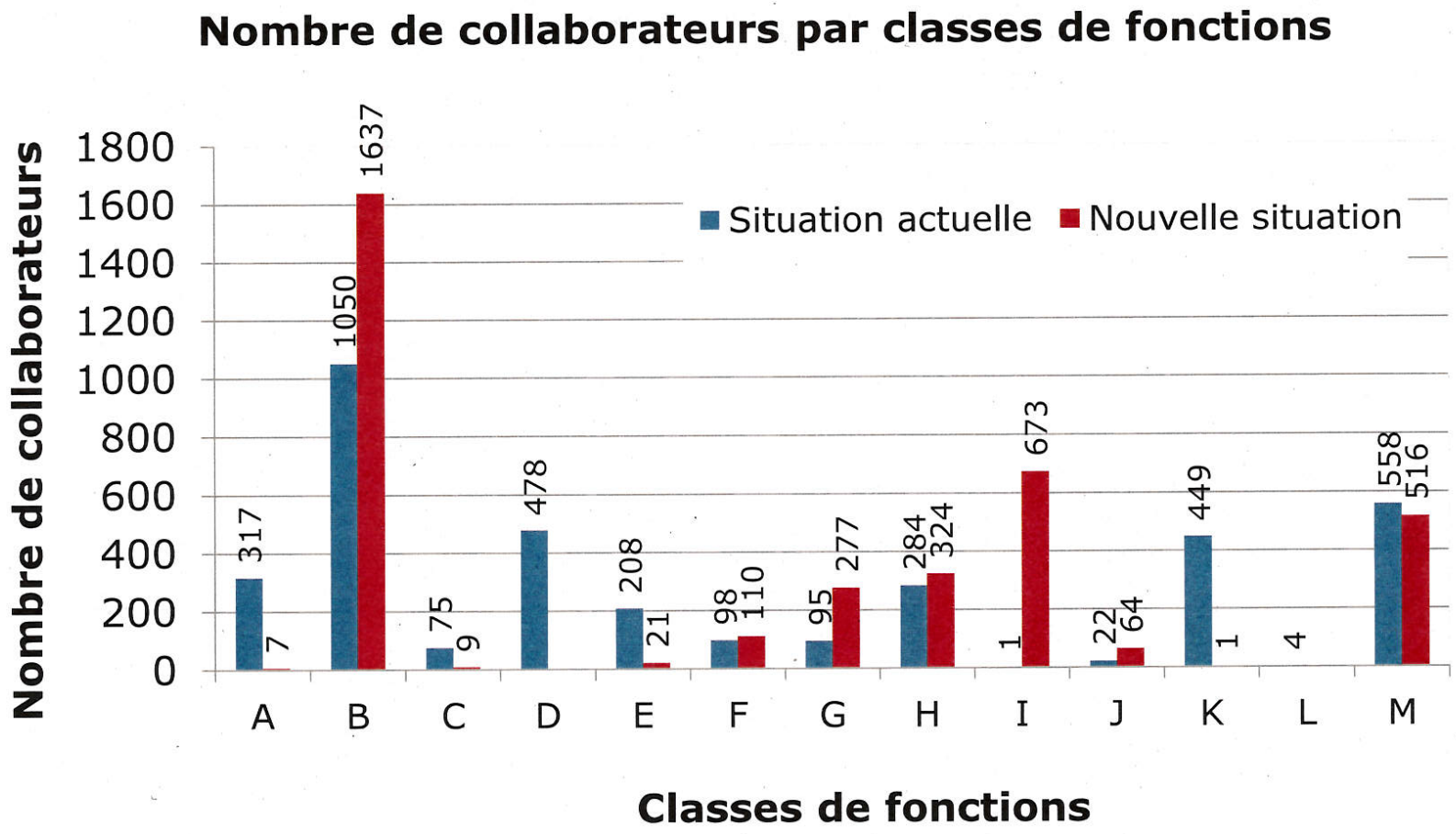
Echelons marqués en couleur rose : non accessibles en 2021

Des différences minimes peuvent intervenir entre le présent tableau et les salaires versés (arrondis de calcul), elles ne peuvent le cas échéant donner lieu à réclamation

Distribution par classe 2020



Distribution par classe (systèmes actuel et évalué)



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RÉPUBLIQUE ET CANTON DE NEUCHÂTEL

Maintien des acquis salariaux

Suppléments de traitements et réduction sur 4 ans

Année	Nombre de personnes concernées	Montant des suppléments de traitements	Taux des supppléments de traitement
2022	510	2'461'000	100%
2023	488	2'280'000	100%
2024	469	2'049'000	100%
2025	401	1'672'000	100%
2026	382	1'578'000	100%
2027	381	1'262'000	80%
2028	363	946'000	60%
2029	352	631'000	40%
2030	327	315'000	20%
	Total 2027-2030	**3'154'000**	