

# Grille de salaires

## Cadres de santé paramédicaux civils du ministère de la défense



FÉDÉRATION MINISTÉRIELLE CFTC DÉFENSE  
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| Grade                       | Echelon | Durée | Indice brut | Indice majoré | Traitement brut | Indemnités de Résidence (IR) à 3% | Pension | Transfert Primes / Points | Complément de Traitement Indiciaire (CTI) =49 pts | RAFP  | Solidarité | CSG+ CRDS | Traitement net |
|-----------------------------|---------|-------|-------------|---------------|-----------------|-----------------------------------|---------|---------------------------|---------------------------------------------------|-------|------------|-----------|----------------|
| Cadres de santé             | 1       | 1 an  | 541         | 465           | 2 289.09        | 68.67                             | 254.09  | 32.42                     | 242.42                                            | 22.89 | 23.23      | 247.79    | 2 043.00       |
|                             | 2       | 2 ans | 577         | 492           | 2 422.01        | 72.66                             | 268.84  | 32.42                     | 242.42                                            | 24.22 | 24.60      | 262.36    | 2 149.25       |
|                             | 3       | 2 ans | 614         | 520           | 2 559.85        | 76.80                             | 284.14  | 32.42                     | 242.42                                            | 25.60 | 26.02      | 277.46    | 2 259.44       |
|                             | 4       | 2 ans | 663         | 558           | 2 746.91        | 82.41                             | 304.91  | 32.42                     | 242.42                                            | 27.47 | 27.94      | 297.97    | 2 408.98       |
|                             | 5       | 2 ans | 695         | 582           | 2 865.06        | 85.95                             | 318.02  | 32.42                     | 242.42                                            | 28.65 | 29.16      | 310.91    | 2 503.42       |
|                             | 6       | 2a 6m | 739         | 615           | 3 027.51        | 90.83                             | 336.05  | 32.42                     | 242.42                                            | 30.28 | 30.83      | 328.72    | 2 633.29       |
|                             | 7       | 3 ans | 781         | 648           | 3 189.96        | 95.70                             | 354.09  | 32.42                     | 242.42                                            | 31.90 | 32.50      | 346.52    | 2 763.15       |
|                             | 8       | 3 ans | 825         | 681           | 3 352.42        | 100.57                            | 372.12  | 32.42                     | 242.42                                            | 33.52 | 34.17      | 364.33    | 2 893.02       |
|                             | 9       | 4 ans | 868         | 714           | 3 514.87        | 105.45                            | 390.15  | 32.42                     | 242.42                                            | 35.15 | 35.84      | 382.13    | 3 022.88       |
|                             | 10      | 4 ans | 906         | 743           | 3 657.63        | 109.73                            | 406.00  | 32.42                     | 242.42                                            | 36.58 | 37.31      | 397.78    | 3 137.01       |
|                             | 11      |       | 940         | 769           | 3 785.62        | 113.57                            | 420.20  | 32.42                     | 242.42                                            | 37.86 | 38.63      | 411.81    | 3 239.32       |
| Cadres supérieur de santé   | 1       | 2 ans | 699         | 585           | 2 879.83        | 86.39                             | 319.66  | 32.42                     | 242.42                                            | 28.80 | 29.31      | 312.53    | 2 515.23       |
|                             | 2       | 2 ans | 744         | 620           | 3 052.13        | 91.56                             | 338.79  | 32.42                     | 242.42                                            | 30.52 | 31.08      | 331.42    | 2 652.97       |
|                             | 3       | 2 ans | 791         | 655           | 3 224.42        | 96.73                             | 357.91  | 32.42                     | 242.42                                            | 32.24 | 32.86      | 350.30    | 2 790.70       |
|                             | 4       | 2a 6m | 843         | 695           | 3 421.33        | 102.64                            | 379.77  | 32.42                     | 242.42                                            | 34.21 | 34.88      | 371.88    | 2 948.11       |
|                             | 5       | 2a6m  | 896         | 735           | 3 618.25        | 108.55                            | 401.63  | 32.42                     | 242.42                                            | 36.18 | 36.91      | 393.46    | 3 105.52       |
|                             | 6       | 3 ans | 946         | 773           | 3 805.31        | 114.16                            | 422.39  | 32.42                     | 242.42                                            | 38.05 | 38.83      | 413.96    | 3 255.06       |
|                             | 7       | 3 ans | 995         | 811           | 3 992.38        | 119.77                            | 443.15  | 32.42                     | 242.42                                            | 39.92 | 40.76      | 434.47    | 3 404.60       |
|                             | 8       |       | 1015        | 826           | 4 066.22        | 121.99                            | 451.35  | 32.42                     | 242.42                                            | 40.66 | 41.52      | 442.56    | 3 463.63       |
| Cadres de santé hors classe | 1       | 2 ans | 850         | 700           | 3 445.95        | 103.38                            | 382.50  | 32.42                     | 242.42                                            | 34.46 | 35.13      | 374.58    | 2 967.79       |
|                             | 2       | 2 ans | 896         | 735           | 3 618.25        | 108.55                            | 401.63  | 32.42                     | 242.42                                            | 36.18 | 36.91      | 393.46    | 3 105.52       |
|                             | 3       | 2a 6m | 946         | 773           | 3 805.31        | 114.16                            | 422.39  | 32.42                     | 242.42                                            | 38.05 | 38.83      | 413.96    | 3 255.06       |
|                             | 4       | 3 ans | 995         | 811           | 3 992.38        | 119.77                            | 443.15  | 32.42                     | 242.42                                            | 39.92 | 40.76      | 434.47    | 3 404.60       |
|                             | 5       |       | 1027        | 835           | 4 110.52        | 123.32                            | 456.27  | 32.42                     | 242.42                                            | 41.11 | 41.97      | 447.41    | 3 499.05       |
| Echelon Spécial             | ES      |       | HEA1        | 895           | 4 405.89        | 132.18                            | 489.05  | 32.42                     | 242.42                                            | 44.06 | 45.01      | 479.79    | 3 735.17       |
|                             |         |       | HEA2        | 930           | 4 578.19        | 137.35                            | 508.18  | 32.42                     | 242.42                                            | 45.78 | 46.79      | 498.67    | 3 872.90       |
|                             |         |       | HEA3        | 977           | 4 809.56        | 144.29                            | 533.86  | 32.42                     | 242.42                                            | 48.10 | 49.17      | 524.03    | 4 057.86       |

Grille des salaires au 1<sup>er</sup> janvier 2025