

الاتفاقية المشتركة القطاعية
للملاحظات بالبلاد التونسية

جدول الأجور عدد 1
العمال
يقع العمل به بداية من 1 ماي 2011

الدرجة الأقسامية العملية	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
شغال	2.215	2.227	2.240	2.252	2.265	2.277	2.305	2.317	2.330	2.342	2.355	2.367	2.379	2.392	2.404	2.417	2.429	2.442	2.454	2.467	2.479	2.492	2.504	2.517	
شغال	2.240	2.252	2.265	2.277	2.290	2.302	2.315	2.327	2.340	2.352	2.364	2.376	2.388	2.400	2.412	2.424	2.436	2.448	2.460	2.472	2.484	2.496	2.508	2.520	
مختص	465.891	468.483	471.076	473.668	476.260	478.852	481.444	484.036	486.628	489.220	491.812	494.404	496.996	499.588	502.180	504.772	507.364	509.956	512.548	515.140	517.732	520.324	522.916	525.508	
عامل	2.259	2.272	2.285	2.298	2.311	2.324	2.337	2.350	2.363	2.376	2.389	2.402	2.415	2.428	2.441	2.454	2.467	2.480	2.493	2.506	2.519	2.532	2.545	2.558	
مساعد	469.779	472.631	475.483	478.335	481.187	484.041	486.895	489.749	492.603	495.457	498.311	501.165	504.019	506.873	509.727	512.581	515.435	518.289	521.143	523.997	526.851	529.705	532.559	535.413	
عامل	2.386	2.401	2.416	2.431	2.446	2.461	2.476	2.491	2.506	2.521	2.536	2.551	2.566	2.581	2.596	2.611	2.626	2.641	2.656	2.671	2.686	2.701	2.716	2.731	
عامل نو	2.485	2.502	2.518	2.534	2.550	2.566	2.582	2.598	2.614	2.630	2.646	2.662	2.678	2.694	2.710	2.726	2.742	2.758	2.774	2.790	2.806	2.822	2.838	2.854	
كفائة	516.965	520.335	523.705	527.075	530.445	533.815	537.185	540.555	543.925	547.295	550.665	554.035	557.405	560.775	564.145	567.515	570.885	574.255	577.625	580.995	584.365	587.735	591.105	594.475	
عامل نو	2.620	2.639	2.657	2.676	2.695	2.714	2.732	2.751	2.770	2.788	2.807	2.826	2.844	2.863	2.882	2.900	2.919	2.938	2.957	2.975	2.994	3.013	3.031	3.050	
كفائة عالية	544.965	548.854	552.743	556.632	560.521	564.410	568.299	572.188	576.077	579.966	583.855	587.744	591.633	595.522	599.411	603.300	607.189	611.078	614.967	618.856	622.745	626.634	630.523	634.412	638.301
ش	2.793	2.814	2.836	2.858	2.881	2.903	2.925	2.947	2.969	2.991	3.013	3.035	3.057	3.079	3.101	3.123	3.145	3.167	3.189	3.211	3.233	3.255	3.277	3.299	
ش	581.002	585.417	589.832	594.247	598.662	603.077	607.492	611.907	616.322	620.737	625.152	629.567	633.982	638.397	642.812	647.227	651.642	656.057	660.472	664.887	669.302	673.717	678.132	682.547	
ش	2.831	2.852	2.873	2.894	2.915	2.936	2.957	2.978	2.999	3.020	3.041	3.062	3.083	3.104	3.125	3.146	3.167	3.188	3.209	3.230	3.251	3.272	3.293	3.314	
ش	593.187	598.592	603.997	609.402	614.807	620.212	625.617	631.022	636.427	641.832	647.237	652.642	658.047	663.452	668.857	674.262	679.667	685.072	690.477	695.882	701.287	706.692	712.097	717.502	
ش	2.868	2.889	2.910	2.931	2.952	2.973	2.994	3.015	3.036	3.057	3.078	3.099	3.120	3.141	3.162	3.183	3.204	3.225	3.246	3.267	3.288	3.309	3.330	3.351	
ش	606.965	612.370	617.775	623.180	628.585	633.990	639.395	644.800	650.205	655.610	661.015	666.420	671.825	677.230	682.635	688.040	693.445	698.850	704.255	709.660	715.065	720.470	725.875	731.280	
ش	2.910	2.931	2.952	2.973	2.994	3.015	3.036	3.057	3.078	3.099	3.120	3.141	3.162	3.183	3.204	3.225	3.246	3.267	3.288	3.309	3.330	3.351	3.372	3.393	
ش	612.113	617.518	622.923	628.328	633.733	639.138	644.543	649.948	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	
ش	2.947	2.968	2.989	3.010	3.031	3.052	3.073	3.094	3.115	3.136	3.157	3.178	3.199	3.220	3.241	3.262	3.283	3.304	3.325	3.346	3.367	3.388	3.409	3.430	
ش	617.518	622.923	628.328	633.733	639.138	644.543	649.948	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	
ش	2.984	3.005	3.026	3.047	3.068	3.089	3.110	3.131	3.152	3.173	3.194	3.215	3.236	3.257	3.278	3.299	3.320	3.341	3.362	3.383	3.404	3.425	3.446	3.467	
ش	622.923	628.328	633.733	639.138	644.543	649.948	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	
ش	3.021	3.042	3.063	3.084	3.105	3.126	3.147	3.168	3.189	3.210	3.231	3.252	3.273	3.294	3.315	3.336	3.357	3.378	3.399	3.420	3.441	3.462	3.483	3.504	
ش	628.328	633.733	639.138	644.543	649.948	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	
ش	3.058	3.079	3.100	3.121	3.142	3.163	3.184	3.205	3.226	3.247	3.268	3.289	3.310	3.331	3.352	3.373	3.394	3.415	3.436	3.457	3.478	3.499	3.520	3.541	
ش	633.733	639.138	644.543	649.948	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	758.050	
ش	3.095	3.116	3.137	3.158	3.179	3.200	3.221	3.242	3.263	3.284	3.305	3.326	3.347	3.368	3.389	3.410	3.431	3.452	3.473	3.494	3.515	3.536	3.557	3.578	
ش	639.138	644.543	649.948	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	758.050	763.455	
ش	3.132	3.153	3.174	3.195	3.216	3.237	3.258	3.279	3.300	3.321	3.342	3.363	3.384	3.405	3.426	3.447	3.468	3.489	3.510	3.531	3.552	3.573	3.594	3.615	
ش	644.543	649.948	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	758.050	763.455	768.860	
ش	3.169	3.190	3.211	3.232	3.253	3.274	3.295	3.316	3.337	3.358	3.379	3.400	3.421	3.442	3.463	3.484	3.505	3.526	3.547	3.568	3.589	3.610	3.631	3.652	
ش	649.948	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	758.050	763.455	768.860	774.265	
ش	3.206	3.227	3.248	3.269	3.290	3.311	3.332	3.353	3.374	3.395	3.416	3.437	3.458	3.479	3.500	3.521	3.542	3.563	3.584	3.605	3.626	3.647	3.668	3.689	
ش	655.353	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	758.050	763.455	768.860	774.265	779.670	
ش	3.243	3.264	3.285	3.306	3.327	3.348	3.369	3.390	3.411	3.432	3.453	3.474	3.495	3.516	3.537	3.558	3.579	3.600	3.621	3.642	3.663	3.684	3.705	3.726	
ش	660.758	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	758.050	763.455	768.860	774.265	779.670	785.075	
ش	3.280	3.301	3.322	3.343	3.364	3.385	3.406	3.427	3.448	3.469	3.490	3.511	3.532	3.553	3.574	3.595	3.616	3.637	3.658	3.679	3.700	3.721	3.742	3.763	
ش	666.163	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	758.050	763.455	768.860	774.265	779.670	785.075	790.480	
ش	3.317	3.338	3.359	3.380	3.401	3.422	3.443	3.464	3.485	3.506	3.527	3.548	3.569	3.590	3.611	3.632	3.653	3.674	3.695	3.716	3.737	3.758	3.779	3.800	
ش	671.568	676.973	682.378	687.783	693.188	698.593	704.000	709.405	714.810	720.215	725.620	731.025	736.430	741.835	747.240	752.645	758.050	763.455	768.860	774.265	779.670				