

TABELA SALARIAL HEC 2026

CARGO	CARGA HORÁRIA MENSAL	STEP 1	STEP 2	STEP 3
AJUDANTE COZINHA	180	R\$ 1.556,11	R\$ 1.672,82	R\$ 1.789,53
AJUDANTE COZINHA	220	R\$ 1.839,27	R\$ 1.977,22	R\$ 2.115,16
ALMOXARIFE	180	R\$ 2.466,01	R\$ 2.650,96	R\$ 2.835,91
ALMOXARIFE	220	R\$ 2.951,37	R\$ 3.172,72	R\$ 3.394,08
AN ADM PESSOAL PL	220	R\$ 3.461,92	R\$ 3.721,56	R\$ 3.981,21
AN FINANCEIRO SR	220	R\$ 7.219,22	R\$ 7.760,66	R\$ 8.302,10
AN LABORATORIO I	180	R\$ 2.781,68	R\$ 2.990,31	R\$ 3.198,93
AN LABORATORIO I	220	R\$ 3.399,82	R\$ 3.654,81	R\$ 3.909,79
AN QUALIDADE JR	220	R\$ 2.825,52	R\$ 3.037,43	R\$ 3.249,35
ANALISTA CONTABIL JR	220	R\$ 3.653,64	R\$ 3.927,66	R\$ 4.201,69
ANALISTA CONTABIL PL	220	R\$ 4.317,09	R\$ 4.640,87	R\$ 4.964,65
ANALISTA PESSOAL JR	220	R\$ 2.988,04	R\$ 3.212,14	R\$ 3.436,25
ANALISTA RH JR	220	R\$ 3.245,74	R\$ 3.489,17	R\$ 3.732,60
ANALISTA RH SR	220	R\$ 5.662,03	R\$ 6.086,68	R\$ 6.511,33
ANALISTA SISTEMAS JR	220	R\$ 3.968,01	R\$ 4.265,61	R\$ 4.563,21
ANALISTA SISTEMAS SR	220	R\$ 7.806,71	R\$ 8.392,21	R\$ 8.977,72
ANALISTA SUPORTE JR	220	R\$ 2.895,49	R\$ 3.112,65	R\$ 3.329,81
APRENDIZ	100	R\$ 761,55	R\$ 818,67	R\$ 875,78
ARTIFICE MANUTENCAO	180	R\$ 1.962,92	R\$ 2.110,14	R\$ 2.257,36
ARTIFICE MANUTENCAO	220	R\$ 2.399,13	R\$ 2.579,06	R\$ 2.759,00
ASS FINANCEIRO	220	R\$ 2.840,98	R\$ 3.054,05	R\$ 3.267,13
ASS SOCIAL II	150	R\$ 4.072,61	R\$ 4.378,06	R\$ 4.683,50
ASS SOCIAL III	150	R\$ 4.684,54	R\$ 5.035,88	R\$ 5.387,22
ASSESSOR MARKETING	220	R\$ 5.251,90	R\$ 5.645,79	R\$ 6.039,69
ASSISTENTE DIRETORIA	220	R\$ 2.115,80	R\$ 2.274,49	R\$ 2.433,17
ASSISTENTE MARKETING	220	R\$ 2.289,59	R\$ 2.461,31	R\$ 2.633,03
AUX ADM PESSOAL	220	R\$ 1.697,59	R\$ 1.824,91	R\$ 1.952,23
AUX CONT MEDICAS I	220	R\$ 2.200,41	R\$ 2.365,44	R\$ 2.530,47
AUX CONT MEDICAS II	220	R\$ 2.743,29	R\$ 2.949,04	R\$ 3.154,78
AUX ENG CLINICA	220	R\$ 2.018,24	R\$ 2.169,61	R\$ 2.320,98
AUX FINANCEIRO	220	R\$ 2.387,58	R\$ 2.566,65	R\$ 2.745,72
AUX GOVERNANCA I	180	R\$ 1.344,93	R\$ 1.445,80	R\$ 1.546,67
AUX GOVERNANCA I	180	R\$ 1.344,93	R\$ 1.445,80	R\$ 1.546,67
AUX GOVERNANCA I	220	R\$ 1.643,82	R\$ 1.767,11	R\$ 1.890,39
AUX GOVERNANCA II	220	R\$ 2.172,35	R\$ 2.335,28	R\$ 2.498,20
AUX HIGIENIZACAO I	180	R\$ 1.326,27	R\$ 1.425,74	R\$ 1.525,21
AUX HIGIENIZACAO I	220	R\$ 1.621,00	R\$ 1.742,58	R\$ 1.864,15
AUX HIGIENIZACAO II	180	R\$ 1.556,11	R\$ 1.672,82	R\$ 1.789,53
AUX HIGIENIZACAO II	220	R\$ 1.839,28	R\$ 1.977,23	R\$ 2.115,17
AUX SUPRIMENTOS I	180	R\$ 1.837,76	R\$ 1.975,59	R\$ 2.113,42
AUX SUPRIMENTOS I	220	R\$ 2.183,51	R\$ 2.347,27	R\$ 2.511,04
AUX SUPRIMENTOS II	180	R\$ 2.071,16	R\$ 2.226,50	R\$ 2.381,83
AUX SUPRIMENTOS II	220	R\$ 2.468,75	R\$ 2.653,91	R\$ 2.839,06

AUX SUPRIMENTOS III	180	R\$ 2.150,42	R\$ 2.311,70	R\$ 2.472,98
AUXILIAR ADM I	180	R\$ 1.602,38	R\$ 1.722,56	R\$ 1.842,74
AUXILIAR ADM I	220	R\$ 1.907,65	R\$ 2.050,72	R\$ 2.193,80
AUXILIAR ADM I	220	R\$ 1.907,65	R\$ 2.050,72	R\$ 2.193,80
AUXILIAR ADM II	220	R\$ 2.462,39	R\$ 2.647,07	R\$ 2.831,75
AUXILIAR ADM III	220	R\$ 3.001,86	R\$ 3.227,00	R\$ 3.452,14
AUXILIAR COLETA	180	R\$ 1.539,28	R\$ 1.654,73	R\$ 1.770,17
AUXILIAR FARMACIA I	180	R\$ 1.626,87	R\$ 1.748,89	R\$ 1.870,90
AUXILIAR FARMACIA I	220	R\$ 1.925,78	R\$ 2.070,21	R\$ 2.214,65
AUXILIAR SAUDE BUCAL	220	R\$ 2.095,57	R\$ 2.252,74	R\$ 2.409,91
BOMBEIRO HIDRAULICO	220	R\$ 2.399,13	R\$ 2.579,06	R\$ 2.759,00
COMPRADOR JR	220	R\$ 3.304,00	R\$ 3.551,80	R\$ 3.799,60
COMPRADOR PL	220	R\$ 4.450,88	R\$ 4.784,70	R\$ 5.118,51
CONTADOR	150	R\$ 9.948,77	R\$ 10.694,93	R\$ 11.441,09
COORD ADM	220	R\$ 7.082,36	R\$ 7.613,54	R\$ 8.144,71
COORD COMPRAS	220	R\$ 8.249,78	R\$ 8.868,51	R\$ 9.487,25
COORD EDU CONTINUADA	150	R\$ 5.200,00	R\$ 5.590,00	R\$ 5.980,00
COORD ENFERMAGEM I	150	R\$ 5.215,26	R\$ 5.606,40	R\$ 5.997,55
COORD ENFERMAGEM II	150	R\$ 6.070,76	R\$ 6.526,07	R\$ 6.981,37
COORD ENFERMAGEM III	150	R\$ 7.145,72	R\$ 7.681,65	R\$ 8.217,58
COORD FARMACIA	200	R\$ 7.049,30	R\$ 7.578,00	R\$ 8.106,70
COORD FATURAMENTO	220	R\$ 5.157,94	R\$ 5.544,79	R\$ 5.931,63
COORD FISIOTERAPIA	150	R\$ 6.168,73	R\$ 6.631,38	R\$ 7.094,04
COORD GOVERNANCA	220	R\$ 4.673,74	R\$ 5.024,27	R\$ 5.374,80
COORD LABORATORIO	220	R\$ 6.879,17	R\$ 7.395,11	R\$ 7.911,05
COORD MANUTENCAO	220	R\$ 7.057,02	R\$ 7.586,30	R\$ 8.115,57
COORD NUTRICAO	220	R\$ 5.962,21	R\$ 6.409,38	R\$ 6.856,54
COORD RH	220	R\$ 7.990,47	R\$ 8.589,76	R\$ 9.189,04
COORD SUPRIMENTOS	220	R\$ 7.231,46	R\$ 7.773,82	R\$ 8.316,18
COORD TI	220	R\$ 12.169,92	R\$ 13.082,66	R\$ 13.995,41
COPEIRO	180	R\$ 1.626,87	R\$ 1.748,89	R\$ 1.870,90
COPEIRO	220	R\$ 1.925,78	R\$ 2.070,21	R\$ 2.214,65
COZINHEIRO I	180	R\$ 1.833,38	R\$ 1.970,88	R\$ 2.108,39
COZINHEIRO II	180	R\$ 2.245,38	R\$ 2.413,78	R\$ 2.582,19
ELETRICISTA I	180	R\$ 2.075,52	R\$ 2.231,18	R\$ 2.386,85
ENC SUPRIMENTOS	220	R\$ 3.660,32	R\$ 3.934,84	R\$ 4.209,37
ENFERMEIRO AUDITOR I	150	R\$ 4.765,66	R\$ 5.123,08	R\$ 5.480,51
ENFERMEIRO CCIH	150	R\$ 4.168,40	R\$ 4.481,03	R\$ 4.793,66
ENFERMEIRO CCIH	200	R\$ 5.754,51	R\$ 6.186,10	R\$ 6.617,69
ENFERMEIRO EDU CONT	150	R\$ 4.168,40	R\$ 4.481,03	R\$ 4.793,66
ENFERMEIRO NAVEGADOR	150	R\$ 3.901,36	R\$ 4.193,96	R\$ 4.486,56
ENFERMEIRO I	150	R\$ 3.901,36	R\$ 4.193,96	R\$ 4.486,56
ENFERMEIRO QUALIDADE	150	R\$ 4.168,40	R\$ 4.481,03	R\$ 4.793,66
ENFERMEIRO ROTINA I	150	R\$ 4.722,59	R\$ 5.076,78	R\$ 5.430,98
ENG SEG TRABALHO	100	R\$ 4.809,67	R\$ 5.170,40	R\$ 5.531,12
FARMACEUTICO I	180	R\$ 3.364,70	R\$ 3.617,05	R\$ 3.869,41
FARMACEUTICO II	220	R\$ 4.037,92	R\$ 4.340,76	R\$ 4.643,61

FARMACEUTICO RESPONS	180	R\$ 3.364,70	R\$ 3.617,05	R\$ 3.869,41
FISIOTERAPEUTA I	150	R\$ 3.515,85	R\$ 3.779,54	R\$ 4.043,23
FISIOTERAPEUTA II	150	R\$ 3.842,72	R\$ 4.130,92	R\$ 4.419,13
FONOAUDIOLOGO	150	R\$ 3.294,63	R\$ 3.541,73	R\$ 3.788,82
GERENTE ADM	220	R\$ 11.904,87	R\$ 12.797,74	R\$ 13.690,60
GERENTE DE NIR	220	R\$ 11.279,24	R\$ 12.125,18	R\$ 12.971,13
GERENTE ENFERMAGEM	150	R\$ 9.473,46	R\$ 10.183,97	R\$ 10.894,48
INSTRUMENTADOR	150	R\$ 2.375,18	R\$ 2.553,32	R\$ 2.731,46
LIDER ATENDIMENTO	180	R\$ 2.772,52	R\$ 2.980,46	R\$ 3.188,40
LIDER DE CON MEDICAS	220	R\$ 3.391,42	R\$ 3.645,78	R\$ 3.900,13
LIDER GOVERNANCA	180	R\$ 2.173,54	R\$ 2.336,56	R\$ 2.499,57
LIDER MANUTENCAO	220	R\$ 3.288,60	R\$ 3.535,25	R\$ 3.781,89
MAQUEIRO	180	R\$ 1.344,95	R\$ 1.445,82	R\$ 1.546,69
MAQUEIRO	220	R\$ 1.643,82	R\$ 1.767,11	R\$ 1.890,39
MEDICO TRABALHO	50	R\$ 3.541,64	R\$ 3.807,26	R\$ 4.072,89
MEDICO TRABALHO	100	R\$ 8.872,33	R\$ 9.537,75	R\$ 10.203,18
MEDICO TRAINEE	200	R\$ 4.106,09	R\$ 4.414,05	R\$ 4.722,00
MENSAGEIRO	220	R\$ 1.621,00	R\$ 1.742,58	R\$ 1.864,15
MOTORISTA AMBULANCIA	180	R\$ 2.667,80	R\$ 2.867,89	R\$ 3.067,97
NUTRIC CLINICO I	180	R\$ 3.138,53	R\$ 3.373,92	R\$ 3.609,31
NUTRIC CLINICO I	220	R\$ 3.777,78	R\$ 4.061,11	R\$ 4.344,45
NUTRIC PRODUCAO I	180	R\$ 3.138,53	R\$ 3.373,92	R\$ 3.609,31
NUTRIC PRODUCAO I	220	R\$ 3.777,78	R\$ 4.061,11	R\$ 4.344,45
OUVIDOR JR	220	R\$ 3.042,50	R\$ 3.270,69	R\$ 3.498,88
PEDAGOGO	150	R\$ 3.998,89	R\$ 4.298,81	R\$ 4.598,72
PLANEJ SUPRIMENTOS	220	R\$ 3.659,85	R\$ 3.934,34	R\$ 4.208,83
PSICOLOGO	150	R\$ 4.340,98	R\$ 4.666,55	R\$ 4.992,13
PSICOLOGO SUPERVISOR	150	R\$ 5.453,59	R\$ 5.862,61	R\$ 6.271,63
RECEPCIONISTA I	180	R\$ 1.630,20	R\$ 1.752,47	R\$ 1.874,73
RECEPCIONISTA I	220	R\$ 1.929,83	R\$ 2.074,57	R\$ 2.219,30
RECEPCIONISTA II	180	R\$ 1.950,00	R\$ 2.096,25	R\$ 2.242,50
RECEPCIONISTA II	220	R\$ 2.259,41	R\$ 2.428,87	R\$ 2.598,32
RECEPCIONISTA III	220	R\$ 2.688,34	R\$ 2.889,97	R\$ 3.091,59
RECREADOR	220	R\$ 1.579,16	R\$ 1.697,60	R\$ 1.816,03
SUP ENFERMAGEM I	150	R\$ 4.930,54	R\$ 5.300,33	R\$ 5.670,12
SUP ENFERMAGEM I	200	R\$ 6.574,88	R\$ 7.068,00	R\$ 7.561,11
SUP ENFERMAGEM II	150	R\$ 5.809,64	R\$ 6.245,36	R\$ 6.681,09
SUP ENG CLINICA	220	R\$ 4.259,90	R\$ 4.579,39	R\$ 4.898,89
SUP SEG PATRIMONIAL	220	R\$ 1.235,28	R\$ 1.327,93	R\$ 1.420,57
TEC APARELHO GESSADO	220	R\$ 1.729,63	R\$ 1.859,35	R\$ 1.989,07
TEC ENF TRABALHO	200	R\$ 3.166,90	R\$ 3.404,42	R\$ 3.641,94
TEC ENFERMAGEM I	150	R\$ 2.375,18	R\$ 2.553,32	R\$ 2.731,46
TEC ENFERMAGEM II	150	R\$ 2.375,18	R\$ 2.553,32	R\$ 2.731,46
TEC ENFERMAGEM II	150	R\$ 2.375,18	R\$ 2.553,32	R\$ 2.731,46
TEC ENG CLINICA	220	R\$ 2.733,60	R\$ 2.938,62	R\$ 3.143,64
TEC FARMACIA	180	R\$ 2.523,48	R\$ 2.712,74	R\$ 2.902,00
TEC INFORMATICA I	220	R\$ 2.305,93	R\$ 2.478,87	R\$ 2.651,82

TEC LABORATORIO I	120	R\$ 1.448,99	R\$ 1.557,66	R\$ 1.666,34
TEC LABORATORIO I	150	R\$ 1.811,24	R\$ 1.947,08	R\$ 2.082,93
TEC LABORATORIO I	180	R\$ 2.173,50	R\$ 2.336,51	R\$ 2.499,53
TEC LABORATORIO I	220	R\$ 2.656,50	R\$ 2.855,74	R\$ 3.054,98
TEC NUTRICA0	180	R\$ 1.996,51	R\$ 2.146,25	R\$ 2.295,99
TEC RADIOLOGIA	120	R\$ 3.242,00	R\$ 3.485,15	R\$ 3.728,30
TEC RADIOLOGIA II	120	R\$ 3.835,00	R\$ 4.122,63	R\$ 4.410,25
TEC SEG TRABALHO I	180	R\$ 3.126,48	R\$ 3.360,97	R\$ 3.595,45
TECNICO AUDIOVISUAL	220	R\$ 1.931,62	R\$ 2.076,49	R\$ 2.221,36
TERAP OCUPACIONAL	150	R\$ 3.380,63	R\$ 3.634,18	R\$ 3.887,72