

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 33000008: services externes pour la prévention et la protection au travail

En vigueur au 01/01/2018 (Dernière actualisation de la page 08/01/2024)

Adaptation des salaires minimums en 01/2018. En cas d'indexation en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

Pour le présent barème salarial, les salaires des jeunes ont été maintenus. Il n'y a jamais eu de salaires sectoriels pour les étudiants. Eu égard à sa nature supplétive, la CCT n°50 du CNT est d'application, mais uniquement pour les travailleurs âgés de moins de 21 ans sous contrat d'étudiant.

**Ce sous-secteur n'est pas une sous-commission paritaire officielle (SCP). Cependant, les données salariales ci-après sont reprises dans les CCT sectorielles de la commission paritaire officielle (CP 330).**

### 1. REGIME (sur base hebdomadaire): 38h

#### 1.1. : Travailleurs effectuant un travail principalement manuel

##### 1.1.1. : Barèmes de rémunération horaire minima

| NBRE<br>ANNEES<br>ANCIE<br>NNE TE | CATEGORIES |         |         |         |         |
|-----------------------------------|------------|---------|---------|---------|---------|
|                                   | 1          | 2       | 3       | 4       | 5       |
| 0                                 | 11.0798    | 11.1176 | 11.1554 | 11.1932 | 11.6846 |
| 1                                 | 11.0871    | 11.1289 | 11.1582 | 11.2299 | 11.7803 |
| 2                                 | 11.0944    | 11.1403 | 11.1610 | 11.2665 | 11.8761 |
| 3                                 | 11.1016    | 11.1516 | 11.1638 | 11.4042 | 11.9719 |
| 4                                 | 11.1016    | 11.1516 | 11.1638 | 11.4042 | 11.9719 |
| 5                                 | 11.1089    | 11.1629 | 11.1666 | 11.5350 | 12.1026 |
| 6                                 | 11.1089    | 11.1629 | 11.1666 | 11.5350 | 12.1026 |
| 7                                 | 11.1161    | 11.1742 | 11.2636 | 11.6658 | 12.2334 |
| 8                                 | 11.1161    | 11.1742 | 11.2636 | 11.6658 | 12.2334 |
| 9                                 | 11.1234    | 11.1855 | 11.3944 | 11.7965 | 12.3641 |
| 10                                | 11.1234    | 11.1855 | 11.3944 | 11.7965 | 12.3641 |
| 11                                | 11.1307    | 11.1968 | 11.5251 | 11.9273 | 12.4949 |
| 12                                | 11.1307    | 11.1968 | 11.5251 | 11.9273 | 12.4949 |
| 13                                | 11.1379    | 11.2082 | 11.6559 | 12.0580 | 12.6256 |
| 14                                | 11.1379    | 11.2082 | 11.6559 | 12.0580 | 12.6256 |
| 15                                | 11.1452    | 11.2195 | 11.7866 | 12.1888 | 12.7564 |
| 16                                | 11.1452    | 11.2195 | 11.7866 | 12.1888 | 12.7564 |
| 17                                | 11.1525    | 11.3502 | 11.9174 | 12.3195 | 12.8872 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 18 | 11.1525 | 11.3502 | 11.9174 | 12.3195 | 12.8872 |
| 19 | 11.1597 | 11.4810 | 12.0482 | 12.4682 | 13.0358 |
| 20 | 11.1597 | 11.4810 | 12.0482 | 12.4682 | 13.0358 |
| 21 | 11.1670 | 11.6117 | 12.1789 | 12.6169 | 13.1845 |
| 22 | 11.1670 | 11.6117 | 12.1789 | 12.6169 | 13.1845 |
| 23 | 11.2641 | 11.7425 | 12.3097 | 12.7656 | 13.3332 |
| 24 | 11.2641 | 11.7425 | 12.3097 | 12.7656 | 13.3332 |
| 25 | 11.3612 | 11.8732 | 12.4404 | 12.9143 | 13.4819 |
| 26 | 11.3612 | 11.8732 | 12.4404 | 12.9143 | 13.4819 |
| 27 | 11.3612 | 12.0040 | 12.5712 | 13.0630 | 13.6306 |
| 28 | 11.3612 | 12.0040 | 12.5712 | 13.0630 | 13.6306 |
| 29 | 11.3612 | 12.0040 | 12.5712 | 13.0630 | 13.6306 |
| 30 | 11.3612 | 12.0040 | 12.5712 | 13.0630 | 13.6306 |
| 31 | 11.3612 | 12.0040 | 12.5712 | 13.0630 | 13.6306 |

## 1.2. : Travailleurs effectuant un travail principalement intellectuel

### 1.2.1. : Personnel administratif

#### 1.2.1.1. : Barèmes de rémunération mensuelle minima

| NBRE<br>ANNEES<br>ANCIE<br>NNE TE | CATEGORIES |         |         |         |         |
|-----------------------------------|------------|---------|---------|---------|---------|
|                                   | 1          | 2       | 3       | 4       | 5       |
| 0                                 | 1824.48    | 1824.92 | 1828.00 | 1924.92 | 2202.98 |
| 1                                 | 1824.66    | 1826.43 | 1865.33 | 1962.26 | 2246.55 |
| 2                                 | 1824.85    | 1827.95 | 1902.67 | 1999.59 | 2290.12 |
| 3                                 | 1825.03    | 1829.46 | 1940.01 | 2036.93 | 2333.68 |
| 4                                 | 1825.03    | 1829.46 | 1940.01 | 2036.93 | 2333.68 |
| 5                                 | 1825.21    | 1830.98 | 1976.01 | 2074.27 | 2408.39 |
| 6                                 | 1825.21    | 1830.98 | 1976.01 | 2074.27 | 2408.39 |
| 7                                 | 1825.40    | 1832.49 | 2012.02 | 2124.06 | 2769.49 |
| 8                                 | 1825.40    | 1832.49 | 2012.02 | 2124.06 | 2769.49 |
| 9                                 | 1825.58    | 1863.68 | 2099.19 | 2223.69 | 2844.19 |
| 10                                | 1825.58    | 1863.68 | 2099.19 | 2223.69 | 2844.19 |
| 11                                | 1825.76    | 1894.86 | 2186.35 | 2323.32 | 2918.90 |
| 12                                | 1825.76    | 1894.86 | 2186.35 | 2323.32 | 2918.90 |
| 13                                | 1825.95    | 1926.04 | 2273.52 | 2410.48 | 2993.61 |
| 14                                | 1825.95    | 1926.04 | 2273.52 | 2410.48 | 2993.61 |
| 15                                | 1847.47    | 1975.72 | 2360.69 | 2497.65 | 3068.32 |
| 16                                | 1847.47    | 1975.72 | 2360.69 | 2497.65 | 3325.79 |
| 17                                | 1869.01    | 2025.41 | 2447.85 | 2584.82 | 3401.22 |
| 18                                | 1869.01    | 2025.41 | 2447.85 | 2584.82 | 3507.29 |
| 19                                | 1890.54    | 2075.10 | 2535.02 | 2671.98 | 3582.00 |
| 20                                | 1890.54    | 2075.10 | 2535.02 | 2671.98 | 3582.00 |
| 21                                | 1912.07    | 2124.78 | 2622.19 | 2759.15 | 3656.71 |
| 22                                | 1912.07    | 2124.78 | 2622.19 | 2759.15 | 3656.71 |
| 23                                | 1933.60    | 2174.47 | 2709.36 | 2846.32 | 3731.42 |
| 24                                | 1933.60    | 2174.47 | 2709.36 | 2846.32 | 3731.42 |
| 25                                | 1955.13    | 2224.16 | 2796.52 | 2933.48 | 3806.13 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 26 | 1955.13 | 2224.16 | 2796.52 | 2933.48 | 3806.13 |
| 27 | 1976.66 | 2273.84 | 2883.69 | 3020.65 | 3880.84 |
| 28 | 1976.66 | 2273.84 | 2883.69 | 3020.65 | 3880.84 |
| 29 | 1976.66 | 2323.53 | 2970.86 | 3107.82 | 3880.84 |
| 30 | 1976.66 | 2323.53 | 2970.86 | 3107.82 | 3880.84 |
| 31 | 1976.66 | 2323.53 | 2970.86 | 3107.82 | 3880.84 |

## 1.2.2. : Personnel technique et paramédical

### 1.2.2.1. : Barèmes de rémunération mensuelle minima

| NBRE<br><br>ANNEES<br><br>ANCIE<br>NNETE | CATEGORIES |         |         |         |         |
|------------------------------------------|------------|---------|---------|---------|---------|
|                                          | 1          | 2       | 3       | 4       | 5       |
| 0                                        | 1824.48    | 1843.26 | 1974.75 | 2037.00 | 2202.98 |
| 1                                        | 1824.66    | 1850.65 | 2005.93 | 2074.34 | 2246.55 |
| 2                                        | 1824.85    | 1858.04 | 2037.11 | 2111.68 | 2290.12 |
| 3                                        | 1825.03    | 1865.43 | 2068.29 | 2149.01 | 2333.68 |
| 4                                        | 1825.03    | 1865.43 | 2068.29 | 2149.01 | 2333.68 |
| 5                                        | 1825.21    | 1872.82 | 2105.63 | 2186.35 | 2408.39 |
| 6                                        | 1825.21    | 1872.82 | 2105.63 | 2186.35 | 2408.39 |
| 7                                        | 1825.40    | 1907.89 | 2142.97 | 2236.14 | 2769.49 |
| 8                                        | 1825.40    | 1907.89 | 2142.97 | 2236.14 | 2769.49 |
| 9                                        | 1825.58    | 1942.96 | 2180.30 | 2335.77 | 2844.19 |
| 10                                       | 1825.58    | 1942.96 | 2180.30 | 2335.77 | 2844.19 |
| 11                                       | 1825.76    | 1978.03 | 2217.64 | 2435.39 | 2918.90 |
| 12                                       | 1825.76    | 1978.03 | 2217.64 | 2435.39 | 2918.90 |
| 13                                       | 1825.95    | 2013.09 | 2267.43 | 2522.56 | 2993.61 |
| 14                                       | 1825.95    | 2013.09 | 2267.43 | 2522.56 | 2993.61 |
| 15                                       | 1847.47    | 2062.78 | 2317.23 | 2609.73 | 3068.32 |
| 16                                       | 1847.47    | 2062.78 | 2317.23 | 2609.73 | 3325.79 |
| 17                                       | 1869.01    | 2112.47 | 2367.02 | 2696.90 | 3401.22 |
| 18                                       | 1869.01    | 2112.47 | 2367.02 | 2696.90 | 3507.29 |
| 19                                       | 1890.54    | 2162.15 | 2416.82 | 2784.07 | 3582.00 |
| 20                                       | 1890.54    | 2162.15 | 2416.82 | 2784.07 | 3582.00 |
| 21                                       | 1912.07    | 2211.84 | 2466.61 | 2871.23 | 3656.71 |
| 22                                       | 1912.07    | 2211.84 | 2466.61 | 2871.23 | 3656.71 |
| 23                                       | 1933.60    | 2261.53 | 2516.41 | 2958.40 | 3731.42 |
| 24                                       | 1933.60    | 2261.53 | 2516.41 | 2958.40 | 3731.42 |
| 25                                       | 1955.13    | 2311.22 | 2566.20 | 3045.57 | 3806.13 |
| 26                                       | 1955.13    | 2311.22 | 2566.20 | 3045.57 | 3806.13 |
| 27                                       | 1976.66    | 2360.90 | 2616.00 | 3132.74 | 3880.84 |
| 28                                       | 1976.66    | 2360.90 | 2616.00 | 3132.74 | 3880.84 |
| 29                                       | 1976.66    | 2410.59 | 2665.79 | 3219.90 | 3880.84 |
| 30                                       | 1976.66    | 2410.59 | 2665.79 | 3219.90 | 3880.84 |
| 31                                       | 1976.66    | 2410.59 | 2715.59 | 3219.90 | 3880.84 |

## 1.2.3. : Personnel soignant

### 1.2.3.1. : Barèmes de rémunération mensuelle minima

| NBRE<br>ANNEES<br>ANCIENNETE | CATEGORIES |         |         |         |         |         |
|------------------------------|------------|---------|---------|---------|---------|---------|
|                              | 1          | 2       | 3       | 4       | 5       | 6       |
| 0                            | 1824.48    | 1843.26 | 1974.75 | 2037.00 | 2202.98 | 2277.67 |
| 1                            | 1828.05    | 1850.65 | 2005.93 | 2074.34 | 2246.55 | 2322.71 |
| 2                            | 1831.62    | 1858.04 | 2037.11 | 2111.68 | 2290.12 | 2367.76 |
| 3                            | 1835.19    | 1865.43 | 2068.29 | 2149.01 | 2333.68 | 2412.80 |
| 4                            | 1835.19    | 1865.43 | 2068.29 | 2149.01 | 2333.68 | 2412.80 |
| 5                            | 1838.76    | 1872.82 | 2105.63 | 2186.35 | 2408.39 | 2490.04 |
| 6                            | 1838.76    | 1872.82 | 2105.63 | 2186.35 | 2408.39 | 2490.04 |
| 7                            | 1854.75    | 1907.89 | 2142.97 | 2236.14 | 2769.49 | 2863.38 |
| 8                            | 1854.75    | 1907.89 | 2142.97 | 2236.14 | 2769.49 | 2863.38 |
| 9                            | 1876.28    | 1942.96 | 2180.30 | 2335.77 | 2844.19 | 2940.62 |
| 10                           | 1876.28    | 1942.96 | 2180.30 | 2335.77 | 2844.19 | 2940.62 |
| 11                           | 1897.81    | 1978.03 | 2217.64 | 2435.39 | 2918.90 | 3017.86 |
| 12                           | 1897.81    | 1978.03 | 2217.64 | 2435.39 | 2918.90 | 3017.86 |
| 13                           | 1919.34    | 2013.09 | 2267.43 | 2522.56 | 2993.61 | 3095.11 |
| 14                           | 1919.34    | 2013.09 | 2267.43 | 2522.56 | 2993.61 | 3095.11 |
| 15                           | 1940.87    | 2062.78 | 2317.23 | 2609.73 | 3068.32 | 3172.35 |
| 16                           | 1940.87    | 2062.78 | 2317.23 | 2609.73 | 3325.79 | 3438.55 |
| 17                           | 1962.40    | 2112.47 | 2367.02 | 2696.90 | 3401.22 | 3516.54 |
| 18                           | 1962.40    | 2112.47 | 2367.02 | 2696.90 | 3507.29 | 3626.20 |
| 19                           | 1983.93    | 2162.15 | 2416.82 | 2784.07 | 3582.00 | 3703.44 |
| 20                           | 1983.93    | 2162.15 | 2416.82 | 2784.07 | 3582.00 | 3703.44 |
| 21                           | 2005.46    | 2211.84 | 2466.61 | 2871.23 | 3656.71 | 3780.68 |
| 22                           | 2005.46    | 2211.84 | 2466.61 | 2871.23 | 3656.71 | 3780.68 |
| 23                           | 2026.99    | 2261.53 | 2516.41 | 2958.40 | 3731.42 | 3857.93 |
| 24                           | 2026.99    | 2261.53 | 2516.41 | 2958.40 | 3731.42 | 3857.93 |
| 25                           | 2048.52    | 2311.22 | 2566.20 | 3045.57 | 3806.13 | 3935.17 |
| 26                           | 2048.52    | 2311.22 | 2566.20 | 3045.57 | 3806.13 | 3935.17 |
| 27                           | 2070.06    | 2360.90 | 2616.00 | 3132.74 | 3880.84 | 4012.41 |
| 28                           | 2070.06    | 2360.90 | 2616.00 | 3132.74 | 3880.84 | 4012.41 |
| 29                           | 2070.06    | 2410.59 | 2665.79 | 3219.90 | 3880.84 | 4012.41 |
| 30                           | 2070.06    | 2410.59 | 2665.79 | 3219.90 | 3880.84 | 4012.41 |
| 31                           | 2070.06    | 2410.59 | 2715.59 | 3219.90 | 3880.84 | 4012.41 |

### 1.3. : Rémunération minimum garantie

Montant mensuel.

Cette rémunération comprend l'allocation de foyer ou de résidence. La rémunération minimum garantie est un droit que tout travailleur peut faire valoir, indépendamment de l'octroi de primes, allocations, indemnités et suppléments de quelque nature que ce soit.

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