

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3310002: centres de sante mentale, agrees par la communaute flamande

En vigueur au 01/04/2022 (Dernière actualisation de la page 21/12/2022)

Indexation de 2% en 4/2022.

Ce sous-secteur n'est pas une Sous-commission paritaire officielle (SCP). Cependant, les données de salaire ci-dessous sont reprises dans les CCT's sectorielles de la Commission paritaire officielle (CP 331).

1. : Salaires de base annuels

1.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	12384.81	12589.17	13300.93	13568.72	13977.45	14804.87
1	13422.15	13661.73	14373.51	14641.31	15050.06	15970.17
2	13492.67	13792.15	14507.37	14782.31	15191.04	15970.17
3	13563.17	13922.57	14641.26	14923.29	15332.02	16239.11
4	13633.67	14052.96	14775.12	15064.24	15473.02	16239.11
5	13704.17	14183.38	14908.99	15205.24	15614.00	16597.69
6	13774.65	14313.82	15042.90	15346.22	15754.97	16597.69
7	13845.15	14444.21	15176.74	15487.20	15895.92	17314.79
8	13915.65	14574.63	15310.62	15628.17	16036.93	17314.79
9	13986.18	14705.02	15444.49	15769.18	16177.90	18031.95
10	14420.29	15202.10	15993.32	16322.25	16725.60	18390.48
11	14490.76	15360.65	16155.44	16491.32	16894.71	19017.95
12	14561.27	15519.18	16317.54	16660.45	17063.83	19017.95
13	14631.79	15677.70	16479.64	16829.57	17232.91	19650.00
14	14702.29	15836.26	16641.74	16998.68	17402.03	19650.00
15	14772.79	15994.78	16803.86	17167.79	17571.16	20289.89
16	14843.29	16153.31	16965.96	17336.90	17740.28	20289.89
17	14913.80	16311.89	17128.08	17505.99	17909.37	20929.82
18	14984.30	16470.39	17290.15	17675.13	18078.48	20929.82
19	15054.80	16628.95	17452.25	17844.24	18247.59	21569.79
20	15125.32	16787.47	17614.40	18013.33	18416.70	21569.79
21	15195.82	16946.03	17776.49	18182.47	18585.84	22209.67
22	15266.32	17104.53	17938.57	18351.56	18754.91	22209.67
23	15336.83	17263.08	18100.69	18520.70	18924.04	22849.61
24	15407.33	17421.61	18262.79	18689.78	19093.13	22849.61
25	15477.83	17580.16	18424.91	18858.90	19262.27	23489.52
26	15548.35	17738.67	18586.98	19028.01	19431.73	23489.52
27	15618.85	17897.24	18749.10	19197.12	19604.19	24129.44

28	15618.85	18055.77	18911.20	19366.24	19776.65	24129.44
29	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
30	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
31	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14804.85	16343.64	16627.41	17314.77	22392.42
1	15925.35	17464.20	17837.72	18435.30	23489.55
2	15925.35	17464.20	17837.72	18435.30	23489.55
3	16194.31	17733.11	18375.55	18704.24	24472.30
4	16194.31	17733.11	18375.55	18704.24	24472.30
5	16463.28	18002.10	18913.38	18973.18	25455.02
6	16463.28	18002.10	18913.38	18973.18	25455.02
7	16732.19	18271.02	21554.49	19242.14	26437.77
8	16732.19	18271.02	21554.49	19242.14	26437.77
9	17001.18	18539.98	22102.98	19512.99	27420.49
10	17359.71	18898.53	22468.60	19878.63	27786.14
11	17718.26	19257.09	23017.09	20244.25	28768.89
12	17718.26	19257.09	23017.09	20244.25	28768.89
13	18076.82	19619.53	23565.55	20609.89	29751.61
14	18076.82	19619.53	23565.55	20609.89	29751.61
15	18435.37	19985.18	24114.02	20975.54	30734.36
16	18435.37	19985.18	26003.29	20975.54	30734.36
17	18793.92	20350.79	26551.75	21341.15	31717.08
18	18793.92	20350.79	26551.75	21341.15	31717.08
19	19152.45	20716.44	27100.22	21706.80	32699.83
20	19152.45	20716.44	27100.22	21706.80	32699.83
21	19512.81	21082.08	27648.73	22072.39	33682.61
22	19512.81	21082.08	27648.73	22072.39	33682.61
23	19878.46	21447.70	28197.19	22438.03	34665.33
24	19878.46	21447.70	28197.19	22438.03	34665.33
25	20244.08	21813.34	28745.68	22803.68	34665.33
26	20244.08	21813.34	28745.68	22803.68	34665.33
27	20609.72	22178.98	29294.15	23169.29	34665.33
28	20609.72	22178.98	29294.15	23169.29	34665.33
29	20975.34	22544.58	29294.15	23534.94	34665.33
30	20975.34	22544.58	29294.15	23534.94	34665.33
31	21340.98	22910.22	29294.15	23900.60	34665.33

2. : Salaires horaires (38h/semaine) (excl. Allocation de foyer ou de résidence)

2.1. : 1.12-1.39

Ancienneté (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	11.5800	11.7711	12.4366	12.6870	13.0692	13.8429
1	12.5500	12.7740	13.4395	13.6899	14.0721	14.9324
2	12.6159	12.8959	13.5647	13.8218	14.2039	14.9324
3	12.6818	13.0179	13.6899	13.9536	14.3357	15.1839
4	12.7478	13.1398	13.8150	14.0854	14.4676	15.1839
5	12.8137	13.2617	13.9402	14.2172	14.5994	15.5192
6	12.8796	13.3837	14.0654	14.3490	14.7312	15.5192
7	12.9455	13.5056	14.1906	14.4808	14.8630	16.1897
8	13.0114	13.6276	14.3157	14.6127	14.9949	16.1897
9	13.0774	13.7495	14.4409	14.7445	15.1267	16.8602
10	13.4833	14.2143	14.9541	15.2616	15.6388	17.1955
11	13.5492	14.3625	15.1057	15.4197	15.7969	17.7822
12	13.6151	14.5107	15.2572	15.5779	15.9550	17.7822
13	13.6810	14.6590	15.4088	15.7360	16.1131	18.3731
14	13.7469	14.8072	15.5604	15.8941	16.2713	18.3731
15	13.8129	14.9554	15.7119	16.0522	16.4294	18.9715
16	13.8788	15.1037	15.8635	16.2104	16.5875	18.9715
17	13.9447	15.2519	16.0151	16.3685	16.7456	19.5698
18	14.0106	15.4001	16.1666	16.5266	16.9037	19.5698
19	14.0765	15.5484	16.3182	16.6847	17.0619	20.1682
20	14.1425	15.6966	16.4698	16.8428	17.2200	20.1682
21	14.2084	15.8449	16.6214	17.0010	17.3781	20.7665
22	14.2743	15.9931	16.7729	17.1591	17.5362	20.7665
23	14.3402	16.1413	16.9245	17.3172	17.6944	21.3648
24	14.4062	16.2896	17.0761	17.4753	17.8525	21.3648
25	14.4721	16.4378	17.2277	17.6335	18.0106	21.9632
26	14.5380	16.5860	17.3792	17.7916	18.1691	21.9632
27	14.6039	16.7343	17.5308	17.9497	18.3303	22.5615
28	14.6039	16.8825	17.6824	18.1078	18.4916	22.5615
29	14.6039	17.0307	17.8339	18.2682	18.6528	23.1599
30	14.6039	17.0307	17.8339	18.2682	18.6528	23.1599
31	14.6039	17.0307	17.8339	18.2682	18.6528	23.1599

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61-1.77	1,59	1,8
0	13.8428	15.2816	15.5470	16.1897	20.9374
1	14.8905	16.3294	16.6786	17.2374	21.9632
2	14.8905	16.3294	16.6786	17.2374	21.9632
3	15.1420	16.5808	17.1815	17.4888	22.8821
4	15.1420	16.5808	17.1815	17.4888	22.8821
5	15.3935	16.8323	17.6844	17.7403	23.8010
6	15.3935	16.8323	17.6844	17.7403	23.8010
7	15.6449	17.0838	20.1539	17.9918	24.7199
8	15.6449	17.0838	20.1539	17.9918	24.7199

9	15.8964	17.3353	20.6667	18.2450	25.6387
10	16.2317	17.6705	21.0086	18.5869	25.9806
11	16.5669	18.0058	21.5214	18.9288	26.8995
12	16.5669	18.0058	21.5214	18.9288	26.8995
13	16.9022	18.3447	22.0343	19.2707	27.8184
14	16.9022	18.3447	22.0343	19.2707	27.8184
15	17.2374	18.6865	22.5471	19.6126	28.7372
16	17.2374	18.6865	24.3136	19.6126	28.7372
17	17.5727	19.0284	24.8264	19.9544	29.6561
18	17.5727	19.0284	24.8264	19.9544	29.6561
19	17.9079	19.3703	25.3393	20.2963	30.5750
20	17.9079	19.3703	25.3393	20.2963	30.5750
21	18.2449	19.7122	25.8521	20.6381	31.4939
22	18.2449	19.7122	25.8521	20.6381	31.4939
23	18.5868	20.0540	26.3649	20.9800	32.4128
24	18.5868	20.0540	26.3649	20.9800	32.4128
25	18.9286	20.3959	26.8778	21.3219	32.4128
26	18.9286	20.3959	26.8778	21.3219	32.4128
27	19.2705	20.7378	27.3906	21.6638	32.4128
28	19.2705	20.7378	27.3906	21.6638	32.4128
29	19.6124	21.0796	27.3906	22.0056	32.4128
30	19.6124	21.0796	27.3906	22.0056	32.4128
31	19.9542	21.4215	27.3906	22.3475	32.4128

3. : Salaires mensuelles (excl. Allocation de foyer ou de résidence)

3.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	1906.85	1938.31	2047.90	2089.13	2152.06	2279.46
1	2066.56	2103.45	2213.04	2254.27	2317.21	2458.87
2	2077.42	2123.53	2233.65	2275.98	2338.91	2458.87
3	2088.28	2143.61	2254.27	2297.69	2360.62	2500.28
4	2099.13	2163.69	2274.88	2319.39	2382.33	2500.28
5	2109.99	2183.77	2295.49	2341.10	2404.04	2555.49
6	2120.84	2203.85	2316.11	2362.81	2425.74	2555.49
7	2131.69	2223.93	2336.71	2384.51	2447.44	2665.90
8	2142.55	2244.01	2357.33	2406.22	2469.15	2665.90
9	2153.41	2264.08	2377.94	2427.93	2490.86	2776.32
10	2220.24	2340.62	2462.44	2513.08	2575.18	2831.52
11	2231.09	2365.03	2487.40	2539.11	2601.22	2928.13
12	2241.95	2389.44	2512.36	2565.15	2627.26	2928.13
13	2252.81	2413.84	2537.32	2591.19	2653.29	3025.45
14	2263.66	2438.26	2562.27	2617.23	2679.33	3025.45
15	2274.52	2462.66	2587.23	2643.27	2705.37	3123.97
16	2285.37	2487.07	2612.19	2669.30	2731.41	3123.97
17	2296.23	2511.49	2637.15	2695.34	2757.45	3222.49
18	2307.08	2535.89	2662.11	2721.38	2783.48	3222.49

19	2317.94	2560.30	2687.06	2747.42	2809.52	3321.03
20	2328.80	2584.71	2712.03	2773.45	2835.56	3321.03
21	2339.65	2609.12	2736.99	2799.49	2861.60	3419.55
22	2350.50	2633.53	2761.94	2825.53	2887.63	3419.55
23	2361.36	2657.94	2786.90	2851.57	2913.67	3518.08
24	2372.22	2682.35	2811.86	2877.60	2939.71	3518.08
25	2383.07	2706.76	2836.82	2903.64	2965.75	3616.60
26	2393.93	2731.16	2861.78	2929.68	2991.84	3616.60
27	2404.78	2755.58	2886.74	2955.72	3018.39	3715.13
28	2404.78	2779.99	2911.69	2981.76	3044.94	3715.13
29	2404.78	2804.40	2936.65	3008.16	3071.50	3813.66
30	2404.78	2804.40	2936.65	3008.16	3071.50	3813.66
31	2404.78	2804.40	2936.65	3008.16	3071.50	3813.66

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2279.45	2516.38	2560.07	2665.90	3447.69
1	2451.97	2688.90	2746.41	2838.42	3616.61
2	2451.97	2688.90	2746.41	2838.42	3616.61
3	2493.38	2730.31	2829.22	2879.83	3767.92
4	2493.38	2730.31	2829.22	2879.83	3767.92
5	2534.80	2771.72	2912.03	2921.24	3919.22
6	2534.80	2771.72	2912.03	2921.24	3919.22
7	2576.20	2813.13	3318.67	2962.65	4070.54
8	2576.20	2813.13	3318.67	2962.65	4070.54
9	2617.62	2854.54	3403.12	3004.35	4221.84
10	2672.82	2909.74	3459.42	3060.65	4278.14
11	2728.02	2964.95	3543.86	3116.94	4429.45
12	2728.02	2964.95	3543.86	3116.94	4429.45
13	2783.23	3020.75	3628.31	3173.24	4580.76
14	2783.23	3020.75	3628.31	3173.24	4580.76
15	2838.43	3077.05	3712.76	3229.53	4732.07
16	2838.43	3077.05	4003.64	3229.53	4732.07
17	2893.64	3133.34	4088.08	3285.83	4883.37
18	2893.64	3133.34	4088.08	3285.83	4883.37
19	2948.84	3189.64	4172.53	3342.12	5034.68
20	2948.84	3189.64	4172.53	3342.12	5034.68
21	3004.32	3245.94	4256.98	3398.41	5186.00
22	3004.32	3245.94	4256.98	3398.41	5186.00
23	3060.62	3302.23	4341.43	3454.71	5337.31
24	3060.62	3302.23	4341.43	3454.71	5337.31
25	3116.91	3358.53	4425.88	3511.01	5337.31
26	3116.91	3358.53	4425.88	3511.01	5337.31
27	3173.21	3414.82	4510.32	3567.30	5337.31
28	3173.21	3414.82	4510.32	3567.30	5337.31
29	3229.50	3471.11	4510.32	3623.60	5337.31

30	3229.50	3471.11	4510.32	3623.60	5337.31
31	3285.80	3527.41	4510.32	3679.90	5337.31

4. : Allocation de foyer ou de résidence

4.1. : Allocation de foyer (montants de base)

Salaire annuel < ou = Limites (montants de base)	
16421,84	719.89
18695,86	359.95
Si plus haut que 19.055,81	0.00

4.2. : Allocation de résidence (montants de base)

Salaire annuel < ou = Limites (montants de base)	
16421,84	359.95
18695,86	179.98
19055,81	0.00
Si plus haut	0.00

4.3. : Allocation de foyer (Exemple)

4.3.1. : Limite inférieur

Limite inférieur	
à 100%	16421.84
Indexé (Ex. x1,6084) - Retenue de pension	24431.92
Allocation de foyer à 100% pour 16.421,84	719.89
Allocation de foyer Indexée (Ex. x1,6084)	1157.87
Rémunération globale	25589.79

4.3.2. : Salaire effectif

Salaire effectif	
à 100%	16750.00
Indexé (Ex. x1,6084) - Retenue de pension	24920.15
Allocation de foyer à 100% pour 16.421,84	359.95
Allocation de foyer Indexée (Ex. x1,6084)	578.94
Rémunération globale	25499.09
Différence = 25.589,79 - 25.499,09	90.70
Allocation de foyer par année = 578,94 + 90,70	669.64
Allocation de foyer par mois = 669,64/12	55.80

4.4. : Allocation de résidence (Exemple)

4.4.1. : Limite supérieur

Limite supérieur	
à 100%	18695.86
Indexé (Ex. x1,6084) - Retenue de pension	27815.14
Allocation de résidence à 100% pour 16.421,84	179.98
Allocation de résidence Indexée (Ex. x1,6084)	289.48
Rémunération globale	28104.62

4.4.2. : Salaire effectif

Salaire effectif	
à 100%	18880.00
Indexé (Ex. x1,6084) - Retenue de pension	28089.10
Allocation de résidence à 100% pour 18.695,86	0.00
Allocation de résidence Indexée (Ex. x1,6084)	0.00
Rémunération globale	28089.10
Différence = 28104,62 - 28089,10	15.52
Allocation de résidence par année = 0,00 + 15,52	15.52
Allocation de résidence par mois = 15,52/12	1.29

5. : Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par mois	1972.0300
Par heure (38h/semaine)	11.9759