

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3190211: aide à la jeunesse (excl. communauté germanophone)

En vigueur au 01/12/2023 (Dernière actualisation de la page 20/12/2023)

Indexation de 2% en 12/2023. En cas d'indexation en application des CCT sectorielles, seuls les salaires minimums sont indexés.

1. : Annuel

1.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	33824.9 5	31235.2 4	31297.8 3	29585.9 0	27679.0 8	39483.0 3	42659.8 0
1	35822.7 5	33163.5 7	33674.9 3	31371.2 2	29776.5 5	41165.4 2	44099.8 7
2	35952.9 6	33293.7 7	33674.9 3	31718.9 6	30062.2 4	41295.6 4	44230.0 8
3	36913.0 3	33838.9 3	34223.6 4	32066.6 4	30347.9 4	42554.0 8	45317.5 7
4	36913.0 3	33838.9 3	34223.6 4	32284.1 9	30565.4 5	42554.0 8	45317.5 7
5	37873.1 4	34522.3 6	34955.0 5	32631.9 3	30877.6 9	43812.9 2	46405.0 4
6	37873.1 4	34522.3 6	34955.0 5	32965.3 8	31095.2 5	43812.9 2	46405.0 4
7	42122.0 8	38270.2 8	39680.1 4	33240.5 2	31407.4 9	45115.0 6	47535.8 9
8	42122.0 8	38270.2 8	39680.1 4	33458.0 9	31625.0 5	45115.0 6	47535.8 9
9	43315.4 4	39290.1 8	40799.2 0	33849.1 6	31965.0 6	46590.3 9	48840.2 2
10	43879.6 0	39854.3 4	41493.6 1	34702.7 9	32818.4 7	47154.5 0	49404.4 1
11	45073.0 2	40874.1 9	42470.0 4	35137.1 9	33218.5 2	48630.1 8	50708.7 9
12	45073.0 2	40874.1 9	42470.0 4	35398.1 7	33479.5 0	48630.1 8	50708.7 9
13	46223.0 4	41894.0 5	43489.9 3	35832.6 2	33879.6 2	50062.5 2	51969.8 0
14	46223.0 4	41894.0 5	43489.9 3	36093.5 9	34140.5 5	50062.5 2	51969.8 0
15	47373.0 6	42913.8 9	44509.8 1	36528.0 9	34574.6 9	51494.4 7	53230.8 1
16	50288.3 3	42913.8 9	44509.8 1	36788.9 9	34835.6 5	51494.4 7	53230.8 1
17	51438.3 3	43933.7 4	45529.7 0	37223.4 9	35269.7 4	52926.8 0	54491.7 8

18	51438.3 3	43933.7 4	45529.7 0	37484.4 2	35530.6 9	52926.8 0	54491.7 8
19	52588.3 6	44953.6 1	46549.4 4	37918.9 0	35964.8 0	54359.1 4	55752.7 3
20	52588.3 6	44953.6 1	46549.4 4	38179.8 4	36225.7 5	54359.1 4	55752.7 3
21	53738.3 9	45875.8 4	47569.3 3	38614.2 9	36659.8 8	55791.0 8	57013.7 8
22	53738.3 9	45875.8 4	47569.3 3	38875.2 6	36920.8 0	55791.0 8	57013.7 8
23	54888.4 1	46798.1 6	48589.2 0	39309.7 2	37354.9 7	57223.4 1	58274.7 5
24	54888.4 1	46798.1 6	48589.2 0	39575.3 8	37615.8 9	57223.4 1	58274.7 5
25	56038.4 8	47817.9 7	49609.0 9	40015.0 2	38050.0 0	58655.7 2	59535.7 6
26	56038.4 8	47817.9 7	49609.0 9	40281.1 6	38310.9 6	58655.7 2	59535.7 6
27	57188.4 5	48837.8 1	50628.8 3	40720.7 9	38745.0 7	60087.6 8	60796.7 7
28	57188.4 5	48837.8 1	50628.8 3	40986.9 7	39006.0 3	60087.6 8	60796.7 7
29	57492.1 6	49141.5 1	50932.6 6	41426.6 1	39443.8 7	60391.3 8	61100.4 6
30	57492.1 6	49141.5 1	50932.6 6	41426.6 1	39443.8 7	60391.3 8	61100.4 6
31	57492.1 6	49141.5 1	50932.6 6	41426.6 1	39443.8 7	60391.3 8	61404.1 4

1.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	33918.49	45540.71	27679.08	28228.37	32212.09	27132.71
1	36205.90	47537.35	29776.55	30503.90	34462.53	29320.81
2	36357.71	47841.02	30062.24	30834.38	34589.19	29593.78
3	37339.44	49661.16	30347.94	31135.02	35137.89	29866.89
4	37339.44	49661.16	30565.45	31365.09	35137.89	30140.00
5	38429.65	51643.98	30877.69	31664.56	35821.41	30413.41
6	38429.65	51643.98	31095.25	32174.95	35821.41	30686.22
7	42765.37	53626.80	31407.49	32784.54	37101.44	30959.33
8	42765.37	53626.80	31625.05	33268.62	37101.44	31232.44
9	44869.86	55609.60	31937.30	34056.35	38555.10	31505.41
10	45434.04	56173.84	32790.71	35093.79	39108.36	32625.06
11	46540.71	58156.66	33146.31	35881.56	40441.65	32955.80
12	46540.71	58156.66	33407.30	36365.65	40441.65	33286.40
13	47647.35	60139.50	33762.97	37153.44	41732.74	33587.89
14	47647.35	60139.50	34023.90	37637.46	41732.74	33947.75
15	48754.00	62122.30	34414.67	38425.25	43023.89	34278.49
16	51669.26	62122.30	34675.59	38909.32	43023.89	34609.09
17	52775.89	64105.13	35066.31	39703.96	44315.01	34939.84
18	53672.49	64105.13	35327.28	40197.58	44315.01	35270.44

19	54779.13	66087.95	35718.00	40994.86	45606.12	35601.18
20	54779.13	66087.95	35978.92	41488.51	45606.12	35931.92
21	55885.82	68070.83	36369.69	42285.82	46897.31	36262.52
22	55885.82	68070.83	36630.62	42779.43	46897.31	36593.13
23	56992.44	70053.63	37021.37	43576.82	48188.44	36923.87
24	56992.44	70053.63	37282.30	44070.39	48188.44	37254.61
25	58099.12	70053.63	37673.03	44867.72	49479.55	37585.21
26	58099.12	70053.63	37933.99	45361.30	49479.55	37858.77
27	59205.76	70053.63	38398.95	46158.66	50770.68	38183.96
28	59205.76	70053.63	38659.91	46652.25	50770.68	38434.09
29	59205.76	70053.63	39128.57	47449.58	52061.83	38684.24
30	59205.76	70053.63	39128.57	47449.58	52061.83	38684.24
31	59205.76	70053.63	39128.57	47449.58	52061.83	38684.24

1.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	49229.6 8	43006.8 8	57431.7 3	53323.4 6	70713.5 7	31297.8 3	29585.9 0
1	50520.8 3	44446.9 8	58419.1 5	54604.8 6	70713.5 7	33554.0 2	31371.2 2
2	50824.5 3	44577.1 7	59791.6 4	55886.2 7	73459.4 5	33684.2 2	31718.9 6
3	52644.6 3	45664.6 8	60586.3 4	57167.6 7	73459.4 5	34229.4 2	32066.6 4
4	52644.6 3	45664.6 8	62506.5 9	57167.6 7	76205.3 6	34229.4 2	32284.1 9
5	54627.4 7	46752.1 3	62753.5 8	59410.0 8	76205.3 6	34912.8 5	32631.9 3
6	54627.4 7	46752.1 3	64667.5 8	59410.0 8	78951.2 8	34912.8 5	32965.3 8
7	56610.3 0	47882.9 7	64667.5 8	61652.4 8	78951.2 8	38660.7 8	33240.5 2
8	56610.3 0	47882.9 7	67369.3 6	61652.4 8	81697.1 9	38660.7 8	33458.0 9
9	58593.1 1	49187.3 2	67369.3 6	63894.8 7	81697.1 9	40627.7 1	33849.1 6
10	58593.1 1	49751.5 0	70071.1 6	63894.8 7	84443.1 0	41191.8 8	34702.7 9
11	60575.9 3	51055.8 8	70071.1 6	66137.2 8	84443.1 0	42298.5 2	35137.1 9
12	60575.9 3	51055.8 8	72772.9 4	66137.2 8	87189.0 1	42298.5 2	35398.1 7
13	62558.7 6	52316.8 9	72772.9 4	68379.6 8	87189.0 1	43405.1 8	35832.6 2
14	62558.7 6	52316.8 9	75474.7 6	68379.6 8	89934.9 2	43405.1 8	36093.5 9
15	64541.6 3	53577.8 9	75474.7 6	70622.0 8	89934.9 2	44511.8 2	36528.0 9
16	64541.6 3	53577.8 9	78176.5 5	70622.0 8	92680.8 4	44511.8 2	36788.9 9

17	66524.4 5	54838.8 6	78176.5 5	72864.5 1	92680.8 4	45618.4 5	37223.4 9
18	66524.4 5	54838.8 6	80878.3 4	72864.5 1	95426.7 4	45618.4 5	37484.4 2
19	68507.2 3	56099.8 3	80878.3 4	75106.8 7	95426.7 4	46725.1 5	37918.9 0
20	68507.2 3	56099.8 3	83580.1 3	75106.8 7	98172.6 6	46725.1 5	38179.8 4
21	70490.0 5	57360.8 7	83580.1 3	77349.2 9	98172.6 6	47831.7 6	38614.2 9
22	70490.0 5	57360.8 7	86281.9 3	77349.2 9	100918. 57	47831.7 6	38875.2 6
23	72472.9 2	58621.8 4	86281.9 3	79591.6 9	100918. 57	48938.4 4	39309.7 2
24	72472.9 2	58621.8 4	86281.9 3	79591.6 9	100918. 57	48938.4 4	39575.3 8
25	74455.7 5	59882.8 4	86281.9 3	79591.6 9	100918. 57	50045.0 8	40015.0 2
26	74455.7 5	59882.8 4	86281.9 3	79591.6 9	100918. 57	50045.0 8	40281.1 6
27	74455.7 5	61143.8 5	86281.9 3	79591.6 9	100918. 57	51151.7 1	40720.7 9
28	74455.7 5	61143.8 5	86281.9 3	79591.6 9	100918. 57	51151.7 1	40986.9 7
29	74455.7 5	61447.5 6	86281.9 3	79591.6 9	100918. 57	51412.0 4	41426.6 1
30	74455.7 5	61447.5 6	86281.9 3	79591.6 9	100918. 57	51412.0 4	41426.6 1
31	74455.7 5	61751.2 6	86281.9 3	79591.6 9	100918. 57	51412.0 4	41426.6 1

2. : Echelles de rémunération mensuelle

2.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	2818.75	2602.94	2608.15	2465.49	2306.59	3290.25	3554.98
1	2985.23	2763.63	2806.24	2614.27	2481.38	3430.45	3674.99
2	2996.08	2774.48	2806.24	2643.25	2505.19	3441.30	3685.84
3	3076.09	2819.91	2851.97	2672.22	2529.00	3546.17	3776.46
4	3076.09	2819.91	2851.97	2690.35	2547.12	3546.17	3776.46
5	3156.10	2876.86	2912.92	2719.33	2573.14	3651.08	3867.09
6	3156.10	2876.86	2912.92	2747.12	2591.27	3651.08	3867.09
7	3510.17	3189.19	3306.68	2770.04	2617.29	3759.59	3961.32
8	3510.17	3189.19	3306.68	2788.17	2635.42	3759.59	3961.32
9	3609.62	3274.18	3399.93	2820.76	2663.76	3882.53	4070.02
10	3656.63	3321.20	3457.80	2891.90	2734.87	3929.54	4117.03
11	3756.09	3406.18	3539.17	2928.10	2768.21	4052.52	4225.73
12	3756.09	3406.18	3539.17	2949.85	2789.96	4052.52	4225.73
13	3851.92	3491.17	3624.16	2986.05	2823.30	4171.88	4330.82
14	3851.92	3491.17	3624.16	3007.80	2845.05	4171.88	4330.82
15	3947.76	3576.16	3709.15	3044.01	2881.22	4291.21	4435.90

16	4190.69	3576.16	3709.15	3065.75	2902.97	4291.21	4435.90
17	4286.53	3661.15	3794.14	3101.96	2939.15	4410.57	4540.98
18	4286.53	3661.15	3794.14	3123.70	2960.89	4410.57	4540.98
19	4382.36	3746.13	3879.12	3159.91	2997.07	4529.93	4646.06
20	4382.36	3746.13	3879.12	3181.65	3018.81	4529.93	4646.06
21	4478.20	3822.99	3964.11	3217.86	3054.99	4649.26	4751.15
22	4478.20	3822.99	3964.11	3239.61	3076.73	4649.26	4751.15
23	4574.03	3899.85	4049.10	3275.81	3112.91	4768.62	4856.23
24	4574.03	3899.85	4049.10	3297.95	3134.66	4768.62	4856.23
25	4669.87	3984.83	4134.09	3334.59	3170.83	4887.98	4961.31
26	4669.87	3984.83	4134.09	3356.76	3192.58	4887.98	4961.31
27	4765.70	4069.82	4219.07	3393.40	3228.76	5007.31	5066.40
28	4765.70	4069.82	4219.07	3415.58	3250.50	5007.31	5066.40
29	4791.01	4095.13	4244.39	3452.22	3286.99	5032.62	5091.71
30	4791.01	4095.13	4244.39	3452.22	3286.99	5032.62	5091.71
31	4791.01	4095.13	4244.39	3452.22	3286.99	5032.62	5117.01

2.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	2826.54	3795.06	2306.59	2352.36	2684.34	2261.06
1	3017.16	3961.45	2481.38	2541.99	2871.88	2443.40
2	3029.81	3986.75	2505.19	2569.53	2882.43	2466.15
3	3111.62	4138.43	2529.00	2594.59	2928.16	2488.91
4	3111.62	4138.43	2547.12	2613.76	2928.16	2511.67
5	3202.47	4303.67	2573.14	2638.71	2985.12	2534.45
6	3202.47	4303.67	2591.27	2681.25	2985.12	2557.19
7	3563.78	4468.90	2617.29	2732.05	3091.79	2579.94
8	3563.78	4468.90	2635.42	2772.39	3091.79	2602.70
9	3739.16	4634.13	2661.44	2838.03	3212.93	2625.45
10	3786.17	4681.15	2732.56	2924.48	3259.03	2718.76
11	3878.39	4846.39	2762.19	2990.13	3370.14	2746.32
12	3878.39	4846.39	2783.94	3030.47	3370.14	2773.87
13	3970.61	5011.63	2813.58	3096.12	3477.73	2798.99
14	3970.61	5011.63	2835.33	3136.46	3477.73	2828.98
15	4062.83	5176.86	2867.89	3202.10	3585.32	2856.54
16	4305.77	5176.86	2889.63	3242.44	3585.32	2884.09
17	4397.99	5342.09	2922.19	3308.66	3692.92	2911.65
18	4472.71	5342.09	2943.94	3349.80	3692.92	2939.20
19	4564.93	5507.33	2976.50	3416.24	3800.51	2966.77
20	4564.93	5507.33	2998.24	3457.38	3800.51	2994.33
21	4657.15	5672.57	3030.81	3523.82	3908.11	3021.88
22	4657.15	5672.57	3052.55	3564.95	3908.11	3049.43
23	4749.37	5837.80	3085.11	3631.40	4015.70	3076.99
24	4749.37	5837.80	3106.86	3672.53	4015.70	3104.55
25	4841.59	5837.80	3139.42	3738.98	4123.30	3132.10
26	4841.59	5837.80	3161.17	3780.11	4123.30	3154.90

27	4933.81	5837.80	3199.91	3846.56	4230.89	3182.00
28	4933.81	5837.80	3221.66	3887.69	4230.89	3202.84
29	4933.81	5837.80	3260.71	3954.13	4338.49	3223.69
30	4933.81	5837.80	3260.71	3954.13	4338.49	3223.69
31	4933.81	5837.80	3260.71	3954.13	4338.49	3223.69

2.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	4102.47	3583.91	4785.98	4443.62	5892.80	2608.15	2465.49
1	4210.07	3703.92	4868.26	4550.41	5892.80	2796.17	2614.27
2	4235.38	3714.76	4982.64	4657.19	6121.62	2807.02	2643.25
3	4387.05	3805.39	5048.86	4763.97	6121.62	2852.45	2672.22
4	4387.05	3805.39	5208.88	4763.97	6350.45	2852.45	2690.35
5	4552.29	3896.01	5229.47	4950.84	6350.45	2909.40	2719.33
6	4552.29	3896.01	5388.97	4950.84	6579.27	2909.40	2747.12
7	4717.53	3990.25	5388.97	5137.71	6579.27	3221.73	2770.04
8	4717.53	3990.25	5614.11	5137.71	6808.10	3221.73	2788.17
9	4882.76	4098.94	5614.11	5324.57	6808.10	3385.64	2820.76
10	4882.76	4145.96	5839.26	5324.57	7036.93	3432.66	2891.90
11	5047.99	4254.66	5839.26	5511.44	7036.93	3524.88	2928.10
12	5047.99	4254.66	6064.41	5511.44	7265.75	3524.88	2949.85
13	5213.23	4359.74	6064.41	5698.31	7265.75	3617.10	2986.05
14	5213.23	4359.74	6289.56	5698.31	7494.58	3617.10	3007.80
15	5378.47	4464.82	6289.56	5885.17	7494.58	3709.32	3044.01
16	5378.47	4464.82	6514.71	5885.17	7723.40	3709.32	3065.75
17	5543.70	4569.91	6514.71	6072.04	7723.40	3801.54	3101.96
18	5543.70	4569.91	6739.86	6072.04	7952.23	3801.54	3123.70
19	5708.94	4674.99	6739.86	6258.91	7952.23	3893.76	3159.91
20	5708.94	4674.99	6965.01	6258.91	8181.06	3893.76	3181.65
21	5874.17	4780.07	6965.01	6445.77	8181.06	3985.98	3217.86
22	5874.17	4780.07	7190.16	6445.77	8409.88	3985.98	3239.61
23	6039.41	4885.15	7190.16	6632.64	8409.88	4078.20	3275.81
24	6039.41	4885.15	7190.16	6632.64	8409.88	4078.20	3297.95
25	6204.65	4990.24	7190.16	6632.64	8409.88	4170.42	3334.59
26	6204.65	4990.24	7190.16	6632.64	8409.88	4170.42	3356.76
27	6204.65	5095.32	7190.16	6632.64	8409.88	4262.64	3393.40
28	6204.65	5095.32	7190.16	6632.64	8409.88	4262.64	3415.58
29	6204.65	5120.63	7190.16	6632.64	8409.88	4284.34	3452.22
30	6204.65	5120.63	7190.16	6632.64	8409.88	4284.34	3452.22
31	6204.65	5145.94	7190.16	6632.64	8409.88	4284.34	3452.22

3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	2165.08

4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	84.28