

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/01/2021 (Dernière actualisation de la page 04/12/2025)

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	1.30	1.39
0	23203.08	23565.00	24825.12	25299.36	26023.08	27488.04
1	25039.80	25464.00	26724.36	27198.48	27922.20	29551.32
2	25164.60	25694.88	26961.36	27448.08	28171.80	29551.32
3	25289.52	25925.76	27198.36	27697.68	28421.40	29635.80
4	25414.32	26156.76	27435.36	27947.28	28671.12	29635.80
5	25539.24	26387.64	27672.48	28197.00	28920.72	30025.08
6	25663.92	26618.64	27909.48	28446.60	29170.20	30025.08
7	25788.72	26849.40	28146.48	28696.08	29419.80	31294.80
8	25913.64	27080.40	28383.60	28945.80	29609.16	31294.80
9	26038.44	27311.16	28620.60	29195.52	29627.76	32564.64
10	26807.04	28191.36	29592.24	29647.08	30251.64	32954.64
11	26931.96	28472.04	29624.88	29836.80	30551.04	33673.20
12	27056.76	28752.72	29646.36	30136.20	30850.44	33673.20
13	27181.56	29033.40	29816.04	30435.72	31149.84	34792.32
14	27306.48	29314.20	30103.08	30735.12	31449.24	34792.32
15	27431.28	29595.00	30390.12	31034.52	31748.76	35925.12
16	27556.08	29624.64	30677.16	31334.04	32048.16	35925.12
17	27680.88	29645.64	30964.20	31633.32	32347.56	37058.28
18	27805.68	29799.72	31251.12	31932.84	32647.08	37058.28
19	27930.60	30080.40	31538.16	32232.24	32935.68	38191.44
20	28055.40	30361.08	31825.32	32531.64	32958.12	38191.44
21	28180.20	30641.88	32112.24	32831.04	32980.68	39324.36
22	28305.12	30922.44	32399.28	32949.60	33207.36	39324.36
23	28429.92	31203.36	32686.32	32971.92	33506.76	40457.52
24	28554.84	31484.04	32937.72	33092.16	33806.16	40457.52
25	28731.72	31822.32	33018.96	33452.04	34167.60	41665.92
26	28905.12	32157.36	33096.00	33808.68	34526.04	41735.88
27	29075.40	32489.40	33364.80	34162.08	34886.52	42939.36
28	29117.16	32818.56	33701.64	34512.60	35243.88	43001.04

29	29155.80	33145.08	34035.60	34864.44	35598.60	44200.08
30	29191.68	33185.76	34077.48	34907.28	35642.28	44254.32
31	29224.80	33223.44	34116.24	34946.88	35682.84	44304.60
32	29255.52	33258.36	34152.00	34983.60	35720.28	44351.16
33	29283.96	33290.76	34185.24	35017.68	35755.08	44394.36
34	29310.24	33320.64	34215.96	35049.12	35787.24	44434.20
35	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
36	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
37	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
38	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
39	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
40	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
41	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
42	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
43	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
44	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16
45	29334.72	33348.36	34244.52	35078.28	35817.00	44471.16

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1.40	1.54	1.55-1.61- 1.77	1.59	1.80
0	27488.04	29649.84	30077.76	31294.72	39648.00
1	29471.88	31559.28	32220.72	32960.57	41590.44
2	29471.88	31559.28	32220.72	32960.57	41590.44
3	29629.92	32035.56	32952.72	33117.62	43330.56
4	29629.92	32035.56	32952.72	33117.62	43330.56
5	29787.12	32511.72	33488.04	33593.83	45070.56
6	29787.12	32511.72	33488.04	33593.83	45070.56
7	30263.28	32938.80	38164.32	34070.03	46810.68
8	30263.28	32938.80	38164.32	34070.03	46810.68
9	30739.56	32974.44	39135.48	34549.64	48550.68
10	31374.24	33461.64	39782.88	35197.07	49198.08
11	32009.16	34096.56	40754.04	35844.37	50938.20
12	32009.16	34096.56	40754.04	35844.37	50938.20
13	32644.08	34738.32	41725.08	36491.80	52678.08
14	32644.08	34738.32	41725.08	36491.80	52678.08
15	32960.52	35385.72	42696.24	37139.21	54418.08
16	32960.52	35385.72	46041.24	37139.21	54418.08
17	33276.36	36033.00	47012.52	37786.63	56158.20
18	33276.36	36033.00	47012.52	37786.63	56158.20
19	33911.28	36680.52	47983.56	38433.94	57898.20
20	33911.28	36680.52	47983.56	38433.94	57898.20
21	34549.32	37327.92	48954.72	39081.36	59638.44
22	34549.32	37327.92	48954.72	39081.36	59638.44
23	35196.72	37975.20	49925.88	39728.65	61378.32
24	35196.72	37975.20	49925.88	39728.65	61378.32
25	35909.16	38692.68	50989.32	40449.34	61489.68

26	35969.40	38757.60	51074.88	40517.21	61592.88
27	36675.96	39468.48	52130.16	41230.79	61688.40
28	36728.64	39525.12	52205.04	41289.98	61776.96
29	37429.68	40230.00	52274.28	41997.29	61859.04
30	37475.76	40279.44	52338.60	42048.91	61935.00
31	38172.36	40979.16	52398.00	42750.72	62005.44
32	38212.44	41022.24	52453.08	42795.66	62070.60
33	38249.64	41062.20	52504.08	42837.25	62130.96
34	38283.96	41099.16	52551.36	42875.80	62186.88
35	38315.88	41133.24	52595.04	42911.45	62238.60
36	38315.88	41133.24	52595.04	42911.45	62238.60
37	38315.88	41133.24	52595.04	42911.45	62238.60
38	38315.88	41133.24	52595.04	42911.45	62238.60
39	38315.88	41133.24	52595.04	42911.45	62238.60
40	38315.88	41133.24	52595.04	42911.45	62238.60
41	38315.88	41133.24	52595.04	42911.45	62238.60
42	38315.88	41133.24	52595.04	42911.45	62238.60
43	38315.88	41133.24	52595.04	42911.45	62238.60
44	38315.88	41133.24	52595.04	42911.45	62238.60
45	38315.88	41133.24	52595.04	42911.45	62238.60

2. : Salaires horaires (38h/semaine)

2.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1.12	1.14	1.22	1.26	1.30	1.39
0	11.7424	11.9256	12.5633	12.8033	13.1696	13.9110
1	12.6720	12.8866	13.5245	13.7644	14.1307	14.9551
2	12.7351	13.0035	13.6444	13.8907	14.2570	14.9551
3	12.7983	13.1203	13.7644	14.0170	14.3833	14.9979
4	12.8615	13.2372	13.8843	14.1434	14.5097	14.9979
5	12.9247	13.3541	14.0043	14.2697	14.6360	15.1949
6	12.9878	13.4710	14.1242	14.3961	14.7622	15.1949
7	13.0510	13.5878	14.2442	14.5223	14.8886	15.8374
8	13.1142	13.7047	14.3642	14.6487	14.9844	15.8374
9	13.1773	13.8214	14.4841	14.7751	14.9938	16.4801
10	13.5663	14.2669	14.9758	15.0036	15.3095	16.6774
11	13.6295	14.4089	14.9923	15.0996	15.4611	17.0411
12	13.6927	14.5510	15.0032	15.2511	15.6126	17.0411
13	13.7559	14.6930	15.0891	15.4027	15.7641	17.6074
14	13.8191	14.8351	15.2344	15.5542	15.9156	17.6074
15	13.8822	14.9772	15.3796	15.7057	16.0672	18.1807
16	13.9454	14.9922	15.5249	15.8573	16.2187	18.1807
17	14.0085	15.0029	15.6701	16.0088	16.3702	18.7542
18	14.0717	15.0808	15.8153	16.1603	16.5218	18.7542
19	14.1349	15.2229	15.9606	16.3119	16.6679	19.3277
20	14.1981	15.3649	16.1059	16.4634	16.6792	19.3277
21	14.2612	15.5070	16.2511	16.6149	16.6906	19.9010

22	14.3245	15.6490	16.3964	16.6749	16.8053	19.9010
23	14.3876	15.7912	16.5417	16.6862	16.9569	20.4745
24	14.4508	15.9332	16.6689	16.7470	17.1084	20.4745
25	14.5403	16.1044	16.7100	16.9292	17.2913	21.0860
26	14.6281	16.2740	16.7490	17.1097	17.4727	21.1214
27	14.7143	16.4420	16.8850	17.2885	17.6551	21.7304
28	14.7354	16.6086	17.0555	17.4659	17.8360	21.7617
29	14.7550	16.7738	17.2245	17.6439	18.0155	22.3685
30	14.7731	16.7944	17.2457	17.6656	18.0376	22.3959
31	14.7899	16.8135	17.2653	17.6857	18.0581	22.4214
32	14.8054	16.8312	17.2834	17.7043	18.0771	22.4449
33	14.8198	16.8476	17.3002	17.7215	18.0947	22.4668
34	14.8331	16.8627	17.3158	17.7374	18.1110	22.4869
35	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
36	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
37	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
38	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
39	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
40	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
41	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
42	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
43	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
44	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056
45	14.8455	16.8767	17.3302	17.7522	18.1260	22.5056

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1.40	1.54	1.55-1.61- 1.77	1.59	1.80
0	13.9110	15.0050	15.2215	15.8374	20.0648
1	14.9149	15.9713	16.3060	16.6805	21.0478
2	14.9149	15.9713	16.3060	16.6805	21.0478
3	14.9949	16.2123	16.6765	16.7599	21.9284
4	14.9949	16.2123	16.6765	16.7599	21.9284
5	15.0745	16.4533	16.9474	17.0009	22.8090
6	15.0745	16.4533	16.9474	17.0009	22.8090
7	15.3154	16.6694	19.3139	17.2419	23.6896
8	15.3154	16.6694	19.3139	17.2419	23.6896
9	15.5565	16.6875	19.8054	17.4846	24.5702
10	15.8777	16.9340	20.1330	17.8123	24.8978
11	16.1990	17.2553	20.6245	18.1399	25.7784
12	16.1990	17.2553	20.6245	18.1399	25.7784
13	16.5203	17.5801	21.1159	18.4675	26.6589
14	16.5203	17.5801	21.1159	18.4675	26.6589
15	16.6804	17.9078	21.6074	18.7951	27.5395
16	16.6804	17.9078	23.3002	18.7951	27.5395
17	16.8403	18.2353	23.7918	19.1228	28.4201
18	16.8403	18.2353	23.7918	19.1228	28.4201

19	17.1616	18.5630	24.2832	19.4504	29.3007
20	17.1616	18.5630	24.2832	19.4504	29.3007
21	17.4845	18.8906	24.7747	19.7780	30.1814
22	17.4845	18.8906	24.7747	19.7780	30.1814
23	17.8121	19.2182	25.2661	20.1056	31.0619
24	17.8121	19.2182	25.2661	20.1056	31.0619
25	18.1727	19.5813	25.8043	20.4703	31.1183
26	18.2031	19.6142	25.8476	20.5047	31.1705
27	18.5607	19.9739	26.3817	20.8658	31.2188
28	18.5874	20.0026	26.4196	20.8957	31.2636
29	18.9421	20.3593	26.4546	21.2537	31.3052
30	18.9655	20.3843	26.4871	21.2798	31.3436
31	19.3180	20.7384	26.5172	21.6350	31.3793
32	19.3383	20.7602	26.5451	21.6577	31.4122
33	19.3571	20.7805	26.5709	21.6788	31.4428
34	19.3745	20.7992	26.5948	21.6983	31.4711
35	19.3906	20.8164	26.6169	21.7163	31.4973
36	19.3906	20.8164	26.6169	21.7163	31.4973
37	19.3906	20.8164	26.6169	21.7163	31.4973
38	19.3906	20.8164	26.6169	21.7163	31.4973
39	19.3906	20.8164	26.6169	21.7163	31.4973
40	19.3906	20.8164	26.6169	21.7163	31.4973
41	19.3906	20.8164	26.6169	21.7163	31.4973
42	19.3906	20.8164	26.6169	21.7163	31.4973
43	19.3906	20.8164	26.6169	21.7163	31.4973
44	19.3906	20.8164	26.6169	21.7163	31.4973
45	19.3906	20.8164	26.6169	21.7163	31.4973

3. : Salaires mensuelles

3.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1.12	1.14	1.22	1.26	1.30	1.39
0	1933.59	1963.75	2068.76	2108.28	2168.59	2290.67
1	2086.65	2122.00	2227.03	2266.54	2326.85	2462.61
2	2097.05	2141.24	2246.78	2287.34	2347.65	2462.61
3	2107.46	2160.48	2266.53	2308.14	2368.45	2469.65
4	2117.86	2179.73	2286.28	2328.94	2389.26	2469.65
5	2128.27	2198.97	2306.04	2349.75	2410.06	2502.09
6	2138.66	2218.22	2325.79	2370.55	2430.85	2502.09
7	2149.06	2237.45	2345.54	2391.34	2451.65	2607.90
8	2159.47	2256.70	2365.30	2412.15	2467.43	2607.90
9	2169.87	2275.93	2385.05	2432.96	2468.98	2713.72
10	2233.92	2349.28	2466.02	2470.59	2520.97	2746.22
11	2244.33	2372.67	2468.74	2486.40	2545.92	2806.10
12	2254.73	2396.06	2470.53	2511.35	2570.87	2806.10
13	2265.13	2419.45	2484.67	2536.31	2595.82	2899.36
14	2275.54	2442.85	2508.59	2561.26	2620.77	2899.36

15	2285.94	2466.25	2532.51	2586.21	2645.73	2993.76
16	2296.34	2468.72	2556.43	2611.17	2670.68	2993.76
17	2306.74	2470.47	2580.35	2636.11	2695.63	3088.19
18	2317.14	2483.31	2604.26	2661.07	2720.59	3088.19
19	2327.55	2506.70	2628.18	2686.02	2744.64	3182.62
20	2337.95	2530.09	2652.11	2710.97	2746.51	3182.62
21	2348.35	2553.49	2676.02	2735.92	2748.39	3277.03
22	2358.76	2576.87	2699.94	2745.80	2767.28	3277.03
23	2369.16	2600.28	2723.86	2747.66	2792.23	3371.46
24	2379.57	2623.67	2744.81	2757.68	2817.18	3371.46
25	2394.31	2651.86	2751.58	2787.67	2847.30	3472.16
26	2408.76	2679.78	2758.00	2817.39	2877.17	3477.99
27	2422.95	2707.45	2780.40	2846.84	2907.21	3578.28
28	2426.43	2734.88	2808.47	2876.05	2936.99	3583.42
29	2429.65	2762.09	2836.30	2905.37	2966.55	3683.34
30	2432.64	2765.48	2839.79	2908.94	2970.19	3687.86
31	2435.40	2768.62	2843.02	2912.24	2973.57	3692.05
32	2437.96	2771.53	2846.00	2915.30	2976.69	3695.93
33	2440.33	2774.23	2848.77	2918.14	2979.59	3699.53
34	2442.52	2776.72	2851.33	2920.76	2982.27	3702.85
35	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
36	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
37	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
38	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
39	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
40	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
41	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
42	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
43	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
44	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93
45	2444.56	2779.03	2853.71	2923.19	2984.75	3705.93

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1.40	1.54	1.55-1.61- 1.77	1.59	1.80
0	2290.670	2470.820	2506.480	2607.893	3304.000
1	2455.990	2629.940	2685.060	2746.714	3465.870
2	2455.990	2629.940	2685.060	2746.714	3465.870
3	2469.160	2669.630	2746.060	2759.802	3610.880
4	2469.160	2669.630	2746.060	2759.802	3610.880
5	2482.260	2709.310	2790.670	2799.486	3755.880
6	2482.260	2709.310	2790.670	2799.486	3755.880
7	2521.940	2744.900	3180.360	2839.169	3900.890
8	2521.940	2744.900	3180.360	2839.169	3900.890
9	2561.630	2747.870	3261.290	2879.137	4045.890
10	2614.520	2788.470	3315.240	2933.089	4099.840
11	2667.430	2841.380	3396.170	2987.031	4244.850

12	2667.430	2841.380	3396.170	2987.031	4244.850
13	2720.340	2894.860	3477.090	3040.983	4389.840
14	2720.340	2894.860	3477.090	3040.983	4389.840
15	2746.710	2948.810	3558.020	3094.934	4534.840
16	2746.710	2948.810	3836.770	3094.934	4534.840
17	2773.030	3002.750	3917.710	3148.886	4679.850
18	2773.030	3002.750	3917.710	3148.886	4679.850
19	2825.940	3056.710	3998.630	3202.828	4824.850
20	2825.940	3056.710	3998.630	3202.828	4824.850
21	2879.110	3110.660	4079.560	3256.780	4969.870
22	2879.110	3110.660	4079.560	3256.780	4969.870
23	2933.060	3164.600	4160.490	3310.721	5114.860
24	2933.060	3164.600	4160.490	3310.721	5114.860
25	2992.430	3224.390	4249.110	3370.778	5124.140
26	2997.450	3229.800	4256.240	3376.434	5132.740
27	3056.330	3289.040	4344.180	3435.899	5140.700
28	3060.720	3293.760	4350.420	3440.832	5148.080
29	3119.140	3352.500	4356.190	3499.774	5154.920
30	3122.980	3356.620	4361.550	3504.076	5161.250
31	3181.030	3414.930	4366.500	3562.560	5167.120
32	3184.370	3418.520	4371.090	3566.305	5172.550
33	3187.470	3421.850	4375.340	3569.771	5177.580
34	3190.330	3424.930	4379.280	3572.983	5182.240
35	3192.990	3427.770	4382.920	3575.954	5186.550
36	3192.990	3427.770	4382.920	3575.954	5186.550
37	3192.990	3427.770	4382.920	3575.954	5186.550
38	3192.990	3427.770	4382.920	3575.954	5186.550
39	3192.990	3427.770	4382.920	3575.954	5186.550
40	3192.990	3427.770	4382.920	3575.954	5186.550
41	3192.990	3427.770	4382.920	3575.954	5186.550
42	3192.990	3427.770	4382.920	3575.954	5186.550
43	3192.990	3427.770	4382.920	3575.954	5186.550
44	3192.990	3427.770	4382.920	3575.954	5186.550
45	3192.990	3427.770	4382.920	3575.954	5186.550

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	22776.6000
Par mois	1898.0500
Par heure (38h/semaine)	11.5266

5. : IFIC

<p>Les barèmes IFIC sont disponibles au lien suivant :

Barèmes IFIC – Centres de santé mentale

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