

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3310003: autres institutions reconnues et/ou subventionnées par la communauté flamande

En vigueur au 01/01/2023 (Dernière actualisation de la page 09/07/2024)

Indexation de 2% en 1/2023.

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).

Le barème salarial ci-dessous est applicable à ces établissements et services agréés et/ou subventionnés par la Communauté flamande ou par la Commission communautaire flamande :

Centres de planning familial,

Centres de télé-accueil,

Organisations de volontaires sociaux,

Services de lutte contre la toxicomanie,

Centres de consultation matrimoniale,

Centres de consultation prénatale,

Bureaux de consultation pour le jeune enfant,

Centres de confiance pour l'enfance maltraitée,

Services d'adoption,

Centres de troubles du développement,

Centres de consultation de soins pour handicapés,

Initiatives de coopération dans le domaine des soins de santé primaires, zones de soins primaires, conseils de soins,

Services et centres de promotion de la santé et de prévention, à l'exception des mutualités.

1. Echelles de traitement minimums: Salaires de base annuels

1.1. : L4-B3

Ancienneté	Catégorie						
	L4	L3	L2	A3	A2	A1	B3
0	22148.6 9	23179.1 7	25061.7 3	23169.5 6	25061.7 3	29153.0 6	26075.8 3
1	22424.8 3	24067.7 8	26037.5 8	24067.7 8	26037.5 8	29153.0 6	26690.3 8
2	22700.5 0	24966.0 1	27013.4 2	24966.0 1	27013.4 2	29885.8 9	27332.2 2
3	22976.6 4	25864.2 7	27989.2 8	25864.2 7	27989.2 8	30994.8 0	27955.3 9
4	23301.2 0	26762.5 1	28965.1 2	26762.5 1	28965.1 2	32103.7 2	28556.6 2

5	23540.7 8	26762.5 1	28965.1 2	26762.5 1	28965.1 2	32103.7 2	28856.4 5
6	24407.5 3	28042.6 9	29718.6 3	28042.6 9	29718.6 3	33046.9 0	29543.0 2
7	24568.0 6	28042.6 9	29718.6 3	28042.6 9	29718.6 3	34803.3 6	29807.7 9
8	25513.9 0	29153.0 6	31109.4 9	29153.0 6	31109.4 9	34803.3 6	30306.1 4
9	25595.3 3	29153.0 6	31109.4 9	29153.0 6	31109.4 9	35714.5 8	30534.5 7
10	26620.2 8	29965.8 2	32273.3 0	29965.8 2	32273.3 0	36207.9 6	31112.8 4
11	26623.1 3	29965.8 2	32273.3 0	29965.8 2	32273.3 0	36625.2 7	31316.9 5
12	27726.6 5	31246.0 2	33253.8 8	31246.0 2	33253.8 8	37788.4 9	31912.6 1
13	27726.6 5	31246.0 2	33253.8 8	31246.0 2	33253.8 8	37788.4 9	32091.1 0
14	28833.0 3	32273.3 0	34644.7 4	32273.3 0	34644.7 4	39369.0 1	32467.8 7
15	28833.0 3	32273.3 0	34644.7 4	32273.3 0	34644.7 4	39369.0 1	32619.2 1
16	29302.0 4	33169.1 6	36035.6 0	33169.1 6	36035.6 0	41583.7 9	33538.9 7
17	29302.0 4	33169.1 6	36035.6 0	33169.1 6	36035.6 0	42494.4 8	33552.8 9
18	30408.4 1	34449.3 5	37426.4 7	34449.3 5	37426.4 7	43798.4 3	34833.0 7
19	30408.4 1	34449.3 5	37426.4 7	34449.3 5	37426.4 7	44709.1 1	34846.9 9
20	31514.7 9	35729.5 9	38817.3 3	35729.5 9	38817.3 3	44709.1 1	36127.2 4
21	31514.7 9	35729.5 9	38817.3 3	35729.5 9	38817.3 3	45619.8 0	36141.1 6
22	32273.3 0	37009.8 3	40208.1 9	37009.8 3	40208.1 9	45691.1 3	37421.3 5
23	33090.1 8	38290.0 4	41599.0 6	38290.0 4	41599.0 6	47271.6 6	38715.5 1
24	34196.5 2	39570.2 8	42989.9 2	39570.2 8	42989.9 2	48852.1 9	39995.7 5
25	34258.5 6	39642.0 7	43067.9 2	39642.0 7	43067.9 2	48940.8 3	40082.2 1
26	34316.0 5	39708.6 0	43140.1 9	39708.6 0	43140.1 9	49022.9 5	40149.4 7
27	34369.3 1	39770.2 3	43207.1 5	39770.2 3	43207.1 5	49099.0 4	40225.8 1
28	34418.6 6	39827.3 3	43269.1 8	39827.3 3	43269.1 8	49169.5 3	40283.5 7
29	34464.3 5	39880.2 0	43326.6 2	39880.2 0	43326.6 2	49234.8 1	40337.0 4
30	34506.7 1	39929.2 1	43379.8 7	39929.2 1	43379.8 7	49295.3 2	40386.6 2
31	34545.9 1	39974.5 8	43429.1 6	39974.5 8	43429.1 6	49351.3 2	40432.5 0

32	34582.2 2	40016.5 9	43474.8 1	40016.5 9	43474.8 1	49403.2 0	40475.0 1
33	34615.8 3	40055.4 9	43517.0 6	40055.4 9	43517.0 6	49451.2 2	40514.3 5
34	34646.9 8	40091.5 3	43556.2 2	40091.5 3	43556.2 2	49495.7 1	40550.8 0
35	34675.8 0	40124.8 7	43592.4 4	40124.8 7	43592.4 4	49536.8 7	40584.5 2

1.2. : B2B-L1

Ancienn eté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	26577.8 2	28310.4 3	30863.5 5	33343.5 3	28752.2 6	30863.5 5	36709.9 4
1	27099.6 7	29088.5 8	31698.7 2	34160.7 7	29684.1 1	31698.7 2	37960.3 6
2	27620.4 7	29989.2 0	32682.1 8	35103.1 7	30573.0 7	32682.1 8	39174.1 9
3	28253.6 0	30900.6 8	33726.1 6	36011.3 3	31382.4 0	33726.1 6	40350.4 4
4	28865.4 6	31740.5 9	34673.7 3	36933.1 0	32288.4 3	34673.7 3	41563.2 3
5	29162.6 4	32281.3 5	35297.3 4	37676.2 1	32833.3 5	35297.3 4	42851.0 9
6	29801.8 9	33078.7 5	36256.8 1	38779.3 7	33791.2 5	36256.8 1	43564.9 8
7	30062.2 2	33568.7 3	36821.4 3	39383.8 6	34276.4 0	37396.5 4	44778.1 8
8	30592.6 9	34471.5 9	37857.2 4	40492.7 6	35050.8 4	37927.2 6	45418.8 1
9	30825.7 2	34908.7 4	38362.9 7	41033.0 7	35493.4 8	38723.0 9	46560.4 6
10	31463.6 9	35574.3 2	39340.6 3	42079.5 9	36380.5 4	39353.3 4	47167.6 0
11	31667.9 7	35957.2 3	39790.9 2	42559.6 1	36767.0 5	39935.0 9	48205.5 8
12	32273.3 0	36748.8 2	40714.2 7	43548.0 7	37606.7 7	40725.0 9	48867.7 9
13	32305.6 4	37091.2 7	41112.4 8	43972.9 5	37947.9 5	41121.4 2	49723.2 9
14	33438.5 8	37852.2 3	41986.0 6	44908.1 0	38744.2 7	41994.9 9	50445.6 1
15	33453.0 2	38153.4 4	42336.8 8	45283.7 8	39044.2 5	42343.9 2	51157.0 8
16	34780.6 6	38875.1 2	43201.1 7	46208.9 6	39801.3 0	43423.3 0	52397.1 6
17	34795.0 7	39139.0 7	43542.9 2	46575.1 1	40065.3 2	44054.1 8	52836.2 8
18	36122.7 1	39825.6 2	44362.7 3	47452.6 6	40851.3 9	44790.7 6	54451.3 9
19	36137.1 6	40056.3 4	44662.3 8	47773.5 7	41018.3 5	45379.5 6	54514.9 2
20	37464.8 1	40711.6 0	45442.2 9	48608.3 9	42369.2 0	45654.3 9	56505.6 0

21	37479.2 0	40912.8 0	45704.2 7	48889.0 2	42385.5 2	46205.5 0	56552.5 6
22	38806.8 6	41540.3 6	46448.6 8	49685.7 4	43887.0 4	46467.6 2	58559.8 3
23	40148.9 4	42160.0 2	47793.9 2	51138.5 9	45404.8 5	47847.2 6	60614.0 4
24	41476.6 0	43451.0 4	49374.4 5	52829.7 4	46906.3 7	49427.7 8	62621.3 1
25	41566.2 7	43544.9 9	49481.2 3	52944.0 2	47007.7 8	49528.7 2	62734.9 2
26	41636.0 2	43618.0 7	49564.2 6	53032.8 6	47086.6 6	49611.8 3	62840.2 0
27	41715.1 6	43700.9 9	49658.4 4	53133.6 1	47176.1 6	49700.1 7	62937.7 3
28	41775.0 5	43763.7 3	49729.7 3	53209.9 0	47243.8 9	49771.5 2	63028.0 9
29	41830.5 1	43821.8 3	49795.7 5	53280.5 3	47306.6 1	49837.6 0	63111.7 6
30	41881.9 2	43875.6 9	49856.9 5	53346.0 2	47364.7 5	49898.8 5	63189.3 3
31	41929.5 1	43925.5 3	49913.5 9	53406.6 2	47418.5 6	49955.5 4	63261.1 2
32	41973.5 8	43971.7 1	49966.0 6	53462.7 6	47468.4 1	50008.0 5	63327.6 1
33	42014.3 8	44014.4 5	50014.6 3	53514.7 3	47514.5 5	50056.6 6	63389.1 7
34	42052.1 8	44054.0 5	50059.6 3	53562.8 8	47557.3 0	50101.6 9	63446.2 0
35	42087.1 5	44090.6 9	50101.2 6	53607.4 2	47596.8 5	50143.3 6	63498.9 7

1.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	37925.31	43807.81	58228.28
1	39019.31	44870.56	58228.28
2	40158.91	45933.26	60505.25
3	41298.46	46995.47	60505.25
4	42665.98	46995.47	62782.23
5	44443.72	48854.96	62782.23
6	44443.72	48854.96	65058.66
7	46267.04	50714.47	65058.66
8	46267.04	50714.47	67335.63
9	48090.39	52574.00	67335.63
10	48090.39	52574.00	69612.61
11	50369.56	54433.49	69612.61
12	50369.56	54433.49	71889.57
13	52420.81	56293.01	71889.57
14	52420.81	56293.01	74166.54
15	54472.07	58151.97	74166.54
16	54472.07	58151.97	76443.52

17	56751.23	60011.49	76443.52
18	56751.23	60011.49	78720.49
19	56751.23	61871.01	78720.49
20	58802.45	61871.01	80997.47
21	58802.45	63730.50	80997.47
22	61081.61	63730.50	83273.90
23	63360.81	65590.03	83273.90
24	65184.13	65590.03	83273.90
25	65302.39	65709.03	83424.98
26	65411.97	65819.29	83564.97
27	65513.50	65921.45	83694.67
28	65607.56	66016.09	83814.84
29	65694.65	66103.73	83926.10
30	65775.40	66184.98	84029.25
31	65850.12	66260.17	84124.72
32	65919.34	66329.82	84213.14
33	65983.41	66394.29	84295.00
34	66042.78	66454.03	84370.84
35	66097.71	66509.29	84441.01

2. Echelles de traitement minimums: Salaires mensuels

2.1. : L4-B3

Ancienneté	Catégorie						
	L4	L3	L2	A3	A2	A1	B3
0	2120.18	2218.83	2399.03	2217.91	2399.03	2790.68	2496.11
1	2146.62	2303.89	2492.45	2303.89	2492.45	2790.68	2554.94
2	2173.01	2389.87	2585.86	2389.87	2585.86	2860.83	2616.38
3	2199.44	2475.86	2679.27	2475.86	2679.27	2966.98	2676.03
4	2230.51	2561.84	2772.69	2561.84	2772.69	3073.13	2733.58
5	2253.44	2561.84	2772.69	2561.84	2772.69	3073.13	2762.28
6	2336.41	2684.39	2844.82	2684.39	2844.82	3163.41	2828.01
7	2351.78	2684.39	2844.82	2684.39	2844.82	3331.55	2853.35
8	2442.32	2790.68	2977.96	2790.68	2977.96	3331.55	2901.06
9	2450.11	2790.68	2977.96	2790.68	2977.96	3418.78	2922.92
10	2548.23	2868.48	3089.36	2868.48	3089.36	3466.01	2978.28
11	2548.50	2868.48	3089.36	2868.48	3089.36	3505.95	2997.82
12	2654.13	2991.03	3183.23	2991.03	3183.23	3617.30	3054.83
13	2654.13	2991.03	3183.23	2991.03	3183.23	3617.30	3071.92
14	2760.04	3089.36	3316.37	3089.36	3316.37	3768.60	3107.99
15	2760.04	3089.36	3316.37	3089.36	3316.37	3768.60	3122.47
16	2804.94	3175.12	3449.51	3175.12	3449.51	3980.61	3210.52
17	2804.94	3175.12	3449.51	3175.12	3449.51	4067.78	3211.85
18	2910.85	3297.66	3582.65	3297.66	3582.65	4192.60	3334.40
19	2910.85	3297.66	3582.65	3297.66	3582.65	4279.78	3335.73
20	3016.75	3420.22	3715.79	3420.22	3715.79	4279.78	3458.28
21	3016.75	3420.22	3715.79	3420.22	3715.79	4366.96	3459.61
22	3089.36	3542.77	3848.93	3542.77	3848.93	4373.78	3582.16

23	3167.56	3665.31	3982.07	3665.31	3982.07	4525.08	3706.04
24	3273.46	3787.87	4115.21	3787.87	4115.21	4676.38	3828.59
25	3279.40	3794.74	4122.68	3794.74	4122.68	4684.86	3836.87
26	3284.90	3801.11	4129.59	3801.11	4129.59	4692.72	3843.31
27	3290.00	3807.01	4136.00	3807.01	4136.00	4700.01	3850.62
28	3294.73	3812.47	4141.94	3812.47	4141.94	4706.75	3856.14
29	3299.10	3817.53	4147.44	3817.53	4147.44	4713.00	3861.26
30	3303.15	3822.22	4152.54	3822.22	4152.54	4718.79	3866.01
31	3306.91	3826.57	4157.26	3826.57	4157.26	4724.16	3870.40
32	3310.38	3830.59	4161.63	3830.59	4161.63	4729.12	3874.47
33	3313.60	3834.31	4165.67	3834.31	4165.67	4733.72	3878.24
34	3316.58	3837.76	4169.42	3837.76	4169.42	4737.98	3881.73
35	3319.34	3840.95	4172.89	3840.95	4172.89	4741.92	3884.95

2.2. : B2B-L1

Ancienn eté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	2544.16	2710.02	2954.41	3191.81	2752.31	2954.41	3514.06
1	2594.12	2784.50	3034.36	3270.04	2841.51	3034.36	3633.76
2	2643.97	2870.72	3128.50	3360.25	2926.61	3128.50	3749.95
3	2704.58	2957.97	3228.44	3447.18	3004.08	3228.44	3862.55
4	2763.15	3038.37	3319.14	3535.42	3090.81	3319.14	3978.64
5	2791.59	3090.13	3378.84	3606.56	3142.97	3378.84	4101.92
6	2852.79	3166.46	3470.68	3712.16	3234.67	3470.68	4170.26
7	2877.71	3213.37	3524.73	3770.02	3281.11	3579.78	4286.39
8	2928.49	3299.79	3623.88	3876.17	3355.24	3630.59	4347.72
9	2950.79	3341.64	3672.30	3927.89	3397.61	3706.77	4457.00
10	3011.86	3405.35	3765.88	4028.07	3482.53	3767.10	4515.12
11	3031.42	3442.01	3808.99	4074.02	3519.53	3822.79	4614.48
12	3089.36	3517.78	3897.37	4168.64	3599.91	3898.41	4677.87
13	3092.46	3550.56	3935.49	4209.31	3632.57	3936.35	4759.76
14	3200.91	3623.40	4019.12	4298.83	3708.80	4019.97	4828.91
15	3202.29	3652.24	4052.70	4334.79	3737.51	4053.37	4897.01
16	3329.38	3721.32	4135.43	4423.35	3809.98	4156.70	5015.72
17	3330.76	3746.59	4168.15	4458.40	3835.25	4217.09	5057.75
18	3457.85	3812.31	4246.62	4542.41	3910.50	4287.60	5212.36
19	3459.23	3834.39	4275.31	4573.12	3926.48	4343.96	5218.44
20	3586.32	3897.12	4349.96	4653.04	4055.79	4370.27	5409.00
21	3587.70	3916.38	4375.04	4679.90	4057.35	4423.02	5413.49
22	3714.79	3976.45	4446.30	4756.17	4201.09	4448.11	5605.64
23	3843.26	4035.77	4575.07	4895.24	4346.38	4580.18	5802.28
24	3970.35	4159.35	4726.37	5057.13	4490.11	4731.47	5994.42
25	3978.93	4168.34	4736.59	5068.07	4499.82	4741.14	6005.30
26	3985.61	4175.34	4744.54	5076.57	4507.37	4749.09	6015.38
27	3993.18	4183.28	4753.55	5086.21	4515.94	4757.55	6024.71
28	3998.92	4189.28	4760.38	5093.52	4522.42	4764.38	6033.36
29	4004.23	4194.84	4766.70	5100.28	4528.43	4770.70	6041.37

30	4009.15	4200.00	4772.56	5106.55	4533.99	4776.57	6048.80
31	4013.70	4204.77	4777.98	5112.35	4539.14	4781.99	6055.67
32	4017.92	4209.19	4783.00	5117.72	4543.91	4787.02	6062.04
33	4021.83	4213.28	4787.65	5122.70	4548.33	4791.67	6067.93
34	4025.44	4217.07	4791.96	5127.31	4552.42	4795.98	6073.39
35	4028.79	4220.58	4795.94	5131.57	4556.21	4799.97	6078.44

2.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	3630.40	4193.50	5573.90
1	3735.12	4295.23	5573.90
2	3844.21	4396.96	5791.87
3	3953.30	4498.64	5791.87
4	4084.20	4498.64	6009.83
5	4254.38	4676.64	6009.83
6	4254.38	4676.64	6227.74
7	4428.91	4854.64	6227.74
8	4428.91	4854.64	6445.70
9	4603.45	5032.65	6445.70
10	4603.45	5032.65	6663.67
11	4821.63	5210.65	6663.67
12	4821.63	5210.65	6881.63
13	5017.98	5388.65	6881.63
14	5017.98	5388.65	7099.59
15	5214.34	5566.60	7099.59
16	5214.34	5566.60	7317.56
17	5432.51	5744.60	7317.56
18	5432.51	5744.60	7535.52
19	5432.51	5922.60	7535.52
20	5628.86	5922.60	7753.48
21	5628.86	6100.60	7753.48
22	5847.04	6100.60	7971.39
23	6065.21	6278.61	7971.39
24	6239.75	6278.61	7971.39
25	6251.07	6290.00	7985.86
26	6261.56	6300.55	7999.26
27	6271.28	6310.33	8011.67
28	6280.28	6319.39	8023.18
29	6288.62	6327.78	8033.83
30	6296.35	6335.56	8043.70
31	6303.50	6342.75	8052.84
32	6310.13	6349.42	8061.30
33	6316.26	6355.59	8069.14
34	6321.95	6361.31	8076.40
35	6327.20	6366.60	8083.12

3. Echelles de traitement minimums: Salaires horaires (38h/semaine)

3.1. : L4-B3

Ancienneté	Catégorie						
	L4	L3	L2	A3	A2	A1	B3
0	12.8756	13.4747	14.5690	13.4691	14.5690	16.9474	15.1586
1	13.0361	13.9912	15.1363	13.9912	15.1363	16.9474	15.5158
2	13.1964	14.5134	15.7036	14.5134	15.7036	17.3734	15.8889
3	13.3569	15.0356	16.2709	15.0356	16.2709	18.0181	16.2512
4	13.5456	15.5577	16.8382	15.5577	16.8382	18.6627	16.6007
5	13.6849	15.5577	16.8382	15.5577	16.8382	18.6627	16.7750
6	14.1887	16.3019	17.2762	16.3019	17.2762	19.2110	17.1741
7	14.2820	16.3019	17.2762	16.3019	17.2762	20.2321	17.3280
8	14.8319	16.9474	18.0848	16.9474	18.0848	20.2321	17.6177
9	14.8792	16.9474	18.0848	16.9474	18.0848	20.7618	17.7505
10	15.4751	17.4199	18.7613	17.4199	18.7613	21.0486	18.0867
11	15.4767	17.4199	18.7613	17.4199	18.7613	21.2912	18.2054
12	16.1182	18.1641	19.3313	18.1641	19.3313	21.9674	18.5516
13	16.1182	18.1641	19.3313	18.1641	19.3313	21.9674	18.6554
14	16.7614	18.7613	20.1399	18.7613	20.1399	22.8862	18.8744
15	16.7614	18.7613	20.1399	18.7613	20.1399	22.8862	18.9624
16	17.0340	19.2821	20.9484	19.2821	20.9484	24.1737	19.4971
17	17.0340	19.2821	20.9484	19.2821	20.9484	24.7031	19.5052
18	17.6772	20.0263	21.7570	20.0263	21.7570	25.4612	20.2494
19	17.6772	20.0263	21.7570	20.0263	21.7570	25.9906	20.2575
20	18.3204	20.7705	22.5655	20.7705	22.5655	25.9906	21.0017
21	18.3204	20.7705	22.5655	20.7705	22.5655	26.5200	21.0098
22	18.7613	21.5148	23.3741	21.5148	23.3741	26.5614	21.7540
23	19.2362	22.2590	24.1826	22.2590	24.1826	27.4802	22.5063
24	19.8793	23.0032	24.9912	23.0032	24.9912	28.3990	23.2506
25	19.9154	23.0450	25.0365	23.0450	25.0365	28.4506	23.3008
26	19.9488	23.0836	25.0785	23.0836	25.0785	28.4983	23.3399
27	19.9798	23.1195	25.1174	23.1195	25.1174	28.5425	23.3843
28	20.0085	23.1527	25.1535	23.1527	25.1535	28.5835	23.4179
29	20.0350	23.1834	25.1869	23.1834	25.1869	28.6215	23.4490
30	20.0596	23.2119	25.2178	23.2119	25.2178	28.6566	23.4778
31	20.0824	23.2383	25.2465	23.2383	25.2465	28.6892	23.5045
32	20.1035	23.2627	25.2730	23.2627	25.2730	28.7194	23.5292
33	20.1231	23.2853	25.2976	23.2853	25.2976	28.7473	23.5520
34	20.1412	23.3062	25.3204	23.3062	25.3204	28.7731	23.5732
35	20.1579	23.3256	25.3414	23.3256	25.3414	28.7971	23.5928

3.2. : B2B-L1

Ancienneté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	15.4504	16.4576	17.9418	19.3835	16.7144	17.9418	21.3404

1	15.7537	16.9099	18.4273	19.8585	17.2561	18.4273	22.0673
2	16.0565	17.4335	18.9990	20.4064	17.7729	18.9990	22.7730
3	16.4245	17.9634	19.6059	20.9343	18.2434	19.6059	23.4568
4	16.7802	18.4516	20.1567	21.4702	18.7701	20.1567	24.1618
5	16.9530	18.7660	20.5193	21.9022	19.0869	20.5193	24.9104
6	17.3246	19.2295	21.0770	22.5435	19.6437	21.0770	25.3255
7	17.4759	19.5144	21.4053	22.8949	19.9258	21.7396	26.0307
8	17.7843	20.0392	22.0074	23.5395	20.3760	22.0481	26.4031
9	17.9198	20.2934	22.3014	23.8536	20.6333	22.5107	27.0668
10	18.2907	20.6803	22.8697	24.4620	21.1490	22.8771	27.4197
11	18.4094	20.9029	23.1315	24.7410	21.3736	23.2153	28.0232
12	18.7613	21.3630	23.6683	25.3156	21.8618	23.6746	28.4081
13	18.7801	21.5621	23.8997	25.5626	22.0601	23.9049	28.9054
14	19.4387	22.0045	24.4076	26.1062	22.5230	24.4128	29.3253
15	19.4471	22.1796	24.6115	26.3246	22.6974	24.6156	29.7389
16	20.2189	22.5991	25.1140	26.8625	23.1375	25.2431	30.4598
17	20.2273	22.7526	25.3126	27.0753	23.2910	25.6098	30.7151
18	20.9991	23.1517	25.7892	27.5855	23.7480	26.0380	31.6540
19	21.0075	23.2858	25.9634	27.7720	23.8450	26.3803	31.6909
20	21.7793	23.6667	26.4168	28.2573	24.6303	26.5401	32.8482
21	21.7876	23.7837	26.5691	28.4205	24.6398	26.8605	32.8755
22	22.5594	24.1485	27.0018	28.8836	25.5127	27.0128	34.0423
23	23.3396	24.5087	27.7838	29.7282	26.3950	27.8149	35.2365
24	24.1114	25.2592	28.7026	30.7113	27.2679	28.7336	36.4034
25	24.1635	25.3138	28.7647	30.7777	27.3268	28.7923	36.4694
26	24.2041	25.3563	28.8130	30.8294	27.3727	28.8406	36.5306
27	24.2501	25.4045	28.8677	30.8879	27.4247	28.8920	36.5873
28	24.2849	25.4410	28.9092	30.9323	27.4641	28.9335	36.6399
29	24.3172	25.4748	28.9476	30.9734	27.5006	28.9719	36.6885
30	24.3470	25.5061	28.9831	31.0114	27.5344	29.0075	36.7336
31	24.3747	25.5350	29.0161	31.0467	27.5656	29.0404	36.7753
32	24.4003	25.5619	29.0466	31.0793	27.5946	29.0710	36.8140
33	24.4240	25.5867	29.0748	31.1095	27.6214	29.0992	36.8498
34	24.4460	25.6098	29.1010	31.1375	27.6463	29.1254	36.8829
35	24.4664	25.6311	29.1252	31.1634	27.6693	29.1496	36.9136

3.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	22.0470	25.4666	33.8496
1	22.6829	26.0844	33.8496
2	23.3454	26.7022	35.1733
3	24.0079	27.3197	35.1733
4	24.8028	27.3197	36.4969
5	25.8363	28.4007	36.4969
6	25.8363	28.4007	37.8203
7	26.8962	29.4816	37.8203

8	26.8962	29.4816	39.1439
9	27.9562	30.5626	39.1439
10	27.9562	30.5626	40.4676
11	29.2811	31.6436	40.4676
12	29.2811	31.6436	41.7913
13	30.4736	32.7246	41.7913
14	30.4736	32.7246	43.1149
15	31.6660	33.8052	43.1149
16	31.6660	33.8052	44.4386
17	32.9910	34.8862	44.4386
18	32.9910	34.8862	45.7623
19	32.9910	35.9672	45.7623
20	34.1834	35.9672	47.0859
21	34.1834	37.0482	47.0859
22	35.5083	37.0482	48.4093
23	36.8333	38.1292	48.4093
24	37.8932	38.1292	48.4093
25	37.9620	38.1984	48.4971
26	38.0257	38.2625	48.5785
27	38.0847	38.3218	48.6539
28	38.1394	38.3769	48.7237
29	38.1900	38.4278	48.7884
30	38.2369	38.4750	48.8484
31	38.2804	38.5188	48.9039
32	38.3206	38.5592	48.9553
33	38.3579	38.5967	49.0029
34	38.3924	38.6314	49.0470
35	38.4243	38.6636	49.0877

4. Echelles de traitement minimums: Echelles de traitement des travailleurs salariés au 01/03/2021 sur une base contractuelle selon d'autres échelles de traitement que le barème repris dans l'Annexe I de la CCT du 09/07/2021 (en %).

A partir du 01/03/2021, l'échelle de traitement est augmentée annuellement par le pourcentage affiché pour l'ancienneté barémique, ce qui doit être appliqué à l'échelle de traitement d'application préalable au 01/03/2021. A partir du 01/03/2021, cette augmentation est appliquée sur une base mensuelle au salaire mensuel brut d'application pour le travailleur préalable au 01/03/2021.

Ancienneté barémique (années)		
44585	%	1.7000
25	%	1.8845
26	%	2.0555
27	%	2.2139
28	%	2.3606
29	%	2.4965
30	%	2.6225

31	%	2.7391
32	%	2.8471
33	%	2.9470
34	%	3.0397
35 et +	%	3.1254

5. Echelles de traitement minimums: Salaire annuel brut minimum garanti

Salaire annuel brut minimum garanti	
Par mois	2171.0100
Par heure (38h/semaine)	13.1843