

# Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/01/2023 (Dernière actualisation de la page 04/12/2025)

Indexation de 2% en 1/2023.

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

## 1. : Salaires de base annuels

### 1.1. : 1.12-1.39

| Ancienne<br>té (ans) | Barème   |          |          |          |          |          |
|----------------------|----------|----------|----------|----------|----------|----------|
|                      | 1,12     | 1,14     | 1,22     | 1,26     | 1,3      | 1,39     |
| 0                    | 26653.08 | 27068.76 | 28516.44 | 29061.12 | 29892.36 | 31575.00 |
| 1                    | 28762.92 | 29250.12 | 30697.92 | 31242.60 | 32073.96 | 33945.24 |
| 2                    | 28906.32 | 29515.20 | 30970.08 | 31529.40 | 32360.52 | 33945.24 |
| 3                    | 29049.72 | 29780.52 | 31242.48 | 31816.08 | 32647.32 | 34042.08 |
| 4                    | 29193.12 | 30045.84 | 31514.40 | 32102.76 | 32934.12 | 34042.08 |
| 5                    | 29336.76 | 30311.16 | 31786.80 | 32389.56 | 33220.80 | 34489.32 |
| 6                    | 29479.80 | 30576.36 | 32059.32 | 32676.24 | 33507.36 | 34489.32 |
| 7                    | 29622.96 | 30841.56 | 32331.48 | 32962.68 | 33793.92 | 35948.04 |
| 8                    | 29766.48 | 31106.88 | 32603.88 | 33249.60 | 34011.72 | 35948.04 |
| 9                    | 29909.88 | 31371.96 | 32876.16 | 33536.52 | 34032.96 | 37406.52 |
| 10                   | 30792.84 | 32383.08 | 33992.16 | 34055.28 | 34749.84 | 37854.36 |
| 11                   | 30936.36 | 32705.40 | 34029.48 | 34273.08 | 35093.76 | 38679.84 |
| 12                   | 31079.64 | 33027.84 | 34054.32 | 34617.00 | 35437.44 | 38679.84 |
| 13                   | 31223.16 | 33350.28 | 34249.32 | 34961.28 | 35781.36 | 39965.52 |
| 14                   | 31366.56 | 33672.72 | 34578.96 | 35305.08 | 36125.28 | 39965.52 |
| 15                   | 31510.08 | 33995.40 | 34908.72 | 35648.88 | 36469.20 | 41266.68 |
| 16                   | 31653.36 | 34029.24 | 35238.36 | 35992.92 | 36813.12 | 41266.68 |
| 17                   | 31796.76 | 34053.48 | 35568.24 | 36336.72 | 37157.04 | 42568.32 |
| 18                   | 31940.04 | 34230.60 | 35897.88 | 36680.88 | 37501.32 | 42568.32 |
| 19                   | 32083.44 | 34552.92 | 36227.40 | 37024.68 | 37832.76 | 43869.96 |
| 20                   | 32226.84 | 34875.36 | 36557.16 | 37368.60 | 37858.56 | 43869.96 |
| 21                   | 32370.24 | 35197.92 | 36886.80 | 37712.52 | 37884.48 | 45171.24 |
| 22                   | 32513.76 | 35520.24 | 37216.56 | 37848.60 | 38144.88 | 45171.24 |
| 23                   | 32656.92 | 35843.04 | 37546.44 | 37874.28 | 38488.68 | 46473.12 |
| 24                   | 32800.32 | 36165.12 | 37835.04 | 38012.40 | 38832.60 | 46473.12 |
| 25                   | 33003.72 | 36553.92 | 37928.28 | 38426.04 | 39247.92 | 47860.92 |
| 26                   | 33202.92 | 36938.76 | 38016.96 | 38835.48 | 39659.52 | 47941.44 |
| 27                   | 33398.52 | 37320.00 | 38325.60 | 39241.56 | 40073.64 | 49323.96 |
| 28                   | 33446.52 | 37698.36 | 38712.72 | 39644.04 | 40484.04 | 49394.76 |

|    |          |          |          |          |          |          |
|----|----------|----------|----------|----------|----------|----------|
| 29 | 33490.80 | 38073.24 | 39096.24 | 40048.44 | 40891.68 | 50772.00 |
| 30 | 33532.08 | 38120.16 | 39144.36 | 40097.40 | 40941.72 | 50834.28 |
| 31 | 33570.12 | 38163.36 | 39188.88 | 40143.00 | 40988.16 | 50892.12 |
| 32 | 33605.28 | 38203.32 | 39229.80 | 40185.00 | 41031.24 | 50945.52 |
| 33 | 33638.04 | 38240.52 | 39268.20 | 40224.36 | 41071.20 | 50995.20 |
| 34 | 33668.16 | 38274.84 | 39303.48 | 40260.60 | 41108.40 | 51041.04 |
| 35 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 36 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 37 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 38 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 39 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 40 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 41 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 42 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 43 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 44 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |
| 45 | 33696.36 | 38306.76 | 39336.12 | 40293.84 | 41142.72 | 51083.40 |

## 1.2. : 1.40-1.80

| Ancienneté<br>(ans) | Barème   |          |                    |          |          |
|---------------------|----------|----------|--------------------|----------|----------|
|                     | 1,4      | 1,54     | 1.55-1.61-<br>1.77 | 1,59     | 1,8      |
| 0                   | 31575.00 | 34058.28 | 34549.80           | 35947.92 | 45543.12 |
| 1                   | 33853.92 | 36251.52 | 37011.60           | 37861.20 | 47774.28 |
| 2                   | 33853.92 | 36251.52 | 37011.60           | 37861.20 | 47774.28 |
| 3                   | 34035.36 | 36798.72 | 37852.32           | 38041.80 | 49773.24 |
| 4                   | 34035.36 | 36798.72 | 37852.32           | 38041.80 | 49773.24 |
| 5                   | 34216.08 | 37345.80 | 38467.08           | 38588.88 | 51771.96 |
| 6                   | 34216.08 | 37345.80 | 38467.08           | 38588.88 | 51771.96 |
| 7                   | 34763.16 | 37836.36 | 43838.88           | 39135.72 | 53770.80 |
| 8                   | 34763.16 | 37836.36 | 43838.88           | 39135.72 | 53770.80 |
| 9                   | 35310.24 | 37877.40 | 44954.28           | 39686.76 | 55769.64 |
| 10                  | 36039.12 | 38436.84 | 45697.92           | 40430.40 | 56513.28 |
| 11                  | 36768.48 | 39166.20 | 46813.44           | 41174.04 | 58512.12 |
| 12                  | 36768.48 | 39166.20 | 46813.44           | 41174.04 | 58512.12 |
| 13                  | 37497.96 | 39903.48 | 47928.96           | 41917.56 | 60510.36 |
| 14                  | 37497.96 | 39903.48 | 47928.96           | 41917.56 | 60510.36 |
| 15                  | 37861.08 | 40647.24 | 49044.72           | 42661.32 | 62509.32 |
| 16                  | 37861.08 | 40647.24 | 52887.00           | 42661.32 | 62509.32 |
| 17                  | 38224.08 | 41390.76 | 54002.52           | 43404.84 | 64508.28 |
| 18                  | 38224.08 | 41390.76 | 54002.52           | 43404.84 | 64508.28 |
| 19                  | 38953.44 | 42134.40 | 55117.92           | 44148.48 | 66506.88 |
| 20                  | 38953.44 | 42134.40 | 55117.92           | 44148.48 | 66506.88 |
| 21                  | 39686.40 | 42878.04 | 56233.68           | 44892.36 | 68505.84 |
| 22                  | 39686.40 | 42878.04 | 56233.68           | 44892.36 | 68505.84 |
| 23                  | 40429.92 | 43621.68 | 57349.08           | 45635.88 | 70504.32 |
| 24                  | 40429.92 | 43621.68 | 57349.08           | 45635.88 | 70504.32 |
| 25                  | 41248.44 | 44445.72 | 58570.68           | 46463.40 | 70632.24 |

|    |          |          |          |          |          |
|----|----------|----------|----------|----------|----------|
| 26 | 41317.56 | 44520.48 | 58668.84 | 46541.64 | 70750.92 |
| 27 | 42129.36 | 45336.96 | 59881.20 | 47361.12 | 70860.72 |
| 28 | 42189.72 | 45402.12 | 59967.12 | 47429.28 | 70962.24 |
| 29 | 42994.92 | 46211.64 | 60046.80 | 48241.80 | 71056.68 |
| 30 | 43047.84 | 46268.40 | 60120.72 | 48300.96 | 71143.92 |
| 31 | 43847.88 | 47072.28 | 60189.00 | 49107.12 | 71224.80 |
| 32 | 43894.20 | 47121.84 | 60252.00 | 49158.72 | 71299.56 |
| 33 | 43936.56 | 47167.68 | 60310.68 | 49206.60 | 71369.04 |
| 34 | 43976.28 | 47210.16 | 60365.16 | 49250.88 | 71433.12 |
| 35 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 36 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 37 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 38 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 39 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 40 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 41 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 42 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 43 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 44 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |
| 45 | 44013.00 | 47249.28 | 60415.08 | 49291.68 | 71492.64 |

## 2. : Salaires horaires (38h/semaine)

### 2.1. : 1.12-1.39

| Ancienne<br>té (ans) | Barème  |         |         |         |         |         |
|----------------------|---------|---------|---------|---------|---------|---------|
|                      | 1,12    | 1,14    | 1,22    | 1,26    | 1,3     | 1,39    |
| 0                    | 13.4884 | 13.6988 | 14.4314 | 14.7070 | 15.1277 | 15.9793 |
| 1                    | 14.5561 | 14.8027 | 15.5354 | 15.8110 | 16.2318 | 17.1788 |
| 2                    | 14.6287 | 14.9368 | 15.6731 | 15.9562 | 16.3768 | 17.1788 |
| 3                    | 14.7013 | 15.0711 | 15.8110 | 16.1013 | 16.5219 | 17.2278 |
| 4                    | 14.7738 | 15.2054 | 15.9486 | 16.2463 | 16.6671 | 17.2278 |
| 5                    | 14.8465 | 15.3397 | 16.0864 | 16.3915 | 16.8121 | 17.4541 |
| 6                    | 14.9189 | 15.4739 | 16.2244 | 16.5366 | 16.9572 | 17.4541 |
| 7                    | 14.9914 | 15.6081 | 16.3621 | 16.6815 | 17.1022 | 18.1923 |
| 8                    | 15.0640 | 15.7423 | 16.4999 | 16.8267 | 17.2124 | 18.1923 |
| 9                    | 15.1366 | 15.8765 | 16.6377 | 16.9719 | 17.2232 | 18.9304 |
| 10                   | 15.5834 | 16.3882 | 17.2025 | 17.2345 | 17.5860 | 19.1571 |
| 11                   | 15.6561 | 16.5513 | 17.2214 | 17.3447 | 17.7600 | 19.5748 |
| 12                   | 15.7286 | 16.7145 | 17.2340 | 17.5187 | 17.9339 | 19.5748 |
| 13                   | 15.8012 | 16.8777 | 17.3327 | 17.6930 | 18.1080 | 20.2255 |
| 14                   | 15.8738 | 17.0409 | 17.4995 | 17.8669 | 18.2820 | 20.2255 |
| 15                   | 15.9464 | 17.2041 | 17.6664 | 18.0409 | 18.4561 | 20.8839 |
| 16                   | 16.0189 | 17.2213 | 17.8332 | 18.2150 | 18.6301 | 20.8839 |
| 17                   | 16.0915 | 17.2335 | 18.0001 | 18.3890 | 18.8042 | 21.5427 |
| 18                   | 16.1640 | 17.3232 | 18.1669 | 18.5632 | 18.9784 | 21.5427 |
| 19                   | 16.2366 | 17.4863 | 18.3337 | 18.7372 | 19.1461 | 22.2014 |
| 20                   | 16.3091 | 17.6495 | 18.5006 | 18.9112 | 19.1592 | 22.2014 |
| 21                   | 16.3817 | 17.8127 | 18.6674 | 19.0853 | 19.1723 | 22.8599 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 22 | 16.4543 | 17.9758 | 18.8343 | 19.1541 | 19.3041 | 22.8599 |
| 23 | 16.5268 | 18.1392 | 19.0012 | 19.1671 | 19.4781 | 23.5188 |
| 24 | 16.5994 | 18.3022 | 19.1473 | 19.2370 | 19.6521 | 23.5188 |
| 25 | 16.7023 | 18.4989 | 19.1945 | 19.4464 | 19.8623 | 24.2211 |
| 26 | 16.8031 | 18.6937 | 19.2394 | 19.6536 | 20.0706 | 24.2619 |
| 27 | 16.9021 | 18.8866 | 19.3955 | 19.8591 | 20.2802 | 24.9615 |
| 28 | 16.9264 | 19.0781 | 19.5915 | 20.0628 | 20.4879 | 24.9973 |
| 29 | 16.9488 | 19.2678 | 19.7855 | 20.2674 | 20.6942 | 25.6943 |
| 30 | 16.9697 | 19.2916 | 19.8099 | 20.2922 | 20.7195 | 25.7259 |
| 31 | 16.9889 | 19.3134 | 19.8324 | 20.3153 | 20.7430 | 25.7551 |
| 32 | 17.0067 | 19.3337 | 19.8531 | 20.3365 | 20.7648 | 25.7821 |
| 33 | 17.0233 | 19.3525 | 19.8726 | 20.3565 | 20.7850 | 25.8073 |
| 34 | 17.0385 | 19.3699 | 19.8904 | 20.3748 | 20.8038 | 25.8305 |
| 35 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 36 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 37 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 38 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 39 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 40 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 41 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 42 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 43 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 44 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |
| 45 | 17.0528 | 19.3860 | 19.9069 | 20.3916 | 20.8212 | 25.8519 |

## 2.2. : 1.40-1.80

| Ancienneté<br>(ans) | Barème  |         |                    |         |         |
|---------------------|---------|---------|--------------------|---------|---------|
|                     | 1,4     | 1,54    | 1.55-1.61-<br>1.77 | 1,59    | 1,8     |
| 0                   | 15.9793 | 17.2360 | 17.4847            | 18.1923 | 23.0481 |
| 1                   | 17.1326 | 18.3459 | 18.7306            | 19.1605 | 24.1773 |
| 2                   | 17.1326 | 18.3459 | 18.7306            | 19.1605 | 24.1773 |
| 3                   | 17.2244 | 18.6228 | 19.1560            | 19.2519 | 25.1889 |
| 4                   | 17.2244 | 18.6228 | 19.1560            | 19.2519 | 25.1889 |
| 5                   | 17.3158 | 18.8997 | 19.4671            | 19.5288 | 26.2004 |
| 6                   | 17.3158 | 18.8997 | 19.4671            | 19.5288 | 26.2004 |
| 7                   | 17.5927 | 19.1480 | 22.1857            | 19.8055 | 27.2119 |
| 8                   | 17.5927 | 19.1480 | 22.1857            | 19.8055 | 27.2119 |
| 9                   | 17.8696 | 19.1687 | 22.7501            | 20.0844 | 28.2235 |
| 10                  | 18.2384 | 19.4518 | 23.1265            | 20.4607 | 28.5998 |
| 11                  | 18.6075 | 19.8210 | 23.6910            | 20.8371 | 29.6114 |
| 12                  | 18.6075 | 19.8210 | 23.6910            | 20.8371 | 29.6114 |
| 13                  | 18.9767 | 20.1941 | 24.2555            | 21.2133 | 30.6227 |
| 14                  | 18.9767 | 20.1941 | 24.2555            | 21.2133 | 30.6227 |
| 15                  | 19.1605 | 20.5705 | 24.8202            | 21.5897 | 31.6343 |
| 16                  | 19.1605 | 20.5705 | 26.7647            | 21.5897 | 31.6343 |
| 17                  | 19.3442 | 20.9467 | 27.3292            | 21.9660 | 32.6459 |
| 18                  | 19.3442 | 20.9467 | 27.3292            | 21.9660 | 32.6459 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 19 | 19.7133 | 21.3231 | 27.8937 | 22.3423 | 33.6573 |
| 20 | 19.7133 | 21.3231 | 27.8937 | 22.3423 | 33.6573 |
| 21 | 20.0842 | 21.6994 | 28.4583 | 22.7188 | 34.6689 |
| 22 | 20.0842 | 21.6994 | 28.4583 | 22.7188 | 34.6689 |
| 23 | 20.4605 | 22.0757 | 29.0228 | 23.0951 | 35.6803 |
| 24 | 20.4605 | 22.0757 | 29.0228 | 23.0951 | 35.6803 |
| 25 | 20.8747 | 22.4928 | 29.6410 | 23.5139 | 35.7451 |
| 26 | 20.9097 | 22.5306 | 29.6907 | 23.5535 | 35.8051 |
| 27 | 21.3205 | 22.9438 | 30.3043 | 23.9682 | 35.8607 |
| 28 | 21.3511 | 22.9768 | 30.3477 | 24.0027 | 35.9121 |
| 29 | 21.7586 | 23.3865 | 30.3881 | 24.4139 | 35.9599 |
| 30 | 21.7853 | 23.4152 | 30.4255 | 24.4438 | 36.0040 |
| 31 | 22.1902 | 23.8220 | 30.4600 | 24.8518 | 36.0449 |
| 32 | 22.2137 | 23.8471 | 30.4919 | 24.8779 | 36.0828 |
| 33 | 22.2351 | 23.8703 | 30.5216 | 24.9021 | 36.1179 |
| 34 | 22.2552 | 23.8918 | 30.5492 | 24.9245 | 36.1504 |
| 35 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 36 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 37 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 38 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 39 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 40 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 41 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 42 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 43 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 44 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |
| 45 | 22.2738 | 23.9116 | 30.5744 | 24.9452 | 36.1805 |

### 3. : Salaires mensuelles

#### 3.1. : 1.12-1.39

| Ancienne<br>té (ans) | Barème  |         |         |         |         |         |
|----------------------|---------|---------|---------|---------|---------|---------|
|                      | 1,12    | 1,14    | 1,22    | 1,26    | 1,3     | 1,39    |
| 0                    | 2221.09 | 2255.73 | 2376.37 | 2421.76 | 2491.03 | 2631.25 |
| 1                    | 2396.91 | 2437.51 | 2558.16 | 2603.55 | 2672.83 | 2828.77 |
| 2                    | 2408.86 | 2459.60 | 2580.84 | 2627.45 | 2696.71 | 2828.77 |
| 3                    | 2420.81 | 2481.71 | 2603.54 | 2651.34 | 2720.61 | 2836.84 |
| 4                    | 2432.76 | 2503.82 | 2626.20 | 2675.23 | 2744.51 | 2836.84 |
| 5                    | 2444.73 | 2525.93 | 2648.90 | 2699.13 | 2768.40 | 2874.11 |
| 6                    | 2456.65 | 2548.03 | 2671.61 | 2723.02 | 2792.28 | 2874.11 |
| 7                    | 2468.58 | 2570.13 | 2694.29 | 2746.89 | 2816.16 | 2995.67 |
| 8                    | 2480.54 | 2592.24 | 2716.99 | 2770.80 | 2834.31 | 2995.67 |
| 9                    | 2492.49 | 2614.33 | 2739.68 | 2794.71 | 2836.08 | 3117.21 |
| 10                   | 2566.07 | 2698.59 | 2832.68 | 2837.94 | 2895.82 | 3154.53 |
| 11                   | 2578.03 | 2725.45 | 2835.79 | 2856.09 | 2924.48 | 3223.32 |
| 12                   | 2589.97 | 2752.32 | 2837.86 | 2884.75 | 2953.12 | 3223.32 |
| 13                   | 2601.93 | 2779.19 | 2854.11 | 2913.44 | 2981.78 | 3330.46 |
| 14                   | 2613.88 | 2806.06 | 2881.58 | 2942.09 | 3010.44 | 3330.46 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 15 | 2625.84 | 2832.95 | 2909.06 | 2970.74 | 3039.10 | 3438.89 |
| 16 | 2637.78 | 2835.77 | 2936.53 | 2999.41 | 3067.76 | 3438.89 |
| 17 | 2649.73 | 2837.79 | 2964.02 | 3028.06 | 3096.42 | 3547.36 |
| 18 | 2661.67 | 2852.55 | 2991.49 | 3056.74 | 3125.11 | 3547.36 |
| 19 | 2673.62 | 2879.41 | 3018.95 | 3085.39 | 3152.73 | 3655.83 |
| 20 | 2685.57 | 2906.28 | 3046.43 | 3114.05 | 3154.88 | 3655.83 |
| 21 | 2697.52 | 2933.16 | 3073.90 | 3142.71 | 3157.04 | 3764.27 |
| 22 | 2709.48 | 2960.02 | 3101.38 | 3154.05 | 3178.74 | 3764.27 |
| 23 | 2721.41 | 2986.92 | 3128.87 | 3156.19 | 3207.39 | 3872.76 |
| 24 | 2733.36 | 3013.76 | 3152.92 | 3167.70 | 3236.05 | 3872.76 |
| 25 | 2750.31 | 3046.16 | 3160.69 | 3202.17 | 3270.66 | 3988.41 |
| 26 | 2766.91 | 3078.23 | 3168.08 | 3236.29 | 3304.96 | 3995.12 |
| 27 | 2783.21 | 3110.00 | 3193.80 | 3270.13 | 3339.47 | 4110.33 |
| 28 | 2787.21 | 3141.53 | 3226.06 | 3303.67 | 3373.67 | 4116.23 |
| 29 | 2790.90 | 3172.77 | 3258.02 | 3337.37 | 3407.64 | 4231.00 |
| 30 | 2794.34 | 3176.68 | 3262.03 | 3341.45 | 3411.81 | 4236.19 |
| 31 | 2797.51 | 3180.28 | 3265.74 | 3345.25 | 3415.68 | 4241.01 |
| 32 | 2800.44 | 3183.61 | 3269.15 | 3348.75 | 3419.27 | 4245.46 |
| 33 | 2803.17 | 3186.71 | 3272.35 | 3352.03 | 3422.60 | 4249.60 |
| 34 | 2805.68 | 3189.57 | 3275.29 | 3355.05 | 3425.70 | 4253.42 |
| 35 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 36 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 37 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 38 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 39 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 40 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 41 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 42 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 43 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 44 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |
| 45 | 2808.03 | 3192.23 | 3278.01 | 3357.82 | 3428.56 | 4256.95 |

### 3.2. : 1.40-1.80

| Ancienneté<br>(ans) | Barème  |         |                    |         |         |
|---------------------|---------|---------|--------------------|---------|---------|
|                     | 1,4     | 1,54    | 1.55-1.61-<br>1.77 | 1,59    | 1,8     |
| 0                   | 2631.25 | 2838.19 | 2879.15            | 2995.66 | 3795.26 |
| 1                   | 2821.16 | 3020.96 | 3084.30            | 3155.10 | 3981.19 |
| 2                   | 2821.16 | 3020.96 | 3084.30            | 3155.10 | 3981.19 |
| 3                   | 2836.28 | 3066.56 | 3154.36            | 3170.15 | 4147.77 |
| 4                   | 2836.28 | 3066.56 | 3154.36            | 3170.15 | 4147.77 |
| 5                   | 2851.34 | 3112.15 | 3205.59            | 3215.74 | 4314.33 |
| 6                   | 2851.34 | 3112.15 | 3205.59            | 3215.74 | 4314.33 |
| 7                   | 2896.93 | 3153.03 | 3653.24            | 3261.31 | 4480.90 |
| 8                   | 2896.93 | 3153.03 | 3653.24            | 3261.31 | 4480.90 |
| 9                   | 2942.52 | 3156.45 | 3746.19            | 3307.23 | 4647.47 |
| 10                  | 3003.26 | 3203.07 | 3808.16            | 3369.20 | 4709.44 |
| 11                  | 3064.04 | 3263.85 | 3901.12            | 3431.17 | 4876.01 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 12 | 3064.04 | 3263.85 | 3901.12 | 3431.17 | 4876.01 |
| 13 | 3124.83 | 3325.29 | 3994.08 | 3493.13 | 5042.53 |
| 14 | 3124.83 | 3325.29 | 3994.08 | 3493.13 | 5042.53 |
| 15 | 3155.09 | 3387.27 | 4087.06 | 3555.11 | 5209.11 |
| 16 | 3155.09 | 3387.27 | 4407.25 | 3555.11 | 5209.11 |
| 17 | 3185.34 | 3449.23 | 4500.21 | 3617.07 | 5375.69 |
| 18 | 3185.34 | 3449.23 | 4500.21 | 3617.07 | 5375.69 |
| 19 | 3246.12 | 3511.20 | 4593.16 | 3679.04 | 5542.24 |
| 20 | 3246.12 | 3511.20 | 4593.16 | 3679.04 | 5542.24 |
| 21 | 3307.20 | 3573.17 | 4686.14 | 3741.03 | 5708.82 |
| 22 | 3307.20 | 3573.17 | 4686.14 | 3741.03 | 5708.82 |
| 23 | 3369.16 | 3635.14 | 4779.09 | 3802.99 | 5875.36 |
| 24 | 3369.16 | 3635.14 | 4779.09 | 3802.99 | 5875.36 |
| 25 | 3437.37 | 3703.81 | 4880.89 | 3871.95 | 5886.02 |
| 26 | 3443.13 | 3710.04 | 4889.07 | 3878.47 | 5895.91 |
| 27 | 3510.78 | 3778.08 | 4990.10 | 3946.76 | 5905.06 |
| 28 | 3515.81 | 3783.51 | 4997.26 | 3952.44 | 5913.52 |
| 29 | 3582.91 | 3850.97 | 5003.90 | 4020.15 | 5921.39 |
| 30 | 3587.32 | 3855.70 | 5010.06 | 4025.08 | 5928.66 |
| 31 | 3653.99 | 3922.69 | 5015.75 | 4092.26 | 5935.40 |
| 32 | 3657.85 | 3926.82 | 5021.00 | 4096.56 | 5941.63 |
| 33 | 3661.38 | 3930.64 | 5025.89 | 4100.55 | 5947.42 |
| 34 | 3664.69 | 3934.18 | 5030.43 | 4104.24 | 5952.76 |
| 35 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 36 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 37 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 38 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 39 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 40 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 41 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 42 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 43 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 44 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |
| 45 | 3667.75 | 3937.44 | 5034.59 | 4107.64 | 5957.72 |

#### 4. : Rémunération minimum garantie

|                                                                                   |            |
|-----------------------------------------------------------------------------------|------------|
| Rémunération minimum garantie<br>(incl. l'allocation de foyer ou de<br>résidence) |            |
| Par année                                                                         | 26163.0000 |
| Par mois                                                                          | 2180.2500  |
| Par heure (38h/semaine)                                                           | 13.2404    |

#### 5. : IFIC

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

<a href="https://www.if-ic.org/nl/gezondheidszorg/centra-voor-geestelijke-gezondheidszorg" target="\_blank">

Barèmes IFIC – Centres de santé mentale

</a>.  
</p>