

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3300008: services externes pour la prévention et la protection au travail

En vigueur au 01/01/2026 (Dernière actualisation de la page 13/07/2026)

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 Sous-commission paritaire officielle (SCP 330)

Indexation de 2% en 1/2026.

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

1. REGIME (sur base hebdomadaire): 38h

1.1. : Travailleurs effectuant un travail principalement manuel

1.1.1. : Barèmes de rémunération annuelles minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	1	2	3	4	5
0	28634.42	28732.08	29081.83	29544.73	31056.42
1	28839.96	29138.57	30163.06	30672.86	32314.54
2	28920.87	29285.25	30308.54	30865.21	32447.24
3	29001.72	29431.93	30454.00	31197.62	32850.07
4	29072.53	29562.90	30595.57	31339.26	32850.07
5	29153.43	29709.58	30741.07	31662.00	33301.33
6	29224.21	29840.59	30882.67	31803.59	33301.33
7	29305.09	29987.24	31158.75	32126.31	33752.59
8	29375.89	30118.23	31300.35	32267.94	33752.59
9	29456.81	30264.88	31623.08	32590.65	34203.86
10	29892.83	30764.17	32178.61	33140.80	34564.00
11	29973.69	30939.10	32529.59	33491.78	35105.28
12	30044.51	31098.34	32699.46	33661.64	35105.28
13	30125.39	31273.24	33050.45	34012.60	35646.57
14	30196.20	31432.50	33220.34	34182.47	35646.57
15	30277.09	31607.40	33571.28	34533.48	36187.82
16	30347.90	31766.65	33741.15	34703.35	36187.82
17	30428.77	32107.06	34092.13	35054.33	36729.10
18	30499.60	32266.27	34262.02	35224.20	36729.10
19	30580.47	32606.67	34613.00	35600.00	37295.18
20	30651.31	32765.89	34782.83	35769.88	37295.18

21	30732.19	33106.26	35133.87	36145.73	37863.12
22	30803.00	33265.47	35303.72	36315.56	37863.12
23	31008.33	33605.85	35654.73	36691.38	38436.34
24	31079.15	33765.09	35824.57	36861.23	38436.34
25	31284.43	34105.44	36175.54	37237.08	39009.54
26	31355.27	34264.66	36345.41	37407.29	39009.54
27	31426.08	34605.07	36696.42	37786.50	39582.77
28	31426.08	34764.31	36866.29	37959.73	39582.77
29	31426.08	34923.55	37038.57	38132.98	39950.01
30	31426.08	34923.55	37038.57	38132.98	39950.01
31	31426.08	34923.55	37038.57	38132.98	40317.29

1.1.2. : Barèmes de rémunération horaire minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	1	2	3	4	5
0	14.4911	14.5405	14.7175	14.9518	15.7168
1	14.5951	14.7462	15.2647	15.5227	16.3535
2	14.6361	14.8205	15.3383	15.6200	16.4207
3	14.6770	14.8947	15.4119	15.7883	16.6245
4	14.7128	14.9610	15.4836	15.8599	16.6245
5	14.7538	15.0352	15.5572	16.0233	16.8529
6	14.7896	15.1015	15.6289	16.0949	16.8529
7	14.8305	15.1757	15.7686	16.2583	17.0813
8	14.8663	15.2420	15.8403	16.3299	17.0813
9	14.9073	15.3162	16.0036	16.4932	17.3096
10	15.1280	15.5689	16.2847	16.7717	17.4919
11	15.1689	15.6574	16.4623	16.9493	17.7658
12	15.2047	15.7380	16.5483	17.0352	17.7658
13	15.2456	15.8265	16.7259	17.2129	18.0398
14	15.2815	15.9071	16.8119	17.2988	18.0398
15	15.3224	15.9956	16.9895	17.4765	18.3137
16	15.3582	16.0762	17.0755	17.5624	18.3137
17	15.3992	16.2485	17.2531	17.7400	18.5876
18	15.4350	16.3291	17.3391	17.8260	18.5876
19	15.4759	16.5014	17.5167	18.0162	18.8741
20	15.5118	16.5819	17.6026	18.1022	18.8741
21	15.5527	16.7542	17.7803	18.2924	19.1615
22	15.5886	16.8348	17.8663	18.3783	19.1615
23	15.6925	17.0070	18.0439	18.5685	19.4516
24	15.7283	17.0876	18.1298	18.6545	19.4516
25	15.8322	17.2598	18.3075	18.8447	19.7417
26	15.8681	17.3404	18.3934	18.9308	19.7417
27	15.9039	17.5127	18.5711	19.1227	20.0318
28	15.9039	17.5933	18.6570	19.2104	20.0318
29	15.9039	17.6739	18.7442	19.2981	20.2176
30	15.9039	17.6739	18.7442	19.2981	20.2176

31	15.9039	17.6739	18.7442	19.2981	20.4035
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1.2. : Travailleurs effectuant un travail principalement intellectuel

1.2.1. : Personnel administratif

1.2.1.1. : Barèmes de rémunération annuelle minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	1	2	3	4	5
0	28634.42	28711.85	30248.34	31063.71	35233.51
1	29072.09	29801.93	31687.90	32548.29	36815.67
2	29204.62	29949.12	32001.99	32862.36	37182.17
3	29337.17	30096.36	32586.22	33446.62	38088.87
4	29468.14	30230.82	32586.22	33446.62	38088.87
5	29600.69	30378.03	33159.26	34120.85	39257.61
6	29731.70	30512.52	33159.26	34120.85	39257.61
7	29864.20	30659.71	33732.26	35260.03	44948.05
8	29995.21	30794.20	33732.26	35260.03	44948.05
9	30127.72	31190.97	34735.76	36818.47	46127.46
10	30627.01	31742.23	35095.88	37178.58	46494.70
11	30787.81	32167.38	36189.30	38646.94	47674.13
12	30947.04	32330.21	36189.30	38646.94	47674.13
13	31107.81	32755.31	37282.72	40015.06	48853.49
14	31267.07	32918.13	37282.72	40015.06	48853.49
15	31607.40	33498.96	38376.14	41391.08	50032.87
16	31766.65	33661.79	38376.14	41391.08	54096.49
17	32107.06	34242.61	39469.55	42767.12	55281.93
18	32266.27	34405.41	39469.55	42767.12	56174.18
19	32606.67	34986.19	40562.99	44143.20	57353.59
20	32765.89	35149.07	40562.99	44143.20	57353.59
21	33106.26	35729.84	41658.22	45519.24	58533.00
22	33265.47	35892.64	41658.22	45519.24	58533.00
23	33605.85	36473.47	42758.77	46895.32	59712.39
24	33765.09	36636.28	42758.77	46895.32	59712.39
25	34105.44	37217.11	43890.17	48271.32	60891.81
26	34264.66	37379.90	43890.17	48271.32	60891.81
27	34605.07	37960.72	45258.23	49647.35	62071.19
28	34764.31	38123.54	45258.23	49647.35	62071.19
29	34923.55	38704.32	46626.32	50282.92	62071.19
30	34923.55	38704.32	46626.32	50471.65	62071.19
31	34923.55	38704.32	46626.32	50647.01	62071.19

1.2.1.2. : Barèmes de rémunération mensuelle minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	1	2	3	4	5
0	2386.20	2392.65	2520.70	2588.64	2936.13

1	2422.67	2483.49	2640.66	2712.36	3067.97
2	2433.72	2495.76	2666.83	2738.53	3098.51
3	2444.76	2508.03	2715.52	2787.22	3174.07
4	2455.68	2519.24	2715.52	2787.22	3174.07
5	2466.72	2531.50	2763.27	2843.40	3271.47
6	2477.64	2542.71	2763.27	2843.40	3271.47
7	2488.68	2554.98	2811.02	2938.34	3745.67
8	2499.60	2566.18	2811.02	2938.34	3745.67
9	2510.64	2599.25	2894.65	3068.21	3843.96
10	2552.25	2645.19	2924.66	3098.22	3874.56
11	2565.65	2680.62	3015.78	3220.58	3972.84
12	2578.92	2694.18	3015.78	3220.58	3972.84
13	2592.32	2729.61	3106.89	3334.59	4071.12
14	2605.59	2743.18	3106.89	3334.59	4071.12
15	2633.95	2791.58	3198.01	3449.26	4169.41
16	2647.22	2805.15	3198.01	3449.26	4508.04
17	2675.59	2853.55	3289.13	3563.93	4606.83
18	2688.86	2867.12	3289.13	3563.93	4681.18
19	2717.22	2915.52	3380.25	3678.60	4779.47
20	2730.49	2929.09	3380.25	3678.60	4779.47
21	2758.86	2977.49	3471.52	3793.27	4877.75
22	2772.12	2991.05	3471.52	3793.27	4877.75
23	2800.49	3039.46	3563.23	3907.94	4976.03
24	2813.76	3053.02	3563.23	3907.94	4976.03
25	2842.12	3101.43	3657.51	4022.61	5074.32
26	2855.39	3114.99	3657.51	4022.61	5074.32
27	2883.76	3163.39	3771.52	4137.28	5172.60
28	2897.03	3176.96	3771.52	4137.28	5172.60
29	2910.30	3225.36	3885.53	4190.24	5172.60
30	2910.30	3225.36	3885.53	4205.97	5172.60
31	2910.30	3225.36	3885.53	4220.58	5172.60

1.2.2. : Personnel technique et paramédical

1.2.2.1. : Barèmes de rémunération annuelle minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	1	2	3	4	5
0	28708.16	29135.14	31118.95	32546.79	35233.51
1	29787.03	30274.66	32458.66	34031.41	36815.67
2	29923.02	30478.46	32862.56	34345.47	37182.17
3	30059.06	30682.23	33266.41	34929.70	38088.87
4	30193.51	30823.81	33408.04	34929.70	38088.87
5	30329.52	31027.59	33863.75	35603.97	39257.61
6	30464.02	31169.21	34005.35	35603.97	39257.61
7	30599.99	31605.81	34461.07	38349.56	44948.05
8	30734.47	31747.40	34602.68	38349.56	44948.05
9	30870.49	32184.06	35058.39	39738.59	46127.46

10	31421.75	32739.58	35614.05	40105.83	46494.70
11	31586.14	33204.44	36097.94	41494.78	47674.13
12	31748.96	33374.32	36267.84	41494.78	47674.13
13	31913.31	33839.16	36856.58	42779.00	48853.49
14	32076.13	34009.02	37026.46	42779.00	48853.49
15	32420.08	34596.87	37615.22	44063.19	50032.87
16	32582.90	34766.73	37785.05	44063.19	54096.49
17	32926.89	35354.56	38373.81	45347.38	55281.93
18	33089.68	35524.45	38543.66	45347.38	56174.18
19	33433.64	36112.27	39132.44	46631.58	57353.59
20	33596.49	36282.10	39302.28	46631.58	57353.59
21	33940.43	36870.00	39891.05	47915.74	58533.00
22	34103.22	37039.84	40060.92	47915.74	58533.00
23	34447.20	37627.72	40649.64	49199.96	59712.39
24	34610.01	37797.55	40822.58	49199.96	59712.39
25	34953.96	38385.39	41414.66	50484.17	60891.81
26	35116.75	38555.25	41587.92	50484.17	60891.81
27	35460.72	39143.07	42180.01	51768.34	62071.19
28	35623.54	39312.94	42353.28	51768.34	62071.19
29	35786.36	39903.19	42945.42	52501.61	62071.19
30	35786.36	39903.19	42945.42	52501.61	62071.19
31	35786.36	39903.19	43364.30	52501.61	62071.19

1.2.2.2. : Barèmes de rémunération mensuelle minima

NBRE ANNEES ANCIE NNETE	CATEGORIES				
	1	2	3	4	5
0	2392.35	2427.93	2593.25	2712.23	2936.13
1	2482.25	2522.89	2704.89	2835.95	3067.97
2	2493.59	2539.87	2738.55	2862.12	3098.51
3	2504.92	2556.85	2772.20	2910.81	3174.07
4	2516.13	2568.65	2784.00	2910.81	3174.07
5	2527.46	2585.63	2821.98	2967.00	3271.47
6	2538.67	2597.43	2833.78	2967.00	3271.47
7	2550.00	2633.82	2871.76	3195.80	3745.67
8	2561.21	2645.62	2883.56	3195.80	3745.67
9	2572.54	2682.01	2921.53	3311.55	3843.96
10	2618.48	2728.30	2967.84	3342.15	3874.56
11	2632.18	2767.04	3008.16	3457.90	3972.84
12	2645.75	2781.19	3022.32	3457.90	3972.84
13	2659.44	2819.93	3071.38	3564.92	4071.12
14	2673.01	2834.09	3085.54	3564.92	4071.12
15	2701.67	2883.07	3134.60	3671.93	4169.41
16	2715.24	2897.23	3148.75	3671.93	4508.04
17	2743.91	2946.21	3197.82	3778.95	4606.83
18	2757.47	2960.37	3211.97	3778.95	4681.18
19	2786.14	3009.36	3261.04	3885.97	4779.47

20	2799.71	3023.51	3275.19	3885.97	4779.47
21	2828.37	3072.50	3324.25	3992.98	4877.75
22	2841.94	3086.65	3338.41	3992.98	4877.75
23	2870.60	3135.64	3387.47	4100.00	4976.03
24	2884.17	3149.80	3401.88	4100.00	4976.03
25	2912.83	3198.78	3451.22	4207.01	5074.32
26	2926.40	3212.94	3465.66	4207.01	5074.32
27	2955.06	3261.92	3515.00	4314.03	5172.60
28	2968.63	3276.08	3529.44	4314.03	5172.60
29	2982.20	3325.27	3578.79	4375.13	5172.60
30	2982.20	3325.27	3578.79	4375.13	5172.60
31	2982.20	3325.27	3613.69	4375.13	5172.60

1.2.3. : Personnel soignant

1.2.3.1. : Barèmes de rémunération annuelle minima

NBRE ANNEES SCIENNET E	CATEGORIES					
	1	2	3	4	5	6
0	28708.16	29135.14	31118.95	32546.79	35233.51	37077.49
1	29815.53	30274.66	32458.66	34031.41	36815.67	37996.60
2	29980.02	30478.46	32862.56	34345.47	37182.17	38375.54
3	30144.55	30682.23	33266.41	34929.70	38088.87	39294.66
4	30279.00	30823.81	33408.04	34929.70	38088.87	39294.66
5	30443.49	31027.59	33863.75	35603.97	39257.61	42597.32
6	30578.00	31169.21	34005.35	35603.97	39257.61	42597.32
7	30846.90	31605.81	34461.07	38349.56	44948.05	46288.85
8	30981.39	31747.40	34602.68	38349.56	44948.05	46656.11
9	31296.97	32184.06	35058.39	39738.59	46127.46	47856.79
10	31848.23	32739.58	35614.05	40105.83	46494.70	47856.79
11	32192.20	33204.44	36097.94	41494.78	47674.13	49057.49
12	32355.02	33374.32	36267.84	41494.78	47674.13	49057.49
13	32698.97	33839.16	36856.58	42779.00	48853.49	50258.21
14	32861.79	34009.02	37026.46	42779.00	48853.49	52155.87
15	33205.74	34596.87	37615.22	44063.19	50032.87	53356.53
16	33368.57	34766.73	37785.05	44063.19	54096.49	55595.91
17	33712.54	35354.56	38373.81	45347.38	55281.93	56802.86
18	33875.34	35524.45	38543.66	45347.38	56174.18	57725.40
19	34219.25	36112.27	39132.44	46631.58	57353.59	58926.13
20	34382.12	36282.10	39302.28	46631.58	57353.59	58926.13
21	34726.07	36870.00	39891.05	47915.74	58533.00	60126.82
22	34888.88	37039.84	40060.92	47915.74	58533.00	60126.82
23	35232.85	37627.72	40649.64	49199.96	59712.39	61327.53
24	35395.67	37797.55	40822.58	49199.96	59712.39	61327.53
25	35739.64	38385.39	41414.66	50484.17	60891.81	62528.23
26	35902.42	38555.25	41587.92	50484.17	60891.81	62528.23
27	36246.40	39143.07	42180.01	51768.34	62071.19	63177.99

28	36409.22	39312.94	42353.28	51768.34	62071.19	63177.99
29	36572.05	39903.19	42945.42	52501.61	62071.19	63177.99
30	36572.05	39903.19	42945.42	52501.61	62071.19	63177.99
31	36572.05	39903.19	43364.30	52501.61	62071.19	63177.99

1.2.3.2. : Barèmes de rémunération mensuelle minima

NBRE >ANNEE S AN CIENNET E	CATEGORIES					
	1	2	3	4	5	6
0	2392.35	2427.93	2593.25	2712.23	2936.13	3089.79
1	2484.63	2522.89	2704.89	2835.95	3067.97	3166.38
2	2498.34	2539.87	2738.55	2862.12	3098.51	3197.96
3	2512.05	2556.85	2772.20	2910.81	3174.07	3274.56
4	2523.25	2568.65	2784.00	2910.81	3174.07	3274.56
5	2536.96	2585.63	2821.98	2967.00	3271.47	3549.78
6	2548.17	2597.43	2833.78	2967.00	3271.47	3549.78
7	2570.58	2633.82	2871.76	3195.80	3745.67	3857.40
8	2581.78	2645.62	2883.56	3195.80	3745.67	3888.01
9	2608.08	2682.01	2921.53	3311.55	3843.96	3988.07
10	2654.02	2728.30	2967.84	3342.15	3874.56	3988.07
11	2682.68	2767.04	3008.16	3457.90	3972.84	4088.12
12	2696.25	2781.19	3022.32	3457.90	3972.84	4088.12
13	2724.91	2819.93	3071.38	3564.92	4071.12	4188.18
14	2738.48	2834.09	3085.54	3564.92	4071.12	4346.32
15	2767.15	2883.07	3134.60	3671.93	4169.41	4446.38
16	2780.71	2897.23	3148.75	3671.93	4508.04	4632.99
17	2809.38	2946.21	3197.82	3778.95	4606.83	4733.57
18	2822.95	2960.37	3211.97	3778.95	4681.18	4810.45
19	2851.60	3009.36	3261.04	3885.97	4779.47	4910.51
20	2865.18	3023.51	3275.19	3885.97	4779.47	4910.51
21	2893.84	3072.50	3324.25	3992.98	4877.75	5010.57
22	2907.41	3086.65	3338.41	3992.98	4877.75	5010.57
23	2936.07	3135.64	3387.47	4100.00	4976.03	5110.63
24	2949.64	3149.80	3401.88	4100.00	4976.03	5110.63
25	2978.30	3198.78	3451.22	4207.01	5074.32	5210.69
26	2991.87	3212.94	3465.66	4207.01	5074.32	5210.69
27	3020.53	3261.92	3515.00	4314.03	5172.60	5264.83
28	3034.10	3276.08	3529.44	4314.03	5172.60	5264.83
29	3047.67	3325.27	3578.79	4375.13	5172.60	5264.83
30	3047.67	3325.27	3578.79	4375.13	5172.60	5264.83
31	3047.67	3325.27	3613.69	4375.13	5172.60	5264.83

1.3. : Rémunération minimum garantie

Montant mensuel.

Cette rémunération comprend l'allocation de foyer ou de résidence. La rémunération minimum garantie est un droit que tout travailleur peut faire valoir, indépendamment de l'octroi de primes, allocations, indemnités et suppléments de quelque nature que ce soit.

