

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3300099: établissements et services de sante pour lesquels aucune cct spécifique n'a été conclue

En vigueur au 01/01/2026 (Dernière actualisation de la page 17/09/2026)

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 fournissant généralement un travail d'ordre manuel

1.1.1. : Barèmes de rémunération horaire minima

ANNEES DE SERVICES	CATEGORIE				
	1	2	3	4	5
0	14.4911	14.5294	14.6221	14.7390	15.3249
1	14.5387	14.6221	14.8561	15.0014	15.6453
2	14.5595	14.6589	14.8886	15.0677	15.7233
3	14.5802	14.6957	14.9212	15.2104	15.8595
4	14.5954	14.7238	14.9517	15.2409	15.8595
5	14.6162	14.7605	14.9893	15.3779	16.0241
6	14.6313	14.7888	15.0198	15.4084	16.0241
7	14.6521	14.8255	15.1294	15.5454	16.1888
8	14.6673	14.8536	15.1599	15.5760	16.1888
9	14.6881	14.8904	15.2969	15.7130	16.3536
10	14.7819	14.9980	15.4165	15.8314	16.4311
11	14.8028	15.0407	15.5596	15.9745	16.6151
12	14.8179	15.0750	15.5961	16.0111	16.6151
13	14.8388	15.1183	15.7393	16.1540	16.7992
14	14.8538	15.1527	15.7758	16.1907	16.7992
15	14.8746	15.2032	15.9189	16.3339	16.9833
16	14.8898	15.2375	15.9555	16.3704	16.9833
17	14.9106	15.3782	16.0987	16.5135	17.1673
18	14.9258	15.4126	16.1353	16.5500	17.1673
19	14.9466	15.5534	16.2783	16.7079	17.3660
20	14.9618	15.5876	16.3149	16.7444	17.3660
21	14.9877	15.7285	16.4580	16.9021	17.5651
22	15.0030	15.7628	16.4946	16.9386	17.5651
23	15.0972	15.9035	16.6377	17.0964	17.7653
24	15.1125	15.9379	16.6742	17.1330	17.7653
25	15.2069	16.0787	16.8174	17.2907	17.9886
26	15.2221	16.1129	16.8539	17.3274	17.9886

27	15.2374	16.2538	16.9970	17.4858	18.2203
28	15.2374	16.2881	17.0335	17.5231	18.2203
29	15.2374	16.3223	17.0707	17.5604	18.2992
30	15.2374	16.3223	17.0707	17.5604	18.2992
31	15.2374	16.3223	17.0707	17.5604	18.3783

1.2. : Travailleurs fournissant un travail principalement intellectuel

1.2.1. : Personnel administratif

1.2.1.1. : Barèmes de rémunération mensuelle minima

ANNEES DE SERVICES	CATEGORIE				
	1	2	3	4	5
0	2386.20	2389.16	2445.23	2524.20	2815.70
1	2401.80	2428.48	2515.54	2596.12	2894.29
2	2406.58	2434.39	2545.96	2626.54	2930.72
3	2411.36	2440.30	2585.97	2666.56	2992.95
4	2415.99	2445.06	2585.97	2666.56	2992.95
5	2420.79	2450.98	2624.88	2709.74	3080.57
6	2425.42	2455.74	2624.88	2709.74	3080.57
7	2430.21	2462.12	2663.79	2775.84	3479.00
8	2434.85	2466.89	2663.79	2775.84	3479.00
9	2439.64	2497.06	2744.41	2893.63	3579.65
10	2457.32	2516.61	2757.17	2906.40	3592.67
11	2463.11	2547.80	2844.43	3030.18	3693.34
12	2468.76	2553.56	2844.43	3030.18	3693.34
13	2474.62	2584.74	2945.95	3141.45	3791.48
14	2480.26	2590.50	2945.95	3141.45	3791.48
15	2503.45	2636.77	3047.47	3252.98	3889.61
16	2509.10	2642.54	3047.47	3252.98	4166.69
17	2532.28	2688.80	3149.01	3364.53	4265.42
18	2537.93	2694.57	3149.01	3364.53	4351.85
19	2561.12	2740.84	3250.54	3476.07	4449.98
20	2566.76	2746.61	3250.54	3476.07	4449.98
21	2589.95	2792.87	3352.13	3587.62	4548.13
22	2595.60	2798.64	3352.13	3587.62	4548.13
23	2618.78	2845.91	3453.90	3699.16	4646.26
24	2624.43	2851.68	3453.90	3699.16	4646.26
25	2647.62	2908.08	3550.55	3810.69	4744.40
26	2653.25	2913.85	3553.46	3810.69	4744.40
27	2676.46	2970.26	3629.79	3922.24	4842.52
28	2682.10	2976.02	3632.28	3922.24	4842.52
29	2687.74	3032.42	3726.98	4013.41	4860.25
30	2687.74	3032.42	3726.98	4018.61	4860.25
31	2687.74	3032.42	3726.98	4023.43	4860.25

1.2.2. : Personnel technique et paramédical

1.2.2.1. : Barèmes de rémunération mensuelle minima

ANNEES DE SERVICES	CATEGORIE				
	1	2	3	4	5
0	2388.81	2412.56	2551.92	2634.69	2822.55
1	2427.13	2456.32	2615.51	2706.61	2910.01
2	2432.05	2466.93	2645.94	2737.04	2954.39
3	2436.95	2478.31	2676.37	2777.03	3017.91
4	2441.72	2483.33	2681.39	2777.03	3017.91
5	2446.61	2496.00	2716.83	2823.69	3113.14
6	2451.38	2501.03	2721.85	2823.69	3113.14
7	2456.28	2534.62	2757.30	2956.87	3516.63
8	2461.05	2539.64	2762.31	2956.87	3516.63
9	2465.94	2573.25	2799.93	3077.84	3612.24
10	2485.50	2592.92	2819.63	3090.84	3682.11
11	2491.40	2627.53	2863.66	3211.81	3779.03
12	2497.16	2633.55	2869.67	3211.81	3779.03
13	2503.17	2668.15	2926.42	3320.09	3874.62
14	2508.93	2674.16	2932.44	3320.09	3874.62
15	2532.25	2720.68	2989.18	3428.39	3970.23
16	2538.03	2726.70	2995.20	3428.39	4247.32
17	2561.34	2773.21	3051.94	3536.68	4343.51
18	2567.12	2779.23	3057.95	3536.68	4429.95
19	2590.43	2825.75	3114.70	3644.96	4546.42
20	2596.21	2831.76	3120.71	3644.96	4546.42
21	2619.52	2886.83	3177.45	3753.25	4641.30
22	2625.30	2892.85	3183.48	3753.25	4641.30
23	2648.61	2949.51	3240.22	3861.55	4736.19
24	2654.39	2955.53	3246.34	3861.55	4736.19
25	2677.69	3012.17	3303.20	3969.83	4831.07
26	2683.47	3018.20	3309.35	3969.83	4831.07
27	2706.77	3074.85	3366.20	4078.12	4925.94
28	2712.55	3080.86	3372.34	4078.12	4925.94
29	2718.33	3137.61	3429.20	4166.87	4925.94
30	2718.33	3137.61	3429.20	4166.87	4925.94
31	2718.33	3137.61	3479.92	4166.87	4925.94

1.2.3. : Personnel soignant

1.2.3.1. : Barèmes de rémunération mensuelle minima

ANNEES DE SERVICE S	CATEGORIE					
	1	2	3	4	5	6
0	2388.81	2412.56	2551.92	2634.69	2634.69	2971.29
1	2429.70	2456.32	2615.51	2706.61	2706.61	3036.02
2	2437.16	2466.93	2645.94	2737.04	2737.04	3081.60
3	2444.62	2478.31	2676.37	2777.03	2777.03	3146.32
4	2449.40	2483.33	2681.39	2777.03	2777.03	3146.32

5	2457.70	2496.00	2716.83	2823.69	2823.69	3318.49
6	2462.47	2501.03	2721.85	2823.69	2823.69	3318.49
7	2480.25	2534.62	2757.30	2956.87	2956.87	3657.47
8	2485.02	2539.64	2762.31	2956.87	2956.87	3670.48
9	2507.33	2573.25	2799.93	3077.84	3077.84	3768.16
10	2526.88	2592.92	2819.63	3090.84	3090.84	3783.60
11	2550.18	2627.53	2863.66	3211.81	3211.81	3880.56
12	2555.96	2633.55	2869.67	3211.81	3211.81	3880.56
13	2579.27	2668.15	2926.42	3320.09	3320.09	3979.22
14	2585.05	2674.16	2932.44	3320.09	3320.09	4046.48
15	2608.36	2720.68	2989.18	3428.39	3428.39	4145.97
16	2614.14	2726.70	2995.20	3428.39	3428.39	4362.92
17	2637.45	2773.21	3051.94	3536.68	3536.68	4463.00
18	2643.23	2779.23	3057.95	3536.68	3536.68	4552.37
19	2666.54	2825.75	3114.70	3644.96	3644.96	4664.92
20	2672.31	2831.76	3120.71	3644.96	3644.96	4664.92
21	2695.63	2886.83	3177.45	3753.25	3753.25	4761.85
22	2701.40	2892.85	3183.48	3753.25	3753.25	4761.85
23	2724.73	2949.51	3240.22	3861.55	3861.55	4858.79
24	2730.49	2955.53	3246.34	3861.55	3861.55	4858.79
25	2753.81	3012.17	3303.20	3969.83	3969.83	4955.75
26	2759.58	3018.20	3309.35	3969.83	3969.83	4955.75
27	2782.91	3074.85	3366.20	4078.12	4078.12	5033.16
28	2788.67	3080.86	3372.34	4078.12	4078.12	5033.16
29	2794.44	3137.61	3429.20	4166.87	4166.87	5033.16
30	2794.44	3137.61	3429.20	4166.87	4166.87	5033.16
31	2794.44	3137.61	3479.92	4166.87	4166.87	5033.16

1.3. : Rémunération minimum mensuelle garantie

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 supplément de quelque nature que ce soit.

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