

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3300004: soins infirmiers à domicile

En vigueur au 01/02/2012 (Dernière actualisation de la page 24/10/2014)

Ce sous-secteur n'est pas une sous-commission paritaire officielle. Cependant, les données salariales sont reprises dans les CCT sectorielles de la commission paritaire officielle (CP 330).

### 1. REGIME (sur base hebdomadaire): 38h

#### 1.1. : Travailleurs fournissant généralement un travail manuel

##### 1.1.1. : Personnel ouvrier

##### 1.1.1.1. : Salaire horaire avec allocation de résidence

| AGE/<br>AN<br>CIENNETE | CATEGORIE                                                     |                                                               |                                                               |                                                               |
|------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|
|                        | 1<br><br>(Echelle<br>de<br>rémunération<br>barémique<br>1.12) | 2<br><br>(Echelle<br>de<br>rémunération<br>barémique<br>1.14) | 3<br><br>(Echelle<br>de<br>rémunération<br>barémique<br>1.22) | 4<br><br>(Echelle<br>de<br>rémunération<br>barémique<br>1.26) |
|                        | 0 anc. =<br><br>18 ans<br>minimum                             | 0 anc. =<br><br>18 ans<br>minimum                             | 0 anc. =<br><br>18 ans<br>minimum                             | 0 anc. =<br><br>18 ans<br>minimum                             |
| -18 ans                | 9.8130                                                        | 9.7972                                                        | 10.3652                                                       | 10.5789                                                       |
| 0 anc.                 | 10.1706                                                       | 10.3337                                                       | 10.9017                                                       | 11.1154                                                       |
| 1                      | 10.9984                                                       | 10.9984                                                       | 11.7576                                                       | 11.9714                                                       |
| 2                      | 11.0547                                                       | 11.2937                                                       | 11.8645                                                       | 12.0839                                                       |
| 3                      | 11.1110                                                       | 11.3978                                                       | 11.9713                                                       | 12.1964                                                       |
| 4                      | 11.1672                                                       | 11.5018                                                       | 12.0781                                                       | 12.3089                                                       |
| 5                      | 11.2235                                                       | 11.6059                                                       | 12.1850                                                       | 12.4214                                                       |
| 6                      | 11.2797                                                       | 11.7100                                                       | 12.2918                                                       | 12.5339                                                       |
| 7                      | 11.3360                                                       | 11.8141                                                       | 12.3986                                                       | 12.6464                                                       |
| 8                      | 11.3923                                                       | 11.9181                                                       | 12.5055                                                       | 12.7589                                                       |
| 9                      | 11.4485                                                       | 12.0222                                                       | 12.6123                                                       | 12.8714                                                       |
| 10                     | 11.7950                                                       | 12.4189                                                       | 13.0503                                                       | 13.1692                                                       |
| 11                     | 11.8512                                                       | 12.5454                                                       | 13.0650                                                       | 13.3041                                                       |
| 12                     | 11.9075                                                       | 12.6719                                                       | 13.1654                                                       | 13.4391                                                       |
| 13                     | 11.9638                                                       | 12.7984                                                       | 13.2948                                                       | 13.5740                                                       |
| 14                     | 12.0200                                                       | 12.9250                                                       | 13.4241                                                       | 13.7090                                                       |
| 15                     | 12.0763                                                       | 13.0515                                                       | 13.5535                                                       | 13.8439                                                       |
| 16                     | 12.1325                                                       | 13.0649                                                       | 13.6829                                                       | 13.9789                                                       |
| 17                     | 12.1888                                                       | 13.1609                                                       | 13.8123                                                       | 14.1138                                                       |
| 18                     | 12.2451                                                       | 13.2874                                                       | 13.9416                                                       | 14.2488                                                       |
| 19                     | 12.3013                                                       | 13.4139                                                       | 14.0710                                                       | 14.3838                                                       |
| 20                     | 12.3576                                                       | 13.5404                                                       | 14.2004                                                       | 14.5187                                                       |
| 21                     | 12.4139                                                       | 13.6670                                                       | 14.3297                                                       | 14.6537                                                       |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 22 | 12.4701 | 13.7935 | 14.4591 | 14.7070 |
| 23 | 12.5264 | 13.9200 | 14.5884 | 14.7800 |
| 24 | 12.5827 | 14.0465 | 14.7018 | 14.9149 |
| 25 | 12.6389 | 14.1730 | 14.7115 | 15.0499 |
| 26 | 12.6952 | 14.2995 | 14.8329 | 15.1849 |
| 27 | 12.7515 | 14.4261 | 14.9623 | 15.3198 |
| 28 | 12.7515 | 14.5526 | 15.0916 | 15.4548 |
| 29 | 12.7515 | 14.6791 | 15.2210 | 15.5916 |
| 30 | 12.7515 | 14.6791 | 15.2210 | 15.5916 |
| 31 | 12.7515 | 14.6791 | 15.2210 | 15.5916 |

### 1.1.1.2. : Salaire horaire avec allocation de foyer

| AGE/<br>AN<br>CIENNETE | ECHELLES DE REMUNERATION                                      |                                                               |                                                               |                                                               |
|------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|
|                        | 1<br><br>(Echelle<br>de<br>rémunération<br>barémique<br>1.12) | 2<br><br>(Echelle<br>de<br>rémunération<br>barémique<br>1.14) | 3<br><br>(Echelle<br>de<br>rémunération<br>barémique<br>1.22) | 4<br><br>(Echelle<br>de<br>rémunération<br>barémique<br>1.26) |
|                        | 0 anc. =<br><br>18 ans<br>minimum                             | 0 anc. =<br><br>18 ans<br>minimum                             | 0 anc. =<br><br>18 ans<br>minimum                             | 0 anc. =<br><br>18 ans<br>minimum                             |
| -18 ans                | 10.1003                                                       | 10.0845                                                       | 10.6525                                                       | 10.8662                                                       |
| 0 anc.                 | 10.4579                                                       | 10.6210                                                       | 11.1890                                                       | 11.4027                                                       |
| 1                      | 11.2857                                                       | 11.2857                                                       | 12.0449                                                       | 12.2587                                                       |
| 2                      | 11.3420                                                       | 11.5810                                                       | 12.1518                                                       | 12.3712                                                       |
| 3                      | 11.3983                                                       | 11.6851                                                       | 12.2586                                                       | 12.4837                                                       |
| 4                      | 11.4545                                                       | 11.7891                                                       | 12.3654                                                       | 12.5962                                                       |
| 5                      | 11.5108                                                       | 11.8932                                                       | 12.4723                                                       | 12.7087                                                       |
| 6                      | 11.5670                                                       | 11.9973                                                       | 12.5791                                                       | 12.8212                                                       |
| 7                      | 11.6233                                                       | 12.1014                                                       | 12.6859                                                       | 12.9337                                                       |
| 8                      | 11.6796                                                       | 12.2054                                                       | 12.7928                                                       | 13.0462                                                       |
| 9                      | 11.7358                                                       | 12.3095                                                       | 12.8996                                                       | 13.1587                                                       |
| 10                     | 12.0823                                                       | 12.7062                                                       | 13.3376                                                       | 13.3622                                                       |
| 11                     | 12.1385                                                       | 12.8327                                                       | 13.3522                                                       | 13.3723                                                       |
| 12                     | 12.1948                                                       | 12.9592                                                       | 13.3619                                                       | 13.5827                                                       |
| 13                     | 12.2511                                                       | 13.0857                                                       | 13.4384                                                       | 13.7176                                                       |
| 14                     | 12.3073                                                       | 13.2123                                                       | 13.5677                                                       | 13.8526                                                       |
| 15                     | 12.3636                                                       | 13.3388                                                       | 13.6971                                                       | 13.9875                                                       |
| 16                     | 12.4198                                                       | 13.3521                                                       | 13.8265                                                       | 14.1225                                                       |
| 17                     | 12.4761                                                       | 13.3616                                                       | 13.9559                                                       | 14.2574                                                       |
| 18                     | 12.5324                                                       | 13.4310                                                       | 14.0852                                                       | 14.3924                                                       |
| 19                     | 12.5886                                                       | 13.5575                                                       | 14.2146                                                       | 14.5274                                                       |
| 20                     | 12.6449                                                       | 13.6840                                                       | 14.3440                                                       | 14.6623                                                       |
| 21                     | 12.7012                                                       | 13.8106                                                       | 14.4733                                                       | 14.7973                                                       |
| 22                     | 12.7574                                                       | 13.9371                                                       | 14.6027                                                       | 14.8506                                                       |
| 23                     | 12.8137                                                       | 14.0636                                                       | 14.7320                                                       | 14.8608                                                       |
| 24                     | 12.8700                                                       | 14.1901                                                       | 14.8454                                                       | 14.9149                                                       |
| 25                     | 12.9262                                                       | 14.3166                                                       | 14.8551                                                       | 15.0499                                                       |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 26 | 12.9825 | 14.4431 | 14.8648 | 15.1849 |
| 27 | 13.0388 | 14.5697 | 14.9623 | 15.3198 |
| 28 | 13.0388 | 14.6962 | 15.0916 | 15.4548 |
| 29 | 13.0388 | 14.8227 | 15.2210 | 15.5916 |
| 30 | 13.0388 | 14.8227 | 15.2210 | 15.5916 |
| 31 | 13.0388 | 14.8227 | 15.2210 | 15.5916 |

## 1.2. : Travailleurs fournissant un travail principalement intellectuel

### 1.2.1. : Personnel administratif

#### 1.2.1.1. : Salaire mensuel avec allocation de résidence

| AGE/<br>ANCIENNETÉ | CATEGORIE                                     |                                               |                                               |                                                    |                                                         |
|--------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|----------------------------------------------------|---------------------------------------------------------|
|                    | 1<br>(Echelle de rémunération barémique 1.22) | 2<br>(Echelle de rémunération barémique 1.26) | 3<br>(Echelle de rémunération barémique 1.50) | 4<br>(Echelle de rémunération barémique 1.43-1.55) | 5<br>(Echelle de rémunération barémique 1.55-1.61-1.77) |
|                    | 0 anc. = <br>18 ans minimum                   | 0 anc. = <br>18 ans minimum                   | 0 anc. = <br>20 ans minimum                   | 0 anc. = <br>20 ans minimum                        | 0 anc. = <br>23 ans minimum                             |
| -18 ans            | 1698.55                                       | 1742.00                                       | 1739.48                                       |                                                    |                                                         |
| 0 anc.             | 1795.15                                       | 1830.34                                       | 1865.73                                       | 2063.46                                            | 2208.63                                                 |
| 1                  | 1936.10                                       | 1971.29                                       | 2018.86                                       | 2192.94                                            | 2367.68                                                 |
| 2                  | 1953.69                                       | 1989.82                                       | 2035.92                                       | 2192.94                                            | 2367.68                                                 |
| 3                  | 1971.28                                       | 2008.34                                       | 2052.97                                       | 2228.28                                            | 2422.00                                                 |
| 4                  | 1988.87                                       | 2026.87                                       | 2070.02                                       | 2228.28                                            | 2422.00                                                 |
| 5                  | 2006.47                                       | 2045.40                                       | 2087.08                                       | 2275.40                                            | 2485.38                                                 |
| 6                  | 2024.06                                       | 2063.92                                       | 2128.31                                       | 2275.40                                            | 2485.38                                                 |
| 7                  | 2041.65                                       | 2082.45                                       | 2151.31                                       | 2556.15                                            | 2832.44                                                 |
| 8                  | 2059.24                                       | 2100.97                                       | 2187.10                                       | 2556.15                                            | 2832.44                                                 |
| 9                  | 2076.83                                       | 2119.50                                       | 2228.33                                       | 2628.23                                            | 2904.52                                                 |
| 10                 | 2148.96                                       | 2168.53                                       | 2316.68                                       | 2676.27                                            | 2952.56                                                 |
| 11                 | 2151.37                                       | 2190.75                                       | 2357.90                                       | 2748.34                                            | 3024.64                                                 |
| 12                 | 2167.91                                       | 2212.97                                       | 2399.13                                       | 2748.34                                            | 3024.64                                                 |
| 13                 | 2189.21                                       | 2235.20                                       | 2422.15                                       | 2820.42                                            | 3096.71                                                 |
| 14                 | 2210.51                                       | 2257.42                                       | 2457.92                                       | 2820.42                                            | 3096.71                                                 |
| 15                 | 2231.82                                       | 2279.64                                       | 2499.15                                       | 2892.49                                            | 3168.78                                                 |
| 16                 | 2253.12                                       | 2301.86                                       | 2540.37                                       | 2892.49                                            | 3417.05                                                 |
| 17                 | 2274.42                                       | 2324.08                                       | 2582.18                                       | 2964.57                                            | 3489.12                                                 |
| 18                 | 2295.72                                       | 2346.31                                       | 2624.22                                       | 2964.57                                            | 3489.12                                                 |
| 19                 | 2317.02                                       | 2368.53                                       | 2666.25                                       | 3036.64                                            | 3561.19                                                 |
| 20                 | 2338.33                                       | 2390.75                                       | 2708.29                                       | 3036.64                                            | 3561.19                                                 |
| 21                 | 2359.63                                       | 2412.98                                       | 2750.33                                       | 3108.71                                            | 3633.27                                                 |
| 22                 | 2380.93                                       | 2421.76                                       | 2792.37                                       | 3108.71                                            | 3633.27                                                 |
| 23                 | 2402.23                                       | 2433.77                                       | 2834.40                                       | 3180.79                                            | 3705.35                                                 |
| 24                 | 2420.88                                       | 2455.99                                       | 2876.44                                       | 3180.79                                            | 3705.35                                                 |
| 25                 | 2422.49                                       | 2478.22                                       | 2918.48                                       | 3252.86                                            | 3777.42                                                 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 26 | 2442.48 | 2500.44 | 2960.51 | 3252.86 | 3777.42 |
| 27 | 2463.79 | 2522.66 | 3002.55 | 3324.94 | 3849.50 |
| 28 | 2485.09 | 2544.89 | 3044.59 | 3324.94 | 3849.50 |
| 29 | 2506.39 | 2567.42 | 3086.62 | 3324.94 | 3849.50 |
| 30 | 2506.39 | 2567.42 | 3086.62 | 3324.94 | 3849.50 |
| 31 | 2506.39 | 2567.42 | 3086.62 | 3324.94 | 3849.50 |

### 1.2.1.2. : Salaire mensuel avec allocation de foyer

| AGE/<br>ANCIENNETÉ | CATEGORIE                                     |                                               |                                               |                                                    |                                                         |
|--------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|----------------------------------------------------|---------------------------------------------------------|
|                    | 1<br>(Echelle de rémunération barémique 1.22) | 2<br>(Echelle de rémunération barémique 1.26) | 3<br>(Echelle de rémunération barémique 1.50) | 4<br>(Echelle de rémunération barémique 1.43-1.55) | 5<br>(Echelle de rémunération barémique 1.55-1.61-1.77) |
|                    | 0 anc. =<br>18 ans minimum                    | 0 anc. =<br>18 ans minimum                    | 0 anc. =<br>20 ans minimum                    | 0 anc. =<br>20 ans minimum                         | 0 anc. =<br>23 ans minimum                              |
| -18 ans            | 1745.85                                       | 1789.30                                       | 1786.78                                       |                                                    |                                                         |
| 0 anc.             | 1842.45                                       | 1877.64                                       | 1913.03                                       | 2110.76                                            | 2232.28                                                 |
| 1                  | 1983.40                                       | 2018.59                                       | 2066.16                                       | 2216.59                                            | 2391.33                                                 |
| 2                  | 2000.99                                       | 2037.12                                       | 2083.22                                       | 2216.59                                            | 2391.33                                                 |
| 3                  | 2018.58                                       | 2055.64                                       | 2100.27                                       | 2251.93                                            | 2445.65                                                 |
| 4                  | 2036.17                                       | 2074.17                                       | 2117.32                                       | 2251.93                                            | 2445.65                                                 |
| 5                  | 2053.77                                       | 2092.70                                       | 2134.38                                       | 2299.05                                            | 2485.38                                                 |
| 6                  | 2071.36                                       | 2111.22                                       | 2175.61                                       | 2299.05                                            | 2485.38                                                 |
| 7                  | 2088.95                                       | 2129.75                                       | 2198.61                                       | 2556.15                                            | 2832.44                                                 |
| 8                  | 2106.54                                       | 2148.27                                       | 2210.75                                       | 2556.15                                            | 2832.44                                                 |
| 9                  | 2124.13                                       | 2166.80                                       | 2251.98                                       | 2628.23                                            | 2904.52                                                 |
| 10                 | 2196.26                                       | 2200.31                                       | 2340.33                                       | 2676.27                                            | 2952.56                                                 |
| 11                 | 2198.67                                       | 2201.98                                       | 2381.55                                       | 2748.34                                            | 3024.64                                                 |
| 12                 | 2200.26                                       | 2236.62                                       | 2422.78                                       | 2748.34                                            | 3024.64                                                 |
| 13                 | 2212.86                                       | 2258.85                                       | 2445.80                                       | 2820.42                                            | 3096.71                                                 |
| 14                 | 2234.16                                       | 2281.07                                       | 2457.92                                       | 2820.42                                            | 3096.71                                                 |
| 15                 | 2255.47                                       | 2303.29                                       | 2499.15                                       | 2892.49                                            | 3168.78                                                 |
| 16                 | 2276.77                                       | 2325.51                                       | 2540.37                                       | 2892.49                                            | 3417.05                                                 |
| 17                 | 2298.07                                       | 2347.73                                       | 2582.18                                       | 2964.57                                            | 3489.12                                                 |
| 18                 | 2319.37                                       | 2369.96                                       | 2624.22                                       | 2964.57                                            | 3489.12                                                 |
| 19                 | 2340.67                                       | 2392.18                                       | 2666.25                                       | 3036.64                                            | 3561.19                                                 |
| 20                 | 2361.98                                       | 2414.40                                       | 2708.29                                       | 3036.64                                            | 3561.19                                                 |
| 21                 | 2383.28                                       | 2436.63                                       | 2750.33                                       | 3108.71                                            | 3633.27                                                 |
| 22                 | 2404.58                                       | 2445.41                                       | 2792.37                                       | 3108.71                                            | 3633.27                                                 |
| 23                 | 2425.88                                       | 2447.07                                       | 2834.40                                       | 3180.79                                            | 3705.35                                                 |
| 24                 | 2444.53                                       | 2455.99                                       | 2876.44                                       | 3180.79                                            | 3705.35                                                 |
| 25                 | 2446.14                                       | 2478.22                                       | 2918.48                                       | 3252.86                                            | 3777.42                                                 |
| 26                 | 2447.73                                       | 2500.44                                       | 2960.51                                       | 3252.86                                            | 3777.42                                                 |
| 27                 | 2463.79                                       | 2522.66                                       | 3002.55                                       | 3324.94                                            | 3849.50                                                 |
| 28                 | 2485.09                                       | 2544.89                                       | 3044.59                                       | 3324.94                                            | 3849.50                                                 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 29 | 2506.39 | 2567.42 | 3086.62 | 3324.94 | 3849.50 |
| 30 | 2506.39 | 2567.42 | 3086.62 | 3324.94 | 3849.50 |
| 31 | 2506.39 | 2567.42 | 3086.62 | 3324.94 | 3849.50 |

## 1.2.2. : Personnel technique et paramédical

### 1.2.2.1. : Salaire mensuel avec allocation de résidence

| AGE/<br>ANCIENNETÉ | CATEGORIE                                     |                                               |                                                    |                                                    |                                                         |
|--------------------|-----------------------------------------------|-----------------------------------------------|----------------------------------------------------|----------------------------------------------------|---------------------------------------------------------|
|                    | 1<br>(Echelle de rémunération barémique 1.22) | 2<br>(Echelle de rémunération barémique 1.35) | 3<br>(Echelle de rémunération barémique 1.40-1.57) | 4<br>(Echelle de rémunération barémique 1.43-1.55) | 5<br>(Echelle de rémunération barémique 1.55-1.61-1.77) |
|                    | 0 anc. = <br>18 ans minimum                   | 0 anc. = <br>18 ans minimum                   | 0 anc. = <br>18 ans minimum                        | 0 anc. = <br>20 ans minimum                        | 0 anc. = <br>23 ans minimum                             |
| -18 ans            | 1698.55                                       |                                               |                                                    |                                                    |                                                         |
| 0 anc.             | 1795.15                                       | 1945.17                                       | 1992.78                                            | 2063.46                                            | 2208.63                                                 |
| 1                  | 1936.10                                       | 2086.12                                       | 2140.02                                            | 2192.94                                            | 2367.68                                                 |
| 2                  | 1953.69                                       | 2104.65                                       | 2140.02                                            | 2192.94                                            | 2367.68                                                 |
| 3                  | 1971.28                                       | 2123.17                                       | 2151.75                                            | 2228.28                                            | 2422.00                                                 |
| 4                  | 1988.87                                       | 2141.70                                       | 2151.75                                            | 2228.28                                            | 2422.00                                                 |
| 5                  | 2006.47                                       | 2136.61                                       | 2187.06                                            | 2275.40                                            | 2485.38                                                 |
| 6                  | 2024.06                                       | 2155.10                                       | 2187.06                                            | 2275.40                                            | 2485.38                                                 |
| 7                  | 2041.65                                       | 2173.63                                       | 2446.12                                            | 2556.15                                            | 2832.44                                                 |
| 8                  | 2059.24                                       | 2192.16                                       | 2446.12                                            | 2556.15                                            | 2832.44                                                 |
| 9                  | 2076.83                                       | 2210.68                                       | 2481.47                                            | 2628.23                                            | 2904.52                                                 |
| 10                 | 2148.96                                       | 2283.38                                       | 2528.58                                            | 2676.27                                            | 2952.56                                                 |
| 11                 | 2151.37                                       | 2305.59                                       | 2576.18                                            | 2748.34                                            | 3024.64                                                 |
| 12                 | 2167.91                                       | 2327.82                                       | 2576.18                                            | 2748.34                                            | 3024.64                                                 |
| 13                 | 2189.21                                       | 2350.04                                       | 2624.22                                            | 2820.42                                            | 3096.71                                                 |
| 14                 | 2210.51                                       | 2372.27                                       | 2624.22                                            | 2820.42                                            | 3096.71                                                 |
| 15                 | 2231.82                                       | 2394.49                                       | 2672.27                                            | 2892.49                                            | 3168.78                                                 |
| 16                 | 2253.12                                       | 2416.71                                       | 2672.27                                            | 2892.49                                            | 3417.05                                                 |
| 17                 | 2274.42                                       | 2422.04                                       | 2720.32                                            | 2964.57                                            | 3489.12                                                 |
| 18                 | 2295.72                                       | 2437.50                                       | 2720.32                                            | 2964.57                                            | 3489.12                                                 |
| 19                 | 2317.02                                       | 2459.73                                       | 2768.37                                            | 3036.64                                            | 3561.19                                                 |
| 20                 | 2338.33                                       | 2481.95                                       | 2768.37                                            | 3036.64                                            | 3561.19                                                 |
| 21                 | 2359.63                                       | 2504.17                                       | 2816.41                                            | 3108.71                                            | 3633.27                                                 |
| 22                 | 2380.93                                       | 2526.39                                       | 2816.41                                            | 3108.71                                            | 3633.27                                                 |
| 23                 | 2402.23                                       | 2548.62                                       | 2864.46                                            | 3180.79                                            | 3705.35                                                 |
| 24                 | 2420.88                                       | 2571.24                                       | 2864.46                                            | 3180.79                                            | 3705.35                                                 |
| 25                 | 2422.49                                       | 2593.90                                       | 2912.51                                            | 3252.86                                            | 3777.42                                                 |
| 26                 | 2442.48                                       | 2616.57                                       | 2912.51                                            | 3252.86                                            | 3777.42                                                 |
| 27                 | 2463.79                                       | 2639.23                                       | 2960.55                                            | 3324.94                                            | 3849.50                                                 |
| 28                 | 2485.09                                       | 2661.90                                       | 2960.55                                            | 3324.94                                            | 3849.50                                                 |
| 29                 | 2506.39                                       | 2684.56                                       | 3008.60                                            | 3324.94                                            | 3849.50                                                 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 30 | 2506.39 | 2684.56 | 3008.60 | 3324.94 | 3849.50 |
| 31 | 2506.39 | 2684.56 | 3056.65 | 3324.94 | 3849.50 |

### 1.2.2.2. : Salaire mensuel avec allocation de foyer

| AGE/<br>ANCIENNETÉ | CATEGORIE                                     |                                               |                                                    |                                                    |                                                         |
|--------------------|-----------------------------------------------|-----------------------------------------------|----------------------------------------------------|----------------------------------------------------|---------------------------------------------------------|
|                    | 1<br>(Echelle de rémunération barémique 1.22) | 2<br>(Echelle de rémunération barémique 1.35) | 3<br>(Echelle de rémunération barémique 1.40-1.57) | 4<br>(Echelle de rémunération barémique 1.43-1.55) | 5<br>(Echelle de rémunération barémique 1.55-1.61-1.77) |
|                    | 0 anc. = <br>18 ans minimum                   | 0 anc. = <br>18 ans minimum                   | 0 anc. = <br>18 ans minimum                        | 0 anc. = <br>20 ans minimum                        | 0 anc. = <br>23 ans minimum                             |
| -18 ans            | 1745.85                                       |                                               |                                                    |                                                    |                                                         |
| 0 anc.             | 1842.45                                       | 1992.47                                       | 2040.08                                            | 2110.76                                            | 2232.28                                                 |
| 1                  | 1983.40                                       | 2133.42                                       | 2187.32                                            | 2216.59                                            | 2391.33                                                 |
| 2                  | 2000.99                                       | 2151.95                                       | 2187.32                                            | 2216.59                                            | 2391.33                                                 |
| 3                  | 2018.58                                       | 2170.47                                       | 2199.05                                            | 2251.93                                            | 2445.65                                                 |
| 4                  | 2036.17                                       | 2189.00                                       | 2199.05                                            | 2251.93                                            | 2445.65                                                 |
| 5                  | 2053.77                                       | 2197.92                                       | 2210.71                                            | 2299.05                                            | 2485.38                                                 |
| 6                  | 2071.36                                       | 2199.30                                       | 2210.71                                            | 2299.05                                            | 2485.38                                                 |
| 7                  | 2088.95                                       | 2200.69                                       | 2448.00                                            | 2556.15                                            | 2832.44                                                 |
| 8                  | 2106.54                                       | 2215.81                                       | 2448.00                                            | 2556.15                                            | 2832.44                                                 |
| 9                  | 2124.13                                       | 2234.33                                       | 2481.47                                            | 2628.23                                            | 2904.52                                                 |
| 10                 | 2196.26                                       | 2307.03                                       | 2528.58                                            | 2676.27                                            | 2952.56                                                 |
| 11                 | 2198.67                                       | 2329.24                                       | 2576.18                                            | 2748.34                                            | 3024.64                                                 |
| 12                 | 2200.26                                       | 2351.47                                       | 2576.18                                            | 2748.34                                            | 3024.64                                                 |
| 13                 | 2212.86                                       | 2373.69                                       | 2624.22                                            | 2820.42                                            | 3096.71                                                 |
| 14                 | 2234.16                                       | 2395.92                                       | 2624.22                                            | 2820.42                                            | 3096.71                                                 |
| 15                 | 2255.47                                       | 2418.14                                       | 2672.27                                            | 2892.49                                            | 3168.78                                                 |
| 16                 | 2276.77                                       | 2440.36                                       | 2672.27                                            | 2892.49                                            | 3417.05                                                 |
| 17                 | 2298.07                                       | 2445.69                                       | 2720.32                                            | 2964.57                                            | 3489.12                                                 |
| 18                 | 2319.37                                       | 2447.35                                       | 2720.32                                            | 2964.57                                            | 3489.12                                                 |
| 19                 | 2340.67                                       | 2459.73                                       | 2768.37                                            | 3036.64                                            | 3561.19                                                 |
| 20                 | 2361.98                                       | 2481.95                                       | 2768.37                                            | 3036.64                                            | 3561.19                                                 |
| 21                 | 2383.28                                       | 2504.17                                       | 2816.41                                            | 3108.71                                            | 3633.27                                                 |
| 22                 | 2404.58                                       | 2526.39                                       | 2816.41                                            | 3108.71                                            | 3633.27                                                 |
| 23                 | 2425.88                                       | 2548.62                                       | 2864.46                                            | 3180.79                                            | 3705.35                                                 |
| 24                 | 2444.53                                       | 2571.24                                       | 2864.46                                            | 3180.79                                            | 3705.35                                                 |
| 25                 | 2446.14                                       | 2593.90                                       | 2912.51                                            | 3252.86                                            | 3777.42                                                 |
| 26                 | 2447.73                                       | 2616.57                                       | 2912.51                                            | 3252.86                                            | 3777.42                                                 |
| 27                 | 2463.79                                       | 2639.23                                       | 2960.55                                            | 3324.94                                            | 3849.50                                                 |
| 28                 | 2485.09                                       | 2661.90                                       | 2960.55                                            | 3324.94                                            | 3849.50                                                 |
| 29                 | 2506.39                                       | 2684.56                                       | 3008.60                                            | 3324.94                                            | 3849.50                                                 |
| 30                 | 2506.39                                       | 2684.56                                       | 3008.60                                            | 3324.94                                            | 3849.50                                                 |
| 31                 | 2506.39                                       | 2684.56                                       | 3056.65                                            | 3324.94                                            | 3849.50                                                 |

### 1.2.3. : Personnel soignant et infirmier

#### 1.2.3.1. : Salaire mensuel avec allocation de résidence

| AGE/<br>ANCIENNETÉ | CATEGORIE                                     |                                               |                                                    |                                                    |                                                         |                                                                 |                                               |
|--------------------|-----------------------------------------------|-----------------------------------------------|----------------------------------------------------|----------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------------|-----------------------------------------------|
|                    | 1<br>(Echelle de rémunération barémique 1.26) | 2<br>(Echelle de rémunération barémique 1.35) | 3<br>(Echelle de rémunération barémique 1.40-1.57) | 4<br>(Echelle de rémunération barémique 1.43-1.55) | 5<br>(Echelle de rémunération barémique 1.55-1.61-1.77) | 6<br>(Echelle de rémunération barémique 1.55-1.61-1.77 + 2 ans) | 7<br>(Echelle de rémunération barémique 1.78) |
|                    | 0 anc. = <br>18 ans minimum                   | 0 anc. = <br>18 ans minimum                   | 0 anc. = <br>18 ans minimum                        | 0 anc. = <br>20 ans minimum                        | 0 anc. = <br>23 ans minimum                             | 0 anc. = <br>23 ans minimum                                     | 0 anc. = <br>23 ans minimum                   |
| -18 ans            | 1742.00                                       |                                               |                                                    |                                                    |                                                         |                                                                 |                                               |
| 0 anc.             | 1830.34                                       | 1945.17                                       | 1992.78                                            | 2063.46                                            | 2208.63                                                 | 2367.68                                                         | 2817.29                                       |
| 1                  | 1971.29                                       | 2086.12                                       | 2140.02                                            | 2192.94                                            | 2367.68                                                 | 2422.00                                                         | 2928.84                                       |
| 2                  | 1989.82                                       | 2104.65                                       | 2140.02                                            | 2192.94                                            | 2367.68                                                 | 2422.00                                                         | 2928.84                                       |
| 3                  | 2008.34                                       | 2123.17                                       | 2151.75                                            | 2228.28                                            | 2422.00                                                 | 2485.38                                                         | 3010.36                                       |
| 4                  | 2026.87                                       | 2141.70                                       | 2151.75                                            | 2228.28                                            | 2422.00                                                 | 2485.38                                                         | 3010.36                                       |
| 5                  | 2045.40                                       | 2136.61                                       | 2187.06                                            | 2275.40                                            | 2485.38                                                 | 2832.44                                                         | 3091.89                                       |
| 6                  | 2063.92                                       | 2155.10                                       | 2187.06                                            | 2275.40                                            | 2485.38                                                 | 2832.44                                                         | 3091.89                                       |
| 7                  | 2082.45                                       | 2173.63                                       | 2446.12                                            | 2556.15                                            | 2832.44                                                 | 2904.52                                                         | 3173.41                                       |
| 8                  | 2100.97                                       | 2192.16                                       | 2446.12                                            | 2556.15                                            | 2832.44                                                 | 2951.73                                                         | 3173.41                                       |
| 9                  | 2119.50                                       | 2210.68                                       | 2481.47                                            | 2628.23                                            | 2904.52                                                 | 3024.64                                                         | 3254.93                                       |
| 10                 | 2168.53                                       | 2283.38                                       | 2528.58                                            | 2676.27                                            | 2952.56                                                 | 3024.64                                                         | 3302.98                                       |
| 11                 | 2190.75                                       | 2305.59                                       | 2576.18                                            | 2748.34                                            | 3024.64                                                 | 3096.71                                                         | 3384.51                                       |
| 12                 | 2212.97                                       | 2327.82                                       | 2576.18                                            | 2748.34                                            | 3024.64                                                 | 3096.71                                                         | 3384.51                                       |
| 13                 | 2235.20                                       | 2350.04                                       | 2624.22                                            | 2820.42                                            | 3096.71                                                 | 3168.78                                                         | 3466.03                                       |
| 14                 | 2257.42                                       | 2372.27                                       | 2624.22                                            | 2820.42                                            | 3096.71                                                 | 3417.05                                                         | 3466.03                                       |
| 15                 | 2279.64                                       | 2394.49                                       | 2672.27                                            | 2892.49                                            | 3168.78                                                 | 3489.12                                                         | 3547.56                                       |
| 16                 | 2301.86                                       | 2416.71                                       | 2672.27                                            | 2892.49                                            | 3417.05                                                 | 3489.12                                                         | 3547.56                                       |
| 17                 | 2324.08                                       | 2422.04                                       | 2720.32                                            | 2964.57                                            | 3489.12                                                 | 3561.19                                                         | 3629.08                                       |
| 18                 | 2346.31                                       | 2437.50                                       | 2720.32                                            | 2964.57                                            | 3489.12                                                 | 3561.19                                                         | 3629.08                                       |
| 19                 | 2368.53                                       | 2459.73                                       | 2768.37                                            | 3036.64                                            | 3561.19                                                 | 3633.27                                                         | 3710.60                                       |
| 20                 | 2390.75                                       | 2481.95                                       | 2768.37                                            | 3036.64                                            | 3561.19                                                 | 3633.27                                                         | 3710.60                                       |
| 21                 | 2412.98                                       | 2504.17                                       | 2816.41                                            | 3108.71                                            | 3633.27                                                 | 3705.35                                                         | 3792.13                                       |
| 22                 | 2421.76                                       | 2526.39                                       | 2816.41                                            | 3108.71                                            | 3633.27                                                 | 3705.35                                                         | 3792.13                                       |
| 23                 | 2433.77                                       | 2548.62                                       | 2864.46                                            | 3180.79                                            | 3705.35                                                 | 3777.42                                                         | 3873.65                                       |
| 24                 | 2455.99                                       | 2571.24                                       | 2864.46                                            | 3180.79                                            | 3705.35                                                 | 3777.42                                                         | 3873.65                                       |
| 25                 | 2478.22                                       | 2593.90                                       | 2912.51                                            | 3252.86                                            | 3777.42                                                 | 3849.50                                                         | 3955.18                                       |
| 26                 | 2500.44                                       | 2616.57                                       | 2912.51                                            | 3252.86                                            | 3777.42                                                 | 3849.50                                                         | 3955.18                                       |
| 27                 | 2522.66                                       | 2639.23                                       | 2960.55                                            | 3324.94                                            | 3849.50                                                 | 3849.50                                                         | 4036.70                                       |
| 28                 | 2544.89                                       | 2661.90                                       | 2960.55                                            | 3324.94                                            | 3849.50                                                 | 3849.50                                                         | 4036.70                                       |
| 29                 | 2567.42                                       | 2684.56                                       | 3008.60                                            | 3324.94                                            | 3849.50                                                 | 3849.50                                                         | 4036.70                                       |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 30 | 2567.42 | 2684.56 | 3008.60 | 3324.94 | 3849.50 | 3849.50 | 4036.70 |
| 31 | 2567.42 | 2684.56 | 3056.65 | 3324.94 | 3849.50 | 3849.50 | 4036.70 |

### 1.2.3.2. : Salaire mensuel avec allocation de foyer

| AGE/<br>r>ANCI<br>ENNET<br>E | CATEGORIE                                                           |                                                                     |                                                                              |                                                                              |                                                                                       |                                                                                                  |                                                                     |
|------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
|                              | 1<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.26) | 2<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.35) | 3<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.40-<br>1.57) | 4<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.43-<br>1.55) | 5<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.55-<br>1.61-<br>1.77) | 6<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.55-<br>1.61-<br>1.77 + 2<br>ans) | 7<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.78) |
|                              | 0 anc. =<br><br>18<br>ans<br>minimu<br>m                            | 0 anc. =<br><br>18<br>ans<br>minimu<br>m                            | 0 anc. =<br><br>18<br>ans<br>minimu<br>m                                     | 0 anc. =<br><br>20<br>ans<br>minimu<br>m                                     | 0 anc. =<br><br>23<br>ans<br>minimu<br>m                                              | 0 anc. =<br><br>23<br>ans<br>minimu<br>m                                                         | 0 anc. =<br><br>23<br>ans<br>minimu<br>m                            |
| -18 ans                      | 1789.30                                                             |                                                                     |                                                                              |                                                                              |                                                                                       |                                                                                                  |                                                                     |
| 0 anc.                       | 1877.64                                                             | 1992.47                                                             | 2040.08                                                                      | 2110.76                                                                      | 2232.28                                                                               | 2391.33                                                                                          | 2817.29                                                             |
| 1                            | 2018.59                                                             | 2133.42                                                             | 2187.32                                                                      | 2216.59                                                                      | 2391.33                                                                               | 2445.65                                                                                          | 2928.84                                                             |
| 2                            | 2037.12                                                             | 2151.95                                                             | 2187.32                                                                      | 2216.59                                                                      | 2391.33                                                                               | 2445.65                                                                                          | 2928.84                                                             |
| 3                            | 2055.64                                                             | 2170.47                                                             | 2199.05                                                                      | 2251.93                                                                      | 2445.65                                                                               | 2485.38                                                                                          | 3010.36                                                             |
| 4                            | 2074.17                                                             | 2189.00                                                             | 2199.05                                                                      | 2251.93                                                                      | 2445.65                                                                               | 2485.38                                                                                          | 3010.36                                                             |
| 5                            | 2092.70                                                             | 2197.92                                                             | 2210.71                                                                      | 2299.05                                                                      | 2485.38                                                                               | 2832.44                                                                                          | 3091.89                                                             |
| 6                            | 2111.22                                                             | 2199.30                                                             | 2210.71                                                                      | 2299.05                                                                      | 2485.38                                                                               | 2832.44                                                                                          | 3091.89                                                             |
| 7                            | 2129.75                                                             | 2200.69                                                             | 2448.00                                                                      | 2556.15                                                                      | 2832.44                                                                               | 2904.52                                                                                          | 3173.41                                                             |
| 8                            | 2148.27                                                             | 2215.81                                                             | 2448.00                                                                      | 2556.15                                                                      | 2832.44                                                                               | 2951.73                                                                                          | 3173.41                                                             |
| 9                            | 2166.80                                                             | 2234.33                                                             | 2481.47                                                                      | 2628.23                                                                      | 2904.52                                                                               | 3024.64                                                                                          | 3254.93                                                             |
| 10                           | 2200.31                                                             | 2307.03                                                             | 2528.58                                                                      | 2676.27                                                                      | 2952.56                                                                               | 3024.64                                                                                          | 3302.98                                                             |
| 11                           | 2201.98                                                             | 2329.24                                                             | 2576.18                                                                      | 2748.34                                                                      | 3024.64                                                                               | 3096.71                                                                                          | 3384.51                                                             |
| 12                           | 2236.62                                                             | 2351.47                                                             | 2576.18                                                                      | 2748.34                                                                      | 3024.64                                                                               | 3096.71                                                                                          | 3384.51                                                             |
| 13                           | 2258.85                                                             | 2373.69                                                             | 2624.22                                                                      | 2820.42                                                                      | 3096.71                                                                               | 3168.78                                                                                          | 3466.03                                                             |
| 14                           | 2281.07                                                             | 2395.92                                                             | 2624.22                                                                      | 2820.42                                                                      | 3096.71                                                                               | 3417.05                                                                                          | 3466.03                                                             |
| 15                           | 2303.29                                                             | 2418.14                                                             | 2672.27                                                                      | 2892.49                                                                      | 3168.78                                                                               | 3489.12                                                                                          | 3547.56                                                             |
| 16                           | 2325.51                                                             | 2440.36                                                             | 2672.27                                                                      | 2892.49                                                                      | 3417.05                                                                               | 3489.12                                                                                          | 3547.56                                                             |
| 17                           | 2347.73                                                             | 2445.69                                                             | 2720.32                                                                      | 2964.57                                                                      | 3489.12                                                                               | 3561.19                                                                                          | 3629.08                                                             |
| 18                           | 2369.96                                                             | 2447.35                                                             | 2720.32                                                                      | 2964.57                                                                      | 3489.12                                                                               | 3561.19                                                                                          | 3629.08                                                             |
| 19                           | 2392.18                                                             | 2459.73                                                             | 2768.37                                                                      | 3036.64                                                                      | 3561.19                                                                               | 3633.27                                                                                          | 3710.60                                                             |
| 20                           | 2414.40                                                             | 2481.95                                                             | 2768.37                                                                      | 3036.64                                                                      | 3561.19                                                                               | 3633.27                                                                                          | 3710.60                                                             |
| 21                           | 2436.63                                                             | 2504.17                                                             | 2816.41                                                                      | 3108.71                                                                      | 3633.27                                                                               | 3705.35                                                                                          | 3792.13                                                             |
| 22                           | 2445.41                                                             | 2526.39                                                             | 2816.41                                                                      | 3108.71                                                                      | 3633.27                                                                               | 3705.35                                                                                          | 3792.13                                                             |
| 23                           | 2447.07                                                             | 2548.62                                                             | 2864.46                                                                      | 3180.79                                                                      | 3705.35                                                                               | 3777.42                                                                                          | 3873.65                                                             |
| 24                           | 2455.99                                                             | 2571.24                                                             | 2864.46                                                                      | 3180.79                                                                      | 3705.35                                                                               | 3777.42                                                                                          | 3873.65                                                             |
| 25                           | 2478.22                                                             | 2593.90                                                             | 2912.51                                                                      | 3252.86                                                                      | 3777.42                                                                               | 3849.50                                                                                          | 3955.18                                                             |
| 26                           | 2500.44                                                             | 2616.57                                                             | 2912.51                                                                      | 3252.86                                                                      | 3777.42                                                                               | 3849.50                                                                                          | 3955.18                                                             |
| 27                           | 2522.66                                                             | 2639.23                                                             | 2960.55                                                                      | 3324.94                                                                      | 3849.50                                                                               | 3849.50                                                                                          | 4036.70                                                             |
| 28                           | 2544.89                                                             | 2661.90                                                             | 2960.55                                                                      | 3324.94                                                                      | 3849.50                                                                               | 3849.50                                                                                          | 4036.70                                                             |
| 29                           | 2567.42                                                             | 2684.56                                                             | 3008.60                                                                      | 3324.94                                                                      | 3849.50                                                                               | 3849.50                                                                                          | 4036.70                                                             |



|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 30 | 2567.42 | 2684.56 | 3008.60 | 3324.94 | 3849.50 | 3849.50 | 4036.70 |
| 31 | 2567.42 | 2684.56 | 3056.65 | 3324.94 | 3849.50 | 3849.50 | 4036.70 |

### 1.2.3.3. : Complément de fonction

Montant mensuel accordé aux infirmier(eres) chef aux barèmes 1.78, 1.78a, 1.78s et 1.80 ainsi qu'aux chefs de service paramédicaux aux mêmes barèmes et aux infirmiers(es) chef de service et au personnel paramédical chef de service assimilé classé dans les barèmes 1.79 et 1.00 qui ont une ancienneté barémique de 18 ans et plus.

Le même complément de fonction sera octroyé aux infirmiers(eres) chef à la catégorie barémique 7 du personnel infirmier prévu dans la convention collective de travail du 7 décembre 2000 [*83.936*] concernant l'harmonisation des échelles salariales barémiques pour le personnel du secteur des soins infirmiers à domicile avec les échelles salariales barémiques pour le personnel des hôpitaux privés, ayant atteint une ancienneté barémique de 18 ans ou plus.

Le même complément de fonction sera octroyé aux infirmiers(eres) chef, aux paramédicaux / chef de service y assimilés et aux coordinateurs infirmiers qui sont désignés en tant que tels dans les homes pour personnes âgées, les maisons de repos et de soins et les centres de soins de jour, pour autant qu'ils répondent à la condition d'ancienneté barémique de 18 ans.

|       |
|-------|
| 76.66 |
|-------|

### 1.3. : Salaire minimum garanti

Montant mensuel.

Cette rémunération comprend l'allocation de foyer ou de résidence.

| AGE    |         |
|--------|---------|
| 21 ans | 1690.41 |