

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/02/2022 (Dernière actualisation de la page 04/12/2025)

Indexation de 2% en 2/2022.

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

1. : Salaires de base annuels

1.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	24140.52	24517.08	25828.08	26321.52	27074.40	28598.52
1	26051.40	26492.76	27804.00	28297.32	29050.32	30745.20
2	26181.24	26732.88	28050.60	28557.00	29309.88	30745.20
3	26311.20	26973.12	28297.20	28816.68	29569.68	30833.04
4	26441.04	27213.48	28543.80	29076.36	29829.48	30833.04
5	26571.12	27453.72	28790.40	29336.28	30089.16	31238.04
6	26700.72	27693.96	29037.12	29595.84	30348.72	31238.04
7	26830.56	27934.08	29283.60	29855.40	30608.28	32559.12
8	26960.52	28174.44	29530.32	30115.20	30805.44	32559.12
9	27090.48	28414.56	29776.92	30375.00	30824.76	33880.20
10	27890.04	29330.40	30787.80	30844.80	31473.84	34285.92
11	28020.00	29622.24	30821.64	31042.20	31785.36	35033.52
12	28149.84	29914.32	30844.08	31353.72	32096.88	35033.52
13	28279.68	30206.40	31020.60	31665.36	32408.28	36198.00
14	28409.64	30498.48	31319.28	31976.88	32719.80	36198.00
15	28539.48	30790.68	31617.84	32288.28	33031.32	37376.52
16	28669.44	30821.40	31916.52	32599.92	33342.84	37376.52
17	28799.16	30843.36	32215.20	32911.32	33654.36	38555.40
18	28929.00	31003.68	32513.76	33222.96	33966.00	38555.40
19	29058.96	31295.64	32812.20	33534.36	34266.24	39734.40
20	29188.80	31587.60	33111.00	33845.88	34289.64	39734.40
21	29318.76	31879.80	33409.56	34157.40	34313.16	40913.04
22	29448.72	32171.76	33708.24	34280.76	34548.96	40913.04
23	29578.44	32464.08	34006.92	34303.92	34860.36	42092.04
24	29708.40	32755.92	34268.40	34429.08	35171.88	42092.04
25	29892.48	33108.00	34352.88	34803.48	35548.08	43349.16
26	30072.96	33456.60	34433.04	35174.52	35920.80	43422.00
27	30250.08	33801.96	34712.76	35542.32	36295.92	44674.20
28	30293.52	34144.44	35063.16	35906.88	36667.68	44738.28

29	30333.60	34484.16	35410.68	36273.00	37036.80	45985.80
30	30371.04	34526.52	35454.24	36317.52	37082.16	46042.20
31	30405.48	34565.64	35494.56	36358.68	37124.40	46094.52
32	30437.40	34602.00	35531.76	36396.96	37163.28	46143.00
33	30467.04	34635.60	35566.44	36432.36	37199.52	46187.88
34	30494.40	34666.80	35598.36	36465.12	37233.12	46229.40
35	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
36	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
37	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
38	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
39	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
40	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
41	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
42	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
43	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
44	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80
45	30519.84	34695.60	35628.00	36495.36	37264.08	46267.80

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	28598.52	30847.68	31292.88	32559.00	41249.76
1	30662.52	32834.28	33522.48	34292.16	43270.68
2	30662.52	32834.28	33522.48	34292.16	43270.68
3	30826.92	33329.76	34284.00	34455.60	45081.12
4	30826.92	33329.76	34284.00	34455.60	45081.12
5	30990.60	33825.24	34840.92	34951.08	46891.44
6	30990.60	33825.24	34840.92	34951.08	46891.44
7	31485.96	34269.60	39706.20	35446.44	48701.88
8	31485.96	34269.60	39706.20	35446.44	48701.88
9	31981.44	34306.68	40716.60	35945.40	50512.20
10	32641.80	34813.44	41390.04	36619.08	51185.76
11	33302.40	35474.04	42400.44	37292.52	52996.20
12	33302.40	35474.04	42400.44	37292.52	52996.20
13	33963.00	36141.84	43410.72	37966.08	54806.28
14	33963.00	36141.84	43410.72	37966.08	54806.28
15	34292.04	36815.40	44421.12	38639.64	56616.60
16	34292.04	36815.40	47901.36	38639.64	56616.60
17	34620.72	37488.84	48911.76	39313.20	58427.04
18	34620.72	37488.84	48911.76	39313.20	58427.04
19	35281.32	38162.40	49922.04	39986.64	60237.36
20	35281.32	38162.40	49922.04	39986.64	60237.36
21	35945.04	38835.96	50932.44	40660.32	62047.92
22	35945.04	38835.96	50932.44	40660.32	62047.92
23	36618.60	39509.40	51942.84	41333.76	63858.00
24	36618.60	39509.40	51942.84	41333.76	63858.00
25	37359.96	40255.92	53049.24	42083.40	63973.80

26	37422.60	40323.48	53138.28	42154.08	64081.20
27	38157.72	41063.04	54236.16	42896.52	64180.56
28	38212.44	41121.96	54314.16	42958.08	64272.72
29	38941.80	41855.28	54386.16	43694.04	64358.16
30	38989.80	41906.76	54453.12	43747.68	64437.24
31	39714.48	42634.68	54514.92	44477.88	64510.44
32	39756.24	42679.56	54572.16	44524.56	64578.24
33	39794.88	42721.20	54625.32	44567.88	64641.00
34	39830.64	42759.60	54674.52	44607.96	64699.20
35	39863.88	42795.12	54719.88	44645.04	64753.08
36	39863.88	42795.12	54719.88	44645.04	64753.08
37	39863.88	42795.12	54719.88	44645.04	64753.08
38	39863.88	42795.12	54719.88	44645.04	64753.08
39	39863.88	42795.12	54719.88	44645.04	64753.08
40	39863.88	42795.12	54719.88	44645.04	64753.08
41	39863.88	42795.12	54719.88	44645.04	64753.08
42	39863.88	42795.12	54719.88	44645.04	64753.08
43	39863.88	42795.12	54719.88	44645.04	64753.08
44	39863.88	42795.12	54719.88	44645.04	64753.08
45	39863.88	42795.12	54719.88	44645.04	64753.08

2. : Salaires horaires (38h/semaine)

2.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	12.2169	12.4074	13.0709	13.3206	13.7016	14.4729
1	13.1839	13.4073	14.0709	14.3205	14.7016	15.5593
2	13.2496	13.5288	14.1956	14.4519	14.8329	15.5593
3	13.3154	13.6504	14.3204	14.5833	14.9644	15.6038
4	13.3811	13.7720	14.4452	14.7148	15.0959	15.6038
5	13.4469	13.8936	14.5700	14.8463	15.2273	15.8087
6	13.5125	14.0152	14.6949	14.9777	15.3587	15.8087
7	13.5782	14.1367	14.8196	15.1090	15.4900	16.4773
8	13.6440	14.2583	14.9445	15.2405	15.5898	16.4773
9	13.7098	14.3798	15.0693	15.3720	15.5996	17.1459
10	14.1144	14.8433	15.5809	15.6097	15.9281	17.3512
11	14.1802	14.9910	15.5980	15.7096	16.0857	17.7295
12	14.2459	15.1388	15.6094	15.8673	16.2434	17.7295
13	14.3116	15.2866	15.6987	16.0250	16.4010	18.3188
14	14.3773	15.4345	15.8498	16.1826	16.5586	18.3188
15	14.4431	15.5823	16.0009	16.3402	16.7163	18.9152
16	14.5088	15.5979	16.1521	16.4979	16.8739	18.9152
17	14.5745	15.6090	16.3032	16.6555	17.0316	19.5118
18	14.6402	15.6901	16.4543	16.8132	17.1893	19.5118
19	14.7060	15.8379	16.6054	16.9708	17.3412	20.1085
20	14.7717	15.9856	16.7566	17.1285	17.3531	20.1085
21	14.8374	16.1335	16.9077	17.2861	17.3650	20.7050

22	14.9032	16.2813	17.0588	17.3486	17.4843	20.7050
23	14.9688	16.4292	17.2100	17.3603	17.6419	21.3016
24	15.0346	16.5769	17.3423	17.4236	17.7995	21.3016
25	15.1278	16.7551	17.3851	17.6131	17.9899	21.9378
26	15.2191	16.9315	17.4256	17.8009	18.1785	21.9747
27	15.3087	17.1063	17.5672	17.9870	18.3684	22.6084
28	15.3307	17.2796	17.7445	18.1715	18.5565	22.6408
29	15.3510	17.4515	17.9204	18.3568	18.7433	23.2722
30	15.3700	17.4729	17.9424	18.3793	18.7663	23.3007
31	15.3874	17.4927	17.9628	18.4001	18.7877	23.3272
32	15.4035	17.5111	17.9817	18.4195	18.8073	23.3517
33	15.4185	17.5281	17.9992	18.4374	18.8257	23.3744
34	15.4324	17.5439	18.0154	18.4540	18.8427	23.3954
35	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
36	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
37	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
38	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
39	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
40	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
41	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
42	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
43	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
44	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149
45	15.4453	17.5585	18.0304	18.4693	18.8583	23.4149

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14.4729	15.6112	15.8365	16.4772	20.8754
1	15.5175	16.6165	16.9648	17.3543	21.8981
2	15.5175	16.6165	16.9648	17.3543	21.8981
3	15.6007	16.8673	17.3502	17.4370	22.8143
4	15.6007	16.8673	17.3502	17.4370	22.8143
5	15.6835	17.1180	17.6320	17.6878	23.7305
6	15.6835	17.1180	17.6320	17.6878	23.7305
7	15.9342	17.3429	20.0942	17.9385	24.6467
8	15.9342	17.3429	20.0942	17.9385	24.6467
9	16.1849	17.3617	20.6056	18.1910	25.5629
10	16.5191	17.6181	20.9464	18.5319	25.9037
11	16.8534	17.9524	21.4577	18.8727	26.8199
12	16.8534	17.9524	21.4577	18.8727	26.8199
13	17.1878	18.2904	21.9690	19.2136	27.7360
14	17.1878	18.2904	21.9690	19.2136	27.7360
15	17.3543	18.6313	22.4803	19.5545	28.6521
16	17.3543	18.6313	24.2416	19.5545	28.6521
17	17.5206	18.9721	24.7529	19.8953	29.5683
18	17.5206	18.9721	24.7529	19.8953	29.5683

19	17.8549	19.3130	25.2642	20.2362	30.4845
20	17.8549	19.3130	25.2642	20.2362	30.4845
21	18.1908	19.6538	25.7755	20.5771	31.4008
22	18.1908	19.6538	25.7755	20.5771	31.4008
23	18.5317	19.9946	26.2869	20.9179	32.3168
24	18.5317	19.9946	26.2869	20.9179	32.3168
25	18.9069	20.3724	26.8468	21.2973	32.3754
26	18.9386	20.4066	26.8918	21.3330	32.4298
27	19.3106	20.7809	27.4474	21.7088	32.4800
28	19.3383	20.8107	27.4869	21.7399	32.5267
29	19.7074	21.1818	27.5234	22.1124	32.5699
30	19.7317	21.2079	27.5572	22.1395	32.6099
31	20.0984	21.5763	27.5885	22.5090	32.6470
32	20.1196	21.5990	27.6175	22.5327	32.6813
33	20.1391	21.6200	27.6444	22.5546	32.7131
34	20.1572	21.6395	27.6693	22.5749	32.7425
35	20.1740	21.6574	27.6922	22.5936	32.7698
36	20.1740	21.6574	27.6922	22.5936	32.7698
37	20.1740	21.6574	27.6922	22.5936	32.7698
38	20.1740	21.6574	27.6922	22.5936	32.7698
39	20.1740	21.6574	27.6922	22.5936	32.7698
40	20.1740	21.6574	27.6922	22.5936	32.7698
41	20.1740	21.6574	27.6922	22.5936	32.7698
42	20.1740	21.6574	27.6922	22.5936	32.7698
43	20.1740	21.6574	27.6922	22.5936	32.7698
44	20.1740	21.6574	27.6922	22.5936	32.7698
45	20.1740	21.6574	27.6922	22.5936	32.7698

3. : Salaires mensuelles

3.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	2011.71	2043.09	2152.34	2193.46	2256.20	2383.21
1	2170.95	2207.73	2317.00	2358.11	2420.86	2562.10
2	2181.77	2227.74	2337.55	2379.75	2442.49	2562.10
3	2192.60	2247.76	2358.10	2401.39	2464.14	2569.42
4	2203.42	2267.79	2378.65	2423.03	2485.79	2569.42
5	2214.26	2287.81	2399.20	2444.69	2507.43	2603.17
6	2225.06	2307.83	2419.76	2466.32	2529.06	2603.17
7	2235.88	2327.84	2440.30	2487.95	2550.69	2713.26
8	2246.71	2347.87	2460.86	2509.60	2567.12	2713.26
9	2257.54	2367.88	2481.41	2531.25	2568.73	2823.35
10	2324.17	2444.20	2565.65	2570.40	2622.82	2857.16
11	2335.00	2468.52	2568.47	2586.85	2648.78	2919.46
12	2345.82	2492.86	2570.34	2612.81	2674.74	2919.46
13	2356.64	2517.20	2585.05	2638.78	2700.69	3016.50
14	2367.47	2541.54	2609.94	2664.74	2726.65	3016.50

15	2378.29	2565.89	2634.82	2690.69	2752.61	3114.71
16	2389.12	2568.45	2659.71	2716.66	2778.57	3114.71
17	2399.93	2570.28	2684.60	2742.61	2804.53	3212.95
18	2410.75	2583.64	2709.48	2768.58	2830.50	3212.95
19	2421.58	2607.97	2734.35	2794.53	2855.52	3311.20
20	2432.40	2632.30	2759.25	2820.49	2857.47	3311.20
21	2443.23	2656.65	2784.13	2846.45	2859.43	3409.42
22	2454.06	2680.98	2809.02	2856.73	2879.08	3409.42
23	2464.87	2705.34	2833.91	2858.66	2905.03	3507.67
24	2475.70	2729.66	2855.70	2869.09	2930.99	3507.67
25	2491.04	2759.00	2862.74	2900.29	2962.34	3612.43
26	2506.08	2788.05	2869.42	2931.21	2993.40	3618.50
27	2520.84	2816.83	2892.73	2961.86	3024.66	3722.85
28	2524.46	2845.37	2921.93	2992.24	3055.64	3728.19
29	2527.80	2873.68	2950.89	3022.75	3086.40	3832.15
30	2530.92	2877.21	2954.52	3026.46	3090.18	3836.85
31	2533.79	2880.47	2957.88	3029.89	3093.70	3841.21
32	2536.45	2883.50	2960.98	3033.08	3096.94	3845.25
33	2538.92	2886.30	2963.87	3036.03	3099.96	3848.99
34	2541.20	2888.90	2966.53	3038.76	3102.76	3852.45
35	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
36	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
37	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
38	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
39	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
40	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
41	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
42	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
43	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
44	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65
45	2543.32	2891.30	2969.00	3041.28	3105.34	3855.65

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2383.21	2570.64	2607.74	2713.25	3437.48
1	2555.21	2736.19	2793.54	2857.68	3605.89
2	2555.21	2736.19	2793.54	2857.68	3605.89
3	2568.91	2777.48	2857.00	2871.30	3756.76
4	2568.91	2777.48	2857.00	2871.30	3756.76
5	2582.55	2818.77	2903.41	2912.59	3907.62
6	2582.55	2818.77	2903.41	2912.59	3907.62
7	2623.83	2855.80	3308.85	2953.87	4058.49
8	2623.83	2855.80	3308.85	2953.87	4058.49
9	2665.12	2858.89	3393.05	2995.45	4209.35
10	2720.15	2901.12	3449.17	3051.59	4265.48
11	2775.20	2956.17	3533.37	3107.71	4416.35

12	2775.20	2956.17	3533.37	3107.71	4416.35
13	2830.25	3011.82	3617.56	3163.84	4567.19
14	2830.25	3011.82	3617.56	3163.84	4567.19
15	2857.67	3067.95	3701.76	3219.97	4718.05
16	2857.67	3067.95	3991.78	3219.97	4718.05
17	2885.06	3124.07	4075.98	3276.10	4868.92
18	2885.06	3124.07	4075.98	3276.10	4868.92
19	2940.11	3180.20	4160.17	3332.22	5019.78
20	2940.11	3180.20	4160.17	3332.22	5019.78
21	2995.42	3236.33	4244.37	3388.36	5170.66
22	2995.42	3236.33	4244.37	3388.36	5170.66
23	3051.55	3292.45	4328.57	3444.48	5321.50
24	3051.55	3292.45	4328.57	3444.48	5321.50
25	3113.33	3354.66	4420.77	3506.95	5331.15
26	3118.55	3360.29	4428.19	3512.84	5340.10
27	3179.81	3421.92	4519.68	3574.71	5348.38
28	3184.37	3426.83	4526.18	3579.84	5356.06
29	3245.15	3487.94	4532.18	3641.17	5363.18
30	3249.15	3492.23	4537.76	3645.64	5369.77
31	3309.54	3552.89	4542.91	3706.49	5375.87
32	3313.02	3556.63	4547.68	3710.38	5381.52
33	3316.24	3560.10	4552.11	3713.99	5386.75
34	3319.22	3563.30	4556.21	3717.33	5391.60
35	3321.99	3566.26	4559.99	3720.42	5396.09
36	3321.99	3566.26	4559.99	3720.42	5396.09
37	3321.99	3566.26	4559.99	3720.42	5396.09
38	3321.99	3566.26	4559.99	3720.42	5396.09
39	3321.99	3566.26	4559.99	3720.42	5396.09
40	3321.99	3566.26	4559.99	3720.42	5396.09
41	3321.99	3566.26	4559.99	3720.42	5396.09
42	3321.99	3566.26	4559.99	3720.42	5396.09
43	3321.99	3566.26	4559.99	3720.42	5396.09
44	3321.99	3566.26	4559.99	3720.42	5396.09
45	3321.99	3566.26	4559.99	3720.42	5396.09

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	23696.7600
Par mois	1974.7300
Par heure (38h/semaine)	11.9923

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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