

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3290230: commission communautaire française de la région de bruxelles-capital

En vigueur au 01/02/2026 (Dernière actualisation de la page 30/01/2026)

Indexation de 2% en 2/2026.

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

1. Régime (sur base hebdomadaire): 38 h

1.1. SALAIRES: Niveau 1

Ancienneté (mois)	Annuel	Mensuel	Horaire
0	26544.7400	2212.0600	13.4333
1	28768.1800	2397.3700	14.5593
2	28919.4900	2409.9900	14.6349
3	29070.7800	2422.5600	14.7117
4	29221.5900	2435.1400	14.7882
5	29372.3900	2447.6800	14.8648
6	29523.7200	2460.3100	14.9411
7	29675.0400	2472.9100	15.0178
8	29826.3200	2485.5400	15.0946
9	29977.1100	2498.0600	15.1707
10	30907.8200	2575.6700	15.6415
11	31058.6500	2588.2200	15.7179
12	31209.4200	2600.8100	15.7942
13	31360.7600	2613.4200	15.8709
14	31512.0600	2626.0000	15.9474
15	31663.3800	2638.6000	16.0242
16	31814.7100	2651.2900	16.1004
17	31965.0000	2663.7500	16.1768
18	32116.2900	2676.3700	16.2530
19	32267.6100	2688.9600	16.3298
20	32418.9000	2701.5900	16.4065
21	32569.7300	2714.1500	16.4826
22	32721.0100	2726.7700	16.5592
23	32871.8600	2739.3100	16.6355
24	33023.1400	2751.9100	16.7122
25	33174.4600	2764.5300	16.7889
26	33325.2200	2777.1400	16.8648
27	33476.5500	2789.7100	16.9419
28	33476.5500	2789.7100	16.9419

29	33476.5500	2789.7100	16.9419
30	33476.5500	2789.7100	16.9419
31	33476.5500	2789.7100	16.9419

1.2. SALAIRES: Niveau 2

Ancienneté (mois)	Salaire		
	Annuel	Mensuel	Horaire
0	29082.4400	2423.5600	14.7177
1	31381.6100	2615.1400	15.8814
2	31683.6700	2640.3300	16.0344
3	31985.8000	2665.4600	16.1873
4	32287.9000	2690.6600	16.3401
5	32590.0100	2715.8600	16.4931
6	32892.1500	2741.0000	16.6459
7	33194.2600	2766.2200	16.7983
8	33496.8300	2791.4000	16.9523
9	33798.4800	2816.5600	17.1044
10	34984.0600	2915.3100	17.7043
11	35346.6200	2945.5700	17.8879
12	35709.1300	2975.7400	18.0713
13	36071.6500	3005.9800	18.2548
14	36433.6900	3036.1500	18.4381
15	36796.2200	3066.3900	18.6218
16	37158.7700	3096.5500	18.8049
17	37521.3300	3126.7900	18.9882
18	37883.8000	3157.0000	19.1721
19	38246.3500	3187.1800	19.3555
20	38608.8800	3217.4200	19.5389
21	38970.9200	3247.5900	19.7218
22	39333.4600	3277.7700	19.9058
23	39696.0200	3307.9700	20.0890
24	40058.5600	3338.2300	20.2730
25	40421.0500	3368.4300	20.4560
26	40783.6000	3398.6100	20.6395
27	41146.1300	3428.8400	20.8228
28	41508.1600	3459.0100	21.0061
29	41875.7600	3489.6300	21.1922
30	41875.7600	3489.6300	21.1922
31	41875.7600	3489.6300	21.1922

1.3. SALAIRES: Niveau 3

Ancienneté (mois)	Salaire		
	Annuel	Mensuel	Horaire
0	32884.4800	2740.3700	16.6422
1	35382.3500	2948.5300	17.9063
2	35382.3500	2948.5300	17.9063
3	36974.3900	3081.2000	18.7116

4	36974.3900	3081.2000	18.7116
5	38638.4300	3219.8700	19.5539
6	38638.4300	3219.8700	19.5539
7	40377.0400	3364.7600	20.4335
8	40377.0400	3364.7600	20.4335
9	42193.8300	3516.1700	21.3531
10	42193.8300	3516.1700	21.3531
11	44092.4700	3674.3600	22.3138
12	44092.4700	3674.3600	22.3138
13	46076.5700	3839.6800	23.3176
14	46076.5700	3839.6800	23.3176
15	47597.6800	3966.4500	24.0880
16	47597.6800	3966.4500	24.0880
17	48353.2900	4029.4300	24.4705
18	48353.2900	4029.4300	24.4705
19	49528.9200	4127.3900	25.0654
20	49528.9200	4127.3900	25.0654
21	50704.5600	4225.3900	25.6601
22	50704.5600	4225.3900	25.6601
23	51880.2300	4323.3500	26.2552
24	51880.2300	4323.3500	26.2552
25	53055.8900	4421.3200	26.8502
26	53055.8900	4421.3200	26.8502
27	54231.5000	4519.3000	27.4452
28	54231.5000	4519.3000	27.4452
29	54231.5000	4519.3000	27.4452
30	54231.5000	4519.3000	27.4452
31	54231.5000	4519.3000	27.4452

1.4. SALAIRES: Niveau 4.1

Ancienneté (mois)	Salaire		
	Annuel	Mensuel	Horaire
0	35638.1500	2969.8600	18.0354
1	38232.3900	3186.0500	19.3482
2	38232.3900	3186.0500	19.3482
3	40048.1800	3337.3700	20.2673
4	40048.1800	3337.3700	20.2673
5	41950.4300	3495.8600	21.2301
6	41950.4300	3495.8600	21.2301
7	43943.3500	3661.9100	22.2386
8	43943.3500	3661.9100	22.2386
9	46030.4500	3835.8800	23.2950
10	46030.4500	3835.8800	23.2950
11	48217.0800	4018.0800	24.4017
12	48217.0800	4018.0800	24.4017
13	50507.2500	4208.9400	25.5605
14	50507.2500	4208.9400	25.5605

15	52527.6300	4377.3100	26.5827
16	52527.6300	4377.3100	26.5827
17	54628.7800	4552.3700	27.6463
18	54628.7800	4552.3700	27.6463
19	56813.8500	4734.4800	28.7519
20	56813.8500	4734.4800	28.7519
21	59086.4100	4923.8800	29.9020
22	59260.3900	4938.3800	29.9903
23	60436.0400	5036.3400	30.5850
24	60436.0400	5036.3400	30.5850
25	61611.7100	5134.3000	31.1799
26	61611.7100	5134.3000	31.1799
27	62786.8100	5232.2300	31.7746
28	62786.8100	5232.2300	31.7746
29	62786.8100	5232.2300	31.7746
30	62786.8100	5232.2300	31.7746
31	62786.8100	5232.2300	31.7746

1.5. SALAIRES: Niveau 4.2

Ancienneté (mois)	Salaire		
	Annuel	Mensuel	Horaire
0	42050.9600	3504.2100	21.2808
1	44206.8900	3683.9200	22.3718
2	44206.8900	3683.9200	22.3718
3	45774.7800	3814.6000	23.1652
4	45774.7800	3814.6000	23.1652
5	47341.7100	3945.1400	23.9583
6	47341.7100	3945.1400	23.9583
7	48909.6700	4075.8000	24.7518
8	48909.6700	4075.8000	24.7518
9	50477.0900	4206.4000	25.5452
10	51261.0500	4271.7800	25.9417
11	52827.9400	4402.3300	26.7348
12	52827.9400	4402.3300	26.7348
13	54395.9300	4532.9800	27.5282
14	54395.9300	4532.9800	27.5282
15	55963.3400	4663.6200	28.3216
16	55963.3400	4663.6200	28.3216
17	57530.7500	4794.2100	29.1150
18	57530.7500	4794.2100	29.1150
19	59098.1900	4924.8600	29.9077
20	59098.1900	4924.8600	29.9077
21	60666.1300	5055.5000	30.7016
22	60666.1300	5055.5000	30.7016
23	62233.0500	5186.0900	31.4941
24	62233.0500	5186.0900	31.4941
25	63801.0200	5316.7500	32.2879

26	63801.0200	5316.7500	32.2879
27	65367.9000	5447.3100	33.0812
28	65367.9000	5447.3100	33.0812
29	65367.9000	5447.3100	33.0812
30	65367.9000	5447.3100	33.0812
31	65367.9000	5447.3100	33.0812

1.6. SALAIRES: Niveau 5

Ancienneté (mois)	Salaire		
	Annuel	Mensuel	Horaire
0	45951.4600	3829.3100	23.2551
1	47770.7900	3980.9000	24.1752
2	47770.7900	3980.9000	24.1752
3	49100.5900	4091.7000	24.8484
4	49100.5900	4091.7000	24.8484
5	50429.8700	4202.5000	25.5212
6	50429.8700	4202.5000	25.5212
7	51760.2000	4313.3600	26.1943
8	51760.2000	4313.3600	26.1943
9	53089.4800	4424.1200	26.8673
10	53872.9200	4489.4000	27.2635
11	55203.2500	4600.3000	27.9366
12	55203.2500	4600.3000	27.9366
13	56532.5700	4711.0600	28.6096
14	56532.5700	4711.0600	28.6096
15	57862.3200	4821.8500	29.2819
16	57862.3200	4821.8500	29.2819
17	59192.1500	4932.6600	29.9559
18	59192.1500	4932.6600	29.9559
19	60521.4000	5043.4600	30.6279
20	60521.4000	5043.4600	30.6279
21	61851.7300	5154.3000	31.3010
22	61851.7300	5154.3000	31.3010
23	63181.0400	5265.1000	31.9738
24	63181.0400	5265.1000	31.9738
25	64510.8300	5375.9300	32.6467
26	64510.8300	5375.9300	32.6467
27	65840.6300	5486.7400	33.3207
28	65840.6300	5486.7400	33.3207
29	65840.6300	5486.7400	33.3207
30	65840.6300	5486.7400	33.3207
31	65840.6300	5486.7400	33.3207

1.7. SALAIRES: Niveau 6

Ancienneté (mois)	Salaire		
	Annuel	Mensuel	Horaire
0	47994.1800	3999.5300	24.2889

1	50346.1300	4195.5300	25.4787
2	50346.1300	4195.5300	25.4787
3	52452.7200	4371.0800	26.5452
4	52452.7200	4371.0800	26.5452
5	54558.9200	4546.5600	27.6107
6	54558.9200	4546.5600	27.6107
7	56665.0600	4722.1400	28.6770
8	56665.0600	4722.1400	28.6770
9	58771.7100	4897.6400	29.7427
10	59555.1800	4962.9300	30.1398
11	61661.3400	5138.4100	31.2053
12	61661.3400	5138.4100	31.2053
13	63767.9600	5314.0100	32.2715
14	63767.9600	5314.0100	32.2715
15	65874.1700	5489.5500	33.3371
16	65874.1700	5489.5500	33.3371
17	67980.3200	5665.0500	34.4033
18	67980.3200	5665.0500	34.4033
19	70086.9300	5840.5900	35.4690
20	70086.9300	5840.5900	35.4690
21	72193.1200	6016.0800	36.5349
22	72193.1200	6016.0800	36.5349
23	74299.2800	6191.6100	37.6010
24	74299.2800	6191.6100	37.6010
25	74299.2800	6191.6100	37.6010
26	74299.2800	6191.6100	37.6010
27	74299.2800	6191.6100	37.6010
28	74299.2800	6191.6100	37.6010
29	74299.2800	6191.6100	37.6010
30	74299.2800	6191.6100	37.6010
31	74299.2800	6191.6100	37.6010