

Salaires minimums par (sous-)commission paritaire

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

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

Indexation salaires de base en 2/2026. Salaire de base x 2,1647.

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	28850.16	29300.16	30867.24	31456.68	32356.44	34177.92
1	31134.00	31661.28	33228.36	33817.92	34718.04	36743.52
2	31289.16	31948.20	33523.08	34128.48	35028.00	36743.52
3	31444.32	32235.36	33817.80	34438.80	35338.44	36848.28
4	31599.60	32522.64	34112.16	34749.00	35649.00	36848.28
5	31755.00	32809.80	34407.12	35059.44	35959.44	37332.24
6	31909.92	33096.84	34701.96	35369.76	36269.40	37332.24
7	32064.84	33383.88	34996.56	35679.96	36579.60	38911.20
8	32220.24	33671.04	35291.64	35990.40	36815.52	38911.20
9	32375.40	33958.08	35586.24	36300.96	36838.32	40489.92
10	33331.08	35052.48	36794.16	36862.44	37614.36	40974.72
11	33486.48	35401.44	36834.72	37098.24	37986.60	41868.36
12	33641.64	35750.52	36861.48	37470.72	38358.60	41868.36
13	33796.92	36099.48	37072.56	37843.20	38731.08	43260.00
14	33952.20	36448.44	37429.32	38215.32	39103.08	43260.00
15	34107.60	36797.76	37786.20	38587.44	39475.44	44668.44
16	34262.64	36834.48	38143.20	38959.92	39847.68	44668.44
17	34417.80	36860.64	38500.32	39332.04	40220.04	46077.36
18	34572.84	37052.28	38857.08	39704.52	40592.64	46077.36
19	34728.12	37401.12	39213.72	40076.64	40951.32	47486.28
20	34883.40	37750.20	39570.72	40449.00	40979.40	47486.28
21	35038.56	38099.28	39927.48	40821.12	41007.36	48894.84
22	35193.96	38448.12	40284.36	40968.48	41289.24	48894.84
23	35349.00	38797.56	40641.60	40996.32	41661.36	50304.00
24	35504.16	39146.28	40953.96	41145.72	42033.72	50304.00
25	35724.36	39567.00	41054.76	41593.44	42483.24	51806.16
26	35940.00	39983.64	41150.76	42036.84	42928.80	51893.28
27	36151.56	40396.32	41484.96	42476.28	43377.12	53389.92
28	36203.64	40806.00	41903.88	42911.88	43821.12	53466.36

29	36251.40	41211.72	42318.96	43349.64	44262.48	54957.24
30	36296.16	41262.36	42371.16	43402.80	44316.60	55024.68
31	36337.32	41309.40	42419.16	43452.12	44366.76	55087.32
32	36375.48	41352.48	42463.44	43497.48	44413.56	55145.16
33	36410.76	41392.80	42505.20	43540.08	44456.76	55198.80
34	36443.52	41430.00	42543.48	43579.32	44496.96	55248.60
35	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
36	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
37	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
38	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
39	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
40	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
41	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
42	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
43	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
44	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32
45	36474.00	41464.32	42578.64	43615.44	44534.16	55294.32

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	34177.92	36865.80	37397.76	38911.08	49297.32
1	36644.52	39239.88	40062.60	40982.04	51712.44
2	36644.52	39239.88	40062.60	40982.04	51712.44
3	36841.08	39832.20	40972.68	41177.52	53876.16
4	36841.08	39832.20	40972.68	41177.52	53876.16
5	37036.68	40424.28	41637.96	41769.72	56039.64
6	37036.68	40424.28	41637.96	41769.72	56039.64
7	37628.88	40955.28	47452.68	42361.80	58203.24
8	37628.88	40955.28	47452.68	42361.80	58203.24
9	38220.96	40999.68	48659.88	42958.20	60366.84
10	39009.96	41605.20	49464.96	43763.16	61171.68
11	39799.44	42394.68	50672.28	44568.12	63335.40
12	39799.44	42394.68	50672.28	44568.12	63335.40
13	40589.04	43192.92	51879.84	45372.96	65498.40
14	40589.04	43192.92	51879.84	45372.96	65498.40
15	40981.92	43997.88	53087.52	46177.80	67662.12
16	40981.92	43997.88	57246.72	46177.80	67662.12
17	41375.04	44802.60	58453.92	46982.76	69825.72
18	41375.04	44802.60	58453.92	46982.76	69825.72
19	42164.52	45607.56	59661.36	47787.60	71989.08
20	42164.52	45607.56	59661.36	47787.60	71989.08
21	42957.84	46412.52	60869.16	48592.92	74153.04
22	42957.84	46412.52	60869.16	48592.92	74153.04
23	43762.68	47217.48	62076.36	49397.76	76316.16
24	43762.68	47217.48	62076.36	49397.76	76316.16
25	44648.64	48109.56	63398.76	50293.56	76454.64

26	44723.40	48190.32	63505.08	50378.16	76583.16
27	45602.16	49074.12	64817.28	51265.20	76701.84
28	45667.56	49144.68	64910.28	51339.00	76811.88
29	46539.00	50020.92	64996.56	52218.36	76914.12
30	46596.48	50082.36	65076.60	52282.44	77008.32
31	47462.28	50952.48	65150.64	53155.08	77095.92
32	47512.44	51006.24	65218.80	53211.00	77176.92
33	47558.40	51055.80	65282.28	53262.72	77252.16
34	47601.24	51101.76	65341.20	53310.72	77321.64
35	47641.20	51144.12	65395.32	53354.88	77385.96
36	47641.20	51144.12	65395.32	53354.88	77385.96
37	47641.20	51144.12	65395.32	53354.88	77385.96
38	47641.20	51144.12	65395.32	53354.88	77385.96
39	47641.20	51144.12	65395.32	53354.88	77385.96
40	47641.20	51144.12	65395.32	53354.88	77385.96
41	47641.20	51144.12	65395.32	53354.88	77385.96
42	47641.20	51144.12	65395.32	53354.88	77385.96
43	47641.20	51144.12	65395.32	53354.88	77385.96
44	47641.20	51144.12	65395.32	53354.88	77385.96
45	47641.20	51144.12	65395.32	53354.88	77385.96

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	14.6003	14.8280	15.6211	15.9194	16.3747	17.2965
1	15.7561	16.0229	16.8160	17.1143	17.5699	18.5949
2	15.8346	16.1681	16.9651	17.2715	17.7267	18.5949
3	15.9131	16.3134	17.1143	17.4285	17.8838	18.6479
4	15.9917	16.4588	17.2632	17.5855	18.0410	18.6479
5	16.0703	16.6041	17.4125	17.7426	18.1981	18.8928
6	16.1487	16.7494	17.5617	17.8997	18.3550	18.8928
7	16.2271	16.8947	17.7108	18.0567	18.5119	19.6919
8	16.3058	17.0400	17.8601	18.2138	18.6313	19.6919
9	16.3843	17.1853	18.0092	18.3709	18.6429	20.4909
10	16.8680	17.7391	18.6205	18.6551	19.0356	20.7362
11	16.9466	17.9157	18.6411	18.7744	19.2240	21.1884
12	17.0251	18.0924	18.6546	18.9629	19.4122	21.1884
13	17.1037	18.2690	18.7614	19.1514	19.6007	21.8927
14	17.1823	18.4456	18.9420	19.3397	19.7890	21.8927
15	17.2609	18.6223	19.1226	19.5281	19.9774	22.6055
16	17.3394	18.6409	19.3032	19.7166	20.1658	22.6055
17	17.4179	18.6542	19.4840	19.9049	20.3543	23.3185
18	17.4964	18.7512	19.6645	20.0934	20.5428	23.3185
19	17.5750	18.9277	19.8450	20.2817	20.7244	24.0315
20	17.6535	19.1044	20.0257	20.4701	20.7386	24.0315
21	17.7321	19.2810	20.2062	20.6585	20.7527	24.7444

22	17.8107	19.4576	20.3868	20.7330	20.8954	24.7444
23	17.8892	19.6344	20.5676	20.7471	21.0837	25.4575
24	17.9677	19.8109	20.7257	20.8227	21.2721	25.4575
25	18.0791	20.0238	20.7767	21.0493	21.4996	26.2177
26	18.1883	20.2346	20.8253	21.2737	21.7251	26.2618
27	18.2953	20.4435	20.9944	21.4961	21.9520	27.0192
28	18.3217	20.6508	21.2064	21.7165	22.1767	27.0579
29	18.3459	20.8561	21.4165	21.9381	22.4000	27.8124
30	18.3685	20.8818	21.4429	21.9650	22.4274	27.8465
31	18.3893	20.9056	21.4672	21.9899	22.4528	27.8782
32	18.4086	20.9274	21.4896	22.0129	22.4765	27.9075
33	18.4265	20.9478	21.5107	22.0345	22.4984	27.9346
34	18.4431	20.9666	21.5301	22.0543	22.5187	27.9598
35	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
36	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
37	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
38	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
39	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
40	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
41	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
42	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
43	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
44	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830
45	18.4585	20.9840	21.5479	22.0726	22.5375	27.9830

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	17.2965	18.6568	18.9260	19.6918	24.9480
1	18.5448	19.8582	20.2746	20.7399	26.1703
2	18.5448	19.8582	20.2746	20.7399	26.1703
3	18.6443	20.1580	20.7352	20.8388	27.2653
4	18.6443	20.1580	20.7352	20.8388	27.2653
5	18.7433	20.4576	21.0718	21.1385	28.3601
6	18.7433	20.4576	21.0718	21.1385	28.3601
7	19.0430	20.7264	24.0145	21.4382	29.4551
8	19.0430	20.7264	24.0145	21.4382	29.4551
9	19.3426	20.7488	24.6254	21.7400	30.5500
10	19.7419	21.0553	25.0329	22.1473	30.9573
11	20.1414	21.4548	25.6439	22.5547	32.0523
12	20.1414	21.4548	25.6439	22.5547	32.0523
13	20.5410	21.8588	26.2550	22.9620	33.1470
14	20.5410	21.8588	26.2550	22.9620	33.1470
15	20.7398	22.2661	26.8662	23.3693	34.2420
16	20.7398	22.2661	28.9710	23.3693	34.2420
17	20.9388	22.6734	29.5819	23.7767	35.3369
18	20.9388	22.6734	29.5819	23.7767	35.3369

19	21.3383	23.0807	30.1930	24.1840	36.4317
20	21.3383	23.0807	30.1930	24.1840	36.4317
21	21.7398	23.4881	30.8042	24.5916	37.5268
22	21.7398	23.4881	30.8042	24.5916	37.5268
23	22.1471	23.8955	31.4152	24.9989	38.6215
24	22.1471	23.8955	31.4152	24.9989	38.6215
25	22.5955	24.3469	32.0844	25.4522	38.6916
26	22.6333	24.3878	32.1382	25.4950	38.7567
27	23.0780	24.8351	32.8023	25.9439	38.8167
28	23.1111	24.8708	32.8493	25.9813	38.8724
29	23.5521	25.3142	32.8930	26.4263	38.9241
30	23.5812	25.3453	32.9335	26.4587	38.9718
31	24.0194	25.7857	32.9710	26.9003	39.0162
32	24.0448	25.8129	33.0055	26.9286	39.0571
33	24.0680	25.8380	33.0376	26.9548	39.0952
34	24.0897	25.8612	33.0674	26.9791	39.1304
35	24.1099	25.8827	33.0948	27.0015	39.1629
36	24.1099	25.8827	33.0948	27.0015	39.1629
37	24.1099	25.8827	33.0948	27.0015	39.1629
38	24.1099	25.8827	33.0948	27.0015	39.1629
39	24.1099	25.8827	33.0948	27.0015	39.1629
40	24.1099	25.8827	33.0948	27.0015	39.1629
41	24.1099	25.8827	33.0948	27.0015	39.1629
42	24.1099	25.8827	33.0948	27.0015	39.1629
43	24.1099	25.8827	33.0948	27.0015	39.1629
44	24.1099	25.8827	33.0948	27.0015	39.1629
45	24.1099	25.8827	33.0948	27.0015	39.1629

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	2404.18	2441.68	2572.27	2621.39	2696.37	2848.16
1	2594.50	2638.44	2769.03	2818.16	2893.17	3061.96
2	2607.43	2662.35	2793.59	2844.04	2919.00	3061.96
3	2620.36	2686.28	2818.15	2869.90	2944.87	3070.69
4	2633.30	2710.22	2842.68	2895.75	2970.75	3070.69
5	2646.25	2734.15	2867.26	2921.62	2996.62	3111.02
6	2659.16	2758.07	2891.83	2947.48	3022.45	3111.02
7	2672.07	2781.99	2916.38	2973.33	3048.30	3242.60
8	2685.02	2805.92	2940.97	2999.20	3067.96	3242.60
9	2697.95	2829.84	2965.52	3025.08	3069.86	3374.16
10	2777.59	2921.04	3066.18	3071.87	3134.53	3414.56
11	2790.54	2950.12	3069.56	3091.52	3165.55	3489.03
12	2803.47	2979.21	3071.79	3122.56	3196.55	3489.03
13	2816.41	3008.29	3089.38	3153.60	3227.59	3605.00
14	2829.35	3037.37	3119.11	3184.61	3258.59	3605.00

15	2842.30	3066.48	3148.85	3215.62	3289.62	3722.37
16	2855.22	3069.54	3178.60	3246.66	3320.64	3722.37
17	2868.15	3071.72	3208.36	3277.67	3351.67	3839.78
18	2881.07	3087.69	3238.09	3308.71	3382.72	3839.78
19	2894.01	3116.76	3267.81	3339.72	3412.61	3957.19
20	2906.95	3145.85	3297.56	3370.75	3414.95	3957.19
21	2919.88	3174.94	3327.29	3401.76	3417.28	4074.57
22	2932.83	3204.01	3357.03	3414.04	3440.77	4074.57
23	2945.75	3233.13	3386.80	3416.36	3471.78	4192.00
24	2958.68	3262.19	3412.83	3428.81	3502.81	4192.00
25	2977.03	3297.25	3421.23	3466.12	3540.27	4317.18
26	2995.00	3331.97	3429.23	3503.07	3577.40	4324.44
27	3012.63	3366.36	3457.08	3539.69	3614.76	4449.16
28	3016.97	3400.50	3491.99	3575.99	3651.76	4455.53
29	3020.95	3434.31	3526.58	3612.47	3688.54	4579.77
30	3024.68	3438.53	3530.93	3616.90	3693.05	4585.39
31	3028.11	3442.45	3534.93	3621.01	3697.23	4590.61
32	3031.29	3446.04	3538.62	3624.79	3701.13	4595.43
33	3034.23	3449.40	3542.10	3628.34	3704.73	4599.90
34	3036.96	3452.50	3545.29	3631.61	3708.08	4604.05
35	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
36	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
37	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
38	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
39	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
40	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
41	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
42	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
43	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
44	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86
45	3039.50	3455.36	3548.22	3634.62	3711.18	4607.86

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2848.16	3072.15	3116.48	3242.59	4108.11
1	3053.71	3269.99	3338.55	3415.17	4309.37
2	3053.71	3269.99	3338.55	3415.17	4309.37
3	3070.09	3319.35	3414.39	3431.46	4489.68
4	3070.09	3319.35	3414.39	3431.46	4489.68
5	3086.39	3368.69	3469.83	3480.81	4669.97
6	3086.39	3368.69	3469.83	3480.81	4669.97
7	3135.74	3412.94	3954.39	3530.15	4850.27
8	3135.74	3412.94	3954.39	3530.15	4850.27
9	3185.08	3416.64	4054.99	3579.85	5030.57
10	3250.83	3467.10	4122.08	3646.93	5097.64
11	3316.62	3532.89	4222.69	3714.01	5277.95

12	3316.62	3532.89	4222.69	3714.01	5277.95
13	3382.42	3599.41	4323.32	3781.08	5458.20
14	3382.42	3599.41	4323.32	3781.08	5458.20
15	3415.16	3666.49	4423.96	3848.15	5638.51
16	3415.16	3666.49	4770.56	3848.15	5638.51
17	3447.92	3733.55	4871.16	3915.23	5818.81
18	3447.92	3733.55	4871.16	3915.23	5818.81
19	3513.71	3800.63	4971.78	3982.30	5999.09
20	3513.71	3800.63	4971.78	3982.30	5999.09
21	3579.82	3867.71	5072.43	4049.41	6179.42
22	3579.82	3867.71	5072.43	4049.41	6179.42
23	3646.89	3934.79	5173.03	4116.48	6359.68
24	3646.89	3934.79	5173.03	4116.48	6359.68
25	3720.72	4009.13	5283.23	4191.13	6371.22
26	3726.95	4015.86	5292.09	4198.18	6381.93
27	3800.18	4089.51	5401.44	4272.10	6391.82
28	3805.63	4095.39	5409.19	4278.25	6400.99
29	3878.25	4168.41	5416.38	4351.53	6409.51
30	3883.04	4173.53	5423.05	4356.87	6417.36
31	3955.19	4246.04	5429.22	4429.59	6424.66
32	3959.37	4250.52	5434.90	4434.25	6431.41
33	3963.20	4254.65	5440.19	4438.56	6437.68
34	3966.77	4258.48	5445.10	4442.56	6443.47
35	3970.10	4262.01	5449.61	4446.24	6448.83
36	3970.10	4262.01	5449.61	4446.24	6448.83
37	3970.10	4262.01	5449.61	4446.24	6448.83
38	3970.10	4262.01	5449.61	4446.24	6448.83
39	3970.10	4262.01	5449.61	4446.24	6448.83
40	3970.10	4262.01	5449.61	4446.24	6448.83
41	3970.10	4262.01	5449.61	4446.24	6448.83
42	3970.10	4262.01	5449.61	4446.24	6448.83
43	3970.10	4262.01	5449.61	4446.24	6448.83
44	3970.10	4262.01	5449.61	4446.24	6448.83
45	3970.10	4262.01	5449.61	4446.24	6448.83

4. : Rémunération minimum garantie

Rémunération minimum garantie	
Par année	28319.7600
Par mois	2359.9800
Par heure (38h/semaine)	14.3319

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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