

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3310001: accueil d'enfants

En vigueur au 01/03/2022 (Dernière actualisation de la page 01/12/2022)

Indexation de 2% en 3/2022.

Ce sous-secteur n'est pas une Sous-commission paritaire officielle (SCP). Cependant, les données de salaire ci-dessous sont reprises dans les CCT's sectorielles de la Commission paritaire officielle (CP 331).

### 1. Accueil d'enfants: Etape 0 (Pas de subvention de base)

L'Etape 0 concerne la "Accueil d'enfants indépendant déclaré" dans les périodes précédentes.

#### 1.1. : Rémunération minimum garantie

Il n'y a pas de barème pour l'Etape 0.

Il n'y qu'une Rémunération minimum garantie avec des pourcentages pour les jeunes. Les montants et les pourcentages de la Rémunération minimum garantie pour l'Etape 0 sont ceux du Revenu minimum moyen garanti (RMMMI) des CCT 43 et 50 du CNT. Pour le RMMMI, vous êtes renvoyés à la CP 300.

### 2. Accueil d'enfants: Etape 1 (Subvention de base)

L'Etape 1 concerne l'Accueil familial indépendant (= dans les périodes précédentes, "l'Accueil d'enfants indépendant par des parents d'accueil sous Surveillance"), avec ou sans réalisation du tarif sur base des revenus, et l'Accueil indépendant en groupe (= dans les périodes précédentes, les "Crèches indépendantes"), sans réalisation du tarif sur base des revenus.

#### 2.1. : Ouvriers

##### 2.1.1. : Salaires de base annuels

| Années de services | Catégorie |          |          |          |          |
|--------------------|-----------|----------|----------|----------|----------|
|                    | 1         | 2        | 3        | 4        | 5        |
| 0                  | 8958.32   | 9318.12  | 10397.58 | 10532.18 | 11502.87 |
| 1                  | 9137.59   | 9498.69  | 10576.82 | 10711.45 | 11509.37 |
| 2                  | 9318.12   | 9677.32  | 10755.43 | 10890.03 | 11667.91 |
| 3                  | 9498.69   | 9857.85  | 10935.99 | 11070.59 | 11828.38 |
| 5                  | 9677.32   | 10036.46 | 11116.53 | 11249.87 | 11986.94 |
| 7                  | 9857.85   | 10215.73 | 11295.82 | 11430.40 | 12146.15 |
| 9                  | 10036.46  | 10397.58 | 11476.36 | 11502.87 | 12307.93 |
| 11                 | 10215.73  | 10576.82 | 11502.87 | 11554.66 | 12466.47 |
| 13                 | 10397.58  | 10755.43 | 11593.50 | 11713.20 | 12625.65 |
| 15                 | 10576.82  | 10935.99 | 11755.28 | 11875.01 | 12786.14 |
| 17                 | 10755.43  | 11116.53 | 11914.46 | 12034.21 | 12946.00 |
| 19                 | 10935.99  | 11295.82 | 12073.00 | 12192.75 | 13105.20 |
| 21                 | 11116.53  | 11476.36 | 12233.50 | 12351.93 | 13265.67 |
| 23                 | 11295.82  | 11502.87 | 12392.68 | 12511.78 | 13424.24 |
| 25                 | 11476.36  | 11593.50 | 12552.56 | 12672.28 | 13583.44 |

|    |  |  |          |          |          |
|----|--|--|----------|----------|----------|
| 27 |  |  | 12713.03 | 12830.82 | 13745.23 |
|----|--|--|----------|----------|----------|

### 2.1.2. : Salaires horaires (38h/semaine)

| Années de services | Catégorie |         |         |         |         |
|--------------------|-----------|---------|---------|---------|---------|
|                    | 1         | 2       | 3       | 4       | 5       |
| 0                  | 8.2117    | 8.5416  | 9.5310  | 9.6544  | 10.5441 |
| 1                  | 8.3761    | 8.7070  | 9.6953  | 9.8188  | 10.5502 |
| 2                  | 8.5416    | 8.8708  | 9.8590  | 9.9824  | 10.6955 |
| 3                  | 8.7070    | 9.0363  | 10.0246 | 10.1480 | 10.8425 |
| 5                  | 8.8708    | 9.1999  | 10.1901 | 10.3122 | 10.9879 |
| 7                  | 9.0363    | 9.3643  | 10.3544 | 10.4778 | 11.1338 |
| 9                  | 9.1999    | 9.5310  | 10.5199 | 10.5441 | 11.2822 |
| 11                 | 9.3643    | 9.6953  | 10.5441 | 10.5917 | 11.4274 |
| 13                 | 9.5310    | 9.8590  | 10.6273 | 10.7370 | 11.5734 |
| 15                 | 9.6953    | 10.0246 | 10.7755 | 10.8853 | 11.7205 |
| 17                 | 9.8590    | 10.1901 | 10.9215 | 11.0313 | 11.8670 |
| 19                 | 10.0246   | 10.3544 | 11.0668 | 11.1766 | 12.0130 |
| 21                 | 10.1901   | 10.5199 | 11.2140 | 11.3225 | 12.1601 |
| 23                 | 10.3544   | 10.5441 | 11.3598 | 11.4865 | 12.3054 |
| 25                 | 10.5199   | 10.6273 | 11.5064 | 11.6162 | 12.4514 |
| 27                 |           |         | 11.6535 | 11.7615 | 12.5997 |

## 2.2. : Employés - Personnel administratif

### 2.2.1. : Salaires de base annuels

| Années de services | Catégorie |          |          |          |          |
|--------------------|-----------|----------|----------|----------|----------|
|                    | 1         | 2        | 3        | 4        | 5        |
| 0                  | 9723.15   | 10080.07 | 11198.23 | 11903.04 | 13016.17 |
| 1                  | 9901.99   | 10303.31 | 11467.40 | 12141.43 | 13254.56 |
| 2                  | 10080.79  | 10526.94 | 11504.21 | 12379.76 | 13492.90 |
| 3                  | 10260.01  | 10751.35 | 11742.57 | 12618.12 | 13731.25 |
| 5                  | 10438.84  | 11019.40 | 11980.93 | 12856.45 | 13969.59 |
| 7                  | 10618.04  | 11288.22 | 12299.53 | 13175.04 | 14288.21 |
| 9                  | 10796.88  | 11501.76 | 12935.97 | 13811.49 | 14924.64 |
| 11                 | 10975.71  | 11583.54 | 13572.40 | 14447.93 | 15561.05 |
| 13                 | 11154.93  | 11902.13 | 14129.41 | 15004.93 | 16118.08 |
| 15                 | 11333.73  | 12220.76 | 14686.41 | 15561.94 | 16675.09 |
| 17                 | 11501.76  | 12539.40 | 15243.42 | 16118.92 | 17232.10 |
| 19                 | 11501.76  | 12858.02 | 15800.42 | 16675.95 | 17789.10 |
| 21                 | 11624.84  | 13176.65 | 16357.43 | 17232.95 | 18346.11 |
| 23                 | 11783.79  | 13495.27 | 16914.44 | 17789.96 | 18903.11 |
| 25                 | 11942.68  | 13813.88 | 17471.44 | 18346.97 | 19460.12 |
| 27                 | 12101.63  | 14132.50 | 18028.45 | 18903.96 | 20017.12 |
| 29                 |           | 14451.12 | 18585.45 | 19460.97 | 20574.13 |

### 2.2.2. : Salaires mensuels

| Années de services | Catégorie |         |         |         |         |
|--------------------|-----------|---------|---------|---------|---------|
|                    | 1         | 2       | 3       | 4       | 5       |
| 0                  | 1467.64   | 1521.51 | 1690.30 | 1796.68 | 1964.70 |
| 1                  | 1494.64   | 1555.21 | 1730.92 | 1832.66 | 2000.68 |
| 2                  | 1521.63   | 1588.97 | 1736.48 | 1868.64 | 2036.66 |
| 3                  | 1548.68   | 1622.84 | 1772.46 | 1904.62 | 2072.63 |
| 5                  | 1575.68   | 1663.30 | 1808.43 | 1940.60 | 2108.61 |
| 7                  | 1602.72   | 1703.87 | 1856.53 | 1988.68 | 2156.71 |
| 9                  | 1629.71   | 1736.11 | 1952.59 | 2084.74 | 2252.77 |
| 11                 | 1656.70   | 1748.45 | 2048.66 | 2180.81 | 2348.83 |
| 13                 | 1683.76   | 1796.54 | 2132.74 | 2264.89 | 2432.91 |
| 15                 | 1710.75   | 1844.64 | 2216.81 | 2348.96 | 2516.99 |
| 17                 | 1736.11   | 1892.74 | 2300.89 | 2433.04 | 2601.06 |
| 19                 | 1736.11   | 1940.82 | 2384.96 | 2517.12 | 2685.14 |
| 21                 | 1754.69   | 1988.92 | 2469.04 | 2601.20 | 2769.21 |
| 23                 | 1778.68   | 2037.02 | 2553.12 | 2685.27 | 2853.30 |
| 25                 | 1802.66   | 2085.11 | 2637.20 | 2769.35 | 2937.37 |
| 27                 | 1826.65   | 2133.20 | 2721.27 | 2853.42 | 3021.45 |
| 29                 |           | 2181.29 | 2805.34 | 2937.50 | 3105.52 |

## 2.3. : Employés - Personnel technique en paramédical

### 2.3.1. : Salaires de base annuels

| Années de services | Catégorie |          |          |          |          |
|--------------------|-----------|----------|----------|----------|----------|
|                    | 1         | 2        | 3        | 4        | 5        |
| 0                  | 9723.15   | 10705.78 | 12220.89 | 12618.89 | 13679.13 |
| 1                  | 9901.99   | 10930.55 | 12419.53 | 12857.25 | 13958.01 |
| 2                  | 10080.79  | 11153.80 | 12618.15 | 13095.59 | 14236.85 |
| 3                  | 10260.01  | 11377.45 | 12816.76 | 13333.94 | 14515.73 |
| 5                  | 10438.84  | 11501.76 | 13055.10 | 13572.30 | 14993.25 |
| 7                  | 10618.04  | 11663.03 | 13293.48 | 13890.87 | 15470.74 |
| 9                  | 10796.88  | 11901.42 | 13531.84 | 14527.31 | 15948.26 |
| 10                 |           |          |          |          | 17735.07 |
| 11                 | 10975.71  | 12139.77 | 13770.17 | 15163.75 | 18253.60 |
| 13                 | 11154.93  | 12458.39 | 14088.78 | 15720.76 | 18731.09 |
| 15                 | 11333.73  | 12776.99 | 14407.44 | 16277.77 | 19208.63 |
| 17                 | 11501.76  | 13095.61 | 14726.03 | 16834.76 | 19686.13 |
| 19                 | 11501.76  | 13414.19 | 15044.65 | 17391.77 | 20819.19 |
| 21                 | 11624.84  | 13732.87 | 15363.27 | 17948.77 | 21273.96 |
| 23                 | 11783.79  | 14051.50 | 15681.92 | 18505.78 | 21728.73 |
| 25                 | 11942.68  | 14370.12 | 16000.54 | 19062.78 | 22183.48 |
| 27                 | 12101.63  | 14688.73 | 16319.15 | 19619.79 | 22638.27 |
| 29                 |           | 15007.35 | 16637.75 | 20176.80 |          |
| 31                 |           |          | 16956.40 |          |          |

### 2.3.2. : Salaires mensuels

| Années de services | Catégorie |         |         |         |         |
|--------------------|-----------|---------|---------|---------|---------|
|                    | 1         | 2       | 3       | 4       | 5       |
| 0                  | 1467.64   | 1615.96 | 1844.66 | 1904.73 | 2064.77 |
| 1                  | 1494.64   | 1649.89 | 1874.64 | 1940.71 | 2106.86 |
| 2                  | 1521.63   | 1683.59 | 1904.62 | 1976.69 | 2148.96 |
| 3                  | 1548.68   | 1717.35 | 1934.60 | 2012.66 | 2191.05 |
| 5                  | 1575.68   | 1736.11 | 1970.57 | 2048.64 | 2263.12 |
| 7                  | 1602.72   | 1760.45 | 2006.56 | 2096.73 | 2335.20 |
| 9                  | 1629.71   | 1796.44 | 2042.53 | 2192.80 | 2407.28 |
| 10                 |           |         |         |         | 2676.99 |
| 11                 | 1656.70   | 1832.41 | 2078.51 | 2288.86 | 2755.25 |
| 13                 | 1683.76   | 1880.50 | 2126.60 | 2372.93 | 2827.33 |
| 15                 | 1710.75   | 1928.60 | 2174.71 | 2457.02 | 2899.41 |
| 17                 | 1736.11   | 1976.69 | 2222.79 | 2541.09 | 2971.49 |
| 19                 | 1736.11   | 2024.77 | 2270.88 | 2625.17 | 3142.51 |
| 21                 | 1754.69   | 2072.88 | 2318.98 | 2709.24 | 3211.15 |
| 23                 | 1778.68   | 2120.98 | 2367.08 | 2793.32 | 3279.80 |
| 25                 | 1802.66   | 2169.07 | 2415.16 | 2877.39 | 3348.44 |
| 27                 | 1826.65   | 2217.17 | 2463.26 | 2961.47 | 3417.09 |
| 29                 |           | 2265.25 | 2511.35 | 3045.54 |         |
| 31                 |           |         | 2559.45 |         |         |

## 2.4. : Employés - Personnel soignant

### 2.4.1. : Salaires de base annuels

| Années de services | Catégorie |          |          |          |          |          |
|--------------------|-----------|----------|----------|----------|----------|----------|
|                    | 1         | 2        | 3        | 4        | 5        | 6        |
| 0                  | 10395.54  | 10705.78 | 12220.89 | 12618.89 | 13679.13 | 15086.56 |
| 1                  | 10574.38  | 10930.55 | 12419.53 | 12857.25 | 13958.01 | 15365.41 |
| 2                  | 10753.21  | 11153.80 | 12618.15 | 13095.59 | 14236.85 | 15644.23 |
| 3                  | 10932.40  | 11377.45 | 12816.76 | 13333.94 | 14515.73 | 15923.11 |
| 5                  | 11111.23  | 11501.76 | 13055.10 | 13572.30 | 14993.25 | 16400.66 |
| 7                  | 11290.07  | 11663.03 | 13293.48 | 13890.87 | 15470.74 | 16878.15 |
| 9                  | 11469.29  | 11901.42 | 13531.84 | 14527.31 | 15948.26 | 17355.66 |
| 10                 |           |          |          |          | 17735.07 | 17841.26 |
| 11                 | 11501.76  | 12139.77 | 13770.17 | 15163.75 | 18253.60 | 18296.69 |
| 13                 | 11585.81  | 12458.39 | 14088.78 | 15720.76 | 18731.09 | 18805.37 |
| 15                 | 11744.76  | 12776.99 | 14407.44 | 16277.77 | 19208.63 | 19340.00 |
| 17                 | 11903.66  | 13095.61 | 14726.03 | 16834.76 | 19686.13 | 19874.66 |
| 19                 | 12062.61  | 13414.25 | 15044.65 | 17391.77 | 20819.19 | 20819.19 |
| 21                 | 12221.51  | 13732.87 | 15363.27 | 17948.77 | 21273.96 | 21273.96 |
| 23                 | 12380.46  | 14051.50 | 15681.92 | 18505.78 | 21728.73 | 21728.73 |
| 25                 | 12539.35  | 14370.12 | 16000.54 | 19062.78 | 22183.48 | 22183.48 |
| 27                 | 12698.28  | 14688.73 | 16319.15 | 19619.79 | 22638.27 | 22638.27 |
| 29                 |           | 15007.35 | 16637.75 | 20176.80 |          |          |
| 31                 |           |          | 16956.40 |          |          |          |

## 2.4.2. : Salaires mensuels

| Années de services | Catégorie |         |         |         |         |         |
|--------------------|-----------|---------|---------|---------|---------|---------|
|                    | 1         | 2       | 3       | 4       | 5       | 6       |
| 0                  | 1569.13   | 1615.96 | 1844.66 | 1904.73 | 2064.77 | 2277.21 |
| 1                  | 1596.13   | 1649.89 | 1874.64 | 1940.71 | 2106.86 | 2319.30 |
| 2                  | 1623.12   | 1683.59 | 1904.62 | 1976.69 | 2148.96 | 2361.39 |
| 3                  | 1650.17   | 1717.35 | 1934.60 | 2012.66 | 2191.05 | 2403.48 |
| 5                  | 1677.17   | 1736.11 | 1970.57 | 2048.64 | 2263.12 | 2475.57 |
| 7                  | 1704.15   | 1760.45 | 2006.56 | 2096.73 | 2335.20 | 2547.64 |
| 9                  | 1731.20   | 1796.44 | 2042.53 | 2192.80 | 2407.28 | 2619.72 |
| 10                 |           |         |         |         | 2676.99 | 2693.01 |
| 11                 | 1736.11   | 1832.41 | 2078.51 | 2288.86 | 2755.25 | 2761.75 |
| 13                 | 1748.80   | 1880.50 | 2126.60 | 2372.93 | 2827.33 | 2838.53 |
| 15                 | 1772.79   | 1928.60 | 2174.71 | 2457.02 | 2899.41 | 2919.24 |
| 17                 | 1796.77   | 1976.69 | 2222.79 | 2541.09 | 2971.49 | 2999.94 |
| 19                 | 1820.76   | 2024.78 | 2270.88 | 2625.17 | 3142.51 | 3142.51 |
| 21                 | 1844.75   | 2072.88 | 2318.98 | 2709.24 | 3211.15 | 3211.15 |
| 23                 | 1868.75   | 2120.98 | 2367.08 | 2793.32 | 3279.80 | 3279.80 |
| 25                 | 1892.73   | 2169.07 | 2415.16 | 2877.39 | 3348.44 | 3348.44 |
| 27                 | 1916.72   | 2217.17 | 2463.26 | 2961.47 | 3417.09 | 3417.09 |
| 29                 |           | 2265.25 | 2511.35 | 3045.54 |         |         |
| 31                 |           |         | 2559.45 |         |         |         |

## 2.5. : Rémunération minimum garantie

Les montants et les pourcentages pour les jeunes de la Rémunération minimum garantie pour l'Etape 1 sont ceux du Revenu minimum moyen garanti (RMMMI) de la CCT 43 du CNT. Pour le RMMMI, vous êtes renvoyés à la CP 300.

## 3. Accueil d'enfants: Etape 2B (Subvention de base + Subvention inférieure pour la réalisation du tarif sur base des revenus)

L'Etape 2B concerne l'Accueil indépendant en groupe (= dans les périodes précédentes, les "Crèches indépendantes") avec réalisation du tarif sur base des revenus.

A partir du 01/04/2021, la phase 5 de l'harmonisation est d'application comme reprise dans la CCT particulière du 22/12/2014 relative aux conditions de travail et de rémunération dans l'accueil autorisé de bébés et bambins (127324).

### 3.1. : Salaires de base annuels (L4-B3)

| Ancienneté | Barème       |              |              |              |              |              |              |
|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|            | L4           | L3           | L2           | A3           | A2           | A1           | B3           |
| 0          | 23043.5<br>0 | 24115.6<br>1 | 26074.2<br>2 | 24105.6<br>1 | 26074.2<br>2 | 30330.8<br>4 | 27351.0<br>5 |
| 1          | 23330.7<br>9 | 25040.1<br>2 | 27089.5<br>0 | 25040.1<br>2 | 27089.5<br>0 | 30330.8<br>4 | 27980.9<br>0 |
| 2          | 23617.6<br>0 | 25974.6<br>4 | 28104.7<br>6 | 25974.6<br>4 | 28104.7<br>6 | 31093.2<br>8 | 28629.8<br>4 |
| 3          | 23904.9<br>0 | 26909.1<br>9 | 29120.0<br>5 | 26909.1<br>9 | 29120.0<br>5 | 32246.9<br>9 | 29257.5<br>7 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 4  | 24242.5<br>7 | 27843.7<br>2 | 30135.3<br>1 | 27843.7<br>2 | 30135.3<br>1 | 33400.7<br>1 | 29861.3<br>5 |
| 5  | 24491.8<br>3 | 27843.7<br>2 | 30135.3<br>1 | 27843.7<br>2 | 30135.3<br>1 | 33400.7<br>1 | 30195.3<br>5 |
| 6  | 25393.5<br>9 | 29175.6<br>1 | 30919.2<br>6 | 29175.6<br>1 | 30919.2<br>6 | 34381.9<br>9 | 30865.5<br>5 |
| 7  | 25560.6<br>1 | 29175.6<br>1 | 30919.2<br>6 | 29175.6<br>1 | 30919.2<br>6 | 36209.4<br>2 | 31160.3<br>8 |
| 8  | 26544.6<br>6 | 30330.8<br>4 | 32366.3<br>1 | 30330.8<br>4 | 32366.3<br>1 | 36209.4<br>2 | 31656.9<br>3 |
| 9  | 26629.3<br>8 | 30330.8<br>4 | 32366.3<br>1 | 30330.8<br>4 | 32366.3<br>1 | 37157.4<br>5 | 31912.1<br>9 |
| 10 | 27695.7<br>4 | 31176.4<br>4 | 33577.1<br>4 | 31176.4<br>4 | 33577.1<br>4 | 37670.7<br>6 | 32471.9<br>3 |
| 11 | 27698.7<br>0 | 31176.4<br>4 | 33577.1<br>4 | 31176.4<br>4 | 33577.1<br>4 | 38104.9<br>3 | 32698.9<br>6 |
| 12 | 28846.8<br>1 | 32508.3<br>6 | 34597.3<br>4 | 32508.3<br>6 | 34597.3<br>4 | 39315.1<br>4 | 33267.5<br>9 |
| 13 | 28846.8<br>1 | 32508.3<br>6 | 34597.3<br>4 | 32508.3<br>6 | 34597.3<br>4 | 39315.1<br>4 | 33466.0<br>0 |
| 14 | 29997.8<br>8 | 33577.1<br>4 | 36044.3<br>9 | 33577.1<br>4 | 36044.3<br>9 | 40959.5<br>2 | 33836.1<br>4 |
| 15 | 29997.8<br>8 | 33577.1<br>4 | 36044.3<br>9 | 33577.1<br>4 | 36044.3<br>9 | 40959.5<br>2 | 34005.2<br>6 |
| 16 | 30485.8<br>4 | 34509.1<br>9 | 37491.4<br>4 | 34509.1<br>9 | 37491.4<br>4 | 43263.7<br>8 | 34893.9<br>4 |
| 17 | 30485.8<br>4 | 34509.1<br>9 | 37491.4<br>4 | 34509.1<br>9 | 37491.4<br>4 | 44211.2<br>6 | 34908.4<br>3 |
| 18 | 31636.9<br>1 | 35841.1<br>0 | 38938.5<br>0 | 35841.1<br>0 | 38938.5<br>0 | 45567.8<br>9 | 36240.3<br>3 |
| 19 | 31636.9<br>1 | 35841.1<br>0 | 38938.5<br>0 | 35841.1<br>0 | 38938.5<br>0 | 46515.3<br>6 | 36254.8<br>1 |
| 20 | 32787.9<br>9 | 37173.0<br>7 | 40385.5<br>5 | 37173.0<br>7 | 40385.5<br>5 | 46515.3<br>6 | 37586.7<br>8 |
| 21 | 32787.9<br>9 | 37173.0<br>7 | 40385.5<br>5 | 37173.0<br>7 | 40385.5<br>5 | 47462.8<br>4 | 37601.2<br>6 |
| 22 | 33577.1<br>4 | 38505.0<br>3 | 41832.6<br>0 | 38505.0<br>3 | 41832.6<br>0 | 47537.0<br>5 | 38933.1<br>7 |
| 23 | 34427.0<br>2 | 39836.9<br>6 | 43279.6<br>6 | 39836.9<br>6 | 43279.6<br>6 | 49181.4<br>4 | 40279.6<br>2 |
| 24 | 35578.0<br>6 | 41168.9<br>2 | 44726.7<br>1 | 41168.9<br>2 | 44726.7<br>1 | 50825.8<br>2 | 41611.5<br>8 |
| 25 | 35642.6<br>1 | 41243.6<br>1 | 44807.8<br>6 | 41243.6<br>1 | 44807.8<br>6 | 50918.0<br>4 | 41701.5<br>3 |
| 26 | 35702.4<br>2 | 41312.8<br>3 | 44883.0<br>5 | 41312.8<br>3 | 44883.0<br>5 | 51003.4<br>8 | 41771.5<br>1 |
| 27 | 35757.8<br>3 | 41376.9<br>5 | 44952.7<br>2 | 41376.9<br>5 | 44952.7<br>2 | 51082.6<br>4 | 41850.9<br>3 |
| 28 | 35809.1<br>7 | 41436.3<br>5 | 45017.2<br>5 | 41436.3<br>5 | 45017.2<br>5 | 51155.9<br>8 | 41911.0<br>3 |
| 29 | 35856.7<br>1 | 41491.3<br>6 | 45077.0<br>2 | 41491.3<br>6 | 45077.0<br>2 | 51223.9<br>0 | 41966.6<br>6 |
| 30 | 35900.7<br>8 | 41542.3<br>5 | 45132.4<br>2 | 41542.3<br>5 | 45132.4<br>2 | 51286.8<br>5 | 42018.2<br>4 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 31 | 35941.5<br>6 | 41589.5<br>5 | 45183.7<br>0 | 41589.5<br>5 | 45183.7<br>0 | 51345.1<br>1 | 42065.9<br>7 |
| 32 | 35979.3<br>4 | 41633.2<br>6 | 45231.1<br>9 | 41633.2<br>6 | 45231.1<br>9 | 51399.0<br>9 | 42110.2<br>0 |
| 33 | 36014.3<br>1 | 41673.7<br>3 | 45275.1<br>5 | 41673.7<br>3 | 45275.1<br>5 | 51449.0<br>5 | 42151.1<br>3 |
| 34 | 36046.7<br>2 | 41711.2<br>3 | 45315.8<br>9 | 41711.2<br>3 | 45315.8<br>9 | 51495.3<br>4 | 42189.0<br>5 |
| 35 | 36076.7<br>0 | 41745.9<br>1 | 45353.5<br>7 | 41745.9<br>1 | 45353.5<br>7 | 51538.1<br>6 | 42224.1<br>3 |

### 3.2. : Salaires de base annuels (B2B-MV1bis)

| Ancienn<br>eté | Barème       |              |              |              |              |              |              |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                | B2B          | B2A          | B1C          | B1B          | MV2          | MV1          | MV1bis       |
| 0              | 27792.9<br>8 | 28052.3<br>6 | 30330.8<br>4 | 33577.1<br>4 | 28577.7<br>8 | 32279.8<br>1 | 32755.6<br>9 |
| 1              | 28341.2<br>1 | 28579.0<br>1 | 30606.0<br>8 | 34008.0<br>8 | 29477.6<br>7 | 33193.0<br>5 | 33745.8<br>6 |
| 2              | 28883.6<br>0 | 29215.3<br>7 | 31465.9<br>7 | 34963.2<br>4 | 30330.8<br>4 | 34229.3<br>9 | 34782.2<br>2 |
| 3              | 29520.0<br>9 | 29864.0<br>8 | 32626.5<br>5 | 35882.6<br>8 | 31018.3<br>8 | 35311.4<br>8 | 35685.0<br>0 |
| 4              | 30133.2<br>3 | 30453.3<br>3 | 33577.1<br>4 | 36808.5<br>5 | 32114.4<br>1 | 36301.1<br>2 | 36729.5<br>8 |
| 5              | 30464.9<br>0 | 30783.4<br>2 | 33577.1<br>4 | 37571.5<br>1 | 32127.9<br>4 | 36997.9<br>8 | 37429.5<br>9 |
| 6              | 31093.4<br>5 | 31344.0<br>2 | 34773.2<br>4 | 38645.9<br>9 | 33577.1<br>4 | 37983.0<br>4 | 38535.8<br>7 |
| 7              | 31384.3<br>5 | 31639.1<br>8 | 34784.9<br>7 | 39276.0<br>7 | 33577.1<br>4 | 39119.4<br>2 | 39672.3<br>0 |
| 8              | 31909.1<br>9 | 32720.2<br>6 | 36429.3<br>7 | 40344.9<br>0 | 34606.0<br>9 | 39712.4<br>8 | 40265.3<br>6 |
| 9              | 32168.5<br>0 | 32736.0<br>2 | 36444.6<br>6 | 40907.9<br>7 | 34639.7<br>4 | 40531.8<br>9 | 41084.7<br>6 |
| 10             | 32780.8<br>1 | 33577.1<br>4 | 38089.0<br>3 | 41911.8<br>2 | 36201.9<br>2 | 41198.7<br>8 | 41751.6<br>7 |
| 11             | 33007.9<br>8 | 33577.1<br>4 | 38106.8<br>9 | 42412.0<br>4 | 36213.6<br>6 | 41816.4<br>0 | 42369.2<br>7 |
| 12             | 33577.1<br>4 | 34982.5<br>9 | 39751.2<br>8 | 43355.2<br>2 | 37775.8<br>0 | 42611.0<br>5 | 43163.9<br>2 |
| 13             | 33654.8<br>6 | 34998.4<br>8 | 39769.1<br>3 | 43797.7<br>3 | 37787.5<br>4 | 43053.0<br>7 | 43605.9<br>6 |
| 14             | 34789.5<br>0 | 36445.5<br>3 | 41413.5<br>2 | 44685.2<br>6 | 39349.7<br>2 | 43909.5<br>0 | 44462.3<br>9 |
| 15             | 34804.5<br>2 | 36461.2<br>3 | 41431.4<br>2 | 45076.3<br>3 | 39361.4<br>1 | 44298.5<br>6 | 44851.4<br>6 |
| 16             | 36185.8<br>0 | 37908.2<br>8 | 43075.8<br>1 | 46090.1<br>5 | 40923.5<br>8 | 45333.9<br>5 | 45886.8<br>6 |
| 17             | 36200.7<br>9 | 37924.0<br>5 | 43093.6<br>6 | 46334.4<br>3 | 40939.6<br>0 | 45969.0<br>9 | 46802.8<br>9 |
| 18             | 37582.0<br>7 | 39371.0<br>8 | 44738.0<br>3 | 47868.7<br>4 | 42501.7<br>9 | 46692.1<br>5 | 48176.4<br>6 |
| 19             | 37597.1<br>0 | 39386.8<br>0 | 44755.9<br>0 | 47887.8<br>8 | 42518.7<br>9 | 47280.2<br>4 | 49135.6<br>3 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 20 | 38978.3<br>9 | 40833.8<br>5 | 46400.2<br>8 | 49647.3<br>5 | 44080.9<br>2 | 47587.3<br>5 | 49135.6<br>3 |
| 21 | 38993.3<br>6 | 40849.6<br>1 | 46418.1<br>3 | 49666.4<br>8 | 44097.9<br>0 | 48133.3<br>5 | 50094.7<br>9 |
| 22 | 40374.6<br>6 | 42296.6<br>4 | 48062.5<br>1 | 51425.9<br>8 | 45660.0<br>8 | 48420.8<br>5 | 50169.1<br>0 |
| 23 | 41770.9<br>6 | 43759.4<br>1 | 49724.7<br>9 | 53204.5<br>9 | 47239.2<br>1 | 49780.2<br>9 | 51825.2<br>8 |
| 24 | 43152.2<br>5 | 45206.4<br>6 | 51369.1<br>8 | 54964.0<br>6 | 48801.3<br>9 | 51424.6<br>6 | 53469.6<br>8 |
| 25 | 43245.5<br>5 | 45304.2<br>1 | 51480.2<br>7 | 55082.9<br>6 | 48906.8<br>9 | 51529.6<br>8 | 53578.3<br>4 |
| 26 | 43318.1<br>2 | 45380.2<br>4 | 51566.6<br>6 | 55175.3<br>9 | 48988.9<br>6 | 51616.1<br>5 | 53668.2<br>5 |
| 27 | 43400.4<br>5 | 45466.5<br>1 | 51664.6<br>4 | 55280.2<br>1 | 49082.0<br>8 | 51708.0<br>6 | 53763.3<br>9 |
| 28 | 43462.7<br>6 | 45531.7<br>8 | 51738.8<br>1 | 55359.5<br>8 | 49152.5<br>4 | 51782.2<br>9 | 53840.5<br>8 |
| 29 | 43520.4<br>6 | 45592.2<br>3 | 51807.5<br>0 | 55433.0<br>6 | 49217.8<br>0 | 51851.0<br>4 | 53912.0<br>5 |
| 30 | 43573.9<br>5 | 45648.2<br>7 | 51871.1<br>7 | 55501.2<br>0 | 49278.2<br>9 | 51914.7<br>6 | 53978.3<br>1 |
| 31 | 43623.4<br>6 | 45700.1<br>2 | 51930.1<br>0 | 55564.2<br>5 | 49334.2<br>7 | 51973.7<br>4 | 54039.6<br>3 |
| 32 | 43669.3<br>1 | 45748.1<br>7 | 51984.6<br>9 | 55622.6<br>6 | 49386.1<br>3 | 52028.3<br>8 | 54096.4<br>4 |
| 33 | 43711.7<br>6 | 45792.6<br>3 | 52035.2<br>2 | 55676.7<br>3 | 49434.1<br>4 | 52078.9<br>5 | 54149.0<br>2 |
| 34 | 43751.0<br>9 | 45833.8<br>3 | 52082.0<br>4 | 55726.8<br>2 | 49478.6<br>1 | 52125.8<br>0 | 54197.7<br>4 |
| 35 | 43787.4<br>7 | 45871.9<br>5 | 52125.3<br>5 | 55773.1<br>6 | 49519.7<br>6 | 52169.1<br>5 | 54242.8<br>1 |

### 3.3. : Salaires de base annuels (L1-GS)

| Ancienneté | Barème   |          |          |          |
|------------|----------|----------|----------|----------|
|            | L1       | K3       | G1       | GS       |
| 0          | 37953.59 | 39457.49 | 45577.65 | 60580.70 |
| 1          | 39090.51 | 40595.69 | 46683.33 | 60580.70 |
| 2          | 40227.96 | 41781.33 | 47788.96 | 62949.66 |
| 3          | 41365.42 | 42966.92 | 48894.09 | 62949.66 |
| 4          | 42744.44 | 44389.69 | 48894.09 | 65318.63 |
| 5          | 44491.48 | 46239.25 | 50828.70 | 65318.63 |
| 6          | 44491.48 | 46239.25 | 50828.70 | 67687.03 |
| 7          | 46237.92 | 48136.23 | 52763.33 | 67687.03 |
| 8          | 46237.92 | 48136.23 | 52763.33 | 70055.99 |
| 9          | 47984.42 | 50033.24 | 54697.99 | 70055.99 |
| 10         | 48102.38 | 50033.24 | 54697.99 | 72424.96 |
| 11         | 49730.87 | 52404.49 | 56632.60 | 72424.96 |
| 12         | 50239.63 | 52404.49 | 56632.60 | 74793.91 |
| 13         | 51477.32 | 54538.61 | 58567.25 | 74793.91 |
| 14         | 52376.81 | 54538.61 | 58567.25 | 77162.87 |

|    |          |          |          |          |
|----|----------|----------|----------|----------|
| 15 | 53223.83 | 56672.74 | 60501.31 | 77162.87 |
| 16 | 54514.01 | 56672.74 | 60501.31 | 79531.84 |
| 17 | 54970.87 | 59043.98 | 62435.95 | 79531.84 |
| 18 | 56651.23 | 59043.98 | 62435.95 | 81900.80 |
| 19 | 56717.32 | 59043.98 | 64370.60 | 81900.80 |
| 20 | 58788.43 | 61178.07 | 64370.60 | 84269.77 |
| 21 | 58837.28 | 61178.07 | 66305.21 | 84269.77 |
| 22 | 60925.65 | 63549.31 | 66305.21 | 86638.17 |
| 23 | 63062.85 | 65920.59 | 68239.87 | 86638.17 |
| 24 | 65151.21 | 67817.57 | 68239.87 | 86638.17 |
| 25 | 65269.41 | 67940.61 | 68363.67 | 86795.35 |
| 26 | 65378.94 | 68054.61 | 68478.39 | 86940.99 |
| 27 | 65480.41 | 68160.25 | 68584.68 | 87075.93 |
| 28 | 65574.42 | 68258.11 | 68683.14 | 87200.96 |
| 29 | 65661.48 | 68348.71 | 68774.32 | 87316.71 |
| 30 | 65742.18 | 68432.73 | 68858.85 | 87424.03 |
| 31 | 65816.87 | 68510.46 | 68937.08 | 87523.36 |
| 32 | 65886.05 | 68582.48 | 69009.54 | 87615.35 |
| 33 | 65950.09 | 68649.14 | 69076.62 | 87700.52 |
| 34 | 66009.43 | 68710.91 | 69138.77 | 87779.42 |
| 35 | 66064.33 | 68768.06 | 69196.27 | 87852.43 |

### 3.4. : Salaires mensuels (L4-B3)

| Ancienn<br>eté | Barème  |         |         |         |         |         |         |
|----------------|---------|---------|---------|---------|---------|---------|---------|
|                | L4      | L3      | L2      | A3      | A2      | A1      | B3      |
| 0              | 2005.65 | 2052.94 | 2147.24 | 2052.46 | 2147.24 | 2352.16 | 2208.71 |
| 1              | 2015.16 | 2097.45 | 2196.11 | 2097.45 | 2196.11 | 2352.16 | 2239.03 |
| 2              | 2028.97 | 2142.44 | 2244.99 | 2142.44 | 2244.99 | 2388.86 | 2270.27 |
| 3              | 2042.80 | 2187.43 | 2293.87 | 2187.43 | 2293.87 | 2444.41 | 2300.49 |
| 4              | 2059.06 | 2232.42 | 2342.75 | 2232.42 | 2342.75 | 2499.95 | 2329.56 |
| 5              | 2071.06 | 2232.42 | 2342.75 | 2232.42 | 2342.75 | 2499.95 | 2345.64 |
| 6              | 2114.47 | 2296.54 | 2380.49 | 2296.54 | 2380.49 | 2547.19 | 2377.90 |
| 7              | 2122.51 | 2296.54 | 2380.49 | 2296.54 | 2380.49 | 2635.17 | 2392.09 |
| 8              | 2169.88 | 2352.16 | 2450.15 | 2352.16 | 2450.15 | 2635.17 | 2416.00 |
| 9              | 2173.96 | 2352.16 | 2450.15 | 2352.16 | 2450.15 | 2680.81 | 2428.29 |
| 10             | 2225.30 | 2392.87 | 2508.44 | 2392.87 | 2508.44 | 2705.52 | 2455.24 |
| 11             | 2225.44 | 2392.87 | 2508.44 | 2392.87 | 2508.44 | 2726.42 | 2466.16 |
| 12             | 2280.71 | 2456.99 | 2557.56 | 2456.99 | 2557.56 | 2784.68 | 2493.54 |
| 13             | 2280.71 | 2456.99 | 2557.56 | 2456.99 | 2557.56 | 2784.68 | 2503.09 |
| 14             | 2336.13 | 2508.44 | 2627.22 | 2508.44 | 2627.22 | 2863.85 | 2520.91 |
| 15             | 2336.13 | 2508.44 | 2627.22 | 2508.44 | 2627.22 | 2863.85 | 2529.05 |
| 16             | 2359.62 | 2553.31 | 2696.88 | 2553.31 | 2696.88 | 2974.78 | 2571.84 |
| 17             | 2359.62 | 2553.31 | 2696.88 | 2553.31 | 2696.88 | 3020.39 | 2572.53 |
| 18             | 2415.04 | 2617.43 | 2766.55 | 2617.43 | 2766.55 | 3085.70 | 2636.65 |
| 19             | 2415.04 | 2617.43 | 2766.55 | 2617.43 | 2766.55 | 3131.31 | 2637.35 |
| 20             | 2470.45 | 2681.56 | 2836.21 | 2681.56 | 2836.21 | 3131.31 | 2701.47 |
| 21             | 2470.45 | 2681.56 | 2836.21 | 2681.56 | 2836.21 | 3176.93 | 2702.17 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 22 | 2508.44 | 2745.68 | 2905.88 | 2745.68 | 2905.88 | 3180.50 | 2766.29 |
| 23 | 2549.36 | 2809.80 | 2975.54 | 2809.80 | 2975.54 | 3259.66 | 2831.11 |
| 24 | 2604.77 | 2873.93 | 3045.21 | 2873.93 | 3045.21 | 3338.83 | 2895.24 |
| 25 | 2607.88 | 2877.52 | 3049.11 | 2877.52 | 3049.11 | 3343.27 | 2899.57 |
| 26 | 2610.76 | 2880.85 | 3052.73 | 2880.85 | 3052.73 | 3347.38 | 2902.94 |
| 27 | 2613.43 | 2883.94 | 3056.09 | 2883.94 | 3056.09 | 3351.19 | 2906.76 |
| 28 | 2615.90 | 2886.80 | 3059.19 | 2886.80 | 3059.19 | 3354.72 | 2909.65 |
| 29 | 2618.19 | 2889.45 | 3062.07 | 2889.45 | 3062.07 | 3357.99 | 2912.33 |
| 30 | 2620.31 | 2891.90 | 3064.74 | 2891.90 | 3064.74 | 3361.02 | 2914.81 |
| 31 | 2622.27 | 2894.18 | 3067.21 | 2894.18 | 3067.21 | 3363.83 | 2917.11 |
| 32 | 2624.09 | 2896.28 | 3069.49 | 2896.28 | 3069.49 | 3366.43 | 2919.24 |
| 33 | 2625.77 | 2898.23 | 3071.61 | 2898.23 | 3071.61 | 3368.83 | 2921.21 |
| 34 | 2627.33 | 2900.03 | 3073.57 | 2900.03 | 3073.57 | 3371.06 | 2923.04 |
| 35 | 2628.78 | 2901.70 | 3075.38 | 2901.70 | 3075.38 | 3373.12 | 2924.73 |

### 3.5. : Salaires mensuels (B2B-MV1bis)

| Ancienn<br>eté | Barème  |         |         |         |         |         |         |
|----------------|---------|---------|---------|---------|---------|---------|---------|
|                | B2B     | B2A     | B1C     | B1B     | MV2     | MV1     | MV1bis  |
| 0              | 2229.98 | 2242.47 | 2352.16 | 2508.44 | 2267.76 | 2445.99 | 2468.90 |
| 1              | 2256.37 | 2267.82 | 2365.41 | 2529.19 | 2311.09 | 2489.95 | 2516.57 |
| 2              | 2282.49 | 2298.46 | 2406.81 | 2575.17 | 2352.16 | 2539.84 | 2566.46 |
| 3              | 2313.13 | 2329.69 | 2462.68 | 2619.44 | 2385.26 | 2591.94 | 2609.92 |
| 4              | 2342.65 | 2358.06 | 2508.44 | 2664.01 | 2438.02 | 2639.58 | 2660.21 |
| 5              | 2358.61 | 2373.95 | 2508.44 | 2700.74 | 2438.67 | 2673.13 | 2693.91 |
| 6              | 2388.87 | 2400.94 | 2566.02 | 2752.47 | 2508.44 | 2720.55 | 2747.17 |
| 7              | 2402.88 | 2415.14 | 2566.59 | 2782.80 | 2508.44 | 2775.26 | 2801.88 |
| 8              | 2428.14 | 2467.19 | 2645.75 | 2834.26 | 2557.98 | 2803.81 | 2830.43 |
| 9              | 2440.63 | 2467.95 | 2646.49 | 2861.36 | 2559.60 | 2843.26 | 2869.87 |
| 10             | 2470.11 | 2508.44 | 2725.65 | 2909.69 | 2634.80 | 2875.36 | 2901.98 |
| 11             | 2481.04 | 2508.44 | 2726.51 | 2933.77 | 2635.37 | 2905.10 | 2931.71 |
| 12             | 2508.44 | 2576.10 | 2805.68 | 2979.18 | 2710.57 | 2943.35 | 2969.97 |
| 13             | 2512.18 | 2576.87 | 2806.54 | 3000.48 | 2711.14 | 2964.63 | 2991.25 |
| 14             | 2566.81 | 2646.53 | 2885.70 | 3043.21 | 2786.35 | 3005.86 | 3032.48 |
| 15             | 2567.53 | 2647.29 | 2886.56 | 3062.04 | 2786.91 | 3024.59 | 3051.21 |
| 16             | 2634.03 | 2716.95 | 2965.73 | 3110.84 | 2862.12 | 3074.44 | 3101.06 |
| 17             | 2634.75 | 2717.71 | 2966.59 | 3122.60 | 2862.89 | 3105.02 | 3145.16 |
| 18             | 2701.25 | 2787.37 | 3045.75 | 3196.47 | 2938.09 | 3139.83 | 3211.28 |
| 19             | 2701.97 | 2788.13 | 3046.61 | 3197.39 | 2938.91 | 3168.14 | 3257.46 |
| 20             | 2768.47 | 2857.79 | 3125.77 | 3282.10 | 3014.12 | 3182.92 | 3257.46 |
| 21             | 2769.19 | 2858.55 | 3126.63 | 3283.02 | 3014.93 | 3209.21 | 3303.64 |
| 22             | 2835.69 | 2928.22 | 3205.80 | 3367.72 | 3090.14 | 3223.05 | 3307.21 |
| 23             | 2902.91 | 2998.64 | 3285.82 | 3453.35 | 3166.16 | 3288.50 | 3386.95 |
| 24             | 2969.41 | 3068.30 | 3364.99 | 3538.05 | 3241.37 | 3367.66 | 3466.11 |
| 25             | 2973.90 | 3073.01 | 3370.34 | 3543.78 | 3246.45 | 3372.71 | 3471.34 |
| 26             | 2977.39 | 3076.67 | 3374.49 | 3548.23 | 3250.40 | 3376.88 | 3475.67 |
| 27             | 2981.36 | 3080.82 | 3379.21 | 3553.27 | 3254.88 | 3381.30 | 3480.25 |
| 28             | 2984.36 | 3083.96 | 3382.78 | 3557.09 | 3258.27 | 3384.88 | 3483.97 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 29 | 2987.13 | 3086.87 | 3386.09 | 3560.63 | 3261.42 | 3388.19 | 3487.41 |
| 30 | 2989.71 | 3089.57 | 3389.15 | 3563.91 | 3264.33 | 3391.25 | 3490.60 |
| 31 | 2992.09 | 3092.07 | 3391.99 | 3566.95 | 3267.02 | 3394.09 | 3493.55 |
| 32 | 2994.30 | 3094.38 | 3394.62 | 3569.76 | 3269.52 | 3396.72 | 3496.28 |
| 33 | 2996.34 | 3096.52 | 3397.05 | 3572.36 | 3271.83 | 3399.16 | 3498.82 |
| 34 | 2998.24 | 3098.50 | 3399.31 | 3574.77 | 3273.97 | 3401.41 | 3501.16 |
| 35 | 2999.99 | 3100.34 | 3401.39 | 3577.00 | 3275.95 | 3403.50 | 3503.33 |

### 3.6. : Salaires mensuels (L1-GS)

| Ancienneté | Barème  |         |         |         |
|------------|---------|---------|---------|---------|
|            | L1      | K3      | G1      | GS      |
| 0          | 2719.13 | 2791.53 | 3086.17 | 3808.45 |
| 1          | 2773.87 | 2846.33 | 3139.40 | 3808.45 |
| 2          | 2828.63 | 2903.41 | 3192.63 | 3922.50 |
| 3          | 2883.39 | 2960.49 | 3245.83 | 3922.50 |
| 4          | 2949.77 | 3028.98 | 3245.83 | 4036.54 |
| 5          | 3033.88 | 3118.02 | 3338.97 | 4036.54 |
| 6          | 3033.88 | 3118.02 | 3338.97 | 4150.56 |
| 7          | 3117.96 | 3209.35 | 3432.11 | 4150.56 |
| 8          | 3117.96 | 3209.35 | 3432.11 | 4264.61 |
| 9          | 3202.04 | 3300.67 | 3525.24 | 4264.61 |
| 10         | 3207.72 | 3300.67 | 3525.24 | 4378.66 |
| 11         | 3286.12 | 3414.83 | 3618.38 | 4378.66 |
| 12         | 3310.61 | 3414.83 | 3618.38 | 4492.70 |
| 13         | 3370.19 | 3517.57 | 3711.52 | 4492.70 |
| 14         | 3413.50 | 3517.57 | 3711.52 | 4606.75 |
| 15         | 3454.27 | 3620.31 | 3804.63 | 4606.75 |
| 16         | 3516.39 | 3620.31 | 3804.63 | 4720.80 |
| 17         | 3538.38 | 3734.47 | 3897.76 | 4720.80 |
| 18         | 3619.28 | 3734.47 | 3897.76 | 4834.84 |
| 19         | 3622.46 | 3734.47 | 3990.90 | 4834.84 |
| 20         | 3722.17 | 3837.21 | 3990.90 | 4948.89 |
| 21         | 3724.52 | 3837.21 | 4084.04 | 4948.89 |
| 22         | 3825.06 | 3951.36 | 4084.04 | 5062.91 |
| 23         | 3927.94 | 4065.52 | 4177.18 | 5062.91 |
| 24         | 4028.48 | 4156.85 | 4177.18 | 5062.91 |
| 25         | 4034.17 | 4162.77 | 4183.14 | 5070.48 |
| 26         | 4039.45 | 4168.26 | 4188.66 | 5077.49 |
| 27         | 4044.33 | 4173.34 | 4193.78 | 5083.98 |
| 28         | 4048.86 | 4178.06 | 4198.52 | 5090.00 |
| 29         | 4053.05 | 4182.42 | 4202.91 | 5095.58 |
| 30         | 4056.93 | 4186.46 | 4206.98 | 5100.74 |
| 31         | 4060.53 | 4190.20 | 4210.74 | 5105.52 |
| 32         | 4063.86 | 4193.67 | 4214.23 | 5109.95 |
| 33         | 4066.94 | 4196.88 | 4217.46 | 5114.05 |
| 34         | 4069.80 | 4199.85 | 4220.45 | 5117.85 |
| 35         | 4072.44 | 4202.61 | 4223.22 | 5121.37 |

### 3.7. : Rémunération mensuelle garantie

| Age | Ancienneté |
|-----|------------|
|     | 0          |
| 21  | 2005.65    |

## 4. Accueil d'enfants: Etape 2A (Subvention de base + Subvention supérieure pour la réalisation du tarif sur base des revenus)

L'Etape 2A concerne "l'Accueil d'enfants agréé et subventionné" (= "Crèches agréées et subventionnées" et "Services pour familles d'accueil") dans les périodes précédentes.

### 4.1. : Salaires de base annuels (L4-B3)

| Ancienneté | Barème       |              |              |              |              |              |              |
|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|            | L4           | L3           | L2           | A3           | A2           | A1           | B3           |
| 0          | 23043.5<br>0 | 24115.6<br>1 | 26074.2<br>2 | 27351.0<br>5 | 27792.9<br>8 | 28052.3<br>6 | 30330.8<br>4 |
| 1          | 23330.7<br>9 | 25040.1<br>2 | 27089.5<br>0 | 27980.9<br>0 | 28341.2<br>1 | 28579.0<br>1 | 30606.0<br>8 |
| 2          | 23617.6<br>0 | 25974.6<br>4 | 28104.7<br>6 | 28629.8<br>4 | 28883.6<br>0 | 29215.3<br>7 | 31465.9<br>7 |
| 3          | 23904.9<br>0 | 26909.1<br>9 | 29120.0<br>5 | 29257.5<br>7 | 29520.0<br>9 | 29864.0<br>8 | 32626.5<br>5 |
| 4          | 24242.5<br>7 | 27843.7<br>2 | 30135.3<br>1 | 29861.3<br>5 | 30133.2<br>3 | 30453.3<br>3 | 33577.1<br>4 |
| 5          | 24491.8<br>3 | 27843.7<br>2 | 30135.3<br>1 | 30195.3<br>5 | 30464.9<br>0 | 30783.4<br>2 | 33577.1<br>4 |
| 6          | 25393.5<br>9 | 29175.6<br>1 | 30919.2<br>6 | 30865.5<br>5 | 31093.4<br>5 | 31344.0<br>2 | 34773.2<br>4 |
| 7          | 25560.6<br>1 | 29175.6<br>1 | 30919.2<br>6 | 31160.3<br>8 | 31384.3<br>5 | 31639.1<br>8 | 34784.9<br>7 |
| 8          | 26544.6<br>6 | 30330.8<br>4 | 32366.3<br>1 | 31656.9<br>3 | 31909.1<br>9 | 32720.2<br>6 | 36429.3<br>7 |
| 9          | 26629.3<br>8 | 30330.8<br>4 | 32366.3<br>1 | 31912.1<br>9 | 32168.5<br>0 | 32736.0<br>2 | 36444.6<br>6 |
| 10         | 27695.7<br>4 | 31176.4<br>4 | 33577.1<br>4 | 32471.9<br>3 | 32780.8<br>1 | 33577.1<br>4 | 38089.0<br>3 |
| 11         | 27698.7<br>0 | 31176.4<br>4 | 33577.1<br>4 | 32698.9<br>6 | 33007.9<br>8 | 33577.1<br>4 | 38106.8<br>9 |
| 12         | 28846.8<br>1 | 32508.3<br>6 | 34597.3<br>4 | 33267.5<br>9 | 33577.1<br>4 | 34982.5<br>9 | 39751.2<br>8 |
| 13         | 28846.8<br>1 | 32508.3<br>6 | 34597.3<br>4 | 33466.0<br>0 | 33654.8<br>6 | 34998.4<br>8 | 39769.1<br>3 |
| 14         | 29997.8<br>8 | 33577.1<br>4 | 36044.3<br>9 | 33836.1<br>4 | 34789.5<br>0 | 36445.5<br>3 | 41413.5<br>2 |
| 15         | 29997.8<br>8 | 33577.1<br>4 | 36044.3<br>9 | 34005.2<br>6 | 34804.5<br>2 | 36461.2<br>3 | 41431.4<br>2 |
| 16         | 30485.8<br>4 | 34509.1<br>9 | 37491.4<br>4 | 34893.9<br>4 | 36185.8<br>0 | 37908.2<br>8 | 43075.8<br>1 |
| 17         | 30485.8<br>4 | 34509.1<br>9 | 37491.4<br>4 | 34908.4<br>3 | 36200.7<br>9 | 37924.0<br>5 | 43093.6<br>6 |
| 18         | 31636.9<br>1 | 35841.1<br>0 | 38938.5<br>0 | 36240.3<br>3 | 37582.0<br>7 | 39371.0<br>8 | 44738.0<br>3 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 19 | 31636.9<br>1 | 35841.1<br>0 | 38938.5<br>0 | 36254.8<br>1 | 37597.1<br>0 | 39386.8<br>0 | 44755.9<br>0 |
| 20 | 32787.9<br>9 | 37173.0<br>7 | 40385.5<br>5 | 37586.7<br>8 | 38978.3<br>9 | 40833.8<br>5 | 46400.2<br>8 |
| 21 | 32787.9<br>9 | 37173.0<br>7 | 40385.5<br>5 | 37601.2<br>6 | 38993.3<br>6 | 40849.6<br>1 | 46418.1<br>3 |
| 22 | 33577.1<br>4 | 38505.0<br>3 | 41832.6<br>0 | 38933.1<br>7 | 40374.6<br>6 | 42296.6<br>4 | 48062.5<br>1 |
| 23 | 34427.0<br>2 | 39836.9<br>6 | 43279.6<br>6 | 40279.6<br>2 | 41770.9<br>6 | 43759.4<br>1 | 49724.7<br>9 |
| 24 | 35578.0<br>6 | 41168.9<br>2 | 44726.7<br>1 | 41611.5<br>8 | 43152.2<br>5 | 45206.4<br>6 | 51369.1<br>8 |
| 25 | 35642.6<br>1 | 41243.6<br>1 | 44807.8<br>6 | 41701.5<br>3 | 43245.5<br>5 | 45304.2<br>1 | 51480.2<br>7 |
| 26 | 35702.4<br>2 | 41312.8<br>3 | 44883.0<br>5 | 41771.5<br>1 | 43318.1<br>2 | 45380.2<br>4 | 51566.6<br>6 |
| 27 | 35757.8<br>3 | 41376.9<br>5 | 44952.7<br>2 | 41850.9<br>3 | 43400.4<br>5 | 45466.5<br>1 | 51664.6<br>4 |
| 28 | 35809.1<br>7 | 41436.3<br>5 | 45017.2<br>5 | 41911.0<br>3 | 43462.7<br>6 | 45531.7<br>8 | 51738.8<br>1 |
| 29 | 35856.7<br>1 | 41491.3<br>6 | 45077.0<br>2 | 41966.6<br>6 | 43520.4<br>6 | 45592.2<br>3 | 51807.5<br>0 |
| 30 | 35900.7<br>8 | 41542.3<br>5 | 45132.4<br>2 | 42018.2<br>4 | 43573.9<br>5 | 45648.2<br>7 | 51871.1<br>7 |
| 31 | 35941.5<br>6 | 41589.5<br>5 | 45183.7<br>0 | 42065.9<br>7 | 43623.4<br>6 | 45700.1<br>2 | 51930.1<br>0 |
| 32 | 35979.3<br>4 | 41633.2<br>6 | 45231.1<br>9 | 42110.2<br>0 | 43669.3<br>1 | 45748.1<br>7 | 51984.6<br>9 |
| 33 | 36014.3<br>1 | 41673.7<br>3 | 45275.1<br>5 | 42151.1<br>3 | 43711.7<br>6 | 45792.6<br>3 | 52035.2<br>2 |
| 34 | 36046.7<br>2 | 41711.2<br>3 | 45315.8<br>9 | 42189.0<br>5 | 43751.0<br>9 | 45833.8<br>3 | 52082.0<br>4 |
| 35 | 36076.7<br>0 | 41745.9<br>1 | 45353.5<br>7 | 42224.1<br>3 | 43787.4<br>7 | 45871.9<br>5 | 52125.3<br>5 |

#### 4.2. : Salaires de base annuels (B2B-MV1bis)

| Ancienn<br>eté | Barème       |              |              |              |              |              |              |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                | B2B          | B2A          | B1C          | B1B          | MV2          | MV1          | MV1bis       |
| 0              | 33577.1<br>4 | 28577.7<br>8 | 32279.8<br>1 | 32755.6<br>9 | 24105.6<br>1 | 26074.2<br>2 | 30330.8<br>4 |
| 1              | 34008.0<br>8 | 29477.6<br>7 | 33193.0<br>5 | 33745.8<br>6 | 25040.1<br>2 | 27089.5<br>0 | 30330.8<br>4 |
| 2              | 34963.2<br>4 | 30330.8<br>4 | 34229.3<br>9 | 34782.2<br>2 | 25974.6<br>4 | 28104.7<br>6 | 31093.2<br>8 |
| 3              | 35882.6<br>8 | 31018.3<br>8 | 35311.4<br>8 | 35685.0<br>0 | 26909.1<br>9 | 29120.0<br>5 | 32246.9<br>9 |
| 4              | 36808.5<br>5 | 32114.4<br>1 | 36301.1<br>2 | 36729.5<br>8 | 27843.7<br>2 | 30135.3<br>1 | 33400.7<br>1 |
| 5              | 37571.5<br>1 | 32127.9<br>4 | 36997.9<br>8 | 37429.5<br>9 | 27843.7<br>2 | 30135.3<br>1 | 33400.7<br>1 |
| 6              | 38645.9<br>9 | 33577.1<br>4 | 37983.0<br>4 | 38535.8<br>7 | 29175.6<br>1 | 30919.2<br>6 | 34381.9<br>9 |
| 7              | 39276.0<br>7 | 33577.1<br>4 | 39119.4<br>2 | 39672.3<br>0 | 29175.6<br>1 | 30919.2<br>6 | 36209.4<br>2 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 8  | 40344.9<br>0 | 34606.0<br>9 | 39712.4<br>8 | 40265.3<br>6 | 30330.8<br>4 | 32366.3<br>1 | 36209.4<br>2 |
| 9  | 40907.9<br>7 | 34639.7<br>4 | 40531.8<br>9 | 41084.7<br>6 | 30330.8<br>4 | 32366.3<br>1 | 37157.4<br>5 |
| 10 | 41911.8<br>2 | 36201.9<br>2 | 41198.7<br>8 | 41751.6<br>7 | 31176.4<br>4 | 33577.1<br>4 | 37670.7<br>6 |
| 11 | 42412.0<br>4 | 36213.6<br>6 | 41816.4<br>0 | 42369.2<br>7 | 31176.4<br>4 | 33577.1<br>4 | 38104.9<br>3 |
| 12 | 43355.2<br>2 | 37775.8<br>0 | 42611.0<br>5 | 43163.9<br>2 | 32508.3<br>6 | 34597.3<br>4 | 39315.1<br>4 |
| 13 | 43797.7<br>3 | 37787.5<br>4 | 43053.0<br>7 | 43605.9<br>6 | 32508.3<br>6 | 34597.3<br>4 | 39315.1<br>4 |
| 14 | 44685.2<br>6 | 39349.7<br>2 | 43909.5<br>0 | 44462.3<br>9 | 33577.1<br>4 | 36044.3<br>9 | 40959.5<br>2 |
| 15 | 45076.3<br>3 | 39361.4<br>1 | 44298.5<br>6 | 44851.4<br>6 | 33577.1<br>4 | 36044.3<br>9 | 40959.5<br>2 |
| 16 | 46090.1<br>5 | 40923.5<br>8 | 45333.9<br>5 | 45886.8<br>6 | 34509.1<br>9 | 37491.4<br>4 | 43263.7<br>8 |
| 17 | 46334.4<br>3 | 40939.6<br>0 | 45969.0<br>9 | 46802.8<br>9 | 34509.1<br>9 | 37491.4<br>4 | 44211.2<br>6 |
| 18 | 47868.7<br>4 | 42501.7<br>9 | 46692.1<br>5 | 48176.4<br>6 | 35841.1<br>0 | 38938.5<br>0 | 45567.8<br>9 |
| 19 | 47887.8<br>8 | 42518.7<br>9 | 47280.2<br>4 | 49135.6<br>3 | 35841.1<br>0 | 38938.5<br>0 | 46515.3<br>6 |
| 20 | 49647.3<br>5 | 44080.9<br>2 | 47587.3<br>5 | 49135.6<br>3 | 37173.0<br>7 | 40385.5<br>5 | 46515.3<br>6 |
| 21 | 49666.4<br>8 | 44097.9<br>0 | 48133.3<br>5 | 50094.7<br>9 | 37173.0<br>7 | 40385.5<br>5 | 47462.8<br>4 |
| 22 | 51425.9<br>8 | 45660.0<br>8 | 48420.8<br>5 | 50169.1<br>0 | 38505.0<br>3 | 41832.6<br>0 | 47537.0<br>5 |
| 23 | 53204.5<br>9 | 47239.2<br>1 | 49780.2<br>9 | 51825.2<br>8 | 39836.9<br>6 | 43279.6<br>6 | 49181.4<br>4 |
| 24 | 54964.0<br>6 | 48801.3<br>9 | 51424.6<br>6 | 53469.6<br>8 | 41168.9<br>2 | 44726.7<br>1 | 50825.8<br>2 |
| 25 | 55082.9<br>6 | 48906.8<br>9 | 51529.6<br>8 | 53578.3<br>4 | 41243.6<br>1 | 44807.8<br>6 | 50918.0<br>4 |
| 26 | 55175.3<br>9 | 48988.9<br>6 | 51616.1<br>5 | 53668.2<br>5 | 41312.8<br>3 | 44883.0<br>5 | 51003.4<br>8 |
| 27 | 55280.2<br>1 | 49082.0<br>8 | 51708.0<br>6 | 53763.3<br>9 | 41376.9<br>5 | 44952.7<br>2 | 51082.6<br>4 |
| 28 | 55359.5<br>8 | 49152.5<br>4 | 51782.2<br>9 | 53840.5<br>8 | 41436.3<br>5 | 45017.2<br>5 | 51155.9<br>8 |
| 29 | 55433.0<br>6 | 49217.8<br>0 | 51851.0<br>4 | 53912.0<br>5 | 41491.3<br>6 | 45077.0<br>2 | 51223.9<br>0 |
| 30 | 55501.2<br>0 | 49278.2<br>9 | 51914.7<br>6 | 53978.3<br>1 | 41542.3<br>5 | 45132.4<br>2 | 51286.8<br>5 |
| 31 | 55564.2<br>5 | 49334.2<br>7 | 51973.7<br>4 | 54039.6<br>3 | 41589.5<br>5 | 45183.7<br>0 | 51345.1<br>1 |
| 32 | 55622.6<br>6 | 49386.1<br>3 | 52028.3<br>8 | 54096.4<br>4 | 41633.2<br>6 | 45231.1<br>9 | 51399.0<br>9 |
| 33 | 55676.7<br>3 | 49434.1<br>4 | 52078.9<br>5 | 54149.0<br>2 | 41673.7<br>3 | 45275.1<br>5 | 51449.0<br>5 |
| 34 | 55726.8<br>2 | 49478.6<br>1 | 52125.8<br>0 | 54197.7<br>4 | 41711.2<br>3 | 45315.8<br>9 | 51495.3<br>4 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 35 | 55773.1<br>6 | 49519.7<br>6 | 52169.1<br>5 | 54242.8<br>1 | 41745.9<br>1 | 45353.5<br>7 | 51538.1<br>6 |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|

#### 4.3. : Salaires de base annuels (L1-GS)

| Ancienneté | Barème   |          |          |          |
|------------|----------|----------|----------|----------|
|            | L1       | K3       | G1       | GS       |
| 0          | 37953.59 | 39457.49 | 45577.65 | 60580.70 |
| 1          | 39090.51 | 40595.69 | 46683.33 | 60580.70 |
| 2          | 40227.96 | 41781.33 | 47788.96 | 62949.66 |
| 3          | 41365.42 | 42966.92 | 48894.09 | 62949.66 |
| 4          | 42744.44 | 44389.69 | 48894.09 | 65318.63 |
| 5          | 44491.48 | 46239.25 | 50828.70 | 65318.63 |
| 6          | 44491.48 | 46239.25 | 50828.70 | 67687.03 |
| 7          | 46237.92 | 48136.23 | 52763.33 | 67687.03 |
| 8          | 46237.92 | 48136.23 | 52763.33 | 70055.99 |
| 9          | 47984.42 | 50033.24 | 54697.99 | 70055.99 |
| 10         | 48102.38 | 50033.24 | 54697.99 | 72424.96 |
| 11         | 49730.87 | 52404.49 | 56632.60 | 72424.96 |
| 12         | 50239.63 | 52404.49 | 56632.60 | 74793.91 |
| 13         | 51477.32 | 54538.61 | 58567.25 | 74793.91 |
| 14         | 52376.81 | 54538.61 | 58567.25 | 77162.87 |
| 15         | 53223.83 | 56672.74 | 60501.31 | 77162.87 |
| 16         | 54514.01 | 56672.74 | 60501.31 | 79531.84 |
| 17         | 54970.87 | 59043.98 | 62435.95 | 79531.84 |
| 18         | 56651.23 | 59043.98 | 62435.95 | 81900.80 |
| 19         | 56717.32 | 59043.98 | 64370.60 | 81900.80 |
| 20         | 58788.43 | 61178.07 | 64370.60 | 84269.77 |
| 21         | 58837.28 | 61178.07 | 66305.21 | 84269.77 |
| 22         | 60925.65 | 63549.31 | 66305.21 | 86638.17 |
| 23         | 63062.85 | 65920.59 | 68239.87 | 86638.17 |
| 24         | 65151.21 | 67817.57 | 68239.87 | 86638.17 |
| 25         | 65269.41 | 67940.61 | 68363.67 | 86795.35 |
| 26         | 65378.94 | 68054.61 | 68478.39 | 86940.99 |
| 27         | 65480.41 | 68160.25 | 68584.68 | 87075.93 |
| 28         | 65574.42 | 68258.11 | 68683.14 | 87200.96 |
| 29         | 65661.48 | 68348.71 | 68774.32 | 87316.71 |
| 30         | 65742.18 | 68432.73 | 68858.85 | 87424.03 |
| 31         | 65816.87 | 68510.46 | 68937.08 | 87523.36 |
| 32         | 65886.05 | 68582.48 | 69009.54 | 87615.35 |
| 33         | 65950.09 | 68649.14 | 69076.62 | 87700.52 |
| 34         | 66009.43 | 68710.91 | 69138.77 | 87779.42 |
| 35         | 66064.33 | 68768.06 | 69196.27 | 87852.43 |

#### 4.4. : Salaires mensuels (L4-B3)

| Ancienneté | Barème  |         |         |         |         |         |         |
|------------|---------|---------|---------|---------|---------|---------|---------|
|            | L4      | L3      | L2      | A3      | A2      | A1      | B3      |
| 0          | 2005.65 | 2090.82 | 2260.63 | 2371.33 | 2409.65 | 2432.14 | 2629.68 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 1  | 2022.78 | 2170.98 | 2348.66 | 2425.94 | 2457.19 | 2477.80 | 2653.55 |
| 2  | 2047.64 | 2252.00 | 2436.68 | 2482.21 | 2504.21 | 2532.97 | 2728.10 |
| 3  | 2072.55 | 2333.02 | 2524.71 | 2536.63 | 2559.39 | 2589.21 | 2828.72 |
| 4  | 2101.83 | 2414.05 | 2612.74 | 2588.98 | 2612.55 | 2640.31 | 2911.14 |
| 5  | 2123.45 | 2414.05 | 2612.74 | 2617.94 | 2641.31 | 2668.92 | 2911.14 |
| 6  | 2201.62 | 2529.52 | 2680.71 | 2676.04 | 2695.80 | 2717.52 | 3014.84 |
| 7  | 2216.10 | 2529.52 | 2680.71 | 2701.61 | 2721.02 | 2743.12 | 3015.86 |
| 8  | 2301.43 | 2629.68 | 2806.16 | 2744.66 | 2766.53 | 2836.85 | 3158.43 |
| 9  | 2308.77 | 2629.68 | 2806.16 | 2766.79 | 2789.01 | 2838.21 | 3159.76 |
| 10 | 2401.22 | 2703.00 | 2911.14 | 2815.31 | 2842.09 | 2911.14 | 3302.32 |
| 11 | 2401.48 | 2703.00 | 2911.14 | 2835.00 | 2861.79 | 2911.14 | 3303.86 |
| 12 | 2501.02 | 2818.47 | 2999.59 | 2884.30 | 2911.14 | 3032.99 | 3446.44 |
| 13 | 2501.02 | 2818.47 | 2999.59 | 2901.50 | 2917.87 | 3034.37 | 3447.98 |
| 14 | 2600.81 | 2911.14 | 3125.05 | 2933.60 | 3016.24 | 3159.83 | 3590.56 |
| 15 | 2600.81 | 2911.14 | 3125.05 | 2948.25 | 3017.56 | 3161.19 | 3592.11 |
| 16 | 2643.13 | 2991.95 | 3250.51 | 3025.31 | 3137.31 | 3286.64 | 3734.67 |
| 17 | 2643.13 | 2991.95 | 3250.51 | 3026.57 | 3138.61 | 3288.02 | 3736.22 |
| 18 | 2742.92 | 3107.43 | 3375.97 | 3142.04 | 3258.37 | 3413.47 | 3878.79 |
| 19 | 2742.92 | 3107.43 | 3375.97 | 3143.29 | 3259.67 | 3414.83 | 3880.34 |
| 20 | 2842.72 | 3222.91 | 3501.42 | 3258.77 | 3379.43 | 3540.29 | 4022.90 |
| 21 | 2842.72 | 3222.91 | 3501.42 | 3260.03 | 3380.73 | 3541.66 | 4024.45 |
| 22 | 2911.14 | 3338.38 | 3626.89 | 3375.50 | 3500.49 | 3667.12 | 4167.02 |
| 23 | 2984.82 | 3453.87 | 3752.35 | 3492.24 | 3621.54 | 3793.94 | 4311.14 |
| 24 | 3084.62 | 3569.34 | 3877.81 | 3607.72 | 3741.30 | 3919.41 | 4453.70 |
| 25 | 3090.22 | 3575.82 | 3884.84 | 3615.53 | 3749.39 | 3927.87 | 4463.34 |
| 26 | 3095.40 | 3581.83 | 3891.36 | 3621.59 | 3755.68 | 3934.47 | 4470.83 |
| 27 | 3100.20 | 3587.38 | 3897.40 | 3628.48 | 3762.81 | 3941.95 | 4479.33 |
| 28 | 3104.66 | 3592.53 | 3903.00 | 3633.69 | 3768.22 | 3947.61 | 4485.76 |
| 29 | 3108.78 | 3597.30 | 3908.18 | 3638.51 | 3773.23 | 3952.84 | 4491.71 |
| 30 | 3112.60 | 3601.72 | 3912.98 | 3642.98 | 3777.86 | 3957.70 | 4497.23 |
| 31 | 3116.13 | 3605.82 | 3917.43 | 3647.12 | 3782.16 | 3962.20 | 4502.34 |
| 32 | 3119.41 | 3609.61 | 3921.55 | 3650.95 | 3786.13 | 3966.37 | 4507.08 |
| 33 | 3122.44 | 3613.11 | 3925.36 | 3654.50 | 3789.81 | 3970.22 | 4511.46 |
| 34 | 3125.25 | 3616.37 | 3928.88 | 3657.79 | 3793.22 | 3973.80 | 4515.51 |
| 35 | 3127.85 | 3619.37 | 3932.15 | 3660.83 | 3796.38 | 3977.10 | 4519.27 |

#### 4.5. : Salaires mensuels (B2B-MV1bis)

| Ancienn<br>eté | Barème  |         |         |         |         |         |         |
|----------------|---------|---------|---------|---------|---------|---------|---------|
|                | B2B     | B2A     | B1C     | B1B     | MV2     | MV1     | MV1bis  |
| 0              | 2911.14 | 2477.69 | 2798.66 | 2839.92 | 2089.96 | 2260.63 | 2629.68 |
| 1              | 2948.50 | 2555.71 | 2877.84 | 2925.77 | 2170.98 | 2348.66 | 2629.68 |
| 2              | 3031.31 | 2629.68 | 2967.69 | 3015.62 | 2252.00 | 2436.68 | 2695.79 |
| 3              | 3111.02 | 2689.30 | 3061.50 | 3093.89 | 2333.02 | 2524.71 | 2795.81 |
| 4              | 3191.30 | 2784.32 | 3147.30 | 3184.46 | 2414.05 | 2612.74 | 2895.84 |
| 5              | 3257.45 | 2785.49 | 3207.73 | 3245.14 | 2414.05 | 2612.74 | 2895.84 |
| 6              | 3350.61 | 2911.14 | 3293.13 | 3341.06 | 2529.52 | 2680.71 | 2980.92 |
| 7              | 3405.24 | 2911.14 | 3391.65 | 3439.59 | 2529.52 | 2680.71 | 3139.35 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 8  | 3497.91 | 3000.35 | 3443.07 | 3491.01 | 2629.68 | 2806.16 | 3139.35 |
| 9  | 3546.72 | 3003.27 | 3514.12 | 3562.05 | 2629.68 | 2806.16 | 3221.55 |
| 10 | 3633.75 | 3138.71 | 3571.93 | 3619.87 | 2703.00 | 2911.14 | 3266.05 |
| 11 | 3677.13 | 3139.73 | 3625.48 | 3673.41 | 2703.00 | 2911.14 | 3303.70 |
| 12 | 3758.89 | 3275.16 | 3694.38 | 3742.31 | 2818.47 | 2999.59 | 3408.62 |
| 13 | 3797.26 | 3276.18 | 3732.71 | 3780.64 | 2818.47 | 2999.59 | 3408.62 |
| 14 | 3874.21 | 3411.62 | 3806.96 | 3854.89 | 2911.14 | 3125.05 | 3551.19 |
| 15 | 3908.12 | 3412.64 | 3840.69 | 3888.62 | 2911.14 | 3125.05 | 3551.19 |
| 16 | 3996.02 | 3548.08 | 3930.45 | 3978.40 | 2991.95 | 3250.51 | 3750.96 |
| 17 | 4017.19 | 3549.46 | 3985.52 | 4057.81 | 2991.95 | 3250.51 | 3833.11 |
| 18 | 4150.22 | 3684.91 | 4048.21 | 4176.89 | 3107.43 | 3375.97 | 3950.73 |
| 19 | 4151.88 | 3686.38 | 4099.20 | 4260.06 | 3107.43 | 3375.97 | 4032.88 |
| 20 | 4304.43 | 3821.82 | 4125.82 | 4260.06 | 3222.91 | 3501.42 | 4032.88 |
| 21 | 4306.08 | 3823.28 | 4173.16 | 4343.22 | 3222.91 | 3501.42 | 4115.03 |
| 22 | 4458.63 | 3958.73 | 4198.09 | 4349.66 | 3338.38 | 3626.89 | 4121.46 |
| 23 | 4612.84 | 4095.64 | 4315.95 | 4493.25 | 3453.87 | 3752.35 | 4264.03 |
| 24 | 4765.39 | 4231.08 | 4458.52 | 4635.82 | 3569.34 | 3877.81 | 4406.59 |
| 25 | 4775.70 | 4240.22 | 4467.62 | 4645.24 | 3575.82 | 3884.84 | 4414.59 |
| 26 | 4783.71 | 4247.34 | 4475.12 | 4653.03 | 3581.83 | 3891.36 | 4422.00 |
| 27 | 4792.79 | 4255.41 | 4483.08 | 4661.28 | 3587.38 | 3897.40 | 4428.87 |
| 28 | 4799.68 | 4261.53 | 4489.52 | 4667.97 | 3592.53 | 3903.00 | 4435.23 |
| 29 | 4806.04 | 4267.18 | 4495.49 | 4674.17 | 3597.30 | 3908.18 | 4441.11 |
| 30 | 4811.95 | 4272.42 | 4501.01 | 4679.92 | 3601.72 | 3912.98 | 4446.57 |
| 31 | 4817.42 | 4277.28 | 4506.13 | 4685.23 | 3605.82 | 3917.43 | 4451.62 |
| 32 | 4822.48 | 4281.78 | 4510.86 | 4690.16 | 3609.61 | 3921.55 | 4456.30 |
| 33 | 4827.18 | 4285.94 | 4515.24 | 4694.72 | 3613.11 | 3925.36 | 4460.63 |
| 34 | 4831.51 | 4289.80 | 4519.31 | 4698.95 | 3616.37 | 3928.88 | 4464.65 |
| 35 | 4835.53 | 4293.37 | 4523.07 | 4702.85 | 3619.37 | 3932.15 | 4468.36 |

#### 4.6. : Salaires mensuels (L1-GS)

| Ancienneté | Barème  |         |         |         |
|------------|---------|---------|---------|---------|
|            | L1      | K3      | G1      | GS      |
| 0          | 3290.58 | 3420.96 | 3951.58 | 5252.34 |
| 1          | 3389.14 | 3519.64 | 4047.45 | 5252.34 |
| 2          | 3487.76 | 3622.44 | 4143.30 | 5457.74 |
| 3          | 3586.38 | 3725.24 | 4239.12 | 5457.74 |
| 4          | 3705.95 | 3848.59 | 4239.12 | 5663.13 |
| 5          | 3857.41 | 4008.94 | 4406.85 | 5663.13 |
| 6          | 3857.41 | 4008.94 | 4406.85 | 5868.47 |
| 7          | 4008.83 | 4173.41 | 4574.58 | 5868.47 |
| 8          | 4008.83 | 4173.41 | 4574.58 | 6073.86 |
| 9          | 4160.25 | 4337.89 | 4742.32 | 6073.86 |
| 10         | 4170.47 | 4337.89 | 4742.32 | 6279.24 |
| 11         | 4311.67 | 4543.47 | 4910.04 | 6279.24 |
| 12         | 4355.78 | 4543.47 | 4910.04 | 6484.64 |
| 13         | 4463.09 | 4728.49 | 5077.78 | 6484.64 |
| 14         | 4541.07 | 4728.49 | 5077.78 | 6690.02 |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 15 | 4614.51 | 4913.53 | 5245.47 | 6690.02 |
| 16 | 4726.36 | 4913.53 | 5245.47 | 6895.41 |
| 17 | 4765.98 | 5119.11 | 5413.20 | 6895.41 |
| 18 | 4911.67 | 5119.11 | 5413.20 | 7100.80 |
| 19 | 4917.39 | 5119.11 | 5580.93 | 7100.80 |
| 20 | 5096.96 | 5304.14 | 5580.93 | 7306.19 |
| 21 | 5101.20 | 5304.14 | 5748.66 | 7306.19 |
| 22 | 5282.26 | 5509.73 | 5748.66 | 7511.53 |
| 23 | 5467.55 | 5715.31 | 5916.40 | 7511.53 |
| 24 | 5648.61 | 5879.78 | 5916.40 | 7511.53 |
| 25 | 5658.86 | 5890.45 | 5927.13 | 7525.16 |
| 26 | 5668.36 | 5900.34 | 5937.07 | 7537.78 |
| 27 | 5677.15 | 5909.49 | 5946.29 | 7549.49 |
| 28 | 5685.31 | 5917.98 | 5954.82 | 7560.33 |
| 29 | 5692.85 | 5925.84 | 5962.73 | 7570.36 |
| 30 | 5699.85 | 5933.12 | 5970.06 | 7579.67 |
| 31 | 5706.32 | 5939.86 | 5976.85 | 7588.27 |
| 32 | 5712.32 | 5946.10 | 5983.13 | 7596.25 |
| 33 | 5717.87 | 5951.88 | 5988.95 | 7603.64 |
| 34 | 5723.02 | 5957.24 | 5994.33 | 7610.47 |
| 35 | 5727.78 | 5962.19 | 5999.32 | 7616.81 |

#### 4.7. : Salaires horaires (38h/semaine) (L4-B3)

| Ancienn<br>eté | Barème  |         |         |         |         |         |         |
|----------------|---------|---------|---------|---------|---------|---------|---------|
|                | L4      | L3      | L2      | A3      | A2      | A1      | B3      |
| 0              | 12.1801 | 12.6974 | 13.7286 | 14.4008 | 14.6335 | 14.7700 | 15.9697 |
| 1              | 12.2841 | 13.1841 | 14.2632 | 14.7325 | 14.9221 | 15.0474 | 16.1147 |
| 2              | 12.4351 | 13.6762 | 14.7977 | 15.0741 | 15.2077 | 15.3824 | 16.5674 |
| 3              | 12.5863 | 14.1682 | 15.3323 | 15.4047 | 15.5428 | 15.7240 | 17.1785 |
| 4              | 12.7641 | 14.6602 | 15.8668 | 15.7225 | 15.8657 | 16.0342 | 17.6790 |
| 5              | 12.8954 | 14.6602 | 15.8668 | 15.8985 | 16.0404 | 16.2081 | 17.6790 |
| 6              | 13.3702 | 15.3615 | 16.2796 | 16.2513 | 16.3712 | 16.5032 | 18.3088 |
| 7              | 13.4581 | 15.3615 | 16.2796 | 16.4065 | 16.5245 | 16.6586 | 18.3149 |
| 8              | 13.9762 | 15.9697 | 17.0414 | 16.6679 | 16.8008 | 17.2278 | 19.1807 |
| 9              | 14.0208 | 15.9697 | 17.0414 | 16.8024 | 16.9373 | 17.2361 | 19.1888 |
| 10             | 14.5824 | 16.4150 | 17.6790 | 17.0971 | 17.2597 | 17.6790 | 20.0545 |
| 11             | 14.5839 | 16.4150 | 17.6790 | 17.2166 | 17.3793 | 17.6790 | 20.0640 |
| 12             | 15.1884 | 17.1162 | 18.2162 | 17.5160 | 17.6790 | 18.4189 | 20.9297 |
| 13             | 15.1884 | 17.1162 | 18.2162 | 17.6204 | 17.7199 | 18.4274 | 20.9392 |
| 14             | 15.7944 | 17.6790 | 18.9780 | 17.8153 | 18.3173 | 19.1892 | 21.8050 |
| 15             | 15.7944 | 17.6790 | 18.9780 | 17.9043 | 18.3252 | 19.1975 | 21.8144 |
| 16             | 16.0514 | 18.1698 | 19.7399 | 18.3723 | 19.0524 | 19.9594 | 22.6802 |
| 17             | 16.0514 | 18.1698 | 19.7399 | 18.3799 | 19.0603 | 19.9677 | 22.6896 |
| 18             | 16.6574 | 18.8710 | 20.5018 | 19.0811 | 19.7877 | 20.7296 | 23.5554 |
| 19             | 16.6574 | 18.8710 | 20.5018 | 19.0888 | 19.7956 | 20.7379 | 23.5647 |
| 20             | 17.2635 | 19.5723 | 21.2637 | 19.7901 | 20.5228 | 21.4998 | 24.4306 |
| 21             | 17.2635 | 19.5723 | 21.2637 | 19.7978 | 20.5307 | 21.5081 | 24.4400 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 22 | 17.6790 | 20.2737 | 22.0256 | 20.4990 | 21.2580 | 22.2700 | 25.3058 |
| 23 | 18.1265 | 20.9749 | 22.7876 | 21.2079 | 21.9931 | 23.0401 | 26.1810 |
| 24 | 18.7325 | 21.6762 | 23.5495 | 21.9093 | 22.7205 | 23.8021 | 27.0468 |
| 25 | 18.7665 | 21.7155 | 23.5921 | 21.9566 | 22.7696 | 23.8535 | 27.1053 |
| 26 | 18.7979 | 21.7520 | 23.6317 | 21.9934 | 22.8078 | 23.8935 | 27.1508 |
| 27 | 18.8272 | 21.7857 | 23.6685 | 22.0353 | 22.8511 | 23.9390 | 27.2024 |
| 28 | 18.8541 | 21.8170 | 23.7024 | 22.0669 | 22.8839 | 23.9733 | 27.2414 |
| 29 | 18.8792 | 21.8459 | 23.7339 | 22.0962 | 22.9143 | 24.0051 | 27.2776 |
| 30 | 18.9024 | 21.8905 | 23.7630 | 22.1234 | 22.9425 | 24.0346 | 27.3111 |
| 31 | 18.9239 | 21.8976 | 23.7900 | 22.1485 | 22.9686 | 24.0620 | 27.3421 |
| 32 | 18.9438 | 21.9207 | 23.8151 | 22.1718 | 22.9927 | 24.0872 | 27.3708 |
| 33 | 18.9622 | 21.9419 | 23.8382 | 22.1933 | 23.0150 | 24.1106 | 27.3975 |
| 34 | 18.9793 | 21.9617 | 23.8596 | 22.2133 | 23.0357 | 24.1324 | 27.4221 |
| 35 | 18.9950 | 21.9800 | 23.8795 | 22.2318 | 23.0548 | 24.1524 | 27.4449 |

#### 4.8. : Salaires horaires (38h/semaine) (B2B-MV1bis)

| Ancienn<br>eté | Barème  |         |         |         |         |         |         |
|----------------|---------|---------|---------|---------|---------|---------|---------|
|                | B2B     | B2A     | B1C     | B1B     | MV2     | MV1     | MV1bis  |
| 0              | 17.6790 | 15.0467 | 16.9959 | 17.2465 | 12.6920 | 13.7286 | 15.9697 |
| 1              | 17.9059 | 15.5206 | 17.4767 | 17.7678 | 13.1841 | 14.2632 | 15.9697 |
| 2              | 18.4087 | 15.9697 | 18.0224 | 18.3134 | 13.6762 | 14.7977 | 16.3712 |
| 3              | 18.8929 | 16.3318 | 18.5922 | 18.7888 | 14.1682 | 15.3323 | 16.9786 |
| 4              | 19.3804 | 16.9088 | 19.1132 | 19.3387 | 14.6602 | 15.8668 | 17.5861 |
| 5              | 19.7821 | 16.9160 | 19.4801 | 19.7074 | 14.6602 | 15.8668 | 17.5861 |
| 6              | 20.3478 | 17.6790 | 19.9988 | 20.2899 | 15.3615 | 16.2796 | 18.1028 |
| 7              | 20.6796 | 17.6790 | 20.5971 | 20.8882 | 15.3615 | 16.2796 | 19.0649 |
| 8              | 21.2424 | 18.2207 | 20.9093 | 21.2004 | 15.9697 | 17.0414 | 19.0649 |
| 9              | 21.5388 | 18.2384 | 21.3408 | 21.6319 | 15.9697 | 17.0414 | 19.5641 |
| 10             | 22.0673 | 19.0610 | 21.6919 | 21.9830 | 16.4150 | 17.6790 | 19.8344 |
| 11             | 22.3307 | 19.0672 | 22.0170 | 22.3082 | 16.4150 | 17.6790 | 20.0630 |
| 12             | 22.8273 | 19.8896 | 22.4355 | 22.7266 | 17.1162 | 18.2162 | 20.7001 |
| 13             | 23.0603 | 19.8958 | 22.6682 | 22.9593 | 17.1162 | 18.2162 | 20.7001 |
| 14             | 23.5276 | 20.7183 | 23.1191 | 23.4102 | 17.6790 | 18.9780 | 21.5659 |
| 15             | 23.7335 | 20.7245 | 23.3240 | 23.6151 | 17.6790 | 18.9780 | 21.5659 |
| 16             | 24.2673 | 21.5470 | 23.8692 | 24.1603 | 18.1698 | 19.7399 | 22.7791 |
| 17             | 24.3959 | 21.5554 | 24.2036 | 24.6426 | 18.1698 | 19.7399 | 23.2780 |
| 18             | 25.2038 | 22.3780 | 24.5842 | 25.3658 | 18.8710 | 20.5018 | 23.9924 |
| 19             | 25.2139 | 22.3869 | 24.8939 | 25.8708 | 18.8710 | 20.5018 | 24.4912 |
| 20             | 26.1403 | 23.2095 | 25.0556 | 25.8708 | 19.5723 | 21.2637 | 24.4912 |
| 21             | 26.1503 | 23.2183 | 25.3431 | 26.3758 | 19.5723 | 21.2637 | 24.9901 |
| 22             | 27.0767 | 24.0408 | 25.4945 | 26.4149 | 20.2737 | 22.0256 | 25.0291 |
| 23             | 28.0132 | 24.8723 | 26.2103 | 27.2870 | 20.9749 | 22.7876 | 25.8949 |
| 24             | 28.9396 | 25.6949 | 27.0760 | 28.1528 | 21.6762 | 23.5495 | 26.7608 |
| 25             | 29.0022 | 25.7504 | 27.1313 | 28.2099 | 21.7155 | 23.5921 | 26.8092 |
| 26             | 29.0509 | 25.7936 | 27.1768 | 28.2574 | 21.7520 | 23.6317 | 26.8543 |
| 27             | 29.1060 | 25.8426 | 27.2252 | 28.3074 | 21.7857 | 23.6685 | 26.8959 |
| 28             | 29.1478 | 25.8797 | 27.2643 | 28.3481 | 21.8170 | 23.7024 | 26.9346 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 29 | 29.1865 | 25.9141 | 27.3005 | 28.3856 | 21.8459 | 23.7339 | 26.9703 |
| 30 | 29.2224 | 25.9459 | 27.3341 | 28.4206 | 21.8905 | 23.7630 | 27.0035 |
| 31 | 29.2556 | 25.9754 | 27.3651 | 28.4529 | 21.8976 | 23.7900 | 27.0342 |
| 32 | 29.2863 | 26.0027 | 27.3938 | 28.4827 | 21.9207 | 23.8151 | 27.0626 |
| 33 | 29.3148 | 26.0280 | 27.4205 | 28.5105 | 21.9419 | 23.8382 | 27.0889 |
| 34 | 29.3412 | 26.0514 | 27.4452 | 28.5361 | 21.9617 | 23.8596 | 27.1132 |
| 35 | 29.3656 | 26.0730 | 27.4680 | 28.5598 | 21.9800 | 23.8795 | 27.1358 |

#### 4.9. : Salaires horaires (38h/semaine) (L1-GS)

| Ancienneté | Barème  |         |         |         |
|------------|---------|---------|---------|---------|
|            | L1      | K3      | G1      | GS      |
| 0          | 19.9833 | 20.7751 | 23.9975 | 31.8969 |
| 1          | 20.5818 | 21.3744 | 24.5797 | 31.8969 |
| 2          | 21.1808 | 21.9986 | 25.1618 | 33.1441 |
| 3          | 21.7796 | 22.6229 | 25.7437 | 33.1441 |
| 4          | 22.5057 | 23.3720 | 25.7437 | 34.3915 |
| 5          | 23.4255 | 24.3458 | 26.7622 | 34.3915 |
| 6          | 23.4255 | 24.3458 | 26.7622 | 35.6385 |
| 7          | 24.3452 | 25.3446 | 27.7809 | 35.6385 |
| 8          | 24.3452 | 25.3446 | 27.7809 | 36.8857 |
| 9          | 25.2647 | 26.3434 | 28.7995 | 36.8857 |
| 10         | 25.3268 | 26.3434 | 28.7995 | 38.1331 |
| 11         | 26.1842 | 27.5919 | 29.8181 | 38.1331 |
| 12         | 26.4521 | 27.5919 | 29.8181 | 39.3804 |
| 13         | 27.1038 | 28.7156 | 30.8367 | 39.3804 |
| 14         | 27.5774 | 28.7156 | 30.8367 | 40.6276 |
| 15         | 28.0233 | 29.8392 | 31.8551 | 40.6276 |
| 16         | 28.7027 | 29.8392 | 31.8551 | 41.8750 |
| 17         | 28.9432 | 31.0878 | 32.8736 | 41.8750 |
| 18         | 29.8280 | 31.0878 | 32.8736 | 43.1223 |
| 19         | 29.8627 | 31.0878 | 33.8923 | 43.1223 |
| 20         | 30.9531 | 32.2114 | 33.8923 | 44.3695 |
| 21         | 30.9790 | 32.2114 | 34.9109 | 44.3695 |
| 22         | 32.0784 | 33.4599 | 34.9109 | 45.6165 |
| 23         | 33.2037 | 34.7084 | 35.9295 | 45.6165 |
| 24         | 34.3033 | 35.7072 | 35.9295 | 45.6165 |
| 25         | 34.3656 | 35.7720 | 35.9947 | 45.6994 |
| 26         | 34.4232 | 35.8320 | 36.0552 | 45.7760 |
| 27         | 34.4767 | 35.8877 | 36.1110 | 45.8471 |
| 28         | 34.5261 | 35.9392 | 36.1630 | 45.9129 |
| 29         | 34.5720 | 35.9868 | 36.2109 | 45.9738 |
| 30         | 34.6144 | 36.0310 | 36.2554 | 46.0303 |
| 31         | 34.6537 | 36.0720 | 36.2966 | 46.0826 |
| 32         | 34.6902 | 36.1099 | 36.3348 | 46.1311 |
| 33         | 34.7240 | 36.1451 | 36.3701 | 46.1760 |
| 34         | 34.7552 | 36.1775 | 36.4029 | 46.2175 |
| 35         | 34.7841 | 36.2076 | 36.4331 | 46.2559 |

#### 4.10. : Rémunération garantie

La rémunération garantie ne tient pas compte de l'ancienneté.

| Age | Par mois  | Par heure<br>(38h/semaine) |
|-----|-----------|----------------------------|
| 21  | 2005.6500 | 12.1801                    |

### 5. Accueil d'enfants: Etape 3 (Subvention Etape 2 + Subvention supplémentaire)

L'Etape 3 concerne l'accueil d'enfants lequel soutient des familles vulnérables. L'accueil d'enfants reçoit en plus une subvention supplémentaire : un forfait par place par année.

### 6. Accueil d'enfants: Initiatives agréés et subventionnés pour l'Accueil d'enfants extra-scolaire (IBO)

Formes d'Accueil extra-scolaire agréés et subventionnés :

1. Si tu accueilles des écoliers ensemble avec des bébés et la petite enfance, les mêmes conditions d'autorisation sont d'application pour les écoliers que pour les bébés et la petite enfance (accueil familial ou accueil en groupe).
2. Si tu n'accueilles que des écoliers : faire la distinction entre :  
Accueil familial des écoliers avec un certificat de contrôle (appelé dans les périodes précédentes un 'Accueillant d'enfants indépendant').  
Accueil familial agréé des écoliers (appelé dans les périodes précédentes 'Accueillants d'enfants joints au service pour les accueillants d'enfants')  
Accueil en groupe des écoliers avec un certificat de contrôle (appelé dans les périodes précédentes 'Accueil indépendant extra-scolaire').  
Accueil en groupe agréé des écoliers (appelé une Initiative d'Accueil extra-scolaire (IBO) et un Accueil extra-scolaire lié à une crèche agréé (BOKDV). Les accueillants coopératifs d'enfants (liés à un 'service pour des accueillants d'enfants' dans les périodes précédentes) représentent également un accueil en groupe).
3. Pendant les vacances scolaires, il y a de garderie de écoliers avec un certificat de contrôle pour un endroit supplémentaire d'accueil.  
Initiatives de garderies extra-scolaire avec un certificat de contrôle doivent respecter la CCT spéciale du 03/12/2012 concernant les structures d'Accueil d'enfants contrôlées (113018), modifiée par la CCT du 25/03/2013 (114988).  
Dans le sous-secteur de l'Accueil d'enfants extra-scolaire il y a des activités diverses lesquelles ne sont pas agréées et/ou subventionnées (et donc sans barème sectoriel).

#### 6.1. : Augmentation salariale pour tous les travailleurs sauf les accompagnateurs d'enfants (par mois)

Le salaire mensuel brut effectif accordé est augmenté à partir du 01/05/2021 en tenant compte de l'ancienneté barémique, en appliquant celle-ci pour chaque année d'ancienneté par rapport à l'échelle salariale qui était appliquée pour le travailleur avant le 01/05/2021.

| Ancienneté barémique (années) |        |
|-------------------------------|--------|
| 0                             | 169.02 |
| 1                             | 169.02 |
| 2                             | 169.02 |
| 3                             | 169.02 |

|    |        |
|----|--------|
| 4  | 169.02 |
| 5  | 169.02 |
| 6  | 169.02 |
| 7  | 169.02 |
| 8  | 169.02 |
| 9  | 169.02 |
| 10 | 169.02 |
| 11 | 169.02 |
| 12 | 169.02 |
| 13 | 169.02 |
| 14 | 169.02 |
| 15 | 169.02 |
| 16 | 169.02 |
| 17 | 169.02 |
| 18 | 169.02 |
| 19 | 169.02 |
| 20 | 169.02 |
| 21 | 169.02 |
| 22 | 169.02 |
| 23 | 169.02 |
| 24 | 169.02 |
| 25 | 169.34 |
| 26 | 169.62 |
| 27 | 169.88 |
| 28 | 170.13 |
| 29 | 170.34 |
| 30 | 170.55 |
| 31 | 170.75 |
| 32 | 170.93 |
| 33 | 171.09 |
| 34 | 171.25 |
| 35 | 171.40 |

## 6.2. : Augmentation salariale pour les accompagnateurs d'enfants (par mois)

Le salaire brut est augmenté à partir du 01/01/2021, sur la base du régime temps plein, en brut et en excl. les charges patronales, de 3.287,87 euro sur base annuelle. Les montants de l'augmentation sont calculés de la même manière et indexés au même moment que les rémunérations en vigueur dans le secteur. Cette augmentation ne peut être octroyée aussi longtemps que le barème B2A de l'étape 2A de l'Accueil d'enfants agréé n'est pas atteint.

|          |        |
|----------|--------|
| par mois |        |
|          | 290.76 |

## 6.3. : Salaire minimum garanti

|                 |         |
|-----------------|---------|
| Salaire mensuel |         |
|                 | 1971.96 |

## **7. Accueil d'enfants: Projet de statut de travailleur salarié pour l'accompagnateur d'enfants en accueil familial par certains organisateurs (CAO 20/10/2021)**

Les CCT s'appliquant avant l'entrée en vigueur (01/04/2021) de la CCT du 20/10/2021 de même que les CCT conclues pendant la durée du projet dans la CP331 ne s'appliquent pas au travailleur accompagnateur d'enfant en accueil familial, à l'exception des règles relatives au 2ème pilier de pension.

L'accompagnateur d'enfants occupé à temps plein travaille en principe 50 heures par semaine, réparties sur 5 jours.

La CCT du 20/10/2021 cesse de produire ses effets le 01/04/2023.

|                          |         |
|--------------------------|---------|
| Salaire mensuel          |         |
| Accompagnateur d'enfants | 2005.65 |

## **8. Accueil d'enfants: Services de gardiennat à domicile d'enfants malades**

Il n'y a pas de barème salarial minimum pour les Services de gardiennat à domicile d'enfants malades. Pour la rémunération garantie on est renvoyé à celle des Initiatives agréés et subventionnés pour l'Accueil d'enfants extra-scolaire (IBO).