

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3170000: services de gardiennage et/ou de surveillance

En vigueur au 01/03/2025 (Dernière actualisation de la page 14/02/2025)

Indexation de 2% en 3/2025.

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

### 1. : Ouvriers

Les salaires horaires minimums et les salaires effectivement payés sont dus pour toutes les heures de présence.

#### 1.1. : Durée hebdomadaire moyenne de travail effectif : 37h

##### 1.1.1. : Salaires horaires minimums

Le salaire d'embauche (voir ci-dessous), qui n'est pas d'application pour les bases militaires, est fixé à 95 p.c. du salaire de la catégorie de la fonction exercée et cela pour une durée maximum de 3 mois.

| CATEGORIE  | <b>                         |                       |
|------------|-----------------------------|-----------------------|
|            | Pendant 3 mois ou 100 jours | Salaires après 3 mois |
| S - SB     | 17.4046                     | 18.3206               |
| S - SQ     | 17.6139                     | 18.5409               |
| S - SE     | 17.8235                     | 18.7616               |
| S - SEL    | 18.0324                     | 18.9815               |
| S - SBG    | 18.8769                     | 19.8704               |
| S - SMB    |                             | 22.1962               |
| S - SMBP   |                             | 22.2458               |
| MBB - MBB  |                             | 22.2706               |
| M - M1     | 17.8235                     | 18.7616               |
| M - M2     | 18.0324                     | 18.9815               |
| TFA - TR   | 20.8107                     | 21.9060               |
| TFA - PRVA | 18.8903                     | 19.8845               |
| BI - BI    | 18.8769                     | 19.8704               |
| TM - TM    | 21.0864                     | 22.1962               |
| G - G      | 17.4046                     | 18.3206               |

### 2. : Employés

Le barème détermine les rémunérations minimums dans chaque catégorie en fonction de l'expérience du travailleur. Il est élaboré sur base d'une entrée en fonction à 18 ans.

Les rémunérations de départ sont les rémunérations prévues dans le barème pour 0 année d'expérience.

Les rémunérations mensuelles minimums augmentent dans la mesure où l'expérience du travailleur s'accroît.

## 2.1. Rémunérations mensuelles minimales: Personnel administratif

| ANNEES<br>D'EXPERIENCE | CATEGORIE     |                    |               |                    |               |                    |               |                    |
|------------------------|---------------|--------------------|---------------|--------------------|---------------|--------------------|---------------|--------------------|
|                        | 1<br>S<br>TAT | 1<br><br>TF<br>/WT | 2<br>S<br>TAT | 2<br><br>TF<br>/WT | 3<br>S<br>TAT | 3<br><br>TF<br>/WT | 4<br>S<br>TAT | 4<br><br>TF<br>/WT |
| 0                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 1                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 2                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 3                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 4                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 5                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 6                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 7                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 8                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 9                      | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 10                     | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 11                     | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 12                     | 2799.0<br>8   | 2979.2<br>0        | 3071.6<br>4   | 3251.7<br>3        | 3263.5<br>7   | 3443.6<br>8        | 3464.1<br>0   | 3644.2<br>2        |
| 13                     | 2813.6<br>0   | 2993.6<br>5        | 3100.1<br>5   | 3280.2<br>0        | 3302.2<br>2   | 3482.2<br>9        | 3531.8<br>7   | 3711.9<br>7        |
| 14                     | 2829.3<br>9   | 3009.5<br>2        | 3129.3<br>6   | 3309.4<br>3        | 3342.9<br>0   | 3523.0<br>3        | 3590.5<br>9   | 3770.6<br>7        |
| 15                     | 2843.6<br>2   | 3023.7<br>2        | 3160.2<br>6   | 3340.3<br>5        | 3386.2<br>7   | 3566.3<br>3        | 3651.4<br>0   | 3831.4<br>5        |
| 16                     | 2847.9<br>9   | 3028.0<br>8        | 3184.2<br>5   | 3364.3<br>4        | 3410.2<br>9   | 3590.3<br>8        | 3680.2<br>2   | 3860.3<br>0        |
| 17                     | 2847.9<br>9   | 3028.0<br>8        | 3184.2<br>5   | 3364.3<br>4        | 3437.2<br>6   | 3617.3<br>3        | 3726.5<br>1   | 3906.5<br>9        |
| 18                     | 2860.2<br>7   | 3040.3<br>9        | 3209.4<br>1   | 3389.5<br>0        | 3469.6<br>6   | 3649.7<br>4        | 3779.4<br>0   | 3959.4<br>8        |
| 19                     | 2860.2<br>7   | 3040.3<br>9        | 3209.4<br>1   | 3389.5<br>0        | 3469.6<br>6   | 3649.7<br>4        | 3819.5<br>2   | 3999.6<br>1        |
| 20                     | 2872.4<br>1   | 3052.5<br>3        | 3220.2<br>2   | 3400.2<br>7        | 3493.7<br>4   | 3673.8<br>5        | 3865.9<br>2   | 4046.0<br>0        |
| 21                     | 2872.4<br>1   | 3052.5<br>3        | 3220.2<br>2   | 3400.2<br>7        | 3493.7<br>4   | 3673.8<br>5        | 3865.9<br>2   | 4046.0<br>0        |
| 22                     | 2884.3<br>9   | 3064.4<br>7        | 3238.3<br>7   | 3418.4<br>5        | 3520.3<br>8   | 3700.4<br>6        | 3899.5<br>0   | 4079.5<br>9        |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 23 | 2884.3<br>9 | 3064.4<br>7 | 3238.3<br>7 | 3418.4<br>5 | 3520.3<br>8 | 3700.4<br>6 | 3899.5<br>0 | 4079.5<br>9 |
| 24 | 2891.1<br>1 | 3071.1<br>9 | 3238.3<br>7 | 3418.4<br>5 | 3556.0<br>3 | 3736.0<br>7 | 3933.4<br>4 | 4113.5<br>3 |
| 25 | 2891.1<br>1 | 3071.1<br>9 | 3238.3<br>7 | 3418.4<br>5 | 3556.0<br>3 | 3736.0<br>7 | 3933.4<br>4 | 4113.5<br>3 |
| 26 | 2898.3<br>1 | 3078.4<br>1 | 3255.4<br>1 | 3435.4<br>7 | 3570.6<br>3 | 3750.7<br>2 | 3967.5<br>3 | 4147.6<br>3 |
| 27 | 2898.3<br>1 | 3078.4<br>1 | 3255.4<br>1 | 3435.4<br>7 | 3570.6<br>3 | 3750.7<br>2 | 3967.5<br>3 | 4147.6<br>3 |
| 28 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3584.7<br>5 | 3764.8<br>5 | 4001.6<br>9 | 4181.7<br>7 |
| 29 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4001.6<br>9 | 4181.7<br>7 |
| 30 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4001.6<br>9 | 4181.7<br>7 |
| 31 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4001.6<br>9 | 4181.7<br>7 |
| 32 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4071.7<br>2 | 4251.7<br>9 |
| 33 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4071.7<br>2 | 4251.7<br>9 |
| 34 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4071.7<br>2 | 4251.7<br>9 |
| 35 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4071.7<br>2 | 4251.7<br>9 |
| 36 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4071.7<br>2 | 4251.7<br>9 |
| 37 | 2903.5<br>0 | 3083.5<br>8 | 3265.4<br>7 | 3445.5<br>2 | 3591.4<br>4 | 3771.5<br>3 | 4113.2<br>2 | 4293.2<br>9 |

## 2.2. Rémunérations mensuelles minimales: Personnel opérationnel

| ANNEES D'EXPERIENCE | CATEGORIE          |                    |                  |                 |                  |                 |                  |                 |                  |
|---------------------|--------------------|--------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|------------------|
|                     | OP1<br>ST<br>AT 1a | OP1<br>ST<br>AT 1b | OP1<br>TF/<br>WT | OP2<br>ST<br>AT | OP2<br>TF/<br>WT | OP3<br>ST<br>AT | OP3<br>TF/<br>WT | OP4<br>ST<br>AT | OP4<br>TF/<br>WT |
| 0                   | 2954.<br>10        | 3071.<br>64        | 3251.<br>73      | 3023.<br>24     | 3203.<br>34      | 3306.<br>54     | 3486.<br>62      | 3730.<br>55     | 3910.<br>61      |
| 1                   | 2954.<br>10        | 3071.<br>64        | 3251.<br>73      | 3023.<br>24     | 3203.<br>34      | 3306.<br>54     | 3486.<br>62      | 3730.<br>55     | 3910.<br>61      |
| 2                   | 2954.<br>10        | 3071.<br>64        | 3251.<br>73      | 3023.<br>24     | 3203.<br>34      | 3306.<br>54     | 3486.<br>62      | 3730.<br>55     | 3910.<br>61      |
| 3                   | 2954.<br>10        | 3071.<br>64        | 3251.<br>73      | 3023.<br>24     | 3203.<br>34      | 3306.<br>54     | 3486.<br>62      | 3730.<br>55     | 3910.<br>61      |
| 4                   | 2954.<br>10        | 3071.<br>64        | 3251.<br>73      | 3023.<br>24     | 3203.<br>34      | 3306.<br>54     | 3486.<br>62      | 3730.<br>55     | 3910.<br>61      |
| 5                   | 2954.<br>10        | 3071.<br>64        | 3251.<br>73      | 3023.<br>24     | 3203.<br>34      | 3306.<br>54     | 3486.<br>62      | 3730.<br>55     | 3910.<br>61      |
| 6                   | 2954.<br>10        | 3071.<br>64        | 3251.<br>73      | 3023.<br>24     | 3203.<br>34      | 3306.<br>54     | 3486.<br>62      | 3730.<br>55     | 3910.<br>61      |
| 7                   | 2954.<br>10        | 3071.<br>64        | 3251.<br>73      | 3023.<br>24     | 3203.<br>34      | 3306.<br>54     | 3486.<br>62      | 3730.<br>55     | 3910.<br>61      |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 8  | 2954.<br>10 | 3071.<br>64 | 3251.<br>73 | 3023.<br>24 | 3203.<br>34 | 3306.<br>54 | 3486.<br>62 | 3730.<br>55 | 3910.<br>61 |
| 9  | 2954.<br>10 | 3071.<br>64 | 3251.<br>73 | 3023.<br>24 | 3203.<br>34 | 3306.<br>54 | 3486.<br>62 | 3730.<br>55 | 3910.<br>61 |
| 10 | 2954.<br>10 | 3071.<br>64 | 3251.<br>73 | 3023.<br>24 | 3203.<br>34 | 3306.<br>54 | 3486.<br>62 | 3730.<br>55 | 3910.<br>61 |
| 11 | 2954.<br>10 | 3071.<br>64 | 3251.<br>73 | 3023.<br>24 | 3203.<br>34 | 3306.<br>54 | 3486.<br>62 | 3730.<br>55 | 3910.<br>61 |
| 12 | 2954.<br>10 | 3071.<br>64 | 3251.<br>73 | 3023.<br>24 | 3203.<br>34 | 3306.<br>54 | 3486.<br>62 | 3730.<br>55 | 3910.<br>61 |
| 13 | 2975.<br>92 | 3100.<br>15 | 3280.<br>20 | 3023.<br>24 | 3203.<br>34 | 3306.<br>54 | 3486.<br>62 | 3730.<br>55 | 3910.<br>61 |
| 14 | 2998.<br>70 | 3129.<br>36 | 3309.<br>43 | 3103.<br>31 | 3283.<br>40 | 3400.<br>32 | 3580.<br>40 | 3730.<br>55 | 3910.<br>61 |
| 15 | 3021.<br>74 | 3160.<br>26 | 3340.<br>35 | 3103.<br>31 | 3283.<br>40 | 3400.<br>32 | 3580.<br>40 | 3730.<br>55 | 3910.<br>61 |
| 16 | 3036.<br>18 | 3184.<br>25 | 3364.<br>34 | 3183.<br>48 | 3363.<br>55 | 3493.<br>91 | 3673.<br>99 | 3730.<br>55 | 3910.<br>61 |
| 17 | 3038.<br>54 | 3184.<br>25 | 3364.<br>34 | 3223.<br>29 | 3403.<br>41 | 3540.<br>73 | 3720.<br>82 | 3730.<br>55 | 3910.<br>61 |
| 18 | 3048.<br>64 | 3209.<br>41 | 3389.<br>50 | 3236.<br>14 | 3416.<br>26 | 3556.<br>36 | 3736.<br>45 | 3789.<br>54 | 3969.<br>62 |
| 19 | 3055.<br>09 | 3209.<br>41 | 3389.<br>50 | 3236.<br>14 | 3416.<br>26 | 3556.<br>36 | 3736.<br>45 | 3789.<br>54 | 3969.<br>62 |
| 20 | 3067.<br>55 | 3220.<br>22 | 3400.<br>27 | 3261.<br>74 | 3441.<br>79 | 3587.<br>51 | 3767.<br>63 | 3907.<br>38 | 4087.<br>45 |
| 21 | 3073.<br>93 | 3220.<br>22 | 3400.<br>27 | 3261.<br>74 | 3441.<br>79 | 3587.<br>51 | 3767.<br>63 | 3907.<br>38 | 4087.<br>45 |
| 22 | 3086.<br>38 | 3238.<br>37 | 3418.<br>45 | 3287.<br>42 | 3467.<br>49 | 3618.<br>54 | 3798.<br>62 | 4025.<br>33 | 4205.<br>44 |
| 23 | 3091.<br>21 | 3238.<br>37 | 3418.<br>45 | 3287.<br>42 | 3467.<br>49 | 3618.<br>54 | 3798.<br>62 | 4025.<br>33 | 4205.<br>44 |
| 24 | 3099.<br>53 | 3238.<br>37 | 3418.<br>45 | 3307.<br>27 | 3487.<br>35 | 3642.<br>75 | 3822.<br>87 | 4062.<br>89 | 4243.<br>03 |
| 25 | 3104.<br>55 | 3238.<br>37 | 3418.<br>45 | 3307.<br>27 | 3487.<br>35 | 3642.<br>75 | 3822.<br>87 | 4062.<br>89 | 4243.<br>03 |
| 26 | 3113.<br>09 | 3255.<br>41 | 3435.<br>47 | 3327.<br>34 | 3507.<br>45 | 3667.<br>25 | 3847.<br>35 | 4100.<br>38 | 4280.<br>48 |
| 27 | 3117.<br>99 | 3255.<br>41 | 3435.<br>47 | 3337.<br>27 | 3517.<br>39 | 3679.<br>32 | 3859.<br>41 | 4119.<br>09 | 4299.<br>17 |
| 28 | 3124.<br>60 | 3265.<br>47 | 3445.<br>52 | 3345.<br>21 | 3525.<br>28 | 3689.<br>28 | 3869.<br>36 | 4130.<br>61 | 4310.<br>72 |
| 29 | 3128.<br>66 | 3265.<br>47 | 3445.<br>52 | 3345.<br>21 | 3525.<br>28 | 3689.<br>28 | 3869.<br>36 | 4130.<br>61 | 4310.<br>72 |
| 30 | 3132.<br>77 | 3265.<br>47 | 3445.<br>52 | 3361.<br>13 | 3541.<br>21 | 3708.<br>99 | 3889.<br>08 | 4153.<br>77 | 4333.<br>88 |
| 31 | 3136.<br>77 | 3265.<br>47 | 3445.<br>52 | 3361.<br>13 | 3541.<br>21 | 3708.<br>99 | 3889.<br>08 | 4153.<br>77 | 4333.<br>88 |
| 32 | 3140.<br>86 | 3265.<br>47 | 3445.<br>52 | 3377.<br>17 | 3557.<br>24 | 3728.<br>74 | 3908.<br>85 | 4176.<br>93 | 4357.<br>01 |
| 33 | 3140.<br>86 | 3265.<br>47 | 3445.<br>52 | 3377.<br>17 | 3557.<br>24 | 3728.<br>74 | 3908.<br>86 | 4176.<br>93 | 4357.<br>01 |
| 34 | 3144.<br>83 | 3265.<br>47 | 3445.<br>52 | 3386.<br>17 | 3566.<br>21 | 3736.<br>99 | 3917.<br>06 | 4188.<br>21 | 4368.<br>29 |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 35 | 3144.<br>83 | 3265.<br>47 | 3445.<br>52 | 3386.<br>17 | 3566.<br>21 | 3736.<br>99 | 3917.<br>06 | 4188.<br>21 | 4368.<br>29 |
| 36 | 3149.<br>34 | 3265.<br>47 | 3445.<br>52 | 3395.<br>15 | 3575.<br>24 | 3745.<br>30 | 3925.<br>41 | 4199.<br>35 | 4379.<br>44 |
| 37 | 3151.<br>58 | 3265.<br>47 | 3445.<br>52 | 3399.<br>60 | 3579.<br>72 | 3749.<br>35 | 3929.<br>40 | 4205.<br>10 | 4385.<br>19 |

## 2.3. Rémunérations mensuelles minimales: Représentants-vendeurs

### 2.3.1. : Sans commission

| ANNEES D'EXPERIENCE |         |
|---------------------|---------|
| 0                   | 3464.10 |
| 1                   | 3464.10 |
| 2                   | 3464.10 |
| 3                   | 3464.10 |
| 4                   | 3464.10 |
| 5                   | 3464.10 |
| 6                   | 3464.10 |
| 7                   | 3464.10 |
| 8                   | 3464.10 |
| 9                   | 3464.10 |
| 10                  | 3464.10 |
| 11                  | 3464.10 |
| 12                  | 3464.10 |
| 13                  | 3531.87 |
| 14                  | 3590.59 |
| 15                  | 3651.40 |
| 16                  | 3680.22 |
| 17                  | 3726.51 |
| 18                  | 3779.40 |
| 19                  | 3819.52 |
| 20                  | 3865.92 |
| 21                  | 3865.92 |
| 22                  | 3899.50 |
| 23                  | 3899.50 |
| 24                  | 3933.44 |
| 25                  | 3933.44 |
| 26                  | 3967.53 |
| 27                  | 3967.53 |
| 28                  | 4001.69 |
| 29                  | 4001.69 |
| 30                  | 4001.69 |
| 31                  | 4001.69 |
| 32                  | 4071.72 |
| 33                  | 4071.72 |
| 34                  | 4071.72 |
| 35                  | 4071.72 |
| 36                  | 4071.72 |
| 37                  | 4113.22 |

### 2.3.2. : Avec commissions

La rémunération minimum (barème fixe + commissions) ne peut être inférieure à la rémunération en vigueur pour le personnel employé administratif de la catégorie 4.

|                            |           |
|----------------------------|-----------|
| <b>                        |           |
| Barème minimum fixe indexé | 2860.4762 |