

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/03/2025 (Dernière actualisation de la page 04/12/2025)

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. : 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	28284.48	28725.60	30261.96	30839.88	31722.00	33507.72
1	30523.56	31040.52	32576.88	33154.80	34037.28	36023.04
2	30675.60	31321.80	32865.72	33459.24	34341.12	36023.04
3	30827.76	31603.32	33154.68	33763.56	34645.56	36125.76
4	30980.04	31884.96	33443.28	34067.64	34950.00	36125.76
5	31132.32	32166.48	33732.48	34371.96	35254.32	36600.24
6	31284.24	32447.88	34021.56	34676.28	35558.28	36600.24
7	31436.16	32729.28	34310.40	34980.36	35862.36	38148.24
8	31588.44	33010.80	34599.60	35284.68	36093.60	38148.24
9	31740.60	33292.20	34888.44	35589.12	36116.04	39696.00
10	32677.56	34365.12	36072.72	36139.68	36876.84	40171.32
11	32829.84	34707.24	36112.44	36370.80	37241.76	41047.44
12	32982.00	35049.48	36138.72	36735.96	37606.44	41047.44
13	33134.28	35391.60	36345.60	37101.12	37971.60	42411.72
14	33286.44	35733.72	36695.40	37466.04	38336.40	42411.72
15	33438.84	36076.20	37045.32	37830.84	38701.44	43792.56
16	33590.88	36112.20	37395.24	38196.00	39066.36	43792.56
17	33742.92	36137.88	37745.40	38560.80	39431.40	45173.88
18	33894.96	36325.80	38095.20	38925.96	39796.68	45173.88
19	34047.12	36667.80	38444.88	39290.88	40148.40	46555.20
20	34199.40	37010.04	38794.80	39655.92	40175.88	46555.20
21	34351.56	37352.28	39144.60	40020.72	40203.24	47936.16
22	34503.84	37694.28	39494.52	40165.20	40479.60	47936.16
23	34655.88	38036.88	39844.68	40192.44	40844.52	49317.60
24	34808.04	38378.76	40150.92	40338.96	41209.56	49317.60
25	35023.92	38791.20	40249.80	40777.92	41650.20	50790.36
26	35235.24	39199.68	40343.88	41212.56	42087.00	50875.80
27	35442.72	39604.20	40671.48	41643.36	42526.56	52343.04
28	35493.72	40005.84	41082.24	42070.44	42961.92	52418.04

29	35540.64	40403.64	41489.16	42499.68	43394.64	53879.64
30	35584.44	40453.32	41540.40	42551.76	43447.68	53945.76
31	35624.88	40499.40	41587.44	42600.12	43496.88	54007.20
32	35662.20	40541.64	41630.88	42644.64	43542.72	54063.84
33	35696.88	40581.12	41671.80	42686.40	43585.08	54116.52
34	35728.92	40617.60	41709.24	42724.80	43624.44	54165.24
35	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
36	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
37	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
38	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
39	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
40	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
41	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
42	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
43	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
44	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12
45	35758.80	40651.32	41743.80	42760.20	43660.92	54210.12

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	33507.72	36142.92	36664.44	38148.12	48330.72
1	35925.96	38470.44	39277.08	40178.52	50698.44
2	35925.96	38470.44	39277.08	40178.52	50698.44
3	36118.68	39051.12	40169.28	40370.16	52819.80
4	36118.68	39051.12	40169.28	40370.16	52819.80
5	36310.44	39631.68	40821.48	40950.72	54940.80
6	36310.44	39631.68	40821.48	40950.72	54940.80
7	36891.00	40152.24	46522.20	41531.16	57062.04
8	36891.00	40152.24	46522.20	41531.16	57062.04
9	37471.56	40195.80	47705.76	42115.92	59183.16
10	38245.08	40789.44	48495.00	42905.04	59972.28
11	39019.08	41563.44	49678.68	43694.28	62093.52
12	39019.08	41563.44	49678.68	43694.28	62093.52
13	39793.20	42345.96	50862.60	44483.28	64214.16
14	39793.20	42345.96	50862.60	44483.28	64214.16
15	40178.40	43135.20	52046.64	45272.40	66335.40
16	40178.40	43135.20	56124.24	45272.40	66335.40
17	40563.72	43924.08	57307.80	46061.52	68456.64
18	40563.72	43924.08	57307.80	46061.52	68456.64
19	41337.72	44713.32	58491.48	46850.64	70577.52
20	41337.72	44713.32	58491.48	46850.64	70577.52
21	42115.56	45502.44	59675.64	47640.12	72699.00
22	42115.56	45502.44	59675.64	47640.12	72699.00
23	42904.56	46291.68	60859.20	48429.12	74819.76
24	42904.56	46291.68	60859.20	48429.12	74819.76
25	43773.12	47166.24	62155.68	49307.40	74955.48

26	43846.44	47245.44	62259.84	49390.32	75081.48
27	44708.04	48111.84	63546.36	50259.96	75197.88
28	44772.12	48181.08	63637.56	50332.32	75305.76
29	45626.52	49040.16	63722.16	51194.52	75405.96
30	45682.80	49100.40	63800.64	51257.28	75498.36
31	46531.68	49953.36	63873.12	52112.88	75584.28
32	46580.88	50006.16	63939.96	52167.60	75663.60
33	46625.88	50054.76	64002.24	52218.36	75737.40
34	46667.88	50099.76	64059.96	52265.40	75805.56
35	46707.00	50141.28	64113.00	52308.72	75868.56
36	46707.00	50141.28	64113.00	52308.72	75868.56
37	46707.00	50141.28	64113.00	52308.72	75868.56
38	46707.00	50141.28	64113.00	52308.72	75868.56
39	46707.00	50141.28	64113.00	52308.72	75868.56
40	46707.00	50141.28	64113.00	52308.72	75868.56
41	46707.00	50141.28	64113.00	52308.72	75868.56
42	46707.00	50141.28	64113.00	52308.72	75868.56
43	46707.00	50141.28	64113.00	52308.72	75868.56
44	46707.00	50141.28	64113.00	52308.72	75868.56
45	46707.00	50141.28	64113.00	52308.72	75868.56

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	14.3140	14.5372	15.3148	15.6072	16.0536	16.9573
1	15.4471	15.7088	16.4863	16.7787	17.2253	18.2303
2	15.5241	15.8511	16.6324	16.9328	17.3791	18.2303
3	15.6011	15.9936	16.7787	17.0868	17.5332	18.2823
4	15.6782	16.1361	16.9247	17.2407	17.6872	18.2823
5	15.7552	16.2786	17.0711	17.3947	17.8413	18.5224
6	15.8321	16.4210	17.2174	17.5487	17.9951	18.5224
7	15.9090	16.5634	17.3636	17.7026	18.1490	19.3058
8	15.9861	16.7059	17.5099	17.8566	18.2660	19.3058
9	16.0631	16.8483	17.6561	18.0107	18.2773	20.0891
10	16.5372	17.3913	18.2554	18.2893	18.6624	20.3296
11	16.6143	17.5644	18.2755	18.4063	18.8470	20.7730
12	16.6913	17.7376	18.2888	18.5911	19.0316	20.7730
13	16.7684	17.9107	18.3935	18.7759	19.2164	21.4634
14	16.8454	18.0839	18.5705	18.9605	19.4010	21.4634
15	16.9225	18.2572	18.7476	19.1452	19.5857	22.1622
16	16.9994	18.2754	18.9247	19.3300	19.7704	22.1622
17	17.0764	18.2884	19.1019	19.5146	19.9552	22.8613
18	17.1533	18.3835	19.2789	19.6994	20.1400	22.8613
19	17.2303	18.5566	19.4559	19.8840	20.3180	23.5603
20	17.3074	18.7298	19.6330	20.0688	20.3319	23.5603
21	17.3844	18.9030	19.8100	20.2534	20.3458	24.2592

22	17.4615	19.0761	19.9871	20.3265	20.4856	24.2592
23	17.5384	19.2494	20.1643	20.3403	20.6703	24.9583
24	17.6154	19.4224	20.3193	20.4145	20.8550	24.9583
25	17.7247	19.6312	20.3693	20.6366	21.0780	25.7036
26	17.8316	19.8379	20.4169	20.8566	21.2991	25.7469
27	17.9366	20.0426	20.5827	21.0746	21.5215	26.4894
28	17.9624	20.2459	20.7906	21.2907	21.7419	26.5273
29	17.9862	20.4472	20.9965	21.5079	21.9609	27.2670
30	18.0083	20.4723	21.0225	21.5343	21.9877	27.3005
31	18.0288	20.4956	21.0463	21.5588	22.0126	27.3316
32	18.0477	20.5170	21.0683	21.5813	22.0358	27.3602
33	18.0652	20.5370	21.0890	21.6024	22.0572	27.3869
34	18.0814	20.5555	21.1079	21.6219	22.0771	27.4116
35	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
36	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
37	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
38	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
39	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
40	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
41	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
42	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
43	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
44	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343
45	18.0966	20.5725	21.1254	21.6398	22.0956	27.4343

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	16.9573	18.2910	18.5549	19.3057	24.4589
1	18.1812	19.4688	19.8771	20.3333	25.6571
2	18.1812	19.4688	19.8771	20.3333	25.6571
3	18.2787	19.7627	20.3286	20.4302	26.7307
4	18.2787	19.7627	20.3286	20.4302	26.7307
5	18.3757	20.0565	20.6586	20.7240	27.8040
6	18.3757	20.0565	20.6586	20.7240	27.8040
7	18.6695	20.3200	23.5436	21.0178	28.8776
8	18.6695	20.3200	23.5436	21.0178	28.8776
9	18.9633	20.3420	24.1426	21.3137	29.9510
10	19.3548	20.6424	24.5420	21.7131	30.3503
11	19.7465	21.0341	25.1410	22.1125	31.4238
12	19.7465	21.0341	25.1410	22.1125	31.4238
13	20.1383	21.4301	25.7402	22.5118	32.4970
14	20.1383	21.4301	25.7402	22.5118	32.4970
15	20.3332	21.8296	26.3394	22.9111	33.5705
16	20.3332	21.8296	28.4030	22.9111	33.5705
17	20.5282	22.2288	29.0019	23.3105	34.6440
18	20.5282	22.2288	29.0019	23.3105	34.6440

19	20.9199	22.6282	29.6010	23.7098	35.7174
20	20.9199	22.6282	29.6010	23.7098	35.7174
21	21.3135	23.0276	30.2002	24.1094	36.7910
22	21.3135	23.0276	30.2002	24.1094	36.7910
23	21.7128	23.4270	30.7992	24.5087	37.8643
24	21.7128	23.4270	30.7992	24.5087	37.8643
25	22.1524	23.8696	31.4553	24.9531	37.9329
26	22.1895	23.9096	31.5080	24.9951	37.9967
27	22.6255	24.3481	32.1591	25.4352	38.0556
28	22.6580	24.3831	32.2052	25.4718	38.1102
29	23.0903	24.8179	32.2481	25.9082	38.1609
30	23.1188	24.8484	32.2878	25.9399	38.2077
31	23.5484	25.2800	32.3245	26.3729	38.2512
32	23.5733	25.3068	32.3583	26.4006	38.2913
33	23.5961	25.3314	32.3898	26.4263	38.3286
34	23.6173	25.3541	32.4190	26.4501	38.3631
35	23.6371	25.3751	32.4459	26.4720	38.3950
36	23.6371	25.3751	32.4459	26.4720	38.3950
37	23.6371	25.3751	32.4459	26.4720	38.3950
38	23.6371	25.3751	32.4459	26.4720	38.3950
39	23.6371	25.3751	32.4459	26.4720	38.3950
40	23.6371	25.3751	32.4459	26.4720	38.3950
41	23.6371	25.3751	32.4459	26.4720	38.3950
42	23.6371	25.3751	32.4459	26.4720	38.3950
43	23.6371	25.3751	32.4459	26.4720	38.3950
44	23.6371	25.3751	32.4459	26.4720	38.3950
45	23.6371	25.3751	32.4459	26.4720	38.3950

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	2357.04	2393.80	2521.83	2569.99	2643.50	2792.31
1	2543.63	2586.71	2714.74	2762.90	2836.44	3001.92
2	2556.30	2610.15	2738.81	2788.27	2861.76	3001.92
3	2568.98	2633.61	2762.89	2813.63	2887.13	3010.48
4	2581.67	2657.08	2786.94	2838.97	2912.50	3010.48
5	2594.36	2680.54	2811.04	2864.33	2937.86	3050.02
6	2607.02	2703.99	2835.13	2889.69	2963.19	3050.02
7	2619.68	2727.44	2859.20	2915.03	2988.53	3179.02
8	2632.37	2750.90	2883.30	2940.39	3007.80	3179.02
9	2645.05	2774.35	2907.37	2965.76	3009.67	3308.00
10	2723.13	2863.76	3006.06	3011.64	3073.07	3347.61
11	2735.82	2892.27	3009.37	3030.90	3103.48	3420.62
12	2748.50	2920.79	3011.56	3061.33	3133.87	3420.62
13	2761.19	2949.30	3028.80	3091.76	3164.30	3534.31
14	2773.87	2977.81	3057.95	3122.17	3194.70	3534.31

15	2786.57	3006.35	3087.11	3152.57	3225.12	3649.38
16	2799.24	3009.35	3116.27	3183.00	3255.53	3649.38
17	2811.91	3011.49	3145.45	3213.40	3285.95	3764.49
18	2824.58	3027.15	3174.60	3243.83	3316.39	3764.49
19	2837.26	3055.65	3203.74	3274.24	3345.70	3879.60
20	2849.95	3084.17	3232.90	3304.66	3347.99	3879.60
21	2862.63	3112.69	3262.05	3335.06	3350.27	3994.68
22	2875.32	3141.19	3291.21	3347.10	3373.30	3994.68
23	2887.99	3169.74	3320.39	3349.37	3403.71	4109.80
24	2900.67	3198.23	3345.91	3361.58	3434.13	4109.80
25	2918.66	3232.60	3354.15	3398.16	3470.85	4232.53
26	2936.27	3266.64	3361.99	3434.38	3507.25	4239.65
27	2953.56	3300.35	3389.29	3470.28	3543.88	4361.92
28	2957.81	3333.82	3423.52	3505.87	3580.16	4368.17
29	2961.72	3366.97	3457.43	3541.64	3616.22	4489.97
30	2965.37	3371.11	3461.70	3545.98	3620.64	4495.48
31	2968.74	3374.95	3465.62	3550.01	3624.74	4500.60
32	2971.85	3378.47	3469.24	3553.72	3628.56	4505.32
33	2974.74	3381.76	3472.65	3557.20	3632.09	4509.71
34	2977.41	3384.80	3475.77	3560.40	3635.37	4513.77
35	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
36	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
37	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
38	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
39	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
40	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
41	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
42	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
43	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
44	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51
45	2979.90	3387.61	3478.65	3563.35	3638.41	4517.51

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2792.31	3011.91	3055.37	3179.01	4027.56
1	2993.83	3205.87	3273.09	3348.21	4224.87
2	2993.83	3205.87	3273.09	3348.21	4224.87
3	3009.89	3254.26	3347.44	3364.18	4401.65
4	3009.89	3254.26	3347.44	3364.18	4401.65
5	3025.87	3302.64	3401.79	3412.56	4578.40
6	3025.87	3302.64	3401.79	3412.56	4578.40
7	3074.25	3346.02	3876.85	3460.93	4755.17
8	3074.25	3346.02	3876.85	3460.93	4755.17
9	3122.63	3349.65	3975.48	3509.66	4931.93
10	3187.09	3399.12	4041.25	3575.42	4997.69
11	3251.59	3463.62	4139.89	3641.19	5174.46

12	3251.59	3463.62	4139.89	3641.19	5174.46
13	3316.10	3528.83	4238.55	3706.94	5351.18
14	3316.10	3528.83	4238.55	3706.94	5351.18
15	3348.20	3594.60	4337.22	3772.70	5527.95
16	3348.20	3594.60	4677.02	3772.70	5527.95
17	3380.31	3660.34	4775.65	3838.46	5704.72
18	3380.31	3660.34	4775.65	3838.46	5704.72
19	3444.81	3726.11	4874.29	3904.22	5881.46
20	3444.81	3726.11	4874.29	3904.22	5881.46
21	3509.63	3791.87	4972.97	3970.01	6058.25
22	3509.63	3791.87	4972.97	3970.01	6058.25
23	3575.38	3857.64	5071.60	4035.76	6234.98
24	3575.38	3857.64	5071.60	4035.76	6234.98
25	3647.76	3930.52	5179.64	4108.95	6246.29
26	3653.87	3937.12	5188.32	4115.86	6256.79
27	3725.67	4009.32	5295.53	4188.33	6266.49
28	3731.01	4015.09	5303.13	4194.36	6275.48
29	3802.21	4086.68	5310.18	4266.21	6283.83
30	3806.90	4091.70	5316.72	4271.44	6291.53
31	3877.64	4162.78	5322.76	4342.74	6298.69
32	3881.74	4167.18	5328.33	4347.30	6305.30
33	3885.49	4171.23	5333.52	4351.53	6311.45
34	3888.99	4174.98	5338.33	4355.45	6317.13
35	3892.25	4178.44	5342.75	4359.06	6322.38
36	3892.25	4178.44	5342.75	4359.06	6322.38
37	3892.25	4178.44	5342.75	4359.06	6322.38
38	3892.25	4178.44	5342.75	4359.06	6322.38
39	3892.25	4178.44	5342.75	4359.06	6322.38
40	3892.25	4178.44	5342.75	4359.06	6322.38
41	3892.25	4178.44	5342.75	4359.06	6322.38
42	3892.25	4178.44	5342.75	4359.06	6322.38
43	3892.25	4178.44	5342.75	4359.06	6322.38
44	3892.25	4178.44	5342.75	4359.06	6322.38
45	3892.25	4178.44	5342.75	4359.06	6322.38

4. : Rémunération minimum garantie

Rémunération minimum garantie	
Par année	27764.5200
Par mois	2313.7100
Par heure (38h/semaine)	14.0509

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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