

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/04/2022 (Dernière actualisation de la page 04/12/2025)

Indexation de 2% en 4/2022.

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	24623.28	25007.40	26344.68	26847.96	27615.84	29170.44
1	26572.44	27022.56	28360.08	28863.24	29631.36	31360.08
2	26704.92	27267.48	28611.60	29128.20	29896.08	31360.08
3	26837.40	27512.64	28863.12	29393.04	30161.04	31449.72
4	26969.88	27757.80	29114.64	29657.88	30426.12	31449.72
5	27102.60	28002.84	29366.16	29922.96	30690.96	31862.76
6	27234.72	28247.88	29617.92	30187.80	30955.68	31862.76
7	27367.20	28492.80	29869.32	30452.52	31220.40	33210.36
8	27499.68	28737.96	30120.96	30717.48	31421.52	33210.36
9	27632.28	28982.88	30372.48	30982.56	31441.20	34557.84
10	28447.80	29916.96	31403.52	31461.72	32103.36	34971.60
11	28580.40	30214.68	31438.08	31663.08	32421.12	35734.20
12	28712.88	30512.64	31461.00	31980.84	32738.76	35734.20
13	28845.24	30810.48	31641.00	32298.72	33056.40	36921.96
14	28977.84	31108.44	31945.68	32616.36	33374.16	36921.96
15	29110.32	31406.52	32250.24	32934.00	33691.92	38124.00
16	29242.80	31437.84	32554.80	33251.88	34009.68	38124.00
17	29375.16	31460.28	32859.48	33569.52	34327.44	39326.52
18	29507.64	31623.72	33164.04	33887.40	34645.32	39326.52
19	29640.12	31921.56	33468.48	34205.04	34951.56	40529.04
20	29772.60	32219.40	33773.28	34522.80	34975.44	40529.04
21	29905.08	32517.36	34077.72	34840.56	34999.44	41731.32
22	30037.68	32815.20	34382.40	34966.32	35239.92	41731.32
23	30170.04	33113.40	34687.08	34989.96	35557.56	42933.84
24	30302.52	33411.00	34953.72	35117.64	35875.32	42933.84
25	30490.32	33770.16	35039.88	35499.60	36259.08	44216.16
26	30674.40	34125.72	35121.72	35877.96	36639.24	44290.44
27	30855.12	34478.04	35406.96	36253.20	37021.80	45567.72
28	30899.40	34827.36	35764.44	36624.96	37401.00	45633.00

29	30940.32	35173.80	36118.92	36998.52	37777.56	46905.48
30	30978.48	35217.00	36163.32	37043.88	37823.76	46963.08
31	31013.64	35256.96	36204.48	37085.88	37866.84	47016.36
32	31046.16	35294.04	36242.40	37124.88	37906.56	47065.92
33	31076.40	35328.36	36277.80	37161.00	37943.52	47111.64
34	31104.24	35360.16	36310.32	37194.48	37977.84	47154.00
35	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
36	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
37	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
38	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
39	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
40	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
41	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
42	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
43	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
44	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12
45	31130.28	35389.56	36340.56	37225.32	38009.40	47193.12

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	29170.44	31464.60	31918.68	33210.24	42074.76
1	31275.72	33490.92	34192.92	34977.96	44136.12
2	31275.72	33490.92	34192.92	34977.96	44136.12
3	31443.48	33996.36	34969.68	35144.76	45982.80
4	31443.48	33996.36	34969.68	35144.76	45982.80
5	31610.40	34501.80	35537.76	35650.08	47829.24
6	31610.40	34501.80	35537.76	35650.08	47829.24
7	32115.72	34955.04	40500.36	36155.40	49675.92
8	32115.72	34955.04	40500.36	36155.40	49675.92
9	32621.04	34992.84	41530.92	36664.32	51522.48
10	33294.60	35509.68	42217.80	37351.44	52209.48
11	33968.40	36183.48	43248.48	38038.32	54056.16
12	33968.40	36183.48	43248.48	38038.32	54056.16
13	34642.32	36864.72	44278.92	38725.44	55902.36
14	34642.32	36864.72	44278.92	38725.44	55902.36
15	34977.84	37551.72	45309.60	39412.44	57748.92
16	34977.84	37551.72	48859.44	39412.44	57748.92
17	35313.12	38238.60	49890.00	40099.44	59595.60
18	35313.12	38238.60	49890.00	40099.44	59595.60
19	35986.92	38925.60	50920.44	40786.32	61442.16
20	35986.92	38925.60	50920.44	40786.32	61442.16
21	36663.96	39612.72	51951.12	41473.56	63288.84
22	36663.96	39612.72	51951.12	41473.56	63288.84
23	37350.96	40299.60	52981.68	42160.44	65135.16
24	37350.96	40299.60	52981.68	42160.44	65135.16
25	38107.20	41061.00	54110.28	42925.08	65253.24

26	38171.04	41130.00	54201.00	42997.20	65362.80
27	38920.92	41884.32	55320.84	43754.40	65464.20
28	38976.72	41944.44	55400.40	43817.28	65558.16
29	39720.60	42692.40	55473.84	44567.88	65645.28
30	39769.56	42744.84	55542.24	44622.60	65726.04
31	40508.76	43487.40	55605.24	45367.44	65800.68
32	40551.36	43533.12	55663.56	45415.08	65869.80
33	40590.72	43575.60	55717.80	45459.24	65933.88
34	40627.20	43614.84	55767.96	45500.16	65993.16
35	40661.16	43651.08	55814.28	45537.96	66048.12
36	40661.16	43651.08	55814.28	45537.96	66048.12
37	40661.16	43651.08	55814.28	45537.96	66048.12
38	40661.16	43651.08	55814.28	45537.96	66048.12
39	40661.16	43651.08	55814.28	45537.96	66048.12
40	40661.16	43651.08	55814.28	45537.96	66048.12
41	40661.16	43651.08	55814.28	45537.96	66048.12
42	40661.16	43651.08	55814.28	45537.96	66048.12
43	40661.16	43651.08	55814.28	45537.96	66048.12
44	40661.16	43651.08	55814.28	45537.96	66048.12
45	40661.16	43651.08	55814.28	45537.96	66048.12

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	12.4612	12.6556	13.3323	13.5870	13.9756	14.7624
1	13.4476	13.6754	14.3523	14.6069	14.9956	15.8705
2	13.5146	13.7993	14.4796	14.7410	15.1296	15.8705
3	13.5817	13.9234	14.6068	14.8750	15.2637	15.9159
4	13.6487	14.0475	14.7341	15.0090	15.3978	15.9159
5	13.7159	14.1715	14.8614	15.1432	15.5319	16.1249
6	13.7828	14.2955	14.9888	15.2772	15.6658	16.1249
7	13.8498	14.4194	15.1161	15.4112	15.7998	16.8069
8	13.9168	14.5435	15.2434	15.5453	15.9016	16.8069
9	13.9839	14.6674	15.3707	15.6794	15.9115	17.4888
10	14.3967	15.1402	15.8925	15.9219	16.2466	17.6982
11	14.4638	15.2908	15.9100	16.0238	16.4074	18.0841
12	14.5308	15.4416	15.9216	16.1846	16.5682	18.0841
13	14.5978	15.5923	16.0127	16.3455	16.7289	18.6852
14	14.6649	15.7431	16.1668	16.5063	16.8898	18.6852
15	14.7319	15.8940	16.3210	16.6670	17.0506	19.2935
16	14.7990	15.9098	16.4751	16.8279	17.2114	19.2935
17	14.8660	15.9212	16.6293	16.9886	17.3722	19.9021
18	14.9330	16.0039	16.7834	17.1495	17.5331	19.9021
19	15.0001	16.1546	16.9375	17.3102	17.6880	20.5106
20	15.0671	16.3054	17.0917	17.4711	17.7001	20.5106
21	15.1341	16.4562	17.2458	17.6319	17.7123	21.1191

22	15.2013	16.6069	17.4000	17.6955	17.8340	21.1191
23	15.2682	16.7578	17.5542	17.7075	17.9947	21.7277
24	15.3353	16.9084	17.6891	17.7721	18.1555	21.7277
25	15.4303	17.0902	17.7327	17.9654	18.3497	22.3766
26	15.5235	17.2701	17.7741	18.1569	18.5421	22.4142
27	15.6149	17.4484	17.9185	18.3468	18.7357	23.0606
28	15.6373	17.6252	18.0994	18.5349	18.9276	23.0936
29	15.6581	17.8005	18.2788	18.7239	19.1182	23.7376
30	15.6774	17.8224	18.3013	18.7469	19.1416	23.7667
31	15.6952	17.8426	18.3221	18.7682	19.1634	23.7937
32	15.7116	17.8614	18.3413	18.7879	19.1835	23.8188
33	15.7269	17.8787	18.3592	18.8062	19.2022	23.8419
34	15.7410	17.8948	18.3757	18.8231	19.2196	23.8634
35	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
36	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
37	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
38	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
39	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
40	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
41	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
42	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
43	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
44	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832
45	15.7542	17.9097	18.3910	18.8387	19.2355	23.8832

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14.7624	15.9234	16.1532	16.8068	21.2929
1	15.8278	16.9488	17.3041	17.7014	22.3361
2	15.8278	16.9488	17.3041	17.7014	22.3361
3	15.9127	17.2046	17.6972	17.7858	23.2706
4	15.9127	17.2046	17.6972	17.7858	23.2706
5	15.9972	17.4604	17.9847	18.0415	24.2051
6	15.9972	17.4604	17.9847	18.0415	24.2051
7	16.2529	17.6898	20.4961	18.2973	25.1396
8	16.2529	17.6898	20.4961	18.2973	25.1396
9	16.5086	17.7089	21.0177	18.5548	26.0741
10	16.8495	17.9705	21.3653	18.9026	26.4218
11	17.1905	18.3115	21.8869	19.2502	27.3564
12	17.1905	18.3115	21.8869	19.2502	27.3564
13	17.5315	18.6562	22.4084	19.5979	28.2907
14	17.5315	18.6562	22.4084	19.5979	28.2907
15	17.7013	19.0039	22.9300	19.9456	29.2252
16	17.7013	19.0039	24.7264	19.9456	29.2252
17	17.8710	19.3515	25.2480	20.2932	30.1597
18	17.8710	19.3515	25.2480	20.2932	30.1597

19	18.2120	19.6992	25.7695	20.6409	31.0942
20	18.2120	19.6992	25.7695	20.6409	31.0942
21	18.5546	20.0469	26.2911	20.9886	32.0288
22	18.5546	20.0469	26.2911	20.9886	32.0288
23	18.9023	20.3945	26.8126	21.3363	32.9631
24	18.9023	20.3945	26.8126	21.3363	32.9631
25	19.2850	20.7799	27.3837	21.7232	33.0229
26	19.3173	20.8148	27.4297	21.7597	33.0783
27	19.6968	21.1965	27.9964	22.1429	33.1297
28	19.7251	21.2269	28.0366	22.1747	33.1772
29	20.1015	21.6055	28.0738	22.5546	33.2213
30	20.1263	21.6320	28.1084	22.5823	33.2622
31	20.5004	22.0078	28.1403	22.9592	33.2999
32	20.5219	22.0309	28.1698	22.9833	33.3349
33	20.5419	22.0524	28.1973	23.0057	33.3673
34	20.5603	22.0723	28.2227	23.0264	33.3973
35	20.5775	22.0906	28.2461	23.0455	33.4252
36	20.5775	22.0906	28.2461	23.0455	33.4252
37	20.5775	22.0906	28.2461	23.0455	33.4252
38	20.5775	22.0906	28.2461	23.0455	33.4252
39	20.5775	22.0906	28.2461	23.0455	33.4252
40	20.5775	22.0906	28.2461	23.0455	33.4252
41	20.5775	22.0906	28.2461	23.0455	33.4252
42	20.5775	22.0906	28.2461	23.0455	33.4252
43	20.5775	22.0906	28.2461	23.0455	33.4252
44	20.5775	22.0906	28.2461	23.0455	33.4252
45	20.5775	22.0906	28.2461	23.0455	33.4252

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	2051.94	2083.95	2195.39	2237.33	2301.32	2430.87
1	2214.37	2251.88	2363.34	2405.27	2469.28	2613.34
2	2225.41	2272.29	2384.30	2427.35	2491.34	2613.34
3	2236.45	2292.72	2405.26	2449.42	2513.42	2620.81
4	2247.49	2313.15	2426.22	2471.49	2535.51	2620.81
5	2258.55	2333.57	2447.18	2493.58	2557.58	2655.23
6	2269.56	2353.99	2468.16	2515.65	2579.64	2655.23
7	2280.60	2374.40	2489.11	2537.71	2601.70	2767.53
8	2291.64	2394.83	2510.08	2559.79	2618.46	2767.53
9	2302.69	2415.24	2531.04	2581.88	2620.10	2879.82
10	2370.65	2493.08	2616.96	2621.81	2675.28	2914.30
11	2381.70	2517.89	2619.84	2638.59	2701.76	2977.85
12	2392.74	2542.72	2621.75	2665.07	2728.23	2977.85
13	2403.77	2567.54	2636.75	2691.56	2754.70	3076.83
14	2414.82	2592.37	2662.14	2718.03	2781.18	3076.83

15	2425.86	2617.21	2687.52	2744.50	2807.66	3177.00
16	2436.90	2619.82	2712.90	2770.99	2834.14	3177.00
17	2447.93	2621.69	2738.29	2797.46	2860.62	3277.21
18	2458.97	2635.31	2763.67	2823.95	2887.11	3277.21
19	2470.01	2660.13	2789.04	2850.42	2912.63	3377.42
20	2481.05	2684.95	2814.44	2876.90	2914.62	3377.42
21	2492.09	2709.78	2839.81	2903.38	2916.62	3477.61
22	2503.14	2734.60	2865.20	2913.86	2936.66	3477.61
23	2514.17	2759.45	2890.59	2915.83	2963.13	3577.82
24	2525.21	2784.25	2912.81	2926.47	2989.61	3577.82
25	2540.86	2814.18	2919.99	2958.30	3021.59	3684.68
26	2556.20	2843.81	2926.81	2989.83	3053.27	3690.87
27	2571.26	2873.17	2950.58	3021.10	3085.15	3797.31
28	2574.95	2902.28	2980.37	3052.08	3116.75	3802.75
29	2578.36	2931.15	3009.91	3083.21	3148.13	3908.79
30	2581.54	2934.75	3013.61	3086.99	3151.98	3913.59
31	2584.47	2938.08	3017.04	3090.49	3155.57	3918.03
32	2587.18	2941.17	3020.20	3093.74	3158.88	3922.16
33	2589.70	2944.03	3023.15	3096.75	3161.96	3925.97
34	2592.02	2946.68	3025.86	3099.54	3164.82	3929.50
35	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
36	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
37	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
38	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
39	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
40	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
41	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
42	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
43	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
44	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76
45	2594.19	2949.13	3028.38	3102.11	3167.45	3932.76

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2430.87	2622.05	2659.89	2767.52	3506.23
1	2606.31	2790.91	2849.41	2914.83	3678.01
2	2606.31	2790.91	2849.41	2914.83	3678.01
3	2620.29	2833.03	2914.14	2928.73	3831.90
4	2620.29	2833.03	2914.14	2928.73	3831.90
5	2634.20	2875.15	2961.48	2970.84	3985.77
6	2634.20	2875.15	2961.48	2970.84	3985.77
7	2676.31	2912.92	3375.03	3012.95	4139.66
8	2676.31	2912.92	3375.03	3012.95	4139.66
9	2718.42	2916.07	3460.91	3055.36	4293.54
10	2774.55	2959.14	3518.15	3112.62	4350.79
11	2830.70	3015.29	3604.04	3169.86	4504.68

12	2830.70	3015.29	3604.04	3169.86	4504.68
13	2886.86	3072.06	3689.91	3227.12	4658.53
14	2886.86	3072.06	3689.91	3227.12	4658.53
15	2914.82	3129.31	3775.80	3284.37	4812.41
16	2914.82	3129.31	4071.62	3284.37	4812.41
17	2942.76	3186.55	4157.50	3341.62	4966.30
18	2942.76	3186.55	4157.50	3341.62	4966.30
19	2998.91	3243.80	4243.37	3398.86	5120.18
20	2998.91	3243.80	4243.37	3398.86	5120.18
21	3055.33	3301.06	4329.26	3456.13	5274.07
22	3055.33	3301.06	4329.26	3456.13	5274.07
23	3112.58	3358.30	4415.14	3513.37	5427.93
24	3112.58	3358.30	4415.14	3513.37	5427.93
25	3175.60	3421.75	4509.19	3577.09	5437.77
26	3180.92	3427.50	4516.75	3583.10	5446.90
27	3243.41	3490.36	4610.07	3646.20	5455.35
28	3248.06	3495.37	4616.70	3651.44	5463.18
29	3310.05	3557.70	4622.82	3713.99	5470.44
30	3314.13	3562.07	4628.52	3718.55	5477.17
31	3375.73	3623.95	4633.77	3780.62	5483.39
32	3379.28	3627.76	4638.63	3784.59	5489.15
33	3382.56	3631.30	4643.15	3788.27	5494.49
34	3385.60	3634.57	4647.33	3791.68	5499.43
35	3388.43	3637.59	4651.19	3794.83	5504.01
36	3388.43	3637.59	4651.19	3794.83	5504.01
37	3388.43	3637.59	4651.19	3794.83	5504.01
38	3388.43	3637.59	4651.19	3794.83	5504.01
39	3388.43	3637.59	4651.19	3794.83	5504.01
40	3388.43	3637.59	4651.19	3794.83	5504.01
41	3388.43	3637.59	4651.19	3794.83	5504.01
42	3388.43	3637.59	4651.19	3794.83	5504.01
43	3388.43	3637.59	4651.19	3794.83	5504.01
44	3388.43	3637.59	4651.19	3794.83	5504.01
45	3388.43	3637.59	4651.19	3794.83	5504.01

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	24170.6400
Par mois	2014.2200
Par heure (38h/semaine)	12.2321

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

.
</p>