

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/06/2022 (Dernière actualisation de la page 04/12/2025)

Indexation de 2% en 6/2022.

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	25115.76	25507.56	26871.60	27384.96	28168.20	29753.88
1	27103.92	27563.04	28927.32	29440.56	30224.04	31987.32
2	27239.04	27812.88	29183.88	29710.80	30494.04	31987.32
3	27374.16	28062.84	29440.44	29980.92	30764.28	32078.76
4	27509.28	28312.92	29696.88	30251.04	31034.64	32078.76
5	27644.64	28562.88	29953.44	30521.40	31304.76	32499.96
6	27779.40	28812.84	30210.24	30791.52	31574.76	32499.96
7	27914.52	29062.68	30466.68	31061.52	31844.76	33874.56
8	28049.64	29312.76	30723.36	31331.88	32049.96	33874.56
9	28184.88	29562.48	30979.92	31602.24	32070.00	35249.04
10	29016.72	30515.28	32031.60	32091.00	32745.48	35671.08
11	29151.96	30819.00	32066.88	32296.32	33069.60	36448.92
12	29287.08	31122.84	32090.28	32620.44	33393.48	36448.92
13	29422.20	31426.68	32273.88	32944.68	33717.48	37660.44
14	29557.44	31730.64	32584.56	33268.68	34041.60	37660.44
15	29692.56	32034.60	32895.24	33592.68	34365.72	38886.48
16	29827.68	32066.64	33205.92	33916.92	34689.84	38886.48
17	29962.68	32089.44	33516.72	34240.92	35013.96	40113.00
18	30097.80	32256.24	33827.28	34565.16	35338.20	40113.00
19	30232.92	32559.96	34137.84	34889.16	35650.56	41339.64
20	30368.04	32863.80	34448.76	35213.28	35674.92	41339.64
21	30503.16	33167.76	34759.32	35537.40	35699.40	42565.92
22	30638.40	33471.48	35070.00	35665.68	35944.68	42565.92
23	30773.40	33775.68	35380.80	35689.80	36268.68	43792.56
24	30908.52	34079.28	35652.84	35820.00	36592.80	43792.56
25	31100.16	34445.52	35740.68	36209.64	36984.24	45100.44
26	31287.84	34808.28	35824.20	36595.56	37372.08	45176.28
27	31472.28	35167.56	36115.08	36978.24	37762.20	46479.12
28	31517.40	35523.96	36479.76	37357.44	38149.08	46545.72

29	31559.16	35877.24	36841.32	37738.44	38533.08	47843.64
30	31598.04	35921.40	36886.56	37784.76	38580.24	47902.32
31	31633.92	35962.08	36928.56	37827.60	38624.16	47956.68
32	31667.04	35999.88	36967.20	37867.32	38664.72	48007.20
33	31697.88	36034.92	37003.32	37904.28	38702.40	48053.88
34	31726.32	36067.32	37036.56	37938.36	38737.44	48097.08
35	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
36	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
37	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
38	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
39	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
40	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
41	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
42	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
43	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
44	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04
45	31752.84	36097.32	37067.40	37969.80	38769.60	48137.04

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	29753.88	32093.88	32557.08	33874.44	42916.20
1	31901.28	34160.76	34876.80	35677.56	45018.84
2	31901.28	34160.76	34876.80	35677.56	45018.84
3	32072.40	34676.28	35669.04	35847.60	46902.48
4	32072.40	34676.28	35669.04	35847.60	46902.48
5	32242.56	35191.80	36248.52	36363.12	48785.88
6	32242.56	35191.80	36248.52	36363.12	48785.88
7	32758.08	35654.16	41310.36	36878.52	50669.40
8	32758.08	35654.16	41310.36	36878.52	50669.40
9	33273.48	35692.68	42361.56	37397.64	52552.92
10	33960.48	36219.84	43062.12	38098.44	53253.72
11	34647.72	36907.20	44113.44	38799.12	55137.24
12	34647.72	36907.20	44113.44	38799.12	55137.24
13	35335.20	37602.00	45164.52	39499.92	57020.40
14	35335.20	37602.00	45164.52	39499.92	57020.40
15	35677.44	38302.80	46215.84	40200.72	58903.92
16	35677.44	38302.80	49836.60	40200.72	58903.92
17	36019.44	39003.36	50887.80	40901.40	60787.56
18	36019.44	39003.36	50887.80	40901.40	60787.56
19	36706.68	39704.16	51938.88	41602.08	62670.96
20	36706.68	39704.16	51938.88	41602.08	62670.96
21	37397.28	40404.96	52990.20	42303.00	64554.60
22	37397.28	40404.96	52990.20	42303.00	64554.60
23	38097.96	41105.64	54041.28	43003.68	66437.88
24	38097.96	41105.64	54041.28	43003.68	66437.88
25	38869.32	41882.28	55192.44	43783.56	66558.36

26	38934.48	41952.60	55285.08	43857.12	66670.08
27	39699.36	42722.04	56427.24	44629.44	66773.52
28	39756.24	42783.36	56508.36	44693.64	66869.28
29	40515.00	43546.20	56583.36	45459.24	66958.20
30	40564.92	43599.72	56653.08	45515.04	67040.52
31	41318.88	44357.16	56717.40	46274.76	67116.72
32	41362.44	44403.84	56776.80	46323.36	67187.16
33	41402.52	44447.16	56832.12	46368.48	67252.56
34	41439.72	44487.12	56883.36	46410.12	67313.04
35	41474.40	44524.08	56930.52	46448.76	67369.08
36	41474.40	44524.08	56930.52	46448.76	67369.08
37	41474.40	44524.08	56930.52	46448.76	67369.08
38	41474.40	44524.08	56930.52	46448.76	67369.08
39	41474.40	44524.08	56930.52	46448.76	67369.08
40	41474.40	44524.08	56930.52	46448.76	67369.08
41	41474.40	44524.08	56930.52	46448.76	67369.08
42	41474.40	44524.08	56930.52	46448.76	67369.08
43	41474.40	44524.08	56930.52	46448.76	67369.08
44	41474.40	44524.08	56930.52	46448.76	67369.08
45	41474.40	44524.08	56930.52	46448.76	67369.08

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	12.7104	12.9087	13.5990	13.8588	14.2552	15.0576
1	13.7166	13.9489	14.6393	14.8991	15.2956	16.1879
2	13.7849	14.0753	14.7692	15.0358	15.4322	16.1879
3	13.8533	14.2018	14.8990	15.1725	15.5690	16.2342
4	13.9217	14.3284	15.0288	15.3092	15.7058	16.2342
5	13.9902	14.4549	15.1586	15.4461	15.8425	16.4473
6	14.0584	14.5814	15.2886	15.5828	15.9791	16.4473
7	14.1268	14.7078	15.4184	15.7194	16.1158	17.1430
8	14.1952	14.8344	15.5483	15.8562	16.2196	17.1430
9	14.2636	14.9608	15.6781	15.9930	16.2298	17.8386
10	14.6846	15.4430	16.2103	16.2404	16.5716	18.0522
11	14.7530	15.5967	16.2282	16.3443	16.7356	18.4458
12	14.8214	15.7504	16.2400	16.5083	16.8995	18.4458
13	14.8898	15.9042	16.3329	16.6724	17.0635	19.0589
14	14.9582	16.0580	16.4902	16.8364	17.2275	19.0589
15	15.0266	16.2118	16.6474	17.0003	17.3916	19.6794
16	15.0950	16.2281	16.8046	17.1644	17.5556	19.6794
17	15.1633	16.2396	16.9619	17.3284	17.7196	20.3001
18	15.2317	16.3240	17.1191	17.4925	17.8837	20.3001
19	15.3001	16.4777	17.2762	17.6565	18.0418	20.9209
20	15.3684	16.6315	17.4336	17.8205	18.0541	20.9209
21	15.4368	16.7853	17.5907	17.9845	18.0665	21.5415

22	15.5053	16.9390	17.7480	18.0494	18.1906	21.5415
23	15.5736	17.0930	17.9053	18.0616	18.3546	22.1622
24	15.6420	17.2466	18.0429	18.1275	18.5186	22.1622
25	15.7389	17.4319	18.0874	18.3247	18.7167	22.8241
26	15.8339	17.6155	18.1297	18.5200	18.9130	22.8625
27	15.9273	17.7973	18.2769	18.7137	19.1104	23.5218
28	15.9501	17.9777	18.4614	18.9056	19.3062	23.5555
29	15.9712	18.1565	18.6444	19.0984	19.5005	24.2124
30	15.9909	18.1788	18.6673	19.1218	19.5244	24.2421
31	16.0091	18.1994	18.6885	19.1435	19.5466	24.2696
32	16.0258	18.2186	18.7081	19.1636	19.5672	24.2951
33	16.0414	18.2363	18.7264	19.1823	19.5862	24.3188
34	16.0558	18.2527	18.7432	19.1996	19.6040	24.3406
35	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
36	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
37	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
38	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
39	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
40	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
41	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
42	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
43	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
44	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609
45	16.0693	18.2679	18.7588	19.2155	19.6202	24.3609

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	15.0576	16.2418	16.4763	17.1429	21.7187
1	16.1444	17.2878	17.6502	18.0554	22.7828
2	16.1444	17.2878	17.6502	18.0554	22.7828
3	16.2310	17.5487	18.0511	18.1415	23.7361
4	16.2310	17.5487	18.0511	18.1415	23.7361
5	16.3171	17.8096	18.3444	18.4024	24.6892
6	16.3171	17.8096	18.3444	18.4024	24.6892
7	16.5780	18.0436	20.9061	18.6632	25.6424
8	16.5780	18.0436	20.9061	18.6632	25.6424
9	16.8388	18.0631	21.4380	18.9259	26.5956
10	17.1865	18.3299	21.7926	19.2806	26.9503
11	17.5343	18.6777	22.3246	19.6352	27.9035
12	17.5343	18.6777	22.3246	19.6352	27.9035
13	17.8822	19.0294	22.8565	19.9898	28.8565
14	17.8822	19.0294	22.8565	19.9898	28.8565
15	18.0554	19.3840	23.3886	20.3445	29.8097
16	18.0554	19.3840	25.2210	20.3445	29.8097
17	18.2285	19.7385	25.7529	20.6991	30.7629
18	18.2285	19.7385	25.7529	20.6991	30.7629

19	18.5763	20.0932	26.2849	21.0537	31.7161
20	18.5763	20.0932	26.2849	21.0537	31.7161
21	18.9257	20.4479	26.8169	21.4084	32.6693
22	18.9257	20.4479	26.8169	21.4084	32.6693
23	19.2803	20.8024	27.3488	21.7630	33.6224
24	19.2803	20.8024	27.3488	21.7630	33.6224
25	19.6707	21.1955	27.9314	22.1577	33.6834
26	19.7037	21.2311	27.9783	22.1949	33.7399
27	20.0908	21.6205	28.5563	22.5857	33.7923
28	20.1196	21.6515	28.5973	22.6182	33.8407
29	20.5035	22.0376	28.6353	23.0057	33.8857
30	20.5288	22.0646	28.6706	23.0339	33.9274
31	20.9104	22.4480	28.7031	23.4184	33.9660
32	20.9324	22.4716	28.7332	23.4430	34.0016
33	20.9527	22.4935	28.7612	23.4658	34.0347
34	20.9715	22.5137	28.7871	23.4869	34.0653
35	20.9891	22.5324	28.8110	23.5065	34.0937
36	20.9891	22.5324	28.8110	23.5065	34.0937
37	20.9891	22.5324	28.8110	23.5065	34.0937
38	20.9891	22.5324	28.8110	23.5065	34.0937
39	20.9891	22.5324	28.8110	23.5065	34.0937
40	20.9891	22.5324	28.8110	23.5065	34.0937
41	20.9891	22.5324	28.8110	23.5065	34.0937
42	20.9891	22.5324	28.8110	23.5065	34.0937
43	20.9891	22.5324	28.8110	23.5065	34.0937
44	20.9891	22.5324	28.8110	23.5065	34.0937
45	20.9891	22.5324	28.8110	23.5065	34.0937

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	2092.98	2125.63	2239.30	2282.08	2347.35	2479.49
1	2258.66	2296.92	2410.61	2453.38	2518.67	2665.61
2	2269.92	2317.74	2431.99	2475.90	2541.17	2665.61
3	2281.18	2338.57	2453.37	2498.41	2563.69	2673.23
4	2292.44	2359.41	2474.74	2520.92	2586.22	2673.23
5	2303.72	2380.24	2496.12	2543.45	2608.73	2708.33
6	2314.95	2401.07	2517.52	2565.96	2631.23	2708.33
7	2326.21	2421.89	2538.89	2588.46	2653.73	2822.88
8	2337.47	2442.73	2560.28	2610.99	2670.83	2822.88
9	2348.74	2463.54	2581.66	2633.52	2672.50	2937.42
10	2418.06	2542.94	2669.30	2674.25	2728.79	2972.59
11	2429.33	2568.25	2672.24	2691.36	2755.80	3037.41
12	2440.59	2593.57	2674.19	2718.37	2782.79	3037.41
13	2451.85	2618.89	2689.49	2745.39	2809.79	3138.37
14	2463.12	2644.22	2715.38	2772.39	2836.80	3138.37

15	2474.38	2669.55	2741.27	2799.39	2863.81	3240.54
16	2485.64	2672.22	2767.16	2826.41	2890.82	3240.54
17	2496.89	2674.12	2793.06	2853.41	2917.83	3342.75
18	2508.15	2688.02	2818.94	2880.43	2944.85	3342.75
19	2519.41	2713.33	2844.82	2907.43	2970.88	3444.97
20	2530.67	2738.65	2870.73	2934.44	2972.91	3444.97
21	2541.93	2763.98	2896.61	2961.45	2974.95	3547.16
22	2553.20	2789.29	2922.50	2972.14	2995.39	3547.16
23	2564.45	2814.64	2948.40	2974.15	3022.39	3649.38
24	2575.71	2839.94	2971.07	2985.00	3049.40	3649.38
25	2591.68	2870.46	2978.39	3017.47	3082.02	3758.37
26	2607.32	2900.69	2985.35	3049.63	3114.34	3764.69
27	2622.69	2930.63	3009.59	3081.52	3146.85	3873.26
28	2626.45	2960.33	3039.98	3113.12	3179.09	3878.81
29	2629.93	2989.77	3070.11	3144.87	3211.09	3986.97
30	2633.17	2993.45	3073.88	3148.73	3215.02	3991.86
31	2636.16	2996.84	3077.38	3152.30	3218.68	3996.39
32	2638.92	2999.99	3080.60	3155.61	3222.06	4000.60
33	2641.49	3002.91	3083.61	3158.69	3225.20	4004.49
34	2643.86	3005.61	3086.38	3161.53	3228.12	4008.09
35	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
36	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
37	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
38	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
39	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
40	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
41	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
42	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
43	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
44	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42
45	2646.07	3008.11	3088.95	3164.15	3230.80	4011.42

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2479.49	2674.49	2713.09	2822.87	3576.35
1	2658.44	2846.73	2906.40	2973.13	3751.57
2	2658.44	2846.73	2906.40	2973.13	3751.57
3	2672.70	2889.69	2972.42	2987.30	3908.54
4	2672.70	2889.69	2972.42	2987.30	3908.54
5	2686.88	2932.65	3020.71	3030.26	4065.49
6	2686.88	2932.65	3020.71	3030.26	4065.49
7	2729.84	2971.18	3442.53	3073.21	4222.45
8	2729.84	2971.18	3442.53	3073.21	4222.45
9	2772.79	2974.39	3530.13	3116.47	4379.41
10	2830.04	3018.32	3588.51	3174.87	4437.81
11	2887.31	3075.60	3676.12	3233.26	4594.77

12	2887.31	3075.60	3676.12	3233.26	4594.77
13	2944.60	3133.50	3763.71	3291.66	4751.70
14	2944.60	3133.50	3763.71	3291.66	4751.70
15	2973.12	3191.90	3851.32	3350.06	4908.66
16	2973.12	3191.90	4153.05	3350.06	4908.66
17	3001.62	3250.28	4240.65	3408.45	5065.63
18	3001.62	3250.28	4240.65	3408.45	5065.63
19	3058.89	3308.68	4328.24	3466.84	5222.58
20	3058.89	3308.68	4328.24	3466.84	5222.58
21	3116.44	3367.08	4415.85	3525.25	5379.55
22	3116.44	3367.08	4415.85	3525.25	5379.55
23	3174.83	3425.47	4503.44	3583.64	5536.49
24	3174.83	3425.47	4503.44	3583.64	5536.49
25	3239.11	3490.19	4599.37	3648.63	5546.53
26	3244.54	3496.05	4607.09	3654.76	5555.84
27	3308.28	3560.17	4702.27	3719.12	5564.46
28	3313.02	3565.28	4709.03	3724.47	5572.44
29	3376.25	3628.85	4715.28	3788.27	5579.85
30	3380.41	3633.31	4721.09	3792.92	5586.71
31	3443.24	3696.43	4726.45	3856.23	5593.06
32	3446.87	3700.32	4731.40	3860.28	5598.93
33	3450.21	3703.93	4736.01	3864.04	5604.38
34	3453.31	3707.26	4740.28	3867.51	5609.42
35	3456.20	3710.34	4744.21	3870.73	5614.09
36	3456.20	3710.34	4744.21	3870.73	5614.09
37	3456.20	3710.34	4744.21	3870.73	5614.09
38	3456.20	3710.34	4744.21	3870.73	5614.09
39	3456.20	3710.34	4744.21	3870.73	5614.09
40	3456.20	3710.34	4744.21	3870.73	5614.09
41	3456.20	3710.34	4744.21	3870.73	5614.09
42	3456.20	3710.34	4744.21	3870.73	5614.09
43	3456.20	3710.34	4744.21	3870.73	5614.09
44	3456.20	3710.34	4744.21	3870.73	5614.09
45	3456.20	3710.34	4744.21	3870.73	5614.09

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	24654.0000
Par mois	2054.5000
Par heure (38h/semaine)	12.4767

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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