

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/06/2024 (Dernière actualisation de la page 04/12/2025)

Indexation de 2% en 6/2024.

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	27729.84	28162.32	29668.56	30235.20	31100.04	32850.72
1	29925.00	30431.88	31938.12	32504.76	33369.84	35316.72
2	30074.16	30707.64	32221.32	32803.20	33667.80	35316.72
3	30223.32	30983.64	32504.64	33101.52	33966.24	35417.40
4	30372.60	31259.76	32787.48	33399.60	34264.68	35417.40
5	30521.88	31535.76	33071.04	33698.04	34563.00	35882.64
6	30670.80	31811.64	33354.48	33996.36	34861.08	35882.64
7	30819.72	32087.52	33637.68	34294.44	35159.16	37400.28
8	30969.00	32363.52	33921.12	34592.88	35385.84	37400.28
9	31118.28	32639.40	34204.32	34891.32	35407.92	38917.68
10	32036.88	33691.32	35365.44	35431.08	36153.72	39383.64
11	32186.16	34026.72	35404.32	35657.64	36511.56	40242.60
12	32335.32	34362.24	35430.12	36015.60	36869.04	40242.60
13	32484.60	34697.64	35632.92	36373.68	37227.00	41580.12
14	32633.76	35033.04	35975.88	36731.40	37584.72	41580.12
15	32783.16	35368.80	36318.96	37089.00	37942.56	42933.84
16	32932.20	35404.08	36662.04	37447.08	38300.40	42933.84
17	33081.24	35429.28	37005.24	37804.68	38658.24	44288.16
18	33230.40	35613.48	37348.20	38162.76	39016.32	44288.16
19	33379.56	35948.88	37691.04	38520.48	39361.20	45642.36
20	33528.84	36284.40	38034.12	38878.32	39388.08	45642.36
21	33678.00	36619.92	38377.08	39236.04	39414.96	46996.20
22	33827.28	36955.20	38720.16	39377.64	39685.92	46996.20
23	33976.32	37291.08	39063.36	39404.40	40043.64	48350.64
24	34125.48	37626.24	39363.60	39548.04	40401.48	48350.64
25	34337.16	38030.64	39460.56	39978.36	40833.48	49794.48
26	34544.40	38431.08	39552.84	40404.48	41261.76	49878.24
27	34747.80	38827.68	39873.96	40826.88	41692.68	51316.68
28	34797.72	39221.40	40276.68	41245.56	42119.52	51390.24

29	34843.80	39611.40	40675.68	41666.40	42543.72	52823.16
30	34886.76	39660.12	40725.84	41717.40	42595.80	52887.96
31	34926.36	39705.24	40772.04	41764.80	42644.04	52948.20
32	34962.96	39746.76	40814.64	41808.48	42688.92	53003.76
33	34996.92	39785.40	40854.72	41849.40	42730.44	53055.36
34	35028.36	39821.16	40891.44	41887.08	42769.08	53103.12
35	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
36	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
37	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
38	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
39	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
40	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
41	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
42	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
43	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
44	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16
45	35057.64	39854.28	40925.28	41921.76	42804.84	53147.16

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	32850.72	35434.20	35945.52	37400.16	47383.08
1	35221.56	37716.12	38506.92	39390.72	49704.36
2	35221.56	37716.12	38506.92	39390.72	49704.36
3	35410.44	38285.40	39381.60	39578.64	51784.08
4	35410.44	38285.40	39381.60	39578.64	51784.08
5	35598.48	38854.56	40021.08	40147.80	53863.56
6	35598.48	38854.56	40021.08	40147.80	53863.56
7	36167.64	39364.92	45609.96	40716.84	55943.16
8	36167.64	39364.92	45609.96	40716.84	55943.16
9	36736.80	39407.64	46770.36	41290.08	58022.76
10	37495.20	39989.64	47544.12	42063.72	58796.40
11	38253.96	40748.52	48704.64	42837.48	60876.00
12	38253.96	40748.52	48704.64	42837.48	60876.00
13	39012.96	41515.68	49865.28	43611.00	62955.00
14	39012.96	41515.68	49865.28	43611.00	62955.00
15	39390.60	42289.44	51026.16	44384.76	65034.72
16	39390.60	42289.44	55023.72	44384.76	65034.72
17	39768.36	43062.84	56184.12	45158.40	67114.32
18	39768.36	43062.84	56184.12	45158.40	67114.32
19	40527.12	43836.60	57344.64	45932.04	69193.68
20	40527.12	43836.60	57344.64	45932.04	69193.68
21	41289.72	44610.24	58505.52	46706.04	71273.52
22	41289.72	44610.24	58505.52	46706.04	71273.52
23	42063.24	45384.00	59665.92	47479.56	73352.76
24	42063.24	45384.00	59665.92	47479.56	73352.76
25	42914.88	46241.40	60936.96	48340.56	73485.72

26	42986.76	46319.04	61039.08	48421.92	73609.32
27	43831.44	47168.52	62300.40	49274.52	73723.44
28	43894.20	47236.32	62389.80	49345.44	73829.16
29	44731.92	48078.60	62472.72	50190.72	73927.44
30	44787.00	48137.64	62549.64	50252.28	74018.04
31	45619.32	48973.92	62620.68	51091.08	74102.28
32	45667.56	49025.64	62686.20	51144.72	74180.04
33	45711.60	49073.28	62747.28	51194.52	74252.40
34	45752.88	49117.44	62803.92	51240.60	74319.12
35	45791.16	49158.12	62855.88	51283.08	74380.92
36	45791.16	49158.12	62855.88	51283.08	74380.92
37	45791.16	49158.12	62855.88	51283.08	74380.92
38	45791.16	49158.12	62855.88	51283.08	74380.92
39	45791.16	49158.12	62855.88	51283.08	74380.92
40	45791.16	49158.12	62855.88	51283.08	74380.92
41	45791.16	49158.12	62855.88	51283.08	74380.92
42	45791.16	49158.12	62855.88	51283.08	74380.92
43	45791.16	49158.12	62855.88	51283.08	74380.92
44	45791.16	49158.12	62855.88	51283.08	74380.92
45	45791.16	49158.12	62855.88	51283.08	74380.92

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	14.0333	14.2522	15.0145	15.3012	15.7389	16.6249
1	15.1442	15.4007	16.1630	16.4498	16.8876	17.8728
2	15.2197	15.5403	16.3063	16.6008	17.0384	17.8728
3	15.2952	15.6800	16.4497	16.7518	17.1894	17.9238
4	15.3707	15.8197	16.5929	16.9026	17.3404	17.9238
5	15.4463	15.9594	16.7364	17.0537	17.4914	18.1592
6	15.5217	16.0990	16.8798	17.2046	17.6422	18.1592
7	15.5970	16.2386	17.0231	17.3555	17.7931	18.9273
8	15.6726	16.3783	17.1666	17.5065	17.9078	18.9273
9	15.7481	16.5179	17.3099	17.6576	17.9190	19.6952
10	16.2130	17.0503	17.8975	17.9307	18.2964	19.9310
11	16.2885	17.2200	17.9172	18.0454	18.4775	20.3657
12	16.3640	17.3898	17.9302	18.2265	18.6584	20.3657
13	16.4396	17.5595	18.0329	18.4077	18.8396	21.0426
14	16.5151	17.7293	18.2064	18.5888	19.0206	21.0426
15	16.5907	17.8992	18.3800	18.7697	19.2017	21.7277
16	16.6661	17.9170	18.5537	18.9510	19.3828	21.7277
17	16.7415	17.9298	18.7273	19.1319	19.5639	22.4130
18	16.8170	18.0230	18.9009	19.3131	19.7451	22.4130
19	16.8925	18.1928	19.0744	19.4942	19.9196	23.0984
20	16.9680	18.3626	19.2480	19.6753	19.9332	23.0984
21	17.0435	18.5323	19.4216	19.8563	19.9468	23.7835

22	17.1191	18.7020	19.5952	19.9280	20.0840	23.7835
23	17.1945	18.8720	19.7689	19.9415	20.2650	24.4689
24	17.2700	19.0416	19.9209	20.0142	20.4461	24.4689
25	17.3771	19.2463	19.9699	20.2320	20.6647	25.1996
26	17.4820	19.4489	20.0166	20.4476	20.8815	25.2420
27	17.5849	19.6496	20.1791	20.6614	21.0995	25.9700
28	17.6102	19.8489	20.3829	20.8733	21.3155	26.0072
29	17.6335	20.0463	20.5849	21.0862	21.5302	26.7324
30	17.6552	20.0709	20.6102	21.1120	21.5566	26.7652
31	17.6753	20.0937	20.6336	21.1360	21.5810	26.7956
32	17.6938	20.1148	20.6552	21.1581	21.6037	26.8238
33	17.7110	20.1343	20.6755	21.1788	21.6247	26.8499
34	17.7269	20.1524	20.6940	21.1979	21.6443	26.8740
35	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
36	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
37	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
38	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
39	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
40	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
41	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
42	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
43	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
44	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963
45	17.7417	20.1692	20.7112	21.2155	21.6624	26.8963

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	16.6249	17.9323	18.1911	18.9272	23.9793
1	17.8247	19.0871	19.4873	19.9346	25.1540
2	17.8247	19.0871	19.4873	19.9346	25.1540
3	17.9203	19.3752	19.9300	20.0297	26.2065
4	17.9203	19.3752	19.9300	20.0297	26.2065
5	18.0154	19.6632	20.2536	20.3177	27.2589
6	18.0154	19.6632	20.2536	20.3177	27.2589
7	18.3035	19.9215	23.0820	20.6057	28.3113
8	18.3035	19.9215	23.0820	20.6057	28.3113
9	18.5915	19.9431	23.6692	20.8958	29.3637
10	18.9753	20.2377	24.0608	21.2873	29.7553
11	19.3593	20.6217	24.6481	21.6789	30.8077
12	19.3593	20.6217	24.6481	21.6789	30.8077
13	19.7434	21.0100	25.2355	22.0703	31.8598
14	19.7434	21.0100	25.2355	22.0703	31.8598
15	19.9345	21.4015	25.8230	22.4619	32.9123
16	19.9345	21.4015	27.8460	22.4619	32.9123
17	20.1257	21.7929	28.4333	22.8534	33.9647
18	20.1257	21.7929	28.4333	22.8534	33.9647

19	20.5097	22.1845	29.0206	23.2450	35.0170
20	20.5097	22.1845	29.0206	23.2450	35.0170
21	20.8956	22.5760	29.6081	23.6367	36.0696
22	20.8956	22.5760	29.6081	23.6367	36.0696
23	21.2871	22.9676	30.1953	24.0281	37.1218
24	21.2871	22.9676	30.1953	24.0281	37.1218
25	21.7181	23.4015	30.8385	24.4638	37.1891
26	21.7544	23.4408	30.8902	24.5050	37.2517
27	22.1819	23.8707	31.5285	24.9365	37.3094
28	22.2137	23.9050	31.5738	24.9724	37.3629
29	22.6376	24.3313	31.6157	25.4002	37.4127
30	22.6655	24.3612	31.6547	25.4313	37.4585
31	23.0867	24.7844	31.6906	25.8558	37.5012
32	23.1111	24.8105	31.7238	25.8830	37.5405
33	23.1334	24.8347	31.7547	25.9082	37.5771
34	23.1543	24.8570	31.7834	25.9315	37.6109
35	23.1737	24.8776	31.8097	25.9530	37.6422
36	23.1737	24.8776	31.8097	25.9530	37.6422
37	23.1737	24.8776	31.8097	25.9530	37.6422
38	23.1737	24.8776	31.8097	25.9530	37.6422
39	23.1737	24.8776	31.8097	25.9530	37.6422
40	23.1737	24.8776	31.8097	25.9530	37.6422
41	23.1737	24.8776	31.8097	25.9530	37.6422
42	23.1737	24.8776	31.8097	25.9530	37.6422
43	23.1737	24.8776	31.8097	25.9530	37.6422
44	23.1737	24.8776	31.8097	25.9530	37.6422
45	23.1737	24.8776	31.8097	25.9530	37.6422

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	2310.82	2346.86	2472.38	2519.60	2591.67	2737.56
1	2493.75	2535.99	2661.51	2708.73	2780.82	2943.06
2	2506.18	2558.97	2685.11	2733.60	2805.65	2943.06
3	2518.61	2581.97	2708.72	2758.46	2830.52	2951.45
4	2531.05	2604.98	2732.29	2783.30	2855.39	2951.45
5	2543.49	2627.98	2755.92	2808.17	2880.25	2990.22
6	2555.90	2650.97	2779.54	2833.03	2905.09	2990.22
7	2568.31	2673.96	2803.14	2857.87	2929.93	3116.69
8	2580.75	2696.96	2826.76	2882.74	2948.82	3116.69
9	2593.19	2719.95	2850.36	2907.61	2950.66	3243.14
10	2669.74	2807.61	2947.12	2952.59	3012.81	3281.97
11	2682.18	2835.56	2950.36	2971.47	3042.63	3353.55
12	2694.61	2863.52	2952.51	3001.30	3072.42	3353.55
13	2707.05	2891.47	2969.41	3031.14	3102.25	3465.01
14	2719.48	2919.42	2997.99	3060.95	3132.06	3465.01

15	2731.93	2947.40	3026.58	3090.75	3161.88	3577.82
16	2744.35	2950.34	3055.17	3120.59	3191.70	3577.82
17	2756.77	2952.44	3083.77	3150.39	3221.52	3690.68
18	2769.20	2967.79	3112.35	3180.23	3251.36	3690.68
19	2781.63	2995.74	3140.92	3210.04	3280.10	3803.53
20	2794.07	3023.70	3169.51	3239.86	3282.34	3803.53
21	2806.50	3051.66	3198.09	3269.67	3284.58	3916.35
22	2818.94	3079.60	3226.68	3281.47	3307.16	3916.35
23	2831.36	3107.59	3255.28	3283.70	3336.97	4029.22
24	2843.79	3135.52	3280.30	3295.67	3366.79	4029.22
25	2861.43	3169.22	3288.38	3331.53	3402.79	4149.54
26	2878.70	3202.59	3296.07	3367.04	3438.48	4156.52
27	2895.65	3235.64	3322.83	3402.24	3474.39	4276.39
28	2899.81	3268.45	3356.39	3437.13	3509.96	4282.52
29	2903.65	3300.95	3389.64	3472.20	3545.31	4401.93
30	2907.23	3305.01	3393.82	3476.45	3549.65	4407.33
31	2910.53	3308.77	3397.67	3480.40	3553.67	4412.35
32	2913.58	3312.23	3401.22	3484.04	3557.41	4416.98
33	2916.41	3315.45	3404.56	3487.45	3560.87	4421.28
34	2919.03	3318.43	3407.62	3490.59	3564.09	4425.26
35	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
36	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
37	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
38	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
39	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
40	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
41	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
42	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
43	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
44	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93
45	2921.47	3321.19	3410.44	3493.48	3567.07	4428.93

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2737.56	2952.85	2995.46	3116.68	3948.59
1	2935.13	3143.01	3208.91	3282.56	4142.03
2	2935.13	3143.01	3208.91	3282.56	4142.03
3	2950.87	3190.45	3281.80	3298.22	4315.34
4	2950.87	3190.45	3281.80	3298.22	4315.34
5	2966.54	3237.88	3335.09	3345.65	4488.63
6	2966.54	3237.88	3335.09	3345.65	4488.63
7	3013.97	3280.41	3800.83	3393.07	4661.93
8	3013.97	3280.41	3800.83	3393.07	4661.93
9	3061.40	3283.97	3897.53	3440.84	4835.23
10	3124.60	3332.47	3962.01	3505.31	4899.70
11	3187.83	3395.71	4058.72	3569.79	5073.00

12	3187.83	3395.71	4058.72	3569.79	5073.00
13	3251.08	3459.64	4155.44	3634.25	5246.25
14	3251.08	3459.64	4155.44	3634.25	5246.25
15	3282.55	3524.12	4252.18	3698.73	5419.56
16	3282.55	3524.12	4585.31	3698.73	5419.56
17	3314.03	3588.57	4682.01	3763.20	5592.86
18	3314.03	3588.57	4682.01	3763.20	5592.86
19	3377.26	3653.05	4778.72	3827.67	5766.14
20	3377.26	3653.05	4778.72	3827.67	5766.14
21	3440.81	3717.52	4875.46	3892.17	5939.46
22	3440.81	3717.52	4875.46	3892.17	5939.46
23	3505.27	3782.00	4972.16	3956.63	6112.73
24	3505.27	3782.00	4972.16	3956.63	6112.73
25	3576.24	3853.45	5078.08	4028.38	6123.81
26	3582.23	3859.92	5086.59	4035.16	6134.11
27	3652.62	3930.71	5191.70	4106.21	6143.62
28	3657.85	3936.36	5199.15	4112.12	6152.43
29	3727.66	4006.55	5206.06	4182.56	6160.62
30	3732.25	4011.47	5212.47	4187.69	6168.17
31	3801.61	4081.16	5218.39	4257.59	6175.19
32	3805.63	4085.47	5223.85	4262.06	6181.67
33	3809.30	4089.44	5228.94	4266.21	6187.70
34	3812.74	4093.12	5233.66	4270.05	6193.26
35	3815.93	4096.51	5237.99	4273.59	6198.41
36	3815.93	4096.51	5237.99	4273.59	6198.41
37	3815.93	4096.51	5237.99	4273.59	6198.41
38	3815.93	4096.51	5237.99	4273.59	6198.41
39	3815.93	4096.51	5237.99	4273.59	6198.41
40	3815.93	4096.51	5237.99	4273.59	6198.41
41	3815.93	4096.51	5237.99	4273.59	6198.41
42	3815.93	4096.51	5237.99	4273.59	6198.41
43	3815.93	4096.51	5237.99	4273.59	6198.41
44	3815.93	4096.51	5237.99	4273.59	6198.41
45	3815.93	4096.51	5237.99	4273.59	6198.41

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	27220.0800
Par mois	2268.3400
Par heure (38h/semaine)	13.7753

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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