

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3270310: region wallonne

En vigueur au 01/07/2017 (Dernière actualisation de la page 30/06/2021)

Augmentation CCT de + 0,10 euros/heure et + 16,47 euros/mois en 07/2017, aussi bien pour les salaires minimums que pour les salaires réels.

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

Conformément à la CCT du 30/05/2002 (63380) le barème salarial sectoriel est indexé conformément à la loi du 2 août 1971, ce qui implique qu'en cas d'indexation, les montants salariaux sont le produit des montants de base avec un coefficient d'indexation croissant.

Cependant, il n'existe pas de CCT sectorielle avec des montants de base. C'est pourquoi, dans ce barème salarial, nous indexons les montants salariaux précédents en multipliant par 1,02.

### 1. : PERSONNEL DE PRODUCTION

| Catégorie | Régime (sur base hebdomadaire) |
|-----------|--------------------------------|
|           | 38h                            |
| 1         | 9.9529                         |
| 2         | 10.0803                        |
| 3         | 10.2656                        |
| 4         | 10.4510                        |
| 5         | 10.7448                        |
| 6         | 11.1156                        |
| 7         | 12.1127                        |

### 2. : PERSONNEL D'ENCADREMENT DES ETA

| Ancienneté | Fonction                           |                            |                             |                            |                                                |                                 |                               |                                 |                     |
|------------|------------------------------------|----------------------------|-----------------------------|----------------------------|------------------------------------------------|---------------------------------|-------------------------------|---------------------------------|---------------------|
|            | Directeur (ETA > 100) 1.80 + 2 ans | Directeur (ETA < 100) 1.80 | Assistant du Directeur 1.80 | Responsable Personnel 1.63 | Infirmier gradué social 1.55-1.61-1.77 + 2 ans | Assistant social 1.55-1.61-1.77 | Ergothérapeute 1.55-1.61-1.77 | Comptable gradué 1.55-1.61-1.77 | Aide comptable 1.31 |
| 0          | 3254.34                            | 3103.09                    | 3103.09                     | 2594.69                    | 2308.43                                        | 2308.43                         | 2308.43                       | 2308.43                         | 1985.71             |
| 1          | 3389.80                            | 3254.34                    | 3254.34                     | 2756.58                    | 2549.42                                        | 2475.28                         | 2475.28                       | 2475.28                         | 2146.33             |
| 2          | 3389.80                            | 3254.34                    | 3254.34                     | 2756.58                    | 2549.42                                        | 2475.28                         | 2475.28                       | 2475.28                         | 2164.26             |
| 3          | 3525.24                            | 3389.80                    | 3389.80                     | 2794.40                    | 2623.57                                        | 2549.42                         | 2549.42                       | 2549.42                         | 2182.10             |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 4  | 3525.<br>24 | 3389.<br>80 | 3389.<br>80 | 2794.<br>40 | 2623.<br>57 | 2549.<br>42 | 2549.<br>42 | 2549.<br>42 | 2200.<br>02 |
| 5  | 3660.<br>71 | 3525.<br>24 | 3525.<br>24 | 2844.<br>77 | 2987.<br>61 | 2623.<br>57 | 2623.<br>57 | 2623.<br>57 | 2217.<br>92 |
| 6  | 3660.<br>71 | 3525.<br>24 | 3525.<br>24 | 2844.<br>77 | 2987.<br>61 | 2987.<br>61 | 2987.<br>61 | 2987.<br>61 | 2279.<br>14 |
| 7  | 3796.<br>19 | 3660.<br>71 | 3660.<br>71 | 2945.<br>61 | 3063.<br>22 | 2987.<br>61 | 2987.<br>61 | 2987.<br>61 | 2304.<br>40 |
| 8  | 3846.<br>60 | 3660.<br>71 | 3660.<br>71 | 2945.<br>61 | 3113.<br>62 | 3063.<br>22 | 3063.<br>22 | 3063.<br>22 | 2347.<br>61 |
| 9  | 3982.<br>09 | 3796.<br>19 | 3796.<br>19 | 3046.<br>40 | 3189.<br>22 | 3063.<br>22 | 3063.<br>22 | 3063.<br>22 | 2390.<br>86 |
| 10 | 3982.<br>09 | 3846.<br>60 | 3846.<br>60 | 3096.<br>84 | 3189.<br>22 | 3113.<br>62 | 3113.<br>62 | 3113.<br>62 | 2483.<br>56 |
| 11 | 4117.<br>52 | 3982.<br>09 | 3982.<br>09 | 3185.<br>03 | 3264.<br>83 | 3189.<br>22 | 3189.<br>22 | 3189.<br>22 | 2526.<br>79 |
| 12 | 4117.<br>52 | 3982.<br>09 | 3982.<br>09 | 3185.<br>03 | 3264.<br>83 | 3189.<br>22 | 3189.<br>22 | 3189.<br>22 | 2570.<br>01 |
| 13 | 4253.<br>00 | 4117.<br>52 | 4117.<br>52 | 3273.<br>19 | 3340.<br>37 | 3264.<br>83 | 3264.<br>83 | 3264.<br>83 | 2613.<br>32 |
| 14 | 4253.<br>00 | 4117.<br>52 | 4117.<br>52 | 3273.<br>19 | 3600.<br>84 | 3264.<br>83 | 3264.<br>83 | 3264.<br>83 | 2656.<br>53 |
| 15 | 4388.<br>47 | 4253.<br>00 | 4253.<br>00 | 3361.<br>47 | 3676.<br>46 | 3340.<br>37 | 3340.<br>37 | 3340.<br>37 | 2699.<br>91 |
| 16 | 4388.<br>47 | 4253.<br>00 | 4253.<br>00 | 3361.<br>47 | 3676.<br>46 | 3600.<br>84 | 3600.<br>84 | 3600.<br>84 | 2743.<br>99 |
| 17 | 4523.<br>91 | 4388.<br>47 | 4388.<br>47 | 3449.<br>65 | 3752.<br>04 | 3676.<br>46 | 3676.<br>46 | 3676.<br>46 | 2788.<br>10 |
| 18 | 4525.<br>71 | 4388.<br>47 | 4388.<br>47 | 3449.<br>65 | 3752.<br>04 | 3676.<br>46 | 3676.<br>46 | 3676.<br>46 | 2832.<br>23 |
| 19 | 4659.<br>38 | 4523.<br>91 | 4523.<br>91 | 3537.<br>86 | 3827.<br>64 | 3752.<br>04 | 3752.<br>04 | 3752.<br>04 | 2876.<br>30 |
| 20 | 4659.<br>38 | 4525.<br>71 | 4525.<br>71 | 3537.<br>86 | 3827.<br>64 | 3752.<br>04 | 3752.<br>04 | 3752.<br>04 | 2920.<br>34 |
| 21 | 4794.<br>83 | 4659.<br>38 | 4659.<br>38 | 3626.<br>12 | 3903.<br>25 | 3827.<br>64 | 3827.<br>64 | 3827.<br>64 | 2964.<br>46 |
| 22 |             | 4659.<br>38 | 4659.<br>38 | 3626.<br>12 | 3903.<br>25 | 3827.<br>64 | 3827.<br>64 | 3827.<br>64 | 3008.<br>54 |
| 23 |             | 4794.<br>83 | 4794.<br>83 | 3714.<br>29 | 3978.<br>86 | 3903.<br>25 | 3903.<br>25 | 3903.<br>25 | 3052.<br>64 |
| 24 |             |             |             | 3714.<br>29 | 3978.<br>86 | 3903.<br>25 | 3903.<br>25 | 3903.<br>25 | 3096.<br>75 |
| 25 |             |             |             | 3802.<br>48 | 4054.<br>44 | 3978.<br>86 | 3978.<br>86 | 3978.<br>86 | 3140.<br>85 |
| 26 |             |             |             | 3802.<br>48 |             | 4054.<br>44 | 4054.<br>44 | 4054.<br>44 | 3184.<br>96 |
| 27 |             |             |             | 3890.<br>66 |             |             |             |             | 3229.<br>05 |
| 28 |             |             |             | 3890.<br>66 |             |             |             |             | 3273.<br>12 |
| 29 |             |             |             | 3978.<br>89 |             |             |             |             | 3317.<br>23 |
| 30 |             |             |             | 3978.<br>89 |             |             |             |             |             |

|    |  |  |  |             |  |  |  |  |  |
|----|--|--|--|-------------|--|--|--|--|--|
| 31 |  |  |  | 4067.<br>13 |  |  |  |  |  |
|----|--|--|--|-------------|--|--|--|--|--|

### 3. : PERSONNEL D'ENCADREMENT DES ETA

| ANCI<br>ENNI<br>TÉ | Fonction                                                                |                       |                                              |                                 |                                                   |                        |                        |                        |                        |
|--------------------|-------------------------------------------------------------------------|-----------------------|----------------------------------------------|---------------------------------|---------------------------------------------------|------------------------|------------------------|------------------------|------------------------|
|                    | Secrét<br>aire<br>Directi<br>on<br>Gradu<br>é<br>1.55-<br>1.61-<br>1.77 | Rédac<br>teur<br>1.50 | Secrét<br>aire<br>sténo-<br>dactyl<br>o 1.26 | Resp.<br>comm<br>ercial<br>1.66 | Resp.<br>Produ<br>ction<br>Monit<br>eur 1<br>1.66 | Monit<br>eur 2<br>1.59 | Monit<br>eur 3<br>1.54 | Monit<br>eur 4<br>1.40 | Monit<br>eur 5<br>1.30 |
| -18                |                                                                         | 1799.<br>93           | 1794.<br>31                                  |                                 |                                                   |                        |                        |                        |                        |
| 0                  | 2308.<br>43                                                             | 1923.<br>89           | 1886.<br>83                                  | 2720.<br>87                     | 2720.<br>87                                       | 2403.<br>16            | 2269.<br>26            | 2057.<br>17            | 1943.<br>16            |
| 1                  | 2475.<br>28                                                             | 2084.<br>57           | 2034.<br>68                                  | 2859.<br>53                     | 2859.<br>53                                       | 2557.<br>59            | 2423.<br>80            | 2211.<br>66            | 2091.<br>00            |
| 2                  | 2475.<br>28                                                             | 2102.<br>45           | 2054.<br>09                                  | 2859.<br>53                     | 2859.<br>53                                       | 2557.<br>59            | 2423.<br>80            | 2211.<br>66            | 2110.<br>44            |
| 3                  | 2549.<br>42                                                             | 2120.<br>33           | 2073.<br>56                                  | 2960.<br>33                     | 2960.<br>33                                       | 2594.<br>66            | 2460.<br>85            | 2248.<br>75            | 2129.<br>85            |
| 4                  | 2549.<br>42                                                             | 2138.<br>22           | 2092.<br>95                                  | 2960.<br>33                     | 2960.<br>33                                       | 2594.<br>66            | 2460.<br>85            | 2248.<br>75            | 2149.<br>34            |
| 5                  | 2623.<br>57                                                             | 2156.<br>09           | 2112.<br>39                                  | 3061.<br>15                     | 3061.<br>15                                       | 2631.<br>74            | 2497.<br>93            | 2285.<br>81            | 2165.<br>46            |
| 6                  | 2987.<br>61                                                             | 2199.<br>40           | 2131.<br>85                                  | 3061.<br>15                     | 3061.<br>15                                       | 2631.<br>74            | 2497.<br>93            | 2285.<br>81            | 2188.<br>19            |
| 7                  | 2987.<br>61                                                             | 2242.<br>63           | 2151.<br>25                                  | 3161.<br>98                     | 3161.<br>98                                       | 2668.<br>79            | 2534.<br>98            | 2322.<br>89            | 2207.<br>60            |
| 8                  | 3063.<br>22                                                             | 2285.<br>86           | 2170.<br>71                                  | 3161.<br>98                     | 3161.<br>98                                       | 2668.<br>79            | 2534.<br>98            | 2322.<br>89            | 2227.<br>02            |
| 9                  | 3063.<br>22                                                             | 2329.<br>09           | 2190.<br>14                                  | 3262.<br>76                     | 3262.<br>76                                       | 2706.<br>12            | 2572.<br>06            | 2359.<br>98            | 2246.<br>46            |
| 10                 | 3113.<br>62                                                             | 2421.<br>77           | 2266.<br>37                                  | 3313.<br>18                     | 3313.<br>18                                       | 2756.<br>54            | 2621.<br>48            | 2409.<br>37            | 2321.<br>96            |
| 11                 | 3189.<br>22                                                             | 2464.<br>99           | 2289.<br>68                                  | 3413.<br>94                     | 3413.<br>94                                       | 2806.<br>97            | 2670.<br>93            | 2458.<br>82            | 2345.<br>29            |
| 12                 | 3189.<br>22                                                             | 2508.<br>25           | 2312.<br>95                                  | 3413.<br>94                     | 3413.<br>94                                       | 2806.<br>97            | 2670.<br>93            | 2458.<br>82            | 2368.<br>58            |
| 13                 | 3264.<br>83                                                             | 2551.<br>52           | 2336.<br>31                                  | 3514.<br>78                     | 3514.<br>78                                       | 2857.<br>34            | 2720.<br>87            | 2508.<br>25            | 2391.<br>90            |
| 14                 | 3264.<br>83                                                             | 2594.<br>72           | 2359.<br>58                                  | 3514.<br>78                     | 3514.<br>78                                       | 2857.<br>34            | 2720.<br>87            | 2508.<br>25            | 2415.<br>22            |
| 15                 | 3340.<br>37                                                             | 2637.<br>99           | 2382.<br>95                                  | 3615.<br>59                     | 3615.<br>59                                       | 2907.<br>74            | 2771.<br>28            | 2557.<br>61            | 2438.<br>52            |
| 16                 | 3600.<br>84                                                             | 2681.<br>24           | 2406.<br>23                                  | 3615.<br>59                     | 3615.<br>59                                       | 2907.<br>74            | 2771.<br>28            | 2557.<br>61            | 2461.<br>87            |
| 17                 | 3676.<br>46                                                             | 2725.<br>07           | 2429.<br>55                                  | 3716.<br>40                     | 3716.<br>40                                       | 2958.<br>15            | 2821.<br>69            | 2607.<br>07            | 2485.<br>14            |
| 18                 | 3676.<br>46                                                             | 2769.<br>18           | 2452.<br>85                                  | 3716.<br>40                     | 3716.<br>40                                       | 2958.<br>15            | 2821.<br>69            | 2607.<br>07            | 2508.<br>42            |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 19 | 3752.<br>04 | 2813.<br>29 | 2476.<br>17 | 3817.<br>25 | 3817.<br>25 | 3008.<br>52 | 2872.<br>07 | 2656.<br>50 | 2531.<br>77 |
| 20 | 3752.<br>04 | 2857.<br>37 | 2499.<br>49 | 3817.<br>25 | 3817.<br>25 | 3008.<br>52 | 2872.<br>07 | 2656.<br>50 | 2555.<br>08 |
| 21 | 3827.<br>64 | 2901.<br>48 | 2522.<br>81 | 3918.<br>02 | 3918.<br>02 | 3058.<br>94 | 2922.<br>47 | 2706.<br>51 | 2578.<br>40 |
| 22 | 3827.<br>64 | 2945.<br>58 | 2546.<br>13 | 3918.<br>02 | 3918.<br>02 | 3058.<br>94 | 2922.<br>47 | 2706.<br>51 | 2601.<br>70 |
| 23 | 3903.<br>25 | 2989.<br>66 | 2569.<br>41 | 4018.<br>85 | 4018.<br>85 | 3109.<br>37 | 2972.<br>91 | 2756.<br>58 | 2625.<br>04 |
| 24 | 3903.<br>25 | 3033.<br>78 | 2592.<br>70 | 4018.<br>85 | 4018.<br>85 | 3109.<br>37 | 2972.<br>91 | 2756.<br>58 | 2648.<br>35 |
| 25 | 3978.<br>86 | 3077.<br>85 | 2616.<br>05 | 4119.<br>65 | 4119.<br>65 | 3159.<br>74 | 3023.<br>29 | 2806.<br>99 | 2671.<br>62 |
| 26 | 4054.<br>44 | 3121.<br>93 | 2639.<br>33 | 4119.<br>65 | 4119.<br>65 | 3159.<br>74 | 3023.<br>29 | 2806.<br>99 | 2694.<br>99 |
| 27 |             | 3165.<br>70 | 2662.<br>65 | 4220.<br>45 | 4220.<br>45 | 3210.<br>14 | 3074.<br>02 | 2857.<br>37 | 2718.<br>77 |
| 28 |             | 3210.<br>14 | 2685.<br>96 |             |             | 3210.<br>14 | 3074.<br>02 | 2857.<br>37 | 2742.<br>53 |
| 29 |             | 3254.<br>22 | 2709.<br>63 |             |             | 3260.<br>55 | 3124.<br>07 | 2907.<br>76 | 2766.<br>31 |
| 30 |             |             |             |             |             | 3260.<br>55 | 3124.<br>07 | 2907.<br>76 |             |
| 31 |             |             |             |             |             | 3310.<br>94 | 3174.<br>52 | 2958.<br>15 |             |