

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/09/2022 (Dernière actualisation de la page 04/12/2025)

Indexation de 2% en 9/2022.

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	25618.08	26017.68	27409.08	27932.64	28731.60	30348.96
1	27645.96	28114.32	29505.84	30029.40	30828.48	32627.04
2	27783.84	28369.08	29767.56	30305.04	31103.88	32627.04
3	27921.60	28624.08	30029.28	30580.56	31379.52	32720.28
4	28059.48	28879.20	30290.76	30856.08	31655.28	32720.28
5	28197.48	29134.08	30552.48	31131.84	31930.80	33150.00
6	28335.00	29389.08	30814.44	31407.36	32206.20	33150.00
7	28472.76	29643.96	31076.04	31682.76	32481.60	34552.08
8	28610.64	29898.96	31337.88	31958.52	32691.00	34552.08
9	28748.52	30153.72	31599.48	32234.28	32711.40	35954.04
10	29597.04	31125.60	32672.28	32732.88	33400.44	36384.48
11	29735.04	31435.44	32708.16	32942.28	33731.04	37177.92
12	29872.80	31745.28	32732.04	33272.88	34061.40	37177.92
13	30010.68	32055.24	32919.36	33603.60	34391.88	38413.68
14	30148.56	32365.20	33236.28	33934.08	34722.48	38413.68
15	30286.44	32675.28	33553.20	34264.56	35053.08	39664.20
16	30424.20	32707.92	33870.00	34595.28	35383.68	39664.20
17	30561.96	32731.20	34187.04	34925.76	35714.28	40915.32
18	30699.72	32901.36	34503.84	35256.48	36045.00	40915.32
19	30837.60	33211.20	34820.64	35586.96	36363.60	42166.44
20	30975.36	33521.04	35137.68	35917.56	36388.44	42166.44
21	31113.24	33831.12	35454.48	36248.16	36413.40	43417.20
22	31251.12	34140.96	35771.40	36378.96	36663.60	43417.20
23	31388.88	34451.16	36088.44	36403.56	36994.08	44668.44
24	31526.64	34760.88	36365.88	36536.40	37324.68	44668.44
25	31722.12	35134.44	36455.52	36933.84	37723.92	46002.48
26	31913.64	35504.40	36540.72	37327.44	38119.56	46079.76
27	32101.68	35870.88	36837.36	37717.80	38517.48	47408.76
28	32147.76	36234.48	37209.36	38104.56	38912.04	47476.68

29	32190.36	36594.84	37578.12	38493.24	39303.72	48800.52
30	32229.96	36639.84	37624.32	38540.40	39351.84	48860.40
31	32266.56	36681.36	37667.16	38584.20	39396.60	48915.84
32	32300.40	36719.88	37706.52	38624.64	39438.00	48967.32
33	32331.84	36755.64	37743.36	38662.32	39476.40	49014.96
34	32360.88	36788.64	37777.32	38697.12	39512.16	49059.00
35	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
36	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
37	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
38	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
39	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
40	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
41	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
42	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
43	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
44	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80
45	32387.88	36819.24	37808.76	38729.16	39545.04	49099.80

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	30348.96	32735.76	33208.20	34551.96	43774.56
1	32539.32	34843.92	35574.36	36391.08	45919.20
2	32539.32	34843.92	35574.36	36391.08	45919.20
3	32713.80	35369.76	36382.44	36564.60	47840.52
4	32713.80	35369.76	36382.44	36564.60	47840.52
5	32887.44	35895.60	36973.44	37090.44	49761.60
6	32887.44	35895.60	36973.44	37090.44	49761.60
7	33413.28	36367.20	42136.56	37616.04	51682.80
8	33413.28	36367.20	42136.56	37616.04	51682.80
9	33939.00	36406.56	43208.76	38145.60	53604.00
10	34639.68	36944.28	43923.36	38860.44	54318.84
11	35340.72	37645.32	44995.68	39575.16	56240.04
12	35340.72	37645.32	44995.68	39575.16	56240.04
13	36041.88	38354.04	46067.76	40289.88	58160.76
14	36041.88	38354.04	46067.76	40289.88	58160.76
15	36390.96	39068.88	47140.20	41004.72	60081.96
16	36390.96	39068.88	50833.32	41004.72	60081.96
17	36739.80	39783.48	51905.52	41719.44	62003.28
18	36739.80	39783.48	51905.52	41719.44	62003.28
19	37440.84	40498.20	52977.60	42434.16	63924.36
20	37440.84	40498.20	52977.60	42434.16	63924.36
21	38145.24	41213.04	54050.04	43149.12	65845.68
22	38145.24	41213.04	54050.04	43149.12	65845.68
23	38859.96	41927.76	55122.12	43863.72	67766.64
24	38859.96	41927.76	55122.12	43863.72	67766.64
25	39646.68	42719.88	56296.32	44659.20	67889.52

26	39713.16	42791.64	56390.76	44734.32	68003.52
27	40493.40	43576.44	57555.84	45522.00	68109.00
28	40551.36	43639.08	57638.52	45587.52	68206.68
29	41325.36	44417.16	57715.08	46368.48	68297.40
30	41376.24	44471.76	57786.12	46425.36	68381.28
31	42145.20	45244.32	57851.76	47200.20	68459.04
32	42189.72	45291.96	57912.36	47249.88	68530.92
33	42230.52	45336.12	57968.76	47295.84	68597.64
34	42268.56	45376.92	58021.08	47338.32	68659.32
35	42303.84	45414.60	58069.08	47377.68	68716.44
36	42303.84	45414.60	58069.08	47377.68	68716.44
37	42303.84	45414.60	58069.08	47377.68	68716.44
38	42303.84	45414.60	58069.08	47377.68	68716.44
39	42303.84	45414.60	58069.08	47377.68	68716.44
40	42303.84	45414.60	58069.08	47377.68	68716.44
41	42303.84	45414.60	58069.08	47377.68	68716.44
42	42303.84	45414.60	58069.08	47377.68	68716.44
43	42303.84	45414.60	58069.08	47377.68	68716.44
44	42303.84	45414.60	58069.08	47377.68	68716.44
45	42303.84	45414.60	58069.08	47377.68	68716.44

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	12.9646	13.1668	13.8710	14.1360	14.5403	15.3588
1	13.9909	14.2279	14.9321	15.1971	15.6015	16.5117
2	14.0606	14.3568	15.0646	15.3366	15.7408	16.5117
3	14.1304	14.4859	15.1970	15.4760	15.8803	16.5588
4	14.2001	14.6150	15.3293	15.6154	16.0199	16.5588
5	14.2700	14.7440	15.4618	15.7550	16.1593	16.7763
6	14.3396	14.8730	15.5944	15.8944	16.2987	16.7763
7	14.4093	15.0020	15.7267	16.0338	16.4381	17.4859
8	14.4791	15.1311	15.8593	16.1733	16.5440	17.4859
9	14.5488	15.2600	15.9916	16.3129	16.5544	18.1954
10	14.9783	15.7518	16.5346	16.5652	16.9031	18.4132
11	15.0481	15.9086	16.5527	16.6712	17.0704	18.8147
12	15.1178	16.0654	16.5648	16.8385	17.2376	18.8147
13	15.1876	16.2223	16.6596	17.0059	17.4048	19.4401
14	15.2574	16.3791	16.8200	17.1731	17.5721	19.4401
15	15.3271	16.5361	16.9804	17.3404	17.7394	20.0730
16	15.3969	16.5526	17.1407	17.5077	17.9067	20.0730
17	15.4666	16.5644	17.3011	17.6750	18.0740	20.7061
18	15.5363	16.6505	17.4615	17.8423	18.2414	20.7061
19	15.6061	16.8073	17.6218	18.0096	18.4026	21.3393
20	15.6758	16.9641	17.7822	18.1769	18.4152	21.3393
21	15.7456	17.1210	17.9426	18.3442	18.4278	21.9723

22	15.8153	17.2778	18.1029	18.4104	18.5545	21.9723
23	15.8851	17.4348	18.2634	18.4229	18.7217	22.6055
24	15.9548	17.5915	18.4038	18.4901	18.8890	22.6055
25	16.0537	17.7806	18.4491	18.6912	19.0911	23.2806
26	16.1506	17.9678	18.4923	18.8904	19.2913	23.3197
27	16.2458	18.1533	18.6424	19.0880	19.4927	23.9923
28	16.2691	18.3373	18.8306	19.2837	19.6923	24.0267
29	16.2907	18.5197	19.0173	19.4804	19.8905	24.6966
30	16.3107	18.5424	19.0406	19.5043	19.9149	24.7269
31	16.3292	18.5634	19.0623	19.5264	19.9376	24.7550
32	16.3464	18.5829	19.0822	19.5469	19.9585	24.7810
33	16.3623	18.6010	19.1009	19.5660	19.9779	24.8051
34	16.3770	18.6177	19.1181	19.5836	19.9960	24.8274
35	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
36	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
37	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
38	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
39	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
40	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
41	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
42	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
43	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
44	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481
45	16.3906	18.6332	19.1340	19.5998	20.0127	24.8481

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	15.3588	16.5667	16.8058	17.4858	22.1531
1	16.4673	17.6336	18.0032	18.4165	23.2385
2	16.4673	17.6336	18.0032	18.4165	23.2385
3	16.5556	17.8997	18.4122	18.5044	24.2108
4	16.5556	17.8997	18.4122	18.5044	24.2108
5	16.6434	18.1658	18.7113	18.7705	25.1830
6	16.6434	18.1658	18.7113	18.7705	25.1830
7	16.9096	18.4045	21.3242	19.0365	26.1553
8	16.9096	18.4045	21.3242	19.0365	26.1553
9	17.1756	18.4244	21.8668	19.3045	27.1275
10	17.5302	18.6965	22.2284	19.6662	27.4893
11	17.8850	19.0513	22.7711	20.0279	28.4616
12	17.8850	19.0513	22.7711	20.0279	28.4616
13	18.2398	19.4099	23.3136	20.3896	29.4336
14	18.2398	19.4099	23.3136	20.3896	29.4336
15	18.4165	19.7717	23.8564	20.7514	30.4059
16	18.4165	19.7717	25.7254	20.7514	30.4059
17	18.5930	20.1333	26.2680	21.1131	31.3782
18	18.5930	20.1333	26.2680	21.1131	31.3782

19	18.9478	20.4950	26.8105	21.4748	32.3504
20	18.9478	20.4950	26.8105	21.4748	32.3504
21	19.3043	20.8568	27.3533	21.8366	33.3227
22	19.3043	20.8568	27.3533	21.8366	33.3227
23	19.6660	21.2185	27.8958	22.1982	34.2949
24	19.6660	21.2185	27.8958	22.1982	34.2949
25	20.0641	21.6194	28.4900	22.6008	34.3570
26	20.0978	21.6557	28.5378	22.6388	34.4147
27	20.4926	22.0529	29.1274	23.0374	34.4681
28	20.5219	22.0846	29.1693	23.0706	34.5176
29	20.9136	22.4783	29.2080	23.4658	34.5635
30	20.9394	22.5060	29.2440	23.4946	34.6059
31	21.3285	22.8969	29.2772	23.8867	34.6453
32	21.3511	22.9210	29.3079	23.9119	34.6816
33	21.3717	22.9434	29.3364	23.9351	34.7154
34	21.3910	22.9640	29.3629	23.9566	34.7466
35	21.4088	22.9831	29.3872	23.9766	34.7755
36	21.4088	22.9831	29.3872	23.9766	34.7755
37	21.4088	22.9831	29.3872	23.9766	34.7755
38	21.4088	22.9831	29.3872	23.9766	34.7755
39	21.4088	22.9831	29.3872	23.9766	34.7755
40	21.4088	22.9831	29.3872	23.9766	34.7755
41	21.4088	22.9831	29.3872	23.9766	34.7755
42	21.4088	22.9831	29.3872	23.9766	34.7755
43	21.4088	22.9831	29.3872	23.9766	34.7755
44	21.4088	22.9831	29.3872	23.9766	34.7755
45	21.4088	22.9831	29.3872	23.9766	34.7755

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	2134.84	2168.14	2284.09	2327.72	2394.30	2529.08
1	2303.83	2342.86	2458.82	2502.45	2569.04	2718.92
2	2315.32	2364.09	2480.63	2525.42	2591.99	2718.92
3	2326.80	2385.34	2502.44	2548.38	2614.96	2726.69
4	2338.29	2406.60	2524.23	2571.34	2637.94	2726.69
5	2349.79	2427.84	2546.04	2594.32	2660.90	2762.50
6	2361.25	2449.09	2567.87	2617.28	2683.85	2762.50
7	2372.73	2470.33	2589.67	2640.23	2706.80	2879.34
8	2384.22	2491.58	2611.49	2663.21	2724.25	2879.34
9	2395.71	2512.81	2633.29	2686.19	2725.95	2996.17
10	2466.42	2593.80	2722.69	2727.74	2783.37	3032.04
11	2477.92	2619.62	2725.68	2745.19	2810.92	3098.16
12	2489.40	2645.44	2727.67	2772.74	2838.45	3098.16
13	2500.89	2671.27	2743.28	2800.30	2865.99	3201.14
14	2512.38	2697.10	2769.69	2827.84	2893.54	3201.14

15	2523.87	2722.94	2796.10	2855.38	2921.09	3305.35
16	2535.35	2725.66	2822.50	2882.94	2948.64	3305.35
17	2546.83	2727.60	2848.92	2910.48	2976.19	3409.61
18	2558.31	2741.78	2875.32	2938.04	3003.75	3409.61
19	2569.80	2767.60	2901.72	2965.58	3030.30	3513.87
20	2581.28	2793.42	2928.14	2993.13	3032.37	3513.87
21	2592.77	2819.26	2954.54	3020.68	3034.45	3618.10
22	2604.26	2845.08	2980.95	3031.58	3055.30	3618.10
23	2615.74	2870.93	3007.37	3033.63	3082.84	3722.37
24	2627.22	2896.74	3030.49	3044.70	3110.39	3722.37
25	2643.51	2927.87	3037.96	3077.82	3143.66	3833.54
26	2659.47	2958.70	3045.06	3110.62	3176.63	3839.98
27	2675.14	2989.24	3069.78	3143.15	3209.79	3950.73
28	2678.98	3019.54	3100.78	3175.38	3242.67	3956.39
29	2682.53	3049.57	3131.51	3207.77	3275.31	4066.71
30	2685.83	3053.32	3135.36	3211.70	3279.32	4071.70
31	2688.88	3056.78	3138.93	3215.35	3283.05	4076.32
32	2691.70	3059.99	3142.21	3218.72	3286.50	4080.61
33	2694.32	3062.97	3145.28	3221.86	3289.70	4084.58
34	2696.74	3065.72	3148.11	3224.76	3292.68	4088.25
35	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
36	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
37	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
38	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
39	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
40	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
41	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
42	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
43	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
44	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65
45	2698.99	3068.27	3150.73	3227.43	3295.42	4091.65

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2529.08	2727.98	2767.35	2879.33	3647.88
1	2711.61	2903.66	2964.53	3032.59	3826.60
2	2711.61	2903.66	2964.53	3032.59	3826.60
3	2726.15	2947.48	3031.87	3047.05	3986.71
4	2726.15	2947.48	3031.87	3047.05	3986.71
5	2740.62	2991.30	3081.12	3090.87	4146.80
6	2740.62	2991.30	3081.12	3090.87	4146.80
7	2784.44	3030.60	3511.38	3134.67	4306.90
8	2784.44	3030.60	3511.38	3134.67	4306.90
9	2828.25	3033.88	3600.73	3178.80	4467.00
10	2886.64	3078.69	3660.28	3238.37	4526.57
11	2945.06	3137.11	3749.64	3297.93	4686.67

12	2945.06	3137.11	3749.64	3297.93	4686.67
13	3003.49	3196.17	3838.98	3357.49	4846.73
14	3003.49	3196.17	3838.98	3357.49	4846.73
15	3032.58	3255.74	3928.35	3417.06	5006.83
16	3032.58	3255.74	4236.11	3417.06	5006.83
17	3061.65	3315.29	4325.46	3476.62	5166.94
18	3061.65	3315.29	4325.46	3476.62	5166.94
19	3120.07	3374.85	4414.80	3536.18	5327.03
20	3120.07	3374.85	4414.80	3536.18	5327.03
21	3178.77	3434.42	4504.17	3595.76	5487.14
22	3178.77	3434.42	4504.17	3595.76	5487.14
23	3238.33	3493.98	4593.51	3655.31	5647.22
24	3238.33	3493.98	4593.51	3655.31	5647.22
25	3303.89	3559.99	4691.36	3721.60	5657.46
26	3309.43	3565.97	4699.23	3727.86	5666.96
27	3374.45	3631.37	4796.32	3793.50	5675.75
28	3379.28	3636.59	4803.21	3798.96	5683.89
29	3443.78	3701.43	4809.59	3864.04	5691.45
30	3448.02	3705.98	4815.51	3868.78	5698.44
31	3512.10	3770.36	4820.98	3933.35	5704.92
32	3515.81	3774.33	4826.03	3937.49	5710.91
33	3519.21	3778.01	4830.73	3941.32	5716.47
34	3522.38	3781.41	4835.09	3944.86	5721.61
35	3525.32	3784.55	4839.09	3948.14	5726.37
36	3525.32	3784.55	4839.09	3948.14	5726.37
37	3525.32	3784.55	4839.09	3948.14	5726.37
38	3525.32	3784.55	4839.09	3948.14	5726.37
39	3525.32	3784.55	4839.09	3948.14	5726.37
40	3525.32	3784.55	4839.09	3948.14	5726.37
41	3525.32	3784.55	4839.09	3948.14	5726.37
42	3525.32	3784.55	4839.09	3948.14	5726.37
43	3525.32	3784.55	4839.09	3948.14	5726.37
44	3525.32	3784.55	4839.09	3948.14	5726.37
45	3525.32	3784.55	4839.09	3948.14	5726.37

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	25147.0800
Par mois	2095.5900
Par heure (38h/semaine)	12.7263

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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