

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/10/2021 (Dernière actualisation de la page 04/12/2025)

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	23667.12	24036.36	25321.68	25805.40	26543.52	28037.76
1	25540.56	25973.28	27258.84	27742.44	28480.68	30142.32
2	25667.88	26208.72	27500.64	27997.08	28735.20	30142.32
3	25795.32	26444.28	27742.32	28251.60	28989.84	30228.48
4	25922.64	26679.84	27984.12	28506.24	29244.60	30228.48
5	26050.08	26915.40	28225.92	28761.00	29499.12	30625.56
6	26177.16	27150.96	28467.72	29015.52	29753.64	30625.56
7	26304.48	27386.40	28709.40	29270.04	30008.16	31920.72
8	26431.92	27621.96	28951.32	29524.68	30201.36	31920.72
9	26559.24	27857.40	29193.00	29779.44	30220.32	33215.88
10	27343.20	28755.24	30184.08	30240.00	30856.68	33613.68
11	27470.64	29041.44	30217.32	30433.56	31162.08	34346.64
12	27597.84	29327.76	30239.28	30738.96	31467.48	34346.64
13	27725.16	29614.08	30412.32	31044.48	31772.88	35488.20
14	27852.60	29900.52	30705.12	31349.88	32078.28	35488.20
15	27979.92	30186.96	30997.92	31655.16	32383.68	36643.68
16	28107.24	30217.08	31290.72	31960.68	32689.08	36643.68
17	28234.44	30238.56	31583.52	32265.96	32994.48	37799.40
18	28361.76	30395.76	31876.20	32571.48	33300.00	37799.40
19	28489.20	30681.96	32168.88	32876.88	33594.36	38955.24
20	28616.52	30968.28	32461.80	33182.28	33617.28	38955.24
21	28743.84	31254.72	32754.48	33487.68	33640.32	40110.84
22	28871.28	31540.92	33047.28	33608.64	33871.56	40110.84
23	28998.48	31827.48	33340.08	33631.32	34176.84	41266.68
24	29125.92	32113.68	33596.52	33753.96	34482.24	41266.68
25	29306.40	32458.80	33679.32	34121.04	34851.00	42499.20
26	29483.28	32800.56	33757.92	34484.88	35216.52	42570.60
27	29656.92	33139.20	34032.12	34845.36	35584.20	43798.20
28	29699.52	33474.96	34375.68	35202.84	35948.76	43861.08
29	29738.88	33807.96	34716.36	35561.76	36310.56	45084.12
30	29775.48	33849.48	34759.08	35605.44	36355.08	45139.44
31	29809.32	33887.88	34798.56	35645.76	36396.48	45190.68
32	29840.64	33923.52	34835.04	35683.32	36434.64	45238.20

33	29869.68	33956.52	34869.00	35718.00	36470.16	45282.24
34	29896.44	33987.00	34900.32	35750.16	36503.04	45322.92
35	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
36	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
37	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
38	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
39	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
40	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
41	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
42	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
43	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
44	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60
45	29921.40	34015.32	34929.36	35779.80	36533.40	45360.60

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	28037.76	30242.88	30679.32	31920.60	40440.96
1	30061.32	32190.48	32865.12	33619.80	42422.28
2	30061.32	32190.48	32865.12	33619.80	42422.28
3	30222.48	32676.24	33611.76	33780.00	44197.20
4	30222.48	32676.24	33611.76	33780.00	44197.20
5	30382.92	33162.00	34157.76	34265.76	45972.00
6	30382.92	33162.00	34157.76	34265.76	45972.00
7	30868.56	33597.60	38927.64	34751.40	47746.92
8	30868.56	33597.60	38927.64	34751.40	47746.92
9	31354.32	33633.96	39918.24	35240.64	49521.72
10	32001.72	34130.88	40578.48	35901.00	50182.08
11	32649.36	34778.52	41569.08	36561.24	51957.00
12	32649.36	34778.52	41569.08	36561.24	51957.00
13	33297.00	35433.12	42559.56	37221.60	53731.68
14	33297.00	35433.12	42559.56	37221.60	53731.68
15	33619.68	36093.48	43550.16	37881.96	55506.48
16	33619.68	36093.48	46962.12	37881.96	55506.48
17	33941.88	36753.72	47952.72	38542.32	57281.40
18	33941.88	36753.72	47952.72	38542.32	57281.40
19	34589.52	37414.08	48943.20	39202.56	59056.20
20	34589.52	37414.08	48943.20	39202.56	59056.20
21	35240.28	38074.44	49933.80	39863.04	60831.24
22	35240.28	38074.44	49933.80	39863.04	60831.24
23	35900.64	38734.68	50924.40	40523.28	62605.92
24	35900.64	38734.68	50924.40	40523.28	62605.92
25	36627.36	39466.56	52009.08	41258.28	62719.44
26	36688.80	39532.80	52096.32	41327.52	62824.68
27	37409.52	40257.84	53172.72	42055.44	62922.12
28	37463.16	40315.68	53249.16	42115.80	63012.48
29	38178.24	41034.60	53319.72	42837.24	63096.24

30	38225.28	41085.00	53385.36	42889.92	63173.76
31	38935.80	41798.76	53445.96	43605.72	63245.52
32	38976.72	41842.68	53502.12	43651.56	63312.00
33	39014.64	41883.48	53554.20	43694.04	63373.56
34	39049.68	41921.16	53602.44	43733.28	63430.56
35	39082.20	41955.96	53646.96	43769.64	63483.36
36	39082.20	41955.96	53646.96	43769.64	63483.36
37	39082.20	41955.96	53646.96	43769.64	63483.36
38	39082.20	41955.96	53646.96	43769.64	63483.36
39	39082.20	41955.96	53646.96	43769.64	63483.36
40	39082.20	41955.96	53646.96	43769.64	63483.36
41	39082.20	41955.96	53646.96	43769.64	63483.36
42	39082.20	41955.96	53646.96	43769.64	63483.36
43	39082.20	41955.96	53646.96	43769.64	63483.36
44	39082.20	41955.96	53646.96	43769.64	63483.36
45	39082.20	41955.96	53646.96	43769.64	63483.36

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	11.9773	12.1641	12.8146	13.0594	13.4330	14.1891
1	12.9254	13.1444	13.7950	14.0397	14.4133	15.2542
2	12.9898	13.2635	13.9173	14.1686	14.5421	15.2542
3	13.0543	13.3827	14.0396	14.2974	14.6710	15.2978
4	13.1187	13.5019	14.1620	14.4262	14.7999	15.2978
5	13.1832	13.6212	14.2844	14.5552	14.9287	15.4988
6	13.2476	13.7404	14.4067	14.6840	15.0575	15.4988
7	13.3120	13.8595	14.5290	14.8128	15.1863	16.1542
8	13.3765	13.9787	14.6515	14.9416	15.2841	16.1542
9	13.4409	14.0979	14.7738	15.0706	15.2937	16.8097
10	13.8377	14.5522	15.2753	15.3036	15.6157	17.0110
11	13.9021	14.6971	15.2922	15.4016	15.7703	17.3819
12	13.9665	14.8420	15.3033	15.5562	15.9248	17.3819
13	14.0310	14.9869	15.3909	15.7108	16.0794	17.9596
14	14.0954	15.1318	15.5390	15.8653	16.2339	17.9596
15	14.1599	15.2768	15.6872	16.0198	16.3885	18.5444
16	14.2243	15.2920	15.8354	16.1744	16.5431	18.5444
17	14.2887	15.3029	15.9836	16.3289	16.6976	19.1293
18	14.3531	15.3825	16.1317	16.4835	16.8522	19.1293
19	14.4176	15.5273	16.2798	16.6381	17.0012	19.7142
20	14.4820	15.6722	16.4280	16.7927	17.0128	19.7142
21	14.5465	15.8172	16.5762	16.9472	17.0245	20.2990
22	14.6110	15.9620	16.7243	17.0084	17.1415	20.2990
23	14.6753	16.1070	16.8725	17.0199	17.2960	20.8839
24	14.7398	16.2519	17.0023	17.0820	17.4505	20.8839
25	14.8312	16.4265	17.0442	17.2677	17.6371	21.5077

26	14.9207	16.5995	17.0840	17.4519	17.8221	21.5438
27	15.0086	16.7709	17.2227	17.6343	18.0082	22.1651
28	15.0301	16.9408	17.3966	17.8152	18.1927	22.1969
29	15.0500	17.1093	17.5690	17.9968	18.3758	22.8159
30	15.0686	17.1303	17.5906	18.0189	18.3983	22.8438
31	15.0857	17.1497	17.6106	18.0394	18.4193	22.8698
32	15.1015	17.1678	17.6291	18.0584	18.4386	22.8938
33	15.1162	17.1845	17.6463	18.0759	18.4566	22.9161
34	15.1298	17.1999	17.6621	18.0922	18.4732	22.9367
35	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
36	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
37	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
38	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
39	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
40	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
41	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
42	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
43	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
44	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558
45	15.1424	17.2142	17.6768	18.1072	18.4886	22.9558

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14.1891	15.3051	15.5260	16.1541	20.4661
1	15.2132	16.2907	16.6321	17.0141	21.4688
2	15.2132	16.2907	16.6321	17.0141	21.4688
3	15.2948	16.5366	17.0100	17.0951	22.3670
4	15.2948	16.5366	17.0100	17.0951	22.3670
5	15.3760	16.7824	17.2863	17.3410	23.2652
6	15.3760	16.7824	17.2863	17.3410	23.2652
7	15.6217	17.0028	19.7002	17.5867	24.1634
8	15.6217	17.0028	19.7002	17.5867	24.1634
9	15.8676	17.0212	20.2015	17.8343	25.0616
10	16.1952	17.2727	20.5357	18.1685	25.3958
11	16.5230	17.6005	21.0370	18.5027	26.2940
12	16.5230	17.6005	21.0370	18.5027	26.2940
13	16.8507	17.9317	21.5382	18.8368	27.1921
14	16.8507	17.9317	21.5382	18.8368	27.1921
15	17.0140	18.2659	22.0396	19.1710	28.0903
16	17.0140	18.2659	23.7663	19.1710	28.0903
17	17.1771	18.6001	24.2676	19.5052	28.9886
18	17.1771	18.6001	24.2676	19.5052	28.9886
19	17.5048	18.9343	24.7688	19.8394	29.8867
20	17.5048	18.9343	24.7688	19.8394	29.8867
21	17.8341	19.2684	25.2701	20.1736	30.7850
22	17.8341	19.2684	25.2701	20.1736	30.7850

23	18.1683	19.6026	25.7715	20.5077	31.6832
24	18.1683	19.6026	25.7715	20.5077	31.6832
25	18.5361	19.9730	26.3204	20.8797	31.7406
26	18.5672	20.0065	26.3645	20.9147	31.7939
27	18.9319	20.3734	26.9093	21.2831	31.8432
28	18.9591	20.4027	26.9480	21.3137	31.8889
29	19.3210	20.7665	26.9837	21.6788	31.9313
30	19.3448	20.7920	27.0169	21.7054	31.9705
31	19.7044	21.1532	27.0476	22.0677	32.0068
32	19.7251	21.1754	27.0760	22.0909	32.0405
33	19.7443	21.1961	27.1023	22.1124	32.0716
34	19.7620	21.2152	27.1267	22.1322	32.1005
35	19.7784	21.2328	27.1493	22.1506	32.1272
36	19.7784	21.2328	27.1493	22.1506	32.1272
37	19.7784	21.2328	27.1493	22.1506	32.1272
38	19.7784	21.2328	27.1493	22.1506	32.1272
39	19.7784	21.2328	27.1493	22.1506	32.1272
40	19.7784	21.2328	27.1493	22.1506	32.1272
41	19.7784	21.2328	27.1493	22.1506	32.1272
42	19.7784	21.2328	27.1493	22.1506	32.1272
43	19.7784	21.2328	27.1493	22.1506	32.1272
44	19.7784	21.2328	27.1493	22.1506	32.1272
45	19.7784	21.2328	27.1493	22.1506	32.1272

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	1972.26	2003.03	2110.14	2150.45	2211.96	2336.48
1	2128.38	2164.44	2271.57	2311.87	2373.39	2511.86
2	2138.99	2184.06	2291.72	2333.09	2394.60	2511.86
3	2149.61	2203.69	2311.86	2354.30	2415.82	2519.04
4	2160.22	2223.32	2332.01	2375.52	2437.05	2519.04
5	2170.84	2242.95	2352.16	2396.75	2458.26	2552.13
6	2181.43	2262.58	2372.31	2417.96	2479.47	2552.13
7	2192.04	2282.20	2392.45	2439.17	2500.68	2660.06
8	2202.66	2301.83	2412.61	2460.39	2516.78	2660.06
9	2213.27	2321.45	2432.75	2481.62	2518.36	2767.99
10	2278.60	2396.27	2515.34	2520.00	2571.39	2801.14
11	2289.22	2420.12	2518.11	2536.13	2596.84	2862.22
12	2299.82	2443.98	2519.94	2561.58	2622.29	2862.22
13	2310.43	2467.84	2534.36	2587.04	2647.74	2957.35
14	2321.05	2491.71	2558.76	2612.49	2673.19	2957.35
15	2331.66	2515.58	2583.16	2637.93	2698.64	3053.64
16	2342.27	2518.09	2607.56	2663.39	2724.09	3053.64
17	2352.87	2519.88	2631.96	2688.83	2749.54	3149.95
18	2363.48	2532.98	2656.35	2714.29	2775.00	3149.95

19	2374.10	2556.83	2680.74	2739.74	2799.53	3246.27
20	2384.71	2580.69	2705.15	2765.19	2801.44	3246.27
21	2395.32	2604.56	2729.54	2790.64	2803.36	3342.57
22	2405.94	2628.41	2753.94	2800.72	2822.63	3342.57
23	2416.54	2652.29	2778.34	2802.61	2848.07	3438.89
24	2427.16	2676.14	2799.71	2812.83	2873.52	3438.89
25	2442.20	2704.90	2806.61	2843.42	2904.25	3541.60
26	2456.94	2733.38	2813.16	2873.74	2934.71	3547.55
27	2471.41	2761.60	2836.01	2903.78	2965.35	3649.85
28	2474.96	2789.58	2864.64	2933.57	2995.73	3655.09
29	2478.24	2817.33	2893.03	2963.48	3025.88	3757.01
30	2481.29	2820.79	2896.59	2967.12	3029.59	3761.62
31	2484.11	2823.99	2899.88	2970.48	3033.04	3765.89
32	2486.72	2826.96	2902.92	2973.61	3036.22	3769.85
33	2489.14	2829.71	2905.75	2976.50	3039.18	3773.52
34	2491.37	2832.25	2908.36	2979.18	3041.92	3776.91
35	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
36	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
37	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
38	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
39	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
40	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
41	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
42	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
43	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
44	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05
45	2493.45	2834.61	2910.78	2981.65	3044.45	3780.05

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2336.48	2520.24	2556.61	2660.05	3370.08
1	2505.11	2682.54	2738.76	2801.65	3535.19
2	2505.11	2682.54	2738.76	2801.65	3535.19
3	2518.54	2723.02	2800.98	2815.00	3683.10
4	2518.54	2723.02	2800.98	2815.00	3683.10
5	2531.91	2763.50	2846.48	2855.48	3831.00
6	2531.91	2763.50	2846.48	2855.48	3831.00
7	2572.38	2799.80	3243.97	2895.95	3978.91
8	2572.38	2799.80	3243.97	2895.95	3978.91
9	2612.86	2802.83	3326.52	2936.72	4126.81
10	2666.81	2844.24	3381.54	2991.75	4181.84
11	2720.78	2898.21	3464.09	3046.77	4329.75
12	2720.78	2898.21	3464.09	3046.77	4329.75
13	2774.75	2952.76	3546.63	3101.80	4477.64
14	2774.75	2952.76	3546.63	3101.80	4477.64
15	2801.64	3007.79	3629.18	3156.83	4625.54

16	2801.64	3007.79	3913.51	3156.83	4625.54
17	2828.49	3062.81	3996.06	3211.86	4773.45
18	2828.49	3062.81	3996.06	3211.86	4773.45
19	2882.46	3117.84	4078.60	3266.88	4921.35
20	2882.46	3117.84	4078.60	3266.88	4921.35
21	2936.69	3172.87	4161.15	3321.92	5069.27
22	2936.69	3172.87	4161.15	3321.92	5069.27
23	2991.72	3227.89	4243.70	3376.94	5217.16
24	2991.72	3227.89	4243.70	3376.94	5217.16
25	3052.28	3288.88	4334.09	3438.19	5226.62
26	3057.40	3294.40	4341.36	3443.96	5235.39
27	3117.46	3354.82	4431.06	3504.62	5243.51
28	3121.93	3359.64	4437.43	3509.65	5251.04
29	3181.52	3419.55	4443.31	3569.77	5258.02
30	3185.44	3423.75	4448.78	3574.16	5264.48
31	3244.65	3483.23	4453.83	3633.81	5270.46
32	3248.06	3486.89	4458.51	3637.63	5276.00
33	3251.22	3490.29	4462.85	3641.17	5281.13
34	3254.14	3493.43	4466.87	3644.44	5285.88
35	3256.85	3496.33	4470.58	3647.47	5290.28
36	3256.85	3496.33	4470.58	3647.47	5290.28
37	3256.85	3496.33	4470.58	3647.47	5290.28
38	3256.85	3496.33	4470.58	3647.47	5290.28
39	3256.85	3496.33	4470.58	3647.47	5290.28
40	3256.85	3496.33	4470.58	3647.47	5290.28
41	3256.85	3496.33	4470.58	3647.47	5290.28
42	3256.85	3496.33	4470.58	3647.47	5290.28
43	3256.85	3496.33	4470.58	3647.47	5290.28
44	3256.85	3496.33	4470.58	3647.47	5290.28
45	3256.85	3496.33	4470.58	3647.47	5290.28

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	23232.1200
Par mois	1936.0100
Par heure (38h/semaine)	11.7571

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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