

Salaires minimums par (sous-)commission paritaire

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

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

Indexation de 2% en 12/2022.

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	26130.48	26538.00	27957.24	28491.24	29306.28	30955.92
1	28198.92	28676.64	30096.00	30630.00	31445.04	33279.60
2	28339.56	28936.44	30362.88	30911.16	31725.96	33279.60
3	28480.08	29196.60	30629.88	31192.20	32007.12	33374.64
4	28620.72	29456.76	30896.52	31473.24	32288.40	33374.64
5	28761.48	29716.80	31163.52	31754.52	32569.44	33813.00
6	28901.76	29976.84	31430.76	32035.56	32850.36	33813.00
7	29042.16	30236.88	31697.52	32316.36	33131.28	35243.16
8	29182.80	30496.92	31964.64	32597.64	33344.88	35243.16
9	29323.44	30756.84	32231.52	32878.92	33365.64	36673.08
10	30189.00	31748.16	33325.68	33387.48	34068.48	37112.16
11	30329.76	32064.12	33362.28	33601.08	34405.68	37921.44
12	30470.28	32380.20	33386.64	33938.28	34742.64	37921.44
13	30610.92	32696.40	33577.80	34275.72	35079.72	39181.92
14	30751.56	33012.48	33900.96	34612.80	35416.92	39181.92
15	30892.20	33328.80	34224.24	34949.88	35754.12	40457.52
16	31032.72	33362.04	34547.40	35287.20	36091.32	40457.52
17	31173.24	33385.80	34870.80	35624.28	36428.52	41733.60
18	31313.76	33559.44	35193.96	35961.60	36765.96	41733.60
19	31454.40	33875.40	35517.00	36298.68	37090.92	43009.80
20	31594.92	34191.48	35840.40	36635.88	37116.24	43009.80
21	31735.56	34507.80	36163.56	36973.08	37141.68	44285.52
22	31876.20	34823.76	36486.84	37106.52	37396.92	44285.52
23	32016.60	35140.20	36810.24	37131.60	37734.00	45561.84
24	32157.12	35456.04	37093.20	37267.08	38071.20	45561.84
25	32356.56	35837.16	37184.64	37672.56	38478.36	46922.52
26	32551.92	36214.44	37271.52	38073.96	38881.92	47001.36
27	32743.68	36588.24	37574.16	38472.12	39287.88	48356.88
28	32790.72	36959.16	37953.60	38866.68	39690.24	48426.24

29	32834.16	37326.72	38329.68	39263.16	40089.84	49776.48
30	32874.60	37372.68	38376.84	39311.16	40138.92	49837.56
31	32911.92	37415.04	38420.52	39355.92	40184.52	49894.20
32	32946.36	37454.28	38460.60	39397.08	40226.76	49946.64
33	32978.52	37490.76	38498.28	39435.60	40265.88	49995.24
34	33008.04	37524.36	38532.84	39471.12	40302.36	50040.24
35	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
36	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
37	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
38	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
39	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
40	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
41	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
42	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
43	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
44	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76
45	33035.64	37555.68	38564.88	39503.76	40335.96	50081.76

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	30955.92	33390.48	33872.40	35243.04	44650.08
1	33190.08	35540.76	36285.84	37118.88	46837.56
2	33190.08	35540.76	36285.84	37118.88	46837.56
3	33368.04	36077.16	37110.12	37295.88	48797.28
4	33368.04	36077.16	37110.12	37295.88	48797.28
5	33545.16	36613.56	37712.88	37832.28	50756.88
6	33545.16	36613.56	37712.88	37832.28	50756.88
7	34081.56	37094.52	42979.32	38368.32	52716.48
8	34081.56	37094.52	42979.32	38368.32	52716.48
9	34617.84	37134.72	44072.88	38908.56	54676.08
10	35332.44	37683.12	44801.88	39637.68	55405.20
11	36047.52	38398.20	45895.56	40366.68	57364.80
12	36047.52	38398.20	45895.56	40366.68	57364.80
13	36762.72	39121.08	46989.12	41095.68	59323.92
14	36762.72	39121.08	46989.12	41095.68	59323.92
15	37118.76	39850.20	48083.04	41824.80	61283.64
16	37118.76	39850.20	51849.96	41824.80	61283.64
17	37474.56	40579.20	52943.64	42553.80	63243.36
18	37474.56	40579.20	52943.64	42553.80	63243.36
19	38189.64	41308.20	54037.20	43282.80	65202.84
20	38189.64	41308.20	54037.20	43282.80	65202.84
21	38908.20	42037.32	55131.00	44012.16	67162.56
22	38908.20	42037.32	55131.00	44012.16	67162.56
23	39637.20	42766.32	56224.56	44741.04	69121.92
24	39637.20	42766.32	56224.56	44741.04	69121.92
25	40439.64	43574.28	57422.28	45552.36	69247.32

26	40507.44	43647.48	57518.52	45629.04	69363.60
27	41303.28	44448.00	58707.00	46432.44	69471.24
28	41362.44	44511.84	58791.24	46499.28	69570.84
29	42151.92	45305.52	58869.36	47295.84	69663.36
30	42203.76	45361.20	58941.84	47353.92	69748.92
31	42988.08	46149.24	59008.80	48144.24	69828.24
32	43033.56	46197.84	59070.60	48194.88	69901.56
33	43075.08	46242.84	59128.08	48241.80	69969.60
34	43113.96	46284.48	59181.48	48285.12	70032.48
35	43149.96	46322.88	59230.44	48325.20	70090.80
36	43149.96	46322.88	59230.44	48325.20	70090.80
37	43149.96	46322.88	59230.44	48325.20	70090.80
38	43149.96	46322.88	59230.44	48325.20	70090.80
39	43149.96	46322.88	59230.44	48325.20	70090.80
40	43149.96	46322.88	59230.44	48325.20	70090.80
41	43149.96	46322.88	59230.44	48325.20	70090.80
42	43149.96	46322.88	59230.44	48325.20	70090.80
43	43149.96	46322.88	59230.44	48325.20	70090.80
44	43149.96	46322.88	59230.44	48325.20	70090.80
45	43149.96	46322.88	59230.44	48325.20	70090.80

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	13.2239	13.4302	14.1484	14.4186	14.8311	15.6660
1	14.2707	14.5125	15.2308	15.5010	15.9135	16.8419
2	14.3419	14.6439	15.3658	15.6433	16.0556	16.8419
3	14.4130	14.7756	15.5010	15.7855	16.1979	16.8900
4	14.4842	14.9073	15.6359	15.9278	16.3403	16.8900
5	14.5554	15.0389	15.7710	16.0701	16.4825	17.1118
6	14.6264	15.1705	15.9063	16.2123	16.6247	17.1118
7	14.6974	15.3021	16.0413	16.3544	16.7668	17.8356
8	14.7686	15.4337	16.1764	16.4968	16.8749	17.8356
9	14.8398	15.5652	16.3115	16.6391	16.8854	18.5593
10	15.2778	16.0669	16.8652	16.8965	17.2411	18.7815
11	15.3491	16.2268	16.8837	17.0046	17.4118	19.1910
12	15.4202	16.3867	16.8961	17.1752	17.5823	19.1910
13	15.4914	16.5468	16.9928	17.3460	17.7529	19.8289
14	15.5625	16.7067	17.1564	17.5166	17.9235	19.8289
15	15.6337	16.8668	17.3200	17.6872	18.0942	20.4745
16	15.7048	16.8836	17.4835	17.8579	18.2648	20.4745
17	15.7759	16.8956	17.6472	18.0285	18.4355	21.1202
18	15.8470	16.9835	17.8107	18.1992	18.6063	21.1202
19	15.9182	17.1434	17.9742	18.3698	18.7707	21.7661
20	15.9893	17.3034	18.1379	18.5404	18.7835	21.7661
21	16.0605	17.4635	18.3014	18.7111	18.7964	22.4117

22	16.1317	17.6234	18.4650	18.7786	18.9256	22.4117
23	16.2027	17.7835	18.6287	18.7913	19.0962	23.0576
24	16.2738	17.9433	18.7719	18.8599	19.2668	23.0576
25	16.3748	18.1362	18.8181	19.0651	19.4729	23.7462
26	16.4736	18.3271	18.8621	19.2682	19.6771	23.7861
27	16.5707	18.5163	19.0153	19.4697	19.8825	24.4721
28	16.5945	18.7040	19.2073	19.6694	20.0862	24.5072
29	16.6165	18.8900	19.3976	19.8700	20.2884	25.1905
30	16.6369	18.9133	19.4215	19.8943	20.3132	25.2214
31	16.6558	18.9347	19.4436	19.9170	20.3363	25.2501
32	16.6733	18.9546	19.4639	19.9378	20.3577	25.2766
33	16.6895	18.9731	19.4829	19.9573	20.3775	25.3012
34	16.7045	18.9901	19.5004	19.9753	20.3959	25.3240
35	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
36	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
37	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
38	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
39	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
40	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
41	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
42	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
43	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
44	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450
45	16.7184	19.0059	19.5166	19.9918	20.4129	25.3450

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	15.6660	16.8980	17.1419	17.8355	22.5962
1	16.7966	17.9862	18.3633	18.7849	23.7032
2	16.7966	17.9862	18.3633	18.7849	23.7032
3	16.8867	18.2577	18.7804	18.8744	24.6950
4	16.8867	18.2577	18.7804	18.8744	24.6950
5	16.9763	18.5291	19.0855	19.1459	25.6867
6	16.9763	18.5291	19.0855	19.1459	25.6867
7	17.2478	18.7725	21.7507	19.4172	26.6784
8	17.2478	18.7725	21.7507	19.4172	26.6784
9	17.5191	18.7929	22.3041	19.6906	27.6701
10	17.8808	19.0704	22.6730	20.0596	28.0391
11	18.2427	19.4323	23.2265	20.4285	29.0308
12	18.2427	19.4323	23.2265	20.4285	29.0308
13	18.6046	19.7981	23.7799	20.7974	30.0222
14	18.6046	19.7981	23.7799	20.7974	30.0222
15	18.7848	20.1671	24.3335	21.1664	31.0140
16	18.7848	20.1671	26.2399	21.1664	31.0140
17	18.9649	20.5360	26.7933	21.5353	32.0057
18	18.9649	20.5360	26.7933	21.5353	32.0057

19	19.3267	20.9050	27.3468	21.9043	32.9974
20	19.3267	20.9050	27.3468	21.9043	32.9974
21	19.6904	21.2739	27.9003	22.2734	33.9891
22	19.6904	21.2739	27.9003	22.2734	33.9891
23	20.0593	21.6429	28.4537	22.6422	34.9807
24	20.0593	21.6429	28.4537	22.6422	34.9807
25	20.4654	22.0518	29.0599	23.0528	35.0442
26	20.4997	22.0888	29.1086	23.0916	35.1030
27	20.9025	22.4939	29.7100	23.4982	35.1575
28	20.9324	22.5262	29.7527	23.5320	35.2079
29	21.3319	22.9279	29.7922	23.9351	35.2547
30	21.3582	22.9561	29.8289	23.9645	35.2980
31	21.7551	23.3549	29.8628	24.3645	35.3382
32	21.7781	23.3795	29.8940	24.3901	35.3753
33	21.7991	23.4022	29.9231	24.4139	35.4097
34	21.8188	23.4233	29.9501	24.4358	35.4415
35	21.8370	23.4428	29.9749	24.4561	35.4711
36	21.8370	23.4428	29.9749	24.4561	35.4711
37	21.8370	23.4428	29.9749	24.4561	35.4711
38	21.8370	23.4428	29.9749	24.4561	35.4711
39	21.8370	23.4428	29.9749	24.4561	35.4711
40	21.8370	23.4428	29.9749	24.4561	35.4711
41	21.8370	23.4428	29.9749	24.4561	35.4711
42	21.8370	23.4428	29.9749	24.4561	35.4711
43	21.8370	23.4428	29.9749	24.4561	35.4711
44	21.8370	23.4428	29.9749	24.4561	35.4711
45	21.8370	23.4428	29.9749	24.4561	35.4711

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	2177.54	2211.50	2329.77	2374.27	2442.19	2579.66
1	2349.91	2389.72	2508.00	2552.50	2620.42	2773.30
2	2361.63	2411.37	2530.24	2575.93	2643.83	2773.30
3	2373.34	2433.05	2552.49	2599.35	2667.26	2781.22
4	2385.06	2454.73	2574.71	2622.77	2690.70	2781.22
5	2396.79	2476.40	2596.96	2646.21	2714.12	2817.75
6	2408.48	2498.07	2619.23	2669.63	2737.53	2817.75
7	2420.18	2519.74	2641.46	2693.03	2760.94	2936.93
8	2431.90	2541.41	2663.72	2716.47	2778.74	2936.93
9	2443.62	2563.07	2685.96	2739.91	2780.47	3056.09
10	2515.75	2645.68	2777.14	2782.29	2839.04	3092.68
11	2527.48	2672.01	2780.19	2800.09	2867.14	3160.12
12	2539.19	2698.35	2782.22	2828.19	2895.22	3160.12
13	2550.91	2724.70	2798.15	2856.31	2923.31	3265.16
14	2562.63	2751.04	2825.08	2884.40	2951.41	3265.16

15	2574.35	2777.40	2852.02	2912.49	2979.51	3371.46
16	2586.06	2780.17	2878.95	2940.60	3007.61	3371.46
17	2597.77	2782.15	2905.90	2968.69	3035.71	3477.80
18	2609.48	2796.62	2932.83	2996.80	3063.83	3477.80
19	2621.20	2822.95	2959.75	3024.89	3090.91	3584.15
20	2632.91	2849.29	2986.70	3052.99	3093.02	3584.15
21	2644.63	2875.65	3013.63	3081.09	3095.14	3690.46
22	2656.35	2901.98	3040.57	3092.21	3116.41	3690.46
23	2668.05	2928.35	3067.52	3094.30	3144.50	3796.82
24	2679.76	2954.67	3091.10	3105.59	3172.60	3796.82
25	2696.38	2986.43	3098.72	3139.38	3206.53	3910.21
26	2712.66	3017.87	3105.96	3172.83	3240.16	3916.78
27	2728.64	3049.02	3131.18	3206.01	3273.99	4029.74
28	2732.56	3079.93	3162.80	3238.89	3307.52	4035.52
29	2736.18	3110.56	3194.14	3271.93	3340.82	4148.04
30	2739.55	3114.39	3198.07	3275.93	3344.91	4153.13
31	2742.66	3117.92	3201.71	3279.66	3348.71	4157.85
32	2745.53	3121.19	3205.05	3283.09	3352.23	4162.22
33	2748.21	3124.23	3208.19	3286.30	3355.49	4166.27
34	2750.67	3127.03	3211.07	3289.26	3358.53	4170.02
35	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
36	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
37	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
38	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
39	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
40	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
41	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
42	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
43	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
44	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48
45	2752.97	3129.64	3213.74	3291.98	3361.33	4173.48

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2579.66	2782.54	2822.70	2936.92	3720.84
1	2765.84	2961.73	3023.82	3093.24	3903.13
2	2765.84	2961.73	3023.82	3093.24	3903.13
3	2780.67	3006.43	3092.51	3107.99	4066.44
4	2780.67	3006.43	3092.51	3107.99	4066.44
5	2795.43	3051.13	3142.74	3152.69	4229.74
6	2795.43	3051.13	3142.74	3152.69	4229.74
7	2840.13	3091.21	3581.61	3197.36	4393.04
8	2840.13	3091.21	3581.61	3197.36	4393.04
9	2884.82	3094.56	3672.74	3242.38	4556.34
10	2944.37	3140.26	3733.49	3303.14	4617.10
11	3003.96	3199.85	3824.63	3363.89	4780.40

12	3003.96	3199.85	3824.63	3363.89	4780.40
13	3063.56	3260.09	3915.76	3424.64	4943.66
14	3063.56	3260.09	3915.76	3424.64	4943.66
15	3093.23	3320.85	4006.92	3485.40	5106.97
16	3093.23	3320.85	4320.83	3485.40	5106.97
17	3122.88	3381.60	4411.97	3546.15	5270.28
18	3122.88	3381.60	4411.97	3546.15	5270.28
19	3182.47	3442.35	4503.10	3606.90	5433.57
20	3182.47	3442.35	4503.10	3606.90	5433.57
21	3242.35	3503.11	4594.25	3667.68	5596.88
22	3242.35	3503.11	4594.25	3667.68	5596.88
23	3303.10	3563.86	4685.38	3728.42	5760.16
24	3303.10	3563.86	4685.38	3728.42	5760.16
25	3369.97	3631.19	4785.19	3796.03	5770.61
26	3375.62	3637.29	4793.21	3802.42	5780.30
27	3441.94	3704.00	4892.25	3869.37	5789.27
28	3446.87	3709.32	4899.27	3874.94	5797.57
29	3512.66	3775.46	4905.78	3941.32	5805.28
30	3516.98	3780.10	4911.82	3946.16	5812.41
31	3582.34	3845.77	4917.40	4012.02	5819.02
32	3586.13	3849.82	4922.55	4016.24	5825.13
33	3589.59	3853.57	4927.34	4020.15	5830.80
34	3592.83	3857.04	4931.79	4023.76	5836.04
35	3595.83	3860.24	4935.87	4027.10	5840.90
36	3595.83	3860.24	4935.87	4027.10	5840.90
37	3595.83	3860.24	4935.87	4027.10	5840.90
38	3595.83	3860.24	4935.87	4027.10	5840.90
39	3595.83	3860.24	4935.87	4027.10	5840.90
40	3595.83	3860.24	4935.87	4027.10	5840.90
41	3595.83	3860.24	4935.87	4027.10	5840.90
42	3595.83	3860.24	4935.87	4027.10	5840.90
43	3595.83	3860.24	4935.87	4027.10	5840.90
44	3595.83	3860.24	4935.87	4027.10	5840.90
45	3595.83	3860.24	4935.87	4027.10	5840.90

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	25650.0000
Par mois	2137.5000
Par heure (38h/semaine)	12.9808

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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