

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/12/2023 (Dernière actualisation de la page 04/12/2025)

Indexation de 2% en 12/2023.

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	27186.12	27610.08	29086.80	29642.40	30490.20	32206.56
1	29338.20	29835.12	31311.84	31867.44	32715.48	34624.20
2	29484.48	30105.48	31589.52	32160.00	33007.68	34624.20
3	29630.76	30376.08	31867.32	32452.44	33300.24	34722.96
4	29777.04	30646.80	32144.64	32744.76	33592.80	34722.96
5	29923.44	30917.40	32422.56	33037.32	33885.24	35179.08
6	30069.36	31187.88	32700.48	33329.76	34177.56	35179.08
7	30215.40	31458.36	32978.16	33621.96	34469.76	36666.96
8	30361.80	31728.96	33255.96	33914.64	34692.00	36666.96
9	30508.08	31999.44	33533.64	34207.20	34713.60	38154.60
10	31408.68	33030.72	34671.96	34736.40	35444.88	38611.44
11	31555.08	33359.52	34710.12	34958.52	35795.64	39453.48
12	31701.24	33688.44	34735.44	35309.40	36146.16	39453.48
13	31847.64	34017.24	34934.28	35660.52	36497.04	40764.84
14	31993.92	34346.16	35270.52	36011.16	36847.80	40764.84
15	32140.32	34675.32	35606.88	36361.80	37198.56	42092.04
16	32286.48	34709.88	35943.12	36712.80	37549.44	42092.04
17	32432.64	34734.60	36279.60	37063.44	37900.20	43419.72
18	32578.80	34915.20	36615.84	37414.44	38251.32	43419.72
19	32725.08	35244.00	36951.96	37765.20	38589.36	44747.40
20	32871.36	35572.92	37288.32	38115.96	38615.76	44747.40
21	33017.64	35901.84	37624.56	38466.72	38642.16	46074.72
22	33164.04	36230.64	37960.92	38605.56	38907.72	46074.72
23	33310.08	36559.92	38297.40	38631.72	39258.48	47402.64
24	33456.36	36888.48	38591.76	38772.60	39609.24	47402.64
25	33663.84	37284.96	38686.80	39194.52	40032.84	48818.16
26	33867.00	37677.48	38777.28	39612.24	40452.72	48900.24
27	34066.44	38066.40	39092.16	40026.36	40875.12	50310.48
28	34115.40	38452.32	39486.96	40436.88	41293.68	50382.60

29	34160.64	38834.76	39878.16	40849.44	41709.48	51787.44
30	34202.76	38882.52	39927.24	40899.36	41760.60	51850.92
31	34241.52	38926.68	39972.60	40945.92	41807.88	51909.96
32	34277.40	38967.36	40014.36	40988.76	41851.92	51964.44
33	34310.76	39005.28	40053.60	41028.84	41892.60	52015.08
34	34341.48	39040.32	40089.60	41065.80	41930.52	52061.88
35	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
36	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
37	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
38	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
39	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
40	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
41	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
42	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
43	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
44	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08
45	34370.28	39072.84	40122.84	41099.76	41965.56	52105.08

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	32206.56	34739.40	35240.76	36666.84	46454.04
1	34530.96	36976.56	37751.88	38618.40	48729.72
2	34530.96	36976.56	37751.88	38618.40	48729.72
3	34716.12	37534.68	38609.40	38802.60	50768.76
4	34716.12	37534.68	38609.40	38802.60	50768.76
5	34900.44	38092.68	39236.40	39360.60	52807.44
6	34900.44	38092.68	39236.40	39360.60	52807.44
7	35458.44	38593.08	44715.60	39918.48	54846.24
8	35458.44	38593.08	44715.60	39918.48	54846.24
9	36016.44	38634.96	45853.32	40480.44	56885.04
10	36759.96	39205.56	46611.84	41238.96	57643.56
11	37503.84	39949.56	47749.68	41997.48	59682.36
12	37503.84	39949.56	47749.68	41997.48	59682.36
13	38247.96	40701.60	48887.52	42755.88	61720.56
14	38247.96	40701.60	48887.52	42755.88	61720.56
15	38618.28	41460.24	50025.60	43514.52	63759.48
16	38618.28	41460.24	53944.80	43514.52	63759.48
17	38988.60	42218.52	55082.52	44272.92	65798.40
18	38988.60	42218.52	55082.52	44272.92	65798.40
19	39732.48	42977.04	56220.24	45031.44	67836.96
20	39732.48	42977.04	56220.24	45031.44	67836.96
21	40480.08	43735.56	57358.32	45790.20	69876.00
22	40480.08	43735.56	57358.32	45790.20	69876.00
23	41238.48	44494.08	58496.04	46548.60	71914.44
24	41238.48	44494.08	58496.04	46548.60	71914.44
25	42073.44	45334.68	59742.12	47392.68	72044.88

26	42143.88	45410.88	59842.20	47472.48	72165.96
27	42972.00	46243.68	61078.80	48308.40	72277.92
28	43033.56	46310.16	61166.52	48377.88	72381.48
29	43854.84	47135.88	61247.76	49206.60	72477.84
30	43908.84	47193.72	61323.12	49266.96	72566.76
31	44724.84	48013.68	61392.84	50089.32	72649.32
32	44772.12	48064.32	61457.04	50141.88	72725.52
33	44815.32	48111.00	61516.92	50190.72	72796.44
34	44855.76	48154.32	61572.48	50235.84	72861.84
35	44893.32	48194.28	61623.36	50277.48	72922.44
36	44893.32	48194.28	61623.36	50277.48	72922.44
37	44893.32	48194.28	61623.36	50277.48	72922.44
38	44893.32	48194.28	61623.36	50277.48	72922.44
39	44893.32	48194.28	61623.36	50277.48	72922.44
40	44893.32	48194.28	61623.36	50277.48	72922.44
41	44893.32	48194.28	61623.36	50277.48	72922.44
42	44893.32	48194.28	61623.36	50277.48	72922.44
43	44893.32	48194.28	61623.36	50277.48	72922.44
44	44893.32	48194.28	61623.36	50277.48	72922.44
45	44893.32	48194.28	61623.36	50277.48	72922.44

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	13.7582	13.9727	14.7200	15.0012	15.4303	16.2989
1	14.8473	15.0987	15.8461	16.1272	16.5564	17.5224
2	14.9213	15.2356	15.9866	16.2753	16.7043	17.5224
3	14.9953	15.3725	16.1272	16.4233	16.8523	17.5723
4	15.0694	15.5095	16.2675	16.5712	17.0004	17.5723
5	15.1434	15.6465	16.4082	16.7193	17.1484	17.8032
6	15.2173	15.7833	16.5488	16.8673	17.2963	17.8032
7	15.2912	15.9202	16.6894	17.0152	17.4442	18.5562
8	15.3653	16.0572	16.8299	17.1633	17.5567	18.5562
9	15.4393	16.1940	16.9705	17.3113	17.5676	19.3090
10	15.8951	16.7160	17.5465	17.5791	17.9377	19.5402
11	15.9692	16.8823	17.5659	17.6916	18.1152	19.9663
12	16.0431	17.0488	17.5787	17.8691	18.2926	19.9663
13	16.1172	17.2152	17.6793	18.0468	18.4702	20.6300
14	16.1913	17.3817	17.8495	18.2243	18.6477	20.6300
15	16.2653	17.5482	18.0197	18.4017	18.8252	21.3016
16	16.3393	17.5657	18.1898	18.5794	19.0028	21.3016
17	16.4133	17.5782	18.3601	18.7568	19.1803	21.9735
18	16.4872	17.6696	18.5303	18.9344	19.3580	21.9735
19	16.5613	17.8360	18.7004	19.1119	19.5290	22.6454
20	16.6353	18.0025	18.8706	19.2895	19.5424	22.6454
21	16.7093	18.1689	19.0408	19.4670	19.5557	23.3172

22	16.7834	18.3353	19.2110	19.5372	19.6901	23.3172
23	16.8573	18.5020	19.3813	19.5505	19.8677	23.9892
24	16.9314	18.6683	19.5302	19.6218	20.0452	23.9892
25	17.0364	18.8689	19.5783	19.8353	20.2595	24.7055
26	17.1392	19.0676	19.6241	20.0467	20.4720	24.7471
27	17.2401	19.2644	19.7835	20.2563	20.6858	25.4608
28	17.2649	19.4597	19.9833	20.4640	20.8976	25.4973
29	17.2878	19.6532	20.1813	20.6728	21.1080	26.2082
30	17.3091	19.6774	20.2061	20.6981	21.1339	26.2403
31	17.3287	19.6997	20.2290	20.7216	21.1578	26.2702
32	17.3469	19.7203	20.2502	20.7433	21.1801	26.2978
33	17.3637	19.7395	20.2700	20.7636	21.2007	26.3234
34	17.3793	19.7572	20.2883	20.7823	21.2199	26.3471
35	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
36	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
37	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
38	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
39	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
40	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
41	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
42	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
43	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
44	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690
45	17.3939	19.7737	20.3051	20.7995	21.2376	26.3690

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	16.2989	17.5807	17.8344	18.5561	23.5091
1	17.4752	18.7128	19.1052	19.5437	24.6608
2	17.4752	18.7128	19.1052	19.5437	24.6608
3	17.5689	18.9953	19.5392	19.6369	25.6927
4	17.5689	18.9953	19.5392	19.6369	25.6927
5	17.6622	19.2777	19.8565	19.9193	26.7244
6	17.6622	19.2777	19.8565	19.9193	26.7244
7	17.9446	19.5309	22.6294	20.2017	27.7562
8	17.9446	19.5309	22.6294	20.2017	27.7562
9	18.2269	19.5521	23.2051	20.4861	28.7880
10	18.6032	19.8409	23.5890	20.8699	29.1718
11	18.9797	20.2174	24.1648	21.2538	30.2036
12	18.9797	20.2174	24.1648	21.2538	30.2036
13	19.3563	20.5980	24.7406	21.6376	31.2351
14	19.3563	20.5980	24.7406	21.6376	31.2351
15	19.5437	20.9819	25.3166	22.0215	32.2669
16	19.5437	20.9819	27.3000	22.0215	32.2669
17	19.7311	21.3656	27.8758	22.4053	33.2988
18	19.7311	21.3656	27.8758	22.4053	33.2988

19	20.1075	21.7495	28.4515	22.7892	34.3304
20	20.1075	21.7495	28.4515	22.7892	34.3304
21	20.4859	22.1334	29.0275	23.1732	35.3623
22	20.4859	22.1334	29.0275	23.1732	35.3623
23	20.8697	22.5172	29.6033	23.5570	36.3939
24	20.8697	22.5172	29.6033	23.5570	36.3939
25	21.2922	22.9427	30.2339	23.9841	36.4600
26	21.3279	22.9812	30.2845	24.0245	36.5212
27	21.7470	23.4027	30.9103	24.4476	36.5779
28	21.7781	23.4363	30.9547	24.4827	36.6303
29	22.1937	23.8542	30.9958	24.9021	36.6791
30	22.2211	23.8835	31.0340	24.9327	36.7241
31	22.6340	24.2984	31.0693	25.3488	36.7659
32	22.6580	24.3240	31.1017	25.3754	36.8044
33	22.6798	24.3477	31.1320	25.4002	36.8403
34	22.7003	24.3696	31.1602	25.4230	36.8734
35	22.7193	24.3898	31.1859	25.4441	36.9041
36	22.7193	24.3898	31.1859	25.4441	36.9041
37	22.7193	24.3898	31.1859	25.4441	36.9041
38	22.7193	24.3898	31.1859	25.4441	36.9041
39	22.7193	24.3898	31.1859	25.4441	36.9041
40	22.7193	24.3898	31.1859	25.4441	36.9041
41	22.7193	24.3898	31.1859	25.4441	36.9041
42	22.7193	24.3898	31.1859	25.4441	36.9041
43	22.7193	24.3898	31.1859	25.4441	36.9041
44	22.7193	24.3898	31.1859	25.4441	36.9041
45	22.7193	24.3898	31.1859	25.4441	36.9041

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	2265.51	2300.84	2423.90	2470.20	2540.85	2683.88
1	2444.85	2486.26	2609.32	2655.62	2726.29	2885.35
2	2457.04	2508.79	2632.46	2680.00	2750.64	2885.35
3	2469.23	2531.34	2655.61	2704.37	2775.02	2893.58
4	2481.42	2553.90	2678.72	2728.73	2799.40	2893.58
5	2493.62	2576.45	2701.88	2753.11	2823.77	2931.59
6	2505.78	2598.99	2725.04	2777.48	2848.13	2931.59
7	2517.95	2621.53	2748.18	2801.83	2872.48	3055.58
8	2530.15	2644.08	2771.33	2826.22	2891.00	3055.58
9	2542.34	2666.62	2794.47	2850.60	2892.80	3179.55
10	2617.39	2752.56	2889.33	2894.70	2953.74	3217.62
11	2629.59	2779.96	2892.51	2913.21	2982.97	3287.79
12	2641.77	2807.37	2894.62	2942.45	3012.18	3287.79
13	2653.97	2834.77	2911.19	2971.71	3041.42	3397.07
14	2666.16	2862.18	2939.21	3000.93	3070.65	3397.07

15	2678.36	2889.61	2967.24	3030.15	3099.88	3507.67
16	2690.54	2892.49	2995.26	3059.40	3129.12	3507.67
17	2702.72	2894.55	3023.30	3088.62	3158.35	3618.31
18	2714.90	2909.60	3051.32	3117.87	3187.61	3618.31
19	2727.09	2937.00	3079.33	3147.10	3215.78	3728.95
20	2739.28	2964.41	3107.36	3176.33	3217.98	3728.95
21	2751.47	2991.82	3135.38	3205.56	3220.18	3839.56
22	2763.67	3019.22	3163.41	3217.13	3242.31	3839.56
23	2775.84	3046.66	3191.45	3219.31	3271.54	3950.22
24	2788.03	3074.04	3215.98	3231.05	3300.77	3950.22
25	2805.32	3107.08	3223.90	3266.21	3336.07	4068.18
26	2822.25	3139.79	3231.44	3301.02	3371.06	4075.02
27	2838.87	3172.20	3257.68	3335.53	3406.26	4192.54
28	2842.95	3204.36	3290.58	3369.74	3441.14	4198.55
29	2846.72	3236.23	3323.18	3404.12	3475.79	4315.62
30	2850.23	3240.21	3327.27	3408.28	3480.05	4320.91
31	2853.46	3243.89	3331.05	3412.16	3483.99	4325.83
32	2856.45	3247.28	3334.53	3415.73	3487.66	4330.37
33	2859.23	3250.44	3337.80	3419.07	3491.05	4334.59
34	2861.79	3253.36	3340.80	3422.15	3494.21	4338.49
35	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
36	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
37	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
38	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
39	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
40	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
41	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
42	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
43	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
44	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09
45	2864.19	3256.07	3343.57	3424.98	3497.13	4342.09

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2683.88	2894.95	2936.73	3055.57	3871.17
1	2877.58	3081.38	3145.99	3218.20	4060.81
2	2877.58	3081.38	3145.99	3218.20	4060.81
3	2893.01	3127.89	3217.45	3233.55	4230.73
4	2893.01	3127.89	3217.45	3233.55	4230.73
5	2908.37	3174.39	3269.70	3280.05	4400.62
6	2908.37	3174.39	3269.70	3280.05	4400.62
7	2954.87	3216.09	3726.30	3326.54	4570.52
8	2954.87	3216.09	3726.30	3326.54	4570.52
9	3001.37	3219.58	3821.11	3373.37	4740.42
10	3063.33	3267.13	3884.32	3436.58	4803.63
11	3125.32	3329.13	3979.14	3499.79	4973.53

12	3125.32	3329.13	3979.14	3499.79	4973.53
13	3187.33	3391.80	4073.96	3562.99	5143.38
14	3187.33	3391.80	4073.96	3562.99	5143.38
15	3218.19	3455.02	4168.80	3626.21	5313.29
16	3218.19	3455.02	4495.40	3626.21	5313.29
17	3249.05	3518.21	4590.21	3689.41	5483.20
18	3249.05	3518.21	4590.21	3689.41	5483.20
19	3311.04	3581.42	4685.02	3752.62	5653.08
20	3311.04	3581.42	4685.02	3752.62	5653.08
21	3373.34	3644.63	4779.86	3815.85	5823.00
22	3373.34	3644.63	4779.86	3815.85	5823.00
23	3436.54	3707.84	4874.67	3879.05	5992.87
24	3436.54	3707.84	4874.67	3879.05	5992.87
25	3506.12	3777.89	4978.51	3949.39	6003.74
26	3511.99	3784.24	4986.85	3956.04	6013.83
27	3581.00	3853.64	5089.90	4025.70	6023.16
28	3586.13	3859.18	5097.21	4031.49	6031.79
29	3654.57	3927.99	5103.98	4100.55	6039.82
30	3659.07	3932.81	5110.26	4105.58	6047.23
31	3727.07	4001.14	5116.07	4174.11	6054.11
32	3731.01	4005.36	5121.42	4178.49	6060.46
33	3734.61	4009.25	5126.41	4182.56	6066.37
34	3737.98	4012.86	5131.04	4186.32	6071.82
35	3741.11	4016.19	5135.28	4189.79	6076.87
36	3741.11	4016.19	5135.28	4189.79	6076.87
37	3741.11	4016.19	5135.28	4189.79	6076.87
38	3741.11	4016.19	5135.28	4189.79	6076.87
39	3741.11	4016.19	5135.28	4189.79	6076.87
40	3741.11	4016.19	5135.28	4189.79	6076.87
41	3741.11	4016.19	5135.28	4189.79	6076.87
42	3741.11	4016.19	5135.28	4189.79	6076.87
43	3741.11	4016.19	5135.28	4189.79	6076.87
44	3741.11	4016.19	5135.28	4189.79	6076.87
45	3741.11	4016.19	5135.28	4189.79	6076.87

4. : Rémunération minimum garantie

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par année	26686.3200
Par mois	2223.8600
Par heure (38h/semaine)	13.5052

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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