

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3300008: services externes pour la prévention et la protection au travail

En vigueur au 01/01/2009 (Dernière actualisation de la page 14/11/2023)

1. REGIME (sur base hebdomadaire): 38h

1.1. : Travailleurs effectuant un travail principalement manuel

1.1.1. : Barèmes de rémunération annuelle minima

NBRE ANNEES ANCIE NNE	CATEGORIES				
	Ouv Cat 1	Ouv Cat 2	Ouv Cat 3	Ouv Cat 4	Ouv Cat 5
0	17146.68	17509.43	18493.79	19074.75	20278.46
1	17385.74	17748.53	18732.85	19313.80	20444.62
2	17624.79	17987.58	18971.94	19552.90	20610.86
3	17863.89	18226.63	19210.99	19791.95	20777.09
4	17863.89	18226.63	19210.99	19791.95	20777.09
5	18032.36	18395.14	19379.48	20018.89	21003.98
6	18032.36	18395.14	19379.48	20018.89	21003.98
7	18200.85	18563.63	19547.95	20245.82	21230.93
8	18200.85	18563.63	19547.95	20245.82	21230.93
9	18369.36	18790.57	19774.86	20472.73	21457.82
10	18369.36	18790.57	19774.86	20472.73	21457.82
11	18537.81	19017.47	20001.79	20699.66	21684.76
12	18537.81	19017.47	20001.79	20699.66	21684.76
13	18706.29	19244.41	20228.73	20926.57	21911.71
14	18706.29	19244.41	20228.73	20926.57	21911.71
15	18874.76	19471.31	20455.63	21153.50	22138.60
16	18874.76	19471.31	20455.63	21153.50	22138.60
17	19043.29	19698.25	20682.57	21380.44	22365.54
18	19043.29	19698.25	20682.57	21380.44	22365.54
19	19211.77	19925.18	20909.47	21638.46	22623.57
20	19211.77	19925.18	20909.47	21638.46	22623.57
21	19380.21	20152.09	21136.41	21896.52	22881.63
22	19380.21	20152.09	21136.41	21896.52	22881.63
23	19548.74	20379.01	21363.35	22154.55	23139.65
24	19548.74	20379.01	21363.35	22154.55	23139.65
25	19717.21	20605.91	21590.25	22412.57	23397.68
26	19717.21	20605.91	21590.25	22412.57	23397.68
27	19717.21	20832.85	21817.19	22670.64	23655.74
28	19717.21	20832.85	21817.19	22670.64	23655.74
29	19717.21	20832.85	21817.19	22670.64	23655.74
30	19717.21	20832.85	21817.19	22670.64	23655.74

31	19717.21	20832.85	21817.19	22670.64	23655.74
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1.1.2. : Barèmes de rémunération horaire minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	Ouv Cat 1	Ouv Cat 2	Ouv Cat 3	Ouv Cat 4	Ouv Cat 5
0	8.6775	8.8610	9.3592	9.6532	10.2624
1	8.7985	8.9820	9.4802	9.7742	10.3465
2	8.9194	9.1030	9.6012	9.8952	10.4306
3	9.0404	9.2240	9.7222	10.0162	10.5147
4	9.0404	9.2240	9.7222	10.0162	10.5147
5	9.1257	9.3093	9.8074	10.1310	10.6295
6	9.1257	9.3093	9.8074	10.1310	10.6295
7	9.2110	9.3945	9.8927	10.2459	10.7444
8	9.2110	9.3945	9.8927	10.2459	10.7444
9	9.2962	9.5094	10.0075	10.3607	10.8592
10	9.2962	9.5094	10.0075	10.3607	10.8592
11	9.3815	9.6242	10.1224	10.4755	10.9741
12	9.3815	9.6242	10.1224	10.4755	10.9741
13	9.4667	9.7391	10.2372	10.5904	11.0889
14	9.4667	9.7391	10.2372	10.5904	11.0889
15	9.5520	9.8539	10.3520	10.7052	11.2037
16	9.5520	9.8539	10.3520	10.7052	11.2037
17	9.6373	9.9688	10.4669	10.8201	11.3186
18	9.6373	9.9688	10.4669	10.8201	11.3186
19	9.7226	10.0836	10.5817	10.9506	11.4492
20	9.7226	10.0836	10.5817	10.9506	11.4492
21	9.8078	10.1984	10.6966	11.0812	11.5798
22	9.8078	10.1984	10.6966	11.0812	11.5798
23	9.8931	10.3133	10.8114	11.2118	11.7103
24	9.8931	10.3133	10.8114	11.2118	11.7103
25	9.9783	10.4281	10.9262	11.3424	11.8409
26	9.9783	10.4281	10.9262	11.3424	11.8409
27	9.9783	10.5429	11.0411	11.4730	11.9715
28	9.9783	10.5429	11.0411	11.4730	11.9715
29	9.9783	10.5429	11.0411	11.4730	11.9715
30	9.9783	10.5429	11.0411	11.4730	11.9715
31	9.9783	10.5429	11.0411	11.4730	11.9715

1.2. : Travailleurs effectuant un travail principalement intellectuel

1.2.1. : Personnel administratif

1.2.1.1. : Barèmes de rémunération annuelle minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	AD Cat 1	AD Cat 2	AD Cat 3	AD Cat 4	AD Cat 5
0	17509.43	18036.89	19266.03	20287.56	23218.18

1	17748.53	18243.36	19659.53	20681.07	23677.33
2	17987.58	18449.78	20053.04	21074.56	24136.50
3	18226.63	18656.23	20446.53	21468.10	24595.64
4	18226.63	18656.23	20446.53	21468.10	24595.64
5	18395.14	18984.84	20826.00	21861.57	25383.07
6	18395.14	18984.84	20826.00	21861.57	25383.07
7	18563.63	19313.43	21205.47	22386.09	29188.77
8	18563.63	19313.43	21205.47	22386.09	29188.77
9	18790.57	19642.07	22124.20	23436.39	29976.13
10	18790.57	19642.07	22124.20	23436.39	29976.13
11	19017.47	19970.70	23042.89	24486.40	30763.55
12	19017.47	19970.70	23042.89	24486.40	30763.55
13	19244.41	20299.31	23961.58	25405.09	31550.96
14	19244.41	20299.31	23961.58	25405.09	31550.96
15	19471.31	20822.99	24880.27	26323.77	32338.33
16	19471.31	20822.99	24880.27	26323.77	35051.94
17	19698.25	21346.66	25798.95	27242.46	35846.94
18	19698.25	21346.66	25798.95	27242.46	36964.82
19	19925.18	21870.34	26717.69	28161.15	37752.23
20	19925.18	21870.34	26717.69	28161.15	37752.23
21	20152.09	22393.97	27636.37	29079.88	38539.61
22	20152.09	22393.97	27636.37	29079.88	38539.61
23	20379.01	22917.64	28555.06	29998.57	39327.02
24	20379.01	22917.64	28555.06	29998.57	39327.02
25	20605.91	23441.32	29473.72	30917.23	40114.43
26	20605.91	23441.32	29473.72	30917.23	40114.43
27	20832.85	23965.00	30392.41	31835.91	40901.80
28	20832.85	23965.00	30392.41	31835.91	40901.80
29	20832.85	24488.64	31311.12	32754.60	40901.80
30	20832.85	24488.64	31311.12	32754.60	40901.80
31	20832.85	24488.64	31311.12	32754.60	40901.80

1.2.1.2. : Barèmes de rémunération mensuelle minima

NBRE ANNEES ANCIE NNETE	CATEGORIES				
	AD Cat 1	AD Cat 2	AD Cat 3	AD Cat 4	AD Cat 5
0	1459.12	1503.07	1605.50	1690.63	1934.85
1	1479.04	1520.28	1638.29	1723.42	1973.11
2	1498.97	1537.48	1671.09	1756.21	2011.38
3	1518.89	1554.69	1703.88	1789.01	2049.64
4	1518.89	1554.69	1703.88	1789.01	2049.64
5	1532.93	1582.07	1735.50	1821.80	2115.26
6	1532.93	1582.07	1735.50	1821.80	2115.26
7	1546.97	1609.45	1767.12	1865.51	2432.40
8	1546.97	1609.45	1767.12	1865.51	2432.40
9	1565.88	1636.84	1843.68	1953.03	2498.01
10	1565.88	1636.84	1843.68	1953.03	2498.01

11	1584.79	1664.23	1920.24	2040.53	2563.63
12	1584.79	1664.23	1920.24	2040.53	2563.63
13	1603.70	1691.61	1996.80	2117.09	2629.25
14	1603.70	1691.61	1996.80	2117.09	2629.25
15	1622.61	1735.25	2073.36	2193.65	2694.86
16	1622.61	1735.25	2073.36	2193.65	2921.00
17	1641.52	1778.89	2149.91	2270.21	2987.25
18	1641.52	1778.89	2149.91	2270.21	3080.40
19	1660.43	1822.53	2226.47	2346.76	3146.02
20	1660.43	1822.53	2226.47	2346.76	3146.02
21	1679.34	1866.16	2303.03	2423.32	3211.63
22	1679.34	1866.16	2303.03	2423.32	3211.63
23	1698.25	1909.80	2379.59	2499.88	3277.25
24	1698.25	1909.80	2379.59	2499.88	3277.25
25	1717.16	1953.44	2456.14	2576.44	3342.87
26	1717.16	1953.44	2456.14	2576.44	3342.87
27	1736.07	1997.08	2532.70	2652.99	3408.48
28	1736.07	1997.08	2532.70	2652.99	3408.48
29	1736.07	2040.72	2609.26	2729.55	3408.48
30	1736.07	2040.72	2609.26	2729.55	3408.48
31	1736.07	2040.72	2609.26	2729.55	3408.48

1.2.2. : Personnel technique et paramédical

1.2.2.1. : Barèmes de rémunération annuelle minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	T/PM Cat 1	T/PM Cat 2	T/PM Cat 3	T/PM Cat 4	T/PM Cat 5
0	17509.43	18749.58	20812.70	21468.83	23218.18
1	17748.53	18956.00	21141.39	21862.37	23677.33
2	17987.58	19162.45	21469.98	22255.84	24136.50
3	18226.63	19368.83	21798.58	22649.35	24595.64
4	18226.63	19368.83	21798.58	22649.35	24595.64
5	18395.14	19738.47	22192.08	23042.89	25383.07
6	18395.14	19738.47	22192.08	23042.89	25383.07
7	18563.63	20108.06	22585.62	23567.67	29188.77
8	18563.63	20108.06	22585.62	23567.67	29188.77
9	18790.57	20477.66	22979.13	24617.68	29976.13
10	18790.57	20477.66	22979.13	24617.68	29976.13
11	19017.47	20847.30	23372.63	25667.64	30763.55
12	19017.47	20847.30	23372.63	25667.64	30763.55
13	19244.41	21216.85	23897.45	26586.33	31550.96
14	19244.41	21216.85	23897.45	26586.33	31550.96
15	19471.31	21740.53	24422.27	27505.06	32338.33
16	19471.31	21740.53	24422.27	27505.06	35051.94
17	19698.25	22264.21	24947.04	28423.75	35846.94
18	19698.25	22264.21	24947.04	28423.75	36964.82
19	19925.18	22787.85	25471.86	29342.44	37752.23

20	19925.18	22787.85	25471.86	29342.44	37752.23
21	20152.09	23311.53	25996.68	30261.13	38539.61
22	20152.09	23311.53	25996.68	30261.13	38539.61
23	20379.01	23835.20	26521.47	31179.81	39327.02
24	20379.01	23835.20	26521.47	31179.81	39327.02
25	20605.91	24358.88	27046.28	32098.55	40114.43
26	20605.91	24358.88	27046.28	32098.55	40114.43
27	20832.85	24882.51	27571.07	33017.23	40901.80
28	20832.85	24882.51	27571.07	33017.23	40901.80
29	20832.85	25406.19	28095.89	33935.92	40901.80
30	20832.85	25406.19	28095.89	33935.92	40901.80
31	20832.85	25406.19	28620.71	33935.92	40901.80

1.2.2.2. : Barèmes de rémunération mensuelle minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	T/PM Cat 1	T/PM Cat 2	T/PM Cat 3	T/PM Cat 4	T/PM Cat 5
0	1459.12	1562.47	1734.39	1789.07	1934.85
1	1479.04	1579.67	1761.78	1821.86	1973.11
2	1498.97	1596.87	1789.17	1854.65	2011.38
3	1518.89	1614.07	1816.55	1887.45	2049.64
4	1518.89	1614.07	1816.55	1887.45	2049.64
5	1532.93	1644.87	1849.34	1920.24	2115.26
6	1532.93	1644.87	1849.34	1920.24	2115.26
7	1546.97	1675.67	1882.14	1963.97	2432.40
8	1546.97	1675.67	1882.14	1963.97	2432.40
9	1565.88	1706.47	1914.93	2051.47	2498.01
10	1565.88	1706.47	1914.93	2051.47	2498.01
11	1584.79	1737.28	1947.72	2138.97	2563.63
12	1584.79	1737.28	1947.72	2138.97	2563.63
13	1603.70	1768.07	1991.45	2215.53	2629.25
14	1603.70	1768.07	1991.45	2215.53	2629.25
15	1622.61	1811.71	2035.19	2292.09	2694.86
16	1622.61	1811.71	2035.19	2292.09	2921.00
17	1641.52	1855.35	2078.92	2368.65	2987.25
18	1641.52	1855.35	2078.92	2368.65	3080.40
19	1660.43	1898.99	2122.66	2445.20	3146.02
20	1660.43	1898.99	2122.66	2445.20	3146.02
21	1679.34	1942.63	2166.39	2521.76	3211.63
22	1679.34	1942.63	2166.39	2521.76	3211.63
23	1698.25	1986.27	2210.12	2598.32	3277.25
24	1698.25	1986.27	2210.12	2598.32	3277.25
25	1717.16	2029.91	2253.86	2674.88	3342.87
26	1717.16	2029.91	2253.86	2674.88	3342.87
27	1736.07	2073.54	2297.59	2751.44	3408.48
28	1736.07	2073.54	2297.59	2751.44	3408.48
29	1736.07	2117.18	2341.32	2827.99	3408.48

30	1736.07	2117.18	2341.32	2827.99	3408.48
31	1736.07	2117.18	2385.06	2827.99	3408.48

1.2.3. : Personnel soignant

1.2.3.1. : Barèmes de rémunération annuelle minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	VP Cat 1	VP Cat 2	VP Cat 3	VP Cat 4	VP Cat 5
0	18493.79	18749.58	20812.70	21468.83	23218.18
1	18732.85	18956.00	21141.39	21862.37	23677.33
2	18971.94	19162.45	21469.98	22255.84	24136.50
3	19210.99	19368.83	21798.58	22649.35	24595.64
4	19210.99	19368.83	21798.58	22649.35	24595.64
5	19379.48	19738.47	22192.08	23042.89	25383.07
6	19379.48	19738.47	22192.08	23042.89	25383.07
7	19547.95	20108.06	22585.62	23567.67	29188.77
8	19547.95	20108.06	22585.62	23567.67	29188.77
9	19774.86	20477.66	22979.13	24617.68	29976.13
10	19774.86	20477.66	22979.13	24617.68	29976.13
11	20001.79	20847.30	23372.63	25667.64	30763.55
12	20001.79	20847.30	23372.63	25667.64	30763.55
13	20228.73	21216.85	23897.45	26586.33	31550.96
14	20228.73	21216.85	23897.45	26586.33	31550.96
15	20455.63	21740.53	24422.27	27505.06	32338.33
16	20455.63	21740.53	24422.27	27505.06	35051.94
17	20682.57	22264.21	24947.04	28423.75	35846.94
18	20682.57	22264.21	24947.04	28423.75	36964.82
19	20909.47	22787.85	25471.86	29342.44	37752.23
20	20909.47	22787.85	25471.86	29342.44	37752.23
21	21136.41	23311.53	25996.68	30261.13	38539.61
22	21136.41	23311.53	25996.68	30261.13	38539.61
23	21363.35	23835.20	26521.47	31179.81	39327.02
24	21363.35	23835.20	26521.47	31179.81	39327.02
25	21590.25	24358.88	27046.28	32098.55	40114.43
26	21590.25	24358.88	27046.28	32098.55	40114.43
27	21817.19	24882.51	27571.07	33017.23	40901.80
28	21817.19	24882.51	27571.07	33017.23	40901.80
29	21817.19	25406.19	28095.89	33935.92	40901.80
30	21817.19	25406.19	28095.89	33935.92	40901.80
31	21817.19	25406.19	28620.71	33935.92	40901.80

1.2.3.2. : Barèmes de rémunération mensuelle minima

NBRE ANNEES ANCIE NNE TE	CATEGORIES				
	VP Cat 1	VP Cat 2	VP Cat 3	VP Cat 4	VP Cat 5
0	1541.15	1562.47	1734.39	1789.07	1934.85

1	1561.07	1579.67	1761.78	1821.86	1973.11
2	1581.00	1596.87	1789.17	1854.65	2011.38
3	1600.92	1614.07	1816.55	1887.45	2049.64
4	1600.92	1614.07	1816.55	1887.45	2049.64
5	1614.96	1644.87	1849.34	1920.24	2115.26
6	1614.96	1644.87	1849.34	1920.24	2115.26
7	1629.00	1675.67	1882.14	1963.97	2432.40
8	1629.00	1675.67	1882.14	1963.97	2432.40
9	1647.91	1706.47	1914.93	2051.47	2498.01
10	1647.91	1706.47	1914.93	2051.47	2498.01
11	1666.82	1737.28	1947.72	2138.97	2563.63
12	1666.82	1737.28	1947.72	2138.97	2563.63
13	1685.73	1768.07	1991.45	2215.53	2629.25
14	1685.73	1768.07	1991.45	2215.53	2629.25
15	1704.64	1811.71	2035.19	2292.09	2694.86
16	1704.64	1811.71	2035.19	2292.09	2921.00
17	1723.55	1855.35	2078.92	2368.65	2987.25
18	1723.55	1855.35	2078.92	2368.65	3080.40
19	1742.46	1898.99	2122.66	2445.20	3146.02
20	1742.46	1898.99	2122.66	2445.20	3146.02
21	1761.37	1942.63	2166.39	2521.76	3211.63
22	1761.37	1942.63	2166.39	2521.76	3211.63
23	1780.28	1986.27	2210.12	2598.32	3277.25
24	1780.28	1986.27	2210.12	2598.32	3277.25
25	1799.19	2029.91	2253.86	2674.88	3342.87
26	1799.19	2029.91	2253.86	2674.88	3342.87
27	1818.10	2073.54	2297.59	2751.44	3408.48
28	1818.10	2073.54	2297.59	2751.44	3408.48
29	1818.10	2117.18	2341.32	2827.99	3408.48
30	1818.10	2117.18	2341.32	2827.99	3408.48
31	1818.10	2117.18	2385.06	2827.99	3408.48