

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3190211: aide à la jeunesse (excl. communauté germanophone)

En vigueur au 01/08/2026 (Dernière actualisation de la page 26/08/2026)

Ce sous-secteur n'est pas une Sous-commission paritaire officielle (SCP). Cependant, les données de salaire ci-dessous sont reprises dans les CCT's sectorielles de la Sous-commission paritaire officielle (SCP 319.02).

Indexation salaires de base en 8/2026. Salaire de base x1,1041.

En cas d'indexation en application des CCT sectorielles, seuls les salaires minimums sont indexés.

1. : Annuel

1.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	36791.5 9	33962.7 1	33999.0 5	32076.5 1	30067.9 6	43212.4 6	46884.8 8
1	39200.0 5	36284.4 1	36581.3 4	34219.5 6	32392.2 4	45227.1 2	48596.6 9
2	39275.6 6	36360.0 0	36581.3 4	34566.9 1	32703.5 6	45302.7 1	48672.2 8
3	40387.8 9	36953.9 7	37177.3 5	34914.1 8	33014.8 8	46789.5 5	49924.4 3
4	40387.8 9	36953.9 7	37177.3 5	35185.9 2	33286.5 6	46789.5 5	49924.4 3
5	41500.1 5	37720.6 7	37971.9 0	35533.2 7	33613.3 1	48276.6 7	51170.8 7
6	41500.1 5	37720.6 7	37971.9 0	35872.3 2	33885.0 5	48276.6 7	51170.8 7
7	46691.6 1	42286.3 0	43104.9 3	36177.5 0	66974.5 3	49772.6 7	52442.0 2
8	46691.6 1	42286.3 0	43104.9 3	36449.2 7	34483.5 1	49772.6 7	52442.0 2
9	47950.3 0	43444.2 7	44320.4 7	36821.7 7	34826.3 9	51353.8 0	53811.9 0
10	48655.0 2	44148.9 7	45100.8 1	37888.0 5	35892.4 1	52045.5 6	54502.8 4
11	49895.0 8	45306.9 0	46233.5 3	38314.6 7	36299.1 0	53626.9 0	55872.7 4
12	49895.0 8	45306.9 0	46233.5 3	38640.6 7	36625.0 8	53626.9 0	55872.7 4

13	51104.3 9	46464.8 6	47391.4 8	39067.3 4	37031.8 7	55183.6 1	57217.9 8
14	51104.3 9	46464.8 6	47391.4 8	39393.3 4	37357.8 2	55183.6 1	57217.9 8
15	52313.7 2	47622.7 6	48549.4 2	39820.0 8	37784.3 2	56740.0 6	58563.2 4
16	55883.8 3	47622.7 6	48549.4 2	40145.9 8	38110.3 0	56740.0 6	58563.2 4
17	57093.1 4	48780.6 7	49692.7 6	40572.7 4	38536.7 7	58296.7 2	59908.4 4
18	57093.1 4	48780.6 7	49692.7 6	40898.6 7	38862.7 5	58296.7 2	59908.4 4
19	58302.4 6	49919.5 0	50827.9 4	41325.4 1	39289.2 7	59853.4 3	61253.6 1
20	58302.4 6	49919.5 0	50827.9 4	41651.3 4	39615.2 0	59853.4 3	61253.6 1
21	59511.8 3	50999.1 2	51963.1 5	42078.0 3	40041.7 4	61409.8 9	62598.8 9
22	59511.8 3	50999.1 2	51963.1 5	42404.0 2	40367.6 5	61409.8 9	62598.8 9
23	60721.1 4	52078.8 5	53098.4 1	42830.7 2	40794.2 3	62966.5 9	63944.1 0
24	60721.1 4	52078.8 5	53098.4 1	43162.5 6	41120.1 4	62966.5 9	63944.1 0
25	61930.5 0	53214.0 3	54233.6 3	43595.7 1	41546.6 4	64523.2 4	65289.3 4
26	61930.5 0	53214.0 3	54233.6 3	43928.1 6	41872.6 2	64523.2 4	65289.3 4
27	63139.7 9	54349.2 5	55368.7 9	44361.3 1	42299.1 1	66079.7 1	66634.5 8
28	63139.7 9	54349.2 5	55368.7 9	44693.8 1	42625.0 9	66079.7 1	66634.5 8
29	63312.6 8	54522.1 3	55541.7 6	45126.9 8	43056.2 3	66252.5 9	66808.4 6
30	63312.6 8	54522.1 3	55541.7 6	45126.9 8	43056.2 3	66252.5 9	66808.4 6
31	63312.6 8	54522.1 3	55541.7 6	45126.9 8	43056.2 3	66252.5 9	66981.3 4

1.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	36845.91	49529.59	30067.96	30664.67	34992.22	29474.49
1	39422.53	51775.72	32392.24	33187.97	37500.96	31851.37
2	39510.68	51948.59	32703.56	33513.76	37574.51	32147.95
3	40635.48	53978.55	33014.88	33822.17	38170.50	32444.64
4	40635.48	53978.55	33286.56	34089.62	38170.50	32741.29
5	41823.29	56101.10	33613.31	34397.40	38937.28	33038.14
6	41823.29	56101.10	33885.05	35017.37	38937.28	33334.68
7	47065.13	58223.69	34211.78	35694.92	40420.20	66405.44
8	47065.13	58223.69	34483.51	36299.60	40420.20	33927.99
9	48852.86	60346.22	34810.26	37080.56	42003.99	34224.57

10	49545.92	61037.18	35876.29	38376.46	42695.11	35440.82
11	50730.58	63159.76	36257.18	39157.47	44128.54	35800.09
12	50730.58	63159.76	36583.17	39762.17	44128.54	36159.26
13	51915.19	65282.32	36964.14	40543.18	45538.25	36501.52
14	51915.19	65282.32	37290.08	41147.81	45538.25	36877.68
15	53099.82	67404.90	37691.42	41928.83	46948.05	37236.95
16	56669.95	67404.90	38017.36	42533.52	46948.05	37596.12
17	57854.55	69527.44	38418.65	43323.08	48357.84	37955.39
18	58364.96	69527.44	38744.65	43939.70	48357.84	38314.53
19	59549.58	71650.03	39145.95	44732.56	49751.76	38673.79
20	59549.58	71650.03	39471.87	45349.21	49751.76	39033.09
21	60734.27	73772.66	39873.24	46142.13	51133.97	39392.25
22	60734.27	73772.66	40199.17	46758.72	51133.97	39751.40
23	61918.87	75895.19	40600.53	47551.71	52516.10	40110.66
24	61918.87	75895.19	40926.45	48168.26	52516.10	40469.91
25	63103.54	75895.19	41327.75	48961.23	53898.21	40829.11
26	63103.54	75895.19	41653.73	49565.71	53898.21	41155.13
27	64288.15	75895.19	42098.14	50343.15	55280.35	41511.18
28	64288.15	75895.19	42424.12	50947.60	55280.35	41823.62
29	64288.15	75895.19	42873.15	51725.00	56662.49	42136.07
30	64288.15	75895.19	42873.15	51725.00	56662.49	42136.07
31	64288.15	75895.19	42873.15	51725.00	56662.49	42136.07

1.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	53463.9 2	47086.4 1	62211.4 8	57549.9 2	76005.2 9	33999.0 5	32076.5 1
1	54964.9 6	48798.2 3	63407.9 7	58909.8 2	76005.2 9	36511.1 3	34219.5 6
2	55128.3 9	48873.8 3	64685.4 5	60269.7 2	78919.3 8	36586.7 3	34566.9 1
3	57163.7 3	50122.0 3	65642.3 2	61629.6 1	78919.3 8	37180.7 1	34914.1 8
4	57163.7 3	50122.0 3	67692.3 9	61629.6 1	81833.4 9	37180.7 1	35185.9 2
5	59286.6 1	51368.4 5	67963.0 0	64009.3 9	81833.4 9	37947.4 0	35533.2 7
6	59286.6 1	51368.4 5	70006.6 0	64009.3 9	84747.6 1	37947.4 0	35872.3 2
7	61409.5 1	52639.6 0	70013.2 2	66389.1 5	84747.6 1	42513.0 4	36177.5 0
8	61409.5 1	52639.6 0	72898.2 4	66389.1 5	87661.7 3	42513.0 4	36449.2 7
9	63532.3 3	54009.4 8	72904.6 1	68768.9 1	87661.7 3	44220.9 1	36821.7 7
10	63624.5 7	54700.4 3	75900.1 8	68768.9 1	90575.8 5	44925.6 2	37888.0 5
11	65747.2 1	56070.3 3	75902.5 7	71148.6 7	90575.8 5	46133.9 4	38314.6 7

12	65747.2 1	56070.3 3	78792.1 6	71148.6 7	93489.9 5	46133.9 4	38640.6 7
13	67869.8 4	57415.5 7	78794.4 3	73528.4 3	93489.9 5	47342.2 7	39067.3 4
14	67869.8 4	57415.5 7	81684.1 8	73528.4 3	96404.0 8	47342.2 7	39393.3 4
15	69992.5 5	58760.8 2	81686.4 4	75908.1 9	96404.0 8	48550.5 9	39820.0 8
16	69992.5 5	58760.8 2	84576.2 1	75908.1 9	99318.2 1	48550.5 9	40145.9 8
17	72115.1 7	60106.0 2	84578.3 5	78287.9 9	99318.2 1	49743.2 7	40572.7 4
18	72115.1 7	60106.0 2	87468.2 2	78287.9 9	102232. 31	49743.2 7	40898.6 7
19	74237.7 6	61451.2 1	87470.3 4	80667.7 1	102232. 31	50927.9 5	41325.4 1
20	74237.7 6	61451.2 1	101184. 78	80667.7 1	105146. 42	50927.9 5	41651.3 4
21	76360.4 0	62796.4 7	90362.3 4	83047.4 9	105146. 42	52112.5 6	42078.0 3
22	76360.4 0	62796.4 7	93252.3 4	83047.4 9	108060. 55	52112.5 6	42404.0 2
23	78483.0 6	64141.6 8	93254.3 3	85427.2 5	108060. 55	53297.2 1	42830.7 2
24	78483.0 6	64141.6 8	93254.3 3	85427.2 5	108060. 55	53297.2 1	43162.5 6
25	80604.0 7	65486.9 2	93254.3 3	85427.2 5	108060. 55	54481.8 4	43595.7 1
26	80604.0 7	65486.9 2	93254.3 3	85427.2 5	108060. 55	54481.8 4	43928.1 6
27	80604.0 7	66832.1 6	93254.3 3	85427.2 5	108060. 55	55666.4 6	44361.3 1
28	80604.0 7	66832.1 6	93254.3 3	85427.2 5	108060. 55	55666.4 6	44693.8 1
29	80604.0 7	67006.0 5	93254.3 3	85427.2 5	108060. 55	55814.6 4	45126.9 8
30	80604.0 7	67006.0 5	93254.3 3	85427.2 5	108060. 55	55814.6 4	45126.9 8
31	80604.0 7	67178.9 4	93254.3 3	85427.2 5	108060. 55	55814.6 4	45126.9 8

2. : Echelles de rémunération mensuelle

2.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	3065.97	2830.23	2833.25	2673.04	2505.66	3601.04	3907.07
1	3266.67	3023.70	3048.45	2851.63	2699.35	3768.93	4049.72
2	3272.97	3030.00	3048.45	2880.58	2725.30	3775.23	4056.02
3	3365.66	3079.50	3098.11	2909.52	2751.24	3899.13	4160.37
4	3365.66	3079.50	3098.11	2932.16	2773.88	3899.13	4160.37
5	3458.35	3143.39	3164.33	2961.11	2801.11	4023.06	4264.24
6	3458.35	3143.39	3164.33	2989.36	2823.75	4023.06	4264.24

7	3890.97	3523.86	3592.08	3014.79	5581.21	4147.72	4370.17
8	3890.97	3523.86	3592.08	3037.44	2873.63	4147.72	4370.17
9	3995.86	3620.36	3693.37	3068.48	2902.20	4279.48	4484.33
10	4054.59	3679.08	3758.40	3157.34	2991.03	4337.13	4541.90
11	4157.92	3775.58	3852.79	3192.89	3024.93	4468.91	4656.06
12	4157.92	3775.58	3852.79	3220.06	3052.09	4468.91	4656.06
13	4258.70	3872.07	3949.29	3255.61	3085.99	4598.63	4768.17
14	4258.70	3872.07	3949.29	3282.78	3113.15	4598.63	4768.17
15	4359.48	3968.56	4045.79	3318.34	3148.69	4728.34	4880.27
16	4656.99	3968.56	4045.79	3345.50	3175.86	4728.34	4880.27
17	4757.76	4065.06	4141.06	3381.06	3211.40	4858.06	4992.37
18	4757.76	4065.06	4141.06	3408.22	3238.56	4858.06	4992.37
19	4858.54	4159.96	4235.66	3443.78	3274.11	4987.79	5104.47
20	4858.54	4159.96	4235.66	3470.95	3301.27	4987.79	5104.47
21	4959.32	4249.93	4330.26	3506.50	3336.81	5117.49	5216.57
22	4959.32	4249.93	4330.26	3533.67	3363.97	5117.49	5216.57
23	5060.10	4339.90	4424.87	3569.23	3399.52	5247.22	5328.68
24	5060.10	4339.90	4424.87	3596.88	3426.68	5247.22	5328.68
25	5160.88	4434.50	4519.47	3632.98	3462.22	5376.94	5440.78
26	5160.88	4434.50	4519.47	3660.68	3489.39	5376.94	5440.78
27	5261.65	4529.10	4614.07	3696.78	3524.93	5506.64	5552.88
28	5261.65	4529.10	4614.07	3724.48	3552.09	5506.64	5552.88
29	5276.06	4543.51	4628.48	3760.58	3588.02	5521.05	5567.37
30	5276.06	4543.51	4628.48	3760.58	3588.02	5521.05	5567.37
31	5276.06	4543.51	4628.48	3760.58	3588.02	5521.05	5581.78

2.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	3070.49	4127.47	2505.66	2555.39	2916.02	2456.21
1	3285.21	4314.64	2699.35	2765.66	3125.08	2654.28
2	3292.56	4329.05	2725.30	2792.81	3131.21	2679.00
3	3386.29	4498.21	2751.24	2818.51	3180.88	2703.72
4	3386.29	4498.21	2773.88	2840.80	3180.88	2728.44
5	3485.27	4675.09	2801.11	2866.45	3244.77	2753.18
6	3485.27	4675.09	2823.75	2918.11	3244.77	2777.89
7	3922.09	4851.97	2850.98	2974.58	3368.35	5533.79
8	3922.09	4851.97	2873.63	3024.97	3368.35	2827.33
9	4071.07	5028.85	2900.86	3090.05	3500.33	2852.05
10	4128.83	5086.43	2989.69	3198.04	3557.93	2953.40
11	4227.55	5263.31	3021.43	3263.12	3677.38	2983.34
12	4227.55	5263.31	3048.60	3313.51	3677.38	3013.27
13	4326.27	5440.19	3080.35	3378.60	3794.85	3041.79
14	4326.27	5440.19	3107.51	3428.98	3794.85	3073.14
15	4424.99	5617.08	3140.95	3494.07	3912.34	3103.08
16	4722.50	5617.08	3168.11	3544.46	3912.34	3133.01
17	4821.21	5793.95	3201.55	3610.26	4029.82	3162.95

18	4863.75	5793.95	3228.72	3661.64	4029.82	3192.88
19	4962.47	5970.84	3262.16	3727.71	4145.98	3222.82
20	4962.47	5970.84	3289.32	3779.10	4145.98	3252.76
21	5061.19	6147.72	3322.77	3845.18	4261.16	3282.69
22	5061.19	6147.72	3349.93	3896.56	4261.16	3312.62
23	5159.91	6324.60	3383.38	3962.64	4376.34	3342.56
24	5159.91	6324.60	3410.54	4014.02	4376.34	3372.49
25	5258.63	6324.60	3443.98	4080.10	4491.52	3402.43
26	5258.63	6324.60	3471.14	4130.48	4491.52	3429.59
27	5357.35	6324.60	3508.18	4195.26	4606.70	3459.27
28	5357.35	6324.60	3535.34	4245.63	4606.70	3485.30
29	5357.35	6324.60	3572.76	4310.42	4721.87	3511.34
30	5357.35	6324.60	3572.76	4310.42	4721.87	3511.34
31	5357.35	6324.60	3572.76	4310.42	4721.87	3511.34

2.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	4455.33	3923.87	5184.29	4795.83	6333.77	2833.25	2673.04
1	4580.41	4066.52	5284.00	4909.15	6333.77	3042.59	2851.63
2	4594.03	4072.82	5390.45	5022.48	6576.62	3048.89	2880.58
3	4763.64	4176.84	5470.19	5135.80	6576.62	3098.39	2909.52
4	4763.64	4176.84	5641.03	5135.80	6819.46	3098.39	2932.16
5	4940.55	4280.70	5663.58	5334.12	6819.46	3162.28	2961.11
6	4940.55	4280.70	5833.88	5334.12	7062.30	3162.28	2989.36
7	5117.46	4386.63	5834.44	5532.43	7062.30	3542.75	3014.79
8	5117.46	4386.63	6074.85	5532.43	7305.14	3542.75	3037.44
9	5294.36	4500.79	6075.38	5730.74	7305.14	3685.08	3068.48
10	5302.05	4558.37	6325.02	5730.74	7547.99	3743.80	3157.34
11	5478.93	4672.53	6325.21	5929.06	7547.99	3844.50	3192.89
12	5478.93	4672.53	6566.01	5929.06	7790.83	3844.50	3220.06
13	5655.82	4784.63	6566.20	6127.37	7790.83	3945.19	3255.61
14	5655.82	4784.63	6807.02	6127.37	8033.67	3945.19	3282.78
15	5832.71	4896.74	6807.20	6325.68	8033.67	4045.88	3318.34
16	5832.71	4896.74	7048.02	6325.68	8276.52	4045.88	3345.50
17	6009.60	5008.84	7048.20	6524.00	8276.52	4145.27	3381.06
18	6009.60	5008.84	7289.02	6524.00	8519.36	4145.27	3408.22
19	6186.48	5120.93	7289.20	6722.31	8519.36	4244.00	3443.78
20	6186.48	5120.93	8432.07	6722.31	8762.20	4244.00	3470.95
21	6363.37	5233.04	7530.20	6920.62	8762.20	4342.71	3506.50
22	6363.37	5233.04	7771.03	6920.62	9005.05	4342.71	3533.67
23	6540.26	5345.14	7771.19	7118.94	9005.05	4441.43	3569.23
24	6540.26	5345.14	7771.19	7118.94	9005.05	4441.43	3596.88
25	6717.01	5457.24	7771.19	7118.94	9005.05	4540.15	3632.98
26	6717.01	5457.24	7771.19	7118.94	9005.05	4540.15	3660.68
27	6717.01	5569.35	7771.19	7118.94	9005.05	4638.87	3696.78
28	6717.01	5569.35	7771.19	7118.94	9005.05	4638.87	3724.48

29	6717.01	5583.84	7771.19	7118.94	9005.05	4651.22	3760.58
30	6717.01	5583.84	7771.19	7118.94	9005.05	4651.22	3760.58
31	6717.01	5598.25	7771.19	7118.94	9005.05	4651.22	3760.58

3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	3998.99

4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	155.67