

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/08/2026 (Dernière actualisation de la page 08/07/2026)

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 331)

Indexation salaires de base en 8/2026. Salaire de base x2,208.

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	29427.12	29886.12	31484.64	32085.84	33003.60	34861.44
1	31756.68	32294.52	33892.92	34494.24	35412.36	37478.40
2	31914.96	32587.20	34193.52	34811.04	35728.56	37478.40
3	32073.24	32880.12	34494.12	35127.60	36045.24	37585.20
4	32231.64	33173.04	34794.36	35444.04	36362.04	37585.20
5	32390.16	33465.96	35095.32	35760.60	36678.60	38078.88
6	32548.08	33758.76	35396.04	36077.16	36994.80	38078.88
7	32706.12	34051.56	35696.52	36393.60	37311.24	39689.40
8	32864.64	34344.48	35997.48	36710.16	37551.84	39689.40
9	33022.92	34637.28	36297.96	37026.96	37575.12	41299.68
10	33997.68	35753.52	37530.00	37599.72	38366.64	41794.20
11	34156.20	36109.44	37571.40	37840.20	38746.32	42705.72
12	34314.48	36465.48	37598.76	38220.12	39125.76	42705.72
13	34472.88	36821.52	37814.04	38600.04	39505.68	44125.20
14	34631.28	37177.44	38177.88	38979.60	39885.12	44125.20
15	34789.80	37533.72	38541.96	39359.16	40264.92	45561.84
16	34947.84	37571.16	38906.04	39739.08	40644.60	45561.84
17	35106.12	37597.80	39270.36	40118.64	41024.40	46998.96
18	35264.28	37793.28	39634.20	40498.56	41404.44	46998.96
19	35422.68	38149.20	39998.04	40878.12	41770.32	48446.28
20	35581.08	38505.24	40362.12	41258.04	41799.00	48446.28
21	35739.36	38861.28	40726.08	41637.60	41827.56	49854.84
22	35897.88	39217.08	41090.04	41787.84	42115.08	49854.84

23	36056.04	39573.48	41454.48	41816.28	42494.64	51264.00
24	36214.20	39929.16	41773.08	41968.68	42874.44	51264.00
25	36438.84	40358.40	41875.80	42425.28	43332.96	52766.16
26	36658.80	40783.32	41973.72	42877.56	43787.40	52853.28
27	36874.56	41204.28	42314.64	43325.76	44244.72	54349.92
28	36927.72	41622.12	42741.96	43770.12	44697.60	54426.36
29	36976.44	42036.00	43165.32	44216.64	45147.72	55917.24
30	37022.04	42087.60	43218.60	44270.88	45202.92	55984.68
31	37064.04	42135.60	43267.56	44321.16	45254.04	56047.32
32	37103.04	42179.52	43312.68	44367.48	45301.80	56105.16
33	37138.92	42220.68	43355.28	44410.92	45345.84	56158.80
34	37172.40	42258.60	43394.40	44450.88	45386.88	56208.60
35	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
36	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
37	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
38	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
39	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
40	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
41	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
42	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
43	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
44	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32
45	37203.48	42293.64	43430.16	44487.72	45424.80	56254.32

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	34861.44	37603.08	38145.72	39689.28	50257.32
1	37377.36	40024.68	40863.84	41801.64	52672.44
2	37377.36	40024.68	40863.84	41801.64	52672.44
3	37577.88	40628.88	41792.16	42001.08	54836.16
4	37577.88	40628.88	41792.16	42001.08	54836.16
5	37777.44	41232.72	42470.76	42605.16	56999.64
6	37777.44	41232.72	42470.76	42605.16	56999.64
7	38381.40	41774.40	48412.68	43209.00	59163.24
8	38381.40	41774.40	48412.68	43209.00	59163.24
9	38985.36	41819.64	49619.88	43817.40	61326.84
10	39790.20	42437.28	50424.96	44638.44	62131.68
11	40595.40	43242.60	51632.28	45459.48	64295.40
12	40595.40	43242.60	51632.28	45459.48	64295.40
13	41400.84	44056.80	52839.84	46280.40	66458.40
14	41400.84	44056.80	52839.84	46280.40	66458.40
15	41801.52	44877.84	54047.52	47101.32	68622.12
16	41801.52	44877.84	58206.72	47101.32	68622.12
17	42202.56	45698.64	59413.92	47922.36	70785.72
18	42202.56	45698.64	59413.92	47922.36	70785.72
19	43007.76	46519.68	60621.36	48747.60	72949.08

20	43007.76	46519.68	60621.36	48747.60	72949.08
21	43817.04	47340.72	61829.16	49552.92	75113.04
22	43817.04	47340.72	61829.16	49552.92	75113.04
23	44637.96	48177.48	63036.36	50357.76	77276.16
24	44637.96	48177.48	63036.36	50357.76	77276.16
25	45541.56	49069.56	64358.76	51253.56	77414.64
26	45617.88	49150.32	64465.08	51338.16	77543.16
27	46514.16	50034.12	65777.28	52225.20	77661.84
28	46580.88	50104.68	65870.28	52299.00	77771.88
29	47469.84	50980.92	65956.56	53178.36	77874.12
30	47528.40	51042.36	66036.60	53242.44	77968.32
31	48422.28	51912.48	66110.64	54115.08	78055.92
32	48472.44	51966.24	66178.80	54171.00	78136.92
33	48518.40	52015.80	66242.28	54222.72	78212.16
34	48561.24	52061.76	66301.20	54270.72	78281.64
35	48601.20	52104.12	66355.32	54314.88	78345.96
36	48601.20	52104.12	66355.32	54314.88	78345.96
37	48601.20	52104.12	66355.32	54314.88	78345.96
38	48601.20	52104.12	66355.32	54314.88	78345.96
39	48601.20	52104.12	66355.32	54314.88	78345.96
40	48601.20	52104.12	66355.32	54314.88	78345.96
41	48601.20	52104.12	66355.32	54314.88	78345.96
42	48601.20	52104.12	66355.32	54314.88	78345.96
43	48601.20	52104.12	66355.32	54314.88	78345.96
44	48601.20	52104.12	66355.32	54314.88	78345.96
45	48601.20	52104.12	66355.32	54314.88	78345.96

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	14.8923	15.1246	15.9335	16.2378	16.7022	17.6424
1	16.0712	16.3434	17.1523	17.4566	17.9212	18.9668
2	16.1513	16.4915	17.3044	17.6169	18.0813	18.9668
3	16.2314	16.6397	17.4565	17.7771	18.2415	19.0209
4	16.3116	16.7880	17.6085	17.9373	18.4018	19.0209
5	16.3918	16.9362	17.7608	18.0975	18.5620	19.2707
6	16.4717	17.0844	17.9130	18.2577	18.7221	19.2707
7	16.5517	17.2326	18.0650	18.4178	18.8822	20.0857
8	16.6319	17.3808	18.2173	18.5780	19.0040	20.0857
9	16.7120	17.5290	18.3694	18.7383	19.0157	20.9006
10	17.2053	18.0939	18.9929	19.0282	19.4163	21.1509
11	17.2855	18.2740	19.0139	19.1499	19.6085	21.6122
12	17.3656	18.4542	19.0277	19.3422	19.8005	21.6122
13	17.4458	18.6344	19.1367	19.5344	19.9928	22.3306
14	17.5260	18.8145	19.3208	19.7265	20.1848	22.3306
15	17.6062	18.9948	19.5050	19.9186	20.3770	23.0576

16	17.6862	19.0137	19.6893	20.1109	20.5691	23.0576
17	17.7663	19.0272	19.8737	20.3030	20.7613	23.7849
18	17.8463	19.1262	20.0578	20.4952	20.9537	23.7849
19	17.9265	19.3063	20.2419	20.6873	21.1388	24.5173
20	18.0066	19.4865	20.4262	20.8796	21.1533	24.5173
21	18.0867	19.6666	20.6104	21.0717	21.1678	25.2302
22	18.1669	19.8467	20.7946	21.1477	21.3133	25.2302
23	18.2470	20.0271	20.9790	21.1621	21.5054	25.9433
24	18.3270	20.2071	21.1402	21.2392	21.6976	25.9433
25	18.4407	20.4243	21.1922	21.4703	21.9296	26.7035
26	18.5520	20.6393	21.2418	21.6992	22.1596	26.7476
27	18.6612	20.8524	21.4143	21.9260	22.3911	27.5050
28	18.6881	21.0638	21.6305	22.1509	22.6202	27.5437
29	18.7128	21.2733	21.8448	22.3768	22.8480	28.2982
30	18.7359	21.2994	21.8718	22.4043	22.8760	28.3323
31	18.7571	21.3237	21.8965	22.4297	22.9018	28.3640
32	18.7768	21.3459	21.9194	22.4532	22.9260	28.3933
33	18.7950	21.3667	21.9409	22.4752	22.9483	28.4204
34	18.8119	21.3859	21.9607	22.4954	22.9691	28.4456
35	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
36	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
37	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
38	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
39	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
40	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
41	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
42	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
43	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
44	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688
45	18.8277	21.4037	21.9788	22.5140	22.9883	28.4688

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	17.6424	19.0299	19.3045	20.0857	25.4339
1	18.9157	20.2554	20.6801	21.1547	26.6561
2	18.9157	20.2554	20.6801	21.1547	26.6561
3	19.0171	20.5612	21.1499	21.2556	27.7511
4	19.0171	20.5612	21.1499	21.2556	27.7511
5	19.1181	20.8668	21.4933	21.5613	28.8460
6	19.1181	20.8668	21.4933	21.5613	28.8460
7	19.4238	21.1409	24.5003	21.8669	29.9409
8	19.4238	21.1409	24.5003	21.8669	29.9409
9	19.7294	21.1638	25.1113	22.1748	31.0359
10	20.1367	21.4764	25.5187	22.5903	31.4432
11	20.5442	21.8839	26.1297	23.0058	32.5382
12	20.5442	21.8839	26.1297	23.0058	32.5382

13	20.9518	22.2960	26.7408	23.4213	33.6328
14	20.9518	22.2960	26.7408	23.4213	33.6328
15	21.1546	22.7115	27.3520	23.8367	34.7278
16	21.1546	22.7115	29.4568	23.8367	34.7278
17	21.3576	23.1268	30.0678	24.2522	35.8227
18	21.3576	23.1268	30.0678	24.2522	35.8227
19	21.7651	23.5423	30.6788	24.6698	36.9176
20	21.7651	23.5423	30.6788	24.6698	36.9176
21	22.1746	23.9579	31.2901	25.0774	38.0127
22	22.1746	23.9579	31.2901	25.0774	38.0127
23	22.5901	24.3813	31.9010	25.4847	39.1074
24	22.5901	24.3813	31.9010	25.4847	39.1074
25	23.0473	24.8328	32.5702	25.9380	39.1774
26	23.0860	24.8736	32.6240	25.9809	39.2425
27	23.5396	25.3209	33.2881	26.4298	39.3026
28	23.5733	25.3566	33.3352	26.4671	39.3582
29	24.0232	25.8001	33.3788	26.9121	39.4100
30	24.0528	25.8312	33.4193	26.9446	39.4577
31	24.5052	26.2715	33.4568	27.3862	39.5020
32	24.5306	26.2987	33.4913	27.4145	39.5430
33	24.5538	26.3238	33.5234	27.4406	39.5811
34	24.5755	26.3470	33.5532	27.4649	39.6162
35	24.5957	26.3685	33.5806	27.4873	39.6488
36	24.5957	26.3685	33.5806	27.4873	39.6488
37	24.5957	26.3685	33.5806	27.4873	39.6488
38	24.5957	26.3685	33.5806	27.4873	39.6488
39	24.5957	26.3685	33.5806	27.4873	39.6488
40	24.5957	26.3685	33.5806	27.4873	39.6488
41	24.5957	26.3685	33.5806	27.4873	39.6488
42	24.5957	26.3685	33.5806	27.4873	39.6488
43	24.5957	26.3685	33.5806	27.4873	39.6488
44	24.5957	26.3685	33.5806	27.4873	39.6488
45	24.5957	26.3685	33.5806	27.4873	39.6488

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	2452.26	2490.51	2623.72	2673.82	2750.30	2905.12
1	2646.39	2691.21	2824.41	2874.52	2951.03	3123.20
2	2659.58	2715.60	2849.46	2900.92	2977.38	3123.20
3	2672.77	2740.01	2874.51	2927.30	3003.77	3132.10
4	2685.97	2764.42	2899.53	2953.67	3030.17	3132.10
5	2699.18	2788.83	2924.61	2980.05	3056.55	3173.24
6	2712.34	2813.23	2949.67	3006.43	3082.90	3173.24
7	2725.51	2837.63	2974.71	3032.80	3109.27	3307.45
8	2738.72	2862.04	2999.79	3059.18	3129.32	3307.45

9	2751.91	2886.44	3024.83	3085.58	3131.26	3441.64
10	2833.14	2979.46	3127.50	3133.31	3197.22	3482.85
11	2846.35	3009.12	3130.95	3153.35	3228.86	3558.81
12	2859.54	3038.79	3133.23	3185.01	3260.48	3558.81
13	2872.74	3068.46	3151.17	3216.67	3292.14	3677.10
14	2885.94	3098.12	3181.49	3248.30	3323.76	3677.10
15	2899.15	3127.81	3211.83	3279.93	3355.41	3796.82
16	2912.32	3130.93	3242.17	3311.59	3387.05	3796.82
17	2925.51	3133.15	3272.53	3343.22	3418.70	3916.58
18	2938.69	3149.44	3302.85	3374.88	3450.37	3916.58
19	2951.89	3179.10	3333.17	3406.51	3480.86	4037.19
20	2965.09	3208.77	3363.51	3438.17	3483.25	4037.19
21	2978.28	3238.44	3393.84	3469.80	3485.63	4154.57
22	2991.49	3268.09	3424.17	3482.32	3509.59	4154.57
23	3004.67	3297.79	3454.54	3484.69	3541.22	4272.00
24	3017.85	3327.43	3481.09	3497.39	3572.87	4272.00
25	3036.57	3363.20	3489.65	3535.44	3611.08	4397.18
26	3054.90	3398.61	3497.81	3573.13	3648.95	4404.44
27	3072.88	3433.69	3526.22	3610.48	3687.06	4529.16
28	3077.31	3468.51	3561.83	3647.51	3724.80	4535.53
29	3081.37	3503.00	3597.11	3684.72	3762.31	4659.77
30	3085.17	3507.30	3601.55	3689.24	3766.91	4665.39
31	3088.67	3511.30	3605.63	3693.43	3771.17	4670.61
32	3091.92	3514.96	3609.39	3697.29	3775.15	4675.43
33	3094.91	3518.39	3612.94	3700.91	3778.82	4679.90
34	3097.70	3521.55	3616.20	3704.24	3782.24	4684.05
35	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
36	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
37	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
38	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
39	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
40	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
41	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
42	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
43	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
44	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86
45	3100.29	3524.47	3619.18	3707.31	3785.40	4687.86

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2905.12	3133.59	3178.81	3307.44	4188.11
1	3114.78	3335.39	3405.32	3483.47	4389.37
2	3114.78	3335.39	3405.32	3483.47	4389.37
3	3131.49	3385.74	3482.68	3500.09	4569.68
4	3131.49	3385.74	3482.68	3500.09	4569.68
5	3148.12	3436.06	3539.23	3550.43	4749.97

6	3148.12	3436.06	3539.23	3550.43	4749.97
7	3198.45	3481.20	4034.39	3600.75	4930.27
8	3198.45	3481.20	4034.39	3600.75	4930.27
9	3248.78	3484.97	4134.99	3651.45	5110.57
10	3315.85	3536.44	4202.08	3719.87	5177.64
11	3382.95	3603.55	4302.69	3788.29	5357.95
12	3382.95	3603.55	4302.69	3788.29	5357.95
13	3450.07	3671.40	4403.32	3856.70	5538.20
14	3450.07	3671.40	4403.32	3856.70	5538.20
15	3483.46	3739.82	4503.96	3925.11	5718.51
16	3483.46	3739.82	4850.56	3925.11	5718.51
17	3516.88	3808.22	4951.16	3993.53	5898.81
18	3516.88	3808.22	4951.16	3993.53	5898.81
19	3583.98	3876.64	5051.78	4062.30	6079.09
20	3583.98	3876.64	5051.78	4062.30	6079.09
21	3651.42	3945.06	5152.43	4129.41	6259.42
22	3651.42	3945.06	5152.43	4129.41	6259.42
23	3719.83	4014.79	5253.03	4196.48	6439.68
24	3719.83	4014.79	5253.03	4196.48	6439.68
25	3795.13	4089.13	5363.23	4271.13	6451.22
26	3801.49	4095.86	5372.09	4278.18	6461.93
27	3876.18	4169.51	5481.44	4352.10	6471.82
28	3881.74	4175.39	5489.19	4358.25	6480.99
29	3955.82	4248.41	5496.38	4431.53	6489.51
30	3960.70	4253.53	5503.05	4436.87	6497.36
31	4035.19	4326.04	5509.22	4509.59	6504.66
32	4039.37	4330.52	5514.90	4514.25	6511.41
33	4043.20	4334.65	5520.19	4518.56	6517.68
34	4046.77	4338.48	5525.10	4522.56	6523.47
35	4050.10	4342.01	5529.61	4526.24	6528.83
36	4050.10	4342.01	5529.61	4526.24	6528.83
37	4050.10	4342.01	5529.61	4526.24	6528.83
38	4050.10	4342.01	5529.61	4526.24	6528.83
39	4050.10	4342.01	5529.61	4526.24	6528.83
40	4050.10	4342.01	5529.61	4526.24	6528.83
41	4050.10	4342.01	5529.61	4526.24	6528.83
42	4050.10	4342.01	5529.61	4526.24	6528.83
43	4050.10	4342.01	5529.61	4526.24	6528.83
44	4050.10	4342.01	5529.61	4526.24	6528.83
45	4050.10	4342.01	5529.61	4526.24	6528.83

4. : Rémunération minimum garantie

Rémunération minimum garantie	
Par année	28886.1600
Par mois	2407.1800
Par heure (38h/semaine)	14.6185

5. : IFIC

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

Barèmes IFIC – Centres de santé mentale

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