

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3190231: soins aux handicapés de la commission communautaire française de la région de bruxelles-capital

En vigueur au 01/01/2008 (Dernière actualisation de la page 04/02/2015)

Les présents barèmes sont applicables aux employeurs et aux travailleurs des établissements et services qui ressortissent à la Commission paritaire des maisons d'éducation et d'hébergement et qui sont agréés et/ou subventionnés par la Commission communautaire française.

### 1. : Barèmes

Allocation de foyer/résidence incluse

#### 1.1. : Echelle 1

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 2586.9500            | 16.1349                |
| 1          | 2713.7000            | 16.9254                |
| 2          | 2713.7000            | 16.9254                |
| 3          | 2827.2400            | 17.6335                |
| 4          | 2827.2400            | 17.6335                |
| 5          | 2940.7700            | 18.3416                |
| 6          | 2940.7700            | 18.3416                |
| 7          | 3054.3100            | 19.0497                |
| 8          | 3054.3100            | 19.0497                |
| 9          | 3167.8400            | 19.7578                |
| 10         | 3210.0800            | 20.0213                |
| 11         | 3323.6200            | 20.7294                |
| 12         | 3323.6200            | 20.7294                |
| 13         | 3437.1500            | 21.4375                |
| 14         | 3437.1500            | 21.4375                |
| 15         | 3550.6800            | 22.1456                |
| 16         | 3550.6800            | 22.1456                |
| 17         | 3664.2200            | 22.8537                |
| 18         | 3664.2200            | 22.8537                |
| 19         | 3777.7500            | 23.5618                |
| 20         | 3777.7500            | 23.5618                |
| 21         | 3891.2900            | 24.2700                |
| 22         | 3891.2900            | 24.2700                |
| 23         | 4004.8200            | 24.9781                |
| 24         | 4004.8200            | 24.9781                |
| 25         | 4004.8200            | 24.9781                |
| 26         | 4004.8200            | 24.9781                |
| 27         | 4004.8200            | 24.9781                |
| 28         | 4004.8200            | 24.9781                |

|    |           |         |
|----|-----------|---------|
| 29 | 4004.8200 | 24.9781 |
| 30 | 4004.8200 | 24.9781 |
| 31 | 4004.8200 | 24.9781 |

## 1.2. : Echelle 2

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 2476.8300            | 15.4480                |
| 1          | 2574.9000            | 16.0597                |
| 2          | 2574.9000            | 16.0597                |
| 3          | 2646.5700            | 16.5067                |
| 4          | 2646.5700            | 16.5067                |
| 5          | 2718.2400            | 16.9537                |
| 6          | 2718.2400            | 16.9537                |
| 7          | 2789.9200            | 17.4007                |
| 8          | 2789.9200            | 17.4007                |
| 9          | 2861.5900            | 17.8477                |
| 10         | 2903.8300            | 18.1112                |
| 11         | 2975.5000            | 18.5582                |
| 12         | 2975.5000            | 18.5582                |
| 13         | 3047.1700            | 19.0052                |
| 14         | 3047.1700            | 19.0052                |
| 15         | 3118.8500            | 19.4523                |
| 16         | 3118.8500            | 19.4523                |
| 17         | 3190.5200            | 19.8993                |
| 18         | 3190.5200            | 19.8993                |
| 19         | 3262.1900            | 20.3463                |
| 20         | 3262.1900            | 20.3463                |
| 21         | 3333.8700            | 20.7933                |
| 22         | 3333.8700            | 20.7933                |
| 23         | 3405.5400            | 21.2403                |
| 24         | 3405.5400            | 21.2403                |
| 25         | 3477.2100            | 21.6874                |
| 26         | 3477.2100            | 21.6874                |
| 27         | 3548.8800            | 22.1344                |
| 28         | 3548.8800            | 22.1344                |
| 29         | 3548.8800            | 22.1344                |
| 30         | 3548.8800            | 22.1344                |
| 31         | 3548.8800            | 22.1344                |

## 1.3. : Echelle 3

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 2102.7600            | 13.1149                |
| 1          | 2149.3500            | 13.4055                |
| 2          | 2149.3500            | 13.4055                |
| 3          | 2185.0300            | 13.6280                |
| 4          | 2185.0300            | 13.6280                |

|    |           |         |
|----|-----------|---------|
| 5  | 2490.1500 | 15.5311 |
| 6  | 2490.1500 | 15.5311 |
| 7  | 2553.5100 | 15.9263 |
| 8  | 2595.7500 | 16.1897 |
| 9  | 2659.1200 | 16.5849 |
| 10 | 2659.1200 | 16.5849 |
| 11 | 2722.4800 | 16.9801 |
| 12 | 2722.4800 | 16.9801 |
| 13 | 2785.8500 | 17.3753 |
| 14 | 3004.1100 | 18.7367 |
| 15 | 3067.4800 | 19.1319 |
| 16 | 3067.4800 | 19.1319 |
| 17 | 3130.8400 | 19.5271 |
| 18 | 3130.8400 | 19.5271 |
| 19 | 3194.2000 | 19.9223 |
| 20 | 3194.2000 | 19.9223 |
| 21 | 3257.5700 | 20.3175 |
| 22 | 3257.5700 | 20.3175 |
| 23 | 3320.9300 | 20.7127 |
| 24 | 3320.9300 | 20.7127 |
| 25 | 3384.3000 | 21.1079 |
| 26 | 3384.3000 | 21.1079 |
| 27 | 3384.3000 | 21.1079 |
| 28 | 3384.3000 | 21.1079 |
| 29 | 3384.3000 | 21.1079 |
| 30 | 3384.3000 | 21.1079 |
| 31 | 3384.3000 | 21.1079 |

#### 1.4. : Echelle 4

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 1962.9300            | 12.2428                |
| 1          | 2102.7600            | 13.1149                |
| 2          | 2102.7600            | 13.1149                |
| 3          | 2149.3500            | 13.4055                |
| 4          | 2149.3500            | 13.4055                |
| 5          | 2185.0300            | 13.6280                |
| 6          | 2185.0300            | 13.6280                |
| 7          | 2490.1500            | 15.5311                |
| 8          | 2490.1500            | 15.5311                |
| 9          | 2553.5100            | 15.9263                |
| 10         | 2595.7500            | 16.1897                |
| 11         | 2659.1200            | 16.5849                |
| 12         | 2659.1200            | 16.5849                |
| 13         | 2722.4800            | 16.9801                |
| 14         | 2722.4800            | 16.9801                |
| 15         | 2785.8500            | 17.3753                |
| 16         | 3004.1100            | 18.7367                |

|    |           |         |
|----|-----------|---------|
| 17 | 3067.4800 | 19.1319 |
| 18 | 3067.4800 | 19.1319 |
| 19 | 3130.8400 | 19.5271 |
| 20 | 3130.8400 | 19.5271 |
| 21 | 3194.2000 | 19.9223 |
| 22 | 3194.2000 | 19.9223 |
| 23 | 3257.5700 | 20.3175 |
| 24 | 3257.5700 | 20.3175 |
| 25 | 3320.9300 | 20.7127 |
| 26 | 3320.9300 | 20.7127 |
| 27 | 3384.3000 | 21.1079 |
| 28 | 3384.3000 | 21.1079 |
| 29 | 3384.3000 | 21.1079 |
| 30 | 3384.3000 | 21.1079 |
| 31 | 3384.3000 | 21.1079 |

### 1.5. : Echelle 5

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 1856.5200            | 11.5791                |
| 1          | 1949.1400            | 12.1568                |
| 2          | 1949.1400            | 12.1568                |
| 3          | 1980.2100            | 12.3505                |
| 4          | 1980.2100            | 12.3505                |
| 5          | 2021.6300            | 12.6089                |
| 6          | 2021.6300            | 12.6089                |
| 7          | 2247.2500            | 14.0161                |
| 8          | 2247.2500            | 14.0161                |
| 9          | 2310.6100            | 14.4113                |
| 10         | 2352.8500            | 14.6748                |
| 11         | 2416.2200            | 15.0700                |
| 12         | 2416.2200            | 15.0700                |
| 13         | 2479.5800            | 15.4652                |
| 14         | 2479.5800            | 15.4652                |
| 15         | 2542.9500            | 15.8604                |
| 16         | 2542.9500            | 15.8604                |
| 17         | 2606.3100            | 16.2556                |
| 18         | 2606.3100            | 16.2556                |
| 19         | 2669.6700            | 16.6508                |
| 20         | 2669.6700            | 16.6508                |
| 21         | 2733.0400            | 17.0460                |
| 22         | 2733.0400            | 17.0460                |
| 23         | 2796.4000            | 17.4412                |
| 24         | 2796.4000            | 17.4412                |
| 25         | 2859.7700            | 17.8364                |
| 26         | 2859.7700            | 17.8364                |
| 27         | 2923.1300            | 18.2316                |
| 28         | 2923.1300            | 18.2316                |

|    |           |         |
|----|-----------|---------|
| 29 | 2923.1300 | 18.2316 |
| 30 | 2923.1300 | 18.2316 |
| 31 | 2923.1300 | 18.2316 |

### 1.6. : Echelle 6

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 1794.3700            | 11.1915                |
| 1          | 1929.0100            | 12.0313                |
| 2          | 1929.0100            | 12.0313                |
| 3          | 1932.4500            | 12.0527                |
| 4          | 1932.4500            | 12.0527                |
| 5          | 1959.5100            | 12.2214                |
| 6          | 1959.5100            | 12.2214                |
| 7          | 2042.3400            | 12.7380                |
| 8          | 2042.3400            | 12.7380                |
| 9          | 2125.1900            | 13.2548                |
| 10         | 2149.3500            | 13.4055                |
| 11         | 2197.1100            | 13.7034                |
| 12         | 2197.1100            | 13.7034                |
| 13         | 2270.1400            | 14.1589                |
| 14         | 2270.1400            | 14.1589                |
| 15         | 2344.0600            | 14.6199                |
| 16         | 2344.0600            | 14.6199                |
| 17         | 2417.9700            | 15.0809                |
| 18         | 2417.9700            | 15.0809                |
| 19         | 2491.9300            | 15.5422                |
| 20         | 2491.9300            | 15.5422                |
| 21         | 2565.8400            | 16.0032                |
| 22         | 2565.8400            | 16.0032                |
| 23         | 2639.7700            | 16.4643                |
| 24         | 2639.7700            | 16.4643                |
| 25         | 2713.7100            | 16.9254                |
| 26         | 2713.7100            | 16.9254                |
| 27         | 2787.6300            | 17.3865                |
| 28         | 2787.6300            | 17.3865                |
| 29         | 2861.5600            | 17.8476                |
| 30         | 2861.5600            | 17.8476                |
| 31         | 2861.5600            | 17.8476                |

### 1.7. : Echelle 7

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 1752.5200            | 10.9305                |
| 1          | 1876.4400            | 11.7034                |
| 2          | 1892.7300            | 11.8049                |
| 3          | 1909.0100            | 11.9065                |
| 4          | 1925.3000            | 12.0081                |

|    |           |         |
|----|-----------|---------|
| 5  | 1932.4500 | 12.0527 |
| 6  | 1932.4500 | 12.0527 |
| 7  | 1932.4500 | 12.0527 |
| 8  | 1948.4500 | 12.1524 |
| 9  | 1964.7400 | 12.2540 |
| 10 | 2028.6500 | 12.6526 |
| 11 | 2048.1800 | 12.7745 |
| 12 | 2067.7200 | 12.8963 |
| 13 | 2087.2500 | 13.0182 |
| 14 | 2106.7900 | 13.1400 |
| 15 | 2126.3300 | 13.2619 |
| 16 | 2145.8700 | 13.3837 |
| 17 | 2149.3500 | 13.4055 |
| 18 | 2149.3500 | 13.4055 |
| 19 | 2162.4800 | 13.4874 |
| 20 | 2182.0200 | 13.6092 |
| 21 | 2201.5500 | 13.7311 |
| 22 | 2221.0900 | 13.8530 |
| 23 | 2240.6300 | 13.9748 |
| 24 | 2260.5200 | 14.0988 |
| 25 | 2280.4400 | 14.2231 |
| 26 | 2300.3700 | 14.3474 |
| 27 | 2320.2900 | 14.4717 |
| 28 | 2340.2200 | 14.5960 |
| 29 | 2360.1400 | 14.7202 |
| 30 | 2360.1400 | 14.7202 |
| 31 | 2360.1400 | 14.7202 |

## 1.8. : Echelle 8

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 1794.3800            | 11.1915                |
| 1          | 1923.8300            | 11.9989                |
| 2          | 1923.8300            | 11.9989                |
| 3          | 1932.4500            | 12.0527                |
| 4          | 1932.4500            | 12.0527                |
| 5          | 1943.9700            | 12.1245                |
| 6          | 1943.9700            | 12.1245                |
| 7          | 1975.0400            | 12.3183                |
| 8          | 1975.0400            | 12.3183                |
| 9          | 2006.1100            | 12.5121                |
| 10         | 2047.5400            | 12.7704                |
| 11         | 2088.9600            | 13.0288                |
| 12         | 2088.9600            | 13.0288                |
| 13         | 2130.3800            | 13.2872                |
| 14         | 2130.3800            | 13.2872                |
| 15         | 2149.3500            | 13.4055                |
| 16         | 2149.3500            | 13.4055                |

|    |           |         |
|----|-----------|---------|
| 17 | 2171.2300 | 13.5419 |
| 18 | 2171.2300 | 13.5419 |
| 19 | 2212.6500 | 13.8003 |
| 20 | 2212.6500 | 13.8003 |
| 21 | 2254.2800 | 14.0600 |
| 22 | 2254.2800 | 14.0600 |
| 23 | 2296.5200 | 14.3234 |
| 24 | 2296.5200 | 14.3234 |
| 25 | 2338.7600 | 14.5869 |
| 26 | 2338.7600 | 14.5869 |
| 27 | 2381.0000 | 14.8503 |
| 28 | 2381.0000 | 14.8503 |
| 29 | 2423.2400 | 15.1138 |
| 30 | 2423.2400 | 15.1138 |
| 31 | 2465.4800 | 15.3772 |

## 1.9. : Echelle 9

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 1651.5700            | 10.3008                |
| 1          | 1775.4800            | 11.0737                |
| 2          | 1791.7700            | 11.1753                |
| 3          | 1808.0600            | 11.2769                |
| 4          | 1824.3400            | 11.3784                |
| 5          | 1840.6300            | 11.4800                |
| 6          | 1856.9200            | 11.5816                |
| 7          | 1873.2100            | 11.6832                |
| 8          | 1889.4900            | 11.7848                |
| 9          | 1905.7800            | 11.8864                |
| 10         | 1932.4500            | 12.0527                |
| 11         | 1947.2100            | 12.1447                |
| 12         | 1966.7500            | 12.2666                |
| 13         | 1986.2900            | 12.3884                |
| 14         | 2005.8200            | 12.5103                |
| 15         | 2025.3600            | 12.6322                |
| 16         | 2044.9000            | 12.7540                |
| 17         | 2064.4400            | 12.8758                |
| 18         | 2083.9700            | 12.9977                |
| 19         | 2103.5100            | 13.1196                |
| 20         | 2123.0500            | 13.2414                |
| 21         | 2142.5900            | 13.3633                |
| 22         | 2149.3500            | 13.4055                |
| 23         | 2149.3500            | 13.4055                |
| 24         | 2159.2000            | 13.4669                |
| 25         | 2178.7300            | 13.5888                |
| 26         | 2198.2700            | 13.7106                |
| 27         | 2217.8100            | 13.8325                |
| 28         | 2237.3500            | 13.9543                |

|    |           |         |
|----|-----------|---------|
| 29 | 2257.1600 | 14.0779 |
| 30 | 2257.1600 | 14.0779 |
| 31 | 2257.1600 | 14.0779 |

#### 1.10. : Echelle 10

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 1620.6300            | 10.1079                |
| 1          | 1744.5500            | 10.8807                |
| 2          | 1760.0100            | 10.9772                |
| 3          | 1775.4800            | 11.0737                |
| 4          | 1790.9400            | 11.1701                |
| 5          | 1806.4100            | 11.2666                |
| 6          | 1821.8800            | 11.3630                |
| 7          | 1837.3400            | 11.4595                |
| 8          | 1852.8100            | 11.5560                |
| 9          | 1868.2700            | 11.6524                |
| 10         | 1931.6800            | 12.0479                |
| 11         | 1932.4500            | 12.0527                |
| 12         | 1932.4500            | 12.0527                |
| 13         | 1945.8600            | 12.1363                |
| 14         | 1964.5900            | 12.2531                |
| 15         | 1983.3200            | 12.3699                |
| 16         | 2002.0400            | 12.4867                |
| 17         | 2020.7700            | 12.6035                |
| 18         | 2039.5000            | 12.7203                |
| 19         | 2058.2300            | 12.8371                |
| 20         | 2076.9600            | 12.9539                |
| 21         | 2095.6800            | 13.0707                |
| 22         | 2114.4100            | 13.1875                |
| 23         | 2133.1400            | 13.3043                |
| 24         | 2149.3500            | 13.4055                |
| 25         | 2149.3500            | 13.4056                |
| 26         | 2149.3500            | 13.4055                |
| 27         | 2166.0500            | 13.5097                |
| 28         | 2184.7800            | 13.6265                |
| 29         | 2203.5000            | 13.7433                |
| 30         | 2203.5000            | 13.7433                |
| 31         | 2203.5000            | 13.7433                |

#### 1.11. : Echelle 11

| ANCIENNETE | Mensuel de référence | Salaire horaire 37 h/s |
|------------|----------------------|------------------------|
| 0          | 2946.7900            | 18.3792                |
| 1          | 3018.9100            | 18.8290                |
| 2          | 3091.0300            | 19.2788                |
| 3          | 3163.1500            | 19.7286                |
| 4          | 3163.1500            | 19.7286                |

|    |           |         |
|----|-----------|---------|
| 5  | 3289.3500 | 20.5157 |
| 6  | 3289.3500 | 20.5157 |
| 7  | 3415.5600 | 21.3029 |
| 8  | 3415.5600 | 21.3029 |
| 9  | 3541.7600 | 22.0900 |
| 10 | 3541.7600 | 22.0900 |
| 11 | 3667.9700 | 22.8771 |
| 12 | 3667.9700 | 22.8771 |
| 13 | 3794.1700 | 23.6643 |
| 14 | 3794.1700 | 23.6643 |
| 15 | 3920.3800 | 24.4514 |
| 16 | 3920.3800 | 24.4514 |
| 17 | 4046.5800 | 25.2385 |
| 18 | 4046.5800 | 25.2385 |
| 19 | 4172.7900 | 26.0257 |
| 20 | 4172.7900 | 26.0257 |
| 21 | 4298.9900 | 26.8128 |
| 22 | 4298.9900 | 26.8128 |
| 23 | 4425.1900 | 27.6000 |
| 24 | 4425.1900 | 27.6000 |
| 25 | 4425.1900 | 27.6000 |
| 26 | 4425.1900 | 27.6000 |
| 27 | 4425.1900 | 27.6000 |
| 28 | 4425.1900 | 27.6000 |
| 29 | 4425.1900 | 27.6000 |
| 30 | 4425.1900 | 27.6000 |
| 31 | 4425.1900 | 27.6000 |

## 1.12. : Echelle 12

| ANCIENNETE | Mensuel de référence | Salaire horaire 24 h/s |
|------------|----------------------|------------------------|
| 0          | 3925.5300            | 37.7455                |
| 1          | 3925.5300            | 37.7455                |
| 2          | 4080.0700            | 39.2314                |
| 3          | 4080.0700            | 39.2314                |
| 4          | 4234.6100            | 40.7174                |
| 5          | 4234.6100            | 40.7174                |
| 6          | 4389.1500            | 42.2034                |
| 7          | 4389.1500            | 42.2034                |
| 8          | 4543.7000            | 43.6894                |
| 9          | 4543.7000            | 43.6894                |
| 10         | 4698.2400            | 45.1754                |
| 11         | 4698.2400            | 45.1754                |
| 12         | 4852.7800            | 46.6613                |
| 13         | 4852.7800            | 46.6613                |
| 14         | 5007.3200            | 48.1473                |
| 15         | 5007.3200            | 48.1473                |
| 16         | 5161.8700            | 49.6333                |

|    |           |         |
|----|-----------|---------|
| 17 | 5161.8700 | 49.6333 |
| 18 | 5316.4100 | 51.1193 |
| 19 | 5316.4100 | 51.1193 |
| 20 | 5470.9500 | 52.6053 |
| 21 | 5470.9500 | 52.6053 |
| 22 | 5625.4900 | 54.0913 |
| 23 | 5625.4900 | 54.0913 |
| 24 | 5625.4900 | 54.0913 |
| 25 | 5625.4900 | 54.0913 |
| 26 | 5625.4900 | 54.0913 |
| 27 | 5625.4900 | 54.0913 |
| 28 | 5625.4900 | 54.0913 |
| 29 | 5625.4900 | 54.0913 |
| 30 | 5625.4900 | 54.0913 |
| 31 | 5625.4900 | 54.0913 |