

## Salaires minimums par (sous-)commission paritaire

### Commission paritaire 3190001: commission communautaire commune de la région de bruxelles-capitale

En vigueur au 01/01/2008 (Dernière actualisation de la page 30/10/2015)

Ce sous-secteur n'est pas une sous-commission paritaire officielle. Cependant, les données salariales sont reprises dans les CCT sectorielles de la commission paritaire officielle (CP 319). Les salaires minimums ci-après sont des salaires mensuels. On les obtient en divisant les salaires annuels par 12. Les salaires horaires sont le résultat de la division des salaires annuels par 1976. Par conséquent, les salaires horaires peuvent être calculés en multipliant les salaires mensuels par 12 et en les divisant ensuite par 1976 (avec une erreur d'arrondissement minimale).

La CCT du 17/12/2001 concernant l'harmonisation des barèmes, concordance des fonctions, revenu minimum moyen garanti, liaison des rémunérations à l'indice des prix à la consommation (62103/CO/319) a aligné les barèmes minimums sur ceux des Hôpitaux privés (SCP 305.01). Art. 11 stipule que les catégories assimilés à des classifications au 31/12/2000 restent acquises.

## 1. REMUNERATIONS MINIMUMS: SANS ALLOCATION DE FOYER OU DE RESIDENCE

### 1.1. PERSONNEL: EDUCATIF

Pour l'échelle barémique d'un Garde-malade il n'y a pas de chiffres disponibles.

| Ancienne<br>té (en<br>années) | Echelles barémiques                      |                                                                                                                             |                                                                                 |                                                        |                                                    |                                                |
|-------------------------------|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------|------------------------------------------------|
|                               | Educateur<br>r classe<br>IV<br>(9)(1.26) | Educateur<br>r classe<br>III,<br>Puéricultrice,<br>Aide<br>familiale<br>et<br>sanitaire,<br>Assistant<br>(AVJ)<br>(7)(1.35) | Educateur<br>r classe<br>II, classe<br>IIA,<br>classe IIB<br>(5)(1.43-<br>1.55) | Educateur<br>r classe I<br>(4)(1.55-<br>1.61-<br>1.77) | Chef<br>éducateur<br>(3)(1.55-<br>1.61-<br>1.77+2) | Educateur<br>r chef de<br>groupe<br>(2)(1.78s) |
|                               | 0 anc. =<br>18 ans<br>minimum            | 0 anc. =<br>18 ans<br>minimum                                                                                               | 0 anc. =<br>20 ans<br>minimum                                                   | 0 anc. =<br>23 ans<br>minimum                          | 0 anc. =<br>23 ans<br>minimum                      | 0 anc. =<br>23 ans<br>minimum                  |
| -18 ans                       | 1504.80                                  |                                                                                                                             |                                                                                 |                                                        |                                                    |                                                |
| 0 anc.                        | 1583.24                                  | 1685.20                                                                                                                     | 1790.24                                                                         | 1940.14                                                | 2081.36                                            | 2501.59                                        |
| 1                             | 1708.40                                  | 1810.36                                                                                                                     | 1926.21                                                                         | 2081.36                                                | 2144.12                                            | 2600.65                                        |
| 2                             | 1724.85                                  | 1826.81                                                                                                                     | 1926.21                                                                         | 2081.36                                                | 2144.12                                            | 2600.65                                        |
| 3                             | 1741.30                                  | 1843.26                                                                                                                     | 1957.59                                                                         | 2144.12                                                | 2206.88                                            | 2673.04                                        |
| 4                             | 1757.75                                  | 1859.71                                                                                                                     | 1957.59                                                                         | 2144.12                                                | 2206.88                                            | 2673.04                                        |
| 5                             | 1774.20                                  | 1876.16                                                                                                                     | 1999.43                                                                         | 2206.88                                                | 2515.05                                            | 2745.42                                        |
| 6                             | 1790.65                                  | 1892.61                                                                                                                     | 1999.43                                                                         | 2206.88                                                | 2515.05                                            | 2745.42                                        |
| 7                             | 1807.10                                  | 1909.06                                                                                                                     | 2269.72                                                                         | 2515.05                                                | 2579.05                                            | 2817.81                                        |
| 8                             | 1823.55                                  | 1925.51                                                                                                                     | 2269.72                                                                         | 2515.05                                                | 2621.71                                            | 2817.81                                        |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 9  | 1840.00 | 1941.96 | 2333.72 | 2579.05 | 2685.71 | 2890.20 |
| 10 | 1904.53 | 2006.51 | 2376.38 | 2621.71 | 2685.71 | 2932.87 |
| 11 | 1924.26 | 2026.24 | 2440.38 | 2685.71 | 2749.71 | 3005.25 |
| 12 | 1944.00 | 2045.98 | 2440.38 | 2685.71 | 2749.71 | 3005.25 |
| 13 | 1963.73 | 2065.70 | 2504.38 | 2749.71 | 2813.70 | 3077.64 |
| 14 | 1983.46 | 2085.44 | 2504.38 | 2749.71 | 3034.15 | 3077.64 |
| 15 | 2003.19 | 2105.17 | 2568.37 | 2813.70 | 3098.15 | 3150.04 |
| 16 | 2022.93 | 2124.90 | 2568.37 | 3034.15 | 3098.15 | 3150.04 |
| 17 | 2042.66 | 2144.64 | 2632.37 | 3098.15 | 3162.14 | 3222.42 |
| 18 | 2062.39 | 2164.37 | 2632.37 | 3098.15 | 3162.14 | 3222.42 |
| 19 | 2082.13 | 2184.10 | 2696.37 | 3162.14 | 3226.15 | 3294.81 |
| 20 | 2101.86 | 2203.83 | 2696.37 | 3162.14 | 3226.15 | 3294.81 |
| 21 | 2121.59 | 2223.57 | 2760.37 | 3226.15 | 3290.14 | 3367.20 |
| 22 | 2141.32 | 2243.30 | 2760.37 | 3226.15 | 3290.14 | 3367.20 |
| 23 | 2161.06 | 2263.03 | 2824.37 | 3290.14 | 3354.14 | 3439.59 |
| 24 | 2180.79 | 2283.12 | 2824.37 | 3290.14 | 3354.14 | 3439.59 |
| 25 | 2200.52 | 2303.24 | 2888.36 | 3354.14 | 3418.14 | 3511.98 |
| 26 | 2220.25 | 2323.37 | 2888.36 | 3354.14 | 3418.14 | 3511.98 |
| 27 | 2239.98 | 2343.49 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 28 | 2259.72 | 2363.62 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 29 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 30 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 31 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |

## 1.2. PERSONNEL: ADMINISTRATIF

Pour les échelles barémiques d'un Copiste A3 et d'un Copiste A2 il n'y a pas de chiffres disponibles.

| Ancienneté<br>(en années) | Echelles barémiques                                       |                                                                                |                                                                                                                                                         |                                                                                                          |
|---------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
|                           | Commis,<br>Commis-<br>sténodactylog<br>raphe<br>(9)(1.26) | Rédacteur,<br>Secrétaire,<br>Econome,<br>Comptable<br>2ème classe<br>(6)(1.39) | Econome<br>gradué,<br>Comptable<br>1ère classe,<br>Gradué en<br>orientation<br>économique,<br>informatique,<br>juridique,...<br>(4)(1.55-1.61-<br>1.77) | Licencié en<br>orientation<br>économique,<br>informatique,<br>juridique,<br>secrétariat,...<br>(1)(1.80) |
|                           | 0 anc. = 18<br>ans minimum                                | 0 anc. = 20<br>ans minimum                                                     | 0 anc. = 23<br>ans minimum                                                                                                                              | 0 anc. = 24<br>ans minimum                                                                               |
| -18 ans                   | 1504.80                                                   |                                                                                |                                                                                                                                                         |                                                                                                          |
| 0 anc.                    | 1583.24                                                   | 1727.48                                                                        | 1940.14                                                                                                                                                 | 2612.82                                                                                                  |
| 1                         | 1708.40                                                   | 1863.45                                                                        | 2081.36                                                                                                                                                 | 2740.84                                                                                                  |
| 2                         | 1724.85                                                   | 1863.45                                                                        | 2081.36                                                                                                                                                 | 2740.84                                                                                                  |
| 3                         | 1741.30                                                   | 1894.83                                                                        | 2144.12                                                                                                                                                 | 2855.51                                                                                                  |
| 4                         | 1757.75                                                   | 1894.83                                                                        | 2144.12                                                                                                                                                 | 2855.51                                                                                                  |
| 5                         | 1774.20                                                   | 1936.67                                                                        | 2206.88                                                                                                                                                 | 2970.18                                                                                                  |
| 6                         | 1790.65                                                   | 1936.67                                                                        | 2206.88                                                                                                                                                 | 2970.18                                                                                                  |
| 7                         | 1807.10                                                   | 2020.35                                                                        | 2515.05                                                                                                                                                 | 3084.85                                                                                                  |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 8  | 1823.55 | 2020.35 | 2515.05 | 3084.85 |
| 9  | 1840.00 | 2104.03 | 2579.05 | 3199.51 |
| 10 | 1904.53 | 2145.86 | 2621.71 | 3242.18 |
| 11 | 1924.26 | 2219.08 | 2685.71 | 3356.85 |
| 12 | 1944.00 | 2219.08 | 2685.71 | 3356.85 |
| 13 | 1963.73 | 2292.83 | 2749.71 | 3471.52 |
| 14 | 1983.46 | 2292.83 | 2749.71 | 3471.52 |
| 15 | 2003.19 | 2367.49 | 2813.70 | 3586.19 |
| 16 | 2022.93 | 2367.49 | 3034.15 | 3586.19 |
| 17 | 2042.66 | 2442.16 | 3098.15 | 3700.85 |
| 18 | 2062.39 | 2442.16 | 3098.15 | 3700.85 |
| 19 | 2082.13 | 2516.83 | 3162.14 | 3815.53 |
| 20 | 2101.86 | 2516.83 | 3162.14 | 3815.53 |
| 21 | 2121.59 | 2591.50 | 3226.15 | 3930.20 |
| 22 | 2141.32 | 2591.50 | 3226.15 | 3930.20 |
| 23 | 2161.06 | 2666.17 | 3290.14 | 4044.87 |
| 24 | 2180.79 | 2666.17 | 3290.14 | 4044.87 |
| 25 | 2200.52 | 2740.84 | 3354.14 | 4044.87 |
| 26 | 2220.25 | 2740.84 | 3354.14 | 4044.87 |
| 27 | 2239.98 | 2815.50 | 3418.14 | 4044.87 |
| 28 | 2259.72 | 2815.50 | 3418.14 | 4044.87 |
| 29 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |
| 30 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |
| 31 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |

### 1.3. PERSONNEL: TECHNIQUE

Pour les échelles barémiques du Personnel d'entretien (adultes en difficultés), du Personnel d'entretien (AAJ), d'un Bricoleur en appareillage et d'un Aide de laboratoire clinique il n'y a pas de chiffres disponibles.

| Ancienneté<br>(en années) | Echelles barémiques                   |                                  |                               |                                                               |                                                                    |
|---------------------------|---------------------------------------|----------------------------------|-------------------------------|---------------------------------------------------------------|--------------------------------------------------------------------|
|                           | Ouvrier<br>non qualifié<br>(10)(1.22) | Ouvrier<br>qualifié<br>(9)(1.26) | Chef<br>d'équipe<br>(8)(1.40) | Technicien<br>en<br>électroniqu<br>e A2<br>(5)(1.43-<br>1.55) | Technicien<br>en<br>électroniqu<br>e A1<br>(4)(1.55-<br>1.61-1.77) |
|                           | 0 anc. = 18<br>ans<br>minimum         | 0 anc. = 18<br>ans<br>minimum    | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 20<br>ans<br>minimum                                 | 0 anc. = 23<br>ans<br>minimum                                      |
| -18 ans                   | 1473.55                               | 1504.80                          |                               |                                                               |                                                                    |
| 0 anc.                    | 1552.00                               | 1583.24                          | 1727.48                       | 1790.24                                                       | 1940.14                                                            |
| 1                         | 1677.15                               | 1708.40                          | 1858.22                       | 1926.21                                                       | 2081.36                                                            |
| 2                         | 1692.77                               | 1724.85                          | 1858.22                       | 1926.21                                                       | 2081.36                                                            |
| 3                         | 1708.39                               | 1741.30                          | 1889.61                       | 1957.59                                                       | 2144.12                                                            |
| 4                         | 1724.01                               | 1757.75                          | 1889.61                       | 1957.59                                                       | 2144.12                                                            |
| 5                         | 1739.63                               | 1774.20                          | 1920.99                       | 1999.43                                                       | 2206.88                                                            |
| 6                         | 1755.26                               | 1790.65                          | 1920.99                       | 1999.43                                                       | 2206.88                                                            |
| 7                         | 1770.87                               | 1807.10                          | 1952.37                       | 2269.72                                                       | 2515.05                                                            |
| 8                         | 1786.49                               | 1823.55                          | 1952.37                       | 2269.72                                                       | 2515.05                                                            |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 9  | 1802.11 | 1840.00 | 1983.75 | 2333.72 | 2579.05 |
| 10 | 1866.15 | 1904.53 | 2025.59 | 2376.38 | 2621.71 |
| 11 | 1885.07 | 1924.26 | 2067.43 | 2440.38 | 2685.71 |
| 12 | 1903.98 | 1944.00 | 2067.43 | 2440.38 | 2685.71 |
| 13 | 1922.90 | 1963.73 | 2109.26 | 2504.38 | 2749.71 |
| 14 | 1941.81 | 1983.46 | 2109.26 | 2504.38 | 2749.71 |
| 15 | 1960.73 | 2003.19 | 2151.10 | 2568.37 | 2813.70 |
| 16 | 1979.64 | 2022.93 | 2151.10 | 2568.37 | 3034.15 |
| 17 | 1998.56 | 2042.66 | 2192.94 | 2632.37 | 3098.15 |
| 18 | 2017.47 | 2062.39 | 2192.94 | 2632.37 | 3098.15 |
| 19 | 2036.39 | 2082.13 | 2234.77 | 2696.37 | 3162.14 |
| 20 | 2055.31 | 2101.86 | 2234.77 | 2696.37 | 3162.14 |
| 21 | 2074.22 | 2121.59 | 2276.82 | 2760.37 | 3226.15 |
| 22 | 2093.13 | 2141.32 | 2276.82 | 2760.37 | 3226.15 |
| 23 | 2112.05 | 2161.06 | 2319.48 | 2824.37 | 3290.14 |
| 24 | 2130.96 | 2180.79 | 2319.48 | 2824.37 | 3290.14 |
| 25 | 2149.88 | 2200.52 | 2362.15 | 2888.36 | 3354.14 |
| 26 | 2168.79 | 2220.25 | 2362.15 | 2888.36 | 3354.14 |
| 27 | 2187.71 | 2239.98 | 2404.81 | 2952.36 | 3418.14 |
| 28 | 2206.62 | 2259.72 | 2404.81 | 2952.36 | 3418.14 |
| 29 | 2225.54 | 2279.73 | 2447.47 | 2952.36 | 3418.14 |
| 30 | 2225.54 | 2279.73 | 2447.47 | 2952.36 | 3418.14 |
| 31 | 2225.54 | 2279.73 | 2490.14 | 2952.36 | 3418.14 |

#### 1.4. PERSONNEL: PSYCHOSOCIAL EN PARAMEDICAL

| Ancienneté (en années) | Echelles barémiques                 |                                                                                                                                                                                                          |                                                                                                           |
|------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
|                        | Infirmier breveté<br>(5)(1.43-1.55) | Infirmier gradué,<br>Gradué en<br>kinésithérapie,<br>ergothérapie,<br>logopédie...,<br>Rééducateur en<br>psychomotricité,<br>Assistant social,<br>Assistant en<br>psychologie<br>(4)(1.55-1.61-<br>1.77) | Licencié en<br>kinésithérapie,<br>logopédie,<br>psychologie,<br>pédagogie,<br>sociologie,...<br>(1)(1.80) |
|                        | 0 anc. = 20 ans<br>minimum          | 0 anc. = 23 ans<br>minimum                                                                                                                                                                               | 0 anc. = 24 ans<br>minimum                                                                                |
| 0 anc.                 | 1790.24                             | 1940.14                                                                                                                                                                                                  | 2612.82                                                                                                   |
| 1                      | 1926.21                             | 2081.36                                                                                                                                                                                                  | 2740.84                                                                                                   |
| 2                      | 1926.21                             | 2081.36                                                                                                                                                                                                  | 2740.84                                                                                                   |
| 3                      | 1957.59                             | 2144.12                                                                                                                                                                                                  | 2855.51                                                                                                   |
| 4                      | 1957.59                             | 2144.12                                                                                                                                                                                                  | 2855.51                                                                                                   |
| 5                      | 1999.43                             | 2206.88                                                                                                                                                                                                  | 2970.18                                                                                                   |
| 6                      | 1999.43                             | 2206.88                                                                                                                                                                                                  | 2970.18                                                                                                   |
| 7                      | 2269.72                             | 2515.05                                                                                                                                                                                                  | 3084.85                                                                                                   |
| 8                      | 2269.72                             | 2515.05                                                                                                                                                                                                  | 3084.85                                                                                                   |
| 9                      | 2333.72                             | 2579.05                                                                                                                                                                                                  | 3199.51                                                                                                   |

|    |         |         |         |
|----|---------|---------|---------|
| 10 | 2376.38 | 2621.71 | 3242.18 |
| 11 | 2440.38 | 2685.71 | 3356.85 |
| 12 | 2440.38 | 2685.71 | 3356.85 |
| 13 | 2504.38 | 2749.71 | 3471.52 |
| 14 | 2504.38 | 2749.71 | 3471.52 |
| 15 | 2568.37 | 2813.70 | 3586.19 |
| 16 | 2568.37 | 3034.15 | 3586.19 |
| 17 | 2632.37 | 3098.15 | 3700.85 |
| 18 | 2632.37 | 3098.15 | 3700.85 |
| 19 | 2696.37 | 3162.14 | 3815.53 |
| 20 | 2696.37 | 3162.14 | 3815.53 |
| 21 | 2760.37 | 3226.15 | 3930.20 |
| 22 | 2760.37 | 3226.15 | 3930.20 |
| 23 | 2824.37 | 3290.14 | 4044.87 |
| 24 | 2824.37 | 3290.14 | 4044.87 |
| 25 | 2888.36 | 3354.14 | 4044.87 |
| 26 | 2888.36 | 3354.14 | 4044.87 |
| 27 | 2952.36 | 3418.14 | 4044.87 |
| 28 | 2952.36 | 3418.14 | 4044.87 |
| 29 | 2952.36 | 3418.14 | 4044.87 |
| 30 | 2952.36 | 3418.14 | 4044.87 |
| 31 | 2952.36 | 3418.14 | 4044.87 |

## 1.5. PERSONNEL: MEDICAL

| Ancienneté (en années) | Echelles barémiques             |                                 |
|------------------------|---------------------------------|---------------------------------|
|                        | Médecin généraliste<br>(22)(K5) | Médecin spécialiste<br>(23)(K3) |
|                        | 0 anc. = 22 ans<br>minimum      | 0 anc. = 22 ans<br>minimum      |
| 0 anc.                 | 3052.24                         | 3169.64                         |
| 1                      | 3140.29                         | 3261.07                         |
| 2                      | 3232.00                         | 3356.31                         |
| 3                      | 3323.72                         | 3451.55                         |
| 4                      | 3433.77                         | 3565.84                         |
| 5                      | 3576.85                         | 3714.42                         |
| 6                      | 3576.85                         | 3714.42                         |
| 7                      | 3723.59                         | 3866.81                         |
| 8                      | 3723.59                         | 3866.81                         |
| 9                      | 3870.33                         | 4019.19                         |
| 10                     | 3870.33                         | 4019.19                         |
| 11                     | 4053.76                         | 4209.68                         |
| 12                     | 4053.76                         | 4209.68                         |
| 13                     | 4218.85                         | 4381.11                         |
| 14                     | 4218.85                         | 4381.11                         |
| 15                     | 4383.93                         | 4552.55                         |
| 16                     | 4383.93                         | 4552.55                         |
| 17                     | 4567.36                         | 4743.03                         |
| 18                     | 4567.36                         | 4743.03                         |

|    |         |         |
|----|---------|---------|
| 19 | 4567.36 | 4743.03 |
| 20 | 4732.45 | 4914.46 |
| 21 | 4732.45 | 4914.46 |
| 22 | 4915.87 | 5104.94 |
| 23 | 5099.30 | 5295.43 |
| 24 | 5246.05 | 5447.82 |
| 25 | 5246.05 | 5447.82 |
| 26 | 5246.05 | 5447.82 |
| 27 | 5246.05 | 5447.82 |
| 28 | 5246.05 | 5447.82 |
| 29 | 5246.05 | 5447.82 |
| 30 | 5246.05 | 5447.82 |
| 31 | 5246.05 | 5447.82 |

## 1.6. PERSONNEL: DIRECTION

| Ancienneté (en années) | Echelles barémiques                                                                                                                                                                                                                      |                                                                                                                                                                                                                                         |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                        | Sous-directeur classe II, classe I, Directeur classe II (6 à 29 lits), classe I (6 à 29 lits), classe II (30 à 60 lits), classe I (30 à 60 lits), classe II (+ de 60 lits), classe I (+ de 60 lits), Coordinateur (AVJ) CL II (2)(1.78s) | Sous-directeur classe II, classe I, Directeur classe II (6 à 29 lits), classe I (6 à 29 lits), classe II (30 à 60 lits), classe I (30 à 60 lits), classe II (+ de 60 lits), classe I (+ de 60 lits), Coordinateur (AVJ) CL II (1)(1.80) |
|                        | 0 anc. = 23 ans minimum                                                                                                                                                                                                                  | 0 anc. = 24 ans minimum                                                                                                                                                                                                                 |
| 0 anc.                 | 2501.59                                                                                                                                                                                                                                  | 2612.82                                                                                                                                                                                                                                 |
| 1                      | 2600.65                                                                                                                                                                                                                                  | 2740.84                                                                                                                                                                                                                                 |
| 2                      | 2600.65                                                                                                                                                                                                                                  | 2740.84                                                                                                                                                                                                                                 |
| 3                      | 2673.04                                                                                                                                                                                                                                  | 2855.51                                                                                                                                                                                                                                 |
| 4                      | 2673.04                                                                                                                                                                                                                                  | 2855.51                                                                                                                                                                                                                                 |
| 5                      | 2745.42                                                                                                                                                                                                                                  | 2970.18                                                                                                                                                                                                                                 |
| 6                      | 2745.42                                                                                                                                                                                                                                  | 2970.18                                                                                                                                                                                                                                 |
| 7                      | 2817.81                                                                                                                                                                                                                                  | 3084.85                                                                                                                                                                                                                                 |
| 8                      | 2817.81                                                                                                                                                                                                                                  | 3084.85                                                                                                                                                                                                                                 |
| 9                      | 2890.20                                                                                                                                                                                                                                  | 3199.51                                                                                                                                                                                                                                 |
| 10                     | 2932.87                                                                                                                                                                                                                                  | 3242.18                                                                                                                                                                                                                                 |
| 11                     | 3005.25                                                                                                                                                                                                                                  | 3356.85                                                                                                                                                                                                                                 |
| 12                     | 3005.25                                                                                                                                                                                                                                  | 3356.85                                                                                                                                                                                                                                 |
| 13                     | 3077.64                                                                                                                                                                                                                                  | 3471.52                                                                                                                                                                                                                                 |
| 14                     | 3077.64                                                                                                                                                                                                                                  | 3471.52                                                                                                                                                                                                                                 |
| 15                     | 3150.04                                                                                                                                                                                                                                  | 3586.19                                                                                                                                                                                                                                 |
| 16                     | 3150.04                                                                                                                                                                                                                                  | 3586.19                                                                                                                                                                                                                                 |
| 17                     | 3222.42                                                                                                                                                                                                                                  | 3700.85                                                                                                                                                                                                                                 |
| 18                     | 3222.42                                                                                                                                                                                                                                  | 3700.85                                                                                                                                                                                                                                 |
| 19                     | 3294.81                                                                                                                                                                                                                                  | 3815.53                                                                                                                                                                                                                                 |
| 20                     | 3294.81                                                                                                                                                                                                                                  | 3815.53                                                                                                                                                                                                                                 |
| 21                     | 3367.20                                                                                                                                                                                                                                  | 3930.20                                                                                                                                                                                                                                 |

|    |         |         |
|----|---------|---------|
| 22 | 3367.20 | 3930.20 |
| 23 | 3439.59 | 4044.87 |
| 24 | 3439.59 | 4044.87 |
| 25 | 3511.98 | 4044.87 |
| 26 | 3511.98 | 4044.87 |
| 27 | 3584.37 | 4044.87 |
| 28 | 3584.37 | 4044.87 |
| 29 | 3584.37 | 4044.87 |
| 30 | 3584.37 | 4044.87 |
| 31 | 3584.37 | 4044.87 |

## 2. REMUNERATIONS MINIMUMS: AVEC ALLOCATION DE FOYER

### 2.1. PERSONNEL: EDUCATIF

Pour l'échelle barémique d'un Garde-malade il n'y a pas de chiffres disponibles.

| Ancienne<br>té (en<br>années) | Echelles barémiques                      |                                                                                                                             |                                                                                 |                                                        |                                                    |                                                |
|-------------------------------|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------|------------------------------------------------|
|                               | Educateur<br>r classe<br>IV<br>(9)(1.26) | Educateur<br>r classe<br>III,<br>Puéricultrice,<br>Aide<br>familiale<br>et<br>sanitaire,<br>Assistant<br>(AVJ)<br>(7)(1.35) | Educateur<br>r classe<br>II, classe<br>IIA,<br>classe IIB<br>(5)(1.43-<br>1.55) | Educateur<br>r classe I<br>(4)(1.55-<br>1.61-<br>1.77) | Chef<br>éducateur<br>(3)(1.55-<br>1.61-<br>1.77+2) | Educateur<br>r chef de<br>groupe<br>(2)(1.78s) |
|                               | 0 anc. =<br>18 ans<br>minimum            | 0 anc. =<br>18 ans<br>minimum                                                                                               | 0 anc. =<br>20 ans<br>minimum                                                   | 0 anc. =<br>23 ans<br>minimum                          | 0 anc. =<br>23 ans<br>minimum                      | 0 anc. =<br>23 ans<br>minimum                  |
| -18 ans                       | 1588.80                                  |                                                                                                                             |                                                                                 |                                                        |                                                    |                                                |
| 0 anc.                        | 1667.24                                  | 1769.20                                                                                                                     | 1874.24                                                                         | 1982.14                                                | 2123.36                                            | 2501.59                                        |
| 1                             | 1792.40                                  | 1894.36                                                                                                                     | 1968.21                                                                         | 2123.36                                                | 2171.60                                            | 2600.65                                        |
| 2                             | 1808.85                                  | 1910.81                                                                                                                     | 1968.21                                                                         | 2123.36                                                | 2171.60                                            | 2600.65                                        |
| 3                             | 1825.30                                  | 1927.26                                                                                                                     | 1999.59                                                                         | 2171.60                                                | 2206.88                                            | 2673.04                                        |
| 4                             | 1841.75                                  | 1943.71                                                                                                                     | 1999.59                                                                         | 2171.60                                                | 2206.88                                            | 2673.04                                        |
| 5                             | 1858.20                                  | 1951.62                                                                                                                     | 2041.43                                                                         | 2206.88                                                | 2515.05                                            | 2745.42                                        |
| 6                             | 1874.65                                  | 1952.86                                                                                                                     | 2041.43                                                                         | 2206.88                                                | 2515.05                                            | 2745.42                                        |
| 7                             | 1891.10                                  | 1954.09                                                                                                                     | 2269.72                                                                         | 2515.05                                                | 2579.05                                            | 2817.81                                        |
| 8                             | 1907.55                                  | 1967.51                                                                                                                     | 2269.72                                                                         | 2515.05                                                | 2621.71                                            | 2817.81                                        |
| 9                             | 1924.00                                  | 1983.96                                                                                                                     | 2333.72                                                                         | 2579.05                                                | 2685.71                                            | 2890.20                                        |
| 10                            | 1953.75                                  | 2048.51                                                                                                                     | 2376.38                                                                         | 2621.71                                                | 2685.71                                            | 2932.87                                        |
| 11                            | 1955.23                                  | 2068.24                                                                                                                     | 2440.38                                                                         | 2685.71                                                | 2749.71                                            | 3005.25                                        |
| 12                            | 1986.00                                  | 2087.98                                                                                                                     | 2440.38                                                                         | 2685.71                                                | 2749.71                                            | 3005.25                                        |
| 13                            | 2005.73                                  | 2107.70                                                                                                                     | 2504.38                                                                         | 2749.71                                                | 2813.70                                            | 3077.64                                        |
| 14                            | 2025.46                                  | 2127.44                                                                                                                     | 2504.38                                                                         | 2749.71                                                | 3034.15                                            | 3077.64                                        |
| 15                            | 2045.19                                  | 2147.17                                                                                                                     | 2568.37                                                                         | 2813.70                                                | 3098.15                                            | 3150.04                                        |
| 16                            | 2064.93                                  | 2166.90                                                                                                                     | 2568.37                                                                         | 3034.15                                                | 3098.15                                            | 3150.04                                        |
| 17                            | 2084.66                                  | 2171.64                                                                                                                     | 2632.37                                                                         | 3098.15                                                | 3162.14                                            | 3222.42                                        |
| 18                            | 2104.39                                  | 2173.12                                                                                                                     | 2632.37                                                                         | 3098.15                                                | 3162.14                                            | 3222.42                                        |
| 19                            | 2124.13                                  | 2184.10                                                                                                                     | 2696.37                                                                         | 3162.14                                                | 3226.15                                            | 3294.81                                        |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 20 | 2143.86 | 2203.83 | 2696.37 | 3162.14 | 3226.15 | 3294.81 |
| 21 | 2163.59 | 2223.57 | 2760.37 | 3226.15 | 3290.14 | 3367.20 |
| 22 | 2171.39 | 2243.30 | 2760.37 | 3226.15 | 3290.14 | 3367.20 |
| 23 | 2172.87 | 2263.03 | 2824.37 | 3290.14 | 3354.14 | 3439.59 |
| 24 | 2180.79 | 2283.12 | 2824.37 | 3290.14 | 3354.14 | 3439.59 |
| 25 | 2200.52 | 2303.24 | 2888.36 | 3354.14 | 3418.14 | 3511.98 |
| 26 | 2220.25 | 2323.37 | 2888.36 | 3354.14 | 3418.14 | 3511.98 |
| 27 | 2239.98 | 2343.49 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 28 | 2259.72 | 2363.62 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 29 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 30 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 31 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |

## 2.2. PERSONNEL: ADMINISTRATIF

Pour les échelles barémiques d'un Copiste A3 et d'un Copiste A2 il n'y a pas de chiffres disponibles.

| Ancienneté<br>(en années) | Echelles barémiques                                       |                                                                                |                                                                                                                                                         |                                                                                                          |
|---------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
|                           | Commis,<br>Commis-<br>sténodactylog<br>raphe<br>(9)(1.26) | Rédacteur,<br>Secrétaire,<br>Econome,<br>Comptable<br>2ème classe<br>(6)(1.39) | Econome<br>gradué,<br>Comptable<br>1ère classe,<br>Gradué en<br>orientation<br>économique,<br>informatique,<br>juridique,...<br>(4)(1.55-1.61-<br>1.77) | Licencié en<br>orientation<br>économique,<br>informatique,<br>juridique,<br>secrétariat,...<br>(1)(1.80) |
|                           | 0 anc. = 18<br>ans minimum                                | 0 anc. = 20<br>ans minimum                                                     | 0 anc. = 23<br>ans minimum                                                                                                                              | 0 anc. = 24<br>ans minimum                                                                               |
| -18 ans                   | 1588.80                                                   |                                                                                |                                                                                                                                                         |                                                                                                          |
| 0 anc.                    | 1667.24                                                   | 1811.48                                                                        | 1982.14                                                                                                                                                 | 2612.82                                                                                                  |
| 1                         | 1792.40                                                   | 1947.45                                                                        | 2123.36                                                                                                                                                 | 2740.84                                                                                                  |
| 2                         | 1808.85                                                   | 1947.45                                                                        | 2123.36                                                                                                                                                 | 2740.84                                                                                                  |
| 3                         | 1825.30                                                   | 1953.02                                                                        | 2171.60                                                                                                                                                 | 2855.51                                                                                                  |
| 4                         | 1841.75                                                   | 1953.02                                                                        | 2171.60                                                                                                                                                 | 2855.51                                                                                                  |
| 5                         | 1858.20                                                   | 1978.67                                                                        | 2206.88                                                                                                                                                 | 2970.18                                                                                                  |
| 6                         | 1874.65                                                   | 1978.67                                                                        | 2206.88                                                                                                                                                 | 2970.18                                                                                                  |
| 7                         | 1891.10                                                   | 2062.35                                                                        | 2515.05                                                                                                                                                 | 3084.85                                                                                                  |
| 8                         | 1907.55                                                   | 2062.35                                                                        | 2515.05                                                                                                                                                 | 3084.85                                                                                                  |
| 9                         | 1924.00                                                   | 2146.03                                                                        | 2579.05                                                                                                                                                 | 3199.51                                                                                                  |
| 10                        | 1953.75                                                   | 2171.73                                                                        | 2621.71                                                                                                                                                 | 3242.18                                                                                                  |
| 11                        | 1955.23                                                   | 2219.08                                                                        | 2685.71                                                                                                                                                 | 3356.85                                                                                                  |
| 12                        | 1986.00                                                   | 2219.08                                                                        | 2685.71                                                                                                                                                 | 3356.85                                                                                                  |
| 13                        | 2005.73                                                   | 2292.83                                                                        | 2749.71                                                                                                                                                 | 3471.52                                                                                                  |
| 14                        | 2025.46                                                   | 2292.83                                                                        | 2749.71                                                                                                                                                 | 3471.52                                                                                                  |
| 15                        | 2045.19                                                   | 2367.49                                                                        | 2813.70                                                                                                                                                 | 3586.19                                                                                                  |
| 16                        | 2064.93                                                   | 2367.49                                                                        | 3034.15                                                                                                                                                 | 3586.19                                                                                                  |
| 17                        | 2084.66                                                   | 2442.16                                                                        | 3098.15                                                                                                                                                 | 3700.85                                                                                                  |
| 18                        | 2104.39                                                   | 2442.16                                                                        | 3098.15                                                                                                                                                 | 3700.85                                                                                                  |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 19 | 2124.13 | 2516.83 | 3162.14 | 3815.53 |
| 20 | 2143.86 | 2516.83 | 3162.14 | 3815.53 |
| 21 | 2163.59 | 2591.50 | 3226.15 | 3930.20 |
| 22 | 2171.39 | 2591.50 | 3226.15 | 3930.20 |
| 23 | 2172.87 | 2666.17 | 3290.14 | 4044.87 |
| 24 | 2180.79 | 2666.17 | 3290.14 | 4044.87 |
| 25 | 2200.52 | 2740.84 | 3354.14 | 4044.87 |
| 26 | 2220.25 | 2740.84 | 3354.14 | 4044.87 |
| 27 | 2239.98 | 2815.50 | 3418.14 | 4044.87 |
| 28 | 2259.72 | 2815.50 | 3418.14 | 4044.87 |
| 29 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |
| 30 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |
| 31 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |

### 2.3. PERSONNEL: TECHNIQUE

Pour les échelles barémiques du Personnel d'entretien (adultes en difficultés), du Personnel d'entretien (AAJ), d'un Bricoleur en appareillage et d'un Aide de laboratoire clinique il n'y a pas de chiffres disponibles.

| Ancienneté<br>(en<br>années) | Echelles barémiques                   |                                  |                               |                                                               |                                                                    |
|------------------------------|---------------------------------------|----------------------------------|-------------------------------|---------------------------------------------------------------|--------------------------------------------------------------------|
|                              | Ouvrier<br>non qualifié<br>(10)(1.22) | Ouvrier<br>qualifié<br>(9)(1.26) | Chef<br>d'équipe<br>(8)(1.40) | Technicien<br>en<br>électroniqu<br>e A2<br>(5)(1.43-<br>1.55) | Technicien<br>en<br>électroniqu<br>e A1<br>(4)(1.55-<br>1.61-1.77) |
|                              | 0 anc. = 18<br>ans<br>minimum         | 0 anc. = 18<br>ans<br>minimum    | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 20<br>ans<br>minimum                                 | 0 anc. = 23<br>ans<br>minimum                                      |
| -18 ans                      | 1557.55                               | 1588.80                          |                               |                                                               |                                                                    |
| 0 anc.                       | 1636.00                               | 1667.24                          | 1811.48                       | 1874.24                                                       | 1982.14                                                            |
| 1                            | 1761.15                               | 1792.40                          | 1942.22                       | 1968.21                                                       | 2123.36                                                            |
| 2                            | 1776.77                               | 1808.85                          | 1942.22                       | 1968.21                                                       | 2123.36                                                            |
| 3                            | 1792.39                               | 1825.30                          | 1952.64                       | 1999.59                                                       | 2171.60                                                            |
| 4                            | 1808.01                               | 1841.75                          | 1952.64                       | 1999.59                                                       | 2171.60                                                            |
| 5                            | 1823.63                               | 1858.20                          | 1962.99                       | 2041.43                                                       | 2206.88                                                            |
| 6                            | 1839.26                               | 1874.65                          | 1962.99                       | 2041.43                                                       | 2206.88                                                            |
| 7                            | 1854.87                               | 1891.10                          | 1994.37                       | 2269.72                                                       | 2515.05                                                            |
| 8                            | 1870.49                               | 1907.55                          | 1994.37                       | 2269.72                                                       | 2515.05                                                            |
| 9                            | 1886.11                               | 1924.00                          | 2025.75                       | 2333.72                                                       | 2579.05                                                            |
| 10                           | 1950.15                               | 1953.75                          | 2067.59                       | 2376.38                                                       | 2621.71                                                            |
| 11                           | 1952.29                               | 1955.23                          | 2109.43                       | 2440.38                                                       | 2685.71                                                            |
| 12                           | 1953.71                               | 1986.00                          | 2109.43                       | 2440.38                                                       | 2685.71                                                            |
| 13                           | 1964.90                               | 2005.73                          | 2151.26                       | 2504.38                                                       | 2749.71                                                            |
| 14                           | 1983.81                               | 2025.46                          | 2151.26                       | 2504.38                                                       | 2749.71                                                            |
| 15                           | 2002.73                               | 2045.19                          | 2172.12                       | 2568.37                                                       | 2813.70                                                            |
| 16                           | 2021.64                               | 2064.93                          | 2172.12                       | 2568.37                                                       | 3034.15                                                            |
| 17                           | 2040.56                               | 2084.66                          | 2192.94                       | 2632.37                                                       | 3098.15                                                            |
| 18                           | 2059.47                               | 2104.39                          | 2192.94                       | 2632.37                                                       | 3098.15                                                            |
| 19                           | 2078.39                               | 2124.13                          | 2234.77                       | 2696.37                                                       | 3162.14                                                            |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 20 | 2097.31 | 2143.86 | 2234.77 | 2696.37 | 3162.14 |
| 21 | 2116.22 | 2163.59 | 2276.82 | 2760.37 | 3226.15 |
| 22 | 2135.13 | 2171.39 | 2276.82 | 2760.37 | 3226.15 |
| 23 | 2154.05 | 2172.87 | 2319.48 | 2824.37 | 3290.14 |
| 24 | 2170.61 | 2180.79 | 2319.48 | 2824.37 | 3290.14 |
| 25 | 2172.03 | 2200.52 | 2362.15 | 2888.36 | 3354.14 |
| 26 | 2173.45 | 2220.25 | 2362.15 | 2888.36 | 3354.14 |
| 27 | 2187.71 | 2239.98 | 2404.81 | 2952.36 | 3418.14 |
| 28 | 2206.62 | 2259.72 | 2404.81 | 2952.36 | 3418.14 |
| 29 | 2225.54 | 2279.73 | 2447.47 | 2952.36 | 3418.14 |
| 30 | 2225.54 | 2279.73 | 2447.47 | 2952.36 | 3418.14 |
| 31 | 2225.54 | 2279.73 | 2490.14 | 2952.36 | 3418.14 |

## 2.4. PERSONNEL: PSYCHOSOCIAL EN PARAMEDICAL

| Ancienneté (en années) | Echelles barémiques              |                                                                                                                                                                        |                                                                                         |
|------------------------|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
|                        | Infirmier breveté (5)(1.43-1.55) | Infirmier gradué, Gradué en kinésithérapie, ergothérapie, logopédie..., Rééducateur en psychomotricité, Assistant social, Assistant en psychologie (4)(1.55-1.61-1.77) | Licencié en kinésithérapie, logopédie, psychologie, pédagogie, sociologie,... (1)(1.80) |
|                        | 0 anc. = 20 ans minimum          | 0 anc. = 23 ans minimum                                                                                                                                                | 0 anc. = 24 ans minimum                                                                 |
| 0 anc.                 | 1874.24                          | 1982.14                                                                                                                                                                | 2612.82                                                                                 |
| 1                      | 1968.21                          | 2123.36                                                                                                                                                                | 2740.84                                                                                 |
| 2                      | 1968.21                          | 2123.36                                                                                                                                                                | 2740.84                                                                                 |
| 3                      | 1999.59                          | 2171.60                                                                                                                                                                | 2855.51                                                                                 |
| 4                      | 1999.59                          | 2171.60                                                                                                                                                                | 2855.51                                                                                 |
| 5                      | 2041.43                          | 2206.88                                                                                                                                                                | 2970.18                                                                                 |
| 6                      | 2041.43                          | 2206.88                                                                                                                                                                | 2970.18                                                                                 |
| 7                      | 2269.72                          | 2515.05                                                                                                                                                                | 3084.85                                                                                 |
| 8                      | 2269.72                          | 2515.05                                                                                                                                                                | 3084.85                                                                                 |
| 9                      | 2333.72                          | 2579.05                                                                                                                                                                | 3199.51                                                                                 |
| 10                     | 2376.38                          | 2621.71                                                                                                                                                                | 3242.18                                                                                 |
| 11                     | 2440.38                          | 2685.71                                                                                                                                                                | 3356.85                                                                                 |
| 12                     | 2440.38                          | 2685.71                                                                                                                                                                | 3356.85                                                                                 |
| 13                     | 2504.38                          | 2749.71                                                                                                                                                                | 3471.52                                                                                 |
| 14                     | 2504.38                          | 2749.71                                                                                                                                                                | 3471.52                                                                                 |
| 15                     | 2568.37                          | 2813.70                                                                                                                                                                | 3586.19                                                                                 |
| 16                     | 2568.37                          | 3034.15                                                                                                                                                                | 3586.19                                                                                 |
| 17                     | 2632.37                          | 3098.15                                                                                                                                                                | 3700.85                                                                                 |
| 18                     | 2632.37                          | 3098.15                                                                                                                                                                | 3700.85                                                                                 |
| 19                     | 2696.37                          | 3162.14                                                                                                                                                                | 3815.53                                                                                 |
| 20                     | 2696.37                          | 3162.14                                                                                                                                                                | 3815.53                                                                                 |

|    |         |         |         |
|----|---------|---------|---------|
| 21 | 2760.37 | 3226.15 | 3930.20 |
| 22 | 2760.37 | 3226.15 | 3930.20 |
| 23 | 2824.37 | 3290.14 | 4044.87 |
| 24 | 2824.37 | 3290.14 | 4044.87 |
| 25 | 2888.36 | 3354.14 | 4044.87 |
| 26 | 2888.36 | 3354.14 | 4044.87 |
| 27 | 2952.36 | 3418.14 | 4044.87 |
| 28 | 2952.36 | 3418.14 | 4044.87 |
| 29 | 2952.36 | 3418.14 | 4044.87 |
| 30 | 2952.36 | 3418.14 | 4044.87 |
| 31 | 2952.36 | 3418.14 | 4044.87 |

## 2.5. PERSONNEL: MEDICAL

| Ancienneté (en années) | Echelles barémiques             |                                 |
|------------------------|---------------------------------|---------------------------------|
|                        | Médecin généraliste<br>(22)(K5) | Médecin spécialiste<br>(23)(K3) |
|                        | 0 anc. = 22 ans<br>minimum      | 0 anc. = 22 ans<br>minimum      |
| 0 anc.                 | 3052.24                         | 3169.64                         |
| 1                      | 3140.29                         | 3261.07                         |
| 2                      | 3232.00                         | 3356.31                         |
| 3                      | 3323.72                         | 3451.55                         |
| 4                      | 3433.77                         | 3565.84                         |
| 5                      | 3576.85                         | 3714.42                         |
| 6                      | 3576.85                         | 3714.42                         |
| 7                      | 3723.59                         | 3866.81                         |
| 8                      | 3723.59                         | 3866.81                         |
| 9                      | 3870.33                         | 4019.19                         |
| 10                     | 3870.33                         | 4019.19                         |
| 11                     | 4053.76                         | 4209.68                         |
| 12                     | 4053.76                         | 4209.68                         |
| 13                     | 4218.85                         | 4381.11                         |
| 14                     | 4218.85                         | 4381.11                         |
| 15                     | 4383.93                         | 4552.55                         |
| 16                     | 4383.93                         | 4552.55                         |
| 17                     | 4567.36                         | 4743.03                         |
| 18                     | 4567.36                         | 4743.03                         |
| 19                     | 4567.36                         | 4743.03                         |
| 20                     | 4732.45                         | 4914.46                         |
| 21                     | 4732.45                         | 4914.46                         |
| 22                     | 4915.87                         | 5104.94                         |
| 23                     | 5099.30                         | 5295.43                         |
| 24                     | 5246.05                         | 5447.82                         |
| 25                     | 5246.05                         | 5447.82                         |
| 26                     | 5246.05                         | 5447.82                         |
| 27                     | 5246.05                         | 5447.82                         |
| 28                     | 5246.05                         | 5447.82                         |
| 29                     | 5246.05                         | 5447.82                         |

|    |         |         |
|----|---------|---------|
| 30 | 5246.05 | 5447.82 |
| 31 | 5246.05 | 5447.82 |

## 2.6. PERSONNEL: DIRECTION

| Ancienneté (en années) | Echelles barémiques                                                                                                                                                                                                                      |                                                                                                                                                                                                                                         |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                        | Sous-directeur classe II, classe I, Directeur classe II (6 à 29 lits), classe I (6 à 29 lits), classe II (30 à 60 lits), classe I (30 à 60 lits), classe II (+ de 60 lits), classe I (+ de 60 lits), Coordinateur (AVJ) CL II (2)(1.78s) | Sous-directeur classe II, classe I, Directeur classe II (6 à 29 lits), classe I (6 à 29 lits), classe II (30 à 60 lits), classe I (30 à 60 lits), classe II (+ de 60 lits), classe I (+ de 60 lits), Coordinateur (AVJ) CL II (1)(1.80) |
|                        | 0 anc. = 23 ans minimum                                                                                                                                                                                                                  | 0 anc. = 24 ans minimum                                                                                                                                                                                                                 |
| 0 anc.                 | 2501.59                                                                                                                                                                                                                                  | 2612.82                                                                                                                                                                                                                                 |
| 1                      | 2600.65                                                                                                                                                                                                                                  | 2740.84                                                                                                                                                                                                                                 |
| 2                      | 2600.65                                                                                                                                                                                                                                  | 2740.84                                                                                                                                                                                                                                 |
| 3                      | 2673.04                                                                                                                                                                                                                                  | 2855.51                                                                                                                                                                                                                                 |
| 4                      | 2673.04                                                                                                                                                                                                                                  | 2855.51                                                                                                                                                                                                                                 |
| 5                      | 2745.42                                                                                                                                                                                                                                  | 2970.18                                                                                                                                                                                                                                 |
| 6                      | 2745.42                                                                                                                                                                                                                                  | 2970.18                                                                                                                                                                                                                                 |
| 7                      | 2817.81                                                                                                                                                                                                                                  | 3084.85                                                                                                                                                                                                                                 |
| 8                      | 2817.81                                                                                                                                                                                                                                  | 3084.85                                                                                                                                                                                                                                 |
| 9                      | 2890.20                                                                                                                                                                                                                                  | 3199.51                                                                                                                                                                                                                                 |
| 10                     | 2932.87                                                                                                                                                                                                                                  | 3242.18                                                                                                                                                                                                                                 |
| 11                     | 3005.25                                                                                                                                                                                                                                  | 3356.85                                                                                                                                                                                                                                 |
| 12                     | 3005.25                                                                                                                                                                                                                                  | 3356.85                                                                                                                                                                                                                                 |
| 13                     | 3077.64                                                                                                                                                                                                                                  | 3471.52                                                                                                                                                                                                                                 |
| 14                     | 3077.64                                                                                                                                                                                                                                  | 3471.52                                                                                                                                                                                                                                 |
| 15                     | 3150.04                                                                                                                                                                                                                                  | 3586.19                                                                                                                                                                                                                                 |
| 16                     | 3150.04                                                                                                                                                                                                                                  | 3586.19                                                                                                                                                                                                                                 |
| 17                     | 3222.42                                                                                                                                                                                                                                  | 3700.85                                                                                                                                                                                                                                 |
| 18                     | 3222.42                                                                                                                                                                                                                                  | 3700.85                                                                                                                                                                                                                                 |
| 19                     | 3294.81                                                                                                                                                                                                                                  | 3815.53                                                                                                                                                                                                                                 |
| 20                     | 3294.81                                                                                                                                                                                                                                  | 3815.53                                                                                                                                                                                                                                 |
| 21                     | 3367.20                                                                                                                                                                                                                                  | 3930.20                                                                                                                                                                                                                                 |
| 22                     | 3367.20                                                                                                                                                                                                                                  | 3930.20                                                                                                                                                                                                                                 |
| 23                     | 3439.59                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 24                     | 3439.59                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 25                     | 3511.98                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 26                     | 3511.98                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 27                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 28                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 29                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 30                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 31                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |

### 3. REMUNERATIONS MINIMUMS: AVEC ALLOCATION DE RESIDENCE

#### 3.1. PERSONNEL: EDUCATIF

Pour l'échelle barémique d'un Garde-malade il n'y a pas de chiffres disponibles.

| Ancienne<br>té (en<br>années) | Echelles barémiques                      |                                                                                                                             |                                                                                 |                                                        |                                                    |                                                |
|-------------------------------|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------|------------------------------------------------|
|                               | Educateur<br>r classe<br>IV<br>(9)(1.26) | Educateur<br>r classe<br>III,<br>Puéricultrice,<br>Aide<br>familiale<br>et<br>sanitaire,<br>Assistant<br>(AVJ)<br>(7)(1.35) | Educateur<br>r classe<br>II, classe<br>IIA,<br>classe IIB<br>(5)(1.43-<br>1.55) | Educateur<br>r classe I<br>(4)(1.55-<br>1.61-<br>1.77) | Chef<br>éducateur<br>(3)(1.55-<br>1.61-<br>1.77+2) | Educateur<br>r chef de<br>groupe<br>(2)(1.78s) |
|                               | 0 anc. =<br>18 ans<br>minimum            | 0 anc. =<br>18 ans<br>minimum                                                                                               | 0 anc. =<br>20 ans<br>minimum                                                   | 0 anc. =<br>23 ans<br>minimum                          | 0 anc. =<br>23 ans<br>minimum                      | 0 anc. =<br>23 ans<br>minimum                  |
| -18 ans                       | 1546.80                                  |                                                                                                                             |                                                                                 |                                                        |                                                    |                                                |
| 0 anc.                        | 1625.24                                  | 1727.20                                                                                                                     | 1832.24                                                                         | 1961.14                                                | 2102.36                                            | 2501.59                                        |
| 1                             | 1750.40                                  | 1852.36                                                                                                                     | 1947.21                                                                         | 2102.36                                                | 2150.60                                            | 2600.65                                        |
| 2                             | 1766.85                                  | 1868.81                                                                                                                     | 1947.21                                                                         | 2102.36                                                | 2150.60                                            | 2600.65                                        |
| 3                             | 1783.30                                  | 1885.26                                                                                                                     | 1978.59                                                                         | 2150.60                                                | 2206.88                                            | 2673.04                                        |
| 4                             | 1799.75                                  | 1901.71                                                                                                                     | 1978.59                                                                         | 2150.60                                                | 2206.88                                            | 2673.04                                        |
| 5                             | 1816.20                                  | 1897.19                                                                                                                     | 2020.43                                                                         | 2206.88                                                | 2515.05                                            | 2745.42                                        |
| 6                             | 1832.65                                  | 1913.61                                                                                                                     | 2020.43                                                                         | 2206.88                                                | 2515.05                                            | 2745.42                                        |
| 7                             | 1849.10                                  | 1930.06                                                                                                                     | 2269.72                                                                         | 2515.05                                                | 2579.05                                            | 2817.81                                        |
| 8                             | 1865.55                                  | 1946.51                                                                                                                     | 2269.72                                                                         | 2515.05                                                | 2621.71                                            | 2817.81                                        |
| 9                             | 1882.00                                  | 1962.96                                                                                                                     | 2333.72                                                                         | 2579.05                                                | 2685.71                                            | 2890.20                                        |
| 10                            | 1925.53                                  | 2027.51                                                                                                                     | 2376.38                                                                         | 2621.71                                                | 2685.71                                            | 2932.87                                        |
| 11                            | 1945.26                                  | 2047.24                                                                                                                     | 2440.38                                                                         | 2685.71                                                | 2749.71                                            | 3005.25                                        |
| 12                            | 1965.00                                  | 2066.98                                                                                                                     | 2440.38                                                                         | 2685.71                                                | 2749.71                                            | 3005.25                                        |
| 13                            | 1984.73                                  | 2086.70                                                                                                                     | 2504.38                                                                         | 2749.71                                                | 2813.70                                            | 3077.64                                        |
| 14                            | 2004.46                                  | 2106.44                                                                                                                     | 2504.38                                                                         | 2749.71                                                | 3034.15                                            | 3077.64                                        |
| 15                            | 2024.19                                  | 2126.17                                                                                                                     | 2568.37                                                                         | 2813.70                                                | 3098.15                                            | 3150.04                                        |
| 16                            | 2043.93                                  | 2145.90                                                                                                                     | 2568.37                                                                         | 3034.15                                                | 3098.15                                            | 3150.04                                        |
| 17                            | 2063.66                                  | 2150.64                                                                                                                     | 2632.37                                                                         | 3098.15                                                | 3162.14                                            | 3222.42                                        |
| 18                            | 2083.39                                  | 2164.37                                                                                                                     | 2632.37                                                                         | 3098.15                                                | 3162.14                                            | 3222.42                                        |
| 19                            | 2103.13                                  | 2184.10                                                                                                                     | 2696.37                                                                         | 3162.14                                                | 3226.15                                            | 3294.81                                        |
| 20                            | 2122.86                                  | 2203.83                                                                                                                     | 2696.37                                                                         | 3162.14                                                | 3226.15                                            | 3294.81                                        |
| 21                            | 2142.59                                  | 2223.57                                                                                                                     | 2760.37                                                                         | 3226.15                                                | 3290.14                                            | 3367.20                                        |
| 22                            | 2150.39                                  | 2243.30                                                                                                                     | 2760.37                                                                         | 3226.15                                                | 3290.14                                            | 3367.20                                        |
| 23                            | 2161.06                                  | 2263.03                                                                                                                     | 2824.37                                                                         | 3290.14                                                | 3354.14                                            | 3439.59                                        |
| 24                            | 2180.79                                  | 2283.12                                                                                                                     | 2824.37                                                                         | 3290.14                                                | 3354.14                                            | 3439.59                                        |
| 25                            | 2200.52                                  | 2303.24                                                                                                                     | 2888.36                                                                         | 3354.14                                                | 3418.14                                            | 3511.98                                        |
| 26                            | 2220.25                                  | 2323.37                                                                                                                     | 2888.36                                                                         | 3354.14                                                | 3418.14                                            | 3511.98                                        |
| 27                            | 2239.98                                  | 2343.49                                                                                                                     | 2952.36                                                                         | 3418.14                                                | 3418.14                                            | 3584.37                                        |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 28 | 2259.72 | 2363.62 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 29 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 30 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |
| 31 | 2279.73 | 2383.74 | 2952.36 | 3418.14 | 3418.14 | 3584.37 |

### 3.2. PERSONNEL: ADMINISTRATIF

Pour les échelles barémiques d'un Copiste A3 et d'un Copiste A2 il n'y a pas de chiffres disponibles.

| Ancienneté<br>(en années) | Echelles barémiques                                       |                                                                                |                                                                                                                                                         |                                                                                                          |
|---------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
|                           | Commis,<br>Commis-<br>sténodactylog<br>raphe<br>(9)(1.26) | Rédacteur,<br>Secrétaire,<br>Econome,<br>Comptable<br>2ème classe<br>(6)(1.39) | Econome<br>gradué,<br>Comptable<br>1ère classe,<br>Gradué en<br>orientation<br>économique,<br>informatique,<br>juridique,...<br>(4)(1.55-1.61-<br>1.77) | Licencié en<br>orientation<br>économique,<br>informatique,<br>juridique,<br>secrétariat,...<br>(1)(1.80) |
|                           | 0 anc. = 18<br>ans minimum                                | 0 anc. = 20<br>ans minimum                                                     | 0 anc. = 23<br>ans minimum                                                                                                                              | 0 anc. = 24<br>ans minimum                                                                               |
| -18 ans                   | 1546.80                                                   |                                                                                |                                                                                                                                                         |                                                                                                          |
| 0 anc.                    | 1625.24                                                   | 1769.48                                                                        | 1961.14                                                                                                                                                 | 2612.82                                                                                                  |
| 1                         | 1750.40                                                   | 1905.45                                                                        | 2102.36                                                                                                                                                 | 2740.84                                                                                                  |
| 2                         | 1766.85                                                   | 1905.45                                                                        | 2102.36                                                                                                                                                 | 2740.84                                                                                                  |
| 3                         | 1783.30                                                   | 1915.83                                                                        | 2150.60                                                                                                                                                 | 2855.51                                                                                                  |
| 4                         | 1799.75                                                   | 1915.83                                                                        | 2150.60                                                                                                                                                 | 2855.51                                                                                                  |
| 5                         | 1816.20                                                   | 1957.67                                                                        | 2206.88                                                                                                                                                 | 2970.18                                                                                                  |
| 6                         | 1832.65                                                   | 1957.67                                                                        | 2206.88                                                                                                                                                 | 2970.18                                                                                                  |
| 7                         | 1849.10                                                   | 2041.35                                                                        | 2515.05                                                                                                                                                 | 3084.85                                                                                                  |
| 8                         | 1865.55                                                   | 2041.35                                                                        | 2515.05                                                                                                                                                 | 3084.85                                                                                                  |
| 9                         | 1882.00                                                   | 2125.03                                                                        | 2579.05                                                                                                                                                 | 3199.51                                                                                                  |
| 10                        | 1925.53                                                   | 2150.73                                                                        | 2621.71                                                                                                                                                 | 3242.18                                                                                                  |
| 11                        | 1945.26                                                   | 2219.08                                                                        | 2685.71                                                                                                                                                 | 3356.85                                                                                                  |
| 12                        | 1965.00                                                   | 2219.08                                                                        | 2685.71                                                                                                                                                 | 3356.85                                                                                                  |
| 13                        | 1984.73                                                   | 2292.83                                                                        | 2749.71                                                                                                                                                 | 3471.52                                                                                                  |
| 14                        | 2004.46                                                   | 2292.83                                                                        | 2749.71                                                                                                                                                 | 3471.52                                                                                                  |
| 15                        | 2024.19                                                   | 2367.49                                                                        | 2813.70                                                                                                                                                 | 3586.19                                                                                                  |
| 16                        | 2043.93                                                   | 2367.49                                                                        | 3034.15                                                                                                                                                 | 3586.19                                                                                                  |
| 17                        | 2063.66                                                   | 2442.16                                                                        | 3098.15                                                                                                                                                 | 3700.85                                                                                                  |
| 18                        | 2083.39                                                   | 2442.16                                                                        | 3098.15                                                                                                                                                 | 3700.85                                                                                                  |
| 19                        | 2103.13                                                   | 2516.83                                                                        | 3162.14                                                                                                                                                 | 3815.53                                                                                                  |
| 20                        | 2122.86                                                   | 2516.83                                                                        | 3162.14                                                                                                                                                 | 3815.53                                                                                                  |
| 21                        | 2142.59                                                   | 2591.50                                                                        | 3226.15                                                                                                                                                 | 3930.20                                                                                                  |
| 22                        | 2150.39                                                   | 2591.50                                                                        | 3226.15                                                                                                                                                 | 3930.20                                                                                                  |
| 23                        | 2161.06                                                   | 2666.17                                                                        | 3290.14                                                                                                                                                 | 4044.87                                                                                                  |
| 24                        | 2180.79                                                   | 2666.17                                                                        | 3290.14                                                                                                                                                 | 4044.87                                                                                                  |
| 25                        | 2200.52                                                   | 2740.84                                                                        | 3354.14                                                                                                                                                 | 4044.87                                                                                                  |
| 26                        | 2220.25                                                   | 2740.84                                                                        | 3354.14                                                                                                                                                 | 4044.87                                                                                                  |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 27 | 2239.98 | 2815.50 | 3418.14 | 4044.87 |
| 28 | 2259.72 | 2815.50 | 3418.14 | 4044.87 |
| 29 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |
| 30 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |
| 31 | 2279.73 | 2890.17 | 3418.14 | 4044.87 |

### 3.3. PERSONNEL: TECHNIQUE

Pour les échelles barémiques du Personnel d'entretien (adultes en difficultés), du Personnel d'entretien (AAJ), d'un Bricoleur en appareillage et d'un Aide de laboratoire clinique il n'y a pas de chiffres disponibles.

| Ancienneté<br>(en<br>années) | Echelles barémiques                   |                                  |                               |                                                               |                                                                    |
|------------------------------|---------------------------------------|----------------------------------|-------------------------------|---------------------------------------------------------------|--------------------------------------------------------------------|
|                              | Ouvrier<br>non qualifié<br>(10)(1.22) | Ouvrier<br>qualifié<br>(9)(1.26) | Chef<br>d'équipe<br>(8)(1.40) | Technicien<br>en<br>électroniqu<br>e A2<br>(5)(1.43-<br>1.55) | Technicien<br>en<br>électroniqu<br>e A1<br>(4)(1.55-<br>1.61-1.77) |
|                              | 0 anc. = 18<br>ans<br>minimum         | 0 anc. = 18<br>ans<br>minimum    | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 20<br>ans<br>minimum                                 | 0 anc. = 23<br>ans<br>minimum                                      |
| -18 ans                      | 1515.5500                             | 1546.8000                        |                               |                                                               |                                                                    |
| 0 anc.                       | 1594.0000                             | 1625.2400                        | 1769.4800                     | 1832.2400                                                     | 1961.1400                                                          |
| 1                            | 1719.1500                             | 1750.4000                        | 1900.2200                     | 1947.2100                                                     | 2102.3600                                                          |
| 2                            | 1734.7700                             | 1766.8500                        | 1900.2200                     | 1947.2100                                                     | 2102.3600                                                          |
| 3                            | 1750.3900                             | 1783.3000                        | 1910.6400                     | 1978.5900                                                     | 2150.6000                                                          |
| 4                            | 1766.0100                             | 1799.7500                        | 1910.6400                     | 1978.5900                                                     | 2150.6000                                                          |
| 5                            | 1781.6300                             | 1816.2000                        | 1941.9900                     | 2020.4300                                                     | 2206.8800                                                          |
| 6                            | 1797.2600                             | 1832.6500                        | 1941.9900                     | 2020.4300                                                     | 2206.8800                                                          |
| 7                            | 1812.8700                             | 1849.1000                        | 1973.3700                     | 2269.7200                                                     | 2515.0500                                                          |
| 8                            | 1828.4900                             | 1865.5500                        | 1973.3700                     | 2269.7200                                                     | 2515.0500                                                          |
| 9                            | 1844.1100                             | 1882.0000                        | 2004.7500                     | 2333.7200                                                     | 2579.0500                                                          |
| 10                           | 1908.1500                             | 1925.5300                        | 2046.5900                     | 2376.3800                                                     | 2621.7100                                                          |
| 11                           | 1910.2900                             | 1945.2600                        | 2088.4300                     | 2440.3800                                                     | 2685.7100                                                          |
| 12                           | 1924.9800                             | 1965.0000                        | 2088.4300                     | 2440.3800                                                     | 2685.7100                                                          |
| 13                           | 1943.9000                             | 1984.7300                        | 2130.2600                     | 2504.3800                                                     | 2749.7100                                                          |
| 14                           | 1962.8100                             | 2004.4600                        | 2130.2600                     | 2504.3800                                                     | 2749.7100                                                          |
| 15                           | 1981.7300                             | 2024.1900                        | 2151.1200                     | 2568.3700                                                     | 2813.7000                                                          |
| 16                           | 2000.6400                             | 2043.9300                        | 2151.1200                     | 2568.3700                                                     | 3034.1500                                                          |
| 17                           | 2019.5600                             | 2063.6600                        | 2192.9400                     | 2632.3700                                                     | 3098.1500                                                          |
| 18                           | 2038.4700                             | 2083.3900                        | 2192.9400                     | 2632.3700                                                     | 3098.1500                                                          |
| 19                           | 2057.3900                             | 2103.1300                        | 2234.7700                     | 2696.3700                                                     | 3162.1400                                                          |
| 20                           | 2076.3100                             | 2122.8600                        | 2234.7700                     | 2696.3700                                                     | 3162.1400                                                          |
| 21                           | 2095.2200                             | 2142.5900                        | 2276.8200                     | 2760.3700                                                     | 3226.1500                                                          |
| 22                           | 2114.1300                             | 2150.3900                        | 2276.8200                     | 2760.3700                                                     | 3226.1500                                                          |
| 23                           | 2133.0500                             | 2161.0600                        | 2319.4800                     | 2824.3700                                                     | 3290.1400                                                          |
| 24                           | 2149.6100                             | 2180.7900                        | 2319.4800                     | 2824.3700                                                     | 3290.1400                                                          |
| 25                           | 2151.0300                             | 2200.5200                        | 2362.1500                     | 2888.3600                                                     | 3354.1400                                                          |
| 26                           | 2168.7900                             | 2220.2500                        | 2362.1500                     | 2888.3600                                                     | 3354.1400                                                          |
| 27                           | 2187.7100                             | 2239.9800                        | 2404.8100                     | 2952.3600                                                     | 3418.1400                                                          |

|    |           |           |           |           |           |
|----|-----------|-----------|-----------|-----------|-----------|
| 28 | 2206.6200 | 2259.7200 | 2404.8100 | 2952.3600 | 3418.1400 |
| 29 | 2225.5400 | 2279.7300 | 2447.4700 | 2952.3600 | 3418.1400 |
| 30 | 2225.5400 | 2279.7300 | 2447.4700 | 2952.3600 | 3418.1400 |
| 31 | 2225.5400 | 2279.7300 | 2490.1400 | 2952.3600 | 3418.1400 |

### 3.4. PERSONNEL: PSYCHOSOCIAL EN PARAMEDICAL

| Ancienneté (en années) | Echelles barémiques                 |                                                                                                                                                                                                          |                                                                                                           |
|------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
|                        | Infirmier breveté<br>(5)(1.43-1.55) | Infirmier gradué,<br>Gradué en<br>kinésithérapie,<br>ergothérapie,<br>logopédie...,<br>Rééducateur en<br>psychomotricité,<br>Assistant social,<br>Assistant en<br>psychologie<br>(4)(1.55-1.61-<br>1.77) | Licencié en<br>kinésithérapie,<br>logopédie,<br>psychologie,<br>pédagogie,<br>sociologie,...<br>(1)(1.80) |
|                        | 0 anc. = 20 ans<br>minimum          | 0 anc. = 23 ans<br>minimum                                                                                                                                                                               | 0 anc. = 24 ans<br>minimum                                                                                |
| 0 anc.                 | 1832.24                             | 1961.14                                                                                                                                                                                                  | 2612.82                                                                                                   |
| 1                      | 1947.21                             | 2102.36                                                                                                                                                                                                  | 2740.84                                                                                                   |
| 2                      | 1947.21                             | 2102.36                                                                                                                                                                                                  | 2740.84                                                                                                   |
| 3                      | 1978.59                             | 2150.60                                                                                                                                                                                                  | 2855.51                                                                                                   |
| 4                      | 1978.59                             | 2150.60                                                                                                                                                                                                  | 2855.51                                                                                                   |
| 5                      | 2020.43                             | 2206.88                                                                                                                                                                                                  | 2970.18                                                                                                   |
| 6                      | 2020.43                             | 2206.88                                                                                                                                                                                                  | 2970.18                                                                                                   |
| 7                      | 2269.72                             | 2515.05                                                                                                                                                                                                  | 3084.85                                                                                                   |
| 8                      | 2269.72                             | 2515.05                                                                                                                                                                                                  | 3084.85                                                                                                   |
| 9                      | 2333.72                             | 2579.05                                                                                                                                                                                                  | 3199.51                                                                                                   |
| 10                     | 2376.38                             | 2621.71                                                                                                                                                                                                  | 3242.18                                                                                                   |
| 11                     | 2440.38                             | 2685.71                                                                                                                                                                                                  | 3356.85                                                                                                   |
| 12                     | 2440.38                             | 2685.71                                                                                                                                                                                                  | 3356.85                                                                                                   |
| 13                     | 2504.38                             | 2749.71                                                                                                                                                                                                  | 3471.52                                                                                                   |
| 14                     | 2504.38                             | 2749.71                                                                                                                                                                                                  | 3471.52                                                                                                   |
| 15                     | 2568.37                             | 2813.70                                                                                                                                                                                                  | 3586.19                                                                                                   |
| 16                     | 2568.37                             | 3034.15                                                                                                                                                                                                  | 3586.19                                                                                                   |
| 17                     | 2632.37                             | 3098.15                                                                                                                                                                                                  | 3700.85                                                                                                   |
| 18                     | 2632.37                             | 3098.15                                                                                                                                                                                                  | 3700.85                                                                                                   |
| 19                     | 2696.37                             | 3162.14                                                                                                                                                                                                  | 3815.53                                                                                                   |
| 20                     | 2696.37                             | 3162.14                                                                                                                                                                                                  | 3815.53                                                                                                   |
| 21                     | 2760.37                             | 3226.15                                                                                                                                                                                                  | 3930.20                                                                                                   |
| 22                     | 2760.37                             | 3226.15                                                                                                                                                                                                  | 3930.20                                                                                                   |
| 23                     | 2824.37                             | 3290.14                                                                                                                                                                                                  | 4044.87                                                                                                   |
| 24                     | 2824.37                             | 3290.14                                                                                                                                                                                                  | 4044.87                                                                                                   |
| 25                     | 2888.36                             | 3354.14                                                                                                                                                                                                  | 4044.87                                                                                                   |
| 26                     | 2888.36                             | 3354.14                                                                                                                                                                                                  | 4044.87                                                                                                   |
| 27                     | 2952.36                             | 3418.14                                                                                                                                                                                                  | 4044.87                                                                                                   |
| 28                     | 2952.36                             | 3418.14                                                                                                                                                                                                  | 4044.87                                                                                                   |

|    |         |         |         |
|----|---------|---------|---------|
| 29 | 2952.36 | 3418.14 | 4044.87 |
| 30 | 2952.36 | 3418.14 | 4044.87 |
| 31 | 2952.36 | 3418.14 | 4044.87 |

### 3.5. PERSONNEL: MEDICAL

| Ancienneté (en années) | Echelles barémiques             |                                 |
|------------------------|---------------------------------|---------------------------------|
|                        | Médecin généraliste<br>(22)(K5) | Médecin spécialiste<br>(23)(K3) |
|                        | 0 anc. = 22 ans<br>minimum      | 0 anc. = 22 ans<br>minimum      |
| 0 anc.                 | 3052.24                         | 3169.64                         |
| 1                      | 3140.29                         | 3261.07                         |
| 2                      | 3232.00                         | 3356.31                         |
| 3                      | 3323.72                         | 3451.55                         |
| 4                      | 3433.77                         | 3565.84                         |
| 5                      | 3576.85                         | 3714.42                         |
| 6                      | 3576.85                         | 3714.42                         |
| 7                      | 3723.59                         | 3866.81                         |
| 8                      | 3723.59                         | 3866.81                         |
| 9                      | 3870.33                         | 4019.19                         |
| 10                     | 3870.33                         | 4019.19                         |
| 11                     | 4053.76                         | 4209.68                         |
| 12                     | 4053.76                         | 4209.68                         |
| 13                     | 4218.85                         | 4381.11                         |
| 14                     | 4218.85                         | 4381.11                         |
| 15                     | 4383.93                         | 4552.55                         |
| 16                     | 4383.93                         | 4552.55                         |
| 17                     | 4567.36                         | 4743.03                         |
| 18                     | 4567.36                         | 4743.03                         |
| 19                     | 4567.36                         | 4743.03                         |
| 20                     | 4732.45                         | 4914.46                         |
| 21                     | 4732.45                         | 4914.46                         |
| 22                     | 4915.87                         | 5104.94                         |
| 23                     | 5099.30                         | 5295.43                         |
| 24                     | 5246.05                         | 5447.82                         |
| 25                     | 5246.05                         | 5447.82                         |
| 26                     | 5246.05                         | 5447.82                         |
| 27                     | 5246.05                         | 5447.82                         |
| 28                     | 5246.05                         | 5447.82                         |
| 29                     | 5246.05                         | 5447.82                         |
| 30                     | 5246.05                         | 5447.82                         |
| 31                     | 5246.05                         | 5447.82                         |

### 3.6. PERSONNEL: DIRECTION

| Ancienneté (en années) | Echelles barémiques                                                                                                                                                                                                                      |                                                                                                                                                                                                                                         |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                        | Sous-directeur classe II, classe I, Directeur classe II (6 à 29 lits), classe I (6 à 29 lits), classe II (30 à 60 lits), classe I (30 à 60 lits), classe II (+ de 60 lits), classe I (+ de 60 lits), Coordinateur (AVJ) CL II (2)(1.78s) | Sous-directeur classe II, classe I, Directeur classe II (6 à 29 lits), classe I (6 à 29 lits), classe II (30 à 60 lits), classe I (30 à 60 lits), classe II (+ de 60 lits), classe I (+ de 60 lits), Coordinateur (AVJ) CL II (1)(1.80) |
|                        | 0 anc. = 23 ans minimum                                                                                                                                                                                                                  | 0 anc. = 24 ans minimum                                                                                                                                                                                                                 |
| 0 anc.                 | 2501.59                                                                                                                                                                                                                                  | 2612.82                                                                                                                                                                                                                                 |
| 1                      | 2600.65                                                                                                                                                                                                                                  | 2740.84                                                                                                                                                                                                                                 |
| 2                      | 2600.65                                                                                                                                                                                                                                  | 2740.84                                                                                                                                                                                                                                 |
| 3                      | 2673.04                                                                                                                                                                                                                                  | 2855.51                                                                                                                                                                                                                                 |
| 4                      | 2673.04                                                                                                                                                                                                                                  | 2855.51                                                                                                                                                                                                                                 |
| 5                      | 2745.42                                                                                                                                                                                                                                  | 2970.18                                                                                                                                                                                                                                 |
| 6                      | 2745.42                                                                                                                                                                                                                                  | 2970.18                                                                                                                                                                                                                                 |
| 7                      | 2817.81                                                                                                                                                                                                                                  | 3084.85                                                                                                                                                                                                                                 |
| 8                      | 2817.81                                                                                                                                                                                                                                  | 3084.85                                                                                                                                                                                                                                 |
| 9                      | 2890.20                                                                                                                                                                                                                                  | 3199.51                                                                                                                                                                                                                                 |
| 10                     | 2932.87                                                                                                                                                                                                                                  | 3242.18                                                                                                                                                                                                                                 |
| 11                     | 3005.25                                                                                                                                                                                                                                  | 3356.85                                                                                                                                                                                                                                 |
| 12                     | 3005.25                                                                                                                                                                                                                                  | 3356.85                                                                                                                                                                                                                                 |
| 13                     | 3077.64                                                                                                                                                                                                                                  | 3471.52                                                                                                                                                                                                                                 |
| 14                     | 3077.64                                                                                                                                                                                                                                  | 3471.52                                                                                                                                                                                                                                 |
| 15                     | 3150.04                                                                                                                                                                                                                                  | 3586.19                                                                                                                                                                                                                                 |
| 16                     | 3150.04                                                                                                                                                                                                                                  | 3586.19                                                                                                                                                                                                                                 |
| 17                     | 3222.42                                                                                                                                                                                                                                  | 3700.85                                                                                                                                                                                                                                 |
| 18                     | 3222.42                                                                                                                                                                                                                                  | 3700.85                                                                                                                                                                                                                                 |
| 19                     | 3294.81                                                                                                                                                                                                                                  | 3815.53                                                                                                                                                                                                                                 |
| 20                     | 3294.81                                                                                                                                                                                                                                  | 3815.53                                                                                                                                                                                                                                 |
| 21                     | 3367.20                                                                                                                                                                                                                                  | 3930.20                                                                                                                                                                                                                                 |
| 22                     | 3367.20                                                                                                                                                                                                                                  | 3930.20                                                                                                                                                                                                                                 |
| 23                     | 3439.59                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 24                     | 3439.59                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 25                     | 3511.98                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 26                     | 3511.98                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 27                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 28                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 29                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 30                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |
| 31                     | 3584.37                                                                                                                                                                                                                                  | 4044.87                                                                                                                                                                                                                                 |

#### 4. REMUNERATIONS MINIMUMS: SALAIRE MINIMUM GARANTI

| Age | Par       |        |
|-----|-----------|--------|
|     | mois      | heure  |
| 21  | 1500.9900 | 9.1153 |