SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3190240: communauté germanophone

En vigueur au 01/01/2009 (Dernière actualisation de la page 04/02/2015)

Les présents barèmes s'appliquent exclusivement aux travailleurs et aux employeurs des établissements et services qui sont agréés et/ou subventionnés par la Communauté germanophone et qui ressortissent à la Sous-Commission paritaire 319.02.

## 1. : Echelles de rémunération mensuelle

### 1.1. : Fonctions 1 à 7

| ANCIENNETE | N° DE LA FONCTION | | | | | | |
|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 0 | 1528.80 | 1581.02 | 1613.70 | 1608.88 | 1799.96 | 1962.39 | 2101.06 |
| 1 | 1570.01 | 1620.88 | 1658.91 | 1653.85 | 1838.57 | 1989.47 | 2176.83 |
| 2 | 1582.33 | 1637.94 | 1676.28 | 1670.98 | 1867.10 | 2016.54 | 2232.29 |
| 3 | 1594.65 | 1655.00 | 1693.66 | 1688.11 | 1897.44 | 2043.62 | 2297.91 |
| 4 | 1602.22 | 1677.18 | 1718.65 | 1715.40 | 1951.58 | 2076.65 | 2388.52 |
| 5 | 1604.33 | 1681.08 | 1722.87 | 1719.62 | 1951.58 | 2076.65 | 2388.52 |
| 6 | 1611.90 | 1703.26 | 1747.87 | 1746.91 | 2005.72 | 2109.68 | 2480.53 |
| 7 | 1614.00 | 1707.16 | 1752.08 | 1751.12 | 2005.72 | 2109.68 | 2526.01 |
| 8 | 1627.84 | 1729.34 | 1777.08 | 1778.41 | 2059.86 | 2142.71 | 2595.81 |
| 9 | 1629.95 | 1733.24 | 1781.29 | 1782.63 | 2064.10 | 2142.71 | 2612.20 |
| 10 | 1654.66 | 1766.38 | 1818.60 | 1822.23 | 2125.27 | 2185.51 | 2692.93 |
| 11 | 1656.76 | 1771.12 | 1823.65 | 1827.29 | 2134.64 | 2194.88 | 2709.32 |
| 12 | 1670.60 | 1794.15 | 1849.49 | 1855.42 | 2185.09 | 2237.42 | 2779.13 |
| 13 | 1672.71 | 1798.88 | 1854.55 | 1860.47 | 2194.47 | 2246.80 | 2795.52 |
| 14 | 1686.55 | 1828.68 | 1892.39 | 1888.60 | 2244.92 | 2289.33 | 2865.32 |
| 15 | 1688.65 | 1833.42 | 1897.45 | 1893.66 | 2254.29 | 2298.74 | 2881.71 |
| 16 | 1702.49 | 1863.22 | 1935.29 | 1921.79 | 2304.74 | 2341.46 | 3007.97 |
| 17 | 1704.60 | 1867.96 | 1940.34 | 1926.84 | 2314.25 | 2351.02 | 3024.36 |
| 18 | 1718.44 | 1897.75 | 1978.18 | 1954.97 | 2364.88 | 2393.74 | 3094.17 |
| 19 | 1720.54 | 1902.49 | 1983.24 | 1960.03 | 2374.44 | 2403.30 | 3110.56 |
| 20 | 1734.38 | 1932.29 | 2021.08 | 1988.16 | 2425.67 | 2446.03 | 3180.36 |
| 21 | 1736.49 | 1937.03 | 2026.14 | 1993.21 | 2435.23 | 2455.59 | 3196.75 |
| 22 | 1750.33 | 1966.83 | 2063.98 | 2021.34 | 2486.67 | 2498.31 | 3266.56 |
| 23 | 1752.44 | 1971.56 | 2069.03 | 2026.40 | 2496.23 | 2507.87 | 3282.95 |
| 24 | 1766.28 | 2001.36 | 2106.88 | 2060.32 | 2547.68 | 2550.59 | 3352.75 |
| 25 | 1768.38 | 2006.10 | 2111.93 | 2065.37 | 2557.24 | 2560.15 | 3369.14 |
| 26 | 1782.22 | 2050.23 | 2149.77 | 2099.29 | 2608.68 | 2602.88 | 3438.94 |
| 27 | 1784.33 | 2054.97 | 2154.83 | 2104.35 | 2618.24 | 2612.44 | 3455.34 |
| 28 | 1784.33 | 2099.10 | 2192.67 | 2138.27 | 2669.69 | 2655.16 | 3455.34 |
| 29 | 1784.33 | 2103.84 | 2197.80 | 2143.39 | 2679.24 | 2664.72 | 3455.34 |

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|---|---|---|---|---|---|---|---|
| 30 | 1784.33 | 2103.84 | 2197.80 | 2143.39 | 2679.24 | 2697.88 | 3455.34 |
| 31 | 1784.33 | 2103.84 | 2197.80 | 2143.39 | 2679.24 | 2697.88 | 3455.34 |

**1.2. : Fonctions 8 à 13**

| ANCIENNETE | N° DE LA FONCTION | | | | | |
|---|---|---|---|---|---|---|
| | 8 | 9 | 10 | 11 | 12 | 13 |
| 0 | 1786.12 | 1684.10 | 2101.52 | 2101.52 | 1886.99 | 1707.78 |
| 1 | 1848.06 | 1743.10 | 2183.54 | 2183.54 | 1947.33 | 1764.59 |
| 2 | 1876.53 | 1768.62 | 2265.01 | 2265.01 | 1972.85 | 1793.56 |
| 3 | 1913.03 | 1802.17 | 2354.51 | 2354.51 | 2006.41 | 1822.53 |
| 4 | 1965.90 | 1802.17 | 2469.00 | 2469.00 | 2006.41 | 1867.67 |
| 5 | 1973.94 | 1835.72 | 2494.52 | 2494.52 | 2042.64 | 1871.88 |
| 6 | 2026.81 | 1835.72 | 2586.53 | 2586.53 | 2042.64 | 1917.02 |
| 7 | 2091.10 | 1877.77 | 2606.43 | 2606.43 | 2145.87 | 1921.23 |
| 8 | 2143.97 | 1877.77 | 2627.08 | 2627.08 | 2145.87 | 1966.36 |
| 9 | 2152.01 | 1919.81 | 2643.47 | 2643.47 | 2381.89 | 1970.58 |
| 10 | 2215.59 | 1930.53 | 2741.83 | 2741.83 | 2392.81 | 2028.03 |
| 11 | 2226.41 | 1975.26 | 2758.22 | 2758.22 | 2460.22 | 2033.08 |
| 12 | 2279.28 | 1975.26 | 2845.66 | 2845.66 | 2460.22 | 2079.06 |
| 13 | 2290.21 | 2019.98 | 2862.05 | 2862.05 | 2527.64 | 2084.11 |
| 14 | 2343.08 | 2019.98 | 2959.49 | 2959.49 | 2527.64 | 2130.08 |
| 15 | 2354.00 | 2064.70 | 2965.87 | 2965.87 | 2595.05 | 2135.14 |
| 16 | 2406.87 | 2064.70 | 3022.33 | 3022.33 | 2595.05 | 2181.11 |
| 17 | 2417.80 | 2109.43 | 3126.15 | 3126.15 | 2662.46 | 2186.17 |
| 18 | 2470.67 | 2109.43 | 3126.15 | 3126.15 | 2662.46 | 2232.14 |
| 19 | 2481.59 | 2154.15 | 3229.97 | 3229.97 | 2729.87 | 2237.19 |
| 20 | 2534.46 | 2154.15 | 3229.97 | 3229.97 | 2729.87 | 2283.17 |
| 21 | 2545.39 | 2198.93 | 3333.79 | 3333.79 | 2797.29 | 2288.22 |
| 22 | 2598.26 | 2198.93 | 3333.79 | 3333.79 | 2797.29 | 2334.50 |
| 23 | 2609.18 | 2243.87 | 3437.62 | 3437.62 | 2864.70 | 2339.55 |
| 24 | 2662.05 | 2243.87 | 3437.62 | 3437.62 | 2864.70 | 2386.42 |
| 25 | 2672.98 | 2288.80 | 3541.44 | 3541.44 | 2932.11 | 2391.58 |
| 26 | 2725.85 | 2288.80 | 3541.44 | 3541.44 | 2932.11 | 2438.46 |
| 27 | 2736.77 | 2333.74 | 3557.83 | 3557.83 | 2999.52 | 2443.62 |
| 28 | 2789.64 | 2333.74 | 3557.83 | 3557.83 | 2999.52 | 2448.77 |
| 29 | 2800.57 | 2378.67 | 3557.83 | 3557.83 | 3050.54 | 2453.92 |
| 30 | 2800.57 | 2378.67 | 3557.83 | 3557.83 | 3050.54 | 2453.92 |
| 31 | 2811.50 | 2389.60 | 3557.83 | 3557.83 | 3050.54 | 2453.92 |

**1.3. : Fonctions 14 à 19**

| ANCIENNETE | N° DE LA FONCTION | | | | | |
|---|---|---|---|---|---|---|
| | 14 | 15 | 16 | 17 | 18 | 19 |
| 0 | 1707.78 | 2623.94 | 3058.96 | 4094.27 | 2542.56 | 2981.98 |
| 1 | 1764.59 | 2722.30 | 3134.24 | 4179.85 | 2618.70 | 3061.33 |
| 2 | 1793.56 | 2787.88 | 3209.52 | 4265.43 | 2669.47 | 3125.18 |
| 3 | 1822.53 | 2882.82 | 3284.80 | 4351.00 | 2738.77 | 3189.03 |
| 4 | 1867.67 | 3005.51 | 3360.08 | 4511.12 | 2808.58 | 3302.75 |

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|---|---|---|---|---|---|---|
| 5 | 1871.88 | 3034.87 | 3493.91 | 4511.12 | 2827.11 | 3328.27 |
| 6 | 1917.02 | 3159.34 | 3493.91 | 4671.24 | 2896.92 | 3464.46 |
| 7 | 1921.23 | 3186.93 | 3627.74 | 4671.24 | 2915.46 | 3464.46 |
| 8 | 1966.36 | 3321.05 | 3627.74 | 4831.35 | 2985.26 | 3690.96 |
| 9 | 1970.58 | 3338.98 | 3761.57 | 4831.35 | 3003.80 | 3690.96 |
| 10 | 2028.03 | 3482.77 | 3761.57 | 4991.47 | 3084.53 | 3829.44 |
| 11 | 2033.08 | 3501.96 | 3895.40 | 4991.47 | 3103.07 | 3829.44 |
| 12 | 2079.06 | 3644.48 | 3895.40 | 5151.58 | 3172.87 | 3967.92 |
| 13 | 2084.11 | 3654.02 | 4029.24 | 5151.58 | 3191.41 | 3967.92 |
| 14 | 2130.08 | 3806.19 | 4029.24 | 5311.70 | 3261.22 | 4106.40 |
| 15 | 2135.14 | 3806.19 | 4163.07 | 5311.70 | 3279.76 | 4106.40 |
| 16 | 2181.11 | 3967.91 | 4163.07 | 5471.81 | 3351.70 | 4244.88 |
| 17 | 2186.17 | 3967.91 | 4296.90 | 5471.81 | 3368.10 | 4360.12 |
| 18 | 2232.14 | 4129.62 | 4296.90 | 5631.93 | 3443.71 | 4383.35 |
| 19 | 2237.19 | 4129.62 | 4430.73 | 5631.93 | 3456.44 | 4498.60 |
| 20 | 2283.17 | 4291.34 | 4430.73 | 5792.04 | 3535.72 | 4521.83 |
| 21 | 2288.22 | 4291.34 | 4564.56 | 5792.04 | 3544.79 | 4637.08 |
| 22 | 2334.50 | 4453.05 | 4564.56 | 5952.15 | 3627.73 | 4660.31 |
| 23 | 2339.55 | 4453.05 | 4698.39 | 5952.15 | 3633.13 | 4775.56 |
| 24 | 2386.42 | 4614.77 | 4698.39 | 6112.27 | 3719.74 | 4798.79 |
| 25 | 2391.58 | 4614.77 | 4832.22 | 6112.27 | 3721.47 | 4914.03 |
| 26 | 2438.46 | 4614.77 | 4832.22 | 6112.27 | 3811.74 | 4914.03 |
| 27 | 2443.62 | 4614.77 | 4966.05 | 6112.27 | 3811.74 | 4914.03 |
| 28 | 2448.77 | 4614.77 | 4966.05 | 6112.27 | 3811.74 | 4914.03 |
| 29 | 2453.92 | 4614.77 | 4966.05 | 6112.27 | 3811.74 | 4914.03 |
| 30 | 2453.92 | 4614.77 | 4966.05 | 6112.27 | 3811.74 | 4914.03 |
| 31 | 2453.92 | 4614.77 | 4966.05 | 6112.27 | 3811.74 | 4914.03 |