

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/02/2022 (Dernière actualisation de la page 21/12/2022)

Indexation de 2% en 2/2022.

Ce sous-secteur n'est pas une Sous-commission paritaire officielle (SCP). Cependant, les données de salaire ci-dessous sont reprises dans les CCT's sectorielles de la Commission paritaire officielle (CP 331).

1. : Salaires de base annuels

1.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	12384.81	12589.17	13300.93	13568.72	13977.45	14804.87
1	13422.15	13661.73	14373.51	14641.31	15050.06	15970.17
2	13492.67	13792.15	14507.37	14782.31	15191.04	15970.17
3	13563.17	13922.57	14641.26	14923.29	15332.02	16239.11
4	13633.67	14052.96	14775.12	15064.24	15473.02	16239.11
5	13704.17	14183.38	14908.99	15205.24	15614.00	16597.69
6	13774.65	14313.82	15042.90	15346.22	15754.97	16597.69
7	13845.15	14444.21	15176.74	15487.20	15895.92	17314.79
8	13915.65	14574.63	15310.62	15628.17	16036.93	17314.79
9	13986.18	14705.02	15444.49	15769.18	16177.90	18031.95
10	14420.29	15202.10	15993.32	16322.25	16725.60	18390.48
11	14490.76	15360.65	16155.44	16491.32	16894.71	19017.95
12	14561.27	15519.18	16317.54	16660.45	17063.83	19017.95
13	14631.79	15677.70	16479.64	16829.57	17232.91	19650.00
14	14702.29	15836.26	16641.74	16998.68	17402.03	19650.00
15	14772.79	15994.78	16803.86	17167.79	17571.16	20289.89
16	14843.29	16153.31	16965.96	17336.90	17740.28	20289.89
17	14913.80	16311.89	17128.08	17505.99	17909.37	20929.82
18	14984.30	16470.39	17290.15	17675.13	18078.48	20929.82
19	15054.80	16628.95	17452.25	17844.24	18247.59	21569.79
20	15125.32	16787.47	17614.40	18013.33	18416.70	21569.79
21	15195.82	16946.03	17776.49	18182.47	18585.84	22209.67
22	15266.32	17104.53	17938.57	18351.56	18754.91	22209.67
23	15336.83	17263.08	18100.69	18520.70	18924.04	22849.61
24	15407.33	17421.61	18262.79	18689.78	19093.13	22849.61
25	15477.83	17580.16	18424.91	18858.90	19262.27	23489.52
26	15548.35	17738.67	18586.98	19028.01	19431.73	23489.52
27	15618.85	17897.24	18749.10	19197.12	19604.19	24129.44

28	15618.85	18055.77	18911.20	19366.24	19776.65	24129.44
29	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
30	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
31	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14804.85	16343.64	16627.41	17314.77	22392.42
1	15925.35	17464.20	17837.72	18435.30	23489.55
2	15925.35	17464.20	17837.72	18435.30	23489.55
3	16194.31	17733.11	18375.55	18704.24	24472.30
4	16194.31	17733.11	18375.55	18704.24	24472.30
5	16463.28	18002.10	18913.38	18973.18	25455.02
6	16463.28	18002.10	18913.38	18973.18	25455.02
7	16732.19	18271.02	21554.49	19242.14	26437.77
8	16732.19	18271.02	21554.49	19242.14	26437.77
9	17001.18	18539.98	22102.98	19512.99	27420.49
10	17359.71	18898.53	22468.60	19878.63	27786.14
11	17718.26	19257.09	23017.09	20244.25	28768.89
12	17718.26	19257.09	23017.09	20244.25	28768.89
13	18076.82	19619.53	23565.55	20609.89	29751.61
14	18076.82	19619.53	23565.55	20609.89	29751.61
15	18435.37	19985.18	24114.02	20975.54	30734.36
16	18435.37	19985.18	26003.29	20975.54	30734.36
17	18793.92	20350.79	26551.75	21341.15	31717.08
18	18793.92	20350.79	26551.75	21341.15	31717.08
19	19152.45	20716.44	27100.22	21706.80	32699.83
20	19152.45	20716.44	27100.22	21706.80	32699.83
21	19512.81	21082.08	27648.73	22072.39	33682.61
22	19512.81	21082.08	27648.73	22072.39	33682.61
23	19878.46	21447.70	28197.19	22438.03	34665.33
24	19878.46	21447.70	28197.19	22438.03	34665.33
25	20244.08	21813.34	28745.68	22803.68	34665.33
26	20244.08	21813.34	28745.68	22803.68	34665.33
27	20609.72	22178.98	29294.15	23169.29	34665.33
28	20609.72	22178.98	29294.15	23169.29	34665.33
29	20975.34	22544.58	29294.15	23534.94	34665.33
30	20975.34	22544.58	29294.15	23534.94	34665.33
31	21340.98	22910.22	29294.15	23900.60	34665.33

2. : Salaires horaires (38h/semaine) (excl. Allocation de foyer ou de résidence)

2.1. : 1.12-1.39

Ancienneté (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	11.3532	11.5405	12.1930	12.4385	12.8131	13.5716
1	12.3041	12.5237	13.1762	13.4217	13.7964	14.6399
2	12.3687	12.6433	13.2989	13.5509	13.9256	14.6399
3	12.4334	12.7628	13.4216	13.6802	14.0549	14.8864
4	12.4980	12.8824	13.5444	13.8094	14.1841	14.8864
5	12.5626	13.0019	13.6671	13.9386	14.3134	15.2151
6	12.6272	13.1215	13.7898	14.0679	14.4426	15.2151
7	12.6919	13.2410	13.9125	14.1971	14.5718	15.8725
8	12.7565	13.3606	14.0353	14.3263	14.7011	15.8725
9	12.8211	13.4801	14.1580	14.4556	14.8303	16.5299
10	13.2191	13.9358	14.6611	14.9626	15.3324	16.8586
11	13.2837	14.0811	14.8097	15.1176	15.4874	17.4338
12	13.3483	14.2264	14.9583	15.2726	15.6424	17.4338
13	13.4130	14.3718	15.1069	15.4277	15.7974	18.0132
14	13.4776	14.5171	15.2555	15.5827	15.9524	18.0132
15	13.5422	14.6624	15.4041	15.7377	16.1075	18.5998
16	13.6068	14.8077	15.5527	15.8927	16.2625	18.5998
17	13.6715	14.9531	15.7013	16.0477	16.4175	19.1864
18	13.7361	15.0984	15.8499	16.2028	16.5725	19.1864
19	13.8007	15.2438	15.9985	16.3578	16.7276	19.7730
20	13.8654	15.3891	16.1471	16.5128	16.8826	19.7730
21	13.9300	15.5344	16.2957	16.6679	17.0376	20.3596
22	13.9946	15.6797	16.4443	16.8229	17.1926	20.3596
23	14.0593	15.8251	16.5929	16.9779	17.3477	20.9462
24	14.1239	15.9704	16.7415	17.1329	17.5027	20.9462
25	14.1885	16.1157	16.8901	17.2880	17.6577	21.5329
26	14.2532	16.2610	17.0387	17.4430	17.8131	21.5329
27	14.3178	16.4064	17.1873	17.5980	17.9712	22.1195
28	14.3178	16.5517	17.3359	17.7530	18.1293	22.1195
29	14.3178	16.6971	17.4845	17.9103	18.2874	22.7061
30	14.3178	16.6971	17.4845	17.9103	18.2874	22.7061
31	14.3178	16.6971	17.4845	17.9103	18.2874	22.7061

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61-1.77	1,59	1,8
0	13.5716	14.9822	15.2424	15.8725	20.5271
1	14.5988	16.0094	16.3518	16.8996	21.5329
2	14.5988	16.0094	16.3518	16.8996	21.5329
3	14.8453	16.2559	16.8449	17.1462	22.4338
4	14.8453	16.2559	16.8449	17.1462	22.4338
5	15.0919	16.5025	17.3379	17.3927	23.3346
6	15.0919	16.5025	17.3379	17.3927	23.3346
7	15.3384	16.7491	19.7590	17.6393	24.2355
8	15.3384	16.7491	19.7590	17.6393	24.2355

9	15.5850	16.9956	20.2618	17.8876	25.1364
10	15.9137	17.3243	20.5970	18.2227	25.4716
11	16.2423	17.6530	21.0998	18.5579	26.3725
12	16.2423	17.6530	21.0998	18.5579	26.3725
13	16.5710	17.9852	21.6025	18.8931	27.2733
14	16.5710	17.9852	21.6025	18.8931	27.2733
15	16.8997	18.3204	22.1053	19.2283	28.1742
16	16.8997	18.3204	23.8372	19.2283	28.1742
17	17.2284	18.6556	24.3400	19.5634	29.0751
18	17.2284	18.6556	24.3400	19.5634	29.0751
19	17.5571	18.9908	24.8428	19.8986	29.9759
20	17.5571	18.9908	24.8428	19.8986	29.9759
21	17.8874	19.3260	25.3456	20.2338	30.8769
22	17.8874	19.3260	25.3456	20.2338	30.8769
23	18.2226	19.6611	25.8484	20.5690	31.7777
24	18.2226	19.6611	25.8484	20.5690	31.7777
25	18.5578	19.9963	26.3512	20.9041	31.7777
26	18.5578	19.9963	26.3512	20.9041	31.7777
27	18.8929	20.3315	26.8540	21.2393	31.7777
28	18.8929	20.3315	26.8540	21.2393	31.7777
29	19.2281	20.6666	26.8540	21.5745	31.7777
30	19.2281	20.6666	26.8540	21.5745	31.7777
31	19.5633	21.0018	26.8540	21.9097	31.7777

3. : Salaires mensuelles (excl. Allocation de foyer ou de résidence)

3.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	1869.49	1900.34	2007.78	2048.20	2109.90	2234.80
1	2026.07	2062.24	2169.68	2210.11	2271.81	2410.70
2	2036.72	2081.93	2189.89	2231.39	2293.09	2410.70
3	2047.36	2101.61	2210.10	2252.67	2314.37	2451.29
4	2058.00	2121.29	2230.30	2273.95	2335.65	2451.29
5	2068.64	2140.98	2250.51	2295.23	2356.93	2505.42
6	2079.28	2160.67	2270.73	2316.51	2378.21	2505.42
7	2089.93	2180.35	2290.93	2337.79	2399.49	2613.67
8	2100.57	2200.04	2311.14	2359.07	2420.77	2613.67
9	2111.21	2219.72	2331.35	2380.36	2442.05	2721.92
10	2176.74	2294.76	2414.19	2463.84	2524.73	2776.04
11	2187.38	2318.69	2438.66	2489.36	2550.26	2870.76
12	2198.02	2342.62	2463.13	2514.89	2575.79	2870.76
13	2208.67	2366.55	2487.60	2540.42	2601.31	2966.17
14	2219.31	2390.48	2512.07	2565.95	2626.84	2966.17
15	2229.95	2414.41	2536.54	2591.48	2652.37	3062.76
16	2240.59	2438.34	2561.01	2617.01	2677.90	3062.76
17	2251.24	2462.28	2585.48	2642.53	2703.42	3159.36
18	2261.88	2486.21	2609.95	2668.06	2728.95	3159.36

19	2272.52	2510.14	2634.42	2693.59	2754.47	3255.96
20	2283.17	2534.07	2658.89	2719.11	2780.00	3255.96
21	2293.81	2558.00	2683.36	2744.64	2805.53	3352.55
22	2304.45	2581.93	2707.83	2770.17	2831.05	3352.55
23	2315.09	2605.86	2732.30	2795.70	2856.58	3449.15
24	2325.74	2629.79	2756.77	2821.22	2882.11	3449.15
25	2336.38	2653.73	2781.24	2846.75	2907.64	3545.74
26	2347.02	2677.65	2805.70	2872.28	2933.22	3545.74
27	2357.67	2701.59	2830.18	2897.81	2959.25	3642.34
28	2357.67	2725.52	2854.65	2923.33	2985.29	3642.34
29	2357.67	2749.45	2879.11	2949.22	3011.32	3738.94
30	2357.67	2749.45	2879.11	2949.22	3011.32	3738.94
31	2357.67	2749.45	2879.11	2949.22	3011.32	3738.94

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2234.79	2467.07	2509.91	2613.66	3380.14
1	2403.93	2636.22	2692.60	2782.81	3545.75
2	2403.93	2636.22	2692.60	2782.81	3545.75
3	2444.53	2676.81	2773.79	2823.41	3694.09
4	2444.53	2676.81	2773.79	2823.41	3694.09
5	2485.13	2717.42	2854.97	2864.00	3842.44
6	2485.13	2717.42	2854.97	2864.00	3842.44
7	2525.72	2758.01	3253.65	2904.60	3990.78
8	2525.72	2758.01	3253.65	2904.60	3990.78
9	2566.33	2798.61	3336.44	2945.49	4139.12
10	2620.45	2852.73	3391.64	3000.68	4194.32
11	2674.57	2906.86	3474.43	3055.87	4342.66
12	2674.57	2906.86	3474.43	3055.87	4342.66
13	2728.70	2961.57	3557.22	3111.06	4491.01
14	2728.70	2961.57	3557.22	3111.06	4491.01
15	2782.82	3016.76	3640.01	3166.26	4639.35
16	2782.82	3016.76	3925.20	3166.26	4639.35
17	2836.94	3071.95	4007.99	3221.45	4787.69
18	2836.94	3071.95	4007.99	3221.45	4787.69
19	2891.06	3127.15	4090.78	3276.64	4936.04
20	2891.06	3127.15	4090.78	3276.64	4936.04
21	2945.46	3182.34	4173.58	3331.83	5084.39
22	2945.46	3182.34	4173.58	3331.83	5084.39
23	3000.65	3237.53	4256.37	3387.02	5232.73
24	3000.65	3237.53	4256.37	3387.02	5232.73
25	3055.84	3292.72	4339.16	3442.22	5232.73
26	3055.84	3292.72	4339.16	3442.22	5232.73
27	3111.04	3347.92	4421.95	3497.40	5232.73
28	3111.04	3347.92	4421.95	3497.40	5232.73
29	3166.23	3403.10	4421.95	3552.60	5232.73

30	3166.23	3403.10	4421.95	3552.60	5232.73
31	3221.42	3458.30	4421.95	3607.80	5232.73

4. : Allocation de foyer ou de résidence

4.1. : Allocation de foyer (montants de base)

Salaire annuel < ou = Limites (montants de base)	
16421,84	719.89
18695,86	359.95
Si plus haut que 19.055,81	0.00

4.2. : Allocation de résidence (montants de base)

Salaire annuel < ou = Limites (montants de base)	
16421,84	359.95
18695,86	179.98
19055,81	0.00
Si plus haut	0.00

4.3. : Allocation de foyer (Exemple)

4.3.1. : Limite inférieur

Limite inférieur	
à 100%	16421.84
Indexé (Ex. x1,6084) - Retenue de pension	24431.92
Allocation de foyer à 100% pour 16.421,84	719.89
Allocation de foyer Indexée (Ex. x1,6084)	1157.87
Rémunération globale	25589.79

4.3.2. : Salaire effectif

Salaire effectif	
à 100%	16750.00
Indexé (Ex. x1,6084) - Retenue de pension	24920.15
Allocation de foyer à 100% pour 16.421,84	359.95
Allocation de foyer Indexée (Ex. x1,6084)	578.94
Rémunération globale	25499.09
Différence = 25.589,79 - 25.499,09	90.70
Allocation de foyer par année = 578,94 + 90,70	669.64
Allocation de foyer par mois = 669,64/12	55.80

4.4. : Allocation de résidence (Exemple)

4.4.1. : Limite supérieur

Limite supérieur	
à 100%	18695.86
Indexé (Ex. x1,6084) - Retenue de pension	27815.14
Allocation de résidence à 100% pour 16.421,84	179.98
Allocation de résidence Indexée (Ex. x1,6084)	289.48
Rémunération globale	28104.62

4.4.2. : Salaire effectif

Salaire effectif	
à 100%	18880.00
Indexé (Ex. x1,6084) - Retenue de pension	28089.10
Allocation de résidence à 100% pour 18.695,86	0.00
Allocation de résidence Indexée (Ex. x1,6084)	0.00
Rémunération globale	28089.10
Différence = 28104,62 - 28089,10	15.52
Allocation de résidence par année = 0,00 + 15,52	15.52
Allocation de résidence par mois = 15,52/12	1.29

5. : Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par mois	1933.3900
Par heure (38h/semaine)	11.7412