

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3300009: services du sang de la croix-rouge de belgique

En vigueur au 01/06/2008 (Dernière actualisation de la page 27/10/2014)

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 330).

Les salaires des jeunes ont été supprimés à partir du 01/01/2001. En conséquence, la CCT 50 relative à la garantie d'un revenu minimum mensuel moyen aux travailleurs âgés de moins de 21 ans n'est pas d'application pour ces salaires minimums sectoriels (sauf pour les étudiants le cas échéant). La CCT 43 du CNT relative à la garantie d'un revenu minimum mensuel est bien d'application.

### 1. REGIME (sur base hebdomadaire): 38h

#### 1.1. : Travailleurs fournissant généralement un travail manuel

##### 1.1.1. : Personnel ouvrier

##### 1.1.1.1. : Barèmes minima horaires avec allocation de résidence

| ANCIEN<br>NETE | CATEGORIE                                         |                                                   |                                                   |                                                   |                                                   |                                                   |
|----------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
|                | 2<br><br>(Echelle de rémunération barémique 1.12) | 3<br><br>(Echelle de rémunération barémique 1.14) | 4<br><br>(Echelle de rémunération barémique 1.22) | 5<br><br>(Echelle de rémunération barémique 1.30) | 6<br><br>(Echelle de rémunération barémique 1.40) | 7<br><br>(Echelle de rémunération barémique 1.54) |
| 0              | 9.3961                                            | 9.5467                                            | 10.0715                                           | 10.5702                                           | 11.1802                                           | 12.1820                                           |
| 1              | 10.1608                                           | 10.1608                                           | 10.8622                                           | 11.3610                                           | 12.0063                                           | 13.0081                                           |
| 2              | 10.2128                                           | 10.4336                                           | 10.9609                                           | 11.4649                                           | 12.0063                                           | 13.0081                                           |
| 3              | 10.2648                                           | 10.5298                                           | 11.0596                                           | 11.5689                                           | 12.0721                                           | 13.2064                                           |
| 4              | 10.3168                                           | 10.6259                                           | 11.1583                                           | 11.6728                                           | 12.0721                                           | 13.2064                                           |
| 5              | 10.3688                                           | 10.7221                                           | 11.2570                                           | 11.7768                                           | 12.2702                                           | 13.4047                                           |
| 6              | 10.4207                                           | 10.8182                                           | 11.3557                                           | 11.8807                                           | 12.2702                                           | 13.4047                                           |
| 7              | 10.4727                                           | 10.9143                                           | 11.4544                                           | 11.9846                                           | 12.4685                                           | 13.5825                                           |
| 8              | 10.5247                                           | 11.0105                                           | 11.5531                                           | 12.0634                                           | 12.4685                                           | 13.5825                                           |
| 9              | 10.5767                                           | 11.1066                                           | 11.6518                                           | 12.0712                                           | 12.6668                                           | 13.6685                                           |
| 10             | 10.8967                                           | 11.4731                                           | 12.0564                                           | 12.4835                                           | 12.9311                                           | 13.9329                                           |
| 11             | 10.9487                                           | 11.5900                                           | 12.0699                                           | 12.5883                                           | 13.1954                                           | 14.1972                                           |
| 12             | 11.0007                                           | 11.7069                                           | 12.1628                                           | 12.7130                                           | 13.1954                                           | 14.1972                                           |
| 13             | 11.0526                                           | 11.8237                                           | 12.2823                                           | 12.8376                                           | 13.4598                                           | 14.4644                                           |
| 14             | 11.1046                                           | 11.9406                                           | 12.4018                                           | 12.9623                                           | 13.4598                                           | 14.4644                                           |
| 15             | 11.1566                                           | 12.0575                                           | 12.5213                                           | 13.0870                                           | 13.5915                                           | 14.7340                                           |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 16 | 11.2086 | 12.0698 | 12.6408 | 13.2117 | 13.5915 | 14.7340 |
| 17 | 11.2606 | 12.1586 | 12.7603 | 13.3363 | 13.8558 | 15.0036 |
| 18 | 11.3125 | 12.2754 | 12.8798 | 13.4610 | 13.8558 | 15.0036 |
| 19 | 11.3645 | 12.3923 | 12.9993 | 13.5812 | 14.1201 | 15.2731 |
| 20 | 11.4165 | 12.5092 | 13.1189 | 13.5906 | 14.1201 | 15.2731 |
| 21 | 11.4685 | 12.6261 | 13.2384 | 13.7024 | 14.3858 | 15.5427 |
| 22 | 11.5204 | 12.7430 | 13.3579 | 13.8270 | 14.3858 | 15.5427 |
| 23 | 11.5724 | 12.8599 | 13.4774 | 13.9517 | 14.6553 | 15.8123 |
| 24 | 11.6244 | 12.9767 | 13.5820 | 14.0764 | 14.6553 | 15.8123 |
| 25 | 11.6764 | 13.0936 | 13.5910 | 14.2011 | 14.9249 | 16.0818 |
| 26 | 11.7284 | 13.2105 | 13.7032 | 14.3260 | 14.9249 | 16.0818 |
| 27 | 11.7803 | 13.3274 | 13.8227 | 14.4531 | 15.1945 | 16.3514 |
| 28 | 11.7803 | 13.4443 | 13.9422 | 14.5803 | 15.1945 | 16.3514 |
| 29 | 11.7803 | 13.5611 | 14.0617 | 14.7074 | 15.4640 | 16.6209 |
| 30 | 11.7803 | 13.5611 | 14.0617 | 14.7074 | 15.4640 | 16.6209 |
| 31 | 11.7803 | 13.5611 | 14.0617 | 14.7074 | 15.7336 | 16.8905 |

### 1.1.1.2. : Barèmes minima horaires avec allocation de foyer

| ANCIEN<br>NETE | CATEGORIE                                         |                                                   |                                                   |                                                   |                                                   |                                                   |
|----------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
|                | 2<br><br>(Echelle de rémunération barémique 1.12) | 3<br><br>(Echelle de rémunération barémique 1.14) | 4<br><br>(Echelle de rémunération barémique 1.22) | 5<br><br>(Echelle de rémunération barémique 1.30) | 6<br><br>(Echelle de rémunération barémique 1.40) | 7<br><br>(Echelle de rémunération barémique 1.54) |
| 0              | 9.6614                                            | 9.8120                                            | 10.3368                                           | 10.8355                                           | 11.4455                                           | 12.3457                                           |
| 1              | 10.4261                                           | 10.4261                                           | 11.1275                                           | 11.6263                                           | 12.2716                                           | 13.1408                                           |
| 2              | 10.4781                                           | 10.6989                                           | 11.2262                                           | 11.7302                                           | 12.2716                                           | 13.1408                                           |
| 3              | 10.5301                                           | 10.7951                                           | 11.3249                                           | 11.8342                                           | 12.3374                                           | 13.3391                                           |
| 4              | 10.5821                                           | 10.8912                                           | 11.4236                                           | 11.9381                                           | 12.3374                                           | 13.3391                                           |
| 5              | 10.6341                                           | 10.9874                                           | 11.5223                                           | 12.0421                                           | 12.4029                                           | 13.5374                                           |
| 6              | 10.6860                                           | 11.0835                                           | 11.6210                                           | 12.1460                                           | 12.4029                                           | 13.5374                                           |
| 7              | 10.7380                                           | 11.1796                                           | 11.7197                                           | 12.2499                                           | 12.6012                                           | 13.7152                                           |
| 8              | 10.7900                                           | 11.2758                                           | 11.8184                                           | 12.3288                                           | 12.6012                                           | 13.7152                                           |
| 9              | 10.8420                                           | 11.3719                                           | 11.9171                                           | 12.3365                                           | 12.7995                                           | 13.7300                                           |
| 10             | 11.1620                                           | 11.7384                                           | 12.3217                                           | 12.4835                                           | 13.0638                                           | 13.9329                                           |
| 11             | 11.2140                                           | 11.8553                                           | 12.3352                                           | 12.7210                                           | 13.3281                                           | 14.1972                                           |
| 12             | 11.2660                                           | 11.9722                                           | 12.3443                                           | 12.8457                                           | 13.3281                                           | 14.1972                                           |
| 13             | 11.3179                                           | 12.0890                                           | 12.4150                                           | 12.9703                                           | 13.5925                                           | 14.4644                                           |
| 14             | 11.3699                                           | 12.2059                                           | 12.5345                                           | 13.0950                                           | 13.5925                                           | 14.4644                                           |
| 15             | 11.4219                                           | 12.3228                                           | 12.6540                                           | 13.2197                                           | 13.7242                                           | 14.7340                                           |
| 16             | 11.4739                                           | 12.3352                                           | 12.7735                                           | 13.3444                                           | 13.7242                                           | 14.7340                                           |
| 17             | 11.5259                                           | 12.3439                                           | 12.8930                                           | 13.4690                                           | 13.8558                                           | 15.0036                                           |
| 18             | 11.5778                                           | 12.4081                                           | 13.0125                                           | 13.5937                                           | 13.8558                                           | 15.0036                                           |
| 19             | 11.6298                                           | 12.5250                                           | 13.1320                                           | 13.7139                                           | 14.1201                                           | 15.2731                                           |
| 20             | 11.6818                                           | 12.6419                                           | 13.2516                                           | 13.7233                                           | 14.1201                                           | 15.2731                                           |
| 21             | 11.7338                                           | 12.7588                                           | 13.3711                                           | 13.7326                                           | 14.3858                                           | 15.5427                                           |
| 22             | 11.7857                                           | 12.8757                                           | 13.4906                                           | 13.8270                                           | 14.3858                                           | 15.5427                                           |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 23 | 11.8377 | 12.9926 | 13.6101 | 13.9517 | 14.6553 | 15.8123 |
| 24 | 11.8897 | 13.1094 | 13.7147 | 14.0764 | 14.6553 | 15.8123 |
| 25 | 11.9417 | 13.2263 | 13.7237 | 14.2011 | 14.9249 | 16.0818 |
| 26 | 11.9937 | 13.3432 | 13.7326 | 14.3260 | 14.9249 | 16.0818 |
| 27 | 12.0456 | 13.4601 | 13.8227 | 14.4531 | 15.1945 | 16.3514 |
| 28 | 12.0456 | 13.5770 | 13.9422 | 14.5803 | 15.1945 | 16.3514 |
| 29 | 12.0456 | 13.6938 | 14.0617 | 14.7074 | 15.4640 | 16.6209 |
| 30 | 12.0456 | 13.6938 | 14.0617 | 14.7074 | 15.4640 | 16.6209 |
| 31 | 12.0456 | 13.6938 | 14.0617 | 14.7074 | 15.7336 | 16.8905 |

## 1.2. : Personnel administratif

### 1.2.1. : Barèmes minima mensuels avec allocation de résidence

| ANCIEN<br>NETE | CATEGORIE                                                           |                                                                     |                                                                     |                                                                                       |                                                                              |                                                                     |                                                                     |
|----------------|---------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|
|                | 2<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.22) | 3<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.26) | 4<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.50) | 5<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.55-<br>1.61-<br>1.77) | 6<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.61-<br>1.77) | 7<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.66) | 8<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.80) |
| 0              | 1658.43                                                             | 1690.94                                                             | 1723.63                                                             | 2040.42                                                                               | 2268.86                                                                      | 2381.80                                                             | 2718.44                                                             |
| 1              | 1788.64                                                             | 1821.16                                                             | 1865.10                                                             | 2187.35                                                                               | 2416.96                                                                      | 2503.92                                                             | 2851.63                                                             |
| 2              | 1804.89                                                             | 1838.27                                                             | 1880.86                                                             | 2187.35                                                                               | 2416.96                                                                      | 2503.92                                                             | 2851.63                                                             |
| 3              | 1821.15                                                             | 1855.39                                                             | 1896.61                                                             | 2237.53                                                                               | 2483.54                                                                      | 2592.70                                                             | 2970.94                                                             |
| 4              | 1837.40                                                             | 1872.50                                                             | 1912.37                                                             | 2237.53                                                                               | 2483.54                                                                      | 2592.70                                                             | 2970.94                                                             |
| 5              | 1853.65                                                             | 1889.62                                                             | 1928.13                                                             | 2296.08                                                                               | 2550.12                                                                      | 2681.49                                                             | 3090.24                                                             |
| 6              | 1869.91                                                             | 1906.73                                                             | 1966.21                                                             | 2296.08                                                                               | 2550.12                                                                      | 2681.49                                                             | 3090.24                                                             |
| 7              | 1886.16                                                             | 1923.85                                                             | 1987.47                                                             | 2616.72                                                                               | 2846.07                                                                      | 2770.27                                                             | 3209.55                                                             |
| 8              | 1902.41                                                             | 1940.96                                                             | 2020.53                                                             | 2616.72                                                                               | 2846.07                                                                      | 2770.27                                                             | 3209.55                                                             |
| 9              | 1918.66                                                             | 1958.08                                                             | 2058.61                                                             | 2683.30                                                                               | 2912.65                                                                      | 2859.05                                                             | 3328.85                                                             |
| 10             | 1985.29                                                             | 2003.37                                                             | 2140.23                                                             | 2727.69                                                                               | 2957.04                                                                      | 2903.44                                                             | 3373.24                                                             |
| 11             | 1987.51                                                             | 2023.90                                                             | 2178.32                                                             | 2794.27                                                                               | 3023.63                                                                      | 2992.23                                                             | 3492.54                                                             |
| 12             | 2002.80                                                             | 2044.43                                                             | 2216.41                                                             | 2794.27                                                                               | 3023.63                                                                      | 2992.23                                                             | 3492.54                                                             |
| 13             | 2022.48                                                             | 2064.96                                                             | 2237.67                                                             | 2860.86                                                                               | 3090.21                                                                      | 3081.02                                                             | 3611.85                                                             |
| 14             | 2042.16                                                             | 2085.49                                                             | 2270.72                                                             | 2860.86                                                                               | 3090.21                                                                      | 3081.02                                                             | 3611.85                                                             |
| 15             | 2061.84                                                             | 2106.02                                                             | 2308.81                                                             | 2927.44                                                                               | 3156.80                                                                      | 3169.80                                                             | 3731.15                                                             |
| 16             | 2081.52                                                             | 2126.55                                                             | 2346.89                                                             | 3156.80                                                                               | 3156.80                                                                      | 3169.80                                                             | 3731.15                                                             |
| 17             | 2101.20                                                             | 2147.08                                                             | 2385.52                                                             | 3223.38                                                                               | 3223.38                                                                      | 3258.58                                                             | 3850.45                                                             |
| 18             | 2120.87                                                             | 2167.61                                                             | 2424.35                                                             | 3223.38                                                                               | 3223.38                                                                      | 3258.58                                                             | 3850.45                                                             |
| 19             | 2140.55                                                             | 2188.14                                                             | 2463.18                                                             | 3289.97                                                                               | 3289.96                                                                      | 3347.37                                                             | 3969.76                                                             |
| 20             | 2160.24                                                             | 2208.67                                                             | 2502.02                                                             | 3289.97                                                                               | 3289.96                                                                      | 3347.37                                                             | 3969.76                                                             |
| 21             | 2179.92                                                             | 2229.20                                                             | 2540.86                                                             | 3356.56                                                                               | 3356.55                                                                      | 3436.16                                                             | 4089.07                                                             |
| 22             | 2199.59                                                             | 2237.32                                                             | 2579.69                                                             | 3356.56                                                                               | 3356.55                                                                      | 3436.16                                                             | 4089.07                                                             |
| 23             | 2219.27                                                             | 2248.41                                                             | 2618.53                                                             | 3423.14                                                                               | 3423.14                                                                      | 3524.94                                                             | 4208.37                                                             |
| 24             | 2236.50                                                             | 2268.94                                                             | 2657.36                                                             | 3423.14                                                                               | 3423.14                                                                      | 3524.94                                                             | 4208.37                                                             |
| 25             | 2237.98                                                             | 2289.47                                                             | 2696.20                                                             | 3489.73                                                                               | 3489.72                                                                      | 3613.73                                                             | 4208.37                                                             |
| 26             | 2256.46                                                             | 2310.00                                                             | 2735.03                                                             | 3489.73                                                                               | 3489.72                                                                      | 3613.73                                                             | 4208.37                                                             |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 27 | 2276.14 | 2330.53 | 2773.87 | 3556.31 | 3556.31 | 3702.51 | 4208.37 |
| 28 | 2295.82 | 2351.06 | 2812.70 | 3556.31 | 3556.31 | 3702.51 | 4208.37 |
| 29 | 2315.50 | 2371.88 | 2851.54 | 3556.31 | 3556.31 | 3702.51 | 4208.37 |
| 30 | 2315.50 | 2371.88 | 2851.54 | 3556.31 | 3556.31 | 3702.51 | 4208.37 |
| 31 | 2315.50 | 2371.88 | 2851.54 | 3556.31 | 3556.31 | 3702.51 | 4208.37 |

### 1.2.2. : Barèmes minima mensuels avec allocation de foyer

| ANCIEN<br>NETE | CATEGORIE                                                           |                                                                     |                                                                     |                                                                                       |                                                                              |                                                                     |                                                                     |
|----------------|---------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|
|                | 2<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.22) | 3<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.26) | 4<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.50) | 5<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.55-<br>1.61-<br>1.77) | 6<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.61-<br>1.77) | 7<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.66) | 8<br><br>(Ec<br>helle de<br>rémunér<br>ation<br>barémiq<br>ue 1.80) |
| 0              | 1702.12                                                             | 1734.63                                                             | 1767.32                                                             | 2062.27                                                                               | 2268.86                                                                      | 2381.80                                                             | 2718.44                                                             |
| 1              | 1832.33                                                             | 1864.85                                                             | 1908.79                                                             | 2209.20                                                                               | 2416.96                                                                      | 2503.92                                                             | 2851.63                                                             |
| 2              | 1848.58                                                             | 1881.96                                                             | 1924.55                                                             | 2209.20                                                                               | 2416.96                                                                      | 2503.92                                                             | 2851.63                                                             |
| 3              | 1864.84                                                             | 1899.08                                                             | 1940.30                                                             | 2259.38                                                                               | 2483.54                                                                      | 2592.70                                                             | 2970.94                                                             |
| 4              | 1881.09                                                             | 1916.19                                                             | 1956.06                                                             | 2259.38                                                                               | 2483.54                                                                      | 2592.70                                                             | 2970.94                                                             |
| 5              | 1897.34                                                             | 1933.31                                                             | 1971.82                                                             | 2296.08                                                                               | 2550.12                                                                      | 2681.49                                                             | 3090.24                                                             |
| 6              | 1913.60                                                             | 1950.42                                                             | 2009.90                                                             | 2296.08                                                                               | 2550.12                                                                      | 2681.49                                                             | 3090.24                                                             |
| 7              | 1929.85                                                             | 1967.54                                                             | 2031.16                                                             | 2616.72                                                                               | 2846.07                                                                      | 2770.27                                                             | 3209.55                                                             |
| 8              | 1946.10                                                             | 1984.65                                                             | 2042.38                                                             | 2616.72                                                                               | 2846.07                                                                      | 2770.27                                                             | 3209.55                                                             |
| 9              | 1962.35                                                             | 2001.77                                                             | 2080.46                                                             | 2683.30                                                                               | 2912.65                                                                      | 2859.05                                                             | 3328.85                                                             |
| 10             | 2028.98                                                             | 2032.73                                                             | 2162.08                                                             | 2727.69                                                                               | 2957.04                                                                      | 2903.44                                                             | 3373.24                                                             |
| 11             | 2031.21                                                             | 2034.27                                                             | 2200.17                                                             | 2794.27                                                                               | 3023.63                                                                      | 2992.23                                                             | 3492.54                                                             |
| 12             | 2032.69                                                             | 2066.28                                                             | 2238.26                                                             | 2794.27                                                                               | 3023.63                                                                      | 2992.23                                                             | 3492.54                                                             |
| 13             | 2044.33                                                             | 2086.81                                                             | 2259.52                                                             | 2860.86                                                                               | 3090.21                                                                      | 3081.02                                                             | 3611.85                                                             |
| 14             | 2064.01                                                             | 2107.34                                                             | 2270.72                                                             | 2860.86                                                                               | 3090.21                                                                      | 3081.02                                                             | 3611.85                                                             |
| 15             | 2083.69                                                             | 2127.87                                                             | 2308.81                                                             | 2927.44                                                                               | 3156.80                                                                      | 3169.80                                                             | 3731.15                                                             |
| 16             | 2103.37                                                             | 2148.40                                                             | 2346.89                                                             | 3156.80                                                                               | 3156.80                                                                      | 3169.80                                                             | 3731.15                                                             |
| 17             | 2123.05                                                             | 2168.93                                                             | 2385.52                                                             | 3223.38                                                                               | 3223.38                                                                      | 3258.58                                                             | 3850.45                                                             |
| 18             | 2142.72                                                             | 2189.46                                                             | 2424.35                                                             | 3223.38                                                                               | 3223.38                                                                      | 3258.58                                                             | 3850.45                                                             |
| 19             | 2162.40                                                             | 2209.99                                                             | 2463.18                                                             | 3289.97                                                                               | 3289.96                                                                      | 3347.37                                                             | 3969.76                                                             |
| 20             | 2182.09                                                             | 2230.52                                                             | 2502.02                                                             | 3289.97                                                                               | 3289.96                                                                      | 3347.37                                                             | 3969.76                                                             |
| 21             | 2201.77                                                             | 2251.05                                                             | 2540.86                                                             | 3356.56                                                                               | 3356.55                                                                      | 3436.16                                                             | 4089.07                                                             |
| 22             | 2221.44                                                             | 2259.16                                                             | 2579.69                                                             | 3356.56                                                                               | 3356.55                                                                      | 3436.16                                                             | 4089.07                                                             |
| 23             | 2241.12                                                             | 2260.70                                                             | 2618.53                                                             | 3423.14                                                                               | 3423.14                                                                      | 3524.94                                                             | 4208.37                                                             |
| 24             | 2258.35                                                             | 2268.94                                                             | 2657.36                                                             | 3423.14                                                                               | 3423.14                                                                      | 3524.94                                                             | 4208.37                                                             |
| 25             | 2259.83                                                             | 2289.47                                                             | 2696.20                                                             | 3489.73                                                                               | 3489.72                                                                      | 3613.73                                                             | 4208.37                                                             |
| 26             | 2261.31                                                             | 2310.00                                                             | 2735.03                                                             | 3489.73                                                                               | 3489.72                                                                      | 3613.73                                                             | 4208.37                                                             |
| 27             | 2276.14                                                             | 2330.53                                                             | 2773.87                                                             | 3556.31                                                                               | 3556.31                                                                      | 3702.51                                                             | 4208.37                                                             |
| 28             | 2295.82                                                             | 2351.06                                                             | 2812.70                                                             | 3556.31                                                                               | 3556.31                                                                      | 3702.51                                                             | 4208.37                                                             |
| 29             | 2315.50                                                             | 2371.88                                                             | 2851.54                                                             | 3556.31                                                                               | 3556.31                                                                      | 3702.51                                                             | 4208.37                                                             |
| 30             | 2315.50                                                             | 2371.88                                                             | 2851.54                                                             | 3556.31                                                                               | 3556.31                                                                      | 3702.51                                                             | 4208.37                                                             |
| 31             | 2315.50                                                             | 2371.88                                                             | 2851.54                                                             | 3556.31                                                                               | 3556.31                                                                      | 3702.51                                                             | 4208.37                                                             |

### 1.3. : Personnel technique et paramédical

#### 1.3.1. : Barèmes minima mensuels avec allocation de résidence (catégories 2 à 4)

| ANCIENNETÉ | CATEGORIE                                     |                                               |                                                                                                     |                                                                                                                      |
|------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
|            | 2<br>(Echelle de rémunération barémique 1.22) | 3<br>(Echelle de rémunération barémique 1.35) | 4<br>(Echelle de rémunération barémique 1.43-1.55)                                                  | 4<br>(Echelle de rémunération barémique 1.40-1.57)                                                                   |
|            |                                               |                                               | Diplôme ou certificat de l'enseignement secondaire supérieur ou secondaire supérieur technique (A2) | Travailleurs qui ne disposent pas d'un diplôme d'enseignement secondaire supérieur ou secondaire supérieur technique |
| 0          | 1658.43                                       | 1797.03                                       | 1906.30                                                                                             | 1841.01                                                                                                              |
| 1          | 1788.64                                       | 1927.24                                       | 2025.92                                                                                             | 1977.04                                                                                                              |
| 2          | 1804.89                                       | 1944.36                                       | 2025.92                                                                                             | 1977.04                                                                                                              |
| 3          | 1821.15                                       | 1961.47                                       | 2058.57                                                                                             | 1987.87                                                                                                              |
| 4          | 1837.40                                       | 1978.58                                       | 2058.57                                                                                             | 1987.87                                                                                                              |
| 5          | 1853.65                                       | 1973.88                                       | 2102.10                                                                                             | 2020.49                                                                                                              |
| 6          | 1869.91                                       | 1990.97                                       | 2102.10                                                                                             | 2020.49                                                                                                              |
| 7          | 1886.16                                       | 2008.08                                       | 2361.47                                                                                             | 2259.82                                                                                                              |
| 8          | 1902.41                                       | 2025.20                                       | 2361.47                                                                                             | 2259.82                                                                                                              |
| 9          | 1918.66                                       | 2042.31                                       | 2428.05                                                                                             | 2292.48                                                                                                              |
| 10         | 1985.29                                       | 2109.47                                       | 2472.44                                                                                             | 2336.00                                                                                                              |
| 11         | 1987.51                                       | 2130.00                                       | 2539.02                                                                                             | 2379.97                                                                                                              |
| 12         | 2002.80                                       | 2150.53                                       | 2539.02                                                                                             | 2379.97                                                                                                              |
| 13         | 2022.48                                       | 2171.06                                       | 2605.61                                                                                             | 2424.36                                                                                                              |
| 14         | 2042.16                                       | 2191.59                                       | 2605.61                                                                                             | 2424.36                                                                                                              |
| 15         | 2061.84                                       | 2212.12                                       | 2672.19                                                                                             | 2468.74                                                                                                              |
| 16         | 2081.52                                       | 2232.65                                       | 2672.19                                                                                             | 2468.74                                                                                                              |
| 17         | 2101.20                                       | 2237.57                                       | 2738.78                                                                                             | 2513.13                                                                                                              |
| 18         | 2120.87                                       | 2251.86                                       | 2738.78                                                                                             | 2513.13                                                                                                              |
| 19         | 2140.55                                       | 2272.39                                       | 2805.36                                                                                             | 2557.52                                                                                                              |
| 20         | 2160.24                                       | 2292.92                                       | 2805.36                                                                                             | 2557.52                                                                                                              |
| 21         | 2179.92                                       | 2313.45                                       | 2871.95                                                                                             | 2601.91                                                                                                              |
| 22         | 2199.59                                       | 2333.98                                       | 2871.95                                                                                             | 2601.91                                                                                                              |
| 23         | 2219.27                                       | 2354.51                                       | 2938.53                                                                                             | 2646.30                                                                                                              |
| 24         | 2236.50                                       | 2375.41                                       | 2938.53                                                                                             | 2646.30                                                                                                              |
| 25         | 2237.98                                       | 2396.34                                       | 3005.12                                                                                             | 2690.69                                                                                                              |
| 26         | 2256.46                                       | 2417.28                                       | 3005.12                                                                                             | 2690.69                                                                                                              |
| 27         | 2276.14                                       | 2438.22                                       | 3071.70                                                                                             | 2735.07                                                                                                              |
| 28         | 2295.82                                       | 2459.16                                       | 3071.70                                                                                             | 2735.07                                                                                                              |
| 29         | 2315.50                                       | 2480.10                                       | 3071.70                                                                                             | 2779.46                                                                                                              |
| 30         | 2315.50                                       | 2480.10                                       | 3071.70                                                                                             | 2779.46                                                                                                              |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 31 | 2315.50 | 2480.10 | 3071.70 | 2823.85 |
|----|---------|---------|---------|---------|

### 1.3.2. : Barèmes minima mensuels avec allocation de résidence (catégories 5 à 8)

| ANCIENNETÉ | CATEGORIE                                                   |                                                                                 |                                                        |                                                   |                                                   |
|------------|-------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
|            | 5<br><br>(Echelle de rémunération barémique 1.55-1.61-1.77) | 5<br><br>(Echelle de rémunération barémique 1.43-1.55)                          | 6<br><br>(Echelle de rémunération barémique 1.61-1.77) | 7<br><br>(Echelle de rémunération barémique 1.78) | 8<br><br>(Echelle de rémunération barémique 1.80) |
|            | Diplôme enseignement technique supérieur (A1)               | Travailleurs qui ne possèdent pas de diplôme d'enseignement technique supérieur |                                                        |                                                   |                                                   |
| 0          | 2040.42                                                     | 1906.30                                                                         | 2268.86                                                | 2602.72                                           | 2718.44                                           |
| 1          | 2187.35                                                     | 2025.92                                                                         | 2416.96                                                | 2705.77                                           | 2851.63                                           |
| 2          | 2187.35                                                     | 2025.92                                                                         | 2416.96                                                | 2705.77                                           | 2851.63                                           |
| 3          | 2237.53                                                     | 2058.57                                                                         | 2483.54                                                | 2781.09                                           | 2970.94                                           |
| 4          | 2237.53                                                     | 2058.57                                                                         | 2483.54                                                | 2781.09                                           | 2970.94                                           |
| 5          | 2296.08                                                     | 2102.10                                                                         | 2550.12                                                | 2856.40                                           | 3090.24                                           |
| 6          | 2296.08                                                     | 2102.10                                                                         | 2550.12                                                | 2856.40                                           | 3090.24                                           |
| 7          | 2616.72                                                     | 2361.47                                                                         | 2846.07                                                | 2931.72                                           | 3209.55                                           |
| 8          | 2616.72                                                     | 2361.47                                                                         | 2846.07                                                | 2931.72                                           | 3209.55                                           |
| 9          | 2683.30                                                     | 2428.05                                                                         | 2912.65                                                | 3007.03                                           | 3328.85                                           |
| 10         | 2727.69                                                     | 2472.44                                                                         | 2957.04                                                | 3051.42                                           | 3373.24                                           |
| 11         | 2794.27                                                     | 2539.02                                                                         | 3023.63                                                | 3126.73                                           | 3492.54                                           |
| 12         | 2794.27                                                     | 2539.02                                                                         | 3023.63                                                | 3126.73                                           | 3492.54                                           |
| 13         | 2860.86                                                     | 2605.61                                                                         | 3090.21                                                | 3202.05                                           | 3611.85                                           |
| 14         | 2860.86                                                     | 2605.61                                                                         | 3090.21                                                | 3202.05                                           | 3611.85                                           |
| 15         | 2927.44                                                     | 2672.19                                                                         | 3156.80                                                | 3277.37                                           | 3731.15                                           |
| 16         | 3156.80                                                     | 2672.19                                                                         | 3156.80                                                | 3277.37                                           | 3731.15                                           |
| 17         | 3223.38                                                     | 2738.78                                                                         | 3223.38                                                | 3352.68                                           | 3850.45                                           |
| 18         | 3223.38                                                     | 2738.78                                                                         | 3223.38                                                | 3352.68                                           | 3850.45                                           |
| 19         | 3289.97                                                     | 2805.36                                                                         | 3289.96                                                | 3428.00                                           | 3969.76                                           |
| 20         | 3289.97                                                     | 2805.36                                                                         | 3289.96                                                | 3428.00                                           | 3969.76                                           |
| 21         | 3356.56                                                     | 2871.95                                                                         | 3356.55                                                | 3503.31                                           | 4089.07                                           |
| 22         | 3356.56                                                     | 2871.95                                                                         | 3356.55                                                | 3503.31                                           | 4089.07                                           |
| 23         | 3423.14                                                     | 2938.53                                                                         | 3423.14                                                | 3578.63                                           | 4208.37                                           |
| 24         | 3423.14                                                     | 2938.53                                                                         | 3423.14                                                | 3578.63                                           | 4208.37                                           |
| 25         | 3489.73                                                     | 3005.12                                                                         | 3489.72                                                | 3653.94                                           | 4208.37                                           |
| 26         | 3489.73                                                     | 3005.12                                                                         | 3489.72                                                | 3653.94                                           | 4208.37                                           |
| 27         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           | 4208.37                                           |
| 28         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           | 4208.37                                           |
| 29         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           | 4208.37                                           |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 30 | 3556.31 | 3071.70 | 3556.31 | 3729.26 | 4208.37 |
| 31 | 3556.31 | 3071.70 | 3556.31 | 3729.26 | 4208.37 |

### 1.3.3. : Barèmes minima mensuels avec allocation de foyer (catégories 2 à 4)

| ANCIENNETÉ | CATEGORIE                                         |                                                   |                                                                                                     |                                                                                                                      |
|------------|---------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
|            | 2<br><br>(Echelle de rémunération barémique 1.22) | 3<br><br>(Echelle de rémunération barémique 1.35) | 4<br><br>(Echelle de rémunération barémique 1.43-1.55)                                              | 4<br><br>(Echelle de rémunération barémique 1.40-1.57)                                                               |
|            |                                                   |                                                   | Diplôme ou certificat de l'enseignement secondaire supérieur ou secondaire supérieur technique (A2) | Travailleurs qui ne disposent pas d'un diplôme d'enseignement secondaire supérieur ou secondaire supérieur technique |
| 0          | 1702.12                                           | 1840.72                                           | 1949.99                                                                                             | 1884.70                                                                                                              |
| 1          | 1832.33                                           | 1970.93                                           | 2047.77                                                                                             | 2020.73                                                                                                              |
| 2          | 1848.58                                           | 1988.05                                           | 2047.77                                                                                             | 2020.73                                                                                                              |
| 3          | 1864.84                                           | 2005.16                                           | 2080.42                                                                                             | 2031.56                                                                                                              |
| 4          | 1881.09                                           | 2022.27                                           | 2080.42                                                                                             | 2031.56                                                                                                              |
| 5          | 1897.34                                           | 2030.51                                           | 2123.95                                                                                             | 2042.34                                                                                                              |
| 6          | 1913.60                                           | 2031.80                                           | 2123.95                                                                                             | 2042.34                                                                                                              |
| 7          | 1929.85                                           | 2033.08                                           | 2361.47                                                                                             | 2261.56                                                                                                              |
| 8          | 1946.10                                           | 2047.05                                           | 2361.47                                                                                             | 2261.56                                                                                                              |
| 9          | 1962.35                                           | 2064.16                                           | 2428.05                                                                                             | 2292.48                                                                                                              |
| 10         | 2028.98                                           | 2131.32                                           | 2472.44                                                                                             | 2336.00                                                                                                              |
| 11         | 2031.21                                           | 2151.85                                           | 2539.02                                                                                             | 2379.97                                                                                                              |
| 12         | 2032.69                                           | 2172.38                                           | 2539.02                                                                                             | 2379.97                                                                                                              |
| 13         | 2044.33                                           | 2192.91                                           | 2605.61                                                                                             | 2424.36                                                                                                              |
| 14         | 2064.01                                           | 2213.44                                           | 2605.61                                                                                             | 2424.36                                                                                                              |
| 15         | 2083.69                                           | 2233.97                                           | 2672.19                                                                                             | 2468.74                                                                                                              |
| 16         | 2103.37                                           | 2254.50                                           | 2672.19                                                                                             | 2468.74                                                                                                              |
| 17         | 2123.05                                           | 2259.42                                           | 2738.78                                                                                             | 2513.13                                                                                                              |
| 18         | 2142.72                                           | 2260.96                                           | 2738.78                                                                                             | 2513.13                                                                                                              |
| 19         | 2162.40                                           | 2272.39                                           | 2805.36                                                                                             | 2557.52                                                                                                              |
| 20         | 2182.09                                           | 2292.92                                           | 2805.36                                                                                             | 2557.52                                                                                                              |
| 21         | 2201.77                                           | 2313.45                                           | 2871.95                                                                                             | 2601.91                                                                                                              |
| 22         | 2221.44                                           | 2333.98                                           | 2871.95                                                                                             | 2601.91                                                                                                              |
| 23         | 2241.12                                           | 2354.51                                           | 2938.53                                                                                             | 2646.30                                                                                                              |
| 24         | 2258.35                                           | 2375.41                                           | 2938.53                                                                                             | 2646.30                                                                                                              |
| 25         | 2259.83                                           | 2396.34                                           | 3005.12                                                                                             | 2690.69                                                                                                              |
| 26         | 2261.31                                           | 2417.28                                           | 3005.12                                                                                             | 2690.69                                                                                                              |
| 27         | 2276.14                                           | 2438.22                                           | 3071.70                                                                                             | 2735.07                                                                                                              |
| 28         | 2295.82                                           | 2459.16                                           | 3071.70                                                                                             | 2735.07                                                                                                              |
| 29         | 2315.50                                           | 2480.10                                           | 3071.70                                                                                             | 2779.46                                                                                                              |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 30 | 2315.50 | 2480.10 | 3071.70 | 2779.46 |
| 31 | 2315.50 | 2480.10 | 3071.70 | 2823.85 |

### 1.3.4. : Barèmes minima mensuels avec allocation de foyer (catégories 5 à 8)

| ANCIENNETÉ | CATEGORIE                                                   |                                                                                 |                                                        |                                                   |                                                   |
|------------|-------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
|            | 5<br><br>(Echelle de rémunération barémique 1.55-1.61-1.77) | 5<br><br>(Echelle de rémunération barémique 1.43-1.55)                          | 6<br><br>(Echelle de rémunération barémique 1.61-1.77) | 7<br><br>(Echelle de rémunération barémique 1.78) | 8<br><br>(Echelle de rémunération barémique 1.80) |
|            | Diplôme enseignement technique supérieur (A1)               | Travailleurs qui ne possèdent pas de diplôme d'enseignement technique supérieur |                                                        |                                                   |                                                   |
| 0          | 2062.27                                                     | 1949.99                                                                         | 2268.86                                                | 2602.72                                           | 2718.44                                           |
| 1          | 2209.20                                                     | 2047.77                                                                         | 2416.96                                                | 2705.77                                           | 2851.63                                           |
| 2          | 2209.20                                                     | 2047.77                                                                         | 2416.96                                                | 2705.77                                           | 2851.63                                           |
| 3          | 2259.38                                                     | 2080.42                                                                         | 2483.54                                                | 2781.09                                           | 2970.94                                           |
| 4          | 2259.38                                                     | 2080.42                                                                         | 2483.54                                                | 2781.09                                           | 2970.94                                           |
| 5          | 2296.08                                                     | 2123.95                                                                         | 2550.12                                                | 2856.40                                           | 3090.24                                           |
| 6          | 2296.08                                                     | 2123.95                                                                         | 2550.12                                                | 2856.40                                           | 3090.24                                           |
| 7          | 2616.72                                                     | 2361.47                                                                         | 2846.07                                                | 2931.72                                           | 3209.55                                           |
| 8          | 2616.72                                                     | 2361.47                                                                         | 2846.07                                                | 2931.72                                           | 3209.55                                           |
| 9          | 2683.30                                                     | 2428.05                                                                         | 2912.65                                                | 3007.03                                           | 3328.85                                           |
| 10         | 2727.69                                                     | 2472.44                                                                         | 2957.04                                                | 3051.42                                           | 3373.24                                           |
| 11         | 2794.27                                                     | 2539.02                                                                         | 3023.63                                                | 3126.73                                           | 3492.54                                           |
| 12         | 2794.27                                                     | 2539.02                                                                         | 3023.63                                                | 3126.73                                           | 3492.54                                           |
| 13         | 2860.86                                                     | 2605.61                                                                         | 3090.21                                                | 3202.05                                           | 3611.85                                           |
| 14         | 2860.86                                                     | 2605.61                                                                         | 3090.21                                                | 3202.05                                           | 3611.85                                           |
| 15         | 2927.44                                                     | 2672.19                                                                         | 3156.80                                                | 3277.37                                           | 3731.15                                           |
| 16         | 3156.80                                                     | 2672.19                                                                         | 3156.80                                                | 3277.37                                           | 3731.15                                           |
| 17         | 3223.38                                                     | 2738.78                                                                         | 3223.38                                                | 3352.68                                           | 3850.45                                           |
| 18         | 3223.38                                                     | 2738.78                                                                         | 3223.38                                                | 3352.68                                           | 3850.45                                           |
| 19         | 3289.97                                                     | 2805.36                                                                         | 3289.96                                                | 3428.00                                           | 3969.76                                           |
| 20         | 3289.97                                                     | 2805.36                                                                         | 3289.96                                                | 3428.00                                           | 3969.76                                           |
| 21         | 3356.56                                                     | 2871.95                                                                         | 3356.55                                                | 3503.31                                           | 4089.07                                           |
| 22         | 3356.56                                                     | 2871.95                                                                         | 3356.55                                                | 3503.31                                           | 4089.07                                           |
| 23         | 3423.14                                                     | 2938.53                                                                         | 3423.14                                                | 3578.63                                           | 4208.37                                           |
| 24         | 3423.14                                                     | 2938.53                                                                         | 3423.14                                                | 3578.63                                           | 4208.37                                           |
| 25         | 3489.73                                                     | 3005.12                                                                         | 3489.72                                                | 3653.94                                           | 4208.37                                           |
| 26         | 3489.73                                                     | 3005.12                                                                         | 3489.72                                                | 3653.94                                           | 4208.37                                           |
| 27         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           | 4208.37                                           |
| 28         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           | 4208.37                                           |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 29 | 3556.31 | 3071.70 | 3556.31 | 3729.26 | 4208.37 |
| 30 | 3556.31 | 3071.70 | 3556.31 | 3729.26 | 4208.37 |
| 31 | 3556.31 | 3071.70 | 3556.31 | 3729.26 | 4208.37 |

#### 1.4. : Personnel soignant et infirmier

##### 1.4.1. : Barèmes minima mensuels avec allocation de résidence (catégories 2 à 4)

| ANCIENNETÉ | CATEGORIE                                     |                                               |                                                                                                     |                                                                                                                      |
|------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
|            | 2<br>(Echelle de rémunération barémique 1.22) | 3<br>(Echelle de rémunération barémique 1.35) | 4<br>(Echelle de rémunération barémique 1.43-1.55)                                                  | 4<br>(Echelle de rémunération barémique 1.40-1.57)                                                                   |
|            |                                               |                                               | Diplôme ou certificat de l'enseignement secondaire supérieur ou secondaire supérieur technique (A2) | Travailleurs qui ne disposent pas d'un diplôme d'enseignement secondaire supérieur ou secondaire supérieur technique |
| 0          | 1658.43                                       | 1797.03                                       | 1906.30                                                                                             | 1841.01                                                                                                              |
| 1          | 1788.64                                       | 1927.24                                       | 2025.92                                                                                             | 1977.04                                                                                                              |
| 2          | 1804.89                                       | 1944.36                                       | 2025.92                                                                                             | 1977.04                                                                                                              |
| 3          | 1821.15                                       | 1961.47                                       | 2058.57                                                                                             | 1987.87                                                                                                              |
| 4          | 1837.40                                       | 1978.58                                       | 2058.57                                                                                             | 1987.87                                                                                                              |
| 5          | 1853.65                                       | 1973.88                                       | 2102.10                                                                                             | 2020.49                                                                                                              |
| 6          | 1869.91                                       | 1990.97                                       | 2102.10                                                                                             | 2020.49                                                                                                              |
| 7          | 1886.16                                       | 2008.08                                       | 2361.47                                                                                             | 2259.82                                                                                                              |
| 8          | 1902.41                                       | 2025.20                                       | 2361.47                                                                                             | 2259.82                                                                                                              |
| 9          | 1918.66                                       | 2042.31                                       | 2428.05                                                                                             | 2292.48                                                                                                              |
| 10         | 1985.29                                       | 2109.47                                       | 2472.44                                                                                             | 2336.00                                                                                                              |
| 11         | 1987.51                                       | 2130.00                                       | 2539.02                                                                                             | 2379.97                                                                                                              |
| 12         | 2002.80                                       | 2150.53                                       | 2539.02                                                                                             | 2379.97                                                                                                              |
| 13         | 2022.48                                       | 2171.06                                       | 2605.61                                                                                             | 2424.36                                                                                                              |
| 14         | 2042.16                                       | 2191.59                                       | 2605.61                                                                                             | 2424.36                                                                                                              |
| 15         | 2061.84                                       | 2212.12                                       | 2672.19                                                                                             | 2468.74                                                                                                              |
| 16         | 2081.52                                       | 2232.65                                       | 2672.19                                                                                             | 2468.74                                                                                                              |
| 17         | 2101.20                                       | 2237.57                                       | 2738.78                                                                                             | 2513.13                                                                                                              |
| 18         | 2120.87                                       | 2251.86                                       | 2738.78                                                                                             | 2513.13                                                                                                              |
| 19         | 2140.55                                       | 2272.39                                       | 2805.36                                                                                             | 2557.52                                                                                                              |
| 20         | 2160.24                                       | 2292.92                                       | 2805.36                                                                                             | 2557.52                                                                                                              |
| 21         | 2179.92                                       | 2313.45                                       | 2871.95                                                                                             | 2601.91                                                                                                              |
| 22         | 2199.59                                       | 2333.98                                       | 2871.95                                                                                             | 2601.91                                                                                                              |
| 23         | 2219.27                                       | 2354.51                                       | 2938.53                                                                                             | 2646.30                                                                                                              |
| 24         | 2236.50                                       | 2375.41                                       | 2938.53                                                                                             | 2646.30                                                                                                              |
| 25         | 2237.98                                       | 2396.34                                       | 3005.12                                                                                             | 2690.69                                                                                                              |
| 26         | 2256.46                                       | 2417.28                                       | 3005.12                                                                                             | 2690.69                                                                                                              |
| 27         | 2276.14                                       | 2438.22                                       | 3071.70                                                                                             | 2735.07                                                                                                              |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 28 | 2295.82 | 2459.16 | 3071.70 | 2735.07 |
| 29 | 2315.50 | 2480.10 | 3071.70 | 2779.46 |
| 30 | 2315.50 | 2480.10 | 3071.70 | 2779.46 |
| 31 | 2315.50 | 2480.10 | 3071.70 | 2823.85 |

#### 1.4.2. : Barèmes minima mensuels avec allocation de résidence (catégories 5 à 7)

| ANCIENNETÉ | CATEGORIE                                                   |                                                                                 |                                                        |                                                   |
|------------|-------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------|
|            | 5<br><br>(Echelle de rémunération barémique 1.55-1.61-1.77) | 5<br><br>(Echelle de rémunération barémique 1.43-1.55)                          | 6<br><br>(Echelle de rémunération barémique 1.61-1.77) | 7<br><br>(Echelle de rémunération barémique 1.78) |
|            | Diplôme enseignement technique supérieur (A1)               | Travailleurs qui ne possèdent pas de diplôme d'enseignement technique supérieur |                                                        |                                                   |
| 0          | 2040.42                                                     | 1906.30                                                                         | 2268.86                                                | 2602.72                                           |
| 1          | 2187.35                                                     | 2025.92                                                                         | 2416.96                                                | 2705.77                                           |
| 2          | 2187.35                                                     | 2025.92                                                                         | 2416.96                                                | 2705.77                                           |
| 3          | 2237.53                                                     | 2058.57                                                                         | 2483.54                                                | 2781.09                                           |
| 4          | 2237.53                                                     | 2058.57                                                                         | 2483.54                                                | 2781.09                                           |
| 5          | 2296.08                                                     | 2102.10                                                                         | 2550.12                                                | 2856.40                                           |
| 6          | 2296.08                                                     | 2102.10                                                                         | 2550.12                                                | 2856.40                                           |
| 7          | 2616.72                                                     | 2361.47                                                                         | 2846.07                                                | 2931.72                                           |
| 8          | 2616.72                                                     | 2361.47                                                                         | 2846.07                                                | 2931.72                                           |
| 9          | 2683.30                                                     | 2428.05                                                                         | 2912.65                                                | 3007.03                                           |
| 10         | 2727.69                                                     | 2472.44                                                                         | 2957.04                                                | 3051.42                                           |
| 11         | 2794.27                                                     | 2539.02                                                                         | 3023.63                                                | 3126.73                                           |
| 12         | 2794.27                                                     | 2539.02                                                                         | 3023.63                                                | 3126.73                                           |
| 13         | 2860.86                                                     | 2605.61                                                                         | 3090.21                                                | 3202.05                                           |
| 14         | 2860.86                                                     | 2605.61                                                                         | 3090.21                                                | 3202.05                                           |
| 15         | 2927.44                                                     | 2672.19                                                                         | 3156.80                                                | 3277.37                                           |
| 16         | 3156.80                                                     | 2672.19                                                                         | 3156.80                                                | 3277.37                                           |
| 17         | 3223.38                                                     | 2738.78                                                                         | 3223.38                                                | 3352.68                                           |
| 18         | 3223.38                                                     | 2738.78                                                                         | 3223.38                                                | 3352.68                                           |
| 19         | 3289.97                                                     | 2805.36                                                                         | 3289.96                                                | 3428.00                                           |
| 20         | 3289.97                                                     | 2805.36                                                                         | 3289.96                                                | 3428.00                                           |
| 21         | 3356.56                                                     | 2871.95                                                                         | 3356.55                                                | 3503.31                                           |
| 22         | 3356.56                                                     | 2871.95                                                                         | 3356.55                                                | 3503.31                                           |
| 23         | 3423.14                                                     | 2938.53                                                                         | 3423.14                                                | 3578.63                                           |
| 24         | 3423.14                                                     | 2938.53                                                                         | 3423.14                                                | 3578.63                                           |
| 25         | 3489.73                                                     | 3005.12                                                                         | 3489.72                                                | 3653.94                                           |
| 26         | 3489.73                                                     | 3005.12                                                                         | 3489.72                                                | 3653.94                                           |
| 27         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           |
| 28         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 29 | 3556.31 | 3071.70 | 3556.31 | 3729.26 |
| 30 | 3556.31 | 3071.70 | 3556.31 | 3729.26 |
| 31 | 3556.31 | 3071.70 | 3556.31 | 3729.26 |

#### 1.4.3. : Barèmes minima mensuels avec allocation de foyer (catégories 2 à 4)

| ANCIENNETÉ | CATEGORIE                                     |                                               |                                                                                                                                                               |                                                                                                                                                                                |
|------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            | 2<br>(Echelle de rémunération barémique 1.22) | 3<br>(Echelle de rémunération barémique 1.35) | 4<br>(Echelle de rémunération barémique 1.43-1.55)<br><br>Diplôme ou certificat de l'enseignement secondaire supérieur ou secondaire supérieur technique (A2) | 4<br>(Echelle de rémunération barémique 1.40-1.57)<br><br>Travailleurs qui ne disposent pas d'un diplôme d'enseignement secondaire supérieur ou secondaire supérieur technique |
| 0          | 1702.12                                       | 1840.72                                       | 1949.99                                                                                                                                                       | 1884.70                                                                                                                                                                        |
| 1          | 1832.33                                       | 1970.93                                       | 2047.77                                                                                                                                                       | 2020.73                                                                                                                                                                        |
| 2          | 1848.58                                       | 1988.05                                       | 2047.77                                                                                                                                                       | 2020.73                                                                                                                                                                        |
| 3          | 1864.84                                       | 2005.16                                       | 2080.42                                                                                                                                                       | 2031.56                                                                                                                                                                        |
| 4          | 1881.09                                       | 2022.27                                       | 2080.42                                                                                                                                                       | 2031.56                                                                                                                                                                        |
| 5          | 1897.34                                       | 2030.51                                       | 2123.95                                                                                                                                                       | 2042.34                                                                                                                                                                        |
| 6          | 1913.60                                       | 2031.80                                       | 2123.95                                                                                                                                                       | 2042.34                                                                                                                                                                        |
| 7          | 1929.85                                       | 2033.08                                       | 2361.47                                                                                                                                                       | 2261.56                                                                                                                                                                        |
| 8          | 1946.10                                       | 2047.05                                       | 2361.47                                                                                                                                                       | 2261.56                                                                                                                                                                        |
| 9          | 1962.35                                       | 2064.16                                       | 2428.05                                                                                                                                                       | 2292.48                                                                                                                                                                        |
| 10         | 2028.98                                       | 2131.32                                       | 2472.44                                                                                                                                                       | 2336.00                                                                                                                                                                        |
| 11         | 2031.21                                       | 2151.85                                       | 2539.02                                                                                                                                                       | 2379.97                                                                                                                                                                        |
| 12         | 2032.69                                       | 2172.38                                       | 2539.02                                                                                                                                                       | 2379.97                                                                                                                                                                        |
| 13         | 2044.33                                       | 2192.91                                       | 2605.61                                                                                                                                                       | 2424.36                                                                                                                                                                        |
| 14         | 2064.01                                       | 2213.44                                       | 2605.61                                                                                                                                                       | 2424.36                                                                                                                                                                        |
| 15         | 2083.69                                       | 2233.97                                       | 2672.19                                                                                                                                                       | 2468.74                                                                                                                                                                        |
| 16         | 2103.37                                       | 2254.50                                       | 2672.19                                                                                                                                                       | 2468.74                                                                                                                                                                        |
| 17         | 2123.05                                       | 2259.42                                       | 2738.78                                                                                                                                                       | 2513.13                                                                                                                                                                        |
| 18         | 2142.72                                       | 2260.96                                       | 2738.78                                                                                                                                                       | 2513.13                                                                                                                                                                        |
| 19         | 2162.40                                       | 2272.39                                       | 2805.36                                                                                                                                                       | 2557.52                                                                                                                                                                        |
| 20         | 2182.09                                       | 2292.92                                       | 2805.36                                                                                                                                                       | 2557.52                                                                                                                                                                        |
| 21         | 2201.77                                       | 2313.45                                       | 2871.95                                                                                                                                                       | 2601.91                                                                                                                                                                        |
| 22         | 2221.44                                       | 2333.98                                       | 2871.95                                                                                                                                                       | 2601.91                                                                                                                                                                        |
| 23         | 2241.12                                       | 2354.51                                       | 2938.53                                                                                                                                                       | 2646.30                                                                                                                                                                        |
| 24         | 2258.35                                       | 2375.41                                       | 2938.53                                                                                                                                                       | 2646.30                                                                                                                                                                        |
| 25         | 2259.83                                       | 2396.34                                       | 3005.12                                                                                                                                                       | 2690.69                                                                                                                                                                        |
| 26         | 2261.31                                       | 2417.28                                       | 3005.12                                                                                                                                                       | 2690.69                                                                                                                                                                        |
| 27         | 2276.14                                       | 2438.22                                       | 3071.70                                                                                                                                                       | 2735.07                                                                                                                                                                        |
| 28         | 2295.82                                       | 2459.16                                       | 3071.70                                                                                                                                                       | 2735.07                                                                                                                                                                        |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 29 | 2315.50 | 2480.10 | 3071.70 | 2779.46 |
| 30 | 2315.50 | 2480.10 | 3071.70 | 2779.46 |
| 31 | 2315.50 | 2480.10 | 3071.70 | 2823.85 |

#### 1.4.4. : Barèmes minima mensuels avec allocation de foyer (catégories 5 à 7)

| ANCIENNETÉ | CATEGORIE                                                   |                                                                                 |                                                        |                                                   |
|------------|-------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------|
|            | 5<br><br>(Echelle de rémunération barémique 1.55-1.61-1.77) | 5<br><br>(Echelle de rémunération barémique 1.43-1.55)                          | 6<br><br>(Echelle de rémunération barémique 1.61-1.77) | 7<br><br>(Echelle de rémunération barémique 1.78) |
|            | Diplôme enseignement technique supérieur (A1)               | Travailleurs qui ne possèdent pas de diplôme d'enseignement technique supérieur |                                                        |                                                   |
| 0          | 2062.27                                                     | 1949.99                                                                         | 2268.86                                                | 2602.72                                           |
| 1          | 2209.20                                                     | 2047.77                                                                         | 2416.96                                                | 2705.77                                           |
| 2          | 2209.20                                                     | 2047.77                                                                         | 2416.96                                                | 2705.77                                           |
| 3          | 2259.38                                                     | 2080.42                                                                         | 2483.54                                                | 2781.09                                           |
| 4          | 2259.38                                                     | 2080.42                                                                         | 2483.54                                                | 2781.09                                           |
| 5          | 2296.08                                                     | 2123.95                                                                         | 2550.12                                                | 2856.40                                           |
| 6          | 2296.08                                                     | 2123.95                                                                         | 2550.12                                                | 2856.40                                           |
| 7          | 2616.72                                                     | 2361.47                                                                         | 2846.07                                                | 2931.72                                           |
| 8          | 2616.72                                                     | 2361.47                                                                         | 2846.07                                                | 2931.72                                           |
| 9          | 2683.30                                                     | 2428.05                                                                         | 2912.65                                                | 3007.03                                           |
| 10         | 2727.69                                                     | 2472.44                                                                         | 2957.04                                                | 3051.42                                           |
| 11         | 2794.27                                                     | 2539.02                                                                         | 3023.63                                                | 3126.73                                           |
| 12         | 2794.27                                                     | 2539.02                                                                         | 3023.63                                                | 3126.73                                           |
| 13         | 2860.86                                                     | 2605.61                                                                         | 3090.21                                                | 3202.05                                           |
| 14         | 2860.86                                                     | 2605.61                                                                         | 3090.21                                                | 3202.05                                           |
| 15         | 2927.44                                                     | 2672.19                                                                         | 3156.80                                                | 3277.37                                           |
| 16         | 3156.80                                                     | 2672.19                                                                         | 3156.80                                                | 3277.37                                           |
| 17         | 3223.38                                                     | 2738.78                                                                         | 3223.38                                                | 3352.68                                           |
| 18         | 3223.38                                                     | 2738.78                                                                         | 3223.38                                                | 3352.68                                           |
| 19         | 3289.97                                                     | 2805.36                                                                         | 3289.96                                                | 3428.00                                           |
| 20         | 3289.97                                                     | 2805.36                                                                         | 3289.96                                                | 3428.00                                           |
| 21         | 3356.56                                                     | 2871.95                                                                         | 3356.55                                                | 3503.31                                           |
| 22         | 3356.56                                                     | 2871.95                                                                         | 3356.55                                                | 3503.31                                           |
| 23         | 3423.14                                                     | 2938.53                                                                         | 3423.14                                                | 3578.63                                           |
| 24         | 3423.14                                                     | 2938.53                                                                         | 3423.14                                                | 3578.63                                           |
| 25         | 3489.73                                                     | 3005.12                                                                         | 3489.72                                                | 3653.94                                           |
| 26         | 3489.73                                                     | 3005.12                                                                         | 3489.72                                                | 3653.94                                           |
| 27         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           |
| 28         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           |
| 29         | 3556.31                                                     | 3071.70                                                                         | 3556.31                                                | 3729.26                                           |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 30 | 3556.31 | 3071.70 | 3556.31 | 3729.26 |
| 31 | 3556.31 | 3071.70 | 3556.31 | 3729.26 |

### 1.5. : Salaire minimum garanti

| TYPE DE MONTANT            |                            |
|----------------------------|----------------------------|
| Montant de salaire mensuel | Montant de salaire horaire |
| 1546.1900                  | 9.3898                     |