

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3270310: region wallonne

En vigueur au 01/06/2017 (Dernière actualisation de la page 30/06/2021)

Indexation de 2% en 06/2017.

En cas d'indexation et d'augmentation CCT en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

Conformément à la CCT du 30/05/2002 (63380) le barème salarial sectoriel est indexé conformément à la loi du 2 août 1971, ce qui implique qu'en cas d'indexation, les montants salariaux sont le produit des montants de base avec un coefficient d'indexation croissant.

Cependant, il n'existe pas de CCT sectorielle avec des montants de base. C'est pourquoi, dans ce barème salarial, nous indexons les montants salariaux précédents en multipliant par 1,02.

### 1. : PERSONNEL DE PRODUCTION

| Catégorie | Régime (sur base hebdomadaire) |
|-----------|--------------------------------|
|           | 38h                            |
| 1         | 9.8529                         |
| 2         | 9.9803                         |
| 3         | 10.1656                        |
| 4         | 10.3510                        |
| 5         | 10.6448                        |
| 6         | 11.0156                        |
| 7         | 12.0127                        |

### 2. : PERSONNEL D'ENCADREMENT DES ETA

| Ancienneté | Fonction                           |                            |                             |                            |                                                |                                 |                               |                                 |                     |
|------------|------------------------------------|----------------------------|-----------------------------|----------------------------|------------------------------------------------|---------------------------------|-------------------------------|---------------------------------|---------------------|
|            | Directeur (ETA > 100) 1.80 + 2 ans | Directeur (ETA < 100) 1.80 | Assistant du Directeur 1.80 | Responsable Personnel 1.63 | Infirmier gradué social 1.55-1.61-1.77 + 2 ans | Assistant social 1.55-1.61-1.77 | Ergothérapeute 1.55-1.61-1.77 | Comptable gradué 1.55-1.61-1.77 | Aide comptable 1.31 |
| 0          | 3237.87                            | 3086.62                    | 3086.62                     | 2578.22                    | 2291.96                                        | 2291.96                         | 2291.96                       | 2291.96                         | 1969.24             |
| 1          | 3373.33                            | 3237.87                    | 3237.87                     | 2740.11                    | 2532.95                                        | 2458.81                         | 2458.81                       | 2458.81                         | 2129.86             |
| 2          | 3373.33                            | 3237.87                    | 3237.87                     | 2740.11                    | 2532.95                                        | 2458.81                         | 2458.81                       | 2458.81                         | 2147.79             |
| 3          | 3508.77                            | 3373.33                    | 3373.33                     | 2777.93                    | 2607.10                                        | 2532.95                         | 2532.95                       | 2532.95                         | 2165.63             |
| 4          | 3508.77                            | 3373.33                    | 3373.33                     | 2777.93                    | 2607.10                                        | 2532.95                         | 2532.95                       | 2532.95                         | 2183.55             |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 5  | 3644.<br>24 | 3508.<br>77 | 3508.<br>77 | 2828.<br>30 | 2971.<br>14 | 2607.<br>10 | 2607.<br>10 | 2607.<br>10 | 2201.<br>45 |
| 6  | 3644.<br>24 | 3508.<br>77 | 3508.<br>77 | 2828.<br>30 | 2971.<br>14 | 2971.<br>14 | 2971.<br>14 | 2971.<br>14 | 2262.<br>67 |
| 7  | 3779.<br>72 | 3644.<br>24 | 3644.<br>24 | 2929.<br>14 | 3046.<br>75 | 2971.<br>14 | 2971.<br>14 | 2971.<br>14 | 2287.<br>93 |
| 8  | 3830.<br>13 | 3644.<br>24 | 3644.<br>24 | 2929.<br>14 | 3097.<br>15 | 3046.<br>75 | 3046.<br>75 | 3046.<br>75 | 2331.<br>14 |
| 9  | 3965.<br>62 | 3779.<br>72 | 3779.<br>72 | 3029.<br>93 | 3172.<br>75 | 3046.<br>75 | 3046.<br>75 | 3046.<br>75 | 2374.<br>39 |
| 10 | 3965.<br>62 | 3830.<br>13 | 3830.<br>13 | 3080.<br>37 | 3172.<br>75 | 3097.<br>15 | 3097.<br>15 | 3097.<br>15 | 2467.<br>09 |
| 11 | 4101.<br>05 | 3965.<br>62 | 3965.<br>62 | 3168.<br>56 | 3248.<br>36 | 3172.<br>75 | 3172.<br>75 | 3172.<br>75 | 2510.<br>32 |
| 12 | 4101.<br>05 | 3965.<br>62 | 3965.<br>62 | 3168.<br>56 | 3248.<br>36 | 3172.<br>75 | 3172.<br>75 | 3172.<br>75 | 2553.<br>54 |
| 13 | 4236.<br>53 | 4101.<br>05 | 4101.<br>05 | 3256.<br>72 | 3323.<br>90 | 3248.<br>36 | 3248.<br>36 | 3248.<br>36 | 2596.<br>85 |
| 14 | 4236.<br>53 | 4101.<br>05 | 4101.<br>05 | 3256.<br>72 | 3584.<br>37 | 3248.<br>36 | 3248.<br>36 | 3248.<br>36 | 2640.<br>06 |
| 15 | 4372.<br>00 | 4236.<br>53 | 4236.<br>53 | 3345.<br>00 | 3659.<br>99 | 3323.<br>90 | 3323.<br>90 | 3323.<br>90 | 2683.<br>44 |
| 16 | 4372.<br>00 | 4236.<br>53 | 4236.<br>53 | 3345.<br>00 | 3659.<br>99 | 3584.<br>37 | 3584.<br>37 | 3584.<br>37 | 2727.<br>52 |
| 17 | 4507.<br>44 | 4372.<br>00 | 4372.<br>00 | 3433.<br>18 | 3735.<br>57 | 3659.<br>99 | 3659.<br>99 | 3659.<br>99 | 2771.<br>63 |
| 18 | 4509.<br>24 | 4372.<br>00 | 4372.<br>00 | 3433.<br>18 | 3735.<br>57 | 3659.<br>99 | 3659.<br>99 | 3659.<br>99 | 2815.<br>76 |
| 19 | 4642.<br>91 | 4507.<br>44 | 4507.<br>44 | 3521.<br>39 | 3811.<br>17 | 3735.<br>57 | 3735.<br>57 | 3735.<br>57 | 2859.<br>83 |
| 20 | 4642.<br>91 | 4509.<br>24 | 4509.<br>24 | 3521.<br>39 | 3811.<br>17 | 3735.<br>57 | 3735.<br>57 | 3735.<br>57 | 2903.<br>87 |
| 21 | 4778.<br>36 | 4642.<br>91 | 4642.<br>91 | 3609.<br>65 | 3886.<br>78 | 3811.<br>17 | 3811.<br>17 | 3811.<br>17 | 2947.<br>99 |
| 22 |             | 4642.<br>91 | 4642.<br>91 | 3609.<br>65 | 3886.<br>78 | 3811.<br>17 | 3811.<br>17 | 3811.<br>17 | 2992.<br>07 |
| 23 |             | 4778.<br>36 | 4778.<br>36 | 3697.<br>82 | 3962.<br>39 | 3886.<br>78 | 3886.<br>78 | 3886.<br>78 | 3036.<br>17 |
| 24 |             |             |             | 3697.<br>82 | 3962.<br>39 | 3886.<br>78 | 3886.<br>78 | 3886.<br>78 | 3080.<br>28 |
| 25 |             |             |             | 3786.<br>01 | 4037.<br>97 | 3962.<br>39 | 3962.<br>39 | 3962.<br>39 | 3124.<br>38 |
| 26 |             |             |             | 3786.<br>01 |             | 4037.<br>97 | 4037.<br>97 | 4037.<br>97 | 3168.<br>49 |
| 27 |             |             |             | 3874.<br>19 |             |             |             |             | 3212.<br>58 |
| 28 |             |             |             | 3874.<br>19 |             |             |             |             | 3256.<br>65 |
| 29 |             |             |             | 3962.<br>42 |             |             |             |             | 3300.<br>76 |
| 30 |             |             |             | 3962.<br>42 |             |             |             |             |             |
| 31 |             |             |             | 4050.<br>66 |             |             |             |             |             |

### 3. : PERSONNEL D'ENCADREMENT DES ETA

| ANCIENNETÉ | Fonction                                   |                |                              |                       |                                  |                 |                 |                 |                 |
|------------|--------------------------------------------|----------------|------------------------------|-----------------------|----------------------------------|-----------------|-----------------|-----------------|-----------------|
|            | Secrétaire Direction Gradué 1.55-1.61-1.77 | Rédacteur 1.50 | Secrétaire sténodactylo 1.26 | Resp. commercial 1.66 | Resp. Production Moniteur 1 1.66 | Moniteur 2 1.59 | Moniteur 3 1.54 | Moniteur 4 1.40 | Moniteur 5 1.30 |
| -18        |                                            | 1783.46        | 1777.84                      |                       |                                  |                 |                 |                 |                 |
| 0          | 2291.96                                    | 1907.42        | 1870.36                      | 2704.40               | 2704.40                          | 2386.69         | 2252.79         | 2040.70         | 1926.69         |
| 1          | 2458.81                                    | 2068.10        | 2018.21                      | 2843.06               | 2843.06                          | 2541.12         | 2407.33         | 2195.19         | 2074.53         |
| 2          | 2458.81                                    | 2085.98        | 2037.62                      | 2843.06               | 2843.06                          | 2541.12         | 2407.33         | 2195.19         | 2093.97         |
| 3          | 2532.95                                    | 2103.86        | 2057.09                      | 2943.86               | 2943.86                          | 2578.19         | 2444.38         | 2232.28         | 2113.38         |
| 4          | 2532.95                                    | 2121.75        | 2076.48                      | 2943.86               | 2943.86                          | 2578.19         | 2444.38         | 2232.28         | 2132.87         |
| 5          | 2607.10                                    | 2139.62        | 2095.92                      | 3044.68               | 3044.68                          | 2615.27         | 2481.46         | 2269.34         | 2148.99         |
| 6          | 2971.14                                    | 2182.93        | 2115.38                      | 3044.68               | 3044.68                          | 2615.27         | 2481.46         | 2269.34         | 2171.72         |
| 7          | 2971.14                                    | 2226.16        | 2134.78                      | 3145.51               | 3145.51                          | 2652.32         | 2518.51         | 2306.42         | 2191.13         |
| 8          | 3046.75                                    | 2269.39        | 2154.24                      | 3145.51               | 3145.51                          | 2652.32         | 2518.51         | 2306.42         | 2210.55         |
| 9          | 3046.75                                    | 2312.62        | 2173.67                      | 3246.29               | 3246.29                          | 2689.65         | 2555.59         | 2343.51         | 2229.99         |
| 10         | 3097.15                                    | 2405.30        | 2249.90                      | 3296.71               | 3296.71                          | 2740.07         | 2605.01         | 2392.90         | 2305.49         |
| 11         | 3172.75                                    | 2448.52        | 2273.21                      | 3397.47               | 3397.47                          | 2790.50         | 2654.46         | 2442.35         | 2328.82         |
| 12         | 3172.75                                    | 2491.78        | 2296.48                      | 3397.47               | 3397.47                          | 2790.50         | 2654.46         | 2442.35         | 2352.11         |
| 13         | 3248.36                                    | 2535.05        | 2319.84                      | 3498.31               | 3498.31                          | 2840.87         | 2704.40         | 2491.78         | 2375.43         |
| 14         | 3248.36                                    | 2578.25        | 2343.11                      | 3498.31               | 3498.31                          | 2840.87         | 2704.40         | 2491.78         | 2398.75         |
| 15         | 3323.90                                    | 2621.52        | 2366.48                      | 3599.12               | 3599.12                          | 2891.27         | 2754.81         | 2541.14         | 2422.05         |
| 16         | 3584.37                                    | 2664.77        | 2389.76                      | 3599.12               | 3599.12                          | 2891.27         | 2754.81         | 2541.14         | 2445.40         |
| 17         | 3659.99                                    | 2708.60        | 2413.08                      | 3699.93               | 3699.93                          | 2941.68         | 2805.22         | 2590.60         | 2468.67         |
| 18         | 3659.99                                    | 2752.71        | 2436.38                      | 3699.93               | 3699.93                          | 2941.68         | 2805.22         | 2590.60         | 2491.95         |
| 19         | 3735.57                                    | 2796.82        | 2459.70                      | 3800.78               | 3800.78                          | 2992.05         | 2855.60         | 2640.03         | 2515.30         |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 20 | 3735.<br>57 | 2840.<br>90 | 2483.<br>02 | 3800.<br>78 | 3800.<br>78 | 2992.<br>05 | 2855.<br>60 | 2640.<br>03 | 2538.<br>61 |
| 21 | 3811.<br>17 | 2885.<br>01 | 2506.<br>34 | 3901.<br>55 | 3901.<br>55 | 3042.<br>47 | 2906.<br>00 | 2690.<br>04 | 2561.<br>93 |
| 22 | 3811.<br>17 | 2929.<br>11 | 2529.<br>66 | 3901.<br>55 | 3901.<br>55 | 3042.<br>47 | 2906.<br>00 | 2690.<br>04 | 2585.<br>23 |
| 23 | 3886.<br>78 | 2973.<br>19 | 2552.<br>94 | 4002.<br>38 | 4002.<br>38 | 3092.<br>90 | 2956.<br>44 | 2740.<br>11 | 2608.<br>57 |
| 24 | 3886.<br>78 | 3017.<br>31 | 2576.<br>23 | 4002.<br>38 | 4002.<br>38 | 3092.<br>90 | 2956.<br>44 | 2740.<br>11 | 2631.<br>88 |
| 25 | 3962.<br>39 | 3061.<br>38 | 2599.<br>58 | 4103.<br>18 | 4103.<br>18 | 3143.<br>27 | 3006.<br>82 | 2790.<br>52 | 2655.<br>15 |
| 26 | 4037.<br>97 | 3105.<br>46 | 2622.<br>86 | 4103.<br>18 | 4103.<br>18 | 3143.<br>27 | 3006.<br>82 | 2790.<br>52 | 2678.<br>52 |
| 27 |             | 3149.<br>23 | 2646.<br>18 | 4203.<br>98 | 4203.<br>98 | 3193.<br>67 | 3057.<br>55 | 2840.<br>90 | 2702.<br>30 |
| 28 |             | 3193.<br>67 | 2669.<br>49 |             |             | 3193.<br>67 | 3057.<br>55 | 2840.<br>90 | 2726.<br>06 |
| 29 |             | 3237.<br>75 | 2693.<br>16 |             |             | 3244.<br>08 | 3107.<br>60 | 2891.<br>29 | 2749.<br>84 |
| 30 |             |             |             |             |             | 3244.<br>08 | 3107.<br>60 | 2891.<br>29 |             |
| 31 |             |             |             |             |             | 3294.<br>47 | 3158.<br>05 | 2941.<br>68 |             |