

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3190221: soins aux handicapés de la région wallonne

En vigueur au 01/10/2008 (Dernière actualisation de la page 04/02/2015)

Les présents barèmes sont applicables aux travailleurs et aux employeurs des établissements et services qui ressortissent à la Commission paritaire des maisons d'éducation et d'hébergement, agréés et/ou subventionnés par la Région Wallonne, ainsi qu'aux travailleurs et aux employeurs des établissements et services exerçant les mêmes activités et qui ne sont ni agréés ni subventionnés.

1. : Echelles de rémunération mensuelle

1.1. : Institutions ou services pour personnes handicapées dans le cadre de l'accueil, de l'hébergement, des aides à la vie journalière ou de l'aide précoce, ou des services d'accompagnement

1.1.1. : Fonctions 1 à 7

ANCIEN NETE	N° DE LA FONCTION						
	1	2	3	4	5	6	7
	Age minimu m : 18 ans	Age minimu m : 18 ans	Age minimu m : 18 ans	Age minimu m : 18 ans	Age minimu m : 18 ans	Age minimu m : 18 ans	Age minimu m : 18 ans
0	1630.68	1630.68	1630.68	1663.51	1663.51	1663.51	1663.51
1	1762.18	1762.18	1762.18	1795.01	1795.01	1795.01	1795.01
2	1778.59	1778.59	1778.59	1812.30	1812.30	1812.30	1812.30
3	1795.01	1795.01	1795.01	1829.58	1829.58	1829.58	1829.58
4	1811.42	1811.42	1811.42	1846.86	1846.86	1846.86	1846.86
5	1827.83	1827.83	1827.83	1864.15	1864.15	1864.15	1864.15
6	1844.24	1844.24	1844.24	1881.43	1881.43	1881.43	1881.43
7	1860.66	1860.66	1860.66	1898.72	1898.72	1898.72	1898.72
8	1877.07	1877.07	1877.07	1916.00	1916.00	1916.00	1916.00
9	1893.48	1893.48	1893.48	1933.29	1933.29	1933.29	1933.29
10	1960.77	1960.77	1960.77	2001.09	2001.09	2001.09	2001.09
11	1980.64	1980.64	1980.64	2021.82	2021.82	2021.82	2021.82
12	2000.52	2000.52	2000.52	2042.56	2042.56	2042.56	2042.56
13	2020.39	2020.39	2020.39	2063.29	2063.29	2063.29	2063.29
14	2040.26	2040.26	2040.26	2084.02	2084.02	2084.02	2084.02
15	2060.14	2060.14	2060.14	2104.76	2104.76	2104.76	2104.76
16	2080.01	2080.01	2080.01	2125.49	2125.49	2125.49	2125.49
17	2099.89	2099.89	2099.89	2146.22	2146.22	2146.22	2146.22
18	2119.76	2119.76	2119.76	2166.95	2166.95	2166.95	2166.95

19	2139.63	2139.63	2139.63	2187.69	2187.69	2187.69	2187.69
20	2159.51	2159.51	2159.51	2208.42	2208.42	2208.42	2208.42
21	2179.38	2179.38	2179.38	2229.15	2229.15	2229.15	2229.15
22	2199.25	2199.25	2199.25	2249.89	2249.89	2249.89	2249.89
23	2219.13	2219.13	2219.13	2270.62	2270.62	2270.62	2270.62
24	2239.00	2239.00	2239.00	2291.35	2291.35	2291.35	2291.35
25	2258.88	2258.88	2258.88	2312.08	2312.08	2312.08	2312.08
26	2278.75	2278.75	2278.75	2332.82	2332.82	2332.82	2332.82
27	2298.62	2298.62	2298.62	2353.55	2353.55	2353.55	2353.55
28	2318.50	2318.50	2318.50	2374.28	2374.28	2374.28	2374.28
29	2338.37	2338.37	2338.37	2395.31	2395.31	2395.31	2395.31
30	2338.37	2338.37	2338.37	2395.31	2395.31	2395.31	2395.31
31	2338.37	2338.37	2338.37	2395.31	2395.31	2395.31	2395.31

1.1.2. : Fonctions 8 à 13

ANCIEN NETE	N° DE LA FONCTION					
	8	9	10	11	12	13
	Age minimum : 20 ans	Age minimum : 18 ans	Age minimum : 18 ans	Age minimum : 18 ans	Age minimum : 20 ans	Age minimum : 18 ans
0	1751.47	1770.64	1770.64	1815.06	1881.00	1881.00
1	1894.34	1902.15	1902.15	1952.43	2023.87	2023.87
2	1910.25	1919.43	1919.43	1952.43	2023.87	2023.87
3	1926.16	1936.71	1936.71	1985.41	2056.84	2056.84
4	1942.07	1954.00	1954.00	1985.41	2056.84	2056.84
5	1957.99	1971.28	1971.28	2018.38	2100.80	2100.80
6	1996.45	1997.77	1997.77	2018.38	2100.80	2100.80
7	2034.91	2005.85	2005.85	2051.35	2384.79	2384.79
8	2073.37	2023.13	2023.13	2051.35	2384.79	2384.79
9	2111.83	2040.42	2040.42	2084.33	2452.04	2452.04
10	2194.25	2108.24	2108.24	2128.29	2496.86	2496.86
11	2232.71	2128.97	2128.97	2172.24	2564.10	2564.10
12	2271.18	2149.70	2149.70	2172.24	2564.10	2564.10
13	2309.64	2170.44	2170.44	2216.20	2631.35	2631.35
14	2348.09	2191.17	2191.17	2216.20	2631.35	2631.35
15	2386.67	2211.91	2211.91	2260.16	2698.59	2698.59
16	2425.89	2232.63	2232.63	2260.16	2698.59	2698.59
17	2465.11	2253.37	2253.37	2304.12	2765.83	2765.83
18	2504.33	2274.10	2274.10	2304.12	2765.83	2765.83
19	2543.55	2294.84	2294.84	2348.07	2833.07	2833.07
20	2582.77	2315.57	2315.57	2348.07	2833.07	2833.07
21	2621.98	2336.30	2336.30	2392.25	2900.31	2900.31
22	2661.20	2357.03	2357.03	2392.25	2900.31	2900.31
23	2700.42	2377.77	2377.77	2437.08	2967.56	2967.56
24	2739.64	2398.87	2398.87	2437.08	2967.56	2967.56
25	2778.86	2420.01	2420.01	2481.90	3034.80	3034.80
26	2818.08	2441.16	2441.16	2481.90	3034.80	3034.80

27	2857.30	2462.30	2462.30	2526.73	3102.04	3102.04
28	2896.52	2483.45	2483.45	2526.73	3102.04	3102.04
29	2935.74	2504.60	2504.60	2571.56	3102.04	3102.04
30	2935.74	2504.60	2504.60	2571.56	3102.04	3102.04
31	2935.74	2504.60	2504.60	2616.39	3102.04	3102.04

1.1.3. : Fonctions 14 à 19

ANCIEN NETE	N° DE LA FONCTION					
	14	15	16	17	18	19
	Age minimum : 20 ans	Age minimum : 20 ans	Age minimum : 20 ans	Age minimum : 20 ans	Age minimum : 23 ans	Age minimum : 23 ans
0	1881.00	1881.00	1935.95	1696.53	2038.50	2038.50
1	2023.87	2023.87	2078.82	1839.39	2186.89	2186.89
2	2023.87	2023.87	2078.82	1855.30	2186.89	2186.89
3	2056.84	2056.84	2111.79	1871.21	2252.82	2252.82
4	2056.84	2056.84	2111.79	1887.13	2252.82	2252.82
5	2100.80	2100.80	2155.75	1903.04	2318.76	2318.76
6	2100.80	2100.80	2155.75	1941.50	2318.76	2318.76
7	2384.79	2384.79	2243.66	1979.96	2642.56	2642.56
8	2384.79	2384.79	2243.66	2018.42	2642.56	2642.56
9	2452.04	2452.04	2331.58	2056.88	2709.80	2709.80
10	2496.86	2496.86	2375.54	2139.31	2754.63	2754.63
11	2564.10	2564.10	2453.90	2177.77	2821.87	2821.87
12	2564.10	2564.10	2453.90	2216.23	2821.87	2821.87
13	2631.35	2631.35	2532.35	2254.69	2889.11	2889.11
14	2631.35	2631.35	2532.35	2293.15	2889.11	2889.11
15	2698.59	2698.59	2610.80	2331.61	2956.36	2956.36
16	2698.59	2698.59	2610.80	2370.07	3187.98	3187.98
17	2765.83	2765.83	2689.26	2409.08	3255.22	3255.22
18	2765.83	2765.83	2689.26	2448.30	3255.22	3255.22
19	2833.07	2833.07	2767.71	2487.51	3322.46	3322.46
20	2833.07	2833.07	2767.71	2526.74	3322.46	3322.46
21	2900.31	2900.31	2846.17	2565.95	3389.71	3389.71
22	2900.31	2900.31	2846.17	2605.17	3389.71	3389.71
23	2967.56	2967.56	2924.62	2644.39	3456.95	3456.95
24	2967.56	2967.56	2924.62	2683.61	3456.95	3456.95
25	3034.80	3034.80	3003.07	2722.83	3524.19	3524.19
26	3034.80	3034.80	3003.07	2762.05	3524.19	3524.19
27	3102.04	3102.04	3081.53	2801.27	3591.43	3591.43
28	3102.04	3102.04	3081.53	2840.49	3591.43	3591.43
29	3102.04	3102.04	3159.98	2879.71	3591.43	3591.43
30	3102.04	3102.04	3159.98	2879.71	3591.43	3591.43
31	3102.04	3102.04	3159.98	2879.71	3591.43	3591.43

1.1.4. : Fonctions 20 à 25

ANCIEN NETE	N° DE LA FONCTION					
	20	21	22	23	24	25
	Age minimum : 23 ans	Age minimum : 23 ans	Age minimum : 23 ans	Age minimum : 23 ans	Age minimum : 24 ans	Age minimum : 24 ans
0	2291.27	2405.33	2628.42	2628.42	2745.29	2745.29
1	2440.83	2528.65	2732.50	2732.50	2879.80	2879.80
2	2440.83	2528.65	2732.50	2732.50	2879.80	2879.80
3	2508.07	2618.31	2808.56	2808.56	3000.28	3000.28
4	2508.07	2618.31	2808.56	2808.56	3000.28	3000.28
5	2575.31	2707.97	2884.61	2884.61	3120.76	3120.76
6	2575.31	2707.97	2884.61	2884.61	3120.76	3120.76
7	2874.18	2797.64	2960.67	2960.67	3241.25	3241.25
8	2874.18	2797.64	2960.67	2960.67	3241.25	3241.25
9	2941.42	2887.29	3036.73	3036.73	3361.73	3361.73
10	2986.25	2932.12	3081.56	3081.56	3406.56	3406.56
11	3053.49	3021.78	3157.62	3157.62	3527.04	3527.04
12	3053.49	3021.78	3157.62	3157.62	3527.04	3527.04
13	3120.73	3111.45	3233.68	3233.68	3647.52	3647.52
14	3120.73	3111.45	3233.68	3233.68	3647.52	3647.52
15	3187.98	3201.11	3309.74	3309.74	3768.00	3768.00
16	3187.98	3201.11	3309.74	3309.74	3768.00	3768.00
17	3255.22	3290.77	3385.80	3385.80	3888.49	3888.49
18	3255.22	3290.77	3385.80	3385.80	3888.49	3888.49
19	3322.46	3380.43	3461.85	3461.85	4008.97	4008.97
20	3322.46	3380.43	3461.85	3461.85	4008.97	4008.97
21	3389.70	3470.10	3537.92	3537.92	4129.45	4129.45
22	3389.70	3470.10	3537.92	3537.92	4129.45	4129.45
23	3456.95	3559.76	3613.97	3613.97	4249.94	4249.94
24	3456.95	3559.76	3613.97	3613.97	4249.94	4249.94
25	3524.19	3649.42	3690.03	3690.03	4249.94	4249.94
26	3524.19	3649.42	3690.03	3690.03	4249.94	4249.94
27	3591.43	3739.08	3766.09	3766.09	4249.94	4249.94
28	3591.43	3739.08	3766.09	3766.09	4249.94	4249.94
29	3591.43	3739.08	3766.09	3766.09	4249.94	4249.94
30	3591.43	3739.08	3766.09	3766.09	4249.94	4249.94
31	3591.43	3739.08	3766.09	3766.09	4249.94	4249.94

1.1.5. : Fonctions 26 à 31

ANCIEN NETE	N° DE LA FONCTION					
	26	27	28	29	30	31
	Age minimum : 24 ans	Age minimum : 24 ans	Age minimum : 24 ans	Age minimum : 24 ans	Age minimum : 27 ans	Age minimum : 27 ans
0	2745.29	2745.29	2969.45	3417.74	3174.06	4228.27
1	2879.80	2879.80	3047.90	3496.20	3251.74	4228.27

2	2879.80	2879.80	3047.90	3496.20	3329.42	4394.74
3	3000.28	3000.28	3168.38	3616.68	3407.10	4394.74
4	3000.28	3000.28	3168.38	3616.68	3407.10	4561.20
5	3120.76	3120.76	3288.87	3737.16	3543.04	4561.20
6	3120.76	3120.76	3288.87	3737.16	3543.04	4727.66
7	3241.25	3241.25	3409.35	3857.65	3678.98	4727.66
8	3241.25	3241.25	3409.35	3857.65	3678.98	4894.12
9	3361.73	3361.73	3529.83	3978.13	3814.92	4894.12
10	3406.56	3406.56	3529.83	3978.13	3814.92	5060.58
11	3527.04	3527.04	3650.31	4098.61	3950.85	5060.58
12	3527.04	3527.04	3650.31	4098.61	3950.85	5227.04
13	3647.52	3647.52	3770.80	4219.09	4086.79	5227.04
14	3647.52	3647.52	3770.80	4219.09	4086.79	5393.50
15	3768.00	3768.00	3891.28	4339.58	4222.73	5393.50
16	3768.00	3768.00	3891.28	4339.58	4222.73	5559.97
17	3888.49	3888.49	4011.77	4460.06	4358.67	5559.97
18	3888.49	3888.49	4011.77	4460.06	4358.67	5726.43
19	4008.97	4008.97	4132.24	4580.54	4494.60	5726.43
20	4008.97	4008.97	4132.24	4580.54	4494.60	5892.89
21	4129.45	4129.45	4252.73	4701.03	4630.54	5892.89
22	4129.45	4129.45	4252.73	4701.03	4630.54	6059.35
23	4249.94	4249.94	4373.21	4821.51	4766.48	6059.35
24	4249.94	4249.94	4373.21	4821.51	4766.48	6059.35
25	4249.94	4249.94	4493.69	4941.99	4766.48	6059.35
26	4249.94	4249.94	4493.69	4941.99	4766.48	6059.35
27	4249.94	4249.94	4493.69	4941.99	4766.48	6059.35
28	4249.94	4249.94	4493.69	4941.99	4766.48	6059.35
29	4249.94	4249.94	4493.69	4941.99	4766.48	6059.35
30	4249.94	4249.94	4493.69	4941.99	4766.48	6059.35
31	4249.94	4249.94	4493.69	4941.99	4766.48	6059.35

1.2. : Institutions ou services pour adultes en difficulté

1.2.1. : Fonctions 3 à 10

ANCIEN NETE	N° DE LA FONCTION					
	3	4	5	6	9	10
	Age minimum : 18 ans	Age minimum : 18 ans	Age minimum : 18 ans	Age minimum : 18 ans	Age minimum : 18 ans	Age minimum : 18 ans
0	1630.68	1663.51	1663.51	1663.51	1770.64	1770.64
1	1762.18	1795.01	1795.01	1795.01	1902.15	1902.15
2	1778.59	1812.30	1812.30	1812.30	1919.43	1919.43
3	1795.01	1829.58	1829.58	1829.58	1936.71	1936.71
4	1811.42	1846.86	1846.86	1846.86	1954.00	1954.00
5	1827.83	1864.15	1864.15	1864.15	1971.28	1971.28
6	1844.24	1881.43	1881.43	1881.43	1997.77	1997.77
7	1860.66	1898.72	1898.72	1898.72	2005.85	2005.85
8	1877.07	1916.00	1916.00	1916.00	2023.13	2023.13

9	1893.48	1933.29	1933.29	1933.29	2040.42	2040.42
10	1960.77	2001.09	2001.09	2001.09	2108.24	2108.24
11	1980.64	2021.82	2021.82	2021.82	2128.97	2128.97
12	2000.52	2042.56	2042.56	2042.56	2149.70	2149.70
13	2020.39	2063.29	2063.29	2063.29	2170.44	2170.44
14	2040.26	2084.02	2084.02	2084.02	2191.17	2191.17
15	2060.14	2104.76	2104.76	2104.76	2211.91	2211.91
16	2080.01	2125.49	2125.49	2125.49	2232.63	2232.63
17	2099.89	2146.22	2146.22	2146.22	2253.37	2253.37
18	2119.76	2166.95	2166.95	2166.95	2274.10	2274.10
19	2139.63	2187.69	2187.69	2187.69	2294.84	2294.84
20	2159.51	2208.42	2208.42	2208.42	2315.57	2315.57
21	2179.38	2229.15	2229.15	2229.15	2336.30	2336.30
22	2199.25	2249.89	2249.89	2249.89	2357.03	2357.03
23	2219.13	2270.62	2270.62	2270.62	2377.77	2377.77
24	2239.00	2291.35	2291.35	2291.35	2398.87	2398.87
25	2258.88	2312.08	2312.08	2312.08	2420.01	2420.01
26	2278.75	2332.82	2332.82	2332.82	2441.16	2441.16
27	2298.62	2353.55	2353.55	2353.55	2462.30	2462.30
28	2318.50	2374.28	2374.28	2374.28	2483.45	2483.45
29	2338.37	2395.31	2395.31	2395.31	2504.60	2504.60
30	2338.37	2395.31	2395.31	2395.31	2504.60	2504.60
31	2338.37	2395.31	2395.31	2395.31	2504.60	2504.60

1.2.2. : Fonctions 13 à 17

ANCIENNETÉ	N° DE LA FONCTION				
	13	14	15	16	17
	Age minimum : 18 ans	Age minimum : 20 ans	Age minimum : 20 ans	Age minimum : 20 ans	Age minimum : 20 ans
0	1881.00	1881.00	1881.00	1935.95	1696.53
1	2023.87	2023.87	2023.87	2078.82	1839.39
2	2023.87	2023.87	2023.87	2078.82	1855.30
3	2056.84	2056.84	2056.84	2111.79	1871.21
4	2056.84	2056.84	2056.84	2111.79	1887.13
5	2100.80	2100.80	2100.80	2155.75	1903.04
6	2100.80	2100.80	2100.80	2155.75	1941.50
7	2384.79	2384.79	2384.79	2243.66	1979.96
8	2384.79	2384.79	2384.79	2243.66	2018.42
9	2452.04	2452.04	2452.04	2331.58	2056.88
10	2496.86	2496.86	2496.86	2375.54	2139.31
11	2564.10	2564.10	2564.10	2453.90	2177.77
12	2564.10	2564.10	2564.10	2453.90	2216.23
13	2631.35	2631.35	2631.35	2532.35	2254.69
14	2631.35	2631.35	2631.35	2532.35	2293.15
15	2698.59	2698.59	2698.59	2610.80	2331.61
16	2698.59	2698.59	2698.59	2610.80	2370.07

17	2765.83	2765.83	2765.83	2689.26	2409.08
18	2765.83	2765.83	2765.83	2689.26	2448.30
19	2833.07	2833.07	2833.07	2767.71	2487.51
20	2833.07	2833.07	2833.07	2767.71	2526.74
21	2900.31	2900.31	2900.31	2846.17	2565.95
22	2900.31	2900.31	2900.31	2846.17	2605.17
23	2967.56	2967.56	2967.56	2924.62	2644.39
24	2967.56	2967.56	2967.56	2924.62	2683.61
25	3034.80	3034.80	3034.80	3003.07	2722.83
26	3034.80	3034.80	3034.80	3003.07	2762.05
27	3102.04	3102.04	3102.04	3081.53	2801.27
28	3102.04	3102.04	3102.04	3081.53	2840.49
29	3102.04	3102.04	3102.04	3159.98	2879.71
30	3102.04	3102.04	3102.04	3159.98	2879.71
31	3102.04	3102.04	3102.04	3159.98	2879.71

1.2.3. : Fonctions 18 à 27

ANCIENNE TE	N° DE LA FONCTION				
	18	19	21	22	27
	Age minimum : 23 ans	Age minimum : 23 ans	Age minimum : 23 ans	Age minimum : 23 ans	Age minimum : 24 ans
0	2038.50	2038.50	2405.33	2628.42	2745.29
1	2186.89	2186.89	2528.65	2732.50	2879.80
2	2186.89	2186.89	2528.65	2732.50	2879.80
3	2252.82	2252.82	2618.31	2808.56	3000.28
4	2252.82	2252.82	2618.31	2808.56	3000.28
5	2318.76	2318.76	2707.97	2884.61	3120.76
6	2318.76	2318.76	2707.97	2884.61	3120.76
7	2642.56	2642.56	2797.64	2960.67	3241.25
8	2642.56	2642.56	2797.64	2960.67	3241.25
9	2709.80	2709.80	2887.29	3036.73	3361.73
10	2754.63	2754.63	2932.12	3081.56	3406.56
11	2821.87	2821.87	3021.78	3157.62	3527.04
12	2821.87	2821.87	3021.78	3157.62	3527.04
13	2889.11	2889.11	3111.45	3233.68	3647.52
14	2889.11	2889.11	3111.45	3233.68	3647.52
15	2956.36	2956.36	3201.11	3309.74	3768.00
16	3187.98	3187.98	3201.11	3309.74	3768.00
17	3255.22	3255.22	3290.77	3385.80	3888.49
18	3255.22	3255.22	3290.77	3385.80	3888.49
19	3322.46	3322.46	3380.43	3461.85	4008.97
20	3322.46	3322.46	3380.43	3461.85	4008.97
21	3389.71	3389.71	3470.10	3537.92	4129.45
22	3389.71	3389.71	3470.10	3537.92	4129.45
23	3456.95	3456.95	3559.76	3613.97	4249.94
24	3456.95	3456.95	3559.76	3613.97	4249.94

25	3524.19	3524.19	3649.42	3690.03	4249.94
26	3524.19	3524.19	3649.42	3690.03	4249.94
27	3591.43	3591.43	3739.08	3766.09	4249.94
28	3591.43	3591.43	3739.08	3766.09	4249.94
29	3591.43	3591.43	3739.08	3766.09	4249.94
30	3591.43	3591.43	3739.08	3766.09	4249.94
31	3591.43	3591.43	3739.08	3766.09	4249.94

2. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	1577.07