

Salaires minimums par (sous-)commission paritaire

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

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

Indexation de 2% en 12/2022.

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

1. : Salaires de base annuels

1.1. : 1.12-1.39

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

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

1.2. : 1.40-1.80

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

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

2.1. : 1.12-1.39

Ancienneté (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	12.2889	12.4917	13.1979	13.4637	13.8692	14.6902
1	13.3182	13.5559	14.2622	14.5279	14.9335	15.8465
2	13.3882	13.6854	14.3950	14.6679	15.0734	15.8465
3	13.4582	13.8148	14.5279	14.8077	15.2133	16.1134
4	13.5281	13.9441	14.6607	14.9476	15.3532	16.1134
5	13.5981	14.0736	14.7936	15.0875	15.4931	16.4692
6	13.6680	14.2030	14.9264	15.2274	15.6330	16.4692
7	13.7379	14.3324	15.0592	15.3673	15.7728	17.1807
8	13.8079	14.4618	15.1921	15.5072	15.9128	17.1807
9	13.8779	14.5912	15.3249	15.6471	16.0526	17.8923
10	14.3086	15.0844	15.8695	16.1959	16.5961	18.2481
11	14.3786	15.2417	16.0303	16.3636	16.7639	18.8707
12	14.4485	15.3990	16.1912	16.5314	16.9317	18.8707
13	14.5185	15.5563	16.3520	16.6993	17.0995	19.4979
14	14.5885	15.7136	16.5129	16.8671	17.2673	19.4979
15	14.6584	15.8709	16.6737	17.0349	17.4351	20.1328
16	14.7284	16.0282	16.8346	17.2027	17.6029	20.1328
17	14.7983	16.1856	16.9955	17.3704	17.7707	20.7678
18	14.8683	16.3429	17.1563	17.5383	17.9385	20.7678
19	14.9382	16.5002	17.3171	17.7061	18.1063	21.4028
20	15.0082	16.6575	17.4780	17.8739	18.2741	21.4028
21	15.0782	16.8148	17.6388	18.0417	18.4419	22.0377
22	15.1481	16.9721	17.7997	18.2095	18.6097	22.0377
23	15.2181	17.1294	17.9605	18.3773	18.7775	22.6727
24	15.2880	17.2867	18.1214	18.5451	18.9453	22.6727
25	15.3580	17.4440	18.2822	18.7129	19.1131	23.3076
26	15.4280	17.6013	18.4431	18.8807	19.2813	23.3076
27	15.4979	17.7587	18.6039	19.0485	19.4524	23.9426
28	15.4979	17.9160	18.7648	19.2163	19.6235	23.9426
29	15.4979	18.0733	18.9256	19.3865	19.7947	24.5776
30	15.4979	18.0733	18.9256	19.3865	19.7947	24.5776
31	15.4979	18.0733	18.9256	19.3865	19.7947	24.5776

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61-1.77	1,59	1,8
0	14.6902	16.2171	16.4987	17.1807	22.2190
1	15.8020	17.3290	17.6996	18.2926	23.3077
2	15.8020	17.3290	17.6996	18.2926	23.3077
3	16.0689	17.5958	18.2333	18.5594	24.2828
4	16.0689	17.5958	18.2333	18.5594	24.2828
5	16.3358	17.8627	18.7669	18.8263	25.2579
6	16.3358	17.8627	18.7669	18.8263	25.2579
7	16.6026	18.1295	21.3876	19.0931	26.2331
8	16.6026	18.1295	21.3876	19.0931	26.2331

9	16.8695	18.3964	21.9318	19.3619	27.2082
10	17.2253	18.7522	22.2946	19.7247	27.5710
11	17.5811	19.1080	22.8389	20.0875	28.5461
12	17.5811	19.1080	22.8389	20.0875	28.5461
13	17.9369	19.4676	23.3831	20.4503	29.5212
14	17.9369	19.4676	23.3831	20.4503	29.5212
15	18.2926	19.8304	23.9273	20.8131	30.4964
16	18.2926	19.8304	25.8019	20.8131	30.4964
17	18.6484	20.1932	26.3462	21.1759	31.4715
18	18.6484	20.1932	26.3462	21.1759	31.4715
19	19.0042	20.5560	26.8904	21.5387	32.4466
20	19.0042	20.5560	26.8904	21.5387	32.4466
21	19.3617	20.9188	27.4346	21.9015	33.4218
22	19.3617	20.9188	27.4346	21.9015	33.4218
23	19.7245	21.2816	27.9789	22.2643	34.3969
24	19.7245	21.2816	27.9789	22.2643	34.3969
25	20.0873	21.6444	28.5231	22.6271	34.3969
26	20.0873	21.6444	28.5231	22.6271	34.3969
27	20.4501	22.0073	29.0673	22.9899	34.3969
28	20.4501	22.0073	29.0673	22.9899	34.3969
29	20.8129	22.3700	29.0673	23.3527	34.3969
30	20.8129	22.3700	29.0673	23.3527	34.3969
31	21.1757	22.7328	29.0673	23.7155	34.3969

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

3.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	2023.57	2056.97	2173.26	2217.02	2283.80	2418.99
1	2193.07	2232.21	2348.51	2392.27	2459.05	2609.39
2	2204.59	2253.52	2370.38	2415.31	2482.09	2609.39
3	2216.11	2274.83	2392.26	2438.34	2505.12	2653.34
4	2227.63	2296.14	2414.13	2461.37	2528.16	2653.34
5	2239.15	2317.45	2436.00	2484.41	2551.20	2711.92
6	2250.66	2338.76	2457.88	2507.44	2574.23	2711.92
7	2262.18	2360.06	2479.75	2530.48	2597.26	2829.09
8	2273.70	2381.37	2501.63	2553.51	2620.30	2829.09
9	2285.23	2402.68	2523.50	2576.55	2643.33	2946.27
10	2356.16	2483.90	2613.18	2666.92	2732.82	3004.85
11	2367.67	2509.80	2639.66	2694.54	2760.45	3107.37
12	2379.19	2535.70	2666.15	2722.18	2788.09	3107.37
13	2390.71	2561.61	2692.64	2749.81	2815.71	3210.65
14	2402.23	2587.51	2719.12	2777.44	2843.35	3210.65
15	2413.75	2613.41	2745.61	2805.07	2870.98	3315.20
16	2425.27	2639.32	2772.10	2832.70	2898.61	3315.20
17	2436.79	2665.23	2798.59	2860.33	2926.24	3419.76
18	2448.31	2691.12	2825.07	2887.97	2953.87	3419.76

19	2459.83	2717.03	2851.55	2915.60	2981.50	3524.32
20	2471.35	2742.93	2878.05	2943.23	3009.14	3524.32
21	2482.87	2768.84	2904.53	2970.86	3036.77	3628.87
22	2494.39	2794.74	2931.01	2998.49	3064.40	3628.87
23	2505.91	2820.64	2957.50	3026.13	3092.03	3733.44
24	2517.43	2846.55	2983.99	3053.75	3119.66	3733.44
25	2528.95	2872.45	3010.48	3081.39	3147.29	3837.99
26	2540.47	2898.35	3036.96	3109.02	3174.98	3837.99
27	2551.99	2924.26	3063.45	3136.65	3203.16	3942.55
28	2551.99	2950.16	3089.93	3164.28	3231.34	3942.55
29	2551.99	2976.06	3116.42	3192.31	3259.52	4047.11
30	2551.99	2976.06	3116.42	3192.31	3259.52	4047.11
31	2551.99	2976.06	3116.42	3192.31	3259.52	4047.11

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2418.99	2670.41	2716.78	2829.09	3658.73
1	2602.07	2853.50	2914.53	3012.17	3838.00
2	2602.07	2853.50	2914.53	3012.17	3838.00
3	2646.02	2897.44	3002.41	3056.12	3998.57
4	2646.02	2897.44	3002.41	3056.12	3998.57
5	2689.96	2941.39	3090.29	3100.06	4159.14
6	2689.96	2941.39	3090.29	3100.06	4159.14
7	2733.90	2985.33	3521.82	3144.01	4319.71
8	2733.90	2985.33	3521.82	3144.01	4319.71
9	2777.85	3029.28	3611.44	3188.26	4480.28
10	2836.43	3087.86	3671.18	3248.00	4540.02
11	2895.02	3146.45	3760.80	3307.74	4700.60
12	2895.02	3146.45	3760.80	3307.74	4700.60
13	2953.60	3205.67	3850.41	3367.48	4861.17
14	2953.60	3205.67	3850.41	3367.48	4861.17
15	3012.19	3265.41	3940.03	3427.23	5021.74
16	3012.19	3265.41	4248.72	3427.23	5021.74
17	3070.77	3325.15	4338.33	3486.97	5182.31
18	3070.77	3325.15	4338.33	3486.97	5182.31
19	3129.35	3384.89	4427.95	3546.71	5342.88
20	3129.35	3384.89	4427.95	3546.71	5342.88
21	3188.23	3444.64	4517.57	3606.44	5503.46
22	3188.23	3444.64	4517.57	3606.44	5503.46
23	3247.97	3504.38	4607.19	3666.19	5664.03
24	3247.97	3504.38	4607.19	3666.19	5664.03
25	3307.71	3564.12	4696.80	3725.93	5664.03
26	3307.71	3564.12	4696.80	3725.93	5664.03
27	3367.46	3623.86	4786.42	3785.67	5664.03
28	3367.46	3623.86	4786.42	3785.67	5664.03
29	3427.20	3683.60	4786.42	3845.41	5664.03

30	3427.20	3683.60	4786.42	3845.41	5664.03
31	3486.94	3743.34	4786.42	3905.16	5664.03

4. : Allocation de foyer ou de résidence

4.1. : Allocation de foyer (montants de base)

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

4.2. : Allocation de résidence (montants de base)

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

4.3. : Allocation de foyer (Exemple)

4.3.1. : Limite inférieur

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

4.3.2. : Salaire effectif

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

4.4. : Allocation de résidence (Exemple)

4.4.1. : Limite supérieur

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

4.4.2. : Salaire effectif

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

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

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par mois	2092.740
Par heure (38h/semaine)	12.709