SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3190211: aide à la jeunesse (excl. communauté germanophone)

En vigueur au 01/10/2018 (Dernière actualisation de la page 23/11/2018)

Indexation de 2% en 10/2018. En cas d'indexation en application des CCT sectorielles, seuls les salaires minimums sont indexés.

## 1. : Echelles de rémunération mensuelle

Ces échelles barémiques intègrent l'allocation spéciale indexée de 69,14 EUR.

### 1.1. : Aide à la jeunesse (fonctions 1 à 5)

| EXPERIENCE | N° FONCTION | | | | | | |
|---|---|---|---|---|---|---|---|
| | 1 | 2 | 2A | 2B | 3 | 4 | 5 |
| 0 | 2429.07 | 2248.49 | 2252.85 | 2133.48 | 2000.53 | 2823.59 | 3045.10 |
| 1 | 2568.37 | 2382.94 | 2418.60 | 2257.97 | 2146.77 | 2940.90 | 3145.52 |
| 2 | 2577.45 | 2392.02 | 2418.60 | 2282.22 | 2166.69 | 2949.98 | 3154.59 |
| 3 | 2644.39 | 2430.04 | 2456.86 | 2306.46 | 2186.63 | 3037.73 | 3230.42 |
| 4 | 2644.39 | 2430.04 | 2456.86 | 2321.63 | 2201.78 | 3037.73 | 3230.42 |
| 5 | 2711.33 | 2477.69 | 2507.86 | 2345.88 | 2223.56 | 3125.50 | 3306.25 |
| 6 | 2711.33 | 2477.69 | 2507.86 | 2369.12 | 2238.73 | 3125.50 | 3306.25 |
| 7 | 3007.60 | 2739.03 | 2837.33 | 2388.31 | 2260.50 | 3216.30 | 3385.09 |
| 8 | 3007.60 | 2739.03 | 2837.33 | 2403.49 | 2275.67 | 3216.30 | 3385.09 |
| 9 | 3090.81 | 2810.14 | 2915.36 | 2430.75 | 2299.38 | 3319.17 | 3476.05 |
| 10 | 3130.16 | 2849.48 | 2963.78 | 2490.28 | 2358.88 | 3358.50 | 3515.39 |
| 11 | 3213.37 | 2920.60 | 3031.87 | 2520.56 | 2386.78 | 3461.40 | 3606.34 |
| 12 | 3213.37 | 2920.60 | 3031.87 | 2538.76 | 2404.98 | 3461.40 | 3606.34 |
| 13 | 3293.56 | 2991.71 | 3102.98 | 2569.05 | 2432.87 | 3561.28 | 3694.27 |
| 14 | 3293.56 | 2991.71 | 3102.98 | 2587.25 | 2451.07 | 3561.28 | 3694.27 |
| 15 | 3373.74 | 3062.82 | 3174.10 | 2617.54 | 2481.34 | 3661.13 | 3782.19 |
| 16 | 3577.02 | 3062.82 | 3174.10 | 2635.74 | 2499.54 | 3661.13 | 3782.19 |
| 17 | 3657.21 | 3133.93 | 3245.21 | 2666.04 | 2529.80 | 3761.00 | 3870.11 |
| 18 | 3657.21 | 3133.93 | 3245.21 | 2684.23 | 2548.00 | 3761.00 | 3870.11 |
| 19 | 3737.39 | 3205.04 | 3316.32 | 2714.53 | 2578.27 | 3860.87 | 3958.04 |
| 20 | 3737.39 | 3205.04 | 3316.32 | 2732.72 | 2596.47 | 3860.87 | 3958.04 |
| 21 | 3817.58 | 3269.34 | 3387.43 | 2763.02 | 2626.73 | 3960.72 | 4045.97 |
| 22 | 3818.60 | 3269.34 | 3387.43 | 2781.21 | 2644.93 | 3960.72 | 4045.97 |
| 23 | 3897.78 | 3333.66 | 3458.54 | 2811.51 | 2675.21 | 4060.59 | 4133.90 |
| 24 | 3897.78 | 3333.66 | 3458.54 | 2830.03 | 2693.40 | 4060.59 | 4133.90 |
| 25 | 3977.97 | 3404.77 | 3529.66 | 2860.68 | 2723.67 | 4160.46 | 4221.82 |
| 26 | 3977.97 | 3404.77 | 3529.97 | 2879.25 | 2741.86 | 4160.46 | 4221.82 |
| 27 | 4058.15 | 3475.87 | 3600.76 | 2909.90 | 2772.14 | 4260.31 | 4309.76 |
| 28 | 4058.15 | 3475.87 | 3600.76 | 2928.46 | 2790.33 | 4260.31 | 4309.76 |
| 29 | 4079.33 | 3497.06 | 3621.95 | 2959.11 | 2820.86 | 4281.48 | 4330.93 |

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|---|---|---|---|---|---|---|---|
| 30 | 4079.33 | 3497.06 | 3621.95 | 2959.11 | 2820.86 | 4281.48 | 4330.93 |
| 31 | 4079.33 | 3497.06 | 3621.95 | 2959.11 | 2820.86 | 4281.48 | 4352.11 |

**1.2. : Aide à la jeunesse (fonctions 6 à 11)**

| ANCIENNETE | N° DE LA FONCTION | | | | | |
|---|---|---|---|---|---|---|
| | 6 | 7 | 8 | 9 | 10 | 11 |
| 0 | 2435.59 | 3245.98 | 2000.53 | 2038.83 | 2316.60 | 1962.43 |
| 1 | 2595.08 | 3385.20 | 2146.77 | 2197.50 | 2473.52 | 2115.00 |
| 2 | 2605.67 | 3406.37 | 2166.69 | 2220.54 | 2482.35 | 2134.03 |
| 3 | 2674.12 | 3533.29 | 2186.63 | 2241.50 | 2520.61 | 2153.08 |
| 4 | 2674.12 | 3533.29 | 2201.78 | 2257.55 | 2520.61 | 2172.12 |
| 5 | 2750.14 | 3671.55 | 2223.56 | 2278.43 | 2568.28 | 2191.18 |
| 6 | 2750.14 | 3671.55 | 2238.73 | 2314.01 | 2568.28 | 2210.21 |
| 7 | 3052.46 | 3809.80 | 2260.50 | 2356.52 | 2657.53 | 2229.25 |
| 8 | 3052.46 | 3809.80 | 2275.67 | 2390.27 | 2657.53 | 2248.29 |
| 9 | 3199.20 | 3948.06 | 2297.45 | 2445.20 | 2758.89 | 2267.33 |
| 10 | 3238.54 | 3987.40 | 2356.94 | 2517.53 | 2797.46 | 2345.40 |
| 11 | 3315.70 | 4125.67 | 2381.74 | 2572.47 | 2890.44 | 2368.46 |
| 12 | 3315.70 | 4125.67 | 2399.95 | 2606.22 | 2890.44 | 2391.51 |
| 13 | 3392.87 | 4263.93 | 2424.74 | 2661.15 | 2980.46 | 2412.53 |
| 14 | 3392.87 | 4263.93 | 2442.94 | 2694.90 | 2980.46 | 2437.63 |
| 15 | 3470.04 | 4402.18 | 2470.19 | 2749.84 | 3070.49 | 2460.69 |
| 16 | 3673.31 | 4402.18 | 2488.38 | 2987.59 | 3070.49 | 2483.74 |
| 17 | 3750.47 | 4540.44 | 2515.63 | 2839.00 | 3160.51 | 2506.80 |
| 18 | 3812.99 | 4540.44 | 2533.82 | 2873.41 | 3160.51 | 2529.86 |
| 19 | 3890.16 | 4678.70 | 2561.07 | 2929.01 | 3250.54 | 2552.92 |
| 20 | 3890.16 | 4678.70 | 2579.25 | 2963.43 | 3250.54 | 2575.98 |
| 21 | 3967.32 | 4816.96 | 2606.51 | 3019.03 | 3340.57 | 2599.03 |
| 22 | 3967.32 | 4816.96 | 2624.69 | 3053.44 | 3340.57 | 2622.08 |
| 23 | 4044.48 | 4955.21 | 2651.95 | 3109.04 | 3430.60 | 2645.15 |
| 24 | 4044.48 | 4955.21 | 2670.14 | 3143.46 | 3430.60 | 2668.21 |
| 25 | 4121.65 | 4955.21 | 2697.38 | 3199.06 | 3520.62 | 2691.26 |
| 26 | 4121.65 | 4955.21 | 2715.58 | 3233.47 | 3520.62 | 2710.33 |
| 27 | 4198.81 | 4955.21 | 2748.00 | 3289.07 | 3610.66 | 2733.01 |
| 28 | 4198.81 | 4955.21 | 2766.20 | 3323.49 | 3610.66 | 2750.45 |
| 29 | 4198.81 | 4955.21 | 2798.87 | 3379.08 | 3700.68 | 2767.89 |
| 30 | 4198.81 | 4955.21 | 2798.87 | 3379.08 | 3700.68 | 2767.89 |
| 31 | 4198.81 | 4955.21 | 2798.87 | 3379.08 | 3700.68 | 2767.89 |

**1.3. : Aide à la jeunesse (fonctions 12 à 17)**

| ANCIENNETE | N° DE LA FONCTION | | | | | | |
|---|---|---|---|---|---|---|---|
| | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 0 | 3503.20 | 3069.30 | 4075.11 | 3788.66 | 5001.23 | 2252.85 | 2133.48 |
| 1 | 3593.24 | 3169.71 | 4143.96 | 3878.00 | 5001.23 | 2410.18 | 2257.97 |
| 2 | 3614.41 | 3178.79 | 4239.67 | 3967.35 | 5192.70 | 2419.26 | 2282.22 |
| 3 | 3741.32 | 3254.63 | 4295.08 | 4056.70 | 5192.70 | 2457.27 | 2306.46 |
| 4 | 3741.32 | 3254.63 | 4428.97 | 4056.70 | 5384.16 | 2457.27 | 2321.63 |

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|---|---|---|---|---|---|---|---|
| 5 | 3879.58 | 3330.45 | 4446.20 | 4213.06 | 5384.16 | 2504.93 | 2345.88 |
| 6 | 3879.58 | 3330.45 | 4579.66 | 4213.06 | 5575.63 | 2504.93 | 2369.12 |
| 7 | 4017.84 | 3409.30 | 4579.66 | 4369.41 | 5575.63 | 2766.26 | 2388.31 |
| 8 | 4017.84 | 3409.30 | 4768.04 | 4369.41 | 5767.09 | 2766.26 | 2403.49 |
| 9 | 4156.09 | 3500.25 | 4768.04 | 4525.78 | 5767.09 | 2903.41 | 2430.75 |
| 10 | 4156.09 | 3539.59 | 4956.44 | 4525.78 | 5958.56 | 2942.74 | 2490.28 |
| 11 | 4294.35 | 3630.54 | 4956.44 | 4682.14 | 5958.56 | 3019.90 | 2520.56 |
| 12 | 4294.35 | 3630.54 | 5144.83 | 4682.14 | 6150.03 | 3019.90 | 2538.76 |
| 13 | 4432.61 | 3718.47 | 5144.83 | 4838.49 | 6150.03 | 3097.08 | 2569.05 |
| 14 | 4432.61 | 3718.47 | 5333.21 | 4838.49 | 6341.49 | 3097.08 | 2587.25 |
| 15 | 4570.88 | 3806.40 | 5333.21 | 4994.85 | 6341.49 | 3174.24 | 2617.54 |
| 16 | 4570.88 | 3806.40 | 5521.61 | 4994.85 | 6532.96 | 3174.24 | 2635.74 |
| 17 | 4709.14 | 3894.32 | 5521.61 | 5151.21 | 6532.96 | 3251.40 | 2666.04 |
| 18 | 4709.14 | 3894.32 | 5710.00 | 5151.21 | 6724.42 | 3251.40 | 2684.23 |
| 19 | 4847.39 | 3982.24 | 5710.00 | 5307.57 | 6724.42 | 3328.57 | 2714.53 |
| 20 | 4847.39 | 3982.24 | 5898.38 | 5307.57 | 6915.90 | 3328.57 | 2732.72 |
| 21 | 4985.65 | 4070.18 | 5898.38 | 5463.93 | 6915.90 | 3405.73 | 2763.02 |
| 22 | 4985.65 | 4070.18 | 6086.78 | 5463.93 | 7107.36 | 3405.73 | 2781.21 |
| 23 | 5123.91 | 4158.10 | 6086.78 | 5620.28 | 7107.36 | 3482.89 | 2811.51 |
| 24 | 5123.91 | 4158.10 | 6086.78 | 5620.28 | 7107.36 | 3482.89 | 2830.03 |
| 25 | 5263.18 | 4246.03 | 6086.78 | 5620.28 | 7107.36 | 3560.06 | 2860.68 |
| 26 | 5263.18 | 4246.03 | 6086.78 | 5620.28 | 7107.36 | 3560.06 | 2879.25 |
| 27 | 5263.18 | 4333.95 | 6086.78 | 5620.28 | 7107.36 | 3637.22 | 2909.90 |
| 28 | 5263.18 | 4333.95 | 6086.78 | 5620.28 | 7107.36 | 3637.22 | 2928.46 |
| 29 | 5263.18 | 4355.13 | 6086.78 | 5620.28 | 7107.36 | 3655.37 | 2959.11 |
| 30 | 5263.18 | 4350.03 | 6086.78 | 5620.28 | 7107.36 | 3655.37 | 2959.11 |
| 31 | 5263.18 | 4376.31 | 6086.78 | 5620.28 | 7107.36 | 3655.37 | 2959.11 |

**1.4. : Services d'accueil spécialisé de la petite enfance (fonctions 1 à 3)**

| ANCIENNETE | N° DE LA FONCTION | | | | |
|---|---|---|---|---|---|
| | 1 | 2 | 2A | 2B | 3 |
| 0 | 2429.07 | 2248.49 | 2252.85 | 2133.48 | 2000.53 |
| 1 | 2568.37 | 2382.94 | 2418.60 | 2257.97 | 2146.77 |
| 2 | 2577.45 | 2392.02 | 2418.60 | 2282.22 | 2166.69 |
| 3 | 2644.39 | 2430.04 | 2456.86 | 2306.46 | 2186.63 |
| 4 | 2644.39 | 2430.04 | 2456.86 | 2321.63 | 2201.78 |
| 5 | 2711.33 | 2477.69 | 2507.86 | 2345.88 | 2223.56 |
| 6 | 2711.33 | 2477.69 | 2507.86 | 2369.12 | 2238.73 |
| 7 | 3007.60 | 2739.03 | 2837.33 | 2388.31 | 2260.50 |
| 8 | 3007.60 | 2739.03 | 2837.33 | 2403.49 | 2275.67 |
| 9 | 3090.81 | 2810.14 | 2915.36 | 2430.75 | 2299.38 |
| 10 | 3130.16 | 2849.48 | 2963.78 | 2490.28 | 2358.88 |
| 11 | 3213.37 | 2920.60 | 3031.87 | 2520.56 | 2386.78 |
| 12 | 3213.37 | 2920.60 | 3031.87 | 2538.76 | 2404.98 |
| 13 | 3293.56 | 2991.71 | 3102.98 | 2569.05 | 2432.87 |
| 14 | 3293.56 | 2991.71 | 3102.98 | 2587.25 | 2451.07 |
| 15 | 3373.74 | 3062.82 | 3174.10 | 2617.54 | 2481.34 |

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| 16 | 3577.02 | 3062.82 | 3174.10 | 2635.74 | 2499.54 |
| 17 | 3657.21 | 3133.93 | 3245.21 | 2666.04 | 2529.80 |
| 18 | 3657.21 | 3133.93 | 3245.21 | 2684.23 | 2548.00 |
| 19 | 3737.39 | 3205.04 | 3316.32 | 2714.53 | 2578.27 |
| 20 | 3737.39 | 3205.04 | 3316.32 | 2732.72 | 2596.47 |
| 21 | 3817.58 | 3269.34 | 3387.43 | 2763.02 | 2626.73 |
| 22 | 3818.60 | 3269.34 | 3387.43 | 2781.21 | 2644.93 |
| 23 | 3897.78 | 3333.66 | 3458.54 | 2811.51 | 2675.21 |
| 24 | 3897.78 | 3333.66 | 3458.54 | 2830.03 | 2693.40 |
| 25 | 3977.97 | 3404.77 | 3529.66 | 2860.68 | 2723.67 |
| 26 | 3977.97 | 3404.77 | 3529.97 | 2879.25 | 2741.86 |
| 27 | 4058.15 | 3475.87 | 3600.76 | 2909.90 | 2772.14 |
| 28 | 4058.15 | 3475.87 | 3600.76 | 2928.46 | 2790.33 |
| 29 | 4079.33 | 3497.06 | 3621.95 | 2959.11 | 2820.86 |
| 30 | 4079.33 | 3497.06 | 3621.95 | 2959.11 | 2820.86 |
| 31 | 4079.33 | 3497.06 | 3621.95 | 2959.11 | 2820.86 |

**1.5. : Services d'accueil spécialisé de la petite enfance (fonctions 4 à 8)**

| ANCIENNETE | N° DE LA FONCTION | | | | |
|---|---|---|---|---|---|
| | 4 | 5 | 6 | 7 | 8 |
| 0 | 2823.59 | 3045.10 | 2435.59 | 3245.98 | 2000.53 |
| 1 | 2940.90 | 3145.52 | 2595.08 | 3385.20 | 2146.77 |
| 2 | 2949.98 | 3154.59 | 2605.67 | 3406.37 | 2166.69 |
| 3 | 3037.73 | 3230.42 | 2674.12 | 3533.29 | 2186.63 |
| 4 | 3037.73 | 3230.42 | 2674.12 | 3533.29 | 2201.78 |
| 5 | 3125.50 | 3306.25 | 2750.14 | 3671.55 | 2223.56 |
| 6 | 3125.50 | 3306.25 | 2750.14 | 3671.55 | 2238.73 |
| 7 | 3216.30 | 3385.09 | 3052.46 | 3809.80 | 2260.50 |
| 8 | 3216.30 | 3385.09 | 3052.46 | 3809.80 | 2275.67 |
| 9 | 3319.17 | 3476.05 | 3199.20 | 3948.06 | 2297.45 |
| 10 | 3358.50 | 3515.39 | 3238.54 | 3987.40 | 2356.94 |
| 11 | 3461.40 | 3606.34 | 3315.70 | 4125.67 | 2381.74 |
| 12 | 3461.40 | 3606.34 | 3315.70 | 4125.67 | 2399.95 |
| 13 | 3561.28 | 3694.27 | 3392.87 | 4263.93 | 2424.74 |
| 14 | 3561.28 | 3694.27 | 3392.87 | 4263.93 | 2442.94 |
| 15 | 3661.13 | 3782.19 | 3470.04 | 4402.18 | 2470.19 |
| 16 | 3661.13 | 3782.19 | 3673.31 | 4402.18 | 2488.38 |
| 17 | 3761.00 | 3870.11 | 3750.47 | 4540.44 | 2515.63 |
| 18 | 3761.00 | 3870.11 | 3812.99 | 4540.44 | 2533.82 |
| 19 | 3860.87 | 3958.04 | 3890.16 | 4678.70 | 2561.07 |
| 20 | 3860.87 | 3958.04 | 3890.16 | 4678.70 | 2579.25 |
| 21 | 3960.72 | 4045.97 | 3967.32 | 4816.96 | 2606.51 |
| 22 | 3960.72 | 4045.97 | 3967.32 | 4816.96 | 2624.69 |
| 23 | 4060.59 | 4133.90 | 4044.48 | 4955.21 | 2651.95 |
| 24 | 4060.59 | 4133.90 | 4044.48 | 4955.21 | 2670.14 |
| 25 | 4160.46 | 4221.82 | 4121.65 | 4955.21 | 2697.38 |
| 26 | 4160.46 | 4221.82 | 4121.65 | 4955.21 | 2715.58 |

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|---|---|---|---|---|---|
| 27 | 4260.31 | 4309.76 | 4198.81 | 4955.21 | 2748.00 |
| 28 | 4260.31 | 4309.76 | 4198.81 | 4955.21 | 2766.20 |
| 29 | 4281.48 | 4330.93 | 4198.81 | 4955.21 | 2798.87 |
| 30 | 4281.48 | 4330.93 | 4198.81 | 4955.21 | 2798.87 |
| 31 | 4281.48 | 4352.11 | 4198.81 | 4955.21 | 2798.87 |

### 1.6. : Services d'accueil spécialisé de la petite enfance (fonctions 9 à 18)

| ANCIENNETE | N° DE LA FONCTION | | | | |
|---|---|---|---|---|---|
| | 9 | 10 | 11 | 17 | 18 |
| 0 | 2038.83 | 2316.60 | 1962.43 | 2252.85 | 2133.48 |
| 1 | 2197.50 | 2473.52 | 2115.00 | 2410.18 | 2257.97 |
| 2 | 2220.54 | 2482.35 | 2134.03 | 2419.26 | 2282.22 |
| 3 | 2241.50 | 2520.61 | 2153.08 | 2457.27 | 2306.46 |
| 4 | 2257.55 | 2520.61 | 2172.12 | 2457.27 | 2321.63 |
| 5 | 2278.43 | 2568.28 | 2191.18 | 2504.93 | 2345.88 |
| 6 | 2314.01 | 2568.28 | 2210.21 | 2504.93 | 2369.12 |
| 7 | 2356.52 | 2657.53 | 2229.25 | 2766.26 | 2388.31 |
| 8 | 2390.27 | 2657.53 | 2248.29 | 2766.26 | 2403.49 |
| 9 | 2445.20 | 2758.89 | 2267.33 | 2903.41 | 2430.75 |
| 10 | 2517.53 | 2797.46 | 2345.40 | 2942.74 | 2490.28 |
| 11 | 2572.47 | 2890.44 | 2368.46 | 3019.90 | 2520.56 |
| 12 | 2606.22 | 2890.44 | 2391.51 | 3019.90 | 2538.76 |
| 13 | 2661.15 | 2980.46 | 2412.53 | 3097.08 | 2569.05 |
| 14 | 2694.90 | 2980.46 | 2437.63 | 3097.08 | 2587.25 |
| 15 | 2749.84 | 3070.49 | 2460.69 | 3174.24 | 2617.54 |
| 16 | 2987.59 | 3070.49 | 2483.74 | 3174.24 | 2635.74 |
| 17 | 2839.00 | 3160.51 | 2506.80 | 3251.40 | 2666.04 |
| 18 | 2873.41 | 3160.51 | 2529.86 | 3251.40 | 2684.23 |
| 19 | 2929.01 | 3250.54 | 2552.92 | 3328.57 | 2714.53 |
| 20 | 2963.43 | 3250.54 | 2575.98 | 3328.57 | 2732.72 |
| 21 | 3019.03 | 3340.57 | 2599.03 | 3405.73 | 2763.02 |
| 22 | 3053.44 | 3340.57 | 2622.08 | 3405.73 | 2781.21 |
| 23 | 3109.04 | 3430.60 | 2645.15 | 3482.89 | 2811.51 |
| 24 | 3143.46 | 3430.60 | 2668.21 | 3482.89 | 2830.03 |
| 25 | 3199.06 | 3520.62 | 2691.26 | 3560.06 | 2860.68 |
| 26 | 3233.47 | 3520.62 | 2710.33 | 3560.06 | 2879.25 |
| 27 | 3289.07 | 3610.66 | 2733.01 | 3637.22 | 2909.90 |
| 28 | 3323.49 | 3610.66 | 2750.45 | 3637.22 | 2928.46 |
| 29 | 3379.08 | 3700.68 | 2767.89 | 3655.37 | 2959.11 |
| 30 | 3379.08 | 3700.68 | 2767.89 | 3655.37 | 2959.11 |
| 31 | 3379.08 | 3700.68 | 2767.89 | 3655.37 | 2959.11 |

## 2. : Salaire minimum garanti

| Salaire minimum garanti | |
|---|---|
| Montant mensuel | 1811.58 |