

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3300008: services externes pour la prévention et la protection au travail

En vigueur au 01/09/2018 (Dernière actualisation de la page 08/01/2024)

Indexation de 2% en 09/2018. En cas d'indexation en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

Pour le présent barème salarial, les salaires des jeunes ont été maintenus. Il n'y a jamais eu de salaires sectoriels pour les étudiants. Eu égard à sa nature supplétive, la CCT n°50 du CNT est d'application, mais uniquement pour les travailleurs âgés de moins de 21 ans sous contrat d'étudiant.

**Ce sous-secteur n'est pas une sous-commission paritaire officielle (SCP). Cependant, les données salariales ci-après sont reprises dans les CCT sectorielles de la commission paritaire officielle (CP 330).**

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

#### 1.1. : Travailleurs effectuant un travail principalement manuel

##### 1.1.1. : Barèmes de rémunération horaire minima

| NBRE<br>ANNEES<br>ANCIE<br>NNE TE | CATEGORIES |         |         |         |         |
|-----------------------------------|------------|---------|---------|---------|---------|
|                                   | 1          | 2       | 3       | 4       | 5       |
| 0                                 | 11.3014    | 11.3400 | 11.3785 | 11.4171 | 11.9183 |
| 1                                 | 11.3088    | 11.3515 | 11.3814 | 11.4545 | 12.0159 |
| 2                                 | 11.3163    | 11.3631 | 11.3842 | 11.4918 | 12.1136 |
| 3                                 | 11.3236    | 11.3746 | 11.3871 | 11.6323 | 12.2113 |
| 4                                 | 11.3236    | 11.3746 | 11.3871 | 11.6323 | 12.2113 |
| 5                                 | 11.3311    | 11.3862 | 11.3899 | 11.7657 | 12.3447 |
| 6                                 | 11.3311    | 11.3862 | 11.3899 | 11.7657 | 12.3447 |
| 7                                 | 11.3384    | 11.3977 | 11.4889 | 11.8991 | 12.4781 |
| 8                                 | 11.3384    | 11.3977 | 11.4889 | 11.8991 | 12.4781 |
| 9                                 | 11.3459    | 11.4092 | 11.6223 | 12.0324 | 12.6114 |
| 10                                | 11.3459    | 11.4092 | 11.6223 | 12.0324 | 12.6114 |
| 11                                | 11.3533    | 11.4207 | 11.7556 | 12.1658 | 12.7448 |
| 12                                | 11.3533    | 11.4207 | 11.7556 | 12.1658 | 12.7448 |
| 13                                | 11.3607    | 11.4324 | 11.8890 | 12.2992 | 12.8781 |
| 14                                | 11.3607    | 11.4324 | 11.8890 | 12.2992 | 12.8781 |
| 15                                | 11.3681    | 11.4439 | 12.0223 | 12.4326 | 13.0115 |
| 16                                | 11.3681    | 11.4439 | 12.0223 | 12.4326 | 13.0115 |
| 17                                | 11.3756    | 11.5772 | 12.1557 | 12.5659 | 13.1449 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 18 | 11.3756 | 11.5772 | 12.1557 | 12.5659 | 13.1449 |
| 19 | 11.3829 | 11.7106 | 12.2892 | 12.7176 | 13.2965 |
| 20 | 11.3829 | 11.7106 | 12.2892 | 12.7176 | 13.2965 |
| 21 | 11.3903 | 11.8439 | 12.4225 | 12.8692 | 13.4482 |
| 22 | 11.3903 | 11.8439 | 12.4225 | 12.8692 | 13.4482 |
| 23 | 11.4894 | 11.9774 | 12.5559 | 13.0209 | 13.5999 |
| 24 | 11.4894 | 11.9774 | 12.5559 | 13.0209 | 13.5999 |
| 25 | 11.5884 | 12.1107 | 12.6892 | 13.1726 | 13.7515 |
| 26 | 11.5884 | 12.1107 | 12.6892 | 13.1726 | 13.7515 |
| 27 | 11.5884 | 12.2441 | 12.8226 | 13.3243 | 13.9032 |
| 28 | 11.5884 | 12.2441 | 12.8226 | 13.3243 | 13.9032 |
| 29 | 11.5884 | 12.2441 | 12.8226 | 13.3243 | 13.9032 |
| 30 | 11.5884 | 12.2441 | 12.8226 | 13.3243 | 13.9032 |
| 31 | 11.5884 | 12.2441 | 12.8226 | 13.3243 | 13.9032 |

## 1.2. : Travailleurs effectuant un travail principalement intellectuel

### 1.2.1. : Personnel administratif

#### 1.2.1.1. : Barèmes de rémunération mensuelle minima

| NBRE<br><br>ANNEES<br><br>ANCIE<br>NNETE | CATEGORIES |         |         |         |         |
|------------------------------------------|------------|---------|---------|---------|---------|
|                                          | 1          | 2       | 3       | 4       | 5       |
| 0                                        | 1860.97    | 1861.42 | 1864.56 | 1963.42 | 2247.04 |
| 1                                        | 1861.15    | 1862.96 | 1902.64 | 2001.51 | 2291.48 |
| 2                                        | 1861.35    | 1864.51 | 1940.72 | 2039.58 | 2335.92 |
| 3                                        | 1861.53    | 1866.05 | 1978.81 | 2077.67 | 2380.35 |
| 4                                        | 1861.53    | 1866.05 | 1978.81 | 2077.67 | 2380.35 |
| 5                                        | 1861.71    | 1867.60 | 2015.53 | 2115.76 | 2456.56 |
| 6                                        | 1861.71    | 1867.60 | 2015.53 | 2115.76 | 2456.56 |
| 7                                        | 1861.91    | 1869.14 | 2052.26 | 2166.54 | 2824.88 |
| 8                                        | 1861.91    | 1869.14 | 2052.26 | 2166.54 | 2824.88 |
| 9                                        | 1862.09    | 1900.95 | 2141.17 | 2268.16 | 2901.07 |
| 10                                       | 1862.09    | 1900.95 | 2141.17 | 2268.16 | 2901.07 |
| 11                                       | 1862.28    | 1932.76 | 2230.08 | 2369.79 | 2977.28 |
| 12                                       | 1862.28    | 1932.76 | 2230.08 | 2369.79 | 2977.28 |
| 13                                       | 1862.47    | 1964.56 | 2318.99 | 2458.69 | 3053.48 |
| 14                                       | 1862.47    | 1964.56 | 2318.99 | 2458.69 | 3053.48 |
| 15                                       | 1884.42    | 2015.23 | 2407.90 | 2547.60 | 3129.69 |
| 16                                       | 1884.42    | 2015.23 | 2407.90 | 2547.60 | 3392.31 |
| 17                                       | 1906.39    | 2065.92 | 2496.81 | 2636.52 | 3469.24 |
| 18                                       | 1906.39    | 2065.92 | 2496.81 | 2636.52 | 3577.44 |
| 19                                       | 1928.35    | 2116.60 | 2585.72 | 2725.42 | 3653.64 |
| 20                                       | 1928.35    | 2116.60 | 2585.72 | 2725.42 | 3653.64 |
| 21                                       | 1950.31    | 2167.28 | 2674.63 | 2814.33 | 3729.84 |
| 22                                       | 1950.31    | 2167.28 | 2674.63 | 2814.33 | 3729.84 |
| 23                                       | 1972.27    | 2217.96 | 2763.55 | 2903.25 | 3806.05 |
| 24                                       | 1972.27    | 2217.96 | 2763.55 | 2903.25 | 3806.05 |
| 25                                       | 1994.23    | 2268.64 | 2852.45 | 2992.15 | 3882.25 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 26 | 1994.23 | 2268.64 | 2852.45 | 2992.15 | 3882.25 |
| 27 | 2016.19 | 2319.32 | 2941.36 | 3081.06 | 3958.46 |
| 28 | 2016.19 | 2319.32 | 2941.36 | 3081.06 | 3958.46 |
| 29 | 2016.19 | 2370.00 | 3030.28 | 3169.98 | 3958.46 |
| 30 | 2016.19 | 2370.00 | 3030.28 | 3169.98 | 3958.46 |
| 31 | 2016.19 | 2370.00 | 3030.28 | 3169.98 | 3958.46 |

## 1.2.2. : Personnel technique et paramédical

### 1.2.2.1. : Barèmes de rémunération mensuelle minima

| NBRE<br>ANNEES<br>ANCIE<br>NNETE | CATEGORIES |         |         |         |         |
|----------------------------------|------------|---------|---------|---------|---------|
|                                  | 1          | 2       | 3       | 4       | 5       |
| 0                                | 1860.97    | 1880.13 | 2014.25 | 2077.74 | 2247.04 |
| 1                                | 1861.15    | 1887.66 | 2046.05 | 2115.83 | 2291.48 |
| 2                                | 1861.35    | 1895.20 | 2077.85 | 2153.91 | 2335.92 |
| 3                                | 1861.53    | 1902.74 | 2109.66 | 2191.99 | 2380.35 |
| 4                                | 1861.53    | 1902.74 | 2109.66 | 2191.99 | 2380.35 |
| 5                                | 1861.71    | 1910.28 | 2147.74 | 2230.08 | 2456.56 |
| 6                                | 1861.71    | 1910.28 | 2147.74 | 2230.08 | 2456.56 |
| 7                                | 1861.91    | 1946.05 | 2185.83 | 2280.86 | 2824.88 |
| 8                                | 1861.91    | 1946.05 | 2185.83 | 2280.86 | 2824.88 |
| 9                                | 1862.09    | 1981.82 | 2223.91 | 2382.49 | 2901.07 |
| 10                               | 1862.09    | 1981.82 | 2223.91 | 2382.49 | 2901.07 |
| 11                               | 1862.28    | 2017.59 | 2261.99 | 2484.10 | 2977.28 |
| 12                               | 1862.28    | 2017.59 | 2261.99 | 2484.10 | 2977.28 |
| 13                               | 1862.47    | 2053.35 | 2312.78 | 2573.01 | 3053.48 |
| 14                               | 1862.47    | 2053.35 | 2312.78 | 2573.01 | 3053.48 |
| 15                               | 1884.42    | 2104.04 | 2363.57 | 2661.92 | 3129.69 |
| 16                               | 1884.42    | 2104.04 | 2363.57 | 2661.92 | 3392.31 |
| 17                               | 1906.39    | 2154.72 | 2414.36 | 2750.84 | 3469.24 |
| 18                               | 1906.39    | 2154.72 | 2414.36 | 2750.84 | 3577.44 |
| 19                               | 1928.35    | 2205.39 | 2465.16 | 2839.75 | 3653.64 |
| 20                               | 1928.35    | 2205.39 | 2465.16 | 2839.75 | 3653.64 |
| 21                               | 1950.31    | 2256.08 | 2515.94 | 2928.65 | 3729.84 |
| 22                               | 1950.31    | 2256.08 | 2515.94 | 2928.65 | 3729.84 |
| 23                               | 1972.27    | 2306.76 | 2566.74 | 3017.57 | 3806.05 |
| 24                               | 1972.27    | 2306.76 | 2566.74 | 3017.57 | 3806.05 |
| 25                               | 1994.23    | 2357.44 | 2617.52 | 3106.48 | 3882.25 |
| 26                               | 1994.23    | 2357.44 | 2617.52 | 3106.48 | 3882.25 |
| 27                               | 2016.19    | 2408.12 | 2668.32 | 3195.39 | 3958.46 |
| 28                               | 2016.19    | 2408.12 | 2668.32 | 3195.39 | 3958.46 |
| 29                               | 2016.19    | 2458.80 | 2719.11 | 3284.30 | 3958.46 |
| 30                               | 2016.19    | 2458.80 | 2719.11 | 3284.30 | 3958.46 |
| 31                               | 2016.19    | 2458.80 | 2769.90 | 3284.30 | 3958.46 |

## 1.2.3. : Personnel soignant

### 1.2.3.1. : Barèmes de rémunération mensuelle minima

| NBRE<br>ANNEES<br>ANCIENNETE | CATEGORIES |         |         |         |         |         |
|------------------------------|------------|---------|---------|---------|---------|---------|
|                              | 1          | 2       | 3       | 4       | 5       | 6       |
| 0                            | 1860.97    | 1880.13 | 2014.25 | 2077.74 | 2247.04 | 2323.22 |
| 1                            | 1864.61    | 1887.66 | 2046.05 | 2115.83 | 2291.48 | 2369.16 |
| 2                            | 1868.25    | 1895.20 | 2077.85 | 2153.91 | 2335.92 | 2415.12 |
| 3                            | 1871.89    | 1902.74 | 2109.66 | 2191.99 | 2380.35 | 2461.06 |
| 4                            | 1871.89    | 1902.74 | 2109.66 | 2191.99 | 2380.35 | 2461.06 |
| 5                            | 1875.54    | 1910.28 | 2147.74 | 2230.08 | 2456.56 | 2539.84 |
| 6                            | 1875.54    | 1910.28 | 2147.74 | 2230.08 | 2456.56 | 2539.84 |
| 7                            | 1891.85    | 1946.05 | 2185.83 | 2280.86 | 2824.88 | 2920.65 |
| 8                            | 1891.85    | 1946.05 | 2185.83 | 2280.86 | 2824.88 | 2920.65 |
| 9                            | 1913.81    | 1981.82 | 2223.91 | 2382.49 | 2901.07 | 2999.43 |
| 10                           | 1913.81    | 1981.82 | 2223.91 | 2382.49 | 2901.07 | 2999.43 |
| 11                           | 1935.77    | 2017.59 | 2261.99 | 2484.10 | 2977.28 | 3078.22 |
| 12                           | 1935.77    | 2017.59 | 2261.99 | 2484.10 | 2977.28 | 3078.22 |
| 13                           | 1957.73    | 2053.35 | 2312.78 | 2573.01 | 3053.48 | 3157.01 |
| 14                           | 1957.73    | 2053.35 | 2312.78 | 2573.01 | 3053.48 | 3157.01 |
| 15                           | 1979.69    | 2104.04 | 2363.57 | 2661.92 | 3129.69 | 3235.80 |
| 16                           | 1979.69    | 2104.04 | 2363.57 | 2661.92 | 3392.31 | 3507.32 |
| 17                           | 2001.65    | 2154.72 | 2414.36 | 2750.84 | 3469.24 | 3586.87 |
| 18                           | 2001.65    | 2154.72 | 2414.36 | 2750.84 | 3577.44 | 3698.72 |
| 19                           | 2023.61    | 2205.39 | 2465.16 | 2839.75 | 3653.64 | 3777.51 |
| 20                           | 2023.61    | 2205.39 | 2465.16 | 2839.75 | 3653.64 | 3777.51 |
| 21                           | 2045.57    | 2256.08 | 2515.94 | 2928.65 | 3729.84 | 3856.29 |
| 22                           | 2045.57    | 2256.08 | 2515.94 | 2928.65 | 3729.84 | 3856.29 |
| 23                           | 2067.53    | 2306.76 | 2566.74 | 3017.57 | 3806.05 | 3935.09 |
| 24                           | 2067.53    | 2306.76 | 2566.74 | 3017.57 | 3806.05 | 3935.09 |
| 25                           | 2089.49    | 2357.44 | 2617.52 | 3106.48 | 3882.25 | 4013.87 |
| 26                           | 2089.49    | 2357.44 | 2617.52 | 3106.48 | 3882.25 | 4013.87 |
| 27                           | 2111.46    | 2408.12 | 2668.32 | 3195.39 | 3958.46 | 4092.66 |
| 28                           | 2111.46    | 2408.12 | 2668.32 | 3195.39 | 3958.46 | 4092.66 |
| 29                           | 2111.46    | 2458.80 | 2719.11 | 3284.30 | 3958.46 | 4092.66 |
| 30                           | 2111.46    | 2458.80 | 2719.11 | 3284.30 | 3958.46 | 4092.66 |
| 31                           | 2111.46    | 2458.80 | 2769.90 | 3284.30 | 3958.46 | 4092.66 |

### 1.3. : Rémunération minimum garantie

Montant mensuel.

Cette rémunération comprend l'allocation de foyer ou de résidence. La rémunération minimum garantie est un droit que tout travailleur peut faire valoir, indépendamment de l'octroi de primes, allocations, indemnités et suppléments de quelque nature que ce soit.

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