

## Salaires minimums par (sous-)commission paritaire

### Commission paritaire 3190221: soins aux handicapés de la région wallonne

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

**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 31902 ).**

Indexation de 2% en 10/2018.

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

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.

Pour le présent barème salarial, il n'y a jamais eu de salaires des jeunes ou d'âges de départ. Le barème salarial est supposé être d'application sans distinction d'âge. La CCT n°50 du CNT n'est pas d'application.

## 1. : Echelles de rémunération mensuelle

### 1.1. : Fonctions 1 à 7

| EXPERI<br>ENCE | N° DE LA FONCTION |         |         |         |         |         |         |
|----------------|-------------------|---------|---------|---------|---------|---------|---------|
|                | 1                 | 2       | 3       | 4       | 5       | 6       | 7       |
| 0              | 1873.21           | 1873.21 | 1873.21 | 1910.93 | 1910.93 | 1910.93 | 1910.93 |
| 1              | 2024.27           | 2024.27 | 2024.27 | 2061.99 | 2061.99 | 2061.99 | 2061.99 |
| 2              | 2043.12           | 2043.12 | 2043.12 | 2081.84 | 2081.84 | 2081.84 | 2081.84 |
| 3              | 2061.98           | 2061.98 | 2061.98 | 2101.70 | 2101.70 | 2101.70 | 2101.70 |
| 4              | 2080.83           | 2080.83 | 2080.83 | 2121.55 | 2121.55 | 2121.55 | 2121.55 |
| 5              | 2099.68           | 2099.68 | 2099.68 | 2141.41 | 2141.41 | 2141.41 | 2141.41 |
| 6              | 2118.54           | 2118.54 | 2118.54 | 2161.26 | 2161.26 | 2161.26 | 2161.26 |
| 7              | 2137.39           | 2137.39 | 2137.39 | 2181.12 | 2181.12 | 2181.12 | 2181.12 |
| 8              | 2156.25           | 2156.25 | 2156.25 | 2200.97 | 2200.97 | 2200.97 | 2200.97 |
| 9              | 2175.10           | 2175.10 | 2175.10 | 2220.83 | 2220.83 | 2220.83 | 2220.83 |
| 10             | 2252.40           | 2252.40 | 2252.40 | 2298.72 | 2298.72 | 2298.72 | 2298.72 |
| 11             | 2275.23           | 2275.23 | 2275.23 | 2322.53 | 2322.53 | 2322.53 | 2322.53 |
| 12             | 2298.05           | 2298.05 | 2298.05 | 2346.35 | 2346.35 | 2346.35 | 2346.35 |
| 13             | 2320.88           | 2320.88 | 2320.88 | 2370.17 | 2370.17 | 2370.17 | 2370.17 |
| 14             | 2343.71           | 2343.71 | 2343.71 | 2393.98 | 2393.98 | 2393.98 | 2393.98 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 15 | 2366.55 | 2366.55 | 2366.55 | 2417.80 | 2417.80 | 2417.80 | 2417.80 |
| 16 | 2389.37 | 2389.37 | 2389.37 | 2441.62 | 2441.62 | 2441.62 | 2441.62 |
| 17 | 2412.21 | 2412.21 | 2412.21 | 2465.43 | 2465.43 | 2465.43 | 2465.43 |
| 18 | 2435.03 | 2435.03 | 2435.03 | 2489.25 | 2489.25 | 2489.25 | 2489.25 |
| 19 | 2457.86 | 2457.86 | 2457.86 | 2513.06 | 2513.06 | 2513.06 | 2513.06 |
| 20 | 2480.69 | 2480.69 | 2480.69 | 2536.88 | 2536.88 | 2536.88 | 2536.88 |
| 21 | 2503.52 | 2503.52 | 2503.52 | 2560.70 | 2560.70 | 2560.70 | 2560.70 |
| 22 | 2526.35 | 2526.35 | 2526.35 | 2584.51 | 2584.51 | 2584.51 | 2584.51 |
| 23 | 2549.18 | 2549.18 | 2549.18 | 2608.33 | 2608.33 | 2608.33 | 2608.33 |
| 24 | 2572.01 | 2572.01 | 2572.01 | 2632.15 | 2632.15 | 2632.15 | 2632.15 |
| 25 | 2594.84 | 2594.84 | 2594.84 | 2655.96 | 2655.96 | 2655.96 | 2655.96 |
| 26 | 2617.67 | 2617.67 | 2617.67 | 2679.78 | 2679.78 | 2679.78 | 2679.78 |
| 27 | 2640.50 | 2640.50 | 2640.50 | 2703.60 | 2703.60 | 2703.60 | 2703.60 |
| 28 | 2663.33 | 2663.33 | 2663.33 | 2727.41 | 2727.41 | 2727.41 | 2727.41 |
| 29 | 2686.16 | 2686.16 | 2686.16 | 2751.57 | 2751.57 | 2751.57 | 2751.57 |
| 30 | 2686.16 | 2686.16 | 2686.16 | 2751.57 | 2751.57 | 2751.57 | 2751.57 |
| 31 | 2686.16 | 2686.16 | 2686.16 | 2751.57 | 2751.57 | 2751.57 | 2751.57 |

## 1.2. : Fonctions 8 à 13

| ANCIEN<br>NETE | N° DE LA FONCTION |         |         |         |         |         |
|----------------|-------------------|---------|---------|---------|---------|---------|
|                | 8                 | 9       | 10      | 11      | 12      | 13      |
| 0              | 2011.97           | 2033.99 | 2033.99 | 2085.02 | 2160.77 | 2160.77 |
| 1              | 2176.08           | 2185.06 | 2185.06 | 2242.82 | 2324.88 | 2324.88 |
| 2              | 2194.36           | 2204.91 | 2204.91 | 2242.82 | 2324.88 | 2324.88 |
| 3              | 2212.64           | 2224.76 | 2224.76 | 2280.70 | 2362.76 | 2362.76 |
| 4              | 2230.92           | 2244.62 | 2244.62 | 2280.70 | 2362.76 | 2362.76 |
| 5              | 2249.20           | 2264.47 | 2264.47 | 2318.58 | 2413.25 | 2413.25 |
| 6              | 2293.38           | 2294.91 | 2294.91 | 2318.58 | 2413.25 | 2413.25 |
| 7              | 2337.56           | 2304.18 | 2304.18 | 2356.45 | 2739.48 | 2739.48 |
| 8              | 2381.74           | 2324.04 | 2324.04 | 2356.45 | 2739.48 | 2739.48 |
| 9              | 2425.92           | 2343.89 | 2343.89 | 2394.33 | 2816.73 | 2816.73 |
| 10             | 2520.61           | 2421.80 | 2421.80 | 2444.83 | 2868.22 | 2868.22 |
| 11             | 2564.79           | 2445.61 | 2445.61 | 2495.32 | 2945.46 | 2945.46 |
| 12             | 2608.97           | 2469.43 | 2469.43 | 2495.32 | 2945.46 | 2945.46 |
| 13             | 2653.15           | 2493.25 | 2493.25 | 2545.82 | 3022.71 | 3022.71 |
| 14             | 2697.33           | 2517.07 | 2517.07 | 2545.82 | 3022.71 | 3022.71 |
| 15             | 2741.64           | 2540.89 | 2540.89 | 2596.32 | 3099.95 | 3099.95 |
| 16             | 2786.69           | 2564.70 | 2564.70 | 2596.32 | 3099.95 | 3099.95 |
| 17             | 2831.75           | 2588.52 | 2588.52 | 2646.81 | 3177.19 | 3177.19 |
| 18             | 2876.80           | 2612.33 | 2612.33 | 2646.81 | 3177.19 | 3177.19 |
| 19             | 2921.85           | 2636.15 | 2636.15 | 2697.31 | 3254.44 | 3254.44 |
| 20             | 2966.91           | 2659.96 | 2659.96 | 2697.31 | 3254.44 | 3254.44 |
| 21             | 3011.96           | 2683.78 | 2683.78 | 2748.06 | 3331.68 | 3331.68 |
| 22             | 3057.01           | 2707.60 | 2707.60 | 2748.06 | 3331.68 | 3331.68 |
| 23             | 3102.06           | 2731.41 | 2731.41 | 2799.55 | 3408.93 | 3408.93 |
| 24             | 3147.11           | 2755.66 | 2755.66 | 2799.55 | 3408.93 | 3408.93 |
| 25             | 3192.16           | 2779.95 | 2779.95 | 2851.04 | 3486.17 | 3486.17 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 26 | 3237.22 | 2804.24 | 2804.24 | 2851.04 | 3486.17 | 3486.17 |
| 27 | 3282.27 | 2828.53 | 2828.53 | 2902.54 | 3563.41 | 3563.41 |
| 28 | 3327.32 | 2852.82 | 2852.82 | 2902.54 | 3563.41 | 3563.41 |
| 29 | 3372.37 | 2877.11 | 2877.11 | 2954.03 | 3563.41 | 3563.41 |
| 30 | 3372.37 | 2877.11 | 2877.11 | 2954.03 | 3563.41 | 3563.41 |
| 31 | 3372.37 | 2877.11 | 2877.11 | 3005.52 | 3563.41 | 3563.41 |

### 1.3. : Fonctions 14 à 19

| ANCIEN<br>NETE | N° DE LA FONCTION |         |         |         |         |         |
|----------------|-------------------|---------|---------|---------|---------|---------|
|                | 14                | 15      | 16      | 17      | 18      | 19      |
| 0              | 2160.77           | 2160.77 | 2223.89 | 1948.85 | 2341.69 | 2341.69 |
| 1              | 2324.88           | 2324.88 | 2388.00 | 2112.97 | 2512.15 | 2512.15 |
| 2              | 2324.88           | 2324.88 | 2388.00 | 2131.25 | 2512.15 | 2512.15 |
| 3              | 2362.76           | 2362.76 | 2425.87 | 2149.52 | 2587.89 | 2587.89 |
| 4              | 2362.76           | 2362.76 | 2425.87 | 2167.80 | 2587.89 | 2587.89 |
| 5              | 2413.25           | 2413.25 | 2476.38 | 2186.08 | 2663.63 | 2663.63 |
| 6              | 2413.25           | 2413.25 | 2476.38 | 2230.26 | 2663.63 | 2663.63 |
| 7              | 2739.48           | 2739.48 | 2577.37 | 2274.44 | 3035.59 | 3035.59 |
| 8              | 2739.48           | 2739.48 | 2577.37 | 2318.63 | 3035.59 | 3035.59 |
| 9              | 2816.73           | 2816.73 | 2678.36 | 2362.80 | 3112.84 | 3112.84 |
| 10             | 2868.22           | 2868.22 | 2728.86 | 2457.49 | 3164.33 | 3164.33 |
| 11             | 2945.46           | 2945.46 | 2818.87 | 2501.67 | 3241.57 | 3241.57 |
| 12             | 2945.46           | 2945.46 | 2818.87 | 2545.85 | 3241.57 | 3241.57 |
| 13             | 3022.71           | 3022.71 | 2908.99 | 2590.04 | 3318.82 | 3318.82 |
| 14             | 3022.71           | 3022.71 | 2908.99 | 2634.21 | 3318.82 | 3318.82 |
| 15             | 3099.95           | 3099.95 | 2999.11 | 2678.39 | 3396.06 | 3396.06 |
| 16             | 3099.95           | 3099.95 | 2999.11 | 2722.58 | 3662.13 | 3662.13 |
| 17             | 3177.19           | 3177.19 | 3089.24 | 2767.38 | 3739.38 | 3739.38 |
| 18             | 3177.19           | 3177.19 | 3089.24 | 2812.44 | 3739.38 | 3739.38 |
| 19             | 3254.44           | 3254.44 | 3179.36 | 2857.48 | 3816.62 | 3816.62 |
| 20             | 3254.44           | 3254.44 | 3179.36 | 2902.54 | 3816.62 | 3816.62 |
| 21             | 3331.68           | 3331.68 | 3269.48 | 2947.59 | 3893.86 | 3893.86 |
| 22             | 3331.68           | 3331.68 | 3269.48 | 2992.64 | 3893.86 | 3893.86 |
| 23             | 3408.93           | 3408.93 | 3359.61 | 3037.70 | 3971.11 | 3971.11 |
| 24             | 3408.93           | 3408.93 | 3359.61 | 3082.75 | 3971.11 | 3971.11 |
| 25             | 3486.17           | 3486.17 | 3449.72 | 3127.80 | 4048.35 | 4048.35 |
| 26             | 3486.17           | 3486.17 | 3449.72 | 3172.85 | 4048.35 | 4048.35 |
| 27             | 3563.41           | 3563.41 | 3539.85 | 3217.91 | 4125.59 | 4125.59 |
| 28             | 3563.41           | 3563.41 | 3539.85 | 3262.96 | 4125.59 | 4125.59 |
| 29             | 3563.41           | 3563.41 | 3629.97 | 3308.01 | 4125.59 | 4125.59 |
| 30             | 3563.41           | 3563.41 | 3629.97 | 3308.01 | 4125.59 | 4125.59 |
| 31             | 3563.41           | 3563.41 | 3629.97 | 3308.01 | 4125.59 | 4125.59 |

### 1.4. : Fonctions 20 à 25

| ANCIEN<br>NETE | N° DE LA FONCTION |         |         |         |         |         |
|----------------|-------------------|---------|---------|---------|---------|---------|
|                | 20                | 21      | 22      | 23      | 24      | 25      |
| 0              | 2632.05           | 2763.07 | 3019.35 | 3019.35 | 3153.60 | 3153.60 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 1  | 2803.86 | 2904.74 | 3138.91 | 3138.91 | 3308.11 | 3308.11 |
| 2  | 2803.86 | 2904.74 | 3138.91 | 3138.91 | 3308.11 | 3308.11 |
| 3  | 2881.10 | 3007.73 | 3226.28 | 3226.28 | 3446.52 | 3446.52 |
| 4  | 2881.10 | 3007.73 | 3226.28 | 3226.28 | 3446.52 | 3446.52 |
| 5  | 2958.34 | 3110.74 | 3313.65 | 3313.65 | 3584.92 | 3584.92 |
| 6  | 2958.34 | 3110.74 | 3313.65 | 3313.65 | 3584.92 | 3584.92 |
| 7  | 3301.66 | 3213.73 | 3401.02 | 3401.02 | 3723.32 | 3723.32 |
| 8  | 3301.66 | 3213.73 | 3401.02 | 3401.02 | 3723.32 | 3723.32 |
| 9  | 3378.90 | 3316.72 | 3488.39 | 3488.39 | 3861.72 | 3861.72 |
| 10 | 3430.40 | 3368.22 | 3539.88 | 3539.88 | 3913.22 | 3913.22 |
| 11 | 3507.64 | 3471.22 | 3627.26 | 3627.26 | 4051.62 | 4051.62 |
| 12 | 3507.64 | 3471.22 | 3627.26 | 3627.26 | 4051.62 | 4051.62 |
| 13 | 3584.88 | 3574.22 | 3714.63 | 3714.63 | 4190.02 | 4190.02 |
| 14 | 3584.88 | 3574.22 | 3714.63 | 3714.63 | 4190.02 | 4190.02 |
| 15 | 3662.13 | 3677.21 | 3802.00 | 3802.00 | 4328.42 | 4328.42 |
| 16 | 3662.13 | 3795.80 | 3931.30 | 3802.00 | 4328.42 | 4328.42 |
| 17 | 3739.37 | 3875.86 | 4014.22 | 3889.37 | 4466.83 | 4466.83 |
| 18 | 3739.37 | 3875.86 | 4014.22 | 3889.37 | 4466.83 | 4466.83 |
| 19 | 3816.61 | 3955.92 | 4097.14 | 3976.74 | 4605.23 | 4605.23 |
| 20 | 3816.61 | 3955.92 | 4097.14 | 3976.74 | 4605.23 | 4605.23 |
| 21 | 3893.86 | 4035.99 | 4180.06 | 4064.12 | 4743.63 | 4743.63 |
| 22 | 3893.86 | 4035.99 | 4180.06 | 4064.12 | 4743.63 | 4743.63 |
| 23 | 3971.10 | 4116.05 | 4262.98 | 4151.49 | 4882.04 | 4882.04 |
| 24 | 3971.10 | 4116.05 | 4262.98 | 4151.49 | 4882.04 | 4882.04 |
| 25 | 4048.35 | 4196.12 | 4345.91 | 4238.86 | 4882.04 | 4882.04 |
| 26 | 4048.35 | 4196.12 | 4345.91 | 4238.86 | 4882.04 | 4882.04 |
| 27 | 4125.59 | 4295.20 | 4428.82 | 4326.23 | 4882.04 | 4882.04 |
| 28 | 4125.59 | 4295.20 | 4428.82 | 4326.23 | 4882.04 | 4882.04 |
| 29 | 4125.59 | 4295.20 | 4428.82 | 4326.23 | 4882.04 | 4882.04 |
| 30 | 4125.59 | 4295.20 | 4428.82 | 4326.23 | 4882.04 | 4882.04 |
| 31 | 4125.59 | 4295.20 | 4428.82 | 4326.23 | 4882.04 | 4882.04 |

### 1.5. : Fonctions 26 à 31

| ANCIEN<br>NETE | N° DE LA FONCTION |         |         |         |         |         |
|----------------|-------------------|---------|---------|---------|---------|---------|
|                | 26                | 27      | 28      | 29      | 30      | 31      |
| 0              | 3153.60           | 3153.60 | 3411.10 | 3926.07 | 3646.14 | 4857.15 |
| 1              | 3308.11           | 3308.11 | 3501.22 | 4016.19 | 3735.38 | 4857.15 |
| 2              | 3308.11           | 3308.11 | 3501.22 | 4016.19 | 3824.61 | 5048.37 |
| 3              | 3446.52           | 3446.52 | 3639.62 | 4154.59 | 3913.84 | 5048.37 |
| 4              | 3446.52           | 3446.52 | 3639.62 | 4154.59 | 3913.84 | 5239.59 |
| 5              | 3584.92           | 3584.92 | 3778.02 | 4293.00 | 4070.00 | 5239.59 |
| 6              | 3584.92           | 3584.92 | 3778.02 | 4293.00 | 4070.00 | 5430.81 |
| 7              | 3723.32           | 3723.32 | 3916.43 | 4431.40 | 4226.16 | 5430.81 |
| 8              | 3723.32           | 3723.32 | 3916.43 | 4431.40 | 4226.16 | 5622.04 |
| 9              | 3861.72           | 3861.72 | 4054.83 | 4569.80 | 4382.31 | 5622.04 |
| 10             | 3913.22           | 3913.22 | 4054.83 | 4569.80 | 4382.31 | 5813.26 |
| 11             | 4051.62           | 4051.62 | 4193.23 | 4708.21 | 4538.47 | 5813.26 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 12 | 4051.62 | 4051.62 | 4193.23 | 4708.21 | 4538.47 | 6004.48 |
| 13 | 4190.02 | 4190.02 | 4331.63 | 4846.61 | 4694.63 | 6004.48 |
| 14 | 4190.02 | 4190.02 | 4331.63 | 4846.61 | 4694.63 | 6195.70 |
| 15 | 4328.42 | 4328.42 | 4470.04 | 4985.01 | 4850.78 | 6195.70 |
| 16 | 4328.42 | 4328.42 | 4470.04 | 4985.01 | 4850.78 | 6386.92 |
| 17 | 4466.83 | 4466.83 | 4608.44 | 5123.41 | 5006.94 | 6386.92 |
| 18 | 4466.83 | 4466.83 | 4608.44 | 5123.41 | 5006.94 | 6578.14 |
| 19 | 4605.23 | 4605.23 | 4746.84 | 5261.82 | 5163.09 | 6578.14 |
| 20 | 4605.23 | 4605.23 | 4746.84 | 5261.82 | 5163.09 | 6769.36 |
| 21 | 4743.63 | 4743.63 | 4885.24 | 5400.22 | 5319.25 | 6769.36 |
| 22 | 4743.63 | 4743.63 | 4885.24 | 5400.22 | 5319.25 | 6960.58 |
| 23 | 4882.04 | 4882.04 | 5023.65 | 5538.62 | 5475.40 | 6960.58 |
| 24 | 4882.04 | 4882.04 | 5023.65 | 5538.62 | 5475.40 | 6960.58 |
| 25 | 4882.04 | 4882.04 | 5162.05 | 5677.02 | 5475.40 | 6960.58 |
| 26 | 4882.04 | 4882.04 | 5162.05 | 5677.02 | 5475.40 | 6960.58 |
| 27 | 4882.04 | 4882.04 | 5162.05 | 5677.02 | 5475.40 | 6960.58 |
| 28 | 4882.04 | 4882.04 | 5162.05 | 5677.02 | 5475.40 | 6960.58 |
| 29 | 4882.04 | 4882.04 | 5162.05 | 5677.02 | 5475.40 | 6960.58 |
| 30 | 4882.04 | 4882.04 | 5162.05 | 5677.02 | 5475.40 | 6960.58 |
| 31 | 4882.04 | 4882.04 | 5162.05 | 5677.02 | 5475.40 | 6960.58 |

## 2. : Salaire minimum garanti

|                         |         |
|-------------------------|---------|
| Salaire minimum garanti |         |
| Montant mensuel         | 1811.63 |