



## Salaires minimums par (sous-)commission paritaire

### Commission paritaire 3270310: region wallonne

Situation au 14/02/2020 (Dernière adaptation 08/06/2020)

Augmentation CCT de + 0,12 Euros/heure et + 19,76/mois en 01/2020

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

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

##### 1.1. Salaires mensuels: RMMMG (Rémunération des nouveaux travailleurs, à partir du plafond minima de la 5ème catégorie de rémunération)

Age	Ancienneté dans l'entreprise (mois)		
	0	6	12
18	1636.25		
19	1636.25	1617.39	
21	1636.25	1617.39	1574.98

##### 1.2. Salaires mensuels: PERSONNEL D'ENCADREMENT DES ETA

Caté g ori e							Aid e co mp tab le 1.3 1	Se cré tair e Dir ect ion Grad ué 1.5 5- 1.6 1- 1.7 7	Ré da cte ur 1.5 0	Se cré tair e sté no da ctyl o 1.2 6	Re sp. co m me rci al 1.6 6	Re sp. Pr od uct ion Mo nit eur 1 1.6 6	Mo nit eur 2 1.5 9	Mo nit eur 3 1.5 4	Mo nit eur 4 1.4 0	Mo nit eur 5 1.3 0	
-18	10. 27 00								17 20. 36 00	17 14. 47 00							
0	10. 40 00							21 99. 93 00	18 36. 99 00	18 01. 99 00	25 89. 24 00	25 89. 24 00	22 89. 35 00	21 62. 97 00	19 62. 79 00	18 55. 13 00	
1	10. 60 00							23 57. 41 00	19 88. 65 00	19 41. 53 00	27 20. 13 00	27 20. 13 00	24 35. 12 00	23 08. 79 00	21 08. 62 00	19 94. 70 00	

2	10. 78 00								23 57. 41 00	20 05. 52 00	19 59. 88 00	27 20. 13 00	27 20. 13 00	24 35. 12 00	23 08. 79 00	21 08. 62 00	20 13. 06 00
3	11. 07 00								24 27. 41 00	20 22. 40 00	19 78. 22 00	28 15. 26 00	28 15. 26 00	24 70. 11 00	23 43. 76 00	21 43. 59 00	20 31. 40 00
4	11. 46 00								24 27. 41 00	20 39. 28 00	19 96. 56 00	28 15. 26 00	28 15. 26 00	24 70. 11 00	23 43. 76 00	21 43. 59 00	20 49. 74 00
5	12. 48 00								24 97. 39 00	20 56. 16 00	20 14. 88 00	29 10. 43 00	29 10. 43 00	25 05. 11 00	23 78. 81 00	21 78. 59 00	20 64. 96 00
6									28 41. 00 00	20 96. 98 00	20 33. 23 00	29 10. 43 00	29 10. 43 00	25 05. 11 00	23 78. 81 00	21 78. 59 00	20 86. 44 00
7									28 41. 00 00	21 37. 81 00	20 51. 58 00	30 05. 59 00	30 05. 59 00	25 40. 08 00	24 13. 77 00	22 13. 57 00	21 04. 76 00
8									29 12. 37 00	21 78. 62 00	20 69. 93 00	30 05. 59 00	30 05. 59 00	25 40. 08 00	24 13. 77 00	22 13. 57 00	21 23. 09 00
9									29 12. 37 00	22 19. 41 00	20 88. 27 00	31 00. 72 00	31 00. 72 00	25 75. 33 00	24 48. 78 00	22 48. 55 00	21 41. 46 00
10									29 59. 93 00	23 06. 91 00	21 60. 23 00	31 48. 30 00	31 48. 30 00	26 22. 90 00	24 95. 42 00	22 95. 24 00	22 12. 70 00
11									30 31. 29 00	23 47. 75 00	21 82. 25 00	32 43. 45 00	32 43. 45 00	26 70. 49 00	25 42. 08 00	23 41. 88 00	22 34. 70 00
12									30 31. 29 00	23 88. 55 00	22 04. 24 00	32 43. 45 00	32 43. 45 00	26 70. 49 00	25 42. 08 00	23 41. 88 00	22 56. 71 00
13									31 02. 67 00	24 29. 36 00	22 26. 25 00	33 38. 62 00	33 38. 62 00	27 18. 06 00	25 89. 24 00	23 88. 55 00	22 78. 73 00
14									31 02. 67 00	24 70. 19 00	22 48. 27 00	33 38. 62 00	33 38. 62 00	27 18. 06 00	25 89. 24 00	23 88. 55 00	23 00. 71 00
15									31 74. 02 00	25 10. 98 00	22 70. 27 00	34 33. 74 00	34 33. 74 00	27 65. 62 00	26 36. 83 00	24 35. 16 00	23 22. 72 00

16								34 19. 82 00	25 51. 82 00	22 92. 23 00	34 33. 74 00	34 33. 74 00	27 65. 62 00	26 36. 83 00	24 35. 16 00	23 44. 74 00
17								34 91. 19 00	25 93. 19 00	23 14. 26 00	35 28. 93 00	35 28. 93 00	28 13. 22 00	26 84. 36 00	24 81. 81 00	23 66. 72 00
18								34 91. 19 00	26 34. 83 00	23 36. 26 00	35 28. 93 00	35 28. 93 00	28 13. 22 00	26 84. 36 00	24 81. 81 00	23 88. 71 00
19								35 62. 56 00	26 76. 44 00	23 58. 25 00	36 24. 08 00	36 24. 08 00	28 60. 76 00	27 31. 99 00	25 28. 45 00	24 10. 73 00
20							27 77. 51 00	35 62. 56 00	27 18. 09 00	23 80. 26 00	36 24. 08 00	36 24. 08 00	28 60. 76 00	27 31. 99 00	25 28. 45 00	24 32. 72 00
21							28 19. 16 00	36 33. 92 00	27 59. 69 00	24 02. 27 00	37 19. 22 00	37 19. 22 00	29 08. 34 00	27 79. 53 00	25 75. 64 00	24 54. 74 00
22							28 60. 79 00	36 33. 92 00	28 01. 32 00	24 24. 28 00	37 19. 22 00	37 19. 22 00	29 08. 34 00	27 79. 53 00	25 75. 64 00	24 76. 77 00
23							29 02. 40 00	37 05. 30 00	28 42. 95 00	24 46. 26 00	38 14. 38 00	38 14. 38 00	29 55. 92 00	28 27. 11 00	26 22. 93 00	24 98. 77 00
24							29 44. 04 00	37 05. 30 00	28 84. 58 00	24 68. 27 00	38 14. 38 00	38 14. 38 00	29 55. 92 00	28 27. 11 00	26 22. 93 00	25 20. 78 00
25							29 85. 65 00	37 76. 65 00	29 26. 18 00	24 90. 26 00	39 09. 55 00	39 09. 55 00	30 03. 47 00	28 74. 68 00	26 70. 52 00	25 42. 75 00
26							30 27. 27 00	38 47. 98 00	29 67. 80 00	25 12. 28 00	39 09. 55 00	39 09. 55 00	30 03. 47 00	28 74. 68 00	26 70. 52 00	25 64. 81 00
27							30 68. 91 00		30 09. 10 00	25 34. 30 00	40 04. 71 00	40 04. 71 00	30 51. 07 00	29 22. 55 00	27 18. 09 00	25 87. 22 00
28							31 10. 51 00		30 51. 07 00	25 56. 30 00			30 51. 07 00	29 22. 55 00	27 18. 09 00	26 09. 66 00
29							31 52. 13 00		30 92. 66 00	25 78. 62 00			30 98. 63 00	29 69. 81 00	27 65. 66 00	26 32. 14 00

30														30 98. 63 00	29 69. 81 00	27 65. 66 00
31														31 46. 19 00	30 17. 43 00	28 13. 22 00

### 1.3. Salaires mensuels: PERSONNEL D'ENCADREMENT DES ETA

ANCIENNETÉ	Fonction							
	Directeur (ETA < 100) 1.80	Assistant du Directeur 1.80	Resp. Personnel 1.63	Infirmier gradué social 1.55- 1.61- 1.77 + 2 ans	Assis- tant social 1.55- 1.61- 1.77	Ergoth. 1.55- 1.61- 1.77	Compt- able gradué 1.55- 1.61- 1.77	Aide compta- ble 1.31
3092.78	2950.01	2950.01	2470.16	2199.93	2199.93	2199.93	2199.93	1895.32
3220.64	3092.78	3092.78	2622.93	2427.41	2357.41	2357.41	2357.41	2046.93
3220.64	3092.78	3092.78	2622.93	2427.41	2357.41	2357.41	2357.41	2063.84
3348.48	3220.64	3220.64	2658.64	2497.39	2427.41	2427.41	2427.41	2080.72
3348.48	3220.64	3220.64	2658.64	2497.39	2427.41	2427.41	2427.41	2097.60
3476.37	3348.48	3348.48	2706.20	2841.00	2497.39	2497.39	2497.39	2114.46
3476.37	3348.48	3348.48	2706.20	2841.00	2841.00	2841.00	2841.00	2172.28
3604.22	3476.37	3476.37	2801.35	2912.37	2841.00	2841.00	2841.00	2196.12
3651.81	3476.37	3476.37	2801.35	2959.93	2912.37	2912.37	2912.37	2236.93
3779.67	3604.22	3604.22	2896.49	3031.29	2912.37	2912.37	2912.37	2277.74
3779.67	3651.81	3651.81	2944.09	3031.29	2959.93	2959.93	2959.93	2365.26
3907.53	3779.67	3779.67	3027.33	3102.67	3031.29	3031.29	3031.29	2406.05
3907.53	3779.67	3779.67	3027.33	3102.67	3031.29	3031.29	3031.29	2446.84
4035.40	3907.53	3907.53	3110.57	3174.02	3102.67	3102.67	3102.67	2487.70
4035.40	3907.53	3907.53	3110.57	3419.82	3102.67	3102.67	3102.67	2528.50
4163.27	4035.40	4035.40	3193.86	3491.19	3174.02	3174.02	3174.02	2569.43
4163.27	4035.40	4035.40	3193.86	3491.19	3419.82	3419.82	3419.82	2611.07
4291.11	4163.27	4163.27	3277.12	3562.56	3491.19	3491.19	3491.19	2652.69

4292.8 2	4163.2 7	4163.2 7	3277.1 2	3562.5 6	3491.1 9	3491.1 9	3491.1 9	2694.3 1
4418.9 7	4291.1 1	4291.1 1	3360.3 5	3633.9 2	3562.5 6	3562.5 6	3562.5 6	2735.9 4
4418.9 7	4292.8 2	4292.8 2	3360.3 5	3633.9 2	3562.5 6	3562.5 6	3562.5 6	
4546.8 5	4418.9 7	4418.9 7	3443.6 6	3705.3 0	3633.9 2	3633.9 2	3633.9 2	
22	4418.9 7	4418.9 7	3443.6 6	3705.3 0	3633.9 2	3633.9 2	3633.9 2	
23	4546.8 5	4546.8 5	3526.9 1	3776.6 5	3705.3 0	3705.3 0	3705.3 0	
24			3526.9 1	3776.6 5	3705.3 0	3705.3 0	3705.3 0	
25			3610.1 6	3847.9 8	3776.6 5	3776.6 5	3776.6 5	
26			3610.1 6		3847.9 8	3847.9 8	3847.9 8	
27			3693.4 1					
28			3693.4 1					
29			3776.6 9					
30			3776.6 9					
31			3859.9 3					

## 2. REGIME (sur base hebdomadaire): Jeunes travailleurs

### 2.1. Jeunes travailleurs :

Age	REGIME		
	Salaire mensuel	Salaire horaire (39 h/semaine)	Salaire horaire (38h/semaine)
20	1538.0800	9.1011	9.3406
19	1439.9000	8.5201	8.7443
18	1341.7300	7.9392	8.1482
17	1243.5500	7.3583	7.5519
16 et moins	1145.3800	6.7774	6.9557