

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3300099: établissements et services de sante pour lesquels aucune cct spécifique n'a été conclue

En vigueur au 01/12/2019 (Dernière actualisation de la page 05/10/2020)

Adaptation des salaires minimums en 12/2019. En cas d'indexation en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

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

Les salaires des jeunes ont été supprimés à partir du 01/01/2009. En conséquence, la CCT 50 relative à la garantie d'un revenu minimum mensuel moyen aux travailleurs âgés de moins de 21 ans n'est pas d'application pour ces salaires minimums sectoriels (sauf pour les étudiants le cas échéant). La CCT 43 du CNT relative à la garantie d'un revenu minimum mensuel est bien d'application.

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

### 1.1. : Travailleurs fournissant généralement un travail d'ordre manuel

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

| ANNEES<br>DE<br>SERVICES | CATEGORIE |         |         |         |         |
|--------------------------|-----------|---------|---------|---------|---------|
|                          | 1         | 2       | 3       | 4       | 5       |
| 0                        | 11.4257   | 11.4452 | 11.4647 | 11.4842 | 11.7999 |
| 1                        | 11.4295   | 11.4511 | 11.4662 | 11.5081 | 11.8591 |
| 2                        | 11.4332   | 11.4569 | 11.4676 | 11.5412 | 11.9184 |
| 3                        | 11.4370   | 11.4627 | 11.4690 | 11.6265 | 11.9777 |
| 4                        | 11.4370   | 11.4627 | 11.4690 | 11.6265 | 11.9777 |
| 5                        | 11.4407   | 11.4686 | 11.4794 | 11.7074 | 12.0586 |
| 6                        | 11.4407   | 11.4686 | 11.4794 | 11.7074 | 12.0586 |
| 7                        | 11.4445   | 11.4744 | 11.5395 | 11.7883 | 12.1395 |
| 8                        | 11.4445   | 11.4744 | 11.5395 | 11.7883 | 12.1395 |
| 9                        | 11.4482   | 11.4802 | 11.6204 | 11.8692 | 12.2204 |
| 10                       | 11.4482   | 11.4802 | 11.6204 | 11.8692 | 12.2204 |
| 11                       | 11.4520   | 11.4861 | 11.7013 | 11.9501 | 12.3013 |
| 12                       | 11.4520   | 11.4861 | 11.7013 | 11.9501 | 12.3013 |
| 13                       | 11.4557   | 11.4928 | 11.7822 | 12.0310 | 12.3822 |
| 14                       | 11.4557   | 11.4928 | 11.7822 | 12.0310 | 12.3822 |
| 15                       | 11.4595   | 11.5121 | 11.8631 | 12.1119 | 12.4631 |
| 16                       | 11.4595   | 11.5121 | 11.8631 | 12.1119 | 12.4631 |
| 17                       | 11.4632   | 11.5931 | 11.9440 | 12.1928 | 12.5440 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 18 | 11.4632 | 11.5931 | 11.9440 | 12.1928 | 12.5440 |
| 19 | 11.4669 | 11.6740 | 12.0249 | 12.2848 | 12.6360 |
| 20 | 11.4669 | 11.6740 | 12.0249 | 12.2848 | 12.6360 |
| 21 | 11.4797 | 11.7549 | 12.1058 | 12.3768 | 12.7280 |
| 22 | 11.4797 | 11.7549 | 12.1058 | 12.3768 | 12.7280 |
| 23 | 11.5398 | 11.8358 | 12.1867 | 12.4688 | 12.8200 |
| 24 | 11.5398 | 11.8358 | 12.1867 | 12.4688 | 12.8200 |
| 25 | 11.5998 | 11.9167 | 12.2676 | 12.5608 | 12.9526 |
| 26 | 11.5998 | 11.9167 | 12.2676 | 12.5608 | 12.9526 |
| 27 | 11.5998 | 11.9976 | 12.3485 | 12.6528 | 13.0995 |
| 28 | 11.5998 | 11.9976 | 12.3485 | 12.6528 | 13.0995 |
| 29 | 11.5998 | 11.9976 | 12.3485 | 12.6528 | 13.0995 |
| 30 | 11.5998 | 11.9976 | 12.3485 | 12.6528 | 13.0995 |
| 31 | 11.5998 | 11.9976 | 12.3485 | 12.6528 | 13.0995 |

## 1.2. : Travailleurs fournissant un travail principalement intellectuel

### 1.2.1. : Personnel administratif

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

| ANNEES<br>DE<br>SERVICES | CATEGORIE |         |         |         |         |
|--------------------------|-----------|---------|---------|---------|---------|
|                          | 1         | 2       | 3       | 4       | 5       |
| 0                        | 1881.44   | 1881.67 | 1883.62 | 1943.59 | 2115.63 |
| 1                        | 1881.54   | 1882.45 | 1906.72 | 1966.69 | 2142.59 |
| 2                        | 1881.63   | 1883.23 | 1929.82 | 1989.79 | 2171.17 |
| 3                        | 1881.72   | 1884.01 | 1952.92 | 2012.89 | 2211.45 |
| 4                        | 1881.72   | 1884.01 | 1952.92 | 2012.89 | 2211.45 |
| 5                        | 1881.82   | 1884.79 | 1975.20 | 2035.99 | 2271.00 |
| 6                        | 1881.82   | 1884.79 | 1975.20 | 2035.99 | 2271.00 |
| 7                        | 1881.91   | 1886.40 | 1997.47 | 2066.80 | 2512.23 |
| 8                        | 1881.91   | 1886.40 | 1997.47 | 2066.80 | 2512.23 |
| 9                        | 1882.01   | 1905.69 | 2051.41 | 2147.88 | 2594.03 |
| 10                       | 1882.01   | 1905.69 | 2051.41 | 2147.88 | 2594.03 |
| 11                       | 1882.10   | 1924.99 | 2111.41 | 2245.10 | 2675.83 |
| 12                       | 1882.10   | 1924.99 | 2111.41 | 2245.10 | 2675.83 |
| 13                       | 1882.35   | 1944.28 | 2196.48 | 2330.16 | 2753.19 |
| 14                       | 1882.35   | 1944.28 | 2196.48 | 2330.16 | 2753.19 |
| 15                       | 1895.67   | 1975.02 | 2281.55 | 2415.23 | 2830.55 |
| 16                       | 1895.67   | 1975.02 | 2281.55 | 2415.23 | 2989.85 |
| 17                       | 1908.99   | 2005.76 | 2366.62 | 2500.30 | 3067.66 |
| 18                       | 1908.99   | 2005.76 | 2366.62 | 2500.30 | 3133.29 |
| 19                       | 1922.31   | 2036.51 | 2451.69 | 2585.37 | 3210.65 |
| 20                       | 1922.31   | 2036.51 | 2451.69 | 2585.37 | 3210.65 |
| 21                       | 1935.63   | 2067.25 | 2536.75 | 2670.44 | 3288.01 |
| 22                       | 1935.63   | 2067.25 | 2536.75 | 2670.44 | 3288.01 |
| 23                       | 1948.96   | 2099.75 | 2621.82 | 2755.50 | 3365.37 |
| 24                       | 1948.96   | 2099.75 | 2621.82 | 2755.50 | 3365.37 |
| 25                       | 1962.28   | 2148.30 | 2706.89 | 2840.57 | 3442.73 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 26 | 1962.28 | 2148.30 | 2706.89 | 2840.57 | 3442.73 |
| 27 | 1975.60 | 2196.86 | 2791.96 | 2925.64 | 3520.08 |
| 28 | 1975.60 | 2196.86 | 2791.96 | 2925.64 | 3520.08 |
| 29 | 1975.60 | 2245.41 | 2877.02 | 3010.71 | 3551.22 |
| 30 | 1975.60 | 2245.41 | 2877.02 | 3010.71 | 3551.22 |
| 31 | 1975.60 | 2245.41 | 2877.02 | 3010.71 | 3551.22 |

## 1.2.2. : Personnel technique et paramédical

### 1.2.2.1. : Barèmes de rémunération mensuelle minima

| ANNEES<br>DE<br>SERVICES | CATEGORIE |         |         |         |         |
|--------------------------|-----------|---------|---------|---------|---------|
|                          | 1         | 2       | 3       | 4       | 5       |
| 0                        | 1881.44   | 1891.13 | 1974.42 | 2012.94 | 2127.67 |
| 1                        | 1881.54   | 1894.94 | 1993.71 | 2036.04 | 2170.21 |
| 2                        | 1881.63   | 1898.75 | 2013.00 | 2059.14 | 2212.76 |
| 3                        | 1881.72   | 1903.92 | 2032.29 | 2082.24 | 2255.30 |
| 4                        | 1881.72   | 1903.92 | 2032.29 | 2082.24 | 2255.30 |
| 5                        | 1881.82   | 1911.35 | 2055.39 | 2111.41 | 2328.22 |
| 6                        | 1881.82   | 1911.35 | 2055.39 | 2111.41 | 2328.22 |
| 7                        | 1881.91   | 1933.05 | 2078.50 | 2160.02 | 2578.33 |
| 8                        | 1881.91   | 1933.05 | 2078.50 | 2160.02 | 2578.33 |
| 9                        | 1882.01   | 1954.75 | 2105.40 | 2257.24 | 2651.24 |
| 10                       | 1882.01   | 1954.75 | 2105.40 | 2257.24 | 2751.12 |
| 11                       | 1882.10   | 1976.45 | 2141.83 | 2354.46 | 2826.33 |
| 12                       | 1882.10   | 1976.45 | 2141.83 | 2354.46 | 2826.33 |
| 13                       | 1882.35   | 1998.14 | 2190.45 | 2439.52 | 2899.25 |
| 14                       | 1882.35   | 1998.14 | 2190.45 | 2439.52 | 2899.25 |
| 15                       | 1895.67   | 2028.89 | 2239.07 | 2524.59 | 2972.16 |
| 16                       | 1895.67   | 2028.89 | 2239.07 | 2524.59 | 3131.47 |
| 17                       | 1908.99   | 2059.63 | 2287.68 | 2609.66 | 3204.83 |
| 18                       | 1908.99   | 2059.63 | 2287.68 | 2609.66 | 3270.46 |
| 19                       | 1922.31   | 2090.37 | 2336.30 | 2694.73 | 3380.02 |
| 20                       | 1922.31   | 2090.37 | 2336.30 | 2694.73 | 3380.02 |
| 21                       | 1935.63   | 2136.16 | 2384.92 | 2779.80 | 3451.66 |
| 22                       | 1935.63   | 2136.16 | 2384.92 | 2779.80 | 3451.66 |
| 23                       | 1948.96   | 2184.71 | 2433.54 | 2864.86 | 3523.31 |
| 24                       | 1948.96   | 2184.71 | 2433.54 | 2864.86 | 3523.31 |
| 25                       | 1962.28   | 2233.26 | 2482.16 | 2949.93 | 3594.95 |
| 26                       | 1962.28   | 2233.26 | 2482.16 | 2949.93 | 3594.95 |
| 27                       | 1975.60   | 2281.81 | 2530.78 | 3035.00 | 3666.60 |
| 28                       | 1975.60   | 2281.81 | 2530.78 | 3035.00 | 3666.60 |
| 29                       | 1975.60   | 2330.36 | 2579.40 | 3120.07 | 3666.60 |
| 30                       | 1975.60   | 2330.36 | 2579.40 | 3120.07 | 3666.60 |
| 31                       | 1975.60   | 2330.36 | 2628.02 | 3120.07 | 3666.60 |

## 1.2.3. : Personnel soignant

### 1.2.3.1. : Barèmes de rémunération mensuelle minima

| ANNEES<br>DE<br>SERVICE<br>S | CATEGORIE |         |         |         |         |         |
|------------------------------|-----------|---------|---------|---------|---------|---------|
|                              | 1         | 2       | 3       | 4       | 5       | 6       |
| 0                            | 1881.44   | 1891.13 | 1974.42 | 2012.94 | 2127.67 | 2252.55 |
| 1                            | 1883.28   | 1894.94 | 1993.71 | 2036.04 | 2170.21 | 2296.01 |
| 2                            | 1885.12   | 1898.75 | 2013.00 | 2059.14 | 2212.76 | 2339.46 |
| 3                            | 1886.96   | 1903.92 | 2032.29 | 2082.24 | 2255.30 | 2382.92 |
| 4                            | 1886.96   | 1903.92 | 2032.29 | 2082.24 | 2255.30 | 2382.92 |
| 5                            | 1890.28   | 1911.35 | 2055.39 | 2111.41 | 2328.22 | 2457.41 |
| 6                            | 1890.28   | 1911.35 | 2055.39 | 2111.41 | 2328.22 | 2457.41 |
| 7                            | 1900.17   | 1933.05 | 2078.50 | 2160.02 | 2578.33 | 2715.09 |
| 8                            | 1900.17   | 1933.05 | 2078.50 | 2160.02 | 2578.33 | 2715.09 |
| 9                            | 1913.49   | 1954.75 | 2105.40 | 2257.24 | 2651.24 | 2789.57 |
| 10                           | 1913.49   | 1954.75 | 2105.40 | 2257.24 | 2751.12 | 2816.72 |
| 11                           | 1926.81   | 1976.45 | 2141.83 | 2354.46 | 2826.33 | 2889.97 |
| 12                           | 1926.81   | 1976.45 | 2141.83 | 2354.46 | 2826.33 | 2889.97 |
| 13                           | 1940.13   | 1998.14 | 2190.45 | 2439.52 | 2899.25 | 2966.19 |
| 14                           | 1940.13   | 1998.14 | 2190.45 | 2439.52 | 2899.25 | 2966.19 |
| 15                           | 1953.45   | 2028.89 | 2239.07 | 2524.59 | 2972.16 | 3043.87 |
| 16                           | 1953.45   | 2028.89 | 2239.07 | 2524.59 | 3131.47 | 3208.58 |
| 17                           | 1966.78   | 2059.63 | 2287.68 | 2609.66 | 3204.83 | 3286.72 |
| 18                           | 1966.78   | 2059.63 | 2287.68 | 2609.66 | 3270.46 | 3354.57 |
| 19                           | 1980.10   | 2090.37 | 2336.30 | 2694.73 | 3380.02 | 3455.16 |
| 20                           | 1980.10   | 2090.37 | 2336.30 | 2694.73 | 3380.02 | 3455.16 |
| 21                           | 1993.42   | 2136.16 | 2384.92 | 2779.80 | 3451.66 | 3528.37 |
| 22                           | 1993.42   | 2136.16 | 2384.92 | 2779.80 | 3451.66 | 3528.37 |
| 23                           | 2006.74   | 2184.71 | 2433.54 | 2864.86 | 3523.31 | 3601.58 |
| 24                           | 2006.74   | 2184.71 | 2433.54 | 2864.86 | 3523.31 | 3601.58 |
| 25                           | 2020.06   | 2233.26 | 2482.16 | 2949.93 | 3594.95 | 3674.79 |
| 26                           | 2020.06   | 2233.26 | 2482.16 | 2949.93 | 3594.95 | 3674.79 |
| 27                           | 2033.39   | 2281.81 | 2530.78 | 3035.00 | 3666.60 | 3748.01 |
| 28                           | 2033.39   | 2281.81 | 2530.78 | 3035.00 | 3666.60 | 3748.01 |
| 29                           | 2033.39   | 2330.36 | 2579.40 | 3120.07 | 3666.60 | 3748.01 |
| 30                           | 2033.39   | 2330.36 | 2579.40 | 3120.07 | 3666.60 | 3748.01 |
| 31                           | 2033.39   | 2330.36 | 2628.02 | 3120.07 | 3666.60 | 3748.01 |

### 1.3. : Rémunération minimum mensuelle garantie

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 supplément de quelque nature que ce soit.

|         |
|---------|
| 1829.76 |
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