SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3310002: centres de sante mentale, agrees par la communaute flamande

En vigueur au 01/10/2021 (Dernière actualisation de la page 09/11/2021)

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 331).

1. : Salaires de base annuels

1.1. : 1.12-1.39

Ancienneté (ans)	1.12	1.14	1.22	1.26	1.30	1.39
0	12384.81	12589.17	13300.93	13568.72	13977.45	14804.87
1	13422.15	13661.73	14373.51	14641.31	15050.06	15970.17
2	13492.67	13792.15	14507.37	14782.31	15191.04	15970.17
3	13563.17	13922.57	14641.26	14923.29	15332.02	16239.11
4	13633.67	14052.96	14775.12	15064.24	15473.02	16239.11
5	13704.17	14183.38	14908.99	15205.24	15614.00	16597.69
6	13774.65	14313.82	15042.90	15346.22	15754.97	16597.69
7	13845.15	14444.21	15176.74	15487.20	15895.92	17314.79
8	13915.65	14574.63	15310.62	15628.17	16036.93	17314.79
9	13986.18	14705.02	15444.49	15769.18	16177.90	18031.95
10	14420.29	15202.10	15993.32	16322.25	16725.60	18390.48
11	14490.76	15360.65	16155.44	16491.32	16894.71	19017.95
12	14561.27	15519.18	16317.54	16660.45	17063.83	19017.95
13	14631.79	15677.70	16479.64	16829.57	17232.91	19650.00
14	14702.29	15836.26	16641.74	16998.68	17402.03	19650.00
15	14772.79	15994.78	16803.86	17167.79	17571.16	20289.89
16	14843.29	16153.31	16965.96	17336.90	17740.28	20289.89
17	14913.80	16311.89	17128.08	17505.99	17909.37	20929.82
18	14984.30	16470.39	17290.15	17675.13	18078.48	20929.82
19	15054.80	16628.95	17452.25	17844.24	18247.59	21569.79
20	15125.32	16787.47	17614.40	18013.33	18416.70	21569.79
21	15195.82	16946.03	17776.49	18182.47	18585.84	22209.67
22	15266.32	17104.53	17938.57	18351.56	18754.91	22209.67
23	15336.83	17263.08	18100.69	18520.70	18924.04	22849.61
24	15407.33	17421.61	18262.79	18689.78	19093.13	22849.61
25	15477.83	17580.16	18424.91	18858.90	19262.27	23489.52
26	15548.35	17738.67	18586.98	19028.01	19431.73	23489.52
27	15618.85	17897.24	18749.10	19197.12	19604.19	24129.44
28	15618.85	18055.77	18911.20	19366.24	19776.65	24129.44

29	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
30	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
31	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37

1.2. : 1.40-1.80

Ancienneté (ans)	1.40	1.54	1.55-1.61-1.77	1.59	1.80
0	14804.85	16343.64	16627.41	17314.77	22392.42
1	15925.35	17464.20	17837.72	18435.30	23489.55
2	15925.35	17464.20	17837.72	18435.30	23489.55
3	16194.31	17733.11	18375.55	18704.24	24472.30
4	16194.31	17733.11	18375.55	18704.24	24472.30
5	16463.28	18002.10	18913.38	18973.18	25455.02
6	16463.28	18002.10	18913.38	18973.18	25455.02
7	16732.19	18271.02	21554.49	19242.14	26437.77
8	16732.19	18271.02	21554.49	19242.14	26437.77
9	17001.18	18539.98	22102.98	19512.99	27420.49
10	17359.71	18898.53	22468.60	19878.63	27786.14
11	17718.26	19257.09	23017.09	20244.25	28768.89
12	17718.26	19257.09	23017.09	20244.25	28768.89
13	18076.82	19619.53	23565.55	20609.89	29751.61
14	18076.82	19619.53	23565.55	20609.89	29751.61
15	18435.37	19985.18	24114.02	20975.54	30734.36
16	18435.37	19985.18	26003.29	20975.54	30734.36
17	18793.92	20350.79	26551.75	21341.15	31717.08
18	18793.92	20350.79	26551.75	21341.15	31717.08
19	19152.45	20716.44	27100.22	21706.80	32699.83
20	19152.45	20716.44	27100.22	21706.80	32699.83
21	19512.81	21082.08	27648.73	22072.39	33682.61
22	19512.81	21082.08	27648.73	22072.39	33682.61
23	19878.46	21447.70	28197.19	22438.03	34665.33
24	19878.46	21447.70	28197.19	22438.03	34665.33
25	20244.08	21813.34	28745.68	22803.68	34665.33
26	20244.08	21813.34	28745.68	22803.68	34665.33
27	20609.72	22178.98	29294.15	23169.29	34665.33
28	20609.72	22178.98	29294.15	23169.29	34665.33
29	20975.34	22544.58	29294.15	23534.94	34665.33
30	20975.34	22544.58	29294.15	23534.94	34665.33
31	21340.98	22910.22	29294.15	23900.60	34665.33

2. : Salaires horaires (38h/semaine) (excl. Allocation de foyer ou de résidence)

2.1. : 1.12-1.39

Ancienneté (ans)	1.12	1.14	1.22	1.26	1.30	1.39
0	11.1300	11.3137	11.9533	12.1940	12.5613	13.3049

1	12.0623	12.2776	12.9172	13.1579	13.5253	14.3521
2	12.1256	12.3948	13.0375	13.2846	13.6519	14.3521
3	12.1890	12.5120	13.1579	13.4113	13.7786	14.5938
4	12.2524	12.6292	13.2782	13.5380	13.9054	14.5938
5	12.3157	12.7464	13.3985	13.6647	14.0321	14.9161
6	12.3791	12.8636	13.5188	13.7914	14.1587	14.9161
7	12.4424	12.9808	13.6391	13.9181	14.2854	15.5605
8	12.5058	13.0980	13.7594	14.0448	14.4121	15.5605
9	12.5692	13.2152	13.8797	14.1715	14.5388	16.2050
10	12.9593	13.6619	14.3729	14.6685	15.0310	16.5272
11	13.0226	13.8044	14.5186	14.8205	15.1830	17.0911
12	13.0860	13.9468	14.6643	14.9725	15.3350	17.0911
13	13.1494	14.0893	14.8100	15.1245	15.4869	17.6591
14	13.2127	14.2318	14.9557	15.2764	15.6389	17.6591
15	13.2761	14.3743	15.1014	15.4284	15.7909	18.2342
16	13.3394	14.5167	15.2470	15.5804	15.9429	18.2342
17	13.4028	14.6592	15.3927	15.7324	16.0949	18.8093
18	13.4662	14.8017	15.5384	15.8844	16.2468	18.8093
19	13.5295	14.9442	15.6841	16.0363	16.3988	19.3844
20	13.5929	15.0866	15.8298	16.1883	16.5508	19.3844
21	13.6562	15.2291	15.9755	16.3403	16.7028	19.9595
22	13.7196	15.3716	16.1211	16.4923	16.8547	19.9595
23	13.7830	15.5141	16.2668	16.6443	17.0067	20.5346
24	13.8463	15.6565	16.4125	16.7962	17.1587	20.5346
25	13.9097	15.7990	16.5582	16.9482	17.3107	21.1097
26	13.9731	15.9415	16.7038	17.1002	17.4630	21.1097
27	14.0364	16.0840	16.8495	17.2521	17.6180	21.6847
28	14.0364	16.2264	16.9952	17.4041	17.7730	21.6847
29	14.0364	16.3689	17.1409	17.5583	17.9280	22.2598
30	14.0364	16.3689	17.1409	17.5583	17.9280	22.2598
31	14.0364	16.3689	17.1409	17.5583	17.9280	22.2598

2.2. : 1.40-1.80

Ancienneté (ans)	1.40	1.54	1.55-1.61-1.77	1.59	1.80
0	13.3049	14.6878	14.9428	15.5605	20.1237
1	14.3119	15.6948	16.0305	16.5675	21.1097
2	14.3119	15.6948	16.0305	16.5675	21.1097
3	14.5536	15.9365	16.5138	16.8092	21.9929
4	14.5536	15.9365	16.5138	16.8092	21.9929
5	14.7953	16.1782	16.9972	17.0509	22.8760
6	14.7953	16.1782	16.9972	17.0509	22.8760
7	15.0370	16.4199	19.3707	17.2926	23.7592
8	15.0370	16.4199	19.3707	17.2926	23.7592
9	15.2787	16.6616	19.8636	17.5360	24.6424
10	15.6009	16.9838	20.1922	17.8646	24.9710
11	15.9231	17.3060	20.6851	18.1932	25.8541

12	15.9231	17.3060	20.6851	18.1932	25.8541
13	16.2454	17.6318	21.1780	18.5218	26.7373
14	16.2454	17.6318	21.1780	18.5218	26.7373
15	16.5676	17.9604	21.6709	18.8504	27.6205
16	16.5676	17.9604	23.3687	18.8504	27.6205
17	16.8898	18.2889	23.8616	19.1790	28.5036
18	16.8898	18.2889	23.8616	19.1790	28.5036
19	17.2120	18.6175	24.3545	19.5076	29.3868
20	17.2120	18.6175	24.3545	19.5076	29.3868
21	17.5359	18.9461	24.8475	19.8361	30.2700
22	17.5359	18.9461	24.8475	19.8361	30.2700
23	17.8645	19.2747	25.3404	20.1647	31.1532
24	17.8645	19.2747	25.3404	20.1647	31.1532
25	18.1930	19.6033	25.8333	20.4933	31.1532
26	18.1930	19.6033	25.8333	20.4933	31.1532
27	18.5216	19.9319	26.3262	20.8219	31.1532
28	18.5216	19.9319	26.3262	20.8219	31.1532
29	18.8502	20.2605	26.3262	21.1505	31.1532
30	18.8502	20.2605	26.3262	21.1505	31.1532
31	19.1788	20.5891	26.3262	21.4791	31.1532

3. : Salaires mensuelles (excl. Allocation de foyer ou de résidence)

3.1. : 1.12-1.39

Ancienneté (ans)	1.12	1.14	1.22	1.26	1.30	1.39
0	1832.75	1862.99	1968.32	2007.94	2068.43	2190.87
1	1986.25	2021.71	2127.04	2166.67	2227.16	2363.32
2	1996.69	2041.01	2146.85	2187.54	2248.02	2363.32
3	2007.12	2060.31	2166.66	2208.40	2268.88	2403.12
4	2017.56	2079.60	2186.47	2229.26	2289.75	2403.12
5	2027.99	2098.90	2206.28	2250.12	2310.61	2456.18
6	2038.42	2118.21	2226.10	2270.98	2331.47	2456.18
7	2048.85	2137.50	2245.90	2291.85	2352.33	2562.30
8	2059.28	2156.80	2265.72	2312.71	2373.20	2562.30
9	2069.72	2176.10	2285.53	2333.58	2394.06	2668.43
10	2133.96	2249.66	2366.74	2415.42	2475.11	2721.48
11	2144.39	2273.12	2390.74	2440.44	2500.14	2814.34
12	2154.83	2296.58	2414.72	2465.47	2525.16	2814.34
13	2165.26	2320.04	2438.71	2490.50	2550.18	2907.87
14	2175.69	2343.50	2462.70	2515.52	2575.21	2907.87
15	2186.13	2366.96	2486.69	2540.55	2600.24	3002.57
16	2196.56	2390.42	2510.68	2565.57	2625.27	3002.57
17	2206.99	2413.89	2534.67	2590.59	2650.29	3097.26
18	2217.43	2437.34	2558.65	2615.62	2675.31	3097.26
19	2227.86	2460.81	2582.64	2640.65	2700.34	3191.97
20	2238.30	2484.27	2606.64	2665.67	2725.36	3191.97
21	2248.73	2507.73	2630.62	2690.70	2750.39	3286.66

22	2259.16	2531.19	2654.61	2715.73	2775.41	3286.66
23	2269.60	2554.65	2678.60	2740.75	2800.44	3381.36
24	2280.03	2578.11	2702.59	2765.78	2825.47	3381.36
25	2290.46	2601.57	2726.58	2790.80	2850.49	3476.06
26	2300.90	2625.03	2750.56	2815.83	2875.57	3476.06
27	2311.33	2648.49	2774.55	2840.85	2901.09	3570.75
28	2311.33	2671.95	2798.54	2865.88	2926.61	3570.75
29	2311.33	2695.41	2822.53	2891.26	2952.14	3665.45
30	2311.33	2695.41	2822.53	2891.26	2952.14	3665.45
31	2311.33	2695.41	2822.53	2891.26	2952.14	3665.45

3.2. : 1.40-1.80

Ancienneté (ans)	1.40	1.54	1.55-1.61-1.77	1.59	1.80
0	2190.87	2418.59	2460.58	2562.30	3313.70
1	2356.69	2584.41	2639.69	2728.12	3476.06
2	2356.69	2584.41	2639.69	2728.12	3476.06
3	2396.49	2624.20	2719.28	2767.92	3621.49
4	2396.49	2624.20	2719.28	2767.92	3621.49
5	2436.29	2664.01	2798.87	2807.71	3766.92
6	2436.29	2664.01	2798.87	2807.71	3766.92
7	2476.09	2703.81	3189.71	2847.52	3912.35
8	2476.09	2703.81	3189.71	2847.52	3912.35
9	2515.89	2743.61	3270.87	2887.60	4057.78
10	2568.95	2796.67	3324.98	2941.71	4111.89
11	2622.01	2849.73	3406.15	2995.81	4257.32
12	2622.01	2849.73	3406.15	2995.81	4257.32
13	2675.07	2903.36	3487.31	3049.92	4402.74
14	2675.07	2903.36	3487.31	3049.92	4402.74
15	2728.13	2957.47	3568.47	3104.03	4548.17
16	2728.13	2957.47	3848.05	3104.03	4548.17
17	2781.19	3011.58	3929.22	3158.13	4693.60
18	2781.19	3011.58	3929.22	3158.13	4693.60
19	2834.24	3065.69	4010.38	3212.24	4839.03
20	2834.24	3065.69	4010.38	3212.24	4839.03
21	2887.57	3119.80	4091.55	3266.35	4984.46
22	2887.57	3119.80	4091.55	3266.35	4984.46
23	2941.68	3173.90	4172.71	3320.45	5129.89
24	2941.68	3173.90	4172.71	3320.45	5129.89
25	2995.79	3228.01	4253.88	3374.56	5129.89
26	2995.79	3228.01	4253.88	3374.56	5129.89
27	3049.90	3282.12	4335.05	3428.67	5129.89
28	3049.90	3282.12	4335.05	3428.67	5129.89
29	3104.00	3336.22	4335.05	3482.78	5129.89
30	3104.00	3336.22	4335.05	3482.78	5129.89
31	3158.11	3390.33	4335.05	3536.89	5129.89

4. : Allocation de foyer ou de résidence

4.1. : Allocation de foyer (montants de base)

Salaire annuel < ou = Limites (montants de base)	
16421,84	719.89
18695,86	359.95
Si plus haut que 19.055,81	0.00

4.2. : Allocation de résidence (montants de base)

Salaire annuel < ou = Limites (montants de base)	
16421,84	359.95
18695,86	179.98
19055,81	0.00
Si plus haut	0.00

4.3. : Allocation de foyer (Exemple)

4.3.1. : Limite inférieur

Limite inférieur	
à 100%	16421.84
Indexé (Ex. x1,6084) - Retenue de pension	24431.92
Allocation de foyer à 100% pour 16.421,84	719.89
Allocation de foyer Indexée (Ex. x1,6084)	1157.87
Rémunération globale	25589.79

4.3.2. : Salaire effectif

Salaire effectif	
à 100%	16750.00
Indexé (Ex. x1,6084) - Retenue de pension	24920.15
Allocation de foyer à 100% pour 16.421,84	359.95
Allocation de foyer Indexée (Ex. x1,6084)	578.94
Rémunération globale	25499.09
Différence = 25.589,79 - 25.499,09	90.70
Allocation de foyer par année = 578,94 + 90,70	669.64
Allocation de foyer par mois = 669,64/12	55.80

4.4. : Allocation de résidence (Exemple)

4.4.1. : Limite supérieur

Limite supérieur	
à 100%	18695.86
Indexé (Ex. x1,6084) - Retenue de pension	27815.14
Allocation de résidence à 100% pour 16.421,84	179.98
Allocation de résidence Indexée (Ex. x1,6084)	289.48
Rémunération globale	28104.62

4.4.2. : Salaire effectif

Salaire effectif	
à 100%	18880.00
Indexé (Ex. x1,6084) - Retenue de pension	28089.10
Allocation de résidence à 100% pour 18.695,86	0.00
Allocation de résidence Indexée (Ex. x1,6084)	0.00
Rémunération globale	28089.10
Différence = 28104,62 - 28089,10	15.52
Allocation de résidence par année = 0,00 + 15,52	15.52
Allocation de résidence par mois = 15,52/12	1.29

5. : Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par mois	1895.3900
Par heure (38h/semaine)	11.5105