SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3270200: entreprises de travail adapte subsidiees par la commission communautaire francaise

En vigueur au 01/03/2020 (Dernière actualisation de la page 06/09/2021)

Changement des classifications de fonctions en 03/2020.

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. Catégories:

ANCIENNITÉ	Fonction					
	13	13B	14	14B	15	15B
0	3225.3400	19.5871	2804.6900	17.0325	2454.0800	14.9033
1	3286.7100	19.9598	2848.4900	17.2985	2497.8900	15.1694
2	3348.0500	20.3323	2892.2900	17.5645	2541.7000	15.4354
3	3409.4200	20.7050	2936.1100	17.8306	2585.5500	15.7017
4	3470.7600	21.0775	2979.9200	18.0967	2629.3800	15.9679
5	3532.1200	21.4501	3023.7700	18.3630	2673.1800	16.2339
6	3593.4700	21.8227	3067.5900	18.6291	2717.0300	16.5002
7	3654.8300	22.1953	3111.4300	18.8953	2760.8200	16.7661
8	3716.1800	22.5679	3155.2400	19.1614	2804.6900	17.0325
9	3777.5200	22.9404	3199.0800	19.4276	2848.4900	17.2985
10	3838.8600	23.3129	3242.9000	19.6937	2892.2900	17.5645
11	3900.2300	23.6856	3286.7100	19.9598	2936.1100	17.8306
12	3961.5700	24.0581	3330.5200	20.2258	2979.9200	18.0967
13	4022.9100	24.4306	3374.3300	20.4919	3023.7700	18.3630
14	4084.2600	24.8032	3418.1700	20.7581	3067.5900	18.6291
15	4145.6500	25.1760	3462.0200	21.0244	3111.4300	18.8953
16	4206.9700	25.5484	3505.8000	21.2903	3155.2400	19.1614

17	4268.3400	25.9211	3549.6500	21.5566	3199.0800	19.4276
18	4329.6800	26.2936	3593.4700	21.8227	3242.9000	19.6937
19	4391.0300	26.6662	3637.3200	22.0890	3286.7100	19.9598
20	4452.3700	27.0387	3681.1100	22.3549	3330.5200	20.2258

1.2. Catégories:

ANCIENNITÉ	Fonction					
	16	16B	165	165B	17	17B
0	2278.7700	13.8387	2199.2900	13.3560	2119.8000	12.8733
1	2322.6100	14.1049	2233.9500	13.5665	2145.2900	13.0281
2	2366.4200	14.3710	2268.6000	13.7769	2170.7700	13.1828
3	2410.2800	14.6373	2303.2400	13.9873	2196.2100	13.3373
4	2454.0800	14.9033	2337.8900	14.1977	2221.7200	13.4922
5	2497.8900	15.1694	2372.5500	14.4082	2247.2100	13.6470
6	2541.7000	15.4354	2407.1800	14.6185	2272.6600	13.8016
7	2585.5500	15.7017	2441.8400	14.8290	2298.1400	13.9563
8	2629.3800	15.9679	2476.5000	15.0395	2323.6300	14.1111
9	2673.1800	16.2339	2511.1300	15.2498	2349.1000	14.2658
10	2717.0300	16.5002	2545.8100	15.4604	2374.5900	14.4206
11	2760.8200	16.7661	2580.4400	15.6707	2400.0700	14.5753
12	2804.6900	17.0325	2615.1400	15.8814	2425.5700	14.7302
13	2848.4900	17.2985	2649.7500	16.0916	2451.0100	14.8847
14	2892.2900	17.5645	2684.3600	16.3018	2476.4700	15.0393
15	2936.1100	17.8306	2719.0400	16.5124	2501.9900	15.1943
16	2979.9200	18.0967	2753.7000	16.7229	2527.4900	15.3491
17	3023.7700	18.3630	2788.3500	16.9333	2552.9300	15.5036
18	3067.5900	18.6291	2823.0000	17.1437	2578.4000	15.6583
19	3111.4300	18.8953	2857.6600	17.3542	2603.8900	15.8131
20	3155.2400	19.1614	2892.3000	17.5646	2629.3800	15.9679

1.3. Catégories:

Pour les travailleurs de production de niveau 3, il peut être distingué sur leur fiche de rémunération la part salariale liée au travail et la part d'allocation complémentaire composant ensemble la rémunération totale, correspondant au revenu minimum moyen mensuel garanti, dans le respect des dispositions suivantes :

Capacité Professionnelle C ; Part salariale liée au travail

C 85 p.c.

E 80 p.c.

F 75 ou 80 p.c.

ANCIENNITÉ	Fonction					
	18	18B	19	19B	20	20B
0	2037.4400	12.3731	1967.2700	11.9470	1796.3200	10.9088
1	2054.7100	12.4780	1984.6000	12.0522	1796.3200	10.9088
2	2072.1200	12.5837	2001.9700	12.1577	1796.3200	10.9088
3	2089.4100	12.6887	2019.2700	12.2628	1796.3200	10.9088
4	2106.7500	12.7940	2036.6100	12.3681	1796.3200	10.9088
5	2124.0500	12.8991	2053.9400	12.4733	1796.3200	10.9088
6	2141.3900	13.0044	2071.2400	12.5784	1796.3200	10.9088
7	2158.7000	13.1095	2088.5800	12.6837	1796.3200	10.9088
8	2176.0400	13.2148	2105.8700	12.7887	1796.3200	10.9088
9	2193.3800	13.3201	2123.2400	12.8942	1796.3200	10.9088
10	2210.7200	13.4254	2140.5800	12.9995	1796.3200	10.9088
11	2228.0600	13.5307	2157.8900	13.1046	1796.3200	10.9088
12	2245.3600	13.6358	2175.2000	13.2097	1796.3200	10.9088
13	2262.6800	13.7410	2192.5500	13.3151	1796.3200	10.9088
14	2280.0100	13.8462	2209.8800	13.4203	1796.3200	10.9088
15	2297.3300	13.9514	2227.1800	13.5254	1796.3200	10.9088
16	2314.6500	14.0566	2244.5100	13.6306	1796.3200	10.9088
17	2332.0300	14.1621	2261.8800	13.7361	1796.3200	10.9088
18	2349.3300	14.2672	2279.1800	13.8412	1796.3200	10.9088
19	2366.6600	14.3724	2296.5400	13.9466	1796.3200	10.9088

20	2383.9600	14.4775	2313.8100	14.0515	1796.3200	10.9088

1.4. Catégories:

ANCIENNITÉ	Fonction					
	21	21B	22	22B	23	23B
0	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
1	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
2	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
3	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
4	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
5	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
6	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
7	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
8	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
9	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
10	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
11	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
12	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
13	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
14	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
15	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
16	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
17	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
18	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
19	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820
20	1881.2700	11.4247	1758.9400	10.6818	1709.5700	10.3820

1.5. Catégories:

ANCIENNITÉ	Fonction							
	24	24B	25	25B	195	195B	215	215B

0	1688.0300	10.2512	28.5700	0.1735	1995.8400	12.1205	1909.8400	11.5982
1	1688.0300	10.2512	28.5700	0.1735	2013.1700	12.2257	1909.8400	11.5982
2	1688.0300	10.2512	28.5700	0.1735	2030.5400	12.3312	1909.8400	11.5982
3	1688.0300	10.2512	28.5700	0.1735	2047.8400	12.4363	1909.8400	11.5982
4	1688.0300	10.2512	28.5700	0.1735	2065.1800	12.5416	1909.8400	11.5982
5	1688.0300	10.2512	28.5700	0.1735	2082.5100	12.6468	1909.8400	11.5982
6	1688.0300	10.2512	28.5700	0.1735	2099.8100	12.7519	1909.8400	11.5982
7	1688.0300	10.2512	28.5700	0.1735	2117.1500	12.8572	1909.8400	11.5982
8	1688.0300	10.2512	28.5700	0.1735	2134.4400	12.9622	1909.8400	11.5982
9	1688.0300	10.2512	28.5700	0.1735	2151.8100	13.0677	1909.8400	11.5982
10	1688.0300	10.2512	28.5700	0.1735	2169.1500	13.1730	1909.8400	11.5982
11	1688.0300	10.2512	28.5700	0.1735	2186.4600	13.2781	1909.8400	11.5982
12	1688.0300	10.2512	28.5700	0.1735	2203.7700	13.3832	1909.8400	11.5982
13	1688.0300	10.2512	28.5700	0.1735	2221.1200	13.4886	1909.8400	11.5982
14	1688.0300	10.2512	28.5700	0.1735	2238.4500	13.5938	1909.8400	11.5982
15	1688.0300	10.2512	28.5700	0.1735	2255.7500	13.6989	1909.8400	11.5982
16	1688.0300	10.2512	28.5700	0.1735	2273.0800	13.8041	1909.8400	11.5982
17	1688.0300	10.2512	28.5700	0.1735	2290.4500	13.9096	1909.8400	11.5982
18	1688.0300	10.2512	28.5700	0.1735	2307.7500	14.0147	1909.8400	11.5982
19	1688.0300	10.2512	28.5700	0.1735	2325.1100	14.1201	1909.8400	11.5982
20	1688.0300	10.2512	28.5700	0.1735	2342.3800	14.2250	1909.8400	11.5982