

## Salaires minimums par (sous-)commission paritaire

Commission paritaire 3320099: établissements et services de l'aide sociale et des soins de sante pour lesquels aucune cct spécifique n'a été conclue

En vigueur au 01/06/2017 (Dernière actualisation de la page 09/12/2020)

Indexation de 2% en 6/2017. 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 332).

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

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

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

| AGE / ANNEES DE SERVICES | CATEGORIE |         |         |         |         |
|--------------------------|-----------|---------|---------|---------|---------|
|                          | 1         | 2       | 3       | 4       | 5       |
| -18a                     | 1140.72   | 1188.85 | 1333.62 | 1351.67 | 1489.14 |
| 18a / 0                  | 1200.71   | 1248.96 | 1393.64 | 1411.70 | 1541.79 |
| 1                        | 1224.78   | 1273.14 | 1417.67 | 1435.71 | 1542.66 |
| 2                        | 1248.96   | 1297.12 | 1441.60 | 1459.64 | 1563.89 |
| 3                        | 1273.14   | 1321.30 | 1465.83 | 1483.84 | 1585.41 |
| 5                        | 1297.12   | 1345.23 | 1490.01 | 1507.88 | 1606.66 |
| 7                        | 1321.30   | 1369.26 | 1514.03 | 1532.08 | 1628.02 |
| 9                        | 1345.23   | 1392.52 | 1538.21 | 1541.79 | 1649.67 |
| 11                       | 1369.26   | 1417.67 | 1541.79 | 1548.71 | 1670.96 |
| 13                       | 1392.52   | 1441.60 | 1553.94 | 1569.98 | 1692.28 |
| 15                       | 1417.67   | 1465.83 | 1575.62 | 1591.69 | 1713.81 |
| 17                       | 1441.60   | 1490.01 | 1596.96 | 1613.01 | 1735.22 |
| 19                       | 1465.83   | 1514.03 | 1618.19 | 1634.24 | 1756.58 |
| 21                       | 1490.01   | 1538.21 | 1639.71 | 1655.61 | 1778.07 |
| 23                       | 1514.03   | 1541.79 | 1661.05 | 1677.01 | 1799.31 |
| 25                       | 1538.21   | 1553.94 | 1682.49 | 1679.88 | 1820.66 |
| 27                       | 1538.21   | 1553.94 | 1703.97 | 1719.79 | 1842.31 |

#### 1.2. : Travailleurs fournissant un travail principalement intellectuel

##### 1.2.1. : Personnel administratif

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

| AGE / ANNEES DE SERVICES | CATEGORIE               |                         |                         |                         |                         |
|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                          | 1                       | 2                       | 3                       | 4                       | 5                       |
|                          | 0 anc. = 18 ans minimum | 0 anc. = 18 ans minimum | 0 anc. = 20 ans minimum | 0 anc. = 20 ans minimum | 0 anc. = 20 ans minimum |

|        |         |         |         |         |         |
|--------|---------|---------|---------|---------|---------|
| -18a   | 1243.19 | 1261.11 | 1380.99 | 1513.16 | 1638.14 |
| 0 anc. | 1303.26 | 1351.09 | 1500.96 | 1595.42 | 1744.64 |
| 1      | 1327.19 | 1380.99 | 1537.05 | 1627.36 | 1776.57 |
| 2      | 1351.17 | 1410.99 | 1541.95 | 1659.29 | 1808.51 |
| 3      | 1375.18 | 1441.07 | 1573.93 | 1691.29 | 1840.46 |
| 5      | 1399.16 | 1476.98 | 1605.88 | 1723.22 | 1872.40 |
| 7      | 1423.18 | 1513.04 | 1648.55 | 1765.91 | 1915.12 |
| 9      | 1447.16 | 1541.65 | 1733.89 | 1851.23 | 2000.42 |
| 11     | 1471.14 | 1552.61 | 1819.17 | 1936.53 | 2085.74 |
| 13     | 1495.15 | 1595.29 | 1893.84 | 2011.19 | 2160.36 |
| 15     | 1519.13 | 1638.02 | 1968.50 | 2085.86 | 2235.04 |
| 17     | 1541.65 | 1680.71 | 2043.14 | 2160.49 | 2309.71 |
| 19     | 1541.65 | 1723.43 | 2117.80 | 2235.16 | 2384.38 |
| 21     | 1558.12 | 1766.12 | 2192.47 | 2309.83 | 2458.99 |
| 23     | 1579.44 | 1808.84 | 2267.14 | 2384.46 | 2533.66 |
| 25     | 1600.72 | 1851.53 | 2341.77 | 2459.13 | 2608.33 |
| 27     | 1622.04 | 1894.26 | 2416.44 | 2533.80 | 2683.01 |
| 29     | 1622.04 | 1936.94 | 2491.11 | 2608.46 | 2757.63 |

## 1.2.2. : Personnel technique et paramédical

### 1.2.2.1. : Barèmes de rémunération mensuelle minima

| AGE /<br>ANNEES<br>DE<br>SERVICES | CATEGORIE                     |                               |                               |                               |                               |
|-----------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
|                                   | 1                             | 2                             | 3                             | 4                             | 5                             |
|                                   | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 20<br>ans<br>minimum | 0 anc. = 23<br>ans<br>minimum |
| -18a                              | 1243.19                       | 1345.11                       |                               |                               |                               |
| 0 anc.                            | 1303.26                       | 1434.96                       | 1638.02                       | 1691.37                       | 1833.48                       |
| 1                                 | 1327.19                       | 1465.08                       | 1664.65                       | 1723.30                       | 1870.86                       |
| 2                                 | 1351.17                       | 1494.98                       | 1691.29                       | 1755.25                       | 1908.24                       |
| 3                                 | 1375.18                       | 1524.99                       | 1717.91                       | 1787.22                       | 1945.61                       |
| 5                                 | 1399.16                       | 1541.65                       | 1749.86                       | 1819.17                       | 2009.62                       |
| 7                                 | 1423.18                       | 1563.27                       | 1781.80                       | 1861.86                       | 2073.63                       |
| 9                                 | 1447.16                       | 1595.20                       | 1813.73                       | 1947.18                       | 2137.63                       |
| 10                                | 1447.16                       | 1595.20                       | 1813.73                       | 1947.18                       | 2377.11                       |
| 11                                | 1471.14                       | 1627.15                       | 1845.68                       | 2032.48                       | 2446.64                       |
| 13                                | 1495.15                       | 1669.89                       | 1888.42                       | 2107.15                       | 2510.60                       |
| 15                                | 1519.13                       | 1712.56                       | 1931.09                       | 2181.78                       | 2574.61                       |
| 17                                | 1541.65                       | 1755.30                       | 1973.83                       | 2256.45                       | 2638.62                       |
| 19                                | 1541.65                       | 1797.97                       | 2016.51                       | 2331.11                       | 2790.48                       |
| 21                                | 1558.12                       | 1840.71                       | 2059.24                       | 2405.78                       | 2851.47                       |
| 23                                | 1579.44                       | 1883.39                       | 2101.92                       | 2480.40                       | 2912.40                       |
| 25                                | 1600.72                       | 1926.12                       | 2144.65                       | 2555.08                       | 2973.38                       |
| 27                                | 1622.04                       | 1968.81                       | 2187.33                       | 2629.75                       | 3034.33                       |
| 29                                | 1622.04                       | 2011.53                       | 2230.06                       | 2704.42                       | 3034.33                       |
| 31                                | 1622.04                       | 2011.53                       | 2272.74                       | 2704.42                       | 3034.33                       |

### 1.2.3. : Personnel soignant

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

| AGE /<br>ANNEES<br>DE<br>SERVICE<br>S | CATEGORIE                     |                               |                               |                               |                               |                               |
|---------------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
|                                       | 1                             | 2                             | 3                             | 4                             | 5                             | 6                             |
|                                       | 0 anc. =<br>18 ans<br>minimum | 0 anc. =<br>18 ans<br>minimum | 0 anc. =<br>18 ans<br>minimum | 0 anc. =<br>20 ans<br>minimum | 0 anc. =<br>23 ans<br>minimum | 0 anc. =<br>23 ans<br>minimum |
| -18a                                  | 1333.33                       | 1345.11                       |                               |                               |                               |                               |
| 0 anc.                                | 1393.36                       | 1434.96                       | 1638.02                       | 1691.37                       | 1833.48                       | 2022.10                       |
| 1                                     | 1417.34                       | 1465.08                       | 1664.65                       | 1723.30                       | 1870.86                       | 2059.49                       |
| 2                                     | 1441.32                       | 1494.98                       | 1691.29                       | 1755.25                       | 1908.24                       | 2096.85                       |
| 3                                     | 1465.33                       | 1524.99                       | 1717.91                       | 1787.22                       | 1945.61                       | 2134.27                       |
| 5                                     | 1489.31                       | 1541.65                       | 1749.86                       | 1819.17                       | 2009.62                       | 2198.25                       |
| 7                                     | 1513.29                       | 1563.27                       | 1781.80                       | 1861.86                       | 2073.63                       | 2262.25                       |
| 9                                     | 1537.30                       | 1595.20                       | 1813.73                       | 1947.18                       | 2137.63                       | 2326.26                       |
| 10                                    | 1537.30                       | 1595.20                       | 1813.73                       | 1947.18                       | 2377.11                       | 2391.34                       |
| 11                                    | 1541.65                       | 1627.15                       | 1845.68                       | 2032.48                       | 2488.13                       | 2452.40                       |
| 13                                    | 1552.90                       | 1669.89                       | 1888.42                       | 2107.15                       | 2510.60                       | 2520.56                       |
| 15                                    | 1574.22                       | 1712.56                       | 1931.09                       | 2181.78                       | 2574.66                       | 2592.25                       |
| 17                                    | 1595.50                       | 1755.30                       | 1973.83                       | 2256.45                       | 2638.62                       | 2663.89                       |
| 19                                    | 1616.82                       | 1797.97                       | 2016.51                       | 2331.11                       | 2790.48                       | 2790.48                       |
| 21                                    | 1638.11                       | 1840.71                       | 2059.24                       | 2405.78                       | 2851.47                       | 2851.47                       |
| 23                                    | 1659.43                       | 1883.39                       | 2101.92                       | 2480.40                       | 2912.40                       | 2912.40                       |
| 25                                    | 1680.71                       | 1926.12                       | 2144.65                       | 2555.08                       | 2973.38                       | 2973.38                       |
| 27                                    | 1702.03                       | 1968.81                       | 2187.33                       | 2629.75                       | 3034.33                       | 3034.33                       |
| 29                                    | 1702.03                       | 2011.53                       | 2230.06                       | 2704.42                       | 3034.33                       | 3034.33                       |
| 31                                    | 1702.03                       | 2011.53                       | 2272.74                       | 2704.42                       | 3034.33                       | 3034.33                       |