SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3180201: aide aux familles et soins à domicile complémentaires

En vigueur au 01/03/2021 (Dernière actualisation de la page 05/10/2021)

Adaptation barème salarial suivant CCT du 06/05/2021 entrée en vigueur au 03/2021.

Modification des classifications de fonctions (B2B ter; B1B et B4 bis);

Intégration des allocations de foyer et de résidence dans le barème salarial;

Ajout années ancienneté jusqu'à 35 ans;

Augmentation du Revenu Minimum Moyen Garanti.

En cas d'indexation en application des CCT sectorielles, les salaires barémiques ainsi que sur les salaires effectifs sont indexés.

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 (CP318.02.00).
Afin de déterminer les salaires mensuels bruts correspondants, les salaires annuels bruts barémiques indexés sont divisés par 12. Afin de déterminer les salaires horaires bruts correspondants, les salaires annuels bruts barémiques indexés sont divisés par le nombre 1976 (correspondant à une durée de travail hebdomadaire de 38 heures x 52 semaines).

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

1.1. : Barème

1.1.1. GROUPE DE FONCTIONS: Salaire annuel

1.1.1.1. PARTIE: 1

Ancienneté (en années)	Barème				
	B2B ter : Personnel soignant	B4 bis : Personnel logistique	A1 : Collabor. adm.	A2 : Collabor. adm.	A3 : Collabor. adm.
0	27551.04	23724.48	29151.84	25060.68	23168.52
1	28109.76	24538.44	29151.84	26036.52	24066.72
2	28637.52	24841.56	29884.56	27012.36	24965.04
3	29135.16	25145.52	30993.36	27988.20	25863.24
4	29603.76	25333.20	32102.28	28963.92	26761.44
5	30044.40	25657.92	32102.28	28963.92	26761.44
6	30458.16	26049.24	33045.48	29717.40	28041.48

7	30846.48	26334.36	34801.92	29717.40	28041.48
8	31210.32	26601.12	34801.92	31108.08	29151.84
9	31551.00	26850.48	35713.08	31108.08	29151.84
10	31869.72	27083.52	36206.28	32271.84	29964.48
11	32167.56	27387.60	36623.76	32271.84	29964.48
12	32445.72	27590.40	37786.92	33252.48	31244.64
13	32705.28	27779.40	37786.92	33252.48	31244.64
14	33596.52	27955.56	39367.32	34643.28	32271.96
15	33611.04	28119.48	39367.32	34643.28	32271.96
16	34944.84	28504.56	41581.92	36033.96	33167.64
17	34959.36	28504.56	42492.60	36033.96	33167.64
18	36207.24	29151.96	43796.52	37424.88	34447.92
19	36221.76	29151.96	44707.20	37424.88	34447.92
20	37552.44	29969.16	44707.20	38815.68	35728.08
21	37566.96	29969.16	45617.76	38815.68	35728.08
22	38897.64	31340.04	45689.04	40206.48	37008.24
23	40242.84	32271.84	47269.68	41597.16	38288.40
24	41573.52	33168.60	48850.08	42988.08	39568.56
25	41649.12	33228.96	48938.88	43066.32	39640.56
26	41719.20	33510.60	49021.20	43138.80	39707.16
27	41784.12	33562.80	49097.52	43205.88	39768.96
28	41844.36	33852.60	49168.20	43268.04	39826.20
29	41900.04	33897.60	49233.60	43325.64	39879.24
30	41951.64	34194.48	49294.32	43379.04	39928.44
31	41999.40	34233.48	49350.48	43428.48	39973.92
32	42043.68	34269.48	49402.44	43474.20	40015.92
33	42084.60	34302.84	49450.56	43516.56	40054.92
34	42122.52	34333.80	49495.20	43555.80	40091.04
35	42157.68	34362.48	49536.48	43592.16	40124.52

1.1.1.2. PARTIE: 2

Ancienneté (en années)	Barème					
	B1B : Chef de service adm.	B1B bis : Pers. d'encadrement	K5	K3	K2	K1
0	32271.84	34253.40	36519.12	37923.72	39278.04	40632.48
1	32313.24	35452.56	37572.60	39017.64	40411.08	41804.52
2	32851.20	36601.80	38669.88	40157.16	41591.40	43025.52
3	33388.56	37700.16	39767.28	41296.68	42771.60	44246.40
4	34075.56	38747.52	41083.92	42664.08	44187.84	45711.60
5	34310.40	39743.88	42795.72	44441.88	46029.00	47616.24
6	35777.88	40689.84	42795.72	44441.88	46029.00	47616.24
7	35789.16	41586.00	44551.56	46265.04	47917.44	49569.72
8	37480.20	42433.92	44551.56	46265.04	47917.44	49569.72
9	37491.60	43234.44	46307.28	48088.32	49805.76	51523.20
10	39182.64	43989.24	46307.28	48088.32	49805.76	51523.20
11	39193.92	44699.76	48501.84	50367.36	52166.28	53964.96

12	40884.96	45368.04	48501.84	50367.36	52166.28	53964.96
13	40897.92	45995.52	50477.04	52418.52	54290.64	56162.64
14	42589.08	46584.24	50477.04	52418.52	54290.64	56162.64
15	42607.44	47135.88	52452.36	54469.80	56415.12	58360.44
16	44298.48	47709.72	52452.36	54469.80	56415.12	58360.44
17	44316.84	48247.08	54646.92	56748.72	58775.40	60802.32
18	46008.00	48749.88	54646.92	56748.72	58775.40	60802.32
19	46026.24	49219.68	54646.92	56748.72	58775.40	60802.32
20	47717.40	49658.76	56622.12	58800.00	60899.88	63000.00
21	47735.88	50068.56	56622.12	58800.00	60899.88	63000.00
22	49426.92	51095.40	58816.80	61078.92	63260.40	65441.76
23	51136.32	52804.92	61011.48	63358.08	65620.92	67883.64
24	52827.48	54495.96	62767.20	65181.36	67509.24	69837.12
25	52923.48	54595.08	62881.44	65299.92	67632.00	69964.20
26	53012.52	54687.00	62987.16	65409.72	67745.76	70081.92
27	53095.08	54772.08	63085.20	65511.48	67851.24	70191.00
28	53171.52	54850.92	63176.04	65605.80	67948.92	70292.04
29	53242.32	54923.88	63260.16	65693.16	68039.40	70385.52
30	53307.84	54991.56	63338.04	65774.16	68123.16	70472.28
31	53368.56	55054.20	63410.16	65849.04	68200.80	70552.56
32	53424.84	55112.16	63477.00	65918.40	68272.56	70626.84
33	53476.92	55165.92	63538.80	65982.60	68339.16	70695.60
34	53525.04	55215.60	63596.16	66042.12	68400.72	70759.44
35	53569.68	55261.68	63649.20	66097.20	68457.84	70818.48

1.1.2. GROUPE DE FONCTIONS: Montants mensuels

1.1.2.1. PARTIE: 1

Ancienneté (en années)	Barème				
	B2B ter : Personnel soignant	B4 bis : Personnel logistique	A1 : Collabor. Adm.	A2 : Collabor. Adm.	A3 : Collabor. Adm.
0	2295.92	1977.04	2429.32	2088.39	1930.71
1	2342.48	2044.87	2429.32	2169.71	2005.56
2	2386.46	2070.13	2490.38	2251.03	2080.42
3	2427.93	2095.46	2582.78	2332.35	2155.27
4	2466.98	2111.10	2675.19	2413.66	2230.12
5	2503.70	2138.16	2675.19	2413.66	2230.12
6	2538.18	2170.77	2753.79	2476.45	2336.79
7	2570.54	2194.53	2900.16	2476.45	2336.79
8	2600.86	2216.76	2900.16	2592.34	2429.32
9	2629.25	2237.54	2976.09	2592.34	2429.32
10	2655.81	2256.96	3017.19	2689.32	2497.04
11	2680.63	2282.30	3051.98	2689.32	2497.04
12	2703.81	2299.20	3148.91	2771.04	2603.72
13	2725.44	2314.95	3148.91	2771.04	2603.72
14	2799.71	2329.63	3280.61	2886.94	2689.33
15	2800.92	2343.29	3280.61	2886.94	2689.33
16	2912.07	2375.38	3465.16	3002.83	2763.97

17	2913.28	2375.38	3541.05	3002.83	2763.97
18	3017.27	2429.33	3649.71	3118.74	2870.66
19	3018.48	2429.33	3725.60	3118.74	2870.66
20	3129.37	2497.43	3725.60	3234.64	2977.34
21	3130.58	2497.43	3801.48	3234.64	2977.34
22	3241.47	2611.67	3807.42	3350.54	3084.02
23	3353.57	2689.32	3939.14	3466.43	3190.70
24	3464.46	2764.05	4070.84	3582.34	3297.38
25	3470.76	2769.08	4078.24	3588.86	3303.38
26	3476.60	2792.55	4085.10	3594.90	3308.93
27	3482.01	2796.90	4091.46	3600.49	3314.08
28	3487.03	2821.05	4097.35	3605.67	3318.85
29	3491.67	2824.80	4102.80	3610.47	3323.27
30	3495.97	2849.54	4107.86	3614.92	3327.37
31	3499.95	2852.79	4112.54	3619.04	3331.16
32	3503.64	2855.79	4116.87	3622.85	3334.66
33	3507.05	2858.57	4120.88	3626.38	3337.91
34	3510.21	2861.15	4124.60	3629.65	3340.92
35	3513.14	2863.54	4128.04	3632.68	3343.71

1.1.2.2. PARTIE: 2

Ancienneté (en années)	Barème					
	B1B : Chef de service adm.	B1B bis : Pers. d'encadrement	K5	K3	K2	K1
0	2689.32	2854.45	3043.26	3160.31	3273.17	3386.04
1	2692.77	2954.38	3131.05	3251.47	3367.59	3483.71
2	2737.60	3050.15	3222.49	3346.43	3465.95	3585.46
3	2782.38	3141.68	3313.94	3441.39	3564.30	3687.20
4	2839.63	3228.96	3423.66	3555.34	3682.32	3809.30
5	2859.20	3311.99	3566.31	3703.49	3835.75	3968.02
6	2981.49	3390.82	3566.31	3703.49	3835.75	3968.02
7	2982.43	3465.50	3712.63	3855.42	3993.12	4130.81
8	3123.35	3536.16	3712.63	3855.42	3993.12	4130.81
9	3124.30	3602.87	3858.94	4007.36	4150.48	4293.60
10	3265.22	3665.77	3858.94	4007.36	4150.48	4293.60
11	3266.16	3724.98	4041.82	4197.28	4347.19	4497.08
12	3407.08	3780.67	4041.82	4197.28	4347.19	4497.08
13	3408.16	3832.96	4206.42	4368.21	4524.22	4680.22
14	3549.09	3882.02	4206.42	4368.21	4524.22	4680.22
15	3550.62	3927.99	4371.03	4539.15	4701.26	4863.37
16	3691.54	3975.81	4371.03	4539.15	4701.26	4863.37
17	3693.07	4020.59	4553.91	4729.06	4897.95	5066.86
18	3834.00	4062.49	4553.91	4729.06	4897.95	5066.86
19	3835.52	4101.64	4553.91	4729.06	4897.95	5066.86
20	3976.45	4138.23	4718.51	4900.00	5074.99	5250.00
21	3977.99	4172.38	4718.51	4900.00	5074.99	5250.00

22	4118.91	4257.95	4901.40	5089.91	5271.70	5453.48
23	4261.36	4400.41	5084.29	5279.84	5468.41	5656.97
24	4402.29	4541.33	5230.60	5431.78	5625.77	5819.76
25	4410.29	4549.59	5240.12	5441.66	5636.00	5830.35
26	4417.71	4557.25	5248.93	5450.81	5645.48	5840.16
27	4424.59	4564.34	5257.10	5459.29	5654.27	5849.25
28	4430.96	4570.91	5264.67	5467.15	5662.41	5857.67
29	4436.86	4576.99	5271.68	5474.43	5669.95	5865.46
30	4442.32	4582.63	5278.17	5481.18	5676.93	5872.69
31	4447.38	4587.85	5284.18	5487.42	5683.40	5879.38
32	4452.07	4592.68	5289.75	5493.20	5689.38	5885.57
33	4456.41	4597.16	5294.90	5498.55	5694.93	5891.30
34	4460.42	4601.30	5299.68	5503.51	5700.06	5896.62
35	4464.14	4605.14	5304.10	5508.10	5704.82	5901.54

1.1.3. GROUPE DE FONCTIONS: Montants horaires

1.1.3.1. PARTIE: 1

Ancienneté (en années)	Barème				
	B2B ter : Personnel soignant	B4 bis : Personnel logistique	A1 : Collabor. Adm.	A2 : Collabor. Adm.	A3 : Collabor. Adm.
0	13.9428	12.0063	14.7530	12.6825	11.7250
1	14.2256	12.4182	14.7530	13.1764	12.1795
2	14.4927	12.5716	15.1238	13.6702	12.6341
3	14.7445	12.7255	15.6849	14.1641	13.0887
4	14.9817	12.8204	16.2461	14.6579	13.5432
5	15.2047	12.9848	16.2461	14.6579	13.5432
6	15.4140	13.1828	16.7234	15.0392	14.1910
7	15.6106	13.3271	17.6123	15.0392	14.1910
8	15.7947	13.4621	17.6123	15.7430	14.7530
9	15.9671	13.5883	18.0734	15.7430	14.7530
10	16.1284	13.7062	18.3230	16.3319	15.1642
11	16.2791	13.8601	18.5343	16.3319	15.1642
12	16.4199	13.9628	19.1229	16.8282	15.8121
13	16.5513	14.0584	19.1229	16.8282	15.8121
14	17.0023	14.1476	19.9227	17.5320	16.3320
15	17.0096	14.2305	19.9227	17.5320	16.3320
16	17.6846	14.4254	21.0435	18.2358	16.7852
17	17.6920	14.4254	21.5044	18.2358	16.7852
18	18.3235	14.7530	22.1642	18.9397	17.4332
19	18.3309	14.7530	22.6251	18.9397	17.4332
20	19.0043	15.1666	22.6251	19.6436	18.0810
21	19.0116	15.1666	23.0859	19.6436	18.0810
22	19.6850	15.8603	23.1220	20.3474	18.7289
23	20.3658	16.3319	23.9219	21.0512	19.3767
24	21.0392	16.7857	24.7217	21.7551	20.0246
25	21.0775	16.8163	24.7666	21.7947	20.0610
26	21.1130	16.9588	24.8083	21.8314	20.0947

27	21.1458	16.9852	24.8469	21.8653	20.1260
28	21.1763	17.1319	24.8827	21.8968	20.1550
29	21.2045	17.1547	24.9158	21.9259	20.1818
30	21.2306	17.3049	24.9465	21.9530	20.2067
31	21.2548	17.3246	24.9749	21.9780	20.2297
32	21.2772	17.3429	25.0012	22.0011	20.2510
33	21.2979	17.3597	25.0256	22.0226	20.2707
34	21.3171	17.3754	25.0482	22.0424	20.2890
35	21.3349	17.3899	25.0691	22.0608	20.3059

1.1.3.2. PARTIE: 2

Ancienneté (en années)	Barème					
	B1B : Chef de service adm.	B1B bis : Pers. d'encadrement	K5	K3	K2	K1
0	16.3319	17.3347	18.4813	19.1922	19.8776	20.5630
1	16.3529	17.9416	19.0145	19.7458	20.4510	21.1561
2	16.6251	18.5232	19.5698	20.3224	21.0483	21.7740
3	16.8970	19.0790	20.1251	20.8991	21.6455	22.3919
4	17.2447	19.6091	20.7915	21.5911	22.3623	23.1334
5	17.3636	20.1133	21.6578	22.4908	23.2940	24.0973
6	18.1062	20.5920	21.6578	22.4908	23.2940	24.0973
7	18.1119	21.0455	22.5463	23.4135	24.2497	25.0859
8	18.9677	21.4747	22.5463	23.4135	24.2497	25.0859
9	18.9735	21.8798	23.4349	24.3362	25.2053	26.0745
10	19.8293	22.2618	23.4349	24.3362	25.2053	26.0745
11	19.8350	22.6213	24.5455	25.4896	26.3999	27.3102
12	20.6908	22.9595	24.5455	25.4896	26.3999	27.3102
13	20.6973	23.2771	25.5451	26.5276	27.4750	28.4224
14	21.5532	23.5750	25.5451	26.5276	27.4750	28.4224
15	21.5625	23.8542	26.5447	27.5657	28.5502	29.5346
16	22.4183	24.1446	26.5447	27.5657	28.5502	29.5346
17	22.4276	24.4165	27.6553	28.7190	29.7446	30.7704
18	23.2834	24.6710	27.6553	28.7190	29.7446	30.7704
19	23.2926	24.9087	27.6553	28.7190	29.7446	30.7704
20	24.1485	25.1310	28.6549	29.7571	30.8198	31.8826
21	24.1578	25.3383	28.6549	29.7571	30.8198	31.8826
22	25.0136	25.8580	29.7656	30.9104	32.0144	33.1183
23	25.8787	26.7231	30.8763	32.0638	33.2090	34.3541
24	26.7346	27.5789	31.7648	32.9865	34.1646	35.3427
25	26.7831	27.6291	31.8226	33.0465	34.2267	35.4070
26	26.8282	27.6756	31.8761	33.1021	34.2843	35.4666
27	26.8700	27.7187	31.9257	33.1536	34.3377	35.5218
28	26.9087	27.7586	31.9717	33.2013	34.3871	35.5729
29	26.9445	27.7955	32.0143	33.2455	34.4329	35.6202
30	26.9777	27.8297	32.0537	33.2865	34.4753	35.6641
31	27.0084	27.8614	32.0902	33.3244	34.5146	35.7047

32	27.0369	27.8908	32.1240	33.3595	34.5509	35.7423
33	27.0632	27.9180	32.1553	33.3920	34.5846	35.7771
34	27.0876	27.9431	32.1843	33.4221	34.6157	35.8094
35	27.1102	27.9664	32.2111	33.4500	34.6447	35.8393

1.2. : RMMMG à partir de 21 ans

20256.36