

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3310001: accueil d'enfants

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. Accueil d'enfants: Etape 0 (Pas de subvention de base)

L'Etape 0 concerne la "Accueil d'enfants indépendant déclaré" dans les périodes précédentes.

#### 1.1. : Rémunération minimum garantie

Il n'y a pas de barème pour l'Etape 0.

Il n'y qu'une Rémunération minimum garantie avec des pourcentages pour les jeunes. Les montants et les pourcentages de la Rémunération minimum garantie pour l'Etape 0 sont ceux du Revenu minimum moyen garanti (RMMMI) des CCT 43 et 50 du CNT. Pour le RMMMI, vous êtes renvoyés à la CP 300.

### 2. Accueil d'enfants: Etape 1 (Subvention de base)

L'Etape 1 concerne l'Accueil familial indépendant (= dans les périodes précédentes, "l'Accueil d'enfants indépendant par des parents d'accueil sous Surveillance"), avec ou sans réalisation du tarif sur base des revenus, et l'Accueil indépendant en groupe (= dans les périodes précédentes, les "Crèches indépendantes"), sans réalisation du tarif sur base des revenus.

#### 2.1. : Ouvriers

##### 2.1.1. : Salaires de base annuels

| Années de services | 1        | 2        | 3        | 4        | 5        |
|--------------------|----------|----------|----------|----------|----------|
| 0                  | 8610.46  | 8956.29  | 9993.83  | 10123.20 | 11056.20 |
| 1                  | 8782.77  | 9129.84  | 10166.11 | 10295.51 | 11062.45 |
| 2                  | 8956.29  | 9301.54  | 10337.78 | 10467.16 | 11214.83 |
| 3                  | 9129.84  | 9475.06  | 10511.33 | 10640.71 | 11369.07 |
| 5                  | 9301.54  | 9646.73  | 10684.86 | 10813.02 | 11521.47 |
| 7                  | 9475.06  | 9819.04  | 10857.19 | 10986.54 | 11674.50 |
| 9                  | 9646.73  | 9993.83  | 11030.72 | 11056.20 | 11830.00 |
| 11                 | 9819.04  | 10166.11 | 11056.20 | 11105.98 | 11982.38 |
| 13                 | 9993.83  | 10337.78 | 11143.31 | 11258.36 | 12135.38 |
| 15                 | 10166.11 | 10511.33 | 11298.81 | 11413.89 | 12289.64 |
| 17                 | 10337.78 | 10684.86 | 11451.81 | 11566.91 | 12443.29 |
| 19                 | 10511.33 | 10857.19 | 11604.19 | 11719.29 | 12596.31 |
| 21                 | 10684.86 | 11030.72 | 11758.46 | 11872.29 | 12750.55 |
| 23                 | 10857.19 | 11056.20 | 11911.46 | 12025.93 | 12902.96 |
| 25                 | 11030.72 | 11143.31 | 12065.13 | 12180.20 | 13055.98 |
| 27                 |          |          | 12219.37 | 12332.58 | 13211.49 |

### 2.1.2. : Salaires horaires (38h/semaine)

| Années de services | 1      | 2       | 3       | 4       | 5       |
|--------------------|--------|---------|---------|---------|---------|
| 0                  | 7.7381 | 8.0489  | 8.9813  | 9.0976  | 9.9360  |
| 1                  | 7.8929 | 8.2048  | 9.1361  | 9.2524  | 9.9416  |
| 2                  | 8.0489 | 8.3591  | 9.2904  | 9.4067  | 10.0786 |
| 3                  | 8.2048 | 8.5151  | 9.4464  | 9.5626  | 10.2172 |
| 5                  | 8.3591 | 8.6694  | 9.6023  | 9.7175  | 10.3542 |
| 7                  | 8.5151 | 8.8242  | 9.7572  | 9.8734  | 10.4917 |
| 9                  | 8.6694 | 8.9813  | 9.9131  | 9.9360  | 10.6314 |
| 11                 | 8.8242 | 9.1361  | 9.9360  | 9.9808  | 10.7684 |
| 13                 | 8.9813 | 9.2904  | 10.0143 | 10.1177 | 10.9059 |
| 15                 | 9.1361 | 9.4464  | 10.1541 | 10.2575 | 11.0445 |
| 17                 | 9.2904 | 9.6023  | 10.2916 | 10.3950 | 11.1826 |
| 19                 | 9.4464 | 9.7572  | 10.4285 | 10.5319 | 11.3201 |
| 21                 | 9.6023 | 9.9131  | 10.5671 | 10.6694 | 11.4587 |
| 23                 | 9.7572 | 9.9360  | 10.7046 | 10.8075 | 11.5957 |
| 25                 | 9.9131 | 10.0143 | 10.8427 | 10.9462 | 11.7332 |
| 27                 |        |         | 10.9814 | 11.0831 | 11.8730 |

### 2.2. : Employés - Personnel administratif

#### 2.2.1. : Salaires de base annuels

| Années de services | 1        | 2        | 3        | 4        | 5        |
|--------------------|----------|----------|----------|----------|----------|
| 0                  | 9345.59  | 9688.65  | 10763.39 | 11440.83 | 12510.74 |
| 1                  | 9517.48  | 9903.22  | 11022.11 | 11669.96 | 12739.87 |
| 2                  | 9689.34  | 10118.17 | 11057.49 | 11899.04 | 12968.95 |
| 3                  | 9861.60  | 10333.86 | 11286.59 | 12128.14 | 13198.05 |
| 5                  | 10033.49 | 10591.50 | 11515.70 | 12357.22 | 13427.13 |
| 7                  | 10205.73 | 10849.88 | 11821.92 | 12663.44 | 13733.38 |
| 9                  | 10377.62 | 11055.13 | 12433.65 | 13275.17 | 14345.10 |
| 11                 | 10549.51 | 11133.74 | 13045.37 | 13886.90 | 14956.80 |
| 13                 | 10721.77 | 11439.96 | 13580.75 | 14422.27 | 15492.20 |
| 15                 | 10893.63 | 11746.21 | 14116.12 | 14957.65 | 16027.58 |
| 17                 | 11055.13 | 12052.48 | 14651.50 | 15493.00 | 16562.96 |
| 19                 | 11055.13 | 12358.73 | 15186.87 | 16028.40 | 17098.33 |
| 21                 | 11173.43 | 12664.98 | 15722.25 | 16563.77 | 17633.71 |
| 23                 | 11326.21 | 12971.23 | 16257.63 | 17099.15 | 18169.08 |
| 25                 | 11478.93 | 13277.47 | 16793.00 | 17634.53 | 18704.46 |
| 27                 | 11631.71 | 13583.72 | 17328.38 | 18169.90 | 19239.83 |
| 29                 |          | 13889.97 | 17863.75 | 18705.28 | 19775.21 |

#### 2.2.2. : Salaires mensuels

| Années de services | 1       | 2       | 3       | 4       | 5       |
|--------------------|---------|---------|---------|---------|---------|
| 0                  | 1382.99 | 1433.76 | 1592.80 | 1693.05 | 1851.38 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 1  | 1408.43 | 1465.51 | 1631.09 | 1726.96 | 1885.29 |
| 2  | 1433.86 | 1497.32 | 1636.32 | 1760.86 | 1919.19 |
| 3  | 1459.35 | 1529.24 | 1670.23 | 1794.76 | 1953.09 |
| 5  | 1484.79 | 1567.37 | 1704.13 | 1828.66 | 1986.99 |
| 7  | 1510.28 | 1605.60 | 1749.45 | 1873.98 | 2032.31 |
| 9  | 1535.71 | 1635.97 | 1839.97 | 1964.50 | 2122.84 |
| 11 | 1561.15 | 1647.61 | 1930.50 | 2055.03 | 2213.36 |
| 13 | 1586.64 | 1692.92 | 2009.72 | 2134.26 | 2292.59 |
| 15 | 1612.08 | 1738.24 | 2088.95 | 2213.48 | 2371.81 |
| 17 | 1635.97 | 1783.57 | 2168.18 | 2292.71 | 2451.04 |
| 19 | 1635.97 | 1828.89 | 2247.40 | 2371.94 | 2530.27 |
| 21 | 1653.48 | 1874.21 | 2326.63 | 2451.16 | 2609.50 |
| 23 | 1676.09 | 1919.53 | 2405.86 | 2530.39 | 2688.72 |
| 25 | 1698.69 | 1964.84 | 2485.08 | 2609.62 | 2767.95 |
| 27 | 1721.30 | 2010.16 | 2564.31 | 2688.84 | 2847.17 |
| 29 |         | 2055.48 | 2643.54 | 2768.07 | 2926.40 |

## 2.3. : Employés - Personnel technique en paramédical

### 2.3.1. : Salaires de base annuels

| Années de services | 1        | 2        | 3        | 4        | 5        |
|--------------------|----------|----------|----------|----------|----------|
| 0                  | 9345.59  | 10290.06 | 11746.34 | 12128.88 | 13147.95 |
| 1                  | 9517.48  | 10506.10 | 11937.26 | 12357.99 | 13416.00 |
| 2                  | 9689.34  | 10720.68 | 12128.17 | 12587.07 | 13684.02 |
| 3                  | 9861.60  | 10935.65 | 12319.07 | 12816.17 | 13952.07 |
| 5                  | 10033.49 | 11055.13 | 12548.15 | 13045.27 | 14411.02 |
| 7                  | 10205.73 | 11210.14 | 12777.28 | 13351.47 | 14869.99 |
| 9                  | 10377.62 | 11439.27 | 13006.38 | 13963.20 | 15328.97 |
| 10                 |          |          |          |          | 17046.40 |
| 11                 | 10549.51 | 11668.37 | 13235.46 | 14574.92 | 17544.79 |
| 13                 | 10721.77 | 11974.62 | 13541.70 | 15110.30 | 18003.74 |
| 15                 | 10893.63 | 12280.84 | 13847.98 | 15645.68 | 18462.74 |
| 17                 | 11055.13 | 12587.09 | 14154.20 | 16181.05 | 18921.69 |
| 19                 | 11055.13 | 12893.30 | 14460.45 | 16716.43 | 20010.76 |
| 21                 | 11173.43 | 13199.61 | 14766.70 | 17251.80 | 20447.87 |
| 23                 | 11326.21 | 13505.86 | 15072.97 | 17787.18 | 20884.98 |
| 25                 | 11478.93 | 13812.11 | 15379.22 | 18322.55 | 21322.07 |
| 27                 | 11631.71 | 14118.35 | 15685.46 | 18857.93 | 21759.20 |
| 29                 |          | 14424.60 | 15991.69 | 19393.31 |          |
| 31                 |          |          | 16297.96 |          |          |

### 2.3.2. : Salaires mensuels

| Années de services | 1       | 2       | 3       | 4       | 5       |
|--------------------|---------|---------|---------|---------|---------|
| 0                  | 1382.99 | 1522.76 | 1738.26 | 1794.87 | 1945.68 |
| 1                  | 1408.43 | 1554.73 | 1766.52 | 1828.78 | 1985.34 |
| 2                  | 1433.86 | 1586.48 | 1794.77 | 1862.68 | 2025.01 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 3  | 1459.35 | 1618.29 | 1823.02 | 1896.58 | 2064.67 |
| 5  | 1484.79 | 1635.97 | 1856.92 | 1930.48 | 2132.59 |
| 7  | 1510.28 | 1658.91 | 1890.82 | 1975.80 | 2200.51 |
| 9  | 1535.71 | 1692.82 | 1924.73 | 2066.32 | 2268.43 |
| 10 |         |         |         |         | 2522.58 |
| 11 | 1561.15 | 1726.72 | 1958.63 | 2156.85 | 2596.34 |
| 13 | 1586.64 | 1772.04 | 2003.95 | 2236.07 | 2664.25 |
| 15 | 1612.08 | 1817.36 | 2049.27 | 2315.30 | 2732.18 |
| 17 | 1635.97 | 1862.68 | 2094.59 | 2394.53 | 2800.09 |
| 19 | 1635.97 | 1907.99 | 2139.91 | 2473.75 | 2961.26 |
| 21 | 1653.48 | 1953.32 | 2185.23 | 2552.98 | 3025.94 |
| 23 | 1676.09 | 1998.64 | 2230.55 | 2632.21 | 3090.63 |
| 25 | 1698.69 | 2043.96 | 2275.87 | 2711.43 | 3155.31 |
| 27 | 1721.30 | 2089.28 | 2321.19 | 2790.66 | 3220.00 |
| 29 |         | 2134.60 | 2366.50 | 2869.89 |         |
| 31 |         |         | 2411.83 |         |         |

## 2.4. : Employés - Personnel soignant

### 2.4.1. : Salaires de base annuels

| Années de services | 1        | 2        | 3        | 4        | 5        | 6        |
|--------------------|----------|----------|----------|----------|----------|----------|
| 0                  | 9991.87  | 10290.06 | 11746.34 | 12128.88 | 13147.95 | 14500.73 |
| 1                  | 10163.76 | 10506.10 | 11937.26 | 12357.99 | 13416.00 | 14768.75 |
| 2                  | 10335.65 | 10720.68 | 12128.17 | 12587.07 | 13684.02 | 15036.75 |
| 3                  | 10507.88 | 10935.65 | 12319.07 | 12816.17 | 13952.07 | 15304.80 |
| 5                  | 10679.77 | 11055.13 | 12548.15 | 13045.27 | 14411.02 | 15763.80 |
| 7                  | 10851.66 | 11210.14 | 12777.28 | 13351.47 | 14869.99 | 16222.75 |
| 9                  | 11023.92 | 11439.27 | 13006.38 | 13963.20 | 15328.97 | 16681.72 |
| 10                 |          |          |          |          | 17046.40 | 17148.46 |
| 11                 | 11055.13 | 11668.37 | 13235.46 | 14574.92 | 17544.79 | 17586.21 |
| 13                 | 11135.92 | 11974.62 | 13541.70 | 15110.30 | 18003.74 | 18075.13 |
| 15                 | 11288.70 | 12280.84 | 13847.98 | 15645.68 | 18462.74 | 18589.00 |
| 17                 | 11441.43 | 12587.09 | 14154.20 | 16181.05 | 18921.69 | 19102.90 |
| 19                 | 11594.20 | 12893.36 | 14460.45 | 16716.43 | 20010.76 | 20010.76 |
| 21                 | 11746.93 | 13199.61 | 14766.70 | 17251.80 | 20447.87 | 20447.87 |
| 23                 | 11899.71 | 13505.86 | 15072.97 | 17787.18 | 20884.98 | 20884.98 |
| 25                 | 12052.43 | 13812.11 | 15379.22 | 18322.55 | 21322.07 | 21322.07 |
| 27                 | 12205.19 | 14118.35 | 15685.46 | 18857.93 | 21759.20 | 21759.20 |
| 29                 |          | 14424.60 | 15991.69 | 19393.31 |          |          |
| 31                 |          |          | 16297.96 |          |          |          |

### 2.4.2. : Salaires mensuels

| Années de services | 1       | 2       | 3       | 4       | 5       | 6       |
|--------------------|---------|---------|---------|---------|---------|---------|
| 0                  | 1478.63 | 1522.76 | 1738.26 | 1794.87 | 1945.68 | 2145.87 |
| 1                  | 1504.07 | 1554.73 | 1766.52 | 1828.78 | 1985.34 | 2185.53 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 2  | 1529.50 | 1586.48 | 1794.77 | 1862.68 | 2025.01 | 2225.19 |
| 3  | 1554.99 | 1618.29 | 1823.02 | 1896.58 | 2064.67 | 2264.86 |
| 5  | 1580.43 | 1635.97 | 1856.92 | 1930.48 | 2132.59 | 2332.78 |
| 7  | 1605.86 | 1658.91 | 1890.82 | 1975.80 | 2200.51 | 2400.70 |
| 9  | 1631.36 | 1692.82 | 1924.73 | 2066.32 | 2268.43 | 2468.62 |
| 10 |         |         |         |         | 2522.58 | 2537.69 |
| 11 | 1635.97 | 1726.72 | 1958.63 | 2156.85 | 2596.34 | 2602.47 |
| 13 | 1647.93 | 1772.04 | 2003.95 | 2236.07 | 2664.25 | 2674.82 |
| 15 | 1670.54 | 1817.36 | 2049.27 | 2315.30 | 2732.18 | 2750.86 |
| 17 | 1693.14 | 1862.68 | 2094.59 | 2394.53 | 2800.09 | 2826.91 |
| 19 | 1715.75 | 1908.00 | 2139.91 | 2473.75 | 2961.26 | 2961.26 |
| 21 | 1738.35 | 1953.32 | 2185.23 | 2552.98 | 3025.94 | 3025.94 |
| 23 | 1760.96 | 1998.64 | 2230.55 | 2632.21 | 3090.63 | 3090.63 |
| 25 | 1783.56 | 2043.96 | 2275.87 | 2711.43 | 3155.31 | 3155.31 |
| 27 | 1806.16 | 2089.28 | 2321.19 | 2790.66 | 3220.00 | 3220.00 |
| 29 |         | 2134.60 | 2366.50 | 2869.89 |         |         |
| 31 |         |         | 2411.83 |         |         |         |

## 2.5. : Rémunération minimum garantie

Les montants et les pourcentages pour les jeunes de la Rémunération minimum garantie pour l'Etape 1 sont ceux du Revenu minimum moyen garanti (RMMMI) de la CCT 43 du CNT. Pour le RMMMI, vous êtes renvoyés à la CP 300.

## 3. Accueil d'enfants: Etape 2B (Subvention de base + Subvention inférieure pour la réalisation du tarif sur base des revenus)

L'Etape 2B concerne l'Accueil indépendant en groupe (= dans les périodes précédentes, les "Crèches indépendantes") avec réalisation du tarif sur base des revenus.

A partir du 01/04/2021, la phase 5 de l'harmonisation est d'application comme reprise dans la CCT particulière du 22/12/2014 relative aux conditions de travail et de rémunération dans l'accueil autorisé de bébés et bambins (127324).

### 3.1. : Salaires de base annuels (L4-B3)

| Ancienneté | L4           | L3           | L2           | A3           | A2           | A1           | B3           |
|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 0          | 22148.6<br>9 | 23179.1<br>7 | 25061.7<br>3 | 23169.5<br>6 | 25061.7<br>3 | 29153.0<br>6 | 26288.9<br>8 |
| 1          | 22424.8<br>3 | 24067.7<br>8 | 26037.5<br>8 | 24067.7<br>8 | 26037.5<br>8 | 29153.0<br>6 | 26894.3<br>7 |
| 2          | 22700.5<br>0 | 24966.0<br>1 | 27013.4<br>2 | 24966.0<br>1 | 27013.4<br>2 | 29885.8<br>9 | 27518.1<br>1 |
| 3          | 22976.6<br>4 | 25864.2<br>7 | 27989.2<br>8 | 25864.2<br>7 | 27989.2<br>8 | 30994.8<br>0 | 28121.4<br>6 |
| 4          | 23301.2<br>0 | 26762.5<br>1 | 28965.1<br>2 | 26762.5<br>1 | 28965.1<br>2 | 32103.7<br>2 | 28701.8<br>0 |
| 5          | 23540.7<br>8 | 26762.5<br>1 | 28965.1<br>2 | 26762.5<br>1 | 28965.1<br>2 | 32103.7<br>2 | 29022.8<br>3 |
| 6          | 24407.5<br>3 | 28042.6<br>9 | 29718.6<br>3 | 28042.6<br>9 | 29718.6<br>3 | 33046.9<br>0 | 29667.0<br>0 |
| 7          | 24568.0<br>6 | 28042.6<br>9 | 29718.6<br>3 | 28042.6<br>9 | 29718.6<br>3 | 34803.3<br>6 | 29950.3<br>8 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 8  | 25513.9<br>0 | 29153.0<br>6 | 31109.4<br>9 | 29153.0<br>6 | 31109.4<br>9 | 34803.3<br>6 | 30427.6<br>5 |
| 9  | 25595.3<br>3 | 29153.0<br>6 | 31109.4<br>9 | 29153.0<br>6 | 31109.4<br>9 | 35714.5<br>8 | 30673.0<br>0 |
| 10 | 26620.2<br>8 | 29965.8<br>2 | 32273.3<br>0 | 29965.8<br>2 | 32273.3<br>0 | 36207.9<br>6 | 31211.0<br>1 |
| 11 | 26623.1<br>3 | 29965.8<br>2 | 32273.3<br>0 | 29965.8<br>2 | 32273.3<br>0 | 36625.2<br>7 | 31429.2<br>2 |
| 12 | 27726.6<br>5 | 31246.0<br>2 | 33253.8<br>8 | 31246.0<br>2 | 33253.8<br>8 | 37788.4<br>9 | 31975.7<br>7 |
| 13 | 27726.6<br>5 | 31246.0<br>2 | 33253.8<br>8 | 31246.0<br>2 | 33253.8<br>8 | 37788.4<br>9 | 32166.4<br>7 |
| 14 | 28833.0<br>3 | 32273.3<br>0 | 34644.7<br>4 | 32273.3<br>0 | 34644.7<br>4 | 39369.0<br>1 | 32522.2<br>4 |
| 15 | 28833.0<br>3 | 32273.3<br>0 | 34644.7<br>4 | 32273.3<br>0 | 34644.7<br>4 | 39369.0<br>1 | 32684.7<br>9 |
| 16 | 29302.0<br>4 | 33169.1<br>6 | 36035.6<br>0 | 33169.1<br>6 | 36035.6<br>0 | 41583.7<br>9 | 33538.9<br>7 |
| 17 | 29302.0<br>4 | 33169.1<br>6 | 36035.6<br>0 | 33169.1<br>6 | 36035.6<br>0 | 42494.4<br>8 | 33552.8<br>9 |
| 18 | 30408.4<br>1 | 34449.3<br>5 | 37426.4<br>7 | 34449.3<br>5 | 37426.4<br>7 | 43798.4<br>3 | 34833.0<br>7 |
| 19 | 30408.4<br>1 | 34449.3<br>5 | 37426.4<br>7 | 34449.3<br>5 | 37426.4<br>7 | 44709.1<br>1 | 34846.9<br>9 |
| 20 | 31514.7<br>9 | 35729.5<br>9 | 38817.3<br>3 | 35729.5<br>9 | 38817.3<br>3 | 44709.1<br>1 | 36127.2<br>4 |
| 21 | 31514.7<br>9 | 35729.5<br>9 | 38817.3<br>3 | 35729.5<br>9 | 38817.3<br>3 | 45619.8<br>0 | 36141.1<br>6 |
| 22 | 32273.3<br>0 | 37009.8<br>3 | 40208.1<br>9 | 37009.8<br>3 | 40208.1<br>9 | 45691.1<br>3 | 37421.3<br>5 |
| 23 | 33090.1<br>8 | 38290.0<br>4 | 41599.0<br>6 | 38290.0<br>4 | 41599.0<br>6 | 47271.6<br>6 | 38715.5<br>1 |
| 24 | 34196.5<br>2 | 39570.2<br>8 | 42989.9<br>2 | 39570.2<br>8 | 42989.9<br>2 | 48852.1<br>9 | 39995.7<br>5 |
| 25 | 34258.5<br>6 | 39642.0<br>7 | 43067.9<br>2 | 39642.0<br>7 | 43067.9<br>2 | 48940.8<br>3 | 40082.2<br>1 |
| 26 | 34316.0<br>5 | 39708.6<br>0 | 43140.1<br>9 | 39708.6<br>0 | 43140.1<br>9 | 49022.9<br>5 | 40149.4<br>7 |
| 27 | 34369.3<br>1 | 39770.2<br>3 | 43207.1<br>5 | 39770.2<br>3 | 43207.1<br>5 | 49099.0<br>4 | 40225.8<br>1 |
| 28 | 34418.6<br>6 | 39827.3<br>3 | 43269.1<br>8 | 39827.3<br>3 | 43269.1<br>8 | 49169.5<br>3 | 40283.5<br>7 |
| 29 | 34464.3<br>5 | 39880.2<br>0 | 43326.6<br>2 | 39880.2<br>0 | 43326.6<br>2 | 49234.8<br>1 | 40337.0<br>4 |
| 30 | 34506.7<br>1 | 39929.2<br>1 | 43379.8<br>7 | 39929.2<br>1 | 43379.8<br>7 | 49295.3<br>2 | 40386.6<br>2 |
| 31 | 34545.9<br>1 | 39974.5<br>8 | 43429.1<br>6 | 39974.5<br>8 | 43429.1<br>6 | 49351.3<br>2 | 40432.5<br>0 |
| 32 | 34582.2<br>2 | 40016.5<br>9 | 43474.8<br>1 | 40016.5<br>9 | 43474.8<br>1 | 49403.2<br>0 | 40475.0<br>1 |
| 33 | 34615.8<br>3 | 40055.4<br>9 | 43517.0<br>6 | 40055.4<br>9 | 43517.0<br>6 | 49451.2<br>2 | 40514.3<br>5 |
| 34 | 34646.9<br>8 | 40091.5<br>3 | 43556.2<br>2 | 40091.5<br>3 | 43556.2<br>2 | 49495.7<br>1 | 40550.8<br>0 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 35 | 34675.8<br>0 | 40124.8<br>7 | 43592.4<br>4 | 40124.8<br>7 | 43592.4<br>4 | 49536.8<br>7 | 40584.5<br>2 |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|

### 3.2. : Salaires de base annuels (B2B-MV1bis)

| Ancienn<br>eté | B2B          | B2A          | B1C          | B1B          | MV2          | MV1          | MV1bis       |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 0              | 26713.7<br>4 | 26963.0<br>5 | 29153.0<br>6 | 32273.3<br>0 | 27468.0<br>7 | 31026.3<br>5 | 31483.7<br>5 |
| 1              | 27240.6<br>9 | 27469.2<br>5 | 29417.6<br>1 | 32687.5<br>0 | 28333.0<br>2 | 31904.1<br>2 | 32435.4<br>7 |
| 2              | 27762.0<br>1 | 28080.9<br>0 | 30244.1<br>1 | 33605.5<br>7 | 29153.0<br>6 | 32900.2<br>2 | 33431.5<br>8 |
| 3              | 28373.7<br>9 | 28704.4<br>2 | 31359.6<br>2 | 34489.3<br>1 | 29813.9<br>0 | 33940.2<br>9 | 34299.3<br>1 |
| 4              | 28963.1<br>2 | 29270.7<br>9 | 32273.3<br>0 | 35379.2<br>3 | 30867.3<br>7 | 34891.5<br>0 | 35303.3<br>3 |
| 5              | 29281.9<br>1 | 29588.0<br>6 | 32273.3<br>0 | 36112.5<br>6 | 30880.3<br>7 | 35561.3<br>0 | 35976.1<br>5 |
| 6              | 29886.0<br>5 | 30126.8<br>9 | 33422.9<br>5 | 37145.3<br>2 | 32273.3<br>0 | 36508.1<br>1 | 37039.4<br>8 |
| 7              | 30165.6<br>6 | 30410.5<br>9 | 33434.2<br>3 | 37750.9<br>3 | 32273.3<br>0 | 37600.3<br>7 | 38131.7<br>8 |
| 8              | 30670.1<br>2 | 31449.6<br>9 | 35014.7<br>7 | 38778.2<br>6 | 33262.2<br>9 | 38170.4<br>0 | 38701.8<br>1 |
| 9              | 30919.3<br>6 | 31464.8<br>4 | 35029.4<br>7 | 39319.4<br>6 | 33294.6<br>4 | 38957.9<br>9 | 39489.3<br>9 |
| 10             | 31507.8<br>9 | 32273.3<br>0 | 36609.9<br>9 | 40284.3<br>3 | 34796.1<br>6 | 39598.9<br>8 | 40130.4<br>0 |
| 11             | 31726.2<br>4 | 32273.3<br>0 | 36627.1<br>5 | 40765.1<br>3 | 34807.4<br>4 | 40192.6<br>2 | 40724.0<br>2 |
| 12             | 32273.3<br>0 | 33624.1<br>7 | 38207.6<br>9 | 41671.6<br>8 | 36308.9<br>2 | 40956.4<br>1 | 41487.8<br>1 |
| 13             | 32348.0<br>0 | 33639.4<br>5 | 38224.8<br>5 | 42097.0<br>1 | 36320.2<br>0 | 41381.2<br>7 | 41912.6<br>9 |
| 14             | 33438.5<br>8 | 35030.3<br>1 | 39805.3<br>8 | 42950.0<br>8 | 37821.7<br>2 | 42204.4<br>4 | 42735.8<br>6 |
| 15             | 33453.0<br>2 | 35045.4<br>0 | 39822.5<br>9 | 43325.9<br>6 | 37832.9<br>6 | 42578.3<br>9 | 43109.8<br>2 |
| 16             | 34780.6<br>6 | 36436.2<br>6 | 41403.1<br>2 | 44300.4<br>1 | 39334.4<br>7 | 43573.5<br>8 | 44105.0<br>2 |
| 17             | 34795.0<br>7 | 36451.4<br>1 | 41420.2<br>8 | 44535.2<br>1 | 39349.8<br>7 | 44184.0<br>5 | 44985.4<br>8 |
| 18             | 36122.7<br>1 | 37842.2<br>5 | 43000.8<br>0 | 46009.9<br>4 | 40851.3<br>9 | 44879.0<br>4 | 46305.7<br>1 |
| 19             | 36137.1<br>6 | 37857.3<br>6 | 43017.9<br>7 | 46028.3<br>4 | 40867.7<br>3 | 45444.2<br>9 | 47227.6<br>3 |
| 20             | 37464.8<br>1 | 39248.2<br>2 | 44598.5<br>0 | 47719.4<br>8 | 42369.2<br>0 | 45739.4<br>8 | 47227.6<br>3 |
| 21             | 37479.2<br>0 | 39263.3<br>7 | 44615.6<br>6 | 47737.8<br>7 | 42385.5<br>2 | 46264.2<br>7 | 48149.5<br>5 |
| 22             | 38806.8<br>6 | 40654.2<br>1 | 46196.1<br>8 | 49429.0<br>5 | 43887.0<br>4 | 46540.6<br>1 | 48220.9<br>7 |
| 23             | 40148.9<br>4 | 42060.1<br>8 | 47793.9<br>2 | 51138.5<br>9 | 45404.8<br>5 | 47847.2<br>6 | 49812.8<br>4 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 24 | 41476.6<br>0 | 43451.0<br>4 | 49374.4<br>5 | 52829.7<br>4 | 46906.3<br>7 | 49427.7<br>8 | 51393.3<br>9 |
| 25 | 41566.2<br>7 | 43544.9<br>9 | 49481.2<br>3 | 52944.0<br>2 | 47007.7<br>8 | 49528.7<br>2 | 51497.8<br>3 |
| 26 | 41636.0<br>2 | 43618.0<br>7 | 49564.2<br>6 | 53032.8<br>6 | 47086.6<br>6 | 49611.8<br>3 | 51584.2<br>5 |
| 27 | 41715.1<br>6 | 43700.9<br>9 | 49658.4<br>4 | 53133.6<br>1 | 47176.1<br>6 | 49700.1<br>7 | 51675.6<br>9 |
| 28 | 41775.0<br>5 | 43763.7<br>3 | 49729.7<br>3 | 53209.9<br>0 | 47243.8<br>9 | 49771.5<br>2 | 51749.8<br>8 |
| 29 | 41830.5<br>1 | 43821.8<br>3 | 49795.7<br>5 | 53280.5<br>3 | 47306.6<br>1 | 49837.6<br>0 | 51818.5<br>8 |
| 30 | 41881.9<br>2 | 43875.6<br>9 | 49856.9<br>5 | 53346.0<br>2 | 47364.7<br>5 | 49898.8<br>5 | 51882.2<br>7 |
| 31 | 41929.5<br>1 | 43925.5<br>3 | 49913.5<br>9 | 53406.6<br>2 | 47418.5<br>6 | 49955.5<br>4 | 51941.2<br>1 |
| 32 | 41973.5<br>8 | 43971.7<br>1 | 49966.0<br>6 | 53462.7<br>6 | 47468.4<br>1 | 50008.0<br>5 | 51995.8<br>1 |
| 33 | 42014.3<br>8 | 44014.4<br>5 | 50014.6<br>3 | 53514.7<br>3 | 47514.5<br>5 | 50056.6<br>6 | 52046.3<br>5 |
| 34 | 42052.1<br>8 | 44054.0<br>5 | 50059.6<br>3 | 53562.8<br>8 | 47557.3<br>0 | 50101.6<br>9 | 52093.1<br>8 |
| 35 | 42087.1<br>5 | 44090.6<br>9 | 50101.2<br>6 | 53607.4<br>2 | 47596.8<br>5 | 50143.3<br>6 | 52136.5<br>0 |

### 3.3. : Salaires de base annuels (L1-GS)

| Ancienneté | L1       | K3       | G1       | GS       |
|------------|----------|----------|----------|----------|
| 0          | 36479.81 | 37925.31 | 43807.81 | 58228.28 |
| 1          | 37572.58 | 39019.31 | 44870.56 | 58228.28 |
| 2          | 38665.86 | 40158.91 | 45933.26 | 60505.25 |
| 3          | 39759.15 | 41298.46 | 46995.47 | 60505.25 |
| 4          | 41084.62 | 42665.98 | 46995.47 | 62782.23 |
| 5          | 42763.82 | 44443.72 | 48854.96 | 62782.23 |
| 6          | 42763.82 | 44443.72 | 48854.96 | 65058.66 |
| 7          | 44442.45 | 46267.04 | 50714.47 | 65058.66 |
| 8          | 44442.45 | 46267.04 | 50714.47 | 67335.63 |
| 9          | 46121.13 | 48090.39 | 52574.00 | 67335.63 |
| 10         | 46234.51 | 48090.39 | 52574.00 | 69612.61 |
| 11         | 47799.76 | 50369.56 | 54433.49 | 69612.61 |
| 12         | 48288.76 | 50369.56 | 54433.49 | 71889.57 |
| 13         | 49478.39 | 52420.81 | 56293.01 | 71889.57 |
| 14         | 50342.95 | 52420.81 | 56293.01 | 74166.54 |
| 15         | 51157.08 | 54472.07 | 58151.97 | 74166.54 |
| 16         | 52397.16 | 54472.07 | 58151.97 | 76443.52 |
| 17         | 52836.28 | 56751.23 | 60011.49 | 76443.52 |
| 18         | 54451.39 | 56751.23 | 60011.49 | 78720.49 |
| 19         | 54514.92 | 56751.23 | 61871.01 | 78720.49 |
| 20         | 56505.60 | 58802.45 | 61871.01 | 80997.47 |
| 21         | 56552.56 | 58802.45 | 63730.50 | 80997.47 |
| 22         | 58559.83 | 61081.61 | 63730.50 | 83273.90 |

|    |          |          |          |          |
|----|----------|----------|----------|----------|
| 23 | 60614.04 | 63360.81 | 65590.03 | 83273.90 |
| 24 | 62621.31 | 65184.13 | 65590.03 | 83273.90 |
| 25 | 62734.92 | 65302.39 | 65709.03 | 83424.98 |
| 26 | 62840.20 | 65411.97 | 65819.29 | 83564.97 |
| 27 | 62937.73 | 65513.50 | 65921.45 | 83694.67 |
| 28 | 63028.09 | 65607.56 | 66016.09 | 83814.84 |
| 29 | 63111.76 | 65694.65 | 66103.73 | 83926.10 |
| 30 | 63189.33 | 65775.40 | 66184.98 | 84029.25 |
| 31 | 63261.12 | 65850.12 | 66260.17 | 84124.72 |
| 32 | 63327.61 | 65919.34 | 66329.82 | 84213.14 |
| 33 | 63389.17 | 65983.41 | 66394.29 | 84295.00 |
| 34 | 63446.20 | 66042.78 | 66454.03 | 84370.84 |
| 35 | 63498.97 | 66097.71 | 66509.29 | 84441.01 |

### 3.4. : Salaires mensuels (L4-B3)

| Ancienneté | L4      | L3      | L2      | A3      | A2      | A1      | B3      |
|------------|---------|---------|---------|---------|---------|---------|---------|
| 0          | 1927.77 | 1951.35 | 2040.20 | 1950.89 | 2040.20 | 2233.30 | 2098.12 |
| 1          | 1927.77 | 1993.29 | 2086.26 | 1993.29 | 2086.26 | 2233.30 | 2126.70 |
| 2          | 1928.75 | 2035.68 | 2132.32 | 2035.68 | 2132.32 | 2267.89 | 2156.14 |
| 3          | 1941.79 | 2078.08 | 2178.37 | 2078.08 | 2178.37 | 2320.23 | 2184.61 |
| 4          | 1957.11 | 2120.47 | 2224.43 | 2120.47 | 2224.43 | 2372.57 | 2212.00 |
| 5          | 1968.41 | 2120.47 | 2224.43 | 2120.47 | 2224.43 | 2372.57 | 2227.16 |
| 6          | 2009.32 | 2180.90 | 2260.00 | 2180.90 | 2260.00 | 2417.08 | 2257.56 |
| 7          | 2016.90 | 2180.90 | 2260.00 | 2180.90 | 2260.00 | 2499.99 | 2270.93 |
| 8          | 2061.54 | 2233.30 | 2325.64 | 2233.30 | 2325.64 | 2499.99 | 2293.46 |
| 9          | 2065.38 | 2233.30 | 2325.64 | 2233.30 | 2325.64 | 2542.99 | 2305.04 |
| 10         | 2113.76 | 2271.66 | 2380.57 | 2271.66 | 2380.57 | 2566.28 | 2330.43 |
| 11         | 2113.89 | 2271.66 | 2380.57 | 2271.66 | 2380.57 | 2585.98 | 2340.73 |
| 12         | 2165.98 | 2332.09 | 2426.85 | 2332.09 | 2426.85 | 2640.88 | 2366.53 |
| 13         | 2165.98 | 2332.09 | 2426.85 | 2332.09 | 2426.85 | 2640.88 | 2375.53 |
| 14         | 2218.20 | 2380.57 | 2492.50 | 2380.57 | 2492.50 | 2715.48 | 2392.32 |
| 15         | 2218.20 | 2380.57 | 2492.50 | 2380.57 | 2492.50 | 2715.48 | 2399.99 |
| 16         | 2240.33 | 2422.85 | 2558.15 | 2422.85 | 2558.15 | 2820.01 | 2440.31 |
| 17         | 2240.33 | 2422.85 | 2558.15 | 2422.85 | 2558.15 | 2862.99 | 2440.97 |
| 18         | 2292.55 | 2483.28 | 2623.79 | 2483.28 | 2623.79 | 2924.54 | 2501.39 |
| 19         | 2292.55 | 2483.28 | 2623.79 | 2483.28 | 2623.79 | 2967.52 | 2502.05 |
| 20         | 2344.77 | 2543.70 | 2689.44 | 2543.70 | 2689.44 | 2967.52 | 2562.47 |
| 21         | 2344.77 | 2543.70 | 2689.44 | 2543.70 | 2689.44 | 3010.50 | 2563.13 |
| 22         | 2380.57 | 2604.13 | 2755.08 | 2604.13 | 2755.08 | 3013.87 | 2623.55 |
| 23         | 2419.13 | 2664.55 | 2820.73 | 2664.55 | 2820.73 | 3088.47 | 2684.63 |
| 24         | 2471.34 | 2724.98 | 2886.38 | 2724.98 | 2886.38 | 3163.06 | 2745.06 |
| 25         | 2474.27 | 2728.36 | 2890.06 | 2728.36 | 2890.06 | 3167.25 | 2749.14 |
| 26         | 2476.99 | 2731.50 | 2893.47 | 2731.50 | 2893.47 | 3171.12 | 2752.31 |
| 27         | 2479.50 | 2734.41 | 2896.63 | 2734.41 | 2896.63 | 3174.71 | 2755.92 |
| 28         | 2481.83 | 2737.11 | 2899.56 | 2737.11 | 2899.56 | 3178.04 | 2758.64 |
| 29         | 2483.99 | 2739.60 | 2902.27 | 2739.60 | 2902.27 | 3181.12 | 2761.16 |
| 30         | 2485.98 | 2741.92 | 2904.78 | 2741.92 | 2904.78 | 3183.98 | 2763.50 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 31 | 2487.83 | 2744.06 | 2907.11 | 2744.06 | 2907.11 | 3186.62 | 2765.67 |
| 32 | 2489.55 | 2746.04 | 2909.26 | 2746.04 | 2909.26 | 3189.07 | 2767.68 |
| 33 | 2491.13 | 2747.88 | 2911.26 | 2747.88 | 2911.26 | 3191.34 | 2769.53 |
| 34 | 2492.60 | 2749.58 | 2913.10 | 2749.58 | 2913.10 | 3193.44 | 2771.25 |
| 35 | 2493.97 | 2751.15 | 2914.81 | 2751.15 | 2914.81 | 3195.38 | 2772.85 |

### 3.5. : Salaires mensuels (B2B-MV1bis)

| Ancienneté | B2B     | B2A     | B1C     | B1B     | MV2     | MV1     | MV1bis  |
|------------|---------|---------|---------|---------|---------|---------|---------|
| 0          | 2118.17 | 2129.94 | 2233.30 | 2380.57 | 2153.77 | 2321.72 | 2343.31 |
| 1          | 2143.04 | 2153.83 | 2245.79 | 2400.12 | 2194.60 | 2363.15 | 2388.23 |
| 2          | 2167.65 | 2182.70 | 2284.80 | 2443.45 | 2233.30 | 2410.16 | 2435.24 |
| 3          | 2196.52 | 2212.13 | 2337.45 | 2485.16 | 2264.49 | 2459.25 | 2476.20 |
| 4          | 2224.34 | 2238.86 | 2380.57 | 2527.17 | 2314.21 | 2504.15 | 2523.58 |
| 5          | 2239.38 | 2253.83 | 2380.57 | 2561.78 | 2314.83 | 2535.76 | 2555.34 |
| 6          | 2267.90 | 2279.27 | 2434.83 | 2610.52 | 2380.57 | 2580.45 | 2605.53 |
| 7          | 2281.10 | 2292.66 | 2435.37 | 2639.11 | 2380.57 | 2632.00 | 2657.08 |
| 8          | 2304.90 | 2341.70 | 2509.96 | 2687.59 | 2427.25 | 2658.90 | 2683.99 |
| 9          | 2316.67 | 2342.41 | 2510.66 | 2713.14 | 2428.78 | 2696.08 | 2721.16 |
| 10         | 2344.45 | 2380.57 | 2585.26 | 2758.68 | 2499.65 | 2726.33 | 2751.41 |
| 11         | 2354.75 | 2380.57 | 2586.07 | 2781.37 | 2500.18 | 2754.35 | 2779.43 |
| 12         | 2380.57 | 2444.33 | 2660.66 | 2824.16 | 2571.05 | 2790.40 | 2815.48 |
| 13         | 2384.10 | 2445.05 | 2661.47 | 2844.23 | 2571.58 | 2810.45 | 2835.53 |
| 14         | 2435.57 | 2510.70 | 2736.07 | 2884.50 | 2642.45 | 2849.30 | 2874.38 |
| 15         | 2436.25 | 2511.41 | 2736.88 | 2902.24 | 2642.98 | 2866.95 | 2892.03 |
| 16         | 2498.91 | 2577.06 | 2811.48 | 2948.23 | 2713.85 | 2913.92 | 2939.01 |
| 17         | 2499.59 | 2577.77 | 2812.29 | 2959.31 | 2714.57 | 2942.74 | 2980.56 |
| 18         | 2562.26 | 2643.42 | 2886.89 | 3028.91 | 2785.44 | 2975.54 | 3042.87 |
| 19         | 2562.94 | 2644.13 | 2887.70 | 3029.78 | 2786.21 | 3002.22 | 3086.39 |
| 20         | 2625.60 | 2709.77 | 2962.30 | 3109.60 | 2857.08 | 3016.15 | 3086.39 |
| 21         | 2626.28 | 2710.49 | 2963.11 | 3110.47 | 2857.85 | 3040.92 | 3129.90 |
| 22         | 2688.94 | 2776.13 | 3037.71 | 3190.29 | 2928.72 | 3053.96 | 3133.27 |
| 23         | 2752.29 | 2842.49 | 3113.12 | 3270.98 | 3000.36 | 3115.63 | 3208.40 |
| 24         | 2814.95 | 2908.14 | 3187.71 | 3350.80 | 3071.22 | 3190.23 | 3283.00 |
| 25         | 2819.18 | 2912.57 | 3192.75 | 3356.19 | 3076.01 | 3194.99 | 3287.93 |
| 26         | 2822.47 | 2916.02 | 3196.67 | 3360.38 | 3079.73 | 3198.92 | 3292.01 |
| 27         | 2826.21 | 2919.94 | 3201.12 | 3365.14 | 3083.96 | 3203.09 | 3296.33 |
| 28         | 2829.04 | 2922.90 | 3204.48 | 3368.74 | 3087.16 | 3206.45 | 3299.83 |
| 29         | 2831.65 | 2925.64 | 3207.60 | 3372.07 | 3090.12 | 3209.57 | 3303.07 |
| 30         | 2834.08 | 2928.18 | 3210.49 | 3375.16 | 3092.86 | 3212.46 | 3306.08 |
| 31         | 2836.33 | 2930.53 | 3213.16 | 3378.02 | 3095.40 | 3215.14 | 3308.86 |
| 32         | 2838.41 | 2932.71 | 3215.64 | 3380.67 | 3097.75 | 3217.62 | 3311.44 |
| 33         | 2840.33 | 2934.73 | 3217.93 | 3383.13 | 3099.93 | 3219.91 | 3313.82 |
| 34         | 2842.12 | 2936.60 | 3220.05 | 3385.40 | 3101.95 | 3222.04 | 3316.03 |
| 35         | 2843.77 | 2938.33 | 3222.02 | 3387.50 | 3103.81 | 3224.00 | 3318.08 |

### 3.6. : Salaires mensuels (L1-GS)

| Ancienneté | L1      | K3      | G1      | GS      |
|------------|---------|---------|---------|---------|
| 0          | 2579.11 | 2647.34 | 2924.98 | 3605.60 |
| 1          | 2630.69 | 2698.97 | 2975.14 | 3605.60 |
| 2          | 2682.29 | 2752.76 | 3025.30 | 3713.07 |
| 3          | 2733.89 | 2806.54 | 3075.43 | 3713.07 |
| 4          | 2796.45 | 2871.09 | 3075.43 | 3820.53 |
| 5          | 2875.70 | 2954.99 | 3163.19 | 3820.53 |
| 6          | 2875.70 | 2954.99 | 3163.19 | 3927.98 |
| 7          | 2954.93 | 3041.05 | 3250.96 | 3927.98 |
| 8          | 2954.93 | 3041.05 | 3250.96 | 4035.45 |
| 9          | 3034.16 | 3127.11 | 3338.73 | 4035.45 |
| 10         | 3039.51 | 3127.11 | 3338.73 | 4142.92 |
| 11         | 3113.39 | 3234.68 | 3426.49 | 4142.92 |
| 12         | 3136.47 | 3234.68 | 3426.49 | 4250.38 |
| 13         | 3192.62 | 3331.50 | 3514.26 | 4250.38 |
| 14         | 3233.42 | 3331.50 | 3514.26 | 4357.85 |
| 15         | 3271.85 | 3428.31 | 3602.00 | 4357.85 |
| 16         | 3330.38 | 3428.31 | 3602.00 | 4465.32 |
| 17         | 3351.11 | 3535.88 | 3689.76 | 4465.32 |
| 18         | 3427.34 | 3535.88 | 3689.76 | 4572.79 |
| 19         | 3430.33 | 3535.88 | 3777.53 | 4572.79 |
| 20         | 3524.29 | 3632.70 | 3777.53 | 4680.26 |
| 21         | 3526.51 | 3632.70 | 3865.29 | 4680.26 |
| 22         | 3621.25 | 3740.27 | 3865.29 | 4787.70 |
| 23         | 3718.20 | 3847.84 | 3953.06 | 4787.70 |
| 24         | 3812.94 | 3933.90 | 3953.06 | 4787.70 |
| 25         | 3818.30 | 3939.48 | 3958.67 | 4794.83 |
| 26         | 3823.27 | 3944.65 | 3963.88 | 4801.44 |
| 27         | 3827.87 | 3949.45 | 3968.70 | 4807.56 |
| 28         | 3832.14 | 3953.89 | 3973.17 | 4813.23 |
| 29         | 3836.09 | 3958.00 | 3977.30 | 4818.49 |
| 30         | 3839.75 | 3961.81 | 3981.14 | 4823.35 |
| 31         | 3843.14 | 3965.33 | 3984.69 | 4827.86 |
| 32         | 3846.28 | 3968.60 | 3987.97 | 4832.03 |
| 33         | 3849.18 | 3971.62 | 3991.02 | 4835.90 |
| 34         | 3851.87 | 3974.43 | 3993.84 | 4839.48 |
| 35         | 3854.36 | 3977.02 | 3996.45 | 4842.79 |

### 3.7. : Rémunération mensuelle garantie

| Age | 0       |
|-----|---------|
| 21  | 1927.77 |

### 4. Accueil d'enfants: Etape 2A (Subvention de base + Subvention supérieure pour la réalisation du tarif sur base des revenus)

L'Etape 2A concerne "l'Accueil d'enfants agréé et subventionné" (= "Crèches agréées et subventionnés" et "Services pour familles d'accueil") dans les périodes précédentes.

#### 4.1. : Salaires de base annuels (L4-B3)

| Ancienn<br>eté | L4           | L3           | L2           | A3           | A2           | A1           | B3           |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 0              | 22148.6<br>9 | 23179.1<br>7 | 25061.7<br>3 | 26288.9<br>8 | 26713.7<br>4 | 26963.0<br>5 | 29153.0<br>6 |
| 1              | 22424.8<br>3 | 24067.7<br>8 | 26037.5<br>8 | 26894.3<br>7 | 27240.6<br>9 | 27469.2<br>5 | 29417.6<br>1 |
| 2              | 22700.5<br>0 | 24966.0<br>1 | 27013.4<br>2 | 27518.1<br>1 | 27762.0<br>1 | 28080.9<br>0 | 30244.1<br>1 |
| 3              | 22976.6<br>4 | 25864.2<br>7 | 27989.2<br>8 | 28121.4<br>6 | 28373.7<br>9 | 28704.4<br>2 | 31359.6<br>2 |
| 4              | 23301.2<br>0 | 26762.5<br>1 | 28965.1<br>2 | 28701.8<br>0 | 28963.1<br>2 | 29270.7<br>9 | 32273.3<br>0 |
| 5              | 23540.7<br>8 | 26762.5<br>1 | 28965.1<br>2 | 29022.8<br>3 | 29281.9<br>1 | 29588.0<br>6 | 32273.3<br>0 |
| 6              | 24407.5<br>3 | 28042.6<br>9 | 29718.6<br>3 | 29667.0<br>0 | 29886.0<br>5 | 30126.8<br>9 | 33422.9<br>5 |
| 7              | 24568.0<br>6 | 28042.6<br>9 | 29718.6<br>3 | 29950.3<br>8 | 30165.6<br>6 | 30410.5<br>9 | 33434.2<br>3 |
| 8              | 25513.9<br>0 | 29153.0<br>6 | 31109.4<br>9 | 30427.6<br>5 | 30670.1<br>2 | 31449.6<br>9 | 35014.7<br>7 |
| 9              | 25595.3<br>3 | 29153.0<br>6 | 31109.4<br>9 | 30673.0<br>0 | 30919.3<br>6 | 31464.8<br>4 | 35029.4<br>7 |
| 10             | 26620.2<br>8 | 29965.8<br>2 | 32273.3<br>0 | 31211.0<br>1 | 31507.8<br>9 | 32273.3<br>0 | 36609.9<br>9 |
| 11             | 26623.1<br>3 | 29965.8<br>2 | 32273.3<br>0 | 31429.2<br>2 | 31726.2<br>4 | 32273.3<br>0 | 36627.1<br>5 |
| 12             | 27726.6<br>5 | 31246.0<br>2 | 33253.8<br>8 | 31975.7<br>7 | 32273.3<br>0 | 33624.1<br>7 | 38207.6<br>9 |
| 13             | 27726.6<br>5 | 31246.0<br>2 | 33253.8<br>8 | 32166.4<br>7 | 32348.0<br>0 | 33639.4<br>5 | 38224.8<br>5 |
| 14             | 28833.0<br>3 | 32273.3<br>0 | 34644.7<br>4 | 32522.2<br>4 | 33438.5<br>8 | 35030.3<br>1 | 39805.3<br>8 |
| 15             | 28833.0<br>3 | 32273.3<br>0 | 34644.7<br>4 | 32684.7<br>9 | 33453.0<br>2 | 35045.4<br>0 | 39822.5<br>9 |
| 16             | 29302.0<br>4 | 33169.1<br>6 | 36035.6<br>0 | 33538.9<br>7 | 34780.6<br>6 | 36436.2<br>6 | 41403.1<br>2 |
| 17             | 29302.0<br>4 | 33169.1<br>6 | 36035.6<br>0 | 33552.8<br>9 | 34795.0<br>7 | 36451.4<br>1 | 41420.2<br>8 |
| 18             | 30408.4<br>1 | 34449.3<br>5 | 37426.4<br>7 | 34833.0<br>7 | 36122.7<br>1 | 37842.2<br>5 | 43000.8<br>0 |
| 19             | 30408.4<br>1 | 34449.3<br>5 | 37426.4<br>7 | 34846.9<br>9 | 36137.1<br>6 | 37857.3<br>6 | 43017.9<br>7 |
| 20             | 31514.7<br>9 | 35729.5<br>9 | 38817.3<br>3 | 36127.2<br>4 | 37464.8<br>1 | 39248.2<br>2 | 44598.5<br>0 |
| 21             | 31514.7<br>9 | 35729.5<br>9 | 38817.3<br>3 | 36141.1<br>6 | 37479.2<br>0 | 39263.3<br>7 | 44615.6<br>6 |
| 22             | 32273.3<br>0 | 37009.8<br>3 | 40208.1<br>9 | 37421.3<br>5 | 38806.8<br>6 | 40654.2<br>1 | 46196.1<br>8 |
| 23             | 33090.1<br>8 | 38290.0<br>4 | 41599.0<br>6 | 38715.5<br>1 | 40148.9<br>4 | 42060.1<br>8 | 47793.9<br>2 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 24 | 34196.5<br>2 | 39570.2<br>8 | 42989.9<br>2 | 39995.7<br>5 | 41476.6<br>0 | 43451.0<br>4 | 49374.4<br>5 |
| 25 | 34258.5<br>6 | 39642.0<br>7 | 43067.9<br>2 | 40082.2<br>1 | 41566.2<br>7 | 43544.9<br>9 | 49481.2<br>3 |
| 26 | 34316.0<br>5 | 39708.6<br>0 | 43140.1<br>9 | 40149.4<br>7 | 41636.0<br>2 | 43618.0<br>7 | 49564.2<br>6 |
| 27 | 34369.3<br>1 | 39770.2<br>3 | 43207.1<br>5 | 40225.8<br>1 | 41715.1<br>6 | 43700.9<br>9 | 49658.4<br>4 |
| 28 | 34418.6<br>6 | 39827.3<br>3 | 43269.1<br>8 | 40283.5<br>7 | 41775.0<br>5 | 43763.7<br>3 | 49729.7<br>3 |
| 29 | 34464.3<br>5 | 39880.2<br>0 | 43326.6<br>2 | 40337.0<br>4 | 41830.5<br>1 | 43821.8<br>3 | 49795.7<br>5 |
| 30 | 34506.7<br>1 | 39929.2<br>1 | 43379.8<br>7 | 40386.6<br>2 | 41881.9<br>2 | 43875.6<br>9 | 49856.9<br>5 |
| 31 | 34545.9<br>1 | 39974.5<br>8 | 43429.1<br>6 | 40432.5<br>0 | 41929.5<br>1 | 43925.5<br>3 | 49913.5<br>9 |
| 32 | 34582.2<br>2 | 40016.5<br>9 | 43474.8<br>1 | 40475.0<br>1 | 41973.5<br>8 | 43971.7<br>1 | 49966.0<br>6 |
| 33 | 34615.8<br>3 | 40055.4<br>9 | 43517.0<br>6 | 40514.3<br>5 | 42014.3<br>8 | 44014.4<br>5 | 50014.6<br>3 |
| 34 | 34646.9<br>8 | 40091.5<br>3 | 43556.2<br>2 | 40550.8<br>0 | 42052.1<br>8 | 44054.0<br>5 | 50059.6<br>3 |
| 35 | 34675.8<br>0 | 40124.8<br>7 | 43592.4<br>4 | 40584.5<br>2 | 42087.1<br>5 | 44090.6<br>9 | 50101.2<br>6 |

#### 4.2. : Salaires de base annuels (B2B-MV1bis)

| Ancienn<br>eté | B2B          | B2A          | B1C          | B1B          | MV2          | MV1          | MV1bis       |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 0              | 32273.3<br>0 | 27468.0<br>7 | 31026.3<br>5 | 31483.7<br>5 | 23169.5<br>6 | 25061.7<br>3 | 29153.0<br>6 |
| 1              | 32687.5<br>0 | 28333.0<br>2 | 31904.1<br>2 | 32435.4<br>7 | 24067.7<br>8 | 26037.5<br>8 | 29153.0<br>6 |
| 2              | 33605.5<br>7 | 29153.0<br>6 | 32900.2<br>2 | 33431.5<br>8 | 24966.0<br>1 | 27013.4<br>2 | 29885.8<br>9 |
| 3              | 34489.3<br>1 | 29813.9<br>0 | 33940.2<br>9 | 34299.3<br>1 | 25864.2<br>7 | 27989.2<br>8 | 30994.8<br>0 |
| 4              | 35379.2<br>3 | 30867.3<br>7 | 34891.5<br>0 | 35303.3<br>3 | 26762.5<br>1 | 28965.1<br>2 | 32103.7<br>2 |
| 5              | 36112.5<br>6 | 30880.3<br>7 | 35561.3<br>0 | 35976.1<br>5 | 26762.5<br>1 | 28965.1<br>2 | 32103.7<br>2 |
| 6              | 37145.3<br>2 | 32273.3<br>0 | 36508.1<br>1 | 37039.4<br>8 | 28042.6<br>9 | 29718.6<br>3 | 33046.9<br>0 |
| 7              | 37750.9<br>3 | 32273.3<br>0 | 37600.3<br>7 | 38131.7<br>8 | 28042.6<br>9 | 29718.6<br>3 | 34803.3<br>6 |
| 8              | 38778.2<br>6 | 33262.2<br>9 | 38170.4<br>0 | 38701.8<br>1 | 29153.0<br>6 | 31109.4<br>9 | 34803.3<br>6 |
| 9              | 39319.4<br>6 | 33294.6<br>4 | 38957.9<br>9 | 39489.3<br>9 | 29153.0<br>6 | 31109.4<br>9 | 35714.5<br>8 |
| 10             | 40284.3<br>3 | 34796.1<br>6 | 39598.9<br>8 | 40130.4<br>0 | 29965.8<br>2 | 32273.3<br>0 | 36207.9<br>6 |
| 11             | 40765.1<br>3 | 34807.4<br>4 | 40192.6<br>2 | 40724.0<br>2 | 29965.8<br>2 | 32273.3<br>0 | 36625.2<br>7 |
| 12             | 41671.6<br>8 | 36308.9<br>2 | 40956.4<br>1 | 41487.8<br>1 | 31246.0<br>2 | 33253.8<br>8 | 37788.4<br>9 |

|    |              |              |              |              |              |              |              |
|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 13 | 42097.0<br>1 | 36320.2<br>0 | 41381.2<br>7 | 41912.6<br>9 | 31246.0<br>2 | 33253.8<br>8 | 37788.4<br>9 |
| 14 | 42950.0<br>8 | 37821.7<br>2 | 42204.4<br>4 | 42735.8<br>6 | 32273.3<br>0 | 34644.7<br>4 | 39369.0<br>1 |
| 15 | 43325.9<br>6 | 37832.9<br>6 | 42578.3<br>9 | 43109.8<br>2 | 32273.3<br>0 | 34644.7<br>4 | 39369.0<br>1 |
| 16 | 44300.4<br>1 | 39334.4<br>7 | 43573.5<br>8 | 44105.0<br>2 | 33169.1<br>6 | 36035.6<br>0 | 41583.7<br>9 |
| 17 | 44535.2<br>1 | 39349.8<br>7 | 44184.0<br>5 | 44985.4<br>8 | 33169.1<br>6 | 36035.6<br>0 | 42494.4<br>8 |
| 18 | 46009.9<br>4 | 40851.3<br>9 | 44879.0<br>4 | 46305.7<br>1 | 34449.3<br>5 | 37426.4<br>7 | 43798.4<br>3 |
| 19 | 46028.3<br>4 | 40867.7<br>3 | 45444.2<br>9 | 47227.6<br>3 | 34449.3<br>5 | 37426.4<br>7 | 44709.1<br>1 |
| 20 | 47719.4<br>8 | 42369.2<br>0 | 45739.4<br>8 | 47227.6<br>3 | 35729.5<br>9 | 38817.3<br>3 | 44709.1<br>1 |
| 21 | 47737.8<br>7 | 42385.5<br>2 | 46264.2<br>7 | 48149.5<br>5 | 35729.5<br>9 | 38817.3<br>3 | 45619.8<br>0 |
| 22 | 49429.0<br>5 | 43887.0<br>4 | 46540.6<br>1 | 48220.9<br>7 | 37009.8<br>3 | 40208.1<br>9 | 45691.1<br>3 |
| 23 | 51138.5<br>9 | 45404.8<br>5 | 47847.2<br>6 | 49812.8<br>4 | 38290.0<br>4 | 41599.0<br>6 | 47271.6<br>6 |
| 24 | 52829.7<br>4 | 46906.3<br>7 | 49427.7<br>8 | 51393.3<br>9 | 39570.2<br>8 | 42989.9<br>2 | 48852.1<br>9 |
| 25 | 52944.0<br>2 | 47007.7<br>8 | 49528.7<br>2 | 51497.8<br>3 | 39642.0<br>7 | 43067.9<br>2 | 48940.8<br>3 |
| 26 | 53032.8<br>6 | 47086.6<br>6 | 49611.8<br>3 | 51584.2<br>5 | 39708.6<br>0 | 43140.1<br>9 | 49022.9<br>5 |
| 27 | 53133.6<br>1 | 47176.1<br>6 | 49700.1<br>7 | 51675.6<br>9 | 39770.2<br>3 | 43207.1<br>5 | 49099.0<br>4 |
| 28 | 53209.9<br>0 | 47243.8<br>9 | 49771.5<br>2 | 51749.8<br>8 | 39827.3<br>3 | 43269.1<br>8 | 49169.5<br>3 |
| 29 | 53280.5<br>3 | 47306.6<br>1 | 49837.6<br>0 | 51818.5<br>8 | 39880.2<br>0 | 43326.6<br>2 | 49234.8<br>1 |
| 30 | 53346.0<br>2 | 47364.7<br>5 | 49898.8<br>5 | 51882.2<br>7 | 39929.2<br>1 | 43379.8<br>7 | 49295.3<br>2 |
| 31 | 53406.6<br>2 | 47418.5<br>6 | 49955.5<br>4 | 51941.2<br>1 | 39974.5<br>8 | 43429.1<br>6 | 49351.3<br>2 |
| 32 | 53462.7<br>6 | 47468.4<br>1 | 50008.0<br>5 | 51995.8<br>1 | 40016.5<br>9 | 43474.8<br>1 | 49403.2<br>0 |
| 33 | 53514.7<br>3 | 47514.5<br>5 | 50056.6<br>6 | 52046.3<br>5 | 40055.4<br>9 | 43517.0<br>6 | 49451.2<br>2 |
| 34 | 53562.8<br>8 | 47557.3<br>0 | 50101.6<br>9 | 52093.1<br>8 | 40091.5<br>3 | 43556.2<br>2 | 49495.7<br>1 |
| 35 | 53607.4<br>2 | 47596.8<br>5 | 50143.3<br>6 | 52136.5<br>0 | 40124.8<br>7 | 43592.4<br>4 | 49536.8<br>7 |

#### 4.3. : Salaires de base annuels (L1-GS)

| Ancienneté | L1       | K3       | G1       | GS       |
|------------|----------|----------|----------|----------|
| 0          | 36479.81 | 37925.31 | 43807.81 | 58228.28 |
| 1          | 37572.58 | 39019.31 | 44870.56 | 58228.28 |
| 2          | 38665.86 | 40158.91 | 45933.26 | 60505.25 |
| 3          | 39759.15 | 41298.46 | 46995.47 | 60505.25 |

|    |          |          |          |          |
|----|----------|----------|----------|----------|
| 4  | 41084.62 | 42665.98 | 46995.47 | 62782.23 |
| 5  | 42763.82 | 44443.72 | 48854.96 | 62782.23 |
| 6  | 42763.82 | 44443.72 | 48854.96 | 65058.66 |
| 7  | 44442.45 | 46267.04 | 50714.47 | 65058.66 |
| 8  | 44442.45 | 46267.04 | 50714.47 | 67335.63 |
| 9  | 46121.13 | 48090.39 | 52574.00 | 67335.63 |
| 10 | 46234.51 | 48090.39 | 52574.00 | 69612.61 |
| 11 | 47799.76 | 50369.56 | 54433.49 | 69612.61 |
| 12 | 48288.76 | 50369.56 | 54433.49 | 71889.57 |
| 13 | 49478.39 | 52420.81 | 56293.01 | 71889.57 |
| 14 | 50342.95 | 52420.81 | 56293.01 | 74166.54 |
| 15 | 51157.08 | 54472.07 | 58151.97 | 74166.54 |
| 16 | 52397.16 | 54472.07 | 58151.97 | 76443.52 |
| 17 | 52836.28 | 56751.23 | 60011.49 | 76443.52 |
| 18 | 54451.39 | 56751.23 | 60011.49 | 78720.49 |
| 19 | 54514.92 | 56751.23 | 61871.01 | 78720.49 |
| 20 | 56505.60 | 58802.45 | 61871.01 | 80997.47 |
| 21 | 56552.56 | 58802.45 | 63730.50 | 80997.47 |
| 22 | 58559.83 | 61081.61 | 63730.50 | 83273.90 |
| 23 | 60614.04 | 63360.81 | 65590.03 | 83273.90 |
| 24 | 62621.31 | 65184.13 | 65590.03 | 83273.90 |
| 25 | 62734.92 | 65302.39 | 65709.03 | 83424.98 |
| 26 | 62840.20 | 65411.97 | 65819.29 | 83564.97 |
| 27 | 62937.73 | 65513.50 | 65921.45 | 83694.67 |
| 28 | 63028.09 | 65607.56 | 66016.09 | 83814.84 |
| 29 | 63111.76 | 65694.65 | 66103.73 | 83926.10 |
| 30 | 63189.33 | 65775.40 | 66184.98 | 84029.25 |
| 31 | 63261.12 | 65850.12 | 66260.17 | 84124.72 |
| 32 | 63327.61 | 65919.34 | 66329.82 | 84213.14 |
| 33 | 63389.17 | 65983.41 | 66394.29 | 84295.00 |
| 34 | 63446.20 | 66042.78 | 66454.03 | 84370.84 |
| 35 | 63498.97 | 66097.71 | 66509.29 | 84441.01 |

#### 4.4. : Salaires mensuels (L4-B3)

| Ancienneté | L4      | L3      | L2      | A3      | A2      | A1      | B3      |
|------------|---------|---------|---------|---------|---------|---------|---------|
| 0          | 1927.77 | 1970.23 | 2130.25 | 2234.56 | 2270.67 | 2291.86 | 2478.01 |
| 1          | 1927.77 | 2045.76 | 2213.19 | 2286.02 | 2315.46 | 2334.89 | 2500.50 |
| 2          | 1929.54 | 2122.11 | 2296.14 | 2339.04 | 2359.77 | 2386.88 | 2570.75 |
| 3          | 1953.01 | 2198.46 | 2379.09 | 2390.32 | 2411.77 | 2439.88 | 2665.57 |
| 4          | 1980.60 | 2274.81 | 2462.04 | 2439.65 | 2461.87 | 2488.02 | 2743.23 |
| 5          | 2000.97 | 2274.81 | 2462.04 | 2466.94 | 2488.96 | 2514.99 | 2743.23 |
| 6          | 2074.64 | 2383.63 | 2526.08 | 2521.70 | 2540.31 | 2560.79 | 2840.95 |
| 7          | 2088.29 | 2383.63 | 2526.08 | 2545.78 | 2564.08 | 2584.90 | 2841.91 |
| 8          | 2168.68 | 2478.01 | 2644.31 | 2586.35 | 2606.96 | 2673.22 | 2976.26 |
| 9          | 2175.60 | 2478.01 | 2644.31 | 2607.21 | 2628.15 | 2674.51 | 2977.50 |
| 10         | 2262.72 | 2547.09 | 2743.23 | 2652.94 | 2678.17 | 2743.23 | 3111.85 |
| 11         | 2262.97 | 2547.09 | 2743.23 | 2671.48 | 2696.73 | 2743.23 | 3113.31 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 12 | 2356.77 | 2655.91 | 2826.58 | 2717.94 | 2743.23 | 2858.05 | 3247.65 |
| 13 | 2356.77 | 2655.91 | 2826.58 | 2734.15 | 2749.58 | 2859.35 | 3249.11 |
| 14 | 2450.81 | 2743.23 | 2944.80 | 2764.39 | 2842.28 | 2977.58 | 3383.46 |
| 15 | 2450.81 | 2743.23 | 2944.80 | 2778.21 | 2843.51 | 2978.86 | 3384.92 |
| 16 | 2490.67 | 2819.38 | 3063.03 | 2850.81 | 2956.36 | 3097.08 | 3519.27 |
| 17 | 2490.67 | 2819.38 | 3063.03 | 2852.00 | 2957.58 | 3098.37 | 3520.72 |
| 18 | 2584.71 | 2928.19 | 3181.25 | 2960.81 | 3070.43 | 3216.59 | 3655.07 |
| 19 | 2584.71 | 2928.19 | 3181.25 | 2961.99 | 3071.66 | 3217.88 | 3656.53 |
| 20 | 2678.76 | 3037.02 | 3299.47 | 3070.82 | 3184.51 | 3336.10 | 3790.87 |
| 21 | 2678.76 | 3037.02 | 3299.47 | 3072.00 | 3185.73 | 3337.39 | 3792.33 |
| 22 | 2743.23 | 3145.84 | 3417.70 | 3180.81 | 3298.58 | 3455.61 | 3926.68 |
| 23 | 2812.67 | 3254.65 | 3535.92 | 3290.82 | 3412.66 | 3575.12 | 4062.48 |
| 24 | 2906.70 | 3363.47 | 3654.14 | 3399.64 | 3525.51 | 3693.34 | 4196.83 |
| 25 | 2911.98 | 3369.58 | 3660.77 | 3406.99 | 3533.13 | 3701.32 | 4205.90 |
| 26 | 2916.86 | 3375.23 | 3666.92 | 3412.70 | 3539.06 | 3707.54 | 4212.96 |
| 27 | 2921.39 | 3380.47 | 3672.61 | 3419.19 | 3545.79 | 3714.58 | 4220.97 |
| 28 | 2925.59 | 3385.32 | 3677.88 | 3424.10 | 3550.88 | 3719.92 | 4227.03 |
| 29 | 2929.47 | 3389.82 | 3682.76 | 3428.65 | 3555.59 | 3724.86 | 4232.64 |
| 30 | 2933.07 | 3393.98 | 3687.29 | 3432.86 | 3559.96 | 3729.43 | 4237.84 |
| 31 | 2936.40 | 3397.84 | 3691.48 | 3436.76 | 3564.01 | 3733.67 | 4242.66 |
| 32 | 2939.49 | 3401.41 | 3695.36 | 3440.38 | 3567.75 | 3737.60 | 4247.12 |
| 33 | 2942.35 | 3404.72 | 3698.95 | 3443.72 | 3571.22 | 3741.23 | 4251.24 |
| 34 | 2944.99 | 3407.78 | 3702.28 | 3446.82 | 3574.44 | 3744.59 | 4255.07 |
| 35 | 2947.44 | 3410.61 | 3705.36 | 3449.68 | 3577.41 | 3747.71 | 4258.61 |

#### 4.5. : Salaires mensuels (B2B-MV1bis)

| Ancienneté | B2B     | B2A     | B1C     | B1B     | MV2     | MV1     | MV1bis  |
|------------|---------|---------|---------|---------|---------|---------|---------|
| 0          | 2743.23 | 2334.79 | 2637.24 | 2676.12 | 1969.41 | 2130.25 | 2478.01 |
| 1          | 2778.44 | 2408.31 | 2711.85 | 2757.01 | 2045.76 | 2213.19 | 2478.01 |
| 2          | 2856.47 | 2478.01 | 2796.52 | 2841.68 | 2122.11 | 2296.14 | 2540.30 |
| 3          | 2931.59 | 2534.18 | 2884.92 | 2915.44 | 2198.46 | 2379.09 | 2634.56 |
| 4          | 3007.23 | 2623.73 | 2965.78 | 3000.78 | 2274.81 | 2462.04 | 2728.82 |
| 5          | 3069.57 | 2624.83 | 3022.71 | 3057.97 | 2274.81 | 2462.04 | 2728.82 |
| 6          | 3157.35 | 2743.23 | 3103.19 | 3148.36 | 2383.63 | 2526.08 | 2808.99 |
| 7          | 3208.83 | 2743.23 | 3196.03 | 3241.20 | 2383.63 | 2526.08 | 2958.29 |
| 8          | 3296.15 | 2827.29 | 3244.48 | 3289.65 | 2478.01 | 2644.31 | 2958.29 |
| 9          | 3342.15 | 2830.04 | 3311.43 | 3356.60 | 2478.01 | 2644.31 | 3035.74 |
| 10         | 3424.17 | 2957.67 | 3365.91 | 3411.08 | 2547.09 | 2743.23 | 3077.68 |
| 11         | 3465.04 | 2958.63 | 3416.37 | 3461.54 | 2547.09 | 2743.23 | 3113.15 |
| 12         | 3542.09 | 3086.26 | 3481.29 | 3526.46 | 2655.91 | 2826.58 | 3212.02 |
| 13         | 3578.25 | 3087.22 | 3517.41 | 3562.58 | 2655.91 | 2826.58 | 3212.02 |
| 14         | 3650.76 | 3214.85 | 3587.38 | 3632.55 | 2743.23 | 2944.80 | 3346.37 |
| 15         | 3682.71 | 3215.80 | 3619.16 | 3664.33 | 2743.23 | 2944.80 | 3346.37 |
| 16         | 3765.53 | 3343.43 | 3703.75 | 3748.93 | 2819.38 | 3063.03 | 3534.62 |
| 17         | 3785.49 | 3344.74 | 3755.64 | 3823.77 | 2819.38 | 3063.03 | 3612.03 |
| 18         | 3910.84 | 3472.37 | 3814.72 | 3935.99 | 2928.19 | 3181.25 | 3722.87 |
| 19         | 3912.41 | 3473.76 | 3862.76 | 4014.35 | 2928.19 | 3181.25 | 3800.27 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 20 | 4056.16 | 3601.38 | 3887.86 | 4014.35 | 3037.02 | 3299.47 | 3800.27 |
| 21 | 4057.72 | 3602.77 | 3932.46 | 4092.71 | 3037.02 | 3299.47 | 3877.68 |
| 22 | 4201.47 | 3730.40 | 3955.95 | 4098.78 | 3145.84 | 3417.70 | 3883.75 |
| 23 | 4346.78 | 3859.41 | 4067.02 | 4234.09 | 3254.65 | 3535.92 | 4018.09 |
| 24 | 4490.53 | 3987.04 | 4201.36 | 4368.44 | 3363.47 | 3654.14 | 4152.44 |
| 25 | 4500.24 | 3995.66 | 4209.94 | 4377.32 | 3369.58 | 3660.77 | 4159.97 |
| 26 | 4507.79 | 4002.37 | 4217.01 | 4384.66 | 3375.23 | 3666.92 | 4166.95 |
| 27 | 4516.36 | 4009.97 | 4224.51 | 4392.43 | 3380.47 | 3672.61 | 4173.42 |
| 28 | 4522.84 | 4015.73 | 4230.58 | 4398.74 | 3385.32 | 3677.88 | 4179.41 |
| 29 | 4528.85 | 4021.06 | 4236.20 | 4404.58 | 3389.82 | 3682.76 | 4184.96 |
| 30 | 4534.41 | 4026.00 | 4241.40 | 4409.99 | 3393.98 | 3687.29 | 4190.10 |
| 31 | 4539.56 | 4030.58 | 4246.22 | 4415.00 | 3397.84 | 3691.48 | 4194.86 |
| 32 | 4544.33 | 4034.81 | 4250.68 | 4419.64 | 3401.41 | 3695.36 | 4199.27 |
| 33 | 4548.75 | 4038.74 | 4254.82 | 4423.94 | 3404.72 | 3698.95 | 4203.35 |
| 34 | 4552.84 | 4042.37 | 4258.64 | 4427.92 | 3407.78 | 3702.28 | 4207.14 |
| 35 | 4556.63 | 4045.73 | 4262.19 | 4431.60 | 3410.61 | 3705.36 | 4210.63 |

#### 4.6. : Salaires mensuels (L1-GS)

| Ancienneté | L1      | K3      | G1      | GS      |
|------------|---------|---------|---------|---------|
| 0          | 3100.78 | 3223.65 | 3723.66 | 4949.40 |
| 1          | 3193.67 | 3316.64 | 3814.00 | 4949.40 |
| 2          | 3286.60 | 3413.51 | 3904.33 | 5142.95 |
| 3          | 3379.53 | 3510.37 | 3994.61 | 5142.95 |
| 4          | 3492.19 | 3626.61 | 3994.61 | 5336.49 |
| 5          | 3634.92 | 3777.72 | 4152.67 | 5336.49 |
| 6          | 3634.92 | 3777.72 | 4152.67 | 5529.99 |
| 7          | 3777.61 | 3932.70 | 4310.73 | 5529.99 |
| 8          | 3777.61 | 3932.70 | 4310.73 | 5723.53 |
| 9          | 3920.30 | 4087.68 | 4468.79 | 5723.53 |
| 10         | 3929.93 | 4087.68 | 4468.79 | 5917.07 |
| 11         | 4062.98 | 4281.41 | 4626.85 | 5917.07 |
| 12         | 4104.54 | 4281.41 | 4626.85 | 6110.61 |
| 13         | 4205.66 | 4455.77 | 4784.91 | 6110.61 |
| 14         | 4279.15 | 4455.77 | 4784.91 | 6304.16 |
| 15         | 4348.35 | 4630.13 | 4942.92 | 6304.16 |
| 16         | 4453.76 | 4630.13 | 4942.92 | 6497.70 |
| 17         | 4491.08 | 4823.85 | 5100.98 | 6497.70 |
| 18         | 4628.37 | 4823.85 | 5100.98 | 6691.24 |
| 19         | 4633.77 | 4823.85 | 5259.04 | 6691.24 |
| 20         | 4802.98 | 4998.21 | 5259.04 | 6884.78 |
| 21         | 4806.97 | 4998.21 | 5417.09 | 6884.78 |
| 22         | 4977.59 | 5191.94 | 5417.09 | 7078.28 |
| 23         | 5152.19 | 5385.67 | 5575.15 | 7078.28 |
| 24         | 5322.81 | 5540.65 | 5575.15 | 7078.28 |
| 25         | 5332.47 | 5550.70 | 5585.27 | 7091.12 |
| 26         | 5341.42 | 5560.02 | 5594.64 | 7103.02 |
| 27         | 5349.71 | 5568.65 | 5603.32 | 7114.05 |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 28 | 5357.39 | 5576.64 | 5611.37 | 7124.26 |
| 29 | 5364.50 | 5584.05 | 5618.82 | 7133.72 |
| 30 | 5371.09 | 5590.91 | 5625.72 | 7142.49 |
| 31 | 5377.20 | 5597.26 | 5632.11 | 7150.60 |
| 32 | 5382.85 | 5603.14 | 5638.03 | 7158.12 |
| 33 | 5388.08 | 5608.59 | 5643.51 | 7165.08 |
| 34 | 5392.93 | 5613.64 | 5648.59 | 7171.52 |
| 35 | 5397.41 | 5618.31 | 5653.29 | 7177.49 |

#### 4.7. : Salaires horaires (38h/semaine) (L4-B3)

| Ancienn<br>eté | L4      | L3      | L2      | A3      | A2      | A1      | B3      |
|----------------|---------|---------|---------|---------|---------|---------|---------|
| 0              | 11.7071 | 11.9650 | 12.9367 | 13.5702 | 13.7895 | 13.9182 | 15.0486 |
| 1              | 11.7071 | 12.4237 | 13.4405 | 13.8827 | 14.0615 | 14.1795 | 15.1852 |
| 2              | 11.7179 | 12.8873 | 13.9442 | 14.2047 | 14.3306 | 14.4952 | 15.6118 |
| 3              | 11.8604 | 13.3510 | 14.4479 | 14.5161 | 14.6464 | 14.8171 | 16.1877 |
| 4              | 12.0279 | 13.8147 | 14.9516 | 14.8157 | 14.9506 | 15.1094 | 16.6593 |
| 5              | 12.1516 | 13.8147 | 14.9516 | 14.9814 | 15.1152 | 15.2732 | 16.6593 |
| 6              | 12.5990 | 14.4755 | 15.3406 | 15.3139 | 15.4270 | 15.5513 | 17.2527 |
| 7              | 12.6819 | 14.4755 | 15.3406 | 15.4602 | 15.5713 | 15.6978 | 17.2586 |
| 8              | 13.1701 | 15.0486 | 16.0585 | 15.7066 | 15.8317 | 16.2342 | 18.0744 |
| 9              | 13.2122 | 15.0486 | 16.0585 | 15.8332 | 15.9604 | 16.2420 | 18.0820 |
| 10             | 13.7412 | 15.4682 | 16.6593 | 16.1109 | 16.2642 | 16.6593 | 18.8979 |
| 11             | 13.7427 | 15.4682 | 16.6593 | 16.2236 | 16.3769 | 16.6593 | 18.9067 |
| 12             | 14.3123 | 16.1290 | 17.1655 | 16.5057 | 16.6593 | 17.3566 | 19.7226 |
| 13             | 14.3123 | 16.1290 | 17.1655 | 16.6041 | 16.6979 | 17.3645 | 19.7315 |
| 14             | 14.8834 | 16.6593 | 17.8834 | 16.7878 | 17.2608 | 18.0824 | 20.5473 |
| 15             | 14.8834 | 16.6593 | 17.8834 | 16.8717 | 17.2683 | 18.0902 | 20.5562 |
| 16             | 15.1255 | 17.1217 | 18.6014 | 17.3126 | 17.9536 | 18.8082 | 21.3721 |
| 17             | 15.1255 | 17.1217 | 18.6014 | 17.3198 | 17.9610 | 18.8160 | 21.3809 |
| 18             | 15.6966 | 17.7826 | 19.3193 | 17.9806 | 18.6463 | 19.5340 | 22.1968 |
| 19             | 15.6966 | 17.7826 | 19.3193 | 17.9878 | 18.6538 | 19.5418 | 22.2056 |
| 20             | 16.2678 | 18.4434 | 20.0373 | 18.6487 | 19.3391 | 20.2597 | 23.0215 |
| 21             | 16.2678 | 18.4434 | 20.0373 | 18.6559 | 19.3466 | 20.2675 | 23.0304 |
| 22             | 16.6593 | 19.1043 | 20.7552 | 19.3167 | 20.0319 | 20.9855 | 23.8462 |
| 23             | 17.0810 | 19.7651 | 21.4732 | 19.9847 | 20.7247 | 21.7112 | 24.6710 |
| 24             | 17.6520 | 20.4260 | 22.1912 | 20.6456 | 21.4100 | 22.4292 | 25.4868 |
| 25             | 17.6841 | 20.4630 | 22.2314 | 20.6902 | 21.4563 | 22.4777 | 25.5419 |
| 26             | 17.7138 | 20.4974 | 22.2687 | 20.7249 | 21.4923 | 22.5154 | 25.5848 |
| 27             | 17.7412 | 20.5292 | 22.3033 | 20.7643 | 21.5331 | 22.5582 | 25.6334 |
| 28             | 17.7667 | 20.5586 | 22.3353 | 20.7942 | 21.5640 | 22.5906 | 25.6702 |
| 29             | 17.7903 | 20.5859 | 22.3650 | 20.8218 | 21.5927 | 22.6206 | 25.7043 |
| 30             | 17.8122 | 20.6112 | 22.3924 | 20.8473 | 21.6192 | 22.6484 | 25.7359 |
| 31             | 17.8324 | 20.6347 | 22.4179 | 20.8710 | 21.6438 | 22.6741 | 25.7651 |
| 32             | 17.8511 | 20.6563 | 22.4415 | 20.8930 | 21.6665 | 22.6979 | 25.7922 |
| 33             | 17.8685 | 20.6764 | 22.4633 | 20.9133 | 21.6876 | 22.7200 | 25.8173 |
| 34             | 17.8846 | 20.6950 | 22.4835 | 20.9321 | 21.7071 | 22.7405 | 25.8405 |
| 35             | 17.8995 | 20.7122 | 22.5022 | 20.9495 | 21.7251 | 22.7594 | 25.8620 |

#### 4.8. : Salaires horaires (38h/semaine) (B2B-MV1bis)

| Ancienneté | B2B     | B2A     | B1C     | B1B     | MV2     | MV1     | MV1bis  |
|------------|---------|---------|---------|---------|---------|---------|---------|
| 0          | 16.6593 | 14.1789 | 16.0156 | 16.2517 | 11.9600 | 12.9367 | 15.0486 |
| 1          | 16.8731 | 14.6253 | 16.4687 | 16.7430 | 12.4237 | 13.4405 | 15.0486 |
| 2          | 17.3470 | 15.0486 | 16.9829 | 17.2572 | 12.8873 | 13.9442 | 15.4269 |
| 3          | 17.8032 | 15.3898 | 17.5198 | 17.7051 | 13.3510 | 14.4479 | 15.9993 |
| 4          | 18.2626 | 15.9336 | 18.0108 | 18.2234 | 13.8147 | 14.9516 | 16.5718 |
| 5          | 18.6411 | 15.9403 | 18.3565 | 18.5707 | 13.8147 | 14.9516 | 16.5718 |
| 6          | 19.1742 | 16.6593 | 18.8453 | 19.1196 | 14.4755 | 15.3406 | 17.0586 |
| 7          | 19.4868 | 16.6593 | 19.4091 | 19.6834 | 14.4755 | 15.3406 | 17.9653 |
| 8          | 20.0171 | 17.1698 | 19.7033 | 19.9777 | 15.0486 | 16.0585 | 17.9653 |
| 9          | 20.2965 | 17.1865 | 20.1099 | 20.3842 | 15.0486 | 16.0585 | 18.4357 |
| 10         | 20.7945 | 17.9616 | 20.4408 | 20.7151 | 15.4682 | 16.6593 | 18.6903 |
| 11         | 21.0427 | 17.9674 | 20.7472 | 21.0215 | 15.4682 | 16.6593 | 18.9058 |
| 12         | 21.5107 | 18.7425 | 21.1415 | 21.4158 | 16.1290 | 17.1655 | 19.5062 |
| 13         | 21.7302 | 18.7483 | 21.3608 | 21.6351 | 16.1290 | 17.1655 | 19.5062 |
| 14         | 22.1706 | 19.5234 | 21.7857 | 22.0600 | 16.6593 | 17.8834 | 20.3221 |
| 15         | 22.3646 | 19.5292 | 21.9787 | 22.2530 | 16.6593 | 17.8834 | 20.3221 |
| 16         | 22.8676 | 20.3042 | 22.4924 | 22.7668 | 17.1217 | 18.6014 | 21.4653 |
| 17         | 22.9888 | 20.3122 | 22.8076 | 23.2212 | 17.1217 | 18.6014 | 21.9354 |
| 18         | 23.7501 | 21.0873 | 23.1663 | 23.9027 | 17.7826 | 19.3193 | 22.6085 |
| 19         | 23.7596 | 21.0957 | 23.4581 | 24.3786 | 17.7826 | 19.3193 | 23.0786 |
| 20         | 24.6325 | 21.8707 | 23.6105 | 24.3786 | 18.4434 | 20.0373 | 23.0786 |
| 21         | 24.6420 | 21.8792 | 23.8814 | 24.8545 | 18.4434 | 20.0373 | 23.5487 |
| 22         | 25.5150 | 22.6542 | 24.0240 | 24.8914 | 19.1043 | 20.7552 | 23.5855 |
| 23         | 26.3975 | 23.4377 | 24.6985 | 25.7131 | 19.7651 | 21.4732 | 24.4014 |
| 24         | 27.2704 | 24.2128 | 25.5143 | 26.5290 | 20.4260 | 22.1912 | 25.2172 |
| 25         | 27.3294 | 24.2651 | 25.5664 | 26.5829 | 20.4630 | 22.2314 | 25.2630 |
| 26         | 27.3753 | 24.3059 | 25.6093 | 26.6275 | 20.4974 | 22.2687 | 25.3054 |
| 27         | 27.4273 | 24.3521 | 25.6549 | 26.6747 | 20.5292 | 22.3033 | 25.3446 |
| 28         | 27.4666 | 24.3870 | 25.6918 | 26.7130 | 20.5586 | 22.3353 | 25.3810 |
| 29         | 27.5031 | 24.4194 | 25.7259 | 26.7485 | 20.5859 | 22.3650 | 25.4147 |
| 30         | 27.5369 | 24.4494 | 25.7575 | 26.7813 | 20.6112 | 22.3924 | 25.4460 |
| 31         | 27.5682 | 24.4772 | 25.7868 | 26.8118 | 20.6347 | 22.4179 | 25.4749 |
| 32         | 27.5972 | 24.5029 | 25.8139 | 26.8399 | 20.6563 | 22.4415 | 25.5017 |
| 33         | 27.6240 | 24.5267 | 25.8390 | 26.8660 | 20.6764 | 22.4633 | 25.5264 |
| 34         | 27.6489 | 24.5488 | 25.8622 | 26.8902 | 20.6950 | 22.4835 | 25.5494 |
| 35         | 27.6718 | 24.5692 | 25.8837 | 26.9126 | 20.7122 | 22.5022 | 25.5707 |

#### 4.9. : Salaires horaires (38h/semaine) (L1-GS)

| Ancienneté | L1      | K3      | G1      | GS      |
|------------|---------|---------|---------|---------|
| 0          | 18.8307 | 19.5768 | 22.6133 | 30.0571 |
| 1          | 19.3948 | 20.1415 | 23.1619 | 30.0571 |
| 2          | 19.9591 | 20.7298 | 23.7105 | 31.2325 |
| 3          | 20.5234 | 21.3180 | 24.2588 | 31.2325 |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 4  | 21.2076 | 22.0239 | 24.2588 | 32.4078 |
| 5  | 22.0744 | 22.9416 | 25.2187 | 32.4078 |
| 6  | 22.0744 | 22.9416 | 25.2187 | 33.5829 |
| 7  | 22.9409 | 23.8828 | 26.1785 | 33.5829 |
| 8  | 22.9409 | 23.8828 | 26.1785 | 34.7583 |
| 9  | 23.8075 | 24.8240 | 27.1384 | 34.7583 |
| 10 | 23.8660 | 24.8240 | 27.1384 | 35.9336 |
| 11 | 24.6740 | 26.0005 | 28.0983 | 35.9336 |
| 12 | 24.9264 | 26.0005 | 28.0983 | 37.1090 |
| 13 | 25.5405 | 27.0593 | 29.0581 | 37.1090 |
| 14 | 25.9867 | 27.0593 | 29.0581 | 38.2843 |
| 15 | 26.4070 | 28.1182 | 30.0177 | 38.2843 |
| 16 | 27.0471 | 28.1182 | 30.0177 | 39.4597 |
| 17 | 27.2738 | 29.2947 | 30.9776 | 39.4597 |
| 18 | 28.1075 | 29.2947 | 30.9776 | 40.6351 |
| 19 | 28.1403 | 29.2947 | 31.9375 | 40.6351 |
| 20 | 29.1679 | 30.3535 | 31.9375 | 41.8104 |
| 21 | 29.1921 | 30.3535 | 32.8973 | 41.8104 |
| 22 | 30.2283 | 31.5300 | 32.8973 | 42.9855 |
| 23 | 31.2886 | 32.7065 | 33.8572 | 42.9855 |
| 24 | 32.3248 | 33.6477 | 33.8572 | 42.9855 |
| 25 | 32.3834 | 33.7087 | 33.9186 | 43.0635 |
| 26 | 32.4378 | 33.7653 | 33.9755 | 43.1358 |
| 27 | 32.4881 | 33.8177 | 34.0283 | 43.2027 |
| 28 | 32.5347 | 33.8663 | 34.0771 | 43.2647 |
| 29 | 32.5779 | 33.9112 | 34.1224 | 43.3222 |
| 30 | 32.6180 | 33.9529 | 34.1643 | 43.3754 |
| 31 | 32.6550 | 33.9915 | 34.2031 | 43.4247 |
| 32 | 32.6894 | 34.0272 | 34.2391 | 43.4703 |
| 33 | 32.7211 | 34.0603 | 34.2724 | 43.5126 |
| 34 | 32.7506 | 34.0909 | 34.3032 | 43.5517 |
| 35 | 32.7778 | 34.1193 | 34.3317 | 43.5880 |

#### 4.10. : Rémunération garantie

La rémunération garantie ne tient pas compte de l'ancienneté.

| Age | Par mois  | Par heure<br>(38h/semaine) |
|-----|-----------|----------------------------|
| 21  | 1927.7700 | 11.7071                    |

### 5. Accueil d'enfants: Etape 3 (Subvention Etape 2 + Subvention supplémentaire)

L'Etape 3 concerne l'accueil d'enfants lequel soutient des familles vulnérables. L'accueil d'enfants reçoit en plus une subvention supplémentaire : un forfait par place par année.

### 6. Accueil d'enfants: Initiatives agréés et subventionnés pour l'Accueil d'enfants extra-scolaire (IBO)

Formes d'Accueil extra-scolaire agréés et subventionnés :

1. Si tu accueilles des écoliers ensemble avec des bébés et la petite enfance, les mêmes conditions d'autorisation sont d'application pour les écoliers que pour les bébés et la petite enfance (accueil familial ou accueil en groupe).

2. Si tu n'accueilles que des écoliers : faire la distinction entre :

Accueil familial des écoliers avec un certificat de contrôle (appelé dans les périodes précédentes un 'Accueillant d'enfants indépendant').

Accueil familial agréé des écoliers (appelé dans les périodes précédentes 'Accueillants d'enfants joints au service pour les accueillants d'enfants')

Accueil en groupe des écoliers avec un certificat de contrôle (appelé dans les périodes précédentes 'Accueil indépendant extra-scolaire').

Accueil en groupe agréé des écoliers (appelé une Initiative d'Accueil extra-scolaire (IBO) et un Accueil extra-scolaire lié à une crèche agréé (BOKDV). Les accueillants coopératifs d'enfants (liés à un 'service pour des accueillants d'enfants' dans les périodes précédentes) représentent également un accueil en groupe).

3. Pendant les vacances scolaires, il y a de garderie de écoliers avec un certificat de contrôle pour un endroit supplémentaire d'accueil.

Initiatives de garderies extra-scolaire avec un certificat de contrôle doivent respecter la CCT spéciale du 03/12/2012 concernant les structures d'Accueil d'enfants contrôlées (113018), modifiée par la CCT du 25/03/2013 (114988).

Dans le sous-secteur de l'Accueil d'enfants extra-scolaire il y a des activités diverses lesquelles ne sont pas agréées et/ou subventionnées (et donc sans barème sectoriel).

### **6.1. : Augmentation salariale pour tous les travailleurs sauf les accompagnateurs d'enfants (par mois)**

Le salaire mensuel brut effectif accordé est augmenté à partir du 01/05/2021 en tenant compte de l'ancienneté barémique, en appliquant celle-ci pour chaque année d'ancienneté par rapport à l'échelle salariale qui était appliquée pour le travailleur avant le 01/05/2021.

| Ancienneté barémique (années) |        |
|-------------------------------|--------|
| 0                             | 162.46 |
| 1                             | 162.46 |
| 2                             | 162.46 |
| 3                             | 162.46 |
| 4                             | 162.46 |
| 5                             | 162.46 |
| 6                             | 162.46 |
| 7                             | 162.46 |
| 8                             | 162.46 |
| 9                             | 162.46 |
| 10                            | 162.46 |
| 11                            | 162.46 |
| 12                            | 162.46 |
| 13                            | 162.46 |
| 14                            | 162.46 |
| 15                            | 162.46 |
| 16                            | 162.46 |
| 17                            | 162.46 |

|    |        |
|----|--------|
| 18 | 162.46 |
| 19 | 162.46 |
| 20 | 162.46 |
| 21 | 162.46 |
| 22 | 162.46 |
| 23 | 162.46 |
| 24 | 162.46 |
| 25 | 162.76 |
| 26 | 163.03 |
| 27 | 163.28 |
| 28 | 163.52 |
| 29 | 163.73 |
| 30 | 163.93 |
| 31 | 164.12 |
| 32 | 164.29 |
| 33 | 164.45 |
| 34 | 164.60 |
| 35 | 164.74 |

## 6.2. : Augmentation salariale pour les accompagnateurs d'enfants (par mois)

Le salaire brut est augmenté à partir du 01/01/2021, sur la base du régime temps plein, en brut et en excl. les charges patronales, de 3.287,87 euro sur base annuelle. Les montants de l'augmentation sont calculés de la même manière et indexés au même moment que les rémunérations en vigueur dans le secteur. Cette augmentation ne peut être octroyée aussi longtemps que le barème B2A de l'étape 2A de l'Accueil d'enfants agréé n'est pas atteint.

|          |        |
|----------|--------|
| par mois |        |
|          | 279.47 |

## 6.3. : Salaire minimum garanti

|                 |         |
|-----------------|---------|
| Salaire mensuel |         |
|                 | 1895.39 |

## 7. Accueil d'enfants: Projet de statut de travailleur salarié pour l'accompagnateur d'enfants en accueil familial par certains organisateurs (CAO 20/10/2021)

Les CCT s'appliquant avant l'entrée en vigueur (01/04/2021) de la CCT du 20/10/2021 de même que les CCT conclues pendant la durée du projet dans la CP331 ne s'appliquent pas au travailleur accompagnateur d'enfant en accueil familial, à l'exception des règles relatives au 2ème pilier de pension.

L'accompagnateur d'enfants occupé à temps plein travaille en principe 50 heures par semaine, réparties sur 5 jours.

La CCT du 20/10/2021 cesse de produire ses effets le 01/04/2023.

|                          |         |
|--------------------------|---------|
| Salaire mensuel          |         |
| Accompagnateur d'enfants | 1927.77 |

## **8. Accueil d'enfants: Services de gardiennat à domicile d'enfants malades**

Il n'y a pas de barème salarial minimum pour les Services de gardiennat à domicile d'enfants malades. Pour la rémunération garantie on est renvoyé à celle des Initiatives agréés et subventionnés pour l'Accueil d'enfants extra-scolaire (IBO).