

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3190211: aide à la jeunesse (excl. communauté germanophone)

En vigueur au 01/01/2023 (Dernière actualisation de la page 06/01/2023)

Indexation de 2% en 01/2023. En cas d'indexation en application des CCT sectorielles, seuls les salaires minimums sont indexés.

1. : Annuel

1.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	33162.6 6	30623.6 6	30685.0 2	29006.6 1	27137.1 2	38709.9 6	41824.5 2
1	35121.3 4	32514.2 3	33015.5 8	30756.9 7	29193.5 3	40359.4 1	43236.4 0
2	35249.0 0	32641.8 7	33015.5 8	31097.9 0	29473.6 2	40487.0 7	43364.0 5
3	36190.2 7	33176.3 7	33553.5 4	31438.7 7	29753.7 3	41720.8 7	44430.2 5
4	36190.2 7	33176.3 7	33553.5 4	31652.0 7	29966.9 8	41720.8 7	44430.2 5
5	37131.5 8	33846.4 2	34270.6 3	31993.0 0	30273.1 1	42955.0 6	45496.4 3
6	37131.5 8	33846.4 2	34270.6 3	32319.9 2	30486.4 0	42955.0 6	45496.4 3
7	41297.3 3	37520.9 5	38903.2 1	32589.6 8	30792.5 3	44231.7 1	46605.1 4
8	41297.3 3	37520.9 5	38903.2 1	32802.9 8	31005.8 3	44231.7 1	46605.1 4
9	42467.3 3	38520.8 8	40000.3 5	33186.4 0	31339.1 9	45678.1 5	47883.9 3
10	43020.4 4	39073.9 9	40681.1 7	34023.3 1	32175.8 9	46231.2 2	48437.0 7
11	44190.4 9	40073.8 7	41638.4 8	34449.2 1	32568.1 0	47678.0 1	49715.9 1
12	44190.4 9	40073.8 7	41638.4 8	34705.0 7	32823.9 7	47678.0 1	49715.9 1
13	45317.9 9	41073.7 7	42638.4 0	35131.0 2	33216.2 5	49082.3 0	50952.2 3
14	45317.9 9	41073.7 7	42638.4 0	35386.8 7	33472.0 8	49082.3 0	50952.2 3
15	46445.5 0	42073.6 4	43638.3 1	35812.8 7	33897.7 1	50486.2 1	52188.5 5
16	49303.6 8	42073.6 4	43638.3 1	36068.6 6	34153.5 7	50486.2 1	52188.5 5
17	50431.1 7	43073.5 2	44638.2 3	36494.6 6	34579.1 6	51890.4 9	53424.8 3

18	50431.1 7	43073.5 2	44638.2 3	36750.4 8	34835.0 0	51890.4 9	53424.8 3
19	51558.6 8	44073.4 3	45638.0 1	37176.4 5	35260.6 1	53294.7 9	54661.0 9
20	51558.6 8	44073.4 3	45638.0 1	37432.2 8	35516.4 5	53294.7 9	54661.0 9
21	52686.1 9	44977.5 9	46637.9 2	37858.2 2	35942.0 8	54698.6 9	55897.4 5
22	52686.1 9	44977.5 9	46637.9 2	38114.0 9	36197.8 9	54698.6 9	55897.4 5
23	53813.7 0	45881.8 5	47637.8 3	38540.0 4	36623.5 6	56102.9 8	57133.7 3
24	53813.7 0	45881.8 5	47637.8 3	38800.4 9	36879.3 7	56102.9 8	57133.7 3
25	54941.2 5	46881.7 0	48637.7 5	39231.5 3	37304.9 8	57507.2 5	58370.0 5
26	54941.2 5	46881.7 0	48637.7 5	39492.4 5	37560.8 4	57507.2 5	58370.0 5
27	56068.7 0	47881.5 7	49637.5 2	39923.4 7	37986.4 4	58911.1 7	59606.3 7
28	56068.7 0	47881.5 7	49637.5 2	40184.4 5	38242.3 0	58911.1 7	59606.3 7
29	56366.4 7	48179.3 2	49935.4 1	40615.4 8	38671.5 6	59208.9 2	59904.1 1
30	56366.4 7	48179.3 2	49935.4 1	40615.4 8	38671.5 6	59208.9 2	59904.1 1
31	56366.4 7	48179.3 2	49935.4 1	40615.4 8	38671.5 6	59208.9 2	60201.8 5

1.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	33254.37	44649.02	27137.12	27675.66	31581.38	26601.46
1	35496.99	46606.57	29193.53	29906.63	33787.75	28746.71
2	35645.83	46904.30	29473.62	30230.65	33911.94	29014.34
3	36608.34	48688.80	29753.73	30525.40	34449.89	29282.10
4	36608.34	48688.80	29966.98	30750.96	34449.89	29549.86
5	37677.20	50632.79	30273.11	31044.57	35120.03	29817.91
6	37677.20	50632.79	30486.40	31544.96	35120.03	30085.39
7	41928.03	52576.79	30792.53	32142.63	36374.99	30353.15
8	41928.03	52576.79	31005.83	32617.22	36374.99	30620.91
9	43991.31	54520.77	31311.97	33389.52	37800.19	30888.53
10	44544.45	55073.95	32148.67	34406.65	38342.62	31986.26
11	45629.44	57017.96	32497.31	35179.00	39649.80	32310.53
12	45629.44	57017.96	32753.19	35653.61	39649.80	32634.66
13	46714.41	58961.97	33101.90	36425.97	40915.61	32930.24
14	46714.41	58961.97	33357.71	36900.52	40915.61	33283.05
15	47799.40	60905.95	33740.84	37672.89	42181.48	33607.32
16	50657.58	60905.95	33996.64	38147.48	42181.48	33931.45
17	51742.54	62849.95	34379.72	38926.56	43447.33	34255.72
18	52621.59	62849.95	34635.57	39410.52	43447.33	34579.84

19	53706.56	64793.96	35018.64	40192.18	44713.15	34904.11
20	53706.56	64793.96	35274.45	40676.16	44713.15	35228.38
21	54791.57	66738.00	35657.57	41457.86	45979.07	35552.51
22	54791.57	66738.00	35913.39	41941.81	45979.07	35876.63
23	55876.53	68681.98	36296.49	42723.59	47244.91	36200.90
24	55876.53	68681.98	36552.32	43207.49	47244.91	36525.17
25	56961.54	68681.98	36935.39	43989.22	48510.75	36849.30
26	56961.54	68681.98	37191.25	44473.13	48510.75	37117.50
27	58046.51	68681.98	37647.10	45254.87	49776.59	37436.32
28	58046.51	68681.98	37902.95	45738.80	49776.59	37681.56
29	58046.51	68681.98	38362.43	46520.52	51042.46	37926.80
30	58046.51	68681.98	38362.43	46520.52	51042.46	37926.80
31	58046.51	68681.98	38362.43	46520.52	51042.46	37926.80

1.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	48265.7 7	42164.8 1	56307.2 2	52279.3 9	69329.0 0	30685.0 2	29006.6 1
1	49531.6 4	43576.7 1	57275.3 1	53535.7 0	69329.0 0	32897.0 4	30756.9 7
2	49829.3 9	43704.3 5	58620.9 2	54792.0 2	72021.1 2	33024.6 8	31097.9 0
3	51613.8 5	44770.5 6	59400.0 6	56048.3 3	72021.1 2	33559.2 1	31438.7 7
4	51613.8 5	44770.5 6	61282.7 1	56048.3 3	74713.2 6	33559.2 1	31652.0 7
5	53557.8 7	45836.7 3	61524.8 7	58246.8 4	74713.2 6	34229.2 6	31993.0 0
6	53557.8 7	45836.7 3	63401.3 9	58246.8 4	77405.4 2	34229.2 6	32319.9 2
7	55501.8 7	46945.4 3	63401.3 9	60445.3 3	77405.4 2	37903.8 0	32589.6 8
8	55501.8 7	46945.4 3	66050.2 8	60445.3 3	80097.5 6	37903.8 0	32802.9 8
9	57445.8 6	48224.2 3	66050.2 8	62643.8 2	80097.5 6	39832.2 2	33186.4 0
10	57445.8 6	48777.3 7	68699.1 7	62643.8 2	82789.7 1	40385.3 5	34023.3 1
11	59389.8 5	50056.2 1	68699.1 7	64842.3 1	82789.7 1	41470.3 2	34449.2 1
12	59389.8 5	50056.2 1	71348.0 5	64842.3 1	85481.8 5	41470.3 2	34705.0 7
13	61333.8 7	51292.5 3	71348.0 5	67040.8 1	85481.8 5	42555.3 1	35131.0 2
14	61333.8 7	51292.5 3	73996.9 7	67040.8 1	88174.0 0	42555.3 1	35386.8 7
15	63277.9 0	52528.8 3	73996.9 7	69239.3 0	88174.0 0	43640.2 8	35812.8 7
16	63277.9 0	52528.8 3	76645.8 5	69239.3 0	90866.1 6	43640.2 8	36068.6 6

17	65221.9 1	53765.1 2	76645.8 5	71437.8 2	90866.1 6	44725.2 4	36494.6 6
18	65221.9 1	53765.1 2	79294.7 5	71437.8 2	93558.2 9	44725.2 4	36750.4 8
19	67165.8 6	55001.4 0	79294.7 5	73636.2 8	93558.2 9	45810.2 7	37176.4 5
20	67165.8 6	55001.4 0	81943.6 4	73636.2 8	96250.4 4	45810.2 7	37432.2 8
21	69109.8 5	56237.7 5	81943.6 4	75834.7 9	96250.4 4	46895.2 2	37858.2 2
22	69109.8 5	56237.7 5	84592.5 3	75834.7 9	98942.5 9	46895.2 2	38114.0 9
23	71053.9 0	57474.0 3	84592.5 3	78033.2 9	98942.5 9	47980.2 2	38540.0 4
24	71053.9 0	57474.0 3	84592.5 3	78033.2 9	98942.5 9	47980.2 2	38800.4 9
25	72997.9 1	58710.3 4	84592.5 3	78033.2 9	98942.5 9	49065.2 0	39231.5 3
26	72997.9 1	58710.3 4	84592.5 3	78033.2 9	98942.5 9	49065.2 0	39492.4 5
27	72997.9 1	59946.6 6	84592.5 3	78033.2 9	98942.5 9	50150.1 7	39923.4 7
28	72997.9 1	59946.6 6	84592.5 3	78033.2 9	98942.5 9	50150.1 7	40184.4 5
29	72997.9 1	60244.4 2	84592.5 3	78033.2 9	98942.5 9	50405.4 0	40615.4 8
30	72997.9 1	60244.4 2	84592.5 3	78033.2 9	98942.5 9	50405.4 0	40615.4 8
31	72997.9 1	60542.1 7	84592.5 3	78033.2 9	98942.5 9	50405.4 0	40615.4 8

2. : Echelles de rémunération mensuelle

2.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	2763.56	2551.97	2557.09	2417.22	2261.43	3225.83	3485.38
1	2926.78	2709.52	2751.30	2563.08	2432.79	3363.28	3603.03
2	2937.42	2720.16	2751.30	2591.49	2456.14	3373.92	3613.67
3	3015.86	2764.70	2796.13	2619.90	2479.48	3476.74	3702.52
4	3015.86	2764.70	2796.13	2637.67	2497.25	3476.74	3702.52
5	3094.30	2820.54	2855.89	2666.08	2522.76	3579.59	3791.37
6	3094.30	2820.54	2855.89	2693.33	2540.53	3579.59	3791.37
7	3441.44	3126.75	3241.93	2715.81	2566.04	3685.98	3883.76
8	3441.44	3126.75	3241.93	2733.58	2583.82	3685.98	3883.76
9	3538.94	3210.07	3333.36	2765.53	2611.60	3806.51	3990.33
10	3585.04	3256.17	3390.10	2835.28	2681.32	3852.60	4036.42
11	3682.54	3339.49	3469.87	2870.77	2714.01	3973.17	4142.99
12	3682.54	3339.49	3469.87	2892.09	2735.33	3973.17	4142.99
13	3776.50	3422.81	3553.20	2927.59	2768.02	4090.19	4246.02
14	3776.50	3422.81	3553.20	2948.91	2789.34	4090.19	4246.02
15	3870.46	3506.14	3636.53	2984.41	2824.81	4207.18	4349.05

16	4108.64	3506.14	3636.53	3005.72	2846.13	4207.18	4349.05
17	4202.60	3589.46	3719.85	3041.22	2881.60	4324.21	4452.07
18	4202.60	3589.46	3719.85	3062.54	2902.92	4324.21	4452.07
19	4296.56	3672.79	3803.17	3098.04	2938.38	4441.23	4555.09
20	4296.56	3672.79	3803.17	3119.36	2959.70	4441.23	4555.09
21	4390.52	3748.13	3886.49	3154.85	2995.17	4558.22	4658.12
22	4390.52	3748.13	3886.49	3176.17	3016.49	4558.22	4658.12
23	4484.48	3823.49	3969.82	3211.67	3051.96	4675.25	4761.14
24	4484.48	3823.49	3969.82	3233.37	3073.28	4675.25	4761.14
25	4578.44	3906.81	4053.15	3269.29	3108.75	4792.27	4864.17
26	4578.44	3906.81	4053.15	3291.04	3130.07	4792.27	4864.17
27	4672.39	3990.13	4136.46	3326.96	3165.54	4909.26	4967.20
28	4672.39	3990.13	4136.46	3348.70	3186.86	4909.26	4967.20
29	4697.21	4014.94	4161.28	3384.62	3222.63	4934.08	4992.01
30	4697.21	4014.94	4161.28	3384.62	3222.63	4934.08	4992.01
31	4697.21	4014.94	4161.28	3384.62	3222.63	4934.08	5016.82

2.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	2771.20	3720.75	2261.43	2306.31	2631.78	2216.79
1	2958.08	3883.88	2432.79	2492.22	2815.65	2395.56
2	2970.49	3908.69	2456.14	2519.22	2826.00	2417.86
3	3050.70	4057.40	2479.48	2543.78	2870.82	2440.18
4	3050.70	4057.40	2497.25	2562.58	2870.82	2462.49
5	3139.77	4219.40	2522.76	2587.05	2926.67	2484.83
6	3139.77	4219.40	2540.53	2628.75	2926.67	2507.12
7	3494.00	4381.40	2566.04	2678.55	3031.25	2529.43
8	3494.00	4381.40	2583.82	2718.10	3031.25	2551.74
9	3665.94	4543.40	2609.33	2782.46	3150.02	2574.04
10	3712.04	4589.50	2679.06	2867.22	3195.22	2665.52
11	3802.45	4751.50	2708.11	2931.58	3304.15	2692.54
12	3802.45	4751.50	2729.43	2971.13	3304.15	2719.56
13	3892.87	4913.50	2758.49	3035.50	3409.63	2744.19
14	3892.87	4913.50	2779.81	3075.04	3409.63	2773.59
15	3983.28	5075.50	2811.74	3139.41	3515.12	2800.61
16	4221.47	5075.50	2833.05	3178.96	3515.12	2827.62
17	4311.88	5237.50	2864.98	3243.88	3620.61	2854.64
18	4385.13	5237.50	2886.30	3284.21	3620.61	2881.65
19	4475.55	5399.50	2918.22	3349.35	3726.10	2908.68
20	4475.55	5399.50	2939.54	3389.68	3726.10	2935.70
21	4565.96	5561.50	2971.46	3454.82	3831.59	2962.71
22	4565.96	5561.50	2992.78	3495.15	3831.59	2989.72
23	4656.38	5723.50	3024.71	3560.30	3937.08	3016.74
24	4656.38	5723.50	3046.03	3600.62	3937.08	3043.76
25	4746.80	5723.50	3077.95	3665.77	4042.56	3070.78
26	4746.80	5723.50	3099.27	3706.09	4042.56	3093.13

27	4837.21	5723.50	3137.26	3771.24	4148.05	3119.69
28	4837.21	5723.50	3158.58	3811.57	4148.05	3140.13
29	4837.21	5723.50	3196.87	3876.71	4253.54	3160.57
30	4837.21	5723.50	3196.87	3876.71	4253.54	3160.57
31	4837.21	5723.50	3196.87	3876.71	4253.54	3160.57

2.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	4022.15	3513.73	4692.27	4356.62	5777.42	2557.09	2417.22
1	4127.64	3631.39	4772.94	4461.31	5777.42	2741.42	2563.08
2	4152.45	3642.03	4885.08	4566.00	6001.76	2752.06	2591.49
3	4301.15	3730.88	4950.01	4670.69	6001.76	2796.60	2619.90
4	4301.15	3730.88	5106.89	4670.69	6226.11	2796.60	2637.67
5	4463.16	3819.73	5127.07	4853.90	6226.11	2852.44	2666.08
6	4463.16	3819.73	5283.45	4853.90	6450.45	2852.44	2693.33
7	4625.16	3912.12	5283.45	5037.11	6450.45	3158.65	2715.81
8	4625.16	3912.12	5504.19	5037.11	6674.80	3158.65	2733.58
9	4787.16	4018.69	5504.19	5220.32	6674.80	3319.35	2765.53
10	4787.16	4064.78	5724.93	5220.32	6899.14	3365.45	2835.28
11	4949.15	4171.35	5724.93	5403.53	6899.14	3455.86	2870.77
12	4949.15	4171.35	5945.67	5403.53	7123.49	3455.86	2892.09
13	5111.16	4274.38	5945.67	5586.73	7123.49	3546.28	2927.59
14	5111.16	4274.38	6166.41	5586.73	7347.83	3546.28	2948.91
15	5273.16	4377.40	6166.41	5769.94	7347.83	3636.69	2984.41
16	5273.16	4377.40	6387.15	5769.94	7572.18	3636.69	3005.72
17	5435.16	4480.43	6387.15	5953.15	7572.18	3727.10	3041.22
18	5435.16	4480.43	6607.90	5953.15	7796.52	3727.10	3062.54
19	5597.16	4583.45	6607.90	6136.36	7796.52	3817.52	3098.04
20	5597.16	4583.45	6828.64	6136.36	8020.87	3817.52	3119.36
21	5759.15	4686.48	6828.64	6319.57	8020.87	3907.94	3154.85
22	5759.15	4686.48	7049.38	6319.57	8245.22	3907.94	3176.17
23	5921.16	4789.50	7049.38	6502.77	8245.22	3998.35	3211.67
24	5921.16	4789.50	7049.38	6502.77	8245.22	3998.35	3233.37
25	6083.16	4892.53	7049.38	6502.77	8245.22	4088.77	3269.29
26	6083.16	4892.53	7049.38	6502.77	8245.22	4088.77	3291.04
27	6083.16	4995.56	7049.38	6502.77	8245.22	4179.18	3326.96
28	6083.16	4995.56	7049.38	6502.77	8245.22	4179.18	3348.70
29	6083.16	5020.37	7049.38	6502.77	8245.22	4200.45	3384.62
30	6083.16	5020.37	7049.38	6502.77	8245.22	4200.45	3384.62
31	6083.16	5045.18	7049.38	6502.77	8245.22	4200.45	3384.62

3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	2122.69

4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	82.63