SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/02/2026 (Dernière actualisation de la page 30/01/2026)

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 Sous-commission paritaire officielle (SCP 319,02)

Indexation salaires de base en 2/2026. Salaire de base x1,0824.
En cas d'indexation en application des CCT sectorielles, seuls les salaires minimums sont indexés.

1. : Annuel

1.1. : fonctions 1 à 5

EXPERIENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	36068.49	33295.21	33330.83	31446.08	29477.00	42363.17	45963.40
1	38429.62	35571.28	35862.37	33547.01	31755.60	44338.22	47641.57
2	38503.74	35645.38	35862.37	33887.53	32060.81	44412.33	47715.68
3	39594.11	36227.68	36446.67	34227.98	32366.00	45869.95	48962.08
4	39594.11	36227.68	36446.67	34494.38	32632.35	45869.95	48962.08
5	40684.50	36979.31	37225.60	34834.90	32952.67	47327.84	50208.47
6	40684.50	36979.31	37225.60	35167.28	33219.07	47327.84	50208.47
7	45773.93	41455.21	42257.74	35466.47	66011.38	48810.33	51479.55
8	45773.93	41455.21	42257.74	35732.89	33805.77	48810.33	51479.55
9	47007.89	42590.42	43449.40	36098.07	34141.92	50391.38	52849.37
10	47698.75	43281.27	44214.39	37143.40	35186.98	51083.11	53540.27
11	48932.74	44416.44	45324.85	37561.63	35585.68	52664.38	54910.11
12	48932.74	44416.44	45324.85	37881.23	35905.25	52664.38	54910.11

13	50141.99	45551.64	46460.05	38299.51	36304.04	54221.01	56255.29
14	50141.99	45551.64	46460.05	38619.10	36623.59	54221.01	56255.29
15	51351.25	46686.78	47595.23	39037.46	37041.71	55777.39	57600.48
16	54921.20	46686.78	47595.23	39356.95	37361.28	55777.39	57600.48
17	56130.45	47821.94	48730.42	39775.32	37779.36	57333.98	58945.62
18	56130.45	47821.94	48730.42	40094.85	38098.94	57333.98	58945.62
19	57339.72	48957.15	49865.54	40513.20	38517.07	58890.61	60290.73
20	57339.72	48957.15	49865.54	40832.73	38836.60	58890.61	60290.73
21	58549.03	50036.72	51000.71	41251.03	39254.76	60447.00	61635.95
22	58549.03	50036.72	51000.71	41570.61	39574.27	60447.00	61635.95
23	59758.28	51116.39	52135.91	41988.93	39992.46	62003.63	62981.08
24	59758.28	51116.39	52135.91	42314.24	40311.96	62003.63	62981.08
25	60967.59	52251.53	53271.08	42738.88	40730.08	63560.21	64326.26
26	60967.59	52251.53	53271.08	43064.80	41049.65	63560.21	64326.26
27	62176.82	53386.68	54406.19	43489.44	41467.76	65116.60	65671.44
28	62176.82	53386.68	54406.19	43815.40	41787.34	65116.60	65671.44
29	62349.70	53559.55	54579.14	44240.06	42210.01	65289.47	65845.31
30	62349.70	53559.55	54579.14	44240.06	42210.01	65289.47	65845.31
31	62349.70	53559.55	54579.14	44240.06	42210.01	65289.47	66018.18

1.2. : fonctions 6 à 11

ANCIENNETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	36121.74	48567.27	29477.00	30061.98	34304.48	28895.20
1	38647.72	50813.28	31755.60	32535.69	36763.91	31225.37
2	38734.14	50986.14	32060.81	32855.08	36836.02	31516.11
3	39836.83	53016.02	32366.00	33157.43	37420.30	31806.97
4	39836.83	53016.02	32632.35	33419.62	37420.30	32097.79
5	41001.29	55138.45	32952.67	33721.35	38172.00	32388.81
6	41001.29	55138.45	33219.07	34329.14	38172.00	32679.52
7	46140.11	57260.94	33539.38	34993.38	39625.78	65442.32
8	46140.11	57260.94	33805.77	35586.16	39625.78	33261.17
9	47892.70	59383.38	34126.10	36351.78	41178.45	33551.92

10	48583.59	60074.30	35171.18	37622.21	41855.98	34744.26
11	49768.19	62196.79	35544.58	38387.87	43261.23	35096.47
12	49768.19	62196.79	35864.17	38980.69	43261.23	35448.59
13	50952.75	64319.25	36237.65	39746.34	44643.24	35784.12
14	50952.75	64319.25	36557.18	40339.09	44643.24	36152.89
15	52137.32	66441.72	36950.64	41104.76	46025.34	36505.10
16	55707.29	66441.72	37270.17	41697.57	46025.34	36857.20
17	56891.83	68564.16	37663.57	42471.61	47407.41	37209.42
18	57402.20	68564.16	37983.16	43076.11	47407.41	37561.50
19	58586.77	70686.65	38376.58	43853.38	48789.42	37913.69
20	58586.77	70686.65	38696.09	44457.91	48789.42	38265.94
21	59771.41	72809.18	39089.57	45235.25	50171.57	38618.03
22	59771.41	72809.18	39409.09	45839.73	50171.57	38970.12
23	60955.95	74931.62	39802.56	46617.13	51553.62	39322.33
24	60955.95	74931.62	40122.08	47221.56	51553.62	39674.52
25	62140.57	74931.62	40515.50	47998.94	52935.67	40026.65
26	62140.57	74931.62	40835.07	48603.38	52935.67	40346.27
27	63325.13	74931.62	41270.74	49380.78	54317.75	40695.32
28	63325.13	74931.62	41590.31	49985.20	54317.75	41001.62
29	63325.13	74931.62	42030.52	50762.56	55699.82	41307.92
30	63325.13	74931.62	42030.52	50762.56	55699.82	41307.92
31	63325.13	74931.62	42030.52	50762.56	55699.82	41307.92

1.3. : fonctions 9 à 18

ANCIENNETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	52501.40	46160.97	61248.55	56587.21	75041.71	33330.83	31446.08
1	54002.36	47839.15	62444.98	57947.04	75041.71	35793.54	33547.01
2	54165.79	47913.26	63722.40	59306.88	77955.66	35867.65	33887.53
3	56201.03	49159.67	64679.23	60666.71	77955.66	36449.96	34227.98
4	56201.03	49159.67	66729.20	60666.71	80869.63	36449.96	34494.38
5	58323.83	50406.04	66999.79	63046.38	80869.63	37201.58	34834.90
6	58323.83	50406.04	69043.30	63046.38	83783.63	37201.58	35167.28
7	60446.62	51677.12	69049.92	65426.03	83783.63	41677.49	35466.47
8	60446.62	51677.12	71934.80	65426.03	86697.60	41677.49	35732.89
9	62569.34	53046.94	71941.17	67805.67	86697.60	43351.79	36098.07
10	62661.58	53737.85	74936.61	67805.67	89611.58	44042.65	37143.40
11	64784.12	55107.69	74938.99	70185.32	89611.58	45227.22	37561.63

12	64784.12	55107.69	77828.46	70185.32	92525.55	45227.22	37881.23
13	66906.65	56452.88	77830.72	72564.97	92525.55	46411.81	38299.51
14	66906.65	56452.88	80720.33	72564.97	95439.54	46411.81	38619.10
15	69029.26	57798.05	80722.59	74944.62	95439.54	47596.38	39037.46
16	69029.26	57798.05	83612.23	74944.62	98353.53	47596.38	39356.95
17	71151.78	59143.19	83614.37	77324.30	98353.53	48780.93	39775.32
18	71151.78	59143.19	86504.10	77324.30	101267.49	48780.93	40094.85
19	73274.27	60488.32	86506.22	79703.91	101267.49	49965.55	40513.20
20	73274.27	60488.32	100220.01	79703.91	104181.48	49965.55	40832.73
21	75396.80	61833.52	89398.08	82083.58	104181.48	51150.10	41251.03
22	75396.80	61833.52	92287.95	82083.58	107095.46	51150.10	41570.61
23	77519.37	63178.66	92289.94	84463.23	107095.46	52334.70	41988.93
24	77519.37	63178.66	92289.94	84463.23	107095.46	52334.70	42314.24
25	79640.28	64523.83	92289.94	84463.23	107095.46	53519.27	42738.88
26	79640.28	64523.83	92289.94	84463.23	107095.46	53519.27	43064.80
27	79640.28	65869.01	92289.94	84463.23	107095.46	54703.84	43489.44
28	79640.28	65869.01	92289.94	84463.23	107095.46	54703.84	43815.40
29	79640.28	66042.90	92289.94	84463.23	107095.46	54852.02	44240.06
30	79640.28	66042.90	92289.94	84463.23	107095.46	54852.02	44240.06
31	79640.28	66215.78	92289.94	84463.23	107095.46	54852.02	44240.06

2. : Echelles de rémunération mensuelle

2.1. : fonctions 1 à 5

EXPERIENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	3005.71	2774.60	2777.57	2620.51	2456.42	3530.26	3830.28
1	3202.47	2964.27	2988.53	2795.58	2646.30	3694.85	3970.13
2	3208.65	2970.45	2988.53	2823.96	2671.73	3701.03	3976.31
3	3299.51	3018.97	3037.22	2852.33	2697.17	3822.50	4080.17
4	3299.51	3018.97	3037.22	2874.53	2719.36	3822.50	4080.17
5	3390.38	3081.61	3102.13	2902.91	2746.06	3943.99	4184.04
6	3390.38	3081.61	3102.13	2930.61	2768.26	3943.99	4184.04

7	3814.49	3454.60	3521.48	2955.54	5500.95	4067.53	4289.96
8	3814.49	3454.60	3521.48	2977.74	2817.15	4067.53	4289.96
9	3917.32	3549.20	3620.78	3008.17	2845.16	4199.28	4404.11
10	3974.90	3606.77	3684.53	3095.28	2932.25	4256.93	4461.69
11	4077.73	3701.37	3777.07	3130.14	2965.47	4388.70	4575.84
12	4077.73	3701.37	3777.07	3156.77	2992.10	4388.70	4575.84
13	4178.50	3795.97	3871.67	3191.63	3025.34	4518.42	4687.94
14	4178.50	3795.97	3871.67	3218.26	3051.97	4518.42	4687.94
15	4279.27	3890.57	3966.27	3253.12	3086.81	4648.12	4800.04
16	4576.77	3890.57	3966.27	3279.75	3113.44	4648.12	4800.04
17	4677.54	3985.16	4060.87	3314.61	3148.28	4777.83	4912.14
18	4677.54	3985.16	4060.87	3341.24	3174.91	4777.83	4912.14
19	4778.31	4079.76	4155.46	3376.10	3209.76	4907.55	5024.23
20	4778.31	4079.76	4155.46	3402.73	3236.38	4907.55	5024.23
21	4879.09	4169.73	4250.06	3437.59	3271.23	5037.25	5136.33
22	4879.09	4169.73	4250.06	3464.22	3297.86	5037.25	5136.33
23	4979.86	4259.70	4344.66	3499.08	3332.71	5166.97	5248.42
24	4979.86	4259.70	4344.66	3526.19	3359.33	5166.97	5248.42
25	5080.63	4354.29	4439.26	3561.57	3394.17	5296.68	5360.52
26	5080.63	4354.29	4439.26	3588.73	3420.80	5296.68	5360.52
27	5181.40	4448.89	4533.85	3624.12	3455.65	5426.38	5472.62
28	5181.40	4448.89	4533.85	3651.28	3482.28	5426.38	5472.62
29	5195.81	4463.30	4548.26	3686.67	3517.50	5440.79	5487.11
30	5195.81	4463.30	4548.26	3686.67	3517.50	5440.79	5487.11
31	5195.81	4463.30	4548.26	3686.67	3517.50	5440.79	5501.52

2.2. : fonctions 6 à 11

ANCIENNETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	3010.15	4047.27	2456.42	2505.17	2858.71	2407.93
1	3220.64	4234.44	2646.30	2711.31	3063.66	2602.11
2	3227.85	4248.85	2671.73	2737.92	3069.67	2626.34
3	3319.74	4418.00	2697.17	2763.12	3118.36	2650.58
4	3319.74	4418.00	2719.36	2784.97	3118.36	2674.82
5	3416.77	4594.87	2746.06	2810.11	3181.00	2699.07
6	3416.77	4594.87	2768.26	2860.76	3181.00	2723.29
7	3845.01	4771.75	2794.95	2916.12	3302.15	5453.53
8	3845.01	4771.75	2817.15	2965.51	3302.15	2771.76
9	3991.06	4948.62	2843.84	3029.32	3431.54	2795.99
10	4048.63	5006.19	2930.93	3135.18	3488.00	2895.36
11	4147.35	5183.07	2962.05	3198.99	3605.10	2924.71
12	4147.35	5183.07	2988.68	3248.39	3605.10	2954.05
13	4246.06	5359.94	3019.80	3312.20	3720.27	2982.01
14	4246.06	5359.94	3046.43	3361.59	3720.27	3012.74
15	4344.78	5536.81	3079.22	3425.40	3835.45	3042.09
16	4642.27	5536.81	3105.85	3474.80	3835.45	3071.43
17	4740.99	5713.68	3138.63	3539.30	3950.62	3100.79

18	4783.52	5713.68	3165.26	3589.68	3950.62	3130.13
19	4882.23	5890.55	3198.05	3654.45	4065.79	3159.47
20	4882.23	5890.55	3224.67	3704.83	4065.79	3188.83
21	4980.95	6067.43	3257.46	3769.60	4180.96	3218.17
22	4980.95	6067.43	3284.09	3819.98	4180.96	3247.51
23	5079.66	6244.30	3316.88	3884.76	4296.14	3276.86
24	5079.66	6244.30	3343.51	3935.13	4296.14	3306.21
25	5178.38	6244.30	3376.29	3999.91	4411.31	3335.55
26	5178.38	6244.30	3402.92	4050.28	4411.31	3362.19
27	5277.09	6244.30	3439.23	4115.07	4526.48	3391.28
28	5277.09	6244.30	3465.86	4165.43	4526.48	3416.80
29	5277.09	6244.30	3502.54	4230.21	4641.65	3442.33
30	5277.09	6244.30	3502.54	4230.21	4641.65	3442.33
31	5277.09	6244.30	3502.54	4230.21	4641.65	3442.33

2.3. : fonctions 9 à 18

ANCIENNETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	4375.12	3846.75	5104.05	4715.60	6253.48	2777.57	2620.51
1	4500.20	3986.60	5203.75	4828.92	6253.48	2982.80	2795.58
2	4513.82	3992.77	5310.20	4942.24	6496.31	2988.97	2823.96
3	4683.42	4096.64	5389.94	5055.56	6496.31	3037.50	2852.33
4	4683.42	4096.64	5560.77	5055.56	6739.14	3037.50	2874.53
5	4860.32	4200.50	5583.32	5253.87	6739.14	3100.13	2902.91
6	4860.32	4200.50	5753.61	5253.87	6981.97	3100.13	2930.61
7	5037.22	4306.43	5754.16	5452.17	6981.97	3473.12	2955.54
8	5037.22	4306.43	5994.57	5452.17	7224.80	3473.12	2977.74
9	5214.11	4420.58	5995.10	5650.47	7224.80	3612.65	3008.17
10	5221.80	4478.15	6244.72	5650.47	7467.63	3670.22	3095.28
11	5398.68	4592.31	6244.92	5848.78	7467.63	3768.94	3130.14
12	5398.68	4592.31	6485.71	5848.78	7710.46	3768.94	3156.77
13	5575.55	4704.41	6485.89	6047.08	7710.46	3867.65	3191.63
14	5575.55	4704.41	6726.69	6047.08	7953.30	3867.65	3218.26
15	5752.44	4816.50	6726.88	6245.39	7953.30	3966.37	3253.12
16	5752.44	4816.50	6967.69	6245.39	8196.13	3966.37	3279.75
17	5929.32	4928.60	6967.86	6443.69	8196.13	4065.08	3314.61
18	5929.32	4928.60	7208.68	6443.69	8438.96	4065.08	3341.24
19	6106.19	5040.69	7208.85	6641.99	8438.96	4163.80	3376.10
20	6106.19	5040.69	8351.67	6641.99	8681.79	4163.80	3402.73
21	6283.07	5152.79	7449.84	6840.30	8681.79	4262.51	3437.59
22	6283.07	5152.79	7690.66	6840.30	8924.62	4262.51	3464.22
23	6459.95	5264.89	7690.83	7038.60	8924.62	4361.23	3499.08
24	6459.95	5264.89	7690.83	7038.60	8924.62	4361.23	3526.19
25	6636.69	5376.99	7690.83	7038.60	8924.62	4459.94	3561.57
26	6636.69	5376.99	7690.83	7038.60	8924.62	4459.94	3588.73
27	6636.69	5489.08	7690.83	7038.60	8924.62	4558.65	3624.12
28	6636.69	5489.08	7690.83	7038.60	8924.62	4558.65	3651.28

29	6636.69	5503.58	7690.83	7038.60	8924.62	4571.00	3686.67
30	6636.69	5503.58	7690.83	7038.60	8924.62	4571.00	3686.67
31	6636.69	5517.98	7690.83	7038.60	8924.62	4571.00	3686.67

3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	3998.99

4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	155.67