SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/02/2026 (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 318,02)

Indexation de 2% en 2/2026.
En cas d'indexation en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

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

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

1.1. : Barème

1.1.1. GROUPE DE FONCTIONS: Salaire annuel

1.1.1.1. PARTIE: 1

Ancienneté (en années)	Barème				
	B2B ter : Personnel soignant	B4 bis : Personnel logistique	A1 : Collabor. adm.	A2 : Collabor. adm.	A3 : Collabor. adm.
0	34492.37	29498.40	38492.24	33090.14	30591.70
1	35205.05	30510.46	38819.17	34670.70	32047.76
2	35878.22	30887.35	39505.79	35708.99	33002.52
3	36513.07	31265.30	40412.45	36493.90	33723.23
4	37110.77	31498.66	41384.45	37338.67	34499.39
5	37672.80	31902.41	41990.35	37885.31	35004.48
6	38200.70	32388.94	42766.66	38459.47	36290.59
7	38695.98	32743.48	45594.40	38933.11	36737.62
8	39160.16	33075.16	45594.40	39682.50	37186.99
9	39594.73	33385.20	46031.92	40096.35	37574.92
10	40001.26	33674.94	46031.92	40329.50	37574.92
11	40381.14	34053.03	46174.26	40687.46	37778.40
12	40736.02	34305.18	47218.25	41551.96	39042.99
13	41067.06	34540.19	47403.44	41714.92	39196.00
14	41773.06	34759.21	49193.01	43289.90	40326.87

15	41919.72	34963.04	49193.01	43289.90	40326.87
16	43449.51	35441.85	51960.32	45027.70	41446.06
17	43467.57	35441.85	53098.38	45027.70	41446.06
18	45019.14	36246.80	54727.62	46765.95	43045.77
19	45037.21	36246.80	55865.71	46765.95	43045.77
20	46691.73	37262.87	55865.71	48503.75	44645.49
21	46709.79	37262.87	57003.60	48503.75	44645.49
22	48364.32	38967.42	57092.66	50241.68	46245.19
23	50036.92	40125.97	59067.73	51979.50	47844.75
24	51691.44	41241.00	61042.67	53717.57	49444.61
25	51785.43	41316.03	61153.68	53815.29	49534.59
26	51872.56	41666.22	61256.38	53905.83	49617.81
27	51953.30	41731.11	61351.90	53989.64	49694.88
28	52028.21	42091.43	61440.25	54067.33	49766.58
29	52097.44	42147.40	61521.88	54139.29	49832.84
30	52161.60	42516.54	61597.79	54206.15	49894.28
31	52220.96	42565.03	61667.85	54267.88	49951.02
32	52276.02	42609.80	61732.96	54325.08	50003.53
33	52326.92	42651.26	61793.08	54377.88	50052.26
34	52374.08	42689.78	61848.80	54426.88	50097.46
35	52417.79	42725.40	61900.30	54472.38	50139.13

1.1.1.2. PARTIE: 2

Ancienneté (en années)	Barème					
	B1B : Chef de service adm.	B1B bis : Pers. d'encadrement	K5	K3	K2	K1
0	38819.17	34670.70	32047.76	38819.17	34670.70	32047.76
1	39505.79	35708.99	33002.52	39505.79	35708.99	33002.52
2	40412.45	36493.90	33723.23	40412.45	36493.90	33723.23
3	41384.45	37338.67	34499.39	41384.45	37338.67	34499.39
4	41990.35	37885.31	35004.48	41990.35	37885.31	35004.48
5	42766.66	38459.47	36290.59	42766.66	38459.47	36290.59
6	45594.40	38933.11	36737.62	45594.40	38933.11	36737.62
7	45594.40	39682.50	37186.99	45594.40	39682.50	37186.99
8	46031.92	40096.35	37574.92	46031.92	40096.35	37574.92
9	46031.92	40329.50	37574.92	46031.92	40329.50	37574.92
10	46174.26	40687.46	37778.40	46174.26	40687.46	37778.40
11	47218.25	41551.96	39042.99	47218.25	41551.96	39042.99
12	47403.44	41714.92	39196.00	47403.44	41714.92	39196.00
13	49193.01	43289.90	40326.87	49193.01	43289.90	40326.87
14	49193.01	43289.90	40326.87	49193.01	43289.90	40326.87
15	51960.32	45027.70	41446.06	51960.32	45027.70	41446.06
16	53098.38	45027.70	41446.06	53098.38	45027.70	41446.06
17	54727.62	46765.95	43045.77	54727.62	46765.95	43045.77
18	55865.71	46765.95	43045.77	55865.71	46765.95	43045.77
19	55865.71	48503.75	44645.49	55865.71	48503.75	44645.49

20	57003.60	48503.75	44645.49	57003.60	48503.75	44645.49
21	57092.66	50241.68	46245.19	57092.66	50241.68	46245.19
22	59067.73	51979.50	47844.75	59067.73	51979.50	47844.75
23	61042.67	53717.57	49444.61	61042.67	53717.57	49444.61
24	61153.68	53815.29	49534.59	61153.68	53815.29	49534.59
25	61256.38	53905.83	49617.81	61256.38	53905.83	49617.81
26	61351.90	53989.64	49694.88	61351.90	53989.64	49694.88
27	61440.25	54067.33	49766.58	61440.25	54067.33	49766.58
28	61521.88	54139.29	49832.84	61521.88	54139.29	49832.84
29	61597.79	54206.15	49894.28	61597.79	54206.15	49894.28
30	61667.85	54267.88	49951.02	61667.85	54267.88	49951.02
31	61732.96	54325.08	50003.53	61732.96	54325.08	50003.53
32	61793.08	54377.88	50052.26	61793.08	54377.88	50052.26
33	61848.80	54426.88	50097.46	61848.80	54426.88	50097.46
34	61900.30	54472.38	50139.13	61900.30	54472.38	50139.13
35	33090.14	30591.70	0.00	33090.14	30591.70	0.00

1.1.2. GROUPE DE FONCTIONS: Montants mensuels

1.1.2.1. PARTIE: 1

Ancienneté (en années)	Barème				
	B2B ter : Personnel soignant	B4 bis : Personnel logistique	A1 : Collabor. Adm.	A2 : Collabor. Adm.	A3 : Collabor. Adm.
0	2874.36	2458.20	3207.69	2757.51	2549.31
1	2933.75	2542.54	3234.93	2889.23	2670.65
2	2989.85	2573.95	3292.15	2975.75	2750.21
3	3042.76	2605.44	3367.70	3041.16	2810.27
4	3092.56	2624.89	3448.70	3111.56	2874.95
5	3139.40	2658.53	3499.20	3157.11	2917.04
6	3183.39	2699.08	3563.89	3204.96	3024.22
7	3224.67	2728.62	3799.53	3244.43	3061.47
8	3263.35	2756.26	3799.53	3306.88	3098.92
9	3299.56	2782.10	3835.99	3341.36	3131.24
10	3333.44	2806.25	3835.99	3360.79	3131.24
11	3365.10	2837.75	3847.86	3390.62	3148.20
12	3394.67	2858.77	3934.85	3462.66	3253.58
13	3422.26	2878.35	3950.29	3476.24	3266.33
14	3481.09	2896.60	4099.42	3607.49	3360.57
15	3493.31	2913.59	4099.42	3607.49	3360.57
16	3620.79	2953.49	4330.03	3752.31	3453.84
17	3622.30	2953.49	4424.87	3752.31	3453.84
18	3751.60	3020.57	4560.64	3897.16	3587.15
19	3753.10	3020.57	4655.48	3897.16	3587.15
20	3890.98	3105.24	4655.48	4041.98	3720.46
21	3892.48	3105.24	4750.30	4041.98	3720.46
22	4030.36	3247.29	4757.72	4186.81	3853.77
23	4169.74	3343.83	4922.31	4331.63	3987.06
24	4307.62	3436.75	5086.89	4476.46	4120.38

25	4315.45	3443.00	5096.14	4484.61	4127.88
26	4322.71	3472.19	5104.70	4492.15	4134.82
27	4329.44	3477.59	5112.66	4499.14	4141.24
28	4335.68	3507.62	5120.02	4505.61	4147.22
29	4341.45	3512.28	5126.82	4511.61	4152.74
30	4346.80	3543.05	5133.15	4517.18	4157.86
31	4351.75	3547.09	5138.99	4522.32	4162.59
32	4356.34	3550.82	5144.41	4527.09	4166.96
33	4360.58	3554.27	5149.42	4531.49	4171.02
34	4364.51	3557.48	5154.07	4535.57	4174.79
35	4368.15	3560.45	5158.36	4539.37	4178.26

1.1.2.2. PARTIE: 2

Ancienneté (en années)	Barème					
	B1B : Chef de service adm.	B1B bis : Pers. d'encadrement	K5	K3	K2	K1
0	3234.93	2889.23	2670.65	3234.93	2889.23	2670.65
1	3292.15	2975.75	2750.21	3292.15	2975.75	2750.21
2	3367.70	3041.16	2810.27	3367.70	3041.16	2810.27
3	3448.70	3111.56	2874.95	3448.70	3111.56	2874.95
4	3499.20	3157.11	2917.04	3499.20	3157.11	2917.04
5	3563.89	3204.96	3024.22	3563.89	3204.96	3024.22
6	3799.53	3244.43	3061.47	3799.53	3244.43	3061.47
7	3799.53	3306.88	3098.92	3799.53	3306.88	3098.92
8	3835.99	3341.36	3131.24	3835.99	3341.36	3131.24
9	3835.99	3360.79	3131.24	3835.99	3360.79	3131.24
10	3847.86	3390.62	3148.20	3847.86	3390.62	3148.20
11	3934.85	3462.66	3253.58	3934.85	3462.66	3253.58
12	3950.29	3476.24	3266.33	3950.29	3476.24	3266.33
13	4099.42	3607.49	3360.57	4099.42	3607.49	3360.57
14	4099.42	3607.49	3360.57	4099.42	3607.49	3360.57
15	4330.03	3752.31	3453.84	4330.03	3752.31	3453.84
16	4424.87	3752.31	3453.84	4424.87	3752.31	3453.84
17	4560.64	3897.16	3587.15	4560.64	3897.16	3587.15
18	4655.48	3897.16	3587.15	4655.48	3897.16	3587.15
19	4655.48	4041.98	3720.46	4655.48	4041.98	3720.46
20	4750.30	4041.98	3720.46	4750.30	4041.98	3720.46
21	4757.72	4186.81	3853.77	4757.72	4186.81	3853.77
22	4922.31	4331.63	3987.06	4922.31	4331.63	3987.06
23	5086.89	4476.46	4120.38	5086.89	4476.46	4120.38
24	5096.14	4484.61	4127.88	5096.14	4484.61	4127.88
25	5104.70	4492.15	4134.82	5104.70	4492.15	4134.82
26	5112.66	4499.14	4141.24	5112.66	4499.14	4141.24
27	5120.02	4505.61	4147.22	5120.02	4505.61	4147.22
28	5126.82	4511.61	4152.74	5126.82	4511.61	4152.74
29	5133.15	4517.18	4157.86	5133.15	4517.18	4157.86

30	5138.99	4522.32	4162.59	5138.99	4522.32	4162.59
31	5144.41	4527.09	4166.96	5144.41	4527.09	4166.96
32	5149.42	4531.49	4171.02	5149.42	4531.49	4171.02
33	5154.07	4535.57	4174.79	5154.07	4535.57	4174.79
34	5158.36	4539.37	4178.26	5158.36	4539.37	4178.26
35	2757.51	2549.31	0.00	2757.51	2549.31	0.00

1.1.3. GROUPE DE FONCTIONS: Montants horaires

1.1.3.1. PARTIE: 1

Ancienneté (en années)	Barème				
	B2B ter : Personnel soignant	B4 bis : Personnel logistique	A1 : Collabor. Adm.	A2 : Collabor. Adm.	A3 : Collabor. Adm.
0	17.4557	14.9283	19.4799	16.7460	15.4816
1	17.8163	15.4405	19.6453	17.5459	16.2185
2	18.1570	15.6313	19.9928	18.0714	16.7017
3	18.4783	15.8225	20.4516	18.4686	17.0664
4	18.7808	15.9406	20.9435	18.8961	17.4592
5	19.0652	16.1449	21.2502	19.1727	17.7148
6	19.3323	16.3912	21.6430	19.4633	18.3657
7	19.5830	16.5706	23.0741	19.7030	18.5919
8	19.8179	16.7384	23.0741	20.0822	18.8193
9	20.0378	16.8953	23.2955	20.2917	19.0156
10	20.2436	17.0420	23.2955	20.4097	19.0156
11	20.4358	17.2333	23.3675	20.5908	19.1186
12	20.6154	17.3609	23.8959	21.0283	19.7586
13	20.7829	17.4799	23.9896	21.1108	19.8360
14	21.1402	17.5907	24.8952	21.9078	20.4083
15	21.2144	17.6938	24.8952	21.9078	20.4083
16	21.9886	17.9362	26.2957	22.7873	20.9747
17	21.9978	17.9362	26.8716	22.7873	20.9747
18	22.7830	18.3435	27.6962	23.6670	21.7843
19	22.7921	18.3435	28.2721	23.6670	21.7843
20	23.6294	18.8577	28.2721	24.5464	22.5939
21	23.6386	18.8577	28.8480	24.5464	22.5939
22	24.4759	19.7204	28.8930	25.4260	23.4034
23	25.3223	20.3067	29.8926	26.3054	24.2129
24	26.1596	20.8710	30.8920	27.1850	25.0226
25	26.2072	20.9089	30.9482	27.2345	25.0681
26	26.2513	21.0861	31.0002	27.2803	25.1102
27	26.2922	21.1190	31.0485	27.3227	25.1492
28	26.3301	21.3013	31.0932	27.3620	25.1855
29	26.3651	21.3297	31.1346	27.3984	25.2190
30	26.3976	21.5165	31.1730	27.4323	25.2501
31	26.4276	21.5410	31.2084	27.4635	25.2789
32	26.4555	21.5637	31.2414	27.4924	25.3054
33	26.4812	21.5846	31.2718	27.5192	25.3301
34	26.5051	21.6041	31.3000	27.5440	25.3530

35	26.5272	21.6222	31.3261	27.5670	25.3741

1.1.3.2. PARTIE: 2

Ancienneté (en années)	Barème					
	B1B : Chef de service adm.	B1B bis : Pers. d'encadrement	K5	K3	K2	K1
0	19.6453	17.5459	16.2185	19.6453	17.5459	16.2185
1	19.9928	18.0714	16.7017	19.9928	18.0714	16.7017
2	20.4516	18.4686	17.0664	20.4516	18.4686	17.0664
3	20.9435	18.8961	17.4592	20.9435	18.8961	17.4592
4	21.2502	19.1727	17.7148	21.2502	19.1727	17.7148
5	21.6430	19.4633	18.3657	21.6430	19.4633	18.3657
6	23.0741	19.7030	18.5919	23.0741	19.7030	18.5919
7	23.0741	20.0822	18.8193	23.0741	20.0822	18.8193
8	23.2955	20.2917	19.0156	23.2955	20.2917	19.0156
9	23.2955	20.4097	19.0156	23.2955	20.4097	19.0156
10	23.3675	20.5908	19.1186	23.3675	20.5908	19.1186
11	23.8959	21.0283	19.7586	23.8959	21.0283	19.7586
12	23.9896	21.1108	19.8360	23.9896	21.1108	19.8360
13	24.8952	21.9078	20.4083	24.8952	21.9078	20.4083
14	24.8952	21.9078	20.4083	24.8952	21.9078	20.4083
15	26.2957	22.7873	20.9747	26.2957	22.7873	20.9747
16	26.8716	22.7873	20.9747	26.8716	22.7873	20.9747
17	27.6962	23.6670	21.7843	27.6962	23.6670	21.7843
18	28.2721	23.6670	21.7843	28.2721	23.6670	21.7843
19	28.2721	24.5464	22.5939	28.2721	24.5464	22.5939
20	28.8480	24.5464	22.5939	28.8480	24.5464	22.5939
21	28.8930	25.4260	23.4034	28.8930	25.4260	23.4034
22	29.8926	26.3054	24.2129	29.8926	26.3054	24.2129
23	30.8920	27.1850	25.0226	30.8920	27.1850	25.0226
24	30.9482	27.2345	25.0681	30.9482	27.2345	25.0681
25	31.0002	27.2803	25.1102	31.0002	27.2803	25.1102
26	31.0485	27.3227	25.1492	31.0485	27.3227	25.1492
27	31.0932	27.3620	25.1855	31.0932	27.3620	25.1855
28	31.1346	27.3984	25.2190	31.1346	27.3984	25.2190
29	31.1730	27.4323	25.2501	31.1730	27.4323	25.2501
30	31.2084	27.4635	25.2789	31.2084	27.4635	25.2789
31	31.2414	27.4924	25.3054	31.2414	27.4924	25.3054
32	31.2718	27.5192	25.3301	31.2718	27.5192	25.3301
33	31.3000	27.5440	25.3530	31.3000	27.5440	25.3530
34	31.3261	27.5670	25.3741	31.3261	27.5670	25.3741
35	16.7460	15.4816	0.0000	16.7460	15.4816	0.0000

1.2. : Salaire minimum garanti à partir de 21 ans

Le montant du salaire minimum garanti à 21 ans peut être inférieur au RMMMG national car il s'agit d'un <b>salaire<\b> minimum garanti, et ce pour autant que la moyenne annuelle augmentée des autres éléments salariaux soit égale au RMMMG national.

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