SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/03/2025 (Dernière actualisation de la page 17/02/2025)

Indexation de 2% en 3/2025.

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	33816.05	28920.00	37737.49	32441.31	29991.86
1	34514.75	29912.22	38058.01	33990.88	31419.37
2	35174.73	30281.72	38731.17	35008.81	32355.41
3	35797.13	30652.25	39620.05	35778.33	33061.99
4	36383.11	30881.04	40572.99	36606.54	33822.93
5	36934.12	31276.87	41167.01	37142.46	34318.12
6	37451.67	31753.86	41928.10	37705.36	35579.01
7	37937.24	32101.45	44700.39	38169.72	36017.27
8	38392.31	32426.63	44700.39	38904.41	36457.83
9	38818.36	32730.59	45129.33	39310.15	36838.16
10	39216.92	33014.65	45129.33	39538.73	36838.16
11	39589.35	33385.32	45268.88	39889.67	37037.65
12	39937.27	33632.53	46292.40	40737.22	38277.44
13	40261.82	33862.93	46473.96	40896.98	38427.45
14	40953.98	34077.66	48228.44	42441.08	39536.15
15	41097.76	34277.49	48228.44	42441.08	39536.15
16	42597.56	34746.91	50941.49	44144.80	40633.39
17	42615.26	34746.91	52057.24	44144.80	40633.39
18	44136.41	35536.08	53654.53	45848.97	42201.74
19	44154.13	35536.08	54770.30	45848.97	42201.74

20	45776.21	36532.23	54770.30	47552.70	43770.09
21	45793.91	36532.23	55885.88	47552.70	43770.09
22	47416.00	38203.35	55973.20	49256.55	45338.42
23	49055.80	39339.19	57909.54	50960.29	46906.62
24	50677.88	40432.35	59845.75	52664.28	48475.11
25	50770.03	40505.91	59954.59	52760.09	48563.32
26	50855.45	40849.24	60055.27	52848.85	48644.91
27	50934.61	40912.85	60148.92	52931.02	48720.47
28	51008.05	41266.11	60235.54	53007.19	48790.76
29	51075.92	41320.98	60315.57	53077.74	48855.73
30	51138.82	41682.88	60389.99	53143.28	48915.96
31	51197.02	41730.42	60458.68	53203.80	48971.59
32	51251.00	41774.31	60522.51	53259.88	49023.07
33	51300.90	41814.96	60581.45	53311.65	49070.84
34	51347.14	41852.73	60636.08	53359.69	49115.16
35	51389.99	41887.65	60686.57	53404.29	49156.01

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	38058.01	33990.88	31419.37	38058.01	33990.88	31419.37
1	38731.17	35008.81	32355.41	38731.17	35008.81	32355.41
2	39620.05	35778.33	33061.99	39620.05	35778.33	33061.99
3	40572.99	36606.54	33822.93	40572.99	36606.54	33822.93
4	41167.01	37142.46	34318.12	41167.01	37142.46	34318.12
5	41928.10	37705.36	35579.01	41928.10	37705.36	35579.01
6	44700.39	38169.72	36017.27	44700.39	38169.72	36017.27
7	44700.39	38904.41	36457.83	44700.39	38904.41	36457.83
8	45129.33	39310.15	36838.16	45129.33	39310.15	36838.16
9	45129.33	39538.73	36838.16	45129.33	39538.73	36838.16
10	45268.88	39889.67	37037.65	45268.88	39889.67	37037.65
11	46292.40	40737.22	38277.44	46292.40	40737.22	38277.44
12	46473.96	40896.98	38427.45	46473.96	40896.98	38427.45
13	48228.44	42441.08	39536.15	48228.44	42441.08	39536.15
14	48228.44	42441.08	39536.15	48228.44	42441.08	39536.15
15	50941.49	44144.80	40633.39	50941.49	44144.80	40633.39
16	52057.24	44144.80	40633.39	52057.24	44144.80	40633.39
17	53654.53	45848.97	42201.74	53654.53	45848.97	42201.74
18	54770.30	45848.97	42201.74	54770.30	45848.97	42201.74
19	54770.30	47552.70	43770.09	54770.30	47552.70	43770.09
20	55885.88	47552.70	43770.09	55885.88	47552.70	43770.09
21	55973.20	49256.55	45338.42	55973.20	49256.55	45338.42
22	57909.54	50960.29	46906.62	57909.54	50960.29	46906.62
23	59845.75	52664.28	48475.11	59845.75	52664.28	48475.11
24	59954.59	52760.09	48563.32	59954.59	52760.09	48563.32

25	60055.27	52848.85	48644.91	60055.27	52848.85	48644.91
26	60148.92	52931.02	48720.47	60148.92	52931.02	48720.47
27	60235.54	53007.19	48790.76	60235.54	53007.19	48790.76
28	60315.57	53077.74	48855.73	60315.57	53077.74	48855.73
29	60389.99	53143.28	48915.96	60389.99	53143.28	48915.96
30	60458.68	53203.80	48971.59	60458.68	53203.80	48971.59
31	60522.51	53259.88	49023.07	60522.51	53259.88	49023.07
32	60581.45	53311.65	49070.84	60581.45	53311.65	49070.84
33	60636.08	53359.69	49115.16	60636.08	53359.69	49115.16
34	60686.57	53404.29	49156.01	60686.57	53404.29	49156.01
35	32441.31	29991.86	0.00	32441.31	29991.86	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	2818.00	2410.00	3144.79	2703.44	2499.32
1	2876.23	2492.69	3171.50	2832.57	2618.28
2	2931.23	2523.48	3227.60	2917.40	2696.28
3	2983.09	2554.35	3301.67	2981.53	2755.17
4	3031.93	2573.42	3381.08	3050.55	2818.58
5	3077.84	2606.41	3430.58	3095.21	2859.84
6	3120.97	2646.16	3494.01	3142.11	2964.92
7	3161.44	2675.12	3725.03	3180.81	3001.44
8	3199.36	2702.22	3725.03	3242.03	3038.15
9	3234.86	2727.55	3760.78	3275.85	3069.85
10	3268.08	2751.22	3760.78	3294.89	3069.85
11	3299.11	2782.11	3772.41	3324.14	3086.47
12	3328.11	2802.71	3857.70	3394.77	3189.79
13	3355.15	2821.91	3872.83	3408.08	3202.29
14	3412.83	2839.81	4019.04	3536.76	3294.68
15	3424.81	2856.46	4019.04	3536.76	3294.68
16	3549.80	2895.58	4245.12	3678.73	3386.12
17	3551.27	2895.58	4338.10	3678.73	3386.12
18	3678.03	2961.34	4471.21	3820.75	3516.81
19	3679.51	2961.34	4564.19	3820.75	3516.81
20	3814.68	3044.35	4564.19	3962.73	3647.51
21	3816.16	3044.35	4657.16	3962.73	3647.51
22	3951.33	3183.61	4664.43	4104.71	3778.20
23	4087.98	3278.27	4825.80	4246.69	3908.89
24	4223.16	3369.36	4987.15	4388.69	4039.59
25	4230.84	3375.49	4996.22	4396.67	4046.94
26	4237.95	3404.10	5004.61	4404.07	4053.74
27	4244.55	3409.40	5012.41	4410.92	4060.04
28	4250.67	3438.84	5019.63	4417.27	4065.90
29	4256.33	3443.42	5026.30	4423.15	4071.31

30	4261.57	3473.57	5032.50	4428.61	4076.33
31	4266.42	3477.54	5038.22	4433.65	4080.97
32	4270.92	3481.19	5043.54	4438.32	4085.26
33	4275.08	3484.58	5048.45	4442.64	4089.24
34	4278.93	3487.73	5053.01	4446.64	4092.93
35	4282.50	3490.64	5057.21	4450.36	4096.33

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	3171.50	2832.57	2618.28	3171.50	2832.57	2618.28
1	3227.60	2917.40	2696.28	3227.60	2917.40	2696.28
2	3301.67	2981.53	2755.17	3301.67	2981.53	2755.17
3	3381.08	3050.55	2818.58	3381.08	3050.55	2818.58
4	3430.58	3095.21	2859.84	3430.58	3095.21	2859.84
5	3494.01	3142.11	2964.92	3494.01	3142.11	2964.92
6	3725.03	3180.81	3001.44	3725.03	3180.81	3001.44
7	3725.03	3242.03	3038.15	3725.03	3242.03	3038.15
8	3760.78	3275.85	3069.85	3760.78	3275.85	3069.85
9	3760.78	3294.89	3069.85	3760.78	3294.89	3069.85
10	3772.41	3324.14	3086.47	3772.41	3324.14	3086.47
11	3857.70	3394.77	3189.79	3857.70	3394.77	3189.79
12	3872.83	3408.08	3202.29	3872.83	3408.08	3202.29
13	4019.04	3536.76	3294.68	4019.04	3536.76	3294.68
14	4019.04	3536.76	3294.68	4019.04	3536.76	3294.68
15	4245.12	3678.73	3386.12	4245.12	3678.73	3386.12
16	4338.10	3678.73	3386.12	4338.10	3678.73	3386.12
17	4471.21	3820.75	3516.81	4471.21	3820.75	3516.81
18	4564.19	3820.75	3516.81	4564.19	3820.75	3516.81
19	4564.19	3962.73	3647.51	4564.19	3962.73	3647.51
20	4657.16	3962.73	3647.51	4657.16	3962.73	3647.51
21	4664.43	4104.71	3778.20	4664.43	4104.71	3778.20
22	4825.80	4246.69	3908.89	4825.80	4246.69	3908.89
23	4987.15	4388.69	4039.59	4987.15	4388.69	4039.59
24	4996.22	4396.67	4046.94	4996.22	4396.67	4046.94
25	5004.61	4404.07	4053.74	5004.61	4404.07	4053.74
26	5012.41	4410.92	4060.04	5012.41	4410.92	4060.04
27	5019.63	4417.27	4065.90	5019.63	4417.27	4065.90
28	5026.30	4423.15	4071.31	5026.30	4423.15	4071.31
29	5032.50	4428.61	4076.33	5032.50	4428.61	4076.33
30	5038.22	4433.65	4080.97	5038.22	4433.65	4080.97
31	5043.54	4438.32	4085.26	5043.54	4438.32	4085.26
32	5048.45	4442.64	4089.24	5048.45	4442.64	4089.24
33	5053.01	4446.64	4092.93	5053.01	4446.64	4092.93
34	5057.21	4450.36	4096.33	5057.21	4450.36	4096.33

35	2703.44	2499.32	0.00	2703.44	2499.32	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	17.1134	14.6356	19.0979	16.4177	15.1781
1	17.4670	15.1378	19.2601	17.2019	15.9005
2	17.8010	15.3248	19.6008	17.7170	16.3742
3	18.1160	15.5123	20.0506	18.1064	16.7318
4	18.4125	15.6281	20.5329	18.5256	17.1169
5	18.6914	15.8284	20.8335	18.7968	17.3675
6	18.9533	16.0698	21.2187	19.0817	18.0056
7	19.1990	16.2457	22.6217	19.3167	18.2274
8	19.4293	16.4102	22.6217	19.6885	18.4503
9	19.6449	16.5641	22.8387	19.8938	18.6428
10	19.8466	16.7078	22.8387	20.0095	18.6428
11	20.0351	16.8954	22.9094	20.1871	18.7438
12	20.2112	17.0205	23.4273	20.6160	19.3712
13	20.3754	17.1371	23.5192	20.6969	19.4471
14	20.7257	17.2458	24.4071	21.4783	20.0082
15	20.7985	17.3469	24.4071	21.4783	20.0082
16	21.5575	17.5845	25.7801	22.3405	20.5635
17	21.5664	17.5845	26.3448	22.3405	20.5635
18	22.3362	17.9838	27.1531	23.2029	21.3572
19	22.3452	17.9838	27.7178	23.2029	21.3572
20	23.1661	18.4880	27.7178	24.0651	22.1509
21	23.1751	18.4880	28.2823	24.0651	22.1509
22	23.9960	19.3337	28.3265	24.9274	22.9445
23	24.8258	19.9085	29.3064	25.7896	23.7382
24	25.6467	20.4617	30.2863	26.6520	24.5319
25	25.6933	20.4989	30.3414	26.7005	24.5766
26	25.7366	20.6727	30.3923	26.7454	24.6179
27	25.7766	20.7049	30.4397	26.7870	24.6561
28	25.8138	20.8837	30.4836	26.8255	24.6917
29	25.8481	20.9114	30.5241	26.8612	24.7246
30	25.8800	21.0946	30.5617	26.8944	24.7550
31	25.9094	21.1186	30.5965	26.9250	24.7832
32	25.9367	21.1408	30.6288	26.9534	24.8092
33	25.9620	21.1614	30.6586	26.9796	24.8334
34	25.9854	21.1805	30.6863	27.0039	24.8559
35	26.0071	21.1982	30.7118	27.0265	24.8765

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	19.2601	17.2019	15.9005	19.2601	17.2019	15.9005
1	19.6008	17.7170	16.3742	19.6008	17.7170	16.3742
2	20.0506	18.1064	16.7318	20.0506	18.1064	16.7318
3	20.5329	18.5256	17.1169	20.5329	18.5256	17.1169
4	20.8335	18.7968	17.3675	20.8335	18.7968	17.3675
5	21.2187	19.0817	18.0056	21.2187	19.0817	18.0056
6	22.6217	19.3167	18.2274	22.6217	19.3167	18.2274
7	22.6217	19.6885	18.4503	22.6217	19.6885	18.4503
8	22.8387	19.8938	18.6428	22.8387	19.8938	18.6428
9	22.8387	20.0095	18.6428	22.8387	20.0095	18.6428
10	22.9094	20.1871	18.7438	22.9094	20.1871	18.7438
11	23.4273	20.6160	19.3712	23.4273	20.6160	19.3712
12	23.5192	20.6969	19.4471	23.5192	20.6969	19.4471
13	24.4071	21.4783	20.0082	24.4071	21.4783	20.0082
14	24.4071	21.4783	20.0082	24.4071	21.4783	20.0082
15	25.7801	22.3405	20.5635	25.7801	22.3405	20.5635
16	26.3448	22.3405	20.5635	26.3448	22.3405	20.5635
17	27.1531	23.2029	21.3572	27.1531	23.2029	21.3572
18	27.7178	23.2029	21.3572	27.7178	23.2029	21.3572
19	27.7178	24.0651	22.1509	27.7178	24.0651	22.1509
20	28.2823	24.0651	22.1509	28.2823	24.0651	22.1509
21	28.3265	24.9274	22.9445	28.3265	24.9274	22.9445
22	29.3064	25.7896	23.7382	29.3064	25.7896	23.7382
23	30.2863	26.6520	24.5319	30.2863	26.6520	24.5319
24	30.3414	26.7005	24.5766	30.3414	26.7005	24.5766
25	30.3923	26.7454	24.6179	30.3923	26.7454	24.6179
26	30.4397	26.7870	24.6561	30.4397	26.7870	24.6561
27	30.4836	26.8255	24.6917	30.4836	26.8255	24.6917
28	30.5241	26.8612	24.7246	30.5241	26.8612	24.7246
29	30.5617	26.8944	24.7550	30.5617	26.8944	24.7550
30	30.5965	26.9250	24.7832	30.5965	26.9250	24.7832
31	30.6288	26.9534	24.8092	30.6288	26.9534	24.8092
32	30.6586	26.9796	24.8334	30.6586	26.9796	24.8334
33	30.6863	27.0039	24.8559	30.6863	27.0039	24.8559
34	30.7118	27.0265	24.8765	30.7118	27.0265	24.8765
35	16.4177	15.1781	0.0000	16.4177	15.1781	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.

24692.37