

## Salaires minimums par (sous-)commission paritaire

### Commission paritaire 3310003: autres institutions reconnues et/ou subventionnées par la communauté flamande

En vigueur au 01/06/2022 (Dernière actualisation de la page 09/07/2024)

Indexation de 2% en 6/2022.

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).

Le barème salarial ci-dessous est applicable à ces établissements et services agréés et/ou subventionnés par la Communauté flamande ou par la Commission communautaire flamande :

Centres de planning familial,

Centres de télé-accueil,

Organisations de volontaires sociaux,

Services de lutte contre la toxicomanie,

Centres de consultation matrimoniale,

Centres de consultation prénatale,

Bureaux de consultation pour le jeune enfant,

Centres de confiance pour l'enfance maltraitée,

Services d'adoption,

Centres de troubles du développement,

Centres de consultation de soins pour handicapés,

Initiatives de coopération dans le domaine des soins de santé primaires, zones de soins primaires, conseils de soins,

Services et centres de promotion de la santé et de prévention, à l'exception des mutualités.

### 1. Echelles de traitement minimums: Salaires de base annuels

#### 1.1. : L4-B3

Ancienneté	Catégorie						
	L4	L3	L2	A3	A2	A1	B3
0	22148.6 9	23179.1 7	25061.7 3	23169.5 6	25061.7 3	29153.0 6	26075.8 3
1	22424.8 3	24067.7 8	26037.5 8	24067.7 8	26037.5 8	29153.0 6	26690.3 8
2	22700.5 0	24966.0 1	27013.4 2	24966.0 1	27013.4 2	29885.8 9	27332.2 2
3	22976.6 4	25864.2 7	27989.2 8	25864.2 7	27989.2 8	30994.8 0	27955.3 9
4	23301.2 0	26762.5 1	28965.1 2	26762.5 1	28965.1 2	32103.7 2	28556.6 2

5	23540.7 8	26762.5 1	28965.1 2	26762.5 1	28965.1 2	32103.7 2	28856.4 5
6	24407.5 3	28042.6 9	29718.6 3	28042.6 9	29718.6 3	33046.9 0	29543.0 2
7	24568.0 6	28042.6 9	29718.6 3	28042.6 9	29718.6 3	34803.3 6	29807.7 9
8	25513.9 0	29153.0 6	31109.4 9	29153.0 6	31109.4 9	34803.3 6	30306.1 4
9	25595.3 3	29153.0 6	31109.4 9	29153.0 6	31109.4 9	35714.5 8	30534.5 7
10	26620.2 8	29965.8 2	32273.3 0	29965.8 2	32273.3 0	36207.9 6	31112.8 4
11	26623.1 3	29965.8 2	32273.3 0	29965.8 2	32273.3 0	36625.2 7	31316.9 5
12	27726.6 5	31246.0 2	33253.8 8	31246.0 2	33253.8 8	37788.4 9	31912.6 1
13	27726.6 5	31246.0 2	33253.8 8	31246.0 2	33253.8 8	37788.4 9	32091.1 0
14	28833.0 3	32273.3 0	34644.7 4	32273.3 0	34644.7 4	39369.0 1	32467.8 7
15	28833.0 3	32273.3 0	34644.7 4	32273.3 0	34644.7 4	39369.0 1	32619.2 1
16	29302.0 4	33169.1 6	36035.6 0	33169.1 6	36035.6 0	41583.7 9	33538.9 7
17	29302.0 4	33169.1 6	36035.6 0	33169.1 6	36035.6 0	42494.4 8	33552.8 9
18	30408.4 1	34449.3 5	37426.4 7	34449.3 5	37426.4 7	43798.4 3	34833.0 7
19	30408.4 1	34449.3 5	37426.4 7	34449.3 5	37426.4 7	44709.1 1	34846.9 9
20	31514.7 9	35729.5 9	38817.3 3	35729.5 9	38817.3 3	44709.1 1	36127.2 4
21	31514.7 9	35729.5 9	38817.3 3	35729.5 9	38817.3 3	45619.8 0	36141.1 6
22	32273.3 0	37009.8 3	40208.1 9	37009.8 3	40208.1 9	45691.1 3	37421.3 5
23	33090.1 8	38290.0 4	41599.0 6	38290.0 4	41599.0 6	47271.6 6	38715.5 1
24	34196.5 2	39570.2 8	42989.9 2	39570.2 8	42989.9 2	48852.1 9	39995.7 5
25	34258.5 6	39642.0 7	43067.9 2	39642.0 7	43067.9 2	48940.8 3	40082.2 1
26	34316.0 5	39708.6 0	43140.1 9	39708.6 0	43140.1 9	49022.9 5	40149.4 7
27	34369.3 1	39770.2 3	43207.1 5	39770.2 3	43207.1 5	49099.0 4	40225.8 1
28	34418.6 6	39827.3 3	43269.1 8	39827.3 3	43269.1 8	49169.5 3	40283.5 7
29	34464.3 5	39880.2 0	43326.6 2	39880.2 0	43326.6 2	49234.8 1	40337.0 4
30	34506.7 1	39929.2 1	43379.8 7	39929.2 1	43379.8 7	49295.3 2	40386.6 2
31	34545.9 1	39974.5 8	43429.1 6	39974.5 8	43429.1 6	49351.3 2	40432.5 0

32	34582.2 2	40016.5 9	43474.8 1	40016.5 9	43474.8 1	49403.2 0	40475.0 1
33	34615.8 3	40055.4 9	43517.0 6	40055.4 9	43517.0 6	49451.2 2	40514.3 5
34	34646.9 8	40091.5 3	43556.2 2	40091.5 3	43556.2 2	49495.7 1	40550.8 0
35	34675.8 0	40124.8 7	43592.4 4	40124.8 7	43592.4 4	49536.8 7	40584.5 2

## 1.2. : B2B-L1

Ancienn eté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	26577.8 2	28310.4 3	30863.5 5	33343.5 3	28752.2 6	30863.5 5	36709.9 4
1	27099.6 7	29088.5 8	31698.7 2	34160.7 7	29684.1 1	31698.7 2	37960.3 6
2	27620.4 7	29989.2 0	32682.1 8	35103.1 7	30573.0 7	32682.1 8	39174.1 9
3	28253.6 0	30900.6 8	33726.1 6	36011.3 3	31382.4 0	33726.1 6	40350.4 4
4	28865.4 6	31740.5 9	34673.7 3	36933.1 0	32288.4 3	34673.7 3	41563.2 3
5	29162.6 4	32281.3 5	35297.3 4	37676.2 1	32833.3 5	35297.3 4	42851.0 9
6	29801.8 9	33078.7 5	36256.8 1	38779.3 7	33791.2 5	36256.8 1	43564.9 8
7	30062.2 2	33568.7 3	36821.4 3	39383.8 6	34276.4 0	37396.5 4	44778.1 8
8	30592.6 9	34471.5 9	37857.2 4	40492.7 6	35050.8 4	37927.2 6	45418.8 1
9	30825.7 2	34908.7 4	38362.9 7	41033.0 7	35493.4 8	38723.0 9	46560.4 6
10	31463.6 9	35574.3 2	39340.6 3	42079.5 9	36380.5 4	39353.3 4	47167.6 0
11	31667.9 7	35957.2 3	39790.9 2	42559.6 1	36767.0 5	39935.0 9	48205.5 8
12	32273.3 0	36748.8 2	40714.2 7	43548.0 7	37606.7 7	40725.0 9	48867.7 9
13	32305.6 4	37091.2 7	41112.4 8	43972.9 5	37947.9 5	41121.4 2	49723.2 9
14	33438.5 8	37852.2 3	41986.0 6	44908.1 0	38744.2 7	41994.9 9	50445.6 1
15	33453.0 2	38153.4 4	42336.8 8	45283.7 8	39044.2 5	42343.9 2	51157.0 8
16	34780.6 6	38875.1 2	43201.1 7	46208.9 6	39801.3 0	43423.3 0	52397.1 6
17	34795.0 7	39139.0 7	43542.9 2	46575.1 1	40065.3 2	44054.1 8	52836.2 8
18	36122.7 1	39825.6 2	44362.7 3	47452.6 6	40851.3 9	44790.7 6	54451.3 9
19	36137.1 6	40056.3 4	44662.3 8	47773.5 7	41018.3 5	45379.5 6	54514.9 2
20	37464.8 1	40711.6 0	45442.2 9	48608.3 9	42369.2 0	45654.3 9	56505.6 0

21	37479.2 0	40912.8 0	45704.2 7	48889.0 2	42385.5 2	46205.5 0	56552.5 6
22	38806.8 6	41540.3 6	46448.6 8	49685.7 4	43887.0 4	46467.6 2	58559.8 3
23	40148.9 4	42160.0 2	47793.9 2	51138.5 9	45404.8 5	47847.2 6	60614.0 4
24	41476.6 0	43451.0 4	49374.4 5	52829.7 4	46906.3 7	49427.7 8	62621.3 1
25	41566.2 7	43544.9 9	49481.2 3	52944.0 2	47007.7 8	49528.7 2	62734.9 2
26	41636.0 2	43618.0 7	49564.2 6	53032.8 6	47086.6 6	49611.8 3	62840.2 0
27	41715.1 6	43700.9 9	49658.4 4	53133.6 1	47176.1 6	49700.1 7	62937.7 3
28	41775.0 5	43763.7 3	49729.7 3	53209.9 0	47243.8 9	49771.5 2	63028.0 9
29	41830.5 1	43821.8 3	49795.7 5	53280.5 3	47306.6 1	49837.6 0	63111.7 6
30	41881.9 2	43875.6 9	49856.9 5	53346.0 2	47364.7 5	49898.8 5	63189.3 3
31	41929.5 1	43925.5 3	49913.5 9	53406.6 2	47418.5 6	49955.5 4	63261.1 2
32	41973.5 8	43971.7 1	49966.0 6	53462.7 6	47468.4 1	50008.0 5	63327.6 1
33	42014.3 8	44014.4 5	50014.6 3	53514.7 3	47514.5 5	50056.6 6	63389.1 7
34	42052.1 8	44054.0 5	50059.6 3	53562.8 8	47557.3 0	50101.6 9	63446.2 0
35	42087.1 5	44090.6 9	50101.2 6	53607.4 2	47596.8 5	50143.3 6	63498.9 7

### 1.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	37925.31	43807.81	58228.28
1	39019.31	44870.56	58228.28
2	40158.91	45933.26	60505.25
3	41298.46	46995.47	60505.25
4	42665.98	46995.47	62782.23
5	44443.72	48854.96	62782.23
6	44443.72	48854.96	65058.66
7	46267.04	50714.47	65058.66
8	46267.04	50714.47	67335.63
9	48090.39	52574.00	67335.63
10	48090.39	52574.00	69612.61
11	50369.56	54433.49	69612.61
12	50369.56	54433.49	71889.57
13	52420.81	56293.01	71889.57
14	52420.81	56293.01	74166.54
15	54472.07	58151.97	74166.54
16	54472.07	58151.97	76443.52

17	56751.23	60011.49	76443.52
18	56751.23	60011.49	78720.49
19	56751.23	61871.01	78720.49
20	58802.45	61871.01	80997.47
21	58802.45	63730.50	80997.47
22	61081.61	63730.50	83273.90
23	63360.81	65590.03	83273.90
24	65184.13	65590.03	83273.90
25	65302.39	65709.03	83424.98
26	65411.97	65819.29	83564.97
27	65513.50	65921.45	83694.67
28	65607.56	66016.09	83814.84
29	65694.65	66103.73	83926.10
30	65775.40	66184.98	84029.25
31	65850.12	66260.17	84124.72
32	65919.34	66329.82	84213.14
33	65983.41	66394.29	84295.00
34	66042.78	66454.03	84370.84
35	66097.71	66509.29	84441.01

## 2. Echelles de traitement minimums: Salaires mensuels

### 2.1. : L4-B3

Ancienneté	Catégorie						
	L4	L3	L2	A3	A2	A1	B3
0	1997.81	2090.76	2260.57	2089.89	2260.57	2629.61	2352.04
1	2022.72	2170.91	2348.59	2170.91	2348.59	2629.61	2407.47
2	2047.59	2251.93	2436.61	2251.93	2436.61	2695.71	2465.37
3	2072.49	2332.96	2524.63	2332.96	2524.63	2795.73	2521.58
4	2101.77	2413.98	2612.65	2413.98	2612.65	2895.76	2575.81
5	2123.38	2413.98	2612.65	2413.98	2612.65	2895.76	2602.85
6	2201.56	2529.45	2680.62	2529.45	2680.62	2980.83	2664.78
7	2216.04	2529.45	2680.62	2529.45	2680.62	3139.26	2688.66
8	2301.35	2629.61	2806.08	2629.61	2806.08	3139.26	2733.61
9	2308.70	2629.61	2806.08	2629.61	2806.08	3221.46	2754.22
10	2401.15	2702.92	2911.05	2702.92	2911.05	3265.96	2806.38
11	2401.41	2702.92	2911.05	2702.92	2911.05	3303.60	2824.79
12	2500.94	2818.39	2999.50	2818.39	2999.50	3408.52	2878.52
13	2500.94	2818.39	2999.50	2818.39	2999.50	3408.52	2894.62
14	2600.74	2911.05	3124.96	2911.05	3124.96	3551.08	2928.60
15	2600.74	2911.05	3124.96	2911.05	3124.96	3551.08	2942.25
16	2643.04	2991.86	3250.41	2991.86	3250.41	3750.86	3025.22
17	2643.04	2991.86	3250.41	2991.86	3250.41	3833.00	3026.47
18	2742.84	3107.33	3375.87	3107.33	3375.87	3950.62	3141.94
19	2742.84	3107.33	3375.87	3107.33	3375.87	4032.76	3143.20
20	2842.63	3222.81	3501.32	3222.81	3501.32	4032.76	3258.68
21	2842.63	3222.81	3501.32	3222.81	3501.32	4114.91	3259.93
22	2911.05	3338.29	3626.78	3338.29	3626.78	4121.34	3375.41

23	2984.73	3453.76	3752.24	3453.76	3752.24	4263.90	3492.14
24	3084.53	3569.24	3877.69	3569.24	3877.69	4406.47	3607.62
25	3090.12	3575.71	3884.73	3575.71	3884.73	4414.46	3615.42
26	3095.31	3581.72	3891.25	3581.72	3891.25	4421.87	3621.48
27	3100.11	3587.27	3897.28	3587.27	3897.28	4428.73	3628.37
28	3104.56	3592.43	3902.88	3592.43	3902.88	4435.09	3633.58
29	3108.68	3597.19	3908.06	3597.19	3908.06	4440.98	3638.40
30	3112.51	3601.61	3912.86	3601.61	3912.86	4446.44	3642.87
31	3116.04	3605.71	3917.31	3605.71	3917.31	4451.49	3647.01
32	3119.32	3609.50	3921.43	3609.50	3921.43	4456.17	3650.85
33	3122.35	3613.01	3925.24	3613.01	3925.24	4460.50	3654.39
34	3125.16	3616.26	3928.77	3616.26	3928.77	4464.51	3657.68
35	3127.76	3619.26	3932.04	3619.26	3932.04	4468.23	3660.72

## 2.2. : B2B-L1

Ancienneté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	2397.32	2553.60	2783.89	3007.59	2593.45	2783.89	3311.24
1	2444.39	2623.79	2859.22	3081.30	2677.51	2859.22	3424.02
2	2491.37	2705.03	2947.93	3166.31	2757.69	2947.93	3533.51
3	2548.47	2787.24	3042.10	3248.22	2830.69	3042.10	3639.61
4	2603.66	2863.00	3127.57	3331.37	2912.42	3127.57	3749.00
5	2630.47	2911.78	3183.82	3398.39	2961.57	3183.82	3865.17
6	2688.13	2983.70	3270.36	3497.90	3047.97	3270.36	3929.56
7	2711.61	3027.90	3321.29	3552.42	3091.73	3321.29	4038.99
8	2759.46	3109.34	3414.72	3652.45	3161.59	3414.72	4096.78
9	2780.48	3148.77	3460.34	3701.18	3201.51	3460.34	4199.75
10	2838.02	3208.80	3548.52	3795.58	3281.52	3548.52	4254.52
11	2856.45	3243.34	3589.14	3838.88	3316.39	3602.15	4348.14
12	2911.05	3314.74	3672.43	3928.04	3392.13	3672.43	4407.87
13	2913.97	3345.63	3708.35	3966.36	3422.91	3708.35	4485.04
14	3016.16	3414.27	3787.14	4050.71	3494.73	3787.14	4550.19
15	3017.46	3441.44	3818.79	4084.60	3521.79	3818.79	4614.37
16	3137.22	3506.54	3896.75	4168.05	3590.08	3896.75	4726.22
17	3138.52	3530.34	3927.57	4201.07	3613.89	3927.57	4765.83
18	3258.27	3592.27	4001.52	4280.23	3684.80	4001.52	4911.52
19	3259.57	3613.08	4028.55	4309.18	3699.86	4028.55	4917.25
20	3379.33	3672.19	4098.89	4384.48	3821.70	4098.89	5096.81
21	3380.62	3690.33	4122.53	4409.79	3823.17	4122.53	5101.04
22	3500.38	3746.94	4189.67	4481.65	3958.61	4189.67	5282.10
23	3621.43	3802.83	4311.01	4612.70	4095.52	4311.01	5467.39
24	3741.19	3919.28	4453.58	4765.24	4230.95	4453.58	5648.44
25	3749.28	3927.76	4463.21	4775.55	4240.10	4463.21	5658.69
26	3755.57	3934.35	4470.70	4783.56	4247.22	4470.70	5668.19
27	3762.71	3941.83	4479.19	4792.65	4255.29	4479.19	5676.98
28	3768.11	3947.49	4485.62	4799.53	4261.40	4485.62	5685.13
29	3773.11	3952.73	4491.58	4805.90	4267.06	4491.58	5692.68

30	3777.75	3957.59	4497.10	4811.81	4272.30	4500.88	5699.68
31	3782.04	3962.08	4502.21	4817.28	4277.15	4505.99	5706.15
32	3786.02	3966.25	4506.94	4822.34	4281.65	4510.73	5712.15
33	3789.70	3970.10	4511.32	4827.03	4285.81	4515.11	5717.70
34	3793.11	3973.68	4515.38	4831.37	4289.67	4519.17	5722.85
35	3796.26	3976.98	4519.13	4835.39	4293.24	4522.93	5727.61

### 2.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	3420.86	3951.46	5252.19
1	3519.54	4047.32	5252.19
2	3622.33	4143.18	5457.57
3	3725.12	4238.99	5457.57
4	3848.47	4238.99	5662.96
5	4008.82	4406.72	5662.96
6	4008.82	4406.72	5868.29
7	4173.29	4574.45	5868.29
8	4173.29	4574.45	6073.67
9	4337.75	4742.17	6073.67
10	4337.75	4742.17	6279.06
11	4543.33	4909.90	6279.06
12	4543.33	4909.90	6484.44
13	4728.36	5077.63	6484.44
14	4728.36	5077.63	6689.82
15	4913.38	5245.31	6689.82
16	4913.38	5245.31	6895.21
17	5118.96	5413.04	6895.21
18	5118.96	5413.04	7100.59
19	5118.96	5580.77	7100.59
20	5303.98	5580.77	7305.97
21	5303.98	5748.49	7305.97
22	5509.56	5748.49	7511.31
23	5715.15	5916.22	7511.31
24	5879.61	5916.22	7511.31
25	5890.28	5926.95	7524.93
26	5900.16	5936.90	7537.56
27	5909.32	5946.11	7549.26
28	5917.80	5954.65	7560.10
29	5925.66	5962.56	7570.13
30	5932.94	5969.89	7579.44
31	5939.68	5976.67	7588.05
32	5945.92	5982.95	7596.03
33	5951.70	5988.76	7603.41
34	5957.06	5994.15	7610.25
35	5962.01	5999.14	7616.58

### 3. Echelles de traitement minimums: Salaires horaires (38h/semaine)

#### 3.1. : L4-B3

Ancienneté	Catégorie						
	L4	L3	L2	A3	A2	A1	B3
0	12.1325	12.6969	13.7281	12.6917	13.7281	15.9693	14.2836
1	12.2837	13.1837	14.2627	13.1837	14.2627	15.9693	14.6203
2	12.4347	13.6757	14.7972	13.6757	14.7972	16.3707	14.9719
3	12.5860	14.1678	15.3318	14.1678	15.3318	16.9781	15.3132
4	12.7638	14.6598	15.8663	14.6598	15.8663	17.5856	15.6426
5	12.8950	14.6598	15.8663	14.6598	15.8663	17.5856	15.8068
6	13.3698	15.3610	16.2791	15.3610	16.2791	18.1022	16.1829
7	13.4577	15.3610	16.2791	15.3610	16.2791	19.0644	16.3279
8	13.9758	15.9693	17.0409	15.9693	17.0409	19.0644	16.6009
9	14.0204	15.9693	17.0409	15.9693	17.0409	19.5635	16.7260
10	14.5819	16.4145	17.6785	16.4145	17.6785	19.8338	17.0428
11	14.5834	16.4145	17.6785	16.4145	17.6785	20.0623	17.1546
12	15.1879	17.1157	18.2156	17.1157	18.2156	20.6995	17.4809
13	15.1879	17.1157	18.2156	17.1157	18.2156	20.6995	17.5786
14	15.7940	17.6785	18.9775	17.6785	18.9775	21.5653	17.7850
15	15.7940	17.6785	18.9775	17.6785	18.9775	21.5653	17.8679
16	16.0509	18.1692	19.7393	18.1692	19.7393	22.7785	18.3718
17	16.0509	18.1692	19.7393	18.1692	19.7393	23.2773	18.3794
18	16.6569	18.8704	20.5012	18.8704	20.5012	23.9916	19.0806
19	16.6569	18.8704	20.5012	18.8704	20.5012	24.4905	19.0882
20	17.2630	19.5717	21.2631	19.5717	21.2631	24.4905	19.7895
21	17.2630	19.5717	21.2631	19.5717	21.2631	24.9893	19.7972
22	17.6785	20.2730	22.0250	20.2730	22.0250	25.0284	20.4984
23	18.1259	20.9743	22.7869	20.9743	22.7869	25.8942	21.2073
24	18.7319	21.6755	23.5487	21.6755	23.5487	26.7599	21.9086
25	18.7659	21.7149	23.5915	21.7149	23.5915	26.8085	21.9560
26	18.7974	21.7513	23.6310	21.7513	23.6310	26.8535	21.9928
27	18.8266	21.7851	23.6677	21.7851	23.6677	26.8951	22.0346
28	18.8536	21.8163	23.7017	21.8163	23.7017	26.9338	22.0663
29	18.8787	21.8453	23.7332	21.8453	23.7332	26.9695	22.0956
30	18.9019	21.8722	23.7623	21.8722	23.7623	27.0027	22.1227
31	18.9233	21.8970	23.7893	21.8970	23.7893	27.0333	22.1478
32	18.9432	21.9200	23.8143	21.9200	23.8143	27.0618	22.1711
33	18.9616	21.9413	23.8375	21.9413	23.8375	27.0881	22.1927
34	18.9787	21.9611	23.8589	21.9611	23.8589	27.1124	22.2126
35	18.9945	21.9793	23.8788	21.9793	23.8788	27.1350	22.2311

#### 3.2. : B2B-L1

Ancienneté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	14.5586	15.5077	16.9062	18.2647	15.7497	16.9062	20.1087

1	14.8445	15.9339	17.3637	18.7124	16.2602	17.3637	20.7937
2	15.1298	16.4273	17.9024	19.2286	16.7471	17.9024	21.4586
3	15.4766	16.9266	18.4743	19.7260	17.1904	18.4743	22.1029
4	15.8117	17.3866	18.9933	20.2310	17.6867	18.9933	22.7672
5	15.9745	17.6829	19.3349	20.6380	17.9852	19.3349	23.4727
6	16.3247	18.1197	19.8605	21.2423	18.5099	19.8605	23.8637
7	16.4673	18.3881	20.1698	21.5734	18.7757	20.4848	24.5283
8	16.7579	18.8826	20.7372	22.1809	19.1999	20.7755	24.8792
9	16.8855	19.1221	21.0142	22.4768	19.4424	21.2115	25.5046
10	17.2350	19.4867	21.5497	23.0501	19.9283	21.5567	25.8372
11	17.3469	19.6964	21.7964	23.3130	20.1400	21.8754	26.4057
12	17.6785	20.1300	22.3022	23.8545	20.6000	22.3081	26.7685
13	17.6962	20.3176	22.5203	24.0872	20.7869	22.5252	27.2371
14	18.3168	20.7344	22.9988	24.5995	21.2231	23.0037	27.6328
15	18.3247	20.8994	23.1910	24.8052	21.3874	23.1949	28.0225
16	19.0519	21.2948	23.6644	25.3120	21.8021	23.7861	28.7018
17	19.0598	21.4393	23.8516	25.5126	21.9467	24.1317	28.9423
18	19.7871	21.8154	24.3007	25.9933	22.3773	24.5352	29.8270
19	19.7950	21.9418	24.4649	26.1691	22.4688	24.8577	29.8618
20	20.5222	22.3007	24.8921	26.6264	23.2087	25.0083	30.9523
21	20.5301	22.4109	25.0356	26.7801	23.2177	25.3101	30.9780
22	21.2574	22.7547	25.4433	27.2165	24.0401	25.4537	32.0775
23	21.9925	23.0941	26.1802	28.0124	24.8716	26.2095	33.2028
24	22.7198	23.8013	27.0460	28.9387	25.6941	27.0752	34.3023
25	22.7689	23.8528	27.1045	29.0013	25.7496	27.1305	34.3645
26	22.8071	23.8928	27.1500	29.0500	25.7928	27.1760	34.4222
27	22.8504	23.9382	27.2016	29.1052	25.8418	27.2244	34.4756
28	22.8833	23.9726	27.2406	29.1470	25.8789	27.2635	34.5251
29	22.9136	24.0044	27.2768	29.1857	25.9133	27.2997	34.5709
30	22.9418	24.0339	27.3103	29.2215	25.9451	27.3333	34.6134
31	22.9679	24.0612	27.3413	29.2547	25.9746	27.3643	34.6528
32	22.9920	24.0865	27.3701	29.2855	26.0019	27.3931	34.6892
33	23.0144	24.1099	27.3967	29.3139	26.0272	27.4197	34.7229
34	23.0351	24.1316	27.4213	29.3403	26.0506	27.4444	34.7541
35	23.0542	24.1517	27.4441	29.3647	26.0723	27.4672	34.7830

### 3.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	20.7745	23.9967	31.8959
1	21.3737	24.5789	31.8959
2	21.9980	25.1610	33.1432
3	22.6222	25.7429	33.1432
4	23.3713	25.7429	34.3904
5	24.3451	26.7614	34.3904
6	24.3451	26.7614	35.6374
7	25.3438	27.7800	35.6374

8	25.3438	27.7800	36.8847
9	26.3426	28.7986	36.8847
10	26.3426	28.7986	38.1319
11	27.5911	29.8172	38.1319
12	27.5911	29.8172	39.3792
13	28.7147	30.8358	39.3792
14	28.7147	30.8358	40.6264
15	29.8383	31.8541	40.6264
16	29.8383	31.8541	41.8737
17	31.0868	32.8727	41.8737
18	31.0868	32.8727	43.1210
19	31.0868	33.8913	43.1210
20	32.2104	33.8913	44.3682
21	32.2104	34.9099	44.3682
22	33.4589	34.9099	45.6152
23	34.7074	35.9285	45.6152
24	35.7061	35.9285	45.6152
25	35.7709	35.9937	45.6980
26	35.8309	36.0540	45.7747
27	35.8865	36.1100	45.8457
28	35.9381	36.1619	45.9115
29	35.9858	36.2099	45.9725
30	36.0300	36.2544	46.0290
31	36.0709	36.2956	46.0813
32	36.1089	36.3337	46.1297
33	36.1439	36.3690	46.1745
34	36.1765	36.4017	46.2161
35	36.2066	36.4320	46.2545

**4. Echelles de traitement minimums: Echelles de traitement des travailleurs salariés au 01/03/2021 sur une base contractuelle selon d'autres échelles de traitement que le barème repris dans l'Annexe I de la CCT du 09/07/2021 (en %).**

A partir du 01/03/2021, l'échelle de traitement est augmentée annuellement par le pourcentage affiché pour l'ancienneté barémique, ce qui doit être appliqué à l'échelle de traitement d'application préalable au 01/03/2021. A partir du 01/03/2021, cette augmentation est appliquée sur une base mensuelle au salaire mensuel brut d'application pour le travailleur préalable au 01/03/2021.

Ancienneté barémique (années)		
44585	%	1.7000
25	%	1.8845
26	%	2.0555
27	%	2.2139
28	%	2.3606
29	%	2.4965
30	%	2.6225

31	%	2.7391
32	%	2.8471
33	%	2.9470
34	%	3.0397
35 et +	%	3.1254

## 5. Echelles de traitement minimums: Salaire annuel brut minimum garanti

Salaire annuel brut minimum garanti	
Par mois	2045.7000
Par heure (38h/semaine)	12.4233