

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3270200: entreprises de travail adapte subsidiees par la commission communautaire francaise

En vigueur au 01/06/2025 (Dernière actualisation de la page 24/11/2025)

Indexation de 2% en 6/2025.

En cas d'indexation en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

1. REGIME (sur base hebdomadaire): 38h

1.1. Catégories: 13 - 15B

ANCIEN NITÉ	Fonction					
	13	13B	14	14B	15	15B
0	3931.810 0	23.8774	3419.010 0	20.7632	2991.600 0	18.1676
1	4006.620 0	24.3317	3472.420 0	21.0876	3045.030 0	18.4921
2	4081.410 0	24.7859	3525.790 0	21.4117	3098.420 0	18.8163
3	4156.200 0	25.2401	3579.210 0	21.7361	3151.880 0	19.1410
4	4230.980 0	25.6942	3632.650 0	22.0606	3205.320 0	19.4655
5	4305.790 0	26.1485	3686.080 0	22.3851	3258.700 0	19.7897
6	4380.580 0	26.6027	3739.510 0	22.7096	3312.170 0	20.1144
7	4455.350 0	27.0568	3792.930 0	23.0340	3365.540 0	20.4385
8	4530.160 0	27.5111	3846.350 0	23.3584	3419.010 0	20.7632
9	4604.940 0	27.9652	3899.800 0	23.6830	3472.420 0	21.0876
10	4679.690 0	28.4192	3953.200 0	24.0073	3525.790 0	21.4117
11	4754.500 0	28.8735	4006.620 0	24.3317	3579.210 0	21.7361
12	4829.310 0	29.3278	4060.040 0	24.6561	3632.650 0	22.0606
13	4904.070 0	29.7818	4113.440 0	24.9804	3686.080 0	22.3851
14	4978.860 0	30.2360	4166.870 0	25.3049	3739.510 0	22.7096
15	5053.700 0	30.6905	4249.900 0	25.8091	3792.930 0	23.0340

16	5128.460 0	31.1445	4273.690 0	25.9536	3846.350 0	23.3584
17	5203.270 0	31.5988	4327.180 0	26.2784	3899.800 0	23.6830
18	5278.040 0	32.0529	4380.580 0	26.6027	3953.200 0	24.0073
19	5352.840 0	32.5071	4434.030 0	26.9273	4006.620 0	24.3317
20	5427.590 0	32.9611	4487.400 0	27.2514	4060.040 0	24.6561

1.2. Catégories: 16 - 17B

ANCIEN NITÉ	Fonction					
	16	16B	165	165B	17	17B
0	2777.910 0	16.8699	2681.000 0	16.2814	2584.110 0	15.6930
1	2831.330 0	17.1943	2723.270 0	16.5381	2615.190 0	15.8817
2	2884.760 0	17.5188	2765.490 0	16.7945	2646.240 0	16.0703
3	2938.210 0	17.8434	2807.730 0	17.0510	2677.250 0	16.2586
4	2991.600 0	18.1676	2849.970 0	17.3075	2708.360 0	16.4475
5	3045.030 0	18.4921	2892.220 0	17.5641	2739.430 0	16.6362
6	3098.420 0	18.8163	2934.440 0	17.8205	2770.450 0	16.8246
7	3151.880 0	19.1410	2976.700 0	18.0771	2801.520 0	17.0133
8	3205.320 0	19.4655	3018.950 0	18.3337	2832.600 0	17.2020
9	3258.700 0	19.7897	3061.170 0	18.5901	2863.640 0	17.3905
10	3312.170 0	20.1144	3103.440 0	18.8468	2894.710 0	17.5792
11	3365.540 0	20.4385	3145.660 0	19.1032	2925.780 0	17.7679
12	3419.010 0	20.7632	3187.950 0	19.3600	2956.870 0	17.9567
13	3472.420 0	21.0876	3230.130 0	19.6162	2987.880 0	18.1450
14	3525.790 0	21.4117	3272.340 0	19.8725	3018.900 0	18.3334
15	3579.210 0	21.7361	3314.620 0	20.1293	3050.040 0	18.5225
16	3632.650 0	22.0606	3356.860 0	20.3858	3081.090 0	18.7111
17	3686.080 0	22.3851	3399.100 0	20.6423	3112.120 0	18.8995
18	3739.510 0	22.7096	3441.340 0	20.8988	3143.160 0	19.0880
19	3792.930 0	23.0340	3483.590 0	21.1554	3174.250 0	19.2768

20	3846.350 0	23.3584	3525.810 0	21.4118	3205.320 0	19.4655
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1.3. Catégories: 18 - 20B

Pour les travailleurs de production de niveau 3, il peut être distingué sur leur fiche de rémunération la part salariale liée au travail et la part d'allocation complémentaire composant ensemble la rémunération totale, correspondant au revenu minimum moyen mensuel garanti, dans le respect des dispositions suivantes :

Capacité Professionnelle C ; Part salariale liée au travail

C 85 p.c.

E 80 p.c.

F 75 ou 80 p.c.

ANCIEN NITÉ	Fonction					
	18	18B	19	19B	20	20B
0	2483.730 0	15.0834	2398.190 0	14.5639	2189.750 0	13.2981
1	2504.780 0	15.2112	2419.300 0	14.6921	2189.750 0	13.2981
2	2525.990 0	15.3400	2440.480 0	14.8207	2189.750 0	13.2981
3	2547.050 0	15.4679	2461.570 0	14.9488	2189.750 0	13.2981
4	2568.190 0	15.5963	2482.700 0	15.0771	2189.750 0	13.2981
5	2589.300 0	15.7245	2503.820 0	15.2054	2189.750 0	13.2981
6	2610.430 0	15.8528	2524.930 0	15.3336	2189.750 0	13.2981
7	2631.540 0	15.9810	2546.060 0	15.4619	2189.750 0	13.2981
8	2652.680 0	16.1094	2567.140 0	15.5899	2189.750 0	13.2981
9	2673.810 0	16.2377	2588.310 0	15.7185	2189.750 0	13.2981
10	2694.930 0	16.3660	2609.440 0	15.8468	2189.750 0	13.2981
11	2716.080 0	16.4944	2630.550 0	15.9750	2189.750 0	13.2981
12	2737.170 0	16.6225	2651.640 0	16.1031	2189.750 0	13.2981
13	2758.280 0	16.7507	2672.800 0	16.2316	2189.750 0	13.2981
14	2779.430 0	16.8791	2693.930 0	16.3599	2189.750 0	13.2981
15	2800.540 0	17.0073	2715.020 0	16.4880	2189.750 0	13.2981
16	2821.650 0	17.1355	2736.130 0	16.6162	2189.750 0	13.2981
17	2842.820 0	17.2641	2757.310 0	16.7448	2189.750 0	13.2981
18	2863.920 0	17.3922	2778.400 0	16.8729	2189.750 0	13.2981

19	2885.030 0	17.5204	2799.560 0	17.0014	2189.750 0	13.2981
20	2906.150 0	17.6487	2820.620 0	17.1293	2189.750 0	13.2981

1.4. Catégories: 21 - 23B

ANCIEN NITÉ	Fonction					
	21	21B	22	22B	23	23B
0	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
1	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
2	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
3	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
4	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
5	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
6	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
7	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
8	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
9	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
10	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
11	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
12	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
13	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
14	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
15	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
16	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
17	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
18	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
19	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561
20	2293.330 0	13.9271	2144.210 0	13.0215	2084.040 0	12.6561

1.5. Catégories: 24 - 215B

ANCIENNETÉ	Fonction							
	24	24B	25	25B	195	195B	215	215B
0	2057.7 600	12.496 5	34.830 0	0.2115	2433.0 000	14.775 3	2328.1 600	14.138 6
1	2057.7 600	12.496 5	34.830 0	0.2115	2454.1 300	14.903 6	2328.1 600	14.138 6
2	2057.7 600	12.496 5	34.830 0	0.2115	2475.3 200	15.032 3	2328.1 600	14.138 6
3	2057.7 600	12.496 5	34.830 0	0.2115	2496.4 000	15.160 3	2328.1 600	14.138 6
4	2057.7 600	12.496 5	34.830 0	0.2115	2517.5 400	15.288 7	2328.1 600	14.138 6
5	2057.7 600	12.496 5	34.830 0	0.2115	2538.6 700	15.417 0	2328.1 600	14.138 6
6	2057.7 600	12.496 5	34.830 0	0.2115	2559.7 400	15.545 0	2328.1 600	14.138 6
7	2057.7 600	12.496 5	34.830 0	0.2115	2580.8 900	15.673 4	2328.1 600	14.138 6
8	2057.7 600	12.496 5	34.830 0	0.2115	2601.9 600	15.801 4	2328.1 600	14.138 6
9	2057.7 600	12.496 5	34.830 0	0.2115	2623.1 400	15.930 0	2328.1 600	14.138 6
10	2057.7 600	12.496 5	34.830 0	0.2115	2644.2 800	16.058 4	2328.1 600	14.138 6
11	2057.7 600	12.496 5	34.830 0	0.2115	2665.3 800	16.186 5	2328.1 600	14.138 6
12	2057.7 600	12.496 5	34.830 0	0.2115	2686.4 700	16.314 6	2328.1 600	14.138 6
13	2057.7 600	12.496 5	34.830 0	0.2115	2707.6 300	16.443 1	2328.1 600	14.138 6
14	2057.7 600	12.496 5	34.830 0	0.2115	2728.7 600	16.571 4	2328.1 600	14.138 6
15	2057.7 600	12.496 5	34.830 0	0.2115	2749.8 300	16.699 4	2328.1 600	14.138 6
16	2057.7 600	12.496 5	34.830 0	0.2115	2770.9 800	16.827 8	2328.1 600	14.138 6
17	2057.7 600	12.496 5	34.830 0	0.2115	2792.1 500	16.956 4	2328.1 600	14.138 6
18	2057.7 600	12.496 5	34.830 0	0.2115	2813.2 300	17.084 4	2328.1 600	14.138 6
19	2057.7 600	12.496 5	34.830 0	0.2115	2834.3 900	17.212 9	2328.1 600	14.138 6
20	2057.7 600	12.496 5	34.830 0	0.2115	2855.4 400	17.340 7	2328.1 600	14.138 6