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 01/08/2026 (Dernière actualisation de la page 26/08/2026)

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 8/2026. Salaire de base x1,1041.
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	36791.59	33962.71	33999.05	32076.51	30067.96	43212.46	46884.88
1	39200.05	36284.41	36581.34	34219.56	32392.24	45227.12	48596.69
2	39275.66	36360.00	36581.34	34566.91	32703.56	45302.71	48672.28
3	40387.89	36953.97	37177.35	34914.18	33014.88	46789.55	49924.43
4	40387.89	36953.97	37177.35	35185.92	33286.56	46789.55	49924.43
5	41500.15	37720.67	37971.90	35533.27	33613.31	48276.67	51170.87
6	41500.15	37720.67	37971.90	35872.32	33885.05	48276.67	51170.87
7	46691.61	42286.30	43104.93	36177.50	66974.53	49772.67	52442.02
8	46691.61	42286.30	43104.93	36449.27	34483.51	49772.67	52442.02
9	47950.30	43444.27	44320.47	36821.77	34826.39	51353.80	53811.90
10	48655.02	44148.97	45100.81	37888.05	35892.41	52045.56	54502.84
11	49895.08	45306.90	46233.53	38314.67	36299.10	53626.90	55872.74
12	49895.08	45306.90	46233.53	38640.67	36625.08	53626.90	55872.74

13	51104.39	46464.86	47391.48	39067.34	37031.87	55183.61	57217.98
14	51104.39	46464.86	47391.48	39393.34	37357.82	55183.61	57217.98
15	52313.72	47622.76	48549.42	39820.08	37784.32	56740.06	58563.24
16	55883.83	47622.76	48549.42	40145.98	38110.30	56740.06	58563.24
17	57093.14	48780.67	49692.76	40572.74	38536.77	58296.72	59908.44
18	57093.14	48780.67	49692.76	40898.67	38862.75	58296.72	59908.44
19	58302.46	49919.50	50827.94	41325.41	39289.27	59853.43	61253.61
20	58302.46	49919.50	50827.94	41651.34	39615.20	59853.43	61253.61
21	59511.83	50999.12	51963.15	42078.03	40041.74	61409.89	62598.89
22	59511.83	50999.12	51963.15	42404.02	40367.65	61409.89	62598.89
23	60721.14	52078.85	53098.41	42830.72	40794.23	62966.59	63944.10
24	60721.14	52078.85	53098.41	43162.56	41120.14	62966.59	63944.10
25	61930.50	53214.03	54233.63	43595.71	41546.64	64523.24	65289.34
26	61930.50	53214.03	54233.63	43928.16	41872.62	64523.24	65289.34
27	63139.79	54349.25	55368.79	44361.31	42299.11	66079.71	66634.58
28	63139.79	54349.25	55368.79	44693.81	42625.09	66079.71	66634.58
29	63312.68	54522.13	55541.76	45126.98	43056.23	66252.59	66808.46
30	63312.68	54522.13	55541.76	45126.98	43056.23	66252.59	66808.46
31	63312.68	54522.13	55541.76	45126.98	43056.23	66252.59	66981.34

1.2. : fonctions 6 à 11

ANCIENNETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	36845.91	49529.59	30067.96	30664.67	34992.22	29474.49
1	39422.53	51775.72	32392.24	33187.97	37500.96	31851.37
2	39510.68	51948.59	32703.56	33513.76	37574.51	32147.95
3	40635.48	53978.55	33014.88	33822.17	38170.50	32444.64
4	40635.48	53978.55	33286.56	34089.62	38170.50	32741.29
5	41823.29	56101.10	33613.31	34397.40	38937.28	33038.14
6	41823.29	56101.10	33885.05	35017.37	38937.28	33334.68
7	47065.13	58223.69	34211.78	35694.92	40420.20	66405.44
8	47065.13	58223.69	34483.51	36299.60	40420.20	33927.99
9	48852.86	60346.22	34810.26	37080.56	42003.99	34224.57

10	49545.92	61037.18	35876.29	38376.46	42695.11	35440.82
11	50730.58	63159.76	36257.18	39157.47	44128.54	35800.09
12	50730.58	63159.76	36583.17	39762.17	44128.54	36159.26
13	51915.19	65282.32	36964.14	40543.18	45538.25	36501.52
14	51915.19	65282.32	37290.08	41147.81	45538.25	36877.68
15	53099.82	67404.90	37691.42	41928.83	46948.05	37236.95
16	56669.95	67404.90	38017.36	42533.52	46948.05	37596.12
17	57854.55	69527.44	38418.65	43323.08	48357.84	37955.39
18	58364.96	69527.44	38744.65	43939.70	48357.84	38314.53
19	59549.58	71650.03	39145.95	44732.56	49751.76	38673.79
20	59549.58	71650.03	39471.87	45349.21	49751.76	39033.09
21	60734.27	73772.66	39873.24	46142.13	51133.97	39392.25
22	60734.27	73772.66	40199.17	46758.72	51133.97	39751.40
23	61918.87	75895.19	40600.53	47551.71	52516.10	40110.66
24	61918.87	75895.19	40926.45	48168.26	52516.10	40469.91
25	63103.54	75895.19	41327.75	48961.23	53898.21	40829.11
26	63103.54	75895.19	41653.73	49565.71	53898.21	41155.13
27	64288.15	75895.19	42098.14	50343.15	55280.35	41511.18
28	64288.15	75895.19	42424.12	50947.60	55280.35	41823.62
29	64288.15	75895.19	42873.15	51725.00	56662.49	42136.07
30	64288.15	75895.19	42873.15	51725.00	56662.49	42136.07
31	64288.15	75895.19	42873.15	51725.00	56662.49	42136.07

1.3. : fonctions 9 à 18

ANCIENNETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	53463.92	47086.41	62211.48	57549.92	76005.29	33999.05	32076.51
1	54964.96	48798.23	63407.97	58909.82	76005.29	36511.13	34219.56
2	55128.39	48873.83	64685.45	60269.72	78919.38	36586.73	34566.91
3	57163.73	50122.03	65642.32	61629.61	78919.38	37180.71	34914.18
4	57163.73	50122.03	67692.39	61629.61	81833.49	37180.71	35185.92
5	59286.61	51368.45	67963.00	64009.39	81833.49	37947.40	35533.27
6	59286.61	51368.45	70006.60	64009.39	84747.61	37947.40	35872.32
7	61409.51	52639.60	70013.22	66389.15	84747.61	42513.04	36177.50
8	61409.51	52639.60	72898.24	66389.15	87661.73	42513.04	36449.27
9	63532.33	54009.48	72904.61	68768.91	87661.73	44220.91	36821.77
10	63624.57	54700.43	75900.18	68768.91	90575.85	44925.62	37888.05
11	65747.21	56070.33	75902.57	71148.67	90575.85	46133.94	38314.67

12	65747.21	56070.33	78792.16	71148.67	93489.95	46133.94	38640.67
13	67869.84	57415.57	78794.43	73528.43	93489.95	47342.27	39067.34
14	67869.84	57415.57	81684.18	73528.43	96404.08	47342.27	39393.34
15	69992.55	58760.82	81686.44	75908.19	96404.08	48550.59	39820.08
16	69992.55	58760.82	84576.21	75908.19	99318.21	48550.59	40145.98
17	72115.17	60106.02	84578.35	78287.99	99318.21	49743.27	40572.74
18	72115.17	60106.02	87468.22	78287.99	102232.31	49743.27	40898.67
19	74237.76	61451.21	87470.34	80667.71	102232.31	50927.95	41325.41
20	74237.76	61451.21	101184.78	80667.71	105146.42	50927.95	41651.34
21	76360.40	62796.47	90362.34	83047.49	105146.42	52112.56	42078.03
22	76360.40	62796.47	93252.34	83047.49	108060.55	52112.56	42404.02
23	78483.06	64141.68	93254.33	85427.25	108060.55	53297.21	42830.72
24	78483.06	64141.68	93254.33	85427.25	108060.55	53297.21	43162.56
25	80604.07	65486.92	93254.33	85427.25	108060.55	54481.84	43595.71
26	80604.07	65486.92	93254.33	85427.25	108060.55	54481.84	43928.16
27	80604.07	66832.16	93254.33	85427.25	108060.55	55666.46	44361.31
28	80604.07	66832.16	93254.33	85427.25	108060.55	55666.46	44693.81
29	80604.07	67006.05	93254.33	85427.25	108060.55	55814.64	45126.98
30	80604.07	67006.05	93254.33	85427.25	108060.55	55814.64	45126.98
31	80604.07	67178.94	93254.33	85427.25	108060.55	55814.64	45126.98

2. : Echelles de rémunération mensuelle

2.1. : fonctions 1 à 5

EXPERIENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	3065.97	2830.23	2833.25	2673.04	2505.66	3601.04	3907.07
1	3266.67	3023.70	3048.45	2851.63	2699.35	3768.93	4049.72
2	3272.97	3030.00	3048.45	2880.58	2725.30	3775.23	4056.02
3	3365.66	3079.50	3098.11	2909.52	2751.24	3899.13	4160.37
4	3365.66	3079.50	3098.11	2932.16	2773.88	3899.13	4160.37
5	3458.35	3143.39	3164.33	2961.11	2801.11	4023.06	4264.24
6	3458.35	3143.39	3164.33	2989.36	2823.75	4023.06	4264.24

7	3890.97	3523.86	3592.08	3014.79	5581.21	4147.72	4370.17
8	3890.97	3523.86	3592.08	3037.44	2873.63	4147.72	4370.17
9	3995.86	3620.36	3693.37	3068.48	2902.20	4279.48	4484.33
10	4054.59	3679.08	3758.40	3157.34	2991.03	4337.13	4541.90
11	4157.92	3775.58	3852.79	3192.89	3024.93	4468.91	4656.06
12	4157.92	3775.58	3852.79	3220.06	3052.09	4468.91	4656.06
13	4258.70	3872.07	3949.29	3255.61	3085.99	4598.63	4768.17
14	4258.70	3872.07	3949.29	3282.78	3113.15	4598.63	4768.17
15	4359.48	3968.56	4045.79	3318.34	3148.69	4728.34	4880.27
16	4656.99	3968.56	4045.79	3345.50	3175.86	4728.34	4880.27
17	4757.76	4065.06	4141.06	3381.06	3211.40	4858.06	4992.37
18	4757.76	4065.06	4141.06	3408.22	3238.56	4858.06	4992.37
19	4858.54	4159.96	4235.66	3443.78	3274.11	4987.79	5104.47
20	4858.54	4159.96	4235.66	3470.95	3301.27	4987.79	5104.47
21	4959.32	4249.93	4330.26	3506.50	3336.81	5117.49	5216.57
22	4959.32	4249.93	4330.26	3533.67	3363.97	5117.49	5216.57
23	5060.10	4339.90	4424.87	3569.23	3399.52	5247.22	5328.68
24	5060.10	4339.90	4424.87	3596.88	3426.68	5247.22	5328.68
25	5160.88	4434.50	4519.47	3632.98	3462.22	5376.94	5440.78
26	5160.88	4434.50	4519.47	3660.68	3489.39	5376.94	5440.78
27	5261.65	4529.10	4614.07	3696.78	3524.93	5506.64	5552.88
28	5261.65	4529.10	4614.07	3724.48	3552.09	5506.64	5552.88
29	5276.06	4543.51	4628.48	3760.58	3588.02	5521.05	5567.37
30	5276.06	4543.51	4628.48	3760.58	3588.02	5521.05	5567.37
31	5276.06	4543.51	4628.48	3760.58	3588.02	5521.05	5581.78

2.2. : fonctions 6 à 11

ANCIENNETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	3070.49	4127.47	2505.66	2555.39	2916.02	2456.21
1	3285.21	4314.64	2699.35	2765.66	3125.08	2654.28
2	3292.56	4329.05	2725.30	2792.81	3131.21	2679.00
3	3386.29	4498.21	2751.24	2818.51	3180.88	2703.72
4	3386.29	4498.21	2773.88	2840.80	3180.88	2728.44
5	3485.27	4675.09	2801.11	2866.45	3244.77	2753.18
6	3485.27	4675.09	2823.75	2918.11	3244.77	2777.89
7	3922.09	4851.97	2850.98	2974.58	3368.35	5533.79
8	3922.09	4851.97	2873.63	3024.97	3368.35	2827.33
9	4071.07	5028.85	2900.86	3090.05	3500.33	2852.05
10	4128.83	5086.43	2989.69	3198.04	3557.93	2953.40
11	4227.55	5263.31	3021.43	3263.12	3677.38	2983.34
12	4227.55	5263.31	3048.60	3313.51	3677.38	3013.27
13	4326.27	5440.19	3080.35	3378.60	3794.85	3041.79
14	4326.27	5440.19	3107.51	3428.98	3794.85	3073.14
15	4424.99	5617.08	3140.95	3494.07	3912.34	3103.08
16	4722.50	5617.08	3168.11	3544.46	3912.34	3133.01
17	4821.21	5793.95	3201.55	3610.26	4029.82	3162.95

18	4863.75	5793.95	3228.72	3661.64	4029.82	3192.88
19	4962.47	5970.84	3262.16	3727.71	4145.98	3222.82
20	4962.47	5970.84	3289.32	3779.10	4145.98	3252.76
21	5061.19	6147.72	3322.77	3845.18	4261.16	3282.69
22	5061.19	6147.72	3349.93	3896.56	4261.16	3312.62
23	5159.91	6324.60	3383.38	3962.64	4376.34	3342.56
24	5159.91	6324.60	3410.54	4014.02	4376.34	3372.49
25	5258.63	6324.60	3443.98	4080.10	4491.52	3402.43
26	5258.63	6324.60	3471.14	4130.48	4491.52	3429.59
27	5357.35	6324.60	3508.18	4195.26	4606.70	3459.27
28	5357.35	6324.60	3535.34	4245.63	4606.70	3485.30
29	5357.35	6324.60	3572.76	4310.42	4721.87	3511.34
30	5357.35	6324.60	3572.76	4310.42	4721.87	3511.34
31	5357.35	6324.60	3572.76	4310.42	4721.87	3511.34

2.3. : fonctions 9 à 18

ANCIENNETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	4455.33	3923.87	5184.29	4795.83	6333.77	2833.25	2673.04
1	4580.41	4066.52	5284.00	4909.15	6333.77	3042.59	2851.63
2	4594.03	4072.82	5390.45	5022.48	6576.62	3048.89	2880.58
3	4763.64	4176.84	5470.19	5135.80	6576.62	3098.39	2909.52
4	4763.64	4176.84	5641.03	5135.80	6819.46	3098.39	2932.16
5	4940.55	4280.70	5663.58	5334.12	6819.46	3162.28	2961.11
6	4940.55	4280.70	5833.88	5334.12	7062.30	3162.28	2989.36
7	5117.46	4386.63	5834.44	5532.43	7062.30	3542.75	3014.79
8	5117.46	4386.63	6074.85	5532.43	7305.14	3542.75	3037.44
9	5294.36	4500.79	6075.38	5730.74	7305.14	3685.08	3068.48
10	5302.05	4558.37	6325.02	5730.74	7547.99	3743.80	3157.34
11	5478.93	4672.53	6325.21	5929.06	7547.99	3844.50	3192.89
12	5478.93	4672.53	6566.01	5929.06	7790.83	3844.50	3220.06
13	5655.82	4784.63	6566.20	6127.37	7790.83	3945.19	3255.61
14	5655.82	4784.63	6807.02	6127.37	8033.67	3945.19	3282.78
15	5832.71	4896.74	6807.20	6325.68	8033.67	4045.88	3318.34
16	5832.71	4896.74	7048.02	6325.68	8276.52	4045.88	3345.50
17	6009.60	5008.84	7048.20	6524.00	8276.52	4145.27	3381.06
18	6009.60	5008.84	7289.02	6524.00	8519.36	4145.27	3408.22
19	6186.48	5120.93	7289.20	6722.31	8519.36	4244.00	3443.78
20	6186.48	5120.93	8432.07	6722.31	8762.20	4244.00	3470.95
21	6363.37	5233.04	7530.20	6920.62	8762.20	4342.71	3506.50
22	6363.37	5233.04	7771.03	6920.62	9005.05	4342.71	3533.67
23	6540.26	5345.14	7771.19	7118.94	9005.05	4441.43	3569.23
24	6540.26	5345.14	7771.19	7118.94	9005.05	4441.43	3596.88
25	6717.01	5457.24	7771.19	7118.94	9005.05	4540.15	3632.98
26	6717.01	5457.24	7771.19	7118.94	9005.05	4540.15	3660.68
27	6717.01	5569.35	7771.19	7118.94	9005.05	4638.87	3696.78
28	6717.01	5569.35	7771.19	7118.94	9005.05	4638.87	3724.48

29	6717.01	5583.84	7771.19	7118.94	9005.05	4651.22	3760.58
30	6717.01	5583.84	7771.19	7118.94	9005.05	4651.22	3760.58
31	6717.01	5598.25	7771.19	7118.94	9005.05	4651.22	3760.58

3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	3998.99

4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	155.67