

Salaires minimums par (sous-)commission paritaire

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

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

Indexation de 2% en 9/2022.

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 |

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|----|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 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 |

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| 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

| Ancienneté | 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 |

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| 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 |

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|----|----------|----------|----------|
| 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 | 2037.86 | 2132.68 | 2305.89 | 2131.79 | 2305.89 | 2682.32 | 2399.19 |
| 1 | 2063.27 | 2214.44 | 2395.67 | 2214.44 | 2395.67 | 2682.32 | 2455.74 |
| 2 | 2088.64 | 2297.08 | 2485.46 | 2297.08 | 2485.46 | 2749.75 | 2514.79 |
| 3 | 2114.04 | 2379.73 | 2575.25 | 2379.73 | 2575.25 | 2851.78 | 2572.13 |
| 4 | 2143.90 | 2462.37 | 2665.03 | 2462.37 | 2665.03 | 2953.81 | 2627.45 |
| 5 | 2165.95 | 2462.37 | 2665.03 | 2462.37 | 2665.03 | 2953.81 | 2655.03 |
| 6 | 2245.70 | 2580.16 | 2734.36 | 2580.16 | 2734.36 | 3040.59 | 2718.20 |
| 7 | 2260.47 | 2580.16 | 2734.36 | 2580.16 | 2734.36 | 3202.20 | 2742.57 |
| 8 | 2347.49 | 2682.32 | 2862.33 | 2682.32 | 2862.33 | 3202.20 | 2788.42 |
| 9 | 2354.98 | 2682.32 | 2862.33 | 2682.32 | 2862.33 | 3286.04 | 2809.43 |
| 10 | 2449.29 | 2757.11 | 2969.41 | 2757.11 | 2969.41 | 3331.43 | 2862.64 |
| 11 | 2449.55 | 2757.11 | 2969.41 | 2757.11 | 2969.41 | 3369.83 | 2881.42 |
| 12 | 2551.08 | 2874.89 | 3059.63 | 2874.89 | 3059.63 | 3476.86 | 2936.23 |
| 13 | 2551.08 | 2874.89 | 3059.63 | 2874.89 | 3059.63 | 3476.86 | 2952.65 |
| 14 | 2652.88 | 2969.41 | 3187.60 | 2969.41 | 3187.60 | 3622.28 | 2987.31 |
| 15 | 2652.88 | 2969.41 | 3187.60 | 2969.41 | 3187.60 | 3622.28 | 3001.24 |
| 16 | 2696.03 | 3051.84 | 3315.58 | 3051.84 | 3315.58 | 3826.06 | 3085.86 |
| 17 | 2696.03 | 3051.84 | 3315.58 | 3051.84 | 3315.58 | 3909.85 | 3087.15 |
| 18 | 2797.83 | 3169.63 | 3443.55 | 3169.63 | 3443.55 | 4029.82 | 3204.93 |
| 19 | 2797.83 | 3169.63 | 3443.55 | 3169.63 | 3443.55 | 4113.61 | 3206.21 |
| 20 | 2899.62 | 3287.42 | 3571.52 | 3287.42 | 3571.52 | 4113.61 | 3324.01 |
| 21 | 2899.62 | 3287.42 | 3571.52 | 3287.42 | 3571.52 | 4197.40 | 3325.29 |
| 22 | 2969.41 | 3405.21 | 3699.49 | 3405.21 | 3699.49 | 4203.96 | 3443.08 |

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|----|---------|---------|---------|---------|---------|---------|---------|
| 23 | 3044.57 | 3523.00 | 3827.46 | 3523.00 | 3827.46 | 4349.39 | 3562.15 |
| 24 | 3146.36 | 3640.80 | 3955.43 | 3640.80 | 3955.43 | 4494.81 | 3679.94 |
| 25 | 3152.07 | 3647.40 | 3962.61 | 3647.40 | 3962.61 | 4502.96 | 3687.90 |
| 26 | 3157.36 | 3653.52 | 3969.26 | 3653.52 | 3969.26 | 4510.52 | 3694.09 |
| 27 | 3162.26 | 3659.19 | 3975.42 | 3659.19 | 3975.42 | 4517.52 | 3701.11 |
| 28 | 3166.80 | 3664.45 | 3981.13 | 3664.45 | 3981.13 | 4524.01 | 3706.42 |
| 29 | 3171.01 | 3669.31 | 3986.41 | 3669.31 | 3986.41 | 4530.01 | 3711.34 |
| 30 | 3174.90 | 3673.82 | 3991.31 | 3673.82 | 3991.31 | 4535.58 | 3715.91 |
| 31 | 3178.51 | 3677.99 | 3995.84 | 3677.99 | 3995.84 | 4540.73 | 3720.13 |
| 32 | 3181.85 | 3681.86 | 4000.04 | 3681.86 | 4000.04 | 4545.51 | 3724.04 |
| 33 | 3184.94 | 3685.44 | 4003.93 | 3685.44 | 4003.93 | 4549.92 | 3727.66 |
| 34 | 3187.81 | 3688.75 | 4007.54 | 3688.75 | 4007.54 | 4554.02 | 3731.01 |
| 35 | 3190.46 | 3691.82 | 4010.87 | 3691.82 | 4010.87 | 4557.80 | 3734.11 |

2.2. : B2B-L1

| Ancienneté | Catégorie | | | | | | |
|------------|-----------|---------|---------|---------|---------|---------|---------|
| | B2B | B2A | B1C | B1B | MV2 | MV1 | L1 |
| 0 | 2445.38 | 2604.80 | 2839.70 | 3067.88 | 2645.45 | 2839.70 | 3377.62 |
| 1 | 2493.40 | 2676.39 | 2916.55 | 3143.08 | 2731.19 | 2916.55 | 3492.67 |
| 2 | 2541.31 | 2759.26 | 3007.03 | 3229.78 | 2812.98 | 3007.03 | 3604.35 |
| 3 | 2599.57 | 2843.12 | 3103.09 | 3313.34 | 2887.44 | 3103.09 | 3712.58 |
| 4 | 2655.86 | 2920.40 | 3190.27 | 3398.15 | 2970.80 | 3190.27 | 3824.16 |
| 5 | 2683.21 | 2970.15 | 3247.65 | 3466.53 | 3020.94 | 3247.65 | 3942.66 |
| 6 | 2742.02 | 3043.52 | 3335.93 | 3568.03 | 3109.08 | 3335.93 | 4008.34 |
| 7 | 2765.97 | 3088.60 | 3387.88 | 3623.64 | 3153.71 | 3440.79 | 4119.97 |
| 8 | 2814.78 | 3171.67 | 3483.18 | 3725.67 | 3224.97 | 3489.62 | 4178.91 |
| 9 | 2836.22 | 3211.89 | 3529.71 | 3775.38 | 3265.70 | 3562.85 | 4283.95 |
| 10 | 2894.92 | 3273.13 | 3619.67 | 3871.67 | 3347.31 | 3620.84 | 4339.81 |
| 11 | 2913.72 | 3308.36 | 3661.10 | 3915.84 | 3382.87 | 3674.36 | 4435.32 |
| 12 | 2969.41 | 3381.20 | 3746.05 | 4006.79 | 3460.14 | 3747.05 | 4496.24 |
| 13 | 2972.39 | 3412.71 | 3782.69 | 4045.88 | 3491.53 | 3783.51 | 4574.96 |
| 14 | 3076.63 | 3482.72 | 3863.07 | 4131.92 | 3564.80 | 3863.89 | 4641.42 |
| 15 | 3077.96 | 3510.43 | 3895.35 | 4166.49 | 3592.40 | 3895.99 | 4706.88 |
| 16 | 3200.11 | 3576.83 | 3974.87 | 4251.61 | 3662.05 | 3995.31 | 4820.98 |
| 17 | 3201.44 | 3601.12 | 4006.31 | 4285.30 | 3686.34 | 4053.35 | 4861.38 |
| 18 | 3323.59 | 3664.29 | 4081.74 | 4366.04 | 3758.67 | 4121.12 | 5009.98 |
| 19 | 3324.92 | 3685.52 | 4109.31 | 4395.57 | 3774.03 | 4175.30 | 5015.83 |
| 20 | 3447.07 | 3745.81 | 4181.07 | 4472.38 | 3898.32 | 4200.58 | 5198.99 |
| 21 | 3448.40 | 3764.32 | 4205.17 | 4498.20 | 3899.82 | 4251.29 | 5203.31 |
| 22 | 3570.55 | 3822.06 | 4273.67 | 4571.50 | 4037.97 | 4275.41 | 5387.99 |
| 23 | 3694.04 | 3879.07 | 4397.44 | 4705.18 | 4177.62 | 4402.35 | 5577.00 |
| 24 | 3816.19 | 3997.86 | 4542.86 | 4860.78 | 4315.78 | 4547.77 | 5761.68 |
| 25 | 3824.44 | 4006.50 | 4552.69 | 4871.29 | 4325.11 | 4557.05 | 5772.14 |
| 26 | 3830.86 | 4013.23 | 4560.32 | 4879.47 | 4332.37 | 4564.70 | 5781.82 |
| 27 | 3838.14 | 4020.86 | 4568.99 | 4888.73 | 4340.60 | 4572.83 | 5790.80 |
| 28 | 3843.65 | 4026.63 | 4575.55 | 4895.75 | 4346.83 | 4579.39 | 5799.11 |
| 29 | 3848.76 | 4031.97 | 4581.62 | 4902.25 | 4352.60 | 4585.47 | 5806.81 |

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|----|---------|---------|---------|---------|---------|---------|---------|
| 30 | 3853.49 | 4036.93 | 4587.25 | 4908.28 | 4357.95 | 4591.11 | 5813.94 |
| 31 | 3857.86 | 4041.51 | 4592.47 | 4913.85 | 4362.90 | 4596.33 | 5820.55 |
| 32 | 3861.92 | 4045.76 | 4597.29 | 4919.02 | 4367.49 | 4601.16 | 5826.67 |
| 33 | 3865.67 | 4049.70 | 4601.76 | 4923.80 | 4371.73 | 4605.63 | 5832.33 |
| 34 | 3869.15 | 4053.34 | 4605.90 | 4928.23 | 4375.67 | 4609.77 | 5837.58 |
| 35 | 3872.37 | 4056.71 | 4609.73 | 4932.33 | 4379.31 | 4613.61 | 5842.43 |

2.3. : K3-GS

| Ancienneté | Catégorie | | |
|------------|-----------|---------|---------|
| | K3 | G1 | GS |
| 0 | 3489.44 | 4030.68 | 5357.49 |
| 1 | 3590.10 | 4128.47 | 5357.49 |
| 2 | 3694.95 | 4226.24 | 5566.99 |
| 3 | 3799.80 | 4323.97 | 5566.99 |
| 4 | 3925.63 | 4323.97 | 5776.49 |
| 5 | 4089.19 | 4495.06 | 5776.49 |
| 6 | 4089.19 | 4495.06 | 5985.94 |
| 7 | 4256.95 | 4666.15 | 5985.94 |
| 8 | 4256.95 | 4666.15 | 6195.44 |
| 9 | 4424.72 | 4837.25 | 6195.44 |
| 10 | 4424.72 | 4837.25 | 6404.94 |
| 11 | 4634.42 | 5008.33 | 6404.94 |
| 12 | 4634.42 | 5008.33 | 6614.44 |
| 13 | 4823.15 | 5179.43 | 6614.44 |
| 14 | 4823.15 | 5179.43 | 6823.94 |
| 15 | 5011.88 | 5350.47 | 6823.94 |
| 16 | 5011.88 | 5350.47 | 7033.44 |
| 17 | 5221.59 | 5521.56 | 7033.44 |
| 18 | 5221.59 | 5521.56 | 7242.94 |
| 19 | 5221.59 | 5692.65 | 7242.94 |
| 20 | 5410.32 | 5692.65 | 7452.44 |
| 21 | 5410.32 | 5863.74 | 7452.44 |
| 22 | 5620.02 | 5863.74 | 7661.89 |
| 23 | 5829.72 | 6034.83 | 7661.89 |
| 24 | 5997.48 | 6034.83 | 7661.89 |
| 25 | 6008.36 | 6045.78 | 7675.79 |
| 26 | 6018.45 | 6055.92 | 7688.67 |
| 27 | 6027.79 | 6065.32 | 7700.61 |
| 28 | 6036.44 | 6074.03 | 7711.66 |
| 29 | 6044.46 | 6082.09 | 7721.90 |
| 30 | 6051.88 | 6089.57 | 7731.39 |
| 31 | 6058.76 | 6096.49 | 7740.18 |
| 32 | 6065.13 | 6102.90 | 7748.31 |
| 33 | 6071.02 | 6108.83 | 7755.84 |
| 34 | 6076.49 | 6114.32 | 7762.82 |
| 35 | 6081.54 | 6119.41 | 7769.28 |

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

3.1. : L4-B3

| Ancienneté | Catégorie | | | | | | |
|------------|-----------|---------|---------|---------|---------|---------|---------|
| | L4 | L3 | L2 | A3 | A2 | A1 | B3 |
| 0 | 12.3757 | 12.9515 | 14.0034 | 12.9461 | 14.0034 | 16.2894 | 14.5700 |
| 1 | 12.5300 | 13.4480 | 14.5486 | 13.4480 | 14.5486 | 16.2894 | 14.9134 |
| 2 | 12.6840 | 13.9499 | 15.0939 | 13.9499 | 15.0939 | 16.6989 | 15.2720 |
| 3 | 12.8383 | 14.4518 | 15.6392 | 14.4518 | 15.6392 | 17.3185 | 15.6202 |
| 4 | 13.0197 | 14.9537 | 16.1844 | 14.9537 | 16.1844 | 17.9381 | 15.9562 |
| 5 | 13.1535 | 14.9537 | 16.1844 | 14.9537 | 16.1844 | 17.9381 | 16.1237 |
| 6 | 13.6378 | 15.6690 | 16.6054 | 15.6690 | 16.6054 | 18.4651 | 16.5073 |
| 7 | 13.7275 | 15.6690 | 16.6054 | 15.6690 | 16.6054 | 19.4466 | 16.6553 |
| 8 | 14.2560 | 16.2894 | 17.3826 | 16.2894 | 17.3826 | 19.4466 | 16.9337 |
| 9 | 14.3015 | 16.2894 | 17.3826 | 16.2894 | 17.3826 | 19.9557 | 17.0613 |
| 10 | 14.8742 | 16.7436 | 18.0329 | 16.7436 | 18.0329 | 20.2314 | 17.3845 |
| 11 | 14.8758 | 16.7436 | 18.0329 | 16.7436 | 18.0329 | 20.4646 | 17.4985 |
| 12 | 15.4924 | 17.4589 | 18.5808 | 17.4589 | 18.5808 | 21.1145 | 17.8313 |
| 13 | 15.4924 | 17.4589 | 18.5808 | 17.4589 | 18.5808 | 21.1145 | 17.9311 |
| 14 | 16.1106 | 18.0329 | 19.3579 | 18.0329 | 19.3579 | 21.9976 | 18.1416 |
| 15 | 16.1106 | 18.0329 | 19.3579 | 18.0329 | 19.3579 | 21.9976 | 18.2261 |
| 16 | 16.3727 | 18.5334 | 20.1351 | 18.5334 | 20.1351 | 23.2352 | 18.7401 |
| 17 | 16.3727 | 18.5334 | 20.1351 | 18.5334 | 20.1351 | 23.7440 | 18.7478 |
| 18 | 16.9909 | 19.2487 | 20.9122 | 19.2487 | 20.9122 | 24.4726 | 19.4632 |
| 19 | 16.9909 | 19.2487 | 20.9122 | 19.2487 | 20.9122 | 24.9814 | 19.4709 |
| 20 | 17.6090 | 19.9641 | 21.6894 | 19.9641 | 21.6894 | 24.9814 | 20.1863 |
| 21 | 17.6090 | 19.9641 | 21.6894 | 19.9641 | 21.6894 | 25.4903 | 20.1941 |
| 22 | 18.0329 | 20.6794 | 22.4665 | 20.6794 | 22.4665 | 25.5302 | 20.9094 |
| 23 | 18.4893 | 21.3948 | 23.2437 | 21.3948 | 23.2437 | 26.4133 | 21.6325 |
| 24 | 19.1075 | 22.1101 | 24.0208 | 22.1101 | 24.0208 | 27.2964 | 22.3478 |
| 25 | 19.1421 | 22.1502 | 24.0644 | 22.1502 | 24.0644 | 27.3459 | 22.3961 |
| 26 | 19.1743 | 22.1874 | 24.1048 | 22.1874 | 24.1048 | 27.3918 | 22.4337 |
| 27 | 19.2040 | 22.2218 | 24.1422 | 22.2218 | 24.1422 | 27.4343 | 22.4764 |
| 28 | 19.2316 | 22.2537 | 24.1769 | 22.2537 | 24.1769 | 27.4737 | 22.5086 |
| 29 | 19.2571 | 22.2833 | 24.2090 | 22.2833 | 24.2090 | 27.5102 | 22.5385 |
| 30 | 19.2808 | 22.3106 | 24.2387 | 22.3106 | 24.2387 | 27.5440 | 22.5662 |
| 31 | 19.3027 | 22.3360 | 24.2663 | 22.3360 | 24.2663 | 27.5753 | 22.5919 |
| 32 | 19.3230 | 22.3595 | 24.2918 | 22.3595 | 24.2918 | 27.6043 | 22.6156 |
| 33 | 19.3418 | 22.3812 | 24.3154 | 22.3812 | 24.3154 | 27.6311 | 22.6376 |
| 34 | 19.3592 | 22.4013 | 24.3373 | 22.4013 | 24.3373 | 27.6560 | 22.6580 |
| 35 | 19.3753 | 22.4200 | 24.3575 | 22.4200 | 24.3575 | 27.6790 | 22.6768 |

3.2. : B2B-L1

| Ancienneté | Catégorie | | | | | | |
|------------|-----------|---------|---------|---------|---------|---------|---------|
| | B2B | B2A | B1C | B1B | MV2 | MV1 | L1 |
| 0 | 14.8505 | 15.8186 | 17.2452 | 18.6309 | 16.0655 | 17.2452 | 20.5119 |

| | | | | | | | |
|----|---------|---------|---------|---------|---------|---------|---------|
| 1 | 15.1421 | 16.2534 | 17.7118 | 19.0875 | 16.5861 | 17.7118 | 21.2105 |
| 2 | 15.4331 | 16.7566 | 18.2613 | 19.6141 | 17.0829 | 18.2613 | 21.8888 |
| 3 | 15.7868 | 17.2659 | 18.8447 | 20.1215 | 17.5351 | 18.8447 | 22.5460 |
| 4 | 16.1287 | 17.7352 | 19.3741 | 20.6366 | 18.0413 | 19.3741 | 23.2237 |
| 5 | 16.2948 | 18.0374 | 19.7226 | 21.0518 | 18.3458 | 19.7226 | 23.9433 |
| 6 | 16.6520 | 18.4829 | 20.2587 | 21.6682 | 18.8810 | 20.2587 | 24.3422 |
| 7 | 16.7974 | 18.7567 | 20.5742 | 22.0059 | 19.1521 | 20.8955 | 25.0200 |
| 8 | 17.0938 | 19.2612 | 21.1529 | 22.6255 | 19.5848 | 21.1920 | 25.3780 |
| 9 | 17.2240 | 19.5054 | 21.4355 | 22.9274 | 19.8322 | 21.6367 | 26.0159 |
| 10 | 17.5805 | 19.8773 | 21.9818 | 23.5122 | 20.3278 | 21.9889 | 26.3551 |
| 11 | 17.6946 | 20.0913 | 22.2334 | 23.7804 | 20.5438 | 22.3139 | 26.9351 |
| 12 | 18.0329 | 20.5336 | 22.7493 | 24.3327 | 21.0130 | 22.7554 | 27.3051 |
| 13 | 18.0509 | 20.7249 | 22.9718 | 24.5701 | 21.2036 | 22.9768 | 27.7831 |
| 14 | 18.6840 | 21.1501 | 23.4599 | 25.0926 | 21.6486 | 23.4649 | 28.1867 |
| 15 | 18.6920 | 21.3184 | 23.6559 | 25.3025 | 21.8162 | 23.6599 | 28.5843 |
| 16 | 19.4339 | 21.7217 | 24.1389 | 25.8195 | 22.2392 | 24.2630 | 29.2772 |
| 17 | 19.4419 | 21.8692 | 24.3298 | 26.0241 | 22.3867 | 24.6155 | 29.5225 |
| 18 | 20.1837 | 22.2528 | 24.7879 | 26.5144 | 22.8259 | 25.0271 | 30.4250 |
| 19 | 20.1918 | 22.3817 | 24.9553 | 26.6937 | 22.9192 | 25.3561 | 30.4605 |
| 20 | 20.9337 | 22.7478 | 25.3911 | 27.1602 | 23.6740 | 25.5096 | 31.5728 |
| 21 | 20.9417 | 22.8602 | 25.5375 | 27.3170 | 23.6831 | 25.8176 | 31.5990 |
| 22 | 21.6835 | 23.2109 | 25.9534 | 27.7622 | 24.5221 | 25.9640 | 32.7206 |
| 23 | 22.4334 | 23.5571 | 26.7051 | 28.5739 | 25.3702 | 26.7349 | 33.8684 |
| 24 | 23.1753 | 24.2785 | 27.5882 | 29.5189 | 26.2092 | 27.6180 | 34.9900 |
| 25 | 23.2254 | 24.3310 | 27.6479 | 29.5827 | 26.2658 | 27.6744 | 35.0535 |
| 26 | 23.2643 | 24.3718 | 27.6943 | 29.6324 | 26.3099 | 27.7209 | 35.1123 |
| 27 | 23.3086 | 24.4181 | 27.7469 | 29.6887 | 26.3599 | 27.7702 | 35.1668 |
| 28 | 23.3420 | 24.4532 | 27.7867 | 29.7313 | 26.3978 | 27.8101 | 35.2173 |
| 29 | 23.3730 | 24.4857 | 27.8236 | 29.7708 | 26.4328 | 27.8470 | 35.2640 |
| 30 | 23.4017 | 24.5158 | 27.8578 | 29.8074 | 26.4653 | 27.8812 | 35.3074 |
| 31 | 23.4283 | 24.5436 | 27.8895 | 29.8412 | 26.4954 | 27.9129 | 35.3475 |
| 32 | 23.4530 | 24.5694 | 27.9188 | 29.8726 | 26.5232 | 27.9423 | 35.3846 |
| 33 | 23.4757 | 24.5933 | 27.9459 | 29.9016 | 26.5490 | 27.9694 | 35.4190 |
| 34 | 23.4969 | 24.6154 | 27.9711 | 29.9285 | 26.5729 | 27.9946 | 35.4509 |
| 35 | 23.5164 | 24.6359 | 27.9943 | 29.9534 | 26.5950 | 28.0179 | 35.4804 |

3.3. : K3-GS

| Ancienneté | Catégorie | | |
|------------|-----------|---------|---------|
| | K3 | G1 | GS |
| 0 | 21.1910 | 24.4778 | 32.5353 |
| 1 | 21.8022 | 25.0717 | 32.5353 |
| 2 | 22.4390 | 25.6654 | 33.8076 |
| 3 | 23.0757 | 26.2590 | 33.8076 |
| 4 | 23.8398 | 26.2590 | 35.0799 |
| 5 | 24.8332 | 27.2980 | 35.0799 |
| 6 | 24.8332 | 27.2980 | 36.3519 |
| 7 | 25.8519 | 28.3370 | 36.3519 |

| | | | |
|----|---------|---------|---------|
| 8 | 25.8519 | 28.3370 | 37.6241 |
| 9 | 26.8707 | 29.3760 | 37.6241 |
| 10 | 26.8707 | 29.3760 | 38.8964 |
| 11 | 28.1442 | 30.4150 | 38.8964 |
| 12 | 28.1442 | 30.4150 | 40.1687 |
| 13 | 29.2904 | 31.4540 | 40.1687 |
| 14 | 29.2904 | 31.4540 | 41.4409 |
| 15 | 30.4365 | 32.4927 | 41.4409 |
| 16 | 30.4365 | 32.4927 | 42.7132 |
| 17 | 31.7100 | 33.5317 | 42.7132 |
| 18 | 31.7100 | 33.5317 | 43.9855 |
| 19 | 31.7100 | 34.5707 | 43.9855 |
| 20 | 32.8562 | 34.5707 | 45.2577 |
| 21 | 32.8562 | 35.6097 | 45.2577 |
| 22 | 34.1297 | 35.6097 | 46.5297 |
| 23 | 35.4032 | 36.6488 | 46.5297 |
| 24 | 36.4220 | 36.6488 | 46.5297 |
| 25 | 36.4880 | 36.7153 | 46.6141 |
| 26 | 36.5493 | 36.7769 | 46.6923 |
| 27 | 36.6060 | 36.8339 | 46.7648 |
| 28 | 36.6586 | 36.8868 | 46.8320 |
| 29 | 36.7072 | 36.9358 | 46.8941 |
| 30 | 36.7523 | 36.9812 | 46.9518 |
| 31 | 36.7941 | 37.0232 | 47.0051 |
| 32 | 36.8328 | 37.0621 | 47.0545 |
| 33 | 36.8686 | 37.0981 | 47.1003 |
| 34 | 36.9017 | 37.1315 | 47.1426 |
| 35 | 36.9324 | 37.1624 | 47.1818 |

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 | 2086.7200 |
| Par heure (38h/semaine) | 12.6724 |