

## Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/12/2022 (Dernière actualisation de la page 09/07/2024)

Indexation de 2% en 12/2022.

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	2078.65	2175.37	2352.04	2174.46	2352.04	2736.01	2447.22
1	2104.57	2258.76	2443.63	2258.76	2443.63	2736.01	2504.89
2	2130.44	2343.06	2535.21	2343.06	2535.21	2804.79	2565.13
3	2156.36	2427.36	2626.79	2427.36	2626.79	2908.86	2623.61
4	2186.82	2511.66	2718.38	2511.66	2718.38	3012.93	2680.04
5	2209.30	2511.66	2718.38	2511.66	2718.38	3012.93	2708.18
6	2290.65	2631.81	2789.09	2631.81	2789.09	3101.45	2772.61
7	2305.71	2631.81	2789.09	2631.81	2789.09	3266.30	2797.46
8	2394.48	2736.01	2919.63	2736.01	2919.63	3266.30	2844.23
9	2402.12	2736.01	2919.63	2736.01	2919.63	3351.81	2865.67
10	2498.31	2812.29	3028.85	2812.29	3028.85	3398.12	2919.94
11	2498.58	2812.29	3028.85	2812.29	3028.85	3437.28	2939.10
12	2602.15	2932.44	3120.88	2932.44	3120.88	3546.45	2995.00
13	2602.15	2932.44	3120.88	2932.44	3120.88	3546.45	3011.75
14	2705.98	3028.85	3251.41	3028.85	3251.41	3694.78	3047.11
15	2705.98	3028.85	3251.41	3028.85	3251.41	3694.78	3061.31
16	2750.00	3112.93	3381.94	3112.93	3381.94	3902.64	3147.63
17	2750.00	3112.93	3381.94	3112.93	3381.94	3988.11	3148.94
18	2853.83	3233.07	3512.47	3233.07	3512.47	4110.48	3269.08
19	2853.83	3233.07	3512.47	3233.07	3512.47	4195.95	3270.39
20	2957.66	3353.22	3643.01	3353.22	3643.01	4195.95	3390.54
21	2957.66	3353.22	3643.01	3353.22	3643.01	4281.42	3391.85
22	3028.85	3473.37	3773.54	3473.37	3773.54	4288.11	3511.99

23	3105.51	3593.52	3904.07	3593.52	3904.07	4436.45	3633.45
24	3209.34	3713.67	4034.60	3713.67	4034.60	4584.78	3753.60
25	3215.17	3720.41	4041.92	3720.41	4041.92	4593.10	3761.72
26	3220.56	3726.65	4048.71	3726.65	4048.71	4600.80	3768.03
27	3225.56	3732.44	4054.99	3732.44	4054.99	4607.94	3775.19
28	3230.19	3737.79	4060.81	3737.79	4060.81	4614.56	3780.61
29	3234.48	3742.76	4066.20	3742.76	4066.20	4620.69	3785.63
30	3238.45	3747.36	4071.20	3747.36	4071.20	4626.37	3790.28
31	3242.13	3751.61	4075.83	3751.61	4075.83	4631.62	3794.59
32	3245.54	3755.56	4080.11	3755.56	4080.11	4636.49	3798.58
33	3248.70	3759.21	4084.08	3759.21	4084.08	4641.00	3802.27
34	3251.62	3762.59	4087.75	3762.59	4087.75	4645.17	3805.69
35	3254.32	3765.72	4091.15	3765.72	4091.15	4649.04	3808.86

## 2.2. : B2B-L1

Ancienneté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	2494.33	2656.93	2896.54	3129.29	2698.40	2896.54	3445.23
1	2543.30	2729.96	2974.92	3205.99	2785.85	2974.92	3562.58
2	2592.18	2814.49	3067.22	3294.43	2869.28	3067.22	3676.50
3	2651.60	2900.03	3165.20	3379.66	2945.24	3165.20	3786.89
4	2709.02	2978.85	3254.13	3466.17	3030.27	3254.13	3900.71
5	2736.91	3029.60	3312.66	3535.91	3081.41	3312.66	4021.57
6	2796.91	3104.44	3402.70	3639.44	3171.31	3402.70	4088.57
7	2821.34	3150.43	3455.69	3696.18	3216.84	3509.67	4202.43
8	2871.12	3235.16	3552.90	3800.25	3289.52	3559.47	4262.56
9	2892.99	3276.19	3600.36	3850.95	3331.06	3634.16	4369.70
10	2952.87	3338.65	3692.12	3949.17	3414.31	3693.31	4426.68
11	2972.04	3374.59	3734.38	3994.22	3450.59	3747.91	4524.09
12	3028.85	3448.88	3821.03	4086.99	3529.40	3822.05	4586.24
13	3031.88	3481.02	3858.41	4126.86	3561.42	3859.25	4666.53
14	3138.21	3552.43	3940.39	4214.63	3636.15	3941.23	4734.32
15	3139.57	3580.70	3973.32	4249.88	3664.30	3973.98	4801.09
16	3264.16	3648.43	4054.43	4336.71	3735.35	4075.28	4917.47
17	3265.52	3673.20	4086.50	4371.07	3760.13	4134.48	4958.68
18	3390.12	3737.63	4163.44	4453.43	3833.90	4203.61	5110.26
19	3391.47	3759.29	4191.56	4483.55	3849.57	4258.87	5116.23
20	3516.07	3820.78	4264.76	4561.90	3976.35	4284.66	5303.05
21	3517.42	3839.67	4289.35	4588.23	3977.88	4336.39	5307.46
22	3642.02	3898.56	4359.21	4663.01	4118.80	4360.99	5495.84
23	3767.98	3956.72	4485.46	4799.36	4261.25	4490.47	5688.63
24	3892.58	4077.88	4633.79	4958.07	4402.16	4638.80	5877.01
25	3900.99	4086.70	4643.81	4968.80	4411.68	4648.27	5887.67
26	3907.54	4093.56	4651.61	4977.13	4419.08	4656.07	5897.55
27	3914.97	4101.34	4660.44	4986.59	4427.48	4664.36	5906.71
28	3920.59	4107.23	4667.14	4993.75	4433.84	4671.06	5915.19
29	3925.79	4112.68	4673.33	5000.38	4439.73	4677.26	5923.04

30	3930.62	4117.73	4679.07	5006.52	4445.18	4683.01	5930.32
31	3935.08	4122.41	4684.39	5012.21	4450.23	4688.33	5937.06
32	3939.22	4126.74	4689.31	5017.48	4454.91	4693.26	5943.30
33	3943.05	4130.76	4693.87	5022.36	4459.24	4697.82	5949.07
34	3946.60	4134.47	4698.10	5026.88	4463.25	4702.04	5954.43
35	3949.88	4137.91	4702.00	5031.06	4466.96	4705.95	5959.38

### 2.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	3559.29	4111.36	5464.72
1	3661.96	4211.10	5464.72
2	3768.91	4310.84	5678.42
3	3875.86	4410.52	5678.42
4	4004.20	4410.52	5892.11
5	4171.04	4585.04	5892.11
6	4171.04	4585.04	6105.76
7	4342.16	4759.55	6105.76
8	4342.16	4759.55	6319.45
9	4513.28	4934.07	6319.45
10	4513.28	4934.07	6533.14
11	4727.18	5108.58	6533.14
12	4727.18	5108.58	6746.84
13	4919.69	5283.10	6746.84
14	4919.69	5283.10	6960.53
15	5112.20	5457.56	6960.53
16	5112.20	5457.56	7174.22
17	5326.10	5632.08	7174.22
18	5326.10	5632.08	7387.92
19	5326.10	5806.59	7387.92
20	5518.61	5806.59	7601.61
21	5518.61	5981.11	7601.61
22	5732.51	5981.11	7815.26
23	5946.41	6155.62	7815.26
24	6117.53	6155.62	7815.26
25	6128.63	6166.79	7829.43
26	6138.91	6177.14	7842.57
27	6148.44	6186.73	7854.74
28	6157.27	6195.61	7866.02
29	6165.44	6203.84	7876.46
30	6173.02	6211.46	7886.15
31	6180.03	6218.52	7895.10
32	6186.53	6225.05	7903.40
33	6192.54	6231.10	7911.09
34	6198.11	6236.71	7918.20
35	6203.27	6241.90	7924.79

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

#### 3.1. : L4-B3

Ancienneté	Catégorie						
	L4	L3	L2	A3	A2	A1	B3
0	12.6234	13.2107	14.2837	13.2052	14.2837	16.6155	14.8616
1	12.7808	13.7172	14.8398	13.7172	14.8398	16.6155	15.2119
2	12.9379	14.2291	15.3960	14.2291	15.3960	17.0331	15.5777
3	13.0953	14.7411	15.9522	14.7411	15.9522	17.6652	15.9329
4	13.2803	15.2530	16.5084	15.2530	16.5084	18.2972	16.2755
5	13.4168	15.2530	16.5084	15.2530	16.5084	18.2972	16.4464
6	13.9108	15.9826	16.9378	15.9826	16.9378	18.8347	16.8377
7	14.0023	15.9826	16.9378	15.9826	16.9378	19.8358	16.9886
8	14.5414	16.6155	17.7305	16.6155	17.7305	19.8358	17.2727
9	14.5878	16.6155	17.7305	16.6155	17.7305	20.3551	17.4029
10	15.1719	17.0787	18.3938	17.0787	18.3938	20.6363	17.7324
11	15.1736	17.0787	18.3938	17.0787	18.3938	20.8742	17.8488
12	15.8025	17.8083	18.9527	17.8083	18.9527	21.5371	18.1882
13	15.8025	17.8083	18.9527	17.8083	18.9527	21.5371	18.2900
14	16.4331	18.3938	19.7454	18.3938	19.7454	22.4379	18.5047
15	16.4331	18.3938	19.7454	18.3938	19.7454	22.4379	18.5910
16	16.7004	18.9044	20.5381	18.9044	20.5381	23.7002	19.1152
17	16.7004	18.9044	20.5381	18.9044	20.5381	24.2193	19.1231
18	17.3309	19.6340	21.3308	19.6340	21.3308	24.9624	19.8527
19	17.3309	19.6340	21.3308	19.6340	21.3308	25.4815	19.8607
20	17.9615	20.3637	22.1235	20.3637	22.1235	25.4815	20.5903
21	17.9615	20.3637	22.1235	20.3637	22.1235	26.0005	20.5983
22	18.3938	21.0934	22.9162	21.0934	22.9162	26.0412	21.3279
23	18.8594	21.8230	23.7089	21.8230	23.7089	26.9420	22.0655
24	19.4899	22.5527	24.5016	22.5527	24.5016	27.8428	22.7951
25	19.5253	22.5936	24.5461	22.5936	24.5461	27.8933	22.8444
26	19.5581	22.6315	24.5873	22.6315	24.5873	27.9401	22.8828
27	19.5884	22.6666	24.6255	22.6666	24.6255	27.9835	22.9263
28	19.6165	22.6992	24.6608	22.6992	24.6608	28.0236	22.9592
29	19.6426	22.7293	24.6935	22.7293	24.6935	28.0609	22.9897
30	19.6667	22.7572	24.7239	22.7572	24.7239	28.0953	23.0179
31	19.6891	22.7831	24.7520	22.7831	24.7520	28.1273	23.0441
32	19.7098	22.8070	24.7780	22.8070	24.7780	28.1568	23.0683
33	19.7289	22.8292	24.8021	22.8292	24.8021	28.1842	23.0907
34	19.7467	22.8497	24.8244	22.8497	24.8244	28.2095	23.1115
35	19.7631	22.8687	24.8450	22.8687	24.8450	28.2330	23.1307

#### 3.2. : B2B-L1

Ancienneté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	15.1477	16.1352	17.5903	19.0038	16.3870	17.5903	20.9224

1	15.4452	16.5787	18.0663	19.4696	16.9181	18.0663	21.6351
2	15.7420	17.0920	18.6269	20.0067	17.4248	18.6269	22.3269
3	16.1028	17.6115	19.2219	20.5243	17.8861	19.2219	22.9973
4	16.4516	18.0902	19.7619	21.0496	18.4024	19.7619	23.6885
5	16.6209	18.3984	20.1173	21.4732	18.7130	20.1173	24.4225
6	16.9853	18.8529	20.6642	22.1019	19.2590	20.6642	24.8294
7	17.1336	19.1321	20.9860	22.4464	19.5355	21.3138	25.5208
8	17.4360	19.6467	21.5763	23.0784	19.9769	21.6162	25.8860
9	17.5688	19.8959	21.8646	23.3864	20.2291	22.0698	26.5366
10	17.9324	20.2752	22.4218	23.9828	20.7347	22.4290	26.8827
11	18.0488	20.4934	22.6784	24.2564	20.9550	22.7606	27.4743
12	18.3938	20.9446	23.2047	24.8198	21.4336	23.2108	27.8517
13	18.4123	21.1398	23.4316	25.0619	21.6280	23.4367	28.3393
14	19.0580	21.5735	23.9295	25.5949	22.0819	23.9346	28.7509
15	19.0662	21.7451	24.1295	25.8090	22.2529	24.1335	29.1564
16	19.8229	22.1565	24.6220	26.3363	22.6843	24.7486	29.8632
17	19.8311	22.3069	24.8168	26.5450	22.8348	25.1082	30.1135
18	20.5878	22.6982	25.2841	27.0451	23.2828	25.5280	31.0340
19	20.5960	22.8297	25.4548	27.2280	23.3780	25.8636	31.0702
20	21.3527	23.2031	25.8993	27.7038	24.1479	26.0202	32.2048
21	21.3609	23.3178	26.0487	27.8638	24.1572	26.3343	32.2315
22	22.1176	23.6755	26.4729	28.3179	25.0129	26.4837	33.3755
23	22.8825	24.0287	27.2396	29.1459	25.8780	27.2700	34.5463
24	23.6391	24.7645	28.1404	30.1097	26.7338	28.1708	35.6903
25	23.6902	24.8180	28.2013	30.1749	26.7916	28.2284	35.7551
26	23.7300	24.8597	28.2486	30.2255	26.8365	28.2757	35.8151
27	23.7751	24.9069	28.3023	30.2829	26.8875	28.3261	35.8707
28	23.8092	24.9427	28.3429	30.3264	26.9261	28.3667	35.9222
29	23.8409	24.9758	28.3806	30.3667	26.9619	28.4044	35.9699
30	23.8702	25.0065	28.4154	30.4040	26.9950	28.4393	36.0141
31	23.8973	25.0349	28.4477	30.4385	27.0257	28.4716	36.0550
32	23.9224	25.0612	28.4776	30.4705	27.0541	28.5016	36.0929
33	23.9456	25.0856	28.5053	30.5001	27.0804	28.5293	36.1280
34	23.9672	25.1081	28.5309	30.5276	27.1048	28.5549	36.1605
35	23.9871	25.1290	28.5547	30.5530	27.1273	28.5787	36.1906

### 3.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	21.6151	24.9678	33.1866
1	22.2386	25.5735	33.1866
2	22.8881	26.1792	34.4843
3	23.5376	26.7846	34.4843
4	24.3170	26.7846	35.7821
5	25.3302	27.8444	35.7821
6	25.3302	27.8444	37.0795
7	26.3694	28.9042	37.0795

8	26.3694	28.9042	38.3772
9	27.4086	29.9640	38.3772
10	27.4086	29.9640	39.6750
11	28.7076	31.0238	39.6750
12	28.7076	31.0238	40.9727
13	29.8767	32.0836	40.9727
14	29.8767	32.0836	42.2704
15	31.0458	33.1431	42.2704
16	31.0458	33.1431	43.5682
17	32.3448	34.2029	43.5682
18	32.3448	34.2029	44.8659
19	32.3448	35.2627	44.8659
20	33.5138	35.2627	46.1636
21	33.5138	36.3225	46.1636
22	34.8128	36.3225	47.4611
23	36.1118	37.3823	47.4611
24	37.1510	37.3823	47.4611
25	37.2184	37.4502	47.5472
26	37.2809	37.5130	47.6270
27	37.3387	37.5712	47.7009
28	37.3923	37.6252	47.7694
29	37.4420	37.6751	47.8328
30	37.4880	37.7214	47.8916
31	37.5306	37.7643	47.9460
32	37.5700	37.8040	47.9964
33	37.6065	37.8407	48.0430
34	37.6404	37.8748	48.0863
35	37.6717	37.9063	48.1262

**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	2128.480
Par heure (38h/semaine)	12.926