

## Salaires minimums par (sous-)commission paritaire

Commission paritaire 3320099: établissements et services de l'aide sociale et des soins de sante pour lesquels aucune cct spécifique n'a été conclue

En vigueur au 01/12/2022 (Dernière actualisation de la page 13/12/2022)

Indexation de 2% en 12/2022. Ce sous-secteur n'est pas une sous-commission paritaire officielle. Cependant, les données salariales sont reprises dans les CCT sectorielles de la commission paritaire officielle (CP 332).

### 1. REGIME (sur base hebdomadaire): 38h

#### 1.1. : Travailleurs fournissant généralement un travail d'ordre manuel

##### 1.1.1. : Barèmes de rémunération mensuelle minima

| AGE / ANNEES DE SERVICES | CATEGORIE |         |         |         |         |
|--------------------------|-----------|---------|---------|---------|---------|
|                          | 1         | 2       | 3       | 4       | 5       |
| -18a                     | 1363.29   | 1420.81 | 1593.82 | 1615.40 | 1779.69 |
| 18a / 0                  | 1434.99   | 1492.65 | 1665.56 | 1687.14 | 1842.61 |
| 1                        | 1463.75   | 1521.54 | 1694.28 | 1715.83 | 1843.65 |
| 2                        | 1492.65   | 1550.20 | 1722.87 | 1744.43 | 1869.03 |
| 3                        | 1521.54   | 1579.10 | 1751.83 | 1773.35 | 1894.75 |
| 5                        | 1550.20   | 1607.70 | 1780.73 | 1802.09 | 1920.14 |
| 7                        | 1579.10   | 1636.42 | 1809.43 | 1831.01 | 1945.66 |
| 9                        | 1607.70   | 1664.22 | 1838.33 | 1842.61 | 1971.54 |
| 11                       | 1636.42   | 1694.28 | 1842.61 | 1850.89 | 1996.98 |
| 13                       | 1664.22   | 1722.87 | 1857.13 | 1876.31 | 2022.46 |
| 15                       | 1694.28   | 1751.83 | 1883.05 | 1902.24 | 2048.20 |
| 17                       | 1722.87   | 1780.73 | 1908.54 | 1927.72 | 2073.78 |
| 19                       | 1751.83   | 1809.43 | 1933.92 | 1953.10 | 2099.32 |
| 21                       | 1780.73   | 1838.33 | 1959.64 | 1978.64 | 2124.99 |
| 23                       | 1809.43   | 1842.61 | 1985.14 | 2004.22 | 2150.37 |
| 25                       | 1838.33   | 1857.13 | 2010.76 | 2007.64 | 2175.89 |
| 27                       | 1838.33   | 1857.13 | 2036.44 | 2055.34 | 2201.77 |

#### 1.2. : Travailleurs fournissant un travail principalement intellectuel

##### 1.2.1. : Personnel administratif

##### 1.2.1.1. : Barèmes de rémunération mensuelle minima

| AGE / ANNEES DE SERVICES | CATEGORIE               |                         |                         |                         |                         |
|--------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                          | 1                       | 2                       | 3                       | 4                       | 5                       |
|                          | 0 anc. = 18 ans minimum | 0 anc. = 18 ans minimum | 0 anc. = 20 ans minimum | 0 anc. = 20 ans minimum | 0 anc. = 20 ans minimum |

|        |         |         |         |         |         |
|--------|---------|---------|---------|---------|---------|
| -18a   | 1485.75 | 1507.16 | 1650.44 | 1808.39 | 1957.76 |
| 0 anc. | 1557.54 | 1614.70 | 1793.81 | 1906.70 | 2085.04 |
| 1      | 1586.14 | 1650.44 | 1836.95 | 1944.88 | 2123.19 |
| 2      | 1614.80 | 1686.30 | 1842.81 | 1983.04 | 2161.37 |
| 3      | 1643.50 | 1722.23 | 1881.03 | 2021.28 | 2199.55 |
| 5      | 1672.16 | 1765.15 | 1919.20 | 2059.44 | 2237.73 |
| 7      | 1700.85 | 1808.25 | 1970.20 | 2110.45 | 2288.79 |
| 9      | 1729.51 | 1842.45 | 2072.20 | 2212.43 | 2390.72 |
| 11     | 1758.17 | 1855.55 | 2174.11 | 2314.36 | 2492.70 |
| 13     | 1786.87 | 1906.54 | 2263.35 | 2403.60 | 2581.87 |
| 15     | 1815.53 | 1957.62 | 2352.58 | 2492.84 | 2671.13 |
| 17     | 1842.45 | 2008.64 | 2441.78 | 2582.03 | 2760.36 |
| 19     | 1842.45 | 2059.70 | 2531.01 | 2671.27 | 2849.60 |
| 21     | 1862.13 | 2110.71 | 2620.25 | 2760.50 | 2938.77 |
| 23     | 1887.61 | 2161.77 | 2709.48 | 2849.70 | 3028.01 |
| 25     | 1913.04 | 2212.79 | 2798.68 | 2938.93 | 3117.24 |
| 27     | 1938.52 | 2263.85 | 2887.92 | 3028.17 | 3206.50 |
| 29     | 1938.52 | 2314.86 | 2977.15 | 3117.40 | 3295.68 |

## 1.2.2. : Personnel technique et paramédical

### 1.2.2.1. : Barèmes de rémunération mensuelle minima

| AGE /<br>ANNEES<br>DE<br>SERVICES | CATEGORIE                     |                               |                               |                               |                               |
|-----------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
|                                   | 1                             | 2                             | 3                             | 4                             | 5                             |
|                                   | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 18<br>ans<br>minimum | 0 anc. = 20<br>ans<br>minimum | 0 anc. = 23<br>ans<br>minimum |
| -18a                              | 1485.75                       | 1607.56                       |                               |                               |                               |
| 0 anc.                            | 1557.54                       | 1714.93                       | 1957.62                       | 2021.38                       | 2191.21                       |
| 1                                 | 1586.14                       | 1750.93                       | 1989.44                       | 2059.54                       | 2235.89                       |
| 2                                 | 1614.80                       | 1786.67                       | 2021.28                       | 2097.72                       | 2280.57                       |
| 3                                 | 1643.50                       | 1822.53                       | 2053.10                       | 2135.93                       | 2325.22                       |
| 5                                 | 1672.16                       | 1842.45                       | 2091.28                       | 2174.11                       | 2401.72                       |
| 7                                 | 1700.85                       | 1868.29                       | 2129.45                       | 2225.13                       | 2478.22                       |
| 9                                 | 1729.51                       | 1906.44                       | 2167.61                       | 2327.10                       | 2554.71                       |
| 10                                | 1729.51                       | 1906.44                       | 2167.61                       | 2327.10                       | 2840.92                       |
| 11                                | 1758.17                       | 1944.62                       | 2205.79                       | 2429.04                       | 2924.01                       |
| 13                                | 1786.87                       | 1995.70                       | 2256.87                       | 2518.27                       | 3000.45                       |
| 15                                | 1815.53                       | 2046.70                       | 2307.86                       | 2607.47                       | 3076.95                       |
| 17                                | 1842.45                       | 2097.78                       | 2358.94                       | 2696.71                       | 3153.44                       |
| 19                                | 1842.45                       | 2148.77                       | 2409.96                       | 2785.94                       | 3334.93                       |
| 21                                | 1862.13                       | 2199.85                       | 2461.02                       | 2875.18                       | 3407.83                       |
| 23                                | 1887.61                       | 2250.87                       | 2512.03                       | 2964.35                       | 3480.65                       |
| 25                                | 1913.04                       | 2301.92                       | 2563.09                       | 3053.61                       | 3553.52                       |
| 27                                | 1938.52                       | 2352.94                       | 2614.11                       | 3142.84                       | 3626.36                       |
| 29                                | 1938.52                       | 2404.00                       | 2665.17                       | 3232.08                       | 3626.36                       |
| 31                                | 1938.52                       | 2404.00                       | 2716.18                       | 3232.08                       | 3626.36                       |

### 1.2.3. : Personnel soignant

#### 1.2.3.1. : Barèmes de rémunération mensuelle minima

| AGE /<br>ANNEES<br>DE<br>SERVICE<br>S | CATEGORIE                     |                               |                               |                               |                               |                               |
|---------------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
|                                       | 1                             | 2                             | 3                             | 4                             | 5                             | 6                             |
|                                       | 0 anc. =<br>18 ans<br>minimum | 0 anc. =<br>18 ans<br>minimum | 0 anc. =<br>18 ans<br>minimum | 0 anc. =<br>20 ans<br>minimum | 0 anc. =<br>23 ans<br>minimum | 0 anc. =<br>23 ans<br>minimum |
| -18a                                  | 1593.48                       | 1607.56                       |                               |                               |                               |                               |
| 0 anc.                                | 1665.22                       | 1714.93                       | 1957.62                       | 2021.38                       | 2191.21                       | 2416.64                       |
| 1                                     | 1693.88                       | 1750.93                       | 1989.44                       | 2059.54                       | 2235.89                       | 2461.32                       |
| 2                                     | 1722.53                       | 1786.67                       | 2021.28                       | 2097.72                       | 2280.57                       | 2505.97                       |
| 3                                     | 1751.23                       | 1822.53                       | 2053.10                       | 2135.93                       | 2325.22                       | 2550.69                       |
| 5                                     | 1779.89                       | 1842.45                       | 2091.28                       | 2174.11                       | 2401.72                       | 2627.15                       |
| 7                                     | 1808.55                       | 1868.29                       | 2129.45                       | 2225.13                       | 2478.22                       | 2703.64                       |
| 9                                     | 1837.25                       | 1906.44                       | 2167.61                       | 2327.10                       | 2554.71                       | 2780.14                       |
| 10                                    | 1837.25                       | 1906.44                       | 2167.61                       | 2327.10                       | 2840.92                       | 2857.92                       |
| 11                                    | 1842.45                       | 1944.62                       | 2205.79                       | 2429.04                       | 2973.59                       | 2930.89                       |
| 13                                    | 1855.89                       | 1995.70                       | 2256.87                       | 2518.27                       | 3000.45                       | 3012.35                       |
| 15                                    | 1881.37                       | 2046.70                       | 2307.86                       | 2607.47                       | 3077.01                       | 3098.03                       |
| 17                                    | 1906.80                       | 2097.78                       | 2358.94                       | 2696.71                       | 3153.44                       | 3183.64                       |
| 19                                    | 1932.28                       | 2148.77                       | 2409.96                       | 2785.94                       | 3334.93                       | 3334.93                       |
| 21                                    | 1957.72                       | 2199.85                       | 2461.02                       | 2875.18                       | 3407.83                       | 3407.83                       |
| 23                                    | 1983.20                       | 2250.87                       | 2512.03                       | 2964.35                       | 3480.65                       | 3480.65                       |
| 25                                    | 2008.64                       | 2301.92                       | 2563.09                       | 3053.61                       | 3553.52                       | 3553.52                       |
| 27                                    | 2034.12                       | 2352.94                       | 2614.11                       | 3142.84                       | 3626.36                       | 3626.36                       |
| 29                                    | 2034.12                       | 2404.00                       | 2665.17                       | 3232.08                       | 3626.36                       | 3626.36                       |
| 31                                    | 2034.12                       | 2404.00                       | 2716.18                       | 3232.08                       | 3626.36                       | 3626.36                       |