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 01/12/2023 (Dernière actualisation de la page 07/06/2024)

Indexation de 2% en 12/2023.

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	33989.15	31375.75	31409.32	29633.22	27777.66	39920.94	43313.63
1	36214.16	33520.61	33794.92	31613.03	29924.90	41782.14	44895.05
2	36284.01	33590.44	33794.92	31933.93	30212.51	41851.98	44964.88
3	37311.52	34139.17	34345.53	32254.75	30500.11	43225.56	46139.43
4	37311.52	34139.17	34345.53	32505.79	30751.10	43225.56	46139.43
5	38339.06	34847.46	35079.55	32826.68	31052.96	44599.41	47313.96
6	38339.06	34847.46	35079.55	33139.90	31304.00	44599.41	47313.96
7	43135.08	39065.33	39821.60	33421.84	62205.84	45996.43	48511.77
8	43135.08	39065.33	39821.60	33672.90	31856.87	45996.43	48511.77
9	44297.90	40135.09	40944.55	34017.03	32173.65	47486.33	49802.62
10	44948.93	40786.12	41665.45	35002.10	33158.47	48138.19	50453.69
11	46111.78	41855.84	42711.89	35396.21	33534.17	49628.29	51744.56
12	46111.78	41855.84	42711.89	35697.39	33835.33	49628.29	51744.56
13	47251.32	42925.60	43781.64	36091.56	34211.13	51095.19	53012.19
14	47251.32	42925.60	43781.64	36392.72	34512.25	51095.19	53012.19
15	48390.87	43995.30	44851.38	36786.96	34906.27	52561.84	54279.83
16	51755.01	43995.30	44851.38	37088.04	35207.41	52561.84	54279.83

17	52894.55	45065.02	45921.12	37482.29	35601.40	54028.70	55547.43
18	52894.55	45065.02	45921.12	37783.39	35902.55	54028.70	55547.43
19	54034.10	46134.78	46990.81	38177.63	36296.58	55495.59	56814.99
20	54034.10	46134.78	46990.81	38478.74	36597.68	55495.59	56814.99
21	55173.70	47152.12	48060.53	38872.92	36991.74	56962.25	58082.66
22	55173.70	47152.12	48060.53	39174.08	37292.82	56962.25	58082.66
23	56313.23	48169.55	49130.29	39568.28	37686.91	58429.14	59350.24
24	56313.23	48169.55	49130.29	39874.84	37987.99	58429.14	59350.24
25	57452.83	49239.25	50200.02	40275.00	38382.01	59895.98	60617.88
26	57452.83	49239.25	50200.02	40582.13	38683.15	59895.98	60617.88
27	58592.35	50308.96	51269.69	40982.28	39077.16	61362.65	61885.50
28	58592.35	50308.96	51269.69	41289.46	39378.31	61362.65	61885.50
29	58755.26	50471.86	51432.67	41689.63	39776.61	61525.55	62049.35
30	58755.26	50471.86	51432.67	41689.63	39776.61	61525.55	62049.35
31	58755.26	50471.86	51432.67	41689.63	39776.61	61525.55	62212.26

1.2. : fonctions 6 à 11

ANCIENNETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	34039.34	45767.38	27777.66	28328.92	32326.84	27229.40
1	36419.69	47883.91	29924.90	30660.02	34644.48	29425.24
2	36501.13	48046.80	30212.51	30961.00	34712.44	29699.22
3	37540.25	49959.66	30500.11	31245.92	35263.03	29973.31
4	37540.25	49959.66	30751.10	31492.99	35263.03	30247.37
5	38637.58	51959.74	31052.96	31777.32	35971.40	30521.60
6	38637.58	51959.74	31304.00	32350.08	35971.40	30795.55
7	43480.15	53959.87	31605.84	32976.02	37341.36	61669.59
8	43480.15	53959.87	31856.87	33534.63	37341.36	31343.67
9	45131.71	55959.94	32158.74	34256.11	38804.52	31617.66
10	45782.76	56611.04	33143.57	35453.30	39442.99	32741.27
11	46899.07	58611.17	33495.44	36174.82	40767.24	33073.17
12	46899.07	58611.17	33796.61	36733.46	40767.24	33404.99
13	48015.34	60611.27	34148.56	37454.98	42069.57	33721.18
14	48015.34	60611.27	34449.67	38013.55	42069.57	34068.68
15	49131.63	62611.37	34820.44	38735.08	43371.99	34400.59
16	52495.78	62611.37	35121.56	39293.72	43371.99	34732.40

17	53612.04	64611.46	35492.28	40023.14	44674.39	35064.31
18	54092.99	64611.46	35793.44	40592.79	44674.39	35396.09
19	55209.26	66611.59	36164.18	41325.25	45976.72	35727.98
20	55209.26	66611.59	36465.28	41894.93	45976.72	36059.92
21	56325.60	68611.76	36836.07	42627.45	47279.19	36391.71
22	56325.60	68611.76	37137.17	43197.08	47279.19	36723.51
23	57441.86	70611.84	37507.96	43929.67	48581.57	37055.41
24	57441.86	70611.84	37809.05	44499.25	48581.57	37387.29
25	58558.19	70611.84	38179.79	45231.82	49883.95	37719.13
26	58558.19	70611.84	38480.94	45801.41	49883.95	38020.32
27	59674.46	70611.84	38891.50	46533.99	51186.35	38349.25
28	59674.46	70611.84	39192.64	47103.57	51186.35	38637.89
29	59674.46	70611.84	39607.48	47836.11	52488.74	38926.54
30	59674.46	70611.84	39607.48	47836.11	52488.74	38926.54
31	59674.46	70611.84	39607.48	47836.11	52488.74	38926.54

1.3. : fonctions 9 à 18

ANCIENNETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	49474.71	43499.81	57717.59	53324.98	70715.58	31409.32	29633.22
1	50889.15	45081.24	58845.04	54606.41	70715.58	33730.05	31613.03
2	51043.15	45151.08	60048.83	55887.86	73461.54	33799.89	31933.93
3	52961.06	46325.64	60950.50	57169.30	73461.54	34348.63	32254.75
4	52961.06	46325.64	62882.29	57169.30	76207.53	34348.63	32505.79
5	54961.48	47500.15	63137.28	59411.78	76207.53	35056.92	32826.68
6	54961.48	47500.15	65062.97	59411.78	78953.53	35056.92	33139.90
7	56961.89	48697.95	65069.22	61654.24	78953.53	39274.79	33421.84
8	56961.89	48697.95	67787.78	61654.24	81699.51	39274.79	33672.90
9	58962.24	49988.80	67793.79	63896.70	81699.51	40852.57	34017.03
10	59049.16	50639.88	70616.54	63896.70	84445.50	41503.61	35002.10
11	61049.34	51930.75	70618.78	66139.16	84445.50	42619.88	35396.21
12	61049.34	51930.75	73341.67	66139.16	87191.49	42619.88	35697.39
13	63049.50	53198.39	73343.80	68381.63	87191.49	43736.18	36091.56
14	63049.50	53198.39	76066.83	68381.63	89937.48	43736.18	36392.72
15	65049.75	54466.01	76068.96	70624.09	89937.48	44852.46	36786.96

16	65049.75	54466.01	78792.01	70624.09	92683.48	44852.46	37088.04
17	67049.90	55733.61	78794.03	72866.58	92683.48	45968.73	37482.29
18	67049.90	55733.61	81517.17	72866.58	95429.46	45968.73	37783.39
19	69050.03	57001.19	81519.17	75109.01	95429.46	47085.06	38177.63
20	69050.03	57001.19	94442.36	75109.01	98175.45	47085.06	38478.74
21	71050.20	58268.84	84244.31	77351.49	98175.45	48201.31	38872.92
22	71050.20	58268.84	86967.58	77351.49	100921.44	48201.31	39174.08
23	73050.40	59536.43	86969.45	79593.96	100921.44	49317.62	39568.28
24	73050.40	59536.43	86969.45	79593.96	100921.44	49317.62	39874.84
25	75049.04	60804.06	86969.45	79593.96	100921.44	50433.90	40275.00
26	75049.04	60804.06	86969.45	79593.96	100921.44	50433.90	40582.13
27	75049.04	62071.68	86969.45	79593.96	100921.44	51550.18	40982.28
28	75049.04	62071.68	86969.45	79593.96	100921.44	51550.18	41289.46
29	75049.04	62235.54	86969.45	79593.96	100921.44	51689.82	41689.63
30	75049.04	62235.54	86969.45	79593.96	100921.44	51689.82	41689.63
31	75049.04	62398.46	86969.45	79593.96	100921.44	51689.82	41689.63

2. : Echelles de rémunération mensuelle

2.1. : fonctions 1 à 5

EXPERIENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	2832.43	2614.65	2617.44	2469.44	2314.81	3326.75	3609.47
1	3017.85	2793.38	2816.24	2634.42	2493.74	3481.85	3741.25
2	3023.67	2799.20	2816.24	2661.16	2517.71	3487.67	3747.07
3	3109.29	2844.93	2862.13	2687.90	2541.68	3602.13	3844.95
4	3109.29	2844.93	2862.13	2708.82	2562.59	3602.13	3844.95
5	3194.92	2903.96	2923.30	2735.56	2587.75	3716.62	3942.83
6	3194.92	2903.96	2923.30	2761.66	2608.67	3716.62	3942.83
7	3594.59	3255.44	3318.47	2785.15	5183.82	3833.04	4042.65
8	3594.59	3255.44	3318.47	2806.08	2654.74	3833.04	4042.65
9	3691.49	3344.59	3412.05	2834.75	2681.14	3957.19	4150.22
10	3745.74	3398.84	3472.12	2916.84	2763.21	4011.52	4204.47
11	3842.65	3487.99	3559.32	2949.68	2794.51	4135.69	4312.05
12	3842.65	3487.99	3559.32	2974.78	2819.61	4135.69	4312.05
13	3937.61	3577.13	3648.47	3007.63	2850.93	4257.93	4417.68

14	3937.61	3577.13	3648.47	3032.73	2876.02	4257.93	4417.68
15	4032.57	3666.28	3737.62	3065.58	2908.86	4380.15	4523.32
16	4312.92	3666.28	3737.62	3090.67	2933.95	4380.15	4523.32
17	4407.88	3755.42	3826.76	3123.52	2966.78	4502.39	4628.95
18	4407.88	3755.42	3826.76	3148.62	2991.88	4502.39	4628.95
19	4502.84	3844.57	3915.90	3181.47	3024.72	4624.63	4734.58
20	4502.84	3844.57	3915.90	3206.56	3049.81	4624.63	4734.58
21	4597.81	3929.34	4005.04	3239.41	3082.65	4746.85	4840.22
22	4597.81	3929.34	4005.04	3264.51	3107.74	4746.85	4840.22
23	4692.77	4014.13	4094.19	3297.36	3140.58	4869.10	4945.85
24	4692.77	4014.13	4094.19	3322.90	3165.67	4869.10	4945.85
25	4787.74	4103.27	4183.34	3356.25	3198.50	4991.33	5051.49
26	4787.74	4103.27	4183.34	3381.84	3223.60	4991.33	5051.49
27	4882.70	4192.41	4272.47	3415.19	3256.43	5113.55	5157.13
28	4882.70	4192.41	4272.47	3440.79	3281.53	5113.55	5157.13
29	4896.27	4205.99	4286.06	3474.14	3314.72	5127.13	5170.78
30	4896.27	4205.99	4286.06	3474.14	3314.72	5127.13	5170.78
31	4896.27	4205.99	4286.06	3474.14	3314.72	5127.13	5184.36

2.2. : fonctions 6 à 11

ANCIENNETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	2836.61	3813.95	2314.81	2360.74	2693.90	2269.12
1	3034.97	3990.33	2493.74	2555.00	2887.04	2452.10
2	3041.76	4003.90	2517.71	2580.08	2892.70	2474.94
3	3128.35	4163.31	2541.68	2603.83	2938.59	2497.78
4	3128.35	4163.31	2562.59	2624.42	2938.59	2520.61
5	3219.80	4329.98	2587.75	2648.11	2997.62	2543.47
6	3219.80	4329.98	2608.67	2695.84	2997.62	2566.30
7	3623.35	4496.66	2633.82	2748.00	3111.78	5139.13
8	3623.35	4496.66	2654.74	2794.55	3111.78	2611.97
9	3760.98	4663.33	2679.90	2854.68	3233.71	2634.81
10	3815.23	4717.59	2761.96	2954.44	3286.92	2728.44
11	3908.26	4884.26	2791.29	3014.57	3397.27	2756.10
12	3908.26	4884.26	2816.38	3061.12	3397.27	2783.75
13	4001.28	5050.94	2845.71	3121.25	3505.80	2810.10
14	4001.28	5050.94	2870.81	3167.80	3505.80	2839.06
15	4094.30	5217.61	2901.70	3227.92	3614.33	2866.72
16	4374.65	5217.61	2926.80	3274.48	3614.33	2894.37
17	4467.67	5384.29	2957.69	3335.26	3722.87	2922.03
18	4507.75	5384.29	2982.79	3382.73	3722.87	2949.67
19	4600.77	5550.97	3013.68	3443.77	3831.39	2977.33
20	4600.77	5550.97	3038.77	3491.24	3831.39	3004.99
21	4693.80	5717.65	3069.67	3552.29	3939.93	3032.64
22	4693.80	5717.65	3094.76	3599.76	3939.93	3060.29
23	4786.82	5884.32	3125.66	3660.81	4048.46	3087.95
24	4786.82	5884.32	3150.75	3708.27	4048.46	3115.61

25	4879.85	5884.32	3181.65	3769.32	4157.00	3143.26
26	4879.85	5884.32	3206.75	3816.78	4157.00	3168.36
27	4972.87	5884.32	3240.96	3877.83	4265.53	3195.77
28	4972.87	5884.32	3266.05	3925.30	4265.53	3219.82
29	4972.87	5884.32	3300.62	3986.34	4374.06	3243.88
30	4972.87	5884.32	3300.62	3986.34	4374.06	3243.88
31	4972.87	5884.32	3300.62	3986.34	4374.06	3243.88

2.3. : fonctions 9 à 18

ANCIENNETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	4122.89	3624.98	4809.80	4443.75	5892.97	2617.44	2469.44
1	4240.76	3756.77	4903.75	4550.53	5892.97	2810.84	2634.42
2	4253.60	3762.59	5004.07	4657.32	6121.80	2816.66	2661.16
3	4413.42	3860.47	5079.21	4764.11	6121.80	2862.39	2687.90
4	4413.42	3860.47	5240.19	4764.11	6350.63	2862.39	2708.82
5	4580.12	3958.35	5261.44	4950.98	6350.63	2921.41	2735.56
6	4580.12	3958.35	5421.91	4950.98	6579.46	2921.41	2761.66
7	4746.82	4058.16	5422.44	5137.85	6579.46	3272.90	2785.15
8	4746.82	4058.16	5648.98	5137.85	6808.29	3272.90	2806.08
9	4913.52	4165.73	5649.48	5324.73	6808.29	3404.38	2834.75
10	4920.76	4219.99	5884.71	5324.73	7037.13	3458.63	2916.84
11	5087.45	4327.56	5884.90	5511.60	7037.13	3551.66	2949.68
12	5087.45	4327.56	6111.81	5511.60	7265.96	3551.66	2974.78
13	5254.13	4433.20	6111.98	5698.47	7265.96	3644.68	3007.63
14	5254.13	4433.20	6338.90	5698.47	7494.79	3644.68	3032.73
15	5420.81	4538.83	6339.08	5885.34	7494.79	3737.71	3065.58
16	5420.81	4538.83	6566.00	5885.34	7723.62	3737.71	3090.67
17	5587.49	4644.47	6566.17	6072.22	7723.62	3830.73	3123.52
18	5587.49	4644.47	6793.10	6072.22	7952.46	3830.73	3148.62
19	5754.17	4750.10	6793.26	6259.08	7952.46	3923.76	3181.47
20	5754.17	4750.10	7870.20	6259.08	8181.29	3923.76	3206.56
21	5920.85	4855.74	7020.36	6445.96	8181.29	4016.78	3239.41
22	5920.85	4855.74	7247.30	6445.96	8410.12	4016.78	3264.51
23	6087.53	4961.37	7247.45	6632.83	8410.12	4109.80	3297.36
24	6087.53	4961.37	7247.45	6632.83	8410.12	4109.80	3322.90
25	6254.09	5067.01	7247.45	6632.83	8410.12	4202.83	3356.25
26	6254.09	5067.01	7247.45	6632.83	8410.12	4202.83	3381.84
27	6254.09	5172.64	7247.45	6632.83	8410.12	4295.85	3415.19
28	6254.09	5172.64	7247.45	6632.83	8410.12	4295.85	3440.79
29	6254.09	5186.30	7247.45	6632.83	8410.12	4307.49	3474.14
30	6254.09	5186.30	7247.45	6632.83	8410.12	4307.49	3474.14
31	6254.09	5199.87	7247.45	6632.83	8410.12	4307.49	3474.14

3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	2165.08

4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	84.28