

## Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/12/2023 (Dernière actualisation de la page 09/07/2024)

Indexation de 2% en 12/2023.

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	2162.64	2263.25	2447.07	2262.31	2447.07	2846.55	2546.09
1	2189.60	2350.02	2542.35	2350.02	2542.35	2846.55	2606.09
2	2216.51	2437.72	2637.64	2437.72	2637.64	2918.11	2668.76
3	2243.48	2525.43	2732.92	2525.43	2732.92	3026.38	2729.61
4	2275.17	2613.14	2828.20	2613.14	2828.20	3134.66	2788.32
5	2298.56	2613.14	2828.20	2613.14	2828.20	3134.66	2817.59
6	2383.19	2738.13	2901.78	2738.13	2901.78	3226.75	2884.63
7	2398.87	2738.13	2901.78	2738.13	2901.78	3398.26	2910.48
8	2491.22	2846.55	3037.58	2846.55	3037.58	3398.26	2959.14
9	2499.17	2846.55	3037.58	2846.55	3037.58	3487.23	2981.45
10	2599.25	2925.91	3151.22	2925.91	3151.22	3535.41	3037.91
11	2599.53	2925.91	3151.22	2925.91	3151.22	3576.15	3057.84
12	2707.28	3050.91	3246.96	3050.91	3246.96	3689.73	3116.00
13	2707.28	3050.91	3246.96	3050.91	3246.96	3689.73	3133.43
14	2815.31	3151.22	3382.77	3151.22	3382.77	3844.06	3170.22
15	2815.31	3151.22	3382.77	3151.22	3382.77	3844.06	3184.99
16	2861.10	3238.69	3518.58	3238.69	3518.58	4060.31	3274.80
17	2861.10	3238.69	3518.58	3238.69	3518.58	4149.23	3276.16
18	2969.13	3363.69	3654.38	3363.69	3654.38	4276.55	3401.16
19	2969.13	3363.69	3654.38	3363.69	3654.38	4365.47	3402.52
20	3077.16	3488.70	3790.19	3488.70	3790.19	4365.47	3527.52
21	3077.16	3488.70	3790.19	3488.70	3790.19	4454.39	3528.88
22	3151.22	3613.70	3925.99	3613.70	3925.99	4461.36	3653.88

23	3230.98	3738.70	4061.80	3738.70	4061.80	4615.68	3780.25
24	3339.01	3863.71	4197.61	3863.71	4197.61	4770.01	3905.25
25	3345.06	3870.72	4205.22	3870.72	4205.22	4778.66	3913.69
26	3350.68	3877.21	4212.28	3877.21	4212.28	4786.68	3920.26
27	3355.88	3883.23	4218.82	3883.23	4218.82	4794.11	3927.72
28	3360.70	3888.81	4224.87	3888.81	4224.87	4800.99	3933.35
29	3365.16	3893.97	4230.48	3893.97	4230.48	4807.37	3938.58
30	3369.29	3898.75	4235.68	3898.75	4235.68	4813.28	3943.42
31	3373.12	3903.18	4240.50	3903.18	4240.50	4818.75	3947.90
32	3376.67	3907.29	4244.95	3907.29	4244.95	4823.81	3952.05
33	3379.95	3911.08	4249.08	3911.08	4249.08	4828.50	3955.89
34	3382.99	3914.60	4252.90	3914.60	4252.90	4832.84	3959.45
35	3385.80	3917.86	4256.44	3917.86	4256.44	4836.86	3962.74

## 2.2. : B2B-L1

Ancienneté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	2595.10	2764.28	3013.57	3255.72	2807.42	3013.57	3584.42
1	2646.06	2840.26	3095.12	3335.51	2898.41	3095.12	3706.51
2	2696.91	2928.20	3191.14	3427.53	2985.21	3191.14	3825.03
3	2758.73	3017.19	3293.08	3516.21	3064.23	3293.08	3939.88
4	2818.47	3099.20	3385.60	3606.21	3152.70	3385.60	4058.30
5	2847.49	3152.00	3446.49	3678.77	3205.90	3446.49	4184.05
6	2909.91	3229.86	3540.18	3786.48	3299.43	3540.18	4253.76
7	2935.33	3277.71	3595.31	3845.51	3346.80	3651.46	4372.22
8	2987.12	3365.86	3696.44	3953.78	3422.42	3703.28	4434.77
9	3009.87	3408.55	3745.82	4006.54	3465.64	3780.99	4546.24
10	3072.17	3473.54	3841.28	4108.72	3552.26	3842.53	4605.52
11	3092.11	3510.92	3885.25	4155.59	3590.00	3899.33	4706.87
12	3151.22	3588.22	3975.41	4252.11	3671.99	3976.47	4771.53
13	3154.38	3621.65	4014.29	4293.59	3705.30	4015.16	4855.06
14	3265.00	3695.95	4099.59	4384.90	3783.06	4100.46	4925.59
15	3266.41	3725.37	4133.84	4421.58	3812.35	4134.53	4995.06
16	3396.04	3795.83	4218.23	4511.92	3886.27	4239.92	5116.15
17	3397.45	3821.60	4251.60	4547.67	3912.04	4301.52	5159.02
18	3527.08	3888.64	4331.65	4633.36	3988.80	4373.44	5316.72
19	3528.49	3911.17	4360.91	4664.69	4005.10	4430.94	5322.93
20	3658.13	3975.15	4437.06	4746.20	4137.00	4457.77	5517.30
21	3659.53	3994.79	4462.64	4773.61	4138.59	4511.58	5521.89
22	3789.17	4056.07	4535.33	4851.40	4285.20	4537.18	5717.88
23	3920.21	4116.57	4666.68	4993.26	4433.41	4671.89	5918.46
24	4049.84	4242.63	4821.00	5158.38	4580.02	4826.21	6114.45
25	4058.60	4251.81	4831.43	5169.54	4589.92	4836.07	6125.54
26	4065.41	4258.94	4839.54	5178.22	4597.62	4844.18	6135.82
27	4073.14	4267.04	4848.73	5188.05	4606.36	4852.81	6145.34
28	4078.99	4273.16	4855.69	5195.50	4612.97	4859.77	6154.17
29	4084.40	4278.84	4862.14	5202.40	4619.10	4866.23	6162.34

30	4089.42	4284.10	4868.12	5208.79	4624.77	4872.21	6169.91
31	4094.07	4288.96	4873.65	5214.71	4630.03	4877.74	6176.92
32	4098.37	4293.47	4878.77	5220.19	4634.89	4882.87	6183.41
33	4102.35	4297.64	4883.51	5225.27	4639.40	4887.62	6189.42
34	4106.04	4301.51	4887.91	5229.97	4643.57	4892.01	6194.99
35	4109.46	4305.09	4891.97	5234.32	4647.44	4896.08	6200.15

### 2.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	3703.09	4277.47	5685.51
1	3809.91	4381.24	5685.51
2	3921.18	4485.00	5907.83
3	4032.45	4588.72	5907.83
4	4165.98	4588.72	6130.16
5	4339.56	4770.28	6130.16
6	4339.56	4770.28	6352.44
7	4517.59	4951.85	6352.44
8	4517.59	4951.85	6574.76
9	4695.63	5133.41	6574.76
10	4695.63	5133.41	6797.09
11	4918.17	5314.98	6797.09
12	4918.17	5314.98	7019.42
13	5118.46	5496.54	7019.42
14	5118.46	5496.54	7241.74
15	5318.74	5678.06	7241.74
16	5318.74	5678.06	7464.07
17	5541.28	5859.62	7464.07
18	5541.28	5859.62	7686.40
19	5541.28	6041.19	7686.40
20	5741.57	6041.19	7908.73
21	5741.57	6222.75	7908.73
22	5964.11	6222.75	8131.00
23	6186.66	6404.32	8131.00
24	6364.69	6404.32	8131.00
25	6376.23	6415.94	8145.75
26	6386.93	6426.71	8159.42
27	6396.85	6436.68	8172.09
28	6406.03	6445.92	8183.82
29	6414.54	6454.48	8194.68
30	6422.42	6462.41	8204.76
31	6429.72	6469.75	8214.08
32	6436.47	6476.55	8222.71
33	6442.73	6482.85	8230.70
34	6448.53	6488.68	8238.11
35	6453.89	6494.08	8244.96

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

#### 3.1. : L4-B3

Ancienneté	Catégorie						
	L4	L3	L2	A3	A2	A1	B3
0	13.1334	13.7445	14.8607	13.7388	14.8607	17.2868	15.4621
1	13.2972	14.2714	15.4394	14.2714	15.4394	17.2868	15.8265
2	13.4606	14.8040	16.0180	14.8040	16.0180	17.7213	16.2071
3	13.6244	15.3366	16.5967	15.3366	16.5967	18.3788	16.5766
4	13.8168	15.8692	17.1753	15.8692	17.1753	19.0364	16.9331
5	13.9589	15.8692	17.1753	15.8692	17.1753	19.0364	17.1109
6	14.4728	16.6284	17.6221	16.6284	17.6221	19.5957	17.5180
7	14.5680	16.6284	17.6221	16.6284	17.6221	20.6372	17.6750
8	15.1289	17.2868	18.4469	17.2868	18.4469	20.6372	17.9705
9	15.1771	17.2868	18.4469	17.2868	18.4469	21.1775	18.1059
10	15.7849	17.7687	19.1370	17.7687	19.1370	21.4701	18.4488
11	15.7866	17.7687	19.1370	17.7687	19.1370	21.7175	18.5699
12	16.4409	18.5278	19.7184	18.5278	19.7184	22.4073	18.9231
13	16.4409	18.5278	19.7184	18.5278	19.7184	22.4073	19.0289
14	17.0970	19.1370	20.5431	19.1370	20.5431	23.3445	19.2523
15	17.0970	19.1370	20.5431	19.1370	20.5431	23.3445	19.3421
16	17.3751	19.6682	21.3679	19.6682	21.3679	24.6578	19.8875
17	17.3751	19.6682	21.3679	19.6682	21.3679	25.1978	19.8957
18	18.0311	20.4273	22.1926	20.4273	22.1926	25.9710	20.6548
19	18.0311	20.4273	22.1926	20.4273	22.1926	26.5110	20.6631
20	18.6872	21.1864	23.0173	21.1864	23.0173	26.5110	21.4222
21	18.6872	21.1864	23.0173	21.1864	23.0173	27.0510	21.4305
22	19.1370	21.9456	23.8421	21.9456	23.8421	27.0933	22.1896
23	19.6213	22.7047	24.6668	22.7047	24.6668	28.0305	22.9570
24	20.2774	23.4638	25.4915	23.4638	25.4915	28.9677	23.7161
25	20.3141	23.5064	25.5378	23.5064	25.5378	29.0202	23.7674
26	20.3482	23.5458	25.5806	23.5458	25.5806	29.0689	23.8073
27	20.3798	23.5824	25.6204	23.5824	25.6204	29.1140	23.8525
28	20.4091	23.6162	25.6571	23.6162	25.6571	29.1558	23.8868
29	20.4362	23.6476	25.6912	23.6476	25.6912	29.1945	23.9185
30	20.4613	23.6766	25.7228	23.6766	25.7228	29.2304	23.9479
31	20.4845	23.7036	25.7520	23.7036	25.7520	29.2636	23.9751
32	20.5061	23.7285	25.7791	23.7285	25.7791	29.2944	24.0003
33	20.5260	23.7515	25.8041	23.7515	25.8041	29.3229	24.0236
34	20.5445	23.7729	25.8273	23.7729	25.8273	29.3493	24.0452
35	20.5616	23.7927	25.8488	23.7927	25.8488	29.3737	24.0652

#### 3.2. : B2B-L1

Ancienneté	Catégorie						
	B2B	B2A	B1C	B1B	MV2	MV1	L1
0	15.7597	16.7871	18.3010	19.7716	17.0491	18.3010	21.7677

1	16.0692	17.2485	18.7963	20.2562	17.6017	18.7963	22.5092
2	16.3780	17.7826	19.3794	20.8150	18.1288	19.3794	23.2289
3	16.7534	18.3230	19.9985	21.3535	18.6087	19.9985	23.9264
4	17.1162	18.8211	20.5603	21.9001	19.1459	20.5603	24.6456
5	17.2924	19.1417	20.9301	22.3407	19.4690	20.9301	25.4092
6	17.6715	19.6146	21.4990	22.9948	20.0370	21.4990	25.8325
7	17.8259	19.9051	21.8338	23.3533	20.3247	22.1749	26.5519
8	18.1404	20.4405	22.4480	24.0108	20.7839	22.4896	26.9318
9	18.2786	20.6997	22.7479	24.3312	21.0464	22.9615	27.6088
10	18.6569	21.0943	23.3276	24.9517	21.5724	23.3352	27.9688
11	18.7780	21.3214	23.5946	25.2364	21.8016	23.6801	28.5843
12	19.1370	21.7908	24.1422	25.8225	22.2995	24.1486	28.9769
13	19.1561	21.9938	24.3783	26.0744	22.5018	24.3836	29.4842
14	19.8279	22.4451	24.8963	26.6290	22.9740	24.9016	29.9125
15	19.8365	22.6237	25.1043	26.8517	23.1519	25.1085	30.3344
16	20.6237	23.0516	25.6168	27.4003	23.6008	25.7485	31.0697
17	20.6323	23.2081	25.8195	27.6174	23.7574	26.1226	31.3301
18	21.4195	23.6152	26.3056	28.1378	24.2235	26.5594	32.2878
19	21.4281	23.7520	26.4833	28.3281	24.3225	26.9085	32.3255
20	22.2153	24.1406	26.9457	28.8231	25.1235	27.0715	33.5059
21	22.2239	24.2599	27.1011	28.9895	25.1332	27.3983	33.5337
22	23.0111	24.6320	27.5425	29.4619	26.0235	27.5537	34.7240
23	23.8069	24.9994	28.3401	30.3234	26.9235	28.3718	35.9420
24	24.5942	25.7650	29.2773	31.3262	27.8139	29.3090	37.1323
25	24.6474	25.8207	29.3407	31.3940	27.8740	29.3688	37.1996
26	24.6887	25.8640	29.3899	31.4467	27.9208	29.4181	37.2621
27	24.7357	25.9132	29.4457	31.5064	27.9738	29.4705	37.3199
28	24.7712	25.9504	29.4880	31.5516	28.0140	29.5128	37.3735
29	24.8041	25.9848	29.5272	31.5935	28.0512	29.5520	37.4231
30	24.8345	26.0168	29.5635	31.6324	28.0857	29.5883	37.4691
31	24.8628	26.0463	29.5970	31.6683	28.1176	29.6219	37.5117
32	24.8889	26.0737	29.6282	31.7016	28.1471	29.6531	37.5511
33	24.9131	26.0991	29.6570	31.7324	28.1745	29.6819	37.5876
34	24.9355	26.1225	29.6836	31.7609	28.1998	29.7086	37.6214
35	24.9562	26.1443	29.7083	31.7874	28.2233	29.7333	37.6527

### 3.3. : K3-GS

Ancienneté	Catégorie		
	K3	G1	GS
0	22.4884	25.9765	34.5274
1	23.1371	26.6067	34.5274
2	23.8129	27.2368	35.8775
3	24.4886	27.8667	35.8775
4	25.2995	27.8667	37.2277
5	26.3536	28.9693	37.2277
6	26.3536	28.9693	38.5775
7	27.4348	30.0719	38.5775

8	27.4348	30.0719	39.9277
9	28.5159	31.1746	39.9277
10	28.5159	31.1746	41.2779
11	29.8674	32.2772	41.2779
12	29.8674	32.2772	42.6280
13	31.0837	33.3798	42.6280
14	31.0837	33.3798	43.9782
15	32.3001	34.4821	43.9782
16	32.3001	34.4821	45.3284
17	33.6515	35.5847	45.3284
18	33.6515	35.5847	46.6785
19	33.6515	36.6874	46.6785
20	34.8678	36.6874	48.0287
21	34.8678	37.7900	48.0287
22	36.2193	37.7900	49.3786
23	37.5708	38.8926	49.3786
24	38.6519	38.8926	49.3786
25	38.7221	38.9632	49.4681
26	38.7870	39.0286	49.5512
27	38.8473	39.0892	49.6281
28	38.9030	39.1453	49.6993
29	38.9547	39.1972	49.7653
30	39.0025	39.2454	49.8265
31	39.0469	39.2900	49.8831
32	39.0879	39.3313	49.9355
33	39.1259	39.3695	49.9840
34	39.1611	39.4050	50.0290
35	39.1937	39.4377	50.0706

**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	2214.4800
Par heure (38h/semaine)	13.4482