

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3310002: centres de sante mentale, agrees par la communaute flamande

En vigueur au 01/01/2023 (Dernière actualisation de la page 21/12/2022)

Indexation de 2% en 1/2023.

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).

1. : Salaires de base annuels

1.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	12384.81	12589.17	13300.93	13568.72	13977.45	14804.87
1	13422.15	13661.73	14373.51	14641.31	15050.06	15970.17
2	13492.67	13792.15	14507.37	14782.31	15191.04	15970.17
3	13563.17	13922.57	14641.26	14923.29	15332.02	16239.11
4	13633.67	14052.96	14775.12	15064.24	15473.02	16239.11
5	13704.17	14183.38	14908.99	15205.24	15614.00	16597.69
6	13774.65	14313.82	15042.90	15346.22	15754.97	16597.69
7	13845.15	14444.21	15176.74	15487.20	15895.92	17314.79
8	13915.65	14574.63	15310.62	15628.17	16036.93	17314.79
9	13986.18	14705.02	15444.49	15769.18	16177.90	18031.95
10	14420.29	15202.10	15993.32	16322.25	16725.60	18390.48
11	14490.76	15360.65	16155.44	16491.32	16894.71	19017.95
12	14561.27	15519.18	16317.54	16660.45	17063.83	19017.95
13	14631.79	15677.70	16479.64	16829.57	17232.91	19650.00
14	14702.29	15836.26	16641.74	16998.68	17402.03	19650.00
15	14772.79	15994.78	16803.86	17167.79	17571.16	20289.89
16	14843.29	16153.31	16965.96	17336.90	17740.28	20289.89
17	14913.80	16311.89	17128.08	17505.99	17909.37	20929.82
18	14984.30	16470.39	17290.15	17675.13	18078.48	20929.82
19	15054.80	16628.95	17452.25	17844.24	18247.59	21569.79
20	15125.32	16787.47	17614.40	18013.33	18416.70	21569.79
21	15195.82	16946.03	17776.49	18182.47	18585.84	22209.67
22	15266.32	17104.53	17938.57	18351.56	18754.91	22209.67
23	15336.83	17263.08	18100.69	18520.70	18924.04	22849.61
24	15407.33	17421.61	18262.79	18689.78	19093.13	22849.61
25	15477.83	17580.16	18424.91	18858.90	19262.27	23489.52
26	15548.35	17738.67	18586.98	19028.01	19431.73	23489.52
27	15618.85	17897.24	18749.10	19197.12	19604.19	24129.44

28	15618.85	18055.77	18911.20	19366.24	19776.65	24129.44
29	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
30	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
31	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37

1.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14804.85	16343.64	16627.41	17314.77	22392.42
1	15925.35	17464.20	17837.72	18435.30	23489.55
2	15925.35	17464.20	17837.72	18435.30	23489.55
3	16194.31	17733.11	18375.55	18704.24	24472.30
4	16194.31	17733.11	18375.55	18704.24	24472.30
5	16463.28	18002.10	18913.38	18973.18	25455.02
6	16463.28	18002.10	18913.38	18973.18	25455.02
7	16732.19	18271.02	21554.49	19242.14	26437.77
8	16732.19	18271.02	21554.49	19242.14	26437.77
9	17001.18	18539.98	22102.98	19512.99	27420.49
10	17359.71	18898.53	22468.60	19878.63	27786.14
11	17718.26	19257.09	23017.09	20244.25	28768.89
12	17718.26	19257.09	23017.09	20244.25	28768.89
13	18076.82	19619.53	23565.55	20609.89	29751.61
14	18076.82	19619.53	23565.55	20609.89	29751.61
15	18435.37	19985.18	24114.02	20975.54	30734.36
16	18435.37	19985.18	26003.29	20975.54	30734.36
17	18793.92	20350.79	26551.75	21341.15	31717.08
18	18793.92	20350.79	26551.75	21341.15	31717.08
19	19152.45	20716.44	27100.22	21706.80	32699.83
20	19152.45	20716.44	27100.22	21706.80	32699.83
21	19512.81	21082.08	27648.73	22072.39	33682.61
22	19512.81	21082.08	27648.73	22072.39	33682.61
23	19878.46	21447.70	28197.19	22438.03	34665.33
24	19878.46	21447.70	28197.19	22438.03	34665.33
25	20244.08	21813.34	28745.68	22803.68	34665.33
26	20244.08	21813.34	28745.68	22803.68	34665.33
27	20609.72	22178.98	29294.15	23169.29	34665.33
28	20609.72	22178.98	29294.15	23169.29	34665.33
29	20975.34	22544.58	29294.15	23534.94	34665.33
30	20975.34	22544.58	29294.15	23534.94	34665.33
31	21340.98	22910.22	29294.15	23900.60	34665.33

2. : Salaires horaires (38h/semaine) (excl. Allocation de foyer ou de résidence)

2.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	12.5346	12.7414	13.4618	13.7328	14.1465	14.9839
1	13.5845	13.8270	14.5474	14.8184	15.2321	16.1633
2	13.6559	13.9590	14.6828	14.9611	15.3748	16.1633
3	13.7272	14.0910	14.8183	15.1038	15.5175	16.4355
4	13.7986	14.2229	14.9538	15.2464	15.6602	16.4355
5	13.8699	14.3549	15.0893	15.3891	15.8029	16.7984
6	13.9413	14.4869	15.2248	15.5318	15.9455	16.7984
7	14.0126	14.6189	15.3603	15.6745	16.0882	17.5242
8	14.0840	14.7509	15.4958	15.8172	16.2309	17.5242
9	14.1553	14.8829	15.6313	15.9599	16.3736	18.2500
10	14.5947	15.3860	16.1868	16.5197	16.9279	18.6129
11	14.6660	15.5464	16.3508	16.6908	17.0991	19.2480
12	14.7374	15.7069	16.5149	16.8620	17.2702	19.2480
13	14.8088	15.8673	16.6790	17.0331	17.4413	19.8877
14	14.8801	16.0278	16.8430	17.2043	17.6125	19.8877
15	14.9515	16.1882	17.0071	17.3754	17.7837	20.5353
16	15.0228	16.3487	17.1712	17.5466	17.9549	20.5353
17	15.0942	16.5092	17.3352	17.7177	18.1260	21.1830
18	15.1655	16.6696	17.4993	17.8889	18.2971	21.1830
19	15.2369	16.8301	17.6633	18.0601	18.4683	21.8307
20	15.3083	16.9905	17.8274	18.2312	18.6395	21.8307
21	15.3796	17.1510	17.9915	18.4024	18.8106	22.4783
22	15.4510	17.3114	18.1555	18.5735	18.9818	22.4783
23	15.5223	17.4719	18.3196	18.7447	19.1529	23.1260
24	15.5937	17.6323	18.4837	18.9158	19.3241	23.1260
25	15.6650	17.7928	18.6478	19.0870	19.4952	23.7736
26	15.7364	17.9532	18.8118	19.2582	19.6668	23.7736
27	15.8078	18.1137	18.9759	19.4293	19.8413	24.4213
28	15.8078	18.2742	19.1399	19.6005	20.0159	24.4213
29	15.8078	18.4346	19.3040	19.7741	20.1904	25.0690
30	15.8078	18.4346	19.3040	19.7741	20.1904	25.0690
31	15.8078	18.4346	19.3040	19.7741	20.1904	25.0690

2.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14.9839	16.5413	16.8285	17.5242	22.6633
1	16.1180	17.6754	18.0535	18.6583	23.7737
2	16.1180	17.6754	18.0535	18.6583	23.7737
3	16.3902	17.9476	18.5978	18.9305	24.7683
4	16.3902	17.9476	18.5978	18.9305	24.7683
5	16.6624	18.2198	19.1421	19.2027	25.7629
6	16.6624	18.2198	19.1421	19.2027	25.7629
7	16.9346	18.4920	21.8152	19.4749	26.7575
8	16.9346	18.4920	21.8152	19.4749	26.7575

9	17.2068	18.7642	22.3703	19.7490	27.7521
10	17.5697	19.1271	22.7404	20.1191	28.1222
11	17.9326	19.4900	23.2955	20.4891	29.1169
12	17.9326	19.4900	23.2955	20.4891	29.1169
13	18.2955	19.8568	23.8506	20.8592	30.1115
14	18.2955	19.8568	23.8506	20.8592	30.1115
15	18.6583	20.2269	24.4057	21.2292	31.1061
16	18.6583	20.2269	26.3178	21.2292	31.1061
17	19.0212	20.5969	26.8729	21.5993	32.1007
18	19.0212	20.5969	26.8729	21.5993	32.1007
19	19.3841	20.9670	27.4280	21.9693	33.0953
20	19.3841	20.9670	27.4280	21.9693	33.0953
21	19.7488	21.3371	27.9831	22.3394	34.0900
22	19.7488	21.3371	27.9831	22.3394	34.0900
23	20.1189	21.7071	28.5382	22.7094	35.0846
24	20.1189	21.7071	28.5382	22.7094	35.0846
25	20.4889	22.0772	29.0934	23.0795	35.0846
26	20.4889	22.0772	29.0934	23.0795	35.0846
27	20.8590	22.4472	29.6485	23.4495	35.0846
28	20.8590	22.4472	29.6485	23.4495	35.0846
29	21.2290	22.8173	29.6485	23.8196	35.0846
30	21.2290	22.8173	29.6485	23.8196	35.0846
31	21.5991	23.1873	29.6485	24.1897	35.0846

3. : Salaires mensuelles (excl. Allocation de foyer ou de résidence)

3.1. : 1.12-1.39

Ancienne té (ans)	Barème					
	1,12	1,14	1,22	1,26	1,3	1,39
0	2064.03	2098.09	2216.71	2261.34	2329.46	2467.35
1	2236.91	2276.84	2395.47	2440.10	2508.22	2661.56
2	2248.67	2298.58	2417.77	2463.60	2531.71	2661.56
3	2260.42	2320.31	2440.09	2487.09	2555.21	2706.38
4	2272.16	2342.04	2462.40	2510.58	2578.71	2706.38
5	2283.91	2363.78	2484.71	2534.08	2602.20	2766.14
6	2295.66	2385.52	2507.02	2557.58	2625.70	2766.14
7	2307.41	2407.25	2529.33	2581.07	2649.19	2885.65
8	2319.16	2428.98	2551.64	2604.56	2672.69	2885.65
9	2330.91	2450.71	2573.95	2628.07	2696.18	3005.17
10	2403.26	2533.56	2665.42	2720.24	2787.46	3064.93
11	2415.01	2559.98	2692.44	2748.42	2815.64	3169.50
12	2426.76	2586.40	2719.45	2776.60	2843.83	3169.50
13	2438.51	2612.82	2746.47	2804.79	2872.01	3274.84
14	2450.26	2639.24	2773.48	2832.97	2900.19	3274.84
15	2462.01	2665.66	2800.50	2861.16	2928.38	3381.48
16	2473.76	2692.08	2827.52	2889.34	2956.57	3381.48
17	2485.51	2718.51	2854.54	2917.52	2984.75	3488.13
18	2497.26	2744.93	2881.55	2945.71	3012.93	3488.13

19	2509.01	2771.35	2908.56	2973.89	3041.11	3594.79
20	2520.76	2797.77	2935.59	3002.07	3069.30	3594.79
21	2532.51	2824.20	2962.60	3030.26	3097.49	3701.43
22	2544.26	2850.61	2989.61	3058.44	3125.66	3701.43
23	2556.01	2877.04	3016.63	3086.63	3153.85	3808.08
24	2567.76	2903.46	3043.65	3114.81	3182.03	3808.08
25	2579.51	2929.88	3070.66	3142.99	3210.22	3914.72
26	2591.26	2956.30	3097.68	3171.18	3238.46	3914.72
27	2603.01	2982.72	3124.69	3199.36	3267.20	4021.37
28	2603.01	3009.14	3151.71	3227.55	3295.94	4021.37
29	2603.01	3035.56	3178.72	3256.13	3324.69	4128.02
30	2603.01	3035.56	3178.72	3256.13	3324.69	4128.02
31	2603.01	3035.56	3178.72	3256.13	3324.69	4128.02

3.2. : 1.40-1.80

Ancienneté (ans)	Barème				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2467.35	2723.80	2771.10	2885.65	3731.88
1	2654.09	2910.55	2972.80	3072.40	3914.73
2	2654.09	2910.55	2972.80	3072.40	3914.73
3	2698.92	2955.37	3062.44	3117.22	4078.51
4	2698.92	2955.37	3062.44	3117.22	4078.51
5	2743.74	3000.20	3152.07	3162.04	4242.29
6	2743.74	3000.20	3152.07	3162.04	4242.29
7	2788.56	3045.02	3592.24	3206.86	4406.07
8	2788.56	3045.02	3592.24	3206.86	4406.07
9	2833.39	3089.84	3683.65	3252.00	4569.85
10	2893.14	3149.60	3744.58	3312.94	4630.79
11	2952.90	3209.35	3835.99	3373.87	4794.58
12	2952.90	3209.35	3835.99	3373.87	4794.58
13	3012.65	3269.76	3927.40	3434.81	4958.35
14	3012.65	3269.76	3927.40	3434.81	4958.35
15	3072.41	3330.70	4018.80	3495.75	5122.14
16	3072.41	3330.70	4333.66	3495.75	5122.14
17	3132.16	3391.63	4425.07	3556.68	5285.92
18	3132.16	3391.63	4425.07	3556.68	5285.92
19	3191.92	3452.57	4516.48	3617.62	5449.70
20	3191.92	3452.57	4516.48	3617.62	5449.70
21	3251.97	3513.50	4607.89	3678.55	5613.49
22	3251.97	3513.50	4607.89	3678.55	5613.49
23	3312.91	3574.44	4699.30	3739.48	5777.27
24	3312.91	3574.44	4699.30	3739.48	5777.27
25	3373.84	3635.37	4790.71	3800.42	5777.27
26	3373.84	3635.37	4790.71	3800.42	5777.27
27	3434.78	3696.31	4882.11	3861.36	5777.27
28	3434.78	3696.31	4882.11	3861.36	5777.27
29	3495.72	3757.24	4882.11	3922.29	5777.27

30	3495.72	3757.24	4882.11	3922.29	5777.27
31	3556.65	3818.18	4882.11	3983.23	5777.27

4. : Allocation de foyer ou de résidence

4.1. : Allocation de foyer (montants de base)

Salaire annuel < ou = Limites (montants de base)	
16421,84	719.89
18695,86	359.95
Si plus haut que 19.055,81	0.00

4.2. : Allocation de résidence (montants de base)

Salaire annuel < ou = Limites (montants de base)	
16421,84	359.95
18695,86	179.98
19055,81	0.00
Si plus haut	0.00

4.3. : Allocation de foyer (Exemple)

4.3.1. : Limite inférieur

Limite inférieur	
à 100%	16421.84
Indexé (Ex. x1,6084) - Retenue de pension	24431.92
Allocation de foyer à 100% pour 16.421,84	719.89
Allocation de foyer Indexée (Ex. x1,6084)	1157.87
Rémunération globale	25589.79

4.3.2. : Salaire effectif

Salaire effectif	
à 100%	16750.00
Indexé (Ex. x1,6084) - Retenue de pension	24920.15
Allocation de foyer à 100% pour 16.421,84	359.95
Allocation de foyer Indexée (Ex. x1,6084)	578.94
Rémunération globale	25499.09
Différence = 25.589,79 - 25.499,09	90.70
Allocation de foyer par année = 578,94 + 90,70	669.64
Allocation de foyer par mois = 669,64/12	55.80

4.4. : Allocation de résidence (Exemple)

4.4.1. : Limite supérieur

Limite supérieur	
à 100%	18695.86
Indexé (Ex. x1,6084) - Retenue de pension	27815.14
Allocation de résidence à 100% pour 16.421,84	179.98
Allocation de résidence Indexée (Ex. x1,6084)	289.48
Rémunération globale	28104.62

4.4.2. : Salaire effectif

Salaire effectif	
à 100%	18880.00
Indexé (Ex. x1,6084) - Retenue de pension	28089.10
Allocation de résidence à 100% pour 18.695,86	0.00
Allocation de résidence Indexée (Ex. x1,6084)	0.00
Rémunération globale	28089.10
Différence = 28104,62 - 28089,10	15.52
Allocation de résidence par année = 0,00 + 15,52	15.52
Allocation de résidence par mois = 15,52/12	1.29

5. : Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)

Rémunération minimum garantie (incl. l'allocation de foyer ou de résidence)	
Par mois	2134.5800
Par heure (38h/semaine)	12.9631