

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3190211: aide à la jeunesse (excl. communauté germanophone)

En vigueur au 01/04/2022 (Dernière actualisation de la page 22/04/2022)

Indexation de 2% en 4/2022. En cas d'indexation en application des CCT sectorielles, seuls les salaires minimums sont indexés.

1. : Annuel

1.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	30635.2 0	28289.7 0	28346.3 9	26795.8 9	25068.8 9	35759.7 1	38636.9 1
1	32444.6 0	30036.1 9	30499.3 3	28412.8 6	26968.5 7	37283.4 5	39941.1 8
2	32562.5 3	30154.1 1	30499.3 3	28727.8 1	27227.3 2	37401.3 9	40059.1 0
3	33432.0 7	30647.8 6	30996.2 9	29042.7 0	27486.0 8	38541.1 6	41044.0 5
4	33432.0 7	30647.8 6	30996.2 9	29239.7 4	27683.0 7	38541.1 6	41044.0 5
5	34301.6 3	31266.8 5	31658.7 3	29554.6 8	27965.8 7	39681.2 8	42028.9 6
6	34301.6 3	31266.8 5	31658.7 3	29856.6 8	28162.9 1	39681.2 8	42028.9 6
7	38149.8 9	34661.3 3	35938.2 3	30105.8 8	28445.7 1	40860.6 3	43053.1 7
8	38149.8 9	34661.3 3	35938.2 3	30302.9 4	28642.7 5	40860.6 3	43053.1 7
9	39230.7 2	35585.0 5	36951.7 6	30657.1 3	28950.7 0	42196.8 3	44234.5 1
10	39741.6 8	36096.0 1	37580.6 9	31430.2 5	29723.6 3	42707.7 5	44745.4 9
11	40822.5 5	37019.6 8	38465.0 4	31823.7 0	30085.9 6	44044.2 7	45926.8 6
12	40822.5 5	37019.6 8	38465.0 4	32060.0 6	30322.3 2	44044.2 7	45926.8 6
13	41864.1 3	37943.3 7	39388.7 5	32453.5 5	30684.7 1	45341.5 4	47068.9 5
14	41864.1 3	37943.3 7	39388.7 5	32689.9 0	30921.0 4	45341.5 4	47068.9 5
15	42905.7 0	38867.0 4	40312.4 6	33083.4 3	31314.2 3	46638.4 5	48211.0 5
16	45546.0 5	38867.0 4	40312.4 6	33319.7 2	31550.5 9	46638.4 5	48211.0 5
17	46587.6 1	39790.7 1	41236.1 7	33713.2 5	31943.7 5	47935.7 1	49353.1 1

18	46587.6 1	39790.7 1	41236.1 7	33949.5 7	32180.0 9	47935.7 1	49353.1 1
19	47629.1 8	40714.4 1	42159.7 5	34343.0 8	32573.2 6	49232.9 7	50495.1 5
20	47629.1 8	40714.4 1	42159.7 5	34579.4 1	32809.6 0	49232.9 7	50495.1 5
21	48670.7 7	41549.6 7	43083.4 6	34972.9 0	33202.7 9	50529.8 8	51637.2 8
22	48670.7 7	41549.6 7	43083.4 6	35209.2 6	33439.1 0	50529.8 8	51637.2 8
23	49712.3 4	42385.0 1	44007.1 6	35602.7 4	33832.3 3	51827.1 4	52779.3 4
24	49712.3 4	42385.0 1	44007.1 6	35843.3 5	34068.6 5	51827.1 4	52779.3 4
25	50753.9 5	43308.6 5	44930.8 7	36241.5 3	34461.8 2	53124.3 9	53921.4 3
26	50753.9 5	43308.6 5	44930.8 7	36482.5 7	34698.1 7	53124.3 9	53921.4 3
27	51795.4 8	44232.3 2	45854.4 5	36880.7 5	35091.3 4	54421.3 1	55063.5 3
28	51795.4 8	44232.3 2	45854.4 5	37121.8 3	35327.7 0	54421.3 1	55063.5 3
29	52070.5 5	44507.3 8	46129.6 3	37520.0 1	35724.2 4	54696.3 7	55338.5 8
30	52070.5 5	44507.3 8	46129.6 3	37520.0 1	35724.2 4	54696.3 7	55338.5 8
31	52070.5 5	44507.3 8	46129.6 3	37520.0 1	35724.2 4	54696.3 7	55613.6 3

1.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	30719.92	41246.14	25068.89	25566.39	29174.44	24574.05
1	32791.62	43054.49	26968.57	27627.33	31212.65	26555.81
2	32929.12	43329.53	27227.32	27926.65	31327.37	26803.04
3	33818.27	44978.03	27486.08	28198.93	31824.32	27050.39
4	33818.27	44978.03	27683.07	28407.31	31824.32	27297.75
5	34805.67	46773.86	27965.87	28678.53	32443.39	27545.37
6	34805.67	46773.86	28162.91	29140.79	32443.39	27792.46
7	38732.53	48569.70	28445.71	29692.91	33602.71	28039.81
8	38732.53	48569.70	28642.75	30131.33	33602.71	28287.17
9	40638.56	50365.52	28925.56	30844.77	34919.28	28534.39
10	41149.54	50876.55	29698.49	31784.38	35420.37	29548.46
11	42151.84	52672.39	30020.56	32497.87	36627.93	29848.01
12	42151.84	52672.39	30256.93	32936.31	36627.93	30147.44
13	43154.12	54468.24	30579.07	33649.80	37797.27	30420.49
14	43154.12	54468.24	30815.39	34088.19	37797.27	30746.42
15	44156.41	56264.06	31169.31	34801.68	38966.66	31045.97
16	46796.76	56264.06	31405.62	35240.11	38966.66	31345.39
17	47799.03	58059.90	31759.50	35959.81	40136.03	31644.95
18	48611.08	58059.90	31995.85	36406.88	40136.03	31944.37

19	49613.36	59855.75	32349.73	37128.97	41305.38	32243.93
20	49613.36	59855.75	32586.04	37576.07	41305.38	32543.48
21	50615.69	61651.63	32939.96	38298.19	42474.82	32842.91
22	50615.69	61651.63	33176.29	38745.25	42474.82	33142.33
23	51617.96	63447.45	33530.19	39467.45	43644.19	33441.88
24	51617.96	63447.45	33766.52	39914.47	43644.19	33741.44
25	52620.27	63447.45	34120.40	40636.62	44813.55	34040.86
26	52620.27	63447.45	34356.75	41083.65	44813.55	34288.62
27	53622.55	63447.45	34777.86	41805.82	45982.92	34583.15
28	53622.55	63447.45	35014.21	42252.86	45982.92	34809.69
29	53622.55	63447.45	35438.67	42975.00	47152.31	35036.25
30	53622.55	63447.45	35438.67	42975.00	47152.31	35036.25
31	53622.55	63447.45	35438.67	42975.00	47152.31	35036.25

1.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	44587.2 4	38951.2 6	52015.8 1	48294.9 7	64045.1 5	28346.3 9	26795.8 9
1	45756.6 3	40255.5 5	52910.1 3	49455.5 3	64045.1 5	30389.8 2	28412.8 6
2	46031.6 9	40373.4 7	54153.1 9	50616.1 0	66532.1 0	30507.7 4	28727.8 1
3	47680.1 5	41358.4 2	54872.9 4	51776.6 6	66532.1 0	31001.5 3	29042.7 0
4	47680.1 5	41358.4 2	56612.1 1	51776.6 6	69019.0 6	31001.5 3	29239.7 4
5	49476.0 1	42343.3 3	56835.8 1	53807.6 1	69019.0 6	31620.5 1	29554.6 8
6	49476.0 1	42343.3 3	58569.3 1	53807.6 1	71506.0 4	31620.5 1	29856.6 8
7	51271.8 5	43367.5 2	58569.3 1	55838.5 5	71506.0 4	35015.0 0	30105.8 8
8	51271.8 5	43367.5 2	61016.3 2	55838.5 5	73993.0 0	35015.0 0	30302.9 4
9	53067.6 8	44548.8 7	61016.3 2	57869.4 8	73993.0 0	36796.4 5	30657.1 3
10	53067.6 8	45059.8 5	63463.3 3	57869.4 8	76479.9 7	37307.4 2	31430.2 5
11	54863.5 1	46241.2 2	63463.3 3	59900.4 2	76479.9 7	38309.7 0	31823.7 0
12	54863.5 1	46241.2 2	65910.3 2	59900.4 2	78966.9 4	38309.7 0	32060.0 6
13	56659.3 6	47383.3 2	65910.3 2	61931.3 6	78966.9 4	39312.0 0	32453.5 5
14	56659.3 6	47383.3 2	68357.3 6	61931.3 6	81453.9 0	39312.0 0	32689.9 0
15	58455.2 4	48525.4 0	68357.3 6	63962.3 0	81453.9 0	40314.2 8	33083.4 3
16	58455.2 4	48525.4 0	70804.3 6	63962.3 0	83940.8 8	40314.2 8	33319.7 2

17	60251.0 8	49667.4 6	70804.3 6	65993.2 6	83940.8 8	41316.5 5	33713.2 5
18	60251.0 8	49667.4 6	73251.3 8	65993.2 6	86427.8 3	41316.5 5	33949.5 7
19	62046.8 8	50809.5 2	73251.3 8	68024.1 6	86427.8 3	42318.8 9	34343.0 8
20	62046.8 8	50809.5 2	75698.3 8	68024.1 6	88914.8 1	42318.8 9	34579.4 1
21	63842.7 1	51951.6 4	75698.3 8	70055.1 1	88914.8 1	43321.1 4	34972.9 0
22	63842.7 1	51951.6 4	78145.3 9	70055.1 1	91401.7 7	43321.1 4	35209.2 6
23	65638.6 0	53093.7 0	78145.3 9	72086.0 5	91401.7 7	44323.4 6	35602.7 4
24	65638.6 0	53093.7 0	78145.3 9	72086.0 5	91401.7 7	44323.4 6	35843.3 5
25	67434.4 4	54235.7 8	78145.3 9	72086.0 5	91401.7 7	45325.7 4	36241.5 3
26	67434.4 4	54235.7 8	78145.3 9	72086.0 5	91401.7 7	45325.7 4	36482.5 7
27	67434.4 4	55377.8 8	78145.3 9	72086.0 5	91401.7 7	46328.0 2	36880.7 5
28	67434.4 4	55377.8 8	78145.3 9	72086.0 5	91401.7 7	46328.0 2	37121.8 3
29	67434.4 4	55652.9 5	78145.3 9	72086.0 5	91401.7 7	46563.8 0	37520.0 1
30	67434.4 4	55652.9 5	78145.3 9	72086.0 5	91401.7 7	46563.8 0	37520.0 1
31	67434.4 4	55928.0 1	78145.3 9	72086.0 5	91401.7 7	46563.8 0	37520.0 1

2. : Echelles de rémunération mensuelle

2.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	2552.93	2357.48	2362.20	2232.99	2089.07	2979.98	3219.74
1	2703.72	2503.02	2541.61	2367.74	2247.38	3106.95	3328.43
2	2713.54	2512.84	2541.61	2393.98	2268.94	3116.78	3338.26
3	2786.01	2553.99	2583.02	2420.23	2290.51	3211.76	3420.34
4	2786.01	2553.99	2583.02	2436.65	2306.92	3211.76	3420.34
5	2858.47	2605.57	2638.23	2462.89	2330.49	3306.77	3502.41
6	2858.47	2605.57	2638.23	2488.06	2346.91	3306.77	3502.41
7	3179.16	2888.44	2994.85	2508.82	2370.48	3405.05	3587.76
8	3179.16	2888.44	2994.85	2525.25	2386.90	3405.05	3587.76
9	3269.23	2965.42	3079.31	2554.76	2412.56	3516.40	3686.21
10	3311.81	3008.00	3131.72	2619.19	2476.97	3558.98	3728.79
11	3401.88	3084.97	3205.42	2651.98	2507.16	3670.36	3827.24
12	3401.88	3084.97	3205.42	2671.67	2526.86	3670.36	3827.24
13	3488.68	3161.95	3282.40	2704.46	2557.06	3778.46	3922.41
14	3488.68	3161.95	3282.40	2724.16	2576.75	3778.46	3922.41
15	3575.48	3238.92	3359.37	2756.95	2609.52	3886.54	4017.59

16	3795.50	3238.92	3359.37	2776.64	2629.22	3886.54	4017.59
17	3882.30	3315.89	3436.35	2809.44	2661.98	3994.64	4112.76
18	3882.30	3315.89	3436.35	2829.13	2681.67	3994.64	4112.76
19	3969.10	3392.87	3513.31	2861.92	2714.44	4102.75	4207.93
20	3969.10	3392.87	3513.31	2881.62	2734.13	4102.75	4207.93
21	4055.90	3462.47	3590.29	2914.41	2766.90	4210.82	4303.11
22	4055.90	3462.47	3590.29	2934.11	2786.59	4210.82	4303.11
23	4142.70	3532.08	3667.26	2966.90	2819.36	4318.93	4398.28
24	4142.70	3532.08	3667.26	2986.95	2839.05	4318.93	4398.28
25	4229.50	3609.05	3744.24	3020.13	2871.82	4427.03	4493.45
26	4229.50	3609.05	3744.24	3040.21	2891.51	4427.03	4493.45
27	4316.29	3686.03	3821.20	3073.40	2924.28	4535.11	4588.63
28	4316.29	3686.03	3821.20	3093.49	2943.98	4535.11	4588.63
29	4339.21	3708.95	3844.14	3126.67	2977.02	4558.03	4611.55
30	4339.21	3708.95	3844.14	3126.67	2977.02	4558.03	4611.55
31	4339.21	3708.95	3844.14	3126.67	2977.02	4558.03	4634.47

2.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	2559.99	3437.18	2089.07	2130.53	2431.20	2047.84
1	2732.64	3587.87	2247.38	2302.28	2601.05	2212.98
2	2744.09	3610.79	2268.94	2327.22	2610.61	2233.59
3	2818.19	3748.17	2290.51	2349.91	2652.03	2254.20
4	2818.19	3748.17	2306.92	2367.28	2652.03	2274.81
5	2900.47	3897.82	2330.49	2389.88	2703.62	2295.45
6	2900.47	3897.82	2346.91	2428.40	2703.62	2316.04
7	3227.71	4047.48	2370.48	2474.41	2800.23	2336.65
8	3227.71	4047.48	2386.90	2510.94	2800.23	2357.26
9	3386.55	4197.13	2410.46	2570.40	2909.94	2377.87
10	3429.13	4239.71	2474.87	2648.70	2951.70	2462.37
11	3512.65	4389.37	2501.71	2708.16	3052.33	2487.33
12	3512.65	4389.37	2521.41	2744.69	3052.33	2512.29
13	3596.18	4539.02	2548.26	2804.15	3149.77	2535.04
14	3596.18	4539.02	2567.95	2840.68	3149.77	2562.20
15	3679.70	4688.67	2597.44	2900.14	3247.22	2587.16
16	3899.73	4688.67	2617.14	2936.68	3247.22	2612.12
17	3983.25	4838.33	2646.63	2996.65	3344.67	2637.08
18	4050.92	4838.33	2666.32	3033.91	3344.67	2662.03
19	4134.45	4987.98	2695.81	3094.08	3442.12	2686.99
20	4134.45	4987.98	2715.50	3131.34	3442.12	2711.96
21	4217.97	5137.64	2745.00	3191.52	3539.57	2736.91
22	4217.97	5137.64	2764.69	3228.77	3539.57	2761.86
23	4301.50	5287.29	2794.18	3288.95	3637.02	2786.82
24	4301.50	5287.29	2813.88	3326.21	3637.02	2811.79
25	4385.02	5287.29	2843.37	3386.39	3734.46	2836.74
26	4385.02	5287.29	2863.06	3423.64	3734.46	2857.39

27	4468.55	5287.29	2898.16	3483.82	3831.91	2881.93
28	4468.55	5287.29	2917.85	3521.07	3831.91	2900.81
29	4468.55	5287.29	2953.22	3581.25	3929.36	2919.69
30	4468.55	5287.29	2953.22	3581.25	3929.36	2919.69
31	4468.55	5287.29	2953.22	3581.25	3929.36	2919.69

2.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	3715.60	3245.94	4334.65	4024.58	5337.10	2362.20	2232.99
1	3813.05	3354.63	4409.18	4121.29	5337.10	2532.49	2367.74
2	3835.97	3364.46	4512.77	4218.01	5544.34	2542.31	2393.98
3	3973.35	3446.54	4572.75	4314.72	5544.34	2583.46	2420.23
4	3973.35	3446.54	4717.68	4314.72	5751.59	2583.46	2436.65
5	4123.00	3528.61	4736.32	4483.97	5751.59	2635.04	2462.89
6	4123.00	3528.61	4880.78	4483.97	5958.84	2635.04	2488.06
7	4272.65	3613.96	4880.78	4653.21	5958.84	2917.92	2508.82
8	4272.65	3613.96	5084.69	4653.21	6166.08	2917.92	2525.25
9	4422.31	3712.41	5084.69	4822.46	6166.08	3066.37	2554.76
10	4422.31	3754.99	5288.61	4822.46	6373.33	3108.95	2619.19
11	4571.96	3853.44	5288.61	4991.70	6373.33	3192.48	2651.98
12	4571.96	3853.44	5492.53	4991.70	6580.58	3192.48	2671.67
13	4721.61	3948.61	5492.53	5160.95	6580.58	3276.00	2704.46
14	4721.61	3948.61	5696.45	5160.95	6787.83	3276.00	2724.16
15	4871.27	4043.78	5696.45	5330.19	6787.83	3359.52	2756.95
16	4871.27	4043.78	5900.36	5330.19	6995.07	3359.52	2776.64
17	5020.92	4138.96	5900.36	5499.44	6995.07	3443.05	2809.44
18	5020.92	4138.96	6104.28	5499.44	7202.32	3443.05	2829.13
19	5170.57	4234.13	6104.28	5668.68	7202.32	3526.57	2861.92
20	5170.57	4234.13	6308.20	5668.68	7409.57	3526.57	2881.62
21	5320.23	4329.30	6308.20	5837.93	7409.57	3610.10	2914.41
22	5320.23	4329.30	6512.12	5837.93	7616.81	3610.10	2934.11
23	5469.88	4424.48	6512.12	6007.17	7616.81	3693.62	2966.90
24	5469.88	4424.48	6512.12	6007.17	7616.81	3693.62	2986.95
25	5619.54	4519.65	6512.12	6007.17	7616.81	3777.15	3020.13
26	5619.54	4519.65	6512.12	6007.17	7616.81	3777.15	3040.21
27	5619.54	4614.82	6512.12	6007.17	7616.81	3860.67	3073.40
28	5619.54	4614.82	6512.12	6007.17	7616.81	3860.67	3093.49
29	5619.54	4637.75	6512.12	6007.17	7616.81	3880.32	3126.67
30	5619.54	4637.75	6512.12	6007.17	7616.81	3880.32	3126.67
31	5619.54	4660.67	6512.12	6007.17	7616.81	3880.32	3126.67

3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	1960.91

4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	76.33