

# Salaires minimums par (sous-)commission paritaire

## Commission paritaire 3300005: habitation protégée

En vigueur au 01/07/2011 (Dernière actualisation de la page 27/10/2014)

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 330).

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

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

##### 1.1.1. : Barèmes de rémunération horaire minima avec allocation de résidence

| ANNEES<br>DE<br>SERVICES | CATEGORIE |        |        |        |         |
|--------------------------|-----------|--------|--------|--------|---------|
|                          | 1         | 2      | 3      | 4      | 5       |
| 0                        | 7.0183    | 7.2889 | 8.1007 | 8.2019 | 8.9318  |
| 1                        | 7.1531    | 7.4247 | 8.2354 | 8.3367 | 8.9367  |
| 2                        | 7.2889    | 7.5590 | 8.3698 | 8.4710 | 9.0560  |
| 3                        | 7.4247    | 7.6948 | 8.5055 | 8.6068 | 9.1766  |
| 5                        | 7.5590    | 7.8291 | 8.6413 | 8.7416 | 9.2959  |
| 7                        | 7.6948    | 7.9639 | 8.7761 | 8.8773 | 9.4156  |
| 9                        | 7.8291    | 8.1007 | 8.9119 | 8.9318 | 9.5373  |
| 11                       | 7.9639    | 8.2354 | 8.9318 | 8.9708 | 9.6565  |
| 13                       | 8.1007    | 8.3698 | 9.0000 | 9.0900 | 9.7762  |
| 15                       | 8.2354    | 8.5055 | 9.1217 | 9.2117 | 9.8969  |
| 17                       | 8.3698    | 8.6413 | 9.2414 | 9.3314 | 10.0171 |
| 19                       | 8.5055    | 8.7761 | 9.3606 | 9.4506 | 10.1368 |
| 21                       | 8.6413    | 8.9119 | 9.4813 | 9.5703 | 10.2575 |
| 23                       | 8.7761    | 8.9318 | 9.6010 | 9.6906 | 10.3767 |
| 25                       | 8.9119    | 9.0000 | 9.7212 | 9.8113 | 10.4965 |
| 27                       | 8.9119    | 9.0000 | 9.8419 | 9.9305 | 12.1829 |

##### 1.1.2. : Barèmes de rémunération horaire minima avec allocation de foyer

| ANNEES<br>DE<br>SERVICES | CATEGORIE |        |        |        |         |
|--------------------------|-----------|--------|--------|--------|---------|
|                          | 1         | 2      | 3      | 4      | 5       |
| 0                        | 7.2999    | 7.5705 | 8.3823 | 8.4835 | 9.2134  |
| 1                        | 7.4347    | 7.7063 | 8.5170 | 8.6183 | 9.2183  |
| 2                        | 7.5705    | 7.8406 | 8.6514 | 8.7526 | 9.3376  |
| 3                        | 7.7063    | 7.9764 | 8.7871 | 8.8884 | 9.4582  |
| 5                        | 7.8406    | 8.1107 | 8.9229 | 9.0232 | 9.5775  |
| 7                        | 7.9764    | 8.2455 | 9.0577 | 9.1589 | 9.6972  |
| 9                        | 8.1107    | 8.3823 | 9.1935 | 9.2134 | 9.8189  |
| 11                       | 8.2455    | 8.5170 | 9.2134 | 9.2524 | 9.9381  |
| 13                       | 8.3823    | 8.6514 | 9.2816 | 9.3716 | 10.0578 |

|    |        |        |         |         |         |
|----|--------|--------|---------|---------|---------|
| 15 | 8.5170 | 8.7871 | 9.4033  | 9.4933  | 10.1785 |
| 17 | 8.6514 | 8.9229 | 9.5230  | 9.6130  | 10.2987 |
| 19 | 8.7871 | 9.0577 | 9.6422  | 9.7322  | 10.4184 |
| 21 | 8.9229 | 9.1935 | 9.7629  | 9.8519  | 10.5391 |
| 23 | 9.0577 | 9.2134 | 9.8826  | 9.9722  | 10.6583 |
| 25 | 9.1935 | 9.2816 | 10.0028 | 10.0929 | 10.7781 |
| 27 | 9.1935 | 9.2816 | 10.1235 | 10.2121 | 12.4645 |

## 1.2. : Travailleurs fournissant un travail principalement intellectuel

### 1.2.1. : Personnel administratif

#### 1.2.1.1. : Barèmes de rémunération mensuelle minima avec allocation de résidence

| ANCIENNETÉ | CATEGORIE |         |         |         |         |
|------------|-----------|---------|---------|---------|---------|
|            | 1         | 2       | 3       | 4       | 5       |
| 0          | 1250.39   | 1294.59 | 1433.05 | 1520.33 | 1658.17 |
| 1          | 1272.54   | 1322.23 | 1466.39 | 1549.85 | 1687.69 |
| 2          | 1294.68   | 1349.93 | 1470.94 | 1579.36 | 1717.20 |
| 3          | 1316.87   | 1377.72 | 1500.46 | 1608.88 | 1746.72 |
| 5          | 1339.02   | 1410.91 | 1529.98 | 1638.39 | 1776.23 |
| 7          | 1361.21   | 1444.20 | 1569.43 | 1677.84 | 1815.69 |
| 9          | 1383.35   | 1470.64 | 1648.24 | 1756.65 | 1894.50 |
| 11         | 1405.50   | 1480.77 | 1727.05 | 1835.47 | 1973.30 |
| 13         | 1427.69   | 1520.22 | 1796.02 | 1904.44 | 2042.28 |
| 15         | 1449.83   | 1559.67 | 1865.00 | 1973.41 | 2107.98 |
| 17         | 1470.64   | 1599.13 | 1933.97 | 2042.38 | 2157.05 |
| 19         | 1470.64   | 1638.59 | 2002.95 | 2107.98 | 2226.02 |
| 21         | 1485.88   | 1675.46 | 2071.92 | 2157.16 | 2295.00 |
| 23         | 1505.56   | 1717.50 | 2117.71 | 2226.13 | 2363.97 |
| 25         | 1525.24   | 1756.95 | 2186.69 | 2295.11 | 2409.76 |
| 27         | 1544.92   | 1796.41 | 2255.66 | 2364.08 | 2478.73 |
| 29         | 1544.92   | 1835.86 | 2324.64 | 2409.86 | 2547.71 |

#### 1.2.1.2. : Barèmes de rémunération mensuelle minima avec allocation de foyer

| ANCIENNETÉ | CATEGORIE |         |         |         |         |
|------------|-----------|---------|---------|---------|---------|
|            | 1         | 2       | 3       | 4       | 5       |
| 0          | 1296.76   | 1340.96 | 1479.42 | 1566.70 | 1704.54 |
| 1          | 1318.91   | 1368.60 | 1512.76 | 1596.22 | 1734.06 |
| 2          | 1341.05   | 1396.30 | 1517.31 | 1625.73 | 1763.57 |
| 3          | 1363.24   | 1424.09 | 1546.83 | 1655.25 | 1793.09 |
| 5          | 1385.39   | 1457.28 | 1576.35 | 1684.76 | 1822.60 |
| 7          | 1407.58   | 1490.57 | 1615.80 | 1724.21 | 1862.06 |
| 9          | 1429.72   | 1517.01 | 1694.61 | 1803.02 | 1940.87 |
| 11         | 1451.87   | 1527.14 | 1773.42 | 1881.84 | 2019.67 |
| 13         | 1474.06   | 1566.59 | 1842.39 | 1950.81 | 2088.65 |
| 15         | 1496.20   | 1606.04 | 1911.37 | 2019.78 | 2154.35 |
| 17         | 1517.01   | 1645.50 | 1980.34 | 2088.75 | 2180.23 |
| 19         | 1517.01   | 1684.96 | 2049.32 | 2154.35 | 2249.20 |
| 21         | 1532.25   | 1721.83 | 2118.29 | 2180.34 | 2318.18 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 23 | 1551.93 | 1763.87 | 2156.56 | 2249.31 | 2387.15 |
| 25 | 1571.61 | 1803.32 | 2209.87 | 2318.29 | 2409.76 |
| 27 | 1591.29 | 1842.78 | 2278.84 | 2387.26 | 2478.73 |
| 29 | 1591.29 | 1882.23 | 2347.82 | 2409.86 | 2547.71 |

## 1.2.2. : Personnel technique et paramédical

### 1.2.2.1. : Barèmes de rémunération mensuelle minima avec allocation de résidence

| ANCIENNETÉ | CATEGORIE |         |         |         |         |
|------------|-----------|---------|---------|---------|---------|
|            | 1         | 2       | 3       | 4       | 5       |
| 0          | 1250.39   | 1372.07 | 1559.69 | 1608.97 | 1740.26 |
| 1          | 1272.54   | 1399.91 | 1584.29 | 1638.49 | 1774.80 |
| 2          | 1294.68   | 1427.55 | 1608.88 | 1668.00 | 1809.33 |
| 3          | 1316.87   | 1455.25 | 1633.48 | 1697.52 | 1843.86 |
| 5          | 1339.02   | 1470.64 | 1662.99 | 1727.04 | 1902.99 |
| 7          | 1361.21   | 1490.61 | 1692.51 | 1766.48 | 1962.12 |
| 9          | 1383.35   | 1520.13 | 1722.03 | 1845.30 | 2021.25 |
| 10         | 1383.35   | 1520.13 | 1722.03 | 1845.30 | 2219.33 |
| 11         | 1405.50   | 1549.65 | 1751.54 | 1924.11 | 2283.54 |
| 13         | 1427.69   | 1589.10 | 1790.99 | 1993.08 | 2342.67 |
| 15         | 1449.83   | 1628.55 | 1830.45 | 2062.06 | 2378.62 |
| 17         | 1470.64   | 1668.01 | 1869.90 | 2109.46 | 2437.74 |
| 19         | 1470.64   | 1707.46 | 1909.36 | 2176.82 | 2578.05 |
| 21         | 1485.88   | 1746.92 | 1948.81 | 2245.80 | 2634.37 |
| 23         | 1505.56   | 1786.37 | 1988.27 | 2314.77 | 2690.68 |
| 25         | 1525.24   | 1825.83 | 2027.73 | 2374.03 | 2746.99 |
| 27         | 1544.92   | 1865.28 | 2067.18 | 2429.53 | 2803.31 |
| 29         | 1544.92   | 1904.74 | 2106.63 | 2498.50 | 2803.31 |
| 31         | 1544.92   | 1904.74 | 2122.91 | 2498.50 | 2803.31 |

### 1.2.2.2. : Barèmes de rémunération mensuelle minima avec allocation de foyer

| ANCIENNETÉ | CATEGORIE |         |         |         |         |
|------------|-----------|---------|---------|---------|---------|
|            | 1         | 2       | 3       | 4       | 5       |
| 0          | 1296.76   | 1418.44 | 1606.06 | 1655.34 | 1786.63 |
| 1          | 1318.91   | 1446.28 | 1630.66 | 1684.86 | 1821.17 |
| 2          | 1341.05   | 1473.92 | 1655.25 | 1714.37 | 1855.70 |
| 3          | 1363.24   | 1501.62 | 1679.85 | 1743.89 | 1890.23 |
| 5          | 1385.39   | 1517.01 | 1709.36 | 1773.41 | 1949.36 |
| 7          | 1407.58   | 1536.98 | 1738.88 | 1812.85 | 2008.49 |
| 9          | 1429.72   | 1566.50 | 1768.40 | 1891.67 | 2067.62 |
| 10         | 1429.72   | 1566.50 | 1768.40 | 1891.67 | 2242.51 |
| 11         | 1451.87   | 1596.02 | 1797.91 | 1970.48 | 2306.72 |
| 13         | 1474.06   | 1635.47 | 1837.36 | 2039.45 | 2365.85 |
| 15         | 1496.20   | 1674.92 | 1876.82 | 2108.43 | 2398.57 |
| 17         | 1517.01   | 1714.38 | 1916.27 | 2155.83 | 2437.74 |
| 19         | 1517.01   | 1753.83 | 1955.73 | 2200.00 | 2578.05 |
| 21         | 1532.25   | 1793.29 | 1995.18 | 2268.98 | 2634.37 |
| 23         | 1551.93   | 1832.74 | 2034.64 | 2337.95 | 2690.68 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 25 | 1571.61 | 1872.20 | 2074.10 | 2397.22 | 2746.99 |
| 27 | 1591.29 | 1911.65 | 2113.55 | 2429.53 | 2803.31 |
| 29 | 1591.29 | 1951.11 | 2153.00 | 2498.50 | 2803.31 |
| 31 | 1591.29 | 1951.11 | 2156.96 | 2498.50 | 2803.31 |

### 1.2.3. : Personnel soignant

#### 1.2.3.1. : Barèmes de rémunération mensuelle minima avec allocation de résidence

| ANCIEN<br>NETE | CATEGORIE |         |         |         |         |         |
|----------------|-----------|---------|---------|---------|---------|---------|
|                | 1         | 2       | 3       | 4       | 5       | 6       |
| 0              | 1333.66   | 1372.07 | 1559.69 | 1608.97 | 1740.26 | 1914.55 |
| 1              | 1355.80   | 1399.91 | 1584.29 | 1638.49 | 1774.80 | 1949.08 |
| 2              | 1377.95   | 1427.55 | 1608.88 | 1668.00 | 1809.33 | 1983.60 |
| 3              | 1400.14   | 1455.25 | 1633.48 | 1697.52 | 1843.86 | 2018.14 |
| 5              | 1422.28   | 1470.64 | 1662.99 | 1727.04 | 1902.99 | 2077.27 |
| 7              | 1444.43   | 1490.61 | 1692.51 | 1766.48 | 1962.12 | 2113.22 |
| 9              | 1466.62   | 1520.13 | 1722.03 | 1845.30 | 2021.25 | 2172.35 |
| 10             | 1466.62   | 1520.13 | 1722.03 | 1845.30 | 2219.33 | 2232.48 |
| 11             | 1470.64   | 1549.65 | 1751.54 | 1924.11 | 2283.54 | 2288.88 |
| 13             | 1481.05   | 1589.10 | 1790.99 | 1993.08 | 2342.67 | 2351.87 |
| 15             | 1500.73   | 1628.55 | 1830.45 | 2062.06 | 2378.62 | 2394.88 |
| 17             | 1520.41   | 1668.01 | 1869.90 | 2109.46 | 2437.74 | 2461.09 |
| 19             | 1540.09   | 1707.46 | 1909.36 | 2176.82 | 2578.05 | 2578.05 |
| 21             | 1559.77   | 1746.92 | 1948.81 | 2245.80 | 2634.37 | 2634.37 |
| 23             | 1579.45   | 1786.37 | 1988.27 | 2314.77 | 2690.68 | 2690.68 |
| 25             | 1599.12   | 1825.83 | 2027.73 | 2374.03 | 2746.99 | 2746.99 |
| 27             | 1618.81   | 1865.28 | 2067.18 | 2429.53 | 2803.31 | 2803.31 |
| 29             | 1618.81   | 1904.74 | 2106.63 | 2498.50 | 2803.31 | 2803.31 |
| 31             | 1618.81   | 1904.74 | 2122.91 | 2498.50 | 2803.31 | 2803.31 |

#### 1.2.3.2. : Barèmes de rémunération mensuelle minima avec allocation de foyer

| ANCIEN<br>NETE | CATEGORIE |         |         |         |         |         |
|----------------|-----------|---------|---------|---------|---------|---------|
|                | 1         | 2       | 3       | 4       | 5       | 6       |
| 0              | 1380.03   | 1418.44 | 1606.06 | 1655.34 | 1786.63 | 1960.92 |
| 1              | 1402.17   | 1446.28 | 1630.66 | 1684.86 | 1821.17 | 1995.45 |
| 2              | 1424.32   | 1473.92 | 1655.25 | 1714.37 | 1855.70 | 2029.97 |
| 3              | 1446.51   | 1501.62 | 1679.85 | 1743.89 | 1890.23 | 2064.51 |
| 5              | 1468.65   | 1517.01 | 1709.36 | 1773.41 | 1949.36 | 2123.64 |
| 7              | 1490.80   | 1536.98 | 1738.88 | 1812.85 | 2008.49 | 2156.23 |
| 9              | 1512.99   | 1566.50 | 1768.40 | 1891.67 | 2067.62 | 2195.53 |
| 10             | 1512.99   | 1566.50 | 1768.40 | 1891.67 | 2242.51 | 2255.66 |
| 11             | 1517.01   | 1596.02 | 1797.91 | 1970.48 | 2306.72 | 2312.06 |
| 13             | 1527.42   | 1635.47 | 1837.36 | 2039.45 | 2365.85 | 2375.05 |
| 15             | 1547.10   | 1674.92 | 1876.82 | 2108.43 | 2398.57 | 2399.78 |
| 17             | 1566.78   | 1714.38 | 1916.27 | 2155.83 | 2437.74 | 2461.09 |
| 19             | 1586.46   | 1753.83 | 1955.73 | 2200.00 | 2578.05 | 2578.05 |
| 21             | 1606.14   | 1793.29 | 1995.18 | 2268.98 | 2634.37 | 2634.37 |
| 23             | 1625.82   | 1832.74 | 2034.64 | 2337.95 | 2690.68 | 2690.68 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 25 | 1645.49 | 1872.20 | 2074.10 | 2397.22 | 2746.99 | 2746.99 |
| 27 | 1665.18 | 1911.65 | 2113.55 | 2429.53 | 2803.31 | 2803.31 |
| 29 | 1665.18 | 1951.11 | 2153.00 | 2498.50 | 2803.31 | 2803.31 |
| 31 | 1665.18 | 1951.11 | 2156.96 | 2498.50 | 2803.31 | 2803.31 |

### 1.3. : Rémunération minimum mensuelle garantie

Cette rémunération comprend l'allocation de foyer ou de résidence. La rémunération minimum garantie est un droit que tout travailleur peut faire valoir, indépendamment de l'octroi de primes, allocations, indemnités et supplément de quelque nature que ce soit.

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