

Salaires minimums par (sous-)commission paritaire

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

En vigueur au 01/09/2022 (Dernière actualisation de la page 03/10/2022)

Indexation de 2% en 9/2022. 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	31874.8 7	29434.4 6	29493.4 4	27880.2 1	26083.3 2	37206.7 5	40200.3 7
1	33757.5 0	31251.6 2	31733.5 0	29562.6 0	28059.8 7	38792.1 5	41557.4 2
2	33880.2 0	31374.3 1	31733.5 0	29890.2 9	28329.0 9	38914.8 6	41680.1 2
3	34784.9 2	31888.0 5	32250.5 7	30217.9 3	28598.3 2	40100.7 5	42704.9 2
4	34784.9 2	31888.0 5	32250.5 7	30422.9 4	28803.2 9	40100.7 5	42704.9 2
5	35689.6 7	32532.0 8	32939.8 2	30750.6 3	29097.5 3	41287.0 1	43729.6 9
6	35689.6 7	32532.0 8	32939.8 2	31064.8 5	29302.5 4	41287.0 1	43729.6 9
7	39693.6 5	36063.9 2	37392.5 0	31324.1 4	29596.7 8	42514.0 8	44795.3 5
8	39693.6 5	36063.9 2	37392.5 0	31529.1 6	29801.8 0	42514.0 8	44795.3 5
9	40818.2 2	37025.0 2	38447.0 4	31897.6 9	30122.2 1	43904.3 6	46024.4 8
10	41349.8 5	37556.6 5	39101.4 2	32702.1 0	30926.4 2	44435.9 4	46556.1 4
11	42474.4 6	38517.7 1	40021.5 6	33111.4 6	31303.4 0	45826.5 5	47785.3 2
12	42474.4 6	38517.7 1	40021.5 6	33357.3 9	31549.3 3	45826.5 5	47785.3 2
13	43558.1 8	39478.7 7	40982.6 4	33766.8 0	31926.3 8	47176.3 2	48973.6 3
14	43558.1 8	39478.7 7	40982.6 4	34012.7 2	32172.2 8	47176.3 2	48973.6 3
15	44641.9 0	40439.8 1	41943.7 3	34422.1 7	32581.3 8	48525.7 1	50161.9 4
16	47389.1 0	40439.8 1	41943.7 3	34668.0 3	32827.3 0	48525.7 1	50161.9 4
17	48472.8 1	41400.8 7	42904.8 2	35077.4 8	33236.3 7	49875.4 6	51350.2 2

18	48472.8 1	41400.8 7	42904.8 2	35323.3 6	33482.2 8	49875.4 6	51350.2 2
19	49556.5 3	42361.9 5	43865.7 7	35732.7 9	33891.3 6	51225.2 2	52538.4 7
20	49556.5 3	42361.9 5	43865.7 7	35978.6 9	34137.2 6	51225.2 2	52538.4 7
21	50640.2 6	43231.0 0	44826.8 6	36388.1 0	34546.3 7	52574.6 1	53726.8 1
22	50640.2 6	43231.0 0	44826.8 6	36634.0 2	34792.2 4	52574.6 1	53726.8 1
23	51723.9 8	44100.1 5	45787.9 4	37043.4 3	35201.3 7	53924.3 6	54915.0 9
24	51723.9 8	44100.1 5	45787.9 4	37293.7 8	35447.2 6	53924.3 6	54915.0 9
25	52807.7 4	45061.1 7	46749.0 2	37708.0 7	35856.3 4	55274.1 0	56103.4 0
26	52807.7 4	45061.1 7	46749.0 2	37958.8 6	36102.2 6	55274.1 0	56103.4 0
27	53891.4 2	46022.2 1	47709.9 8	38373.1 5	36511.3 4	56623.5 0	57291.7 1
28	53891.4 2	46022.2 1	47709.9 8	38623.9 9	36757.2 5	56623.5 0	57291.7 1
29	54177.6 2	46308.4 0	47996.2 9	39038.2 8	37169.8 5	56909.6 9	57577.8 9
30	54177.6 2	46308.4 0	47996.2 9	39038.2 8	37169.8 5	56909.6 9	57577.8 9
31	54177.6 2	46308.4 0	47996.2 9	39038.2 8	37169.8 5	56909.6 9	57864.0 7

1.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	31963.02	42915.19	26083.32	26600.95	30355.00	25568.46
1	34118.56	44796.72	28059.87	28745.29	32475.69	27630.40
2	34261.62	45082.89	28329.09	29056.71	32595.05	27887.64
3	35186.75	46798.09	28598.32	29340.02	33112.12	28145.00
4	35186.75	46798.09	28803.29	29556.83	33112.12	28402.37
5	36214.10	48666.59	29097.53	29839.03	33756.23	28660.01
6	36214.10	48666.59	29302.54	30320.00	33756.23	28917.10
7	40299.86	50535.11	29596.78	30894.45	34962.46	29174.46
8	40299.86	50535.11	29801.80	31350.62	34962.46	29431.83
9	42283.02	52403.60	30096.05	32092.93	36332.32	29689.05
10	42814.68	52935.30	30900.26	33070.56	36853.68	30744.16
11	43857.54	54803.81	31235.36	33812.92	38110.10	31055.83
12	43857.54	54803.81	31481.30	34269.09	38110.10	31367.37
13	44900.38	56672.33	31816.47	35011.46	39326.76	31651.48
14	44900.38	56672.33	32062.35	35467.59	39326.76	31990.59
15	45943.23	58540.82	32430.60	36209.95	40543.47	32302.27
16	48690.42	58540.82	32676.47	36666.12	40543.47	32613.81
17	49733.25	60409.33	33044.67	37414.94	41760.16	32925.48
18	50578.16	60409.33	33290.58	37880.11	41760.16	33237.02

19	51621.00	62277.85	33658.78	38631.42	42976.83	33548.70
20	51621.00	62277.85	33904.66	39096.61	42976.83	33860.37
21	52663.88	64146.40	34272.90	39847.95	44193.59	34171.91
22	52663.88	64146.40	34518.78	40313.11	44193.59	34483.46
23	53706.71	66014.89	34887.01	41064.53	45410.28	34795.13
24	53706.71	66014.89	35132.90	41529.64	45410.28	35106.81
25	54749.58	66014.89	35501.10	42281.01	46626.95	35418.35
26	54749.58	66014.89	35747.02	42746.13	46626.95	35676.14
27	55792.42	66014.89	36185.17	43497.52	47843.65	35982.57
28	55792.42	66014.89	36431.08	43962.65	47843.65	36218.29
29	55792.42	66014.89	36872.72	44714.01	49060.36	36454.01
30	55792.42	66014.89	36872.72	44714.01	49060.36	36454.01
31	55792.42	66014.89	36872.72	44714.01	49060.36	36454.01

1.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	46391.4 9	40527.4 4	54120.6 7	50249.2 5	66636.7 8	29493.4 4	27880.2 1
1	47608.2 0	41884.5 2	55051.1 7	51456.7 8	66636.7 8	31619.5 6	29562.6 0
2	47894.3 9	42007.2 0	56344.5 3	52664.3 1	69224.3 6	31742.2 5	29890.2 9
3	49609.5 6	43032.0 1	57093.4 1	53871.8 3	69224.3 6	32256.0 2	30217.9 3
4	49609.5 6	43032.0 1	58902.9 5	53871.8 3	71811.9 6	32256.0 2	30422.9 4
5	51478.0 8	44056.7 8	59135.7 0	55984.9 7	71811.9 6	32900.0 5	30750.6 3
6	51478.0 8	44056.7 8	60939.3 6	55984.9 7	74399.5 8	32900.0 5	31064.8 5
7	53346.6 0	45122.4 2	60939.3 6	58098.0 9	74399.5 8	36431.9 1	31324.1 4
8	53346.6 0	45122.4 2	63485.3 8	58098.0 9	76987.1 8	36431.9 1	31529.1 6
9	55215.1 0	46351.5 7	63485.3 8	60211.2 0	76987.1 8	38285.4 4	31897.6 9
10	55215.1 0	46883.2 2	66031.4 1	60211.2 0	79574.7 8	38817.0 8	32702.1 0
11	57083.6 0	48112.4 0	66031.4 1	62324.3 2	79574.7 8	39859.9 2	33111.4 6
12	57083.6 0	48112.4 0	68577.4 3	62324.3 2	82162.3 8	39859.9 2	33357.3 9
13	58952.1 2	49300.7 1	68577.4 3	64437.4 5	82162.3 8	40902.7 8	33766.8 0
14	58952.1 2	49300.7 1	71123.4 8	64437.4 5	84749.9 8	40902.7 8	34012.7 2
15	60820.6 7	50489.0 1	71123.4 8	66550.5 7	84749.9 8	41945.6 2	34422.1 7
16	60820.6 7	50489.0 1	73669.5 1	66550.5 7	87337.6 0	41945.6 2	34668.0 3

17	62689.1 8	51677.2 9	73669.5 1	68663.7 2	87337.6 0	42988.4 5	35077.4 8
18	62689.1 8	51677.2 9	76215.5 4	68663.7 2	89925.1 9	42988.4 5	35323.3 6
19	64557.6 5	52865.5 6	76215.5 4	70776.8 0	89925.1 9	44031.3 5	35732.7 9
20	64557.6 5	52865.5 6	78761.5 6	70776.8 0	92512.8 0	44031.3 5	35978.6 9
21	66426.1 5	54053.8 9	78761.5 6	72889.9 4	92512.8 0	45074.1 6	36388.1 0
22	66426.1 5	54053.8 9	81307.6 0	72889.9 4	95100.4 0	45074.1 6	36634.0 2
23	68294.7 1	55242.1 7	81307.6 0	75003.0 6	95100.4 0	46117.0 3	37043.4 3
24	68294.7 1	55242.1 7	81307.6 0	75003.0 6	95100.4 0	46117.0 3	37293.7 8
25	70163.2 2	56430.4 7	81307.6 0	75003.0 6	95100.4 0	47159.8 7	37708.0 7
26	70163.2 2	56430.4 7	81307.6 0	75003.0 6	95100.4 0	47159.8 7	37958.8 6
27	70163.2 2	57618.7 8	81307.6 0	75003.0 6	95100.4 0	48202.7 1	38373.1 5
28	70163.2 2	57618.7 8	81307.6 0	75003.0 6	95100.4 0	48202.7 1	38623.9 9
29	70163.2 2	57904.9 8	81307.6 0	75003.0 6	95100.4 0	48448.0 3	39038.2 8
30	70163.2 2	57904.9 8	81307.6 0	75003.0 6	95100.4 0	48448.0 3	39038.2 8
31	70163.2 2	58191.1 7	81307.6 0	75003.0 6	95100.4 0	48448.0 3	39038.2 8

2. : Echelles de rémunération mensuelle

2.1. : fonctions 1 à 5

EXPERI ENCE	N° FONCTION						
	1	2	2A	2B	3	4	5
0	2656.24	2452.87	2457.79	2323.35	2173.61	3100.56	3350.03
1	2813.13	2604.30	2644.46	2463.55	2338.32	3232.68	3463.12
2	2823.35	2614.53	2644.46	2490.86	2360.76	3242.91	3473.34
3	2898.74	2657.34	2687.55	2518.16	2383.19	3341.73	3558.74
4	2898.74	2657.34	2687.55	2535.25	2400.27	3341.73	3558.74
5	2974.14	2711.01	2744.99	2562.55	2424.79	3440.58	3644.14
6	2974.14	2711.01	2744.99	2588.74	2441.88	3440.58	3644.14
7	3307.80	3005.33	3116.04	2610.35	2466.40	3542.84	3732.95
8	3307.80	3005.33	3116.04	2627.43	2483.48	3542.84	3732.95
9	3401.52	3085.42	3203.92	2658.14	2510.18	3658.70	3835.37
10	3445.82	3129.72	3258.45	2725.18	2577.20	3703.00	3879.68
11	3539.54	3209.81	3335.13	2759.29	2608.62	3818.88	3982.11
12	3539.54	3209.81	3335.13	2779.78	2629.11	3818.88	3982.11
13	3629.85	3289.90	3415.22	2813.90	2660.53	3931.36	4081.14
14	3629.85	3289.90	3415.22	2834.39	2681.02	3931.36	4081.14
15	3720.16	3369.98	3495.31	2868.51	2715.12	4043.81	4180.16

16	3949.09	3369.98	3495.31	2889.00	2735.61	4043.81	4180.16
17	4039.40	3450.07	3575.40	2923.12	2769.70	4156.29	4279.19
18	4039.40	3450.07	3575.40	2943.61	2790.19	4156.29	4279.19
19	4129.71	3530.16	3655.48	2977.73	2824.28	4268.77	4378.21
20	4129.71	3530.16	3655.48	2998.22	2844.77	4268.77	4378.21
21	4220.02	3602.58	3735.57	3032.34	2878.86	4381.22	4477.23
22	4220.02	3602.58	3735.57	3052.84	2899.35	4381.22	4477.23
23	4310.33	3675.01	3815.66	3086.95	2933.45	4493.70	4576.26
24	4310.33	3675.01	3815.66	3107.82	2953.94	4493.70	4576.26
25	4400.65	3755.10	3895.75	3142.34	2988.03	4606.18	4675.28
26	4400.65	3755.10	3895.75	3163.24	3008.52	4606.18	4675.28
27	4490.95	3835.18	3975.83	3197.76	3042.61	4718.63	4774.31
28	4490.95	3835.18	3975.83	3218.67	3063.10	4718.63	4774.31
29	4514.80	3859.03	3999.69	3253.19	3097.49	4742.47	4798.16
30	4514.80	3859.03	3999.69	3253.19	3097.49	4742.47	4798.16
31	4514.80	3859.03	3999.69	3253.19	3097.49	4742.47	4822.01

2.2. : fonctions 6 à 11

ANCIEN NETE	N° DE LA FONCTION					
	6	7	8	9	10	11
0	2663.59	3576.27	2173.61	2216.75	2529.58	2130.71
1	2843.21	3733.06	2338.32	2395.44	2706.31	2302.53
2	2855.14	3756.91	2360.76	2421.39	2716.25	2323.97
3	2932.23	3899.84	2383.19	2445.00	2759.34	2345.42
4	2932.23	3899.84	2400.27	2463.07	2759.34	2366.86
5	3017.84	4055.55	2424.79	2486.59	2813.02	2388.33
6	3017.84	4055.55	2441.88	2526.67	2813.02	2409.76
7	3358.32	4211.26	2466.40	2574.54	2913.54	2431.21
8	3358.32	4211.26	2483.48	2612.55	2913.54	2452.65
9	3523.59	4366.97	2508.00	2674.41	3027.69	2474.09
10	3567.89	4411.28	2575.02	2755.88	3071.14	2562.01
11	3654.80	4566.98	2602.95	2817.74	3175.84	2587.99
12	3654.80	4566.98	2623.44	2855.76	3175.84	2613.95
13	3741.70	4722.69	2651.37	2917.62	3277.23	2637.62
14	3741.70	4722.69	2671.86	2955.63	3277.23	2665.88
15	3828.60	4878.40	2702.55	3017.50	3378.62	2691.86
16	4057.54	4878.40	2723.04	3055.51	3378.62	2717.82
17	4144.44	5034.11	2753.72	3117.91	3480.01	2743.79
18	4214.85	5034.11	2774.22	3156.68	3480.01	2769.75
19	4301.75	5189.82	2804.90	3219.29	3581.40	2795.73
20	4301.75	5189.82	2825.39	3258.05	3581.40	2821.70
21	4388.66	5345.53	2856.08	3320.66	3682.80	2847.66
22	4388.66	5345.53	2876.57	3359.43	3682.80	2873.62
23	4475.56	5501.24	2907.25	3422.04	3784.19	2899.59
24	4475.56	5501.24	2927.74	3460.80	3784.19	2925.57
25	4562.47	5501.24	2958.43	3523.42	3885.58	2951.53
26	4562.47	5501.24	2978.92	3562.18	3885.58	2973.01

27	4649.37	5501.24	3015.43	3624.79	3986.97	2998.55
28	4649.37	5501.24	3035.92	3663.55	3986.97	3018.19
29	4649.37	5501.24	3072.73	3726.17	4088.36	3037.83
30	4649.37	5501.24	3072.73	3726.17	4088.36	3037.83
31	4649.37	5501.24	3072.73	3726.17	4088.36	3037.83

2.3. : fonctions 9 à 18

ANCIEN NETE	N° DE LA FONCTION						
	12	13	14	15	16	17	18
0	3865.96	3377.29	4510.06	4187.44	5553.07	2457.79	2323.35
1	3967.35	3490.38	4587.60	4288.07	5553.07	2634.96	2463.55
2	3991.20	3500.60	4695.38	4388.69	5768.70	2645.19	2490.86
3	4134.13	3586.00	4757.78	4489.32	5768.70	2688.00	2518.16
4	4134.13	3586.00	4908.58	4489.32	5984.33	2688.00	2535.25
5	4289.84	3671.40	4927.98	4665.41	5984.33	2741.67	2562.55
6	4289.84	3671.40	5078.28	4665.41	6199.97	2741.67	2588.74
7	4445.55	3760.20	5078.28	4841.51	6199.97	3035.99	2610.35
8	4445.55	3760.20	5290.45	4841.51	6415.60	3035.99	2627.43
9	4601.26	3862.63	5290.45	5017.60	6415.60	3190.45	2658.14
10	4601.26	3906.94	5502.62	5017.60	6631.23	3234.76	2725.18
11	4756.97	4009.37	5502.62	5193.69	6631.23	3321.66	2759.29
12	4756.97	4009.37	5714.79	5193.69	6846.87	3321.66	2779.78
13	4912.68	4108.39	5714.79	5369.79	6846.87	3408.57	2813.90
14	4912.68	4108.39	5926.96	5369.79	7062.50	3408.57	2834.39
15	5068.39	4207.42	5926.96	5545.88	7062.50	3495.47	2868.51
16	5068.39	4207.42	6139.13	5545.88	7278.13	3495.47	2889.00
17	5224.10	4306.44	6139.13	5721.98	7278.13	3582.37	2923.12
18	5224.10	4306.44	6351.30	5721.98	7493.77	3582.37	2943.61
19	5379.80	4405.46	6351.30	5898.07	7493.77	3669.28	2977.73
20	5379.80	4405.46	6563.46	5898.07	7709.40	3669.28	2998.22
21	5535.51	4504.49	6563.46	6074.16	7709.40	3756.18	3032.34
22	5535.51	4504.49	6775.63	6074.16	7925.03	3756.18	3052.84
23	5691.23	4603.51	6775.63	6250.26	7925.03	3843.09	3086.95
24	5691.23	4603.51	6775.63	6250.26	7925.03	3843.09	3107.82
25	5846.94	4702.54	6775.63	6250.26	7925.03	3929.99	3142.34
26	5846.94	4702.54	6775.63	6250.26	7925.03	3929.99	3163.24
27	5846.94	4801.57	6775.63	6250.26	7925.03	4016.89	3197.76
28	5846.94	4801.57	6775.63	6250.26	7925.03	4016.89	3218.67
29	5846.94	4825.42	6775.63	6250.26	7925.03	4037.34	3253.19
30	5846.94	4825.42	6775.63	6250.26	7925.03	4037.34	3253.19
31	5846.94	4849.26	6775.63	6250.26	7925.03	4037.34	3253.19

3. : Salaire minimum garanti

Salaire minimum garanti	
Montant mensuel	2040.26

4. : Allocation spéciale

Allocation annuelle spéciale	
Montant mensuel	79.42