SERVICE PUBLIC FÉDÉRAL
Emploi, Travail et
Concertation sociale

Salaires minimums par (sous-)commission paritaire

Commission paritaire 3270200: entreprises de travail adapte subsidiees par la commission communautaire francaise

En vigueur au 01/09/2021 (Dernière actualisation de la page 16/09/2021)

Changement des classifications de fonctions en 09/2021.

En cas d'indexation et d'augmentation CCT en application des CCT sectorielles, les salaires minimums et les salaires réels sont indexés.

1. REGIME (sur base hebdomadaire): 38h

1.1. Catégories:

ANCIENNITÉ	Fonction					
	13	13B	14	14B	15	15B
0	3289.8400	19.9788	2860.7900	17.3732	2503.1600	15.2014
1	3352.4500	20.3590	2905.4600	17.6445	2547.8500	15.4728
2	3415.0100	20.7389	2950.1400	17.9158	2592.5300	15.7441
3	3477.6100	21.1191	2994.8300	18.1872	2637.2500	16.0157
4	3540.1900	21.4991	3039.5200	18.4586	2681.9800	16.2873
5	3602.7600	21.8791	3084.2600	18.7303	2726.6500	16.5586
6	3665.3500	22.2592	3128.9500	19.0017	2771.3700	16.8302
7	3727.9200	22.6392	3173.6500	19.2732	2816.0300	17.1014
8	3790.5100	23.0193	3218.3400	19.5446	2860.7900	17.3732
9	3853.0700	23.3992	3263.0700	19.8162	2905.4600	17.6445
10	3915.6400	23.7792	3307.7600	20.0876	2950.1400	17.9158
11	3978.2300	24.1593	3352.4500	20.3590	2994.8300	18.1872
12	4040.8000	24.5393	3397.1200	20.6303	3039.5200	18.4586
13	4103.3600	24.9192	3441.8100	20.9017	3084.2600	18.7303
14	4165.9500	25.2993	3486.5400	21.1733	3128.9500	19.0017
15	4228.5600	25.6795	3531.2600	21.4449	3173.6500	19.2732
16	4291.1100	26.0594	3575.9200	21.7161	3218.3400	19.5446

17	4353.7000	26.4395	3620.6400	21.9877	3263.0700	19.8162
18	4416.2800	26.8195	3665.3500	22.2592	3307.7600	20.0876
19	4478.8500	27.1995	3710.0700	22.5308	3352.4500	20.3590
20	4541.4200	27.5795	3754.7300	22.8020	3397.1200	20.6303

1.2. Catégories:

ANCIENNITÉ	Fonction					
	16	16B	165	165B	17	17B
0	2324.3500	14.1155	2243.2700	13.6231	2162.2100	13.1308
1	2369.0600	14.3870	2278.6200	13.8378	2188.2100	13.2887
2	2413.7500	14.6584	2313.9600	14.0524	2214.1900	13.4465
3	2458.4700	14.9300	2349.3000	14.2670	2240.1300	13.6040
4	2503.1600	15.2014	2384.6500	14.4817	2266.1400	13.7620
5	2547.8500	15.4728	2420.0100	14.6964	2292.1400	13.9199
6	2592.5300	15.7441	2455.3300	14.9109	2318.1100	14.0776
7	2637.2500	16.0157	2490.6800	15.1256	2344.1000	14.2354
8	2681.9800	16.2873	2526.0400	15.3403	2370.1000	14.3933
9	2726.6500	16.5586	2561.3600	15.5548	2396.0800	14.5511
10	2771.3700	16.8302	2596.7300	15.7696	2422.0800	14.7090
11	2816.0300	17.1014	2632.0500	15.9841	2448.0700	14.8668
12	2860.7900	17.3732	2667.4400	16.1990	2474.0800	15.0248
13	2905.4600	17.6445	2702.7400	16.4134	2500.0400	15.1824
14	2950.1400	17.9158	2738.0400	16.6278	2526.0000	15.3401
15	2994.8300	18.1872	2773.4100	16.8426	2552.0400	15.4982
16	3039.5200	18.4586	2808.7900	17.0574	2578.0400	15.6561
17	3084.2600	18.7303	2844.1200	17.2720	2603.9900	15.8137
18	3128.9500	19.0017	2879.4600	17.4866	2629.9700	15.9715
19	3173.6500	19.2732	2914.8100	17.7013	2655.9700	16.1294
20	3218.3400	19.5446	2950.1500	17.9159	2681.9800	16.2873

1.3. Catégories:

Pour les travailleurs de production de niveau 3, il peut être distingué sur leur fiche de rémunération la part salariale liée au travail et la part d'allocation complémentaire composant ensemble la rémunération totale, correspondant au revenu minimum moyen mensuel garanti, dans le respect des dispositions suivantes :

Capacité Professionnelle C ; Part salariale liée au travail

C 85 p.c.

E 80 p.c.

F 75 ou 80 p.c.

ANCIENNITÉ	Fonction					
	18	18B	19	19B	20	20B
0	2078.1900	12.6206	2006.6100	12.1859	1832.2500	11.1270
1	2095.8100	12.7276	2024.2800	12.2932	1832.2500	11.1270
2	2113.5600	12.8354	2042.0100	12.4009	1832.2500	11.1270
3	2131.2000	12.9425	2059.6700	12.5081	1832.2500	11.1270
4	2148.8800	13.0499	2077.3500	12.6155	1832.2500	11.1270
5	2166.5400	13.1571	2095.0200	12.7228	1832.2500	11.1270
6	2184.2200	13.2645	2112.6700	12.8300	1832.2500	11.1270
7	2201.8700	13.3717	2130.3600	12.9374	1832.2500	11.1270
8	2219.5600	13.4791	2147.9900	13.0445	1832.2500	11.1270
9	2237.2400	13.5865	2165.7100	13.1521	1832.2500	11.1270
10	2254.9300	13.6939	2183.4000	13.2595	1832.2500	11.1270
11	2272.6100	13.8013	2201.0500	13.3667	1832.2500	11.1270
12	2290.2700	13.9085	2218.7000	13.4739	1832.2500	11.1270
13	2307.9400	14.0158	2236.4000	13.5814	1832.2500	11.1270
14	2325.6000	14.1231	2254.0700	13.6887	1832.2500	11.1270
15	2343.2700	14.2304	2271.7200	13.7959	1832.2500	11.1270
16	2360.9400	14.3377	2289.3900	13.9032	1832.2500	11.1270
17	2378.6600	14.4453	2307.1100	14.0108	1832.2500	11.1270
18	2396.3100	14.5525	2324.7600	14.1180	1832.2500	11.1270
19	2413.9800	14.6598	2342.4700	14.2255	1832.2500	11.1270

20	2431.6500	14.7671	2360.0900	14.3325	1832.2500	11.1270

1.4. Catégories:

ANCIENNITÉ	Fonction					
	21	21B	22	22B	23	23B
0	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
1	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
2	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
3	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
4	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
5	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
6	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
7	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
8	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
9	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
10	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
11	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
12	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
13	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
14	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
15	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
16	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
17	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
18	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
19	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896
20	1918.8900	11.6532	1794.1100	10.8954	1743.7500	10.5896

1.5. Catégories:

ANCIENNITÉ	Fonction							
	24	24B	25	25B	195	195B	215	215B

0	1721.7900	10.4562	29.1500	0.1770	2035.7600	12.3629	1948.0400	11.8302
1	1721.7900	10.4562	29.1500	0.1770	2053.4300	12.4702	1948.0400	11.8302
2	1721.7900	10.4562	29.1500	0.1770	2071.1400	12.5778	1948.0400	11.8302
3	1721.7900	10.4562	29.1500	0.1770	2088.8000	12.6850	1948.0400	11.8302
4	1721.7900	10.4562	29.1500	0.1770	2106.4800	12.7924	1948.0400	11.8302
5	1721.7900	10.4562	29.1500	0.1770	2124.1500	12.8997	1948.0400	11.8302
6	1721.7900	10.4562	29.1500	0.1770	2141.8000	13.0069	1948.0400	11.8302
7	1721.7900	10.4562	29.1500	0.1770	2159.4900	13.1143	1948.0400	11.8302
8	1721.7900	10.4562	29.1500	0.1770	2177.1200	13.2214	1948.0400	11.8302
9	1721.7900	10.4562	29.1500	0.1770	2194.8600	13.3291	1948.0400	11.8302
10	1721.7900	10.4562	29.1500	0.1770	2212.5400	13.4365	1948.0400	11.8302
11	1721.7900	10.4562	29.1500	0.1770	2230.2000	13.5437	1948.0400	11.8302
12	1721.7900	10.4562	29.1500	0.1770	2247.8500	13.6509	1948.0400	11.8302
13	1721.7900	10.4562	29.1500	0.1770	2265.5500	13.7584	1948.0400	11.8302
14	1721.7900	10.4562	29.1500	0.1770	2283.2200	13.8657	1948.0400	11.8302
15	1721.7900	10.4562	29.1500	0.1770	2300.8700	13.9729	1948.0400	11.8302
16	1721.7900	10.4562	29.1500	0.1770	2318.5400	14.0802	1948.0400	11.8302
17	1721.7900	10.4562	29.1500	0.1770	2336.2600	14.1878	1948.0400	11.8302
18	1721.7900	10.4562	29.1500	0.1770	2353.9100	14.2950	1948.0400	11.8302
19	1721.7900	10.4562	29.1500	0.1770	2371.6100	14.4025	1948.0400	11.8302
20	1721.7900	10.4562	29.1500	0.1770	2389.2300	14.5095	1948.0400	11.8302