

C.P. n° 331.00.10-20.00 Vergunde kinderopvang - Trap 1

Adaptation suite à : Les barèmes de base sont portés à 203,99 %

Validité : depuis le 01/11/2023

Le revenu minimum garanti pourrait dans certains cas être plus élevé que le barème minimum → il faudra dans ce cas respecter le revenu minimum garanti et non pas appliquer le barème minimum.

Le revenu minimum garanti doit être respecté à chaque échéance de paie.

A partir du 1<sup>er</sup> novembre 2023, le revenu minimum garanti pour les travailleurs de 18 ans et plus s'élève à 1.994,18 EUR.

**Attention !** Un revenu minimum mensuel moyen interprofessionnel est garanti sur base annuelle aux travailleurs âgés de 18 ans au moins. Concrètement, vous devez donc vérifier si la somme des douze rémunérations mensuelles dont le travailleur a bénéficié au cours d'une année, augmentée d'éventuels avantages octroyés, mais à l'exclusion du double pécule de vacances et des compléments de rémunération pour prestations de travail supplémentaires ou tardives, est au moins égale à la somme des douze montants du revenu minimum mensuel moyen garanti.



Personnel ouvrier

Catégorie : A1

Ouvrier non qualifié

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	8.610,46	1.463,71	8,8889	8,4445
1	8.782,77	1.493,00	9,0668	8,6134
2	8.956,29	1.522,49	9,2459	8,7836
3	9.129,84	1.552,00	9,4251	8,9538
4	9.129,84	1.552,00	9,4251	8,9538
5	9.301,54	1.581,18	9,6023	9,1222
6	9.301,54	1.581,18	9,6023	9,1222
7	9.475,06	1.610,68	9,7815	9,2924
8	9.475,06	1.610,68	9,7815	9,2924
9	9.646,73	1.639,86	9,9587	9,4608
10	9.646,73	1.639,86	9,9587	9,4608
11	9.819,04	1.669,15	10,1366	9,6297
12	9.819,04	1.669,15	10,1366	9,6297
13	9.993,83	1.698,87	10,3170	9,8012
14	9.993,83	1.698,87	10,3170	9,8012
15	10.166,11	1.728,15	10,4949	9,9701
16	10.166,11	1.728,15	10,4949	9,9701
17	10.337,78	1.757,34	10,6721	10,1385
18	10.337,78	1.757,34	10,6721	10,1385
19	10.511,33	1.786,84	10,8512	10,3087
20	10.511,33	1.786,84	10,8512	10,3087
21	10.684,86	1.816,34	11,0304	10,4789
22	10.684,86	1.816,34	11,0304	10,4789
23	10.857,19	1.845,63	11,2083	10,6479
24	10.857,19	1.845,63	11,2083	10,6479
25	11.030,72	1.875,13	11,3874	10,8181

## Personnel ouvrier

Catégorie : A2	Semi-qualifié			
	anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.
0	8.956,29	1.522,49	9,2459	8,7836
1	9.129,84	1.552,00	9,4251	8,9538
2	9.301,54	1.581,18	9,6023	9,1222
3	9.475,06	1.610,68	9,7815	9,2924
4	9.475,06	1.610,68	9,7815	9,2924
5	9.646,73	1.639,86	9,9587	9,4608
6	9.646,73	1.639,86	9,9587	9,4608
7	9.819,04	1.669,15	10,1366	9,6297
8	9.819,04	1.669,15	10,1366	9,6297
9	9.993,83	1.698,87	10,3170	9,8012
10	9.993,83	1.698,87	10,3170	9,8012
11	10.166,11	1.728,15	10,4949	9,9701
12	10.166,11	1.728,15	10,4949	9,9701
13	10.337,78	1.757,34	10,6721	10,1385
14	10.337,78	1.757,34	10,6721	10,1385
15	10.511,33	1.786,84	10,8512	10,3087
16	10.511,33	1.786,84	10,8512	10,3087
17	10.684,86	1.816,34	11,0304	10,4789
18	10.684,86	1.816,34	11,0304	10,4789
19	10.857,19	1.845,63	11,2083	10,6479
20	10.857,19	1.845,63	11,2083	10,6479
21	11.030,72	1.875,13	11,3874	10,8181
22	11.030,72	1.875,13	11,3874	10,8181
23	11.056,20	1.879,46	11,4137	10,8430
24	11.056,20	1.879,46	11,4137	10,8430
25	11.143,31	1.894,27	11,5037	10,9285

Personnel ouvrier

Catégorie : A3

Qualifié

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	9.993,83	1.698,87	10,3170	9,8012
1	10.166,11	1.728,15	10,4949	9,9701
2	10.337,78	1.757,34	10,6721	10,1385
3	10.511,33	1.786,84	10,8512	10,3087
4	10.511,33	1.786,84	10,8512	10,3087
5	10.684,86	1.816,34	11,0304	10,4789
6	10.684,86	1.816,34	11,0304	10,4789
7	10.857,19	1.845,63	11,2083	10,6479
8	10.857,19	1.845,63	11,2083	10,6479
9	11.030,72	1.875,13	11,3874	10,8181
10	11.030,72	1.875,13	11,3874	10,8181
11	11.056,20	1.879,46	11,4137	10,8430
12	11.056,20	1.879,46	11,4137	10,8430
13	11.143,31	1.894,27	11,5037	10,9285
14	11.143,31	1.894,27	11,5037	10,9285
15	11.298,81	1.920,70	11,6642	11,0810
16	11.298,81	1.920,70	11,6642	11,0810
17	11.451,81	1.946,71	11,8221	11,2310
18	11.451,81	1.946,71	11,8221	11,2310
19	11.604,19	1.972,62	11,9794	11,3805
20	11.604,19	1.972,62	11,9794	11,3805
21	11.758,46	1.998,84	12,1387	11,5318
22	11.758,46	1.998,84	12,1387	11,5318
23	11.911,46	2.024,85	12,2967	11,6818
24	11.911,46	2.024,85	12,2967	11,6818
25	12.065,13	2.050,97	12,4553	11,8325
26	12.065,13	2.050,97	12,4553	11,8325
27	12.219,37	2.077,19	12,6145	11,9838

Personnel ouvrier

Catégorie : A4

Surqualifié

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	10.123,20	1.720,86	10,4506	9,9280
1	10.295,51	1.750,15	10,6284	10,0970
2	10.467,16	1.779,33	10,8056	10,2654
3	10.640,71	1.808,83	10,9848	10,4356
4	10.640,71	1.808,83	10,9848	10,4356
5	10.813,02	1.838,12	11,1627	10,6046
6	10.813,02	1.838,12	11,1627	10,6046
7	10.986,54	1.867,62	11,3418	10,7747
8	10.986,54	1.867,62	11,3418	10,7747
9	11.056,20	1.879,46	11,4137	10,8430
10	11.056,20	1.879,46	11,4137	10,8430
11	11.105,98	1.887,92	11,4651	10,8919
12	11.105,98	1.887,92	11,4651	10,8919
13	11.258,36	1.913,83	11,6224	11,0413
14	11.258,36	1.913,83	11,6224	11,0413
15	11.413,89	1.940,27	11,7830	11,1938
16	11.413,89	1.940,27	11,7830	11,1938
17	11.566,91	1.966,28	11,9410	11,3439
18	11.566,91	1.966,28	11,9410	11,3439
19	11.719,29	1.992,18	12,0983	11,4934
20	11.719,29	1.992,18	12,0983	11,4934
21	11.872,29	2.018,19	12,2562	11,6434
22	11.872,29	2.018,19	12,2562	11,6434
23	12.025,93	2.044,31	12,4148	11,7941
24	12.025,93	2.044,31	12,4148	11,7941
25	12.180,20	2.070,53	12,5741	11,9454
26	12.180,20	2.070,53	12,5741	11,9454
27	12.332,58	2.096,44	12,7314	12,0948

Personnel ouvrier

Catégorie : A5

Personnel de maîtrise

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	11.056,20	1.879,46	11,4137	10,8430
1	11.062,45	1.880,52	11,4202	10,8492
2	11.214,83	1.906,43	11,5775	10,9986
3	11.369,07	1.932,65	11,7367	11,1499
4	11.369,07	1.932,65	11,7367	11,1499
5	11.521,47	1.958,55	11,8941	11,2993
6	11.521,47	1.958,55	11,8941	11,2993
7	11.674,50	1.984,57	12,0520	11,4494
8	11.674,50	1.984,57	12,0520	11,4494
9	11.830,00	2.011,00	12,2126	11,6019
10	11.830,00	2.011,00	12,2126	11,6019
11	11.982,38	2.036,90	12,3699	11,7514
12	11.982,38	2.036,90	12,3699	11,7514
13	12.135,38	2.062,91	12,5278	11,9014
14	12.135,38	2.062,91	12,5278	11,9014
15	12.289,64	2.089,14	12,6871	12,0527
16	12.289,64	2.089,14	12,6871	12,0527
17	12.443,29	2.115,26	12,8457	12,2034
18	12.443,29	2.115,26	12,8457	12,2034
19	12.596,31	2.141,27	13,0037	12,3535
20	12.596,31	2.141,27	13,0037	12,3535
21	12.750,55	2.167,49	13,1629	12,5047
22	12.750,55	2.167,49	13,1629	12,5047
23	12.902,96	2.193,40	13,3202	12,6542
24	12.902,96	2.193,40	13,3202	12,6542
25	13.055,98	2.219,41	13,4782	12,8043
26	13.055,98	2.219,41	13,4782	12,8043
27	13.211,49	2.245,84	13,6387	12,9568

Personnel administratif

Catégorie : B1

Catégorie 1

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	9.345,59	1.588,67	9,6478	9,1654
1	9.517,48	1.617,89	9,8253	9,3340
2	9.689,34	1.647,11	10,0027	9,5025
3	9.861,60	1.676,39	10,1805	9,6715
4	9.861,60	1.676,39	10,1805	9,6715
5	10.033,49	1.705,61	10,3580	9,8401
6	10.033,49	1.705,61	10,3580	9,8401
7	10.205,73	1.734,89	10,5358	10,0090
8	10.205,73	1.734,89	10,5358	10,0090
9	10.377,62	1.764,11	10,7132	10,1776
10	10.377,62	1.764,11	10,7132	10,1776
11	10.549,51	1.793,33	10,8907	10,3461
12	10.549,51	1.793,33	10,8907	10,3461
13	10.721,77	1.822,61	11,0685	10,5151
14	10.721,77	1.822,61	11,0685	10,5151
15	10.893,63	1.851,83	11,2459	10,6836
16	10.893,63	1.851,83	11,2459	10,6836
17	11.055,13	1.879,28	11,4126	10,8420
18	11.055,13	1.879,28	11,4126	10,8420
19	11.055,13	1.879,28	11,4126	10,8420
20	11.055,13	1.879,28	11,4126	10,8420
21	11.173,43	1.899,39	11,5348	10,9580
22	11.173,43	1.899,39	11,5348	10,9580
23	11.326,21	1.925,36	11,6925	11,1079
24	11.326,21	1.925,36	11,6925	11,1079
25	11.478,93	1.951,32	11,8501	11,2576
26	11.478,93	1.951,32	11,8501	11,2576
27	11.631,71	1.977,29	12,0079	11,4075

Personnel administratif

Catégorie : B2

Catégorie 2

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	9.688,65	1.646,99	10,0020	9,5019
1	9.903,22	1.683,46	10,2235	9,7123
2	10.118,17	1.720,00	10,4454	9,9231
3	10.333,86	1.756,67	10,6680	10,1346
4	10.333,86	1.756,67	10,6680	10,1346
5	10.591,50	1.800,47	10,9340	10,3873
6	10.591,50	1.800,47	10,9340	10,3873
7	10.849,88	1.844,39	11,2007	10,6407
8	10.849,88	1.844,39	11,2007	10,6407
9	11.055,13	1.879,28	11,4126	10,8420
10	11.055,13	1.879,28	11,4126	10,8420
11	11.133,74	1.892,64	11,4938	10,9191
12	11.133,74	1.892,64	11,4938	10,9191
13	11.439,96	1.944,70	11,8099	11,2194
14	11.439,96	1.944,70	11,8099	11,2194
15	11.746,21	1.996,76	12,1261	11,5198
16	11.746,21	1.996,76	12,1261	11,5198
17	12.052,48	2.048,82	12,4422	11,8201
18	12.052,48	2.048,82	12,4422	11,8201
19	12.358,73	2.100,88	12,7584	12,1205
20	12.358,73	2.100,88	12,7584	12,1205
21	12.664,98	2.152,94	13,0745	12,4208
22	12.664,98	2.152,94	13,0745	12,4208
23	12.971,23	2.205,00	13,3907	12,7212
24	12.971,23	2.205,00	13,3907	12,7212
25	13.277,47	2.257,06	13,7068	13,0215
26	13.277,47	2.257,06	13,7068	13,0215
27	13.583,72	2.309,12	14,0230	13,3218
28	13.583,72	2.309,12	14,0230	13,3218
29	13.889,97	2.361,18	14,3391	13,6222



Personnel administratif

Catégorie : B3

Catégorie 3

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	10.763,39	1.829,69	11,1115	10,5559
1	11.022,11	1.873,67	11,3785	10,8096
2	11.057,49	1.879,68	11,4151	10,8443
3	11.286,59	1.918,63	11,6516	11,0690
4	11.286,59	1.918,63	11,6516	11,0690
5	11.515,70	1.957,57	11,8881	11,2937
6	11.515,70	1.957,57	11,8881	11,2937
7	11.821,92	2.009,63	12,2042	11,5940
8	11.821,92	2.009,63	12,2042	11,5940
9	12.433,65	2.113,62	12,8357	12,1939
10	12.433,65	2.113,62	12,8357	12,1939
11	13.045,37	2.217,60	13,4672	12,7939
12	13.045,37	2.217,60	13,4672	12,7939
13	13.580,75	2.308,61	14,0199	13,3189
14	13.580,75	2.308,61	14,0199	13,3189
15	14.116,12	2.399,62	14,5726	13,8440
16	14.116,12	2.399,62	14,5726	13,8440
17	14.651,50	2.490,63	15,1253	14,3690
18	14.651,50	2.490,63	15,1253	14,3690
19	15.186,87	2.581,64	15,6780	14,8941
20	15.186,87	2.581,64	15,6780	14,8941
21	15.722,25	2.672,65	16,2307	15,4191
22	15.722,25	2.672,65	16,2307	15,4191
23	16.257,63	2.763,66	16,7834	15,9442
24	16.257,63	2.763,66	16,7834	15,9442
25	16.793,00	2.854,67	17,3361	16,4693
26	16.793,00	2.854,67	17,3361	16,4693
27	17.328,38	2.945,68	17,8887	16,9943
28	17.328,38	2.945,68	17,8887	16,9943
29	17.863,75	3.036,69	18,4414	17,5194

Personnel administratif

Catégorie : B4

Catégorie 4

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	11.440,83	1.944,85	11,8108	11,2203
1	11.669,96	1.983,80	12,0473	11,4450
2	11.899,04	2.022,74	12,2838	11,6696
3	12.128,14	2.061,68	12,5203	11,8943
4	12.128,14	2.061,68	12,5203	11,8943
5	12.357,22	2.100,62	12,7568	12,1190
6	12.357,22	2.100,62	12,7568	12,1190
7	12.663,44	2.152,68	13,0730	12,4193
8	12.663,44	2.152,68	13,0730	12,4193
9	13.275,17	2.256,67	13,7045	13,0192
10	13.275,17	2.256,67	13,7045	13,0192
11	13.886,90	2.360,66	14,3360	13,6192
12	13.886,90	2.360,66	14,3360	13,6192
13	14.422,27	2.451,67	14,8887	14,1442
14	14.422,27	2.451,67	14,8887	14,1442
15	14.957,65	2.542,68	15,4414	14,6693
16	14.957,65	2.542,68	15,4414	14,6693
17	15.493,00	2.633,68	15,9940	15,1943
18	15.493,00	2.633,68	15,9940	15,1943
19	16.028,40	2.724,69	16,5467	15,7194
20	16.028,40	2.724,69	16,5467	15,7194
21	16.563,77	2.815,70	17,0994	16,2444
22	16.563,77	2.815,70	17,0994	16,2444
23	17.099,15	2.906,71	17,6521	16,7695
24	17.099,15	2.906,71	17,6521	16,7695
25	17.634,53	2.997,72	18,2048	17,2946
26	17.634,53	2.997,72	18,2048	17,2946
27	18.169,90	3.088,73	18,7575	17,8196
28	18.169,90	3.088,73	18,7575	17,8196
29	18.705,28	3.179,74	19,3102	18,3447

Personnel administratif

Catégorie : B5

Catégorie 5

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	12.510,74	2.126,72	12,9153	12,2695
1	12.739,87	2.165,67	13,1519	12,4943
2	12.968,95	2.204,61	13,3883	12,7189
3	13.198,05	2.243,56	13,6248	12,9436
4	13.198,05	2.243,56	13,6248	12,9436
5	13.427,13	2.282,50	13,8613	13,1683
6	13.427,13	2.282,50	13,8613	13,1683
7	13.733,38	2.334,56	14,1775	13,4686
8	13.733,38	2.334,56	14,1775	13,4686
9	14.345,10	2.438,55	14,8090	14,0685
10	14.345,10	2.438,55	14,8090	14,0685
11	14.956,80	2.542,53	15,4405	14,6685
12	14.956,80	2.542,53	15,4405	14,6685
13	15.492,20	2.633,54	15,9932	15,1935
14	15.492,20	2.633,54	15,9932	15,1935
15	16.027,58	2.724,56	16,5459	15,7186
16	16.027,58	2.724,56	16,5459	15,7186
17	16.562,96	2.815,57	17,0986	16,2436
18	16.562,96	2.815,57	17,0986	16,2436
19	17.098,33	2.906,57	17,6513	16,7687
20	17.098,33	2.906,57	17,6513	16,7687
21	17.633,71	2.997,58	18,2039	17,2938
22	17.633,71	2.997,58	18,2039	17,2938
23	18.169,08	3.088,59	18,7566	17,8188
24	18.169,08	3.088,59	18,7566	17,8188
25	18.704,46	3.179,60	19,3093	18,3439
26	18.704,46	3.179,60	19,3093	18,3439
27	19.239,83	3.270,61	19,8620	18,8689
28	19.239,83	3.270,61	19,8620	18,8689
29	19.775,21	3.361,62	20,4147	19,3940

Personnel technique et paramédical

Catégorie : C1

Catégorie 1

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	9.345,59	1.588,67	9,6478	9,1654
1	9.517,48	1.617,89	9,8253	9,3340
2	9.689,34	1.647,11	10,0027	9,5025
3	9.861,60	1.676,39	10,1805	9,6715
4	9.861,60	1.676,39	10,1805	9,6715
5	10.033,49	1.705,61	10,3580	9,8401
6	10.033,49	1.705,61	10,3580	9,8401
7	10.205,73	1.734,89	10,5358	10,0090
8	10.205,73	1.734,89	10,5358	10,0090
9	10.377,62	1.764,11	10,7132	10,1776
10	10.377,62	1.764,11	10,7132	10,1776
11	10.549,51	1.793,33	10,8907	10,3461
12	10.549,51	1.793,33	10,8907	10,3461
13	10.721,77	1.822,61	11,0685	10,5151
14	10.721,77	1.822,61	11,0685	10,5151
15	10.893,63	1.851,83	11,2459	10,6836
16	10.893,63	1.851,83	11,2459	10,6836
17	11.055,13	1.879,28	11,4126	10,8420
18	11.055,13	1.879,28	11,4126	10,8420
19	11.055,13	1.879,28	11,4126	10,8420
20	11.055,13	1.879,28	11,4126	10,8420
21	11.173,43	1.899,39	11,5348	10,9580
22	11.173,43	1.899,39	11,5348	10,9580
23	11.326,21	1.925,36	11,6925	11,1079
24	11.326,21	1.925,36	11,6925	11,1079
25	11.478,93	1.951,32	11,8501	11,2576
26	11.478,93	1.951,32	11,8501	11,2576
27	11.631,71	1.977,29	12,0079	11,4075
28	11.631,71	1.977,29	12,0079	11,4075

Personnel technique et paramédical

Catégorie : C2

Catégorie 2

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	10.290,06	1.749,22	10,6228	10,0917
1	10.506,10	1.785,95	10,8458	10,3036
2	10.720,68	1.822,43	11,0674	10,5140
3	10.935,65	1.858,97	11,2893	10,7248
4	10.935,65	1.858,97	11,2893	10,7248
5	11.055,13	1.879,28	11,4126	10,8420
6	11.055,13	1.879,28	11,4126	10,8420
7	11.210,14	1.905,63	11,5727	10,9940
8	11.210,14	1.905,63	11,5727	10,9940
9	11.439,27	1.944,58	11,8092	11,2187
10	11.439,27	1.944,58	11,8092	11,2187
11	11.668,37	1.983,53	12,0457	11,4434
12	11.668,37	1.983,53	12,0457	11,4434
13	11.974,62	2.035,59	12,3619	11,7438
14	11.974,62	2.035,59	12,3619	11,7438
15	12.280,84	2.087,64	12,6780	12,0441
16	12.280,84	2.087,64	12,6780	12,0441
17	12.587,09	2.139,70	12,9941	12,3444
18	12.587,09	2.139,70	12,9941	12,3444
19	12.893,36	2.191,76	13,3103	12,6448
20	12.893,36	2.191,76	13,3103	12,6448
21	13.199,61	2.243,82	13,6265	12,9451
22	13.199,61	2.243,82	13,6265	12,9451
23	13.505,86	2.295,88	13,9426	13,2455
24	13.505,86	2.295,88	13,9426	13,2455
25	13.812,11	2.347,94	14,2588	13,5458
26	13.812,11	2.347,94	14,2588	13,5458
27	14.118,35	2.400,00	14,5749	13,8462
28	14.118,35	2.400,00	14,5749	13,8462
29	14.424,60	2.452,06	14,8911	14,1465

Personnel technique et paramédical

Catégorie : C3

Catégorie 3

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	11.746,34	1.996,78	12,1262	11,5199
1	11.937,26	2.029,23	12,3233	11,7071
2	12.128,17	2.061,69	12,5204	11,8944
3	12.319,07	2.094,14	12,7174	12,0816
4	12.319,07	2.094,14	12,7174	12,0816
5	12.548,15	2.133,08	12,9539	12,3062
6	12.548,15	2.133,08	12,9539	12,3062
7	12.777,28	2.172,03	13,1905	12,5309
8	12.777,28	2.172,03	13,1905	12,5309
9	13.006,38	2.210,98	13,4270	12,7556
10	13.006,38	2.210,98	13,4270	12,7556
11	13.235,46	2.249,92	13,6635	12,9803
12	13.235,46	2.249,92	13,6635	12,9803
13	13.541,70	2.301,98	13,9796	13,2806
14	13.541,70	2.301,98	13,9796	13,2806
15	13.847,98	2.354,04	14,2958	13,5810
16	13.847,98	2.354,04	14,2958	13,5810
17	14.154,20	2.406,10	14,6119	13,8813
18	14.154,20	2.406,10	14,6119	13,8813
19	14.460,45	2.458,16	14,9281	14,1817
20	14.460,45	2.458,16	14,9281	14,1817
21	14.766,70	2.510,22	15,2442	14,4820
22	14.766,70	2.510,22	15,2442	14,4820
23	15.072,97	2.562,28	15,5604	14,7824
24	15.072,97	2.562,28	15,5604	14,7824
25	15.379,22	2.614,34	15,8766	15,0827
26	15.379,22	2.614,34	15,8766	15,0827
27	15.685,46	2.666,40	16,1927	15,3831
28	15.685,46	2.666,40	16,1927	15,3831
29	15.991,69	2.718,45	16,5088	15,6834
30	15.991,69	2.718,45	16,5088	15,6834
31	16.297,96	2.770,52	16,8250	15,9838

Personnel technique et paramédical

Catégorie : C4

Catégorie 4

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	12.128,88	2.061,81	12,5211	11,8950
1	12.357,99	2.100,76	12,7576	12,1197
2	12.587,07	2.139,70	12,9941	12,3444
3	12.816,17	2.178,64	13,2306	12,5691
4	12.816,17	2.178,64	13,2306	12,5691
5	13.045,27	2.217,59	13,4671	12,7938
6	13.045,27	2.217,59	13,4671	12,7938
7	13.351,47	2.269,64	13,7832	13,0941
8	13.351,47	2.269,64	13,7832	13,0941
9	13.963,20	2.373,63	14,4147	13,6940
10	13.963,20	2.373,63	14,4147	13,6940
11	14.574,92	2.477,61	15,0462	14,2939
12	14.574,92	2.477,61	15,0462	14,2939
13	15.110,30	2.568,63	15,5989	14,8190
14	15.110,30	2.568,63	15,5989	14,8190
15	15.645,68	2.659,64	16,1516	15,3440
16	15.645,68	2.659,64	16,1516	15,3440
17	16.181,05	2.750,64	16,7043	15,8691
18	16.181,05	2.750,64	16,7043	15,8691
19	16.716,43	2.841,65	17,2570	16,3942
20	16.716,43	2.841,65	17,2570	16,3942
21	17.251,80	2.932,66	17,8097	16,9192
22	17.251,80	2.932,66	17,8097	16,9192
23	17.787,18	3.023,67	18,3624	17,4443
24	17.787,18	3.023,67	18,3624	17,4443
25	18.322,55	3.114,68	18,9151	17,9693
26	18.322,55	3.114,68	18,9151	17,9693
27	18.857,93	3.205,69	19,4678	18,4944
28	18.857,93	3.205,69	19,4678	18,4944
29	19.393,31	3.296,70	20,0205	19,0194
30	19.393,31	3.296,70	20,0205	19,0194

Personnel technique et paramédical

Catégorie : C5

Catégorie 5

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	13.147,95	2.235,04	13,5731	12,8945
1	13.416,00	2.280,61	13,8498	13,1574
2	13.684,02	2.326,17	14,1265	13,4202
3	13.952,07	2.371,74	14,4033	13,6831
4	13.952,07	2.371,74	14,4033	13,6831
5	14.411,02	2.449,75	14,8770	14,1332
6	14.411,02	2.449,75	14,8770	14,1332
7	14.869,99	2.527,77	15,3509	14,5833
8	14.869,99	2.527,77	15,3509	14,5833
9	15.328,97	2.605,80	15,8247	15,0334
10	17.046,40	2.897,75	17,5976	16,7178
11	17.544,79	2.982,47	18,1122	17,2065
12	17.544,79	2.982,47	18,1122	17,2065
13	18.003,74	3.060,49	18,5859	17,6566
14	18.003,74	3.060,49	18,5859	17,6566
15	18.462,74	3.138,51	19,0598	18,1068
16	18.462,74	3.138,51	19,0598	18,1068
17	18.921,69	3.216,53	19,5336	18,5569
18	18.921,69	3.216,53	19,5336	18,5569
19	20.010,76	3.401,66	20,6579	19,6250
20	20.010,76	3.401,66	20,6579	19,6250
21	20.447,87	3.475,97	21,1091	20,0537
22	20.447,87	3.475,97	21,1091	20,0537
23	20.884,98	3.550,27	21,5604	20,4823
24	20.884,98	3.550,27	21,5604	20,4823
25	21.322,07	3.624,57	22,0116	20,9110
26	21.322,07	3.624,57	22,0116	20,9110
27	21.759,20	3.698,88	22,4629	21,3397
28	21.759,20	3.698,88	22,4629	21,3397



Adaptation suite à : Les barèmes de base sont portés à 203,99 %

Validité : depuis le 01/11/2023

Personnel soignant

Catégorie : D1

Catégorie 1

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	9.991,87	1.698,53	10,3150	9,7992
1	10.163,76	1.727,75	10,4924	9,9678
2	10.335,65	1.756,97	10,6699	10,1364
3	10.507,88	1.786,25	10,8477	10,3053
4	10.507,88	1.786,25	10,8477	10,3053
5	10.679,77	1.815,47	11,0251	10,4739
6	10.679,77	1.815,47	11,0251	10,4739
7	10.851,66	1.844,69	11,2026	10,6425
8	10.851,66	1.844,69	11,2026	10,6425
9	11.023,92	1.873,97	11,3804	10,8114
10	11.023,92	1.873,97	11,3804	10,8114
11	11.055,13	1.879,28	11,4126	10,8420
12	11.055,13	1.879,28	11,4126	10,8420
13	11.135,92	1.893,01	11,4960	10,9212
14	11.135,92	1.893,01	11,4960	10,9212
15	11.288,70	1.918,98	11,6538	11,0711
16	11.288,70	1.918,98	11,6538	11,0711
17	11.441,43	1.944,95	11,8114	11,2209
18	11.441,43	1.944,95	11,8114	11,2209
19	11.594,20	1.970,92	11,9691	11,3707
20	11.594,20	1.970,92	11,9691	11,3707
21	11.746,93	1.996,88	12,1268	11,5205
22	11.746,93	1.996,88	12,1268	11,5205
23	11.899,71	2.022,85	12,2845	11,6703
24	11.899,71	2.022,85	12,2845	11,6703
25	12.052,43	2.048,81	12,4422	11,8201
26	12.052,43	2.048,81	12,4422	11,8201
27	12.205,19	2.074,78	12,5999	11,9699

Personnel soignant

Catégorie : D2

Catégorie 2

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	10.290,06	1.749,22	10,6228	10,0917
1	10.506,10	1.785,95	10,8458	10,3036
2	10.720,68	1.822,43	11,0674	10,5140
3	10.935,65	1.858,97	11,2893	10,7248
4	10.935,65	1.858,97	11,2893	10,7248
5	11.055,13	1.879,28	11,4126	10,8420
6	11.055,13	1.879,28	11,4126	10,8420
7	11.210,14	1.905,63	11,5727	10,9940
8	11.210,14	1.905,63	11,5727	10,9940
9	11.439,27	1.944,58	11,8092	11,2187
10	11.439,27	1.944,58	11,8092	11,2187
11	11.668,37	1.983,53	12,0457	11,4434
12	11.668,37	1.983,53	12,0457	11,4434
13	11.974,62	2.035,59	12,3619	11,7438
14	11.974,62	2.035,59	12,3619	11,7438
15	12.280,84	2.087,64	12,6780	12,0441
16	12.280,84	2.087,64	12,6780	12,0441
17	12.587,09	2.139,70	12,9941	12,3444
18	12.587,09	2.139,70	12,9941	12,3444
19	12.893,36	2.191,76	13,3103	12,6448
20	12.893,36	2.191,76	13,3103	12,6448
21	13.199,61	2.243,82	13,6265	12,9451
22	13.199,61	2.243,82	13,6265	12,9451
23	13.505,86	2.295,88	13,9426	13,2455
24	13.505,86	2.295,88	13,9426	13,2455
25	13.812,11	2.347,94	14,2588	13,5458
26	13.812,11	2.347,94	14,2588	13,5458
27	14.118,35	2.400,00	14,5749	13,8462
28	14.118,35	2.400,00	14,5749	13,8462
29	14.424,60	2.452,06	14,8911	14,1465

Personnel soignant

Catégorie : D3

Catégorie 3

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	11.746,34	1.996,78	12,1262	11,5199
1	11.937,26	2.029,23	12,3233	11,7071
2	12.128,17	2.061,69	12,5204	11,8944
3	12.319,07	2.094,14	12,7174	12,0816
4	12.319,07	2.094,14	12,7174	12,0816
5	12.548,15	2.133,08	12,9539	12,3062
6	12.548,15	2.133,08	12,9539	12,3062
7	12.777,28	2.172,03	13,1905	12,5309
8	12.777,28	2.172,03	13,1905	12,5309
9	13.006,38	2.210,98	13,4270	12,7556
10	13.006,38	2.210,98	13,4270	12,7556
11	13.235,46	2.249,92	13,6635	12,9803
12	13.235,46	2.249,92	13,6635	12,9803
13	13.541,70	2.301,98	13,9796	13,2806
14	13.541,70	2.301,98	13,9796	13,2806
15	13.847,98	2.354,04	14,2958	13,5810
16	13.847,98	2.354,04	14,2958	13,5810
17	14.154,20	2.406,10	14,6119	13,8813
18	14.154,20	2.406,10	14,6119	13,8813
19	14.460,45	2.458,16	14,9281	14,1817
20	14.460,45	2.458,16	14,9281	14,1817
21	14.766,70	2.510,22	15,2442	14,4820
22	14.766,70	2.510,22	15,2442	14,4820
23	15.072,97	2.562,28	15,5604	14,7824
24	15.072,97	2.562,28	15,5604	14,7824
25	15.379,22	2.614,34	15,8766	15,0827
26	15.379,22	2.614,34	15,8766	15,0827
27	15.685,46	2.666,40	16,1927	15,3831
28	15.685,46	2.666,40	16,1927	15,3831
29	15.991,69	2.718,45	16,5088	15,6834
30	15.991,69	2.718,45	16,5088	15,6834
31	16.297,96	2.770,52	16,8250	15,9838

Personnel soignant

Catégorie : D4

Catégorie 4

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	12.128,88	2.061,81	12,5211	11,8950
1	12.357,99	2.100,76	12,7576	12,1197
2	12.587,07	2.139,70	12,9941	12,3444
3	12.816,17	2.178,64	13,2306	12,5691
4	12.816,17	2.178,64	13,2306	12,5691
5	13.045,27	2.217,59	13,4671	12,7938
6	13.045,27	2.217,59	13,4671	12,7938
7	13.351,47	2.269,64	13,7832	13,0941
8	13.351,47	2.269,64	13,7832	13,0941
9	13.963,20	2.373,63	14,4147	13,6940
10	13.963,20	2.373,63	14,4147	13,6940
11	14.574,92	2.477,61	15,0462	14,2939
12	14.574,92	2.477,61	15,0462	14,2939
13	15.110,30	2.568,63	15,5989	14,8190
14	15.110,30	2.568,63	15,5989	14,8190
15	15.645,68	2.659,64	16,1516	15,3440
16	15.645,68	2.659,64	16,1516	15,3440
17	16.181,05	2.750,64	16,7043	15,8691
18	16.181,05	2.750,64	16,7043	15,8691
19	16.716,43	2.841,65	17,2570	16,3942
20	16.716,43	2.841,65	17,2570	16,3942
21	17.251,80	2.932,66	17,8097	16,9192
22	17.251,80	2.932,66	17,8097	16,9192
23	17.787,18	3.023,67	18,3624	17,4443
24	17.787,18	3.023,67	18,3624	17,4443
25	18.322,55	3.114,68	18,9151	17,9693
26	18.322,55	3.114,68	18,9151	17,9693
27	18.857,93	3.205,69	19,4678	18,4944
28	18.857,93	3.205,69	19,4678	18,4944
29	19.393,31	3.296,70	20,0205	19,0194

Personnel soignant

Catégorie : D5

Catégorie 5

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	13.147,95	2.235,04	13,5731	12,8945
1	13.416,00	2.280,61	13,8498	13,1574
2	13.684,02	2.326,17	14,1265	13,4202
3	13.952,07	2.371,74	14,4033	13,6831
4	13.952,07	2.371,74	14,4033	13,6831
5	14.411,02	2.449,75	14,8770	14,1332
6	14.411,02	2.449,75	14,8770	14,1332
7	14.869,99	2.527,77	15,3509	14,5833
8	14.869,99	2.527,77	15,3509	14,5833
9	15.328,97	2.605,80	15,8247	15,0334
10	17.046,40	2.897,75	17,5976	16,7178
11	17.544,79	2.982,47	18,1122	17,2065
12	17.544,79	2.982,47	18,1122	17,2065
13	18.003,74	3.060,49	18,5859	17,6566
14	18.003,74	3.060,49	18,5859	17,6566
15	18.462,74	3.138,51	19,0598	18,1068
16	18.462,74	3.138,51	19,0598	18,1068
17	18.921,69	3.216,53	19,5336	18,5569
18	18.921,69	3.216,53	19,5336	18,5569
19	20.010,76	3.401,66	20,6579	19,6250
20	20.010,76	3.401,66	20,6579	19,6250
21	20.447,87	3.475,97	21,1091	20,0537
22	20.447,87	3.475,97	21,1091	20,0537
23	20.884,98	3.550,27	21,5604	20,4823
24	20.884,98	3.550,27	21,5604	20,4823
25	21.322,07	3.624,57	22,0116	20,9110
26	21.322,07	3.624,57	22,0116	20,9110
27	21.759,20	3.698,88	22,4629	21,3397
28	21.759,20	3.698,88	22,4629	21,3397

Personnel soignant

Catégorie : D6

Catégorie 6

anc.	annuel à 100%	mensuel indexé	horaire indexé 38 h.	horaire indexé 40 h.
0	14.500,73	2.465,00	14,9697	14,2212
1	14.768,75	2.510,56	15,2463	14,4840
2	15.036,75	2.556,12	15,5230	14,7469
3	15.304,80	2.601,69	15,7997	15,0097
4	15.304,80	2.601,69	15,7997	15,0097
5	15.763,80	2.679,71	16,2736	15,4599
6	15.763,80	2.679,71	16,2736	15,4599
7	16.222,75	2.757,73	16,7474	15,9100
8	16.222,75	2.757,73	16,7474	15,9100
9	16.681,72	2.835,75	17,2212	16,3601
10	17.148,46	2.915,10	17,7030	16,8179
11	17.586,21	2.989,51	18,1549	17,2472
12	17.586,21	2.989,51	18,1549	17,2472
13	18.075,13	3.072,62	18,6596	17,7267
14	18.075,13	3.072,62	18,6596	17,7267
15	18.589,01	3.159,98	19,1901	18,2306
16	18.589,01	3.159,98	19,1901	18,2306
17	19.102,90	3.247,33	19,7207	18,7346
18	19.102,90	3.247,33	19,7207	18,7346
19	20.010,76	3.401,66	20,6579	19,6250
20	20.010,76	3.401,66	20,6579	19,6250
21	20.447,87	3.475,97	21,1091	20,0537
22	20.447,87	3.475,97	21,1091	20,0537
23	20.884,98	3.550,27	21,5604	20,4823
24	20.884,98	3.550,27	21,5604	20,4823
25	21.322,07	3.624,57	22,0116	20,9110
26	21.322,07	3.624,57	22,0116	20,9110
27	21.759,20	3.698,88	22,4629	21,3397
28	21.759,20	3.698,88	22,4629	21,3397

Prestations de travail irrégulières (prestations dominicales / nuit / service coupé): 20 %