



Koning Albertlaan 95  
9000 GENT

## C.P. POUR LES SERVICES DES AIDES FAMILIALES & DES AIDES SENIORS 318

S.C.P. pour les services des aides familiales & des aides seniors de la  
Communauté française, de la Région wallonne & de la Communauté  
germanophone 318.01

Entrée en vigueur : 1 décembre 2023

Indexation 2 % sur les salaires barémiques ainsi que sur les salaires effectifs.

Indexation de l'indemnité d'entretien des vêtements de travail.

### Région wallonne

#### Salaires barémiques

38 h/semaine

Personnel technique, administratif et social

| Ancienneté | Échelle 1 |          | Échelle 2 |          | Échelle 3 |
|------------|-----------|----------|-----------|----------|-----------|
|            | horaire   | mensuel  | horaire   | mensuel  | mensuel   |
| 0          | 13,5916   | 2.238,08 | 14,5128   | 2.389,78 | 2.503,71  |
| 1          | 14,1308   | 2.326,86 | 15,1365   | 2.492,47 | 2.608,46  |
| 2          | 14,3142   | 2.357,09 | 15,3778   | 2.532,21 | 2.650,57  |
| 3          | 14,4885   | 2.385,76 | 15,6081   | 2.570,14 | 2.690,75  |
| 4          | 14,6536   | 2.412,96 | 15,8278   | 2.606,31 | 2.729,08  |
| 5          | 14,8101   | 2.438,74 | 16,0372   | 2.640,80 | 2.765,60  |
| 6          | 14,9584   | 2.463,15 | 16,2720   | 2.679,45 | 2.806,20  |
| 7          | 15,0989   | 2.486,28 | 16,4621   | 2.710,76 | 2.839,38  |
| 8          | 15,2319   | 2.508,20 | 16,6434   | 2.740,62 | 2.870,99  |

01.12.23

|    |         |          |         |          |          |
|----|---------|----------|---------|----------|----------|
| 9  | 15,3579 | 2.528,95 | 16,8163 | 2.769,07 | 2.901,11 |
| 10 | 15,6075 | 2.570,02 | 17,1294 | 2.820,64 | 2.954,10 |
| 11 | 15,7206 | 2.588,66 | 17,3317 | 2.853,94 | 2.988,92 |
| 12 | 15,8278 | 2.606,30 | 17,4916 | 2.880,28 | 3.016,69 |
| 13 | 15,9293 | 2.623,04 | 17,6447 | 2.905,50 | 3.043,29 |
| 14 | 16,0258 | 2.638,92 | 17,7915 | 2.929,67 | 3.068,76 |
| 15 | 16,1174 | 2.654,00 | 17,9322 | 2.952,84 | 3.093,17 |
| 16 | 16,1864 | 2.665,37 | 18,1024 | 2.980,85 | 3.119,81 |
| 17 | 16,2523 | 2.676,22 | 18,2321 | 3.002,22 | 3.139,92 |
| 18 | 16,3153 | 2.686,60 | 18,3568 | 3.022,76 | 3.159,29 |
| 19 | 16,3756 | 2.696,52 | 18,4770 | 3.042,53 | 3.178,01 |
| 20 | 16,4335 | 2.706,04 | 18,5926 | 3.061,58 | 3.196,11 |
| 21 | 16,4889 | 2.715,16 | 18,7393 | 3.085,74 | 3.219,40 |
| 22 | 16,5421 | 2.723,93 | 18,8472 | 3.103,51 | 3.236,36 |
| 23 | 16,5933 | 2.732,36 | 18,9516 | 3.120,70 | 3.252,84 |
| 24 | 16,6426 | 2.740,48 | 19,0525 | 3.137,31 | 3.268,83 |
| 25 | 16,6901 | 2.748,32 | 19,1503 | 3.153,44 | 3.284,38 |
| 26 | 16,7361 | 2.755,88 | 19,2805 | 3.174,86 | 3.305,32 |
| 27 | 16,7804 | 2.763,18 | 19,3728 | 3.190,06 | 3.320,09 |
| 28 | 16,7982 | 2.766,11 | 19,4628 | 3.204,86 | 3.334,52 |
| 29 | 16,8148 | 2.768,82 | 19,5503 | 3.219,29 | 3.348,76 |
| 30 | 16,8299 | 2.771,33 | 19,5777 | 3.223,78 | 3.352,60 |
| 31 | 16,8441 | 2.773,66 | 19,6380 | 3.233,72 | 3.361,88 |
| 32 | 16,8571 | 2.775,81 | 19,6615 | 3.237,59 | 3.365,18 |
| 33 | 16,8692 | 2.777,80 | 19,6833 | 3.241,19 | 3.368,24 |
| 34 | 16,8805 | 2.779,65 | 19,7036 | 3.244,52 | 3.371,05 |
| 35 | 16,8909 | 2.781,37 | 19,7223 | 3.247,60 | 3.373,67 |

|                   | <b>Échelle 4</b> |                | <b>Échelle 5</b> |                | <b>Échelle 6</b> |                |
|-------------------|------------------|----------------|------------------|----------------|------------------|----------------|
| <b>Ancienneté</b> | <b>horaire</b>   | <b>mensuel</b> |                  | <b>mensuel</b> |                  | <b>mensuel</b> |
| 0                 | 15,9238          | 2.622,12       |                  | 2.568,77       |                  | 2.948,38       |
| 1                 | 16,5333          | 2.722,49       |                  | 2.695,21       |                  | 3.117,57       |
| 2                 | 16,7972          | 2.765,93       |                  | 2.736,74       |                  | 3.160,17       |
| 3                 | 17,0488          | 2.807,37       |                  | 2.776,69       |                  | 3.256,30       |
| 4                 | 17,2887          | 2.846,87       |                  | 2.815,13       |                  | 3.295,12       |
| 5                 | 17,5172          | 2.884,50       |                  | 2.852,09       |                  | 3.387,49       |
| 6                 | 17,7350          | 2.920,35       |                  | 2.905,26       |                  | 3.422,55       |
| 7                 | 17,9423          | 2.954,51       |                  | 2.957,05       |                  | 3.727,97       |
| 8                 | 18,1399          | 2.987,03       |                  | 3.007,53       |                  | 3.759,40       |
| 9                 | 18,3281          | 3.018,01       |                  | 3.056,75       |                  | 3.845,60       |
| 10                | 18,6548          | 3.071,82       |                  | 3.139,13       |                  | 3.911,26       |
| 11                | 18,8357          | 3.101,61       |                  | 3.186,01       |                  | 3.994,13       |
| 12                | 19,0087          | 3.130,09       |                  | 3.231,80       |                  | 4.018,89       |
| 13                | 19,1740          | 3.157,33       |                  | 3.276,58       |                  | 4.098,68       |
| 14                | 19,3324          | 3.183,41       |                  | 3.320,37       |                  | 4.120,50       |
| 15                | 19,4842          | 3.208,39       |                  | 3.363,26       |                  | 4.197,48       |
| 16                | 19,6134          | 3.229,68       |                  | 3.410,54       |                  | 4.413,47       |
| 17                | 19,7379          | 3.250,18       |                  | 3.457,14       |                  | 4.489,91       |
| 18                | 19,8578          | 3.269,93       |                  | 3.502,85       |                  | 4.508,55       |
| 19                | 19,9736          | 3.288,99       |                  | 3.547,57       |                  | 4.582,49       |
| 20                | 20,0854          | 3.307,40       |                  | 3.591,34       |                  | 4.598,76       |
| 21                | 20,1935          | 3.325,20       |                  | 3.634,22       |                  | 4.670,48       |
| 22                | 20,2984          | 3.342,46       |                  | 3.676,29       |                  | 4.684,66       |
| 23                | 20,3999          | 3.359,17       |                  | 3.717,56       |                  | 4.754,39       |
| 24                | 20,4995          | 3.375,58       |                  | 3.758,11       |                  | 4.766,69       |

|    |         |          |          |          |
|----|---------|----------|----------|----------|
| 25 | 20,5966 | 3.391,57 | 3.797,96 | 4.838,21 |
| 26 | 20,6910 | 3.407,12 | 3.837,18 | 4.845,34 |
| 27 | 20,7831 | 3.422,28 | 3.875,79 | 4.930,52 |
| 28 | 20,8730 | 3.437,08 | 3.913,83 | 4.930,52 |
| 29 | 20,9608 | 3.451,54 | 3.953,43 | 4.930,52 |
| 30 | 20,9850 | 3.455,53 | 3.957,75 | 4.937,55 |
| 31 | 21,0074 | 3.459,21 | 3.963,68 | 4.944,95 |
| 32 | 21,0282 | 3.462,63 | 3.969,18 | 4.951,83 |
| 33 | 21,0473 | 3.465,81 | 3.974,29 | 4.958,20 |
| 34 | 21,0653 | 3.468,74 | 3.979,02 | 4.964,12 |
| 35 | 21,0817 | 3.471,46 | 3.983,41 | 4.969,62 |

### Échelle 6B

### Échelle 7

| Ancienneté | mensuel  | mensuel  |
|------------|----------|----------|
| 0          | 3.062,58 | 3.768,89 |
| 1          | 3.231,46 | 3.953,54 |
| 2          | 3.282,15 | 3.977,32 |
| 3          | 3.382,14 | 4.118,96 |
| 4          | 3.428,34 | 4.195,67 |
| 5          | 3.523,82 | 4.328,17 |
| 6          | 3.565,55 | 4.399,04 |
| 7          | 3.858,14 | 4.524,13 |
| 8          | 3.895,55 | 4.587,73 |
| 9          | 3.983,41 | 4.705,72 |
| 10         | 4.051,74 | 4.783,94 |
| 11         | 4.135,64 | 4.895,23 |
| 12         | 4.165,12 | 4.945,47 |
| 13         | 4.245,35 | 5.050,55 |

|    |          |          |
|----|----------|----------|
| 14 | 4.271,31 | 5.094,83 |
| 15 | 4.348,20 | 5.194,24 |
| 16 | 4.554,53 | 5.238,39 |
| 17 | 4.630,80 | 5.338,34 |
| 18 | 4.652,98 | 5.376,35 |
| 19 | 4.726,25 | 5.503,74 |
| 20 | 4.745,62 | 5.504,28 |
| 21 | 4.816,26 | 5.669,15 |
| 22 | 4.833,12 | 5.669,15 |
| 23 | 4.901,39 | 5.834,55 |
| 24 | 4.916,03 | 5.834,55 |
| 25 | 4.982,21 | 5.834,55 |
| 26 | 4.994,91 | 5.834,55 |
| 27 | 5.059,27 | 5.834,55 |
| 28 | 5.070,25 | 5.834,55 |
| 29 | 5.080,45 | 5.838,21 |
| 30 | 5.089,93 | 5.854,83 |
| 31 | 5.098,74 | 5.870,28 |
| 32 | 5.106,92 | 5.884,61 |
| 33 | 5.114,51 | 5.897,93 |
| 34 | 5.121,55 | 5.910,30 |
| 35 | 5.128,09 | 5.921,76 |

Travailleurs titres-services

| <b>ancienneté</b> | <b>Horaire</b> | <b>Mensuel</b> |
|-------------------|----------------|----------------|
| 0                 | 13,5953        | 2.238,69       |
| 1                 | 14,6916        | 2.419,22       |
| 2                 | 14,8284        | 2.441,74       |

|   |             |         |          |
|---|-------------|---------|----------|
| 3 |             | 14,9653 | 2.464,28 |
| 4 | et suivants | 15,1021 | 2.486,81 |

## Indemnités

Aides familiales et aides seniors, aides ménagères, ouvriers

|                                     |      |
|-------------------------------------|------|
| Travail le week-end et jours fériés | +20% |
|-------------------------------------|------|

Aides familiales et aides seniors subsidiés par la Région wallonne

|         |      |
|---------|------|
| Samedis | +26% |
|---------|------|

|                                     |      |
|-------------------------------------|------|
| Dimanches et jours fériés (0 à 24h) | +56% |
|-------------------------------------|------|

Prestations irrégulières:

|                         |      |
|-------------------------|------|
| - de 6 à 8h et 18 à 20h | +20% |
|-------------------------|------|

|   |      |
|---|------|
| - de 20 à 21h30 (y compris les samedis) | +35% |
|---|------|

Gardes à domicile: supplément pour des prestations irrégulières

|  |      |
|--|------|
| Prestations du dimanche et jours fériés (de 0-24h) | +56% |
|--|------|

|                                  |      |
|----------------------------------|------|
| Prestations du samedi (de 6-20h) | +26% |
|----------------------------------|------|

|   |      |
|---|------|
| Prestations du nuit de lundi au samedi (de 20-6h) | +35% |
|---|------|

|                                   |      |
|-----------------------------------|------|
| Prestations de 6 à 8h et 18 à 20h | +20% |
|-----------------------------------|------|

Entretien des vêtements de travail

0,1373

## Commission Communautaire française et Commission Communautaire de la Région Bruxelles-Capitale

### Salaires barémiques

Allocation de foyer et de résidence

| limites salariales |           |          | montants allocation de foyer |          |        | montants allocation de résidence |        |       |
|--------------------|-----------|----------|------------------------------|----------|--------|----------------------------------|--------|-------|
| base               | année     | mois     | base                         | année    | mois   | base                             | année  | mois  |
| 15.841,61          | 32.315,30 | 2.692,94 | 719,88                       | 1.468,48 | 122,37 | 359,94                           | 734,24 | 61,19 |
| 18.060,43          | 36.841,47 | 3.070,12 | 359,94                       | 734,24   | 61,19  | 179,97                           | 367,12 | 30,59 |

## Salaires barémiques

|                   | <b>1.22</b>    |                | <b>1.26</b>    |                | <b>1.35</b>    |                | <b>1.39</b>    |                |
|-------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>Ancienneté</b> | <b>mensuel</b> | <b>horaire</b> | <b>mensuel</b> | <b>mensuel</b> | <b>mensuel</b> | <b>mensuel</b> | <b>mensuel</b> | <b>mensuel</b> |
| 0                 | 2.238,66       | 13,5951        | 2.283,73       |                | 2.430,81       |                |                | 2.491,79       |
| 1                 | 2.419,19       | 14,6914        | 2.464,26       |                | 2.611,34       |                |                | 2.687,92       |
| 2                 | 2.441,72       | 14,8282        | 2.487,99       |                | 2.635,07       |                |                | 2.687,92       |
| 3                 | 2.464,25       | 14,9651        | 2.511,72       |                | 2.658,79       |                |                | 2.733,19       |
| 4                 | 2.486,78       | 15,1019        | 2.535,44       |                | 2.682,52       |                |                | 2.733,19       |
| 5                 | 2.509,31       | 15,2387        | 2.559,17       |                | 2.706,25       |                |                | 2.793,53       |
| 6                 | 2.531,85       | 15,3756        | 2.582,90       |                | 2.729,98       |                |                | 2.793,53       |
| 7                 | 2.554,38       | 15,5124        | 2.606,63       |                | 2.753,71       |                |                | 2.914,23       |
| 8                 | 2.576,91       | 15,6493        | 2.630,36       |                | 2.777,44       |                |                | 2.914,23       |
| 9                 | 2.599,44       | 15,7861        | 2.654,09       |                | 2.801,17       |                |                | 3.034,93       |
| 10                | 2.691,82       | 16,3471        | 2.747,18       |                | 2.894,27       |                |                | 3.095,28       |
| 11                | 2.719,10       | 16,5128        | 2.775,63       |                | 2.922,73       |                |                | 3.200,89       |
| 12                | 2.746,38       | 16,6784        | 2.804,10       |                | 2.951,20       |                |                | 3.200,89       |
| 13                | 2.773,67       | 16,8441        | 2.832,56       |                | 2.979,66       |                |                | 3.307,26       |
| 14                | 2.800,95       | 17,0098        | 2.861,02       |                | 3.008,12       |                |                | 3.307,26       |
| 15                | 2.828,24       | 17,1755        | 2.889,49       |                | 3.036,59       |                |                | 3.414,97       |
| 16                | 2.855,52       | 17,3412        | 2.917,95       |                | 3.065,04       |                |                | 3.414,97       |
| 17                | 2.882,80       | 17,5069        | 2.946,41       |                | 3.093,51       |                |                | 3.522,67       |
| 18                | 2.910,08       | 17,6726        | 2.974,88       |                | 3.121,97       |                |                | 3.522,67       |
| 19                | 2.937,37       | 17,8383        | 3.003,34       |                | 3.150,44       |                |                | 3.630,38       |
| 20                | 2.964,65       | 18,0040        | 3.031,80       |                | 3.178,90       |                |                | 3.630,38       |
| 21                | 2.991,94       | 18,1697        | 3.060,27       |                | 3.207,36       |                |                | 3.738,08       |
| 22                | 3.019,22       | 18,3353        | 3.088,73       |                | 3.235,83       |                |                | 3.738,08       |
| 23                | 3.046,50       | 18,5010        | 3.117,19       |                | 3.264,29       |                |                | 3.845,79       |
| 24                | 3.073,78       | 18,6667        | 3.145,65       |                | 3.293,26       |                |                | 3.845,79       |

**01.12.23**

|    |          |         |          |          |          |
|----|----------|---------|----------|----------|----------|
| 25 | 3.101,07 | 18,8324 | 3.174,11 | 3.322,29 | 3.953,49 |
| 26 | 3.128,35 | 18,9981 | 3.202,58 | 3.351,32 | 3.953,49 |
| 27 | 3.155,64 | 19,1638 | 3.231,04 | 3.380,34 | 4.061,19 |
| 28 | 3.182,92 | 19,3295 | 3.259,51 | 3.409,38 | 4.061,19 |
| 29 | 3.210,20 | 19,4952 | 3.288,37 | 3.438,40 | 4.168,90 |
| 30 | 3.210,20 | 19,4952 | 3.288,37 | 3.438,40 | 4.168,90 |
| 31 | 3.210,20 | 19,4952 | 3.288,37 | 3.438,40 | 4.168,90 |

**1.39**

**1.55-1.61-1.77**

**1.78s**

**1.80**

| <b>Ancienneté</b> | <b>mensuel</b> | <b>mensuel</b> | <b>mensuel</b> |
|-------------------|----------------|----------------|----------------|
| 0                 | 2.798,54       | 3.608,40       | 3.768,84       |
| 1                 | 3.002,24       | 3.751,28       | 3.953,50       |
| 2                 | 3.002,24       | 3.751,28       | 3.953,50       |
| 3                 | 3.092,76       | 3.855,69       | 4.118,90       |
| 4                 | 3.092,76       | 3.855,69       | 4.118,90       |
| 5                 | 3.183,28       | 3.960,11       | 4.284,30       |
| 6                 | 3.183,28       | 3.960,11       | 4.284,30       |
| 7                 | 3.627,81       | 4.064,53       | 4.449,71       |
| 8                 | 3.627,81       | 4.064,53       | 4.449,71       |
| 9                 | 3.720,12       | 4.168,94       | 4.615,11       |
| 10                | 3.781,66       | 4.230,48       | 4.676,65       |
| 11                | 3.873,97       | 4.334,90       | 4.842,05       |
| 12                | 3.873,97       | 4.334,90       | 4.842,05       |
| 13                | 3.966,28       | 4.439,32       | 5.007,45       |
| 14                | 3.966,28       | 4.439,32       | 5.007,45       |
| 15                | 4.058,60       | 4.543,74       | 5.172,86       |
| 16                | 4.376,58       | 4.543,74       | 5.172,86       |
| 17                | 4.468,89       | 4.648,15       | 5.338,26       |

**01.12.23**



|    |          |          |          |
|----|----------|----------|----------|
| 18 | 4.468,89 | 4.648,15 | 5.338,26 |
| 19 | 4.561,20 | 4.752,56 | 5.503,66 |
| 20 | 4.561,20 | 4.752,56 | 5.503,66 |
| 21 | 4.653,52 | 4.856,99 | 5.669,07 |
| 22 | 4.653,52 | 4.856,99 | 5.669,07 |
| 23 | 4.745,83 | 4.961,40 | 5.834,47 |
| 24 | 4.745,83 | 4.961,40 | 5.834,47 |
| 25 | 4.838,15 | 5.065,82 | 5.834,47 |
| 26 | 4.838,15 | 5.065,82 | 5.834,47 |
| 27 | 4.930,46 | 5.170,24 | 5.834,47 |
| 28 | 4.930,46 | 5.170,24 | 5.834,47 |
| 29 | 4.930,46 | 5.170,24 | 5.834,47 |
| 30 | 4.930,46 | 5.170,24 | 5.834,47 |
| 31 | 4.930,46 | 5.170,24 | 5.834,47 |

### Indemnités

Gardes à domicile: prestations de nuit

+20%

Travail le week-end et jours fériés

+20%

Entretien des vêtements de travail

0,1373

### Salaires barémiques - Communauté Germanophone

Salaires barémiques

38 h/semaine.

Ouvriers et employés.

|                   | <b>2</b>       | <b>2 Bis</b>   | <b>4</b>       |                |                |
|-------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Ancienneté</b> | <b>mensuel</b> | <b>horaire</b> | <b>mensuel</b> | <b>horaire</b> | <b>mensuel</b> |
| 0                 | 2.170,39       | 13,1805        | 2.170,42       | 13,1807        | 2.244,30       |
| 1                 | 2.260,53       | 13,7279        | 2.225,24       | 13,5136        | 2.350,00       |

|    |          |         |          |         |          |
|----|----------|---------|----------|---------|----------|
| 2  | 2.283,50 | 13,8674 | 2.248,65 | 13,6558 | 2.373,68 |
| 3  | 2.306,46 | 14,0068 | 2.272,07 | 13,7980 | 2.397,36 |
| 4  | 2.333,89 | 14,1734 | 2.302,52 | 13,9829 | 2.429,90 |
| 5  | 2.345,37 | 14,2431 | 2.302,52 | 13,9829 | 2.442,31 |
| 6  | 2.372,81 | 14,4097 | 2.302,52 | 13,9829 | 2.474,85 |
| 7  | 2.384,28 | 14,4794 | 2.302,52 | 13,9829 | 2.487,26 |
| 8  | 2.411,72 | 14,6460 | 2.302,52 | 13,9829 | 2.519,81 |
| 9  | 2.423,20 | 14,7158 | 2.302,52 | 13,9829 | 2.532,22 |
| 10 | 2.482,91 | 15,0784 | 2.302,52 | 13,9829 | 2.601,04 |
| 11 | 2.496,87 | 15,1632 | 2.302,52 | 13,9829 | 2.615,93 |
| 12 | 2.526,78 | 15,3448 | 2.302,52 | 13,9829 | 2.650,95 |
| 13 | 2.540,73 | 15,4295 | 2.302,52 | 13,9829 | 2.665,84 |
| 14 | 2.576,55 | 15,6471 | 2.302,52 | 13,9829 | 2.700,85 |
| 15 | 2.590,51 | 15,7318 | 2.302,52 | 13,9829 | 2.715,74 |
| 16 | 2.626,32 | 15,9493 | 2.302,52 | 13,9829 | 2.750,76 |
| 17 | 2.640,29 | 16,0341 | 2.302,52 | 13,9829 | 2.765,65 |
| 18 | 2.676,10 | 16,2516 | 2.302,52 | 13,9829 | 2.800,67 |
| 19 | 2.690,06 | 16,3364 | 2.302,52 | 13,9829 | 2.815,56 |
| 20 | 2.725,88 | 16,5539 | 2.302,52 | 13,9829 | 2.850,58 |
| 21 | 2.739,84 | 16,6387 | 2.302,52 | 13,9829 | 2.865,47 |
| 22 | 2.775,65 | 16,8562 | 2.302,52 | 13,9829 | 2.900,49 |
| 23 | 2.789,61 | 16,9409 | 2.302,52 | 13,9829 | 2.915,38 |
| 24 | 2.825,43 | 17,1585 | 2.302,52 | 13,9829 | 2.955,44 |
| 25 | 2.839,39 | 17,2432 | 2.302,52 | 13,9829 | 2.970,33 |
| 26 | 2.887,71 | 17,5367 | 2.302,52 | 13,9829 | 3.010,40 |
| 27 | 2.901,67 | 17,6214 | 2.302,52 | 13,9829 | 3.025,29 |
| 28 | 2.949,99 | 17,9149 | 2.302,52 | 13,9829 | 3.065,36 |

|    |          |         |          |         |          |
|----|----------|---------|----------|---------|----------|
| 29 | 2.963,94 | 17,9997 | 2.302,52 | 13,9829 | 3.080,46 |
| 30 | 2.963,94 | 17,9997 | 2.302,52 | 13,9829 | 3.080,46 |
| 31 | 2.963,94 | 17,9997 | 2.302,52 | 13,9829 | 3.080,46 |

|    | <b>5</b>                  |  | <b>6</b>       |  | <b>8</b>       |
|----|---------------------------|--|----------------|--|----------------|
|    | <b>Ancienneté mensuel</b> |  | <b>mensuel</b> |  | <b>mensuel</b> |
|    |                           |  |                |  | <b>horaire</b> |
| 0  | 2.470,94                  |  | 2.693,93       |  | 2.777,18       |
| 1  | 2.533,56                  |  | 2.731,09       |  | 2.799,30       |
| 2  | 2.566,49                  |  | 2.768,26       |  | 2.850,81       |
| 3  | 2.604,76                  |  | 2.805,43       |  | 2.858,07       |
| 4  | 2.679,09                  |  | 2.850,78       |  | 2.965,92       |
| 5  | 2.679,09                  |  | 2.850,78       |  | 2.965,92       |
| 6  | 2.753,41                  |  | 2.896,12       |  | 3.052,73       |
| 7  | 2.753,41                  |  | 2.896,12       |  | 3.052,73       |
| 8  | 2.827,73                  |  | 2.941,47       |  | 3.139,54       |
| 9  | 2.840,23                  |  | 2.941,47       |  | 3.139,54       |
| 10 | 2.935,25                  |  | 3.015,57       |  | 3.226,35       |
| 11 | 2.962,87                  |  | 3.043,19       |  | 3.226,35       |
| 12 | 3.026,32                  |  | 3.099,74       |  | 3.313,16       |
| 13 | 3.053,94                  |  | 3.127,36       |  | 3.313,16       |
| 14 | 3.117,38                  |  | 3.183,90       |  | 3.399,97       |
| 15 | 3.145,00                  |  | 3.211,60       |  | 3.399,97       |
| 16 | 3.208,45                  |  | 3.268,69       |  | 3.486,78       |
| 17 | 3.236,46                  |  | 3.296,86       |  | 3.486,78       |
| 18 | 3.300,45                  |  | 3.353,95       |  | 3.573,59       |
| 19 | 3.328,61                  |  | 3.382,11       |  | 3.573,59       |
| 20 | 3.393,12                  |  | 3.439,21       |  | 3.660,40       |
| 21 | 3.421,29                  |  | 3.467,37       |  | 3.660,40       |

|    |          |          |          |         |
|----|----------|----------|----------|---------|
| 22 | 3.485,99 | 3.524,46 | 3.747,21 | 22,7563 |
| 23 | 3.514,15 | 3.552,62 | 3.747,21 | 22,7563 |
| 24 | 3.578,85 | 3.609,71 | 3.834,02 | 23,2835 |
| 25 | 3.607,01 | 3.637,87 | 3.834,02 | 23,2835 |
| 26 | 3.671,71 | 3.694,97 | 3.920,82 | 23,8107 |
| 27 | 3.699,88 | 3.723,13 | 3.920,82 | 23,8107 |
| 28 | 3.764,57 | 3.780,22 | 4.007,63 | 24,3379 |
| 29 | 3.792,74 | 3.808,39 | 4.007,63 | 24,3379 |
| 30 | 3.792,74 | 3.837,32 | 4.094,46 | 24,8651 |
| 31 | 3.792,74 | 3.837,32 | 4.094,46 | 24,8651 |

### 13

#### Ancienneté mensuel

|    |          |
|----|----------|
| 0  | 2.884,92 |
| 1  | 3.010,13 |
| 2  | 3.109,36 |
| 3  | 3.232,22 |
| 4  | 3.389,39 |
| 5  | 3.424,42 |
| 6  | 3.550,73 |
| 7  | 3.609,35 |
| 8  | 3.627,37 |
| 9  | 3.675,66 |
| 10 | 3.784,12 |
| 11 | 3.832,40 |
| 12 | 3.908,67 |
| 13 | 3.956,95 |
| 14 | 4.062,72 |

|    |          |
|----|----------|
| 15 | 4.081,51 |
| 16 | 4.247,83 |
| 17 | 4.372,39 |
| 18 | 4.372,39 |
| 19 | 4.496,94 |
| 20 | 4.496,94 |
| 21 | 4.621,50 |
| 22 | 4.621,50 |
| 23 | 4.746,06 |
| 24 | 4.746,06 |
| 25 | 4.870,61 |
| 26 | 4.870,61 |
| 27 | 4.918,90 |
| 28 | 4.918,90 |
| 29 | 4.918,90 |
| 30 | 4.918,90 |
| 31 | 4.918,90 |

### Indemnités

Gardes à domicile: prestations de nuit

+20,00%

Entre 20h et 6h.

Travail le week-end et jours fériés

+20,00%

Entretien des vêtements de travail

0,1373