



Koning Albertlaan 95
9000 GENT

C.P. DES ETABLISSEMENTS & SERVICES D'EDUCATION & D'HEBERGEMENT 319

C.P. des établissements & services d'éducation & d'hébergement de la
Communauté française, de la Région wallonne & de la Communauté
germanophone

Entrée en vigueur : 1 décembre 2023

Indexation 2 % sur les salaires barémiques.

Salaires de base x coefficient 2,0399

Commission Communautaire Commune Française de la Région de Bruxelles-
Capitale

Salaires barémiques

Salaires barémiques

| | échelle 10 / 1.22 / 18a | échelle 9 / 1.26 / 18a | échelle 8 / 1.40 / 18a | échelle 7 / 1.35 / 18a | échelle 6 / 1.39 / 20a |
|------------|------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| anc | | | | | |
| - âge | 2.125,50 | 2.170,58 | | | |
| 0 | 2.238,66 | 2.283,73 | 2.491,78 | 2.430,81 | 2.491,79 |
| 1 | 2.419,19 | 2.464,26 | 2.680,38 | 2.611,34 | 2.687,92 |
| 2 | 2.441,72 | 2.487,99 | 2.680,38 | 2.635,07 | 2.687,92 |
| 3 | 2.464,25 | 2.511,72 | 2.725,64 | 2.658,79 | 2.733,19 |
| 4 | 2.486,78 | 2.535,44 | 2.725,64 | 2.682,52 | 2.733,19 |
| 5 | 2.509,31 | 2.559,17 | 2.770,91 | 2.706,25 | 2.793,53 |

27.11.23

| | | | | | |
|----|----------|----------|----------|----------|----------|
| 6 | 2.531,85 | 2.582,90 | 2.770,91 | 2.729,98 | 2.793,53 |
| 7 | 2.554,38 | 2.606,63 | 2.816,18 | 2.753,71 | 2.914,23 |
| 8 | 2.576,91 | 2.630,36 | 2.816,18 | 2.777,44 | 2.914,23 |
| 9 | 2.599,44 | 2.654,09 | 2.861,45 | 2.801,17 | 3.034,93 |
| 10 | 2.691,82 | 2.747,18 | 2.921,79 | 2.894,27 | 3.095,28 |
| 11 | 2.719,10 | 2.775,63 | 2.982,14 | 2.922,73 | 3.200,89 |
| 12 | 2.746,38 | 2.804,10 | 2.982,14 | 2.951,20 | 3.200,89 |
| 13 | 2.773,67 | 2.832,56 | 3.042,49 | 2.979,66 | 3.307,26 |
| 14 | 2.800,95 | 2.861,02 | 3.042,49 | 3.008,12 | 3.307,26 |
| 15 | 2.828,24 | 2.889,49 | 3.102,83 | 3.036,59 | 3.414,97 |
| 16 | 2.855,52 | 2.917,95 | 3.102,83 | 3.065,04 | 3.414,97 |
| 17 | 2.882,80 | 2.946,41 | 3.163,18 | 3.093,51 | 3.522,67 |
| 18 | 2.910,08 | 2.974,88 | 3.163,18 | 3.121,97 | 3.522,67 |
| 19 | 2.937,37 | 3.003,34 | 3.223,52 | 3.150,44 | 3.630,38 |
| 20 | 2.964,65 | 3.031,80 | 3.223,52 | 3.178,90 | 3.630,38 |
| 21 | 2.991,94 | 3.060,27 | 3.284,18 | 3.207,36 | 3.738,08 |
| 22 | 3.019,22 | 3.088,73 | 3.284,18 | 3.235,83 | 3.738,08 |
| 23 | 3.046,50 | 3.117,19 | 3.345,72 | 3.264,29 | 3.845,79 |
| 24 | 3.073,78 | 3.145,65 | 3.345,72 | 3.293,26 | 3.845,79 |
| 25 | 3.101,07 | 3.174,11 | 3.407,25 | 3.322,29 | 3.953,49 |
| 26 | 3.128,35 | 3.202,58 | 3.407,25 | 3.351,32 | 3.953,49 |
| 27 | 3.155,64 | 3.231,04 | 3.468,80 | 3.380,34 | 4.061,19 |
| 28 | 3.182,92 | 3.259,51 | 3.468,80 | 3.409,38 | 4.061,19 |
| 29 | 3.210,20 | 3.288,37 | 3.530,33 | 3.438,40 | 4.168,90 |
| 30 | | | 3.530,33 | | |
| 31 | | | 3.591,87 | | |

échelle 5 / 1.43 ,1.55 / 20a
échelle 4 / 1.55, 1.61, 1.77 / 23a
échelle 3 / 1.55, 1.61, 1.77bis / 23a
échelle 2 / 1.78s / 23a
échelle 1 / 1.80 / 24a

anc

-
âge

| | | | | | |
|----|----------|----------|----------|----------|----------|
| 0 | 2.582,31 | 2.798,54 | 3.002,24 | 3.608,40 | 3.768,84 |
| 1 | 2.778,44 | 3.002,24 | 3.092,76 | 3.751,28 | 3.953,50 |
| 2 | 2.778,44 | 3.002,24 | 3.092,76 | 3.751,28 | 3.953,50 |
| 3 | 2.823,71 | 3.092,76 | 3.183,28 | 3.855,69 | 4.118,90 |
| 4 | 2.823,71 | 3.092,76 | 3.183,28 | 3.855,69 | 4.118,90 |
| 5 | 2.884,05 | 3.183,28 | 3.627,81 | 3.960,11 | 4.284,30 |
| 6 | 2.884,05 | 3.183,28 | 3.627,81 | 3.960,11 | 4.284,30 |
| 7 | 3.273,93 | 3.627,81 | 3.720,12 | 4.064,53 | 4.449,71 |
| 8 | 3.273,93 | 3.627,81 | 3.780,60 | 4.064,53 | 4.449,71 |
| 9 | 3.366,25 | 3.720,12 | 3.873,97 | 4.168,94 | 4.615,11 |
| 10 | 3.427,79 | 3.781,66 | 3.873,97 | 4.230,48 | 4.676,65 |
| 11 | 3.520,10 | 3.873,97 | 3.966,28 | 4.334,90 | 4.842,05 |
| 12 | 3.520,10 | 3.873,97 | 3.966,28 | 4.334,90 | 4.842,05 |
| 13 | 3.612,41 | 3.966,28 | 4.058,60 | 4.439,32 | 5.007,45 |
| 14 | 3.612,41 | 3.966,28 | 4.376,58 | 4.439,32 | 5.007,45 |
| 15 | 3.704,72 | 4.058,60 | 4.468,89 | 4.543,74 | 5.172,86 |
| 16 | 3.704,72 | 4.376,58 | 4.468,89 | 4.543,74 | 5.172,86 |
| 17 | 3.797,03 | 4.468,89 | 4.561,20 | 4.648,15 | 5.338,26 |
| 18 | 3.797,03 | 4.468,89 | 4.561,20 | 4.648,15 | 5.338,26 |
| 19 | 3.889,35 | 4.561,20 | 4.653,52 | 4.752,56 | 5.503,66 |
| 20 | 3.889,35 | 4.561,20 | 4.653,52 | 4.752,56 | 5.503,66 |
| 21 | 3.981,66 | 4.653,52 | 4.745,83 | 4.856,99 | 5.669,07 |
| 22 | 3.981,66 | 4.653,52 | 4.745,83 | 4.856,99 | 5.669,07 |

27.11.23

| | | | | | |
|----|----------|----------|----------|----------|----------|
| 23 | 4.073,98 | 4.745,83 | 4.838,15 | 4.961,40 | 5.834,47 |
| 24 | 4.073,98 | 4.745,83 | 4.838,15 | 4.961,40 | |
| 25 | 4.166,29 | 4.838,15 | 4.930,46 | 5.065,82 | |
| 26 | 4.166,29 | 4.838,15 | | 5.065,82 | |
| 27 | 4.258,60 | 4.930,46 | | 5.170,24 | |
| 28 | | | | | |
| 29 | | | | | |
| 30 | | | | | |
| 31 | | | | | |

Revenu minimum moyen mensuel

2.165,09

Allocation de foyer et de résidence

| | limite | foyer | résidence |
|----------|---------------|--------------|------------------|
| Par an | 32.638,42 | 1.468,48 | 734,24 |
| | 37.209,86 | 734,24 | 367,12 |
| Par mois | 2.719,87 | 122,37 | 61,19 |
| | 3.100,82 | 61,19 | 30,59 |

Indemnités

Primes pour prestations irrégulières

| | |
|--|------|
| Travail les samedis de 0 à 24h | +26% |
| Travail les dimanches et jours fériés de 0 à 24h | +56% |
| Travail les nuits entre 20h et 6h | +35% |