



Koning Albertlaan 95
9000 GENT

C.P. DES ETABLISSEMENTS & SERVICES DE SANTÉ 330

S.C.P. pour les centres de revalidation autonomes 330.01.4

Entrée en vigueur : 1 mars 2020

Indexation 2 % selon la Loi du 2 août 1971, sur les salaires barémiques ainsi que sur les salaires effectifs.

Salaires liés au coefficient: 1,7410

Uniquement pour les centres de revalidation Fédérale.

Indexation des barèmes-cibles IFIC.

Salaires liés au coefficient: 1,0404

Barèmes IFIC

Uniquement pour les centres de révalidation Fédérale.

Salaires minimum garanti (allocation de foyer et de résidence comprise)

Base	Mois	Heure
12.863,77	1.866,32	11,3339

Barèmes IFIC - phase 1 (fédéraux)

Le barème IFIC correspond à l'échelle salariale minimale à laquelle le travailleur a droit et qui est fixée pour chaque phase.

Lorsque le *barème-cible* est atteint, le barème IFIC correspond au barème-cible.

Aussi longtemps que le barème-cible n'est pas atteint, le barème IFIC est basé sur la combinaison du barème de départ et du barème-cible attribué au travailleur.

Il convient de suivre les barèmes IFIC - phase 1

a) pour les nouvelles entrées en service à partir du 01.05.2018

b) pour les travailleurs (en service le 30.04.2018) qui décident d'adhérer à IFIC (choix jusqu'au 30.06.2018)

La formule suivante doit être utilisée pour obtenir le barème IFIC - phase 1:

$[(\text{barème cible IFIC} - \text{barème de départ}) \times 18,25 \text{ \%}] + \text{barème de départ}$

(arrondir à 2 chiffres après la virgule)

barème de départ = l'échelle salariale de l'entreprise applicable au travailleur:

- le salaire brut
- +l'allocation de foyer ou de résidence
- +le complément de fonction
- +le supplément de fonction
- +autres éléments salariaux convenus par une cct d'entreprise ou un accord collectif.

Barèmes cibles IFIC

	Cat. 4	Cat. 5	Cat. 6	Cat. 7	Cat. 8	Cat. 9
Ancienneté						
0	1.980,70	1.991,32	2.021,15	2.062,17	2.109,04	2.167,61
1	2.017,04	2.035,24	2.067,75	2.111,62	2.160,91	2.220,72
2	2.051,27	2.069,48	2.104,53	2.151,12	2.202,73	2.263,71
3	2.083,47	2.101,68	2.139,16	2.188,36	2.242,18	2.304,25
4	2.113,73	2.131,93	2.171,72	2.223,39	2.279,32	2.342,42
5	2.142,12	2.160,32	2.202,30	2.256,33	2.314,24	2.378,32
6	2.168,73	2.194,52	2.238,57	2.294,82	2.354,63	2.419,62
7	2.193,65	2.219,44	2.265,45	2.323,81	2.385,41	2.451,24
8	2.216,97	2.242,76	2.290,61	2.350,96	2.414,25	2.480,90
9	2.238,76	2.264,56	2.314,15	2.376,38	2.441,26	2.508,64
10	2.259,12	2.284,92	2.336,15	2.400,14	2.466,51	2.534,60
11	2.278,13	2.311,50	2.364,28	2.429,93	2.497,71	2.566,45

12	2.295,85	2.329,23	2.383,44	2.450,66	2.519,76	2.589,11
13	2.312,37	2.345,75	2.401,33	2.469,99	2.540,32	2.610,26
14	2.327,77	2.361,15	2.417,98	2.488,02	2.559,52	2.629,98
15	2.342,11	2.375,48	2.433,51	2.504,83	2.577,40	2.648,36
16	2.351,58	2.392,55	2.451,57	2.523,98	2.601,65	2.669,81
17	2.360,39	2.401,35	2.461,31	2.534,73	2.617,16	2.682,70
18	2.368,55	2.409,51	2.470,36	2.544,70	2.631,59	2.694,68
19	2.376,14	2.417,10	2.478,75	2.553,97	2.645,02	2.705,81
20	2.383,18	2.424,14	2.486,55	2.562,58	2.657,50	2.716,15
21	2.389,71	2.438,26	2.501,36	2.578,15	2.676,69	2.733,34
22	2.395,76	2.444,32	2.508,07	2.585,57	2.687,47	2.742,26
23	2.401,38	2.449,93	2.514,29	2.592,45	2.697,49	2.750,53
24	2.406,59	2.455,14	2.520,06	2.598,83	2.706,78	2.758,20
25	2.411,42	2.459,96	2.525,41	2.604,74	2.715,40	2.765,32
26	2.415,89	2.472,03	2.537,96	2.617,80	2.731,00	2.779,51
27	2.420,03	2.476,17	2.542,55	2.622,89	2.738,43	2.785,64
28	2.423,88	2.480,01	2.546,82	2.627,60	2.745,32	2.791,31
29	2.427,44	2.483,57	2.550,76	2.631,96	2.751,71	2.796,57
30	2.430,74	2.486,87	2.554,42	2.636,01	2.757,63	2.801,45
31	2.433,79	2.497,46	2.565,35	2.647,29	2.770,67	2.813,50
32	2.436,62	2.500,29	2.568,48	2.650,76	2.775,76	2.817,68
33	2.439,24	2.502,91	2.571,38	2.653,98	2.780,47	2.821,56
34	2.441,66	2.505,34	2.574,07	2.656,95	2.784,85	2.825,16
35	2.443,91	2.507,58	2.576,57	2.659,71	2.788,90	2.828,48
	Cat. 10	Cat. 11	Cat. 12	Cat. 13	Cat. 14B	Cat. 14

Ancienneté

0	2.237,92	2.325,79	2.431,25	2.513,26	2.513,26	2.718,31
1	2.292,50	2.374,63	2.492,03	2.588,66	2.598,71	2.816,17
2	2.336,88	2.420,76	2.549,66	2.660,50	2.680,44	2.909,95
3	2.378,74	2.464,26	2.604,19	2.728,78	2.758,42	2.999,58
4	2.418,15	2.505,22	2.655,71	2.793,58	2.832,65	3.085,05
5	2.455,21	2.543,73	2.704,32	2.854,93	2.903,15	3.166,35
6	2.497,61	2.579,90	2.750,11	2.912,93	2.970,00	3.243,54
7	2.530,25	2.613,84	2.793,17	2.967,67	3.033,25	3.316,68
8	2.560,86	2.645,64	2.833,63	3.019,26	3.093,01	3.385,87
9	2.589,51	2.675,42	2.871,61	3.067,81	3.149,37	3.451,19
10	2.616,31	2.703,28	2.907,20	3.113,43	3.202,46	3.512,80
11	2.648,95	2.729,31	2.940,52	3.156,26	3.252,38	3.570,79
12	2.672,34	2.753,63	2.971,70	3.196,43	3.299,30	3.625,32
13	2.694,18	2.776,32	3.000,86	3.234,05	3.343,31	3.676,52
14	2.714,54	2.797,47	3.028,08	3.269,27	3.384,57	3.724,56
15	2.733,52	2.817,20	3.053,50	3.302,20	3.423,21	3.769,58
16	2.755,42	2.832,07	3.087,64	3.341,16	3.459,35	3.816,41
17	2.768,72	2.845,90	3.119,57	3.377,64	3.493,13	3.860,25
18	2.781,09	2.858,76	3.149,41	3.411,74	3.524,69	3.901,28
19	2.792,59	2.870,70	3.177,28	3.443,61	3.554,14	3.939,63
20	2.803,26	2.881,79	3.203,28	3.473,35	3.581,62	3.975,46
21	2.820,76	2.892,09	3.227,53	3.501,11	3.607,22	4.008,90
22	2.829,96	2.901,67	3.250,14	3.527,00	3.631,09	4.040,10
23	2.838,50	2.910,54	3.271,18	3.551,10	3.653,30	4.069,17

24	2.846,43	2.918,77	3.290,79	3.573,57	3.673,97	4.096,26
25	2.853,78	2.926,42	3.309,02	3.594,48	3.693,20	4.121,49
26	2.868,19	2.933,50	3.325,99	3.613,92	3.711,09	4.144,97
27	2.874,50	2.940,07	3.341,76	3.632,02	3.727,71	4.166,81
28	2.880,37	2.946,15	3.356,42	3.648,84	3.743,15	4.187,12
29	2.885,80	2.951,80	3.370,04	3.664,47	3.757,50	4.205,99
30	2.890,83	2.957,04	3.382,69	3.678,98	3.770,82	4.223,54
31	2.903,03	2.961,88	3.394,44	3.692,46	3.783,18	4.239,83
32	2.907,36	2.966,37	3.405,33	3.704,98	3.794,65	4.254,96
33	2.911,36	2.970,53	3.415,46	3.716,60	3.805,30	4.269,00
34	2.915,07	2.974,39	3.424,84	3.727,38	3.815,18	4.282,04
35	2.918,50	2.977,96	3.433,54	3.737,38	3.824,33	4.294,13

	Cat. 15	Cat. 16	Cat. 17	Cat. 18	Cat. 19	Cat. 20
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Ancienneté

0	2.911,63	3.175,26	3.433,04	3.772,82	4.112,61	4.452,40
1	3.016,45	3.292,75	3.553,19	3.904,87	4.256,56	4.608,23
2	3.116,90	3.405,45	3.668,22	4.031,29	4.394,36	4.757,43
3	3.212,91	3.513,25	3.778,08	4.152,02	4.525,96	4.899,90
4	3.304,46	3.616,14	3.882,73	4.267,03	4.651,33	5.035,63
5	3.391,55	3.714,08	3.982,22	4.376,37	4.770,51	5.164,66
6	3.474,23	3.807,15	4.076,61	4.480,10	4.883,58	5.287,06
7	3.552,57	3.895,38	4.165,98	4.578,31	4.990,64	5.402,97
8	3.626,68	3.978,90	4.250,47	4.671,16	5.091,85	5.512,55
9	3.696,65	4.057,80	4.330,20	4.758,79	5.187,37	5.615,95
10	3.762,63	4.132,23	4.405,33	4.841,36	5.277,38	5.713,41

11	3.824,74	4.202,34	4.476,04	4.919,06	5.362,09	5.805,11
12	3.883,15	4.268,30	4.542,50	4.992,10	5.441,70	5.891,30
13	3.938,00	4.330,27	4.604,88	5.060,65	5.516,43	5.972,20
14	3.989,46	4.388,42	4.663,37	5.124,94	5.586,50	6.048,06
15	4.037,67	4.442,93	4.718,17	5.185,16	5.652,15	6.119,13
16	4.087,83	4.500,88	4.767,99	5.239,90	5.711,83	6.183,74
17	4.134,80	4.555,18	4.814,56	5.291,08	5.767,61	6.244,14
18	4.178,75	4.606,02	4.858,05	5.338,89	5.819,72	6.300,55
19	4.219,82	4.653,56	4.898,65	5.383,50	5.868,34	6.353,19
20	4.258,20	4.698,00	4.936,51	5.425,11	5.913,71	6.402,31
21	4.294,02	4.739,49	4.971,81	5.463,90	5.955,99	6.448,09
22	4.327,43	4.778,21	5.004,70	5.500,04	5.995,39	6.490,73
23	4.358,58	4.814,33	5.035,32	5.533,69	6.032,06	6.530,43
24	4.387,60	4.847,98	5.063,80	5.565,01	6.066,20	6.567,40
25	4.414,61	4.879,33	5.090,31	5.594,14	6.097,95	6.601,77
26	4.439,76	4.908,51	5.114,96	5.621,22	6.127,48	6.633,74
27	4.463,16	4.935,67	5.137,87	5.646,40	6.154,92	6.663,45
28	4.484,91	4.960,93	5.159,16	5.669,78	6.180,42	6.691,05
29	4.505,13	4.984,41	5.178,92	5.691,52	6.204,10	6.716,70
30	4.523,92	5.006,24	5.197,29	5.711,69	6.226,10	6.740,50
31	4.541,37	5.026,52	5.214,33	5.730,42	6.246,51	6.762,61
32	4.557,58	5.045,35	5.230,14	5.747,80	6.265,46	6.783,12
33	4.572,62	5.062,84	5.244,81	5.763,93	6.283,04	6.802,15
34	4.586,58	5.079,07	5.258,42	5.778,88	6.299,34	6.819,80
35	4.599,54	5.094,13	5.271,05	5.792,76	6.314,47	6.836,18

Barèmes dits PPF

Pour tous les centres de réhabilitation (aussi Fédérale et régionalisés flamands).

Salaire minimum garanti (allocation de foyer et de résidence comprise)

Base	Mois	Heure
12.863,77	1.866,32	11,3339

Allocation de foyer et de résidence (uniquement pour les barèmes PPF)

Limites		Foyer		Résidence	
Année	Mois	Année	Mois	Année	Mois
27.856,02	2.321,33	1.253,31	104,44	626,66	52,22
31.757,62	2.646,47	626,66	52,22	313,33	26,11

38 heures/semaine

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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	12.384,81	1.796,83	10,9119	104,44	52,22	
1	13.422,15	1.947,33	11,8259	104,44	52,22	
2	13.492,67	1.957,56	11,8880	104,44	52,22	
3	13.563,17	1.967,79	11,9501	104,44	52,22	
4	13.633,67	1.978,02	12,0123	104,44	52,22	
5	13.704,17	1.988,25	12,0744	104,44	52,22	
6	13.774,65	1.998,47	12,1365	104,44	52,22	
7	13.845,15	2.008,70	12,1986	104,44	52,22	
8	13.915,65	2.018,93	12,2607	104,44	52,22	
9	13.986,18	2.029,16	12,3228	104,44	52,22	
10	14.420,29	2.092,14	12,7053	104,44	52,22	
11	14.490,76	2.102,37	12,7674	104,44	52,22	

12	14.561,27	2.112,60	12,8295	104,44	52,22
13	14.631,79	2.122,83	12,8917	104,44	52,22
14	14.702,29	2.133,06	12,9538	104,44	52,22
15	14.772,79	2.143,29	13,0159	104,44	52,22
16	14.843,29	2.153,51	13,0780	104,44	52,22
17	14.913,80	2.163,74	13,1401	104,44	52,22
18	14.984,30	2.173,97	13,2023	104,44	52,22
19	15.054,80	2.184,20	13,2644	104,44	52,22
20	15.125,32	2.194,43	13,3265	104,44	52,22
21	15.195,82	2.204,66	13,3886	104,44	52,22
22	15.266,32	2.214,89	13,4507	104,44	52,22
23	15.336,83	2.225,12	13,5129	104,44	52,22
24	15.407,33	2.235,35	13,5750	104,44	52,22
25	15.477,83	2.245,58	13,6371	104,44	52,22
26	15.548,35	2.255,81	13,6992	104,44	52,22
27	15.618,85	2.266,03	13,7613	104,44	52,22
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	12.589,17	1.826,48	11,0920	104,44	52,22	
1	13.661,73	1.982,09	12,0370	104,44	52,22	
2	13.792,15	2.001,01	12,1519	104,44	52,22	

3	13.922,57	2.019,93	12,2668	104,44	52,22
4	14.052,96	2.038,85	12,3817	104,44	52,22
5	14.183,38	2.057,77	12,4966	104,44	52,22
6	14.313,82	2.076,70	12,6115	104,44	52,22
7	14.444,21	2.095,61	12,7264	104,44	52,22
8	14.574,63	2.114,54	12,8413	104,44	52,22
9	14.705,02	2.133,45	12,9562	104,44	52,22
10	15.202,10	2.205,57	13,3942	104,44	52,22
11	15.360,65	2.228,57	13,5339	104,44	52,22
12	15.519,18	2.251,57	13,6735	104,44	52,22
13	15.677,70	2.274,57	13,8132	104,44	52,22
14	15.836,26	2.297,58	13,9529	104,44	52,22
15	15.994,78	2.320,58	14,0926	104,44	52,22
16	16.153,31	2.343,58	14,2322	83,87	31,65
17	16.311,89	2.366,58	14,3720	62,59	26,11
18	16.470,39	2.389,58	14,5116	52,22	26,11
19	16.628,95	2.412,58	14,6513	52,22	26,11
20	16.787,47	2.435,58	14,7910	52,22	26,11
21	16.946,03	2.458,59	14,9307	52,22	26,11
22	17.104,53	2.481,58	15,0703	52,22	26,11
23	17.263,08	2.504,59	15,2100	52,22	26,11
24	17.421,61	2.527,59	15,3497	52,22	26,11
25	17.580,16	2.550,59	15,4894	52,22	26,11
26	17.738,67	2.573,59	15,6291	52,22	26,11
27	17.897,24	2.596,59	15,7688	52,22	26,11

28	18.055,77	2.619,59	15,9084	52,22	26,11
29	18.214,30	2.642,59	16,0481	52,22	26,11
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	13.300,93	1.929,74	11,7191	104,44	52,22	
1	14.373,51	2.085,36	12,6641	104,44	52,22	
2	14.507,37	2.104,78	12,7821	104,44	52,22	
3	14.641,26	2.124,20	12,9000	104,44	52,22	
4	14.775,12	2.143,62	13,0180	104,44	52,22	
5	14.908,99	2.163,05	13,1359	104,44	52,22	
6	15.042,90	2.182,47	13,2539	104,44	52,22	
7	15.176,74	2.201,89	13,3718	104,44	52,22	
8	15.310,62	2.221,32	13,4898	104,44	52,22	
9	15.444,49	2.240,74	13,6077	104,44	52,22	
10	15.993,32	2.320,36	14,0913	104,44	52,22	
11	16.155,44	2.343,89	14,2341	83,58	31,36	
12	16.317,54	2.367,40	14,3769	61,83	26,11	
13	16.479,64	2.390,92	14,5198	52,22	26,11	
14	16.641,74	2.414,44	14,6626	52,22	26,11	
15	16.803,86	2.437,96	14,8054	52,22	26,11	
16	16.965,96	2.461,48	14,9482	52,22	26,11	
17	17.128,08	2.485,00	15,0911	52,22	26,11	
18	17.290,15	2.508,51	15,2339	52,22	26,11	

19	17.452,25	2.532,03	15,3767	52,22	26,11
20	17.614,40	2.555,56	15,5196	52,22	26,11
21	17.776,49	2.579,07	15,6624	52,22	26,11
22	17.938,57	2.602,59	15,8052	52,22	26,11
23	18.100,69	2.626,11	15,9480	52,22	26,11
24	18.262,79	2.649,63	16,0908	49,30	23,19
25	18.424,91	2.673,15	16,2337	27,54	1,43
26	18.586,98	2.696,66	16,3765	5,79	
27	18.749,10	2.720,18	16,5193		
28	18.911,20	2.743,70	16,6621		
29	19.073,30	2.767,22	16,8050		
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	13.568,72	1.968,60	11,9550	104,44	52,22	
1	14.641,31	2.124,21	12,9001	104,44	52,22	
2	14.782,31	2.144,67	13,0243	104,44	52,22	
3	14.923,29	2.165,12	13,1485	104,44	52,22	
4	15.064,24	2.185,57	13,2727	104,44	52,22	
5	15.205,24	2.206,03	13,3969	104,44	52,22	
6	15.346,22	2.226,48	13,5211	104,44	52,22	
7	15.487,20	2.246,93	13,6454	104,44	52,22	
8	15.628,17	2.267,39	13,7696	104,44	52,22	
9	15.769,18	2.287,85	13,8938	104,44	52,22	

10	16.322,25	2.368,09	14,3811	61,20	26,11
11	16.491,32	2.392,62	14,5301	52,22	26,11
12	16.660,45	2.417,15	14,6791	52,22	26,11
13	16.829,57	2.441,69	14,8281	52,22	26,11
14	16.998,68	2.466,23	14,9771	52,22	26,11
15	17.167,79	2.490,76	15,1261	52,22	26,11
16	17.336,90	2.515,30	15,2751	52,22	26,11
17	17.505,99	2.539,83	15,4241	52,22	26,11
18	17.675,13	2.564,37	15,5731	52,22	26,11
19	17.844,24	2.588,90	15,7221	52,22	26,11
20	18.013,33	2.613,43	15,8711	52,22	26,11
21	18.182,47	2.637,97	16,0201	52,22	26,11
22	18.351,56	2.662,51	16,1691	37,39	11,28
23	18.520,70	2.687,04	16,3181	14,69	
24	18.689,78	2.711,58	16,4671		
25	18.858,90	2.736,11	16,6161		
26	19.028,01	2.760,65	16,7651		
27	19.197,12	2.785,18	16,9141		
28	19.366,24	2.809,72	17,0631		
29	19.537,75	2.834,60	17,2142		
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	13.977,45	2.027,90	12,3152	104,44	52,22	

1	15.050,06	2.183,51	13,2602	104,44	52,22
2	15.191,04	2.203,97	13,3844	104,44	52,22
3	15.332,02	2.224,42	13,5086	104,44	52,22
4	15.473,02	2.244,88	13,6329	104,44	52,22
5	15.614,00	2.265,33	13,7571	104,44	52,22
6	15.754,97	2.285,78	13,8813	104,44	52,22
7	15.895,92	2.306,23	14,0055	104,44	52,22
8	16.036,93	2.326,69	14,1297	99,49	47,27
9	16.177,90	2.347,14	14,2539	80,57	28,35
10	16.725,60	2.426,61	14,7365	52,22	26,11
11	16.894,71	2.451,14	14,8855	52,22	26,11
12	17.063,83	2.475,68	15,0345	52,22	26,11
13	17.232,91	2.500,21	15,1834	52,22	26,11
14	17.402,03	2.524,74	15,3325	52,22	26,11
15	17.571,16	2.549,28	15,4815	52,22	26,11
16	17.740,28	2.573,82	15,6305	52,22	26,11
17	17.909,37	2.598,35	15,7795	52,22	26,11
18	18.078,48	2.622,89	15,9285	52,22	26,11
19	18.247,59	2.647,42	16,0775	51,34	25,23
20	18.416,70	2.671,96	16,2265	28,64	2,53
21	18.585,84	2.696,50	16,3755	5,95	
22	18.754,91	2.721,02	16,5244		
23	18.924,04	2.745,56	16,6735		
24	19.093,13	2.770,09	16,8224		
25	19.262,27	2.794,63	16,9715		

26	19.431,73	2.819,22	17,1208
27	19.604,19	2.844,24	17,2727
28	19.776,65	2.869,26	17,4247
29	19.949,13	2.894,29	17,5766
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	14.442,55	2.095,37	12,7249	104,44	52,22	
1	15.515,16	2.250,99	13,6700	104,44	52,22	
2	15.656,16	2.271,45	13,7942	104,44	52,22	
3	15.797,11	2.291,90	13,9184	104,44	52,22	
4	15.938,09	2.312,35	14,0426	104,44	52,22	
5	16.079,09	2.332,81	14,1669	93,83	41,61	
6	16.220,07	2.353,26	14,2911	74,91	26,11	
7	16.361,05	2.373,72	14,4153	55,99	26,11	
8	16.502,05	2.394,17	14,5395	52,22	26,11	
9	16.643,03	2.414,63	14,6637	52,22	26,11	
10	17.196,23	2.494,89	15,1511	52,22	26,11	
11	17.365,29	2.519,41	15,3001	52,22	26,11	
12	17.534,43	2.543,95	15,4491	52,22	26,11	
13	17.703,51	2.568,48	15,5981	52,22	26,11	
14	17.872,65	2.593,02	15,7471	52,22	26,11	
15	18.041,77	2.617,56	15,8961	52,22	26,11	
16	18.210,85	2.642,09	16,0451	52,22	26,11	

17	18.379,99	2.666,63	16,1941	33,57	7,46
18	18.549,08	2.691,16	16,3431	10,88	
19	18.718,22	2.715,70	16,4921		
20	18.887,31	2.740,23	16,6411		
21	19.056,42	2.764,77	16,7901		
22	19.225,53	2.789,30	16,9391		
23	19.394,64	2.813,84	17,0881		
24	19.566,81	2.838,82	17,2398		
25	19.739,24	2.863,83	17,3917		
26	19.911,73	2.888,86	17,5437		
27	20.084,18	2.913,88	17,6956		
28	20.256,69	2.938,91	17,8476		
29	20.429,15	2.963,93	17,9996		
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	14.804,85	2.147,94	13,0442	104,44	52,22	
1	15.925,35	2.310,50	14,0314	104,44	52,22	
2	15.925,35	2.310,50	14,0314	104,44	52,22	
3	16.194,31	2.349,52	14,2684	78,37	26,15	
4	16.194,31	2.349,52	14,2684	78,37	26,15	
5	16.463,28	2.388,55	14,5053	52,22	26,11	
6	16.463,28	2.388,55	14,5053	52,22	26,11	
7	16.732,19	2.427,56	14,7423	52,22	26,11	

8	16.732,19	2.427,56	14,7423	52,22	26,11
9	17.001,18	2.466,59	14,9793	52,22	26,11
10	17.359,71	2.518,60	15,2952	52,22	26,11
11	17.718,26	2.570,62	15,6111	52,22	26,11
12	17.718,26	2.570,62	15,6111	52,22	26,11
13	18.076,82	2.622,65	15,9270	52,22	26,11
14	18.076,82	2.622,65	15,9270	52,22	26,11
15	18.435,37	2.674,66	16,2429	26,14	0,03
16	18.435,37	2.674,66	16,2429	26,14	0,03
17	18.793,92	2.726,68	16,5588		
18	18.793,92	2.726,68	16,5588		
19	19.152,45	2.778,70	16,8747		
20	19.152,45	2.778,70	16,8747		
21	19.512,81	2.830,98	17,1922		
22	19.512,81	2.830,98	17,1922		
23	19.878,46	2.884,03	17,5144		
24	19.878,46	2.884,03	17,5144		
25	20.244,08	2.937,08	17,8365		
26	20.244,08	2.937,08	17,8365		
27	20.609,72	2.990,13	18,1587		
28	20.609,72	2.990,13	18,1587		
29	20.975,34	3.043,17	18,4808		
30	20.975,34	3.043,17	18,4808		
31	21.340,98	3.096,22	18,8030		
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	14.804,85	2.147,94	13,0442	104,44	52,22	
1	15.925,35	2.310,50	14,0314	104,44	52,22	
2	15.925,35	2.310,50	14,0314	104,44	52,22	
3	16.194,31	2.349,52	14,2684	78,37	26,15	
4	16.194,31	2.349,52	14,2684	78,37	26,15	
5	16.463,28	2.388,55	14,5053	52,22	26,11	
6	16.463,28	2.388,55	14,5053	52,22	26,11	
7	18.614,67	2.700,68	16,4009	2,08		
8	18.614,67	2.700,68	16,4009	2,08		
9	18.883,66	2.739,70	16,6379			
10	19.242,19	2.791,72	16,9538			
11	19.604,36	2.844,27	17,2729			
12	19.604,36	2.844,27	17,2729			
13	19.970,00	2.897,31	17,5950			
14	19.970,00	2.897,31	17,5950			
15	20.335,62	2.950,36	17,9172			
16	20.335,62	2.950,36	17,9172			
17	20.701,27	3.003,41	18,2393			
18	20.701,27	3.003,41	18,2393			
19	21.066,91	3.056,46	18,5615			
20	21.066,91	3.056,46	18,5615			
21	21.432,53	3.109,50	18,8836			
22	21.432,53	3.109,50	18,8836			
23	21.798,17	3.162,55	19,2058			

24	21.798,17	3.162,55	19,2058
25	22.163,81	3.215,60	19,5279
26	22.163,81	3.215,60	19,5279
27	22.529,43	3.268,64	19,8501
28	22.529,43	3.268,64	19,8501
29	22.895,07	3.321,69	20,1722
30	22.895,07	3.321,69	20,1722
31	23.260,69	3.374,74	20,4944

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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	15.342,70	2.225,97	13,5180	104,44	52,22	
1	16.508,02	2.395,04	14,5448	52,22	26,11	
2	16.508,02	2.395,04	14,5448	52,22	26,11	
3	16.776,96	2.434,06	14,7817	52,22	26,11	
4	16.776,96	2.434,06	14,7817	52,22	26,11	
5	17.135,52	2.486,08	15,0976	52,22	26,11	
6	17.135,52	2.486,08	15,0976	52,22	26,11	
7	19.451,96	2.822,16	17,1386			
8	19.451,96	2.822,16	17,1386			
9	20.000,45	2.901,73	17,6219			
10	20.366,06	2.954,78	17,9440			
11	20.914,53	3.034,35	18,4272			
12	20.914,53	3.034,35	18,4272			
13	21.463,02	3.113,93	18,9105			
14	21.463,02	3.113,93	18,9105			

15	22.011,48	3.193,50	19,3937
16	22.011,48	3.193,50	19,3937
17	22.559,95	3.273,07	19,8770
18	22.559,95	3.273,07	19,8770
19	23.108,44	3.352,65	20,3602
20	23.108,44	3.352,65	20,3602
21	23.656,90	3.432,22	20,8435
22	23.656,90	3.432,22	20,8435
23	24.205,39	3.511,80	21,3267
24	24.205,39	3.511,80	21,3267
25	24.753,85	3.591,37	21,8099
26	24.753,85	3.591,37	21,8099
27	25.302,32	3.670,94	22,2932
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	15.790,89	2.290,99	13,9129	104,44	52,22	
1	16.956,21	2.460,06	14,9397	52,22	26,11	
2	16.956,21	2.460,06	14,9397	52,22	26,11	
3	17.225,13	2.499,08	15,1766	52,22	26,11	
4	17.225,13	2.499,08	15,1766	52,22	26,11	
5	17.583,73	2.551,11	15,4925	52,22	26,11	

6	17.583,73	2.551,11	15,4925	52,22	26,11
7	18.300,81	2.655,14	16,1243	44,20	18,09
8	18.300,81	2.655,14	16,1243	44,20	18,09
9	19.017,95	2.759,19	16,7562		
10	19.376,52	2.811,21	17,0721		
11	20.015,64	2.903,94	17,6352		
12	20.015,64	2.903,94	17,6352		
13	20.655,53	2.996,77	18,1990		
14	20.655,53	2.996,77	18,1990		
15	21.295,47	3.089,62	18,7629		
16	21.295,47	3.089,62	18,7629		
17	21.935,40	3.182,46	19,3267		
18	21.935,40	3.182,46	19,3267		
19	22.575,29	3.275,30	19,8905		
20	22.575,29	3.275,30	19,8905		
21	23.215,25	3.368,15	20,4543		
22	23.215,25	3.368,15	20,4543		
23	23.855,17	3.460,99	21,0181		
24	23.855,17	3.460,99	21,0181		
25	24.495,08	3.553,83	21,5820		
26	24.495,08	3.553,83	21,5820		
27	25.135,02	3.646,67	22,1458		
28	25.135,02	3.646,67	22,1458		
29	25.774,93	3.739,51	22,7096		
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	13.837,99	2.007,66	12,1923	104,44	52,22	
1	15.003,31	2.176,73	13,2190	104,44	52,22	
2	15.133,11	2.195,56	13,3334	104,44	52,22	
3	15.262,88	2.214,39	13,4477	104,44	52,22	
4	15.392,65	2.233,22	13,5620	104,44	52,22	
5	15.522,45	2.252,05	13,6764	104,44	52,22	
6	15.836,18	2.297,57	13,9528	104,44	52,22	
7	16.149,89	2.343,08	14,2292	84,33	32,11	
8	16.463,60	2.388,59	14,5056	52,22	26,11	
9	16.777,29	2.434,11	14,7820	52,22	26,11	
10	17.449,62	2.531,65	15,3744	52,22	26,11	
11	17.763,33	2.577,16	15,6508	52,22	26,11	
12	18.077,07	2.622,68	15,9272	52,22	26,11	
13	18.390,77	2.668,19	16,2036	32,12	6,01	
14	18.704,46	2.713,71	16,4800			
15	19.018,17	2.759,22	16,7564			
16	19.331,90	2.804,74	17,0328			
17	19.650,05	2.850,89	17,3131			
18	19.969,96	2.897,31	17,5950			
19	20.289,81	2.943,71	17,8768			
20	20.609,74	2.990,13	18,1587			
21	20.929,63	3.036,54	18,4405			

22	21.249,53	3.082,95	18,7224
23	21.569,44	3.129,37	19,0042
24	21.889,32	3.175,78	19,2861
25	22.209,23	3.222,19	19,5680
26	22.529,11	3.268,60	19,8498
27	22.849,04	3.315,01	20,1317
28	23.168,90	3.361,42	20,4135
29	23.488,80	3.407,83	20,6953
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	16.343,64	2.371,19	14,3999	58,33	26,11	
1	17.464,20	2.533,76	15,3872	52,22	26,11	
2	17.464,20	2.533,76	15,3872	52,22	26,11	
3	17.733,11	2.572,78	15,6242	52,22	26,11	
4	17.733,11	2.572,78	15,6242	52,22	26,11	
5	18.002,10	2.611,80	15,8612	52,22	26,11	
6	18.002,10	2.611,80	15,8612	52,22	26,11	
7	18.271,02	2.650,82	16,0981	48,20	22,08	
8	18.271,02	2.650,82	16,0981	48,20	22,08	
9	18.539,98	2.689,84	16,3351	12,10		
10	18.898,53	2.741,86	16,6510			
11	19.257,09	2.793,88	16,9669			
12	19.257,09	2.793,88	16,9669			

13	19.619,53	2.846,47	17,2862
14	19.619,53	2.846,47	17,2862
15	19.985,18	2.899,52	17,6084
16	19.985,18	2.899,52	17,6084
17	20.350,79	2.952,56	17,9305
18	20.350,79	2.952,56	17,9305
19	20.716,44	3.005,61	18,2527
20	20.716,44	3.005,61	18,2527
21	21.082,08	3.058,66	18,5748
22	21.082,08	3.058,66	18,5748
23	21.447,70	3.111,70	18,8970
24	21.447,70	3.111,70	18,8970
25	21.813,34	3.164,75	19,2191
26	21.813,34	3.164,75	19,2191
27	22.178,98	3.217,80	19,5413
28	22.178,98	3.217,80	19,5413
29	22.544,58	3.270,84	19,8634
30	22.544,58	3.270,84	19,8634
31	22.910,22	3.323,89	20,1856

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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	16.627,41	2.412,36	14,6500	52,22	26,11	
1	17.837,72	2.587,96	15,7163	52,22	26,11	
2	17.837,72	2.587,96	15,7163	52,22	26,11	
3	18.375,55	2.665,99	16,1902	34,17	8,06	

4	18.375,55	2.665,99	16,1902	34,17	8,06
5	18.913,38	2.744,02	16,6641		
6	18.913,38	2.744,02	16,6641		
7	21.554,49	3.127,20	18,9911		
8	21.554,49	3.127,20	18,9911		
9	22.102,98	3.206,77	19,4743		
10	22.468,60	3.259,82	19,7965		
11	23.017,09	3.339,40	20,2797		
12	23.017,09	3.339,40	20,2797		
13	23.565,55	3.418,97	20,7630		
14	23.565,55	3.418,97	20,7630		
15	24.114,02	3.498,54	21,2462		
16	26.003,29	3.772,64	22,9108		
17	26.551,75	3.852,22	23,3940		
18	26.551,75	3.852,22	23,3940		
19	27.100,22	3.931,79	23,8773		
20	27.100,22	3.931,79	23,8773		
21	27.648,73	4.011,37	24,3605		
22	27.648,73	4.011,37	24,3605		
23	28.197,19	4.090,94	24,8438		
24	28.197,19	4.090,94	24,8438		
25	28.745,68	4.170,52	25,3270		
26	28.745,68	4.170,52	25,3270		
27	29.294,15	4.250,09	25,8103		
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	17.837,72	2.587,96	15,7163	52,22	26,11	
1	18.375,55	2.665,99	16,1902	34,17	8,06	
2	18.375,55	2.665,99	16,1902	34,17	8,06	
3	18.913,38	2.744,02	16,6641			
4	18.913,38	2.744,02	16,6641			
5	21.554,49	3.127,20	18,9911			
6	21.554,49	3.127,20	18,9911			
7	22.102,98	3.206,77	19,4743			
8	22.468,60	3.259,82	19,7965			
9	23.017,09	3.339,40	20,2797			
10	23.017,09	3.339,40	20,2797			
11	23.565,55	3.418,97	20,7630			
12	23.565,55	3.418,97	20,7630			
13	24.114,02	3.498,54	21,2462			
14	26.003,29	3.772,64	22,9108			
15	26.551,75	3.852,22	23,3940			
16	26.551,75	3.852,22	23,3940			
17	27.100,22	3.931,79	23,8773			
18	27.100,22	3.931,79	23,8773			
19	27.648,73	4.011,37	24,3605			

20	27.648,73	4.011,37	24,3605
21	28.197,19	4.090,94	24,8438
22	28.197,19	4.090,94	24,8438
23	28.745,68	4.170,52	25,3270
24	28.745,68	4.170,52	25,3270
25	29.294,15	4.250,09	25,8103
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	17.314,77	2.512,08	15,2556	52,22	26,11	
1	18.435,30	2.674,65	16,2428	26,15	0,04	
2	18.435,30	2.674,65	16,2428	26,15	0,04	
3	18.704,24	2.713,67	16,4798			
4	18.704,24	2.713,67	16,4798			
5	18.973,18	2.752,69	16,7168			
6	18.973,18	2.752,69	16,7168			
7	19.242,14	2.791,71	16,9537			
8	19.242,14	2.791,71	16,9537			
9	19.512,99	2.831,01	17,1924			
10	19.878,63	2.884,06	17,5145			

11	20.244,25	2.937,10	17,8367
12	20.244,25	2.937,10	17,8367
13	20.609,89	2.990,15	18,1588
14	20.609,89	2.990,15	18,1588
15	20.975,54	3.043,20	18,4810
16	20.975,54	3.043,20	18,4810
17	21.341,15	3.096,25	18,8031
18	21.341,15	3.096,25	18,8031
19	21.706,80	3.149,29	19,1253
20	21.706,80	3.149,29	19,1253
21	22.072,39	3.202,34	19,4474
22	22.072,39	3.202,34	19,4474
23	22.438,03	3.255,38	19,7695
24	22.438,03	3.255,38	19,7695
25	22.803,68	3.308,43	20,0917
26	22.803,68	3.308,43	20,0917
27	23.169,29	3.361,48	20,4138
28	23.169,29	3.361,48	20,4138
29	23.534,94	3.414,53	20,7360
30	23.534,94	3.414,53	20,7360
31	23.900,60	3.467,58	21,0582

(1/78SP)

Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	21.439,17	3.110,47	18,8895			124,42
1	22.288,06	3.233,63	19,6374			129,35

2	22.288,06	3.233,63	19,6374	129,35
3	22.908,46	3.323,64	20,1840	132,95
4	22.908,46	3.323,64	20,1840	132,95
5	23.528,84	3.413,64	20,7306	136,55
6	23.528,84	3.413,64	20,7306	136,55
7	24.149,24	3.503,65	21,2772	140,15
8	24.149,24	3.503,65	21,2772	140,15
9	24.769,62	3.593,66	21,8238	287,49
10	25.135,26	3.646,71	22,1460	291,74
11	25.755,64	3.736,71	22,6926	298,94
12	25.755,64	3.736,71	22,6926	298,94
13	26.376,04	3.826,72	23,2392	306,14
14	26.376,04	3.826,72	23,2392	306,14
15	26.996,45	3.916,73	23,7858	313,34
16	26.996,45	3.916,73	23,7858	313,34
17	27.616,83	4.006,74	24,3324	320,54
18	27.616,83	4.006,74	24,3324	480,81
19	28.237,20	4.096,75	24,8790	491,61
20	28.237,20	4.096,75	24,8790	491,61
21	28.857,61	4.186,76	25,4257	502,41
22	28.857,61	4.186,76	25,4257	502,41
23	29.477,99	4.276,77	25,9723	513,21
24	29.477,99	4.276,77	25,9723	513,21
25	30.098,39	4.366,77	26,5189	524,01
26	30.098,39	4.366,77	26,5189	524,01

27	30.718,79	4.456,78	27,0655			534,81
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Anc	Base	Mois	Heure (38)	Foyer	Résidence	Suppl. fonction
0	22.392,42	3.248,77	19,7294			129,95
1	23.489,55	3.407,94	20,6960			136,32
2	23.489,55	3.407,94	20,6960			136,32
3	24.472,30	3.550,52	21,5619			142,02
4	24.472,30	3.550,52	21,5619			142,02
5	25.455,02	3.693,10	22,4277			147,72
6	25.455,02	3.693,10	22,4277			147,72
7	26.437,77	3.835,68	23,2936			153,43
8	26.437,77	3.835,68	23,2936			153,43
9	27.420,49	3.978,26	24,1594			318,26
10	27.786,14	4.031,31	24,4816			322,50
11	28.768,89	4.173,89	25,3475			333,91
12	28.768,89	4.173,89	25,3475			333,91
13	29.751,61	4.316,46	26,2133			345,32
14	29.751,61	4.316,46	26,2133			345,32
15	30.734,36	4.459,04	27,0792			356,72
16	30.734,36	4.459,04	27,0792			356,72
17	31.717,08	4.601,62	27,9451			368,13

18	31.717,08	4.601,62	27,9451	552,19
19	32.699,83	4.744,20	28,8109	569,30
20	32.699,83	4.744,20	28,8109	569,30
21	33.682,61	4.886,79	29,6768	586,41
22	33.682,61	4.886,79	29,6768	586,41
23	34.665,33	5.029,36	30,5427	603,52
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Indemnités

Supplément pour des prestations irrégulières

Travail du samedi	26%
Travail du dimanche	56%
Service interrompu	50%
Travail à un jour férié	56%
Travail de nuit	35%
Travail de nuit à un jour férié ou un dimanche	56%
Prestations du soir (19-20h)	20%

Prime d'attractivité annuelle (pas en Flandres)
partie forfaitaire

667,55 EUR montant indexé de la