



Koning Albertlaan 95

9000 GENT

C.P. DES ETABLISSEMENTS & SERVICES DE SANTE 330

S.C.P. pour les homes pour personnes âgées, les maisons de repos & de soins & les centres de soins de jour 330.01.2

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

Indexation complément de fonction pour certains travailleurs.

Catégories

1] Barème CP

Ouvriers et personnel technique

Cat. 1 - 1/12

Cat. 2 - 1/12

Cat. 3 - 1/22

Cat. 4 - 1/26

Cat. 5 - 1/40

Cat. 6 - 1/59

Cat. 7 - 1/80

Personnel administratif

Cat. 1 - 1/12

Cat. 2 - 1/22

Cat. 3 - 1/50

Cat. 4 - 1/43-1/55

Cat. 5 - 1/55-1/61-1/77

Personnel soignant, infirmier et paramédical

Cat. 1 - 1/22

Cat. 2 - 1/22

Cat. 3 - 1/26

Cat. 4 - 1/35

Cat. 5 - 1/40-1/57

Cat. 6 - 1/43-1/55

Cat. 7 - 1/55-1/61-1/77

Cat. 8 - 1/55-1/61-1/77 +2j

3] Les barèmes VVI

Ouvriers et personnel technique

Cat. 1 - 1/12

Cat. 2 - 1/12

Cat. 3 - 1/22

Cat. 4 - 1/26

Cat. 5 - 1/40

Cat. 6 - 1/59

Cat. 7 - 1/80

Personnel administratif

Cat. 1 - 1/12

Cat. 2 - 1/22

Cat. 3 - 1/50

Cat. 4 - 1/43-1/55

Cat. 5 - 1/55-1/61-1/77

Cat. 6 - 1/55-1/61-1/77

Personnel soignant, infirmier et paramédical

Cat. 1 - 1/22

Cat. 2 - 1/26

Cat. 3 - 1/35

Cat. 4 - 1/40-1/57

Cat. 5 - 1/43-1/55

Cat. 6 - 1/55-1/61-1/77

Cat. 7 - 1/55-1/61-1/77 +2j

Cat. 8/9: échelle selon brevet ou diplôme + indemnité forfaitaire par mois selon le tableau ci-dessous

Catégorie 8	117,20
Catégorie 9	234,63

4] Barème d'application pour les MR et MRS affiliés à FEMARBEL

Voir barème CP

Salaires baremiques (pour 1], 3] et 4])

38 heures/semaine

Salaire minimum garantie

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

Ouvriers et personnel technique

Anc	Base	Mois	Heure (38)	Foyer	Résidence	Heure (40)
0	12.384,81	1.796,83	10,9119	104,44	52,22	10,3663
1	13.422,15	1.947,33	11,8259	104,44	52,22	11,2346
2	13.492,67	1.957,56	11,8880	104,44	52,22	11,2936
3	13.563,17	1.967,79	11,9501	104,44	52,22	11,3526
4	13.633,67	1.978,02	12,0123	104,44	52,22	11,4116
5	13.704,17	1.988,25	12,0744	104,44	52,22	11,4707
6	13.774,65	1.998,47	12,1365	104,44	52,22	11,5296
7	13.845,15	2.008,70	12,1986	104,44	52,22	11,5887
8	13.915,65	2.018,93	12,2607	104,44	52,22	11,6477
9	13.986,18	2.029,16	12,3228	104,44	52,22	11,7067
10	14.420,29	2.092,14	12,7053	104,44	52,22	12,0701
11	14.490,76	2.102,37	12,7674	104,44	52,22	12,1290
12	14.561,27	2.112,60	12,8295	104,44	52,22	12,1881
13	14.631,79	2.122,83	12,8917	104,44	52,22	12,2471
14	14.702,29	2.133,06	12,9538	104,44	52,22	12,3061
15	14.772,79	2.143,29	13,0159	104,44	52,22	12,3651
16	14.843,29	2.153,51	13,0780	104,44	52,22	12,4241
17	14.913,80	2.163,74	13,1401	104,44	52,22	12,4831
18	14.984,30	2.173,97	13,2023	104,44	52,22	12,5421
19	15.054,80	2.184,20	13,2644	104,44	52,22	12,6012
20	15.125,32	2.194,43	13,3265	104,44	52,22	12,6602
21	15.195,82	2.204,66	13,3886	104,44	52,22	12,7192
22	15.266,32	2.214,89	13,4507	104,44	52,22	12,7782
23	15.336,83	2.225,12	13,5129	104,44	52,22	12,8372

24	15.407,33	2.235,35	13,5750	104,44	52,22	12,8962
25	15.477,83	2.245,58	13,6371	104,44	52,22	12,9552
26	15.548,35	2.255,81	13,6992	104,44	52,22	13,0143
27	15.618,85	2.266,03	13,7613	104,44	52,22	13,0733
28						
29						
30						
31						

1/22

Anc	Base	Mois	Heure (38)	Foyer	Résidence	Heure (40)
0	13.300,93	1.929,74	11,7191	104,44	52,22	11,1331
1	14.373,51	2.085,36	12,6641	104,44	52,22	12,0309
2	14.507,37	2.104,78	12,7821	104,44	52,22	12,1429
3	14.641,26	2.124,20	12,9000	104,44	52,22	12,2550
4	14.775,12	2.143,62	13,0180	104,44	52,22	12,3671
5	14.908,99	2.163,05	13,1359	104,44	52,22	12,4791
6	15.042,90	2.182,47	13,2539	104,44	52,22	12,5912
7	15.176,74	2.201,89	13,3718	104,44	52,22	12,7032
8	15.310,62	2.221,32	13,4898	104,44	52,22	12,8153
9	15.444,49	2.240,74	13,6077	104,44	52,22	12,9273
10	15.993,32	2.320,36	14,0913	104,44	52,22	13,3867
11	16.155,44	2.343,89	14,2341	83,58	31,36	13,5224
12	16.317,54	2.367,40	14,3769	61,83	26,11	13,6581
13	16.479,64	2.390,92	14,5198	52,22	26,11	13,7938
14	16.641,74	2.414,44	14,6626	52,22	26,11	13,9295

15	16.803,86	2.437,96	14,8054	52,22	26,11	14,0652
16	16.965,96	2.461,48	14,9482	52,22	26,11	14,2008
17	17.128,08	2.485,00	15,0911	52,22	26,11	14,3365
18	17.290,15	2.508,51	15,2339	52,22	26,11	14,4722
19	17.452,25	2.532,03	15,3767	52,22	26,11	14,6079
20	17.614,40	2.555,56	15,5196	52,22	26,11	14,7436
21	17.776,49	2.579,07	15,6624	52,22	26,11	14,8793
22	17.938,57	2.602,59	15,8052	52,22	26,11	15,0149
23	18.100,69	2.626,11	15,9480	52,22	26,11	15,1506
24	18.262,79	2.649,63	16,0908	49,30	23,19	15,2863
25	18.424,91	2.673,15	16,2337	27,54	1,43	15,4220
26	18.586,98	2.696,66	16,3765	5,79		15,5577
27	18.749,10	2.720,18	16,5193			15,6934
28	18.911,20	2.743,70	16,6621			15,8290
29	19.073,30	2.767,22	16,8050			15,9647
30						
31						

1/26

Anc	Base	Mois	Heure (38)	Foyer	Résidence	Heure (40)
0	13.568,72	1.968,60	11,9550	104,44	52,22	11,3573
1	14.641,31	2.124,21	12,9001	104,44	52,22	12,2551
2	14.782,31	2.144,67	13,0243	104,44	52,22	12,3731
3	14.923,29	2.165,12	13,1485	104,44	52,22	12,4911
4	15.064,24	2.185,57	13,2727	104,44	52,22	12,6091
5	15.205,24	2.206,03	13,3969	104,44	52,22	12,7271

6	15.346,22	2.226,48	13,5211	104,44	52,22	12,8451
7	15.487,20	2.246,93	13,6454	104,44	52,22	12,9631
8	15.628,17	2.267,39	13,7696	104,44	52,22	13,0811
9	15.769,18	2.287,85	13,8938	104,44	52,22	13,1991
10	16.322,25	2.368,09	14,3811	61,20	26,11	13,6620
11	16.491,32	2.392,62	14,5301	52,22	26,11	13,8036
12	16.660,45	2.417,15	14,6791	52,22	26,11	13,9451
13	16.829,57	2.441,69	14,8281	52,22	26,11	14,0867
14	16.998,68	2.466,23	14,9771	52,22	26,11	14,2282
15	17.167,79	2.490,76	15,1261	52,22	26,11	14,3698
16	17.336,90	2.515,30	15,2751	52,22	26,11	14,5113
17	17.505,99	2.539,83	15,4241	52,22	26,11	14,6529
18	17.675,13	2.564,37	15,5731	52,22	26,11	14,7944
19	17.844,24	2.588,90	15,7221	52,22	26,11	14,9360
20	18.013,33	2.613,43	15,8711	52,22	26,11	15,0775
21	18.182,47	2.637,97	16,0201	52,22	26,11	15,2191
22	18.351,56	2.662,51	16,1691	37,39	11,28	15,3606
23	18.520,70	2.687,04	16,3181	14,69		15,5022
24	18.689,78	2.711,58	16,4671			15,6437
25	18.858,90	2.736,11	16,6161			15,7853
26	19.028,01	2.760,65	16,7651			15,9268
27	19.197,12	2.785,18	16,9141			16,0684
28	19.366,24	2.809,72	17,0631			16,2099
29	19.537,75	2.834,60	17,2142			16,3535
30						

1/40

Anc	Base	Mois	Heure (38)	Foyer	Résidence	Heure (40)
0	14.804,85	2.147,94	13,0442	104,44	52,22	12,3919
1	15.925,35	2.310,50	14,0314	104,44	52,22	13,3298
2	15.925,35	2.310,50	14,0314	104,44	52,22	13,3298
3	16.194,31	2.349,52	14,2684	78,37	26,15	13,5549
4	16.194,31	2.349,52	14,2684	78,37	26,15	13,5549
5	16.463,28	2.388,55	14,5053	52,22	26,11	13,7801
6	16.463,28	2.388,55	14,5053	52,22	26,11	13,7801
7	16.732,19	2.427,56	14,7423	52,22	26,11	14,0052
8	16.732,19	2.427,56	14,7423	52,22	26,11	14,0052
9	17.001,18	2.466,59	14,9793	52,22	26,11	14,2303
10	17.359,71	2.518,60	15,2952	52,22	26,11	14,5304
11	17.718,26	2.570,62	15,6111	52,22	26,11	14,8305
12	17.718,26	2.570,62	15,6111	52,22	26,11	14,8305
13	18.076,82	2.622,65	15,9270	52,22	26,11	15,1306
14	18.076,82	2.622,65	15,9270	52,22	26,11	15,1306
15	18.435,37	2.674,66	16,2429	26,14	0,03	15,4308
16	18.435,37	2.674,66	16,2429	26,14	0,03	15,4308
17	18.793,92	2.726,68	16,5588			15,7309
18	18.793,92	2.726,68	16,5588			15,7309
19	19.152,45	2.778,70	16,8747			16,0310
20	19.152,45	2.778,70	16,8747			16,0310
21	19.512,81	2.830,98	17,1922			16,3326

22	19.512,81	2.830,98	17,1922		16,3326
23	19.878,46	2.884,03	17,5144		16,6387
24	19.878,46	2.884,03	17,5144		16,6387
25	20.244,08	2.937,08	17,8365		16,9447
26	20.244,08	2.937,08	17,8365		16,9447
27	20.609,72	2.990,13	18,1587		17,2507
28	20.609,72	2.990,13	18,1587		17,2507
29	20.975,34	3.043,17	18,4808		17,5568
30	20.975,34	3.043,17	18,4808		17,5568
31	21.340,98	3.096,22	18,8030		17,8628

1/59

Anc	Base	Mois	Heure (38)	Foyer	Résidence	Heure (40)
0	17.314,77	2.512,08	15,2556	52,22	26,11	14,4928
1	18.435,30	2.674,65	16,2428	26,15	0,04	15,4307
2	18.435,30	2.674,65	16,2428	26,15	0,04	15,4307
3	18.704,24	2.713,67	16,4798			15,6558
4	18.704,24	2.713,67	16,4798			15,6558
5	18.973,18	2.752,69	16,7168			15,8809
6	18.973,18	2.752,69	16,7168			15,8809
7	19.242,14	2.791,71	16,9537			16,1060
8	19.242,14	2.791,71	16,9537			16,1060
9	19.512,99	2.831,01	17,1924			16,3327
10	19.878,63	2.884,06	17,5145			16,6388
11	20.244,25	2.937,10	17,8367			16,9448
12	20.244,25	2.937,10	17,8367			16,9448

13	20.609,89	2.990,15	18,1588			17,2509
14	20.609,89	2.990,15	18,1588			17,2509
15	20.975,54	3.043,20	18,4810			17,5569
16	20.975,54	3.043,20	18,4810			17,5569
17	21.341,15	3.096,25	18,8031			17,8630
18	21.341,15	3.096,25	18,8031			17,8630
19	21.706,80	3.149,29	19,1253			18,1690
20	21.706,80	3.149,29	19,1253			18,1690
21	22.072,39	3.202,34	19,4474			18,4750
22	22.072,39	3.202,34	19,4474			18,4750
23	22.438,03	3.255,38	19,7695			18,7811
24	22.438,03	3.255,38	19,7695			18,7811
25	22.803,68	3.308,43	20,0917			19,0871
26	22.803,68	3.308,43	20,0917			19,0871
27	23.169,29	3.361,48	20,4138			19,3931
28	23.169,29	3.361,48	20,4138			19,3931
29	23.534,94	3.414,53	20,7360			19,6992
30	23.534,94	3.414,53	20,7360			19,6992
31	23.900,60	3.467,58	21,0582			20,0053

1/80

Anc	Base	Mois	Heure (38)	Foyer	Résidence	Heure (40)
0	22.392,42	3.248,77	19,7294			18,7429
1	23.489,55	3.407,94	20,6960			19,6612
2	23.489,55	3.407,94	20,6960			19,6612
3	24.472,30	3.550,52	21,5619			20,4838

4	24.472,30	3.550,52	21,5619	20,4838
5	25.455,02	3.693,10	22,4277	21,3063
6	25.455,02	3.693,10	22,4277	21,3063
7	26.437,77	3.835,68	23,2936	22,1289
8	26.437,77	3.835,68	23,2936	22,1289
9	27.420,49	3.978,26	24,1594	22,9515
10	27.786,14	4.031,31	24,4816	23,2575
11	28.768,89	4.173,89	25,3475	24,0801
12	28.768,89	4.173,89	25,3475	24,0801
13	29.751,61	4.316,46	26,2133	24,9027
14	29.751,61	4.316,46	26,2133	24,9027
15	30.734,36	4.459,04	27,0792	25,7253
16	30.734,36	4.459,04	27,0792	25,7253
17	31.717,08	4.601,62	27,9451	26,5478
18	31.717,08	4.601,62	27,9451	26,5478
19	32.699,83	4.744,20	28,8109	27,3704
20	32.699,83	4.744,20	28,8109	27,3704
21	33.682,61	4.886,79	29,6768	28,1930
22	33.682,61	4.886,79	29,6768	28,1930
23	34.665,33	5.029,36	30,5427	29,0155
24				
25				
26				
27				
28				

29

30

31

Personnel administratif

1/12

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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
28					
29					
30					
31					

1/22

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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		
30					
31					

1/43-1/55

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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
28			
29			
30			
31			

1/50

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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
30			
31			

1/55-1/61-1/77

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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
28			
29			
30			
31			

Personnel soignant, infirmier et paramédical

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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		
30					
31					

1/26

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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		
30					
31					

1/35

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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		

30

31

1/40-1/57

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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

1/43-1/55

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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
28			
29			
30			
31			

1/55-1/61-1/77

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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		

28

29

30

31

1/55-1/61-1/77 +2a

Anc	Base	Mois	Heure (38)	Foyer	Résidence
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
26			
27			
28			
29			
30			
31			

Indemnités (pour 1], 3] et 4])

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

Complément de fonction pour les infirmiers chefs et chefs de service.

84,64 EUR

Au moins 18 ans d'ancienneté. Par mois.

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 (rés.-serv.: 50 %)	56%
Prestations du soir (19-20h) (pas pour rés.serv.)	20%

Prime d'attractivité annuelle (pas pour les résidences-services) (pas en Flandres)

667,55 EUR

montant indexé de la partie forfaitaire

Prime annuelle au mois de septembre aux infirmiers

Plus d'application dans une MRPA ou MRS en Flandre pour les nouveaux agréments à compter du 02.09.2016.

Qualification professionnelle particulière (QPP)	1.279,42 EUR
Titre professionnel particulier (TPP)	3.838,38 EUR

Indemnités (uniquement pour les résidences-services)

Prime annuelle fixe (pas en Flandres)

161,41 EUR

Prime brute annuelle. Paiement à partir d'octobre.

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	50%