



Koning Albertlaan 95
9000 GENT

C.P. DES ETABLISSEMENTS & -SERVICES DE SANTE 330

S.C.P. pour les établissements résiduels 330.04

Institutions pour lesquelles aucune CCT spécifique n'a pas été conclue

Entrée en vigueur : 1 mars 2020

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

Salaires liés au coefficient 1,02

Salaires barémiques

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

Salaires mensuel

Salaires horaire

1.866,32

11,3399

Ouvriers - 38 heures/semaine - salaires horaires

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5
Anc.	Salaires horaire	Salaires horaire	Salaires horaire	Salaires horaire	Salaires horaire
0	11,6543	11,6741	11,6940	11,7139	12,0359

1	11,6581	11,6801	11,6955	11,7383	12,0963
2	11,6619	11,6860	11,6969	11,7721	12,1568
3	11,6657	11,6920	11,6984	11,8590	12,2172
4	11,6657	11,6920	11,6984	11,8590	12,2172
5	11,6695	11,6979	11,7090	11,9415	12,2997
6	11,6695	11,6979	11,7090	11,9415	12,2997
7	11,6734	11,7039	11,7703	12,0240	12,3823
8	11,6734	11,7039	11,7703	12,0240	12,3823
9	11,6772	11,7098	11,8528	12,1066	12,4648
10	11,6772	11,7098	11,8528	12,1066	12,4648
11	11,6810	11,7158	11,9353	12,1891	12,5473
12	11,6810	11,7158	11,9353	12,1891	12,5473
13	11,6848	11,7227	12,0178	12,2716	12,6298
14	11,6848	11,7227	12,0178	12,2716	12,6298
15	11,6886	11,7424	12,1003	12,3541	12,7123
16	11,6886	11,7424	12,1003	12,3541	12,7123
17	11,6925	11,8249	12,1829	12,4366	12,7949
18	11,6925	11,8249	12,1829	12,4366	12,7949
19	11,6963	11,9074	12,2654	12,5305	12,8887
20	11,6963	11,9074	12,2654	12,5305	12,8887
21	11,7093	11,9900	12,3479	12,6243	12,9825
22	11,7093	11,9900	12,3479	12,6243	12,9825
23	11,7706	12,0725	12,4304	12,7181	13,0764
24	11,7706	12,0725	12,4304	12,7181	13,0764
25	11,8318	12,1550	12,5129	12,8120	13,2116

26	11,8318	12,1550	12,5129	12,8120	13,2116
27	11,8318	12,2375	12,5955	12,9058	13,3615
28	11,8318	12,2375	12,5955	12,9058	13,3615
29	11,8318	12,2375	12,5955	12,9058	13,3615
30	11,8318	12,2375	12,5955	12,9058	13,3615
31	11,8318	12,2375	12,5955	12,9058	13,3615

Ouvriers - 38 heures/semaine - salaires mensuels

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5
Anc.	Salaire horaire	Salaire horaire	Salaire horaire	Salaire horaire	Salaire horaire
0	1.919,07	1.922,34	1.925,62	1.928,89	1.981,91
1	1.919,70	1.923,32	1.925,86	1.932,91	1.991,86
2	1.920,33	1.924,30	1.926,10	1.938,47	2.001,82
3	1.920,96	1.925,28	1.926,34	1.952,78	2.011,77
4	1.920,96	1.925,28	1.926,34	1.952,78	2.011,77
5	1.921,58	1.926,26	1.928,08	1.966,37	2.025,36
6	1.921,58	1.926,26	1.928,08	1.966,37	2.025,36
7	1.922,21	1.927,24	1.938,17	1.979,96	2.038,95
8	1.922,21	1.927,24	1.938,17	1.979,96	2.038,95
9	1.922,84	1.928,22	1.951,76	1.993,55	2.052,53
10	1.922,84	1.928,22	1.951,76	1.993,55	2.052,53
11	1.923,47	1.929,20	1.965,35	2.007,13	2.066,12
12	1.923,47	1.929,20	1.965,35	2.007,13	2.066,12
13	1.924,10	1.930,34	1.978,94	2.020,72	2.079,71
14	1.924,10	1.930,34	1.978,94	2.020,72	2.079,71
15	1.924,73	1.933,58	1.992,52	2.034,31	2.093,30

16	1.924,73	1.933,58	1.992,52	2.034,31	2.093,30
17	1.925,36	1.947,17	2.006,11	2.047,90	2.106,89
18	1.925,36	1.947,17	2.006,11	2.047,90	2.106,89
19	1.925,99	1.960,76	2.019,70	2.063,35	2.122,34
20	1.925,99	1.960,76	2.019,70	2.063,35	2.122,34
21	1.928,13	1.974,35	2.033,29	2.078,80	2.137,79
22	1.928,13	1.974,35	2.033,29	2.078,80	2.137,79
23	1.938,22	1.987,93	2.046,88	2.094,25	2.153,24
24	1.938,22	1.987,93	2.046,88	2.094,25	2.153,24
25	1.948,31	2.001,52	2.060,46	2.109,71	2.175,52
26	1.948,31	2.001,52	2.060,46	2.109,71	2.175,52
27	1.948,31	2.015,11	2.074,05	2.125,16	2.200,19
28	1.948,31	2.015,11	2.074,05	2.125,16	2.200,19
29	1.948,31	2.015,11	2.074,05	2.125,16	2.200,19
30	1.948,31	2.015,11	2.074,05	2.125,16	2.200,19
31	1.948,31	2.015,11	2.074,05	2.125,16	2.200,19

Personnel administratif

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5
Anc.	Salaire mensuel	Salaire mensuel	Salaire mensuel	Salaire mensuel	Salaire mensuel
0	1.919,07	1.919,30	1.921,29	1.982,46	2.157,95
1	1.919,17	1.920,10	1.944,85	2.006,02	2.185,44
2	1.919,26	1.920,89	1.968,41	2.029,58	2.214,60
3	1.919,36	1.921,69	1.991,98	2.053,15	2.255,68
4	1.919,36	1.921,69	1.991,98	2.053,15	2.255,68
5	1.919,45	1.922,49	2.014,70	2.076,71	2.316,42

6	1.919,45	1.922,49	2.014,70	2.076,71	2.316,42
7	1.919,55	1.924,13	2.037,42	2.108,14	2.562,47
8	1.919,55	1.924,13	2.037,42	2.108,14	2.562,47
9	1.919,65	1.943,81	2.092,44	2.190,84	2.645,91
10	1.919,65	1.943,81	2.092,44	2.190,84	2.645,91
11	1.919,74	1.963,48	2.153,64	2.290,00	2.729,34
12	1.919,74	1.963,48	2.153,64	2.290,00	2.729,34
13	1.919,99	1.983,16	2.240,41	2.376,77	2.808,25
14	1.919,99	1.983,16	2.240,41	2.376,77	2.808,25
15	1.933,58	2.014,52	2.327,18	2.463,54	2.887,16
16	1.933,58	2.014,52	2.327,18	2.463,54	3.049,65
17	1.947,17	2.045,88	2.413,95	2.550,30	3.129,01
18	1.947,17	2.045,88	2.413,95	2.550,30	3.195,95
19	1.960,76	2.077,24	2.500,72	2.637,07	3.274,86
20	1.960,76	2.077,24	2.500,72	2.637,07	3.274,86
21	1.974,35	2.108,59	2.587,49	2.723,84	3.353,77
22	1.974,35	2.108,59	2.587,49	2.723,84	3.353,77
23	1.987,93	2.141,75	2.674,26	2.810,61	3.432,67
24	1.987,93	2.141,75	2.674,26	2.810,61	3.432,67
25	2.001,52	2.191,27	2.761,03	2.897,38	3.511,58
26	2.001,52	2.191,27	2.761,03	2.897,38	3.511,58
27	2.015,11	2.240,79	2.847,79	2.984,15	3.590,49
28	2.015,11	2.240,79	2.847,79	2.984,15	3.590,49
29	2.015,11	2.290,31	2.934,56	3.070,92	3.622,24
30	2.015,11	2.290,31	2.934,56	3.070,92	3.622,24

31	2.015,11	2.290,31	2.934,56	3.070,92	3.622,24
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Personnel technique et paramédical

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5
Anc.	Salaire mensuel	Salaire mensuel	Salaire mensuel	Salaire mensuel	Salaire mensuel
0	1.919,07	1.928,95	2.013,90	2.053,19	2.170,22
1	1.919,17	1.932,83	2.033,59	2.076,76	2.213,62
2	1.919,26	1.936,72	2.053,26	2.100,32	2.257,01
3	1.919,36	1.942,00	2.072,94	2.123,88	2.300,41
4	1.919,36	1.942,00	2.072,94	2.123,88	2.300,41
5	1.919,45	1.949,58	2.096,50	2.153,64	2.374,78
6	1.919,45	1.949,58	2.096,50	2.153,64	2.374,78
7	1.919,55	1.971,71	2.120,07	2.203,22	2.629,89
8	1.919,55	1.971,71	2.120,07	2.203,22	2.629,89
9	1.919,65	1.993,84	2.147,51	2.302,39	2.704,27
10	1.919,65	1.993,84	2.147,51	2.302,39	2.806,14
11	1.919,74	2.015,98	2.184,66	2.401,54	2.882,86
12	1.919,74	2.015,98	2.184,66	2.401,54	2.882,86
13	1.919,99	2.038,10	2.234,26	2.488,31	2.957,23
14	1.919,99	2.038,10	2.234,26	2.488,31	2.957,23
15	1.933,58	2.069,46	2.283,85	2.575,09	3.031,60
16	1.933,58	2.069,46	2.283,85	2.575,09	3.194,10
17	1.947,17	2.100,82	2.333,44	2.661,85	3.268,93
18	1.947,17	2.100,82	2.333,44	2.661,85	3.335,87
19	1.960,76	2.132,18	2.383,03	2.748,62	3.447,62
20	1.960,76	2.132,18	2.383,03	2.748,62	3.447,62

21	1.974,35	2.178,88	2.432,62	2.835,39	3.520,69
22	1.974,35	2.178,88	2.432,62	2.835,39	3.520,69
23	1.987,93	2.228,40	2.482,22	2.922,16	3.593,77
24	1.987,93	2.228,40	2.482,22	2.922,16	3.593,77
25	2.001,52	2.277,93	2.531,81	3.008,93	3.666,85
26	2.001,52	2.277,93	2.531,81	3.008,93	3.666,85
27	2.015,11	2.327,45	2.581,40	3.095,70	3.739,93
28	2.015,11	2.327,45	2.581,40	3.095,70	3.739,93
29	2.015,11	2.376,97	2.630,99	3.182,47	3.739,93
30	2.015,11	2.376,97	2.630,99	3.182,47	3.739,93
31	2.015,11	2.376,97	2.680,58	3.182,47	3.739,93

Personnel soignant

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5	Cat. 6
Anc.	Base	Base	Base	Base	Base	Base
0	1.919,07	1.928,95	2.013,90	2.053,19	2.170,22	2.297,60
1	1.920,95	1.932,83	2.033,59	2.076,76	2.213,62	2.341,93
2	1.922,82	1.936,72	2.053,26	2.100,32	2.257,01	2.386,25
3	1.924,70	1.942,00	2.072,94	2.123,88	2.300,41	2.430,58
4	1.924,70	1.942,00	2.072,94	2.123,88	2.300,41	2.430,58
5	1.928,08	1.949,58	2.096,50	2.153,64	2.374,78	2.506,56
6	1.928,08	1.949,58	2.096,50	2.153,64	2.374,78	2.506,56
7	1.938,17	1.971,71	2.120,07	2.203,22	2.629,89	2.769,39
8	1.938,17	1.971,71	2.120,07	2.203,22	2.629,89	2.769,39
9	1.951,76	1.993,84	2.147,51	2.302,39	2.704,27	2.845,36
10	1.951,76	1.993,84	2.147,51	2.302,39	2.806,14	2.873,05

11	1.965,35	2.015,98	2.184,66	2.401,54	2.882,86	2.947,77
12	1.965,35	2.015,98	2.184,66	2.401,54	2.882,86	2.947,77
13	1.978,94	2.038,10	2.234,26	2.488,31	2.957,23	3.025,52
14	1.978,94	2.038,10	2.234,26	2.488,31	2.957,23	3.025,52
15	1.992,52	2.069,46	2.283,85	2.575,09	3.031,60	3.104,75
16	1.992,52	2.069,46	2.283,85	2.575,09	3.194,10	3.272,75
17	2.006,11	2.100,82	2.333,44	2.661,85	3.268,93	3.352,45
18	2.006,11	2.100,82	2.333,44	2.661,85	3.335,87	3.421,66
19	2.019,70	2.132,18	2.383,03	2.748,62	3.447,62	3.524,26
20	2.019,70	2.132,18	2.383,03	2.748,62	3.447,62	3.524,26
21	2.033,29	2.178,88	2.432,62	2.835,39	3.520,69	3.598,93
22	2.033,29	2.178,88	2.432,62	2.835,39	3.520,69	3.598,93
23	2.046,88	2.228,40	2.482,22	2.922,16	3.593,77	3.673,61
24	2.046,88	2.228,40	2.482,22	2.922,16	3.593,77	3.673,61
25	2.060,46	2.277,93	2.531,81	3.008,93	3.666,85	3.748,29
26	2.060,46	2.277,93	2.531,81	3.008,93	3.666,85	3.748,29
27	2.074,05	2.327,45	2.581,40	3.095,70	3.739,93	3.822,97
28	2.074,05	2.327,45	2.581,40	3.095,70	3.739,93	3.822,97
29	2.074,05	2.376,97	2.630,99	3.182,47	3.739,93	3.822,97
30	2.074,05	2.376,97	2.630,99	3.182,47	3.739,93	3.822,97
31	2.074,05	2.376,97	2.680,58	3.182,47	3.739,93	3.822,97

Indemnités

Prestations de nuit ou service interrompu

20%

Travail du dimanche

20%

Travail le samedi

20%

Jours fériés

20%