



Koning Albertlaan 95
9000 GENT

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

S.C.P. pour les établissements résiduels 330.04

SERVICES EXTERNES POUR LA PREVENTION ET LA PROTECTION AU TRAVAIL

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

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

Salaires mensuel

Salaires horaires

1.866,32

11,3339

Ouvriers

38 heures/semaine

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5
Anc.	Salaires horaires	Salaires horaires	Salaires horaires	Salaires horaires	Salaires horaires
0	11,6543	11,6940	11,7338	11,7735	12,2903
1	11,6619	11,7059	11,7367	11,8121	12,3910
2	11,6695	11,7178	11,7396	11,8506	12,4918
3	11,6772	11,7297	11,7426	11,9955	12,5926
4	11,6772	11,7297	11,7426	11,9955	12,5926

30.03.20

5	11,6848	11,7416	11,7455	12,1330	12,7301
6	11,6848	11,7416	11,7455	12,1330	12,7301
7	11,6925	11,7535	11,8476	12,2706	12,8676
8	11,6925	11,7535	11,8476	12,2706	12,8676
9	11,7001	11,7654	11,9851	12,4081	13,0051
10	11,7001	11,7654	11,9851	12,4081	13,0051
11	11,7077	11,7773	12,1227	12,5456	13,1427
12	11,7077	11,7773	12,1227	12,5456	13,1427
13	11,7154	11,7892	12,2602	12,6831	13,2802
14	11,7154	11,7892	12,2602	12,6831	13,2802
15	11,7230	11,8011	12,3977	12,8207	13,4177
16	11,7230	11,8011	12,3977	12,8207	13,4177
17	11,7307	11,9387	12,5353	12,9582	13,5553
18	11,7307	11,9387	12,5353	12,9582	13,5553
19	11,7383	12,0762	12,6728	13,1146	13,7117
20	11,7383	12,0762	12,6728	13,1146	13,7117
21	11,7459	12,2138	12,8103	13,2710	13,8681
22	11,7459	12,2138	12,8103	13,2710	13,8681
23	11,8481	12,3513	12,9479	13,4274	14,0245
24	11,8481	12,3513	12,9479	13,4274	14,0245
25	11,9502	12,4888	13,0854	13,5838	14,1808
26	11,9502	12,4888	13,0854	13,5838	14,1808
27	11,9502	12,6263	13,2229	13,7402	14,3372
28	11,9502	12,6263	13,2229	13,7402	14,3372
29	11,9502	12,6263	13,2229	13,7402	14,3372
30	11,9502	12,6263	13,2229	13,7402	14,3372
31	11,9502	12,6263	13,2229	13,7402	14,3372

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	1.919,53	1.922,77	2.024,72	2.317,20
1	1.919,26	1.921,12	1.962,04	2.063,99	2.363,02
2	1.919,45	1.922,72	2.001,31	2.103,26	2.408,85
3	1.919,65	1.924,31	2.040,58	2.142,54	2.454,67
4	1.919,65	1.924,31	2.040,58	2.142,54	2.454,67
5	1.919,84	1.925,91	2.078,45	2.181,81	2.533,25
6	1.919,84	1.925,91	2.078,45	2.181,81	2.533,25
7	1.920,03	1.927,50	2.116,33	2.234,18	2.913,07
8	1.920,03	1.927,50	2.116,33	2.234,18	2.913,07
9	1.920,22	1.960,30	2.208,02	2.338,97	2.991,65
10	1.920,22	1.960,30	2.208,02	2.338,97	2.991,65
11	1.920,42	1.993,10	2.299,70	2.443,77	3.070,23
12	1.920,42	1.993,10	2.299,70	2.443,77	3.070,23
13	1.920,61	2.025,89	2.391,39	2.535,45	3.148,82
14	1.920,61	2.025,89	2.391,39	2.535,45	3.148,82
15	1.943,25	2.078,15	2.483,07	2.627,14	3.227,40
16	1.943,25	2.078,15	2.483,07	2.627,14	3.498,22
17	1.965,90	2.130,42	2.574,76	2.718,82	3.577,56
18	1.965,90	2.130,42	2.574,76	2.718,82	3.689,12
19	1.988,55	2.182,68	2.666,45	2.810,51	3.767,71
20	1.988,55	2.182,68	2.666,45	2.810,51	3.767,71
21	2.011,20	2.234,94	2.758,14	2.902,20	3.846,29
22	2.011,20	2.234,94	2.758,14	2.902,20	3.846,29
23	2.033,85	2.287,20	2.849,82	2.993,89	3.924,87

24	2.033,85	2.287,20	2.849,82	2.993,89	3.924,87
25	2.056,49	2.339,47	2.941,51	3.085,57	4.003,46
26	2.056,49	2.339,47	2.941,51	3.085,57	4.003,46
27	2.079,14	2.391,73	3.033,19	3.177,25	4.082,04
28	2.079,14	2.391,73	3.033,19	3.177,25	4.082,04
29	2.079,14	2.443,99	3.124,88	3.268,94	4.082,04
30	2.079,14	2.443,99	3.124,88	3.268,94	4.082,04
31	2.079,14	2.443,99	3.124,88	3.268,94	4.082,04

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	1.938,83	2.077,13	2.142,61	2.317,20
1	1.919,26	1.946,60	2.109,93	2.181,89	2.363,02
2	1.919,45	1.954,37	2.142,72	2.221,15	2.408,85
3	1.919,65	1.962,15	2.175,52	2.260,43	2.454,67
4	1.919,65	1.962,15	2.175,52	2.260,43	2.454,67
5	1.919,84	1.969,92	2.214,79	2.299,70	2.533,25
6	1.919,84	1.969,92	2.214,79	2.299,70	2.533,25
7	1.920,03	2.006,80	2.254,07	2.352,08	2.913,07
8	1.920,03	2.006,80	2.254,07	2.352,08	2.913,07
9	1.920,22	2.043,69	2.293,34	2.456,87	2.991,65
10	1.920,22	2.043,69	2.293,34	2.456,87	2.991,65
11	1.920,42	2.080,58	2.332,61	2.561,66	3.070,23
12	1.920,42	2.080,58	2.332,61	2.561,66	3.070,23
13	1.920,61	2.117,46	2.384,99	2.653,34	3.148,82
14	1.920,61	2.117,46	2.384,99	2.653,34	3.148,82
15	1.943,25	2.169,73	2.437,37	2.745,03	3.227,40

30.03.20

16	1.943,25	2.169,73	2.437,37	2.745,03	3.498,22
17	1.965,90	2.221,99	2.489,74	2.836,72	3.577,56
18	1.965,90	2.221,99	2.489,74	2.836,72	3.689,12
19	1.988,55	2.274,25	2.542,12	2.928,40	3.767,71
20	1.988,55	2.274,25	2.542,12	2.928,40	3.767,71
21	2.011,20	2.326,51	2.594,49	3.020,09	3.846,29
22	2.011,20	2.326,51	2.594,49	3.020,09	3.846,29
23	2.033,85	2.378,78	2.646,87	3.111,78	3.924,87
24	2.033,85	2.378,78	2.646,87	3.111,78	3.924,87
25	2.056,49	2.431,04	2.699,24	3.203,47	4.003,46
26	2.056,49	2.431,04	2.699,24	3.203,47	4.003,46
27	2.079,14	2.483,30	2.751,62	3.295,15	4.082,04
28	2.079,14	2.483,30	2.751,62	3.295,15	4.082,04
29	2.079,14	2.535,56	2.804,00	3.386,84	4.082,04
30	2.079,14	2.535,56	2.804,00	3.386,84	4.082,04
31	2.079,14	2.535,56	2.856,37	3.386,84	4.082,04

Personnel soignant

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5	Cat. 6
Anc.	Salaire mensuel	Salaire mensuel	Salaire mensuel	Salaire mensuel	Salaire mensuel	Salaire mensuel
0	1.919,07	1.938,83	2.077,13	2.142,61	2.317,20	2.395,76
1	1.922,82	1.946,60	2.109,93	2.181,89	2.363,02	2.443,13
2	1.926,58	1.954,37	2.142,72	2.221,15	2.408,85	2.490,51
3	1.930,34	1.962,15	2.175,52	2.260,43	2.454,67	2.537,89
4	1.930,34	1.962,15	2.175,52	2.260,43	2.454,67	2.537,89
5	1.934,09	1.969,92	2.214,79	2.299,70	2.533,25	2.619,14
6	1.934,09	1.969,92	2.214,79	2.299,70	2.533,25	2.619,14
7	1.950,90	2.006,80	2.254,07	2.352,08	2.913,07	3.011,83

30.03.20

8	1.950,90	2.006,80	2.254,07	2.352,08	2.913,07	3.011,83
9	1.973,55	2.043,69	2.293,34	2.456,87	2.991,65	3.093,07
10	1.973,55	2.043,69	2.293,34	2.456,87	2.991,65	3.093,07
11	1.996,20	2.080,58	2.332,61	2.561,66	3.070,23	3.174,32
12	1.996,20	2.080,58	2.332,61	2.561,66	3.070,23	3.174,32
13	2.018,85	2.117,46	2.384,99	2.653,34	3.148,82	3.255,57
14	2.018,85	2.117,46	2.384,99	2.653,34	3.148,82	3.255,57
15	2.041,49	2.169,73	2.437,37	2.745,03	3.227,40	3.336,81
16	2.041,49	2.169,73	2.437,37	2.745,03	3.498,22	3.616,82
17	2.064,14	2.221,99	2.489,74	2.836,72	3.577,56	3.698,85
18	2.064,14	2.221,99	2.489,74	2.836,72	3.689,12	3.814,20
19	2.086,78	2.274,25	2.542,12	2.928,40	3.767,71	3.895,45
20	2.086,78	2.274,25	2.542,12	2.928,40	3.767,71	3.895,45
21	2.109,43	2.326,51	2.594,49	3.020,09	3.846,29	3.976,69
22	2.109,43	2.326,51	2.594,49	3.020,09	3.846,29	3.976,69
23	2.132,08	2.378,78	2.646,87	3.111,78	3.924,87	4.057,94
24	2.132,08	2.378,78	2.646,87	3.111,78	3.924,87	4.057,94
25	2.154,73	2.431,04	2.699,24	3.203,47	4.003,46	4.139,19
26	2.154,73	2.431,04	2.699,24	3.203,47	4.003,46	4.139,19
27	2.177,38	2.483,30	2.751,62	3.295,15	4.082,04	4.220,43
28	2.177,38	2.483,30	2.751,62	3.295,15	4.082,04	4.220,43
29	2.177,38	2.535,56	2.804,00	3.386,84	4.082,04	4.220,43
30	2.177,38	2.535,56	2.804,00	3.386,84	4.082,04	4.220,43
31	2.177,38	2.535,56	2.856,37	3.386,84	4.082,04	4.220,43

Indemnités

Prestations de nuit ou service interrompu

20%

Travail du dimanche

30.03.20

20%

Travail le samedi

20%

Jours fériés

20%