



Koning Albertlaan 95  
9000 GENT

## C.P. POUR LES ENTREPRISES DE TRAVAIL ADAPTE & LES ATELIERS SOCIAUX 327

S.C.P. pour les entreprises de travail adapté subsidiées par la  
Commission communautaire française 327.02

Adaptation à partir du 1 avril 2024  
Adaptation catégorie 23 et 24 (RMMMG)

### Salaires barémiques

Entreprises de travail adapté subsidiées par la Commission communautaire française (Bruxelles)

38 h/semaine

| 01-11-23 | Barèmes mensuels / Salaires horaires correspondants |         |          |         |          |         |          |         |          |         |
|----------|---|---------|----------|---------|----------|---------|----------|---------|----------|---------|
|          | 13  | 13B     | 14       | 14B     | 15       | 15B     | 16       | 16B     | 165      | 165B    |
| 0        | 3.779,01  | 22,9495 | 3.286,13 | 19,9563 | 2.875,33 | 17,4615 | 2.669,97 | 16,2144 | 2.576,83 | 15,6488 |
| 1        | 3.850,92  | 23,3862 | 3.337,47 | 20,2680 | 2.926,71 | 17,7735 | 2.721,30 | 16,5261 | 2.617,42 | 15,8953 |
| 2        | 3.922,78  | 23,8226 | 3.388,77 | 20,5796 | 2.978,00 | 18,0850 | 2.772,66 | 16,8380 | 2.658,03 | 16,1419 |
| 3        | 3.994,69  | 24,2593 | 3.440,11 | 20,8914 | 3.029,39 | 18,3971 | 2.824,02 | 17,1499 | 2.698,61 | 16,3883 |
| 4        | 4.066,55  | 24,6956 | 3.491,46 | 21,2032 | 3.080,74 | 18,7089 | 2.875,33 | 17,4615 | 2.739,21 | 16,6349 |
| 5        | 4.138,47  | 25,1324 | 3.542,85 | 21,5153 | 3.132,06 | 19,0206 | 2.926,71 | 17,7735 | 2.779,83 | 16,8816 |
| 6        | 4.210,33  | 25,5688 | 3.594,18 | 21,8270 | 3.183,45 | 19,3327 | 2.978,00 | 18,0850 | 2.820,39 | 17,1279 |
| 7        | 4.282,20  | 26,0053 | 3.645,54 | 22,1389 | 3.234,74 | 19,6442 | 3.029,39 | 18,3971 | 2.861,01 | 17,3746 |
| 8        | 4.354,09  | 26,4418 | 3.696,87 | 22,4506 | 3.286,13 | 19,9563 | 3.080,74 | 18,7089 | 2.901,61 | 17,6211 |
| 9        | 4.425,95  | 26,8782 | 3.748,23 | 22,7625 | 3.337,47 | 20,2680 | 3.132,06 | 19,0206 | 2.942,20 | 17,8676 |
| 10       | 4.497,84  | 27,3148 | 3.799,58 | 23,0744 | 3.388,77 | 20,5796 | 3.183,45 | 19,3327 | 2.982,82 | 18,1143 |
| 11       | 4.569,73  | 27,7514 | 3.850,92 | 23,3862 | 3.440,11 | 20,8914 | 3.234,74 | 19,6442 | 3.023,39 | 18,3607 |
| 12       | 4.641,61  | 28,1879 | 3.902,21 | 23,6976 | 3.491,46 | 21,2032 | 3.286,13 | 19,9563 | 3.064,04 | 18,6075 |
| 13       | 4.713,47  | 28,6243 | 3.953,57 | 24,0095 | 3.542,85 | 21,5153 | 3.337,47 | 20,2680 | 3.104,61 | 18,8539 |
| 14       | 4.785,38  | 29,0610 | 4.004,93 | 24,3214 | 3.594,18 | 21,8270 | 3.388,77 | 20,5796 | 3.145,17 | 19,1002 |
| 15       | 4.857,28  | 29,4977 | 4.056,33 | 24,6336 | 3.645,54 | 22,1389 | 3.440,11 | 20,8914 | 3.185,80 | 19,3470 |
| 16       | 4.929,14  | 29,9340 | 4.107,62 | 24,9451 | 3.696,87 | 22,4506 | 3.491,46 | 21,2032 | 3.226,40 | 19,5935 |
| 17       | 5.001,04  | 30,3707 | 4.158,99 | 25,2570 | 3.748,23 | 22,7625 | 3.542,85 | 21,5153 | 3.266,99 | 19,8400 |
| 18       | 5.072,91  | 30,8071 | 4.210,33 | 25,5688 | 3.799,58 | 23,0744 | 3.594,18 | 21,8270 | 3.307,59 | 20,0866 |
| 19       | 5.144,81  | 31,2438 | 4.261,70 | 25,8808 | 3.850,92 | 23,3862 | 3.645,54 | 22,1389 | 3.348,19 | 20,3331 |
| 20       | 5.216,69  | 31,6803 | 4.313,00 | 26,1923 | 3.902,21 | 23,6976 | 3.696,87 | 22,4506 | 3.388,80 | 20,5798 |

01-11-23 Barèmes mensuels / Salaires horaires correspondants

10.04.24

|    | 17       | 17B     | 18       | 18B     | 19       | 19B     | 20       | 20B     |
|----|----------|---------|----------|---------|----------|---------|----------|---------|
| 0  | 2.483,68 | 15,0831 | 2.387,17 | 14,4970 | 2.304,99 | 13,9979 | 2.104,70 | 12,7816 |
| 1  | 2.513,55 | 15,2645 | 2.407,41 | 14,6199 | 2.325,27 | 14,1211 | 2.104,70 | 12,7816 |
| 2  | 2.543,38 | 15,4456 | 2.427,81 | 14,7438 | 2.345,62 | 14,2447 | 2.104,70 | 12,7816 |
| 3  | 2.573,21 | 15,6268 | 2.448,08 | 14,8669 | 2.365,90 | 14,3678 | 2.104,70 | 12,7816 |
| 4  | 2.603,08 | 15,8082 | 2.468,38 | 14,9902 | 2.386,22 | 14,4912 | 2.104,70 | 12,7816 |
| 5  | 2.632,94 | 15,9895 | 2.488,67 | 15,1134 | 2.406,50 | 14,6144 | 2.104,70 | 12,7816 |
| 6  | 2.662,78 | 16,1707 | 2.508,99 | 15,2368 | 2.426,78 | 14,7375 | 2.104,70 | 12,7816 |
| 7  | 2.692,63 | 16,3520 | 2.529,25 | 15,3598 | 2.447,12 | 14,8611 | 2.104,70 | 12,7816 |
| 8  | 2.722,50 | 16,5334 | 2.549,57 | 15,4832 | 2.467,38 | 14,9841 | 2.104,70 | 12,7816 |
| 9  | 2.752,34 | 16,7146 | 2.569,89 | 15,6066 | 2.487,70 | 15,1075 | 2.104,70 | 12,7816 |
| 10 | 2.782,20 | 16,8960 | 2.590,21 | 15,7300 | 2.508,04 | 15,2310 | 2.104,70 | 12,7816 |
| 11 | 2.812,07 | 17,0773 | 2.610,51 | 15,8533 | 2.528,31 | 15,3541 | 2.104,70 | 12,7816 |
| 12 | 2.841,93 | 17,2587 | 2.630,80 | 15,9765 | 2.548,58 | 15,4772 | 2.104,70 | 12,7816 |
| 13 | 2.871,74 | 17,4397 | 2.651,07 | 16,0996 | 2.568,93 | 15,6008 | 2.104,70 | 12,7816 |
| 14 | 2.901,57 | 17,6209 | 2.671,39 | 16,2230 | 2.589,21 | 15,7239 | 2.104,70 | 12,7816 |
| 15 | 2.931,47 | 17,8024 | 2.691,69 | 16,3463 | 2.609,50 | 15,8472 | 2.104,70 | 12,7816 |
| 16 | 2.961,35 | 17,9839 | 2.711,99 | 16,4696 | 2.629,79 | 15,9704 | 2.104,70 | 12,7816 |
| 17 | 2.991,16 | 18,1649 | 2.732,33 | 16,5931 | 2.650,16 | 16,0941 | 2.104,70 | 12,7816 |
| 18 | 3.021,01 | 18,3462 | 2.752,64 | 16,7164 | 2.670,42 | 16,2171 | 2.104,70 | 12,7816 |
| 19 | 3.050,88 | 18,5276 | 2.772,93 | 16,8397 | 2.690,77 | 16,3407 | 2.104,70 | 12,7816 |
| 20 | 3.080,74 | 18,7089 | 2.793,19 | 16,9627 | 2.711,01 | 16,4636 | 2.104,70 | 12,7816 |

**01-11-23 Barèmes mensuels / Salaires horaires correspondants**

|    | 21       | 21B     | 22       | 22B     | 23       | 23B     | 24       | 24B     |
|----|----------|---------|----------|---------|----------|---------|----------|---------|
| 0  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 1  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 2  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 3  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 4  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 5  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 6  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 7  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 8  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 9  | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 10 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 11 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 12 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 13 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 14 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 15 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 16 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 17 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 18 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 19 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |
| 20 | 2.204,22 | 13,3860 | 2.060,87 | 12,5154 | 2029, 88 | 12,3272 | 2029, 88 | 12,3272 |

**01-11-23 Barèmes mensuels / Salaires horaires correspondants**

|   | 25    | 25B    | 195      | 195B    | 215      | 215B    |
|---|-------|--------|----------|---------|----------|---------|
| 0 | 33,47 | 0,2033 | 2.338,46 | 14,2012 | 2.237,69 | 13,5892 |
| 1 | 33,47 | 0,2033 | 2.358,74 | 14,3243 | 2.237,69 | 13,5892 |
| 2 | 33,47 | 0,2033 | 2.379,09 | 14,4479 | 2.237,69 | 13,5892 |
| 3 | 33,47 | 0,2033 | 2.399,37 | 14,5711 | 2.237,69 | 13,5892 |
| 4 | 33,47 | 0,2033 | 2.419,69 | 14,6945 | 2.237,69 | 13,5892 |
| 5 | 33,47 | 0,2033 | 2.439,97 | 14,8176 | 2.237,69 | 13,5892 |
| 6 | 33,47 | 0,2033 | 2.460,25 | 14,9408 | 2.237,69 | 13,5892 |
| 7 | 33,47 | 0,2033 | 2.480,59 | 15,0643 | 2.237,69 | 13,5892 |
| 8 | 33,47 | 0,2033 | 2.500,85 | 15,1873 | 2.237,69 | 13,5892 |
| 9 | 33,47 | 0,2033 | 2.521,17 | 15,3107 | 2.237,69 | 13,5892 |

|           |       |        |          |         |          |         |
|-----------|-------|--------|----------|---------|----------|---------|
| <b>10</b> | 33,47 | 0,2033 | 2.541,51 | 15,4343 | 2.237,69 | 13,5892 |
| <b>11</b> | 33,47 | 0,2033 | 2.561,78 | 15,5574 | 2.237,69 | 13,5892 |
| <b>12</b> | 33,47 | 0,2033 | 2.582,05 | 15,6805 | 2.237,69 | 13,5892 |
| <b>13</b> | 33,47 | 0,2033 | 2.602,40 | 15,8040 | 2.237,69 | 13,5892 |
| <b>14</b> | 33,47 | 0,2033 | 2.622,68 | 15,9272 | 2.237,69 | 13,5892 |
| <b>15</b> | 33,47 | 0,2033 | 2.642,97 | 16,0504 | 2.237,69 | 13,5892 |
| <b>16</b> | 33,47 | 0,2033 | 2.663,26 | 16,1736 | 2.237,69 | 13,5892 |
| <b>17</b> | 33,47 | 0,2033 | 2.683,63 | 16,2973 | 2.237,69 | 13,5892 |
| <b>18</b> | 33,47 | 0,2033 | 2.703,89 | 16,4204 | 2.237,69 | 13,5892 |
| <b>19</b> | 33,47 | 0,2033 | 2.724,24 | 16,5440 | 2.237,69 | 13,5892 |
| <b>20</b> | 33,47 | 0,2033 | 2.744,48 | 16,6669 | 2.237,69 | 13,5892 |