FEDERALE OVERHEIDSDIENST
Werkgelegenheid, Arbeid
en Sociaal Overleg

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3190231: gehandicaptenzorg van het franse gemeenschapscommissie van het brussels hoofdstedelijk gewest

Inwerkingtreding 01/01/2013 (Laatst bewerkt 04/02/2015)

Deze barema's zijn van toepassing op de werkgevers en de werknemers van de inrichtingen en diensten die ressorteren onder het Paritair Comité voor de opvoedings- en huisvestingsdiensten en die zijn erkend en/of gesubsidieerd door de Franse Gemeenschapscommissie.

## 1. : Barema's

Haard-/standplaatstoelage inbegrepen

### 1.1. : Schaal 1

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 2971.6200 | 18.5340 |
| 1 | 3117.2100 | 19.4421 |
| 2 | 3117.2100 | 19.4421 |
| 3 | 3247.6300 | 20.2555 |
| 4 | 3247.6300 | 20.2555 |
| 5 | 3378.0400 | 21.0689 |
| 6 | 3378.0400 | 21.0689 |
| 7 | 3508.4600 | 21.8823 |
| 8 | 3508.4600 | 21.8823 |
| 9 | 3638.8700 | 22.6957 |
| 10 | 3687.4000 | 22.9983 |
| 11 | 3817.8100 | 23.8117 |
| 12 | 3817.8100 | 23.8117 |
| 13 | 3948.2300 | 24.6251 |
| 14 | 3948.2300 | 24.6251 |
| 15 | 4078.6400 | 25.4385 |
| 16 | 4078.6400 | 25.4385 |
| 17 | 4209.0600 | 26.2519 |
| 18 | 4209.0600 | 26.2519 |
| 19 | 4339.4700 | 27.0653 |
| 20 | 4339.4700 | 27.0653 |
| 21 | 4469.8900 | 27.8788 |
| 22 | 4469.8900 | 27.8788 |
| 23 | 4600.3100 | 28.6922 |
| 24 | 4600.3100 | 28.6922 |
| 25 | 4600.3100 | 28.6922 |
| 26 | 4600.3100 | 28.6922 |
| 27 | 4600.3100 | 28.6922 |
| 28 | 4600.3100 | 28.6922 |

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|---|---|---|
| 29 | 4600.3100 | 28.6922 |
| 30 | 4600.3100 | 28.6922 |
| 31 | 4600.3100 | 28.6922 |

**1.2. : Schaal 2**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 2845.1100 | 17.7450 |
| 1 | 2957.7700 | 18.4476 |
| 2 | 2957.7700 | 18.4476 |
| 3 | 3040.1000 | 18.9611 |
| 4 | 3040.1000 | 18.9611 |
| 5 | 3122.4300 | 19.4746 |
| 6 | 3122.4300 | 19.4746 |
| 7 | 3204.7600 | 19.9881 |
| 8 | 3204.7600 | 19.9881 |
| 9 | 3287.0800 | 20.5016 |
| 10 | 3335.6100 | 20.8042 |
| 11 | 3417.9400 | 21.3177 |
| 12 | 3417.9400 | 21.3177 |
| 13 | 3500.2700 | 21.8312 |
| 14 | 3500.2700 | 21.8312 |
| 15 | 3582.6000 | 22.3447 |
| 16 | 3582.6000 | 22.3447 |
| 17 | 3664.9300 | 22.8582 |
| 18 | 3664.9300 | 22.8582 |
| 19 | 3747.2500 | 23.3716 |
| 20 | 3747.2500 | 23.3716 |
| 21 | 3829.5900 | 23.8852 |
| 22 | 3829.5900 | 23.8852 |
| 23 | 3911.9200 | 24.3986 |
| 24 | 3911.9200 | 24.3986 |
| 25 | 3994.2500 | 24.9121 |
| 26 | 3994.2500 | 24.9121 |
| 27 | 4076.5800 | 25.4256 |
| 28 | 4076.5800 | 25.4256 |
| 29 | 4076.5800 | 25.4256 |
| 30 | 4076.5800 | 25.4256 |
| 31 | 4076.5800 | 25.4256 |

**1.3. : Schaal 3**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 2415.4200 | 15.0650 |
| 1 | 2468.9400 | 15.3989 |
| 2 | 2468.9400 | 15.3989 |
| 3 | 2509.9200 | 15.6544 |
| 4 | 2509.9200 | 15.6544 |

| | | |
|---|---|---|
| 5 | 2860.4200 | 17.8404 |
| 6 | 2860.4200 | 17.8404 |
| 7 | 2933.2000 | 18.2944 |
| 8 | 2981.7200 | 18.5970 |
| 9 | 3054.5100 | 19.0510 |
| 10 | 3054.5100 | 19.0510 |
| 11 | 3127.3000 | 19.5050 |
| 12 | 3127.3000 | 19.5050 |
| 13 | 3200.0800 | 19.9589 |
| 14 | 3450.8000 | 21.5227 |
| 15 | 3523.5900 | 21.9766 |
| 16 | 3523.5900 | 21.9766 |
| 17 | 3596.3700 | 22.4306 |
| 18 | 3596.3700 | 22.4306 |
| 19 | 3669.1600 | 22.8846 |
| 20 | 3669.1600 | 22.8846 |
| 21 | 3741.9500 | 23.3385 |
| 22 | 3741.9500 | 23.3385 |
| 23 | 3814.7300 | 23.7925 |
| 24 | 3814.7300 | 23.7925 |
| 25 | 3887.5200 | 24.2465 |
| 26 | 3887.5200 | 24.2465 |
| 27 | 3887.5200 | 24.2465 |
| 28 | 3887.5200 | 24.2465 |
| 29 | 3887.5200 | 24.2465 |
| 30 | 3887.5200 | 24.2465 |
| 31 | 3887.5200 | 24.2465 |

**1.4. : Schaal 4**

| ANCIENNITEIT | | |
|---|---|---|
| | Maandelijks referentie | Uurloon 37 u/w |
| 0 | 2254.8000 | 14.0632 |
| 1 | 2415.4200 | 15.0650 |
| 2 | 2415.4200 | 15.0650 |
| 3 | 2468.9400 | 15.3989 |
| 4 | 2468.9400 | 15.3989 |
| 5 | 2509.9200 | 15.6544 |
| 6 | 2509.9200 | 15.6544 |
| 7 | 2860.4200 | 17.8404 |
| 8 | 2860.4200 | 17.8404 |
| 9 | 2933.2000 | 18.2944 |
| 10 | 2981.7200 | 18.5970 |
| 11 | 3054.5100 | 19.0510 |
| 12 | 3054.5100 | 19.0510 |
| 13 | 3127.3000 | 19.5050 |
| 14 | 3127.3000 | 19.5050 |
| 15 | 3200.0800 | 19.9589 |
| 16 | 3450.8000 | 21.5227 |

| | | |
|---|---|---|
| 17 | 3523.5900 | 21.9766 |
| 18 | 3523.5900 | 21.9766 |
| 19 | 3596.3700 | 22.4306 |
| 20 | 3596.3700 | 22.4306 |
| 21 | 3669.1600 | 22.8846 |
| 22 | 3669.1600 | 22.8846 |
| 23 | 3741.9500 | 23.3385 |
| 24 | 3741.9500 | 23.3385 |
| 25 | 3814.7300 | 23.7925 |
| 26 | 3814.7300 | 23.7925 |
| 27 | 3887.5200 | 24.2465 |
| 28 | 3887.5200 | 24.2465 |
| 29 | 3887.5200 | 24.2465 |
| 30 | 3887.5200 | 24.2465 |
| 31 | 3887.5200 | 24.2465 |

**1.5. : Schaal 5**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 2132.5700 | 13.3008 |
| 1 | 2238.9600 | 13.9644 |
| 2 | 2238.9600 | 13.9644 |
| 3 | 2274.6500 | 14.1870 |
| 4 | 2274.6500 | 14.1870 |
| 5 | 2322.2300 | 14.4838 |
| 6 | 2322.2300 | 14.4838 |
| 7 | 2581.4000 | 16.1002 |
| 8 | 2581.4000 | 16.1002 |
| 9 | 2654.1900 | 16.5542 |
| 10 | 2702.7100 | 16.8568 |
| 11 | 2775.4900 | 17.3107 |
| 12 | 2775.4900 | 17.3107 |
| 13 | 2848.2800 | 17.7647 |
| 14 | 2848.2800 | 17.7647 |
| 15 | 2921.0600 | 18.2187 |
| 16 | 2921.0600 | 18.2187 |
| 17 | 2993.8500 | 18.6726 |
| 18 | 2993.8500 | 18.6726 |
| 19 | 3066.6400 | 19.1266 |
| 20 | 3066.6400 | 19.1266 |
| 21 | 3139.4200 | 19.5806 |
| 22 | 3139.4200 | 19.5806 |
| 23 | 3212.2100 | 20.0346 |
| 24 | 3212.2100 | 20.0346 |
| 25 | 3284.9900 | 20.4885 |
| 26 | 3284.9900 | 20.4885 |
| 27 | 3357.7800 | 20.9425 |
| 28 | 3357.7800 | 20.9425 |

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|---|---|---|
| 29 | 3357.7800 | 20.9425 |
| 30 | 3357.7800 | 20.9425 |
| 31 | 3357.7800 | 20.9425 |

**1.6. : Schaal 6**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 2061.1900 | 12.8556 |
| 1 | 2215.8400 | 13.8202 |
| 2 | 2215.8400 | 13.8202 |
| 3 | 2219.7900 | 13.8448 |
| 4 | 2219.7900 | 13.8448 |
| 5 | 2250.8700 | 14.0387 |
| 6 | 2250.8700 | 14.0387 |
| 7 | 2346.0100 | 14.6321 |
| 8 | 2346.0100 | 14.6321 |
| 9 | 2441.1900 | 15.2257 |
| 10 | 2468.9500 | 15.3988 |
| 11 | 2523.8100 | 15.7410 |
| 12 | 2523.8100 | 15.7410 |
| 13 | 2607.6900 | 16.2642 |
| 14 | 2607.6900 | 16.2642 |
| 15 | 2692.6000 | 16.7938 |
| 16 | 2692.6000 | 16.7938 |
| 17 | 2777.5100 | 17.3233 |
| 18 | 2777.5100 | 17.3233 |
| 19 | 2862.4600 | 17.8532 |
| 20 | 2862.4600 | 17.8532 |
| 21 | 2947.3700 | 18.3827 |
| 22 | 2947.3700 | 18.3827 |
| 23 | 3032.2900 | 18.9124 |
| 24 | 3032.2900 | 18.9124 |
| 25 | 3117.2200 | 19.4421 |
| 26 | 3117.2200 | 19.4421 |
| 27 | 3202.1300 | 19.9717 |
| 28 | 3202.1300 | 19.9717 |
| 29 | 3287.0500 | 20.5014 |
| 30 | 3287.0500 | 20.5014 |
| 31 | 3287.0500 | 20.5014 |

**1.7. : Schaal 7**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 2013.1100 | 12.5558 |
| 1 | 2155.4500 | 13.4436 |
| 2 | 2174.1600 | 13.5602 |
| 3 | 2192.8700 | 13.6769 |
| 4 | 2211.5800 | 13.7936 |

| | | |
|---|---|---|
| 5 | 2219.7900 | 13.8448 |
| 6 | 2219.7900 | 13.8449 |
| 7 | 2219.8000 | 13.8449 |
| 8 | 2238.1700 | 13.9595 |
| 9 | 2256.8700 | 14.0762 |
| 10 | 2330.2900 | 14.5340 |
| 11 | 2352.7200 | 14.6740 |
| 12 | 2375.1700 | 14.8140 |
| 13 | 2397.6100 | 14.9539 |
| 14 | 2420.0500 | 15.0939 |
| 15 | 2442.5000 | 15.2339 |
| 16 | 2464.9400 | 15.3738 |
| 17 | 2468.9400 | 15.3988 |
| 18 | 2468.9400 | 15.3988 |
| 19 | 2484.0300 | 15.4929 |
| 20 | 2506.4700 | 15.6328 |
| 21 | 2528.9100 | 15.7728 |
| 22 | 2551.3500 | 15.9128 |
| 23 | 2573.7900 | 16.0528 |
| 24 | 2596.6400 | 16.1953 |
| 25 | 2619.5200 | 16.3380 |
| 26 | 2642.4100 | 16.4807 |
| 27 | 2665.3000 | 16.6235 |
| 28 | 2688.1900 | 16.7663 |
| 29 | 2711.0800 | 16.9090 |
| 30 | 2711.0800 | 16.9090 |
| 31 | 2711.0800 | 16.9090 |

**1.8. : Schaal 8**

| ANCIENNITEIT | | |
|---|---|---|
| | Maandelijks referentie | Uurloon 37 u/w |
| 0 | 2061.1900 | 12.8556 |
| 1 | 2209.8900 | 13.7831 |
| 2 | 2209.8900 | 13.7831 |
| 3 | 2219.7900 | 13.8449 |
| 4 | 2219.7900 | 13.8449 |
| 5 | 2233.0200 | 13.9274 |
| 6 | 2233.0200 | 13.9274 |
| 7 | 2268.7100 | 14.1500 |
| 8 | 2268.7100 | 14.1500 |
| 9 | 2304.4000 | 14.3726 |
| 10 | 2351.9800 | 14.6694 |
| 11 | 2399.5700 | 14.9661 |
| 12 | 2399.5700 | 14.9661 |
| 13 | 2447.1500 | 15.2629 |
| 14 | 2447.1500 | 15.2629 |
| 15 | 2468.9400 | 15.3988 |
| 16 | 2468.9400 | 15.3988 |

| | | |
|---|---|---|
| 17 | 2494.0700 | 15.5555 |
| 18 | 2494.0700 | 15.5555 |
| 19 | 2541.6500 | 15.8523 |
| 20 | 2541.6500 | 15.8523 |
| 21 | 2589.4700 | 16.1506 |
| 22 | 2589.4700 | 16.1506 |
| 23 | 2638.0000 | 16.4532 |
| 24 | 2638.0000 | 16.4532 |
| 25 | 2686.5200 | 16.7558 |
| 26 | 2686.5200 | 16.7558 |
| 27 | 2735.0400 | 17.0585 |
| 28 | 2735.0400 | 17.0585 |
| 29 | 2783.5600 | 17.3611 |
| 30 | 2783.5600 | 17.3611 |
| 31 | 2832.0800 | 17.6637 |

**1.9. : Schaal 9**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 1897.1500 | 11.8325 |
| 1 | 2039.4900 | 12.7203 |
| 2 | 2058.2000 | 12.8370 |
| 3 | 2076.9000 | 12.9537 |
| 4 | 2095.6100 | 13.0703 |
| 5 | 2114.3200 | 13.1870 |
| 6 | 2133.0300 | 13.3037 |
| 7 | 2151.7400 | 13.4204 |
| 8 | 2170.4500 | 13.5371 |
| 9 | 2189.1600 | 13.6538 |
| 10 | 2219.8000 | 13.8449 |
| 11 | 2236.7400 | 13.9506 |
| 12 | 2259.1900 | 14.0906 |
| 13 | 2281.6300 | 14.2306 |
| 14 | 2304.0700 | 14.3705 |
| 15 | 2326.5200 | 14.5105 |
| 16 | 2348.9600 | 14.6505 |
| 17 | 2371.4000 | 14.7905 |
| 18 | 2393.8400 | 14.9304 |
| 19 | 2416.2800 | 15.0704 |
| 20 | 2438.7200 | 15.2104 |
| 21 | 2461.1700 | 15.3503 |
| 22 | 2468.9400 | 15.3988 |
| 23 | 2468.9400 | 15.3988 |
| 24 | 2480.2500 | 15.4694 |
| 25 | 2502.6900 | 15.6093 |
| 26 | 2525.1400 | 15.7493 |
| 27 | 2547.5800 | 15.8893 |
| 28 | 2570.0200 | 16.0293 |

| | | |
|---|---|---|
| 29 | 2592.7800 | 16.1712 |
| 30 | 2592.7800 | 16.1712 |
| 31 | 2592.7800 | 16.1712 |

**1.10. : Schaal 10**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 1861.6100 | 11.6108 |
| 1 | 2003.9500 | 12.4986 |
| 2 | 2021.7100 | 12.6094 |
| 3 | 2039.4800 | 12.7202 |
| 4 | 2057.2400 | 12.8310 |
| 5 | 2075.0100 | 12.9418 |
| 6 | 2092.7800 | 13.0527 |
| 7 | 2110.5400 | 13.1634 |
| 8 | 2128.3100 | 13.2743 |
| 9 | 2146.0700 | 13.3851 |
| 10 | 2218.9100 | 13.8393 |
| 11 | 2219.7900 | 13.8448 |
| 12 | 2219.7900 | 13.8449 |
| 13 | 2235.1900 | 13.9409 |
| 14 | 2256.7100 | 14.0751 |
| 15 | 2278.2200 | 14.2093 |
| 16 | 2299.7300 | 14.3435 |
| 17 | 2321.2400 | 14.4776 |
| 18 | 2342.7500 | 14.6118 |
| 19 | 2364.2600 | 14.7460 |
| 20 | 2385.7800 | 14.8802 |
| 21 | 2407.2900 | 15.0143 |
| 22 | 2428.8000 | 15.1485 |
| 23 | 2450.3200 | 15.2827 |
| 24 | 2468.9500 | 15.3988 |
| 25 | 2468.9400 | 15.3988 |
| 26 | 2468.9400 | 15.3988 |
| 27 | 2488.1300 | 15.5185 |
| 28 | 2509.6400 | 15.6526 |
| 29 | 2531.1500 | 15.7868 |
| 30 | 2531.1500 | 15.7868 |
| 31 | 2531.1500 | 15.7868 |

**1.11. : Schaal 11**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 37 u/w |
|---|---|---|
| 0 | 3384.9600 | 21.1120 |
| 1 | 3467.8000 | 21.6287 |
| 2 | 3550.6500 | 22.1454 |
| 3 | 3633.4900 | 22.6621 |
| 4 | 3633.4900 | 22.6621 |

| | | |
|---|---|---|
| 5 | 3778.4600 | 23.5663 |
| 6 | 3778.4600 | 23.5663 |
| 7 | 3923.4300 | 24.4704 |
| 8 | 3923.4300 | 24.4704 |
| 9 | 4068.4000 | 25.3746 |
| 10 | 4068.4000 | 25.3746 |
| 11 | 4213.3700 | 26.2788 |
| 12 | 4213.3700 | 26.2788 |
| 13 | 4358.3400 | 27.1830 |
| 14 | 4358.3400 | 27.1830 |
| 15 | 4503.3100 | 28.0872 |
| 16 | 4503.3100 | 28.0872 |
| 17 | 4648.2800 | 28.9913 |
| 18 | 4648.2800 | 28.9913 |
| 19 | 4793.2500 | 29.8955 |
| 20 | 4793.2500 | 29.8955 |
| 21 | 4938.2200 | 30.7997 |
| 22 | 4938.2200 | 30.7997 |
| 23 | 5083.1900 | 31.7039 |
| 24 | 5083.1900 | 31.7039 |
| 25 | 5083.1900 | 31.7039 |
| 26 | 5083.1900 | 31.7039 |
| 27 | 5083.1900 | 31.7039 |
| 28 | 5083.1900 | 31.7039 |
| 29 | 5083.1900 | 31.7039 |
| 30 | 5083.1900 | 31.7039 |
| 31 | 5083.1900 | 31.7039 |

**1.12. : Schaal 12**

| ANCIENNITEIT | Maandelijks referentie | Uurloon 24 u/w |
|---|---|---|
| 0 | 4509.2300 | 43.3579 |
| 1 | 4509.2300 | 43.3579 |
| 2 | 4686.7500 | 45.0649 |
| 3 | 4686.7500 | 45.0649 |
| 4 | 4864.2700 | 46.7718 |
| 5 | 4864.2700 | 46.7718 |
| 6 | 5041.7900 | 48.4787 |
| 7 | 5041.7900 | 48.4787 |
| 8 | 5219.3100 | 50.1857 |
| 9 | 5219.3100 | 50.1857 |
| 10 | 5396.8400 | 51.8927 |
| 11 | 5396.8400 | 51.8927 |
| 12 | 5574.3500 | 53.5996 |
| 13 | 5574.3500 | 53.5996 |
| 14 | 5751.8800 | 55.3065 |
| 15 | 5751.8800 | 55.3065 |
| 16 | 5929.4000 | 57.0135 |

| | | |
|---|---|---|
| 17 | 5929.4000 | 57.0135 |
| 18 | 6106.9200 | 58.7204 |
| 19 | 6106.9200 | 58.7204 |
| 20 | 6284.4500 | 60.4274 |
| 21 | 6284.4500 | 60.4274 |
| 22 | 6461.9700 | 62.1343 |
| 23 | 6461.9700 | 62.1343 |
| 24 | 6461.9700 | 62.1343 |
| 25 | 6461.9700 | 62.1343 |
| 26 | 6461.9700 | 62.1343 |
| 27 | 6461.9700 | 62.1343 |
| 28 | 6461.9700 | 62.1343 |
| 29 | 6461.9700 | 62.1343 |
| 30 | 6461.9700 | 62.1343 |
| 31 | 6461.9700 | 62.1343 |