

# Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3300010: bicommunautaire gezondheidsinrichtingen en -diensten in het brussels hoofdstedelijk gewest

Inwerkingtreding 01/02/2013 (Laatst bewerkt 28/10/2014)

Deze sub-sector is geen officieel Paritair Subcomité. De loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Comité (PC 330).

## 1. UURSTELSEL (op weekbasis): 38u

### 1.1. BENAMING: Personeel met "bediendenstatuut"

#### 1.1.1. : Directiepersoneel

##### 1.1.1.1. : Directeur-coördinator

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2971.62                | 2971.62          |
| 1                       | 3117.21                | 3117.21          |
| 2                       | 3117.21                | 3117.21          |
| 3                       | 3247.63                | 3247.63          |
| 4                       | 3247.63                | 3247.63          |
| 5                       | 3378.04                | 3378.04          |
| 6                       | 3378.04                | 3378.04          |
| 7                       | 3508.46                | 3508.46          |
| 8                       | 3508.46                | 3508.46          |
| 9                       | 3638.87                | 3638.87          |
| 10                      | 3687.40                | 3687.40          |
| 11                      | 3817.81                | 3817.81          |
| 12                      | 3817.81                | 3817.81          |
| 13                      | 3948.23                | 3948.23          |
| 14                      | 3948.23                | 3948.23          |
| 15                      | 4078.64                | 4078.64          |
| 16                      | 4078.64                | 4078.64          |
| 17                      | 4209.06                | 4209.06          |
| 18                      | 4209.06                | 4209.06          |
| 19                      | 4339.47                | 4339.47          |
| 20                      | 4339.47                | 4339.47          |
| 21                      | 4469.89                | 4469.89          |
| 22                      | 4469.89                | 4469.89          |
| 23                      | 4600.31                | 4600.31          |
| 24                      | 4600.31                | 4600.31          |
| 25                      | 4600.31                | 4600.31          |
| 26                      | 4600.31                | 4600.31          |
| 27                      | 4600.31                | 4600.31          |
| 28                      | 4600.31                | 4600.31          |

|    |         |         |
|----|---------|---------|
| 29 | 4600.31 | 4600.31 |
| 30 | 4600.31 | 4600.31 |
| 31 | 4600.31 | 4600.31 |

## 1.1.2. : Administratief personeel

### 1.1.2.1. : Licenciaat

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2971.62                | 2971.62          |
| 1                       | 3117.21                | 3117.21          |
| 2                       | 3117.21                | 3117.21          |
| 3                       | 3247.63                | 3247.63          |
| 4                       | 3247.63                | 3247.63          |
| 5                       | 3378.04                | 3378.04          |
| 6                       | 3378.04                | 3378.04          |
| 7                       | 3508.46                | 3508.46          |
| 8                       | 3508.46                | 3508.46          |
| 9                       | 3638.87                | 3638.87          |
| 10                      | 3687.40                | 3687.40          |
| 11                      | 3817.81                | 3817.81          |
| 12                      | 3817.81                | 3817.81          |
| 13                      | 3948.23                | 3948.23          |
| 14                      | 3948.23                | 3948.23          |
| 15                      | 4078.64                | 4078.64          |
| 16                      | 4078.64                | 4078.64          |
| 17                      | 4209.06                | 4209.06          |
| 18                      | 4209.06                | 4209.06          |
| 19                      | 4339.47                | 4339.47          |
| 20                      | 4339.47                | 4339.47          |
| 21                      | 4469.89                | 4469.89          |
| 22                      | 4469.89                | 4469.89          |
| 23                      | 4600.31                | 4600.31          |
| 24                      | 4600.31                | 4600.31          |
| 25                      | 4600.31                | 4600.31          |
| 26                      | 4600.31                | 4600.31          |
| 27                      | 4600.31                | 4600.31          |
| 28                      | 4600.31                | 4600.31          |
| 29                      | 4600.31                | 4600.31          |
| 30                      | 4600.31                | 4600.31          |
| 31                      | 4600.31                | 4600.31          |

### 1.1.2.2. : Gegradueerde

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2230.68                | 2254.80          |
| 1                       | 2391.30                | 2415.42          |
| 2                       | 2391.30                | 2415.42          |

|    |         |         |
|----|---------|---------|
| 3  | 2462.67 | 2486.79 |
| 4  | 2462.67 | 2486.79 |
| 5  | 2509.92 | 2509.92 |
| 6  | 2509.92 | 2509.92 |
| 7  | 2860.42 | 2860.42 |
| 8  | 2860.42 | 2860.42 |
| 9  | 2933.20 | 2933.20 |
| 10 | 2981.72 | 2981.72 |
| 11 | 3054.51 | 3054.51 |
| 12 | 3054.51 | 3054.51 |
| 13 | 3127.30 | 3127.30 |
| 14 | 3127.30 | 3127.30 |
| 15 | 3200.08 | 3200.08 |
| 16 | 3450.80 | 3450.80 |
| 17 | 3523.59 | 3523.59 |
| 18 | 3523.59 | 3523.59 |
| 19 | 3596.37 | 3596.37 |
| 20 | 3596.37 | 3596.37 |
| 21 | 3669.16 | 3669.16 |
| 22 | 3669.16 | 3669.16 |
| 23 | 3741.95 | 3741.95 |
| 24 | 3741.95 | 3741.95 |
| 25 | 3814.73 | 3814.73 |
| 26 | 3814.73 | 3814.73 |
| 27 | 3887.52 | 3887.52 |
| 28 | 3887.52 | 3887.52 |
| 29 | 3887.52 | 3887.52 |
| 30 | 3887.52 | 3887.52 |
| 31 | 3887.52 | 3887.52 |

### 1.1.2.3. : Niet-gegradueerde directiesecretaris

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2012.94                | 2061.19          |
| 1                       | 2167.58                | 2215.83          |
| 2                       | 2167.58                | 2215.83          |
| 3                       | 2193.56                | 2241.81          |
| 4                       | 2193.56                | 2241.81          |
| 5                       | 2226.74                | 2250.86          |
| 6                       | 2226.74                | 2250.86          |
| 7                       | 2321.90                | 2346.02          |
| 8                       | 2321.90                | 2346.02          |
| 9                       | 2417.07                | 2441.19          |
| 10                      | 2464.65                | 2488.77          |
| 11                      | 2523.80                | 2523.80          |
| 12                      | 2523.80                | 2523.80          |
| 13                      | 2607.68                | 2607.68          |

|    |         |         |
|----|---------|---------|
| 14 | 2607.68 | 2607.68 |
| 15 | 2692.60 | 2692.60 |
| 16 | 2692.60 | 2692.60 |
| 17 | 2777.52 | 2777.52 |
| 18 | 2777.52 | 2777.52 |
| 19 | 2862.45 | 2862.45 |
| 20 | 2862.45 | 2862.45 |
| 21 | 2947.36 | 2947.36 |
| 22 | 2947.36 | 2947.36 |
| 23 | 3032.29 | 3032.29 |
| 24 | 3032.29 | 3032.29 |
| 25 | 3117.21 | 3117.21 |
| 26 | 3117.21 | 3117.21 |
| 27 | 3202.13 | 3202.13 |
| 28 | 3202.13 | 3202.13 |
| 29 | 3287.05 | 3287.05 |
| 30 | 3287.05 | 3287.05 |
| 31 | 3287.05 | 3287.05 |

#### 1.1.2.4. : Opsteller

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 1884.63                | 1932.88          |
| 1                       | 2039.27                | 2087.52          |
| 2                       | 2056.50                | 2104.75          |
| 3                       | 2073.72                | 2121.97          |
| 4                       | 2090.94                | 2139.19          |
| 5                       | 2108.17                | 2156.42          |
| 6                       | 2149.80                | 2198.05          |
| 7                       | 2191.43                | 2239.68          |
| 8                       | 2208.95                | 2244.05          |
| 9                       | 2250.57                | 2274.69          |
| 10                      | 2339.80                | 2363.92          |
| 11                      | 2381.43                | 2405.55          |
| 12                      | 2423.06                | 2447.18          |
| 13                      | 2464.69                | 2488.81          |
| 14                      | 2482.20                | 2495.95          |
| 15                      | 2523.83                | 2523.83          |
| 16                      | 2565.47                | 2565.47          |
| 17                      | 2607.69                | 2607.69          |
| 18                      | 2650.14                | 2650.14          |
| 19                      | 2692.59                | 2692.59          |
| 20                      | 2735.04                | 2735.04          |
| 21                      | 2777.49                | 2777.49          |
| 22                      | 2819.95                | 2819.95          |
| 23                      | 2862.40                | 2862.40          |
| 24                      | 2904.85                | 2904.85          |

|    |         |         |
|----|---------|---------|
| 25 | 2947.31 | 2947.31 |
| 26 | 2989.75 | 2989.75 |
| 27 | 3032.21 | 3032.21 |
| 28 | 3074.66 | 3074.66 |
| 29 | 3117.11 | 3117.11 |
| 30 | 3117.11 | 3117.11 |
| 31 | 3117.11 | 3117.11 |

#### 1.1.2.5. : Klerk

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 1848.90                | 1897.15          |
| 1                       | 1991.24                | 2039.49          |
| 2                       | 2009.95                | 2058.20          |
| 3                       | 2028.65                | 2076.90          |
| 4                       | 2047.36                | 2095.61          |
| 5                       | 2066.07                | 2114.32          |
| 6                       | 2084.78                | 2133.03          |
| 7                       | 2103.49                | 2151.74          |
| 8                       | 2122.20                | 2170.45          |
| 9                       | 2140.91                | 2189.16          |
| 10                      | 2194.40                | 2242.64          |
| 11                      | 2212.62                | 2244.32          |
| 12                      | 2235.07                | 2259.19          |
| 13                      | 2257.51                | 2281.63          |
| 14                      | 2279.95                | 2304.07          |
| 15                      | 2302.40                | 2326.52          |
| 16                      | 2324.84                | 2348.96          |
| 17                      | 2347.28                | 2371.40          |
| 18                      | 2369.72                | 2393.84          |
| 19                      | 2392.16                | 2416.28          |
| 20                      | 2414.60                | 2438.72          |
| 21                      | 2437.05                | 2461.17          |
| 22                      | 2459.49                | 2483.61          |
| 23                      | 2469.99                | 2494.11          |
| 24                      | 2480.25                | 2495.80          |
| 25                      | 2502.69                | 2502.69          |
| 26                      | 2525.14                | 2525.14          |
| 27                      | 2547.58                | 2547.58          |
| 28                      | 2570.02                | 2570.02          |
| 29                      | 2592.78                | 2592.78          |
| 30                      | 2592.78                | 2592.78          |
| 31                      | 2592.78                | 2592.78          |

#### 1.1.2.6. : Rekenplichtige opsteller

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |

|    |         |         |
|----|---------|---------|
| 0  | 1944.11 | 1992.36 |
| 1  | 2098.75 | 2147.00 |
| 2  | 2115.97 | 2164.22 |
| 3  | 2133.19 | 2181.44 |
| 4  | 2150.42 | 2198.67 |
| 5  | 2167.65 | 2215.90 |
| 6  | 2194.02 | 2242.26 |
| 7  | 2226.79 | 2250.91 |
| 8  | 2268.42 | 2292.54 |
| 9  | 2310.05 | 2334.17 |
| 10 | 2399.27 | 2423.39 |
| 11 | 2440.90 | 2465.02 |
| 12 | 2470.04 | 2494.17 |
| 13 | 2500.05 | 2500.05 |
| 14 | 2541.68 | 2541.68 |
| 15 | 2583.43 | 2583.43 |
| 16 | 2625.88 | 2625.88 |
| 17 | 2668.34 | 2668.34 |
| 18 | 2710.79 | 2710.79 |
| 19 | 2753.24 | 2753.24 |
| 20 | 2795.70 | 2795.70 |
| 21 | 2838.15 | 2838.15 |
| 22 | 2880.60 | 2880.60 |
| 23 | 2923.05 | 2923.05 |
| 24 | 2965.50 | 2965.50 |
| 25 | 3007.95 | 3007.95 |
| 26 | 3050.41 | 3050.41 |
| 27 | 3092.86 | 3092.86 |
| 28 | 3135.31 | 3135.31 |
| 29 | 3177.76 | 3177.76 |
| 30 | 3177.76 | 3177.76 |
| 31 | 3177.76 | 3177.76 |

### 1.1.3. : Psychologisch, medisch en sociaal personeel

#### 1.1.3.1. : Licenciaat

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2971.62                | 2971.62          |
| 1                       | 3117.21                | 3117.21          |
| 2                       | 3117.21                | 3117.21          |
| 3                       | 3247.63                | 3247.63          |
| 4                       | 3247.63                | 3247.63          |
| 5                       | 3378.04                | 3378.04          |
| 6                       | 3378.04                | 3378.04          |
| 7                       | 3508.46                | 3508.46          |
| 8                       | 3508.46                | 3508.46          |
| 9                       | 3638.87                | 3638.87          |

|    |         |         |
|----|---------|---------|
| 10 | 3687.40 | 3687.40 |
| 11 | 3817.81 | 3817.81 |
| 12 | 3817.81 | 3817.81 |
| 13 | 3948.23 | 3948.23 |
| 14 | 3948.23 | 3948.23 |
| 15 | 4078.64 | 4078.64 |
| 16 | 4078.64 | 4078.64 |
| 17 | 4209.06 | 4209.06 |
| 18 | 4209.06 | 4209.06 |
| 19 | 4339.47 | 4339.47 |
| 20 | 4339.47 | 4339.47 |
| 21 | 4469.89 | 4469.89 |
| 22 | 4469.89 | 4469.89 |
| 23 | 4600.31 | 4600.31 |
| 24 | 4600.31 | 4600.31 |
| 25 | 4600.31 | 4600.31 |
| 26 | 4600.31 | 4600.31 |
| 27 | 4600.31 | 4600.31 |
| 28 | 4600.31 | 4600.31 |
| 29 | 4600.31 | 4600.31 |
| 30 | 4600.31 | 4600.31 |
| 31 | 4600.31 | 4600.31 |

### 1.1.3.2. : Hoofd Sociaal Assistent

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2845.11                | 2845.11          |
| 1                       | 2957.77                | 2957.77          |
| 2                       | 2957.77                | 2957.77          |
| 3                       | 3040.10                | 3040.10          |
| 4                       | 3040.10                | 3040.10          |
| 5                       | 3122.43                | 3122.43          |
| 6                       | 3122.43                | 3122.43          |
| 7                       | 3204.76                | 3204.76          |
| 8                       | 3204.76                | 3204.76          |
| 9                       | 3287.08                | 3287.08          |
| 10                      | 3335.61                | 3335.61          |
| 11                      | 3417.94                | 3417.94          |
| 12                      | 3417.94                | 3417.94          |
| 13                      | 3500.27                | 3500.27          |
| 14                      | 3500.27                | 3500.27          |
| 15                      | 3582.60                | 3582.60          |
| 16                      | 3582.60                | 3582.60          |
| 17                      | 3664.93                | 3664.93          |
| 18                      | 3664.93                | 3664.93          |
| 19                      | 3747.25                | 3747.25          |
| 20                      | 3747.25                | 3747.25          |

|    |         |         |
|----|---------|---------|
| 21 | 3829.59 | 3829.59 |
| 22 | 3829.59 | 3829.59 |
| 23 | 3911.92 | 3911.92 |
| 24 | 3911.92 | 3911.92 |
| 25 | 3994.25 | 3994.25 |
| 26 | 3994.25 | 3994.25 |
| 27 | 4076.58 | 4076.58 |
| 28 | 4076.58 | 4076.58 |
| 29 | 4076.58 | 4076.58 |
| 30 | 4076.58 | 4076.58 |
| 31 | 4076.58 | 4076.58 |

### 1.1.3.3. : Sociaal verpleegkundige ("Verpleegkundige communautaire gezondheid")

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2391.30                | 2415.42          |
| 1                       | 2462.67                | 2486.79          |
| 2                       | 2462.67                | 2486.79          |
| 3                       | 2509.92                | 2509.92          |
| 4                       | 2509.92                | 2509.92          |
| 5                       | 2860.42                | 2860.42          |
| 6                       | 2860.42                | 2860.42          |
| 7                       | 2933.20                | 2933.20          |
| 8                       | 2980.89                | 2980.89          |
| 9                       | 3054.51                | 3054.51          |
| 10                      | 3054.51                | 3054.51          |
| 11                      | 3127.30                | 3127.30          |
| 12                      | 3127.30                | 3127.30          |
| 13                      | 3200.08                | 3200.08          |
| 14                      | 3450.80                | 3450.80          |
| 15                      | 3523.59                | 3523.59          |
| 16                      | 3523.59                | 3523.59          |
| 17                      | 3596.37                | 3596.37          |
| 18                      | 3596.37                | 3596.37          |
| 19                      | 3669.16                | 3669.16          |
| 20                      | 3669.16                | 3669.16          |
| 21                      | 3741.95                | 3741.95          |
| 22                      | 3741.95                | 3741.95          |
| 23                      | 3814.73                | 3814.73          |
| 24                      | 3814.73                | 3814.73          |
| 25                      | 3887.52                | 3887.52          |
| 26                      | 3887.52                | 3887.52          |
| 27                      | 3887.52                | 3887.52          |
| 28                      | 3887.52                | 3887.52          |
| 29                      | 3887.52                | 3887.52          |
| 30                      | 3887.52                | 3887.52          |
| 31                      | 3887.52                | 3887.52          |



**1.1.3.4. : Gegradueerde met specialisatie (b.v. gespecialiseerd in psychiatrie)**

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2391.30                | 2415.42          |
| 1                       | 2462.67                | 2486.79          |
| 2                       | 2462.67                | 2486.79          |
| 3                       | 2509.92                | 2509.92          |
| 4                       | 2509.92                | 2509.92          |
| 5                       | 2860.42                | 2860.42          |
| 6                       | 2860.42                | 2860.42          |
| 7                       | 2933.20                | 2933.20          |
| 8                       | 2980.89                | 2980.89          |
| 9                       | 3054.51                | 3054.51          |
| 10                      | 3054.51                | 3054.51          |
| 11                      | 3127.30                | 3127.30          |
| 12                      | 3127.30                | 3127.30          |
| 13                      | 3200.08                | 3200.08          |
| 14                      | 3450.80                | 3450.80          |
| 15                      | 3523.59                | 3523.59          |
| 16                      | 3523.59                | 3523.59          |
| 17                      | 3596.37                | 3596.37          |
| 18                      | 3596.37                | 3596.37          |
| 19                      | 3669.16                | 3669.16          |
| 20                      | 3669.16                | 3669.16          |
| 21                      | 3741.95                | 3741.95          |
| 22                      | 3741.95                | 3741.95          |
| 23                      | 3814.73                | 3814.73          |
| 24                      | 3814.73                | 3814.73          |
| 25                      | 3887.52                | 3887.52          |
| 26                      | 3887.52                | 3887.52          |
| 27                      | 3887.52                | 3887.52          |
| 28                      | 3887.52                | 3887.52          |
| 29                      | 3887.52                | 3887.52          |
| 30                      | 3887.52                | 3887.52          |
| 31                      | 3887.52                | 3887.52          |

**1.1.3.5. : Sociaal Assistent**

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2230.68                | 2254.80          |
| 1                       | 2391.30                | 2415.42          |
| 2                       | 2391.30                | 2415.42          |
| 3                       | 2462.67                | 2486.79          |
| 4                       | 2462.67                | 2486.79          |
| 5                       | 2509.92                | 2509.92          |
| 6                       | 2509.92                | 2509.92          |

|    |         |         |
|----|---------|---------|
| 7  | 2860.42 | 2860.42 |
| 8  | 2860.42 | 2860.42 |
| 9  | 2933.20 | 2933.20 |
| 10 | 2981.72 | 2981.72 |
| 11 | 3054.51 | 3054.51 |
| 12 | 3054.51 | 3054.51 |
| 13 | 3127.30 | 3127.30 |
| 14 | 3127.30 | 3127.30 |
| 15 | 3200.08 | 3200.08 |
| 16 | 3450.80 | 3450.80 |
| 17 | 3523.59 | 3523.59 |
| 18 | 3523.59 | 3523.59 |
| 19 | 3596.37 | 3596.37 |
| 20 | 3596.37 | 3596.37 |
| 21 | 3669.16 | 3669.16 |
| 22 | 3669.16 | 3669.16 |
| 23 | 3741.95 | 3741.95 |
| 24 | 3741.95 | 3741.95 |
| 25 | 3814.73 | 3814.73 |
| 26 | 3814.73 | 3814.73 |
| 27 | 3887.52 | 3887.52 |
| 28 | 3887.52 | 3887.52 |
| 29 | 3887.52 | 3887.52 |
| 30 | 3887.52 | 3887.52 |
| 31 | 3887.52 | 3887.52 |

#### 1.1.3.6. : Coördinator van diensten en thuisverzorging

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2230.68                | 2254.80          |
| 1                       | 2391.30                | 2415.42          |
| 2                       | 2391.30                | 2415.42          |
| 3                       | 2462.67                | 2486.79          |
| 4                       | 2462.67                | 2486.79          |
| 5                       | 2509.92                | 2509.92          |
| 6                       | 2509.92                | 2509.92          |
| 7                       | 2860.42                | 2860.42          |
| 8                       | 2860.42                | 2860.42          |
| 9                       | 2933.20                | 2933.20          |
| 10                      | 2981.72                | 2981.72          |
| 11                      | 3054.51                | 3054.51          |
| 12                      | 3054.51                | 3054.51          |
| 13                      | 3127.30                | 3127.30          |
| 14                      | 3127.30                | 3127.30          |
| 15                      | 3200.08                | 3200.08          |
| 16                      | 3450.80                | 3450.80          |
| 17                      | 3523.59                | 3523.59          |

|    |         |         |
|----|---------|---------|
| 18 | 3523.59 | 3523.59 |
| 19 | 3596.37 | 3596.37 |
| 20 | 3596.37 | 3596.37 |
| 21 | 3669.16 | 3669.16 |
| 22 | 3669.16 | 3669.16 |
| 23 | 3741.95 | 3741.95 |
| 24 | 3741.95 | 3741.95 |
| 25 | 3814.73 | 3814.73 |
| 26 | 3814.73 | 3814.73 |
| 27 | 3887.52 | 3887.52 |
| 28 | 3887.52 | 3887.52 |
| 29 | 3887.52 | 3887.52 |
| 30 | 3887.52 | 3887.52 |
| 31 | 3887.52 | 3887.52 |

### 1.1.3.7. : Gegradueerde verpleger

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2230.68                | 2254.80          |
| 1                       | 2391.30                | 2415.42          |
| 2                       | 2391.30                | 2415.42          |
| 3                       | 2462.67                | 2486.79          |
| 4                       | 2462.67                | 2486.79          |
| 5                       | 2509.92                | 2509.92          |
| 6                       | 2509.92                | 2509.92          |
| 7                       | 2860.42                | 2860.42          |
| 8                       | 2860.42                | 2860.42          |
| 9                       | 2933.20                | 2933.20          |
| 10                      | 2981.72                | 2981.72          |
| 11                      | 3054.51                | 3054.51          |
| 12                      | 3054.51                | 3054.51          |
| 13                      | 3127.30                | 3127.30          |
| 14                      | 3127.30                | 3127.30          |
| 15                      | 3200.08                | 3200.08          |
| 16                      | 3450.80                | 3450.80          |
| 17                      | 3523.59                | 3523.59          |
| 18                      | 3523.59                | 3523.59          |
| 19                      | 3596.37                | 3596.37          |
| 20                      | 3596.37                | 3596.37          |
| 21                      | 3669.16                | 3669.16          |
| 22                      | 3669.16                | 3669.16          |
| 23                      | 3741.95                | 3741.95          |
| 24                      | 3741.95                | 3741.95          |
| 25                      | 3814.73                | 3814.73          |
| 26                      | 3814.73                | 3814.73          |
| 27                      | 3887.52                | 3887.52          |
| 28                      | 3887.52                | 3887.52          |

|    |         |         |
|----|---------|---------|
| 29 | 3887.52 | 3887.52 |
| 30 | 3887.52 | 3887.52 |
| 31 | 3887.52 | 3887.52 |

**1.1.3.8. : Gegradueerde, adviseur voor huwelijksproblemen, bemiddelaar, onthaalpersoneel, animator of bevoegdheden verworven door ervaring en als zodanig erkend door de subsidiërende overheid**

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2230.68                | 2254.80          |
| 1                       | 2391.30                | 2415.42          |
| 2                       | 2391.30                | 2415.42          |
| 3                       | 2462.67                | 2486.79          |
| 4                       | 2462.67                | 2486.79          |
| 5                       | 2509.92                | 2509.92          |
| 6                       | 2509.92                | 2509.92          |
| 7                       | 2860.42                | 2860.42          |
| 8                       | 2860.42                | 2860.42          |
| 9                       | 2933.20                | 2933.20          |
| 10                      | 2981.72                | 2981.72          |
| 11                      | 3054.51                | 3054.51          |
| 12                      | 3054.51                | 3054.51          |
| 13                      | 3127.30                | 3127.30          |
| 14                      | 3127.30                | 3127.30          |
| 15                      | 3200.08                | 3200.08          |
| 16                      | 3450.80                | 3450.80          |
| 17                      | 3523.59                | 3523.59          |
| 18                      | 3523.59                | 3523.59          |
| 19                      | 3596.37                | 3596.37          |
| 20                      | 3596.37                | 3596.37          |
| 21                      | 3669.16                | 3669.16          |
| 22                      | 3669.16                | 3669.16          |
| 23                      | 3741.95                | 3741.95          |
| 24                      | 3741.95                | 3741.95          |
| 25                      | 3814.73                | 3814.73          |
| 26                      | 3814.73                | 3814.73          |
| 27                      | 3887.52                | 3887.52          |
| 28                      | 3887.52                | 3887.52          |
| 29                      | 3887.52                | 3887.52          |
| 30                      | 3887.52                | 3887.52          |
| 31                      | 3887.52                | 3887.52          |

**1.1.3.9. : Gebrevetteerde verpleger**

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2084.32                | 2132.57          |
| 1                       | 2214.84                | 2244.49          |

|    |         |         |
|----|---------|---------|
| 2  | 2214.84 | 2244.49 |
| 3  | 2250.53 | 2274.65 |
| 4  | 2250.53 | 2274.65 |
| 5  | 2298.11 | 2322.23 |
| 6  | 2298.11 | 2322.23 |
| 7  | 2581.40 | 2581.40 |
| 8  | 2581.40 | 2581.40 |
| 9  | 2654.19 | 2654.19 |
| 10 | 2702.71 | 2702.71 |
| 11 | 2775.49 | 2775.49 |
| 12 | 2775.49 | 2775.49 |
| 13 | 2848.28 | 2848.28 |
| 14 | 2848.28 | 2848.28 |
| 15 | 2921.06 | 2921.06 |
| 16 | 2921.06 | 2921.06 |
| 17 | 2993.85 | 2993.85 |
| 18 | 2993.85 | 2993.85 |
| 19 | 3066.64 | 3066.64 |
| 20 | 3066.64 | 3066.64 |
| 21 | 3139.42 | 3139.42 |
| 22 | 3139.42 | 3139.42 |
| 23 | 3212.21 | 3212.21 |
| 24 | 3212.21 | 3212.21 |
| 25 | 3284.99 | 3284.99 |
| 26 | 3284.99 | 3284.99 |
| 27 | 3357.78 | 3357.78 |
| 28 | 3357.78 | 3357.78 |
| 29 | 3357.78 | 3357.78 |
| 30 | 3357.78 | 3357.78 |
| 31 | 3357.78 | 3357.78 |

#### 1.1.3.10. : Opvoeder klasse II

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2084.32                | 2132.57          |
| 1                       | 2214.84                | 2244.49          |
| 2                       | 2214.84                | 2244.49          |
| 3                       | 2250.53                | 2274.65          |
| 4                       | 2250.53                | 2274.65          |
| 5                       | 2298.11                | 2322.23          |
| 6                       | 2298.11                | 2322.23          |
| 7                       | 2581.40                | 2581.40          |
| 8                       | 2581.40                | 2581.40          |
| 9                       | 2654.19                | 2654.19          |
| 10                      | 2702.71                | 2702.71          |
| 11                      | 2775.49                | 2775.49          |
| 12                      | 2775.49                | 2775.49          |

|    |         |         |
|----|---------|---------|
| 13 | 2848.28 | 2848.28 |
| 14 | 2848.28 | 2848.28 |
| 15 | 2921.06 | 2921.06 |
| 16 | 2921.06 | 2921.06 |
| 17 | 2993.85 | 2993.85 |
| 18 | 2993.85 | 2993.85 |
| 19 | 3066.64 | 3066.64 |
| 20 | 3066.64 | 3066.64 |
| 21 | 3139.42 | 3139.42 |
| 22 | 3139.42 | 3139.42 |
| 23 | 3212.21 | 3212.21 |
| 24 | 3212.21 | 3212.21 |
| 25 | 3284.99 | 3284.99 |
| 26 | 3284.99 | 3284.99 |
| 27 | 3357.78 | 3357.78 |
| 28 | 3357.78 | 3357.78 |
| 29 | 3357.78 | 3357.78 |
| 30 | 3357.78 | 3357.78 |
| 31 | 3357.78 | 3357.78 |

#### 1.1.3.11. : Ziekenhuishelp(st)er

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2012.94                | 2061.19          |
| 1                       | 2161.64                | 2209.89          |
| 2                       | 2161.64                | 2209.89          |
| 3                       | 2193.12                | 2241.37          |
| 4                       | 2193.12                | 2241.37          |
| 5                       | 2208.90                | 2244.04          |
| 6                       | 2208.90                | 2244.04          |
| 7                       | 2470.93                | 2495.06          |
| 8                       | 2470.93                | 2495.06          |
| 9                       | 2505.98                | 2505.98          |
| 10                      | 2553.56                | 2553.56          |
| 11                      | 2601.62                | 2601.62          |
| 12                      | 2601.62                | 2601.62          |
| 13                      | 2650.15                | 2650.15          |
| 14                      | 2650.15                | 2650.15          |
| 15                      | 2698.66                | 2698.66          |
| 16                      | 2698.66                | 2698.66          |
| 17                      | 2747.19                | 2747.19          |
| 18                      | 2747.19                | 2747.19          |
| 19                      | 2795.71                | 2795.71          |
| 20                      | 2795.71                | 2795.71          |
| 21                      | 2844.23                | 2844.23          |
| 22                      | 2844.23                | 2844.23          |
| 23                      | 2892.75                | 2892.75          |

|    |         |         |
|----|---------|---------|
| 24 | 2892.75 | 2892.75 |
| 25 | 2941.28 | 2941.28 |
| 26 | 2941.28 | 2941.28 |
| 27 | 2989.80 | 2989.80 |
| 28 | 2989.80 | 2989.80 |
| 29 | 3038.32 | 3038.32 |
| 30 | 3038.32 | 3038.32 |
| 31 | 3086.84 | 3086.84 |

#### 1.1.3.12. : Sanitaire help(st)er

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 1964.86                | 2013.11          |
| 1                       | 2107.20                | 2155.45          |
| 2                       | 2125.91                | 2174.16          |
| 3                       | 2144.62                | 2192.87          |
| 4                       | 2163.33                | 2211.58          |
| 5                       | 2182.04                | 2230.29          |
| 6                       | 2193.38                | 2241.62          |
| 7                       | 2195.34                | 2243.03          |
| 8                       | 2214.05                | 2244.43          |
| 9                       | 2232.75                | 2256.87          |
| 10                      | 2306.17                | 2330.29          |
| 11                      | 2328.60                | 2352.72          |
| 12                      | 2351.05                | 2375.17          |
| 13                      | 2373.49                | 2397.61          |
| 14                      | 2395.93                | 2420.05          |
| 15                      | 2418.38                | 2442.50          |
| 16                      | 2440.82                | 2464.94          |
| 17                      | 2463.26                | 2487.38          |
| 18                      | 2470.28                | 2494.40          |
| 19                      | 2484.03                | 2496.09          |
| 20                      | 2506.47                | 2506.47          |
| 21                      | 2528.91                | 2528.91          |
| 22                      | 2551.35                | 2551.35          |
| 23                      | 2573.79                | 2573.79          |
| 24                      | 2596.64                | 2596.64          |
| 25                      | 2619.52                | 2619.52          |
| 26                      | 2642.41                | 2642.41          |
| 27                      | 2665.30                | 2665.30          |
| 28                      | 2688.19                | 2688.19          |
| 29                      | 2711.08                | 2711.08          |
| 30                      | 2711.08                | 2711.08          |
| 31                      | 2711.08                | 2711.08          |

#### 1.1.3.13. : Kinderverzorger

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 1964.86                | 2013.11          |
| 1                       | 2107.20                | 2155.45          |
| 2                       | 2125.91                | 2174.16          |
| 3                       | 2144.62                | 2192.87          |
| 4                       | 2163.33                | 2211.58          |
| 5                       | 2182.04                | 2230.29          |
| 6                       | 2193.38                | 2241.62          |
| 7                       | 2195.34                | 2243.03          |
| 8                       | 2214.05                | 2244.43          |
| 9                       | 2232.75                | 2256.87          |
| 10                      | 2306.17                | 2330.29          |
| 11                      | 2328.60                | 2352.72          |
| 12                      | 2351.05                | 2375.17          |
| 13                      | 2373.49                | 2397.61          |
| 14                      | 2395.93                | 2420.05          |
| 15                      | 2418.38                | 2442.50          |
| 16                      | 2440.82                | 2464.94          |
| 17                      | 2463.26                | 2487.38          |
| 18                      | 2470.28                | 2494.40          |
| 19                      | 2484.03                | 2496.09          |
| 20                      | 2506.47                | 2506.47          |
| 21                      | 2528.91                | 2528.91          |
| 22                      | 2551.35                | 2551.35          |
| 23                      | 2573.79                | 2573.79          |
| 24                      | 2596.64                | 2596.64          |
| 25                      | 2619.52                | 2619.52          |
| 26                      | 2642.41                | 2642.41          |
| 27                      | 2665.30                | 2665.30          |
| 28                      | 2688.19                | 2688.19          |
| 29                      | 2711.08                | 2711.08          |
| 30                      | 2711.08                | 2711.08          |
| 31                      | 2711.08                | 2711.08          |

#### 1.1.4. : Logistiek personeel

##### 1.1.4.1. : Technisch beheersbediende

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2194.61                | 2242.85          |
| 1                       | 2341.73                | 2365.85          |
| 2                       | 2341.73                | 2365.85          |
| 3                       | 2377.42                | 2401.54          |
| 4                       | 2377.42                | 2401.54          |
| 5                       | 2413.11                | 2437.23          |
| 6                       | 2413.11                | 2437.23          |
| 7                       | 2448.80                | 2472.92          |



|    |         |         |
|----|---------|---------|
| 8  | 2448.80 | 2472.92 |
| 9  | 2470.18 | 2494.30 |
| 10 | 2507.95 | 2507.95 |
| 11 | 2555.54 | 2555.54 |
| 12 | 2555.54 | 2555.54 |
| 13 | 2603.64 | 2603.64 |
| 14 | 2603.64 | 2603.64 |
| 15 | 2652.16 | 2652.16 |
| 16 | 2652.16 | 2652.16 |
| 17 | 2700.68 | 2700.68 |
| 18 | 2700.68 | 2700.68 |
| 19 | 2749.20 | 2749.20 |
| 20 | 2749.20 | 2749.20 |
| 21 | 2797.72 | 2797.72 |
| 22 | 2797.72 | 2797.72 |
| 23 | 2846.24 | 2846.24 |
| 24 | 2846.24 | 2846.24 |
| 25 | 2894.77 | 2894.77 |
| 26 | 2894.77 | 2894.77 |
| 27 | 2943.29 | 2943.29 |
| 28 | 2943.29 | 2943.29 |
| 29 | 2991.81 | 2991.81 |
| 30 | 2991.81 | 2991.81 |
| 31 | 3040.33 | 3040.33 |

#### 1.1.4.2. : Idem met vereiste specialisatie

| ANCIENNITEIT (in jaren) | MAANDLOON              |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 2321.90                | 2346.02          |
| 1                       | 2469.15                | 2493.27          |
| 2                       | 2469.15                | 2493.27          |
| 3                       | 2482.17                | 2495.94          |
| 4                       | 2482.17                | 2495.94          |
| 5                       | 2517.86                | 2517.86          |
| 6                       | 2517.86                | 2517.86          |
| 7                       | 2553.55                | 2553.55          |
| 8                       | 2553.55                | 2553.55          |
| 9                       | 2589.50                | 2589.50          |
| 10                      | 2638.02                | 2638.02          |
| 11                      | 2686.54                | 2686.54          |
| 12                      | 2686.54                | 2686.54          |
| 13                      | 2735.06                | 2735.06          |
| 14                      | 2735.06                | 2735.06          |
| 15                      | 2783.59                | 2783.59          |
| 16                      | 2783.59                | 2783.59          |
| 17                      | 2832.11                | 2832.11          |
| 18                      | 2832.11                | 2832.11          |

|    |         |         |
|----|---------|---------|
| 19 | 2880.63 | 2880.63 |
| 20 | 2880.63 | 2880.63 |
| 21 | 2929.15 | 2929.15 |
| 22 | 2929.15 | 2929.15 |
| 23 | 2977.67 | 2977.67 |
| 24 | 2977.67 | 2977.67 |
| 25 | 3026.19 | 3026.19 |
| 26 | 3026.19 | 3026.19 |
| 27 | 3074.71 | 3074.71 |
| 28 | 3074.71 | 3074.71 |
| 29 | 3123.24 | 3123.24 |
| 30 | 3123.24 | 3123.24 |
| 31 | 3171.76 | 3171.76 |

### 1.1.5. : Gewaarborgd minimumloon

Toegekend aan het administratief, technisch en paramedisch en verzorgend en verplegend personeel van 21 jaar of ouder.

| SOORT BEDRAG  |           |
|---------------|-----------|
| Maandbedrag   | 1707.1000 |
| Uurloonbedrag | 10.3667   |

## 1.2. BENAMING: Werkliedenpersoneel

### 1.2.1. : Ongeschoolde arbeider

| ANCIENNITEIT (in jaren) | UURLOON                |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 10.2740                | 10.5670          |
| 1                       | 11.1100                | 11.4030          |
| 2                       | 11.1669                | 11.4599          |
| 3                       | 11.2237                | 11.5167          |
| 4                       | 11.2805                | 11.5735          |
| 5                       | 11.3373                | 11.6303          |
| 6                       | 11.3941                | 11.6871          |
| 7                       | 11.4509                | 11.7439          |
| 8                       | 11.5078                | 11.8008          |
| 9                       | 11.5646                | 11.8576          |
| 10                      | 11.9144                | 12.2074          |
| 11                      | 11.9712                | 12.2642          |
| 12                      | 12.0281                | 12.3211          |
| 13                      | 12.0849                | 12.3779          |
| 14                      | 12.1417                | 12.4347          |
| 15                      | 12.1985                | 12.4915          |
| 16                      | 12.2553                | 12.5483          |
| 17                      | 12.3122                | 12.6052          |
| 18                      | 12.3690                | 12.6620          |
| 19                      | 12.4258                | 12.7188          |
| 20                      | 12.4826                | 12.7756          |
| 21                      | 12.5395                | 12.8325          |

|    |         |         |
|----|---------|---------|
| 22 | 12.5963 | 12.8893 |
| 23 | 12.6531 | 12.9461 |
| 24 | 12.7099 | 13.0029 |
| 25 | 12.7667 | 13.0597 |
| 26 | 12.8236 | 13.1166 |
| 27 | 12.8804 | 13.1734 |
| 28 | 12.8804 | 13.1734 |
| 29 | 12.8804 | 13.1734 |
| 30 | 12.8804 | 13.1734 |
| 31 | 12.8804 | 13.1734 |

### 1.2.2. : Geschoolde arbeider

| ANCIENNITEIT (in jaren) | UURLOON                |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 11.0123                | 11.3053          |
| 1                       | 11.8768                | 12.1698          |
| 2                       | 11.9846                | 12.2776          |
| 3                       | 12.0925                | 12.3855          |
| 4                       | 12.2004                | 12.4934          |
| 5                       | 12.3083                | 12.6013          |
| 6                       | 12.4162                | 12.7092          |
| 7                       | 12.5241                | 12.8171          |
| 8                       | 12.6320                | 12.9250          |
| 9                       | 12.7399                | 13.0329          |
| 10                      | 13.1822                | 13.4752          |
| 11                      | 13.3128                | 13.6058          |
| 12                      | 13.3260                | 13.6190          |
| 13                      | 13.4276                | 13.6288          |
| 14                      | 13.5582                | 13.7047          |
| 15                      | 13.6889                | 13.8354          |
| 16                      | 13.8195                | 13.9660          |
| 17                      | 13.9502                | 14.0967          |
| 18                      | 14.0808                | 14.2273          |
| 19                      | 14.2114                | 14.3579          |
| 20                      | 14.3421                | 14.4886          |
| 21                      | 14.4727                | 14.6192          |
| 22                      | 14.6034                | 14.7499          |
| 23                      | 14.7340                | 14.8805          |
| 24                      | 14.8646                | 15.0111          |
| 25                      | 14.9942                | 15.1407          |
| 26                      | 15.0040                | 15.1504          |
| 27                      | 15.1101                | 15.1603          |
| 28                      | 15.2407                | 15.2407          |
| 29                      | 15.3714                | 15.3714          |
| 30                      | 15.3714                | 15.3714          |
| 31                      | 15.3714                | 15.3714          |

### 1.2.3. : Polyvalente arbeider

| ANCIENNITEIT (in jaren) | UURLOON                |                  |
|-------------------------|------------------------|------------------|
|                         | Met standplaatstoelage | Met haardtoelage |
| 0                       | 11.5576                | 11.8506          |
| 1                       | 12.4220                | 12.7150          |
| 2                       | 12.5356                | 12.8286          |
| 3                       | 12.6492                | 12.9422          |
| 4                       | 12.7628                | 13.0558          |
| 5                       | 12.8765                | 13.1695          |
| 6                       | 12.9901                | 13.2831          |
| 7                       | 13.1037                | 13.3967          |
| 8                       | 13.2173                | 13.5103          |
| 9                       | 13.3175                | 13.6105          |
| 10                      | 13.6258                | 13.7723          |
| 11                      | 13.7621                | 13.9086          |
| 12                      | 13.8984                | 14.0449          |
| 13                      | 14.0347                | 14.1812          |
| 14                      | 14.1710                | 14.3175          |
| 15                      | 14.3072                | 14.4537          |
| 16                      | 14.4435                | 14.5900          |
| 17                      | 14.5798                | 14.7263          |
| 18                      | 14.7161                | 14.8626          |
| 19                      | 14.8524                | 14.9989          |
| 20                      | 14.9887                | 15.1352          |
| 21                      | 15.0054                | 15.1519          |
| 22                      | 15.1148                | 15.1607          |
| 23                      | 15.2511                | 15.2511          |
| 24                      | 15.3873                | 15.3873          |
| 25                      | 15.5236                | 15.5236          |
| 26                      | 15.6602                | 15.6602          |
| 27                      | 15.7992                | 15.7992          |
| 28                      | 15.9382                | 15.9382          |
| 29                      | 16.0772                | 16.0772          |
| 30                      | 16.0772                | 16.0772          |
| 31                      | 16.0772                | 16.0772          |

### 1.2.4. : Gewaarborgd minimumloon

Toegekend aan het werkklieden personeel van 21 jaar of ouder.

| SOORT BEDRAG  |           |
|---------------|-----------|
| Maandbedrag   | 1707.1000 |
| Uurloonbedrag | 10.3667   |