FEDERALE OVERHEIDSDIENST
Werkgelegenheid, Arbeid
en Sociaal Overleg

Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3180201: gezinszorg en aanvullende thuiszorg

Inwerkingtreding 01/08/2026 (Laatst bewerkt 24/08/2026)

Deze sub-sector is geen officieel Paritair Subcomité (PSC). De onderstaande loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Subcomité (PSC 318.02).

Indexatie met 2% in 8/2026.
In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

Om de overeenstemmende bruto maandlonen te bepalen, worden de geïndexeerde baremieke bruto jaarlonen gedeeld door 12. Om de overeenstemmende bruto uurlonen te bepalen, worden de geïndexeerde baremieke bruto jaarlonen gedeeld door het getal 1976 (overeenkomend met een wekelijkse arbeidsduur van 38 uur x 52 weken).

1. UURSTELSEL (op weekbasis): 38u

1.1. : Barema

1.1.1. FUNCTIEGROEP: Jaarloon

1.1.1.1. DEEL: 1

Anciënniteit (in jaren)	Barema				
	B2B ter : Verzorgend personeel	B4 bis: Logistiek personeel	A1 : Adm. mede.	A2 : Adm. mede.	A3 : Adm. mede.
0	35182.22	30088.37	39262.08	33751.94	31203.53
1	35909.15	31120.67	39595.55	35364.11	32688.72
2	36595.78	31505.10	40295.91	36423.17	33662.57
3	37243.33	31890.61	41220.70	37223.78	34397.69
4	37852.99	32128.63	42212.14	38085.44	35189.38
5	38426.26	32540.46	42830.16	38643.02	35704.57
6	38964.71	33036.72	43621.99	39228.66	37016.40
7	39469.90	33398.35	46506.29	39711.77	37472.37
8	39943.36	33736.66	46506.29	40476.15	37930.73
9	40386.62	34052.90	46952.56	40898.28	38326.42
10	40801.29	34348.44	46952.56	41136.09	38326.42
11	41188.76	34734.09	47097.75	41501.21	38533.97
12	41550.74	34991.28	48162.62	42383.00	39823.85
13	41888.40	35230.99	48351.51	42549.22	39979.92
14	42608.52	35454.39	50153.01	44155.70	41133.41
15	42758.11	35662.30	50153.01	44155.70	41133.41

16	44318.50	36150.69	52920.32	45928.25	42274.98
17	44336.92	36150.69	54058.38	45928.25	42274.98
18	45919.52	36971.74	55687.62	47701.27	43906.69
19	45937.95	36971.74	56825.71	47701.27	43906.69
20	47625.56	38008.13	56825.71	49463.75	45538.40
21	47643.99	38008.13	57963.60	49463.75	45538.40
22	49324.32	39746.77	58052.66	51201.68	47170.09
23	50996.92	40928.49	60027.73	52939.50	48801.65
24	52651.44	42065.82	62002.67	54677.57	50404.61
25	52745.43	42142.35	62113.68	54775.29	50494.59
26	52832.56	42499.54	62216.38	54865.83	50577.81
27	52913.30	42565.73	62311.90	54949.64	50654.88
28	52988.21	42933.26	62400.25	55027.33	50726.58
29	53057.44	42990.35	62481.88	55099.29	50792.84
30	53121.60	43366.87	62557.79	55166.15	50854.28
31	53180.96	43416.33	62627.85	55227.88	50911.02
32	53236.02	43462.00	62692.96	55285.08	50963.53
33	53286.92	43504.29	62753.08	55337.88	51012.26
34	53334.08	43543.58	62808.80	55386.88	51057.46
35	53377.79	43579.91	62860.30	55432.38	51099.13

1.1.1.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	D1	B1B ter : Omkaderingspers.	K5	K3	K2	K1
0	25328.52	43441.60	47362.71	49179.98	50901.82	52623.95
1	27381.29	44962.43	48943.83	50789.60	52569.25	54348.75
2	27381.29	46419.95	50158.57	52050.70	53875.53	55700.07
3	27529.81	47812.90	51195.84	53127.90	54991.20	56854.05
4	28852.13	49137.67	52555.92	54540.51	56454.12	58367.91
5	30191.30	50376.52	55109.68	57192.56	59200.83	61209.08
6	31227.50	51552.70	55109.68	57192.56	59200.83	61209.08
7	31613.35	52666.95	57377.89	59547.80	61640.32	63732.71
8	32000.39	53721.24	57377.89	59547.80	61640.32	63732.71
9	32238.73	54716.59	59111.01	61347.62	63504.21	65660.95
10	32652.53	55655.08	59111.01	61347.62	63504.21	65660.95
11	33150.21	56538.55	61416.82	63742.05	65984.38	68226.41
12	33513.06	57369.47	61416.82	63742.05	65984.38	68226.41
13	33852.52	58149.66	63878.83	66298.74	68632.33	70965.63
14	34170.16	58881.65	63878.83	66298.74	68632.33	70965.63
15	34466.39	59567.54	66341.00	68855.55	71280.57	73705.29
16	34853.62	60281.04	66341.00	68855.55	71280.57	73705.29
17	35111.39	60949.16	69076.43	71696.31	74222.55	76749.09
18	35351.70	61574.38	69076.43	71696.31	74222.55	76749.09
19	35576.55	62158.48	69076.43	71696.31	74222.55	76749.09
20	35784.54	62704.46	71538.46	74253.25	76870.63	79488.43
21	36274.89	63213.97	71538.46	74253.25	76870.63	79488.43

22	36274.89	64490.71	74274.18	77093.86	79812.90	82532.08
23	37098.93	66616.29	77009.74	79934.75	82755.29	85575.86
24	37098.93	68718.87	79198.23	82207.50	85109.22	88010.82
25	38138.71	68842.11	79340.56	82355.22	85262.08	88169.27
26	38138.71	68956.41	79472.35	82492.14	85403.98	88315.83
27	39883.36	69062.20	79594.66	82618.98	85535.49	88452.00
28	41068.87	69160.23	79707.70	82736.45	85657.19	88577.80
29	42210.16	69250.95	79812.60	82845.41	85769.97	88694.38
30	42287.29	69335.09	79909.73	82946.34	85874.42	88802.48
31	42645.58	69413.00	79999.56	83039.68	85971.10	88902.55
32	42712.00	69485.03	80083.07	83126.13	86060.63	88995.14
33	43081.00	69551.89	80160.02	83206.14	86143.59	89080.88
34	43138.30	69613.66	80231.39	83280.30	86220.38	89160.43
35	43515.83	69670.96	80297.65	83349.06	86291.60	89234.02

1.1.2. FUNCTIEGROEP: Maandbedragen

1.1.2.1. DEEL: 1

Anciënniteit (in jaren)	Barema				
	B2B ter : Verzorgend personeel	B4 bis: Logistiek personeel	A1 : Adm. mede.	A2 : Adm. mede.	A3 : Adm. mede.
0	2931.85	2507.36	3271.84	2812.66	2600.29
1	2992.43	2593.39	3299.63	2947.01	2724.06
2	3049.65	2625.43	3357.99	3035.26	2805.21
3	3103.61	2657.55	3435.06	3101.98	2866.47
4	3154.42	2677.39	3517.68	3173.79	2932.45
5	3202.19	2711.71	3569.18	3220.25	2975.38
6	3247.06	2753.06	3635.17	3269.06	3084.70
7	3289.16	2783.20	3875.52	3309.31	3122.70
8	3328.61	2811.39	3875.52	3373.01	3160.89
9	3365.55	2837.74	3912.71	3408.19	3193.87
10	3400.11	2862.37	3912.71	3428.01	3193.87
11	3432.40	2894.51	3924.81	3458.43	3211.16
12	3462.56	2915.94	4013.55	3531.92	3318.65
13	3490.70	2935.92	4029.29	3545.77	3331.66
14	3550.71	2954.53	4179.42	3679.64	3427.78
15	3563.18	2971.86	4179.42	3679.64	3427.78
16	3693.21	3012.56	4410.03	3827.35	3522.92
17	3694.74	3012.56	4504.87	3827.35	3522.92
18	3826.63	3080.98	4640.64	3975.11	3658.89
19	3828.16	3080.98	4735.48	3975.11	3658.89
20	3968.80	3167.34	4735.48	4121.98	3794.87
21	3970.33	3167.34	4830.30	4121.98	3794.87
22	4110.36	3312.23	4837.72	4266.81	3930.84
23	4249.74	3410.71	5002.31	4411.63	4066.80
24	4387.62	3505.49	5166.89	4556.46	4200.38
25	4395.45	3511.86	5176.14	4564.61	4207.88
26	4402.71	3541.63	5184.70	4572.15	4214.82

27	4409.44	3547.14	5192.66	4579.14	4221.24
28	4415.68	3577.77	5200.02	4585.61	4227.22
29	4421.45	3582.53	5206.82	4591.61	4232.74
30	4426.80	3613.91	5213.15	4597.18	4237.86
31	4431.75	3618.03	5218.99	4602.32	4242.59
32	4436.34	3621.83	5224.41	4607.09	4246.96
33	4440.58	3625.36	5229.42	4611.49	4251.02
34	4444.51	3628.63	5234.07	4615.57	4254.79
35	4448.15	3631.66	5238.36	4619.37	4258.26

1.1.2.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	D1	B1B ter : Omkaderingspers.	K5	K3	K2	K1
0	2110.71	3620.13	3946.89	4098.33	4241.82	4385.33
1	2281.77	3746.87	4078.65	4232.47	4380.77	4529.06
2	2281.77	3868.33	4179.88	4337.56	4489.63	4641.67
3	2294.15	3984.41	4266.32	4427.33	4582.60	4737.84
4	2404.34	4094.81	4379.66	4545.04	4704.51	4863.99
5	2515.94	4198.04	4592.47	4766.05	4933.40	5100.76
6	2602.29	4296.06	4592.47	4766.05	4933.40	5100.76
7	2634.45	4388.91	4781.49	4962.32	5136.69	5311.06
8	2666.70	4476.77	4781.49	4962.32	5136.69	5311.06
9	2686.56	4559.72	4925.92	5112.30	5292.02	5471.75
10	2721.04	4637.92	4925.92	5112.30	5292.02	5471.75
11	2762.52	4711.55	5118.07	5311.84	5498.70	5685.53
12	2792.76	4780.79	5118.07	5311.84	5498.70	5685.53
13	2821.04	4845.81	5323.24	5524.90	5719.36	5913.80
14	2847.51	4906.80	5323.24	5524.90	5719.36	5913.80
15	2872.20	4963.96	5528.42	5737.96	5940.05	6142.11
16	2904.47	5023.42	5528.42	5737.96	5940.05	6142.11
17	2925.95	5079.10	5756.37	5974.69	6185.21	6395.76
18	2945.98	5131.20	5756.37	5974.69	6185.21	6395.76
19	2964.71	5179.87	5756.37	5974.69	6185.21	6395.76
20	2982.05	5225.37	5961.54	6187.77	6405.89	6624.04
21	3022.91	5267.83	5961.54	6187.77	6405.89	6624.04
22	3022.91	5374.23	6189.52	6424.49	6651.08	6877.67
23	3091.58	5551.36	6417.48	6661.23	6896.27	7131.32
24	3091.58	5726.57	6599.85	6850.63	7092.44	7334.24
25	3178.23	5736.84	6611.71	6862.94	7105.17	7347.44
26	3178.23	5746.37	6622.70	6874.35	7117.00	7359.65
27	3323.61	5755.18	6632.89	6884.92	7127.96	7371.00
28	3422.41	5763.35	6642.31	6894.70	7138.10	7381.48
29	3517.51	5770.91	6651.05	6903.78	7147.50	7391.20
30	3523.94	5777.92	6659.14	6912.20	7156.20	7400.21
31	3553.80	5784.42	6666.63	6919.97	7164.26	7408.55
32	3559.33	5790.42	6673.59	6927.18	7171.72	7416.26

33	3590.08	5795.99	6680.00	6933.85	7178.63	7423.41
34	3594.86	5801.14	6685.95	6940.03	7185.03	7430.04
35	3626.32	5805.91	6691.47	6945.76	7190.97	7436.17

1.1.3. FUNCTIEGROEP: Uurbedragen

1.1.3.1. DEEL: 1

Anciënniteit (in jaren)	Barema				
	B2B ter : Verzorgend personeel	B4 bis: Logistiek personeel	A1 : Adm. mede.	A2 : Adm. mede.	A3 : Adm. mede.
0	17.8048	15.2269	19.8695	17.0809	15.7913
1	18.1726	15.7493	20.0382	17.8968	16.5429
2	18.5201	15.9439	20.3927	18.4328	17.0357
3	18.8478	16.1390	20.8607	18.8379	17.4077
4	19.1564	16.2594	21.3624	19.2740	17.8084
5	19.4465	16.4678	21.6752	19.5562	18.0691
6	19.7190	16.7190	22.0759	19.8526	18.7330
7	19.9746	16.9020	23.5356	20.0970	18.9638
8	20.2143	17.0732	23.5356	20.4839	19.1957
9	20.4386	17.2332	23.7614	20.6975	19.3960
10	20.6484	17.3828	23.7614	20.8179	19.3960
11	20.8445	17.5780	23.8349	21.0026	19.5010
12	21.0277	17.7081	24.3738	21.4489	20.1538
13	21.1986	17.8294	24.4694	21.5330	20.2328
14	21.5630	17.9425	25.3811	22.3460	20.8165
15	21.6387	18.0477	25.3811	22.3460	20.8165
16	22.4284	18.2949	26.7815	23.2430	21.3942
17	22.4377	18.2949	27.3575	23.2430	21.3942
18	23.2386	18.7104	28.1820	24.1403	22.2200
19	23.2480	18.7104	28.7580	24.1403	22.2200
20	24.1020	19.2349	28.7580	25.0323	23.0457
21	24.1113	19.2349	29.3338	25.0323	23.0457
22	24.9617	20.1148	29.3789	25.9118	23.8715
23	25.8082	20.7128	30.3784	26.7912	24.6972
24	26.6455	21.2884	31.3779	27.6708	25.5084
25	26.6930	21.3271	31.4340	27.7203	25.5539
26	26.7371	21.5079	31.4860	27.7661	25.5961
27	26.7780	21.5414	31.5344	27.8085	25.6351
28	26.8159	21.7274	31.5791	27.8478	25.6713
29	26.8509	21.7563	31.6204	27.8843	25.7049
30	26.8834	21.9468	31.6588	27.9181	25.7360
31	26.9134	21.9718	31.6943	27.9493	25.7647
32	26.9413	21.9949	31.7272	27.9783	25.7913
33	26.9671	22.0163	31.7576	28.0050	25.8159
34	26.9909	22.0362	31.7858	28.0298	25.8388
35	27.0131	22.0546	31.8119	28.0528	25.8599

1.1.3.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	D1	B1B ter : Omkaderingspers.	K5	K3	K2	K1
0	12.7742	21.9846	23.9690	24.8887	25.7600	26.6316
1	13.8095	22.7543	24.7691	25.7032	26.6039	27.5044
2	13.8095	23.4919	25.3839	26.3414	27.2649	28.1883
3	13.8844	24.1968	25.9088	26.8866	27.8296	28.7723
4	14.5513	24.8672	26.5971	27.6015	28.5699	29.5384
5	15.2267	25.4942	27.8895	28.9436	29.9599	30.9763
6	15.7493	26.0894	27.8895	28.9436	29.9599	30.9763
7	15.9439	26.6533	29.0374	30.1355	31.1945	32.2534
8	16.1391	27.1869	29.0374	30.1355	31.1945	32.2534
9	16.2593	27.6906	29.9145	31.0464	32.1378	33.2292
10	16.4680	28.1655	29.9145	31.0464	32.1378	33.2292
11	16.7190	28.6126	31.0814	32.2581	33.3929	34.5275
12	16.9020	29.0331	31.0814	32.2581	33.3929	34.5275
13	17.0732	29.4280	32.3273	33.5520	34.7330	35.9138
14	17.2334	29.7984	32.3273	33.5520	34.7330	35.9138
15	17.3828	30.1455	33.5734	34.8459	36.0732	37.3002
16	17.5781	30.5066	33.5734	34.8459	36.0732	37.3002
17	17.7081	30.8447	34.9577	36.2836	37.5620	38.8406
18	17.8293	31.1611	34.9577	36.2836	37.5620	38.8406
19	17.9427	31.4567	34.9577	36.2836	37.5620	38.8406
20	18.0476	31.7330	36.2037	37.5776	38.9021	40.2269
21	18.2949	31.9909	36.2037	37.5776	38.9021	40.2269
22	18.2949	32.6370	37.5881	39.0151	40.3911	41.7672
23	18.7105	33.7127	38.9725	40.4528	41.8802	43.3076
24	18.7105	34.7768	40.0801	41.6030	43.0715	44.5399
25	19.2349	34.8391	40.1521	41.6777	43.1488	44.6201
26	19.2349	34.8970	40.2188	41.7470	43.2206	44.6942
27	20.1148	34.9505	40.2807	41.8112	43.2872	44.7632
28	20.7127	35.0001	40.3379	41.8707	43.3488	44.8268
29	21.2883	35.0460	40.3910	41.9258	43.4059	44.8858
30	21.3272	35.0886	40.4401	41.9769	43.4587	44.9405
31	21.5079	35.1280	40.4856	42.0241	43.5076	44.9912
32	21.5414	35.1645	40.5279	42.0679	43.5530	45.0380
33	21.7275	35.1983	40.5668	42.1084	43.5949	45.0814
34	21.7564	35.2296	40.6029	42.1459	43.6338	45.1217
35	21.9468	35.2586	40.6365	42.1807	43.6698	45.1589

1.2. : GGMI vanaf 21 jaar

25689.94