FEDERALE OVERHEIDSDIENST
Werkgelegenheid, Arbeid
en Sociaal Overleg

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3320010: instellingen gesubsidieerd door de franse gemeenschap

Inwerkingtreding 01/11/2023 (Laatst bewerkt 10/12/2024)

Indexatie met 2 % in 11/2023. In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

Voor onderhavig loonbarema zijn er nooit jongerenlonen geweest. Anderzijds is het barema beperkt tot de werknemers boven de vermelde aanvangsleeftijd. Gelet op haar suppletieve aard is de NAR-CAO 50 van toepassing.

**Deze sub-sector is geen officieel Paritair Subcomité (PSC). De onderstaande loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Comité (PC 332).**

## 1. SECTOR: Milieux d'Accueil d'Enfants (MAE)

### 1.1. : Gegradueerde verpleegkundige(n) - Sociaal assistent(e)(n) en andere gegradueerden die verantwoordelijk zijn voor een groep

| Dienst ancienniteït | Loon |
|---|---|
| | Geïndexeerd maandloon |
| 0 | 2941.79 |
| 1 | 3027.87 |
| 2 | 3039.37 |
| 3 | 3181.99 |
| 4 | 3181.99 |
| 5 | 3276.81 |
| 6 | 3276.81 |
| 7 | 3650.08 |
| 8 | 3650.08 |
| 9 | 3744.04 |
| 10 | 3804.88 |
| 11 | 3897.76 |
| 12 | 3897.76 |
| 13 | 3990.64 |
| 14 | 3990.64 |
| 15 | 4087.14 |
| 16 | 4403.45 |
| 17 | 4496.33 |
| 18 | 4496.67 |
| 19 | 4590.23 |
| 20 | 4602.41 |
| 21 | 4683.81 |

| | |
|---|---|
| 22 | 4683.81 |
| 23 | 4777.37 |
| 24 | 4777.37 |
| 25 | 4870.94 |
| 26 | 4870.94 |
| 27 | 4964.51 |
| 28 | 4964.51 |
| 29 | 4977.09 |

### 1.2. : Kinderverzorg(st)er(s) en gekwalificeerd opvangpersoneel

| Dienst ancienniteït | Loon |
|---|---|
| | Geïndexeerd maandloon |
| 0 | 2451.61 |
| 1 | 2627.37 |
| 2 | 2651.25 |
| 3 | 2675.12 |
| 4 | 2698.99 |
| 5 | 2722.87 |
| 6 | 2746.74 |
| 7 | 2770.62 |
| 8 | 2794.49 |
| 9 | 2818.37 |
| 10 | 2912.05 |
| 11 | 2940.68 |
| 12 | 2969.32 |
| 13 | 2997.95 |
| 14 | 3026.59 |
| 15 | 3055.23 |
| 16 | 3083.86 |
| 17 | 3112.51 |
| 18 | 3141.14 |
| 19 | 3169.78 |
| 20 | 3198.42 |
| 21 | 3227.06 |
| 22 | 3255.69 |
| 23 | 3284.33 |
| 24 | 3313.09 |
| 25 | 3342.69 |
| 26 | 3371.90 |
| 27 | 3401.10 |
| 28 | 3430.31 |
| 29 | 3459.52 |

### 1.3. : Gebrevetteerde verpleegkundige(n)

| Dienst ancienniteït | Loon |
|---|---|
| | Geïndexeerd maandloon |
| 0 | 2598.17 |

| | |
|---|---|
| 1 | 2795.50 |
| 2 | 2795.50 |
| 3 | 2841.05 |
| 4 | 2841.05 |
| 5 | 2901.77 |
| 6 | 2901.77 |
| 7 | 3294.04 |
| 8 | 3294.04 |
| 9 | 3386.92 |
| 10 | 3448.83 |
| 11 | 3541.71 |
| 12 | 3541.71 |
| 13 | 3634.59 |
| 14 | 3634.59 |
| 15 | 3727.47 |
| 16 | 3727.47 |
| 17 | 3820.35 |
| 18 | 3820.35 |
| 19 | 3913.23 |
| 20 | 3913.23 |
| 21 | 4006.11 |
| 22 | 4006.11 |
| 23 | 4098.99 |
| 24 | 4098.99 |
| 25 | 4191.87 |
| 26 | 4191.87 |
| 27 | 4284.75 |
| 28 | 4284.75 |
| 29 | 4284.75 |
| 30 | 4284.75 |
| 31 | 4291.68 |

**1.4. : Administratief personeel - niveau opsteller(ster)**

| Dienst ancienniteït | Loon |
|---|---|
| | Geïndexeerd maandloon |
| 0 | 2335.49 |
| 1 | 2532.17 |
| 2 | 2554.07 |
| 3 | 2575.98 |
| 4 | 2597.88 |
| 5 | 2619.78 |
| 6 | 2672.73 |
| 7 | 2725.68 |
| 8 | 2778.62 |
| 9 | 2831.57 |
| 10 | 2945.04 |
| 11 | 2997.98 |

| | |
|---|---|
| 12 | 3050.94 |
| 13 | 3103.88 |
| 14 | 3156.82 |
| 15 | 3209.77 |
| 16 | 3262.72 |
| 17 | 3316.42 |
| 18 | 3370.41 |
| 19 | 3424.38 |
| 20 | 3478.38 |
| 21 | 3532.37 |
| 22 | 3586.37 |
| 23 | 3640.36 |
| 24 | 3694.34 |
| 25 | 3748.34 |
| 26 | 3802.32 |
| 27 | 3856.32 |
| 28 | 3910.30 |
| 29 | 3964.30 |

### 1.5. : Intendancepersoneel - Ongeschoolde arbeider

| Dienst ancienniteït | Loon | |
|---|---|---|
| | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 0 | 2098.1300 | 12.7417 |
| 1 | 2266.8300 | 13.7662 |
| 2 | 2278.7400 | 13.8385 |
| 3 | 2290.6500 | 13.9108 |
| 4 | 2302.5600 | 13.9831 |
| 5 | 2314.4600 | 14.0554 |
| 6 | 2326.3700 | 14.1277 |
| 7 | 2338.2700 | 14.2000 |
| 8 | 2350.1800 | 14.2723 |
| 9 | 2362.0900 | 14.3447 |
| 10 | 2435.4100 | 14.7899 |
| 11 | 2450.0900 | 14.8791 |
| 12 | 2459.2200 | 14.9345 |
| 13 | 2471.1300 | 15.0068 |
| 14 | 2483.0300 | 15.0791 |
| 15 | 2494.9400 | 15.1515 |
| 16 | 2506.8500 | 15.2238 |
| 17 | 2518.7500 | 15.2961 |
| 18 | 2530.6600 | 15.3684 |
| 19 | 2542.5700 | 15.4407 |
| 20 | 2554.4800 | 15.5130 |
| 21 | 2566.3800 | 15.5853 |
| 22 | 2578.2900 | 15.6576 |
| 23 | 2590.2000 | 15.7300 |
| 24 | 2602.1000 | 15.8023 |

| | | |
|---|---|---|
| 25 | 2614.0100 | 15.8746 |
| 26 | 2625.9200 | 15.9469 |
| 27 | 2637.8300 | 16.0192 |

### 1.6. : Intendancepersoneel - Halfgeschoolde arbeider

| Dienst ancienniteït | Loon | |
|---|---|---|
| | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 0 | 2131.0200 | 12.9414 |
| 1 | 2307.3000 | 14.0119 |
| 2 | 2329.3200 | 14.1457 |
| 3 | 2351.3500 | 14.2794 |
| 4 | 2373.4100 | 14.4134 |
| 5 | 2395.4000 | 14.5469 |
| 6 | 2417.4300 | 14.6807 |
| 7 | 2439.4500 | 14.8145 |
| 8 | 2461.4700 | 14.9482 |
| 9 | 2483.4900 | 15.0819 |
| 10 | 2567.4500 | 15.5918 |
| 11 | 2594.2200 | 15.7544 |
| 12 | 2621.0000 | 15.9170 |
| 13 | 2647.7700 | 16.0796 |
| 14 | 2674.5500 | 16.2422 |
| 15 | 2701.3200 | 16.4048 |
| 16 | 2728.0900 | 16.5674 |
| 17 | 2754.8700 | 16.7300 |
| 18 | 2781.6400 | 16.8926 |
| 19 | 2808.4200 | 17.0552 |
| 20 | 2835.1900 | 17.2178 |
| 21 | 2861.9700 | 17.3804 |
| 22 | 2888.7400 | 17.5430 |
| 23 | 2915.5200 | 17.7056 |
| 24 | 2942.2900 | 17.8682 |
| 25 | 2969.0700 | 18.0308 |
| 26 | 2995.8400 | 18.1934 |
| 27 | 3022.6200 | 18.3560 |
| 28 | 3049.3900 | 18.5186 |
| 29 | 3076.1700 | 18.6812 |

### 1.7. : Andere gegardueerde(n) niet verantwoordelijk voor een groep

| Dienst ancienniteït | Loon |
|---|---|
| | Geïndexeerd maandloon |
| 0 | 2941.79 |
| 1 | 3013.88 |
| 2 | 3039.37 |
| 3 | 3181.99 |
| 4 | 3181.99 |

| | |
|---|---|
| 5 | 3276.81 |
| 6 | 3276.81 |
| 7 | 3637.83 |
| 8 | 3637.83 |
| 9 | 3734.08 |
| 10 | 3792.11 |
| 11 | 3884.68 |
| 12 | 3884.68 |
| 13 | 3977.25 |
| 14 | 3977.25 |
| 15 | 4081.96 |
| 16 | 4388.67 |
| 17 | 4481.24 |
| 18 | 4481.24 |
| 19 | 4573.81 |
| 20 | 4573.81 |
| 21 | 4666.38 |
| 22 | 4666.38 |
| 23 | 4758.95 |
| 24 | 4758.95 |
| 25 | 4851.52 |

**1.8. : Leidende Functies**

| Dienst ancienniteït | Loon |
|---|---|
| | Geïndexeerd maandloon |
| 0 | 3368.77 |
| 1 | 3533.83 |
| 2 | 3533.83 |
| 3 | 3681.68 |
| 4 | 3681.68 |
| 5 | 3829.52 |
| 6 | 3829.52 |
| 7 | 3977.37 |
| 8 | 3977.37 |
| 9 | 4125.21 |
| 10 | 4180.22 |
| 11 | 4328.07 |
| 12 | 4328.07 |
| 13 | 4475.91 |
| 14 | 4475.91 |
| 15 | 4623.76 |
| 16 | 4623.76 |
| 17 | 4771.60 |
| 18 | 4771.60 |
| 19 | 4919.45 |
| 20 | 4919.45 |
| 21 | 5067.30 |

| | |
|---|---|
| 22 | 5067.30 |
| 23 | 5215.14 |
| 24 | 5215.14 |
| 25 | 5215.14 |
| 26 | 5215.14 |
| 27 | 5215.14 |
| 28 | 5215.14 |
| 29 | 5215.14 |

# 2. SECTOR: Diensten voor gezondheidspromotie op school (PSE)

## 2.1. : Werknemers die hoofdzakelijk handenarbeid uitoefenen

### 2.1.1. : Onderhoudspersoneel

#### 2.1.1.1. : Ongeschoold arbeider (m/v)

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING | |
|---|---|---|
| | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 0 jaar | 2118.1800 | 12.8634 |
| 1 | 2267.9600 | 13.7731 |
| 2 | 2279.8800 | 13.8454 |
| 3 | 2291.7900 | 13.9178 |
| 4 | 2303.7000 | 13.9901 |
| 5 | 2315.6200 | 14.0624 |
| 6 | 2327.5300 | 14.1348 |
| 7 | 2339.4400 | 14.2071 |
| 8 | 2351.3500 | 14.2795 |
| 9 | 2427.6100 | 14.7425 |
| 10 | 2441.9700 | 14.8298 |
| 11 | 2460.4400 | 14.9420 |
| 12 | 2460.4400 | 14.9420 |
| 13 | 2472.3600 | 15.0143 |
| 14 | 2484.2700 | 15.0867 |
| 15 | 2598.7100 | 15.7816 |
| 16 | 2598.7100 | 15.7816 |
| 17 | 2608.9200 | 15.8437 |
| 18 | 2608.9200 | 15.8437 |
| 19 | 2619.1400 | 15.9057 |
| 20 | 2619.1400 | 15.9057 |
| 21 | 2629.3600 | 15.9678 |
| 22 | 2629.3600 | 15.9678 |
| 23 | 2639.5700 | 16.0298 |
| 24 | 2639.5700 | 16.0298 |
| 25 | 2649.7900 | 16.0918 |
| 26 | 2649.7900 | 16.0918 |
| 27 | 2660.0100 | 16.1539 |
| 28 | 2660.0100 | 16.1539 |
| 29 | 2806.4000 | 17.0429 |

## 2.2. : Werknemers die hoofdzakelijk intellectuele arbeid uitoefenen

### 2.2.1. : Administratief personeel

#### 2.2.1.1. : Klerk (m/v)

Houder van een einddiploma of van een attest van studies van het lager secundair onderwijs (algemene of technische opleiding).

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|---|---|
| | Geïndexeerd maandloon |
| 0 jaar | 2292.73 |
| 1 | 2473.97 |
| 2 | 2497.79 |
| 3 | 2521.61 |
| 4 | 2545.43 |
| 5 | 2569.26 |
| 6 | 2593.08 |
| 7 | 2616.90 |
| 8 | 2640.72 |
| 9 | 2664.54 |
| 10 | 2758.00 |
| 11 | 2786.57 |
| 12 | 2815.15 |
| 13 | 2843.72 |
| 14 | 2872.30 |
| 15 | 2900.87 |
| 16 | 2929.45 |
| 17 | 2958.02 |
| 18 | 2986.60 |
| 19 | 3015.17 |
| 20 | 3043.74 |
| 21 | 3072.32 |
| 22 | 3100.89 |
| 23 | 3129.48 |
| 24 | 3158.04 |
| 25 | 3186.62 |
| 26 | 3215.20 |
| 27 | 3243.77 |
| 28 | 3272.35 |
| 29 | 3301.33 |

#### 2.2.1.2. : Opsteller (m/v)

Houder van een einddiploma van het hoger secundair onderwijs (algemene of technische opleiding) of opleidingen en ervaring aantonen die gelijkwaardig worden geacht.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|---|---|
| | Geïndexeerd maandloon |
| 0 jaar | 2338.23 |
| 1 | 2535.14 |
| 2 | 2557.07 |

| | |
|---|---|
| 3 | 2578.99 |
| 4 | 2600.92 |
| 5 | 2622.86 |
| 6 | 2675.87 |
| 7 | 2728.87 |
| 8 | 2781.88 |
| 9 | 2834.89 |
| 10 | 2948.49 |
| 11 | 3001.50 |
| 12 | 3054.51 |
| 13 | 3107.52 |
| 14 | 3160.52 |
| 15 | 3213.53 |
| 16 | 3266.54 |
| 17 | 3320.30 |
| 18 | 3374.36 |
| 19 | 3428.37 |
| 20 | 3482.46 |
| 21 | 3536.52 |
| 22 | 3590.57 |
| 23 | 3644.62 |
| 24 | 3698.68 |
| 25 | 3752.73 |
| 26 | 3806.78 |
| 27 | 3860.84 |
| 28 | 3914.89 |
| 29 | 3968.94 |

**2.2.1.3. : Graduaat boekhouding of ander graduaat in administratieve richting (m/v)**

Houder van een diploma niet-universitair hoger onderwijs - van het korte type of opleidingen en ervaring aantonen die gelijkwaardig worden geacht.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|---|---|
| | Geïndexeerd maandloon |
| 0 jaar | 2809.56 |
| 1 | 3014.07 |
| 2 | 3014.07 |
| 3 | 3104.95 |
| 4 | 3104.95 |
| 5 | 3195.83 |
| 6 | 3195.83 |
| 7 | 3642.10 |
| 8 | 3642.10 |
| 9 | 3734.78 |
| 10 | 3796.56 |
| 11 | 3889.24 |
| 12 | 3889.24 |
| 13 | 3981.91 |

| | |
|---|---|
| 14 | 3981.91 |
| 15 | 4074.59 |
| 16 | 4393.82 |
| 17 | 4486.49 |
| 18 | 4486.49 |
| 19 | 4579.17 |
| 20 | 4579.17 |
| 21 | 4671.85 |
| 22 | 4671.85 |
| 23 | 4764.53 |
| 24 | 4764.53 |
| 25 | 4857.21 |
| 26 | 4857.21 |
| 27 | 4949.88 |
| 28 | 4949.88 |
| 29 | 4949.88 |

### 2.2.2. : Paramedisch (en sociaal) personeel

#### 2.2.2.1. : Gebrevetteerd verpleger A2 (m/v)

Houder van een brevet van verpleegkundige.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|---|---|
| | Geïndexeerd maandloon |
| 0 jaar | 2592.48 |
| 1 | 2789.39 |
| 2 | 2789.39 |
| 3 | 2834.83 |
| 4 | 2834.83 |
| 5 | 2895.42 |
| 6 | 2895.42 |
| 7 | 3286.83 |
| 8 | 3286.83 |
| 9 | 3379.51 |
| 10 | 3441.29 |
| 11 | 3533.96 |
| 12 | 3533.96 |
| 13 | 3626.64 |
| 14 | 3626.64 |
| 15 | 3719.32 |
| 16 | 3719.32 |
| 17 | 3811.99 |
| 18 | 3811.99 |
| 19 | 3904.67 |
| 20 | 3904.67 |
| 21 | 3997.35 |
| 22 | 3997.35 |
| 23 | 4090.03 |
| 24 | 4090.03 |

| | |
|---|---|
| 25 | 4182.70 |
| 26 | 4182.70 |
| 27 | 4275.38 |
| 28 | 4275.38 |
| 29 | 4275.38 |

### 2.2.2.2. : Sociaal assistent (m/v)

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|---|---|
| | Geïndexeerd maandloon |
| 0 jaar | 2809.56 |
| 1 | 3014.07 |
| 2 | 3014.07 |
| 3 | 3104.95 |
| 4 | 3104.95 |
| 5 | 3195.83 |
| 6 | 3195.83 |
| 7 | 3642.10 |
| 8 | 3642.10 |
| 9 | 3734.78 |
| 10 | 3796.56 |
| 11 | 3889.24 |
| 12 | 3889.24 |
| 13 | 3981.91 |
| 14 | 3981.91 |
| 15 | 4074.59 |
| 16 | 4393.82 |
| 17 | 4486.49 |
| 18 | 4486.49 |
| 19 | 4579.17 |
| 20 | 4579.17 |
| 21 | 4671.85 |
| 22 | 4671.85 |
| 23 | 4764.53 |
| 24 | 4764.53 |
| 25 | 4857.21 |
| 26 | 4857.21 |
| 27 | 4949.88 |
| 28 | 4949.88 |
| 29 | 4949.88 |

### 2.2.2.3. : Graduaat verpleegkunde (m/v)

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|---|---|
| | Geïndexeerd maandloon |

| | |
|---|---|
| 0 jaar | 2809.56 |
| 1 | 3014.07 |
| 2 | 3014.07 |
| 3 | 3104.95 |
| 4 | 3104.95 |
| 5 | 3195.83 |
| 6 | 3195.83 |
| 7 | 3642.10 |
| 8 | 3642.10 |
| 9 | 3734.78 |
| 10 | 3796.56 |
| 11 | 3889.24 |
| 12 | 3889.24 |
| 13 | 3981.91 |
| 14 | 3981.91 |
| 15 | 4074.59 |
| 16 | 4393.82 |
| 17 | 4486.49 |
| 18 | 4486.49 |
| 19 | 4579.17 |
| 20 | 4579.17 |
| 21 | 4671.85 |
| 22 | 4671.85 |
| 23 | 4764.53 |
| 24 | 4764.53 |
| 25 | 4857.21 |
| 26 | 4857.21 |
| 27 | 4949.88 |
| 28 | 4949.88 |
| 29 | 4949.88 |

**2.2.2.4. : Graduaat verpleegkunde met specialisatie gekoppeld aan de functie (specialisatie in pediatrie, in gemeenschapsgezondheid, sociaal verpleegkundige, …) (m/v)**

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|---|---|
| | Geïndexeerd maandloon |
| 0 jaar | 3014.07 |
| 1 | 3104.95 |
| 2 | 3104.95 |
| 3 | 3195.83 |
| 4 | 3195.83 |
| 5 | 3642.10 |
| 6 | 3642.10 |
| 7 | 3734.78 |
| 8 | 3796.56 |
| 9 | 3889.24 |

| | |
|---|---|
| 10 | 3889.24 |
| 11 | 3981.91 |
| 12 | 3981.91 |
| 13 | 4074.59 |
| 14 | 4393.82 |
| 15 | 4486.49 |
| 16 | 4486.49 |
| 17 | 4579.17 |
| 18 | 4579.17 |
| 19 | 4671.85 |
| 20 | 4671.85 |
| 21 | 4764.53 |
| 22 | 4764.53 |
| 23 | 4857.21 |
| 24 | 4857.21 |
| 25 | 4949.88 |
| 26 | 4949.88 |
| 27 | 4949.88 |
| 28 | 4949.88 |
| 29 | 4949.88 |

# 3. SECTOR: Services SOS Enfants (SOS)

### 3.1. : Minimummaandloonschalen

| Ancienniteït | Soort werknemer | | | | |
|---|---|---|---|---|---|
| | Juristen/psychologen | Secretaresses | Sociaal assistenten | Huisdokters | Specialisten |
| 0 | 3787.49 | 2504.12 | 2812.39 | 4637.92 | 6122.30 |
| 1 | 3973.06 | 2701.22 | 3017.10 | 4746.15 | 6122.30 |
| 2 | 3973.06 | 2701.22 | 3017.10 | 4746.15 | 6354.24 |
| 3 | 4139.29 | 2746.71 | 3108.07 | 4935.57 | 6354.24 |
| 4 | 4139.29 | 2746.71 | 3108.07 | 4935.57 | 6586.18 |
| 5 | 4305.51 | 2807.36 | 3199.04 | 5124.98 | 6586.18 |
| 6 | 4305.51 | 2807.36 | 3199.04 | 5124.98 | 6818.11 |
| 7 | 4471.73 | 2928.65 | 3645.76 | 5314.40 | 6818.11 |
| 8 | 4471.73 | 2928.65 | 3645.76 | 5314.40 | 7050.05 |
| 9 | 4637.95 | 3049.95 | 3738.54 | 5503.80 | 7050.05 |
| 10 | 4699.80 | 3110.60 | 3800.38 | 5503.80 | 7281.99 |
| 11 | 4866.02 | 3216.73 | 3893.15 | 5693.22 | 7281.99 |
| 12 | 4866.02 | 3216.73 | 3893.15 | 5693.22 | 7513.93 |
| 13 | 5032.24 | 3323.63 | 3985.92 | 5882.63 | 7513.93 |
| 14 | 5032.24 | 3323.63 | 3985.92 | 5882.63 | 7745.86 |
| 15 | 5198.46 | 3431.87 | 4078.69 | 6072.04 | 7745.86 |
| 16 | 5198.46 | 3431.87 | 4398.24 | 6072.04 | 7977.81 |
| 17 | 5364.68 | 3540.11 | 4491.01 | 6261.46 | 7977.81 |
| 18 | 5364.68 | 3540.11 | 4491.01 | 6261.46 | 8209.75 |
| 19 | 5530.91 | 3648.35 | 4583.78 | 6450.87 | 8209.75 |
| 20 | 5530.91 | 3648.35 | 4583.78 | 6450.87 | 8441.68 |

| | | | | | |
|---|---|---|---|---|---|
| 21 | 5697.13 | 3756.58 | 4676.55 | 6640.28 | 8441.68 |
| 22 | 5697.13 | 3756.58 | 4676.55 | 6640.28 | 8673.62 |
| 23 | 5863.35 | 3864.82 | 4769.32 | 6829.69 | 8673.62 |
| 24 | 5863.35 | 3864.82 | 4769.32 | 6829.69 | 8673.62 |
| 25 | 5863.35 | 3973.06 | 4862.09 | 6829.69 | 8673.62 |
| 26 | 5863.35 | 3973.06 | 4862.09 | 6829.69 | 8673.62 |
| 27 | 5863.35 | 4081.29 | 4954.86 | 6829.69 | 8673.62 |
| 28 | 5863.35 | 4081.29 | 4954.86 | 6829.69 | 8673.62 |
| 29 | 5863.35 | 4189.53 | 4954.86 | 6829.69 | 8673.62 |

# 4. SECTOR: Diensten van "aide sociale aux justiciables (SASJ)

## 4.1. : Personeel met "bediendenstatuut"

### 4.1.1. : Administratief personeel

| ANCIENNITEIT (in jaren) | MAANDBEDRAG | | | |
|---|---|---|---|---|
| | Licenciaat | Gegradueerde | Niet-gegradueerde directiesecretaris | Opsteller |
| 0 | 3768.89 | 2798.57 | 2582.34 | 2329.06 |
| 1 | 3953.50 | 3002.22 | 2778.51 | 2525.23 |
| 2 | 3953.50 | 3002.22 | 2778.51 | 2546.99 |
| 3 | 4118.90 | 3092.83 | 2823.73 | 2568.91 |
| 4 | 4118.90 | 3092.83 | 2823.73 | 2590.67 |
| 5 | 4284.30 | 3183.26 | 2884.08 | 2612.60 |
| 6 | 4284.30 | 3183.26 | 2884.08 | 2665.30 |
| 7 | 4449.70 | 3627.79 | 3273.87 | 2718.17 |
| 8 | 4449.70 | 3627.79 | 3273.87 | 2771.03 |
| 9 | 4615.10 | 3720.10 | 3366.17 | 2823.73 |
| 10 | 4676.64 | 3781.63 | 3427.71 | 2936.95 |
| 11 | 4842.04 | 3873.94 | 3520.02 | 2989.64 |
| 12 | 4842.04 | 3873.94 | 3520.02 | 3042.51 |
| 13 | 5007.44 | 3966.25 | 3612.49 | 3095.38 |
| 14 | 5007.44 | 3966.25 | 3612.49 | 3148.08 |
| 15 | 5172.85 | 4059.06 | 3704.80 | 3200.94 |
| 16 | 5172.85 | 4376.61 | 3704.80 | 3253.81 |
| 17 | 5338.25 | 4468.91 | 3797.10 | 3307.36 |
| 18 | 5338.25 | 4468.91 | 3797.10 | 3361.08 |
| 19 | 5503.65 | 4561.22 | 3889.41 | 3414.96 |
| 20 | 5503.65 | 4561.22 | 3889.41 | 3468.85 |
| 21 | 5669.05 | 4653.52 | 3981.71 | 3522.57 |
| 22 | 5669.05 | 4653.52 | 3981.71 | 3576.45 |
| 23 | 5834.45 | 4745.83 | 4074.02 | 3630.34 |
| 24 | 5834.45 | 4745.83 | 4074.02 | 3684.23 |
| 25 | 5834.45 | 4838.13 | 4166.33 | 3737.95 |
| 26 | 5834.45 | 4838.13 | 4166.33 | 3791.83 |
| 27 | 5834.45 | 4930.44 | 4258.63 | 3845.72 |
| 28 | 5834.45 | 4930.44 | 4258.63 | 3899.61 |

| | | | | |
|---|---|---|---|---|
| 29 | 5834.45 | 4930.44 | 4258.63 | 3953.33 |

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

| ANCIENNITEIT (in jaren) | MAANDBEDRAG | | | |
|---|---|---|---|---|
| | Licenciaat 1/80 | Hoofdcoördinator 1/78 | Sociaal Assistent | Opvoeder klasse II |
| 0 | 3768.89 | 3608.41 | 2798.57 | 2582.34 |
| 1 | 3953.50 | 3751.21 | 3002.22 | 2778.51 |
| 2 | 3953.50 | 3751.21 | 3002.22 | 2778.51 |
| 3 | 4118.90 | 3855.75 | 3092.83 | 2823.73 |
| 4 | 4118.90 | 3855.75 | 3092.83 | 2823.73 |
| 5 | 4284.30 | 3960.13 | 3183.26 | 2884.08 |
| 6 | 4284.30 | 3960.13 | 3183.26 | 2884.08 |
| 7 | 4449.70 | 4064.50 | 3627.79 | 3273.87 |
| 8 | 4449.70 | 4064.50 | 3627.79 | 3273.87 |
| 9 | 4615.10 | 4168.88 | 3720.10 | 3366.17 |
| 10 | 4676.64 | 4230.41 | 3781.63 | 3427.71 |
| 11 | 4842.04 | 4334.96 | 3873.94 | 3520.02 |
| 12 | 4842.04 | 4334.96 | 3873.94 | 3520.02 |
| 13 | 5007.44 | 4439.33 | 3966.25 | 3612.49 |
| 14 | 5007.44 | 4439.33 | 3966.25 | 3612.49 |
| 15 | 5172.85 | 4543.71 | 4059.06 | 3704.80 |
| 16 | 5172.85 | 4543.71 | 4376.61 | 3704.80 |
| 17 | 5338.25 | 4648.08 | 4468.91 | 3797.10 |
| 18 | 5338.25 | 4648.08 | 4468.91 | 3797.10 |
| 19 | 5503.65 | 4752.63 | 4561.22 | 3889.41 |
| 20 | 5503.65 | 4752.63 | 4561.22 | 3889.41 |
| 21 | 5669.05 | 4857.00 | 4653.52 | 3981.71 |
| 22 | 5669.05 | 4857.00 | 4653.52 | 3981.71 |
| 23 | 5834.45 | 4961.38 | 4745.83 | 4074.02 |
| 24 | 5834.45 | 4961.38 | 4745.83 | 4074.02 |
| 25 | 5834.45 | 5065.75 | 4838.13 | 4166.33 |
| 26 | 5834.45 | 5065.75 | 4838.13 | 4166.33 |
| 27 | 5834.45 | 5170.30 | 4930.44 | 4258.63 |
| 28 | 5834.45 | 5170.30 | 4930.44 | 4258.63 |
| 29 | 5834.45 | 5170.30 | 4930.44 | 4258.63 |

### 4.2. : Werkliedenpersoneel

| ANCIENNITEIT (in jaren) | UURBEDRAG | | |
|---|---|---|---|
| | Ongeschoolde arbeider | Geschoolde arbeider | Polyvalente arbeider |
| 0 | 12.6585 | 13.5949 | 14.2865 |
| 1 | 13.7187 | 14.6912 | 15.3829 |
| 2 | 13.7910 | 14.8285 | 15.5274 |
| 3 | 13.8633 | 14.9648 | 15.6709 |
| 4 | 13.9355 | 15.1021 | 15.8154 |
| 5 | 14.0078 | 15.2383 | 15.9589 |

| | | | |
|---|---|---|---|
| 6 | 14.0790 | 15.3756 | 16.1034 |
| 7 | 14.1513 | 15.5119 | 16.2480 |
| 8 | 14.2236 | 15.6492 | 16.3915 |
| 9 | 14.2958 | 15.7865 | 16.5360 |
| 10 | 14.7397 | 16.3471 | 17.0955 |
| 11 | 14.8110 | 16.5133 | 17.2679 |
| 12 | 14.8832 | 16.6785 | 17.4414 |
| 13 | 14.9555 | 16.8436 | 17.6138 |
| 14 | 15.0277 | 17.0098 | 17.7872 |
| 15 | 15.1000 | 17.1750 | 17.9596 |
| 16 | 15.1712 | 17.3412 | 18.1330 |
| 17 | 15.2435 | 17.5064 | 18.3054 |
| 18 | 15.3158 | 17.6726 | 18.4778 |
| 19 | 15.3880 | 17.8378 | 18.6513 |
| 20 | 15.4603 | 18.0040 | 18.8237 |
| 21 | 15.5315 | 18.1691 | 18.9971 |
| 22 | 15.6038 | 18.3354 | 19.1695 |
| 23 | 15.6761 | 18.5005 | 19.3429 |
| 24 | 15.7483 | 18.6667 | 19.5153 |
| 25 | 15.8206 | 18.8319 | 19.6888 |
| 26 | 15.8918 | 18.9981 | 19.8612 |
| 27 | 15.9641 | 19.1633 | 20.0377 |
| 28 | 15.9641 | 19.3295 | 20.2142 |
| 29 | 15.9641 | 19.4947 | 20.3907 |

### 4.3. : Gewaarborgd minimumloon

| SOORT BEDRAG | |
|---|---|
| Maandbedrag | 2325.9800 |
| Uurloonbedrag | 14.1161 |

# 5. SECTOR: Maatschappelijke hulp aan gedetineerden

### 5.1. : Maandelijkse geindexeerde barema's

| Ancienniteït | Code | | |
|---|---|---|---|
| | Licenciaat | Maatschappelijk werker | Administratief werknemer |
| 0 | 3608.04 | 2798.26 | 2328.82 |
| 1 | 3750.90 | 3001.94 | 2524.93 |
| 2 | 3750.90 | 3001.94 | 2546.78 |
| 3 | 3855.30 | 3092.45 | 2568.62 |
| 4 | 3855.30 | 3092.45 | 2590.46 |
| 5 | 3959.71 | 3182.97 | 2612.30 |
| 6 | 3959.71 | 3182.97 | 2665.10 |
| 7 | 4064.12 | 3627.44 | 2717.89 |
| 8 | 4064.12 | 3627.44 | 2770.69 |
| 9 | 4168.52 | 3719.75 | 2823.48 |
| 10 | 4230.06 | 3781.28 | 2936.63 |
| 11 | 4334.46 | 3873.59 | 2989.42 |

| | | | |
|---|---|---|---|
| 12 | 4334.46 | 3873.59 | 3042.22 |
| 13 | 4438.87 | 3965.89 | 3095.01 |
| 14 | 4438.87 | 3965.89 | 3147.81 |
| 15 | 4543.28 | 4058.19 | 3200.60 |
| 16 | 4543.28 | 4376.14 | 3253.40 |
| 17 | 4647.68 | 4468.44 | 3306.94 |
| 18 | 4647.68 | 4468.44 | 3360.78 |
| 19 | 4752.09 | 4560.74 | 3414.61 |
| 20 | 4752.09 | 4560.74 | 3468.45 |
| 21 | 4856.50 | 4653.05 | 3522.28 |
| 22 | 4856.50 | 4653.05 | 3576.12 |
| 23 | 4960.90 | 4745.35 | 3629.96 |
| 24 | 4960.90 | 4745.35 | 3683.79 |
| 25 | 5065.31 | 4837.66 | 3737.63 |
| 26 | 5065.31 | 4837.66 | 3791.46 |
| 27 | 5169.72 | 4929.96 | 3845.30 |
| 28 | 5169.72 | 4929.96 | 3899.13 |
| 29 | 5169.72 | 4929.96 | 3952.97 |