

Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3180201: gezinszorg en aanvullende thuiszorg

Inwerkingtreding 01/12/2022 (Laatst bewerkt 14/12/2022)

Indexatie met 2 % in 12/2022. In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

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 318.02.00).

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	26.33	27.27	28.21	27.26	28.21
1	27.14	28.11	29.08	28.10	29.08
2	27.14	28.11	29.08	28.10	29.08
3	28.21	29.22	30.23	29.22	30.23
4	28.21	29.22	30.23	29.22	30.23
5	29.36	30.41	31.46	30.41	31.46
6	29.36	30.41	31.46	30.41	31.46
7	30.51	31.60	32.69	31.60	32.69
8	30.51	31.60	32.69	31.60	32.69
9	31.79	32.92	34.06	32.93	34.06
10	31.79	32.92	34.06	32.93	34.06
11	31.79	32.92	34.06	32.93	34.06
12	32.94	34.11	35.29	34.11	35.29
13	32.94	34.11	35.29	34.11	35.29
14	34.21	35.43	36.66	35.43	36.66
15	35.49	36.76	38.02	36.76	38.03
16	36.51	37.81	39.12	37.81	39.12
17	36.58	37.88	39.19	37.88	39.19
18	36.64	37.95	39.26	37.94	39.26
19	36.70	38.01	39.32	38.01	39.32

20	36.75	38.06	39.37	38.06	39.37
21	36.80	38.11	39.43	38.11	39.42
22	36.84	38.16	39.47	38.16	39.47
23	36.88	38.20	39.52	38.20	39.51
24	36.92	38.24	39.56	38.24	39.57
25	36.96	38.28	39.60	38.28	39.60
26	36.99	38.31	39.64	38.31	39.64
27	37.02	38.35	39.67	38.34	39.67
28	22.44	23.22	0.00	23.22	11.12
29	23.19	23.99	22364.65	23.99	12.03
30	23.78	24.60	0.00	24.60	12.03
31	24.28	25.12	0.00	25.12	12.09
32	24.94	25.80	0.00	25.80	12.67
33	26.17	27.07	0.00	27.07	13.26
34	26.17	27.07	0.00	27.07	13.71
35	27.27	28.21	0.00	28.21	13.88

1.1.1.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	B1B : Diensthoofd adm.	B1B ter : Omkaderingspers.	K5	K3	K2	K1
0	14.16	31886.29	27634.27	35159.72	31402.31	29026.64
1	14.34	32496.01	27975.63	35781.62	32342.73	29891.40
2	14.56	33071.02	28317.94	36602.80	33053.65	30544.18
3	14.72	33612.37	28529.30	37483.17	33818.78	31247.17
4	14.86	34121.41	28894.99	38031.95	34313.90	31704.65
5	15.00	34599.55	29335.66	38735.08	34833.93	32869.50
6	15.14	35048.15	29656.77	41296.25	35262.92	33274.39
7	15.30	35468.56	29957.19	41296.25	35941.67	33681.40
8	15.41	35862.17	30238.00	41692.52	36316.50	34032.76
9	15.52	36230.37	30500.43	41692.52	36527.68	34032.76
10	15.62	36574.44	30842.88	41821.44	36851.89	34217.06
11	15.71	36895.86	31071.26	42767.02	37634.89	35362.44
12	15.92	37195.70	31284.11	42934.75	37782.49	35501.02
13	15.92	37835.15	31482.49	44555.63	39209.00	36525.28
14	16.29	37967.97	31667.10	44555.63	39209.00	36525.28
15	16.29	39353.56	32100.77	47062.06	40782.98	37538.97
16	16.75	39369.91	32100.77	48092.84	40782.98	37538.97
17	16.75	40775.23	32829.84	49568.49	42357.36	38987.88
18	17.51	40791.59	32829.84	50599.28	42357.36	38987.88
19	18.03	42290.15	33750.14	50599.28	43931.34	40436.79
20	18.53	42306.50	33750.14	51629.91	43931.34	40436.79
21	18.56	43805.05	35293.98	51710.59	45505.44	41885.69
22	18.73	45319.97	36343.33	53499.46	47079.43	43334.47
23	18.76	46818.53	37353.24	55288.22	48653.66	44783.51
24	18.91	46903.67	37421.21	55388.77	48742.17	44865.00
25	18.94	46982.58	37738.38	55481.78	48824.18	44940.38

26	19.10	47055.70	37797.16	55568.30	48900.09	45010.19
27	0.00	47123.55	38123.51	55648.32	48970.44	45075.13
28	22364.65	47186.25	38174.20	55722.26	49035.63	45135.14
29	0.00	47244.36	38508.54	55791.01	49096.18	45190.78
30	0.00	47298.14	38552.46	55854.48	49152.09	45242.18
31	0.00	47348.00	38593.01	55913.44	49203.90	45289.74
32	0.00	47394.10	38630.57	55967.89	49251.72	45333.87
33	0.00	47436.81	38665.45	56018.37	49296.11	45374.81
34	0.00	47476.40	38697.72	56065.01	49337.31	45412.56
35	31240.80	26717.61	0.00	29970.76	27707.84	0.00

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	2.19	2.27	2.35	2.27	2.35
1	2.26	2.34	2.42	2.34	2.42
2	2.26	2.34	2.42	2.34	2.42
3	2.35	2.44	2.52	2.44	2.52
4	2.35	2.44	2.52	2.44	2.52
5	2.45	2.53	2.62	2.53	2.62
6	2.45	2.53	2.62	2.53	2.62
7	2.54	2.63	2.72	2.63	2.72
8	2.54	2.63	2.72	2.63	2.72
9	2.65	2.74	2.84	2.74	2.84
10	2.65	2.74	2.84	2.74	2.84
11	2.65	2.74	2.84	2.74	2.84
12	2.75	2.84	2.94	2.84	2.94
13	2.75	2.84	2.94	2.84	2.94
14	2.85	2.95	3.06	2.95	3.06
15	2.96	3.06	3.17	3.06	3.17
16	3.04	3.15	3.26	3.15	3.26
17	3.05	3.16	3.27	3.16	3.27
18	3.05	3.16	3.27	3.16	3.27
19	3.06	3.17	3.28	3.17	3.28
20	3.06	3.17	3.28	3.17	3.28
21	3.07	3.18	3.29	3.18	3.29
22	3.07	3.18	3.29	3.18	3.29
23	3.07	3.18	3.29	3.18	3.29
24	3.08	3.19	3.30	3.19	3.30
25	3.08	3.19	3.30	3.19	3.30
26	3.08	3.19	3.30	3.19	3.30
27	3.09	3.20	3.31	3.20	3.31
28	1.87	1.94	0.00	1.94	0.93
29	1.93	2.00	1863.72	2.00	1.00
30	1.98	2.05	0.00	2.05	1.00

31	2.02	2.09	0.00	2.09	1.01
32	2.08	2.15	0.00	2.15	1.06
33	2.18	2.26	0.00	2.26	1.11
34	2.18	2.26	0.00	2.26	1.14
35	2.27	2.35	0.00	2.35	1.16

1.1.2.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	B1B : Diensthoofd adm.	B1B ter : Omkaderingspers.	K5	K3	K2	K1
0	1.18	2657.19	2302.86	2929.98	2616.86	2418.89
1	1.20	2708.00	2331.30	2981.80	2695.23	2490.95
2	1.21	2755.92	2359.83	3050.23	2754.47	2545.35
3	1.23	2801.03	2377.44	3123.60	2818.23	2603.93
4	1.24	2843.45	2407.92	3169.33	2859.49	2642.05
5	1.25	2883.30	2444.64	3227.92	2902.83	2739.13
6	1.26	2920.68	2471.40	3441.35	2938.58	2772.87
7	1.28	2955.71	2496.43	3441.35	2995.14	2806.78
8	1.28	2988.51	2519.83	3474.38	3026.38	2836.06
9	1.29	3019.20	2541.70	3474.38	3043.97	2836.06
10	1.30	3047.87	2570.24	3485.12	3070.99	2851.42
11	1.31	3074.66	2589.27	3563.92	3136.24	2946.87
12	1.33	3099.64	2607.01	3577.90	3148.54	2958.42
13	1.33	3152.93	2623.54	3712.97	3267.42	3043.77
14	1.36	3164.00	2638.93	3712.97	3267.42	3043.77
15	1.36	3279.46	2675.06	3921.84	3398.58	3128.25
16	1.40	3280.83	2675.06	4007.74	3398.58	3128.25
17	1.40	3397.94	2735.82	4130.71	3529.78	3248.99
18	1.46	3399.30	2735.82	4216.61	3529.78	3248.99
19	1.50	3524.18	2812.51	4216.61	3660.95	3369.73
20	1.54	3525.54	2812.51	4302.49	3660.95	3369.73
21	1.55	3650.42	2941.17	4309.22	3792.12	3490.47
22	1.56	3776.66	3028.61	4458.29	3923.29	3611.21
23	1.56	3901.54	3112.77	4607.35	4054.47	3731.96
24	1.58	3908.64	3118.43	4615.73	4061.85	3738.75
25	1.58	3915.22	3144.87	4623.48	4068.68	3745.03
26	1.59	3921.31	3149.76	4630.69	4075.01	3750.85
27	0.00	3926.96	3176.96	4637.36	4080.87	3756.26
28	1863.72	3932.19	3181.18	4643.52	4086.30	3761.26
29	0.00	3937.03	3209.05	4649.25	4091.35	3765.90
30	0.00	3941.51	3212.71	4654.54	4096.01	3770.18
31	0.00	3945.67	3216.08	4659.45	4100.33	3774.15
32	0.00	3949.51	3219.21	4663.99	4104.31	3777.82
33	0.00	3953.07	3222.12	4668.20	4108.01	3781.23
34	0.00	3956.37	3224.81	4672.08	4111.44	3784.38
35	2603.40	2226.47	0.00	2497.56	2308.99	0.00

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	0.0133	0.0138	0.0143	0.0138	0.0143
1	0.0137	0.0142	0.0147	0.0142	0.0147
2	0.0137	0.0142	0.0147	0.0142	0.0147
3	0.0143	0.0148	0.0153	0.0148	0.0153
4	0.0143	0.0148	0.0153	0.0148	0.0153
5	0.0149	0.0154	0.0159	0.0154	0.0159
6	0.0149	0.0154	0.0159	0.0154	0.0159
7	0.0154	0.0160	0.0165	0.0160	0.0165
8	0.0154	0.0160	0.0165	0.0160	0.0165
9	0.0161	0.0167	0.0172	0.0167	0.0172
10	0.0161	0.0167	0.0172	0.0167	0.0172
11	0.0161	0.0167	0.0172	0.0167	0.0172
12	0.0167	0.0173	0.0179	0.0173	0.0179
13	0.0167	0.0173	0.0179	0.0173	0.0179
14	0.0173	0.0179	0.0186	0.0179	0.0186
15	0.0180	0.0186	0.0192	0.0186	0.0192
16	0.0185	0.0191	0.0198	0.0191	0.0198
17	0.0185	0.0192	0.0198	0.0192	0.0198
18	0.0185	0.0192	0.0199	0.0192	0.0199
19	0.0186	0.0192	0.0199	0.0192	0.0199
20	0.0186	0.0193	0.0199	0.0193	0.0199
21	0.0186	0.0193	0.0200	0.0193	0.0199
22	0.0186	0.0193	0.0200	0.0193	0.0200
23	0.0187	0.0193	0.0200	0.0193	0.0200
24	0.0187	0.0194	0.0200	0.0194	0.0200
25	0.0187	0.0194	0.0200	0.0194	0.0200
26	0.0187	0.0194	0.0201	0.0194	0.0201
27	0.0187	0.0194	0.0201	0.0194	0.0201
28	0.0114	0.0118	0.0000	0.0118	0.0056
29	0.0117	0.0121	11.3181	0.0121	0.0061
30	0.0120	0.0124	0.0000	0.0124	0.0061
31	0.0123	0.0127	0.0000	0.0127	0.0061
32	0.0126	0.0131	0.0000	0.0131	0.0064
33	0.0132	0.0137	0.0000	0.0137	0.0067
34	0.0132	0.0137	0.0000	0.0137	0.0069
35	0.0138	0.0143	0.0000	0.0143	0.0070

1.1.3.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	B1B : Diensthoofd adm.	B1B ter : Omkadering spers.	K5	K3	K2	K1
0	0.0072	16.1368	13.9850	17.7934	15.8919	14.6896
1	0.0073	16.4453	14.1577	18.1081	16.3678	15.1272
2	0.0074	16.7363	14.3309	18.5237	16.7276	15.4576
3	0.0074	17.0103	14.4379	18.9692	17.1148	15.8133
4	0.0075	17.2679	14.6230	19.2469	17.3653	16.0449
5	0.0076	17.5099	14.8460	19.6028	17.6285	16.6344
6	0.0077	17.7369	15.0085	20.8989	17.8456	16.8393
7	0.0077	17.9497	15.1605	20.8989	18.1891	17.0452
8	0.0078	18.1489	15.3026	21.0995	18.3788	17.2231
9	0.0079	18.3352	15.4354	21.0995	18.4857	17.2231
10	0.0079	18.5093	15.6087	21.1647	18.6497	17.3163
11	0.0080	18.6720	15.7243	21.6432	19.0460	17.8960
12	0.0081	18.8237	15.8320	21.7281	19.1207	17.9661
13	0.0081	19.1473	15.9324	22.5484	19.8426	18.4845
14	0.0082	19.2146	16.0259	22.5484	19.8426	18.4845
15	0.0082	19.9158	16.2453	23.8168	20.6392	18.9975
16	0.0085	19.9240	16.2453	24.3385	20.6392	18.9975
17	0.0085	20.6352	16.6143	25.0853	21.4359	19.7307
18	0.0089	20.6435	16.6143	25.6069	21.4359	19.7307
19	0.0091	21.4019	17.0800	25.6069	22.2325	20.4640
20	0.0094	21.4102	17.0800	26.1285	22.2325	20.4640
21	0.0094	22.1685	17.8613	26.1693	23.0291	21.1972
22	0.0095	22.9352	18.3924	27.0746	23.8256	21.9304
23	0.0095	23.6936	18.9035	27.9799	24.6223	22.6637
24	0.0096	23.7367	18.9379	28.0308	24.6671	22.7050
25	0.0096	23.7766	19.0984	28.0778	24.7086	22.7431
26	0.0097	23.8136	19.1281	28.1216	24.7470	22.7784
27	0.0000	23.8480	19.2933	28.1621	24.7826	22.8113
28	11.3181	23.8797	19.3189	28.1995	24.8156	22.8417
29	0.0000	23.9091	19.4881	28.2343	24.8462	22.8698
30	0.0000	23.9363	19.5104	28.2664	24.8745	22.8958
31	0.0000	23.9615	19.5309	28.2963	24.9008	22.9199
32	0.0000	23.9849	19.5499	28.3238	24.9250	22.9422
33	0.0000	24.0065	19.5675	28.3494	24.9474	22.9630
34	0.0000	24.0265	19.5839	28.3730	24.9683	22.9821
35	15.8101	13.5211	0.0000	15.1674	14.0222	0.0000

1.2. : GGMI vanaf 21 jaar

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