

Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3180201: gezinszorg en aanvullende thuiszorg

Inwerkingtreding 01/12/2023 (Laatst bewerkt 14/11/2023)

Indexatie met 2 % in 12/2023. 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	32502.93	27797.00	36272.10	31181.58	28827.24
1	33174.50	28750.70	36580.17	32670.97	30199.31
2	33808.85	29105.84	37227.20	33649.37	31099.01
3	34407.09	29461.99	38081.56	34389.01	31778.16
4	34970.31	29681.89	38997.49	35185.06	32509.55
5	35499.92	30062.35	39568.44	35700.18	32985.51
6	35997.37	30520.82	40299.98	36241.22	34197.43
7	36464.09	30854.91	42964.62	36687.54	34618.68
8	36901.49	31167.46	42964.62	37393.71	35042.13
9	37311.00	31459.62	43376.90	37783.69	35407.69
10	37694.08	31732.65	43376.90	38003.39	35407.69
11	38052.05	32088.93	43511.03	38340.71	35599.43
12	38386.46	32326.54	44494.81	39155.34	36791.08
13	38698.40	32547.99	44669.32	39308.90	36935.26
14	39363.69	32754.38	46355.67	40793.04	38000.91
15	39501.88	32946.45	46355.67	40793.04	38000.91
16	40943.44	33397.65	48963.37	42430.61	39055.55
17	40960.46	33397.65	50035.79	42430.61	39055.55
18	42422.54	34156.17	51571.06	44068.60	40562.99
19	42439.57	34156.17	52643.50	44068.60	40562.99

20	43998.67	35113.64	52643.50	45706.17	42070.44
21	44015.68	35113.64	53715.76	45706.17	42070.44
22	45574.77	36719.86	53799.70	47343.86	43577.87
23	47150.90	37811.60	55660.84	48981.44	45085.18
24	48710.00	38862.31	57521.86	50619.26	46592.76
25	48798.57	38933.02	57626.48	50711.35	46677.55
26	48880.67	39263.01	57723.25	50796.67	46755.97
27	48956.75	39324.16	57813.26	50875.65	46828.60
28	49027.34	39663.70	57896.52	50948.85	46896.16
29	49092.58	39716.43	57973.44	51016.67	46958.60
30	49153.04	40064.28	58044.97	51079.66	47016.49
31	49208.98	40109.98	58111.00	51137.83	47069.96
32	49260.86	40152.17	58172.34	51191.74	47119.44
33	49308.82	40191.24	58229.00	51241.49	47165.36
34	49353.26	40227.54	58281.51	51287.67	47207.96
35	49394.45	40261.10	58330.04	51330.54	47247.23

1.1.1.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	B1B : Diensthoofd adm.	B1B ter : Omkaderingspers.	K5	K3	K2	K1
0	36580.17	32670.97	30199.31	36580.17	32670.97	30199.31
1	37227.20	33649.37	31099.01	37227.20	33649.37	31099.01
2	38081.56	34389.01	31778.16	38081.56	34389.01	31778.16
3	38997.49	35185.06	32509.55	38997.49	35185.06	32509.55
4	39568.44	35700.18	32985.51	39568.44	35700.18	32985.51
5	40299.98	36241.22	34197.43	40299.98	36241.22	34197.43
6	42964.62	36687.54	34618.68	42964.62	36687.54	34618.68
7	42964.62	37393.71	35042.13	42964.62	37393.71	35042.13
8	43376.90	37783.69	35407.69	43376.90	37783.69	35407.69
9	43376.90	38003.39	35407.69	43376.90	38003.39	35407.69
10	43511.03	38340.71	35599.43	43511.03	38340.71	35599.43
11	44494.81	39155.34	36791.08	44494.81	39155.34	36791.08
12	44669.32	39308.90	36935.26	44669.32	39308.90	36935.26
13	46355.67	40793.04	38000.91	46355.67	40793.04	38000.91
14	46355.67	40793.04	38000.91	46355.67	40793.04	38000.91
15	48963.37	42430.61	39055.55	48963.37	42430.61	39055.55
16	50035.79	42430.61	39055.55	50035.79	42430.61	39055.55
17	51571.06	44068.60	40562.99	51571.06	44068.60	40562.99
18	52643.50	44068.60	40562.99	52643.50	44068.60	40562.99
19	52643.50	45706.17	42070.44	52643.50	45706.17	42070.44
20	53715.76	45706.17	42070.44	53715.76	45706.17	42070.44
21	53799.70	47343.86	43577.87	53799.70	47343.86	43577.87
22	55660.84	48981.44	45085.18	55660.84	48981.44	45085.18
23	57521.86	50619.26	46592.76	57521.86	50619.26	46592.76
24	57626.48	50711.35	46677.55	57626.48	50711.35	46677.55
25	57723.25	50796.67	46755.97	57723.25	50796.67	46755.97

26	57813.26	50875.65	46828.60	57813.26	50875.65	46828.60
27	57896.52	50948.85	46896.16	57896.52	50948.85	46896.16
28	57973.44	51016.67	46958.60	57973.44	51016.67	46958.60
29	58044.97	51079.66	47016.49	58044.97	51079.66	47016.49
30	58111.00	51137.83	47069.96	58111.00	51137.83	47069.96
31	58172.34	51191.74	47119.44	58172.34	51191.74	47119.44
32	58229.00	51241.49	47165.36	58229.00	51241.49	47165.36
33	58281.51	51287.67	47207.96	58281.51	51287.67	47207.96
34	58330.04	51330.54	47247.23	58330.04	51330.54	47247.23
35	31181.58	28827.24	0.00	31181.58	28827.24	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	2708.58	2316.42	3022.68	2598.47	2402.27
1	2764.54	2395.89	3048.35	2722.58	2516.61
2	2817.40	2425.49	3102.27	2804.11	2591.58
3	2867.26	2455.17	3173.46	2865.75	2648.18
4	2914.19	2473.49	3249.79	2932.09	2709.13
5	2958.33	2505.20	3297.37	2975.02	2748.79
6	2999.78	2543.40	3358.33	3020.10	2849.79
7	3038.67	2571.24	3580.39	3057.30	2884.89
8	3075.12	2597.29	3580.39	3116.14	2920.18
9	3109.25	2621.64	3614.74	3148.64	2950.64
10	3141.17	2644.39	3614.74	3166.95	2950.64
11	3171.00	2674.08	3625.92	3195.06	2966.62
12	3198.87	2693.88	3707.90	3262.95	3065.92
13	3224.87	2712.33	3722.44	3275.74	3077.94
14	3280.31	2729.53	3862.97	3399.42	3166.74
15	3291.82	2745.54	3862.97	3399.42	3166.74
16	3411.95	2783.14	4080.28	3535.88	3254.63
17	3413.37	2783.14	4169.65	3535.88	3254.63
18	3535.21	2846.35	4297.59	3672.38	3380.25
19	3536.63	2846.35	4386.96	3672.38	3380.25
20	3666.56	2926.14	4386.96	3808.85	3505.87
21	3667.97	2926.14	4476.31	3808.85	3505.87
22	3797.90	3059.99	4483.31	3945.32	3631.49
23	3929.24	3150.97	4638.40	4081.79	3757.10
24	4059.17	3238.53	4793.49	4218.27	3882.73
25	4066.55	3244.42	4802.21	4225.95	3889.80
26	4073.39	3271.92	4810.27	4233.06	3896.33
27	4079.73	3277.01	4817.77	4239.64	3902.38
28	4085.61	3305.31	4824.71	4245.74	3908.01
29	4091.05	3309.70	4831.12	4251.39	3913.22
30	4096.09	3338.69	4837.08	4256.64	3918.04

31	4100.75	3342.50	4842.58	4261.49	3922.50
32	4105.07	3346.01	4847.70	4265.98	3926.62
33	4109.07	3349.27	4852.42	4270.12	3930.45
34	4112.77	3352.30	4856.79	4273.97	3934.00
35	4116.20	3355.09	4860.84	4277.55	3937.27

1.1.2.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	B1B : Diensthoofd adm.	B1B ter : Omkaderingspers.	K5	K3	K2	K1
0	3048.35	2722.58	2516.61	3048.35	2722.58	2516.61
1	3102.27	2804.11	2591.58	3102.27	2804.11	2591.58
2	3173.46	2865.75	2648.18	3173.46	2865.75	2648.18
3	3249.79	2932.09	2709.13	3249.79	2932.09	2709.13
4	3297.37	2975.02	2748.79	3297.37	2975.02	2748.79
5	3358.33	3020.10	2849.79	3358.33	3020.10	2849.79
6	3580.39	3057.30	2884.89	3580.39	3057.30	2884.89
7	3580.39	3116.14	2920.18	3580.39	3116.14	2920.18
8	3614.74	3148.64	2950.64	3614.74	3148.64	2950.64
9	3614.74	3166.95	2950.64	3614.74	3166.95	2950.64
10	3625.92	3195.06	2966.62	3625.92	3195.06	2966.62
11	3707.90	3262.95	3065.92	3707.90	3262.95	3065.92
12	3722.44	3275.74	3077.94	3722.44	3275.74	3077.94
13	3862.97	3399.42	3166.74	3862.97	3399.42	3166.74
14	3862.97	3399.42	3166.74	3862.97	3399.42	3166.74
15	4080.28	3535.88	3254.63	4080.28	3535.88	3254.63
16	4169.65	3535.88	3254.63	4169.65	3535.88	3254.63
17	4297.59	3672.38	3380.25	4297.59	3672.38	3380.25
18	4386.96	3672.38	3380.25	4386.96	3672.38	3380.25
19	4386.96	3808.85	3505.87	4386.96	3808.85	3505.87
20	4476.31	3808.85	3505.87	4476.31	3808.85	3505.87
21	4483.31	3945.32	3631.49	4483.31	3945.32	3631.49
22	4638.40	4081.79	3757.10	4638.40	4081.79	3757.10
23	4793.49	4218.27	3882.73	4793.49	4218.27	3882.73
24	4802.21	4225.95	3889.80	4802.21	4225.95	3889.80
25	4810.27	4233.06	3896.33	4810.27	4233.06	3896.33
26	4817.77	4239.64	3902.38	4817.77	4239.64	3902.38
27	4824.71	4245.74	3908.01	4824.71	4245.74	3908.01
28	4831.12	4251.39	3913.22	4831.12	4251.39	3913.22
29	4837.08	4256.64	3918.04	4837.08	4256.64	3918.04
30	4842.58	4261.49	3922.50	4842.58	4261.49	3922.50
31	4847.70	4265.98	3926.62	4847.70	4265.98	3926.62
32	4852.42	4270.12	3930.45	4852.42	4270.12	3930.45
33	4856.79	4273.97	3934.00	4856.79	4273.97	3934.00
34	4860.84	4277.55	3937.27	4860.84	4277.55	3937.27
35	2598.47	2402.27	0.00	2598.47	2402.27	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	16.4489	14.0673	18.3563	15.7802	14.5887
1	16.7887	14.5499	18.5122	16.5339	15.2831
2	17.1097	14.7297	18.8397	17.0290	15.7384
3	17.4125	14.9099	19.2720	17.4033	16.0821
4	17.6975	15.0212	19.7356	17.8062	16.4522
5	17.9655	15.2137	20.0245	18.0669	16.6931
6	18.2173	15.4458	20.3947	18.3407	17.3064
7	18.4535	15.6148	21.7432	18.5666	17.5196
8	18.6748	15.7730	21.7432	18.9239	17.7339
9	18.8821	15.9209	21.9519	19.1213	17.9189
10	19.0760	16.0590	21.9519	19.2325	17.9189
11	19.2571	16.2393	22.0198	19.4032	18.0159
12	19.4263	16.3596	22.5176	19.8155	18.6190
13	19.5842	16.4717	22.6059	19.8932	18.6919
14	19.9209	16.5761	23.4593	20.6443	19.2312
15	19.9908	16.6733	23.4593	20.6443	19.2312
16	20.7204	16.9016	24.7790	21.4730	19.7650
17	20.7290	16.9016	25.3218	21.4730	19.7650
18	21.4689	17.2855	26.0987	22.3019	20.5278
19	21.4775	17.2855	26.6414	22.3019	20.5278
20	22.2665	17.7701	26.6414	23.1307	21.2907
21	22.2751	17.7701	27.1841	23.1307	21.2907
22	23.0642	18.5829	27.2266	23.9594	22.0536
23	23.8618	19.1354	28.1684	24.7882	22.8164
24	24.6508	19.6672	29.1103	25.6170	23.5793
25	24.6956	19.7029	29.1632	25.6636	23.6222
26	24.7372	19.8699	29.2122	25.7068	23.6619
27	24.7757	19.9009	29.2577	25.7468	23.6987
28	24.8114	20.0727	29.2999	25.7838	23.7329
29	24.8444	20.0994	29.3388	25.8182	23.7645
30	24.8750	20.2754	29.3750	25.8500	23.7938
31	24.9033	20.2986	29.4084	25.8795	23.8208
32	24.9296	20.3199	29.4394	25.9068	23.8459
33	24.9539	20.3397	29.4681	25.9319	23.8691
34	24.9763	20.3581	29.4947	25.9553	23.8907
35	24.9972	20.3751	29.5193	25.9770	23.9105

1.1.3.2. DEEL: 2

Anciënniteit (in jaren)	Barema					
	B1B : Diensthoofd adm.	B1B ter : Omkaderingspers.	K5	K3	K2	K1
0	18.5122	16.5339	15.2831	18.5122	16.5339	15.2831
1	18.8397	17.0290	15.7384	18.8397	17.0290	15.7384
2	19.2720	17.4033	16.0821	19.2720	17.4033	16.0821
3	19.7356	17.8062	16.4522	19.7356	17.8062	16.4522
4	20.0245	18.0669	16.6931	20.0245	18.0669	16.6931
5	20.3947	18.3407	17.3064	20.3947	18.3407	17.3064
6	21.7432	18.5666	17.5196	21.7432	18.5666	17.5196
7	21.7432	18.9239	17.7339	21.7432	18.9239	17.7339
8	21.9519	19.1213	17.9189	21.9519	19.1213	17.9189
9	21.9519	19.2325	17.9189	21.9519	19.2325	17.9189
10	22.0198	19.4032	18.0159	22.0198	19.4032	18.0159
11	22.5176	19.8155	18.6190	22.5176	19.8155	18.6190
12	22.6059	19.8932	18.6919	22.6059	19.8932	18.6919
13	23.4593	20.6443	19.2312	23.4593	20.6443	19.2312
14	23.4593	20.6443	19.2312	23.4593	20.6443	19.2312
15	24.7790	21.4730	19.7650	24.7790	21.4730	19.7650
16	25.3218	21.4730	19.7650	25.3218	21.4730	19.7650
17	26.0987	22.3019	20.5278	26.0987	22.3019	20.5278
18	26.6414	22.3019	20.5278	26.6414	22.3019	20.5278
19	26.6414	23.1307	21.2907	26.6414	23.1307	21.2907
20	27.1841	23.1307	21.2907	27.1841	23.1307	21.2907
21	27.2266	23.9594	22.0536	27.2266	23.9594	22.0536
22	28.1684	24.7882	22.8164	28.1684	24.7882	22.8164
23	29.1103	25.6170	23.5793	29.1103	25.6170	23.5793
24	29.1632	25.6636	23.6222	29.1632	25.6636	23.6222
25	29.2122	25.7068	23.6619	29.2122	25.7068	23.6619
26	29.2577	25.7468	23.6987	29.2577	25.7468	23.6987
27	29.2999	25.7838	23.7329	29.2999	25.7838	23.7329
28	29.3388	25.8182	23.7645	29.3388	25.8182	23.7645
29	29.3750	25.8500	23.7938	29.3750	25.8500	23.7938
30	29.4084	25.8795	23.8208	29.4084	25.8795	23.8208
31	29.4394	25.9068	23.8459	29.4394	25.9068	23.8459
32	29.4681	25.9319	23.8691	29.4681	25.9319	23.8691
33	29.4947	25.9553	23.8907	29.4947	25.9553	23.8907
34	29.5193	25.9770	23.9105	29.5193	25.9770	23.9105
35	15.7802	14.5887	0.0000	15.7802	14.5887	0.0000

1.2. : Gewaarborgd minimumloon op vanaf 21 jaar

23733.54
