

# Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3190221: gehandicaptenzorg van het waalse gewest  
Inwerkingtreding 01/01/2023 (Laatst bewerkt 06/01/2023)

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 319070,69)**.

Indexatie met 2% in 01/2023.

In geval van indexatie in toepassing van de sectorale CAO's worden enkel de minimumlonen geïndexeerd.

Deze barema's zijn van toepassing op de werknemers en de werkgevers van de inrichtingen en diensten die ressorteren onder het Paritair Comité voor de opvoedings- en huisvestingsinrichtingen en die erkend en/of gesubsidieerd zijn door het Waalse Gewest, alsmede op de werknemers en de werkgevers van de inrichtingen en diensten die dezelfde activiteiten uitoefenen en die noch erkend, noch gesubsidieerd zijn.

Voor onderhavig loonbarema zijn er nooit jongerenlonen of aanvangsleeftijden geweest. Het loonbarema wordt verondersteld van toepassing te zijn zonder leeftijdsonderscheid. De NAR-CAO 50 is niet van toepassing.

## 1. : Maandloonschalen

### 1.1. : Functies 1 tot 7

| ERVARI<br>NG | NR. VAN DE FUNCTIE |         |         |         |         |         |         |
|--------------|--------------------|---------|---------|---------|---------|---------|---------|
|              | 1                  | 2       | 3       | 4       | 5       | 6       | 7       |
| 0            | 2194.76            | 2194.76 | 2194.76 | 2238.95 | 2238.95 | 2238.95 | 2238.95 |
| 1            | 2371.75            | 2371.75 | 2371.75 | 2415.94 | 2415.94 | 2415.94 | 2415.94 |
| 2            | 2393.84            | 2393.84 | 2393.84 | 2439.20 | 2439.20 | 2439.20 | 2439.20 |
| 3            | 2415.93            | 2415.93 | 2415.93 | 2462.47 | 2462.47 | 2462.47 | 2462.47 |
| 4            | 2438.02            | 2438.02 | 2438.02 | 2485.73 | 2485.73 | 2485.73 | 2485.73 |
| 5            | 2460.11            | 2460.11 | 2460.11 | 2508.99 | 2508.99 | 2508.99 | 2508.99 |
| 6            | 2482.20            | 2482.20 | 2482.20 | 2532.26 | 2532.26 | 2532.26 | 2532.26 |
| 7            | 2504.29            | 2504.29 | 2504.29 | 2555.52 | 2555.52 | 2555.52 | 2555.52 |
| 8            | 2526.38            | 2526.38 | 2526.38 | 2578.78 | 2578.78 | 2578.78 | 2578.78 |
| 9            | 2548.47            | 2548.47 | 2548.47 | 2602.04 | 2602.04 | 2602.04 | 2602.04 |
| 10           | 2639.03            | 2639.03 | 2639.03 | 2693.31 | 2693.31 | 2693.31 | 2693.31 |
| 11           | 2665.78            | 2665.78 | 2665.78 | 2721.21 | 2721.21 | 2721.21 | 2721.21 |
| 12           | 2692.53            | 2692.53 | 2692.53 | 2749.11 | 2749.11 | 2749.11 | 2749.11 |
| 13           | 2719.28            | 2719.28 | 2719.28 | 2777.02 | 2777.02 | 2777.02 | 2777.02 |
| 14           | 2746.03            | 2746.03 | 2746.03 | 2804.92 | 2804.92 | 2804.92 | 2804.92 |
| 15           | 2772.78            | 2772.78 | 2772.78 | 2832.83 | 2832.83 | 2832.83 | 2832.83 |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 16 | 2799.52 | 2799.52 | 2799.52 | 2860.73 | 2860.73 | 2860.73 | 2860.73 |
| 17 | 2826.28 | 2826.28 | 2826.28 | 2888.64 | 2888.64 | 2888.64 | 2888.64 |
| 18 | 2853.02 | 2853.02 | 2853.02 | 2916.54 | 2916.54 | 2916.54 | 2916.54 |
| 19 | 2879.77 | 2879.77 | 2879.77 | 2944.45 | 2944.45 | 2944.45 | 2944.45 |
| 20 | 2906.52 | 2906.52 | 2906.52 | 2972.35 | 2972.35 | 2972.35 | 2972.35 |
| 21 | 2933.27 | 2933.27 | 2933.27 | 3000.26 | 3000.26 | 3000.26 | 3000.26 |
| 22 | 2960.02 | 2960.02 | 2960.02 | 3028.16 | 3028.16 | 3028.16 | 3028.16 |
| 23 | 2986.77 | 2986.77 | 2986.77 | 3056.07 | 3056.07 | 3056.07 | 3056.07 |
| 24 | 3013.51 | 3013.51 | 3013.51 | 3083.97 | 3083.97 | 3083.97 | 3083.97 |
| 25 | 3040.26 | 3040.26 | 3040.26 | 3111.87 | 3111.87 | 3111.87 | 3111.87 |
| 26 | 3067.01 | 3067.01 | 3067.01 | 3139.78 | 3139.78 | 3139.78 | 3139.78 |
| 27 | 3093.76 | 3093.76 | 3093.76 | 3167.68 | 3167.68 | 3167.68 | 3167.68 |
| 28 | 3120.51 | 3120.51 | 3120.51 | 3195.59 | 3195.59 | 3195.59 | 3195.59 |
| 29 | 3147.26 | 3147.26 | 3147.26 | 3223.89 | 3223.89 | 3223.89 | 3223.89 |
| 30 | 3147.26 | 3147.26 | 3147.26 | 3223.89 | 3223.89 | 3223.89 | 3223.89 |
| 31 | 3147.26 | 3147.26 | 3147.26 | 3223.89 | 3223.89 | 3223.89 | 3223.89 |

## 1.2. : Functies 8 tot 13

| ANCIEN<br>NITEIT | NR. VAN DE FUNCTIE |         |         |         |         |         |
|------------------|--------------------|---------|---------|---------|---------|---------|
|                  | 8                  | 9       | 10      | 11      | 12      | 13      |
| 0                | 2357.34            | 2383.14 | 2383.14 | 2442.92 | 2531.68 | 2531.68 |
| 1                | 2549.62            | 2560.13 | 2560.13 | 2627.82 | 2723.96 | 2723.96 |
| 2                | 2571.04            | 2583.40 | 2583.40 | 2627.82 | 2723.96 | 2723.96 |
| 3                | 2592.45            | 2606.66 | 2606.66 | 2672.20 | 2768.34 | 2768.34 |
| 4                | 2613.87            | 2629.92 | 2629.92 | 2672.20 | 2768.34 | 2768.34 |
| 5                | 2635.29            | 2653.18 | 2653.18 | 2716.58 | 2827.50 | 2827.50 |
| 6                | 2687.05            | 2688.84 | 2688.84 | 2716.58 | 2827.50 | 2827.50 |
| 7                | 2738.82            | 2699.71 | 2699.71 | 2760.95 | 3209.73 | 3209.73 |
| 8                | 2790.58            | 2722.97 | 2722.97 | 2760.95 | 3209.73 | 3209.73 |
| 9                | 2842.35            | 2746.24 | 2746.24 | 2805.34 | 3300.24 | 3300.24 |
| 10               | 2953.28            | 2837.52 | 2837.52 | 2864.50 | 3360.57 | 3360.57 |
| 11               | 3005.05            | 2865.42 | 2865.42 | 2923.66 | 3451.07 | 3451.07 |
| 12               | 3056.82            | 2893.33 | 2893.33 | 2923.66 | 3451.07 | 3451.07 |
| 13               | 3108.58            | 2921.23 | 2921.23 | 2982.83 | 3541.58 | 3541.58 |
| 14               | 3160.34            | 2949.14 | 2949.14 | 2982.83 | 3541.58 | 3541.58 |
| 15               | 3212.26            | 2977.04 | 2977.04 | 3041.99 | 3632.08 | 3632.08 |
| 16               | 3265.05            | 3004.94 | 3004.94 | 3041.99 | 3632.08 | 3632.08 |
| 17               | 3317.84            | 3032.85 | 3032.85 | 3101.15 | 3722.58 | 3722.58 |
| 18               | 3370.62            | 3060.75 | 3060.75 | 3101.15 | 3722.58 | 3722.58 |
| 19               | 3423.41            | 3088.66 | 3088.66 | 3160.32 | 3813.09 | 3813.09 |
| 20               | 3476.19            | 3116.56 | 3116.56 | 3160.32 | 3813.09 | 3813.09 |
| 21               | 3528.98            | 3144.47 | 3144.47 | 3219.78 | 3903.59 | 3903.59 |
| 22               | 3581.76            | 3172.37 | 3172.37 | 3219.78 | 3903.59 | 3903.59 |
| 23               | 3634.55            | 3200.28 | 3200.28 | 3280.11 | 3994.09 | 3994.09 |
| 24               | 3687.34            | 3228.69 | 3228.69 | 3280.11 | 3994.09 | 3994.09 |
| 25               | 3740.12            | 3257.14 | 3257.14 | 3340.44 | 4084.59 | 4084.59 |
| 26               | 3792.91            | 3285.60 | 3285.60 | 3340.44 | 4084.59 | 4084.59 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 27 | 3845.69 | 3314.06 | 3314.06 | 3400.78 | 4175.09 | 4175.09 |
| 28 | 3898.48 | 3342.52 | 3342.52 | 3400.78 | 4175.09 | 4175.09 |
| 29 | 3951.26 | 3370.98 | 3370.98 | 3461.11 | 4175.09 | 4175.09 |
| 30 | 3951.26 | 3370.98 | 3370.98 | 3461.11 | 4175.09 | 4175.09 |
| 31 | 3951.26 | 3370.98 | 3370.98 | 3521.44 | 4175.09 | 4175.09 |

### 1.3. : Functies 14 tot 19

| ANCIEN<br>NITEIT | NR. VAN DE FUNCTIE |         |         |         |         |         |
|------------------|--------------------|---------|---------|---------|---------|---------|
|                  | 14                 | 15      | 16      | 17      | 18      | 19      |
| 0                | 2531.68            | 2531.68 | 2605.63 | 2283.39 | 2743.66 | 2743.66 |
| 1                | 2723.96            | 2723.96 | 2797.92 | 2475.67 | 2943.37 | 2943.37 |
| 2                | 2723.96            | 2723.96 | 2797.92 | 2497.09 | 2943.37 | 2943.37 |
| 3                | 2768.34            | 2768.34 | 2842.29 | 2518.50 | 3032.12 | 3032.12 |
| 4                | 2768.34            | 2768.34 | 2842.29 | 2539.92 | 3032.12 | 3032.12 |
| 5                | 2827.50            | 2827.50 | 2901.46 | 2561.34 | 3120.86 | 3120.86 |
| 6                | 2827.50            | 2827.50 | 2901.46 | 2613.10 | 3120.86 | 3120.86 |
| 7                | 3209.73            | 3209.73 | 3019.79 | 2664.87 | 3556.67 | 3556.67 |
| 8                | 3209.73            | 3209.73 | 3019.79 | 2716.63 | 3556.67 | 3556.67 |
| 9                | 3300.24            | 3300.24 | 3138.12 | 2768.39 | 3647.17 | 3647.17 |
| 10               | 3360.57            | 3360.57 | 3197.29 | 2879.33 | 3707.50 | 3707.50 |
| 11               | 3451.07            | 3451.07 | 3302.75 | 2931.10 | 3798.01 | 3798.01 |
| 12               | 3451.07            | 3451.07 | 3302.75 | 2982.87 | 3798.01 | 3798.01 |
| 13               | 3541.58            | 3541.58 | 3408.34 | 3034.63 | 3888.51 | 3888.51 |
| 14               | 3541.58            | 3541.58 | 3408.34 | 3086.39 | 3888.51 | 3888.51 |
| 15               | 3632.08            | 3632.08 | 3513.93 | 3138.16 | 3979.01 | 3979.01 |
| 16               | 3632.08            | 3632.08 | 3513.93 | 3189.92 | 4290.76 | 4290.76 |
| 17               | 3722.58            | 3722.58 | 3619.52 | 3242.42 | 4381.26 | 4381.26 |
| 18               | 3722.58            | 3722.58 | 3619.52 | 3295.21 | 4381.26 | 4381.26 |
| 19               | 3813.09            | 3813.09 | 3725.11 | 3347.99 | 4471.76 | 4471.76 |
| 20               | 3813.09            | 3813.09 | 3725.11 | 3400.78 | 4471.76 | 4471.76 |
| 21               | 3903.59            | 3903.59 | 3830.71 | 3453.56 | 4562.27 | 4562.27 |
| 22               | 3903.59            | 3903.59 | 3830.71 | 3506.35 | 4562.27 | 4562.27 |
| 23               | 3994.09            | 3994.09 | 3936.30 | 3559.14 | 4652.77 | 4652.77 |
| 24               | 3994.09            | 3994.09 | 3936.30 | 3611.92 | 4652.77 | 4652.77 |
| 25               | 4084.59            | 4084.59 | 4041.89 | 3664.71 | 4743.28 | 4743.28 |
| 26               | 4084.59            | 4084.59 | 4041.89 | 3717.49 | 4743.28 | 4743.28 |
| 27               | 4175.09            | 4175.09 | 4147.48 | 3770.28 | 4833.78 | 4833.78 |
| 28               | 4175.09            | 4175.09 | 4147.48 | 3823.06 | 4833.78 | 4833.78 |
| 29               | 4175.09            | 4175.09 | 4253.08 | 3875.85 | 4833.78 | 4833.78 |
| 30               | 4175.09            | 4175.09 | 4253.08 | 3875.85 | 4833.78 | 4833.78 |
| 31               | 4175.09            | 4175.09 | 4253.08 | 3875.85 | 4833.78 | 4833.78 |

### 1.4. : Functies 20 tot 25

| ANCIEN<br>NITEIT | NR. VAN DE FUNCTIE |         |         |         |         |         |
|------------------|--------------------|---------|---------|---------|---------|---------|
|                  | 20                 | 21      | 22      | 23      | 24      | 25      |
| 0                | 3083.86            | 3237.37 | 3537.64 | 3537.64 | 3694.94 | 3694.94 |
| 1                | 3285.16            | 3403.35 | 3677.72 | 3677.72 | 3875.97 | 3875.97 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 2  | 3285.16 | 3403.35 | 3677.72 | 3677.72 | 3875.97 | 3875.97 |
| 3  | 3375.66 | 3524.03 | 3780.09 | 3780.09 | 4038.13 | 4038.13 |
| 4  | 3375.66 | 3524.03 | 3780.09 | 3780.09 | 4038.13 | 4038.13 |
| 5  | 3466.16 | 3644.71 | 3882.45 | 3882.45 | 4200.29 | 4200.29 |
| 6  | 3466.16 | 3644.71 | 3882.45 | 3882.45 | 4200.29 | 4200.29 |
| 7  | 3868.41 | 3765.39 | 3984.83 | 3984.83 | 4362.45 | 4362.45 |
| 8  | 3868.41 | 3765.39 | 3984.83 | 3984.83 | 4362.45 | 4362.45 |
| 9  | 3958.91 | 3886.06 | 4087.19 | 4087.19 | 4524.61 | 4524.61 |
| 10 | 4019.24 | 3946.40 | 4147.53 | 4147.53 | 4584.95 | 4584.95 |
| 11 | 4109.75 | 4067.07 | 4249.90 | 4249.90 | 4747.11 | 4747.11 |
| 12 | 4109.75 | 4067.07 | 4249.90 | 4249.90 | 4747.11 | 4747.11 |
| 13 | 4200.25 | 4187.75 | 4352.27 | 4352.27 | 4909.26 | 4909.26 |
| 14 | 4200.25 | 4187.75 | 4352.27 | 4352.27 | 4909.26 | 4909.26 |
| 15 | 4290.76 | 4308.43 | 4454.64 | 4454.64 | 5071.42 | 5071.42 |
| 16 | 4290.76 | 4447.37 | 4606.13 | 4454.64 | 5071.42 | 5071.42 |
| 17 | 4381.26 | 4541.18 | 4703.28 | 4557.01 | 5233.58 | 5233.58 |
| 18 | 4381.26 | 4541.18 | 4703.28 | 4557.01 | 5233.58 | 5233.58 |
| 19 | 4471.76 | 4634.98 | 4800.44 | 4659.37 | 5395.74 | 5395.74 |
| 20 | 4471.76 | 4634.98 | 4800.44 | 4659.37 | 5395.74 | 5395.74 |
| 21 | 4562.27 | 4728.79 | 4897.60 | 4761.75 | 5557.91 | 5557.91 |
| 22 | 4562.27 | 4728.79 | 4897.60 | 4761.75 | 5557.91 | 5557.91 |
| 23 | 4652.77 | 4822.60 | 4994.75 | 4864.11 | 5720.07 | 5720.07 |
| 24 | 4652.77 | 4822.60 | 4994.75 | 4864.11 | 5720.07 | 5720.07 |
| 25 | 4743.27 | 4916.41 | 5091.91 | 4966.48 | 5720.07 | 5720.07 |
| 26 | 4743.27 | 4916.41 | 5091.91 | 4966.48 | 5720.07 | 5720.07 |
| 27 | 4833.77 | 5032.50 | 5189.06 | 5068.85 | 5720.07 | 5720.07 |
| 28 | 4833.77 | 5032.50 | 5189.06 | 5068.85 | 5720.07 | 5720.07 |
| 29 | 4833.77 | 5032.50 | 5189.06 | 5068.85 | 5720.07 | 5720.07 |
| 30 | 4833.77 | 5032.50 | 5189.06 | 5068.85 | 5720.07 | 5720.07 |
| 31 | 4833.77 | 5032.50 | 5189.06 | 5068.85 | 5720.07 | 5720.07 |

### 1.5. : Functies 26 tot 31

| ANCIEN<br>NITEIT | NR. VAN DE FUNCTIE |         |         |         |         |         |
|------------------|--------------------|---------|---------|---------|---------|---------|
|                  | 26                 | 27      | 28      | 29      | 30      | 31      |
| 0                | 3694.94            | 3694.94 | 3996.63 | 4600.00 | 4272.02 | 5690.91 |
| 1                | 3875.97            | 3875.97 | 4102.23 | 4705.60 | 4376.58 | 5690.91 |
| 2                | 3875.97            | 3875.97 | 4102.23 | 4705.60 | 4481.13 | 5914.96 |
| 3                | 4038.13            | 4038.13 | 4264.39 | 4867.75 | 4585.68 | 5914.96 |
| 4                | 4038.13            | 4038.13 | 4264.39 | 4867.75 | 4585.68 | 6139.00 |
| 5                | 4200.29            | 4200.29 | 4426.55 | 5029.92 | 4768.64 | 6139.00 |
| 6                | 4200.29            | 4200.29 | 4426.55 | 5029.92 | 4768.64 | 6363.05 |
| 7                | 4362.45            | 4362.45 | 4588.71 | 5192.08 | 4951.60 | 6363.05 |
| 8                | 4362.45            | 4362.45 | 4588.71 | 5192.08 | 4951.60 | 6587.09 |
| 9                | 4524.61            | 4524.61 | 4750.87 | 5354.24 | 5134.56 | 6587.09 |
| 10               | 4584.95            | 4584.95 | 4750.87 | 5354.24 | 5134.56 | 6811.14 |
| 11               | 4747.11            | 4747.11 | 4913.02 | 5516.40 | 5317.53 | 6811.14 |
| 12               | 4747.11            | 4747.11 | 4913.02 | 5516.40 | 5317.53 | 7035.18 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 13 | 4909.26 | 4909.26 | 5075.18 | 5678.56 | 5500.49 | 7035.18 |
| 14 | 4909.26 | 4909.26 | 5075.18 | 5678.56 | 5500.49 | 7259.23 |
| 15 | 5071.42 | 5071.42 | 5237.35 | 5840.72 | 5683.45 | 7259.23 |
| 16 | 5071.42 | 5071.42 | 5237.35 | 5840.72 | 5683.45 | 7483.28 |
| 17 | 5233.58 | 5233.58 | 5399.51 | 6002.87 | 5866.41 | 7483.28 |
| 18 | 5233.58 | 5233.58 | 5399.51 | 6002.87 | 5866.41 | 7707.32 |
| 19 | 5395.74 | 5395.74 | 5561.66 | 6165.04 | 6049.37 | 7707.32 |
| 20 | 5395.74 | 5395.74 | 5561.66 | 6165.04 | 6049.37 | 7931.36 |
| 21 | 5557.91 | 5557.91 | 5723.82 | 6327.20 | 6232.33 | 7931.36 |
| 22 | 5557.91 | 5557.91 | 5723.82 | 6327.20 | 6232.33 | 8155.41 |
| 23 | 5720.07 | 5720.07 | 5885.99 | 6489.35 | 6415.29 | 8155.41 |
| 24 | 5720.07 | 5720.07 | 5885.99 | 6489.35 | 6415.29 | 8155.41 |
| 25 | 5720.07 | 5720.07 | 6048.15 | 6651.52 | 6415.29 | 8155.41 |
| 26 | 5720.07 | 5720.07 | 6048.15 | 6651.52 | 6415.29 | 8155.41 |
| 27 | 5720.07 | 5720.07 | 6048.15 | 6651.52 | 6415.29 | 8155.41 |
| 28 | 5720.07 | 5720.07 | 6048.15 | 6651.52 | 6415.29 | 8155.41 |
| 29 | 5720.07 | 5720.07 | 6048.15 | 6651.52 | 6415.29 | 8155.41 |
| 30 | 5720.07 | 5720.07 | 6048.15 | 6651.52 | 6415.29 | 8155.41 |
| 31 | 5720.07 | 5720.07 | 6048.15 | 6651.52 | 6415.29 | 8155.41 |

## 2. : Gewaarborgd minimum loon

|                          |         |
|--------------------------|---------|
| Gewaarborgd minimum loon |         |
| Maandbedrag              | 2122.61 |