

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3320040: instellingen gesubsidieerd door de duitstalige gemeenschap

Inwerkingtreding 01/01/2023 (Laatst bewerkt 09/02/2023)

Indexatie met 2% in 01/2023. 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 of aanvangsleeftijden geweest. Het loonbarema wordt verondersteld van toepassing te zijn zonder leeftijdsonderscheid. De NAR-CAO 50 is niet 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. UURSTELSEL (op weekbasis): 38u

#### 1.1. FUNCTIE: Barema

| ANCIEN<br>NITEIT | Barema                              |                    |                                       |                      |                                        |                                       |                                       |
|------------------|-------------------------------------|--------------------|---------------------------------------|----------------------|----------------------------------------|---------------------------------------|---------------------------------------|
|                  | 2 :<br>Gescho<br>old<br>werkma<br>n | 3 : 1ste<br>vakman | 4 :<br>Adminis<br>tratiefbe<br>diende | 5 :<br>Opstelle<br>r | 6 :<br>Boekho<br>uder<br>2de<br>klasse | 7 :<br>Opvoer<br>der<br>klasse<br>III | 8 :<br>Opvoed<br>er<br>klasse II<br>B |
| 0                | 2170.48                             | 2292.69            | 2288.40                               | 2519.50              | 2746.87                                | 2290.34                               | 2722.85                               |
| 1                | 2260.63                             | 2400.68            | 2396.18                               | 2583.35              | 2784.76                                | 2398.50                               | 2744.53                               |
| 2                | 2283.59                             | 2425.04            | 2420.32                               | 2616.93              | 2822.66                                | 2423.04                               | 2795.03                               |
| 3                | 2306.55                             | 2449.40            | 2444.47                               | 2655.95              | 2860.56                                | 2447.57                               | 2802.15                               |
| 4                | 2333.99                             | 2480.54            | 2477.65                               | 2731.74              | 2906.80                                | 2462.40                               | 2907.89                               |
| 5                | 2345.47                             | 2493.20            | 2490.31                               | 2731.74              | 2906.80                                | 2489.39                               | 2907.89                               |
| 6                | 2372.91                             | 2524.34            | 2523.49                               | 2807.52              | 2953.04                                | 2507.02                               | 2993.00                               |
| 7                | 2384.39                             | 2536.99            | 2536.14                               | 2807.52              | 2953.04                                | 2531.21                               | 2993.00                               |
| 8                | 2411.82                             | 2568.14            | 2569.32                               | 2883.30              | 2999.27                                | 2551.64                               | 3078.11                               |
| 9                | 2423.30                             | 2580.79            | 2581.98                               | 2896.05              | 2999.27                                | 2577.87                               | 3078.11                               |
| 10               | 2483.02                             | 2665.42            | 2665.42                               | 2992.94              | 3074.83                                | 2665.42                               | 3163.23                               |
| 11               | 2496.98                             | 2692.44            | 2692.44                               | 3021.10              | 3102.99                                | 2692.44                               | 3163.23                               |
| 12               | 2526.89                             | 2719.45            | 2719.45                               | 3085.79              | 3160.66                                | 2719.45                               | 3248.34                               |
| 13               | 2540.84                             | 2746.47            | 2746.47                               | 3113.95              | 3188.82                                | 2746.47                               | 3248.34                               |
| 14               | 2576.66                             | 2773.48            | 2773.48                               | 3178.64              | 3246.47                                | 2773.48                               | 3333.45                               |
| 15               | 2590.62                             | 2800.50            | 2800.50                               | 3206.80              | 3274.72                                | 2800.50                               | 3333.45                               |
| 16               | 2626.44                             | 2827.52            | 2827.52                               | 3271.50              | 3332.93                                | 2827.52                               | 3418.56                               |
| 17               | 2640.40                             | 2854.54            | 2854.54                               | 3300.06              | 3361.65                                | 2854.54                               | 3418.56                               |
| 18               | 2676.22                             | 2881.55            | 2881.55                               | 3365.31              | 3419.86                                | 2881.55                               | 3503.67                               |
| 19               | 2690.18                             | 2908.56            | 2908.56                               | 3394.02              | 3448.58                                | 2908.56                               | 3503.67                               |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 20 | 2725.99 | 2935.88 | 2935.59 | 3459.81 | 3506.79 | 2935.59 | 3588.78 |
| 21 | 2739.95 | 2962.60 | 2962.60 | 3488.52 | 3535.50 | 2963.78 | 3588.78 |
| 22 | 2775.77 | 2995.41 | 2989.61 | 3554.49 | 3593.72 | 2989.61 | 3673.89 |
| 23 | 2789.73 | 3016.63 | 3016.63 | 3594.73 | 3622.44 | 3024.33 | 3673.89 |
| 24 | 2825.55 | 3054.93 | 3043.65 | 3649.18 | 3680.65 | 3043.65 | 3759.00 |
| 25 | 2839.51 | 3070.66 | 3070.66 | 3701.35 | 3709.37 | 3084.88 | 3759.00 |
| 26 | 2887.83 | 3114.46 | 3097.68 | 3754.66 | 3767.58 | 3100.06 | 3844.11 |
| 27 | 2901.79 | 3129.64 | 3124.69 | 3807.98 | 3807.98 | 3145.43 | 3844.11 |
| 28 | 2950.12 | 3173.99 | 3151.71 | 3861.29 | 3861.29 | 3160.61 | 3929.22 |
| 29 | 2964.07 | 3189.38 | 3178.72 | 3914.60 | 3914.60 | 3206.19 | 3929.22 |
| 30 | 2964.07 | 3189.38 | 3178.72 | 3914.60 | 3914.60 | 3206.19 | 4014.35 |
| 31 | 2964.07 | 3189.38 | 3178.72 | 3914.60 | 3914.60 | 3206.19 | 4014.35 |

## 1.2. FUNCTIE: Barema

| ANCIEN<br>NITEIT | Barema                     |                                       |                          |                                                                               |                                               |                                          |                                                       |
|------------------|----------------------------|---------------------------------------|--------------------------|-------------------------------------------------------------------------------|-----------------------------------------------|------------------------------------------|-------------------------------------------------------|
|                  | 8 :<br>Kinderv<br>erzorger | 8 :<br>Opvoed<br>er<br>klasse II<br>A | 11 :<br>Verpleg<br>er A2 | 13 :<br>Opvoed<br>er<br>klasse I,<br>SA,<br>gegradu<br>eerd<br>verpleg<br>er, | 14 :<br>Verantw<br>oordelijk<br>directeu<br>r | 15 :<br>Licentia<br>at<br>psychol<br>oog | 16 :<br>Directeu<br>r -<br>licencia<br>at -<br>master |
| 0                | 2722.85                    | 2722.85                               | 2831.76                  | 2885.04                                                                       | 3477.11                                       | 3604.62                                  | 4013.50                                               |
| 1                | 2744.53                    | 2744.53                               | 2854.32                  | 3010.26                                                                       | 3593.80                                       | 3755.40                                  | 4120.30                                               |
| 2                | 2795.03                    | 2795.03                               | 2906.83                  | 3109.49                                                                       | 3637.21                                       | 3811.48                                  | 4206.24                                               |
| 3                | 2802.15                    | 2802.15                               | 2914.24                  | 3232.36                                                                       | 3734.18                                       | 3952.39                                  | 4292.18                                               |
| 4                | 2907.89                    | 2907.89                               | 3024.21                  | 3389.54                                                                       | 3793.88                                       | 4057.32                                  | 4445.23                                               |
| 5                | 2907.89                    | 2907.89                               | 3024.21                  | 3424.57                                                                       | 3847.43                                       | 4142.14                                  | 4479.58                                               |
| 6                | 2993.00                    | 2993.00                               | 3112.72                  | 3550.88                                                                       | 3907.13                                       | 4252.21                                  | 4662.88                                               |
| 7                | 2993.00                    | 2993.00                               | 3241.83                  | 3609.51                                                                       | 3960.68                                       | 4331.90                                  | 4662.88                                               |
| 8                | 3078.11                    | 3078.11                               | 3241.83                  | 3627.53                                                                       | 4020.38                                       | 4469.86                                  | 4967.73                                               |
| 9                | 3078.11                    | 3078.11                               | 3382.37                  | 3683.65                                                                       | 4073.93                                       | 4521.65                                  | 4967.73                                               |
| 10               | 3163.23                    | 3163.23                               | 3415.18                  | 3784.28                                                                       | 4165.19                                       | 4687.52                                  | 5154.11                                               |
| 11               | 3163.23                    | 3163.23                               | 3509.80                  | 3835.99                                                                       | 4218.74                                       | 4742.96                                  | 5154.11                                               |
| 12               | 3248.34                    | 3248.34                               | 3509.80                  | 3908.84                                                                       | 4278.44                                       | 4905.17                                  | 5340.49                                               |
| 13               | 3248.34                    | 3248.34                               | 3604.42                  | 3957.13                                                                       | 4331.99                                       | 4932.72                                  | 5340.49                                               |
| 14               | 3333.45                    | 3333.45                               | 3604.42                  | 4062.90                                                                       | 4391.69                                       | 5122.83                                  | 5526.88                                               |
| 15               | 3333.45                    | 3333.45                               | 3699.04                  | 4081.69                                                                       | 4445.23                                       | 5122.83                                  | 5526.88                                               |
| 16               | 3418.56                    | 3418.56                               | 3699.04                  | 4333.66                                                                       | 4511.11                                       | 5340.48                                  | 5713.26                                               |
| 17               | 3418.56                    | 3418.56                               | 3793.65                  | 4425.07                                                                       | 4558.48                                       | 5340.48                                  | 5868.36                                               |
| 18               | 3503.67                    | 3503.67                               | 3793.65                  | 4425.07                                                                       | 4634.95                                       | 5558.14                                  | 5899.64                                               |
| 19               | 3503.67                    | 3503.67                               | 3888.27                  | 4516.48                                                                       | 4671.73                                       | 5558.14                                  | 6054.75                                               |
| 20               | 3588.78                    | 3588.78                               | 3888.27                  | 4516.48                                                                       | 4758.79                                       | 5775.79                                  | 6086.02                                               |
| 21               | 3588.78                    | 3588.78                               | 3982.89                  | 4621.70                                                                       | 4784.98                                       | 5775.79                                  | 6241.13                                               |
| 22               | 3673.89                    | 3673.89                               | 3982.89                  | 4621.70                                                                       | 4882.62                                       | 5993.45                                  | 6272.40                                               |
| 23               | 3673.89                    | 3673.89                               | 4077.50                  | 4746.26                                                                       | 4898.23                                       | 5993.45                                  | 6427.51                                               |
| 24               | 3759.00                    | 3759.00                               | 4077.50                  | 4746.26                                                                       | 5006.46                                       | 6211.10                                  | 6458.78                                               |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 25 | 3759.00 | 3759.00 | 4172.12 | 4870.82 | 5011.48 | 6211.10 | 6613.89 |
| 26 | 3844.11 | 3844.11 | 4172.12 | 4870.82 | 5130.30 | 6211.10 | 6613.89 |
| 27 | 3844.11 | 3844.11 | 4266.74 | 4919.11 | 5130.30 | 6211.10 | 6613.89 |
| 28 | 3929.22 | 3929.22 | 4266.74 | 4919.11 | 5130.30 | 6211.10 | 6613.89 |
| 29 | 3929.22 | 3929.22 | 4312.12 | 4919.11 | 5130.30 | 6211.10 | 6613.89 |
| 30 | 4014.35 | 4014.35 | 4312.12 | 4919.11 | 5130.30 | 6211.10 | 6613.89 |
| 31 | 4014.35 | 4014.35 | 4312.12 | 4919.11 | 5130.30 | 6211.10 | 6613.89 |