

## Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3300002: rusthuizen voor bejaarden, rust- en verzorgingstehuizen, dagverzorgingscentra voor bejaarden, dagcentra voor bejaarden, service-flats

Inwerkingtreding 01/05/2008 (Laatst bewerkt 24/07/2015)

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 330).

### 1. UURSTELSEL (op weekbasis): 38u

Het opklimmen in de loonschaal wordt slechts toegepast vanaf het ogenblik dat het loon van de loonschaal het gewaarborgd minimum uur- of maandloon bereikt of overschrijdt.

#### 1.1. : Verplegend, verzorgend en paramedisch personeel

##### 1.1.1. : Maandloon met standplaatstoelage (Categorieën 1 tot 4)

| LEEFTIJD/<br><br>ANCIENT<br>EIT | CATEGORIE                                       |                                                 |                                                 |                                                 |
|---------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
|                                 | 1<br><br>(Baremie<br>ke<br>weddeschaal<br>1.22) | 2<br><br>(Baremie<br>ke<br>weddeschaal<br>1.22) | 3<br><br>(Baremie<br>ke<br>weddeschaal<br>1.26) | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.35) |
|                                 | 0 anc. =<br><br>minimum<br>18 jaar              | 0 anc. =<br><br>minimum<br>18 jaar              | 0 anc. =<br><br>minimum<br>18 jaar              | 0 anc. =<br><br>minimum<br>18 jaar              |
| -18 jaar                        | 1569.19                                         | 1569.19                                         | 1609.32                                         |                                                 |
| 0 anc.                          | 1658.43                                         | 1658.43                                         | 1690.94                                         | 1797.03                                         |
| 1                               | 1788.64                                         | 1788.64                                         | 1821.16                                         | 1927.24                                         |
| 2                               | 1804.89                                         | 1804.89                                         | 1838.27                                         | 1944.36                                         |
| 3                               | 1821.15                                         | 1821.15                                         | 1855.39                                         | 1961.47                                         |
| 4                               | 1837.40                                         | 1837.40                                         | 1872.50                                         | 1978.58                                         |
| 5                               | 1853.65                                         | 1853.65                                         | 1889.62                                         | 1973.88                                         |
| 6                               | 1869.91                                         | 1869.91                                         | 1906.73                                         | 1990.97                                         |
| 7                               | 1886.16                                         | 1886.16                                         | 1923.85                                         | 2008.08                                         |
| 8                               | 1902.41                                         | 1902.41                                         | 1940.96                                         | 2025.20                                         |
| 9                               | 1918.66                                         | 1918.66                                         | 1958.08                                         | 2042.31                                         |
| 10                              | 1985.29                                         | 1985.29                                         | 2003.37                                         | 2109.47                                         |
| 11                              | 1987.51                                         | 1987.51                                         | 2023.90                                         | 2130.00                                         |
| 12                              | 2002.80                                         | 2002.80                                         | 2044.43                                         | 2150.53                                         |
| 13                              | 2022.48                                         | 2022.48                                         | 2064.96                                         | 2171.06                                         |
| 14                              | 2042.16                                         | 2042.16                                         | 2085.49                                         | 2191.59                                         |
| 15                              | 2061.84                                         | 2061.84                                         | 2106.02                                         | 2212.12                                         |
| 16                              | 2081.52                                         | 2081.52                                         | 2126.55                                         | 2232.65                                         |
| 17                              | 2101.20                                         | 2101.20                                         | 2147.08                                         | 2237.57                                         |
| 18                              | 2120.87                                         | 2120.87                                         | 2167.61                                         | 2251.86                                         |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 19 | 2140.55 | 2140.55 | 2188.14 | 2272.39 |
| 20 | 2160.24 | 2160.24 | 2208.67 | 2292.92 |
| 21 | 2179.92 | 2179.92 | 2229.20 | 2313.45 |
| 22 | 2199.59 | 2199.59 | 2237.32 | 2333.98 |
| 23 | 2219.27 | 2219.27 | 2248.41 | 2354.51 |
| 24 | 2236.50 | 2236.50 | 2268.94 | 2375.41 |
| 25 | 2237.98 | 2237.98 | 2289.47 | 2396.34 |
| 26 | 2256.46 | 2256.46 | 2310.00 | 2417.28 |
| 27 | 2276.14 | 2276.14 | 2330.53 | 2438.22 |
| 28 | 2295.82 | 2295.82 | 2351.06 | 2459.16 |
| 29 | 2315.50 | 2315.50 | 2371.88 | 2480.10 |
| 30 | 2315.50 | 2315.50 | 2371.88 | 2480.10 |
| 31 | 2315.50 | 2315.50 | 2371.88 | 2480.10 |

### 1.1.2. : Maandloon met standplaatstoelage (Categorieën 5 tot 8)

| LEEFTIJD/<br>r>ANCIENNIT<br>EIT | CATEGORIE                                            |                                                      |                                                               |                                                                       |
|---------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------------------------|
|                                 | 5<br><br>(Baremie<br>ke<br>weddeschaal<br>1.40-1.57) | 6<br><br>(Baremie<br>ke<br>weddeschaal<br>1.43-1.55) | 7<br><br>(Baremie<br>ke<br>weddeschaal<br>1.55-1.61-<br>1.77) | 8<br><br>(Baremie<br>ke<br>weddeschaal<br>1.55-1.61-<br>1.77 + 2 ans) |
|                                 | 0 anc. =<br><br>minimum<br>18 jaar                   | 0 anc. =<br><br>minimum<br>20 jaar                   | 0 anc. =<br><br>minimum<br>23 jaar                            | 0 anc. =<br><br>minimum<br>23 jaar                                    |
| 0 anc.                          | 1841.01                                              | 1906.30                                              | 2040.42                                                       | 2187.35                                                               |
| 1                               | 1977.04                                              | 2025.92                                              | 2187.35                                                       | 2237.53                                                               |
| 2                               | 1977.04                                              | 2025.92                                              | 2187.35                                                       | 2237.53                                                               |
| 3                               | 1987.87                                              | 2058.57                                              | 2237.53                                                       | 2296.08                                                               |
| 4                               | 1987.87                                              | 2058.57                                              | 2237.53                                                       | 2296.08                                                               |
| 5                               | 2020.49                                              | 2102.10                                              | 2296.08                                                       | 2616.72                                                               |
| 6                               | 2020.49                                              | 2102.10                                              | 2296.08                                                       | 2616.72                                                               |
| 7                               | 2259.82                                              | 2361.47                                              | 2616.72                                                       | 2683.30                                                               |
| 8                               | 2259.82                                              | 2361.47                                              | 2616.72                                                       | 2727.69                                                               |
| 9                               | 2292.48                                              | 2428.05                                              | 2683.30                                                       | 2794.27                                                               |
| 10                              | 2336.00                                              | 2472.44                                              | 2727.69                                                       | 2794.27                                                               |
| 11                              | 2379.97                                              | 2539.02                                              | 2794.27                                                       | 2860.86                                                               |
| 12                              | 2379.97                                              | 2539.02                                              | 2794.27                                                       | 2860.86                                                               |
| 13                              | 2424.36                                              | 2605.61                                              | 2860.86                                                       | 2927.44                                                               |
| 14                              | 2424.36                                              | 2605.61                                              | 2860.86                                                       | 3156.80                                                               |
| 15                              | 2468.74                                              | 2672.19                                              | 2927.44                                                       | 3223.38                                                               |
| 16                              | 2468.74                                              | 2672.19                                              | 3156.80                                                       | 3223.38                                                               |
| 17                              | 2513.13                                              | 2738.78                                              | 3223.38                                                       | 3289.97                                                               |
| 18                              | 2513.13                                              | 2738.78                                              | 3223.38                                                       | 3289.97                                                               |
| 19                              | 2557.52                                              | 2805.36                                              | 3289.97                                                       | 3356.56                                                               |
| 20                              | 2557.52                                              | 2805.36                                              | 3289.97                                                       | 3356.56                                                               |
| 21                              | 2601.91                                              | 2871.95                                              | 3356.56                                                       | 3423.14                                                               |
| 22                              | 2601.91                                              | 2871.95                                              | 3356.56                                                       | 3423.14                                                               |
| 23                              | 2646.30                                              | 2938.53                                              | 3423.14                                                       | 3489.73                                                               |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 24 | 2646.30 | 2938.53 | 3423.14 | 3489.73 |
| 25 | 2690.69 | 3005.12 | 3489.73 | 3556.31 |
| 26 | 2690.69 | 3005.12 | 3489.73 | 3556.31 |
| 27 | 2735.07 | 3071.70 | 3556.31 | 3556.31 |
| 28 | 2735.07 | 3071.70 | 3556.31 | 3556.31 |
| 29 | 2779.46 | 3071.70 | 3556.31 | 3556.31 |
| 30 | 2779.46 | 3071.70 | 3556.31 | 3556.31 |
| 31 | 2823.85 | 3071.70 | 3556.31 | 3556.31 |

### 1.1.3. : Maandloon met haardtoelage (Categorieën 1 tot 4)

| LEEFTIJD/<br>r>ANCIENNIT<br>EIT | CATEGORIE                                   |                                             |                                             |                                             |
|---------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|
|                                 | 1<br>(Baremie<br>ke<br>weddeschaal<br>1.22) | 2<br>(Baremie<br>ke<br>weddeschaal<br>1.22) | 3<br>(Baremie<br>ke<br>weddeschaal<br>1.26) | 4<br>(Baremie<br>ke<br>weddeschaal<br>1.35) |
|                                 | 0 anc. =<br><br>minimum<br>18 jaar          | 0 anc. =<br><br>minimum<br>18 jaar          | 0 anc. =<br><br>minimum<br>18 jaar          | 0 anc. =<br><br>minimum<br>18 jaar          |
| -18 jaar                        | 1612.88                                     | 1612.88                                     | 1653.01                                     |                                             |
| 0 anc.                          | 1702.12                                     | 1702.12                                     | 1734.63                                     | 1840.72                                     |
| 1                               | 1832.33                                     | 1832.33                                     | 1864.85                                     | 1970.93                                     |
| 2                               | 1848.58                                     | 1848.58                                     | 1881.96                                     | 1988.05                                     |
| 3                               | 1864.84                                     | 1864.84                                     | 1899.08                                     | 2005.16                                     |
| 4                               | 1881.09                                     | 1881.09                                     | 1916.19                                     | 2022.27                                     |
| 5                               | 1897.34                                     | 1897.34                                     | 1933.31                                     | 2030.51                                     |
| 6                               | 1913.60                                     | 1913.60                                     | 1950.42                                     | 2031.80                                     |
| 7                               | 1929.85                                     | 1929.85                                     | 1967.54                                     | 2033.08                                     |
| 8                               | 1946.10                                     | 1946.10                                     | 1984.65                                     | 2047.05                                     |
| 9                               | 1962.35                                     | 1962.35                                     | 2001.77                                     | 2064.16                                     |
| 10                              | 2028.98                                     | 2028.98                                     | 2032.73                                     | 2131.32                                     |
| 11                              | 2031.21                                     | 2031.21                                     | 2034.27                                     | 2151.85                                     |
| 12                              | 2032.69                                     | 2032.69                                     | 2066.28                                     | 2172.38                                     |
| 13                              | 2044.33                                     | 2044.33                                     | 2086.81                                     | 2192.91                                     |
| 14                              | 2064.01                                     | 2064.01                                     | 2107.34                                     | 2213.44                                     |
| 15                              | 2083.69                                     | 2083.69                                     | 2127.87                                     | 2233.97                                     |
| 16                              | 2103.37                                     | 2103.37                                     | 2148.40                                     | 2254.50                                     |
| 17                              | 2123.05                                     | 2123.05                                     | 2168.93                                     | 2259.42                                     |
| 18                              | 2142.72                                     | 2142.72                                     | 2189.46                                     | 2260.96                                     |
| 19                              | 2162.40                                     | 2162.40                                     | 2209.99                                     | 2272.39                                     |
| 20                              | 2182.09                                     | 2182.09                                     | 2230.52                                     | 2292.92                                     |
| 21                              | 2201.77                                     | 2201.77                                     | 2251.05                                     | 2313.45                                     |
| 22                              | 2221.44                                     | 2221.44                                     | 2259.16                                     | 2333.98                                     |
| 23                              | 2241.12                                     | 2241.12                                     | 2260.70                                     | 2354.51                                     |
| 24                              | 2258.35                                     | 2258.35                                     | 2268.94                                     | 2375.41                                     |
| 25                              | 2259.83                                     | 2259.83                                     | 2289.47                                     | 2396.34                                     |
| 26                              | 2261.31                                     | 2261.31                                     | 2310.00                                     | 2417.28                                     |
| 27                              | 2276.14                                     | 2276.14                                     | 2330.53                                     | 2438.22                                     |
| 28                              | 2295.82                                     | 2295.82                                     | 2351.06                                     | 2459.16                                     |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 29 | 2315.50 | 2315.50 | 2371.88 | 2480.10 |
| 30 | 2315.50 | 2315.50 | 2371.88 | 2480.10 |
| 31 | 2315.50 | 2315.50 | 2371.88 | 2480.10 |

#### 1.1.4. : Maandloon met haardtoelage (Categorieën 5 tot 8)

| LEEFTIJD/<br>r>ANCIENNIT<br>EIT | CATEGORIE                                            |                                                      |                                                               |                                                                       |
|---------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------------------------|
|                                 | 5<br><br>(Baremie<br>ke<br>weddeschaal<br>1.40-1.57) | 6<br><br>(Baremie<br>ke<br>weddeschaal<br>1.43-1.55) | 7<br><br>(Baremie<br>ke<br>weddeschaal<br>1.55-1.61-<br>1.77) | 8<br><br>(Baremie<br>ke<br>weddeschaal<br>1.55-1.61-<br>1.77 + 2 ans) |
|                                 | 0 anc. =<br><br>minimum<br>18 jaar                   | 0 anc. =<br><br>minimum<br>20 jaar                   | 0 anc. =<br><br>minimum<br>23 jaar                            | 0 anc. =<br><br>minimum<br>23 jaar                                    |
| 0 anc.                          | 1884.70                                              | 1949.99                                              | 2062.27                                                       | 2209.20                                                               |
| 1                               | 2020.73                                              | 2047.77                                              | 2209.20                                                       | 2259.38                                                               |
| 2                               | 2020.73                                              | 2047.77                                              | 2209.20                                                       | 2259.38                                                               |
| 3                               | 2031.56                                              | 2080.42                                              | 2259.38                                                       | 2296.08                                                               |
| 4                               | 2031.56                                              | 2080.42                                              | 2259.38                                                       | 2296.08                                                               |
| 5                               | 2042.34                                              | 2123.95                                              | 2296.08                                                       | 2616.72                                                               |
| 6                               | 2042.34                                              | 2123.95                                              | 2296.08                                                       | 2616.72                                                               |
| 7                               | 2261.56                                              | 2361.47                                              | 2616.72                                                       | 2683.30                                                               |
| 8                               | 2261.56                                              | 2361.47                                              | 2616.72                                                       | 2727.69                                                               |
| 9                               | 2292.48                                              | 2428.05                                              | 2683.30                                                       | 2794.27                                                               |
| 10                              | 2336.00                                              | 2472.44                                              | 2727.69                                                       | 2794.27                                                               |
| 11                              | 2379.97                                              | 2539.02                                              | 2794.27                                                       | 2860.86                                                               |
| 12                              | 2379.97                                              | 2539.02                                              | 2794.27                                                       | 2860.86                                                               |
| 13                              | 2424.36                                              | 2605.61                                              | 2860.86                                                       | 2927.44                                                               |
| 14                              | 2424.36                                              | 2605.61                                              | 2860.86                                                       | 3156.80                                                               |
| 15                              | 2468.74                                              | 2672.19                                              | 2927.44                                                       | 3223.38                                                               |
| 16                              | 2468.74                                              | 2672.19                                              | 3156.80                                                       | 3223.38                                                               |
| 17                              | 2513.13                                              | 2738.78                                              | 3223.38                                                       | 3289.97                                                               |
| 18                              | 2513.13                                              | 2738.78                                              | 3223.38                                                       | 3289.97                                                               |
| 19                              | 2557.52                                              | 2805.36                                              | 3289.97                                                       | 3356.56                                                               |
| 20                              | 2557.52                                              | 2805.36                                              | 3289.97                                                       | 3356.56                                                               |
| 21                              | 2601.91                                              | 2871.95                                              | 3356.56                                                       | 3423.14                                                               |
| 22                              | 2601.91                                              | 2871.95                                              | 3356.56                                                       | 3423.14                                                               |
| 23                              | 2646.30                                              | 2938.53                                              | 3423.14                                                       | 3489.73                                                               |
| 24                              | 2646.30                                              | 2938.53                                              | 3423.14                                                       | 3489.73                                                               |
| 25                              | 2690.69                                              | 3005.12                                              | 3489.73                                                       | 3556.31                                                               |
| 26                              | 2690.69                                              | 3005.12                                              | 3489.73                                                       | 3556.31                                                               |
| 27                              | 2735.07                                              | 3071.70                                              | 3556.31                                                       | 3556.31                                                               |
| 28                              | 2735.07                                              | 3071.70                                              | 3556.31                                                       | 3556.31                                                               |
| 29                              | 2779.46                                              | 3071.70                                              | 3556.31                                                       | 3556.31                                                               |
| 30                              | 2779.46                                              | 3071.70                                              | 3556.31                                                       | 3556.31                                                               |
| 31                              | 2823.85                                              | 3071.70                                              | 3556.31                                                       | 3556.31                                                               |

#### 1.1.5. : Functiecomplement

Maandbedrag toegekend aan de hoofdverpleegkundige(n) met de loonschalen 1.78, 1.78a, 1.78s en 1.80 evenals de paramedische diensthoofden met dezelfde loonschalen en aan de verpleegkundige(n)-hoofd van dienst en ermee gelijk te stellen paramedici diensthoofden en geklasseerd in de schalen 1.79 en 1.00 die een baremieke anciënniteit van 18 jaar of meer behaald hebben.

Hetzelfde functiecomplement wordt toegekend aan de hoofdverpleegkundigen met loonschaal categorie 7 van het verpleegkundig personeel bepaald in de collectieve arbeidsovereenkomst van 7 december 2000 [*83.936*] met betrekking tot de harmonisatie van de baremieke weddeschalen voor het personeel van de sector van de thuisverpleging met de baremieke weddeschalen voor het personeel van de privé-ziekenhuizen die een baremieke anciënniteit van 18 jaar of meer behaald hebben.

Hetzelfde functiecomplement wordt toegekend aan de hoofdverpleegkundigen, de ermee gelijkgestelde paramedici / diensthoofden en de verpleegkundige coördinatoren die als dusdanig zijn aangesteld in de rusthuizen voor bejaarden, de rest- en verzorgingstehuizen en de dagverzorgingscentra, voor zover zij aan de baremieke anciënniteitsvoorwaarde van 18 jaar voldoen.

70.82

## 1.2. : Administratief personeel

### 1.2.1. : Maandloon met standplaatstoelage

| LEEFTIJD/<br><br>ANCIE<br>NNITEIT | CATEGORIE                                        |                                                  |                                                  |                                                           |                                                                |
|-----------------------------------|--------------------------------------------------|--------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------|
|                                   | 1<br><br>(Bare<br>mieke<br>weddescha<br>al 1.12) | 2<br><br>(Bare<br>mieke<br>weddescha<br>al 1.22) | 3<br><br>(Bare<br>mieke<br>weddescha<br>al 1.50) | 4<br><br>(Bare<br>mieke<br>weddescha<br>al 1.43-<br>1.55) | 5<br><br>(Bare<br>mieke<br>weddescha<br>al 1.55-<br>1.61-1.77) |
|                                   | 0 anc. =<br><br>minim<br>um 18 jaar              | 0 anc. =<br><br>minim<br>um 18 jaar              | 0 anc. =<br><br>minim<br>um 20 jaar              | 0 anc. =<br><br>minim<br>um 20 jaar                       | 0 anc. =<br><br>minim<br>um 23 jaar                            |
| -18 jaar                          | 1492.81                                          | 1569.19                                          | 1607.00                                          |                                                           |                                                                |
| 0 anc.                            | 1547.22                                          | 1658.43                                          | 1723.63                                          | 1906.30                                                   | 2040.42                                                        |
| 1                                 | 1673.15                                          | 1788.64                                          | 1865.10                                          | 2025.92                                                   | 2187.35                                                        |
| 2                                 | 1681.71                                          | 1804.89                                          | 1880.86                                          | 2025.92                                                   | 2187.35                                                        |
| 3                                 | 1690.27                                          | 1821.15                                          | 1896.61                                          | 2058.57                                                   | 2237.53                                                        |
| 4                                 | 1698.83                                          | 1837.40                                          | 1912.37                                          | 2058.57                                                   | 2237.53                                                        |
| 5                                 | 1707.39                                          | 1853.65                                          | 1928.13                                          | 2102.10                                                   | 2296.08                                                        |
| 6                                 | 1715.94                                          | 1869.91                                          | 1966.21                                          | 2102.10                                                   | 2296.08                                                        |
| 7                                 | 1724.50                                          | 1886.16                                          | 1987.47                                          | 2361.47                                                   | 2616.72                                                        |
| 8                                 | 1733.06                                          | 1902.41                                          | 2020.53                                          | 2361.47                                                   | 2616.72                                                        |
| 9                                 | 1741.62                                          | 1918.66                                          | 2058.61                                          | 2428.05                                                   | 2683.30                                                        |
| 10                                | 1794.32                                          | 1985.29                                          | 2140.23                                          | 2472.44                                                   | 2727.69                                                        |
| 11                                | 1802.88                                          | 1987.51                                          | 2178.32                                          | 2539.02                                                   | 2794.27                                                        |
| 12                                | 1811.44                                          | 2002.80                                          | 2216.41                                          | 2539.02                                                   | 2794.27                                                        |
| 13                                | 1820.00                                          | 2022.48                                          | 2237.67                                          | 2605.61                                                   | 2860.86                                                        |
| 14                                | 1828.56                                          | 2042.16                                          | 2270.72                                          | 2605.61                                                   | 2860.86                                                        |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 15 | 1837.12 | 2061.84 | 2308.81 | 2672.19 | 2927.44 |
| 16 | 1845.68 | 2081.52 | 2346.89 | 2672.19 | 3156.80 |
| 17 | 1854.24 | 2101.20 | 2385.52 | 2738.78 | 3223.38 |
| 18 | 1862.79 | 2120.87 | 2424.35 | 2738.78 | 3223.38 |
| 19 | 1871.35 | 2140.55 | 2463.18 | 2805.36 | 3289.97 |
| 20 | 1879.91 | 2160.24 | 2502.02 | 2805.36 | 3289.97 |
| 21 | 1888.47 | 2179.92 | 2540.86 | 2871.95 | 3356.56 |
| 22 | 1897.03 | 2199.59 | 2579.69 | 2871.95 | 3356.56 |
| 23 | 1905.59 | 2219.27 | 2618.53 | 2938.53 | 3423.14 |
| 24 | 1914.15 | 2236.50 | 2657.36 | 2938.53 | 3423.14 |
| 25 | 1922.71 | 2237.98 | 2696.20 | 3005.12 | 3489.73 |
| 26 | 1931.27 | 2256.46 | 2735.03 | 3005.12 | 3489.73 |
| 27 | 1939.83 | 2276.14 | 2773.87 | 3071.70 | 3556.31 |
| 28 | 1939.83 | 2295.82 | 2812.70 | 3071.70 | 3556.31 |
| 29 | 1939.83 | 2315.50 | 2851.54 | 3071.70 | 3556.31 |
| 30 | 1939.83 | 2315.50 | 2851.54 | 3071.70 | 3556.31 |
| 31 | 1939.83 | 2315.50 | 2851.54 | 3071.70 | 3556.31 |

### 1.2.2. : Maandloon met haardtoelage

| LEEFTIJD/<br><br>ANCIE<br>NNITEIT | CATEGORIE                                        |                                                  |                                                  |                                                           |                                                                |
|-----------------------------------|--------------------------------------------------|--------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------|
|                                   | 1<br><br>(Bare<br>mieke<br>weddescha<br>al 1.12) | 2<br><br>(Bare<br>mieke<br>weddescha<br>al 1.22) | 3<br><br>(Bare<br>mieke<br>weddescha<br>al 1.50) | 4<br><br>(Bare<br>mieke<br>weddescha<br>al 1.43-<br>1.55) | 5<br><br>(Bare<br>mieke<br>weddescha<br>al 1.55-<br>1.61-1.77) |
|                                   | 0 anc. =<br><br>minim<br>um 18 jaar              | 0 anc. =<br><br>minim<br>um 18 jaar              | 0 anc. =<br><br>minim<br>um 20 jaar              | 0 anc. =<br><br>minim<br>um 20 jaar                       | 0 anc. =<br><br>minim<br>um 23 jaar                            |
| -18 jaar                          | 1536.50                                          | 1612.88                                          | 1650.69                                          |                                                           |                                                                |
| 0 anc.                            | 1590.91                                          | 1702.12                                          | 1767.32                                          | 1949.99                                                   | 2062.27                                                        |
| 1                                 | 1716.84                                          | 1832.33                                          | 1908.79                                          | 2047.77                                                   | 2209.20                                                        |
| 2                                 | 1725.40                                          | 1848.58                                          | 1924.55                                          | 2047.77                                                   | 2209.20                                                        |
| 3                                 | 1733.96                                          | 1864.84                                          | 1940.30                                          | 2080.42                                                   | 2259.38                                                        |
| 4                                 | 1742.52                                          | 1881.09                                          | 1956.06                                          | 2080.42                                                   | 2259.38                                                        |
| 5                                 | 1751.08                                          | 1897.34                                          | 1971.82                                          | 2123.95                                                   | 2296.08                                                        |
| 6                                 | 1759.63                                          | 1913.60                                          | 2009.90                                          | 2123.95                                                   | 2296.08                                                        |
| 7                                 | 1768.19                                          | 1929.85                                          | 2031.16                                          | 2361.47                                                   | 2616.72                                                        |
| 8                                 | 1776.75                                          | 1946.10                                          | 2042.38                                          | 2361.47                                                   | 2616.72                                                        |
| 9                                 | 1785.31                                          | 1962.35                                          | 2080.46                                          | 2428.05                                                   | 2683.30                                                        |
| 10                                | 1838.01                                          | 2028.98                                          | 2162.08                                          | 2472.44                                                   | 2727.69                                                        |
| 11                                | 1846.57                                          | 2031.21                                          | 2200.17                                          | 2539.02                                                   | 2794.27                                                        |
| 12                                | 1855.13                                          | 2032.69                                          | 2238.26                                          | 2539.02                                                   | 2794.27                                                        |
| 13                                | 1863.69                                          | 2044.33                                          | 2259.52                                          | 2605.61                                                   | 2860.86                                                        |
| 14                                | 1872.25                                          | 2064.01                                          | 2270.72                                          | 2605.61                                                   | 2860.86                                                        |
| 15                                | 1880.81                                          | 2083.69                                          | 2308.81                                          | 2672.19                                                   | 2927.44                                                        |
| 16                                | 1889.37                                          | 2103.37                                          | 2346.89                                          | 2672.19                                                   | 3156.80                                                        |
| 17                                | 1897.93                                          | 2123.05                                          | 2385.52                                          | 2738.78                                                   | 3223.38                                                        |
| 18                                | 1906.48                                          | 2142.72                                          | 2424.35                                          | 2738.78                                                   | 3223.38                                                        |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 19 | 1915.04 | 2162.40 | 2463.18 | 2805.36 | 3289.97 |
| 20 | 1923.60 | 2182.09 | 2502.02 | 2805.36 | 3289.97 |
| 21 | 1932.16 | 2201.77 | 2540.86 | 2871.95 | 3356.56 |
| 22 | 1940.72 | 2221.44 | 2579.69 | 2871.95 | 3356.56 |
| 23 | 1949.28 | 2241.12 | 2618.53 | 2938.53 | 3423.14 |
| 24 | 1957.84 | 2258.35 | 2657.36 | 2938.53 | 3423.14 |
| 25 | 1966.40 | 2259.83 | 2696.20 | 3005.12 | 3489.73 |
| 26 | 1974.96 | 2261.31 | 2735.03 | 3005.12 | 3489.73 |
| 27 | 1983.52 | 2276.14 | 2773.87 | 3071.70 | 3556.31 |
| 28 | 1983.52 | 2295.82 | 2812.70 | 3071.70 | 3556.31 |
| 29 | 1983.52 | 2315.50 | 2851.54 | 3071.70 | 3556.31 |
| 30 | 1983.52 | 2315.50 | 2851.54 | 3071.70 | 3556.31 |
| 31 | 1983.52 | 2315.50 | 2851.54 | 3071.70 | 3556.31 |

### 1.3. : Werklieden- en technisch personeel

#### 1.3.1. : Uurloon met standplaatstoelage

| LEEFTI<br>JD/<br><br>ANCIEN<br>NITEIT | CATEGORIE                                           |                                                     |                                                     |                                                     |                                                     |                                                     |                                                     |
|---------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|
|                                       | 1<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.12) | 2<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.12) | 3<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.22) | 4<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.26) | 5<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.40) | 6<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.59) | 7<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.80) |
|                                       | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>24 jaar              |
| -18 jaar                              | 9.0657                                              | 9.0657                                              | 9.5758                                              | 9.7732                                              |                                                     |                                                     |                                                     |
| 0 anc.                                | 9.3961                                              | 9.3961                                              | 10.0715                                             | 10.2689                                             | 11.1802                                             | 12.8980                                             | 16.5087                                             |
| 1                                     | 10.1608                                             | 10.1608                                             | 10.8622                                             | 11.0597                                             | 12.0063                                             | 13.5916                                             | 17.3176                                             |
| 2                                     | 10.2128                                             | 10.2128                                             | 10.9609                                             | 11.1636                                             | 12.0063                                             | 13.5916                                             | 17.3176                                             |
| 3                                     | 10.2648                                             | 10.2648                                             | 11.0596                                             | 11.2676                                             | 12.0721                                             | 13.7896                                             | 18.0421                                             |
| 4                                     | 10.3168                                             | 10.3168                                             | 11.1583                                             | 11.3715                                             | 12.0721                                             | 13.7896                                             | 18.0421                                             |
| 5                                     | 10.3688                                             | 10.3688                                             | 11.2570                                             | 11.4754                                             | 12.2702                                             | 13.9879                                             | 18.7666                                             |
| 6                                     | 10.4207                                             | 10.4207                                             | 11.3557                                             | 11.5794                                             | 12.2702                                             | 13.9879                                             | 18.7666                                             |
| 7                                     | 10.4727                                             | 10.4727                                             | 11.4544                                             | 11.6833                                             | 12.4685                                             | 14.1862                                             | 19.4912                                             |
| 8                                     | 10.5247                                             | 10.5247                                             | 11.5531                                             | 11.7872                                             | 12.4685                                             | 14.1862                                             | 19.4912                                             |
| 9                                     | 10.5767                                             | 10.5767                                             | 11.6518                                             | 11.8912                                             | 12.6668                                             | 14.3859                                             | 20.2157                                             |
| 10                                    | 10.8967                                             | 10.8967                                             | 12.0564                                             | 12.1662                                             | 12.9311                                             | 14.6555                                             | 20.4852                                             |
| 11                                    | 10.9487                                             | 10.9487                                             | 12.0699                                             | 12.2909                                             | 13.1954                                             | 14.9250                                             | 21.2098                                             |
| 12                                    | 11.0007                                             | 11.0007                                             | 12.1628                                             | 12.4156                                             | 13.1954                                             | 14.9250                                             | 21.2098                                             |
| 13                                    | 11.0526                                             | 11.0526                                             | 12.2823                                             | 12.5402                                             | 13.4598                                             | 15.1946                                             | 21.9343                                             |
| 14                                    | 11.1046                                             | 11.1046                                             | 12.4018                                             | 12.6649                                             | 13.4598                                             | 15.1946                                             | 21.9343                                             |
| 15                                    | 11.1566                                             | 11.1566                                             | 12.5213                                             | 12.7896                                             | 13.5915                                             | 15.4642                                             | 22.6588                                             |
| 16                                    | 11.2086                                             | 11.2086                                             | 12.6408                                             | 12.9143                                             | 13.5915                                             | 15.4642                                             | 22.6588                                             |
| 17                                    | 11.2606                                             | 11.2606                                             | 12.7603                                             | 13.0389                                             | 13.8558                                             | 15.7337                                             | 23.3833                                             |
| 18                                    | 11.3125                                             | 11.3125                                             | 12.8798                                             | 13.1636                                             | 13.8558                                             | 15.7337                                             | 23.3833                                             |
| 19                                    | 11.3645                                             | 11.3645                                             | 12.9993                                             | 13.2883                                             | 14.1201                                             | 16.0033                                             | 24.1079                                             |
| 20                                    | 11.4165                                             | 11.4165                                             | 13.1189                                             | 13.4130                                             | 14.1201                                             | 16.0033                                             | 24.1079                                             |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 21 | 11.4685 | 11.4685 | 13.2384 | 13.5377 | 14.3858 | 16.2728 | 24.8324 |
| 22 | 11.5204 | 11.5204 | 13.3579 | 13.5869 | 14.3858 | 16.2728 | 24.8324 |
| 23 | 11.5724 | 11.5724 | 13.4774 | 13.6543 | 14.6553 | 16.5424 | 25.5569 |
| 24 | 11.6244 | 11.6244 | 13.5820 | 13.7790 | 14.6553 | 16.5424 | 25.5569 |
| 25 | 11.6764 | 11.6764 | 13.5910 | 13.9037 | 14.9249 | 16.8119 | 25.5569 |
| 26 | 11.7284 | 11.7284 | 13.7032 | 14.0283 | 14.9249 | 16.8119 | 25.5569 |
| 27 | 11.7803 | 11.7803 | 13.8227 | 14.1530 | 15.1945 | 17.0815 | 25.5569 |
| 28 | 11.7803 | 11.7803 | 13.9422 | 14.2777 | 15.1945 | 17.0815 | 25.5569 |
| 29 | 11.7803 | 11.7803 | 14.0617 | 14.4041 | 15.4640 | 17.3511 | 25.5569 |
| 30 | 11.7803 | 11.7803 | 14.0617 | 14.4041 | 15.4640 | 17.3511 | 25.5569 |
| 31 | 11.7803 | 11.7803 | 14.0617 | 14.4041 | 15.7336 | 17.6206 | 25.5569 |

### 1.3.2. : Uurloon met haardtoelage

| LEEFTI<br>JD/<br><br>ANCIEN<br>NITEIT | CATEGORIE                                           |                                                     |                                                     |                                                     |                                                     |                                                     |                                                     |
|---------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|
|                                       | 1<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.12) | 2<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.12) | 3<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.22) | 4<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.26) | 5<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.40) | 6<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.59) | 7<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.80) |
|                                       | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>18 jaar              | 0 anc. =<br><br>min<br>imum<br>24 jaar              |
| -18 jaar                              | 9.3310                                              | 9.3310                                              | 9.8411                                              | 10.0385                                             |                                                     |                                                     |                                                     |
| 0 anc.                                | 9.6614                                              | 9.6614                                              | 10.3368                                             | 10.5342                                             | 11.4455                                             | 13.0307                                             | 16.5087                                             |
| 1                                     | 10.4261                                             | 10.4261                                             | 11.1275                                             | 11.3250                                             | 12.2716                                             | 13.7243                                             | 17.3176                                             |
| 2                                     | 10.4781                                             | 10.4781                                             | 11.2262                                             | 11.4289                                             | 12.2716                                             | 13.7243                                             | 17.3176                                             |
| 3                                     | 10.5301                                             | 10.5301                                             | 11.3249                                             | 11.5329                                             | 12.3374                                             | 13.7896                                             | 18.0421                                             |
| 4                                     | 10.5821                                             | 10.5821                                             | 11.4236                                             | 11.6368                                             | 12.3374                                             | 13.7896                                             | 18.0421                                             |
| 5                                     | 10.6341                                             | 10.6341                                             | 11.5223                                             | 11.7407                                             | 12.4029                                             | 13.9879                                             | 18.7666                                             |
| 6                                     | 10.6860                                             | 10.6860                                             | 11.6210                                             | 11.8447                                             | 12.4029                                             | 13.9879                                             | 18.7666                                             |
| 7                                     | 10.7380                                             | 10.7380                                             | 11.7197                                             | 11.9486                                             | 12.6012                                             | 14.1862                                             | 19.4912                                             |
| 8                                     | 10.7900                                             | 10.7900                                             | 11.8184                                             | 12.0525                                             | 12.6012                                             | 14.1862                                             | 19.4912                                             |
| 9                                     | 10.8420                                             | 10.8420                                             | 11.9171                                             | 12.1565                                             | 12.7995                                             | 14.3859                                             | 20.2157                                             |
| 10                                    | 11.1620                                             | 11.1620                                             | 12.3217                                             | 12.3445                                             | 13.0638                                             | 14.6555                                             | 20.4852                                             |
| 11                                    | 11.2140                                             | 11.2140                                             | 12.3352                                             | 12.3539                                             | 13.3281                                             | 14.9250                                             | 21.2098                                             |
| 12                                    | 11.2660                                             | 11.2660                                             | 12.3443                                             | 12.5483                                             | 13.3281                                             | 14.9250                                             | 21.2098                                             |
| 13                                    | 11.3179                                             | 11.3179                                             | 12.4150                                             | 12.6729                                             | 13.5925                                             | 15.1946                                             | 21.9343                                             |
| 14                                    | 11.3699                                             | 11.3699                                             | 12.5345                                             | 12.7976                                             | 13.5925                                             | 15.1946                                             | 21.9343                                             |
| 15                                    | 11.4219                                             | 11.4219                                             | 12.6540                                             | 12.9223                                             | 13.7242                                             | 15.4642                                             | 22.6588                                             |
| 16                                    | 11.4739                                             | 11.4739                                             | 12.7735                                             | 13.0470                                             | 13.7242                                             | 15.4642                                             | 22.6588                                             |
| 17                                    | 11.5259                                             | 11.5259                                             | 12.8930                                             | 13.1716                                             | 13.8558                                             | 15.7337                                             | 23.3833                                             |
| 18                                    | 11.5778                                             | 11.5778                                             | 13.0125                                             | 13.2963                                             | 13.8558                                             | 15.7337                                             | 23.3833                                             |
| 19                                    | 11.6298                                             | 11.6298                                             | 13.1320                                             | 13.4210                                             | 14.1201                                             | 16.0033                                             | 24.1079                                             |
| 20                                    | 11.6818                                             | 11.6818                                             | 13.2516                                             | 13.5457                                             | 14.1201                                             | 16.0033                                             | 24.1079                                             |
| 21                                    | 11.7338                                             | 11.7338                                             | 13.3711                                             | 13.6704                                             | 14.3858                                             | 16.2728                                             | 24.8324                                             |
| 22                                    | 11.7857                                             | 11.7857                                             | 13.4906                                             | 13.7196                                             | 14.3858                                             | 16.2728                                             | 24.8324                                             |
| 23                                    | 11.8377                                             | 11.8377                                             | 13.6101                                             | 13.7289                                             | 14.6553                                             | 16.5424                                             | 25.5569                                             |



|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 24 | 11.8897 | 11.8897 | 13.7147 | 13.7790 | 14.6553 | 16.5424 | 25.5569 |
| 25 | 11.9417 | 11.9417 | 13.7237 | 13.9037 | 14.9249 | 16.8119 | 25.5569 |
| 26 | 11.9937 | 11.9937 | 13.7326 | 14.0283 | 14.9249 | 16.8119 | 25.5569 |
| 27 | 12.0456 | 12.0456 | 13.8227 | 14.1530 | 15.1945 | 17.0815 | 25.5569 |
| 28 | 12.0456 | 12.0456 | 13.9422 | 14.2777 | 15.1945 | 17.0815 | 25.5569 |
| 29 | 12.0456 | 12.0456 | 14.0617 | 14.4041 | 15.4640 | 17.3511 | 25.5569 |
| 30 | 12.0456 | 12.0456 | 14.0617 | 14.4041 | 15.4640 | 17.3511 | 25.5569 |
| 31 | 12.0456 | 12.0456 | 14.0617 | 14.4041 | 15.7336 | 17.6206 | 25.5569 |

#### 1.4. : Gewaarborgd minimumloon

Het gewaarborgd minimumloon is een recht waarop elke werknemer zich kan beroepen, ongeacht de toekenning van premies, toelagen, vergoedingen en toeslagen, van welke aard ook.

Voor het bediendepersoneel dat met onvolledige dienstbetrekking is tewerkgesteld, wordt het gewaarborgd minimum maandloon berekend naar rato van de duur van de maandelijkse arbeidsprestatie.

##### 1.4.1. LEEFTIJD: 21 jaar of ouder

| SOORT BEDRAG  |           |
|---------------|-----------|
| Maandbedrag   | 1561.6600 |
| Uurloonbedrag | 9.4838    |

##### 1.4.2. LEEFTIJD: Minder dan 21 jaar

| LEEFTIJD          | SOORT BEDRAG |               |
|-------------------|--------------|---------------|
|                   | Maandbedrag  | Uurloonbedrag |
| 20 jaar           | 1483.5800    | 9.0096        |
| 19 jaar           | 1405.4900    | 8.5354        |
| 18 jaar           | 1327.4100    | 8.0612        |
| 17 jaar           | 1249.3300    | 7.5870        |
| 16 jaar en jonger | 1171.2500    | 7.1128        |