

## Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3320010: instellingen gesubsidieerd door de franse gemeenschap

Inwerkingtreding 01/06/2008 (Laatst bewerkt 25/03/2015)

Deze sub-sector is geen officieel Paritair Subcomité. De loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Comité (PC 332).

### 1. SECTOR: Milieux d'Accueil d'Enfants

1.1. : Gegradueerde verpleegkundige(n) - Sociaal assis-tent(e)(n) en andere gegradueerden die verantwoordelijk zijn voor een groep

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 23/0                | 2091.55               |
| 1                   | 2136.91               |
| 2                   | 2160.08               |
| 3                   | 2263.09               |
| 4                   | 2263.09               |
| 5                   | 2330.81               |
| 6                   | 2330.81               |
| 7                   | 2500.88               |
| 8                   | 2500.88               |
| 9                   | 2620.85               |
| 10                  | 2634.17               |
| 11                  | 2702.02               |
| 12                  | 2702.02               |
| 13                  | 2769.87               |
| 14                  | 2769.87               |
| 15                  | 2869.74               |
| 16                  | 3039.08               |
| 17                  | 3106.93               |
| 18                  | 3147.14               |
| 19                  | 3214.99               |
| 20                  | 3214.99               |
| 21                  | 3282.84               |
| 22                  | 3282.84               |
| 23                  | 3350.69               |
| 24                  | 3350.69               |
| 25                  | 3418.53               |
| 26                  | 3418.53               |
| 27                  | 3486.38               |
| 28                  | 3486.38               |
| 29                  | 3534.26               |

**1.2. : Kinderverzorg(st)er(s) en gekwalificeerd opvang-personeel**

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 18/0                | 1728.13               |
| 1                   | 1779.96               |
| 2                   | 1797.86               |
| 3                   | 1830.66               |
| 4                   | 1835.79               |
| 5                   | 1863.05               |
| 6                   | 1868.19               |
| 7                   | 1895.45               |
| 8                   | 1900.59               |
| 9                   | 1962.96               |
| 10                  | 1983.10               |
| 11                  | 2011.39               |
| 12                  | 2017.55               |
| 13                  | 2045.83               |
| 14                  | 2051.99               |
| 15                  | 2115.39               |
| 16                  | 2121.55               |
| 17                  | 2149.83               |
| 18                  | 2155.99               |
| 19                  | 2184.28               |
| 20                  | 2190.44               |
| 21                  | 2218.73               |
| 22                  | 2224.88               |
| 23                  | 2253.17               |
| 24                  | 2259.08               |
| 25                  | 2287.85               |
| 26                  | 2294.13               |
| 27                  | 2322.54               |
| 28                  | 2328.82               |
| 29                  | 2357.23               |

**1.3. : Gebrevetteerde verpleegkundige(n)**

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 18/0                | 1780.06               |
| 1                   | 1845.91               |
| 2                   | 1869.31               |
| 3                   | 1911.02               |
| 4                   | 1911.02               |
| 5                   | 1978.33               |
| 6                   | 1978.33               |
| 7                   | 2138.77               |
| 8                   | 2138.77               |

|    |         |
|----|---------|
| 9  | 2210.05 |
| 10 | 2210.05 |
| 11 | 2304.87 |
| 12 | 2304.87 |
| 13 | 2372.10 |
| 14 | 2372.10 |
| 15 | 2469.75 |
| 16 | 2469.75 |
| 17 | 2543.98 |
| 18 | 2543.98 |
| 19 | 2618.21 |
| 20 | 2618.21 |
| 21 | 2692.44 |
| 22 | 2692.44 |
| 23 | 2766.67 |
| 24 | 2766.67 |
| 25 | 2840.90 |
| 26 | 2840.90 |
| 27 | 2915.13 |
| 28 | 2915.13 |
| 29 | 2969.39 |
| 30 | 2969.39 |
| 31 | 3023.64 |

#### 1.4. : Administratief personeel - niveau opsteller(ster)

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 20/0                | 1532.73               |
| 1                   | 1624.40               |
| 2                   | 1637.91               |
| 3                   | 1654.63               |
| 4                   | 1664.42               |
| 5                   | 1677.33               |
| 6                   | 1701.01               |
| 7                   | 1727.71               |
| 8                   | 1751.38               |
| 9                   | 1800.87               |
| 10                  | 1851.61               |
| 11                  | 1851.61               |
| 12                  | 1924.11               |
| 13                  | 1970.32               |
| 14                  | 1994.00               |
| 15                  | 2042.92               |
| 16                  | 2066.59               |
| 17                  | 2113.15               |
| 18                  | 2137.29               |
| 19                  | 2183.96               |

|    |         |
|----|---------|
| 20 | 2208.11 |
| 21 | 2254.80 |
| 22 | 2278.94 |
| 23 | 2325.63 |
| 24 | 2349.77 |
| 25 | 2396.45 |
| 26 | 2420.59 |
| 27 | 2467.28 |
| 28 | 2491.42 |
| 29 | 2538.10 |

### 1.5. : Intendancepersoneel - Ongeschoolde arbeider

| Dienst ancienniteit | Loon                  |                     |
|---------------------|-----------------------|---------------------|
|                     | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 18/0                | 1453.1200             | 8.8246              |
| 1                   | 1547.7600             | 9.3993              |
| 2                   | 1553.8900             | 9.4366              |
| 3                   | 1560.0100             | 9.4738              |
| 4                   | 1566.1400             | 9.5110              |
| 5                   | 1572.2700             | 9.5482              |
| 6                   | 1578.3900             | 9.5854              |
| 7                   | 1584.5200             | 9.6226              |
| 8                   | 1590.6500             | 9.6598              |
| 9                   | 1596.7700             | 9.6970              |
| 10                  | 1634.5000             | 9.9261              |
| 11                  | 1646.7500             | 10.0005             |
| 12                  | 1646.7500             | 10.0005             |
| 13                  | 1652.8800             | 10.0377             |
| 14                  | 1659.0100             | 10.0749             |
| 15                  | 1665.1300             | 10.1121             |
| 16                  | 1671.2600             | 10.1494             |
| 17                  | 1677.3900             | 10.1866             |
| 18                  | 1683.5100             | 10.2238             |
| 19                  | 1689.6400             | 10.2610             |
| 20                  | 1695.7700             | 10.2982             |
| 21                  | 1701.9000             | 10.3354             |
| 22                  | 1708.0200             | 10.3726             |
| 23                  | 1714.1500             | 10.4098             |
| 24                  | 1720.2800             | 10.4470             |
| 25                  | 1726.4000             | 10.4842             |
| 26                  | 1732.5300             | 10.5214             |
| 27                  | 1738.6600             | 10.5587             |

### 1.6. : Intendancepersoneel - Halfgeschoolde arbeider

| Dienst ancienniteit | Loon                  |                     |
|---------------------|-----------------------|---------------------|
|                     | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 18/0                | 1470.8800             | 8.9325              |
| 1                   | 1568.5800             | 9.5258              |
| 2                   | 1579.9100             | 9.5946              |
| 3                   | 1591.2500             | 9.6634              |
| 4                   | 1602.6600             | 9.7328              |
| 5                   | 1613.9100             | 9.8011              |
| 6                   | 1625.2500             | 9.8699              |
| 7                   | 1636.5800             | 9.9387              |
| 8                   | 1647.9100             | 10.0076             |
| 9                   | 1659.2400             | 10.0764             |
| 10                  | 1702.4400             | 10.3387             |
| 11                  | 1716.2200             | 10.4224             |
| 12                  | 1730.0000             | 10.5060             |
| 13                  | 1743.7700             | 10.5897             |
| 14                  | 1757.5500             | 10.6734             |
| 15                  | 1773.2300             | 10.7686             |
| 16                  | 1789.0000             | 10.8644             |
| 17                  | 1804.7800             | 10.9602             |
| 18                  | 1820.5500             | 11.0560             |
| 19                  | 1836.3300             | 11.1518             |
| 20                  | 1852.1100             | 11.2476             |
| 21                  | 1867.8900             | 11.3434             |
| 22                  | 1883.6600             | 11.4392             |
| 23                  | 1899.4300             | 11.5350             |
| 24                  | 1915.2100             | 11.6308             |
| 25                  | 1930.9900             | 11.7266             |
| 26                  | 1946.7600             | 11.8224             |
| 27                  | 1962.5400             | 11.9183             |
| 28                  | 1978.3200             | 12.0141             |
| 29                  | 1994.0900             | 12.1099             |

**1.7. : Andere gegardueerde(n) niet verantwoordelijk voor een groep**

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 23/0                | 2091.55               |
| 1                   | 2136.91               |
| 2                   | 2160.08               |
| 3                   | 2263.09               |
| 4                   | 2263.09               |
| 5                   | 2330.81               |
| 6                   | 2330.81               |
| 7                   | 2463.98               |
| 8                   | 2463.98               |
| 9                   | 2582.97               |
| 10                  | 2596.28               |

|    |         |
|----|---------|
| 11 | 2663.66 |
| 12 | 2663.66 |
| 13 | 2731.03 |
| 14 | 2731.03 |
| 15 | 2850.02 |
| 16 | 2918.83 |
| 17 | 2986.20 |
| 18 | 2986.20 |
| 19 | 3053.57 |
| 20 | 3053.57 |
| 21 | 3120.95 |
| 22 | 3120.95 |
| 23 | 3188.32 |
| 24 | 3188.32 |
| 25 | 3255.70 |
| 26 | 3255.70 |
| 27 | 3323.07 |
| 28 | 3323.07 |
| 29 | 3370.47 |

## 2. SECTOR: Diensten voor gezondheidspromotie op school (PSE)

### 2.1. : Werknemers die hoofdzakelijk handenarbeid uitoefenen

#### 2.1.1. : Onderhoudspersoneel

##### 2.1.1.1. : Ongeschoold arbeider (m/v)

Aanvangsleeftijd = 18 jaar.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |                     |
|--------------|---------------------------|---------------------|
|              | Geïndexeerd maandloon     | Geïndexeerd uurloon |
| 0 jaar       | 1509.1200                 | 9.1647              |
| 1            | 1561.0500                 | 9.4801              |
| 2            | 1576.1000                 | 9.5714              |
| 3            | 1623.7200                 | 9.8607              |
| 4            | 1626.5500                 | 9.8778              |
| 5            | 1634.2600                 | 9.9247              |
| 6            | 1637.0800                 | 9.9418              |
| 7            | 1644.8000                 | 9.9886              |
| 8            | 1647.6200                 | 10.0058             |
| 9            | 1730.1000                 | 10.5067             |
| 10           | 1736.8700                 | 10.5478             |
| 11           | 1744.5900                 | 10.5947             |
| 12           | 1747.4100                 | 10.6118             |
| 13           | 1755.1200                 | 10.6587             |
| 14           | 1757.9500                 | 10.6758             |
| 15           | 1852.3000                 | 11.2488             |
| 16           | 1852.3000                 | 11.2488             |
| 17           | 1859.5900                 | 11.2931             |
| 18           | 1859.5900                 | 11.2931             |

|    |           |         |
|----|-----------|---------|
| 19 | 1866.8900 | 11.3374 |
| 20 | 1866.8900 | 11.3374 |
| 21 | 1874.1800 | 11.3817 |
| 22 | 1874.1800 | 11.3817 |
| 23 | 1881.4800 | 11.4260 |
| 24 | 1881.4800 | 11.4260 |
| 25 | 1888.7800 | 11.4703 |
| 26 | 1888.7800 | 11.4703 |
| 27 | 1896.0700 | 11.5146 |
| 28 | 1896.0700 | 11.5146 |
| 29 | 2000.6200 | 12.1495 |

## 2.2. : Werknemers die hoofdzakelijk intellectuele arbeid uitoefenen

### 2.2.1. : Administratief personeel

#### 2.2.1.1. : Klerk (m/v)

Houder van een einddiploma of van een attest van studies van het lager secundair onderwijs (algemene of technische opleiding).

Aanvangsleeftijd = 18 jaar.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 1621.08                   |
| 1            | 1746.98                   |
| 2            | 1764.29                   |
| 3            | 1781.61                   |
| 4            | 1798.04                   |
| 5            | 1815.52                   |
| 6            | 1831.95                   |
| 7            | 1849.44                   |
| 8            | 1865.87                   |
| 9            | 1883.14                   |
| 10           | 1947.61                   |
| 11           | 1967.64                   |
| 12           | 1987.36                   |
| 13           | 2008.32                   |
| 14           | 2026.78                   |
| 15           | 2048.99                   |
| 16           | 2068.70                   |
| 17           | 2089.65                   |
| 18           | 2109.37                   |
| 19           | 2130.33                   |
| 20           | 2150.04                   |
| 21           | 2171.00                   |
| 22           | 2190.72                   |
| 23           | 2211.67                   |
| 24           | 2231.38                   |
| 25           | 2252.34                   |
| 26           | 2272.06                   |

|    |         |
|----|---------|
| 27 | 2293.01 |
| 28 | 2312.73 |
| 29 | 2333.97 |

### 2.2.1.2. : Opsteller (m/v)

Houder van een einddiploma van het hoger secundair onderwijs (algemene of technische opleiding) of opleidingen en ervaring aantonen die gelijkwaardig worden geacht.

Aanvangsleeftijd = 18 jaar.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 1656.84                   |
| 1            | 1793.73                   |
| 2            | 1809.01                   |
| 3            | 1825.07                   |
| 4            | 1840.19                   |
| 5            | 1856.25                   |
| 6            | 1892.83                   |
| 7            | 1930.64                   |
| 8            | 1967.21                   |
| 9            | 2006.26                   |
| 10           | 2084.63                   |
| 11           | 2123.69                   |
| 12           | 2160.26                   |
| 13           | 2199.01                   |
| 14           | 2235.57                   |
| 15           | 2274.32                   |
| 16           | 2310.89                   |
| 17           | 2350.15                   |
| 18           | 2387.45                   |
| 19           | 2426.89                   |
| 20           | 2464.20                   |
| 21           | 2503.67                   |
| 22           | 2540.96                   |
| 23           | 2580.43                   |
| 24           | 2617.71                   |
| 25           | 2657.18                   |
| 26           | 2694.47                   |
| 27           | 2733.94                   |
| 28           | 2769.05                   |
| 29           | 2810.69                   |

### 2.2.1.3. : Graduaat boekhouding of ander graduaat in administratieve richting (m/v)

Houder van een diploma niet-universitair hoger onderwijs - van het korte type of opleidingen en ervaring aantonen die gelijkwaardig worden geacht.

Aanvangsleeftijd = 21 jaar.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |

|        |         |
|--------|---------|
| 0 jaar | 1989.11 |
| 1      | 2131.12 |
| 2      | 2132.05 |
| 3      | 2195.68 |
| 4      | 2195.68 |
| 5      | 2259.30 |
| 6      | 2259.30 |
| 7      | 2568.42 |
| 8      | 2568.42 |
| 9      | 2634.84 |
| 10     | 2677.46 |
| 11     | 2743.89 |
| 12     | 2743.89 |
| 13     | 2810.00 |
| 14     | 2810.00 |
| 15     | 2876.11 |
| 16     | 3096.34 |
| 17     | 3162.45 |
| 18     | 3162.45 |
| 19     | 3228.56 |
| 20     | 3228.56 |
| 21     | 3294.67 |
| 22     | 3294.67 |
| 23     | 3360.78 |
| 24     | 3360.78 |
| 25     | 3426.90 |
| 26     | 3426.90 |
| 27     | 3493.01 |
| 28     | 3493.01 |
| 29     | 3495.19 |

## 2.2.2. : Paramedisch (en sociaal) personeel

### 2.2.2.1. : Verpleegkundige A2 (m/v)

Houder van een brevet van verpleegkundige.

Aanvangsleeftijd = 20 jaar.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 1837.80                   |
| 1            | 1974.57                   |
| 2            | 1975.50                   |
| 3            | 2007.78                   |
| 4            | 2007.78                   |
| 5            | 2050.51                   |
| 6            | 2050.51                   |
| 7            | 2321.78                   |
| 8            | 2321.78                   |
| 9            | 2388.20                   |

|    |         |
|----|---------|
| 10 | 2430.82 |
| 11 | 2497.24 |
| 12 | 2497.24 |
| 13 | 2563.35 |
| 14 | 2563.35 |
| 15 | 2629.46 |
| 16 | 2629.46 |
| 17 | 2695.58 |
| 18 | 2695.58 |
| 19 | 2761.69 |
| 20 | 2761.69 |
| 21 | 2827.80 |
| 22 | 2827.80 |
| 23 | 2893.91 |
| 24 | 2893.91 |
| 25 | 2960.02 |
| 26 | 2960.02 |
| 27 | 3026.14 |
| 28 | 3026.14 |
| 29 | 3028.31 |

#### 2.2.2.2. : Sociaal assistent (m/v)

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

Aanvangsleeftijd = 21 jaar.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 1989.11                   |
| 1            | 2131.12                   |
| 2            | 2132.05                   |
| 3            | 2195.68                   |
| 4            | 2195.68                   |
| 5            | 2259.30                   |
| 6            | 2259.30                   |
| 7            | 2568.42                   |
| 8            | 2568.42                   |
| 9            | 2634.84                   |
| 10           | 2677.46                   |
| 11           | 2743.89                   |
| 12           | 2743.89                   |
| 13           | 2810.00                   |
| 14           | 2810.00                   |
| 15           | 2876.11                   |
| 16           | 3096.34                   |
| 17           | 3162.45                   |
| 18           | 3162.45                   |
| 19           | 3228.56                   |

|    |         |
|----|---------|
| 20 | 3228.56 |
| 21 | 3294.67 |
| 22 | 3294.67 |
| 23 | 3360.78 |
| 24 | 3360.78 |
| 25 | 3426.90 |
| 26 | 3426.90 |
| 27 | 3493.01 |
| 28 | 3493.01 |
| 29 | 3495.19 |

### 2.2.2.3. : Graduaat verpleegkunde (m/v)

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

Aanvangsleeftijd = 21 jaar.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 1991.70                   |
| 1            | 2133.87                   |
| 2            | 2134.96                   |
| 3            | 2198.74                   |
| 4            | 2198.74                   |
| 5            | 2263.30                   |
| 6            | 2263.30                   |
| 7            | 2573.04                   |
| 8            | 2573.04                   |
| 9            | 2638.84                   |
| 10           | 2688.45                   |
| 11           | 2754.41                   |
| 12           | 2754.41                   |
| 13           | 2820.21                   |
| 14           | 2820.21                   |
| 15           | 2886.01                   |
| 16           | 3106.24                   |
| 17           | 3172.04                   |
| 18           | 3172.04                   |
| 19           | 3240.40                   |
| 20           | 3240.40                   |
| 21           | 3306.12                   |
| 22           | 3306.12                   |
| 23           | 3371.83                   |
| 24           | 3371.83                   |
| 25           | 3437.54                   |
| 26           | 3437.54                   |
| 27           | 3503.25                   |
| 28           | 3503.25                   |
| 29           | 3503.25                   |

### 2.2.2.4. : Graduaat verpleegkunde met specialisatie gekoppeld aan de functie (specialisatie in pediatrie, in gemeenschapsgezondheid, sociaal verpleegkundige, ...) (m/v)

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

Aanvangsleeftijd = 21 jaar.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 1997.20                   |
| 1            | 2139.37                   |
| 2            | 2140.46                   |
| 3            | 2204.25                   |
| 4            | 2204.25                   |
| 5            | 2268.81                   |
| 6            | 2268.81                   |
| 7            | 2578.54                   |
| 8            | 2578.54                   |
| 9            | 2644.34                   |
| 10           | 2688.86                   |
| 11           | 2754.58                   |
| 12           | 2754.58                   |
| 13           | 2820.50                   |
| 14           | 2820.50                   |
| 15           | 2886.52                   |
| 16           | 3106.75                   |
| 17           | 3172.78                   |
| 18           | 3172.78                   |
| 19           | 3240.40                   |
| 20           | 3240.40                   |
| 21           | 3306.12                   |
| 22           | 3306.12                   |
| 23           | 3371.83                   |
| 24           | 3371.83                   |
| 25           | 3437.54                   |
| 26           | 3437.54                   |
| 27           | 3503.25                   |
| 28           | 3503.25                   |
| 29           | 3503.25                   |

## 3. SECTOR: Services SOS Enfants

### 3.1. : Minimummaandloonschalen

| Ancienniteit | Soort werknemer     |                      |               |
|--------------|---------------------|----------------------|---------------|
|              | Sociaal assistenten | Juristen/psychologen | Secretaresses |
| 0            | 1947.92             | 2623.29              | 1734.41       |
| 1            | 2089.71             | 2751.82              | 1870.92       |

|                       |         |         |         |
|-----------------------|---------|---------|---------|
| 2                     | 2089.71 | 2751.82 | 1870.92 |
| 3                     | 2152.71 | 2866.95 | 1902.43 |
| 4                     | 2152.71 | 2866.95 | 1902.43 |
| 5                     | 2215.72 | 2982.08 | 1944.44 |
| 6                     | 2215.72 | 2982.08 | 1944.44 |
| 7                     | 2525.13 | 3097.21 | 2028.44 |
| 8                     | 2525.13 | 3097.21 | 2028.44 |
| 9                     | 2589.39 | 3212.34 | 2112.46 |
| 10                    | 2632.22 | 3255.17 | 2154.46 |
| 11                    | 2696.48 | 3370.30 | 2227.97 |
| 12                    | 2696.48 | 3370.30 | 2227.97 |
| 13                    | 2760.73 | 3485.43 | 2302.02 |
| 14                    | 2760.73 | 3485.43 | 2302.02 |
| 15                    | 2824.98 | 3600.56 | 2376.98 |
| 16                    | 3046.31 | 3600.56 | 2376.98 |
| 17                    | 3110.56 | 3715.69 | 2451.95 |
| 18                    | 3110.56 | 3715.69 | 2451.95 |
| 19                    | 3174.82 | 3830.82 | 2526.92 |
| 20                    | 3174.82 | 3830.82 | 2526.92 |
| 21                    | 3239.08 | 3945.95 | 2601.89 |
| 22                    | 3239.08 | 3945.95 | 2601.89 |
| 23                    | 3303.33 | 4061.08 | 2676.85 |
| 24                    | 3303.33 | 4061.08 | 2676.85 |
| 25                    | 3367.59 | 4061.08 | 2751.82 |
| 26                    | 3367.59 | 4061.08 | 2751.82 |
| 27                    | 3431.84 | 4061.08 | 2826.79 |
| 28                    | 3431.84 | 4061.08 | 2826.79 |
| 29                    | 3431.84 | 4061.08 | 2901.76 |
| 30                    | 3431.84 | 4061.08 | 2901.76 |
| 31                    | 3431.84 | 4061.08 | 2901.76 |
| Minimum op 21<br>jaar | 1561.66 | 1561.66 | 1561.66 |

#### 4. SECTOR: Diensten van "aide sociale aux justiciables"

##### 4.1. : Personeel met "bediendenstatuut"

##### 4.1.1. : Administratief personeel

| ANCIENNITE<br>IT (in jaren) | MAANDBEDRAG |                  |                                                 |           |
|-----------------------------|-------------|------------------|-------------------------------------------------|-----------|
|                             | Licenciaat  | Gegradueerd<br>e | Niet-<br>gegradueerde<br>directiesecret<br>aris | Opsteller |
| 0                           | 2691.53     | 1998.58          | 1779.52                                         | 1663.30   |
| 1                           | 2823.40     | 2144.06          | 1919.58                                         | 1803.37   |
| 2                           | 2823.40     | 2144.06          | 1919.58                                         | 1818.97   |
| 3                           | 2941.52     | 2208.71          | 1951.91                                         | 1834.57   |
| 4                           | 2941.52     | 2208.71          | 1951.91                                         | 1850.17   |
| 5                           | 3059.65     | 2273.35          | 1995.01                                         | 1865.77   |
| 6                           | 3059.65     | 2273.35          | 1995.01                                         | 1903.48   |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 7  | 3177.77 | 2590.81 | 2081.21 | 1941.19 |
| 8  | 3177.77 | 2590.81 | 2081.21 | 1978.89 |
| 9  | 3295.89 | 2656.73 | 2167.41 | 2016.60 |
| 10 | 3339.84 | 2700.68 | 2210.50 | 2097.41 |
| 11 | 3457.96 | 2766.61 | 2285.92 | 2135.12 |
| 12 | 3457.96 | 2766.61 | 2285.92 | 2172.83 |
| 13 | 3576.09 | 2832.53 | 2361.89 | 2210.54 |
| 14 | 3576.09 | 2832.53 | 2361.89 | 2248.24 |
| 15 | 3694.21 | 2898.46 | 2438.81 | 2285.95 |
| 16 | 3694.21 | 3125.55 | 2438.81 | 2323.66 |
| 17 | 3812.33 | 3191.47 | 2515.72 | 2361.90 |
| 18 | 3812.33 | 3191.47 | 2515.72 | 2400.35 |
| 19 | 3930.46 | 3257.40 | 2592.65 | 2438.80 |
| 20 | 3930.46 | 3257.40 | 2592.65 | 2477.25 |
| 21 | 4048.58 | 3323.32 | 2669.56 | 2515.70 |
| 22 | 4048.58 | 3323.32 | 2669.56 | 2554.15 |
| 23 | 4166.71 | 3389.25 | 2746.48 | 2592.61 |
| 24 | 4166.71 | 3389.25 | 2746.48 | 2631.05 |
| 25 | 4166.71 | 3455.18 | 2823.40 | 2669.51 |
| 26 | 4166.71 | 3455.18 | 2823.40 | 2707.95 |
| 27 | 4166.71 | 3521.10 | 2900.31 | 2746.41 |
| 28 | 4166.71 | 3521.10 | 2900.31 | 2784.86 |
| 29 | 4166.71 | 3521.10 | 2977.23 | 2823.31 |
| 30 | 4166.71 | 3521.10 | 2977.23 | 2823.31 |
| 31 | 4166.71 | 3521.10 | 2977.23 | 2823.31 |

#### 4.1.2. : Psychologisch, medisch en sociaal personeel

| ANCIENNITE<br>IT (in jaren) | MAANDBEDRAG |                  |                   |                    |
|-----------------------------|-------------|------------------|-------------------|--------------------|
|                             | Licenciaat  | Hoofdcoördinator | Sociaal Assistent | Opvoeder klasse II |
| 0                           | 2691.53     | 2576.95          | 1998.58           | 1844.17            |
| 1                           | 2823.40     | 2678.98          | 2144.06           | 1984.23            |
| 2                           | 2823.40     | 2678.98          | 2144.06           | 1984.23            |
| 3                           | 2941.52     | 2753.55          | 2208.71           | 2016.56            |
| 4                           | 2941.52     | 2753.55          | 2208.71           | 2016.56            |
| 5                           | 3059.65     | 2828.12          | 2273.35           | 2059.66            |
| 6                           | 3059.65     | 2828.12          | 2273.35           | 2059.66            |
| 7                           | 3177.77     | 2902.69          | 2590.81           | 2338.09            |
| 8                           | 3177.77     | 2902.69          | 2590.81           | 2338.09            |
| 9                           | 3295.89     | 2977.26          | 2656.73           | 2404.02            |
| 10                          | 3339.84     | 3021.21          | 2700.68           | 2447.96            |
| 11                          | 3457.96     | 3095.78          | 2766.61           | 2513.89            |
| 12                          | 3457.96     | 3095.78          | 2766.61           | 2513.89            |
| 13                          | 3576.09     | 3170.35          | 2832.53           | 2579.81            |
| 14                          | 3576.09     | 3170.35          | 2832.53           | 2579.81            |
| 15                          | 3694.21     | 3244.92          | 2898.46           | 2645.74            |
| 16                          | 3694.21     | 3244.92          | 3125.55           | 2645.74            |
| 17                          | 3812.33     | 3319.49          | 3191.47           | 2711.66            |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 18 | 3812.33 | 3319.49 | 3191.47 | 2711.66 |
| 19 | 3930.46 | 3394.06 | 3257.40 | 2777.59 |
| 20 | 3930.46 | 3394.06 | 3257.40 | 2777.59 |
| 21 | 4048.58 | 3468.63 | 3323.32 | 2843.51 |
| 22 | 4048.58 | 3468.63 | 3323.32 | 2843.51 |
| 23 | 4166.71 | 3543.20 | 3389.25 | 2909.44 |
| 24 | 4166.71 | 3543.20 | 3389.25 | 2909.44 |
| 25 | 4166.71 | 3617.77 | 3455.18 | 2975.37 |
| 26 | 4166.71 | 3617.77 | 3455.18 | 2975.37 |
| 27 | 4166.71 | 3692.34 | 3521.10 | 3041.29 |
| 28 | 4166.71 | 3692.34 | 3521.10 | 3041.29 |
| 29 | 4166.71 | 3692.34 | 3521.10 | 3041.29 |
| 30 | 4166.71 | 3692.34 | 3521.10 | 3041.29 |
| 31 | 4166.71 | 3692.34 | 3521.10 | 3041.29 |

#### 4.2. : Werkliedenpersoneel

| ANCIENNITEIT<br>(in jaren) | UURBEDRAG                |                        |                         |
|----------------------------|--------------------------|------------------------|-------------------------|
|                            | Ongeschoolde<br>arbeider | Geschoolde<br>arbeider | Polyvalente<br>arbeider |
| 0                          | 9.0403                   | 9.7090                 | 10.2028                 |
| 1                          | 9.7975                   | 10.4919                | 10.9858                 |
| 2                          | 9.8489                   | 10.5896                | 11.0887                 |
| 3                          | 9.9004                   | 10.6874                | 11.1916                 |
| 4                          | 9.9519                   | 10.7851                | 11.2945                 |
| 5                          | 10.0033                  | 10.8828                | 11.3974                 |
| 6                          | 10.0548                  | 10.9805                | 11.5003                 |
| 7                          | 10.1062                  | 11.0782                | 11.6032                 |
| 8                          | 10.1577                  | 11.1760                | 11.7061                 |
| 9                          | 10.2092                  | 11.2737                | 11.8090                 |
| 10                         | 10.5261                  | 11.6743                | 12.2088                 |
| 11                         | 10.5775                  | 11.7926                | 12.3323                 |
| 12                         | 10.6290                  | 11.9110                | 12.4557                 |
| 13                         | 10.6804                  | 12.0293                | 12.5791                 |
| 14                         | 10.7319                  | 12.1476                | 12.7026                 |
| 15                         | 10.7834                  | 12.2659                | 12.8260                 |
| 16                         | 10.8348                  | 12.3843                | 12.9495                 |
| 17                         | 10.8863                  | 12.5026                | 13.0729                 |
| 18                         | 10.9378                  | 12.6209                | 13.1964                 |
| 19                         | 10.9892                  | 12.7392                | 13.3198                 |
| 20                         | 11.0407                  | 12.8576                | 13.4432                 |
| 21                         | 11.0922                  | 12.9759                | 13.5850                 |
| 22                         | 11.1436                  | 13.0942                | 13.6901                 |
| 23                         | 11.1951                  | 13.2126                | 13.8136                 |
| 24                         | 11.2466                  | 13.3309                | 13.9370                 |
| 25                         | 11.2980                  | 13.4492                | 14.0604                 |
| 26                         | 11.3495                  | 13.5675                | 14.1841                 |
| 27                         | 11.4009                  | 13.6859                | 14.3100                 |
| 28                         | 11.4009                  | 13.8042                | 14.4359                 |

|    |         |         |         |
|----|---------|---------|---------|
| 29 | 11.4009 | 13.9225 | 14.5618 |
| 30 | 11.4009 | 13.9225 | 14.5618 |
| 31 | 11.4009 | 13.9225 | 14.5618 |

#### 4.3. : Gewaarborgd minimumloon

| SOORT BEDRAG  |         |
|---------------|---------|
| Maandbedrag   | 1661.10 |
| Uurloonbedrag | 10.08   |