

Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3310002: centra voor geestelijke gezondheidszorg, erkend door de vlaamse gemeenschap

Inwerkingtreding 01/09/2022 (Laatst bewerkt 21/12/2022)

Indexatie met 2% in 9/2022.

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 331).

1. : Basisjaarbedragen

1.1. : 1.12-1.39

Anciënniteit (jaren)	Loonschaal					
	1,12	1,14	1,22	1,26	1,3	1,39
0	12384.81	12589.17	13300.93	13568.72	13977.45	14804.87
1	13422.15	13661.73	14373.51	14641.31	15050.06	15970.17
2	13492.67	13792.15	14507.37	14782.31	15191.04	15970.17
3	13563.17	13922.57	14641.26	14923.29	15332.02	16239.11
4	13633.67	14052.96	14775.12	15064.24	15473.02	16239.11
5	13704.17	14183.38	14908.99	15205.24	15614.00	16597.69
6	13774.65	14313.82	15042.90	15346.22	15754.97	16597.69
7	13845.15	14444.21	15176.74	15487.20	15895.92	17314.79
8	13915.65	14574.63	15310.62	15628.17	16036.93	17314.79
9	13986.18	14705.02	15444.49	15769.18	16177.90	18031.95
10	14420.29	15202.10	15993.32	16322.25	16725.60	18390.48
11	14490.76	15360.65	16155.44	16491.32	16894.71	19017.95
12	14561.27	15519.18	16317.54	16660.45	17063.83	19017.95
13	14631.79	15677.70	16479.64	16829.57	17232.91	19650.00
14	14702.29	15836.26	16641.74	16998.68	17402.03	19650.00
15	14772.79	15994.78	16803.86	17167.79	17571.16	20289.89
16	14843.29	16153.31	16965.96	17336.90	17740.28	20289.89
17	14913.80	16311.89	17128.08	17505.99	17909.37	20929.82
18	14984.30	16470.39	17290.15	17675.13	18078.48	20929.82
19	15054.80	16628.95	17452.25	17844.24	18247.59	21569.79
20	15125.32	16787.47	17614.40	18013.33	18416.70	21569.79
21	15195.82	16946.03	17776.49	18182.47	18585.84	22209.67
22	15266.32	17104.53	17938.57	18351.56	18754.91	22209.67
23	15336.83	17263.08	18100.69	18520.70	18924.04	22849.61
24	15407.33	17421.61	18262.79	18689.78	19093.13	22849.61
25	15477.83	17580.16	18424.91	18858.90	19262.27	23489.52
26	15548.35	17738.67	18586.98	19028.01	19431.73	23489.52
27	15618.85	17897.24	18749.10	19197.12	19604.19	24129.44
28	15618.85	18055.77	18911.20	19366.24	19776.65	24129.44

29	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
30	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37
31	15618.85	18214.30	19073.30	19537.75	19949.13	24769.37

1.2. : 1.40-1.80

Anciënniteit (jaren)	Loonschaal				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14804.85	16343.64	16627.41	17314.77	22392.42
1	15925.35	17464.20	17837.72	18435.30	23489.55
2	15925.35	17464.20	17837.72	18435.30	23489.55
3	16194.31	17733.11	18375.55	18704.24	24472.30
4	16194.31	17733.11	18375.55	18704.24	24472.30
5	16463.28	18002.10	18913.38	18973.18	25455.02
6	16463.28	18002.10	18913.38	18973.18	25455.02
7	16732.19	18271.02	21554.49	19242.14	26437.77
8	16732.19	18271.02	21554.49	19242.14	26437.77
9	17001.18	18539.98	22102.98	19512.99	27420.49
10	17359.71	18898.53	22468.60	19878.63	27786.14
11	17718.26	19257.09	23017.09	20244.25	28768.89
12	17718.26	19257.09	23017.09	20244.25	28768.89
13	18076.82	19619.53	23565.55	20609.89	29751.61
14	18076.82	19619.53	23565.55	20609.89	29751.61
15	18435.37	19985.18	24114.02	20975.54	30734.36
16	18435.37	19985.18	26003.29	20975.54	30734.36
17	18793.92	20350.79	26551.75	21341.15	31717.08
18	18793.92	20350.79	26551.75	21341.15	31717.08
19	19152.45	20716.44	27100.22	21706.80	32699.83
20	19152.45	20716.44	27100.22	21706.80	32699.83
21	19512.81	21082.08	27648.73	22072.39	33682.61
22	19512.81	21082.08	27648.73	22072.39	33682.61
23	19878.46	21447.70	28197.19	22438.03	34665.33
24	19878.46	21447.70	28197.19	22438.03	34665.33
25	20244.08	21813.34	28745.68	22803.68	34665.33
26	20244.08	21813.34	28745.68	22803.68	34665.33
27	20609.72	22178.98	29294.15	23169.29	34665.33
28	20609.72	22178.98	29294.15	23169.29	34665.33
29	20975.34	22544.58	29294.15	23534.94	34665.33
30	20975.34	22544.58	29294.15	23534.94	34665.33
31	21340.98	22910.22	29294.15	23900.60	34665.33

2. : Uurlonen (38u/week) (excl. Haard- of Standplaatstoelage)

2.1. : 1.12-1.39

Anciënniteit (jaren)	Loonschaal					
	1,12	1,14	1,22	1,26	1,3	1,39
0	12.0476	12.2464	12.9388	13.1993	13.5969	14.4018
1	13.0567	13.2898	13.9822	14.2427	14.6403	15.5354

2	13.1253	13.4166	14.1124	14.3798	14.7774	15.5354
3	13.1939	13.5435	14.2426	14.5170	14.9146	15.7970
4	13.2625	13.6703	14.3728	14.6541	15.0517	15.7970
5	13.3311	13.7972	14.5031	14.7913	15.1889	16.1458
6	13.3996	13.9241	14.6333	14.9284	15.3260	16.1458
7	13.4682	14.0509	14.7635	15.0655	15.4631	16.8434
8	13.5368	14.1778	14.8938	15.2027	15.6003	16.8434
9	13.6054	14.3047	15.0240	15.3398	15.7374	17.5410
10	14.0277	14.7882	15.5579	15.8778	16.2702	17.8898
11	14.0962	14.9424	15.7156	16.0423	16.4347	18.5002
12	14.1648	15.0966	15.8733	16.2068	16.5992	18.5002
13	14.2334	15.2508	16.0310	16.3714	16.7637	19.1150
14	14.3020	15.4051	16.1886	16.5359	16.9282	19.1150
15	14.3706	15.5593	16.3463	16.7004	17.0928	19.7375
16	14.4392	15.7135	16.5040	16.8649	17.2573	19.7375
17	14.5077	15.8678	16.6617	17.0294	17.4218	20.3600
18	14.5763	16.0220	16.8194	17.1939	17.5863	20.3600
19	14.6449	16.1762	16.9771	17.3584	17.7508	20.9825
20	14.7135	16.3304	17.1348	17.5229	17.9153	20.9825
21	14.7821	16.4846	17.2925	17.6874	18.0798	21.6050
22	14.8507	16.6388	17.4502	17.8519	18.2443	21.6050
23	14.9193	16.7931	17.6079	18.0164	18.4088	22.2275
24	14.9878	16.9473	17.7656	18.1809	18.5733	22.2275
25	15.0564	17.1015	17.9233	18.3454	18.7378	22.8500
26	15.1250	17.2557	18.0809	18.5099	18.9027	22.8500
27	15.1936	17.4100	18.2386	18.6744	19.0704	23.4725
28	15.1936	17.5642	18.3963	18.8390	19.2382	23.4725
29	15.1936	17.7184	18.5540	19.0058	19.4060	24.0950
30	15.1936	17.7184	18.5540	19.0058	19.4060	24.0950
31	15.1936	17.7184	18.5540	19.0058	19.4060	24.0950

2.2. : 1.40-1.80

Anciënniteit (jaren)	Loonschaal				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	14.4018	15.8987	16.1747	16.8433	21.7827
1	15.4918	16.9887	17.3521	17.9334	22.8500
2	15.4918	16.9887	17.3521	17.9334	22.8500
3	15.7534	17.2503	17.8752	18.1950	23.8060
4	15.7534	17.2503	17.8752	18.1950	23.8060
5	16.0150	17.5120	18.3984	18.4566	24.7620
6	16.0150	17.5120	18.3984	18.4566	24.7620
7	16.2766	17.7736	20.9676	18.7182	25.7180
8	16.2766	17.7736	20.9676	18.7182	25.7180
9	16.5383	18.0352	21.5012	18.9817	26.6739
10	16.8871	18.3840	21.8569	19.3374	27.0296
11	17.2358	18.7328	22.3904	19.6931	27.9856
12	17.2358	18.7328	22.3904	19.6931	27.9856

13	17.5846	19.0854	22.9239	20.0488	28.9416
14	17.5846	19.0854	22.9239	20.0488	28.9416
15	17.9334	19.4410	23.4575	20.4044	29.8976
16	17.9334	19.4410	25.2953	20.4044	29.8976
17	18.2822	19.7967	25.8288	20.7601	30.8535
18	18.2822	19.7967	25.8288	20.7601	30.8535
19	18.6310	20.1524	26.3624	21.1158	31.8095
20	18.6310	20.1524	26.3624	21.1158	31.8095
21	18.9815	20.5081	26.8959	21.4714	32.7655
22	18.9815	20.5081	26.8959	21.4714	32.7655
23	19.3372	20.8637	27.4295	21.8271	33.7215
24	19.3372	20.8637	27.4295	21.8271	33.7215
25	19.6929	21.2194	27.9630	22.1828	33.7215
26	19.6929	21.2194	27.9630	22.1828	33.7215
27	20.0486	21.5751	28.4966	22.5385	33.7215
28	20.0486	21.5751	28.4966	22.5385	33.7215
29	20.4043	21.9308	28.4966	22.8942	33.7215
30	20.4043	21.9308	28.4966	22.8942	33.7215
31	20.7599	22.2864	28.4966	23.2499	33.7215

3. : Maandlonen (excl. Haard- of Standplaatstoelage)

3.1. : 1.12-1.39

Anciënniteit (jaren)	Loonschaal					
	1,12	1,14	1,22	1,26	1,3	1,39
0	1983.84	2016.58	2130.59	2173.48	2238.95	2371.49
1	2150.00	2188.38	2302.40	2345.29	2410.77	2558.16
2	2161.30	2209.27	2323.84	2367.88	2433.35	2558.16
3	2172.59	2230.16	2345.29	2390.46	2455.93	2601.23
4	2183.89	2251.05	2366.73	2413.04	2478.52	2601.23
5	2195.18	2271.94	2388.17	2435.63	2501.10	2658.67
6	2206.47	2292.84	2409.62	2458.21	2523.68	2658.67
7	2217.76	2313.72	2431.06	2480.79	2546.26	2773.54
8	2229.06	2334.61	2452.51	2503.37	2568.85	2773.54
9	2240.35	2355.50	2473.95	2525.96	2591.43	2888.42
10	2309.89	2435.12	2561.86	2614.55	2679.16	2945.85
11	2321.18	2460.52	2587.83	2641.63	2706.25	3046.36
12	2332.47	2485.91	2613.80	2668.73	2733.34	3046.36
13	2343.77	2511.31	2639.76	2695.82	2760.42	3147.60
14	2355.06	2536.70	2665.73	2722.91	2787.52	3147.60
15	2366.35	2562.10	2691.70	2749.99	2814.61	3250.10
16	2377.65	2587.49	2717.66	2777.08	2841.70	3250.10
17	2388.94	2612.89	2743.63	2804.17	2868.78	3352.61
18	2400.24	2638.28	2769.59	2831.26	2895.87	3352.61
19	2411.53	2663.68	2795.56	2858.35	2922.96	3455.12
20	2422.82	2689.07	2821.53	2885.44	2950.05	3455.12
21	2434.12	2714.47	2847.50	2912.53	2977.14	3557.62
22	2445.41	2739.86	2873.46	2939.61	3004.22	3557.62

23	2456.70	2765.26	2899.43	2966.71	3031.32	3660.13
24	2468.00	2790.65	2925.39	2993.79	3058.40	3660.13
25	2479.29	2816.05	2951.36	3020.88	3085.49	3762.63
26	2490.59	2841.44	2977.32	3047.97	3112.64	3762.63
27	2501.88	2866.84	3003.29	3075.06	3140.26	3865.13
28	2501.88	2892.23	3029.26	3102.15	3167.89	3865.13
29	2501.88	2917.63	3055.22	3129.62	3195.52	3967.64
30	2501.88	2917.63	3055.22	3129.62	3195.52	3967.64
31	2501.88	2917.63	3055.22	3129.62	3195.52	3967.64

3.2. : 1.40-1.80

Anciënniteit (jaren)	Loonschaal				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2371.49	2617.98	2663.43	2773.54	3586.89
1	2550.98	2797.47	2857.31	2953.03	3762.63
2	2550.98	2797.47	2857.31	2953.03	3762.63
3	2594.06	2840.55	2943.46	2996.11	3920.05
4	2594.06	2840.55	2943.46	2996.11	3920.05
5	2637.14	2883.64	3029.61	3039.19	4077.47
6	2637.14	2883.64	3029.61	3039.19	4077.47
7	2680.22	2926.71	3452.67	3082.27	4234.89
8	2680.22	2926.71	3452.67	3082.27	4234.89
9	2723.31	2969.80	3540.53	3125.66	4392.31
10	2780.74	3027.23	3599.10	3184.23	4450.88
11	2838.17	3084.66	3686.95	3242.79	4608.30
12	2838.17	3084.66	3686.95	3242.79	4608.30
13	2895.61	3142.72	3774.81	3301.36	4765.71
14	2895.61	3142.72	3774.81	3301.36	4765.71
15	2953.04	3201.29	3862.66	3359.93	4923.13
16	2953.04	3201.29	4165.29	3359.93	4923.13
17	3010.47	3259.86	4253.15	3418.50	5080.55
18	3010.47	3259.86	4253.15	3418.50	5080.55
19	3067.90	3318.43	4341.00	3477.07	5237.97
20	3067.90	3318.43	4341.00	3477.07	5237.97
21	3125.63	3377.00	4428.87	3535.63	5395.39
22	3125.63	3377.00	4428.87	3535.63	5395.39
23	3184.20	3435.56	4516.72	3594.20	5552.81
24	3184.20	3435.56	4516.72	3594.20	5552.81
25	3242.76	3494.13	4604.58	3652.77	5552.81
26	3242.76	3494.13	4604.58	3652.77	5552.81
27	3301.33	3552.70	4692.43	3711.33	5552.81
28	3301.33	3552.70	4692.43	3711.33	5552.81
29	3359.90	3611.27	4692.43	3769.91	5552.81
30	3359.90	3611.27	4692.43	3769.91	5552.81
31	3418.47	3669.84	4692.43	3828.48	5552.81

4. : Haard- of Standplaatstoelage

4.1. : Haardtoelage (basisbedragen)

Jaarsalaris < of = Grenzen (basisbedragen)	
16421,84	719.89
18695,86	359.95
Indien hoger dan 19.055,81	0.00

4.2. : Standplaatstoelage (basisbedragen)

Jaarsalaris < of = Grenzen (basisbedragen)	
16421,84	359.95
18695,86	179.98
19055,81	0.00
Indien hoger	0.00

4.3. : Haardtoelage (Voorbeeld)

4.3.1. : Ondergrens

Ondergrens	
à 100%	16421.84
Geïndexeerd (bv. x1,6084) - Pensioeninhouding	24431.92
Haardtoel. à 100% bij 16.421,84	719.89
Haardtoel. Geïndexeerd (bv. x1,6084)	1157.87
Globale bezoldiging	25589.79

4.3.2. : Effectief salaris

Effectief salaris	
à 100%	16750.00
Geïndexeerd (bv. x1,6084) - Pensioeninhouding	24920.15
Haardtoel. à 100% bij 16.421,84	359.95
Haardtoel. Geïndexeerd (bv. x1,6084)	578.94
Globale bezoldiging	25499.09
Verschil = 25.589,79 - 25.499,09	90.70
Haardtoel. per jaar = 578,94 + 90,70	669.64
Haardtoel. per maand = 669,64/12	55.80

4.4. : Standplaatstoelage (Voorbeeld)

4.4.1. : Bovengrens

Bovengrens	
à 100%	18695.86
Geïndexeerd (bv. x1,6084) - Pensioeninhouding	27815.14

Standpl.toel. à 100% bij 16.421,84	179.98
Standpl.toel. Geïndexeerd (bv. x1,6084)	289.48
Globale bezoldiging	28104.62

4.4.2. : Effectief salaris

Effectief salaris	
à 100%	18880.00
Geïndexeerd (bv. x1,6084) - Pensioeninhouding	28089.10
Standplaatstoelage à 100% bij 18.695,86	0.00
Standplaatstoelage Geïndexeerd (bv. x1,6084)	0.00
Globale bezoldiging	28089.10
Verschil = 28104,62 - 28089,10	15.52
Standpl.toel. per jaar = 0,00 + 15,52	15.52
Standpl.toel. per maand = 15,52/12	1.29

5. : Gewaarborgd minimumloon (incl. haard- of standplaatsvergoeding)

Gewaarborgd minimumloon (incl. haard- of standplaatsvergoeding)	
Per maand	2051.6500
Per uur (38u/week)	12.4594