

## Minimumlonen per Paritair (Sub)Comité

### Paritair Comité 3320010: instellingen gesubsidieerd door de franse gemeenschap

Inwerkingtreding 01/11/2023 (Laatst bewerkt 05/01/2024)

Indexatie met 2 % in 11/2023. In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

Voor onderhavig loonbarema zijn er nooit jongerenlonen geweest. Anderzijds is het barema beperkt tot de werknemers boven de vermelde aanvangsleeftijd. Gelet op haar suppletieve aard is de NAR-CAO 50 van toepassing.

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

#### 1. SECTOR: Milieux d'Accueil d'Enfants (MAE)

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

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 2941.79               |
| 1                   | 3013.88               |
| 2                   | 3039.37               |
| 3                   | 3181.99               |
| 4                   | 3181.99               |
| 5                   | 3276.81               |
| 6                   | 3276.81               |
| 7                   | 3605.46               |
| 8                   | 3605.46               |
| 9                   | 3701.68               |
| 10                  | 3758.36               |
| 11                  | 3850.11               |
| 12                  | 3850.11               |
| 13                  | 3941.85               |
| 14                  | 3941.85               |
| 15                  | 4048.76               |
| 16                  | 4349.62               |
| 17                  | 4441.36               |
| 18                  | 4442.76               |
| 19                  | 4537.39               |
| 20                  | 4588.38               |
| 21                  | 4632.01               |

|    |         |
|----|---------|
| 22 | 4632.01 |
| 23 | 4726.64 |
| 24 | 4726.64 |
| 25 | 4821.27 |
| 26 | 4821.27 |
| 27 | 4915.90 |
| 28 | 4915.90 |
| 29 | 4968.57 |

## 1.2. : Kinderverzorg(st)er(s) en gekwalificeerd opvangpersoneel

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 2440.46               |
| 1                   | 2595.25               |
| 2                   | 2618.83               |
| 3                   | 2642.41               |
| 4                   | 2665.99               |
| 5                   | 2689.58               |
| 6                   | 2713.16               |
| 7                   | 2736.74               |
| 8                   | 2760.33               |
| 9                   | 2783.91               |
| 10                  | 2876.44               |
| 11                  | 2904.72               |
| 12                  | 2933.02               |
| 13                  | 2961.30               |
| 14                  | 2989.59               |
| 15                  | 3017.88               |
| 16                  | 3046.16               |
| 17                  | 3074.45               |
| 18                  | 3102.74               |
| 19                  | 3131.03               |
| 20                  | 3159.31               |
| 21                  | 3187.60               |
| 22                  | 3215.89               |
| 23                  | 3244.18               |
| 24                  | 3271.30               |
| 25                  | 3301.82               |
| 26                  | 3330.67               |
| 27                  | 3359.52               |
| 28                  | 3388.37               |
| 29                  | 3417.22               |

## 1.3. : Gebrevetteerde verpleegkundige(n)

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 2566.40               |

|    |         |
|----|---------|
| 1  | 2761.33 |
| 2  | 2761.33 |
| 3  | 2806.31 |
| 4  | 2806.31 |
| 5  | 2866.29 |
| 6  | 2866.29 |
| 7  | 3253.76 |
| 8  | 3253.76 |
| 9  | 3345.51 |
| 10 | 3406.67 |
| 11 | 3498.41 |
| 12 | 3498.41 |
| 13 | 3590.16 |
| 14 | 3590.16 |
| 15 | 3681.90 |
| 16 | 3681.90 |
| 17 | 3773.64 |
| 18 | 3773.64 |
| 19 | 3865.39 |
| 20 | 3865.39 |
| 21 | 3957.13 |
| 22 | 3957.13 |
| 23 | 4048.88 |
| 24 | 4048.88 |
| 25 | 4140.62 |
| 26 | 4140.62 |
| 27 | 4232.36 |
| 28 | 4232.36 |
| 29 | 4232.36 |
| 30 | 4232.36 |
| 31 | 4261.38 |

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

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 2281.77               |
| 1                   | 2470.52               |
| 2                   | 2495.33               |
| 3                   | 2516.72               |
| 4                   | 2538.12               |
| 5                   | 2559.53               |
| 6                   | 2611.26               |
| 7                   | 2662.99               |
| 8                   | 2714.71               |
| 9                   | 2766.44               |
| 10                  | 2877.30               |
| 11                  | 2929.03               |

|    |         |
|----|---------|
| 12 | 2980.76 |
| 13 | 3032.49 |
| 14 | 3084.21 |
| 15 | 3135.94 |
| 16 | 3187.67 |
| 17 | 3240.13 |
| 18 | 3292.88 |
| 19 | 3345.60 |
| 20 | 3398.38 |
| 21 | 3451.13 |
| 22 | 3503.88 |
| 23 | 3556.63 |
| 24 | 3609.37 |
| 25 | 3662.12 |
| 26 | 3714.87 |
| 27 | 3767.62 |
| 28 | 3820.36 |
| 29 | 3873.11 |

### 1.5. : Intendancepersoneel - Ongeschoolde arbeider

| Dienst ancienniteit | Loon                  |                     |
|---------------------|-----------------------|---------------------|
|                     | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 0                   | 2075.2300             | 12.6026             |
| 1                   | 2219.5900             | 13.4793             |
| 2                   | 2231.2500             | 13.5501             |
| 3                   | 2242.9100             | 13.6209             |
| 4                   | 2254.5700             | 13.6917             |
| 5                   | 2266.2300             | 13.7625             |
| 6                   | 2277.8800             | 13.8333             |
| 7                   | 2289.5400             | 13.9041             |
| 8                   | 2301.2000             | 13.9749             |
| 9                   | 2312.8700             | 14.0457             |
| 10                  | 2384.6500             | 14.4817             |
| 11                  | 2407.9700             | 14.6233             |
| 12                  | 2407.9700             | 14.6233             |
| 13                  | 2419.6300             | 14.6941             |
| 14                  | 2431.2900             | 14.7649             |
| 15                  | 2442.9500             | 14.8357             |
| 16                  | 2454.6000             | 14.9065             |
| 17                  | 2466.2600             | 14.9773             |
| 18                  | 2477.9200             | 15.0481             |
| 19                  | 2489.5800             | 15.1189             |
| 20                  | 2501.2400             | 15.1897             |
| 21                  | 2512.9000             | 15.2605             |
| 22                  | 2524.5600             | 15.3313             |
| 23                  | 2536.2200             | 15.4021             |
| 24                  | 2547.8800             | 15.4729             |

|    |           |         |
|----|-----------|---------|
| 25 | 2559.5400 | 15.5437 |
| 26 | 2571.2000 | 15.6146 |
| 27 | 2582.8600 | 15.6854 |

#### 1.6. : Intendancepersoneel - Halfgeschoolde arbeider

| Dienst ancienniteit | Loon                  |                     |
|---------------------|-----------------------|---------------------|
|                     | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 0                   | 2102.2100             | 12.7665             |
| 1                   | 2259.2100             | 13.7199             |
| 2                   | 2280.7800             | 13.8509             |
| 3                   | 2302.3500             | 13.9819             |
| 4                   | 2324.0700             | 14.1138             |
| 5                   | 2345.4800             | 14.2438             |
| 6                   | 2367.0500             | 14.3748             |
| 7                   | 2388.6100             | 14.5057             |
| 8                   | 2410.1800             | 14.6367             |
| 9                   | 2431.7400             | 14.7676             |
| 10                  | 2513.9400             | 15.2668             |
| 11                  | 2540.1600             | 15.4261             |
| 12                  | 2566.3700             | 15.5853             |
| 13                  | 2592.5900             | 15.7445             |
| 14                  | 2618.8100             | 15.9037             |
| 15                  | 2645.0200             | 16.0629             |
| 16                  | 2671.2400             | 16.2221             |
| 17                  | 2697.4600             | 16.3814             |
| 18                  | 2723.6700             | 16.5405             |
| 19                  | 2749.8900             | 16.6998             |
| 20                  | 2776.1100             | 16.8590             |
| 21                  | 2802.3300             | 17.0182             |
| 22                  | 2828.5400             | 17.1774             |
| 23                  | 2854.7600             | 17.3366             |
| 24                  | 2880.9700             | 17.4958             |
| 25                  | 2907.1900             | 17.6550             |
| 26                  | 2933.4100             | 17.8142             |
| 27                  | 2959.6300             | 17.9735             |
| 28                  | 2985.8400             | 18.1327             |
| 29                  | 3012.0600             | 18.2919             |

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

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 2941.79               |
| 1                   | 3013.88               |
| 2                   | 3039.37               |
| 3                   | 3181.99               |
| 4                   | 3181.99               |

|    |         |
|----|---------|
| 5  | 3276.81 |
| 6  | 3276.81 |
| 7  | 3554.16 |
| 8  | 3554.16 |
| 9  | 3660.00 |
| 10 | 3704.89 |
| 11 | 3795.33 |
| 12 | 3795.33 |
| 13 | 3885.77 |
| 14 | 3885.77 |
| 15 | 4027.07 |
| 16 | 4287.73 |
| 17 | 4378.17 |
| 18 | 4378.17 |
| 19 | 4468.61 |
| 20 | 4468.61 |
| 21 | 4559.05 |
| 22 | 4559.05 |
| 23 | 4649.49 |
| 24 | 4649.49 |
| 25 | 4739.93 |
| 26 | 4739.93 |
| 27 | 4830.37 |
| 28 | 4830.37 |
| 29 | 4830.37 |

### 1.8. : Leidende Functies

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 3174.40               |
| 1                   | 3329.93               |
| 2                   | 3329.93               |
| 3                   | 3469.25               |
| 4                   | 3469.25               |
| 5                   | 3608.56               |
| 6                   | 3608.56               |
| 7                   | 3747.88               |
| 8                   | 3747.88               |
| 9                   | 3887.19               |
| 10                  | 3939.03               |
| 11                  | 4078.34               |
| 12                  | 4078.34               |
| 13                  | 4217.65               |
| 14                  | 4217.65               |
| 15                  | 4356.97               |
| 16                  | 4356.97               |
| 17                  | 4496.29               |

|    |         |
|----|---------|
| 18 | 4496.29 |
| 19 | 4635.60 |
| 20 | 4635.60 |
| 21 | 4774.92 |
| 22 | 4774.92 |
| 23 | 4914.24 |
| 24 | 4914.24 |
| 25 | 4914.24 |
| 26 | 4914.24 |
| 27 | 4914.24 |
| 28 | 4914.24 |
| 29 | 4914.24 |

## 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)

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |                     |
|--------------|---------------------------|---------------------|
|              | Geïndexeerd maandloon     | Geïndexeerd uurloon |
| 0 jaar       | 2118.1800                 | 12.8634             |
| 1            | 2267.9600                 | 13.7731             |
| 2            | 2279.8800                 | 13.8454             |
| 3            | 2291.7900                 | 13.9178             |
| 4            | 2303.7000                 | 13.9901             |
| 5            | 2315.6200                 | 14.0624             |
| 6            | 2327.5300                 | 14.1348             |
| 7            | 2339.4400                 | 14.2071             |
| 8            | 2351.3500                 | 14.2795             |
| 9            | 2427.6100                 | 14.7425             |
| 10           | 2441.9700                 | 14.8298             |
| 11           | 2460.4400                 | 14.9420             |
| 12           | 2460.4400                 | 14.9420             |
| 13           | 2472.3600                 | 15.0143             |
| 14           | 2484.2700                 | 15.0867             |
| 15           | 2598.7100                 | 15.7816             |
| 16           | 2598.7100                 | 15.7816             |
| 17           | 2608.9200                 | 15.8437             |
| 18           | 2608.9200                 | 15.8437             |
| 19           | 2619.1400                 | 15.9057             |
| 20           | 2619.1400                 | 15.9057             |
| 21           | 2629.3600                 | 15.9678             |
| 22           | 2629.3600                 | 15.9678             |
| 23           | 2639.5700                 | 16.0298             |
| 24           | 2639.5700                 | 16.0298             |
| 25           | 2649.7900                 | 16.0918             |
| 26           | 2649.7900                 | 16.0918             |

|    |           |         |
|----|-----------|---------|
| 27 | 2660.0100 | 16.1539 |
| 28 | 2660.0100 | 16.1539 |
| 29 | 2806.4000 | 17.0429 |

## **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).

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2292.73                   |
| 1            | 2473.97                   |
| 2            | 2497.79                   |
| 3            | 2521.61                   |
| 4            | 2545.43                   |
| 5            | 2569.26                   |
| 6            | 2593.08                   |
| 7            | 2616.90                   |
| 8            | 2640.72                   |
| 9            | 2664.54                   |
| 10           | 2758.00                   |
| 11           | 2786.57                   |
| 12           | 2815.15                   |
| 13           | 2843.72                   |
| 14           | 2872.30                   |
| 15           | 2900.87                   |
| 16           | 2929.45                   |
| 17           | 2958.02                   |
| 18           | 2986.60                   |
| 19           | 3015.17                   |
| 20           | 3043.74                   |
| 21           | 3072.32                   |
| 22           | 3100.89                   |
| 23           | 3129.48                   |
| 24           | 3158.04                   |
| 25           | 3186.62                   |
| 26           | 3215.20                   |
| 27           | 3243.77                   |
| 28           | 3272.35                   |
| 29           | 3301.33                   |

#### **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.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2338.23                   |
| 1            | 2535.14                   |
| 2            | 2557.07                   |
| 3            | 2578.99                   |
| 4            | 2600.92                   |
| 5            | 2622.86                   |
| 6            | 2675.87                   |
| 7            | 2728.87                   |
| 8            | 2781.88                   |
| 9            | 2834.89                   |
| 10           | 2948.49                   |
| 11           | 3001.50                   |
| 12           | 3054.51                   |
| 13           | 3107.52                   |
| 14           | 3160.52                   |
| 15           | 3213.53                   |
| 16           | 3266.54                   |
| 17           | 3320.30                   |
| 18           | 3374.36                   |
| 19           | 3428.37                   |
| 20           | 3482.46                   |
| 21           | 3536.52                   |
| 22           | 3590.57                   |
| 23           | 3644.62                   |
| 24           | 3698.68                   |
| 25           | 3752.73                   |
| 26           | 3806.78                   |
| 27           | 3860.84                   |
| 28           | 3914.89                   |
| 29           | 3968.94                   |

### 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.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2809.56                   |
| 1            | 3014.07                   |
| 2            | 3014.07                   |
| 3            | 3104.95                   |
| 4            | 3104.95                   |
| 5            | 3195.83                   |
| 6            | 3195.83                   |
| 7            | 3642.10                   |
| 8            | 3642.10                   |

|    |         |
|----|---------|
| 9  | 3734.78 |
| 10 | 3796.56 |
| 11 | 3889.24 |
| 12 | 3889.24 |
| 13 | 3981.91 |
| 14 | 3981.91 |
| 15 | 4074.59 |
| 16 | 4393.82 |
| 17 | 4486.49 |
| 18 | 4486.49 |
| 19 | 4579.17 |
| 20 | 4579.17 |
| 21 | 4671.85 |
| 22 | 4671.85 |
| 23 | 4764.53 |
| 24 | 4764.53 |
| 25 | 4857.21 |
| 26 | 4857.21 |
| 27 | 4949.88 |
| 28 | 4949.88 |
| 29 | 4949.88 |

## 2.2.2. : Paramedisch (en sociaal) personeel

### 2.2.2.1. : Gebrevetteerd verpleger A2 (m/v)

Houder van een brevet van verpleegkundige.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2592.48                   |
| 1            | 2789.39                   |
| 2            | 2789.39                   |
| 3            | 2834.83                   |
| 4            | 2834.83                   |
| 5            | 2895.42                   |
| 6            | 2895.42                   |
| 7            | 3286.83                   |
| 8            | 3286.83                   |
| 9            | 3379.51                   |
| 10           | 3441.29                   |
| 11           | 3533.96                   |
| 12           | 3533.96                   |
| 13           | 3626.64                   |
| 14           | 3626.64                   |
| 15           | 3719.32                   |
| 16           | 3719.32                   |
| 17           | 3811.99                   |
| 18           | 3811.99                   |
| 19           | 3904.67                   |

|    |         |
|----|---------|
| 20 | 3904.67 |
| 21 | 3997.35 |
| 22 | 3997.35 |
| 23 | 4090.03 |
| 24 | 4090.03 |
| 25 | 4182.70 |
| 26 | 4182.70 |
| 27 | 4275.38 |
| 28 | 4275.38 |
| 29 | 4275.38 |

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

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

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2809.56                   |
| 1            | 3014.07                   |
| 2            | 3014.07                   |
| 3            | 3104.95                   |
| 4            | 3104.95                   |
| 5            | 3195.83                   |
| 6            | 3195.83                   |
| 7            | 3642.10                   |
| 8            | 3642.10                   |
| 9            | 3734.78                   |
| 10           | 3796.56                   |
| 11           | 3889.24                   |
| 12           | 3889.24                   |
| 13           | 3981.91                   |
| 14           | 3981.91                   |
| 15           | 4074.59                   |
| 16           | 4393.82                   |
| 17           | 4486.49                   |
| 18           | 4486.49                   |
| 19           | 4579.17                   |
| 20           | 4579.17                   |
| 21           | 4671.85                   |
| 22           | 4671.85                   |
| 23           | 4764.53                   |
| 24           | 4764.53                   |
| 25           | 4857.21                   |
| 26           | 4857.21                   |
| 27           | 4949.88                   |
| 28           | 4949.88                   |
| 29           | 4949.88                   |

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

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

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2809.56                   |
| 1            | 3014.07                   |
| 2            | 3014.07                   |
| 3            | 3104.95                   |
| 4            | 3104.95                   |
| 5            | 3195.83                   |
| 6            | 3195.83                   |
| 7            | 3642.10                   |
| 8            | 3642.10                   |
| 9            | 3734.78                   |
| 10           | 3796.56                   |
| 11           | 3889.24                   |
| 12           | 3889.24                   |
| 13           | 3981.91                   |
| 14           | 3981.91                   |
| 15           | 4074.59                   |
| 16           | 4393.82                   |
| 17           | 4486.49                   |
| 18           | 4486.49                   |
| 19           | 4579.17                   |
| 20           | 4579.17                   |
| 21           | 4671.85                   |
| 22           | 4671.85                   |
| 23           | 4764.53                   |
| 24           | 4764.53                   |
| 25           | 4857.21                   |
| 26           | 4857.21                   |
| 27           | 4949.88                   |
| 28           | 4949.88                   |
| 29           | 4949.88                   |

### 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.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 3014.07                   |
| 1            | 3104.95                   |
| 2            | 3104.95                   |
| 3            | 3195.83                   |

|    |         |
|----|---------|
| 4  | 3195.83 |
| 5  | 3642.10 |
| 6  | 3642.10 |
| 7  | 3734.78 |
| 8  | 3796.56 |
| 9  | 3889.24 |
| 10 | 3889.24 |
| 11 | 3981.91 |
| 12 | 3981.91 |
| 13 | 4074.59 |
| 14 | 4393.82 |
| 15 | 4486.49 |
| 16 | 4486.49 |
| 17 | 4579.17 |
| 18 | 4579.17 |
| 19 | 4671.85 |
| 20 | 4671.85 |
| 21 | 4764.53 |
| 22 | 4764.53 |
| 23 | 4857.21 |
| 24 | 4857.21 |
| 25 | 4949.88 |
| 26 | 4949.88 |
| 27 | 4949.88 |
| 28 | 4949.88 |
| 29 | 4949.88 |

### 3. SECTOR: Services SOS Enfants (SOS)

#### 3.1. : Minimummaandloonschalen

| Ancienniteit | Soort werknemer      |               |                     |              |              |
|--------------|----------------------|---------------|---------------------|--------------|--------------|
|              | Juristen/psychologen | Secretarissen | Sociaal assistenten | Huisdokter s | Specialisten |
| 0            | 3787.49              | 2504.12       | 2812.39             | 4637.92      | 6122.30      |
| 1            | 3973.06              | 2701.22       | 3017.10             | 4746.15      | 6122.30      |
| 2            | 3973.06              | 2701.22       | 3017.10             | 4746.15      | 6354.24      |
| 3            | 4139.29              | 2746.71       | 3108.07             | 4935.57      | 6354.24      |
| 4            | 4139.29              | 2746.71       | 3108.07             | 4935.57      | 6586.18      |
| 5            | 4305.51              | 2807.36       | 3199.04             | 5124.98      | 6586.18      |
| 6            | 4305.51              | 2807.36       | 3199.04             | 5124.98      | 6818.11      |
| 7            | 4471.73              | 2928.65       | 3645.76             | 5314.40      | 6818.11      |
| 8            | 4471.73              | 2928.65       | 3645.76             | 5314.40      | 7050.05      |
| 9            | 4637.95              | 3049.95       | 3738.54             | 5503.80      | 7050.05      |
| 10           | 4699.80              | 3110.60       | 3800.38             | 5503.80      | 7281.99      |
| 11           | 4866.02              | 3216.73       | 3893.15             | 5693.22      | 7281.99      |
| 12           | 4866.02              | 3216.73       | 3893.15             | 5693.22      | 7513.93      |
| 13           | 5032.24              | 3323.63       | 3985.92             | 5882.63      | 7513.93      |
| 14           | 5032.24              | 3323.63       | 3985.92             | 5882.63      | 7745.86      |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 15 | 5198.46 | 3431.87 | 4078.69 | 6072.04 | 7745.86 |
| 16 | 5198.46 | 3431.87 | 4398.24 | 6072.04 | 7977.81 |
| 17 | 5364.68 | 3540.11 | 4491.01 | 6261.46 | 7977.81 |
| 18 | 5364.68 | 3540.11 | 4491.01 | 6261.46 | 8209.75 |
| 19 | 5530.91 | 3648.35 | 4583.78 | 6450.87 | 8209.75 |
| 20 | 5530.91 | 3648.35 | 4583.78 | 6450.87 | 8441.68 |
| 21 | 5697.13 | 3756.58 | 4676.55 | 6640.28 | 8441.68 |
| 22 | 5697.13 | 3756.58 | 4676.55 | 6640.28 | 8673.62 |
| 23 | 5863.35 | 3864.82 | 4769.32 | 6829.69 | 8673.62 |
| 24 | 5863.35 | 3864.82 | 4769.32 | 6829.69 | 8673.62 |
| 25 | 5863.35 | 3973.06 | 4862.09 | 6829.69 | 8673.62 |
| 26 | 5863.35 | 3973.06 | 4862.09 | 6829.69 | 8673.62 |
| 27 | 5863.35 | 4081.29 | 4954.86 | 6829.69 | 8673.62 |
| 28 | 5863.35 | 4081.29 | 4954.86 | 6829.69 | 8673.62 |
| 29 | 5863.35 | 4189.53 | 4954.86 | 6829.69 | 8673.62 |

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

### 4.1. : Personeel met "bediendenstatuut"

#### 4.1.1. : Administratief personeel

| ANCIENNITE<br>IT (in jaren) | MAANDBEDRAG |              |                                      |           |
|-----------------------------|-------------|--------------|--------------------------------------|-----------|
|                             | Licenciaat  | Gegradueerde | Niet-gegradueerde directiesecretaris | Opsteller |
| 0                           | 3768.89     | 2798.57      | 2582.34                              | 2329.06   |
| 1                           | 3953.50     | 3002.22      | 2778.51                              | 2525.23   |
| 2                           | 3953.50     | 3002.22      | 2778.51                              | 2546.99   |
| 3                           | 4118.90     | 3092.83      | 2823.73                              | 2568.91   |
| 4                           | 4118.90     | 3092.83      | 2823.73                              | 2590.67   |
| 5                           | 4284.30     | 3183.26      | 2884.08                              | 2612.60   |
| 6                           | 4284.30     | 3183.26      | 2884.08                              | 2665.30   |
| 7                           | 4449.70     | 3627.79      | 3273.87                              | 2718.17   |
| 8                           | 4449.70     | 3627.79      | 3273.87                              | 2771.03   |
| 9                           | 4615.10     | 3720.10      | 3366.17                              | 2823.73   |
| 10                          | 4676.64     | 3781.63      | 3427.71                              | 2936.95   |
| 11                          | 4842.04     | 3873.94      | 3520.02                              | 2989.64   |
| 12                          | 4842.04     | 3873.94      | 3520.02                              | 3042.51   |
| 13                          | 5007.44     | 3966.25      | 3612.49                              | 3095.38   |
| 14                          | 5007.44     | 3966.25      | 3612.49                              | 3148.08   |
| 15                          | 5172.85     | 4059.06      | 3704.80                              | 3200.94   |
| 16                          | 5172.85     | 4376.61      | 3704.80                              | 3253.81   |
| 17                          | 5338.25     | 4468.91      | 3797.10                              | 3307.36   |
| 18                          | 5338.25     | 4468.91      | 3797.10                              | 3361.08   |
| 19                          | 5503.65     | 4561.22      | 3889.41                              | 3414.96   |
| 20                          | 5503.65     | 4561.22      | 3889.41                              | 3468.85   |
| 21                          | 5669.05     | 4653.52      | 3981.71                              | 3522.57   |
| 22                          | 5669.05     | 4653.52      | 3981.71                              | 3576.45   |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 23 | 5834.45 | 4745.83 | 4074.02 | 3630.34 |
| 24 | 5834.45 | 4745.83 | 4074.02 | 3684.23 |
| 25 | 5834.45 | 4838.13 | 4166.33 | 3737.95 |
| 26 | 5834.45 | 4838.13 | 4166.33 | 3791.83 |
| 27 | 5834.45 | 4930.44 | 4258.63 | 3845.72 |
| 28 | 5834.45 | 4930.44 | 4258.63 | 3899.61 |
| 29 | 5834.45 | 4930.44 | 4258.63 | 3953.33 |

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

| ANCIENNITE<br>IT (in jaren) | MAANDBEDRAG        |                          |                      |                       |
|-----------------------------|--------------------|--------------------------|----------------------|-----------------------|
|                             | Licenciaat<br>1/80 | Hoofdcoördinator<br>1/78 | Sociaal<br>Assistent | Opvoeder<br>klasse II |
| 0                           | 3768.89            | 3608.41                  | 2798.57              | 2582.34               |
| 1                           | 3953.50            | 3751.21                  | 3002.22              | 2778.51               |
| 2                           | 3953.50            | 3751.21                  | 3002.22              | 2778.51               |
| 3                           | 4118.90            | 3855.75                  | 3092.83              | 2823.73               |
| 4                           | 4118.90            | 3855.75                  | 3092.83              | 2823.73               |
| 5                           | 4284.30            | 3960.13                  | 3183.26              | 2884.08               |
| 6                           | 4284.30            | 3960.13                  | 3183.26              | 2884.08               |
| 7                           | 4449.70            | 4064.50                  | 3627.79              | 3273.87               |
| 8                           | 4449.70            | 4064.50                  | 3627.79              | 3273.87               |
| 9                           | 4615.10            | 4168.88                  | 3720.10              | 3366.17               |
| 10                          | 4676.64            | 4230.41                  | 3781.63              | 3427.71               |
| 11                          | 4842.04            | 4334.96                  | 3873.94              | 3520.02               |
| 12                          | 4842.04            | 4334.96                  | 3873.94              | 3520.02               |
| 13                          | 5007.44            | 4439.33                  | 3966.25              | 3612.49               |
| 14                          | 5007.44            | 4439.33                  | 3966.25              | 3612.49               |
| 15                          | 5172.85            | 4543.71                  | 4059.06              | 3704.80               |
| 16                          | 5172.85            | 4543.71                  | 4376.61              | 3704.80               |
| 17                          | 5338.25            | 4648.08                  | 4468.91              | 3797.10               |
| 18                          | 5338.25            | 4648.08                  | 4468.91              | 3797.10               |
| 19                          | 5503.65            | 4752.63                  | 4561.22              | 3889.41               |
| 20                          | 5503.65            | 4752.63                  | 4561.22              | 3889.41               |
| 21                          | 5669.05            | 4857.00                  | 4653.52              | 3981.71               |
| 22                          | 5669.05            | 4857.00                  | 4653.52              | 3981.71               |
| 23                          | 5834.45            | 4961.38                  | 4745.83              | 4074.02               |
| 24                          | 5834.45            | 4961.38                  | 4745.83              | 4074.02               |
| 25                          | 5834.45            | 5065.75                  | 4838.13              | 4166.33               |
| 26                          | 5834.45            | 5065.75                  | 4838.13              | 4166.33               |
| 27                          | 5834.45            | 5170.30                  | 4930.44              | 4258.63               |
| 28                          | 5834.45            | 5170.30                  | 4930.44              | 4258.63               |
| 29                          | 5834.45            | 5170.30                  | 4930.44              | 4258.63               |

#### 4.2. : Werkliedenpersoneel

| ANCIENNITEIT<br>(in jaren) | UURBEDRAG                |                        |                         |
|----------------------------|--------------------------|------------------------|-------------------------|
|                            | Ongeschoolde<br>arbeider | Geschoolde<br>arbeider | Polyvalente<br>arbeider |

|    |         |         |         |
|----|---------|---------|---------|
| 0  | 12.6585 | 13.5949 | 14.2865 |
| 1  | 13.7187 | 14.6912 | 15.3829 |
| 2  | 13.7910 | 14.8285 | 15.5274 |
| 3  | 13.8633 | 14.9648 | 15.6709 |
| 4  | 13.9355 | 15.1021 | 15.8154 |
| 5  | 14.0078 | 15.2383 | 15.9589 |
| 6  | 14.0790 | 15.3756 | 16.1034 |
| 7  | 14.1513 | 15.5119 | 16.2480 |
| 8  | 14.2236 | 15.6492 | 16.3915 |
| 9  | 14.2958 | 15.7865 | 16.5360 |
| 10 | 14.7397 | 16.3471 | 17.0955 |
| 11 | 14.8110 | 16.5133 | 17.2679 |
| 12 | 14.8832 | 16.6785 | 17.4414 |
| 13 | 14.9555 | 16.8436 | 17.6138 |
| 14 | 15.0277 | 17.0098 | 17.7872 |
| 15 | 15.1000 | 17.1750 | 17.9596 |
| 16 | 15.1712 | 17.3412 | 18.1330 |
| 17 | 15.2435 | 17.5064 | 18.3054 |
| 18 | 15.3158 | 17.6726 | 18.4778 |
| 19 | 15.3880 | 17.8378 | 18.6513 |
| 20 | 15.4603 | 18.0040 | 18.8237 |
| 21 | 15.5315 | 18.1691 | 18.9971 |
| 22 | 15.6038 | 18.3354 | 19.1695 |
| 23 | 15.6761 | 18.5005 | 19.3429 |
| 24 | 15.7483 | 18.6667 | 19.5153 |
| 25 | 15.8206 | 18.8319 | 19.6888 |
| 26 | 15.8918 | 18.9981 | 19.8612 |
| 27 | 15.9641 | 19.1633 | 20.0377 |
| 28 | 15.9641 | 19.3295 | 20.2142 |
| 29 | 15.9641 | 19.4947 | 20.3907 |

#### 4.3. : Gewaarborgd minimumloon

| SOORT BEDRAG  |           |
|---------------|-----------|
| Maandbedrag   | 2325.9800 |
| Uurloonbedrag | 14.1161   |

## 5. SECTOR: Maatschappelijke hulp aan gedetineerden

#### 5.1. : Maandelijks geïndexeerde barema's

| Ancienniteit | Code       |                        |                          |
|--------------|------------|------------------------|--------------------------|
|              | Licenciaat | Maatschappelijk werker | Administratief werknemer |
| 0            | 3608.04    | 2798.26                | 2328.82                  |
| 1            | 3750.90    | 3001.94                | 2524.93                  |
| 2            | 3750.90    | 3001.94                | 2546.78                  |
| 3            | 3855.30    | 3092.45                | 2568.62                  |
| 4            | 3855.30    | 3092.45                | 2590.46                  |
| 5            | 3959.71    | 3182.97                | 2612.30                  |

|    |         |         |         |
|----|---------|---------|---------|
| 6  | 3959.71 | 3182.97 | 2665.10 |
| 7  | 4064.12 | 3627.44 | 2717.89 |
| 8  | 4064.12 | 3627.44 | 2770.69 |
| 9  | 4168.52 | 3719.75 | 2823.48 |
| 10 | 4230.06 | 3781.28 | 2936.63 |
| 11 | 4334.46 | 3873.59 | 2989.42 |
| 12 | 4334.46 | 3873.59 | 3042.22 |
| 13 | 4438.87 | 3965.89 | 3095.01 |
| 14 | 4438.87 | 3965.89 | 3147.81 |
| 15 | 4543.28 | 4058.19 | 3200.60 |
| 16 | 4543.28 | 4376.14 | 3253.40 |
| 17 | 4647.68 | 4468.44 | 3306.94 |
| 18 | 4647.68 | 4468.44 | 3360.78 |
| 19 | 4752.09 | 4560.74 | 3414.61 |
| 20 | 4752.09 | 4560.74 | 3468.45 |
| 21 | 4856.50 | 4653.05 | 3522.28 |
| 22 | 4856.50 | 4653.05 | 3576.12 |
| 23 | 4960.90 | 4745.35 | 3629.96 |
| 24 | 4960.90 | 4745.35 | 3683.79 |
| 25 | 5065.31 | 4837.66 | 3737.63 |
| 26 | 5065.31 | 4837.66 | 3791.46 |
| 27 | 5169.72 | 4929.96 | 3845.30 |
| 28 | 5169.72 | 4929.96 | 3899.13 |
| 29 | 5169.72 | 4929.96 | 3952.97 |