

# Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3310099: welzijns- en gezondheidsinrichtingen en -diensten waarvoor geen specifieke cao werd gesloten

Inwerkingtreding 01/03/2022 (Laatst bewerkt 01/12/2022)

Indexatie met 2% in 3/2022.

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. : Werknemers die in hoofdzaak handenarbeid verrichten

### 1.1. : Basismaandlonen

| Leeftijd / Dienstjaren | Categorie |        |         |         |         |
|------------------------|-----------|--------|---------|---------|---------|
|                        | 1         | 2      | 3       | 4       | 5       |
| -18j                   | 709.22    | 739.14 | 829.15  | 840.37  | 925.84  |
| 0                      | 746.52    | 776.51 | 866.47  | 877.69  | 958.57  |
| 1                      | 761.47    | 791.55 | 881.40  | 892.62  | 959.11  |
| 2                      | 776.51    | 806.45 | 896.28  | 907.50  | 972.31  |
| 3                      | 791.55    | 821.49 | 911.35  | 922.54  | 985.70  |
| 5                      | 806.45    | 836.37 | 926.38  | 937.50  | 998.91  |
| 7                      | 821.49    | 851.30 | 941.31  | 952.53  | 1012.19 |
| 9                      | 836.37    | 865.77 | 956.35  | 958.57  | 1025.65 |
| 11                     | 851.30    | 881.40 | 958.57  | 962.88  | 1038.88 |
| 13                     | 865.77    | 896.28 | 966.12  | 976.11  | 1052.14 |
| 15                     | 881.40    | 911.35 | 979.61  | 989.59  | 1065.52 |
| 17                     | 896.28    | 926.38 | 992.87  | 1002.85 | 1078.83 |
| 19                     | 911.35    | 941.31 | 1006.07 | 1016.06 | 1092.11 |
| 21                     | 926.38    | 956.35 | 1019.46 | 1029.34 | 1105.47 |
| 23                     | 941.31    | 958.57 | 1032.72 | 1042.65 | 1118.68 |
| 25                     | 956.35    | 966.12 | 1046.05 | 1056.03 | 1131.96 |
| 27                     | 956.35    | 966.12 | 1059.41 | 1069.24 | 1145.42 |

### 1.2. : Uurlonen (38u/week)

| Leeftijd / Dienstjaren | Categorie |        |         |         |         |
|------------------------|-----------|--------|---------|---------|---------|
|                        | 1         | 2      | 3       | 4       | 5       |
| -18j                   | 7.9576    | 8.2933 | 9.3033  | 9.4292  | 10.3881 |
| 0                      | 8.3761    | 8.7126 | 9.7220  | 9.8479  | 10.7554 |
| 1                      | 8.5439    | 8.8814 | 9.8895  | 10.0154 | 10.7614 |
| 2                      | 8.7126    | 9.0486 | 10.0565 | 10.1824 | 10.9096 |
| 3                      | 8.8814    | 9.2173 | 10.2256 | 10.3511 | 11.0598 |
| 5                      | 9.0486    | 9.3843 | 10.3942 | 10.5190 | 11.2080 |
| 7                      | 9.2173    | 9.5518 | 10.5617 | 10.6876 | 11.3570 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 9  | 9.3843  | 9.7141  | 10.7305 | 10.7554 | 11.5080 |
| 11 | 9.5518  | 9.8895  | 10.7554 | 10.8037 | 11.6565 |
| 13 | 9.7141  | 10.0565 | 10.8401 | 10.9522 | 11.8053 |
| 15 | 9.8895  | 10.2256 | 10.9915 | 11.1034 | 11.9554 |
| 17 | 10.0565 | 10.3942 | 11.1402 | 11.2522 | 12.1047 |
| 19 | 10.2256 | 10.5617 | 11.2883 | 11.4004 | 12.2537 |
| 21 | 10.3942 | 10.7305 | 11.4386 | 11.5494 | 12.4036 |
| 23 | 10.5617 | 10.7554 | 11.5874 | 11.6988 | 12.5519 |
| 25 | 10.7305 | 10.8401 | 11.7369 | 11.8489 | 12.7009 |
| 27 | 10.7305 | 10.8401 | 11.8868 | 11.9971 | 12.8519 |

## 2. : Werknemers die in hoofdzaak hoofdarbeid verrichten - Administratief personeel

De normale aanvangsleeftijd voor categorieën 1 en 2 is 18 jaar, 20 jaar voor categorieën 3, 4 en 5.

### 2.1. : Basismaandlonen

| Leeftijd / Dienstjaren                 | Categorie |         |         |         |         |
|----------------------------------------|-----------|---------|---------|---------|---------|
|                                        | 1         | 2       | 3       | 4       | 5       |
| -18j (cat. 1, 2) / -20j (cat. 3, 4, 5) | 772.93    | 784.07  | 858.60  | 940.77  | 1018.48 |
| 0                                      | 810.27    | 840.01  | 933.19  | 991.92  | 1084.69 |
| 1                                      | 825.15    | 858.60  | 955.63  | 1011.77 | 1104.54 |
| 2                                      | 840.06    | 877.25  | 958.67  | 1031.63 | 1124.40 |
| 3                                      | 854.99    | 895.95  | 978.56  | 1051.52 | 1144.26 |
| 5                                      | 869.90    | 918.28  | 998.42  | 1071.38 | 1164.12 |
| 7                                      | 884.83    | 940.70  | 1024.95 | 1097.92 | 1190.69 |
| 9                                      | 899.74    | 958.49  | 1078.01 | 1150.97 | 1243.71 |
| 11                                     | 914.65    | 965.30  | 1131.03 | 1203.99 | 1296.76 |
| 13                                     | 929.58    | 991.84  | 1177.46 | 1250.42 | 1343.16 |
| 15                                     | 944.49    | 1018.40 | 1223.88 | 1296.84 | 1389.58 |
| 17                                     | 958.49    | 1044.94 | 1270.28 | 1343.24 | 1436.01 |
| 19                                     | 958.49    | 1071.51 | 1316.70 | 1389.66 | 1482.43 |
| 21                                     | 968.73    | 1098.05 | 1363.12 | 1436.09 | 1528.83 |
| 23                                     | 981.99    | 1124.61 | 1409.55 | 1482.48 | 1575.25 |
| 25                                     | 995.22    | 1151.15 | 1455.94 | 1528.91 | 1621.68 |
| 27                                     | 1008.47   | 1177.71 | 1502.37 | 1575.33 | 1668.10 |
| 29                                     | 1008.47   | 1204.25 | 1548.79 | 1621.75 | 1714.50 |

### 2.2. : Maandlonen

| Leeftijd / Dienstjaren                 | Categorie |         |         |         |         |
|----------------------------------------|-----------|---------|---------|---------|---------|
|                                        | 1         | 2       | 3       | 4       | 5       |
| -18j (cat. 1, 2) / -20j (cat. 3, 4, 5) | 1428.07   | 1448.65 | 1586.35 | 1738.17 | 1881.74 |
| 0                                      | 1497.05   | 1552.00 | 1724.16 | 1832.67 | 2004.07 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 1  | 1524.55 | 1586.35 | 1765.62 | 1869.35 | 2040.75 |
| 2  | 1552.09 | 1620.81 | 1771.24 | 1906.04 | 2077.44 |
| 3  | 1579.68 | 1655.36 | 1807.99 | 1942.79 | 2114.13 |
| 5  | 1607.23 | 1696.61 | 1844.68 | 1979.48 | 2150.83 |
| 7  | 1634.81 | 1738.04 | 1893.70 | 2028.52 | 2199.92 |
| 9  | 1662.36 | 1770.91 | 1991.73 | 2126.53 | 2297.88 |
| 11 | 1689.91 | 1783.49 | 2089.69 | 2224.49 | 2395.89 |
| 13 | 1717.49 | 1832.52 | 2175.48 | 2310.28 | 2481.62 |
| 15 | 1745.04 | 1881.60 | 2261.24 | 2396.04 | 2567.39 |
| 17 | 1770.91 | 1930.63 | 2346.97 | 2481.77 | 2653.17 |
| 19 | 1770.91 | 1979.72 | 2432.73 | 2567.54 | 2738.94 |
| 21 | 1789.83 | 2028.76 | 2518.50 | 2653.32 | 2824.67 |
| 23 | 1814.32 | 2077.83 | 2604.28 | 2739.03 | 2910.43 |
| 25 | 1838.77 | 2126.86 | 2689.99 | 2824.81 | 2996.22 |
| 27 | 1863.25 | 2175.94 | 2775.78 | 2910.58 | 3081.98 |
| 29 | 1863.25 | 2224.97 | 2861.54 | 2996.35 | 3167.71 |

### 3. : Werknemers die in hoofdzaak hoofdarbeid verrichten - Technisch en paramedisch personeel

De normale aanvangsleeftijd voor categorieën 1, 2 en 3 is 18 jaar, 20 jaar voor categorie 4 en 23 jaar voor categorie 5.

#### 3.1. : Basismaandlonen

| Leeftijd / Dienstjaren | Categorie |         |         |         |         |
|------------------------|-----------|---------|---------|---------|---------|
|                        | 1         | 2       | 3       | 4       | 5       |
| -18j (cat. 1 en 2)     | 772.93    | 836.29  |         |         |         |
| 0                      | 810.27    | 892.16  | 1018.40 | 1051.57 | 1139.93 |
| 1                      | 825.15    | 910.88  | 1034.96 | 1071.43 | 1163.17 |
| 2                      | 840.06    | 929.48  | 1051.52 | 1091.29 | 1186.40 |
| 3                      | 854.99    | 948.12  | 1068.08 | 1111.17 | 1209.64 |
| 5                      | 869.90    | 958.49  | 1087.94 | 1131.03 | 1249.44 |
| 7                      | 884.83    | 971.93  | 1107.79 | 1157.57 | 1289.23 |
| 9                      | 899.74    | 991.79  | 1127.65 | 1210.62 | 1329.03 |
| 10                     | 899.74    | 991.79  | 1127.65 | 1210.62 | 1477.92 |
| 11                     | 914.65    | 1011.65 | 1147.51 | 1263.65 | 1521.14 |
| 13                     | 929.58    | 1038.21 | 1174.08 | 1310.07 | 1560.91 |
| 15                     | 944.49    | 1064.75 | 1200.62 | 1356.47 | 1600.71 |
| 17                     | 958.49    | 1091.31 | 1227.18 | 1402.89 | 1640.50 |
| 19                     | 958.49    | 1117.85 | 1253.72 | 1449.32 | 1734.92 |
| 21                     | 968.73    | 1144.42 | 1280.28 | 1495.74 | 1772.84 |
| 23                     | 981.99    | 1170.96 | 1306.82 | 1542.14 | 1810.72 |
| 25                     | 995.22    | 1197.52 | 1333.39 | 1588.56 | 1848.64 |
| 27                     | 1008.47   | 1224.06 | 1359.93 | 1634.98 | 1886.52 |
| 29                     | 1008.47   | 1250.62 | 1386.49 | 1681.41 | 1886.52 |
| 31                     | 1008.47   | 1250.62 | 1413.03 | 1681.41 | 1886.52 |

### 3.2. : Maandlonen

| Leeftijd / Dienstjaren | Categorie |         |         |         |         |
|------------------------|-----------|---------|---------|---------|---------|
|                        | 1         | 2       | 3       | 4       | 5       |
| -18j (cat. 1 en 2)     | 1428.07   | 1545.13 |         |         |         |
| 0                      | 1497.05   | 1648.35 | 1881.60 | 1942.88 | 2106.13 |
| 1                      | 1524.55   | 1682.94 | 1912.19 | 1979.57 | 2149.07 |
| 2                      | 1552.09   | 1717.31 | 1942.79 | 2016.27 | 2191.99 |
| 3                      | 1579.68   | 1751.75 | 1973.38 | 2053.00 | 2234.93 |
| 5                      | 1607.23   | 1770.91 | 2010.08 | 2089.69 | 2308.47 |
| 7                      | 1634.81   | 1795.74 | 2046.75 | 2138.73 | 2381.98 |
| 9                      | 1662.36   | 1832.43 | 2083.45 | 2236.74 | 2455.52 |
| 10                     | 1662.36   | 1832.43 | 2083.45 | 2236.74 | 2730.60 |
| 11                     | 1689.91   | 1869.12 | 2120.14 | 2334.72 | 2810.46 |
| 13                     | 1717.49   | 1918.20 | 2169.23 | 2420.49 | 2883.94 |
| 15                     | 1745.04   | 1967.23 | 2218.27 | 2506.21 | 2957.47 |
| 17                     | 1770.91   | 2016.30 | 2267.34 | 2591.98 | 3030.99 |
| 19                     | 1770.91   | 2065.34 | 2316.37 | 2677.76 | 3205.44 |
| 21                     | 1789.83   | 2114.43 | 2365.45 | 2763.53 | 3275.50 |
| 23                     | 1814.32   | 2163.47 | 2414.48 | 2849.26 | 3345.49 |
| 25                     | 1838.77   | 2212.54 | 2463.57 | 2935.02 | 3415.55 |
| 27                     | 1863.25   | 2261.57 | 2512.61 | 3020.79 | 3485.53 |
| 29                     | 1863.25   | 2310.65 | 2561.68 | 3106.57 | 3485.53 |
| 31                     | 1863.25   | 2310.65 | 2610.71 | 3106.57 | 3485.53 |

## 4. : Werknemers die in hoofdzaak hoofdarbeid verrichten - Verplegend personeel

De normale aanvangsleeftijd voor categorieën 1, 2 en 3 is 18 jaar, 20 jaar voor categorie 4 en 23 jaar voor categorieën 5 en 6.

### 4.1. : Basismaandlonen

| Leeftijd / Dienstjaren | Categorie |         |         |         |         |         |
|------------------------|-----------|---------|---------|---------|---------|---------|
|                        | 1         | 2       | 3       | 4       | 5       | 6       |
| -18j                   | 828.97    | 836.29  |         |         |         |         |
| 0                      | 866.29    | 892.16  | 1018.40 | 1051.57 | 1139.93 | 1257.20 |
| 1                      | 881.20    | 910.88  | 1034.96 | 1071.43 | 1163.17 | 1280.44 |
| 2                      | 896.10    | 929.48  | 1051.52 | 1091.29 | 1186.40 | 1303.68 |
| 3                      | 911.04    | 948.12  | 1068.08 | 1111.17 | 1209.64 | 1326.94 |
| 5                      | 925.94    | 958.49  | 1087.94 | 1131.03 | 1249.44 | 1366.71 |
| 7                      | 940.85    | 971.93  | 1107.79 | 1157.57 | 1289.23 | 1406.50 |
| 9                      | 955.78    | 991.79  | 1127.65 | 1210.62 | 1329.03 | 1446.30 |
| 10                     | 955.78    | 991.79  | 1127.65 | 1210.62 | 1477.92 | 1486.76 |
| 11                     | 958.49    | 1011.65 | 1147.51 | 1263.65 | 1521.14 | 1524.73 |
| 13                     | 965.48    | 1038.21 | 1174.08 | 1310.07 | 1560.91 | 1567.10 |
| 15                     | 978.74    | 1064.75 | 1200.62 | 1356.47 | 1600.73 | 1611.67 |
| 17                     | 991.97    | 1091.31 | 1227.18 | 1402.89 | 1640.50 | 1656.21 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 19 | 1005.22 | 1117.85 | 1253.72 | 1449.32 | 1734.92 | 1734.92 |
| 21 | 1018.45 | 1144.42 | 1280.28 | 1495.74 | 1772.84 | 1772.84 |
| 23 | 1031.71 | 1170.96 | 1306.82 | 1542.14 | 1810.72 | 1810.72 |
| 25 | 1044.94 | 1197.52 | 1333.39 | 1588.56 | 1848.64 | 1848.64 |
| 27 | 1058.20 | 1224.06 | 1359.93 | 1634.98 | 1886.52 | 1886.52 |
| 29 | 1058.20 | 1250.62 | 1386.49 | 1681.41 | 1886.52 | 1886.52 |
| 31 | 1058.20 | 1250.62 | 1413.03 | 1681.41 | 1886.52 | 1886.52 |

#### 4.2. : Maandlonen

| Leeftijd /<br>Dienstjaar<br>en | Categorie |         |         |         |         |         |
|--------------------------------|-----------|---------|---------|---------|---------|---------|
|                                | 1         | 2       | 3       | 4       | 5       | 6       |
| -18j                           | 1531.60   | 1545.13 |         |         |         |         |
| 0                              | 1600.56   | 1648.35 | 1881.60 | 1942.88 | 2106.13 | 2322.80 |
| 1                              | 1628.11   | 1682.94 | 1912.19 | 1979.57 | 2149.07 | 2365.74 |
| 2                              | 1655.63   | 1717.31 | 1942.79 | 2016.27 | 2191.99 | 2408.68 |
| 3                              | 1683.24   | 1751.75 | 1973.38 | 2053.00 | 2234.93 | 2451.65 |
| 5                              | 1710.77   | 1770.91 | 2010.08 | 2089.69 | 2308.47 | 2525.13 |
| 7                              | 1738.31   | 1795.74 | 2046.75 | 2138.73 | 2381.98 | 2598.65 |
| 9                              | 1765.90   | 1832.43 | 2083.45 | 2236.74 | 2455.52 | 2672.18 |
| 10                             | 1765.90   | 1832.43 | 2083.45 | 2236.74 | 2730.60 | 2746.94 |
| 11                             | 1770.91   | 1869.12 | 2120.14 | 2334.72 | 2810.46 | 2817.09 |
| 13                             | 1783.82   | 1918.20 | 2169.23 | 2420.49 | 2883.94 | 2895.37 |
| 15                             | 1808.32   | 1967.23 | 2218.27 | 2506.21 | 2957.51 | 2977.72 |
| 17                             | 1832.76   | 2016.30 | 2267.34 | 2591.98 | 3030.99 | 3060.01 |
| 19                             | 1857.24   | 2065.34 | 2316.37 | 2677.76 | 3205.44 | 3205.44 |
| 21                             | 1881.69   | 2114.43 | 2365.45 | 2763.53 | 3275.50 | 3275.50 |
| 23                             | 1906.19   | 2163.47 | 2414.48 | 2849.26 | 3345.49 | 3345.49 |
| 25                             | 1930.63   | 2212.54 | 2463.57 | 2935.02 | 3415.55 | 3415.55 |
| 27                             | 1955.13   | 2261.57 | 2512.61 | 3020.79 | 3485.53 | 3485.53 |
| 29                             | 1955.13   | 2310.65 | 2561.68 | 3106.57 | 3485.53 | 3485.53 |
| 31                             | 1955.13   | 2310.65 | 2610.71 | 3106.57 | 3485.53 | 3485.53 |

#### 5. : Gewaarborgd minimumloon

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

De bedragen en de percentages voor jongeren van het Gewaarborgde minimumloon zijn die van het Gewaarborgd gemiddeld minimum inkomen (GGMMI) van CAO's 43 en 50 van de NAR. Voor het GGMMI wordt u verwezen naar PC 300.