

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3270310: waalse gewest

Inwerkingtreding 01/06/2016 (Laatst bewerkt 30/06/2021)

Indexatie met 2% in 06/2016.

In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

Het sectorale loonbarema wordt volgens de CAO van 30/05/2002 (63380) geïndexeerd overeenkomstig de wet van 2 augustus 1971, hetgeen impliceert dat in geval van indexatie de loonbedragen het product zijn van basisbedragen met een oplopende indexatiecoëfficiënt. Er is evenwel geen sectorale CAO met basisbedragen. Daarom wordt er in dit loonbarema geïndexeerd door de vorige loonbedragen te vermenigvuldigen met 1,02.

### 1. : PRODUCTIEPERSONEEL

| Categorie | Uurstelsel (op weekbasis) |
|-----------|---------------------------|
|           | 38u                       |
| 1         | 9.6597                    |
| 2         | 9.7846                    |
| 3         | 9.9663                    |
| 4         | 10.1480                   |
| 5         | 10.4361                   |
| 6         | 10.7996                   |
| 7         | 11.7771                   |

### 2. : OMKADERINGSPERSONEEL VAN DE BW

| Anciënniteit | Functie                           |                           |                                 |                         |                                                           |                                  |                              |                                      |                      |
|--------------|-----------------------------------|---------------------------|---------------------------------|-------------------------|-----------------------------------------------------------|----------------------------------|------------------------------|--------------------------------------|----------------------|
|              | Directeur (BW > 100) 1.80 + 2 ans | Directeur (BW < 100) 1.80 | Assistent van de Directeur 1.80 | Verantw. Personeel 1.63 | Gegradeerd Sociaal Verpleegkundige 1.55-1.61-1.77 + 2 ans | Sociaal Assistent 1.55-1.61-1.77 | Ergotherapeut 1.55-1.61-1.77 | Gegradeerd Boekhouder 1.55-1.61-1.77 | Hulp-Boekhouder 1.31 |
| 0            | 3174.38                           | 3026.10                   | 3026.10                         | 2527.67                 | 2247.02                                                   | 2247.02                          | 2247.02                      | 2247.02                              | 1930.63              |
| 1            | 3307.19                           | 3174.38                   | 3174.38                         | 2686.38                 | 2483.28                                                   | 2410.60                          | 2410.60                      | 2410.60                              | 2088.10              |
| 2            | 3307.19                           | 3174.38                   | 3174.38                         | 2686.38                 | 2483.28                                                   | 2410.60                          | 2410.60                      | 2410.60                              | 2105.68              |
| 3            | 3439.97                           | 3307.19                   | 3307.19                         | 2723.46                 | 2555.98                                                   | 2483.28                          | 2483.28                      | 2483.28                              | 2123.17              |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 4  | 3439.<br>97 | 3307.<br>19 | 3307.<br>19 | 2723.<br>46 | 2555.<br>98 | 2483.<br>28 | 2483.<br>28 | 2483.<br>28 | 2140.<br>74 |
| 5  | 3572.<br>78 | 3439.<br>97 | 3439.<br>97 | 2772.<br>84 | 2912.<br>88 | 2555.<br>98 | 2555.<br>98 | 2555.<br>98 | 2158.<br>28 |
| 6  | 3572.<br>78 | 3439.<br>97 | 3439.<br>97 | 2772.<br>84 | 2912.<br>88 | 2912.<br>88 | 2912.<br>88 | 2912.<br>88 | 2218.<br>30 |
| 7  | 3705.<br>61 | 3572.<br>78 | 3572.<br>78 | 2871.<br>71 | 2987.<br>01 | 2912.<br>88 | 2912.<br>88 | 2912.<br>88 | 2243.<br>07 |
| 8  | 3755.<br>03 | 3572.<br>78 | 3572.<br>78 | 2871.<br>71 | 3036.<br>42 | 2987.<br>01 | 2987.<br>01 | 2987.<br>01 | 2285.<br>43 |
| 9  | 3887.<br>86 | 3705.<br>61 | 3705.<br>61 | 2970.<br>52 | 3110.<br>54 | 2987.<br>01 | 2987.<br>01 | 2987.<br>01 | 2327.<br>83 |
| 10 | 3887.<br>86 | 3755.<br>03 | 3755.<br>03 | 3019.<br>97 | 3110.<br>54 | 3036.<br>42 | 3036.<br>42 | 3036.<br>42 | 2418.<br>72 |
| 11 | 4020.<br>64 | 3887.<br>86 | 3887.<br>86 | 3106.<br>43 | 3184.<br>67 | 3110.<br>54 | 3110.<br>54 | 3110.<br>54 | 2461.<br>10 |
| 12 | 4020.<br>64 | 3887.<br>86 | 3887.<br>86 | 3106.<br>43 | 3184.<br>67 | 3110.<br>54 | 3110.<br>54 | 3110.<br>54 | 2503.<br>47 |
| 13 | 4153.<br>46 | 4020.<br>64 | 4020.<br>64 | 3192.<br>86 | 3258.<br>73 | 3184.<br>67 | 3184.<br>67 | 3184.<br>67 | 2545.<br>93 |
| 14 | 4153.<br>46 | 4020.<br>64 | 4020.<br>64 | 3192.<br>86 | 3514.<br>09 | 3184.<br>67 | 3184.<br>67 | 3184.<br>67 | 2588.<br>29 |
| 15 | 4286.<br>27 | 4153.<br>46 | 4153.<br>46 | 3279.<br>41 | 3588.<br>23 | 3258.<br>73 | 3258.<br>73 | 3258.<br>73 | 2630.<br>82 |
| 16 | 4286.<br>27 | 4153.<br>46 | 4153.<br>46 | 3279.<br>41 | 3588.<br>23 | 3514.<br>09 | 3514.<br>09 | 3514.<br>09 | 2674.<br>04 |
| 17 | 4419.<br>06 | 4286.<br>27 | 4286.<br>27 | 3365.<br>86 | 3662.<br>32 | 3588.<br>23 | 3588.<br>23 | 3588.<br>23 | 2717.<br>28 |
| 18 | 4420.<br>82 | 4286.<br>27 | 4286.<br>27 | 3365.<br>86 | 3662.<br>32 | 3588.<br>23 | 3588.<br>23 | 3588.<br>23 | 2760.<br>55 |
| 19 | 4551.<br>87 | 4419.<br>06 | 4419.<br>06 | 3452.<br>34 | 3736.<br>44 | 3662.<br>32 | 3662.<br>32 | 3662.<br>32 | 2803.<br>75 |
| 20 | 4551.<br>87 | 4420.<br>82 | 4420.<br>82 | 3452.<br>34 | 3736.<br>44 | 3662.<br>32 | 3662.<br>32 | 3662.<br>32 | 2846.<br>93 |
| 21 | 4684.<br>67 | 4551.<br>87 | 4551.<br>87 | 3538.<br>87 | 3810.<br>57 | 3736.<br>44 | 3736.<br>44 | 3736.<br>44 | 2890.<br>19 |
| 22 |             | 4551.<br>87 | 4551.<br>87 | 3538.<br>87 | 3810.<br>57 | 3736.<br>44 | 3736.<br>44 | 3736.<br>44 | 2933.<br>40 |
| 23 |             | 4684.<br>67 | 4684.<br>67 | 3625.<br>31 | 3884.<br>70 | 3810.<br>57 | 3810.<br>57 | 3810.<br>57 | 2976.<br>64 |
| 24 |             |             |             | 3625.<br>31 | 3884.<br>70 | 3810.<br>57 | 3810.<br>57 | 3810.<br>57 | 3019.<br>88 |
| 25 |             |             |             | 3711.<br>77 | 3958.<br>79 | 3884.<br>70 | 3884.<br>70 | 3884.<br>70 | 3063.<br>12 |
| 26 |             |             |             | 3711.<br>77 |             | 3958.<br>79 | 3958.<br>79 | 3958.<br>79 | 3106.<br>36 |
| 27 |             |             |             | 3798.<br>23 |             |             |             |             | 3149.<br>59 |
| 28 |             |             |             | 3798.<br>23 |             |             |             |             | 3192.<br>79 |
| 29 |             |             |             | 3884.<br>73 |             |             |             |             | 3236.<br>04 |
| 30 |             |             |             | 3884.<br>73 |             |             |             |             |             |

|    |  |  |  |             |  |  |  |  |  |
|----|--|--|--|-------------|--|--|--|--|--|
| 31 |  |  |  | 3971.<br>24 |  |  |  |  |  |
|----|--|--|--|-------------|--|--|--|--|--|

### 3. : OMKADERINGSPERSONEEL VAN DE BW

| ANCI<br>ËNNI<br>TEIT | Functie                                                                         |                       |                                                     |                                              |                                                    |                       |                       |                       |                       |
|----------------------|---------------------------------------------------------------------------------|-----------------------|-----------------------------------------------------|----------------------------------------------|----------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|                      | Gegra<br>d.Dire<br>ctie-<br>secret<br>aris(-<br>esse)<br>1.55-<br>1.61-<br>1.77 | Opstel<br>ler<br>1.50 | Secret<br>a-<br>resse<br>sténo-<br>dactyl<br>o 1.26 | Comm<br>er-<br>CieelV<br>erant<br>w.<br>1.66 | Verant<br>w.Pro<br>ductie<br>Monit<br>or 1<br>1.66 | Monit<br>or 2<br>1.59 | Monit<br>or 3<br>1.54 | Monit<br>or 4<br>1.40 | Monit<br>or 5<br>1.30 |
| -18                  |                                                                                 | 1748.<br>49           | 1742.<br>98                                         |                                              |                                                    |                       |                       |                       |                       |
| 0                    | 2247.<br>02                                                                     | 1870.<br>02           | 1833.<br>69                                         | 2651.<br>37                                  | 2651.<br>37                                        | 2339.<br>89           | 2208.<br>62           | 2000.<br>69           | 1888.<br>91           |
| 1                    | 2410.<br>60                                                                     | 2027.<br>55           | 1978.<br>64                                         | 2787.<br>31                                  | 2787.<br>31                                        | 2491.<br>29           | 2360.<br>13           | 2152.<br>15           | 2033.<br>85           |
| 2                    | 2410.<br>60                                                                     | 2045.<br>08           | 1997.<br>67                                         | 2787.<br>31                                  | 2787.<br>31                                        | 2491.<br>29           | 2360.<br>13           | 2152.<br>15           | 2052.<br>91           |
| 3                    | 2483.<br>28                                                                     | 2062.<br>61           | 2016.<br>75                                         | 2886.<br>14                                  | 2886.<br>14                                        | 2527.<br>64           | 2396.<br>45           | 2188.<br>51           | 2071.<br>94           |
| 4                    | 2483.<br>28                                                                     | 2080.<br>15           | 2035.<br>76                                         | 2886.<br>14                                  | 2886.<br>14                                        | 2527.<br>64           | 2396.<br>45           | 2188.<br>51           | 2091.<br>05           |
| 5                    | 2555.<br>98                                                                     | 2097.<br>67           | 2054.<br>82                                         | 2984.<br>98                                  | 2984.<br>98                                        | 2563.<br>99           | 2432.<br>80           | 2224.<br>84           | 2106.<br>85           |
| 6                    | 2912.<br>88                                                                     | 2140.<br>13           | 2073.<br>90                                         | 2984.<br>98                                  | 2984.<br>98                                        | 2563.<br>99           | 2432.<br>80           | 2224.<br>84           | 2129.<br>14           |
| 7                    | 2912.<br>88                                                                     | 2182.<br>51           | 2092.<br>92                                         | 3083.<br>83                                  | 3083.<br>83                                        | 2600.<br>31           | 2469.<br>13           | 2261.<br>20           | 2148.<br>17           |
| 8                    | 2987.<br>01                                                                     | 2224.<br>89           | 2112.<br>00                                         | 3083.<br>83                                  | 3083.<br>83                                        | 2600.<br>31           | 2469.<br>13           | 2261.<br>20           | 2167.<br>21           |
| 9                    | 2987.<br>01                                                                     | 2267.<br>27           | 2131.<br>05                                         | 3182.<br>64                                  | 3182.<br>64                                        | 2636.<br>91           | 2505.<br>48           | 2297.<br>56           | 2186.<br>26           |
| 10                   | 3036.<br>42                                                                     | 2358.<br>14           | 2205.<br>78                                         | 3232.<br>07                                  | 3232.<br>07                                        | 2686.<br>34           | 2553.<br>93           | 2345.<br>98           | 2260.<br>28           |
| 11                   | 3110.<br>54                                                                     | 2400.<br>51           | 2228.<br>64                                         | 3330.<br>85                                  | 3330.<br>85                                        | 2735.<br>78           | 2602.<br>41           | 2394.<br>46           | 2283.<br>16           |
| 12                   | 3110.<br>54                                                                     | 2442.<br>92           | 2251.<br>45                                         | 3330.<br>85                                  | 3330.<br>85                                        | 2735.<br>78           | 2602.<br>41           | 2394.<br>46           | 2305.<br>99           |
| 13                   | 3184.<br>67                                                                     | 2485.<br>34           | 2274.<br>35                                         | 3429.<br>72                                  | 3429.<br>72                                        | 2785.<br>17           | 2651.<br>37           | 2442.<br>92           | 2328.<br>85           |
| 14                   | 3184.<br>67                                                                     | 2527.<br>70           | 2297.<br>17                                         | 3429.<br>72                                  | 3429.<br>72                                        | 2785.<br>17           | 2651.<br>37           | 2442.<br>92           | 2351.<br>72           |
| 15                   | 3258.<br>73                                                                     | 2570.<br>12           | 2320.<br>08                                         | 3528.<br>55                                  | 3528.<br>55                                        | 2834.<br>58           | 2700.<br>79           | 2491.<br>31           | 2374.<br>56           |
| 16                   | 3514.<br>09                                                                     | 2612.<br>52           | 2342.<br>90                                         | 3528.<br>55                                  | 3528.<br>55                                        | 2834.<br>58           | 2700.<br>79           | 2491.<br>31           | 2397.<br>45           |
| 17                   | 3588.<br>23                                                                     | 2655.<br>49           | 2365.<br>76                                         | 3627.<br>38                                  | 3627.<br>38                                        | 2884.<br>00           | 2750.<br>22           | 2539.<br>80           | 2420.<br>26           |
| 18                   | 3588.<br>23                                                                     | 2698.<br>74           | 2388.<br>61                                         | 3627.<br>38                                  | 3627.<br>38                                        | 2884.<br>00           | 2750.<br>22           | 2539.<br>80           | 2443.<br>09           |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 19 | 3662.<br>32 | 2741.<br>98 | 2411.<br>47 | 3726.<br>25 | 3726.<br>25 | 2933.<br>38 | 2799.<br>61 | 2588.<br>26 | 2465.<br>98 |
| 20 | 3662.<br>32 | 2785.<br>20 | 2434.<br>33 | 3726.<br>25 | 3726.<br>25 | 2933.<br>38 | 2799.<br>61 | 2588.<br>26 | 2488.<br>83 |
| 21 | 3736.<br>44 | 2828.<br>44 | 2457.<br>20 | 3825.<br>05 | 3825.<br>05 | 2982.<br>81 | 2849.<br>02 | 2637.<br>29 | 2511.<br>70 |
| 22 | 3736.<br>44 | 2871.<br>68 | 2480.<br>06 | 3825.<br>05 | 3825.<br>05 | 2982.<br>81 | 2849.<br>02 | 2637.<br>29 | 2534.<br>54 |
| 23 | 3810.<br>57 | 2914.<br>89 | 2502.<br>88 | 3923.<br>90 | 3923.<br>90 | 3032.<br>25 | 2898.<br>47 | 2686.<br>38 | 2557.<br>42 |
| 24 | 3810.<br>57 | 2958.<br>15 | 2525.<br>72 | 3923.<br>90 | 3923.<br>90 | 3032.<br>25 | 2898.<br>47 | 2686.<br>38 | 2580.<br>27 |
| 25 | 3884.<br>70 | 3001.<br>35 | 2548.<br>61 | 4022.<br>73 | 4022.<br>73 | 3081.<br>64 | 2947.<br>86 | 2735.<br>80 | 2603.<br>09 |
| 26 | 3958.<br>79 | 3044.<br>57 | 2571.<br>43 | 4022.<br>73 | 4022.<br>73 | 3081.<br>64 | 2947.<br>86 | 2735.<br>80 | 2626.<br>00 |
| 27 |             | 3087.<br>48 | 2594.<br>29 | 4121.<br>55 | 4121.<br>55 | 3131.<br>05 | 2997.<br>60 | 2785.<br>20 | 2649.<br>31 |
| 28 |             | 3131.<br>05 | 2617.<br>15 |             |             | 3131.<br>05 | 2997.<br>60 | 2785.<br>20 | 2672.<br>61 |
| 29 |             | 3174.<br>26 | 2640.<br>35 |             |             | 3180.<br>47 | 3046.<br>67 | 2834.<br>60 | 2695.<br>92 |
| 30 |             |             |             |             |             | 3180.<br>47 | 3046.<br>67 | 2834.<br>60 |             |
| 31 |             |             |             |             |             | 3229.<br>87 | 3096.<br>13 | 2884.<br>00 |             |