

# Minimumlonen per Paritair (Sub)Comité

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

Inwerkingtreding 01/10/2021 (Laatst bewerkt 09/11/2021)

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 | 1      | 2      | 3       | 4       | 5       |
|------------------------|--------|--------|---------|---------|---------|
| -18j                   | 681.68 | 710.44 | 796.95  | 807.74  | 889.89  |
| 0                      | 717.53 | 746.36 | 832.82  | 843.61  | 921.35  |
| 1                      | 731.91 | 760.81 | 847.18  | 857.96  | 921.87  |
| 2                      | 746.36 | 775.14 | 861.48  | 872.26  | 934.56  |
| 3                      | 760.81 | 789.59 | 875.96  | 886.72  | 947.42  |
| 5                      | 775.14 | 803.89 | 890.41  | 901.09  | 960.12  |
| 7                      | 789.59 | 818.25 | 904.76  | 915.55  | 972.88  |
| 9                      | 803.89 | 832.15 | 919.21  | 921.35  | 985.82  |
| 11                     | 818.25 | 847.18 | 921.35  | 925.49  | 998.54  |
| 13                     | 832.15 | 861.48 | 928.61  | 938.20  | 1011.28 |
| 15                     | 847.18 | 875.96 | 941.57  | 951.17  | 1024.15 |
| 17                     | 861.48 | 890.41 | 954.32  | 963.91  | 1036.94 |
| 19                     | 875.96 | 904.76 | 967.01  | 976.60  | 1049.71 |
| 21                     | 890.41 | 919.21 | 979.87  | 989.37  | 1062.55 |
| 23                     | 904.76 | 921.35 | 992.62  | 1002.16 | 1075.24 |
| 25                     | 919.21 | 928.61 | 1005.43 | 1015.02 | 1088.00 |
| 27                     | 919.21 | 928.61 | 1018.27 | 1027.72 | 1100.94 |

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

| Leeftijd / Dienstjaren | 1      | 2      | 3      | 4      | 5       |
|------------------------|--------|--------|--------|--------|---------|
| -18j                   | 7.3514 | 7.6615 | 8.5945 | 8.7108 | 9.5968  |
| 0                      | 7.7380 | 8.0489 | 8.9813 | 9.0977 | 9.9360  |
| 1                      | 7.8931 | 8.2047 | 9.1362 | 9.2524 | 9.9416  |
| 2                      | 8.0489 | 8.3593 | 9.2904 | 9.4066 | 10.0785 |
| 3                      | 8.2047 | 8.5151 | 9.4465 | 9.5626 | 10.2172 |
| 5                      | 8.3593 | 8.6693 | 9.6024 | 9.7175 | 10.3541 |
| 7                      | 8.5151 | 8.8242 | 9.7571 | 9.8735 | 10.4917 |
| 9                      | 8.6693 | 8.9741 | 9.9130 | 9.9360 | 10.6313 |
| 11                     | 8.8242 | 9.1362 | 9.9360 | 9.9807 | 10.7685 |

|    |        |         |         |         |         |
|----|--------|---------|---------|---------|---------|
| 13 | 8.9741 | 9.2904  | 10.0143 | 10.1177 | 10.9059 |
| 15 | 9.1362 | 9.4465  | 10.1541 | 10.2576 | 11.0446 |
| 17 | 9.2904 | 9.6024  | 10.2916 | 10.3950 | 11.1826 |
| 19 | 9.4465 | 9.7571  | 10.4284 | 10.5319 | 11.3203 |
| 21 | 9.6024 | 9.9130  | 10.5671 | 10.6696 | 11.4588 |
| 23 | 9.7571 | 9.9360  | 10.7046 | 10.8075 | 11.5956 |
| 25 | 9.9130 | 10.0143 | 10.8428 | 10.9462 | 11.7332 |
| 27 | 9.9130 | 10.0143 | 10.9812 | 11.0831 | 11.8728 |

## 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                 | 1      | 2       | 3       | 4       | 5       |
|----------------------------------------|--------|---------|---------|---------|---------|
| -18j (cat. 1, 2) / -20j (cat. 3, 4, 5) | 742.91 | 753.62  | 825.26  | 904.24  | 978.93  |
| 0                                      | 778.81 | 807.39  | 896.95  | 953.40  | 1042.57 |
| 1                                      | 793.11 | 825.26  | 918.52  | 972.49  | 1061.65 |
| 2                                      | 807.44 | 843.19  | 921.45  | 991.57  | 1080.74 |
| 3                                      | 821.79 | 861.16  | 940.56  | 1010.69 | 1099.83 |
| 5                                      | 836.12 | 882.62  | 959.65  | 1029.77 | 1118.92 |
| 7                                      | 850.47 | 904.17  | 985.15  | 1055.28 | 1144.45 |
| 9                                      | 864.80 | 921.27  | 1036.15 | 1106.27 | 1195.42 |
| 11                                     | 879.13 | 927.82  | 1087.11 | 1157.24 | 1246.41 |
| 13                                     | 893.48 | 953.32  | 1131.73 | 1201.86 | 1291.00 |
| 15                                     | 907.81 | 978.86  | 1176.35 | 1246.48 | 1335.63 |
| 17                                     | 921.27 | 1004.37 | 1220.95 | 1291.08 | 1380.25 |
| 19                                     | 921.27 | 1029.90 | 1265.57 | 1335.70 | 1424.87 |
| 21                                     | 931.11 | 1055.41 | 1310.19 | 1380.32 | 1469.46 |
| 23                                     | 943.85 | 1080.94 | 1354.81 | 1424.92 | 1514.08 |
| 25                                     | 956.57 | 1106.45 | 1399.41 | 1469.54 | 1558.70 |
| 27                                     | 969.31 | 1131.98 | 1444.03 | 1514.16 | 1603.33 |
| 29                                     | 969.31 | 1157.49 | 1488.65 | 1558.78 | 1647.92 |

### 2.2. : Maandlonen

| Leeftijd / Dienstjaren                 | 1       | 2       | 3       | 4       | 5       |
|----------------------------------------|---------|---------|---------|---------|---------|
| -18j (cat. 1, 2) / -20j (cat. 3, 4, 5) | 1319.26 | 1338.28 | 1465.50 | 1605.75 | 1738.38 |
| 0                                      | 1383.01 | 1433.76 | 1592.80 | 1693.05 | 1851.40 |
| 1                                      | 1408.40 | 1465.50 | 1631.11 | 1726.95 | 1885.28 |
| 2                                      | 1433.85 | 1497.34 | 1636.31 | 1760.83 | 1919.18 |
| 3                                      | 1459.33 | 1529.25 | 1670.25 | 1794.78 | 1953.08 |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 5  | 1484.78 | 1567.36 | 1704.15 | 1828.67 | 1986.98 |
| 7  | 1510.26 | 1605.63 | 1749.43 | 1873.97 | 2032.31 |
| 9  | 1535.71 | 1635.99 | 1840.00 | 1964.51 | 2122.83 |
| 11 | 1561.16 | 1647.62 | 1930.49 | 2055.03 | 2213.37 |
| 13 | 1586.64 | 1692.91 | 2009.73 | 2134.26 | 2292.56 |
| 15 | 1612.09 | 1738.26 | 2088.96 | 2213.50 | 2371.81 |
| 17 | 1635.99 | 1783.56 | 2168.16 | 2292.70 | 2451.05 |
| 19 | 1635.99 | 1828.90 | 2247.40 | 2371.94 | 2530.28 |
| 21 | 1653.47 | 1874.20 | 2326.64 | 2451.17 | 2609.47 |
| 23 | 1676.09 | 1919.53 | 2405.87 | 2530.37 | 2688.70 |
| 25 | 1698.68 | 1964.83 | 2485.07 | 2609.61 | 2767.94 |
| 27 | 1721.30 | 2010.17 | 2564.31 | 2688.85 | 2847.19 |
| 29 | 1721.30 | 2055.47 | 2643.54 | 2768.08 | 2926.38 |

### 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 | 1      | 2       | 3       | 4       | 5       |
|------------------------|--------|---------|---------|---------|---------|
| -18j (cat. 1 en 2)     | 742.91 | 803.82  |         |         |         |
| 0                      | 778.81 | 857.51  | 978.86  | 1010.74 | 1095.66 |
| 1                      | 793.11 | 875.51  | 994.77  | 1029.82 | 1118.00 |
| 2                      | 807.44 | 893.38  | 1010.69 | 1048.91 | 1140.34 |
| 3                      | 821.79 | 911.31  | 1026.60 | 1068.02 | 1162.67 |
| 5                      | 836.12 | 921.27  | 1045.69 | 1087.11 | 1200.92 |
| 7                      | 850.47 | 934.19  | 1064.78 | 1112.62 | 1239.17 |
| 9                      | 864.80 | 953.27  | 1083.86 | 1163.61 | 1277.42 |
| 10                     | 864.80 | 953.27  | 1083.86 | 1163.61 | 1420.53 |
| 11                     | 879.13 | 972.36  | 1102.95 | 1214.58 | 1462.08 |
| 13                     | 893.48 | 997.90  | 1128.49 | 1259.20 | 1500.30 |
| 15                     | 907.81 | 1023.40 | 1153.99 | 1303.80 | 1538.55 |
| 17                     | 921.27 | 1048.94 | 1179.53 | 1348.42 | 1576.80 |
| 19                     | 921.27 | 1074.44 | 1205.04 | 1393.04 | 1667.55 |
| 21                     | 931.11 | 1099.98 | 1230.57 | 1437.66 | 1704.00 |
| 23                     | 943.85 | 1125.49 | 1256.08 | 1482.25 | 1740.41 |
| 25                     | 956.57 | 1151.02 | 1281.61 | 1526.88 | 1776.85 |
| 27                     | 969.31 | 1176.53 | 1307.12 | 1571.50 | 1813.27 |
| 29                     | 969.31 | 1202.06 | 1332.65 | 1616.12 | 1813.27 |
| 31                     | 969.31 | 1202.06 | 1358.16 | 1616.12 | 1813.27 |

#### 3.2. : Maandlonen

| Leeftijd / Dienstjaren | 1 | 2 | 3 | 4 | 5 |
|------------------------|---|---|---|---|---|
|------------------------|---|---|---|---|---|

|                    |         |         |         |         |         |
|--------------------|---------|---------|---------|---------|---------|
| -18j (cat. 1 en 2) | 1319.26 | 1427.42 |         |         |         |
| 0                  | 1383.01 | 1522.77 | 1738.26 | 1794.87 | 1945.67 |
| 1                  | 1408.40 | 1554.73 | 1766.51 | 1828.75 | 1985.34 |
| 2                  | 1433.85 | 1586.46 | 1794.78 | 1862.65 | 2025.02 |
| 3                  | 1459.33 | 1618.30 | 1823.04 | 1896.59 | 2064.67 |
| 5                  | 1484.78 | 1635.99 | 1856.94 | 1930.49 | 2132.59 |
| 7                  | 1510.26 | 1658.93 | 1890.84 | 1975.79 | 2200.52 |
| 9                  | 1535.71 | 1692.82 | 1924.72 | 2066.34 | 2268.44 |
| 10                 | 1535.71 | 1692.82 | 1924.72 | 2066.34 | 2522.58 |
| 11                 | 1561.16 | 1726.72 | 1958.62 | 2156.85 | 2596.36 |
| 13                 | 1586.64 | 1772.07 | 2003.97 | 2236.09 | 2664.23 |
| 15                 | 1612.09 | 1817.35 | 2049.26 | 2315.29 | 2732.16 |
| 17                 | 1635.99 | 1862.71 | 2094.61 | 2394.52 | 2800.08 |
| 19                 | 1635.99 | 1907.99 | 2139.91 | 2473.76 | 2961.24 |
| 21                 | 1653.47 | 1953.34 | 2185.25 | 2553.00 | 3025.96 |
| 23                 | 1676.09 | 1998.65 | 2230.55 | 2632.18 | 3090.62 |
| 25                 | 1698.68 | 2043.98 | 2275.88 | 2711.43 | 3155.33 |
| 27                 | 1721.30 | 2089.28 | 2321.18 | 2790.67 | 3220.00 |
| 29                 | 1721.30 | 2134.62 | 2366.52 | 2869.91 | 3220.00 |
| 31                 | 1721.30 | 2134.62 | 2411.82 | 2869.91 | 3220.00 |

#### 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 | 1       | 2       | 3       | 4       | 5       | 6       |
|------------------------|---------|---------|---------|---------|---------|---------|
| -18j                   | 796.78  | 803.82  |         |         |         |         |
| 0                      | 832.65  | 857.51  | 978.86  | 1010.74 | 1095.66 | 1208.38 |
| 1                      | 846.98  | 875.51  | 994.77  | 1029.82 | 1118.00 | 1230.72 |
| 2                      | 861.31  | 893.38  | 1010.69 | 1048.91 | 1140.34 | 1253.05 |
| 3                      | 875.66  | 911.31  | 1026.60 | 1068.02 | 1162.67 | 1275.41 |
| 5                      | 889.99  | 921.27  | 1045.69 | 1087.11 | 1200.92 | 1313.64 |
| 7                      | 904.32  | 934.19  | 1064.78 | 1112.62 | 1239.17 | 1351.89 |
| 9                      | 918.67  | 953.27  | 1083.86 | 1163.61 | 1277.42 | 1390.14 |
| 10                     | 918.67  | 953.27  | 1083.86 | 1163.61 | 1420.53 | 1429.03 |
| 11                     | 921.27  | 972.36  | 1102.95 | 1214.58 | 1462.08 | 1465.52 |
| 13                     | 927.99  | 997.90  | 1128.49 | 1259.20 | 1500.30 | 1506.25 |
| 15                     | 940.73  | 1023.40 | 1153.99 | 1303.80 | 1538.58 | 1549.09 |
| 17                     | 953.45  | 1048.94 | 1179.53 | 1348.42 | 1576.80 | 1591.90 |
| 19                     | 966.19  | 1074.44 | 1205.04 | 1393.04 | 1667.55 | 1667.55 |
| 21                     | 978.91  | 1099.98 | 1230.57 | 1437.66 | 1704.00 | 1704.00 |
| 23                     | 991.65  | 1125.49 | 1256.08 | 1482.25 | 1740.41 | 1740.41 |
| 25                     | 1004.37 | 1151.02 | 1281.61 | 1526.88 | 1776.85 | 1776.85 |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 27 | 1017.11 | 1176.53 | 1307.12 | 1571.50 | 1813.27 | 1813.27 |
| 29 | 1017.11 | 1202.06 | 1332.65 | 1616.12 | 1813.27 | 1813.27 |
| 31 | 1017.11 | 1202.06 | 1358.16 | 1616.12 | 1813.27 | 1813.27 |

#### 4.2. : Maandlonen

| Leeftijd /<br>Dienstjaar<br>en | 1       | 2       | 3       | 4       | 5       | 6       |
|--------------------------------|---------|---------|---------|---------|---------|---------|
| -18j                           | 1414.92 | 1427.42 |         |         |         |         |
| 0                              | 1478.62 | 1522.77 | 1738.26 | 1794.87 | 1945.67 | 2145.84 |
| 1                              | 1504.07 | 1554.73 | 1766.51 | 1828.75 | 1985.34 | 2185.51 |
| 2                              | 1529.51 | 1586.46 | 1794.78 | 1862.65 | 2025.02 | 2225.17 |
| 3                              | 1555.00 | 1618.30 | 1823.04 | 1896.59 | 2064.67 | 2264.87 |
| 5                              | 1580.44 | 1635.99 | 1856.94 | 1930.49 | 2132.59 | 2332.76 |
| 7                              | 1605.89 | 1658.93 | 1890.84 | 1975.79 | 2200.52 | 2400.69 |
| 9                              | 1631.37 | 1692.82 | 1924.72 | 2066.34 | 2268.44 | 2468.61 |
| 10                             | 1631.37 | 1692.82 | 1924.72 | 2066.34 | 2522.58 | 2537.67 |
| 11                             | 1635.99 | 1726.72 | 1958.62 | 2156.85 | 2596.36 | 2602.47 |
| 13                             | 1647.92 | 1772.07 | 2003.97 | 2236.09 | 2664.23 | 2674.80 |
| 15                             | 1670.55 | 1817.35 | 2049.26 | 2315.29 | 2732.21 | 2750.87 |
| 17                             | 1693.14 | 1862.71 | 2094.61 | 2394.52 | 2800.08 | 2826.90 |
| 19                             | 1715.76 | 1907.99 | 2139.91 | 2473.76 | 2961.24 | 2961.24 |
| 21                             | 1738.35 | 1953.34 | 2185.25 | 2553.00 | 3025.96 | 3025.96 |
| 23                             | 1760.97 | 1998.65 | 2230.55 | 2632.18 | 3090.62 | 3090.62 |
| 25                             | 1783.56 | 2043.98 | 2275.88 | 2711.43 | 3155.33 | 3155.33 |
| 27                             | 1806.18 | 2089.28 | 2321.18 | 2790.67 | 3220.00 | 3220.00 |
| 29                             | 1806.18 | 2134.62 | 2366.52 | 2869.91 | 3220.00 | 3220.00 |
| 31                             | 1806.18 | 2134.62 | 2411.82 | 2869.91 | 3220.00 | 3220.00 |

#### 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.