

Minimumlonen per Paritair (Sub)Comité

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

Inwerkingtreding 01/12/2023 (Laatst bewerkt 20/12/2023)

Indexatie met 2% in 12/2023.

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	12.7853	12.9963	13.7311	14.0075	14.4295	15.2836
1	13.8562	14.1035	14.8383	15.1148	15.5367	16.4866

2	13.9290	14.2382	14.9765	15.2603	15.6823	16.4866
3	14.0018	14.3728	15.1147	15.4059	15.8278	16.7643
4	14.0746	14.5074	15.2529	15.5514	15.9734	16.7643
5	14.1473	14.6420	15.3911	15.6969	16.1189	17.1344
6	14.2201	14.7767	15.5294	15.8425	16.2645	17.1344
7	14.2929	14.9113	15.6675	15.9880	16.4100	17.8747
8	14.3657	15.0459	15.8057	16.1336	16.5555	17.8747
9	14.4385	15.1806	15.9439	16.2791	16.7011	18.6151
10	14.8866	15.6937	16.5105	16.8501	17.2665	18.9852
11	14.9594	15.8574	16.6779	17.0246	17.4411	19.6330
12	15.0322	16.0210	16.8452	17.1992	17.6156	19.6330
13	15.1050	16.1847	17.0126	17.3738	17.7902	20.2854
14	15.1777	16.3484	17.1799	17.5484	17.9648	20.2854
15	15.2505	16.5120	17.3473	17.7230	18.1394	20.9460
16	15.3233	16.6757	17.5146	17.8975	18.3140	20.9460
17	15.3961	16.8394	17.6820	18.0721	18.4885	21.6066
18	15.4689	17.0030	17.8493	18.2467	18.6631	21.6066
19	15.5416	17.1667	18.0166	18.4213	18.8377	22.2673
20	15.6144	17.3303	18.1840	18.5958	19.0123	22.2673
21	15.6872	17.4940	18.3513	18.7705	19.1869	22.9279
22	15.7600	17.6577	18.5187	18.9450	19.3614	22.9279
23	15.8328	17.8213	18.6860	19.1196	19.5360	23.5885
24	15.9056	17.9850	18.8534	19.2942	19.7106	23.5885
25	15.9784	18.1487	19.0207	19.4688	19.8852	24.2491
26	16.0512	18.3123	19.1880	19.6433	20.0601	24.2491
27	16.1239	18.4760	19.3554	19.8179	20.2382	24.9097
28	16.1239	18.6397	19.5228	19.9925	20.4162	24.9097
29	16.1239	18.8033	19.6901	20.1696	20.5942	25.5704
30	16.1239	18.8033	19.6901	20.1696	20.5942	25.5704
31	16.1239	18.8033	19.6901	20.1696	20.5942	25.5704

2.2. : 1.40-1.80

Anciënniteit (jaren)	Loonschaal				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	15.2836	16.8722	17.1651	17.8747	23.1165
1	16.4403	18.0290	18.4146	19.0315	24.2492
2	16.4403	18.0290	18.4146	19.0315	24.2492
3	16.7180	18.3066	18.9698	19.3091	25.2637
4	16.7180	18.3066	18.9698	19.3091	25.2637
5	16.9957	18.5843	19.5250	19.5867	26.2782
6	16.9957	18.5843	19.5250	19.5867	26.2782
7	17.2733	18.8619	22.2515	19.8644	27.2927
8	17.2733	18.8619	22.2515	19.8644	27.2927
9	17.5510	19.1395	22.8177	20.1440	28.3072
10	17.9211	19.5097	23.1952	20.5215	28.6847
11	18.2912	19.8798	23.7614	20.8989	29.6992
12	18.2912	19.8798	23.7614	20.8989	29.6992

13	18.6614	20.2540	24.3276	21.2764	30.7137
14	18.6614	20.2540	24.3276	21.2764	30.7137
15	19.0315	20.6315	24.8938	21.6538	31.7282
16	19.0315	20.6315	26.8442	21.6538	31.7282
17	19.4017	21.0089	27.4104	22.0313	32.7427
18	19.4017	21.0089	27.4104	22.0313	32.7427
19	19.7718	21.3864	27.9766	22.4088	33.7573
20	19.7718	21.3864	27.9766	22.4088	33.7573
21	20.1438	21.7638	28.5428	22.7862	34.7718
22	20.1438	21.7638	28.5428	22.7862	34.7718
23	20.5213	22.1413	29.1090	23.1636	35.7863
24	20.5213	22.1413	29.1090	23.1636	35.7863
25	20.8987	22.5187	29.6753	23.5411	35.7863
26	20.8987	22.5187	29.6753	23.5411	35.7863
27	21.2762	22.8962	30.2415	23.9185	35.7863
28	21.2762	22.8962	30.2415	23.9185	35.7863
29	21.6536	23.2736	30.2415	24.2960	35.7863
30	21.6536	23.2736	30.2415	24.2960	35.7863
31	22.0311	23.6511	30.2415	24.6735	35.7863

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	2105.31	2140.05	2261.05	2306.57	2376.05	2516.70
1	2281.65	2322.38	2443.38	2488.90	2558.38	2714.80
2	2293.64	2344.55	2466.13	2512.87	2582.35	2714.80
3	2305.63	2366.72	2488.89	2536.83	2606.32	2760.51
4	2317.61	2388.89	2511.65	2560.80	2630.28	2760.51
5	2329.59	2411.06	2534.40	2584.76	2654.25	2821.47
6	2341.58	2433.23	2557.17	2608.73	2678.21	2821.47
7	2353.56	2455.40	2579.92	2632.69	2702.17	2943.37
8	2365.54	2477.57	2602.68	2656.66	2726.14	2943.37
9	2377.53	2499.73	2625.43	2680.63	2750.11	3065.28
10	2451.33	2584.23	2718.73	2774.65	2843.21	3126.23
11	2463.31	2611.18	2746.29	2803.39	2871.96	3232.89
12	2475.29	2638.13	2773.85	2832.14	2900.71	3232.89
13	2487.28	2665.08	2801.40	2860.89	2929.45	3340.34
14	2499.27	2692.03	2828.96	2889.63	2958.20	3340.34
15	2511.25	2718.98	2856.52	2918.38	2986.95	3449.11
16	2523.24	2745.93	2884.07	2947.13	3015.70	3449.11
17	2535.22	2772.89	2911.63	2975.87	3044.44	3557.89
18	2547.21	2799.83	2939.18	3004.62	3073.19	3557.89
19	2559.19	2826.78	2966.74	3033.37	3101.94	3666.68
20	2571.18	2853.73	2994.30	3062.12	3130.69	3666.68
21	2583.16	2880.68	3021.86	3090.87	3159.44	3775.46
22	2595.15	2907.63	3049.41	3119.61	3188.18	3775.46

23	2607.13	2934.58	3076.97	3148.36	3216.93	3884.24
24	2619.12	2961.53	3104.52	3177.11	3245.67	3884.24
25	2631.10	2988.48	3132.08	3205.86	3274.43	3993.02
26	2643.09	3015.43	3159.63	3234.60	3303.23	3993.02
27	2655.07	3042.38	3187.19	3263.35	3332.55	4101.80
28	2655.07	3069.33	3214.75	3292.10	3361.87	4101.80
29	2655.07	3096.28	3242.30	3321.25	3391.19	4210.59
30	2655.07	3096.28	3242.30	3321.25	3391.19	4210.59
31	2655.07	3096.28	3242.30	3321.25	3391.19	4210.59

3.2. : 1.40-1.80

Anciënniteit (jaren)	Loonschaal				
	1,4	1,54	1.55-1.61- 1.77	1,59	1,8
0	2516.70	2778.28	2826.52	2943.37	3806.52
1	2707.18	2968.77	3032.26	3133.85	3993.03
2	2707.18	2968.77	3032.26	3133.85	3993.03
3	2752.90	3014.48	3123.69	3179.56	4160.09
4	2752.90	3014.48	3123.69	3179.56	4160.09
5	2798.62	3060.21	3215.12	3225.28	4327.14
6	2798.62	3060.21	3215.12	3225.28	4327.14
7	2844.33	3105.92	3664.08	3271.00	4494.20
8	2844.33	3105.92	3664.08	3271.00	4494.20
9	2890.06	3151.64	3757.32	3317.05	4661.25
10	2951.01	3212.59	3819.47	3379.20	4723.41
11	3011.96	3273.54	3912.71	3441.35	4890.47
12	3011.96	3273.54	3912.71	3441.35	4890.47
13	3072.91	3335.16	4005.95	3503.51	5057.53
14	3072.91	3335.16	4005.95	3503.51	5057.53
15	3133.86	3397.31	4099.18	3565.67	5224.59
16	3133.86	3397.31	4420.34	3565.67	5224.59
17	3194.81	3459.46	4513.58	3627.82	5391.64
18	3194.81	3459.46	4513.58	3627.82	5391.64
19	3255.76	3521.62	4606.81	3689.98	5558.70
20	3255.76	3521.62	4606.81	3689.98	5558.70
21	3317.02	3583.78	4700.05	3752.12	5725.76
22	3317.02	3583.78	4700.05	3752.12	5725.76
23	3379.17	3645.93	4793.29	3814.28	5892.82
24	3379.17	3645.93	4793.29	3814.28	5892.82
25	3441.32	3708.09	4886.53	3876.44	5892.82
26	3441.32	3708.09	4886.53	3876.44	5892.82
27	3503.48	3770.24	4979.76	3938.59	5892.82
28	3503.48	3770.24	4979.76	3938.59	5892.82
29	3565.63	3832.39	4979.76	4000.74	5892.82
30	3565.63	3832.39	4979.76	4000.74	5892.82
31	3627.79	3894.55	4979.76	4062.90	5892.82

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	2177.2800
Per uur (38u/week)	13.2223