

# Minimumlonen per Paritair (Sub)Comité

Paritair Comité 3320099: welzijns- en gezondheidsinrichtingen en -diensten waarvoor geen specifieke cao werd gesloten

Inwerkingtreding 01/03/2020 (Laatst bewerkt 09/12/2020)

Indexatie met 2% in 3/2020. Deze sub-sector is geen officieel Paritair Subcomité. De loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Comité (PC 332).

## 1. UURSTELSEL (op weekbasis): 38u

### 1.1. : Werknemers die in hoofdzaak handenarbeid verrichten

#### 1.1.1. : Schalen van de minimum maandlonen

| LEEFTIJD /<br>DIENST<br>JAREN | CATEGORIE |         |         |         |         |
|-------------------------------|-----------|---------|---------|---------|---------|
|                               | 1         | 2       | 3       | 4       | 5       |
| -18j                          | 1186.80   | 1236.88 | 1387.49 | 1406.28 | 1549.30 |
| 18j / 0                       | 1249.22   | 1299.41 | 1449.94 | 1468.73 | 1604.07 |
| 1                             | 1274.26   | 1324.57 | 1474.94 | 1493.71 | 1604.98 |
| 2                             | 1299.41   | 1349.52 | 1499.84 | 1518.60 | 1627.07 |
| 3                             | 1324.57   | 1374.68 | 1525.05 | 1543.78 | 1649.46 |
| 5                             | 1349.52   | 1399.57 | 1550.20 | 1568.80 | 1671.57 |
| 7                             | 1374.68   | 1424.57 | 1575.19 | 1593.97 | 1693.78 |
| 9                             | 1399.57   | 1448.77 | 1600.34 | 1604.07 | 1716.31 |
| 11                            | 1424.57   | 1474.94 | 1604.07 | 1611.28 | 1738.46 |
| 13                            | 1448.77   | 1499.84 | 1616.71 | 1633.41 | 1760.64 |
| 15                            | 1474.94   | 1525.05 | 1639.27 | 1655.99 | 1783.05 |
| 17                            | 1499.84   | 1550.20 | 1661.47 | 1678.17 | 1805.31 |
| 19                            | 1525.05   | 1575.19 | 1683.56 | 1700.26 | 1827.55 |
| 21                            | 1550.20   | 1600.34 | 1705.95 | 1722.49 | 1849.90 |
| 23                            | 1575.19   | 1604.07 | 1728.15 | 1744.76 | 1871.99 |
| 25                            | 1600.34   | 1616.71 | 1750.45 | 1747.74 | 1894.21 |
| 27                            | 1600.34   | 1616.71 | 1772.81 | 1789.26 | 1916.74 |

### 1.2. : Werknemers die in hoofdzaak hoofdarbeid verrichten

#### 1.2.1. : Administratief personeel

##### 1.2.1.1. : Schalen van de minimum maandlonen

| LEEFTIJD /<br>DIENST<br>JAREN | CATEGORIE                      |                                |                                |                                |                                |
|-------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
|                               | 1                              | 2                              | 3                              | 4                              | 5                              |
|                               | 0 anc. =<br>minimum<br>18 jaar | 0 anc. =<br>minimum<br>18 jaar | 0 anc. =<br>minimum<br>20 jaar | 0 anc. =<br>minimum<br>20 jaar | 0 anc. =<br>minimum<br>20 jaar |
| -18j                          | 1293.41                        | 1312.05                        | 1436.78                        | 1574.28                        | 1704.32                        |
| 0 anc.                        | 1355.91                        | 1405.67                        | 1561.59                        | 1659.87                        | 1815.11                        |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 1  | 1380.80 | 1436.78 | 1599.14 | 1693.11 | 1848.33 |
| 2  | 1405.75 | 1467.99 | 1604.24 | 1726.32 | 1881.57 |
| 3  | 1430.74 | 1499.28 | 1637.51 | 1759.61 | 1914.80 |
| 5  | 1455.68 | 1536.64 | 1670.75 | 1792.83 | 1948.04 |
| 7  | 1480.67 | 1574.16 | 1715.15 | 1837.24 | 1992.49 |
| 9  | 1505.62 | 1603.93 | 1803.94 | 1926.02 | 2081.23 |
| 11 | 1530.57 | 1615.33 | 1892.66 | 2014.75 | 2170.00 |
| 13 | 1555.55 | 1659.73 | 1970.34 | 2092.44 | 2247.63 |
| 15 | 1580.50 | 1704.20 | 2048.03 | 2170.12 | 2325.33 |
| 17 | 1603.93 | 1748.61 | 2125.67 | 2247.77 | 2403.02 |
| 19 | 1603.93 | 1793.06 | 2203.36 | 2325.45 | 2480.70 |
| 21 | 1621.06 | 1837.47 | 2281.04 | 2403.14 | 2558.33 |
| 23 | 1643.24 | 1881.92 | 2358.72 | 2480.79 | 2636.01 |
| 25 | 1665.39 | 1926.33 | 2436.37 | 2558.47 | 2713.70 |
| 27 | 1687.57 | 1970.78 | 2514.06 | 2636.15 | 2791.40 |
| 29 | 1687.57 | 2015.19 | 2591.74 | 2713.84 | 2869.03 |

## 1.2.2. : Technisch en paramedisch personeel

### 1.2.2.1. : Schalen van de minimum maandlonen

| LEEFTIJD /<br>DIENST<br>JAREN | CATEGORIE                      |                                |                                |                                |                                |
|-------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
|                               | 1                              | 2                              | 3                              | 4                              | 5                              |
|                               | 0 anc. =<br>minimum<br>18 jaar | 0 anc. =<br>minimum<br>18 jaar | 0 anc. =<br>minimum<br>18 jaar | 0 anc. =<br>minimum<br>20 jaar | 0 anc. =<br>minimum<br>23 jaar |
| -18j                          | 1293.41                        | 1399.45                        |                                |                                |                                |
| 0 anc.                        | 1355.91                        | 1492.92                        | 1704.20                        | 1759.70                        | 1907.54                        |
| 1                             | 1380.80                        | 1524.26                        | 1731.89                        | 1792.92                        | 1946.44                        |
| 2                             | 1405.75                        | 1555.37                        | 1759.61                        | 1826.15                        | 1985.33                        |
| 3                             | 1430.74                        | 1586.59                        | 1787.31                        | 1859.42                        | 2024.21                        |
| 5                             | 1455.68                        | 1603.93                        | 1820.55                        | 1892.66                        | 2090.80                        |
| 7                             | 1480.67                        | 1626.42                        | 1853.78                        | 1937.07                        | 2157.39                        |
| 9                             | 1505.62                        | 1659.64                        | 1887.00                        | 2025.85                        | 2223.99                        |
| 10                            | 1505.62                        | 1659.64                        | 1887.00                        | 2025.85                        | 2473.14                        |
| 11                            | 1530.57                        | 1692.88                        | 1920.24                        | 2114.58                        | 2545.48                        |
| 13                            | 1555.55                        | 1737.34                        | 1964.70                        | 2192.27                        | 2612.02                        |
| 15                            | 1580.50                        | 1781.74                        | 2009.10                        | 2269.92                        | 2678.62                        |
| 17                            | 1603.93                        | 1826.20                        | 2053.56                        | 2347.60                        | 2745.21                        |
| 19                            | 1603.93                        | 1870.60                        | 2097.97                        | 2425.28                        | 2903.20                        |
| 21                            | 1621.06                        | 1915.07                        | 2142.42                        | 2502.97                        | 2966.66                        |
| 23                            | 1643.24                        | 1959.48                        | 2186.84                        | 2580.60                        | 3030.05                        |
| 25                            | 1665.39                        | 2003.93                        | 2231.28                        | 2658.30                        | 3093.50                        |
| 27                            | 1687.57                        | 2048.34                        | 2275.70                        | 2735.98                        | 3156.90                        |
| 29                            | 1687.57                        | 2092.79                        | 2320.14                        | 2813.66                        | 3156.90                        |
| 31                            | 1687.57                        | 2092.79                        | 2364.56                        | 2813.66                        | 3156.90                        |

## 1.2.3. : Verplegingspersoneel

### 1.2.3.1. : Schalen van de minimum maandlonen

| LEEFTIJD /<br>DIENST<br>JAREN | CATEGORIE                      |                                |                                |                                |                                |                                |
|-------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
|                               | 1                              | 2                              | 3                              | 4                              | 5                              | 6                              |
|                               | 0 anc. =<br>minimum<br>18 jaar | 0 anc. =<br>minimum<br>18 jaar | 0 anc. =<br>minimum<br>18 jaar | 0 anc. =<br>minimum<br>20 jaar | 0 anc. =<br>minimum<br>23 jaar | 0 anc. =<br>minimum<br>23 jaar |
| -18j                          | 1387.19                        | 1399.45                        |                                |                                |                                |                                |
| 0 anc.                        | 1449.64                        | 1492.92                        | 1704.20                        | 1759.70                        | 1907.54                        | 2103.79                        |
| 1                             | 1474.59                        | 1524.26                        | 1731.89                        | 1792.92                        | 1946.44                        | 2142.68                        |
| 2                             | 1499.54                        | 1555.37                        | 1759.61                        | 1826.15                        | 1985.33                        | 2181.56                        |
| 3                             | 1524.52                        | 1586.59                        | 1787.31                        | 1859.42                        | 2024.21                        | 2220.49                        |
| 5                             | 1549.47                        | 1603.93                        | 1820.55                        | 1892.66                        | 2090.80                        | 2287.05                        |
| 7                             | 1574.42                        | 1626.42                        | 1853.78                        | 1937.07                        | 2157.39                        | 2353.64                        |
| 9                             | 1599.40                        | 1659.64                        | 1887.00                        | 2025.85                        | 2223.99                        | 2420.23                        |
| 10                            | 1599.40                        | 1659.64                        | 1887.00                        | 2025.85                        | 2473.14                        | 2487.94                        |
| 11                            | 1603.93                        | 1692.88                        | 1920.24                        | 2114.58                        | 2588.64                        | 2551.47                        |
| 13                            | 1615.63                        | 1737.34                        | 1964.70                        | 2192.27                        | 2612.02                        | 2622.38                        |
| 15                            | 1637.81                        | 1781.74                        | 2009.10                        | 2269.92                        | 2678.67                        | 2696.97                        |
| 17                            | 1659.96                        | 1826.20                        | 2053.56                        | 2347.60                        | 2745.21                        | 2771.50                        |
| 19                            | 1682.14                        | 1870.60                        | 2097.97                        | 2425.28                        | 2903.20                        | 2903.20                        |
| 21                            | 1704.28                        | 1915.07                        | 2142.42                        | 2502.97                        | 2966.66                        | 2966.66                        |
| 23                            | 1726.46                        | 1959.48                        | 2186.84                        | 2580.60                        | 3030.05                        | 3030.05                        |
| 25                            | 1748.61                        | 2003.93                        | 2231.28                        | 2658.30                        | 3093.50                        | 3093.50                        |
| 27                            | 1770.79                        | 2048.34                        | 2275.70                        | 2735.98                        | 3156.90                        | 3156.90                        |
| 29                            | 1770.79                        | 2092.79                        | 2320.14                        | 2813.66                        | 3156.90                        | 3156.90                        |
| 31                            | 1770.79                        | 2092.79                        | 2364.56                        | 2813.66                        | 3156.90                        | 3156.90                        |