

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3270310: waalse gewest

Inwerkingtreding 01/01/2020 (Laatst bewerkt 30/06/2021)

CAO-loonsverhoging met + 0,12 euro/uur en + 19,76 euro/maand in 01/2020, zowel voor de minimumlonen als voor de reële lonen.

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         | 10.2720                   |
| 2         | 10.4019                   |
| 3         | 10.5910                   |
| 4         | 10.7800                   |
| 5         | 11.0797                   |
| 6         | 11.4579                   |
| 7         | 12.4749                   |

### 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 | Gegr. d. 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 | Gegr. d. Boekhouding 1.55-1.61-1.77 | Hulp-Boekhouder 1.31 |
| 0            | 3339.19                           | 3184.91                   | 3184.91                         | 2666.34                 | 2374.36                                                 | 2374.36                          | 2374.36                      | 2374.36                             | 2045.18              |
| 1            | 3477.36                           | 3339.19                   | 3339.19                         | 2831.47                 | 2620.17                                                 | 2544.55                          | 2544.55                      | 2544.55                             | 2209.02              |
| 2            | 3477.36                           | 3339.19                   | 3339.19                         | 2831.47                 | 2620.17                                                 | 2544.55                          | 2544.55                      | 2544.55                             | 2227.31              |
| 3            | 3615.50                           | 3477.36                   | 3477.36                         | 2870.05                 | 2695.80                                                 | 2620.17                          | 2620.17                      | 2620.17                             | 2245.50              |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 4  | 3615.<br>50 | 3477.<br>36 | 3477.<br>36 | 2870.<br>05 | 2695.<br>80 | 2620.<br>17 | 2620.<br>17 | 2620.<br>17 | 2263.<br>78 |
| 5  | 3753.<br>68 | 3615.<br>50 | 3615.<br>50 | 2921.<br>43 | 3067.<br>12 | 2695.<br>80 | 2695.<br>80 | 2695.<br>80 | 2282.<br>04 |
| 6  | 3753.<br>68 | 3615.<br>50 | 3615.<br>50 | 2921.<br>43 | 3067.<br>12 | 3067.<br>12 | 3067.<br>12 | 3067.<br>12 | 2344.<br>48 |
| 7  | 3891.<br>87 | 3753.<br>68 | 3753.<br>68 | 3024.<br>28 | 3144.<br>24 | 3067.<br>12 | 3067.<br>12 | 3067.<br>12 | 2370.<br>25 |
| 8  | 3943.<br>29 | 3753.<br>68 | 3753.<br>68 | 3024.<br>28 | 3195.<br>65 | 3144.<br>24 | 3144.<br>24 | 3144.<br>24 | 2414.<br>32 |
| 9  | 4081.<br>49 | 3891.<br>87 | 3891.<br>87 | 3127.<br>09 | 3272.<br>76 | 3144.<br>24 | 3144.<br>24 | 3144.<br>24 | 2458.<br>44 |
| 10 | 4081.<br>49 | 3943.<br>29 | 3943.<br>29 | 3178.<br>54 | 3272.<br>76 | 3195.<br>65 | 3195.<br>65 | 3195.<br>65 | 2552.<br>99 |
| 11 | 4219.<br>63 | 4081.<br>49 | 4081.<br>49 | 3268.<br>49 | 3349.<br>89 | 3272.<br>76 | 3272.<br>76 | 3272.<br>76 | 2597.<br>09 |
| 12 | 4219.<br>63 | 4081.<br>49 | 4081.<br>49 | 3268.<br>49 | 3349.<br>89 | 3272.<br>76 | 3272.<br>76 | 3272.<br>76 | 2641.<br>17 |
| 13 | 4357.<br>82 | 4219.<br>63 | 4219.<br>63 | 3358.<br>41 | 3426.<br>94 | 3349.<br>89 | 3349.<br>89 | 3349.<br>89 | 2685.<br>35 |
| 14 | 4357.<br>82 | 4219.<br>63 | 4219.<br>63 | 3358.<br>41 | 3692.<br>62 | 3349.<br>89 | 3349.<br>89 | 3349.<br>89 | 2729.<br>42 |
| 15 | 4496.<br>00 | 4357.<br>82 | 4357.<br>82 | 3448.<br>46 | 3769.<br>75 | 3426.<br>94 | 3426.<br>94 | 3426.<br>94 | 2773.<br>67 |
| 16 | 4496.<br>00 | 4357.<br>82 | 4357.<br>82 | 3448.<br>46 | 3769.<br>75 | 3692.<br>62 | 3692.<br>62 | 3692.<br>62 | 2818.<br>63 |
| 17 | 4634.<br>15 | 4496.<br>00 | 4496.<br>00 | 3538.<br>40 | 3846.<br>84 | 3769.<br>75 | 3769.<br>75 | 3769.<br>75 | 2863.<br>62 |
| 18 | 4635.<br>98 | 4496.<br>00 | 4496.<br>00 | 3538.<br>40 | 3846.<br>84 | 3769.<br>75 | 3769.<br>75 | 3769.<br>75 | 2908.<br>63 |
| 19 | 4772.<br>33 | 4634.<br>15 | 4634.<br>15 | 3628.<br>38 | 3923.<br>95 | 3846.<br>84 | 3846.<br>84 | 3846.<br>84 | 2953.<br>59 |
| 20 | 4772.<br>33 | 4635.<br>98 | 4635.<br>98 | 3628.<br>38 | 3923.<br>95 | 3846.<br>84 | 3846.<br>84 | 3846.<br>84 | 2998.<br>51 |
| 21 | 4910.<br>49 | 4772.<br>33 | 4772.<br>33 | 3718.<br>40 | 4001.<br>08 | 3923.<br>95 | 3923.<br>95 | 3923.<br>95 | 3043.<br>51 |
| 22 |             | 4772.<br>33 | 4772.<br>33 | 3718.<br>40 | 4001.<br>08 | 3923.<br>95 | 3923.<br>95 | 3923.<br>95 | 3088.<br>47 |
| 23 |             | 4910.<br>49 | 4910.<br>49 | 3808.<br>34 | 4078.<br>20 | 4001.<br>08 | 4001.<br>08 | 4001.<br>08 | 3133.<br>45 |
| 24 |             |             |             | 3808.<br>34 | 4078.<br>20 | 4001.<br>08 | 4001.<br>08 | 4001.<br>08 | 3178.<br>45 |
| 25 |             |             |             | 3898.<br>29 | 4155.<br>29 | 4078.<br>20 | 4078.<br>20 | 4078.<br>20 | 3223.<br>43 |
| 26 |             |             |             | 3898.<br>29 |             | 4155.<br>29 | 4155.<br>29 | 4155.<br>29 | 3268.<br>42 |
| 27 |             |             |             | 3988.<br>23 |             |             |             |             | 3313.<br>39 |
| 28 |             |             |             | 3988.<br>23 |             |             |             |             | 3358.<br>34 |
| 29 |             |             |             | 4078.<br>23 |             |             |             |             | 3403.<br>33 |
| 30 |             |             |             | 4078.<br>23 |             |             |             |             |             |

|    |  |  |  |             |  |  |  |  |  |
|----|--|--|--|-------------|--|--|--|--|--|
| 31 |  |  |  | 4168.<br>23 |  |  |  |  |  |
|----|--|--|--|-------------|--|--|--|--|--|

### 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                  |                                                                                 | 1855.<br>69           | 1849.<br>96                                         |                                              |                                                    |                       |                       |                       |                       |
| 0                    | 2374.<br>36                                                                     | 1982.<br>13           | 1944.<br>33                                         | 2795.<br>05                                  | 2795.<br>05                                        | 2470.<br>98           | 2334.<br>41           | 2118.<br>07           | 2001.<br>78           |
| 1                    | 2544.<br>55                                                                     | 2146.<br>02           | 2095.<br>13                                         | 2936.<br>48                                  | 2936.<br>48                                        | 2628.<br>50           | 2492.<br>04           | 2275.<br>65           | 2152.<br>58           |
| 2                    | 2544.<br>55                                                                     | 2164.<br>26           | 2114.<br>93                                         | 2936.<br>48                                  | 2936.<br>48                                        | 2628.<br>50           | 2492.<br>04           | 2275.<br>65           | 2172.<br>41           |
| 3                    | 2620.<br>17                                                                     | 2182.<br>50           | 2134.<br>79                                         | 3039.<br>30                                  | 3039.<br>30                                        | 2666.<br>31           | 2529.<br>83           | 2313.<br>49           | 2192.<br>21           |
| 4                    | 2620.<br>17                                                                     | 2200.<br>74           | 2154.<br>57                                         | 3039.<br>30                                  | 3039.<br>30                                        | 2666.<br>31           | 2529.<br>83           | 2313.<br>49           | 2212.<br>09           |
| 5                    | 2695.<br>80                                                                     | 2218.<br>97           | 2174.<br>40                                         | 3142.<br>13                                  | 3142.<br>13                                        | 2704.<br>13           | 2567.<br>65           | 2351.<br>29           | 2228.<br>53           |
| 6                    | 3067.<br>12                                                                     | 2263.<br>15           | 2194.<br>25                                         | 3142.<br>13                                  | 3142.<br>13                                        | 2704.<br>13           | 2567.<br>65           | 2351.<br>29           | 2251.<br>71           |
| 7                    | 3067.<br>12                                                                     | 2307.<br>24           | 2214.<br>04                                         | 3244.<br>98                                  | 3244.<br>98                                        | 2741.<br>93           | 2605.<br>44           | 2389.<br>11           | 2271.<br>51           |
| 8                    | 3144.<br>24                                                                     | 2351.<br>34           | 2233.<br>88                                         | 3244.<br>98                                  | 3244.<br>98                                        | 2741.<br>93           | 2605.<br>44           | 2389.<br>11           | 2291.<br>32           |
| 9                    | 3144.<br>24                                                                     | 2395.<br>43           | 2253.<br>70                                         | 3347.<br>78                                  | 3347.<br>78                                        | 2780.<br>00           | 2643.<br>26           | 2426.<br>94           | 2311.<br>15           |
| 10                   | 3195.<br>65                                                                     | 2489.<br>97           | 2331.<br>46                                         | 3399.<br>20                                  | 3399.<br>20                                        | 2831.<br>43           | 2693.<br>67           | 2477.<br>32           | 2388.<br>16           |
| 11                   | 3272.<br>76                                                                     | 2534.<br>05           | 2355.<br>23                                         | 3501.<br>98                                  | 3501.<br>98                                        | 2882.<br>87           | 2744.<br>11           | 2527.<br>76           | 2411.<br>96           |
| 12                   | 3272.<br>76                                                                     | 2578.<br>18           | 2378.<br>97                                         | 3501.<br>98                                  | 3501.<br>98                                        | 2882.<br>87           | 2744.<br>11           | 2527.<br>76           | 2435.<br>71           |
| 13                   | 3349.<br>89                                                                     | 2622.<br>31           | 2402.<br>80                                         | 3604.<br>84                                  | 3604.<br>84                                        | 2934.<br>25           | 2795.<br>05           | 2578.<br>18           | 2459.<br>50           |
| 14                   | 3349.<br>89                                                                     | 2666.<br>37           | 2426.<br>53                                         | 3604.<br>84                                  | 3604.<br>84                                        | 2934.<br>25           | 2795.<br>05           | 2578.<br>18           | 2483.<br>28           |
| 15                   | 3426.<br>94                                                                     | 2710.<br>51           | 2450.<br>37                                         | 3707.<br>66                                  | 3707.<br>66                                        | 2985.<br>65           | 2846.<br>47           | 2628.<br>52           | 2507.<br>05           |
| 16                   | 3692.<br>62                                                                     | 2754.<br>62           | 2474.<br>11                                         | 3707.<br>66                                  | 3707.<br>66                                        | 2985.<br>65           | 2846.<br>47           | 2628.<br>52           | 2530.<br>87           |
| 17                   | 3769.<br>75                                                                     | 2799.<br>33           | 2497.<br>90                                         | 3810.<br>49                                  | 3810.<br>49                                        | 3037.<br>07           | 2897.<br>88           | 2678.<br>97           | 2554.<br>60           |
| 18                   | 3769.<br>75                                                                     | 2844.<br>32           | 2521.<br>67                                         | 3810.<br>49                                  | 3810.<br>49                                        | 3037.<br>07           | 2897.<br>88           | 2678.<br>97           | 2578.<br>35           |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 19 | 3846.<br>84 | 2889.<br>32 | 2545.<br>45 | 3913.<br>36 | 3913.<br>36 | 3088.<br>45 | 2949.<br>27 | 2729.<br>39 | 2602.<br>17 |
| 20 | 3846.<br>84 | 2934.<br>28 | 2569.<br>24 | 3913.<br>36 | 3913.<br>36 | 3088.<br>45 | 2949.<br>27 | 2729.<br>39 | 2625.<br>94 |
| 21 | 3923.<br>95 | 2979.<br>27 | 2593.<br>03 | 4016.<br>14 | 4016.<br>14 | 3139.<br>88 | 3000.<br>68 | 2780.<br>40 | 2649.<br>73 |
| 22 | 3923.<br>95 | 3024.<br>25 | 2616.<br>81 | 4016.<br>14 | 4016.<br>14 | 3139.<br>88 | 3000.<br>68 | 2780.<br>40 | 2673.<br>49 |
| 23 | 4001.<br>08 | 3069.<br>21 | 2640.<br>56 | 4118.<br>99 | 4118.<br>99 | 3191.<br>32 | 3052.<br>13 | 2831.<br>47 | 2697.<br>30 |
| 24 | 4001.<br>08 | 3114.<br>22 | 2664.<br>31 | 4118.<br>99 | 4118.<br>99 | 3191.<br>32 | 3052.<br>13 | 2831.<br>47 | 2721.<br>08 |
| 25 | 4078.<br>20 | 3159.<br>17 | 2688.<br>13 | 4221.<br>80 | 4221.<br>80 | 3242.<br>69 | 3103.<br>52 | 2882.<br>89 | 2744.<br>81 |
| 26 | 4155.<br>29 | 3204.<br>13 | 2711.<br>88 | 4221.<br>80 | 4221.<br>80 | 3242.<br>69 | 3103.<br>52 | 2882.<br>89 | 2768.<br>65 |
| 27 |             | 3248.<br>77 | 2735.<br>66 | 4324.<br>62 | 4324.<br>62 | 3294.<br>10 | 3155.<br>26 | 2934.<br>28 | 2792.<br>91 |
| 28 |             | 3294.<br>10 | 2759.<br>44 |             |             | 3294.<br>10 | 3155.<br>26 | 2934.<br>28 | 2817.<br>14 |
| 29 |             | 3339.<br>06 | 2783.<br>58 |             |             | 3345.<br>52 | 3206.<br>31 | 2985.<br>68 | 2841.<br>40 |
| 30 |             |             |             |             |             | 3345.<br>52 | 3206.<br>31 | 2985.<br>68 |             |
| 31 |             |             |             |             |             | 3396.<br>92 | 3257.<br>77 | 3037.<br>07 |             |