FEDERALE OVERHEIDSDIENST
Werkgelegenheid, Arbeid
en Sociaal Overleg

# 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 / DIENST 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 / DIENST JAREN | CATEGORIE | | | | |
|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 |
| | 0 anc. = minimum 18 jaar | 0 anc. = minimum 18 jaar | 0 anc. = minimum 20 jaar | 0 anc. = minimum 20 jaar | 0 anc. = minimum 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 / DIENST JAREN | CATEGORIE | | | | |
|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 |
| | 0 anc. = minimum 18 jaar | 0 anc. = minimum 18 jaar | 0 anc. = minimum 18 jaar | 0 anc. = minimum 20 jaar | 0 anc. = minimum 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 / DIENSTJAREN | CATEGORIE | | | | | |
|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| | 0 anc. = minimum 18 jaar | 0 anc. = minimum 18 jaar | 0 anc. = minimum 18 jaar | 0 anc. = minimum 20 jaar | 0 anc. = minimum 23 jaar | 0 anc. = minimum 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 |