WAGE ADJUSTMENTS ON 1 SEPTEMBER 2016

Index August 2016	(base 2013)	103,26
	(base 2004)	126,39
Health index	(base 2013)	103,97
	(base 2004)	125,56
Average over the past four months		101,78

106.01 Joint subcommittee for cement works
M* (S) Previous wages x 1.001082 or basic wages 2012 x 1.049278.

117.00 Joint committee for the oil industry and trade
M* (S) Previous wages x 1.001082 or basic wages 2016 x 1.0178.

152.01 Joint committee for the subsidised free education establishments of the Flemish Community
Introduction of a work clothing allowance.

202.00 (202.01 and 202.02)* Joint committee for non-manual workers in the retail food trade
M&R (A) Previous wages x 1,01

216.00 Joint committee for non-manual workers in notary's/solicitor's firms
M&R (A) Previous wages x 1,0083

308.00 Joint committee for mortgage, savings and pension funding companies
M Previous wages x 1,0023

309.00 Joint committee for brokerage firms
M Previous wages x 1,002265

310.00 Joint committee for the banks
M* (S) Previous wages x 1.0023

313.00 Joint committee for the pharmacies and pricing services
M&R (A) Previous wages x 1,02

326.00 Joint committee for the gas and electricity industry
M* (S) Previous wages x 1.001082 or base salary January 2016 (new statuses) x 1.0178
M* (S) Previous wages x 1.001082 or base salary January 2016 (collective agreement guarantee of entitlements) x 1.0078

327.01 (327011)* Joint committee for adapted work undertakings subsidised by the Flemish Community or the Flemish Community Commission and social workshops accredited and/or subsidised by the Flemish Community

Only for training staff at adapted work undertakings: grant of an annual bonus. Figure for 2016 is EUR -195.25 (negative amount), increased by 5.07% of annual pay (gross monthly base salary for August x 12). Reference period (01.09.2015 - 31.08.2016).

330.00 (330.01 and 330.02)* Joint committee for the federal and bicommunal socio-cultural organizations

Only for hospitals, rest homes, and rest and care homes:

grant of a supplementary annual bonus of EUR 1,205.58 to nursing staff with a special professional qualification (QPP) and EUR 3,616.84 to nursing staff with an individual professional title (TPP) (unchanged amounts).

Not applicable anymore for the rest homes for the elderly, homes en nursing homes and categorial hospitals (these are isolated geriatrics services and isolated services for treatment and rehabilitation) in Flanders for new accreditations as from 2 September 2016.

( )* listing for internal use

Terms for wage adjustment

M&R = T: the adjustment applies to all wages (pay scale wages and actual wages)

M: adjustment of all wages with the difference between the new scaled wage and the previous scaled wage

M* = S: adjustment of the scaled wages. No adjustment of the wages actually paid when paid more than the new scaled wage

M(+ wage differential)&R= P: the adjustment is calculated on the scaled wage with differential 100. The other scaled wages are adjusted according to their wage differential. The adjustment also applies for the wages actually paid, without taking into account the wage differential.

R* = R: adjustment of the wages actually paid. The adjustment is applied to all wages, but the scale does not change.