Pay scale PC 140.03 2026: road transport and logistics for third parties (blue-collar)

Blue-collar workers in road transport and logistics for third parties: truck drivers, warehouse staff, forklift drivers and logistics staff at hauliers and logistics providers.

Valid from 1 January 2026.

Last indexation: 2.18% on 1 January 2026.

Next indexation: forecast 4.25% on 1 January 2027 (source of the forecast: Liantis, as of 5 November 2026).

Driving staff: minimum hourly wage per level

Gross per hour, from 1 January 2026 (indexation 2.18%). Column 1 is the regime with paid compensation days, column 2 the regime with unpaid compensation days or 38 hours effective.

Level	1	2
1	14.5425	14.9255
2	15.0525	15.4490
3	15.2280	15.6285
4	15.4025	15.8075

Amounts in euros, gross per hour.

Non-driving staff: minimum hourly wage per class

Gross per hour, from 1 January 2026 (indexation 2.18%). Column 1 is the regime with paid compensation days, column 2 the regime with unpaid compensation days or 38 hours effective.

Class	1	2
1	15.2435	15.6465
2	15.9530	16.3745
3	16.3735	16.8015
4	16.7895	17.2310
5	17.2095	17.6625
6	17.5635	18.0260
8	17.9200	18.3915

Amounts in euros, gross per hour.

How to read this table

- Driving staff have four levels, non-driving staff classes 1 to 6 and 8. Column 1 is the regime with paid compensation days, column 2 the regime with unpaid compensation days or 38 hours effective.
- For driving staff the allowance for availability time is 99% of the minimum wage.
- Garage staff in this sector have their own scale, which you find in the source document.
- Students: at least 90% of the hourly wage.
- At an indexation the increase is calculated on the minimum wage; the difference between the minimum wage and your actual wage is kept. If you earn more than the scale, you therefore get the amount, not the percentage on your full pay.

Source: minimumlonen.be (FOD Werk), PSC 140.03 wegvervoer en logistiek voor rekening van derden, geldig vanaf 01/01/2026 (checked on 3 November 2026).

https://minimumlonen.be/document.html?jcId=e4f43b8462814a79b780b4feb1ae1eaa

Prepared by AltusConnect from the official source. Check your own situation with your payroll provider or trade union.

Current version: altusconnect.be/en/barema/pc-140-03

Vacancies for technical profiles: altusconnect.be/en/jobs

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