Pay scale PC 200 2026: white-collar staff

The largest joint committee in the country: white-collar staff in companies without a sector committee of their own, including many engineering, planning and sales roles in industry and services.

Valid from 1 January 2026.

Last indexation: 2.21% on 1 January 2026.

Next indexation: forecast 4.48% on 1 January 2027 (source of the forecast: Securex, as of 4 November 2026).

Scale II (from the second year with the company)

Gross minimum monthly wage, full-time, from 1 January 2026 (indexation 2.21%).

Experience	A	B	C	D
1	2,310.30	2,413.09	2,433.25	2,642.08
2	2,317.19	2,426.87	2,488.16	2,659.13
3	2,324.14	2,440.76	2,536.36	2,676.55
4	2,330.81	2,459.32	2,584.73	2,744.52
5	2,337.66	2,478.44	2,633.22	2,804.72
6	2,344.46	2,492.88	2,681.47	2,864.69
7	2,351.35	2,528.90	2,730.03	2,924.79
8	2,358.93	2,565.14	2,778.60	2,984.80
9	2,378.04	2,601.10	2,827.02	3,044.74
10	2,397.33	2,637.36	2,875.48	3,105.00
11	2,413.71	2,667.83	2,923.83	3,164.92
12	2,429.89	2,698.00	2,972.20	3,225.06
13	2,446.31	2,728.54	3,010.43	3,285.11
14	2,462.42	2,758.86	3,048.53	3,345.24
15	2,478.44	2,789.20	3,086.76	3,395.69
16	2,494.33	2,799.07	3,124.96	3,446.06
17	2,510.24	2,808.85	3,163.20	3,496.57
18	2,526.16	2,818.89	3,174.02	3,547.01
19	2,526.16	2,828.76	3,184.94	3,597.56
20	2,526.16	2,838.66	3,195.97	3,615.45
21	2,526.16	2,848.50	3,207.12	3,633.38
22	2,526.16	2,858.33	3,218.09	3,651.35
23	2,526.16	2,868.34	3,229.43	3,669.27
24	2,526.16	2,878.15	3,240.49	3,686.98
25	2,526.16	2,887.96	3,251.76	3,704.65
26	2,526.16	2,897.83	3,262.72	3,722.55

Amounts in euros, gross per month.

Scale I (first year with the company)

Gross minimum monthly wage, full-time, from 1 January 2026 (indexation 2.21%).

Experience	A	B	C	D
0	2,242.81	2,336.25	2,369.31	2,555.73
1	2,249.57	2,349.64	2,369.31	2,572.63
2	2,256.28	2,363.08	2,422.73	2,589.26
3	2,263.06	2,376.61	2,469.70	2,606.19
4	2,269.90	2,394.83	2,516.65	2,671.93
5	2,276.51	2,413.37	2,563.76	2,730.41
6	2,283.27	2,427.38	2,610.73	2,788.83
7	2,289.96	2,462.42	2,657.89	2,847.10
8	2,297.16	2,497.56	2,705.05	2,905.53
9	2,315.80	2,532.54	2,752.17	2,963.62
10	2,334.52	2,567.80	2,799.16	3,022.34
11	2,350.42	2,597.46	2,846.25	3,080.46
12	2,366.19	2,626.81	2,893.29	3,139.00
13	2,382.16	2,656.48	2,930.44	3,197.28
14	2,397.80	2,685.87	2,967.49	3,255.71
15	2,413.37	2,715.45	3,004.68	3,304.78
16	2,428.84	2,725.03	3,041.73	3,353.79
17	2,444.35	2,734.55	3,078.85	3,402.80
18	2,459.89	2,744.25	3,089.44	3,451.91
19	2,459.89	2,753.78	3,100.07	3,500.99
20	2,459.89	2,763.42	3,110.73	3,518.35
21	2,459.89	2,773.18	3,121.59	3,535.83
22	2,459.89	2,782.63	3,132.28	3,553.29
23	2,459.89	2,792.25	3,143.19	3,570.59
24	2,459.89	2,801.86	3,153.91	3,587.83
25	2,459.89	2,811.39	3,164.86	3,605.11
26	2,459.89	2,820.99	3,175.61	3,622.42

Amounts in euros, gross per month.

Student scale

Gross minimum monthly wage per age, from 1 January 2026.

Age	A	B	C	D
16	1,447.01	1,504.51		
17	1,635.95	1,702.00		
18	1,824.79	1,899.72	2,060.43	2,262.47
19	1,975.80	2,057.87	2,234.09	2,406.40
20	2,051.38	2,136.84	2,320.65	2,491.55

Amounts in euros, gross per month.

How to read this table

- Class A: executive functions (simple, repetitive tasks following fixed instructions).
- Class B: supporting functions (independent execution with some own input, such as administrative and technical support).
- Class C: management functions (own responsibility for a domain or process, such as planning, accounting or technical files).
- Class D: advisory functions (expertise and advice with broad autonomy, such as engineers and specialists without management status).
- Experience years count professional experience across employers; scale I applies during the first year with the company, scale II from the second year.

Source: ACV bouw - industrie & energie, loonschalen PC 200 januari 2026 (checked on 3 November 2026).

https://www.hetacv.be/docs/default-source/acvbie-cscbie-document/sectoraal-sectoriel/aanvullend-bedienden-pc200/kroniek-pc200-lonen-01012026-ndl-lr.pdf

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