Pay scale PC 209 2026: metal manufacturing industry (white-collar)

White-collar staff in the metal manufacturing industry, the white-collar counterpart of committee 111: technical staff, draughtsmen, foremen and administrative roles in machine building and metalworking.

Valid from 1 July 2026.

Last indexation: 2.81% on 1 July 2026.

Next indexation: forecast 5.06% on 1 July 2027 (source of the forecast: Liantis, as of 5 November 2026).

Administrative staff

Gross minimum monthly salary per step, full-time, from 1 July 2026 (indexation 2.81%).

Step	PC 209
1	2,648.62
2	2,648.62
3	2,756.34
4	2,948.60

Amounts in euros, gross per month.

Technical staff

Gross minimum monthly salary per step, full-time, from 1 July 2026 (indexation 2.81%).

Step	PC 209
1	2,648.62
2	2,648.62
3	2,648.62
4	2,648.62
5	2,756.34
6	2,778.26
7	2,948.60

Amounts in euros, gross per month.

Draughtsmen

Gross minimum monthly salary per step, full-time, from 1 July 2026 (indexation 2.81%).

Step	PC 209
1	2,648.62
2	2,648.62
3	2,948.60
4	3,119.14
5	3,502.97

Amounts in euros, gross per month.

Foremen

Gross minimum monthly salary per step, full-time, from 1 July 2026 (indexation 2.81%).

Step	PC 209
1	2,650.16
2	3,119.14
3	3,375.25

Amounts in euros, gross per month.

Boiler-work markers

Gross minimum monthly salary per step, full-time, from 1 July 2026 (indexation 2.81%).

Step	PC 209
1	2,948.60
2	3,097.98

Amounts in euros, gross per month.

Guaranteed minimum monthly salary

The same amount in every province, from 1 July 2026; applies to staff aged 18 and over with normal full-time performance.

Age	PC 209
18+	2,648.62

Amounts in euros, gross per month.

How to read this table

- The national minimum salary scale, including the guaranteed minimum monthly salary, only applies to staff whose function is or can be placed on the scale.
- The minimum wages in the provinces and regions are the national minimum wages.
- Per function group the scale gives a number of steps: four for administrative staff, seven for technical staff, five for draughtsmen, three for foremen and two for boiler-work markers.
- Students receive a percentage by age: 100% from 18, 95% at 17.5, 90% at 17, 85% at 16.5 and 80% below that.
- At an indexation both the minimum and the actual salaries rise.

Source: minimumlonen.be (FOD Werk), PC 209 metaalfabrikatennijverheid, geldig vanaf 01/07/2026 (checked on 3 November 2026).

https://minimumlonen.be/document.html?jcId=c2eb636e11684edaaaa6b1d8e70ef93a

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-209
Vacancies for technical profiles: altusconnect.be/en/jobs

AltusConnect