AltusConnect

Technical pay report 2027

Pay, sector minimums, public pay sources, shortages and employer cost for thirteen technical roles in Belgium

2027 edition, data checked up to and including 13 November 2026.

How this report was made

This report brings together figures AltusConnect keeps per role and per joint committee, each with a source and a check date. It contains no figure that does not come from that data.

- Our pay range: the market-rate gross monthly range from our role profiles and the ranges in our vacancies, excluding premiums and benefits.
- Sector minimums: the official pay scales of the joint committees the role usually falls under.
- Public pay sources: what Indeed, Jobat, Talent.com, PayScale, Glassdoor and Statbel show per role, with the name of the source, in the unit of the source and without conversion. Self-reported pay and small samples are an indication, not a measurement.
- Indexation: the last official indexation per committee (Federal Public Service Employment) and the expected indexation according to Liantis and Securex, based on the Federal Planning Bureau.
- Shortage occupations: the 2026 lists of VDAB (Flanders), Le Forem (Wallonia) and Actiris (Brussels).
- Employer cost: the 2026 parameters of our labour cost calculator (employer social security, holiday pay, end-of-year premium). An indication: your payroll provider calculates the exact amount.

All sources checked up to and including 13 November 2026. The full list with links is at the back.

What this report is not

- Not a survey: we did not ask employers or employees for their pay.
- Not a sample of our own: the figures of public sources are their figures, with their limits.
- Not pay advice for one person: seniority, your company's agreement, premiums and benefits make the difference.

Overview of the thirteen roles

Our gross range per month, the committees the role usually falls under, the shortage status per region, what the January indexation does to the middle of the range and the annual employer cost at that middle.

Role	Our range (gross per month)	Committees (PC)	Shortage FL / WAL / BRU	January indexation at the middle	Annual employer cost (middle)
Maintenance technician	2,900 - 4,200	111, 209, 116, 207, 118, 220	yes / yes / yes	+159.04 euros	64,001 euros
Automation engineer (PLC)	3,400 - 5,200	209, 207, 220, 200	yes / no / yes	+186.64 euros	77,523 euros
Prevention advisor	3,200 - 4,800	200, 207, 209, 220	no / no / yes	+179.20 euros	72,114 euros
HVAC technician	3,000 - 4,300	149.01, 124, 111	yes / yes / yes	+163.52 euros	65,804 euros
Project engineer	3,300 - 5,000	200, 209, 207	yes / yes / no	+182.92 euros	74,818 euros
Electromechanic	2,800 - 4,000	111, 149.01, 116, 118	yes / yes / yes	+152.32 euros	62,131 euros
Technical sales engineer	3,200 - 5,000	200, 209, 149.04	yes / yes / yes	+181.68 euros	73,917 euros
Quality engineer	3,200 - 4,800	207, 209, 220, 200	yes / no / no	+179.20 euros	72,114 euros
Supply chain planner	3,000 - 4,400	226, 200, 209, 220	yes / no / yes	+165.76 euros	66,705 euros
Production manager	3,800 - 5,400	209, 207, 220, 200	yes / no / yes	+194.08 euros	82,931 euros
Process operator	2,800 - 3,800	116, 118, 111	yes / yes / no	+147.84 euros	60,304 euros
Refrigeration technician	3,000 - 4,300	149.01, 111, 124	yes / yes / yes	+163.52 euros	66,700 euros
Logistics team leader	3,200 - 4,600	226, 140.03, 200	yes / no / no	+174.72 euros	70,311 euros

Indexation under the PC 200 rule (forecast 4.48%, with centenindex); other committees index at another moment or by another percentage. Annual cost as white-collar, or as blue-collar where the role is a blue-collar job.

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Maintenance technician

Usual joint committees: PC 111, 209, 116, 207, 118, 220. An indication: the committee follows the company's activity.

Our pay range	2,900 to 4,200 euros gross per month, excluding premiums and benefits
Middle of the range	3,550 euros
Statute	blue-collar or white-collar, depending on the employer
Indexation January 2027	+159.04 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	64,001 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Industrieel onderhoudstechnicus; Onderhoudstechnicus industriële automatisering
Wallonia	yes	Le Forem: Technicien / Technicienne de maintenance industrielle (tension: structural)
Brussels	yes	Actiris: Technicien de maintenance en équipements industriels - Technicienne de maintenance en équipements industriels

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 111	National minimum hourly wage	16.2682	17.1244	euros per hour
PC 209	Technical staff	2,648.62	2,948.60	euros per month
PC 116	Minimum hourly wage per weekly schedule	15.7495	16.7690	euros per hour
PC 207	Minimum monthly wages per category and experience	2,516.24	4,001.24	euros per month
PC 220	Minimum monthly wages per category and experience	2,333.06	4,363.42	euros per month

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Indeed	Onderhoudsmonteur (m/v)	Average 19.37 euros per hour; minimum to maximum: 15.38 to 24.41 (base pay, gross or net not stated)	about 6,500 salaries reported; updated 8 November 2026; different job title from ours
Jobat	Onderhoudstechnieker	Average 3,250 euros per month; minimum to maximum: 2,500 to 4,000 (gross)	number not stated; no date stated
Talent.com	Onderhoudstechnieker	Median 37,050 euros per year; low to high: 36,918 to 38,334 (gross or net not stated)	878 salaries reported; no date stated
Statbel	ISCO 723 Monteurs en reparateurs van motorvliegtuigen, vliegtuigmotoren, industriële- en landbouwmachines en fietsen	Average 3,488 euros per month (gross)	number not stated; figures for October 2022, full time, companies with 10 or more employees; broad occupational group

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), StepStone (blocks automated reading), PayScale (too few salaries reported or incomplete data), VDAB (shows no salary).

Automation engineer (PLC)

Usual joint committees: PC 209, 207, 220, 200. An indication: the committee follows the company's activity.

Our pay range	3,400 to 5,200 euros gross per month, excluding premiums and benefits
Middle of the range	4,300 euros
Statute	white-collar
Indexation January 2027	+186.64 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	77,523 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Ontwerper industriële automatisering
Wallonia	no	No matching occupation on the list
Brussels	yes	Actiris: Technicien en automatisation industrielle - Technicienne en automatisation industrielle

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 209	Technical staff	2,648.62	2,948.60	euros per month
PC 207	Minimum monthly wages per category and experience	2,516.24	4,001.24	euros per month
PC 220	Minimum monthly wages per category and experience	2,333.06	4,363.42	euros per month
PC 200	Scale II (from the second year with the company)	2,310.30	3,722.55	euros per month

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Indeed	Automation engineer (m/v)	Average 4,055 euros per month; minimum to maximum: 3,012 to 5,459 (base pay, gross or net not stated)	710 salaries reported; updated 8 November 2026
Talent.com	Automation engineer	Median 52,500 euros per year; low to high: 48,000 to 59,400 (gross or net not stated)	4,817 salaries reported; no date stated
PayScale	Automation Engineer	Average 45.8K euros per year; 10th to 90th percentile: 31K to 70K (base pay, gross or net not stated, rounded by the source)	21 salaries reported; updated 17 September 2026
Statbel	ISCO 214 Ingenieurs (met uitzondering van elektrotechnische ingenieurs)	Average 6,244 euros per month (gross)	number not stated; figures for October 2022, full time, companies with 10 or more employees; broad occupational group

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), Jobat (blocks automated reading), StepStone (blocks automated reading), VDAB (shows no salary).

Prevention advisor

Usual joint committees: PC 200, 207, 209, 220. An indication: the committee follows the company's activity.

Our pay range	3,200 to 4,800 euros gross per month, excluding premiums and benefits
Middle of the range	4,000 euros
Statute	white-collar
Indexation January 2027	+179.20 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	72,114 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	no	No matching occupation on the list
Wallonia	no	No matching occupation on the list
Brussels	yes	Actiris: Expert en sécurité, hygiène et environnement - Experte en sécurité, hygiène et environnement

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 200	Scale II (from the second year with the company)	2,310.30	3,722.55	euros per month
PC 207	Minimum monthly wages per category and experience	2,516.24	4,001.24	euros per month
PC 209	Technical staff	2,648.62	2,948.60	euros per month
PC 220	Minimum monthly wages per category and experience	2,333.06	4,363.42	euros per month

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Glassdoor	Preventieadviseur	Average 4K euros per month; 25th to 75th percentile: 3K to 5K (base pay, gross or net not stated, rounded by the source)	number not stated; no date stated
Indeed	Preventieadviseur (m/v)	Average 4,105 euros per month; minimum to maximum: 2,884 to 5,841 (base pay, gross or net not stated)	647 salaries reported; updated 5 November 2026
Jobat	Preventieadviseur	Average 4,500 euros per month; minimum to maximum: 4,000 to 5,400 (gross)	number not stated; no date stated
Talent.com	Preventieadviseur	Median 55,000 euros per year; low to high: 48,000 to 58,200 (gross or net not stated)	137 salaries reported; no date stated

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: StepStone (blocks automated reading), PayScale (no salary page for this job in Belgium), Statbel (no matching occupational group published), VDAB (shows no salary).

HVAC technician

Usual joint committees: PC 149.01, 124, 111. An indication: the committee follows the company's activity.

Our pay range	3,000 to 4,300 euros gross per month, excluding premiums and benefits
Middle of the range	3,650 euros
Statute	blue-collar or white-collar, depending on the employer
Indexation January 2027	+163.52 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	65,804 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Technicus installatietechnieken; Regeltechnicus klimatisatie
Wallonia	yes	Le Forem: Technicien / Technicienne HVAC (tension: structural)
Brussels	yes	Actiris: Technicien de maintenance en systèmes de chauffage - Technicienne de maintenance en systèmes de chauffage

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 149.01	Minimum hourly wages, blue-collar workers (38-hour week)	16.88	26.82	euros per hour
PC 124	Minimum hourly wages per category (40-hour week)	18.747	27.003	euros per hour
PC 111	National minimum hourly wage	16.2682	17.1244	euros per hour

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Indeed	Technieker HVAC (m/v)	Average 19.47 euros per hour; minimum to maximum: 16.01 to 23.68 (base pay, gross or net not stated)	about 2,000 salaries reported; updated 8 November 2026
Talent.com	Hvac technieker	Median 33,592 euros per year; low to high: 31,616 to 45,615 (gross or net not stated)	2,872 salaries reported; no date stated

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), Jobat (no salary page for this job in Belgium), StepStone (blocks automated reading), PayScale (no salary page for this job in Belgium), Statbel (occupational group too broad), VDAB (shows no salary).

Project engineer

Usual joint committees: PC 200, 209, 207. An indication: the committee follows the company's activity.

Our pay range	3,300 to 5,000 euros gross per month, excluding premiums and benefits
Middle of the range	4,150 euros
Statute	white-collar
Indexation January 2027	+182.92 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	74,818 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Projectmanager engineering
Wallonia	yes	Le Forem: Chargé / Chargée de projets en industrie (tension: not determinable)
Brussels	no	No matching occupation on the list

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 200	Scale II (from the second year with the company)	2,310.30	3,722.55	euros per month
PC 209	Technical staff	2,648.62	2,948.60	euros per month
PC 207	Minimum monthly wages per category and experience	2,516.24	4,001.24	euros per month

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Glassdoor	Projectingenieur	Average 4K euros per month; 25th to 75th percentile: 3K to 4K (base pay, gross or net not stated, rounded by the source)	number not stated; no date stated
Jobat	Projectingenieur	Average 4,500 euros per month; minimum to maximum: 3,500 to 5,500 (gross)	number not stated; no date stated
Talent.com	Projectingenieur	Median 49,457 euros per year; low to high: 48,000 to 54,700 (gross or net not stated)	117 salaries reported; no date stated
PayScale	Project Engineer	Average 48.9K euros per year; 10th to 90th percentile: 34K to 66K (base pay, gross or net not stated, rounded by the source)	47 salaries reported; updated 25 October 2026
Statbel	ISCO 214 Ingenieurs (met uitzondering van elektrotechnische ingenieurs)	Average 6,244 euros per month (gross)	number not stated; figures for October 2022, full time, companies with 10 or more employees; broad occupational group

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Indeed (shows a different job), StepStone (blocks automated reading), VDAB (shows no salary).

Electromechanic

Usual joint committees: PC 111, 149.01, 116, 118. An indication: the committee follows the company's activity.

Our pay range	2,800 to 4,000 euros gross per month, excluding premiums and benefits
Middle of the range	3,400 euros
Statute	blue-collar
Indexation January 2027	+152.32 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	62,131 euros per year as blue-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Industrieel elektromecanicien (top ten)
Wallonia	yes	Le Forem: Électromécanicien industriel / Électromécanicienne industrielle (tension: structural)
Brussels	yes	Actiris: Électricien de maintenance - Électricienne de maintenance; Mécanicien de maintenance - Mécanicienne de maintenance

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 111	National minimum hourly wage	16.2682	17.1244	euros per hour
PC 149.01	Minimum hourly wages, blue-collar workers (38-hour week)	16.88	26.82	euros per hour
PC 116	Minimum hourly wage per weekly schedule	15.7495	16.7690	euros per hour

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Talent.com	Elektromechanicien	Median 36,062 euros per year; low to high: 35,100 to 36,827 (gross or net not stated)	9 salaries reported; no date stated; small sample
Statbel	ISCO 741 Installateurs en reparateurs van elektrische apparatuur en leidingen	Average 3,496 euros per month (gross)	number not stated; figures for October 2022, full time, companies with 10 or more employees; broad occupational group

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), Indeed (shows a different job), Jobat (blocks automated reading), StepStone (blocks automated reading), PayScale (no salary page for this job in Belgium), VDAB (shows no salary).

Technical sales engineer

Usual joint committees: PC 200, 209, 149.04. An indication: the committee follows the company's activity.

Our pay range	3,200 to 5,000 euros gross per month, excluding premiums and benefits
Middle of the range	4,100 euros
Statute	white-collar
Indexation January 2027	+181.68 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	73,917 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Sales engineer
Wallonia	yes	Le Forem: Délégué technico-commercial / Déléguée technico-commerciale (tension: structural)
Brussels	yes	Actiris: Conseiller technico-commercial - Conseillère technico-commerciale

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 200	Scale II (from the second year with the company)	2,310.30	3,722.55	euros per month
PC 209	Technical staff	2,648.62	2,948.60	euros per month
PC 149.04	Minimum hourly wages per category and hours per week	15.84	23.41	euros per hour

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Indeed	Technical sales engineer (m/v)	Average 3,797 euros per month; minimum to maximum: 2,796 to 5,157 (base pay, gross or net not stated)	198 salaries reported; updated 6 November 2026
Jobat	Sales engineer	Average 4,500 euros per month; minimum to maximum: 3,000 to 6,500 (gross)	number not stated; no date stated; different job title from ours
Talent.com	Technical sales engineer	Median 42,000 euros per year; low to high: 39,520 to 54,700 (gross or net not stated)	7,121 salaries reported; no date stated
PayScale	Sales Engineer	Average 48.4K euros per year; 10th to 90th percentile: 34K to 93K (base pay, gross or net not stated, rounded by the source)	22 salaries reported; updated 17 February 2026; different job title from ours

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), StepStone (blocks automated reading), Statbel (occupational group too broad), VDAB (shows no salary).

Quality engineer

Usual joint committees: PC 207, 209, 220, 200. An indication: the committee follows the company's activity.

Our pay range	3,200 to 4,800 euros gross per month, excluding premiums and benefits
Middle of the range	4,000 euros
Statute	white-collar
Indexation January 2027	+179.20 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	72,114 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Verantwoordelijke kwaliteitscontrole
Wallonia	no	No matching occupation on the list
Brussels	no	No matching occupation on the list

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 207	Minimum monthly wages per category and experience	2,516.24	4,001.24	euros per month
PC 209	Technical staff	2,648.62	2,948.60	euros per month
PC 220	Minimum monthly wages per category and experience	2,333.06	4,363.42	euros per month
PC 200	Scale II (from the second year with the company)	2,310.30	3,722.55	euros per month

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Glassdoor	Quality Engineer	Average 4K euros per month; 25th to 75th percentile: 3K to 4K (base pay, gross or net not stated, rounded by the source)	number not stated; no date stated
Indeed	Quality Engineer (m/v)	Average 3,666 euros per month; minimum to maximum: 2,733 to 4,919 (base pay, gross or net not stated)	174 salaries reported; updated 5 November 2026
Talent.com	Quality engineer	Median 52,500 euros per year; low to high: 48,000 to 59,400 (gross or net not stated)	5,028 salaries reported; no date stated
Statbel	ISCO 214 Ingenieurs (met uitzondering van elektrotechnische ingenieurs)	Average 6,244 euros per month (gross)	number not stated; figures for October 2022, full time, companies with 10 or more employees; broad occupational group

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Jobat (blocks automated reading), StepStone (blocks automated reading), PayScale (shows a different job), VDAB (shows no salary).

Supply chain planner

Usual joint committees: PC 226, 200, 209, 220. An indication: the committee follows the company's activity.

Our pay range	3,000 to 4,400 euros gross per month, excluding premiums and benefits
Middle of the range	3,700 euros
Statute	white-collar
Indexation January 2027	+165.76 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	66,705 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Productieplanner
Wallonia	no	No matching occupation on the list
Brussels	yes	Actiris: Responsable du planning et de la gestion de la production

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 226	Minimum monthly salaries per class	2,574.27	5,960.82	euros per month
PC 200	Scale II (from the second year with the company)	2,310.30	3,722.55	euros per month
PC 209	Technical staff	2,648.62	2,948.60	euros per month
PC 220	Minimum monthly wages per category and experience	2,333.06	4,363.42	euros per month

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Indeed	Supply chain planner (m/v)	Average 3,725 euros per month; minimum to maximum: 2,810 to 4,938 (base pay, gross or net not stated)	223 salaries reported; updated 3 November 2026
Jobat	Supply chain planner	Average 3,500 euros per month; minimum to maximum: 2,500 to 4,500 (gross)	number not stated; no date stated
Talent.com	Supply chain planner	Median 34,800 euros per year; low to high: 28,200 to 37,440 (gross or net not stated)	754 salaries reported; no date stated
PayScale	Supply Chain Planner	Average 44K euros per year; 10th to 90th percentile: 27K to 67K (base pay, gross or net not stated, rounded by the source)	26 salaries reported; updated 11 March 2025; not updated for a long time

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), StepStone (blocks automated reading), Statbel (no matching occupational group published), VDAB (shows no salary).

Production manager

Usual joint committees: PC 209, 207, 220, 200. An indication: the committee follows the company's activity.

Our pay range	3,800 to 5,400 euros gross per month, excluding premiums and benefits
Middle of the range	4,600 euros
Statute	white-collar
Indexation January 2027	+194.08 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	82,931 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Afdelingsverantwoordelijke productie; Teamleader productie
Wallonia	no	No matching occupation on the list
Brussels	yes	Actiris: Responsable du planning et de la gestion de la production

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 209	Technical staff	2,648.62	2,948.60	euros per month
PC 207	Minimum monthly wages per category and experience	2,516.24	4,001.24	euros per month
PC 220	Minimum monthly wages per category and experience	2,333.06	4,363.42	euros per month
PC 200	Scale II (from the second year with the company)	2,310.30	3,722.55	euros per month

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Indeed	Productieleider (m/v)	Average 4,158 euros per month; minimum to maximum: 3,221 to 5,368 (base pay, gross or net not stated)	179 salaries reported; updated 5 November 2026
Talent.com	Productieleider	Median 39,600 euros per year; low to high: 36,000 to 51,540 (gross or net not stated)	56 salaries reported; no date stated
PayScale	Production Supervisor	Average 56K euros per year; 25th to 75th percentile: 47K to 62K (base pay, gross or net not stated, rounded by the source)	9 salaries reported; updated 5 July 2023; different job title from ours; not updated for a long time
Statbel	ISCO 312 Toezichthoudend personeel in de mijnbouw, de industrie en de bouwnijverheid	Average 4,557 euros per month (gross)	number not stated; figures for October 2022, full time, companies with 10 or more employees; broad occupational group

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), Jobat (no salary page for this job in Belgium), StepStone (blocks automated reading), VDAB (shows no salary).

Process operator

Usual joint committees: PC 116, 118, 111. An indication: the committee follows the company's activity.

Our pay range	2,800 to 3,800 euros gross per month, excluding premiums and benefits
Middle of the range	3,300 euros
Statute	blue-collar
Indexation January 2027	+147.84 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	60,304 euros per year as blue-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Procesoperator chemische industrie; Procesoperator voedingsindustrie
Wallonia	yes	Le Forem: Conducteur / Conductrice de ligne de production en industrie alimentaire (tension: structural)
Brussels	no	No matching occupation on the list

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 116	Minimum hourly wage per weekly schedule	15.7495	16.7690	euros per hour
PC 111	National minimum hourly wage	16.2682	17.1244	euros per hour

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Glassdoor	Procesoperator	Average 3K euros per month; 25th to 75th percentile: 3K to 4K (base pay, gross or net not stated, rounded by the source)	number not stated; no date stated
Indeed	Procesoperator (m/v)	Average 19.83 euros per hour; minimum to maximum: 16.37 to 24.03 (base pay, gross or net not stated)	about 1,300 salaries reported; updated 8 November 2026
Jobat	Procesoperator	Average 3,000 euros per month; minimum to maximum: 2,500 to 3,500 (gross)	number not stated; no date stated
Talent.com	Procesoperator	Median 36,220 euros per year; low to high: 29,250 to 40,512 (gross or net not stated)	342 salaries reported; no date stated
Statbel	ISCO 813 Bedienaars van machines en installaties voor de vervaardiging van chemische en fotografische producten	Average 3,835 euros per month (gross)	number not stated; figures for October 2022, full time, companies with 10 or more employees; broad occupational group
Statbel	ISCO 816 Bedienaars van machines voor de vervaardiging van voedings- en genotmiddelen	Average 3,120 euros per month (gross)	number not stated; figures for October 2022, full time, companies with 10 or more employees; broad occupational group

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: StepStone (blocks automated reading), PayScale (no salary page for this job in Belgium), VDAB (shows no salary).

Refrigeration technician

Usual joint committees: PC 149.01, 111, 124. An indication: the committee follows the company's activity.

Our pay range	3,000 to 4,300 euros gross per month, excluding premiums and benefits
Middle of the range	3,650 euros
Statute	blue-collar
Indexation January 2027	+163.52 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	66,700 euros per year as blue-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Koeltechnicus
Wallonia	yes	Le Forem: Technicien / Technicienne frigoriste (tension: structural)
Brussels	yes	Actiris: Technicien en froid et climatisation - Technicienne en froid et climatisation

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 149.01	Minimum hourly wages, blue-collar workers (38-hour week)	16.88	26.82	euros per hour
PC 111	National minimum hourly wage	16.2682	17.1244	euros per hour
PC 124	Minimum hourly wages per category (40-hour week)	18.747	27.003	euros per hour

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Indeed	Servicemonteur Koeltechniek (m/v)	Average 19.17 euros per hour; minimum to maximum: 15.81 to 23.25 (base pay, gross or net not stated)	about 1,200 salaries reported; updated 8 November 2026; different job title from ours
Talent.com	Koeltechnieker	Median 32,838 euros per year; low to high: 31,616 to 37,149 (gross or net not stated)	101 salaries reported; no date stated

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), Jobat (no salary page for this job in Belgium), StepStone (blocks automated reading), PayScale (no salary page for this job in Belgium), Statbel (occupational group too broad), VDAB (shows no salary).

Logistics team leader

Usual joint committees: PC 226, 140.03, 200. An indication: the committee follows the company's activity.

Our pay range	3,200 to 4,600 euros gross per month, excluding premiums and benefits
Middle of the range	3,900 euros
Statute	blue-collar or white-collar, depending on the employer
Indexation January 2027	+174.72 euros gross per month at the middle, under the PC 200 rule (forecast 4.48%, with centenindex above 4,000 euros)
Annual employer cost at the middle	70,311 euros per year as white-collar, before indexation (employer social security, holiday pay and end-of-year premium included)

Shortage occupation per region

Region	On the 2026 list	Occupation as the list names it
Flanders	yes	VDAB: Logistiek verantwoordelijke
Wallonia	no	No matching occupation on the list
Brussels	no	No matching occupation on the list

Sector minimum and maximum

Committee	Table	Lowest	Highest	Unit
PC 226	Minimum monthly salaries per class	2,574.27	5,960.82	euros per month
PC 140.03	Non-driving staff: minimum hourly wage per class	15.2435	18.3915	euros per hour
PC 200	Scale II (from the second year with the company)	2,310.30	3,722.55	euros per month

Lowest and highest amount of the table that fits technical jobs, gross. Hourly wages are not converted into a monthly wage.

What public sources report

Source	Job title at the source	What the source reports	Sample and date
Talent.com	Teamleider logistiek	Median 33,600 euros per year; low to high: 28,763 to 39,385 (gross or net not stated)	1,479 salaries reported; no date stated

Taken as the source shows it, nothing converted. Self-reported pay and small samples are an indication: they often do not say whether pay is gross or net and mix experience, sector and region.

Not used: Glassdoor (blocks automated reading), Indeed (amounts with a wrong time label), Jobat (blocks automated reading), StepStone (blocks automated reading), PayScale (too few salaries reported or incomplete data), Statbel (no matching occupational group published), VDAB (shows no salary).

What changes in 2027

Indexation per committee in 2027

The committees our thirteen roles usually fall under, with every indexation planned or expected for 2027, and the last official indexation.

PC	Sector	Indexation in 2027	Last official
111	metal, blue-collar	5.06% on 1 July 2027 (forecast)	2.81% on 1 July 2026
116	chemicals, blue-collar	2% on 1 February 2027 (forecast); 2% on 1 August 2027 (forecast)	2% on 1 November 2026
118	food, blue-collar	4.25% on 1 January 2027 (forecast)	2.19% on 1 January 2026
124	construction	1.16% on 1 January 2027 (forecast); 2.03% on 1 April 2027 (forecast); 1.09% on 1 July 2027 (forecast); 0.51% on 1 October 2027 (forecast)	0.83% on 1 October 2026
140.03	transport and logistics	4.25% on 1 January 2027 (forecast)	2.18% on 1 January 2026
149.01	electricians	4.74% on 1 January 2027 (forecast)	2.23% on 1 January 2026
149.04	metal trade	5.11% on 1 February 2027 (forecast)	2.04% on 1 February 2026
200	white-collar staff	4.48% on 1 January 2027 (forecast)	2.21% on 1 January 2026
207	chemicals, white-collar	2% on 1 February 2027 (forecast); 2% on 1 August 2027 (forecast)	2% on 1 November 2026
209	metal, white-collar	5.06% on 1 July 2027 (forecast)	2.81% on 1 July 2026
220	food, white-collar	4.25% on 1 January 2027 (forecast)	2.19% on 1 January 2026
226	logistics, white-collar	4.74% on 1 January 2027 (forecast)	2.23% on 1 January 2026

Source of the expected indexation: Liantis, as of 5 November 2026; for PC 200: Securex, as of 4 November 2026. The definitive figure follows shortly before the date.

Centenindex

If the fixed gross monthly wage is above 4,000 euros, the first 2% of indexation applies only to those 4,000 euros; whatever the indexation adds above that applies to the full wage. Up to and including 4,000 euros the wage is fully indexed. The reference pay is the fixed gross monthly wage, converted to full time; premiums and supplements do not count.

Pay transparency

- European Directive (EU) 2023/970 had to be part of Belgian law by 7 June 2026; on 12 November 2026 there is no Belgian transposing law yet.
- After transposition, an applicant is entitled to the starting pay or pay range before the interview, and you may no longer ask about their pay history.
- Workers get access to the criteria for pay and pay progression and can request their pay level. What to do now: altusconnect.be/en/loontransparantie

Premiums per committee

End-of-year premium, eco vouchers and shift premium in short, for the committees of our thirteen roles. The full rules are on the site per committee.

PC	Sector	End-of-year premium	Eco vouchers 2026	Shift premium
111	metal, blue-collar	Differs per province; in bridge and steel structure assembly 8.33% of your annual gross wage	250 euros per year	Provincial agreements: in West and East Flanders at least 10% for day shifts and 20% for the night shift; elsewhere fixed amounts or company agreements
116	chemicals, blue-collar	At least 173.33 times your basic hourly wage of 1 December (in a 40-hour week)	no sector system	Fixed minimum amounts per hour: morning and afternoon shift 0.95 euros, night shift 3.10 euros (40-hour week, since 1 January 2026)
118	food, blue-collar	no usable sector sheet	no sector system	Differs per subsector; in the meat subsectors 10% for day shifts and 20% for night work between 22:00 and 06:00, or fixed amounts per hour
124	construction	9% of your gross wage, paid as loyalty stamps (getrouwheidszegels)	discontinued	Hours between 06:00 and 22:00 in successive shifts at 110% of the wage, hours between 22:00 and 06:00 at 125%
140.03	transport and logistics	no usable sector sheet	200 euros per year	No shift premium; a night work allowance of 1.8870 euros per hour for driving staff (January 2026)
149.01	electricians	8.33% of your gross wage in the reference period, paid through the sector fund	250 euros per year	Base wage plus 10% for early and late shifts, plus 20% for night work between 20:00 and 06:00
149.04	metal trade	no usable sector sheet	250 euros per year	Base wage plus 10% for early and/or late shifts, plus 20% for night work between 20:00 and 06:00
200	white-collar staff	One monthly salary	250 euros per year	No sector shift premium; the premium is in your company agreement, work rules or employment contract
207	chemicals, white-collar	At least 100% of your basic salary for December	no sector system	No sector shift premium for white-collar staff; the chemical agreements regulate the premium per company
209	metal, white-collar	Differs per province: a thirteenth month or 8.33% of your annual gross salary	250 euros per year	No sector shift premium for white-collar staff; the premium is in your company agreement or employment contract
220	food, white-collar	Your gross monthly salary for December, plus the monthly average of your variable pay	250 euros per year	Fixed amounts per full month worked in shifts: 24.79 euros in two shifts, 61.97 euros in three shifts
226	logistics, white-collar	no usable sector sheet	250 euros per year	No sector shift or night premium; only a weekend supplement for water clerks, the rest is set in the company

Sources: sector sheets of the Federal Public Service Employment, its eco voucher overview and the collective agreements per committee. A company can give more than the sector minimum.

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Hiring technical profiles: altusconnect.be/en/companies

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