Joint Subcommittee for buses and coaches
(JSC 140.01)
Subsector Occasional services (Coaches)

This information sheet lists the wages and other working conditions as they have been fixed by a collective labour agreement (CLA) in the joint committee and must therefore be paid, as a minimum, to the workers employed in Belgium, in accordance with the function performed and the working conditions applicable to them.

These wages and other provisions also apply to posted workers, when this CLA has been declared binding by Royal Decree. The provisions of such a CLA come into force 10 days after publication of the Royal Decree in the Belgian Official Gazette, with retroactive effect (up to a maximum of one year before publication in the Belgian Official Gazette).

You can check whether the CLA has been declared binding and when (date of publication) by consulting the CLA in the Belgian Official Gazette or by checking the relevant information on the website of the FPS Employment, Labour and Social Dialogue in the section CLA search ("Recherche CCT" in French)

This sheet is regularly updated. Posted workers and their employers are advised to consult the sheets regularly during the period of posting. The date of the last update is indicated in the top right-hand corner.

The information given concerns complex matters. The FPS Employment, Labour and Social Dialogue cannot be held responsible for any imperfections. Corrections, adaptations and suggestions are always welcome at the following address: rct@emploi.belgique.be

More information about posting can be found on our website, section Posting.

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1. Scope of application

1.1. Creation and modifications

(0) RD 22.01.2010 BOG 09.02.2010

Art. 2. Competent for the workers whose occupation is mostly of a manual nature for buses and coaches transport companies, excluding city buses, and for their employers.

This sheet applies to the subsector of occasional services (coaches).

CLA of 17/12/2015 (132280) (Royal Decree of 16/02/2017 - Belgian Official Gazette of 09/03/2017)

Art.1 §2. "Occasional services" means: services which do not fall within the definition of regular services, including special regular services, and the main characteristic of which is the carriage of groups of passengers constituted on the initiative of the customer or the carrier himself.

"Occasional services" also means: international regular long-distance services.

2. Remuneration

2.1. Wage scale (gross)

CLA of 17/10/2019 (155218) (Royal Decree of 16/04/2020 - Belgian Official Gazette of 16/06/2020)

3,40 % indexation on 01/10/2026.

Guaranteed daily remuneration

Daily worktime 1 On-board driver	Daily NSSO salary	GRLP Allowance
Until 6 hours	86,23 EUR	2,32 EUR/h
6 h 01 - 12 h	142,01 EUR	2,32 EUR/h
Per hour beyond 12 h	15,72 EUR	2,32 EUR/h
Daily worktime Several drivers on board	**Daily NSSO salary**	**GRLP Allowance**
11 hours	115,55 EUR	2,32 EUR/h
12 hours	127,43 EUR	2,32 EUR/h
13 hours	139,46 EUR	2,32 EUR/h
14 hours	151,38 EUR	2,32 EUR/h
15 hours	163,36 EUR	2,32 EUR/h
16 hours	175,38 EUR	2,32 EUR/h
17 hours	187,17 EUR	2,32 EUR/h
18 hours	199,24 EUR	2,32 EUR/h
19 hours	211,09 EUR	2,32 EUR/h
20 hours	223,14 EUR	2,32 EUR/h
21 hours	235,14 EUR	2,32 EUR/h

CLA of 17/12/2015 (132280) (Royal Decree of 16/02/2017 - Belgian Official Gazette of 09/03/2017)

This CLA enters into force on January 1st, 2016, and is concluded for an indefinite period of time.

Modified by the CLA of 17/10/2019 (155218) (Royal Decree of 16/04/2020 - Belgian Official Gazette of 16/06/2020)
Modified by the CLA of 17/03/2022 (173807) (Royal Decree of 12/02/2023 - Belgian Official Gazette of 31/03/2023)

Art. 18. of CLA nr. 132280 is modified by CLA nr. 155218 and 173807.

Definitions

Art. 2. For the application of this CLA :

1. the terms ‘occasional services’ and ‘international regular services’ have the meaning defined by EU Regulation nr.1073/2009 on common rules for access to the international market for coach and bus services;

2. the "daily service time" is the period between two daily rest periods, between a daily rest period and a weekly rest period or between a weekly rest period and a daily rest period, even if it extends over two calendar days. A minimum rest period must always be taken between two driving periods, as laid down in EU Regulation nr. 561/2006;

3. the driving time is the period during which the driver drives the coach;

5. the working time is the time determined by Royal Decree of August 10th, 2005, on the working time of mobile workers employed in collective road passenger transport companies carrying out occasional services or regular international services;

Remuneration of occasional services

Art. 9. If the service time of up to 6 hours for services with 1 driver is not entirely taken up by occasional services, it may not be supplemented by special regular services.

In this case, any special regular services are paid in addition to the remuneration for occasional services, unless the special regular services performed last longer than the occasional services.

In this case, the entire service is remunerated according to the scale applicable to special regular services.

Common wage provisions

Art. 18. The amounts mentioned in Articles 8, 10, 11, 12, 13, 14, 15, 16 and 17 shall be adjusted once a year on October 1st in accordance with the following formula:

$$\frac{\text{Salary paid x September index of current year}}{\text{Index September of previous year}}$$

The indexed salaries referred to in Articles 8, 10, 12, 13, 14, 15, 16 and 17 are increased by 1,1% on October 1st, 2019.

The indexed salaries referred to in Articles 8, 10, 11, 12, 13, 14, 15 and 17 are increased by 0,4% on January 1st, 2022.

Art. 19. In coach companies which also operate special regular services, workers who are not assigned exclusively to coach services are subject to the rules applicable to the sector to which they have devoted the greatest number of working hours per day.

However, this provision does not apply to occasional assignments. Nevertheless, the hours worked during the same week are aggregated for the purpose of calculating any overtime, regardless of the kind of service performed during these hours.

2.2. Bonuses

2.2.1. End-of-year bonus

CLA of 17/12/2020 (162912) (Royal Decree of 06/06/2021 - Belgian Official Gazette of 03/08/2021)

Granting of an end-of-year bonus

Art. 2. § 1. An end-of-year bonus is granted to the driving staff of occasional service companies.

§ 2. In 2020, this end-of-year bonus amounts to EUR 2 146,26.

§ 3. The amount of this bonus is indexed each year on the basis of the following formula :

$$\frac{\text{End-of-year bonus reference year - 1} \times \text{health index September reference year}}{\text{health index September reference year - 1}}$$

Terms of granting and payment

Art. 3. The reference year is the year in which the end-of-year bonus is granted.

Art. 4. Members of the driving staff who have been employed by the company for at least six months during the reference year are entitled to the bonus.

Art. 5. § 1. This bonus is granted according to the following rules:

- Members of staff who have worked the full reference year receive the full amount of the bonus;
- Members of staff who, during the reference year :
    - have been granted unemployment scheme with company bonus or took their pension;
    - began to work;
    - have been ill;
    - were unable to work due to an accident at work;
    - were dismissed for reasons other than serious reasons,

  receive this bonus calculated on a pro rata basis according to the months worked, it being understood that an actual period of work of at least ten days counts as a full month.

§ 2. Legal holidays and days of justified absence due to illness or an accident at work are treated as days of work performance, up to a maximum of six months.

§ 3. Members of staff who, during the reference year, have served their notice period and who are no longer in service on December 31st, of the reference year or who have been dismissed for serious reasons, lose the right to this bonus.

§ 4. Members of driving staff who work part-time receive this bonus in proportion to their weekly working hours.

Art. 6. The end-of-year bonus is paid no later than the last working day of December of the reference year.

Advance

Art. 7. The buses and coaches social fund pays an advance to the members of the driving staff entitled to this end-of-year bonus.

Art. 8. In 2020, this advance amounts to EUR 75,83 gross.

Art. 9. The amount of this advance payment is indexed each year on the basis of the following formula :

$$\frac{\text{index services December reference year - 1}}{\text{index services December reference year - 2}}$$

Art. 10. The employer pays the amount calculated in accordance with Article 5, less the advance payment determined in this chapter.

Period of validity

Art. 11. This CLA shall take effect on January 1st, 2020, and is concluded for an indefinite period of time.

2.2.2. Overtime hours

CLA of 17/12/2015 (132280) (Royal Decree of 16/02/2017 - Belgian Official Gazette of 09/03/2017)

Service of more than 1 564,5 hours/six-months period : EUR 18,38 (latest indexation : 01/10/2026)

Overtime hours on a Sunday or public holiday : EUR 24,51 (latest indexation : 01/10/2026)

Art. 12. The total length of service is set at 1 564,5 h per six-month period. Services performed beyond this limit shall be compensated as overtime hours. Overtime hours are paid EUR 13,14 per hour. Overtime hours worked on Sundays, public holidays and the compensation days relating thereto are paid EUR 17,52 per hour.

Art. 18. The amounts mentioned in Articles 8, 10, 11, 12, 13, 14, 15, 16 and 17 shall be adjusted once a year on October 1st in accordance with the following formula:

$$\frac{\text{Salary paid x September index of current year}}{\text{Index September of previous year}}$$

The indexed salaries referred to in Articles 8, 10, 12, 13, 14, 15, 16 and 17 are increased by 1,1% on October 1st, 2019.

The indexed salaries referred to in Articles 8, 10, 11, 12, 13, 14, 15 and 17 are increased by 0,4% on January 1st, 2022.

Art. 19. In coach companies which also operate special regular services, workers who are not assigned exclusively to coach services are subject to the rules applicable to the sector to which they have devoted the greatest number of working hours per day.

However, this provision does not apply to occasional assignments. Nevertheless, the hours worked during the same week are aggregated for the purpose of calculating any overtime, regardless of the kind of service performed during these hours.

Art. 22. This CLA enters into force on January 1st, 2016, and is concluded for an indefinite period of time.

2.2.3. Day of inactivity abroad

CLA of 17/12/2015 (132280) (Royal Decree of 16/02/2017 - Belgian Official Gazette of 09/03/2017)

Day of inactivity abroad : EUR 116,92 (latest indexation : 01/10/2026)

Art. 13. One day's inactivity abroad is compensated by an absence bonus equal to EUR 83,61. The GRLP allowance is not due for this day of inactivity. For service time up to 6 h spent entirely abroad as part of

a journey lasting several days, the driver receives EUR 83,61. The GRLP allowance is calculated according to the duration of service hours.

Art. 18. The amounts mentioned in Articles 8, 10, 11, 12, 13, 14, 15, 16 and 17 shall be adjusted once a year on October 1st in accordance with the following formula:

$$\frac{\text{Salary paid x September index of current year}}{\text{Index September of previous year}}$$

The indexed salaries referred to in Articles 8, 10, 12, 13, 14, 15, 16 and 17 are increased by 1,1% on October 1st, 2019.

The indexed salaries referred to in Articles 8, 10, 11, 12, 13, 14, 15 and 17 are increased by 0,4% on January 1st, 2022.

Art. 22. This CLA enters into force on January 1st, 2016, and is concluded for an indefinite period of time.

2.2.4. Journey with another vehicule

CLA of 17/12/2015 (132280) (Royal Decree of 16/02/2017 - Belgian Official Gazette of 09/03/2017)

More than 6 hours: 116,92 EUR (Latest indexation: 01/10/2026)
Less than 6 hours: 86,23 EUR (Latest indexation: 01/10/2026)

Art. 15. When the driver begins or ends his service outside the company, he shall receive remuneration of EUR 83,61 for each journey of more than 6 hours made with a vehicle other than his own coach. If the journey lasts less than 6 hours, a remuneration of EUR 61,65 is paid.

Art. 18. The amounts mentioned in Articles 8, 10, 11, 12, 13, 14, 15, 16 and 17 shall be adjusted once a year on October 1st in accordance with the following formula:

$$\frac{\text{Salary paid x September index of current year}}{\text{Index September of previous year}}$$

The indexed salaries referred to in Articles 8, 10, 12, 13, 14, 15, 16 and 17 are increased by 1,1% on October 1st, 2019.

The indexed salaries referred to in Articles 8, 10, 11, 12, 13, 14, 15 and 17 are increased by 0,4% on January 1st, 2022.

Art. 22. This CLA enters into force on January 1st, 2016, and is concluded for an indefinite period of time.

2.2.5. Bonus for work carried out on Sundays and public holidays

CLA of 19/05/2022 (174464) (Royal Decree of 24/03/2024 - Belgian Official Gazette of 11/04/2024)

Extra pay : EUR 142,01 (latest indexation : 01/10/2026)

Art. 2. § 1. In the event of work performed on Sundays and public holidays, the guaranteed daily allowance is increased by a lump-sum of EUR 30 gross for a shift of no more than 6 hours and by a lump-sum of EUR 50 gross for a shift of more than 6 hours.

§ 2. If the service begins the day before a Sunday or public holiday, the driver must perform at least 3 hours of service on the Sunday or public holiday in question. In this case, the extra pay is calculated on the total driving period (service time). For services starting on a Sunday or public holiday, the supplement is guaranteed.

§ 3. This supplement cannot be combined with the supplement for compensation days for Sunday work which is not recovered within 6 days, as these are already paid at 100 p.c.

Art. 3. This CLA enters into force on January 1st, 2023, and is concluded for an indefinite period of time.

2.2.6. Allowance for compensation days for work performed on Sundays that are not recovered within six days and compensation days for public holidays

CLA of 17/12/2015 (132280) (Royal Decree of 16/02/2017 - Belgian Official Gazette of 09/03/2017)

Allowance : EUR 142,01 (latest indexation : 01/10/2026)

Art. 17. Compensation days for work performed on Sundays that are not recovered within six days and compensation days for public holidays are compensated with a lump-sum of EUR 101,55.

Art. 18. The amounts mentioned in Articles 8, 10, 11, 12, 13, 14, 15, 16 and 17 shall be adjusted once a year on October 1st in accordance with the following formula:

$$\frac{\text{Salary paid x September index of current year}}{\text{Index September of previous year}}$$

The indexed salaries referred to in Articles 8, 10, 12, 13, 14, 15, 16 and 17 are increased by 1,1% on October 1st, 2019.

The indexed salaries referred to in Articles 8, 10, 11, 12, 13, 14, 15 and 17 are increased by 0,4% on January 1st, 2022.

Art. 22. This CLA enters into force on January 1st, 2016, and is concluded for an indefinite period of time.

2.2.7. GRLP allowance

CLA of 02/07/2001 (59015) (Royal Decree of 28/05/2003 - Belgian Official Gazette of 04/08/2003)

GRLP allowance: EUR 2,32 (latest indexation : 01/10/2026)

Art. 3. As of July 1st, 2001, the allowance increases to EUR 0,92 per hour, with a maximum of EUR 11,01 per day of service.

Art. 6. This CLA shall take effect on July 1st, 2001, and is concluded for an indefinite period of time.

CLA of 17/10/2019 (155218) (Royal Decree of 16/04/2020 - Belgian Official Gazette of 16/06/2020)

Art. 4. The GRLP allowance increases to 1,8 EUR/hour.

Art. 8. § 1. This CLA enters into force on October 1st, 2019. It is concluded for an indefinite period of time.

CLA of 17/12/2015 (132280) (Royal Decree of 16/02/2017 - Belgian Official Gazette of 09/03/2017)

For the current amounts of the GRLP allowance included in the **Guaranteed Daily Remuneration**: see 2.1. Wage scale (gross)

3. Reimbursement of travel, board and lodging expenses

No reimbursement of travel, board and lodging expenses for workers travelling to and from their usual place of work in Belgium, or when they are temporarily sent by their employer from this usual place of work to another place of work, , applies for the time being, following a CLA for which a request has been made to make it compulsory in the sector to which your company belongs.

4. Working time

4.1. Weekly time

38 hours.

CLA of 16/12/2002 (66203) (Royal Decree of 29/01/2004 - Belgian Official Gazette of 15/03/2004)
This CLA enters into force on January 1st, 2003, and is concluded for an indefinite period of time.

CLA of 17/12/2015 (132280) (Royal Decree of 16/02/2017 - Belgian Official Gazette of 09/03/2017)

Definitions

Art. 2. For the application of this CLA :

2. the "daily service time" is the period between two daily rest periods, between a daily rest period and a weekly rest period or between a weekly rest period and a daily rest period, even if it extends over two calendar days. A minimum rest period must always be taken between two driving periods, as laid down in EU Regulation nr. 561/2006;

3. the driving time is the period during which the driver drives the coach;

5. the working time is the time determined by the Royal Decree of August 10th, 2005, on the working time of mobile workers employed in collective road passenger transport companies carrying out occasional services or regular international services;

6. the calendar day is the period between 0 h and 24 h;

7. the six-month period is the period between January 1st and June 30th inclusive or between July 1st and December 31st inclusive

Common wage provisions

Art. 12. The total length of service is set at 1 564,5 h per six-month period.

Art. 19. In coach companies which also operate special regular services, workers who are not assigned exclusively to coach services are subject to the rules applicable to the sector to which they have devoted the greatest number of working hours per day.

However, this provision does not apply to occasional assignments. Nevertheless, the hours worked during the same week are aggregated for the purpose of calculating any overtime, regardless of the kind of service performed during these hours.

Entry into force

Art. 22. This CLA enters into force on January 1st, 2016, and is concluded for an indefinite period of time.

4.2. Public holidays

10 legal public holidays (art. 1 RD of 18/04/1974) :

- New Year's Day (1/1)
- Easter Monday
- Labour Day (1/5)
- Ascension Day

- Whit Monday
- National Holiday (21/7)
- Assumption Day (15/8)
- All Saints Day (1/11)
- Armistice Day (11/11)
- Christmas Day (25/12).

More information on the site of the FPS ELSD:

https://emploi.belgique.be/fr/themes/international/detachement/conditions-de-travail-respecter-en-cas-de-detachement-en-3

20 legal holidays (in the five-day system) :

The legal holidays to which the worker is entitled shall be calculated annually in function of the sum of the number of worked days and equivalent days in the holiday service year.

More information on the site of the FPS ELSD:

https://emploi.belgique.be/fr/themes/international/detachement/conditions-de-travail-respecter-en-cas-de-detachement-en-4