# Joint Committee for security and/or surveillance services (JC 317)

In this information sheet, wages and other working conditions are mentioned as they have been fixed by a collective labour agreement (CLA) in the joint committee and must therefore be paid, as a minimum, to 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 if and when the CLA has been declared binding (date of publication) by consulting the CLA in the Belgian Official Gazette or by checking the relevant information on the FPS Employment's website - under Recherche CCT(Search CLA).

With these salary data, this document meets the information requirements in accordance with Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 laying down specific rules with respect to Directive 96/71/EC and Directive 2014/67/EU for posting drivers in the road transport sector and amending Directive 2006/22/EC as regards enforcement requirements and Regulation (EU) No 1024/2012.

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 general information on posting in the Posting section of our website

# Table des matières

**1. Scope of application ..... 3**
**1.1. Creation and modifications ..... 3**
**2. Remuneration ..... 3**
**2.1. Salary scale (gross) ..... 3**
2.1.1. Manual workers' scales ..... 3
2.1.2. Job classification ..... 4
**2.2. Bonuses/compensations ..... 6**
2.2.1. Weekend work - carrier of valuables ..... 6
2.2.2. Saturday work bonus ..... 7
2.2.3. Sunday work bonus ..... 8
2.2.4. Public holiday work bonus ..... 8
2.2.5. Shift bonus and night work bonus ..... 8
2.2.6. Bonus for transport of valuables ..... 9
2.2.7. General Labour Protection Rules (GLPR) bonus ..... 10
2.2.8. Extra pay ..... 10
2.2.9. Standby bonus for a post-alarm intervention ..... 11
2.2.10. End-of-year bonus ..... 11
**3. Reimbursement of travel, board and lodging expenses ..... 11**
**3.1. Transport expenses ..... 12**
3.1.1. Use of public transport ..... 12
3.1.2. Final provisions ..... 12
3.1.3. Use of one's own car ..... 12
3.1.4. Travel by bicycle ..... 13
3.1.5. Generalities ..... 13
3.1.6. Final provisions ..... 13
3.1.7. Annex: Amounts applicable from 1 February 2026 onward ..... 13
**4. Working time ..... 14**
**4.1. Weekly working time ..... 14**
**4.2. Public holidays ..... 14**
**4.3. Statutory leave ..... 15**
**4.4. Extra-legal holidays ..... 15**

# 1. Scope of application

## 1.1. Creation and modifications

**(0) RD 07.11.1983 B.O.G 24.11.1983**
**(1) RD 03.07.1990 B.O.G 12.07.1990**
**(2) RD 19.05.1994. B.O.G 07.06.1994**
**(3) RD 23.09.2005 B.O.G 18.10.2005**

*Article 1.* Competent for employers and workers of companies and departments of companies that provide as their main or secondary activity any active or passive security and/or surveillance services for third parties. It is also competent for related activities carried out by those companies and departments of companies.

"Security and/or surveillance services" means: permanent, temporary or occasional security and/or surveillance work, such as preventive or active work, on site or remote, with or without technical resources, related to people, real or movable property, locations or events.

The following, among others, are considered security or surveillance activities:

- activities covered by the regulations on security companies;
- monitoring, preventive and/or remote surveillance of people, properties and/or facilities, with or without using technological resources.

The Joint Committee for security and/or surveillance services is also competent for companies that transport and/or process and/or escort valuables or equivalent documents and for companies that provide security and/or surveillance services for the Belgian army or for foreign troops stationed on or passing through Belgian territory in accordance with a law.

# 2. Remuneration

## 2.1. Salary scale (gross)

This sheet only includes indexations for pay groups SB (static agent) and TFA-TR (cash transporter/ATM agent).
**2% indexation on 01/02/2026.**
**System:** 37 hours / week

| Class | Category | Description | During 3 months or 100 days | Hourly wage after 3 months |
|---|---|---|---|---|
| S | SB | Static agent (basic category) | 17,7527 | 18,6870 |
| TFA | **TR** | **Cash transporter / ATM agent** | 21,2269 | 22,3441 |

### 2.1.1. Manual workers' scales

**CLA of 19/03/25 (193060) (R.D 29/08/2025 – B.O.G 18/09/2025)**
**This collective labour agreement enters into force on 1 January 2025 and is concluded for an indefinite period of time. star**
Art. 2. § 2. A starting wage applies to newly recruited workers in the sector. This starting wage is set at 95% of the wage for the category of the position performed and can be paid for a maximum of 3

months or 100 NSSO days per 12 months (consecutive or not). The starting wage does not apply to military bases.

§ 3. Minimum hourly wages and wages effectively paid are due for all hours worked.

## 2.1.2. Job classification

**CLA of 12 December 2013 (119470. 969) (R.D 31/08/2014 - B.O.G 28/11/2014)**
**CLA of 20 April 2023 (179617. 969) (R.D 30/08/2023 - B.O.G 12/09/2023)**

Art. 5. of CLA no. 119470 is expanded by CLA no. 179617.

### 2.1.2.1. Manual workers' classification

Art. 2. § 1. Manual workers employed in companies that provide security services for third parties are divided into 8 categories:

S = static agent;

M = mobile agent;

**TFA = cash transporter**

BI = brigadier/instructor

MBB = brigadier - military bases;

TM = ammunition transporter;

8A = escort for exceptional transport;

G = agent - professional.

§ 4. The **TFA** category is further divided into 2 categories:

TR = cash transporter

PRVA = vault/processing collaborator.

- Art. 5. TFA (cash transport) security agents are divided into two categories
- **TFA-TR security agent**: responsible for the following tasks: transport and/or escorting and/or removal and/or delivery of cash, valuables and/or valuable items for third parties, and/or assisting with such transport in the form of escort or patrol duties.

TFA-PRVA security agents

**TFA-TR security agents** are tasked with:

- surveillance and/or protection, in whole or in part on public roads, during the transport of goods;
- the transport, in whole or in part on public roads, of money or goods other than money that, due to their valuable or specific nature, are subject to threats;
- replenishment of ATM machines, surveillance during unsupervised activities on ATM machines if banknotes or cash cassettes are accessible.

The activity referred to in (c) may only be carried out by TFA-TR security agents as it includes: and:

- All operations related to replenishing and emptying ATM machines, such as:
    - disarming ATM machines, giving access to cash cassettes or banknotes, and arming the machine;
    - removing or inserting cash cassettes from or into the machine;
    - all procedural operations involved in transferring banknotes from vaults to ATMs and vice versa, such as counting banknotes, packaging banknotes in *keepsafes*, replenishing and emptying cash cassettes, filling, emptying, arming and disarming vaults, as well as recording the operations carried out;

- All operations specified in (a) related to work on ATM machines;
- Surveillance during work on ATM machines by a third party; this surveillance covers both the area accessible to the public and the area not accessible to the public at the location of the ATM machine;
- Unsupervised work on ATM machines when it is possible to access the cash cassettes or the banknotes in the machine.

The following tasks can also be performed by TFA-TR security agents: minor work on ATM machines, without access to banknotes or cash cassettes.

Art. 11. - General provisions

- the category or main task does not prevent one from completing other tasks;
- within categories S and M, the nature of the service determines the category and the specific scale linked to that category;
- within the S category, the SB category is the basic category;
- within the S category, the number of different services, and therefore the number of categories, is limited to a maximum of three per customer;
- if, due to circumstances, an agent/employed worker (with the exception of agents/employed workers in category S) changes categories, and when this 'reclassification' implies a lower salary scale, the employer must give notice of this in accordance with the conventional notice period, unless formerly specified otherwise in contractual provisions at company level;
- The signatory parties wish to clarify that the specific situation of working with X-rays is organised and considered as teamwork. Screening services using X-ray equipment and profiling services provided to a single customer remain unique and indivisible;
- the concept of 'active knowledge' of a language: any knowledge that exceeds the .
- In the event of contestation, the industry standard shall prevail, regardless of the provisions of the specification document.
- the implementation of the job classification must not have any impact on the existing work organisation;
- if, due to circumstances, an agent/employed worker (with the exception of agents/employed workers in category S) changes categories, and when this 'reclassification' implies a lower salary scale, the employer must give notice of this in accordance with the conventional notice period, unless formerly specified otherwise in contractual provisions at company level;

### 2.1.2.2. Generalities

Art. 16. § 1. If some of the provisions from this collective labour agreement are already being applied to workers, in whole or in part, by certain employers, it is agreed between the signatory parties that the latter shall only grant the difference between what they already granted and what is provided for in this agreement. Any higher benefits already granted are retained.

§ 2. All provisions of existing agreements that are not amended by this agreement shall remain in force, in particular the provisions concerning the transport of valuables.

§ 3. All more advantageous agreements, provided that they do not conflict with the general provisions of the collective labour agreements concluded in the Joint Committee for security and surveillance services, are retained.

All more advantageous agreements, provided they do not conflict with the general provisions of the collective labour agreements concluded in the Joint Committee for security and/or surveillance services, are retained

#### 2.1.2.3. Final provisions

Art. 17. § 2. This collective labour agreement enters into force on 1 January 2014 and is concluded for an indefinite period of time.

## 2.2. Bonuses/compensations

### 2.2.1. Weekend work - carrier of valuables

**CLA of 5 December 2019 (157037) (R.D. 01/07/2020 – B.O.G. 05/08/2020)**

Art. 2. Description

"Weekend work" means: to work on Saturday, Sunday or a public holiday.

Art. 3. Provisions relating to weekend work

§ 1. Weekend work is done on a voluntary basis. If the number of volunteers is not sufficient, a solution must be found locally (by department/depot) in consultation with the trade union delegation.

§ 2. Workers over the age of 55 are exempt from weekend work under Collective Labour Agreement no. 104 of the National Labour Council.

§ 3. By 30 September of each year at the latest, workers shall indicate the weekends on which they wish to work the following year.

§ 4. Weekend work may not entail negative hours. If scheduled hours during the weekend are not performed due to a cancellation, it cannot be imposed that these hours be made up.

§ 5. If weekend work is scheduled, a day of rest must always be provided in the week before.

§ 6. A working period shall not exceed 6 successive days.

§ 7. Weekend work is a minimum of 3 hours/day.

Art. 4. Remuneration of weekend work

§ 1. For driving staff:

1. Saturday work shall be remunerated as follows:

- each hour worked (with a minimum of 3 hours) is remunerated at 100% of the effective hourly wage;
- every hour worked entitles the worker to a bonus of 50% of the effective hourly wage;
- the reimbursement of the social subscription, in accordance with the provisions applicable in the sector;
- if the Saturday in question is the 6th working day, travel expenses will be reimbursed at 0.25 EUR per km. From 1 January 2020 onward this amount will be 0.30 EUR per kilometre.

2. Sunday work or work on a public holiday shall be remunerated as follows:

- each hour worked (with a minimum of 3 hours) is remunerated at 100% of the effective hourly wage;
- every hour worked entitles the worker to a bonus of 100% of the effective hourly wage;
- the reimbursement of the social subscription, in accordance with the provisions applicable in the sector;

- if the Sunday/the public holiday in question is the 6th working day, travel expenses will be reimbursed at 0.25 EUR per km. From 1 January 2020 onward this amount will be 0.30 EUR per kilometre.

§ 4. In accordance with the provisions of the collective labour agreement of 15 March 2012 on the duration and humanisation of work, for the purpose of calculating extra pay, the average hourly wage is obtained by dividing the wage (including bonuses) of the 3 calendar months preceding the month in which extra pay is due by the number of hours worked.

The following is taken into account for remuneration: the normal working hours, the non-productive hours, training, the internal trade union hours, the external trade union hours, the compensatory hours, the various bonuses (Saturday, Sunday, public holidays, night, weapon, dog,...) that are subject to the NSSO.

"Number of hours worked" means: normal hours, non-productive hours, training, internal trade union hours and external trade union hours.

Art. 5. Compensatory days during the week

§ 1. If an employer plans a day of rest for a worker during the week with the intention of making them work during the weekend, this day of rest is considered as a "day off" and does not count towards the calculation of the number of working days.

§ 2. If a worker themself has scheduled a compensatory day during the week, that day of rest shall be considered a working day and shall be taken into account for the calculation of the number of working days and the application of the compensation of 0,25 EUR per kilometre if the weekend service is the 6th day of work.

Art. 6. Market control

The transition of existing week work to weekend work will be communicated and discussed at the works council and the local trade union consultative bodies.

New weekend work will be communicated and discussed at the works council and the local trade union consultative bodies.

Art. 7. This collective labour agreement enters into force on 1 January 2020.

## 2.2.2. Saturday work bonus

**CLA of 22/04/2026 (199929) (It has been requested that the CLA be declared binding.)**

### 2.2.2.1. Bonuses

Art. 5. A Saturday work bonus (from 12 a.m. to 12 a.m.) is granted to all categories, for all hours of attendance.

For carriers of valuables, vault workers and transporters of valuables who are tasked with opening/closing the bases and paid according to scales, the Saturday work bonus amounts to 50% of the effective hourly wage, as laid down in the collective labour agreement of 5 December 2019 on weekend work in transport of valuables.

### 2.2.2.2. Generalities

Art. 25. Any higher benefits already granted are retained.

### 2.2.2.3. Final provisions

Art. 26 § 2. This collective labour agreement enters into force on 1 March 2025 and is concluded for an indefinite period of time.

## 2.2.3. Sunday work bonus

**CLA of 22/04/2026 (199929) (It has been requested that the CLA be declared binding.)**

### 2.2.3.1. Bonuses

Art. 6. A Sunday work bonus (from 12 a.m. to 12 a.m.) is granted for all hours of attendance.

For carriers of valuables, vault workers and transporters of valuables who are tasked with opening/closing the bases and paid according to scales, the Sunday work bonus amounts to 50% of the effective hourly wage, as laid down in the collective labour agreement of 5 December 2019 on weekend work in transport of valuables.

### 2.2.3.2. Generalities

Art. 25. Any higher benefits already granted are retained.

### 2.2.3.3. Final provisions

Art. 26 § 2. This collective labour agreement enters into force on 1 March 2025 and is concluded for an indefinite period of time.

## 2.2.4. Public holiday work bonus

**CLA of 22/04/2026 (199929) (It has been requested that the CLA be declared binding.)**

Art. 7. A bonus for working during the 11 public holidays (from 12 a.m. to 12 a.m.) is granted for all hours of attendance to all categories of manual workers.

In addition to public holidays, community holidays are also considered public holidays, in particular:

- 11 July: Flemish Community;
- 27 September: French Community;
- 15 November: German-speaking Community.

Each worker is entitled to one community holiday.

This bonus amounts to 30% of the actual hourly wage paid (excluding bonuses).

This bonus doubles from the 7th public holiday worked.

### 2.2.4.1. Generalities

Art. 25. Any higher benefits already granted are retained.

### 2.2.4.2. Final provisions

Art. 26 § 2. This collective labour agreement enters into force on 1 March 2025 and is concluded for an indefinite period of time.

## 2.2.5. Shift bonus and night work bonus

**CLA of 22/04/2026 (199929) (It has been requested that the CLA be declared binding.)**

Shift bonus: 2% (calculated on gross hourly wage, excluding bonuses)

Night work bonus 8 p.m. – 10 p.m.: 12% (calculated on gross hourly wage, excluding bonuses)

Night work bonus 10 p.m. – 6 a.m.: 22,5% (calculated on SB wages)

### 2.2.5.1. Night work bonus

Art. 8. A night work bonus is granted for all hours of attendance between 8 p.m. and 6 a.m. to all categories of workers.

This night work bonus is granted for each hour effectively worked during the night, as described below, and amounts to:

- 12% of the worker's actual hourly wage paid (excluding bonuses) for all hours effectively worked between 8 p.m. and 10 p.m.;
- 22,5% of the SB wage for all hours effectively worked between 10 p.m. and 6 a.m.

#### 2.2.5.2. Shift bonus

Art. 9. Workers receive a shift bonus when they work in shifts, which is defined as follows:

- work carried out in at least two shifts, including at least two workers doing the same work, both in terms of object and scope, as long as they succeed each other during the day, without interruption between the different shifts and without the overlap being more than a quarter of their daily tasks and where all workers working in shifts receive a shift bonus;
- a break of 15 minutes or less between consecutive shifts is not taken into account.

This shift bonus is granted for each shift effectively worked, as defined above, and amounts to 2%.

The shift bonus is calculated on the basis of the gross hourly wage (excluding bonuses) of the worker concerned.

#### 2.2.5.3. Cumulation

Art. 10. § 2. The night work bonus includes the shift bonus, so that both are not combinable. This means that workers are not entitled to a shift bonus for the hours of night work (for which they already receive a night work bonus).

The shift bonus and the night work bonus (which includes the shift bonus) can be combined with the bonuses for working on Saturdays, Sundays and public holidays.

This means that:

- a worker who carries out shift work on a Saturday (2.2.2.), a Sunday (2.2.3.) and/or a public holiday (2.2.4.) is entitled to a shift bonus in addition to the bonus for working on Saturdays, Sundays and/or public holidays;
- a worker who carries out night work on a Saturday, a Sunday and/or a public holiday is entitled to a night work bonus in addition to the bonus for working on Saturdays, Sundays and/or public holidays, but not to an additional shift work bonus (since the night work bonus includes the shift bonus).

#### 2.2.5.4. Generalities

Art. 25. Any higher benefits already granted are retained.

#### 2.2.5.5. Final provisions

Art. 26 § 2. This collective labour agreement enters into force on 1 March 2025 and is concluded for an indefinite period of time.

### 2.2.6. Bonus for transport of valuables

**CLA of 22/04/2026 (199929) (It has been requested that the CLA be declared binding.)**

.

Bonus for transport of valuables: €0.1345 per hour (Last indexation: 01/02/2026)

Art. 14. A bonus per hour effectively worked shall be granted to all carriers of valuables. It is indexed like wages. From 1 March 2025 onward, the bonus amounts to 0.1319 EUR.

#### 2.2.6.1. Generalities

Art. 25. Any higher benefits already granted are retained.

#### 2.2.6.2. Final provisions

Art. 26 § 2. This collective labour agreement enters into force on 1 March 2025 and is concluded for an indefinite period of time.

### 2.2.7. General Labour Protection Rules (GLPR) bonus

**CLA of 15 March 2016 (133126) (R.D. 22/12/2016 - B.O.G. 10/02/2017)**

Art. 2. The GLPR bonus is granted as a reimbursement for expenses incurred by the staff outside the security company's head office, as stated in the work rules, but which are specific to the company. The GLPR bonus should be considered as a reimbursement of "costs proper to the employer".

Art. 3. The compensation referred to in Article 2 has its origin in the GLPR provisions applicable to sedentary workers (Title II, Chapter II, Section II of the General Labour Protection Rules).

In any case, the mobile nature of the transport of valuables makes it impossible for the security company to provide certain sanitary facilities (e.g. washrooms, refectories, toilets, drinks, etc.). It is therefore necessary to resort to existing private accommodation.

Art. 4. An GLPR compensation of 0.3000 EUR net is granted to workers per hour worked.

Art. 5. Calculation method:

Each hour effectively worked entitles one to the compensation mentioned in Article 4.

This compensation is paid monthly based on the following calculation method: number of hours worked in the month concerned multiplied by 0.3000 EUR.

Art. 6. § 1. This collective labour agreement enters into force on 1 January 2016. It is concluded for an indefinite period of time.

### 2.2.8. Extra pay

**CLA of 15 March 2012 (109432) (R.D. 23/04/2013 - B.O.G. 25/06/2013)**

Manual workers Section 3. transport of valuables

Art. 11. § 2. Are considered overtime and paid as such: all hours above 9 hours of effective work per day or above 42 hours per week.

#### 2.2.8.1. Generalities

Art. 27. The extra pay referred to in the articles above is calculated on the basis of an average hourly wage obtained by dividing the wage (including bonuses) of the 3 calendar months preceding the month in which the remuneration is to be paid by the number of hours worked.

The following shall be taken into account for the remuneration: the normal working hours, the non-productive hours, training, the internal trade union hours, the external trade union hours, the compensatory hours, the various bonuses that are subject to the NSSO.

"Number of hours worked" means: normal hours, non-productive hours, training, internal trade union hours and external trade union hours.

Art. 28. § 1. If some of the benefits included in this collective labour agreement are already applied in whole or in part to workers by certain employers, it is agreed between the signatory parties that these employers will only have to pay any difference between what was already granted and what is stipulated in the present agreement.

Any higher benefits already granted are retained.

§ 2. All provisions of the existing agreements that are not amended by this convention will continue to apply, more specifically the provisions on transport of valuables.

§ 3. All more advantageous agreements, provided they do not conflict with the general provisions of the collective labour agreements concluded in the Joint Committee for security and/or surveillance services, are retained.

#### 2.2.8.2. Final provisions

Art. 29. § 2. This collective labour agreement shall take effect on 1 January 2012 and is concluded for an indefinite period of time.

### 2.2.9. Standby bonus for a post-alarm intervention

**CLA of 22/04/2026 (199929) (It has been requested that the CLA be declared binding.)**

Standby bonus (Last indexation: 01/02/2026)

Per 24 hours: €7.67

Per calendar week: €53.69

Minimum guaranteed for on-call duty of less than 12 hours: €3.84

Art. 11. A bonus is granted to workers who are on standby. This bonus is indexed in the same way as the wage. From 1 March 2025 onward, this bonus amounts to 7.52 EUR per 24 hours or 52.64 EUR per calendar week. A minimum of EUR 3.76 is guaranteed for being on standby during less than 12 hours. Being on standby means that the manual worker has to answer calls to immediately carry out post-alarm interventions, even though this had not been scheduled.

Every month, the list of staff on standby is communicated to the union delegation, staff on this list automatically receive the standby bonus.

### 2.2.10. End-of-year bonus

**CLA of 22/04/2026 (199929) (It has been requested that the CLA be declared binding.)**

An end-of-year bonus equivalent to a full 13$^{th}$ month's salary is paid to employees during the month of December each year, before the end-of-year holidays. This bonus is calculated on a pro rata basis according to the number of months actually worked in the current year, as well as any assimilated days as provided for by the Royal Decree of 30 March 1967 laying down the general rules for the implementation of the laws relating to annual leave for employed workers. Half-months are included in the calculation on a pro rata basis.

Except in cases of serious cause, an employee who leaves the company during the year, whether voluntarily or as a result of dismissal by the employer, is also entitled to a bonus calculated on a pro rata basis according to the number of months worked during the current year; half-months are included in the calculation on a pro rata basis.

#### 2.2.10.1. Generalities

Art. 25. Any higher benefits already granted are retained.

#### 2.2.10.2. Final provisions

Art.26. § 2. This collective labour agreement enters into force on 1 March 2025 and is concluded for an indefinite period of time.

# 3. Reimbursement of travel, board and lodging expenses

From 30 July 2020 onwards the compensations must be paid to workers who are exclusively posted under the conditions laid down in article 5, 1st paragraph, subsection 2 of the Belgian Act of 5 March 2002 concerning the working, remuneration and employment conditions in case of posting of workers

in Belgium and the monitoring thereof. In other words, posted workers must only be paid when they need to travel to and from their regular workplace in Belgium or when their employer temporarily sends them from that regular workplace to another workplace.

However, this cannot be applicable to journeys made between the land of origin and the workplace in Belgium.

## 3.1. Transport expenses

**CLA of 22/04/2026 (199618) (It has been requested that the CLA be declared binding.)**

### 3.1.1. Use of public transport

Art. 2. Workers are entitled to a full reimbursement, at the expense of their employer, of the cost of a train card and/or specific season passes for public transport between their home and their workplace, regardless of the number of kilometres.

### 3.1.2. Final provisions

Art. 15. § 2. This collective labour agreement enters into force on 1 February 2025 and is concluded for an indefinite period of time.

### 3.1.3. Use of one's own car

Art. 3. Workers who use their own means of transport (other than public transport) for home-work journeys are entitled to the following:

- When the beginning or ending is not scheduled after 10 p.m. and before 6 a.m.:
    - 1/5 of the value of the weekly train card at 120% for the single journey: ≤ 60 km, and a compensation of 0,31 EUR per kilometre for the single journey ≥ 61 km;
- in case of work that is scheduled to end or begin after 10 p.m. and before 6 a.m.:
    - 1/5 of the value of the weekly train card at 150% for the single journey: ≤ 60 km, and a compensation of 0,31 EUR per kilometre for the single journey ≥ 61 km.

Art. 4. § 1. The NMBS/SNCB has cancelled the weekly train card. The amounts applicable can be found in the annexes to this document and shall be indexed on 1 February every year by the percentage of the average increase applied by the NMBS/SNCB on its fees for season passes and home-work journeys.

§ 2. The amount of 0,30 EUR as stipulated in article 3, §1 shall be modified on 1 February every two years and shall be modified for the first time on 1 February 2026. This modification is calculated based on the percentage of the average increase that the NMBS/SNCB applies to its fees for season passes and home-work journeys for the year in question.

The amounts as laid down in §1 and §2 are defined annually in a collective labour agreement.

Art. 5. For interrupted work, 1/5 of the value of the weekly train card is reimbursed per performance (at 120%, if one uses one's own means of transport, other than public transport, for home-work journeys) and on the basis of the number of kilometres travelled for the single journey.

Art. 6. A compensation of 0,25 EUR per kilometre travelled (round trip) between the home and the workplace using a private vehicle is paid to workers who work in the harbour area of Antwerp and who cannot use public transport and/or transport organised by the company or the client.

Art. 7. § 1. In case of an urgent call and/or a special assignment on request of the employer and requiring using one's own car, a compensation is paid to the worker according to the kilometre allowance provided to federal civil servants in application of article 74 of the Royal Decree of 13 July 2017 per kilometre round trip (State rate mentioned below).

An “urgent call" means: a call that is not part of the schedule and that takes place within the next 12 hours.

§ 2. Moreover, the worker will receive (in absence of a private insurance for their own expenses) either coverage by an insurance taken out by the company, or a reimbursement by the employer of the expenses up to the amount that would have been reimbursed by the private insurance.

§ 3. In case of a call, a fixed fee for travel expenses of 6,82 EUR is paid per call to the manual workers on military bases. In this case, the compensation for travel expenses as laid down in the collective labour agreement on off-schedule calls and scheduling rules does not apply.

Art. 8. § 1. In case of successive assignments (travel between two worksites), a compensation is paid at State rate for the use of a private vehicle.

Art. 12. The kilometre allowance fees as laid down in articles 7 and 8 of this collective labour agreement are modified quarterly based on the State rate.

### 3.1.4. Travel by bicycle

Art. 13. § 1. Workers who travel by bicycle are entitled to a compensation paid by the employer.

Since 1 January 2025 this compensation amounts to 0,36 EUR per kilometre.

This compensation is automatically adapted to the fiscal ceiling, which is fixed by the government.

§ 2. 'Bicycle" means: a bicycle, a motorised bicycle or a speed pedelec, as described by the FPS Finance.

### 3.1.5. Generalities

Art. 13. § 1. All more advantageous agreements are retained.

§ 2. All provisions of the existing agreements that are not amended by this agreement will continue to apply, more specifically the provisions on transport of valuables.

### 3.1.6. Final provisions

Art. 15. § 2. This collective labour agreement enters into force on 1 February 2025 and is concluded for an indefinite period of time.

### 3.1.7. Annex: Amounts applicable from 1 February 2026 onward

| KM | 1/5 fictional weekly train card - compensation at 120% (work between 6 a.m. and 10 p.m.) | 1/5 fictional weekly train card - compensation at 150% (work between 10 p.m. and 6 a.m.) | KM | 1/5 fictional weekly train card - compensation at 120% (work between 6 a.m. and 10 p.m.) | 11/5 fictional weekly train card - compensation at 150% (work between 10 p.m. and 6 a.m.) |
|---|---|---|---|---|---|
| 1 | 3,43 | 4,29 | 26 | 9,44 | 11,81 |
| **2** | 3,43 | 4,29 | 27 | 9,61 | 12,01 |
| **3** | 3,43 | 4,29 | 28 | 9,96 | 12,45 |
| **4** | 3,74 | 4,67 | 29 | 10,13 | 12,66 |
| **5** | 4,02 | 5,03 | 30 | 10,48 | 13,10 |
| **6** | 4,29 | 5,37 | 31–33 | 10,81 | 13,52 |
| **7** | 4,53 | 5,67 | 34–36 | 11,49 | 14,37 |
| **8** | 4,81 | 6,02 | 37–39 | 12,19 | 15,24 |
| **9** | 5,05 | 6,31 | 40–42 | 12,70 | 15,88 |
| **10** | 5,32 | 6,65 | 43–45 | 13,39 | 16,74 |
| **11** | 5,57 | 6,96 | 46–48 | 14,08 | 17,60 |
| **12** | 5,84 | 7,30 | 49–51 | 14,76 | 18,45 |

| KM | 1/5 fictional weekly train card - compensation at 120% (work between 6 a.m. and 10 p.m.) | 1/5 fictional weekly train card - compensation at 150% (work between 10 p.m. and 6 a.m.) | KM | 1/5 fictional weekly train card - compensation at 120% (work between 6 a.m. and 10 p.m.) | 11/5 fictional weekly train card - compensation at 150% (work between 10 p.m. and 6 a.m.) |
|---|---|---|---|---|---|
| **13** | 6,08 | 7,60 | 52–54 | 15,11 | 18,89 |
| **14** | 6,35 | 7,93 | 55–57 | 15,62 | 19,53 |
| **15** | 6,60 | 8,24 | 58–60 | 15,96 | 19,96 |
| **16** | 6,87 | 8,59 | km > 60 | + 0,31 / km | + 0,31 /km |
| **17** | 7,11 | 8,89 | 61 | 16,27 | 20,27 |
| **18** | 7,38 | 9,23 | 62 | 16,58 | 20,58 |
| **19** | 7,62 | 9,52 | 63 | 16,89 | 20,89 |
| **20** | 7,89 | 9,87 | 64 | 17,20 | 21,20 |
| **21** | 8,14 | 10,17 | 65 | 17,51 | 21,51 |
| **22** | 8,41 | 10,52 | 66 | 17,82 | 21,82 |
| **23** | 8,59 | 10,73 | 67 | 18,13 | 22,13 |
| **24** | 8,93 | 11,16 | 68 | 18,44 | 22,44 |
| **25** | 9,10 | 11,38 | ... | ... | ... |

# 4. Working time

## 4.1. Weekly working time

37 hours per week.

**CLA of 12 December 2013 (119473) (R.D. 08/01/2015 – B.O.G. 06/02/2015)**
This collective labour agreement enters into force on 1 January 2014 and is concluded for an indefinite period of time.
**CLA of 19/03/25 (193060) (R.D 29/08/2025 – B.O.G 18/09/2025)**
This collective labour agreement enters into force on 1 March 2025 and is concluded for an indefinite period of time.

## 4.2. Public holidays

10 public holidays (art.1 R.D. 18/04/1974):

- New Year's Day (1/1)
- Easter Monday
- Labour Day (1/5)
- Ascension
- Whit Monday
- National Holiday (21/7)
- Assumption (15/8)
- All Saints' Day (1/11)
- Armistice Day (11/11)

- Christmas (25/12)

More information can be found on the FPS Employment website:

https://employment.belgium.be/en/themes/international/posting/working-conditions-be-respected-case-posting-belgium/public-holidays

## 4.3. Statutory leave

20 days of statutory leave (in five-day system):

The statutory leave that the worker is entitled to shall be calculated annually based on the sum of the number of days worked and equivalent days during the holiday service year.

More information can be found on the FPS Employment website:

https://employment.belgium.be/en/themes/international/posting/working-conditions-be-respected-case-posting-belgium/minimum-paid

## 4.4. Extra-legal holidays

**CLA of 19/03/25 (193060) (R.D 29/08/2025 – B.O.G 18/09/2025)**

Art. 7. Community holidays are considered as public holidays, more specifically:

- 11 July: The Flemish Community;
- 27 September: The French Community;
- 15 November: The German-speaking Community.

Each worker is entitled to one community holiday.

Art. 26. §2. This collective labour agreement enters into force on 1 March 2025 and is concluded for an indefinite period of time.