
PARITAIR COMITÉ 331
KINDEROPVANG - trap 2A
LOONBAREMA'S geldig vanaf 1 april 2020

Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 april 2020** tot en met de maand volgende op deze waarin de spilindex van 109.34 punten wordt overschreden.

Barema's kinderopvang – organisatoren gesubsidieerd in toepassing van art. 8 van het decreet van 20/04/2012 en in toepassing van art. 17 of 18 van het subsidiebesluit van 22/11/2013 – trap 2A of subsidies voor inkomenstarief (voormalige erkende/gesubsidieerde kinderopvang)

Volgende collectieve arbeidsovereenkomsten zijn van toepassing:

- CAO van 28/02/2001 betreffende de loonvoorwaarden in uitvoering van het Vlaams Intersectoraal Akkoord
- CAO van 03/12/2012 inzake de toekenning van een eindejaarstoelage.

Legende tabellen loonbarema's

Anc	anciënniteit
BMW	bruto maandwedde
Haard	haardtoelage, toegekend aan 1. gehuwde of wettelijk samenwonende werknemers, behalve wanneer de toelage aan hun echtgenoot of partner wordt toegekend 2. alleenstaande personeelsleden van wie één of meer kinderen deel uitmaken van het gezin die recht geven op kinderbijslag
Stand	standplaatstoelage, toegekend aan werknemers die geen recht hebben op een haardtoelage
BJW	bruto jaarwedde
RSZ	RSZ-werkgeversbijdrage op bruto jaarwedde: 34,45 % - <i>benaderend en gemiddeld percentage</i>
Vak	vakantiegeld : 92 % van de bruto maandwedde



ET	eindejaarstoelage 2020 = bruto maandwedge van oktober, inclusief haard- of standplaatstoelage
ET haard	eindejaarstoelage met haardtoelage
ET stand	eindejaarstoelage met standplaatsvergoeding
ET h RSZ	RSZ-werkgeversbijdrage op eindejaarstoelage <i>(met haardtoelage)</i>
KOST	benaderende loonkost op jaarbasis <i>(brutoloon + RSZ, haardtoelage + RSZ, vakantiegeld, eindejaarstoelage met haardtoelage + RSZ)</i>
Uurloon	uurloon bij 38-uren-week



Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

van toepassing vanaf 01/04/2020

tot overschrijding spilindex 109.34

1.

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2.

L4 Logistiek personeel klasse 4											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	1.710,42	104,45	52,22	20.525,05	7.070,88	1.573,59	1.814,87	1.762,65	625,22	33.294,82	10,3872
1	1.733,05	104,45	52,22	20.796,57	7.164,42	1.594,40	1.837,50	1.785,27	633,02	33.711,12	10,5246
2	1.755,64	104,45	52,22	21.067,63	7.257,80	1.615,19	1.860,09	1.807,86	640,80	34.126,71	10,6618
3	1.778,26	104,45	52,22	21.339,16	7.351,34	1.636,00	1.882,71	1.830,49	648,59	34.543,02	10,7992
4	1.804,86	104,45	52,22	21.658,29	7.461,28	1.660,47	1.909,31	1.857,08	657,76	35.032,32	10,9607
5	1.824,49	104,45	52,22	21.893,87	7.542,44	1.678,53	1.928,94	1.876,71	664,52	35.393,50	11,0799
6	1.895,51	104,45	52,22	22.746,13	7.836,04	1.743,87	1.999,96	1.947,74	688,99	36.700,20	11,5112
7	1.908,66	104,45	52,22	22.903,97	7.890,42	1.755,97	2.013,12	1.960,89	693,52	36.942,20	11,5911
8	1.986,17	104,45	52,22	23.834,00	8.210,81	1.827,27	2.090,62	2.038,39	720,22	38.368,13	12,0617
9	1.992,84	104,45	52,22	23.914,08	8.238,40	1.833,41	2.097,29	2.045,06	722,52	38.490,91	12,1023
10	2.076,82	104,45	52,22	24.921,89	8.585,59	1.910,68	2.181,28	2.129,05	751,45	40.036,10	12,6123
11	2.077,06	104,45	52,22	24.924,69	8.586,56	1.910,89	2.181,51	2.129,28	751,53	40.040,39	12,6137
12	2.167,48	104,45	52,22	26.009,77	8.960,37	1.994,08	2.271,93	2.219,71	782,68	41.704,03	13,1628
13	2.167,48	104,45	52,22	26.009,77	8.960,37	1.994,08	2.271,93	2.219,71	782,68	41.704,03	13,1628
14	2.258,14	104,45	52,22	27.097,66	9.335,14	2.077,49	2.362,59	2.310,36	813,91	43.372,00	13,7134
15	2.258,14	104,45	52,22	27.097,66	9.335,14	2.077,49	2.362,59	2.310,36	813,91	43.372,00	13,7134
16	2.348,79	52,22	26,11	28.185,53	9.709,92	2.160,89	2.401,02	2.374,91	827,15	44.127,10	14,2639
17	2.348,79	52,22	26,11	28.185,53	9.709,92	2.160,89	2.401,02	2.374,91	827,15	44.127,10	14,2639
18	2.439,45	52,22	26,11	29.273,41	10.084,69	2.244,29	2.491,68	2.465,56	858,38	45.795,04	14,8145
19	2.439,45	52,22	26,11	29.273,41	10.084,69	2.244,29	2.491,68	2.465,56	858,38	45.795,04	14,8145
20	2.530,11	52,22	26,11	30.361,30	10.459,47	2.327,70	2.582,33	2.556,22	889,61	47.463,01	15,3650
21	2.530,11	52,22	26,11	30.361,30	10.459,47	2.327,70	2.582,33	2.556,22	889,61	47.463,01	15,3650
22	2.620,76	23,72		31.449,17	10.834,24	2.411,10	2.644,49	2.620,76	911,03	48.632,74	15,9156
23	2.711,42			32.537,05	11.209,01	2.494,51	2.711,42	2.711,42	934,08	49.886,07	16,4661
24	2.802,07			33.624,90	11.583,78	2.577,91	2.802,07	2.802,07	965,31	51.553,97	17,0166
25	2.802,07			33.624,90	11.583,78	2.577,91	2.802,07	2.802,07	965,31	51.553,97	17,0166
26	2.802,07			33.624,90	11.583,78	2.577,91	2.802,07	2.802,07	965,31	51.553,97	17,0166
27	2.802,07			33.624,90	11.583,78	2.577,91	2.802,07	2.802,07	965,31	51.553,97	17,0166
L3 Logistiek personeel klasse 3											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	1.794,07	104,45	52,22	21.528,85	7.416,69	1.650,55	1.898,52	1.846,30	654,04	34.833,86	10,8952
1	1.867,67	104,45	52,22	22.412,06	7.720,95	1.718,26	1.972,12	1.919,90	679,40	36.187,99	11,3421
2	1.941,27	104,45	52,22	23.295,28	8.025,22	1.785,97	2.045,72	1.993,50	704,75	37.542,15	11,7891
3	2.014,88	104,45	52,22	24.178,52	8.329,50	1.853,69	2.119,33	2.067,10	730,11	38.896,35	12,2361
4	2.088,48	104,45	52,22	25.061,74	8.633,77	1.921,40	2.192,93	2.140,70	755,46	40.250,51	12,6831
5	2.088,48	104,45	52,22	25.061,74	8.633,77	1.921,40	2.192,93	2.140,70	755,46	40.250,51	12,6831
6	2.193,38	104,45	52,22	26.320,53	9.067,42	2.017,91	2.297,83	2.245,60	791,60	42.180,50	13,3201
7	2.193,38	104,45	52,22	26.320,53	9.067,42	2.017,91	2.297,83	2.245,60	791,60	42.180,50	13,3201
8	2.298,28	90,53	38,31	27.579,37	9.501,09	2.114,42	2.388,81	2.336,59	822,95	43.867,26	13,9572
9	2.298,28	90,53	38,31	27.579,37	9.501,09	2.114,42	2.388,81	2.336,59	822,95	43.867,26	13,9572
10	2.403,18	52,22	26,11	28.838,22	9.934,77	2.210,93	2.455,41	2.429,30	845,89	45.127,81	14,5942
11	2.403,18	52,22	26,11	28.838,22	9.934,77	2.210,93	2.455,41	2.429,30	845,89	45.127,81	14,5942
12	2.508,09	52,22	26,11	30.097,02	10.368,42	2.307,44	2.560,31	2.534,20	882,03	47.057,81	15,2313
13	2.508,09	52,22	26,11	30.097,02	10.368,42	2.307,44	2.560,31	2.534,20	882,03	47.057,81	15,2313
14	2.612,99	31,50	5,38	31.355,86	10.802,10	2.403,95	2.644,49	2.618,37	911,03	48.625,59	15,8684
15	2.612,99	31,50	5,38	31.355,86	10.802,10	2.403,95	2.644,49	2.618,37	911,03	48.625,59	15,8684
16	2.717,89			32.614,71	11.235,77	2.500,46	2.717,89	2.717,89	936,31	50.005,14	16,5054
17	2.717,89			32.614,71	11.235,77	2.500,46	2.717,89	2.717,89	936,31	50.005,14	16,5054
18	2.822,79			33.873,50	11.669,42	2.596,97	2.822,79	2.822,79	972,45	51.935,13	17,1425
19	2.822,79			33.873,50	11.669,42	2.596,97	2.822,79	2.822,79	972,45	51.935,13	17,1425
20	2.927,70			35.132,34	12.103,09	2.693,48	2.927,70	2.927,70	1.008,59	53.865,20	17,7795
21	2.927,70			35.132,34	12.103,09	2.693,48	2.927,70	2.927,70	1.008,59	53.865,20	17,7795
22	3.032,60			36.391,18	12.536,76	2.789,99	3.032,60	3.032,60	1.044,73	55.795,27	18,4166
23	3.137,50			37.649,99	12.970,42	2.886,50	3.137,50	3.137,50	1.080,87	57.725,27	19,0536
24	3.242,40			38.908,83	13.404,09	2.983,01	3.242,40	3.242,40	1.117,01	59.655,34	19,6907
25	3.242,40			38.908,83	13.404,09	2.983,01	3.242,40	3.242,40	1.117,01	59.655,34	19,6907
26	3.242,40			38.908,83	13.404,09	2.983,01	3.242,40	3.242,40	1.117,01	59.655,34	19,6907
27	3.242,40			38.908,83	13.404,09	2.983,01	3.242,40	3.242,40	1.117,01	59.655,34	19,6907

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

van toepassing vanaf 01/04/2020

tot overschrijding spilindex 109,34

L2 Logistiek personeel klasse 2											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	1.949,12	104,45	52,22	23.389,40	8.057,65	1.793,19	2.053,57	2.001,34	707,45	37.686,46	11,8367
1	2.029,08	104,45	52,22	24.348,93	8.388,21	1.866,75	2.133,53	2.081,30	735,00	39.157,62	12,3223
2	2.109,04	104,45	52,22	25.308,46	8.718,76	1.940,32	2.213,49	2.161,26	762,55	40.628,78	12,8079
3	2.189,00	104,45	52,22	26.268,01	9.049,33	2.013,88	2.293,45	2.241,23	790,09	42.099,97	13,2935
4	2.268,96	104,45	52,22	27.227,54	9.379,89	2.087,44	2.373,41	2.321,19	817,64	43.571,13	13,7791
5	2.268,96	104,45	52,22	27.227,54	9.379,89	2.087,44	2.373,41	2.321,19	817,64	43.571,13	13,7791
6	2.382,93	52,22	26,11	28.595,16	9.851,03	2.192,30	2.435,16	2.409,04	838,91	44.755,15	14,4712
7	2.382,93	52,22	26,11	28.595,16	9.851,03	2.192,30	2.435,16	2.409,04	838,91	44.755,15	14,4712
8	2.496,90	52,22	26,11	29.962,77	10.322,18	2.297,15	2.549,12	2.523,01	878,17	46.851,98	15,1633
9	2.496,90	52,22	26,11	29.962,77	10.322,18	2.297,15	2.549,12	2.523,01	878,17	46.851,98	15,1633
10	2.610,87	33,62	7,51	31.330,38	10.793,32	2.402,00	2.644,49	2.618,37	911,03	48.623,63	15,8555
11	2.610,87	33,62	7,51	31.330,38	10.793,32	2.402,00	2.644,49	2.618,37	911,03	48.623,63	15,8555
12	2.724,83			32.698,01	11.264,46	2.506,85	2.724,83	2.724,83	938,71	50.132,86	16,5476
13	2.724,83			32.698,01	11.264,46	2.506,85	2.724,83	2.724,83	938,71	50.132,86	16,5476
14	2.838,80			34.065,62	11.735,61	2.611,70	2.838,80	2.838,80	977,97	52.229,69	17,2397
15	2.838,80			34.065,62	11.735,61	2.611,70	2.838,80	2.838,80	977,97	52.229,69	17,2397
16	2.952,77			35.433,23	12.206,75	2.716,55	2.952,77	2.952,77	1.017,23	54.326,53	17,9318
17	2.952,77			35.433,23	12.206,75	2.716,55	2.952,77	2.952,77	1.017,23	54.326,53	17,9318
18	3.066,74			36.800,86	12.677,89	2.821,40	3.066,74	3.066,74	1.056,49	56.423,38	18,6239
19	3.066,74			36.800,86	12.677,89	2.821,40	3.066,74	3.066,74	1.056,49	56.423,38	18,6239
20	3.180,71			38.168,47	13.149,04	2.926,25	3.180,71	3.180,71	1.095,75	58.520,21	19,3160
21	3.180,71			38.168,47	13.149,04	2.926,25	3.180,71	3.180,71	1.095,75	58.520,21	19,3160
22	3.294,67			39.536,08	13.620,18	3.031,10	3.294,67	3.294,67	1.135,01	60.617,04	20,0081
23	3.408,64			40.903,70	14.091,33	3.135,95	3.408,64	3.408,64	1.174,28	62.713,90	20,7003
24	3.522,61			42.271,31	14.562,47	3.240,80	3.522,61	3.522,61	1.213,54	64.810,73	21,3924
25	3.522,61			42.271,31	14.562,47	3.240,80	3.522,61	3.522,61	1.213,54	64.810,73	21,3924
26	3.522,61			42.271,31	14.562,47	3.240,80	3.522,61	3.522,61	1.213,54	64.810,73	21,3924
27	3.522,61			42.271,31	14.562,47	3.240,80	3.522,61	3.522,61	1.213,54	64.810,73	21,3924
B3 Begeleidend personeel klasse 3											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	1.828,74	104,45	52,22	21.944,88	7.560,01	1.682,44	1.933,19	1.880,96	665,98	35.471,71	11,1057
1	1.890,26	104,45	52,22	22.683,12	7.814,33	1.739,04	1.994,71	1.942,48	687,18	36.603,59	11,4793
2	1.964,11	104,45	52,22	23.569,26	8.119,61	1.806,98	2.068,56	2.016,33	712,62	37.962,23	11,9278
3	2.038,34	104,45	52,22	24.460,07	8.426,49	1.875,27	2.142,79	2.090,56	738,19	39.328,02	12,3786
4	2.111,94	104,45	52,22	25.343,27	8.730,76	1.942,98	2.216,39	2.164,16	763,55	40.682,16	12,8255
5	2.113,08	104,45	52,22	25.356,96	8.735,47	1.944,03	2.217,53	2.165,30	763,94	40.703,14	12,8325
6	2.217,98	104,45	52,22	26.615,81	9.169,14	2.040,55	2.322,43	2.270,21	800,08	42.633,21	13,4695
7	2.219,12	104,45	52,22	26.629,48	9.173,86	2.041,59	2.323,57	2.271,35	800,47	42.654,18	13,4765
8	2.324,02	64,79	26,11	27.888,28	9.607,51	2.138,10	2.388,81	2.350,14	822,95	43.890,94	14,1135
9	2.325,16	63,65	26,11	27.901,97	9.612,23	2.139,15	2.388,81	2.351,28	822,95	43.891,99	14,1204
10	2.430,07	52,22	26,11	29.160,81	10.045,90	2.235,66	2.482,29	2.456,18	855,15	45.622,41	14,7575
11	2.431,21	52,22	26,11	29.174,48	10.050,61	2.236,71	2.483,43	2.457,32	855,54	45.643,37	14,7644
12	2.536,11	52,22	26,11	30.433,33	10.484,28	2.333,22	2.588,34	2.562,22	891,68	47.573,44	15,4015
13	2.537,25	52,22	26,11	30.447,02	10.489,00	2.334,27	2.589,48	2.563,36	892,07	47.594,43	15,4084
14	2.642,15	2,33		31.705,80	10.922,65	2.430,78	2.644,49	2.642,15	911,03	48.652,41	16,0454
15	2.643,29	1,19		31.719,49	10.927,36	2.431,83	2.644,49	2.643,29	911,03	48.653,46	16,0524
16	2.748,19			32.978,34	11.361,04	2.528,34	2.748,19	2.748,19	946,75	50.562,66	16,6894
17	2.749,34			32.992,02	11.365,75	2.529,39	2.749,34	2.749,34	947,15	50.583,64	16,6964
18	2.854,23			34.250,81	11.799,40	2.625,90	2.854,23	2.854,23	983,28	52.513,63	17,3334
19	2.855,37			34.264,50	11.804,12	2.626,94	2.855,37	2.855,37	983,68	52.534,61	17,3403
20	2.960,28			35.523,34	12.237,79	2.723,46	2.960,28	2.960,28	1.019,82	54.464,68	17,9774
21	2.961,42			35.537,03	12.242,51	2.724,51	2.961,42	2.961,42	1.020,21	54.485,67	17,9843
22	3.066,32			36.795,82	12.676,16	2.821,01	3.066,32	3.066,32	1.056,35	56.415,65	18,6214
23	3.172,36			38.068,35	13.114,55	2.918,57	3.172,36	3.172,36	1.092,88	58.366,71	19,2654
24	3.277,27			39.327,19	13.548,22	3.015,08	3.277,27	3.277,27	1.129,02	60.296,78	19,9024
25	3.278,40			39.340,82	13.552,91	3.016,13	3.278,40	3.278,40	1.129,41	60.317,68	19,9093
26	3.278,40			39.340,82	13.552,91	3.016,13	3.278,40	3.278,40	1.129,41	60.317,68	19,9093
27	3.279,55			39.354,55	13.557,64	3.017,18	3.279,55	3.279,55	1.129,80	60.338,73	19,9163

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

van toepassing vanaf 01/04/2020

tot overschrijding spilindex 109,34

B2b Begeleidend personeel klasse 2B											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	1.957,45	104,45	52,22	23.489,46	8.092,12	1.800,86	2.061,91	2.009,68	710,33	37.839,87	11,8874
1	1.995,21	104,45	52,22	23.942,47	8.248,18	1.835,59	2.099,66	2.047,43	723,33	38.534,43	12,1166
2	2.038,02	104,45	52,22	24.456,18	8.425,16	1.874,97	2.142,47	2.090,24	738,08	39.322,07	12,3766
3	2.114,80	104,45	52,22	25.377,64	8.742,60	1.945,62	2.219,25	2.167,03	764,53	40.734,84	12,8429
4	2.191,13	104,45	52,22	26.293,55	9.058,13	2.015,84	2.295,58	2.243,35	790,83	42.139,14	13,3065
5	2.191,59	104,45	52,22	26.299,09	9.060,04	2.016,26	2.296,04	2.243,82	790,99	42.147,62	13,3093
6	2.300,41	88,40	36,18	27.604,92	9.509,90	2.116,38	2.388,81	2.336,59	822,95	43.869,22	13,9701
7	2.301,27	87,54	35,31	27.615,29	9.513,47	2.117,17	2.388,81	2.336,59	822,95	43.870,01	13,9753
8	2.410,06	52,22	26,11	28.920,74	9.963,19	2.217,26	2.462,29	2.436,17	848,26	45.254,32	14,6360
9	2.411,24	52,22	26,11	28.934,90	9.968,07	2.218,34	2.463,47	2.437,35	848,66	45.276,05	14,6432
10	2.520,03	52,22	26,11	30.240,35	10.417,80	2.318,43	2.572,25	2.546,14	886,14	47.277,57	15,3038
11	2.521,21	52,22	26,11	30.254,55	10.422,69	2.319,52	2.573,44	2.547,33	886,55	47.299,34	15,3110
12	2.630,00	14,48		31.560,01	10.872,42	2.419,60	2.644,49	2.630,00	911,03	48.641,24	15,9717
13	2.631,18	13,30		31.574,17	10.877,30	2.420,69	2.644,49	2.631,18	911,03	48.642,32	15,9788
14	2.739,97			32.879,63	11.327,03	2.520,77	2.739,97	2.739,97	943,92	50.411,32	16,6395
15	2.741,15			32.893,83	11.331,92	2.521,86	2.741,15	2.741,15	944,33	50.433,09	16,6467
16	2.849,94			34.199,28	11.781,65	2.621,94	2.849,94	2.849,94	981,80	52.434,61	17,3073
17	2.851,12			34.213,44	11.786,53	2.623,03	2.851,12	2.851,12	982,21	52.456,34	17,3145
18	2.959,91			35.518,89	12.236,26	2.723,12	2.959,91	2.959,91	1.019,69	54.457,86	17,9751
19	2.961,09			35.533,10	12.241,15	2.724,20	2.961,09	2.961,09	1.020,10	54.479,65	17,9823
20	3.069,88			36.838,55	12.690,88	2.824,29	3.069,88	3.069,88	1.057,57	56.481,18	18,6430
21	3.071,06			36.852,71	12.695,76	2.825,37	3.071,06	3.071,06	1.057,98	56.502,88	18,6502
22	3.179,85			38.158,17	13.145,49	2.925,46	3.179,85	3.179,85	1.095,46	58.504,42	19,3108
23	3.289,82			39.477,82	13.600,11	3.026,63	3.289,82	3.289,82	1.133,34	60.527,72	19,9787
24	3.398,61			40.783,28	14.049,84	3.126,72	3.398,61	3.398,61	1.170,82	62.529,26	20,6393
25	3.399,79			40.797,43	14.054,72	3.127,80	3.399,79	3.399,79	1.171,23	62.550,96	20,6465
26	3.399,79			40.797,43	14.054,72	3.127,80	3.399,79	3.399,79	1.171,23	62.550,96	20,6465
27	3.400,97			40.811,64	14.059,61	3.128,89	3.400,97	3.400,97	1.171,63	62.572,75	20,6537
B2a Begeleidend personeel klasse 2A											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.033,00	104,45	52,22	24.396,02	8.404,43	1.870,36	2.137,45	2.085,23	736,35	39.229,81	12,3462
1	2.064,47	104,45	52,22	24.773,59	8.534,50	1.899,31	2.168,92	2.116,69	747,19	39.808,71	12,5372
2	2.134,65	104,45	52,22	25.615,79	8.824,64	1.963,88	2.239,10	2.186,87	771,37	41.099,98	12,9635
3	2.214,99	104,45	52,22	26.579,93	9.156,79	2.037,79	2.319,45	2.267,22	799,05	42.578,22	13,4514
4	2.294,96	93,85	41,63	27.539,49	9.487,36	2.111,36	2.388,81	2.336,59	822,95	43.864,20	13,9370
5	2.295,60	93,21	40,99	27.547,22	9.490,02	2.111,95	2.388,81	2.336,59	822,95	43.864,80	13,9409
6	2.409,57	52,22	26,11	28.914,83	9.961,16	2.216,80	2.461,79	2.435,68	848,09	45.245,27	14,6330
7	2.410,81	52,22	26,11	28.929,67	9.966,27	2.217,94	2.463,03	2.436,92	848,51	45.268,03	14,6405
8	2.524,77	52,22	26,11	30.297,28	10.437,41	2.322,79	2.577,00	2.550,89	887,78	47.364,86	15,3326
9	2.526,01	52,22	26,11	30.312,18	10.442,55	2.323,93	2.578,24	2.552,13	888,20	47.387,70	15,3402
10	2.639,98	4,50		31.679,79	10.913,69	2.428,78	2.644,49	2.639,98	911,03	48.650,42	16,0323
11	2.641,22	3,27		31.694,63	10.918,80	2.429,92	2.644,49	2.641,22	911,03	48.651,56	16,0398
12	2.755,18			33.062,12	11.389,90	2.534,76	2.755,18	2.755,18	949,16	50.691,11	16,7318
13	2.756,43			33.077,14	11.395,07	2.535,91	2.756,43	2.756,43	949,59	50.714,14	16,7394
14	2.870,40			34.444,75	11.866,22	2.640,76	2.870,40	2.870,40	988,85	52.810,97	17,4316
15	2.871,63			34.459,59	11.871,33	2.641,90	2.871,63	2.871,63	989,28	52.833,72	17,4391
16	2.985,60			35.827,20	12.342,47	2.746,75	2.985,60	2.985,60	1.028,54	54.930,56	18,1312
17	2.986,84			35.842,09	12.347,60	2.747,89	2.986,84	2.986,84	1.028,97	54.953,39	18,1387
18	3.100,81			37.209,69	12.818,74	2.852,74	3.100,81	3.100,81	1.068,23	57.050,21	18,8308
19	3.102,05			37.224,54	12.823,85	2.853,88	3.102,05	3.102,05	1.068,65	57.072,98	18,8383
20	3.216,01			38.592,15	13.295,00	2.958,73	3.216,01	3.216,01	1.107,92	59.169,81	19,5304
21	3.217,25			38.607,05	13.300,13	2.959,87	3.217,25	3.217,25	1.108,34	59.192,65	19,5380
22	3.331,22			39.974,65	13.771,27	3.064,72	3.331,22	3.331,22	1.147,61	61.289,46	20,2301
23	3.446,43			41.357,11	14.247,52	3.170,71	3.446,43	3.446,43	1.187,29	63.409,07	20,9297
24	3.560,39			42.724,72	14.718,67	3.275,56	3.560,39	3.560,39	1.226,56	65.505,90	21,6218
25	3.561,63			42.739,56	14.723,78	3.276,70	3.561,63	3.561,63	1.226,98	65.528,65	21,6293
26	3.561,63			42.739,56	14.723,78	3.276,70	3.561,63	3.561,63	1.226,98	65.528,65	21,6293
27	3.562,87			42.754,46	14.728,91	3.277,84	3.562,87	3.562,87	1.227,41	65.551,49	21,6369

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B1c Begeleidend personeel klasse 1											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.314,19	74,63	26,11	27.770,23	9.566,85	2.129,05	2.388,81	2.340,30	822,95	43.881,89	14,0538
1	2.358,26	52,22	26,11	28.299,17	9.749,07	2.169,60	2.410,49	2.384,38	830,41	44.301,34	14,3214
2	2.425,99	52,22	26,11	29.111,86	10.029,03	2.231,91	2.478,21	2.452,10	853,74	45.547,35	14,7327
3	2.517,39	52,22	26,11	30.208,72	10.406,91	2.316,00	2.569,62	2.543,51	885,23	47.229,08	15,2878
4	2.608,26	36,23	10,12	31.299,10	10.782,54	2.399,60	2.644,49	2.618,37	911,03	48.621,23	15,8396
5	2.609,18	35,31	9,19	31.310,15	10.786,35	2.400,44	2.644,49	2.618,37	911,03	48.622,08	15,8452
6	2.738,69			32.864,26	11.321,74	2.519,59	2.738,69	2.738,69	943,48	50.387,75	16,6317
7	2.739,61			32.875,35	11.325,56	2.520,44	2.739,61	2.739,61	943,80	50.404,76	16,6373
8	2.869,12			34.429,47	11.860,95	2.639,59	2.869,12	2.869,12	988,41	52.787,55	17,4238
9	2.870,33			34.443,92	11.865,93	2.640,70	2.870,33	2.870,33	988,83	52.809,71	17,4311
10	2.999,84			35.998,03	12.401,32	2.759,85	2.999,84	2.999,84	1.033,44	55.192,48	18,2176
11	3.001,24			36.014,90	12.407,13	2.761,14	3.001,24	3.001,24	1.033,93	55.201,84	18,2262
12	3.130,75			37.569,02	12.942,53	2.880,29	3.130,75	3.130,75	1.078,54	57.601,13	19,0127
13	3.132,16			37.585,89	12.948,34	2.881,58	3.132,16	3.132,16	1.079,03	57.627,00	19,0212
14	3.261,67			39.140,00	13.483,73	3.000,73	3.261,67	3.261,67	1.123,64	60.009,77	19,8077
15	3.263,08			39.156,92	13.489,56	3.002,03	3.263,08	3.263,08	1.124,13	60.035,72	19,8163
16	3.392,59			40.711,03	14.024,95	3.121,18	3.392,59	3.392,59	1.168,75	62.418,49	20,6027
17	3.393,99			40.727,90	14.030,76	3.122,47	3.393,99	3.393,99	1.169,23	62.444,36	20,6113
18	3.523,50			42.282,01	14.566,15	3.241,62	3.523,50	3.523,50	1.213,85	64.827,12	21,3978
19	3.524,91			42.298,89	14.571,97	3.242,92	3.524,91	3.524,91	1.214,33	64.853,01	21,4063
20	3.654,42			43.853,00	15.107,36	3.362,06	3.654,42	3.654,42	1.258,95	67.235,78	22,1928
21	3.655,82			43.869,87	15.113,17	3.363,36	3.655,82	3.655,82	1.259,43	67.261,65	22,2014
22	3.785,33			45.423,98	15.648,56	3.482,50	3.785,33	3.785,33	1.304,05	69.644,42	22,9878
23	3.916,25			46.995,01	16.189,78	3.602,95	3.916,25	3.916,25	1.349,15	72.053,14	23,7829
24	4.045,76			48.549,11	16.725,17	3.722,10	4.045,76	4.045,76	1.393,76	74.435,90	24,5694
25	4.047,17			48.566,00	16.730,99	3.723,39	4.047,17	4.047,17	1.394,25	74.461,79	24,5779
26	4.047,17			48.566,00	16.730,99	3.723,39	4.047,17	4.047,17	1.394,25	74.461,79	24,5779
27	4.048,57			48.582,87	16.736,80	3.724,69	4.048,57	4.048,57	1.394,73	74.487,66	24,5865
B1b Diensthoofd in elke voorziening - 0,5 VTE per begonnen schijf van 50 plaatsen (erkende kinderdagverblijven)											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.603,80	40,69	14,58	31.245,55	10.764,09	2.395,49	2.644,49	2.618,37	911,03	48.617,13	15,8125
1	2.647,88			31.774,53	10.946,32	2.436,05	2.647,88	2.647,88	912,19	48.716,97	16,0802
2	2.691,96			32.303,47	11.128,54	2.476,60	2.691,96	2.691,96	927,38	49.527,94	16,3479
3	2.735,99			32.831,84	11.310,57	2.517,11	2.735,99	2.735,99	942,55	50.338,06	16,6153
4	2.792,28			33.507,36	11.543,28	2.568,90	2.792,28	2.792,28	961,94	51.373,76	16,9572
5	2.811,53			33.738,40	11.622,88	2.586,61	2.811,53	2.811,53	968,57	51.728,00	17,0741
6	2.931,78			35.181,38	12.119,98	2.697,24	2.931,78	2.931,78	1.010,00	53.940,38	17,8043
7	2.932,70			35.192,43	12.123,79	2.698,09	2.932,70	2.932,70	1.010,32	53.957,32	17,8099
8	3.071,28			36.855,34	12.696,67	2.825,58	3.071,28	3.071,28	1.058,06	56.506,92	18,6515
9	3.072,20			36.866,43	12.700,49	2.826,43	3.072,20	3.072,20	1.058,37	56.523,92	18,6571
10	3.210,78			38.529,31	13.273,35	2.953,91	3.210,78	3.210,78	1.106,11	59.073,45	19,4986
11	3.211,70			38.540,40	13.277,17	2.954,76	3.211,70	3.211,70	1.106,43	59.090,46	19,5043
12	3.350,27			40.203,27	13.850,03	3.082,25	3.350,27	3.350,27	1.154,17	61.639,99	20,3458
13	3.351,34			40.216,05	13.854,43	3.083,23	3.351,34	3.351,34	1.154,54	61.659,59	20,3523
14	3.489,91			41.878,93	14.427,29	3.210,72	3.489,91	3.489,91	1.202,27	64.209,12	21,1938
15	3.491,42			41.897,02	14.433,52	3.212,10	3.491,42	3.491,42	1.202,79	64.236,86	21,2029
16	3.629,99			43.559,89	15.006,38	3.339,59	3.629,99	3.629,99	1.250,53	66.786,39	22,0445
17	3.631,50			43.577,97	15.012,61	3.340,98	3.631,50	3.631,50	1.251,05	66.814,11	22,0536
18	3.770,07			45.240,84	15.585,47	3.468,46	3.770,07	3.770,07	1.298,79	69.363,64	22,8952
19	3.771,58			45.258,94	15.591,70	3.469,85	3.771,58	3.771,58	1.299,31	69.391,38	22,9043
20	3.910,15			46.921,81	16.164,56	3.597,34	3.910,15	3.910,15	1.347,05	71.940,91	23,7459
21	3.911,66			46.939,89	16.170,79	3.598,72	3.911,66	3.911,66	1.347,57	71.968,63	23,7550
22	4.050,23			48.602,80	16.743,67	3.726,21	4.050,23	4.050,23	1.395,31	74.518,22	24,5966
23	4.190,31			50.283,77	17.322,76	3.855,09	4.190,31	4.190,31	1.443,56	77.095,49	25,4473
24	4.328,89			51.946,64	17.895,62	3.982,58	4.328,89	4.328,89	1.491,30	79.645,02	26,2888
25	4.330,39			51.964,74	17.901,85	3.983,96	4.330,39	4.330,39	1.491,82	79.672,77	26,2979
26	4.330,39			51.964,74	17.901,85	3.983,96	4.330,39	4.330,39	1.491,82	79.672,77	26,2979
27	4.331,90			51.982,77	17.908,07	3.985,35	4.331,90	4.331,90	1.492,34	79.700,42	26,3071

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B1a p.m.											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.864,04			34.368,43	11.839,92	2.634,91	2.864,04	2.864,04	986,66	52.693,97	17,3929
1	2.908,11			34.897,37	12.022,14	2.675,47	2.908,11	2.908,11	1.001,85	53.504,94	17,6606
2	2.952,15			35.425,79	12.204,18	2.715,98	2.952,15	2.952,15	1.017,02	54.315,12	17,9280
3	2.996,23			35.954,74	12.386,41	2.756,53	2.996,23	2.996,23	1.032,20	55.126,11	18,1957
4	2.996,23			35.954,74	12.386,41	2.756,53	2.996,23	2.996,23	1.032,20	55.126,11	18,1957
5	3.071,77			36.861,26	12.698,70	2.826,03	3.071,77	3.071,77	1.058,23	56.515,99	18,6545
6	3.071,77			36.861,26	12.698,70	2.826,03	3.071,77	3.071,77	1.058,23	56.515,99	18,6545
7	3.147,32			37.767,81	13.011,01	2.895,53	3.147,32	3.147,32	1.084,25	57.905,93	19,1133
8	3.216,33			38.595,90	13.296,29	2.959,02	3.216,33	3.216,33	1.108,02	59.175,56	19,5323
9	3.222,86			38.674,33	13.323,31	2.965,03	3.222,86	3.222,86	1.110,28	59.295,80	19,5720
10	3.362,30			40.347,61	13.899,75	3.093,32	3.362,30	3.362,30	1.158,31	61.861,29	20,4188
11	3.363,22			40.358,66	13.903,56	3.094,16	3.363,22	3.363,22	1.158,63	61.878,23	20,4244
12	3.508,27			42.099,26	14.503,19	3.227,61	3.508,27	3.508,27	1.208,60	64.546,94	21,3053
13	3.509,20			42.110,37	14.507,02	3.228,46	3.509,20	3.509,20	1.208,92	64.563,96	21,3109
14	3.654,25			43.850,97	15.106,66	3.361,91	3.654,25	3.654,25	1.258,89	67.232,67	22,1918
15	3.655,17			43.862,02	15.110,46	3.362,75	3.655,17	3.655,17	1.259,21	67.249,61	22,1974
16	3.800,22			45.602,63	15.710,11	3.496,20	3.800,22	3.800,22	1.309,18	69.918,33	23,0783
17	3.801,14			45.613,72	15.713,93	3.497,05	3.801,14	3.801,14	1.309,49	69.935,34	23,0839
18	3.947,51			47.370,17	16.319,02	3.631,71	3.947,51	3.947,51	1.359,92	72.628,33	23,9728
19	3.948,44			47.381,26	16.322,84	3.632,56	3.948,44	3.948,44	1.360,24	72.645,34	23,9784
20	4.093,49			49.121,87	16.922,49	3.766,01	4.093,49	4.093,49	1.410,21	75.314,06	24,8592
21	4.094,41			49.132,91	16.926,29	3.766,86	4.094,41	4.094,41	1.410,52	75.330,99	24,8648
22	4.239,46			50.873,52	17.525,93	3.900,30	4.239,46	4.239,46	1.460,49	77.999,71	25,7457
23	4.386,07			52.632,86	18.132,02	4.035,19	4.386,07	4.386,07	1.511,00	80.697,15	26,6361
24	4.531,12			54.373,48	18.731,66	4.168,63	4.531,12	4.531,12	1.560,97	83.365,87	27,5169
25	4.532,70			54.392,38	18.738,18	4.170,08	4.532,70	4.532,70	1.561,51	83.394,85	27,5265
26	4.532,70			54.392,38	18.738,18	4.170,08	4.532,70	4.532,70	1.561,51	83.394,85	27,5265
27	4.534,27			54.411,28	18.744,69	4.171,53	4.534,27	4.534,27	1.562,06	83.423,84	27,5361
MV2 Gebrevetteerde verpleegkundige											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.146,29	104,45	52,22	25.755,51	8.872,77	1.974,59	2.250,74	2.198,52	775,38	41.314,21	13,0342
1	2.217,17	104,45	52,22	26.606,00	9.165,77	2.039,79	2.321,62	2.269,39	799,80	42.618,19	13,4646
2	2.303,95	84,86	32,63	27.647,44	9.524,54	2.119,64	2.388,81	2.336,59	822,95	43.872,48	13,9916
3	2.390,74	52,22	26,11	28.688,84	9.883,31	2.199,48	2.442,96	2.416,85	841,60	44.898,78	14,5186
4	2.477,06	52,22	26,11	29.724,70	10.240,16	2.278,89	2.529,28	2.503,17	871,34	46.486,97	15,0429
5	2.478,12	52,22	26,11	29.737,48	10.244,56	2.279,87	2.530,35	2.504,24	871,71	46.506,57	15,0493
6	2.601,16	43,33	17,22	31.213,86	10.753,18	2.393,06	2.644,49	2.618,37	911,03	48.614,70	15,7965
7	2.602,49	41,99	15,88	31.229,91	10.758,70	2.394,29	2.644,49	2.618,37	911,03	48.615,93	15,8046
8	2.725,52			32.706,29	11.267,32	2.507,48	2.725,52	2.725,52	938,94	50.145,55	16,5518
9	2.728,17			32.738,10	11.278,27	2.509,92	2.728,17	2.728,17	939,86	50.194,32	16,5679
10	2.851,21			34.214,51	11.786,90	2.623,11	2.851,21	2.851,21	982,24	52.457,98	17,3150
11	2.852,13			34.225,61	11.790,72	2.623,96	2.852,13	2.852,13	982,56	52.474,98	17,3207
12	2.975,17			35.701,98	12.299,33	2.737,15	2.975,17	2.975,17	1.024,94	54.738,58	18,0678
13	2.976,09			35.713,08	12.303,15	2.738,00	2.976,09	2.976,09	1.025,26	54.755,59	18,0734
14	3.099,12			37.189,50	12.811,78	2.851,19	3.099,12	3.099,12	1.067,65	57.019,24	18,8206
15	3.100,05			37.200,55	12.815,59	2.852,04	3.100,05	3.100,05	1.067,97	57.036,19	18,8262
16	3.223,08			38.676,97	13.324,21	2.965,23	3.223,08	3.223,08	1.110,35	59.299,85	19,5734
17	3.224,34			38.692,11	13.329,43	2.966,39	3.224,34	3.224,34	1.110,79	59.323,06	19,5810
18	3.347,38			40.168,53	13.838,06	3.079,59	3.347,38	3.347,38	1.153,17	61.586,72	20,3282
19	3.348,72			40.184,59	13.843,59	3.080,82	3.348,72	3.348,72	1.153,63	61.611,34	20,3363
20	3.471,75			41.660,97	14.352,20	3.194,01	3.471,75	3.471,75	1.196,02	63.874,94	21,0835
21	3.473,08			41.677,01	14.357,73	3.195,24	3.473,08	3.473,08	1.196,48	63.899,54	21,0916
22	3.596,12			43.153,43	14.866,36	3.308,43	3.596,12	3.596,12	1.238,86	66.163,20	21,8388
23	3.720,49			44.645,87	15.380,50	3.422,85	3.720,49	3.720,49	1.281,71	68.451,42	22,5941
24	3.843,52			46.122,29	15.889,13	3.536,04	3.843,52	3.843,52	1.324,09	70.715,08	23,3412
25	3.844,86			46.138,30	15.894,64	3.537,27	3.844,86	3.844,86	1.324,55	70.739,62	23,3493
26	3.844,86			46.138,30	15.894,64	3.537,27	3.844,86	3.844,86	1.324,55	70.739,62	23,3493
27	3.846,20			46.154,36	15.900,18	3.538,50	3.846,20	3.846,20	1.325,01	70.764,25	23,3575

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MV1 Sociaal, verpleegkundig, paramedisch en therapeutisch personeel											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.314,19	74,63	26,11	27.770,23	9.566,85	2.129,05	2.388,81	2.340,30	822,95	43.881,89	14,0538
1	2.358,26	52,22	26,11	28.299,17	9.749,07	2.169,60	2.410,49	2.384,38	830,41	44.301,34	14,3214
2	2.425,99	52,22	26,11	29.111,86	10.029,03	2.231,91	2.478,21	2.452,10	853,74	45.547,35	14,7327
3	2.517,39	52,22	26,11	30.208,72	10.406,91	2.316,00	2.569,62	2.543,51	885,23	47.229,08	15,2878
4	2.608,26	36,23	10,12	31.299,10	10.782,54	2.399,60	2.644,49	2.618,37	911,03	48.621,23	15,8396
5	2.609,18	35,31	9,19	31.310,15	10.786,35	2.400,44	2.644,49	2.618,37	911,03	48.622,08	15,8452
6	2.738,69			32.864,26	11.321,74	2.519,59	2.738,69	2.738,69	943,48	50.387,75	16,6317
7	2.887,08			34.644,93	11.935,18	2.656,11	2.887,08	2.887,08	994,60	53.117,89	17,5329
8	2.887,08			34.644,93	11.935,18	2.656,11	2.887,08	2.887,08	994,60	53.117,89	17,5329
9	2.962,67			35.552,01	12.247,67	2.725,65	2.962,67	2.962,67	1.020,64	54.508,63	17,9919
10	3.003,09			36.037,14	12.414,79	2.762,85	3.003,09	3.003,09	1.034,57	55.252,44	18,2374
11	3.038,21			36.458,52	12.559,96	2.795,15	3.038,21	3.038,21	1.046,66	55.898,51	18,4507
12	3.133,52			37.602,30	12.953,99	2.882,84	3.133,52	3.133,52	1.079,50	57.652,15	19,0295
13	3.134,45			37.613,39	12.957,81	2.883,69	3.134,45	3.134,45	1.079,82	57.669,16	19,0351
14	3.263,96			39.167,49	13.493,20	3.002,84	3.263,96	3.263,96	1.124,43	60.051,93	19,8216
15	3.264,88			39.178,59	13.497,02	3.003,69	3.264,88	3.264,88	1.124,75	60.068,94	19,8272
16	3.449,54			41.394,49	14.260,40	3.173,58	3.449,54	3.449,54	1.188,37	63.466,38	20,9486
17	3.525,08			42.301,01	14.572,70	3.243,08	3.525,08	3.525,08	1.214,39	64.856,26	21,4074
18	3.633,25			43.599,03	15.019,87	3.342,59	3.633,25	3.633,25	1.251,66	66.846,40	22,0643
19	3.708,80			44.505,60	15.332,18	3.412,10	3.708,80	3.708,80	1.277,68	68.236,36	22,5231
20	3.708,80			44.505,60	15.332,18	3.412,10	3.708,80	3.708,80	1.277,68	68.236,36	22,5231
21	3.784,34			45.412,11	15.644,47	3.481,60	3.784,34	3.784,34	1.303,71	69.626,23	22,9818
22	3.790,19			45.482,25	15.668,64	3.486,97	3.790,19	3.790,19	1.305,72	69.733,77	23,0173
23	3.920,62			47.047,45	16.207,85	3.606,97	3.920,62	3.920,62	1.350,65	72.133,54	23,8094
24	4.050,13			48.601,55	16.743,24	3.726,12	4.050,13	4.050,13	1.395,27	74.516,31	24,5959
25	4.051,05			48.612,61	16.747,04	3.726,97	4.051,05	4.051,05	1.395,59	74.533,25	24,6015
26	4.051,05			48.612,61	16.747,04	3.726,97	4.051,05	4.051,05	1.395,59	74.533,25	24,6015
27	4.051,97			48.623,70	16.750,86	3.727,82	4.051,97	4.051,97	1.395,91	74.550,26	24,6071
MV1 bis Dienstverantwoordelijken in diensten voor opvanggezinnen											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.475,19	52,22	26,11	29.702,32	10.232,45	2.277,18	2.527,41	2.501,30	870,69	46.452,57	15,0315
1	2.519,28	52,22	26,11	30.231,36	10.414,70	2.317,74	2.571,50	2.545,39	885,88	47.263,70	15,2993
2	2.587,01	52,22	26,11	31.044,07	10.694,68	2.380,05	2.639,23	2.613,12	909,21	48.509,75	15,7106
3	2.678,41			32.140,97	11.072,56	2.464,14	2.678,41	2.678,41	922,71	49.278,80	16,2657
4	2.769,28			33.231,38	11.448,21	2.547,74	2.769,28	2.769,28	954,02	50.950,63	16,8175
5	2.770,20			33.242,38	11.452,00	2.548,58	2.770,20	2.770,20	954,33	50.967,49	16,8231
6	2.899,71			34.796,51	11.987,40	2.667,73	2.899,71	2.899,71	998,95	53.350,29	17,6096
7	3.048,11			36.577,33	12.600,89	2.804,26	3.048,11	3.048,11	1.050,07	56.080,67	18,5108
8	3.048,11			36.577,33	12.600,89	2.804,26	3.048,11	3.048,11	1.050,07	56.080,67	18,5108
9	3.123,70			37.484,37	12.913,37	2.873,80	3.123,70	3.123,70	1.076,11	57.471,35	18,9698
10	3.164,13			37.969,56	13.080,51	2.911,00	3.164,13	3.164,13	1.090,04	58.215,24	19,2154
11	3.199,24			38.390,88	13.225,66	2.943,30	3.199,24	3.199,24	1.102,14	58.861,22	19,4286
12	3.294,56			39.534,69	13.619,70	3.030,99	3.294,56	3.294,56	1.134,97	60.614,91	20,0074
13	3.295,48			39.545,81	13.623,53	3.031,85	3.295,48	3.295,48	1.135,29	60.631,97	20,0131
14	3.425,00			41.099,95	14.158,93	3.151,00	3.425,00	3.425,00	1.179,91	63.014,78	20,7996
15	3.425,92			41.111,08	14.162,77	3.151,85	3.425,92	3.425,92	1.180,23	63.031,84	20,8052
16	3.610,58			43.327,00	14.926,15	3.321,74	3.610,58	3.610,58	1.243,85	66.429,32	21,9266
17	3.686,13			44.233,51	15.238,45	3.391,24	3.686,13	3.686,13	1.269,87	67.819,19	22,3854
18	3.794,31			45.531,67	15.685,66	3.490,76	3.794,31	3.794,31	1.307,14	69.809,54	23,0423
19	3.869,85			46.438,18	15.997,95	3.560,26	3.869,85	3.869,85	1.333,16	71.199,41	23,5011
20	3.869,85			46.438,18	15.997,95	3.560,26	3.869,85	3.869,85	1.333,16	71.199,41	23,5011
21	3.945,39			47.344,69	16.310,25	3.629,76	3.945,39	3.945,39	1.359,19	72.589,28	23,9599
22	3.951,24			47.414,91	16.334,44	3.635,14	3.951,24	3.951,24	1.361,20	72.696,94	23,9954
23	4.081,68			48.980,17	16.873,67	3.755,15	4.081,68	4.081,68	1.406,14	75.096,81	24,7875
24	4.211,19			50.534,30	17.409,07	3.874,30	4.211,19	4.211,19	1.450,76	77.479,62	25,5740
25	4.212,11			50.545,30	17.412,86	3.875,14	4.212,11	4.212,11	1.451,07	77.496,48	25,5796
26	4.212,11			50.545,30	17.412,86	3.875,14	4.212,11	4.212,11	1.451,07	77.496,48	25,5796
27	4.213,04			50.556,43	17.416,69	3.875,99	4.213,04	4.213,04	1.451,39	77.513,54	25,5852

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A1 Administratief en logistiek personeel klasse 1											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.285,91	102,90	50,68	27.430,91	9.449,95	2.103,04	2.388,81	2.336,59	822,95	43.855,88	13,8820
1	2.329,45	59,36	26,11	27.953,41	9.629,95	2.143,09	2.388,81	2.355,56	822,95	43.895,94	14,1465
2	2.396,64	52,22	26,11	28.759,62	9.907,69	2.204,90	2.448,86	2.422,75	843,63	45.007,31	14,5545
3	2.487,50	52,22	26,11	29.850,00	10.283,32	2.288,50	2.539,72	2.513,61	874,94	46.679,08	15,1063
4	2.578,37	52,22	26,11	30.940,39	10.658,96	2.372,10	2.630,59	2.604,48	906,24	48.350,87	15,6581
5	2.578,37	52,22	26,11	30.940,39	10.658,96	2.372,10	2.630,59	2.604,48	906,24	48.350,87	15,6581
6	2.707,87			32.494,49	11.194,35	2.491,24	2.707,87	2.707,87	932,86	49.820,83	16,4446
7	2.851,80			34.221,60	11.789,34	2.623,66	2.851,80	2.851,80	982,45	52.468,84	17,3186
8	2.851,80			34.221,60	11.789,34	2.623,66	2.851,80	2.851,80	982,45	52.468,84	17,3186
9	2.926,47			35.117,58	12.098,01	2.692,35	2.926,47	2.926,47	1.008,17	53.842,57	17,7721
10	2.966,89			35.602,72	12.265,14	2.729,54	2.966,89	2.966,89	1.022,09	54.586,38	18,0176
11	3.001,09			36.013,05	12.406,49	2.761,00	3.001,09	3.001,09	1.033,87	55.215,50	18,2252
12	3.096,40			37.156,82	12.800,53	2.848,69	3.096,40	3.096,40	1.066,71	56.969,15	18,8041
13	3.096,40			37.156,82	12.800,53	2.848,69	3.096,40	3.096,40	1.066,71	56.969,15	18,8041
14	3.225,91			38.710,93	13.335,91	2.967,84	3.225,91	3.225,91	1.111,33	59.351,92	19,5906
15	3.225,91			38.710,93	13.335,91	2.967,84	3.225,91	3.225,91	1.111,33	59.351,92	19,5906
16	3.407,39			40.888,68	14.086,15	3.134,80	3.407,39	3.407,39	1.173,85	62.690,87	20,6927
17	3.482,01			41.784,15	14.394,64	3.203,45	3.482,01	3.482,01	1.199,55	64.063,80	21,1458
18	3.588,86			43.066,30	14.836,34	3.301,75	3.588,86	3.588,86	1.236,36	66.029,61	21,7947
19	3.663,48			43.961,76	15.144,83	3.370,40	3.663,48	3.663,48	1.262,07	67.402,54	22,2479
20	3.663,48			43.961,76	15.144,83	3.370,40	3.663,48	3.663,48	1.262,07	67.402,54	22,2479
21	3.738,10			44.857,23	15.453,32	3.439,05	3.738,10	3.738,10	1.287,78	68.775,48	22,7010
22	3.743,95			44.927,36	15.477,48	3.444,43	3.743,95	3.743,95	1.289,79	68.883,01	22,7365
23	3.873,46			46.481,47	16.012,87	3.563,58	3.873,46	3.873,46	1.334,41	71.265,78	23,5230
24	4.002,97			48.035,59	16.548,26	3.682,73	4.002,97	4.002,97	1.379,02	73.648,57	24,3095
25	4.002,97			48.035,59	16.548,26	3.682,73	4.002,97	4.002,97	1.379,02	73.648,57	24,3095
26	4.002,97			48.035,59	16.548,26	3.682,73	4.002,97	4.002,97	1.379,02	73.648,57	24,3095
27	4.002,97			48.035,59	16.548,26	3.682,73	4.002,97	4.002,97	1.379,02	73.648,57	24,3095
A2 Administratief personeel klasse 2											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	1.949,12	104,45	52,22	23.389,40	8.057,65	1.793,19	2.053,57	2.001,34	707,45	37.686,46	11,8367
1	2.029,08	104,45	52,22	24.348,93	8.388,21	1.866,75	2.133,53	2.081,30	735,00	39.157,62	12,3223
2	2.109,04	104,45	52,22	25.308,46	8.718,76	1.940,32	2.213,49	2.161,26	762,55	40.628,78	12,8079
3	2.189,00	104,45	52,22	26.268,01	9.049,33	2.013,88	2.293,45	2.241,23	790,09	42.099,97	13,2935
4	2.268,96	104,45	52,22	27.227,54	9.379,89	2.087,44	2.373,41	2.321,19	817,64	43.571,13	13,7791
5	2.268,96	104,45	52,22	27.227,54	9.379,89	2.087,44	2.373,41	2.321,19	817,64	43.571,13	13,7791
6	2.382,93	52,22	26,11	28.595,16	9.851,03	2.192,30	2.435,16	2.409,04	838,91	44.755,15	14,4712
7	2.382,93	52,22	26,11	28.595,16	9.851,03	2.192,30	2.435,16	2.409,04	838,91	44.755,15	14,4712
8	2.496,90	52,22	26,11	29.962,77	10.322,18	2.297,15	2.549,12	2.523,01	878,17	46.851,98	15,1633
9	2.496,90	52,22	26,11	29.962,77	10.322,18	2.297,15	2.549,12	2.523,01	878,17	46.851,98	15,1633
10	2.610,87	33,62	7,51	31.330,38	10.793,32	2.402,00	2.644,49	2.618,37	911,03	48.623,63	15,8555
11	2.610,87	33,62	7,51	31.330,38	10.793,32	2.402,00	2.644,49	2.618,37	911,03	48.623,63	15,8555
12	2.724,83			32.698,01	11.264,46	2.506,85	2.724,83	2.724,83	938,71	50.132,86	16,5476
13	2.724,83			32.698,01	11.264,46	2.506,85	2.724,83	2.724,83	938,71	50.132,86	16,5476
14	2.838,80			34.065,62	11.735,61	2.611,70	2.838,80	2.838,80	977,97	52.229,69	17,2397
15	2.838,80			34.065,62	11.735,61	2.611,70	2.838,80	2.838,80	977,97	52.229,69	17,2397
16	2.952,77			35.433,23	12.206,75	2.716,55	2.952,77	2.952,77	1.017,23	54.326,53	17,9318
17	2.952,77			35.433,23	12.206,75	2.716,55	2.952,77	2.952,77	1.017,23	54.326,53	17,9318
18	3.066,74			36.800,86	12.677,89	2.821,40	3.066,74	3.066,74	1.056,49	56.423,38	18,6239
19	3.066,74			36.800,86	12.677,89	2.821,40	3.066,74	3.066,74	1.056,49	56.423,38	18,6239
20	3.180,71			38.168,47	13.149,04	2.926,25	3.180,71	3.180,71	1.095,75	58.520,21	19,3160
21	3.180,71			38.168,47	13.149,04	2.926,25	3.180,71	3.180,71	1.095,75	58.520,21	19,3160
22	3.294,67			39.536,08	13.620,18	3.031,10	3.294,67	3.294,67	1.135,01	60.617,04	20,0081
23	3.408,64			40.903,70	14.091,33	3.135,95	3.408,64	3.408,64	1.174,28	62.713,90	20,7003
24	3.522,61			42.271,31	14.562,47	3.240,80	3.522,61	3.522,61	1.213,54	64.810,73	21,3924
25	3.522,61			42.271,31	14.562,47	3.240,80	3.522,61	3.522,61	1.213,54	64.810,73	21,3924
26	3.522,61			42.271,31	14.562,47	3.240,80	3.522,61	3.522,61	1.213,54	64.810,73	21,3924
27	3.522,61			42.271,31	14.562,47	3.240,80	3.522,61	3.522,61	1.213,54	64.810,73	21,3924

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A3 Administratief personeel klasse 3											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	1.794,07	104,45	52,22	21.528,85	7.416,69	1.650,55	1.898,52	1.846,30	654,04	34.833,86	10,8952
1	1.867,67	104,45	52,22	22.412,06	7.720,95	1.718,26	1.972,12	1.919,90	679,40	36.187,99	11,3421
2	1.941,27	104,45	52,22	23.295,28	8.025,22	1.785,97	2.045,72	1.993,50	704,75	37.542,15	11,7891
3	2.014,88	104,45	52,22	24.178,52	8.329,50	1.853,69	2.119,33	2.067,10	730,11	38.896,35	12,2361
4	2.088,48	104,45	52,22	25.061,74	8.633,77	1.921,40	2.192,93	2.140,70	755,46	40.250,51	12,6831
5	2.088,48	104,45	52,22	25.061,74	8.633,77	1.921,40	2.192,93	2.140,70	755,46	40.250,51	12,6831
6	2.193,38	104,45	52,22	26.320,53	9.067,42	2.017,91	2.297,83	2.245,60	791,60	42.180,50	13,3201
7	2.193,38	104,45	52,22	26.320,53	9.067,42	2.017,91	2.297,83	2.245,60	791,60	42.180,50	13,3201
8	2.298,28	90,53	38,31	27.579,37	9.501,09	2.114,42	2.388,81	2.336,59	822,95	43.867,26	13,9572
9	2.298,28	90,53	38,31	27.579,37	9.501,09	2.114,42	2.388,81	2.336,59	822,95	43.867,26	13,9572
10	2.403,18	52,22	26,11	28.838,22	9.934,77	2.210,93	2.455,41	2.429,30	845,89	45.127,81	14,5942
11	2.403,18	52,22	26,11	28.838,22	9.934,77	2.210,93	2.455,41	2.429,30	845,89	45.127,81	14,5942
12	2.508,09	52,22	26,11	30.097,02	10.368,42	2.307,44	2.560,31	2.534,20	882,03	47.057,81	15,2313
13	2.508,09	52,22	26,11	30.097,02	10.368,42	2.307,44	2.560,31	2.534,20	882,03	47.057,81	15,2313
14	2.612,99	31,50	5,38	31.355,86	10.802,10	2.403,95	2.644,49	2.618,37	911,03	48.625,59	15,8684
15	2.612,99	31,50	5,38	31.355,86	10.802,10	2.403,95	2.644,49	2.618,37	911,03	48.625,59	15,8684
16	2.717,89			32.614,71	11.235,77	2.500,46	2.717,89	2.717,89	936,31	50.005,14	16,5054
17	2.717,89			32.614,71	11.235,77	2.500,46	2.717,89	2.717,89	936,31	50.005,14	16,5054
18	2.822,79			33.873,50	11.669,42	2.596,97	2.822,79	2.822,79	972,45	51.935,13	17,1425
19	2.822,79			33.873,50	11.669,42	2.596,97	2.822,79	2.822,79	972,45	51.935,13	17,1425
20	2.927,70			35.132,34	12.103,09	2.693,48	2.927,70	2.927,70	1.008,59	53.865,20	17,7795
21	2.927,70			35.132,34	12.103,09	2.693,48	2.927,70	2.927,70	1.008,59	53.865,20	17,7795
22	3.032,60			36.391,18	12.536,76	2.789,99	3.032,60	3.032,60	1.044,73	55.795,27	18,4166
23	3.137,50			37.649,99	12.970,42	2.886,50	3.137,50	3.137,50	1.080,87	57.725,27	19,0536
24	3.242,40			38.908,83	13.404,09	2.983,01	3.242,40	3.242,40	1.117,01	59.655,34	19,6907
25	3.242,40			38.908,83	13.404,09	2.983,01	3.242,40	3.242,40	1.117,01	59.655,34	19,6907
26	3.242,40			38.908,83	13.404,09	2.983,01	3.242,40	3.242,40	1.117,01	59.655,34	19,6907
27	3.242,40			38.908,83	13.404,09	2.983,01	3.242,40	3.242,40	1.117,01	59.655,34	19,6907
L1 Licenciaten											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.989,17			35.870,01	12.357,22	2.750,03	2.989,17	2.989,17	1.029,77	54.996,21	18,1528
1	3.078,71			36.944,52	12.727,39	2.832,41	3.078,71	3.078,71	1.060,62	56.643,64	18,6966
2	3.168,29			38.019,53	13.097,73	2.914,83	3.168,29	3.168,29	1.091,48	58.291,86	19,2407
3	3.257,88			39.094,54	13.468,07	2.997,25	3.257,88	3.257,88	1.122,34	59.940,08	19,7847
4	3.366,49			40.397,85	13.917,06	3.097,17	3.366,49	3.366,49	1.159,76	61.938,32	20,4443
5	3.504,08			42.048,99	14.485,88	3.223,76	3.504,08	3.504,08	1.207,16	64.469,86	21,2799
6	3.504,08			42.048,99	14.485,88	3.223,76	3.504,08	3.504,08	1.207,16	64.469,86	21,2799
7	3.641,63			43.699,56	15.054,50	3.350,30	3.641,63	3.641,63	1.254,54	67.000,53	22,1152
8	3.641,63			43.699,56	15.054,50	3.350,30	3.641,63	3.641,63	1.254,54	67.000,53	22,1152
9	3.779,18			45.350,17	15.623,13	3.476,85	3.779,18	3.779,18	1.301,93	69.531,26	22,9505
10	3.788,47			45.461,66	15.661,54	3.485,39	3.788,47	3.788,47	1.305,13	69.702,19	23,0069
11	3.916,73			47.000,75	16.191,76	3.603,39	3.916,73	3.916,73	1.349,31	72.061,94	23,7858
12	3.956,80			47.481,57	16.357,40	3.640,25	3.956,80	3.956,80	1.363,12	72.799,14	24,0291
13	4.054,28			48.651,32	16.760,38	3.729,93	4.054,28	4.054,28	1.396,70	74.592,61	24,6211
14	4.125,12			49.501,42	17.053,24	3.795,11	4.125,12	4.125,12	1.421,10	75.896,00	25,0513
15	4.191,83			50.301,95	17.329,02	3.856,48	4.191,83	4.191,83	1.444,09	77.123,36	25,4565
16	4.293,44			51.521,29	17.749,09	3.949,97	4.293,44	4.293,44	1.479,09	78.992,88	26,0735
17	4.329,42			51.953,08	17.897,84	3.983,07	4.329,42	4.329,42	1.491,49	79.654,90	26,2920
18	4.461,77			53.541,19	18.444,94	4.104,82	4.461,77	4.461,77	1.537,08	82.089,80	27,0957
19	4.466,97			53.603,65	18.466,46	4.109,61	4.466,97	4.466,97	1.538,87	82.185,57	27,1274
20	4.630,09			55.561,06	19.140,79	4.259,68	4.630,09	4.630,09	1.595,07	85.186,68	28,1179
21	4.633,94			55.607,24	19.156,69	4.263,22	4.633,94	4.633,94	1.596,39	85.257,49	28,1413
22	4.798,41			57.580,96	19.836,64	4.414,54	4.798,41	4.798,41	1.653,05	88.283,60	29,1402
23	4.966,74			59.600,83	20.532,48	4.569,40	4.966,74	4.966,74	1.711,04	91.380,48	30,1624
24	5.131,21			61.574,54	21.212,43	4.720,71	5.131,21	5.131,21	1.767,70	94.406,60	31,1612
25	5.131,21			61.574,54	21.212,43	4.720,71	5.131,21	5.131,21	1.767,70	94.406,60	31,1612
26	5.131,21			61.574,54	21.212,43	4.720,71	5.131,21	5.131,21	1.767,70	94.406,60	31,1612
27	5.131,21			61.574,54	21.212,43	4.720,71	5.131,21	5.131,21	1.767,70	94.406,60	31,1612

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K5 p.m.											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	2.992,52			35.910,20	12.371,06	2.753,12	2.992,52	2.992,52	1.030,92	55.057,81	18,1732
1	3.078,84			36.946,07	12.727,92	2.832,53	3.078,84	3.078,84	1.060,66	56.646,02	18,6974
2	3.168,76			38.025,10	13.099,65	2.915,26	3.168,76	3.168,76	1.091,64	58.300,41	19,2435
3	3.258,68			39.104,13	13.471,37	2.997,98	3.258,68	3.258,68	1.122,61	59.954,77	19,7895
4	3.366,58			40.398,96	13.917,44	3.097,25	3.366,58	3.366,58	1.159,79	61.940,03	20,4448
5	3.506,86			42.082,26	14.497,34	3.226,31	3.506,86	3.506,86	1.208,11	64.520,88	21,2967
6	3.506,86			42.082,26	14.497,34	3.226,31	3.506,86	3.506,86	1.208,11	64.520,88	21,2967
7	3.650,73			43.808,71	15.092,10	3.358,67	3.650,73	3.650,73	1.257,68	67.167,88	22,1704
8	3.650,73			43.808,71	15.092,10	3.358,67	3.650,73	3.650,73	1.257,68	67.167,88	22,1704
9	3.794,60			45.535,16	15.686,86	3.491,03	3.794,60	3.794,60	1.307,24	69.814,88	23,0441
10	3.794,60			45.535,16	15.686,86	3.491,03	3.794,60	3.794,60	1.307,24	69.814,88	23,0441
11	3.974,44			47.693,23	16.430,32	3.656,48	3.974,44	3.974,44	1.369,19	73.123,65	24,1362
12	3.974,44			47.693,23	16.430,32	3.656,48	3.974,44	3.974,44	1.369,19	73.123,65	24,1362
13	4.136,29			49.635,49	17.099,43	3.805,39	4.136,29	4.136,29	1.424,95	76.101,55	25,1192
14	4.136,29			49.635,49	17.099,43	3.805,39	4.136,29	4.136,29	1.424,95	76.101,55	25,1192
15	4.298,15			51.577,74	17.768,53	3.954,29	4.298,15	4.298,15	1.480,71	79.079,43	26,1021
16	4.298,15			51.577,74	17.768,53	3.954,29	4.298,15	4.298,15	1.480,71	79.079,43	26,1021
17	4.477,98			53.735,81	18.511,99	4.119,75	4.477,98	4.477,98	1.542,67	82.388,20	27,1942
18	4.477,98			53.735,81	18.511,99	4.119,75	4.477,98	4.477,98	1.542,67	82.388,20	27,1942
19	4.477,98			53.735,81	18.511,99	4.119,75	4.477,98	4.477,98	1.542,67	82.388,20	27,1942
20	4.639,84			55.678,06	19.181,09	4.268,65	4.639,84	4.639,84	1.598,42	85.366,07	28,1772
21	4.639,84			55.678,06	19.181,09	4.268,65	4.639,84	4.639,84	1.598,42	85.366,07	28,1772
22	4.819,68			57.836,13	19.924,55	4.434,10	4.819,68	4.819,68	1.660,38	88.674,84	29,2693
23	4.999,52			59.994,20	20.668,00	4.599,56	4.999,52	4.999,52	1.722,33	91.983,61	30,3614
24	5.143,39			61.720,65	21.262,76	4.731,92	5.143,39	5.143,39	1.771,90	94.630,61	31,2351
25	5.143,39			61.720,65	21.262,76	4.731,92	5.143,39	5.143,39	1.771,90	94.630,61	31,2351
26	5.143,39			61.720,65	21.262,76	4.731,92	5.143,39	5.143,39	1.771,90	94.630,61	31,2351
27	5.143,39			61.720,65	21.262,76	4.731,92	5.143,39	5.143,39	1.771,90	94.630,61	31,2351
K3 Directie (enkel in erkende kinderdagverblijven)											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	3.107,61			37.291,36	12.846,87	2.859,00	3.107,61	3.107,61	1.070,57	57.175,42	18,8721
1	3.197,26			38.367,07	13.217,46	2.941,48	3.197,26	3.197,26	1.101,45	58.824,71	19,4165
2	3.290,63			39.487,62	13.603,48	3.027,38	3.290,63	3.290,63	1.133,62	60.542,74	19,9836
3	3.384,01			40.608,12	13.989,50	3.113,29	3.384,01	3.384,01	1.165,79	62.260,71	20,5507
4	3.496,07			41.952,78	14.452,73	3.216,38	3.496,07	3.496,07	1.204,39	64.322,35	21,2312
5	3.641,73			43.700,81	15.054,93	3.350,40	3.641,73	3.641,73	1.254,58	67.002,44	22,1158
6	3.641,73			43.700,81	15.054,93	3.350,40	3.641,73	3.641,73	1.254,58	67.002,44	22,1158
7	3.791,14			45.493,64	15.672,56	3.487,85	3.791,14	3.791,14	1.306,05	69.751,24	23,0231
8	3.791,14			45.493,64	15.672,56	3.487,85	3.791,14	3.791,14	1.306,05	69.751,24	23,0231
9	3.940,54			47.286,52	16.290,21	3.625,30	3.940,54	3.940,54	1.357,52	72.500,09	23,9304
10	3.940,54			47.286,52	16.290,21	3.625,30	3.940,54	3.940,54	1.357,52	72.500,09	23,9304
11	4.127,30			49.527,59	17.062,25	3.797,12	4.127,30	4.127,30	1.421,85	75.936,11	25,0646
12	4.127,30			49.527,59	17.062,25	3.797,12	4.127,30	4.127,30	1.421,85	75.936,11	25,0646
13	4.295,38			51.544,55	17.757,10	3.951,75	4.295,38	4.295,38	1.479,76	79.028,53	26,0853
14	4.295,38			51.544,55	17.757,10	3.951,75	4.295,38	4.295,38	1.479,76	79.028,53	26,0853
15	4.463,46			53.561,52	18.451,94	4.106,38	4.463,46	4.463,46	1.537,66	82.120,97	27,1060
16	4.463,46			53.561,52	18.451,94	4.106,38	4.463,46	4.463,46	1.537,66	82.120,97	27,1060
17	4.650,22			55.802,59	19.223,99	4.278,20	4.650,22	4.650,22	1.602,00	85.557,00	28,2402
18	4.650,22			55.802,59	19.223,99	4.278,20	4.650,22	4.650,22	1.602,00	85.557,00	28,2402
19	4.650,22			55.802,59	19.223,99	4.278,20	4.650,22	4.650,22	1.602,00	85.557,00	28,2402
20	4.818,29			57.819,52	19.918,83	4.432,83	4.818,29	4.818,29	1.659,90	88.649,37	29,2609
21	4.818,29			57.819,52	19.918,83	4.432,83	4.818,29	4.818,29	1.659,90	88.649,37	29,2609
22	5.005,05			60.060,58	20.690,87	4.604,64	5.005,05	5.005,05	1.724,24	92.085,38	30,3950
23	5.191,81			62.301,69	21.462,93	4.776,46	5.191,81	5.191,81	1.788,58	95.521,46	31,5292
24	5.341,21			64.094,52	22.080,56	4.913,91	5.341,21	5.341,21	1.840,05	98.270,26	32,4365
25	5.341,21			64.094,52	22.080,56	4.913,91	5.341,21	5.341,21	1.840,05	98.270,26	32,4365
26	5.341,21			64.094,52	22.080,56	4.913,91	5.341,21	5.341,21	1.840,05	98.270,26	32,4365
27	5.341,21			64.094,52	22.080,56	4.913,91	5.341,21	5.341,21	1.840,05	98.270,26	32,4365

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

van toepassing vanaf 01/04/2020
tot overschrijding spilindex 109.34

K2 p.m.											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	3.218,60			38.623,18	13.305,69	2.961,11	3.218,60	3.218,60	1.108,81	59.217,38	19,5461
1	3.311,44			39.737,30	13.689,50	3.046,53	3.311,44	3.311,44	1.140,79	60.925,56	20,1100
2	3.408,16			40.897,87	14.089,32	3.135,50	3.408,16	3.408,16	1.174,11	62.704,95	20,6973
3	3.504,87			42.058,43	14.489,13	3.224,48	3.504,87	3.504,87	1.207,43	64.484,34	21,2846
4	3.620,92			43.451,08	14.968,90	3.331,25	3.620,92	3.620,92	1.247,41	66.619,56	21,9894
5	3.771,80			45.261,56	15.592,61	3.470,05	3.771,80	3.771,80	1.299,38	69.395,40	22,9056
6	3.771,80			45.261,56	15.592,61	3.470,05	3.771,80	3.771,80	1.299,38	69.395,40	22,9056
7	3.926,54			47.118,45	16.232,31	3.612,41	3.926,54	3.926,54	1.352,69	72.242,40	23,8454
8	3.926,54			47.118,45	16.232,31	3.612,41	3.926,54	3.926,54	1.352,69	72.242,40	23,8454
9	4.081,28			48.975,34	16.872,00	3.754,78	4.081,28	4.081,28	1.406,00	75.089,40	24,7851
10	4.081,28			48.975,34	16.872,00	3.754,78	4.081,28	4.081,28	1.406,00	75.089,40	24,7851
11	4.274,70			51.296,42	17.671,62	3.932,73	4.274,70	4.274,70	1.472,63	78.648,09	25,9597
12	4.274,70			51.296,42	17.671,62	3.932,73	4.274,70	4.274,70	1.472,63	78.648,09	25,9597
13	4.448,79			53.385,43	18.391,28	4.092,88	4.448,79	4.448,79	1.532,61	81.850,99	27,0169
14	4.448,79			53.385,43	18.391,28	4.092,88	4.448,79	4.448,79	1.532,61	81.850,99	27,0169
15	4.622,87			55.474,44	19.110,94	4.253,04	4.622,87	4.622,87	1.592,58	85.053,87	28,0741
16	4.622,87			55.474,44	19.110,94	4.253,04	4.622,87	4.622,87	1.592,58	85.053,87	28,0741
17	4.816,29			57.795,51	19.910,55	4.430,99	4.816,29	4.816,29	1.659,21	88.612,56	29,2487
18	4.816,29			57.795,51	19.910,55	4.430,99	4.816,29	4.816,29	1.659,21	88.612,56	29,2487
19	4.816,29			57.795,51	19.910,55	4.430,99	4.816,29	4.816,29	1.659,21	88.612,56	29,2487
20	4.990,38			59.884,53	20.630,22	4.591,15	4.990,38	4.990,38	1.719,19	91.815,46	30,3059
21	4.990,38			59.884,53	20.630,22	4.591,15	4.990,38	4.990,38	1.719,19	91.815,46	30,3059
22	5.183,80			62.205,60	21.429,83	4.769,10	5.183,80	5.183,80	1.785,82	95.374,15	31,4806
23	5.377,23			64.526,73	22.229,46	4.947,05	5.377,23	5.377,23	1.852,45	98.932,93	32,6552
24	5.531,97			66.383,62	22.869,16	5.089,41	5.531,97	5.531,97	1.905,76	101.779,93	33,5950
25	5.531,97			66.383,62	22.869,16	5.089,41	5.531,97	5.531,97	1.905,76	101.779,93	33,5950
26	5.531,97			66.383,62	22.869,16	5.089,41	5.531,97	5.531,97	1.905,76	101.779,93	33,5950
27	5.531,97			66.383,62	22.869,16	5.089,41	5.531,97	5.531,97	1.905,76	101.779,93	33,5950
K1 p.m.											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	3.329,58			39.955,01	13.764,50	3.063,22	3.329,58	3.329,58	1.147,04	61.259,36	20,2201
1	3.425,63			41.107,59	14.161,56	3.151,58	3.425,63	3.425,63	1.180,13	63.026,50	20,8034
2	3.525,68			42.308,17	14.575,17	3.243,63	3.525,68	3.525,68	1.214,60	64.867,24	21,4110
3	3.625,72			43.508,70	14.988,75	3.335,67	3.625,72	3.625,72	1.249,06	66.707,90	22,0186
4	3.745,79			44.949,43	15.485,08	3.446,12	3.745,79	3.745,79	1.290,42	68.916,83	22,7477
5	3.901,86			46.822,28	16.130,28	3.589,71	3.901,86	3.901,86	1.344,19	71.788,31	23,6955
6	3.901,86			46.822,28	16.130,28	3.589,71	3.901,86	3.901,86	1.344,19	71.788,31	23,6955
7	4.061,93			48.743,21	16.792,04	3.736,98	4.061,93	4.061,93	1.399,34	74.733,50	24,6676
8	4.061,93			48.743,21	16.792,04	3.736,98	4.061,93	4.061,93	1.399,34	74.733,50	24,6676
9	4.222,01			50.664,10	17.453,78	3.884,25	4.222,01	4.222,01	1.454,48	77.678,63	25,6397
10	4.222,01			50.664,10	17.453,78	3.884,25	4.222,01	4.222,01	1.454,48	77.678,63	25,6397
11	4.422,10			53.065,25	18.280,98	4.068,34	4.422,10	4.422,10	1.523,42	81.360,09	26,8549
12	4.422,10			53.065,25	18.280,98	4.068,34	4.422,10	4.422,10	1.523,42	81.360,09	26,8549
13	4.602,19			55.226,30	19.025,46	4.234,02	4.602,19	4.602,19	1.585,46	84.673,43	27,9485
14	4.602,19			55.226,30	19.025,46	4.234,02	4.602,19	4.602,19	1.585,46	84.673,43	27,9485
15	4.782,28			57.387,34	19.769,94	4.399,70	4.782,28	4.782,28	1.647,49	87.986,74	29,0422
16	4.782,28			57.387,34	19.769,94	4.399,70	4.782,28	4.782,28	1.647,49	87.986,74	29,0422
17	4.982,37			59.788,49	20.597,13	4.583,78	4.982,37	4.982,37	1.716,43	91.668,21	30,2573
18	4.982,37			59.788,49	20.597,13	4.583,78	4.982,37	4.982,37	1.716,43	91.668,21	30,2573
19	4.982,37			59.788,49	20.597,13	4.583,78	4.982,37	4.982,37	1.716,43	91.668,21	30,2573
20	5.162,46			61.949,49	21.341,60	4.749,46	5.162,46	5.162,46	1.778,47	94.981,48	31,3510
21	5.162,46			61.949,49	21.341,60	4.749,46	5.162,46	5.162,46	1.778,47	94.981,48	31,3510
22	5.362,55			64.350,65	22.168,80	4.933,55	5.362,55	5.362,55	1.847,40	98.662,95	32,5661
23	5.562,65			66.751,78	22.995,99	5.117,64	5.562,65	5.562,65	1.916,33	102.344,39	33,7813
24	5.722,72			68.672,69	23.657,74	5.264,91	5.722,72	5.722,72	1.971,48	105.289,54	34,7534
25	5.722,72			68.672,69	23.657,74	5.264,91	5.722,72	5.722,72	1.971,48	105.289,54	34,7534
26	5.722,72			68.672,69	23.657,74	5.264,91	5.722,72	5.722,72	1.971,48	105.289,54	34,7534
27	5.722,72			68.672,69	23.657,74	5.264,91	5.722,72	5.722,72	1.971,48	105.289,54	34,7534

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

van toepassing vanaf 01/04/2020

tot overschrijding spilindex 109,34

12.

G1 Geneesheer omnipracticus											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	3.589,63			43.075,53	14.839,52	3.302,46	3.589,63	3.589,63	1.236,63	66.043,76	21,7994
1	3.676,71			44.120,52	15.199,52	3.382,57	3.676,71	3.676,71	1.266,63	67.645,94	22,3282
2	3.763,79			45.165,45	15.559,50	3.462,68	3.763,79	3.763,79	1.296,62	69.248,04	22,8570
3	3.850,83			46.209,90	15.919,31	3.542,76	3.850,83	3.850,83	1.326,61	70.849,41	23,3856
4	3.850,83			46.209,90	15.919,31	3.542,76	3.850,83	3.850,83	1.326,61	70.849,41	23,3856
5	4.003,19			48.038,31	16.549,20	3.682,94	4.003,19	4.003,19	1.379,10	73.652,73	24,3109
6	4.003,19			48.038,31	16.549,20	3.682,94	4.003,19	4.003,19	1.379,10	73.652,73	24,3109
7	4.155,56			49.866,74	17.179,09	3.823,12	4.155,56	4.155,56	1.431,59	76.456,10	25,2362
8	4.155,56			49.866,74	17.179,09	3.823,12	4.155,56	4.155,56	1.431,59	76.456,10	25,2362
9	4.307,93			51.695,19	17.808,99	3.963,30	4.307,93	4.307,93	1.484,08	79.259,49	26,1615
10	4.307,93			51.695,19	17.808,99	3.963,30	4.307,93	4.307,93	1.484,08	79.259,49	26,1615
11	4.460,30			53.523,59	18.438,88	4.103,48	4.460,30	4.460,30	1.536,57	82.062,82	27,0868
12	4.460,30			53.523,59	18.438,88	4.103,48	4.460,30	4.460,30	1.536,57	82.062,82	27,0868
13	4.612,67			55.352,02	19.068,77	4.243,66	4.612,67	4.612,67	1.589,06	84.866,18	28,0122
14	4.612,67			55.352,02	19.068,77	4.243,66	4.612,67	4.612,67	1.589,06	84.866,18	28,0122
15	4.764,99			57.179,91	19.698,48	4.383,79	4.764,99	4.764,99	1.641,54	87.668,71	28,9372
16	4.764,99			57.179,91	19.698,48	4.383,79	4.764,99	4.764,99	1.641,54	87.668,71	28,9372
17	4.917,36			59.008,35	20.328,38	4.523,97	4.917,36	4.917,36	1.694,03	90.472,10	29,8625
18	4.917,36			59.008,35	20.328,38	4.523,97	4.917,36	4.917,36	1.694,03	90.472,10	29,8625
19	5.069,73			60.836,79	20.958,27	4.664,15	5.069,73	5.069,73	1.746,52	93.275,47	30,7878
20	5.069,73			60.836,79	20.958,27	4.664,15	5.069,73	5.069,73	1.746,52	93.275,47	30,7878
21	5.222,10			62.665,19	21.588,16	4.804,33	5.222,10	5.222,10	1.799,01	96.078,79	31,7132
22	5.222,10			62.665,19	21.588,16	4.804,33	5.222,10	5.222,10	1.799,01	96.078,79	31,7132
23	5.374,47			64.493,64	22.218,06	4.944,51	5.374,47	5.374,47	1.851,50	98.882,18	32,6385
24	5.374,47			64.493,64	22.218,06	4.944,51	5.374,47	5.374,47	1.851,50	98.882,18	32,6385
25	5.374,47			64.493,64	22.218,06	4.944,51	5.374,47	5.374,47	1.851,50	98.882,18	32,6385
26	5.374,47			64.493,64	22.218,06	4.944,51	5.374,47	5.374,47	1.851,50	98.882,18	32,6385
27	5.374,47			64.493,64	22.218,06	4.944,51	5.374,47	5.374,47	1.851,50	98.882,18	32,6385
G5 Geneesheer specialist											
Anc	BMW	Haard	Stand	BJW	RSZ	Vak	ET haard	ET stand	ET h RSZ	KOST jaar	Uurloon
	4.771,25			57.254,94	19.724,33	4.389,55	4.771,25	4.771,25	1.643,69	87.783,76	28,9752
1	4.771,25			57.254,94	19.724,33	4.389,55	4.771,25	4.771,25	1.643,69	87.783,76	28,9752
2	4.957,82			59.493,86	20.495,63	4.561,20	4.957,82	4.957,82	1.707,97	91.216,48	30,1082
3	4.957,82			59.493,86	20.495,63	4.561,20	4.957,82	4.957,82	1.707,97	91.216,48	30,1082
4	5.144,40			61.732,77	21.266,94	4.732,85	5.144,40	5.144,40	1.772,24	94.649,20	31,2413
5	5.144,40			61.732,77	21.266,94	4.732,85	5.144,40	5.144,40	1.772,24	94.649,20	31,2413
6	5.330,93			63.971,15	22.038,06	4.904,45	5.330,93	5.330,93	1.836,51	98.081,10	32,3741
7	5.330,93			63.971,15	22.038,06	4.904,45	5.330,93	5.330,93	1.836,51	98.081,10	32,3741
8	5.517,51			66.210,06	22.809,37	5.076,10	5.517,51	5.517,51	1.900,78	101.513,82	33,5071
9	5.517,51			66.210,06	22.809,37	5.076,10	5.517,51	5.517,51	1.900,78	101.513,82	33,5071
10	5.704,08			68.448,97	23.580,67	5.247,75	5.704,08	5.704,08	1.965,06	104.946,54	34,6402
11	5.704,08			68.448,97	23.580,67	5.247,75	5.704,08	5.704,08	1.965,06	104.946,54	34,6402
12	5.890,66			70.687,87	24.351,97	5.419,40	5.890,66	5.890,66	2.029,33	108.379,24	35,7732
13	5.890,66			70.687,87	24.351,97	5.419,40	5.890,66	5.890,66	2.029,33	108.379,24	35,7732
14	6.077,23			72.926,79	25.123,28	5.591,05	6.077,23	6.077,23	2.093,61	111.811,96	36,9063
15	6.077,23			72.926,79	25.123,28	5.591,05	6.077,23	6.077,23	2.093,61	111.811,96	36,9063
16	6.263,81			75.165,70	25.894,58	5.762,70	6.263,81	6.263,81	2.157,88	115.244,68	38,0393
17	6.263,81			75.165,70	25.894,58	5.762,70	6.263,81	6.263,81	2.157,88	115.244,68	38,0393
18	6.450,38			77.404,61	26.665,89	5.934,35	6.450,38	6.450,38	2.222,16	118.677,40	39,1724
19	6.450,38			77.404,61	26.665,89	5.934,35	6.450,38	6.450,38	2.222,16	118.677,40	39,1724
20	6.636,96			79.643,53	27.437,20	6.106,00	6.636,96	6.636,96	2.286,43	122.110,12	40,3054
21	6.636,96			79.643,53	27.437,20	6.106,00	6.636,96	6.636,96	2.286,43	122.110,12	40,3054
22	6.823,49			81.881,91	28.208,32	6.277,61	6.823,49	6.823,49	2.350,69	125.542,02	41,4382
23	6.823,49			81.881,91	28.208,32	6.277,61	6.823,49	6.823,49	2.350,69	125.542,02	41,4382
24	6.823,49			81.881,91	28.208,32	6.277,61	6.823,49	6.823,49	2.350,69	125.542,02	41,4382
25	6.823,49			81.881,91	28.208,32	6.277,61	6.823,49	6.823,49	2.350,69	125.542,02	41,4382
26	6.823,49			81.881,91	28.208,32	6.277,61	6.823,49	6.823,49	2.350,69	125.542,02	41,4382
27	6.823,49			81.881,91	28.208,32	6.277,61	6.823,49	6.823,49	2.350,69	125.542,02	41,4382
						basis	04/2020				
Weddesupplement zaterdagprestaties						1,2087	1,6593	forfaitair bedrag per uur			
Vergoeding vakantieverblijven						29,6256	40,6700	forfaitair bedrag per dag			
Gewaarborgd inkomen						16.244,56	1.858,38	maandloon (uurloon = 11,2857)			