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## PARITAIR SUBCOMITÉ 319.01

### LOONBAREMA'S geldig vanaf 1 maart 2021

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Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 maart 2021** tot en met de maand volgende op deze waarin de spilindex van 109.34 punten wordt overschreden, en dit voor volgende subsectoren van het Paritair Subcomité voor de opvoedings- en huisvestingsinrichtingen en -diensten van de Vlaamse Gemeenschap (**319.01**):

- ♦ centra algemeen welzijnswerk
- ♦ centra voor kinderopvang en gezinsondersteuning
- ♦ centra voor integrale gezinszorg
- ♦ huurdersbonden
- ♦ jeugdhulp
- ♦ sociale verhuurkantoren
- ♦ ondersteuning van personen met een handicap.

#### Legende tabellen loonbarema's

<b>Anc</b>	anciënniteit
<b>BMW</b>	bruto maandwedde
<b>BJW</b>	bruto jaarwedde
<b>ET</b>	eindejaarstoelage = bruto maandwedde van oktober
<b>RSZ</b>	RSZ-werkgeversbijdrage op bruto jaarwedde + eindejaarstoelage: 34,45 % - <i>benaderend en gemiddeld percentage</i>
<b>Vak</b>	vakantiegeld : 92 % van de bruto maandwedde
<b>KOST jaar</b>	benaderende loonkost op jaarbasis ( <i>bruto jaarweddeloon + eindejaarstoelage + RSZ + vakantiegeld</i> )
<b>Uurloon</b>	uurloon bij 38-uren-week

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<b>L4 Logistiek personeel klasse 4</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>1.845,72</b>	22.148,69	1.845,72	8.266,08	1.698,07	33.958,56	11,2089
1	<b>1.868,74</b>	22.424,83	1.868,74	8.369,13	1.719,24	34.381,94	11,3486
2	<b>1.891,71</b>	22.700,50	1.891,71	8.472,02	1.740,37	34.804,60	11,4881
3	<b>1.914,72</b>	22.976,64	1.914,72	8.575,07	1.761,54	35.227,98	11,6279
4	<b>1.941,77</b>	23.301,20	1.941,77	8.696,20	1.786,43	35.725,59	11,7921
5	<b>1.961,73</b>	23.540,78	1.961,73	8.785,62	1.804,79	36.092,92	11,9134
6	<b>2.033,96</b>	24.407,53	2.033,96	9.109,09	1.871,24	37.421,83	12,3520
7	<b>2.047,34</b>	24.568,06	2.047,34	9.169,00	1.883,55	37.667,95	12,4332
8	<b>2.126,16</b>	25.513,90	2.126,16	9.522,00	1.956,07	39.118,12	12,9119
9	<b>2.132,94</b>	25.595,33	2.132,94	9.552,39	1.962,31	39.242,97	12,9531
10	<b>2.218,36</b>	26.620,28	2.218,36	9.934,91	2.040,89	40.814,44	13,4718
11	<b>2.218,59</b>	26.623,13	2.218,59	9.935,97	2.041,11	40.818,80	13,4732
12	<b>2.310,55</b>	27.726,65	2.310,55	10.347,82	2.125,71	42.510,73	14,0317
13	<b>2.310,55</b>	27.726,65	2.310,55	10.347,82	2.125,71	42.510,73	14,0317
14	<b>2.402,75</b>	28.833,03	2.402,75	10.760,73	2.210,53	44.207,04	14,5916
15	<b>2.402,75</b>	28.833,03	2.402,75	10.760,73	2.210,53	44.207,04	14,5916
16	<b>2.441,84</b>	29.302,04	2.441,84	10.935,77	2.246,49	44.926,13	14,8290
17	<b>2.441,84</b>	29.302,04	2.441,84	10.935,77	2.246,49	44.926,13	14,8290
18	<b>2.534,03</b>	30.408,41	2.534,03	11.348,67	2.331,31	46.622,43	15,3889
19	<b>2.534,03</b>	30.408,41	2.534,03	11.348,67	2.331,31	46.622,43	15,3889
20	<b>2.626,23</b>	31.514,79	2.626,23	11.761,58	2.416,13	48.318,74	15,9488
21	<b>2.626,23</b>	31.514,79	2.626,23	11.761,58	2.416,13	48.318,74	15,9488
22	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
23	<b>2.757,52</b>	33.090,18	2.757,52	12.349,53	2.536,91	50.734,14	16,7460
24	<b>2.849,71</b>	34.196,52	2.849,71	12.762,43	2.621,73	52.430,39	17,3059
25	<b>2.854,88</b>	34.258,56	2.854,88	12.785,58	2.626,49	52.525,51	17,3373
26	<b>2.859,67</b>	34.316,05	2.859,67	12.807,04	2.630,90	52.613,65	17,3664
27	<b>2.864,11</b>	34.369,31	2.864,11	12.826,91	2.634,98	52.695,31	17,3934
28	<b>2.868,22</b>	34.418,66	2.868,22	12.845,33	2.638,76	52.770,98	17,4184
29	<b>2.872,03</b>	34.464,35	2.872,03	12.862,38	2.642,27	52.841,03	17,4415
30	<b>2.875,56</b>	34.506,71	2.875,56	12.878,19	2.645,51	52.905,98	17,4629
31	<b>2.878,83</b>	34.545,91	2.878,83	12.892,82	2.648,52	52.966,08	17,4827
32	<b>2.881,85</b>	34.582,22	2.881,85	12.906,37	2.651,30	53.021,75	17,5011
33	<b>2.884,65</b>	34.615,83	2.884,65	12.918,92	2.653,88	53.073,28	17,5181
34	<b>2.887,25</b>	34.646,98	2.887,25	12.930,54	2.656,27	53.121,04	17,5339
35	<b>2.889,65</b>	34.675,80	2.889,65	12.941,30	2.658,48	53.165,23	17,5485

**Loonbarema's Paritair Subcomité 319.01**

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tot overschrijding spilindex 109,34

3.

L3 Logistiek personeel klasse 3 (minimaal getuigschrift hoger secundair beroepsonderwijs, lager secundair technisch onderwijs, ervaringsbewijs of gelijkwaardige attestering)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	<b>1.931,60</b>	23.179,17	1.931,60	8.650,66	1.777,07	35.538,50	11,7303
1	<b>2.005,65</b>	24.067,78	2.005,65	8.982,30	1.845,20	36.900,92	12,1801
2	<b>2.080,50</b>	24.966,01	2.080,50	9.317,52	1.914,06	38.278,09	12,6346
3	<b>2.155,36</b>	25.864,27	2.155,36	9.652,76	1.982,93	39.655,31	13,0892
4	<b>2.230,21</b>	26.762,51	2.230,21	9.987,99	2.051,79	41.032,50	13,5438
5	<b>2.230,21</b>	26.762,51	2.230,21	9.987,99	2.051,79	41.032,50	13,5438
6	<b>2.336,89</b>	28.042,69	2.336,89	10.465,77	2.149,94	42.995,29	14,1916
7	<b>2.336,89</b>	28.042,69	2.336,89	10.465,77	2.149,94	42.995,29	14,1916
8	<b>2.429,42</b>	29.153,06	2.429,42	10.880,16	2.235,07	44.697,71	14,7536
9	<b>2.429,42</b>	29.153,06	2.429,42	10.880,16	2.235,07	44.697,71	14,7536
10	<b>2.497,15</b>	29.965,82	2.497,15	11.183,49	2.297,38	45.943,84	15,1649
11	<b>2.497,15</b>	29.965,82	2.497,15	11.183,49	2.297,38	45.943,84	15,1649
12	<b>2.603,84</b>	31.246,02	2.603,84	11.661,28	2.395,53	47.906,66	15,8128
13	<b>2.603,84</b>	31.246,02	2.603,84	11.661,28	2.395,53	47.906,66	15,8128
14	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
15	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
16	<b>2.764,10</b>	33.169,16	2.764,10	12.379,01	2.542,97	50.855,23	16,7860
17	<b>2.764,10</b>	33.169,16	2.764,10	12.379,01	2.542,97	50.855,23	16,7860
18	<b>2.870,78</b>	34.449,35	2.870,78	12.856,78	2.641,12	52.818,03	17,4339
19	<b>2.870,78</b>	34.449,35	2.870,78	12.856,78	2.641,12	52.818,03	17,4339
20	<b>2.977,47</b>	35.729,59	2.977,47	13.334,58	2.739,27	54.780,91	18,0818
21	<b>2.977,47</b>	35.729,59	2.977,47	13.334,58	2.739,27	54.780,91	18,0818
22	<b>3.084,15</b>	37.009,83	3.084,15	13.812,38	2.837,42	56.743,78	18,7297
23	<b>3.190,84</b>	38.290,04	3.190,84	14.290,16	2.935,57	58.706,61	19,3776
24	<b>3.297,52</b>	39.570,28	3.297,52	14.767,96	3.033,72	60.669,48	20,0254
25	<b>3.303,51</b>	39.642,07	3.303,51	14.794,75	3.039,23	60.779,55	20,0618
26	<b>3.309,05</b>	39.708,60	3.309,05	14.819,58	3.044,33	60.881,56	20,0954
27	<b>3.314,19</b>	39.770,23	3.314,19	14.842,58	3.049,05	60.976,05	20,1266
28	<b>3.318,94</b>	39.827,33	3.318,94	14.863,89	3.053,43	61.063,59	20,1555
29	<b>3.323,35</b>	39.880,20	3.323,35	14.883,62	3.057,48	61.144,65	20,1823
30	<b>3.327,43</b>	39.929,21	3.327,43	14.901,91	3.061,24	61.219,80	20,2071
31	<b>3.331,22</b>	39.974,58	3.331,22	14.918,85	3.064,72	61.289,36	20,2301
32	<b>3.334,72</b>	40.016,59	3.334,72	14.934,52	3.067,94	61.353,77	20,2513
33	<b>3.337,96</b>	40.055,49	3.337,96	14.949,04	3.070,92	61.413,41	20,2710
34	<b>3.340,96</b>	40.091,53	3.340,96	14.962,49	3.073,68	61.468,67	20,2892
35	<b>3.343,74</b>	40.124,87	3.343,74	14.974,94	3.076,24	61.519,79	20,3061

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<b>L2 Logistiek personeel klasse 2 (minimaal getuigschrift hoger secundair technisch onderwijs)</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>2.088,48</b>	25.061,73	2.088,48	9.353,25	1.921,40	38.424,85	12,6831
1	<b>2.169,80</b>	26.037,58	2.169,80	9.717,44	1.996,21	39.921,03	13,1769
2	<b>2.251,12</b>	27.013,42	2.251,12	10.081,63	2.071,03	41.417,20	13,6708
3	<b>2.332,44</b>	27.989,28	2.332,44	10.445,83	2.145,84	42.913,40	14,1646
4	<b>2.413,76</b>	28.965,12	2.413,76	10.810,02	2.220,66	44.409,56	14,6585
5	<b>2.413,76</b>	28.965,12	2.413,76	10.810,02	2.220,66	44.409,56	14,6585
6	<b>2.476,55</b>	29.718,63	2.476,55	11.091,24	2.278,43	45.564,85	15,0398
7	<b>2.476,55</b>	29.718,63	2.476,55	11.091,24	2.278,43	45.564,85	15,0398
8	<b>2.592,46</b>	31.109,49	2.592,46	11.610,32	2.385,06	47.697,33	15,7437
9	<b>2.592,46</b>	31.109,49	2.592,46	11.610,32	2.385,06	47.697,33	15,7437
10	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
11	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
12	<b>2.771,16</b>	33.253,88	2.771,16	12.410,63	2.549,46	50.985,13	16,8289
13	<b>2.771,16</b>	33.253,88	2.771,16	12.410,63	2.549,46	50.985,13	16,8289
14	<b>2.887,06</b>	34.644,74	2.887,06	12.929,71	2.656,10	53.117,60	17,5328
15	<b>2.887,06</b>	34.644,74	2.887,06	12.929,71	2.656,10	53.117,60	17,5328
16	<b>3.002,97</b>	36.035,60	3.002,97	13.448,79	2.762,73	55.250,08	18,2366
17	<b>3.002,97</b>	36.035,60	3.002,97	13.448,79	2.762,73	55.250,08	18,2366
18	<b>3.118,87</b>	37.426,47	3.118,87	13.967,87	2.869,36	57.382,58	18,9405
19	<b>3.118,87</b>	37.426,47	3.118,87	13.967,87	2.869,36	57.382,58	18,9405
20	<b>3.234,78</b>	38.817,33	3.234,78	14.486,95	2.976,00	59.515,05	19,6444
21	<b>3.234,78</b>	38.817,33	3.234,78	14.486,95	2.976,00	59.515,05	19,6444
22	<b>3.350,68</b>	40.208,19	3.350,68	15.006,03	3.082,63	61.647,53	20,3483
23	<b>3.466,59</b>	41.599,06	3.466,59	15.525,12	3.189,26	63.780,03	21,0522
24	<b>3.582,49</b>	42.989,92	3.582,49	16.044,20	3.295,89	65.912,50	21,7560
25	<b>3.588,99</b>	43.067,92	3.588,99	16.073,31	3.301,87	66.032,09	21,7955
26	<b>3.595,02</b>	43.140,19	3.595,02	16.100,28	3.307,41	66.142,90	21,8321
27	<b>3.600,60</b>	43.207,15	3.600,60	16.125,27	3.312,55	66.245,56	21,8660
28	<b>3.605,77</b>	43.269,18	3.605,77	16.148,42	3.317,30	66.340,67	21,8974
29	<b>3.610,55</b>	43.326,62	3.610,55	16.169,86	3.321,71	66.428,73	21,9264
30	<b>3.614,99</b>	43.379,87	3.614,99	16.189,73	3.325,79	66.510,38	21,9534
31	<b>3.619,10</b>	43.429,16	3.619,10	16.208,12	3.329,57	66.585,95	21,9783
32	<b>3.622,90</b>	43.474,81	3.622,90	16.225,16	3.333,07	66.655,94	22,0014
33	<b>3.626,42</b>	43.517,06	3.626,42	16.240,93	3.336,31	66.720,72	22,0228
34	<b>3.629,69</b>	43.556,22	3.629,69	16.255,54	3.339,31	66.780,76	22,0426
35	<b>3.632,70</b>	43.592,44	3.632,70	16.269,06	3.342,09	66.836,29	22,0610

Begeleidend en verzorgend personeel klasse 2B / ADL-assistent / hulpverlener klasse 2B / adviesverlener HB klasse 2B (getuigschrift lager secundair onderwijs of hoger secundair beroepsonderwijs menswetensch.)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	<b>2.096,96</b>	25.163,50	2.096,96	9.391,23	1.929,20	38.580,89	12,7346
1	<b>2.135,35</b>	25.624,21	2.135,35	9.563,17	1.964,52	39.287,25	12,9677
2	<b>2.178,89</b>	26.146,66	2.178,89	9.758,15	2.004,58	40.088,28	13,2321
3	<b>2.256,98</b>	27.083,77	2.256,98	10.107,89	2.076,42	41.525,06	13,7064
4	<b>2.334,61</b>	28.015,26	2.334,61	10.455,53	2.147,84	42.953,23	14,1778
5	<b>2.335,07</b>	28.020,89	2.335,07	10.457,63	2.148,27	42.961,86	14,1806
6	<b>2.429,42</b>	29.153,06	2.429,42	10.880,16	2.235,07	44.697,71	14,7536
7	<b>2.429,42</b>	29.153,06	2.429,42	10.880,16	2.235,07	44.697,71	14,7536
8	<b>2.504,15</b>	30.049,74	2.504,15	11.214,81	2.303,81	46.072,51	15,2074
9	<b>2.505,35</b>	30.064,15	2.505,35	11.220,19	2.304,92	46.094,61	15,2147
10	<b>2.615,98</b>	31.391,79	2.615,98	11.715,68	2.406,70	48.130,15	15,8865
11	<b>2.617,19</b>	31.406,23	2.617,19	11.721,07	2.407,81	48.152,29	15,8938
12	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
13	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
14	<b>2.786,55</b>	33.438,58	2.786,55	12.479,56	2.563,62	51.268,31	16,9224
15	<b>2.787,75</b>	33.453,02	2.787,75	12.484,95	2.564,73	51.290,45	16,9297
16	<b>2.898,39</b>	34.780,66	2.898,39	12.980,43	2.666,52	53.326,00	17,6015
17	<b>2.899,59</b>	34.795,07	2.899,59	12.985,81	2.667,62	53.348,09	17,6088
18	<b>3.010,23</b>	36.122,71	3.010,23	13.481,30	2.769,41	55.383,64	18,2807
19	<b>3.011,43</b>	36.137,16	3.011,43	13.486,69	2.770,52	55.405,79	18,2880
20	<b>3.122,07</b>	37.464,81	3.122,07	13.982,18	2.872,30	57.441,36	18,9599
21	<b>3.123,27</b>	37.479,20	3.123,27	13.987,55	2.873,41	57.463,42	18,9672
22	<b>3.233,91</b>	38.806,86	3.233,91	14.483,04	2.975,19	59.499,00	19,6391
23	<b>3.345,75</b>	40.148,94	3.345,75	14.983,92	3.078,09	61.556,69	20,3183
24	<b>3.456,38</b>	41.476,60	3.456,38	15.479,41	3.179,87	63.592,27	20,9902
25	<b>3.463,86</b>	41.566,27	3.463,86	15.512,88	3.186,75	63.729,75	21,0356
26	<b>3.469,67</b>	41.636,02	3.469,67	15.538,91	3.192,09	63.836,69	21,0709
27	<b>3.476,26</b>	41.715,16	3.476,26	15.568,45	3.198,16	63.958,03	21,1109
28	<b>3.481,25</b>	41.775,05	3.481,25	15.590,80	3.202,75	64.049,85	21,1412
29	<b>3.485,88</b>	41.830,51	3.485,88	15.611,49	3.207,01	64.134,89	21,1693
30	<b>3.490,16</b>	41.881,92	3.490,16	15.630,68	3.210,95	64.213,71	21,1953
31	<b>3.494,13</b>	41.929,51	3.494,13	15.648,44	3.214,60	64.286,67	21,2194
32	<b>3.497,80</b>	41.973,58	3.497,80	15.664,89	3.217,97	64.354,24	21,2417
33	<b>3.501,20</b>	42.014,38	3.501,20	15.680,12	3.221,10	64.416,80	21,2623
34	<b>3.504,35</b>	42.052,18	3.504,35	15.694,22	3.224,00	64.474,75	21,2815
35	<b>3.507,26</b>	42.087,15	3.507,26	15.707,28	3.226,68	64.528,37	21,2992

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6.

<b>B2a Begeleidend en verzorgend personeel klasse 2A / hulpverlener klasse 2A / adviesverlener HB klasse 2A (diploma van hoger secundair onderwijs met een specifieke oriëntatie of hoger secundair beroepsonderwijs)</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>2.285,29</b>	27.423,43	2.285,29	10.234,65	2.102,46	42.045,83	13,8783
1	<b>2.339,00</b>	28.068,05	2.339,00	10.475,23	2.151,88	43.034,17	14,2045
2	<b>2.412,43</b>	28.949,20	2.412,43	10.804,08	2.219,44	44.385,15	14,6504
3	<b>2.489,85</b>	29.878,24	2.489,85	11.150,81	2.290,67	45.809,57	15,1206
4	<b>2.559,64</b>	30.715,64	2.559,64	11.463,33	2.354,87	47.093,48	15,5444
5	<b>2.589,68</b>	31.076,15	2.589,68	11.597,88	2.382,50	47.646,21	15,7268
6	<b>2.658,31</b>	31.899,68	2.658,31	11.905,23	2.445,64	48.908,86	16,1436
7	<b>2.685,94</b>	32.231,28	2.685,94	12.028,98	2.471,06	49.417,27	16,3114
8	<b>2.774,09</b>	33.289,05	2.774,09	12.423,75	2.552,16	51.039,05	16,8467
9	<b>2.798,79</b>	33.585,45	2.798,79	12.534,37	2.574,88	51.493,49	16,9967
10	<b>2.857,85</b>	34.294,15	2.857,85	12.798,86	2.629,22	52.580,08	17,3553
11	<b>2.879,12</b>	34.549,42	2.879,12	12.894,13	2.648,79	52.971,46	17,4845
12	<b>2.959,99</b>	35.519,92	2.959,99	13.256,33	2.723,19	54.459,44	17,9757
13	<b>2.979,44</b>	35.753,23	2.979,44	13.343,40	2.741,08	54.817,15	18,0937
14	<b>3.059,70</b>	36.716,40	3.059,70	13.702,87	2.814,92	56.293,89	18,5812
15	<b>3.076,85</b>	36.922,15	3.076,85	13.779,65	2.830,70	56.609,35	18,6853
16	<b>3.154,93</b>	37.859,15	3.154,93	14.129,35	2.902,53	58.045,96	19,1595
17	<b>3.170,01</b>	38.040,08	3.170,01	14.196,87	2.916,41	58.323,37	19,2511
18	<b>3.246,14</b>	38.953,64	3.246,14	14.537,82	2.986,45	59.724,05	19,7134
19	<b>3.259,37</b>	39.112,41	3.259,37	14.597,08	2.998,62	59.967,47	19,7937
20	<b>3.333,76</b>	40.005,11	3.333,76	14.930,24	3.067,06	61.336,17	20,2455
21	<b>3.345,35</b>	40.144,22	3.345,35	14.982,16	3.077,72	61.549,45	20,3159
22	<b>3.418,21</b>	41.018,46	3.418,21	15.308,43	3.144,75	62.889,84	20,7583
23	<b>3.505,02</b>	42.060,18	3.505,02	15.697,21	3.224,61	64.487,02	21,2855
24	<b>3.620,92</b>	43.451,04	3.620,92	16.216,29	3.331,25	66.619,50	21,9894
25	<b>3.628,75</b>	43.544,99	3.628,75	16.251,35	3.338,45	66.763,54	22,0369
26	<b>3.634,84</b>	43.618,07	3.634,84	16.278,63	3.344,05	66.875,59	22,0739
27	<b>3.641,75</b>	43.700,99	3.641,75	16.309,57	3.350,41	67.002,72	22,1159
28	<b>3.646,98</b>	43.763,73	3.646,98	16.332,99	3.355,22	67.098,92	22,1476
29	<b>3.651,82</b>	43.821,83	3.651,82	16.354,67	3.359,67	67.187,99	22,1770
30	<b>3.656,31</b>	43.875,69	3.656,31	16.374,77	3.363,80	67.270,57	22,2043
31	<b>3.660,46</b>	43.925,53	3.660,46	16.393,37	3.367,62	67.346,99	22,2295
32	<b>3.664,31</b>	43.971,71	3.664,31	16.410,61	3.371,16	67.417,79	22,2529
33	<b>3.667,87</b>	44.014,45	3.667,87	16.426,56	3.374,44	67.483,32	22,2745
34	<b>3.671,17</b>	44.054,05	3.671,17	16.441,34	3.377,48	67.544,04	22,2946
35	<b>3.674,22</b>	44.090,69	3.674,22	16.455,01	3.380,29	67.600,21	22,3131

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7.

<b>B1c Begeleidend personeel klasse 1 / hulpverlener klasse 1 / adviesverlener HB klasse 1 (diploma hoger onderwijs met specifieke oriëntatie of eindgetuigschrift HBO5)</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>2.510,91</b>	30.130,95	2.510,91	11.245,12	2.310,04	46.197,02	15,2485
1	<b>2.564,54</b>	30.774,44	2.564,54	11.485,28	2.359,37	47.183,63	15,5741
2	<b>2.641,75</b>	31.700,97	2.641,75	11.831,07	2.430,41	48.604,19	16,0430
3	<b>2.730,22</b>	32.762,58	2.730,22	12.227,27	2.511,80	50.231,86	16,5803
4	<b>2.807,81</b>	33.693,76	2.807,81	12.574,79	2.583,19	51.659,55	17,0515
5	<b>2.842,46</b>	34.109,50	2.842,46	12.729,95	2.615,06	52.296,97	17,2619
6	<b>2.927,16</b>	35.125,96	2.927,16	13.109,30	2.692,99	53.855,41	17,7763
7	<b>2.958,84</b>	35.506,07	2.958,84	13.251,16	2.722,13	54.438,20	17,9687
8	<b>3.059,55</b>	36.714,65	3.059,55	13.702,21	2.814,79	56.291,21	18,5803
9	<b>3.088,05</b>	37.056,62	3.088,05	13.829,84	2.841,01	56.815,52	18,7534
10	<b>3.185,54</b>	38.226,43	3.185,54	14.266,42	2.930,69	58.609,08	19,3454
11	<b>3.211,02</b>	38.532,24	3.211,02	14.380,55	2.954,14	59.077,95	19,5001
12	<b>3.305,49</b>	39.665,86	3.305,49	14.803,63	3.041,05	60.816,03	20,0738
13	<b>3.328,08</b>	39.936,95	3.328,08	14.904,80	3.061,83	61.231,66	20,2110
14	<b>3.419,78</b>	41.037,37	3.419,78	15.315,49	3.146,20	62.918,84	20,7679
15	<b>3.439,74</b>	41.276,89	3.439,74	15.404,88	3.164,56	63.286,07	20,8891
16	<b>3.530,93</b>	42.371,12	3.530,93	15.813,26	3.248,45	64.963,75	21,4429
17	<b>3.550,38</b>	42.604,58	3.550,38	15.900,38	3.266,35	65.321,70	21,5610
18	<b>3.639,10</b>	43.669,15	3.639,10	16.297,69	3.347,97	66.953,90	22,0998
19	<b>3.656,21</b>	43.874,55	3.656,21	16.374,35	3.363,72	67.268,83	22,2037
20	<b>3.742,71</b>	44.912,53	3.742,71	16.761,73	3.443,29	68.860,27	22,7290
21	<b>3.757,73</b>	45.092,81	3.757,73	16.829,01	3.457,12	69.136,67	22,8202
22	<b>3.849,68</b>	46.196,18	3.849,68	17.240,80	3.541,71	70.828,37	23,3786
23	<b>3.982,83</b>	47.793,92	3.982,83	17.837,09	3.664,20	73.278,04	24,1872
24	<b>4.114,54</b>	49.374,45	4.114,54	18.426,96	3.785,37	75.701,32	24,9871
25	<b>4.123,44</b>	49.481,23	4.123,44	18.466,81	3.793,56	75.865,03	25,0411
26	<b>4.130,36</b>	49.564,26	4.130,36	18.497,79	3.799,93	75.992,34	25,0831
27	<b>4.138,20</b>	49.658,44	4.138,20	18.532,94	3.807,15	76.136,73	25,1308
28	<b>4.144,14</b>	49.729,73	4.144,14	18.559,55	3.812,61	76.246,04	25,1669
29	<b>4.149,65</b>	49.795,75	4.149,65	18.584,19	3.817,67	76.347,26	25,2003
30	<b>4.154,75</b>	49.856,95	4.154,75	18.607,03	3.822,37	76.441,09	25,2313
31	<b>4.159,47</b>	49.913,59	4.159,47	18.628,17	3.826,71	76.527,93	25,2599
32	<b>4.163,84</b>	49.966,06	4.163,84	18.647,75	3.830,73	76.608,38	25,2865
33	<b>4.167,89</b>	50.014,63	4.167,89	18.665,88	3.834,45	76.682,85	25,3110
34	<b>4.171,64</b>	50.059,63	4.171,64	18.682,67	3.837,90	76.751,84	25,3338
35	<b>4.175,11</b>	50.101,26	4.175,11	18.698,21	3.841,10	76.815,67	25,3549



<b>B1b Hoofdpvoeder / hoofdbegeleider / teambegeleider / diensthoofd paramedicus en maatsch.werk</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>2.733,91</b>	32.806,96	2.733,91	12.243,83	2.515,20	50.299,90	16,6027
1	<b>2.780,45</b>	33.365,36	2.780,45	12.452,23	2.558,01	51.156,05	16,8853
2	<b>2.847,50</b>	34.169,94	2.847,50	12.752,51	2.619,70	52.389,64	17,2925
3	<b>2.912,63</b>	34.951,50	2.912,63	13.044,19	2.679,62	53.587,93	17,6880
4	<b>2.982,60</b>	35.791,19	2.982,60	13.357,57	2.743,99	54.875,35	18,1130
5	<b>3.030,30</b>	36.363,60	3.030,30	13.571,20	2.787,88	55.752,97	18,4026
6	<b>3.131,67</b>	37.580,04	3.131,67	14.025,18	2.881,14	57.618,03	19,0182
7	<b>3.165,56</b>	37.986,71	3.165,56	14.176,96	2.912,31	58.241,54	19,2240
8	<b>3.273,36</b>	39.280,29	3.273,36	14.659,73	3.011,49	60.224,87	19,8787
9	<b>3.303,68</b>	39.644,19	3.303,68	14.795,54	3.039,39	60.782,80	20,0628
10	<b>3.408,01</b>	40.896,17	3.408,01	15.262,79	3.135,37	62.702,35	20,6964
11	<b>3.434,99</b>	41.219,87	3.434,99	15.383,60	3.160,19	63.198,65	20,8603
12	<b>3.536,10</b>	42.433,14	3.536,10	15.836,40	3.253,21	65.058,84	21,4743
13	<b>3.560,05</b>	42.720,65	3.560,05	15.943,70	3.275,25	65.499,66	21,6198
14	<b>3.658,20</b>	43.898,38	3.658,20	16.383,24	3.365,54	67.305,36	22,2158
15	<b>3.679,57</b>	44.154,86	3.679,57	16.478,96	3.385,21	67.698,60	22,3456
16	<b>3.777,16</b>	45.325,94	3.777,16	16.916,02	3.474,99	69.494,11	22,9382
17	<b>3.798,01</b>	45.576,07	3.798,01	17.009,37	3.494,17	69.877,61	23,0648
18	<b>3.892,95</b>	46.715,39	3.892,95	17.434,57	3.581,51	71.624,43	23,6414
19	<b>3.911,28</b>	46.935,36	3.911,28	17.516,67	3.598,38	71.961,69	23,7527
20	<b>4.003,85</b>	48.046,20	4.003,85	17.931,24	3.683,54	73.664,83	24,3149
21	<b>4.019,94</b>	48.239,31	4.019,94	18.003,31	3.698,35	73.960,91	24,4126
22	<b>4.119,09</b>	49.429,05	4.119,09	18.447,33	3.789,56	75.785,03	25,0147
23	<b>4.261,55</b>	51.138,59	4.261,55	19.085,35	3.920,63	78.406,11	25,8799
24	<b>4.402,48</b>	52.829,74	4.402,48	19.716,50	4.050,28	80.999,00	26,7357
25	<b>4.412,00</b>	52.944,02	4.412,00	19.759,15	4.059,04	81.174,21	26,7935
26	<b>4.419,41</b>	53.032,86	4.419,41	19.792,31	4.065,85	81.310,42	26,8385
27	<b>4.427,80</b>	53.133,61	4.427,80	19.829,91	4.073,58	81.464,89	26,8895
28	<b>4.434,16</b>	53.209,90	4.434,16	19.858,38	4.079,43	81.581,86	26,9281
29	<b>4.440,04</b>	53.280,53	4.440,04	19.884,74	4.084,84	81.690,15	26,9638
30	<b>4.445,50</b>	53.346,02	4.445,50	19.909,18	4.089,86	81.790,56	26,9970
31	<b>4.450,55</b>	53.406,62	4.450,55	19.931,80	4.094,51	81.883,47	27,0276
32	<b>4.455,23</b>	53.462,76	4.455,23	19.952,75	4.098,81	81.969,55	27,0561
33	<b>4.459,56</b>	53.514,73	4.459,56	19.972,14	4.102,80	82.049,23	27,0824
34	<b>4.463,57</b>	53.562,88	4.463,57	19.990,11	4.106,49	82.123,05	27,1067
35	<b>4.467,29</b>	53.607,42	4.467,29	20.006,74	4.109,90	82.191,34	27,1293

<b>B1a ondersteunend kaderpersoneel / ... coördinator-paramedicus / coördinator sociaal verhuurkantoor of huurdersbond / jurist huurdersbond</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>2.912,73</b>	34.952,70	2.912,73	13.044,64	2.679,71	53.589,77	17,6886
1	<b>2.957,55</b>	35.490,63	2.957,55	13.245,40	2.720,95	54.414,53	17,9608
2	<b>3.002,34</b>	36.028,03	3.002,34	13.445,96	2.762,15	55.238,48	18,2328
3	<b>3.047,16</b>	36.565,97	3.047,16	13.646,72	2.803,39	56.063,25	18,5050
4	<b>3.047,16</b>	36.565,97	3.047,16	13.646,72	2.803,39	56.063,25	18,5050
5	<b>3.123,99</b>	37.487,90	3.123,99	13.990,80	2.874,07	57.476,76	18,9716
6	<b>3.123,99</b>	37.487,90	3.123,99	13.990,80	2.874,07	57.476,76	18,9716
7	<b>3.200,82</b>	38.409,87	3.200,82	14.334,88	2.944,76	58.890,33	19,4382
8	<b>3.271,00</b>	39.252,03	3.271,00	14.649,18	3.009,32	60.181,54	19,8644
9	<b>3.277,65</b>	39.331,79	3.277,65	14.678,95	3.015,44	60.303,83	19,9048
10	<b>3.419,46</b>	41.033,52	3.419,46	15.314,05	3.145,90	62.912,93	20,7660
11	<b>3.420,40</b>	41.044,76	3.420,40	15.318,25	3.146,76	62.930,17	20,7716
12	<b>3.567,91</b>	42.814,95	3.567,91	15.978,90	3.282,48	65.644,24	21,6675
13	<b>3.568,85</b>	42.826,24	3.568,85	15.983,11	3.283,35	65.661,55	21,6732
14	<b>3.716,37</b>	44.596,43	3.716,37	16.643,76	3.419,06	68.375,62	22,5690
15	<b>3.717,31</b>	44.607,67	3.717,31	16.647,95	3.419,92	68.392,85	22,5747
16	<b>3.864,82</b>	46.377,88	3.864,82	17.308,61	3.555,64	71.106,95	23,4706
17	<b>3.865,76</b>	46.389,16	3.865,76	17.312,82	3.556,50	71.124,25	23,4763
18	<b>4.014,62</b>	48.175,46	4.014,62	17.979,48	3.693,45	73.863,02	24,3803
19	<b>4.015,56</b>	48.186,74	4.015,56	17.983,69	3.694,32	73.880,31	24,3860
20	<b>4.163,08</b>	49.956,94	4.163,08	18.644,35	3.830,03	76.594,40	25,2819
21	<b>4.164,01</b>	49.968,17	4.164,01	18.648,54	3.830,89	76.611,61	25,2875
22	<b>4.311,53</b>	51.738,37	4.311,53	19.309,19	3.966,61	79.325,70	26,1834
23	<b>4.460,64</b>	53.527,62	4.460,64	19.976,95	4.103,78	82.068,99	27,0889
24	<b>4.608,15</b>	55.297,83	4.608,15	20.637,61	4.239,50	84.783,09	27,9847
25	<b>4.618,12</b>	55.417,41	4.618,12	20.682,24	4.248,67	84.966,43	28,0452
26	<b>4.625,87</b>	55.510,41	4.625,87	20.716,95	4.255,80	85.109,02	28,0923
27	<b>4.634,66</b>	55.615,88	4.634,66	20.756,31	4.263,88	85.270,73	28,1457
28	<b>4.641,31</b>	55.695,74	4.641,31	20.786,11	4.270,01	85.393,17	28,1861
29	<b>4.647,47</b>	55.769,67	4.647,47	20.813,71	4.275,67	85.506,52	28,2235
30	<b>4.653,19</b>	55.838,22	4.653,19	20.839,29	4.280,93	85.611,62	28,2582
31	<b>4.658,47</b>	55.901,65	4.658,47	20.862,96	4.285,79	85.708,88	28,2903
32	<b>4.663,37</b>	55.960,41	4.663,37	20.884,89	4.290,30	85.798,97	28,3200
33	<b>4.667,90</b>	56.014,81	4.667,90	20.905,19	4.294,47	85.882,37	28,3476
34	<b>4.672,10</b>	56.065,21	4.672,10	20.924,00	4.298,33	85.959,65	28,3731
35	<b>4.675,99</b>	56.111,83	4.675,99	20.941,40	4.301,91	86.031,13	28,3967

<b>B1a bis Opvoeder-groepschef / eerste begeleider - verantwoordelijke / verantwoordelijke - coördinator meerdere teams</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>3.006,77</b>	36.081,24	3.006,77	13.465,82	2.766,23	55.320,06	18,2597
1	<b>3.051,60</b>	36.619,17	3.051,60	13.666,58	2.807,47	56.144,82	18,5320
2	<b>3.102,94</b>	37.235,30	3.102,94	13.896,52	2.854,71	57.089,47	18,8438
3	<b>3.170,61</b>	38.047,33	3.170,61	14.199,58	2.916,96	58.334,48	19,2547
4	<b>3.212,04</b>	38.544,48	3.212,04	14.385,12	2.955,08	59.096,72	19,5063
5	<b>3.293,01</b>	39.516,15	3.293,01	14.747,76	3.029,57	60.586,49	19,9981
6	<b>3.330,46</b>	39.965,51	3.330,46	14.915,46	3.064,02	61.275,45	20,2255
7	<b>3.407,50</b>	40.890,00	3.407,50	15.260,49	3.134,90	62.692,89	20,6933
8	<b>3.479,04</b>	41.748,48	3.479,04	15.580,88	3.200,72	64.009,12	21,1278
9	<b>3.514,35</b>	42.172,24	3.514,35	15.739,03	3.233,21	64.658,83	21,3422
10	<b>3.620,96</b>	43.451,55	3.620,96	16.216,48	3.331,29	66.620,28	21,9897
11	<b>3.649,64</b>	43.795,69	3.649,64	16.344,92	3.357,67	67.147,92	22,1638
12	<b>3.755,92</b>	45.071,01	3.755,92	16.820,88	3.455,44	69.103,25	22,8092
13	<b>3.781,32</b>	45.375,80	3.781,32	16.934,63	3.478,81	69.570,55	22,9635
14	<b>3.884,45</b>	46.613,39	3.884,45	17.396,51	3.573,69	71.468,04	23,5898
15	<b>3.906,84</b>	46.882,10	3.906,84	17.496,79	3.594,29	71.880,03	23,7258
16	<b>4.009,65</b>	48.115,85	4.009,65	17.957,24	3.688,88	73.771,62	24,3501
17	<b>4.031,74</b>	48.380,88	4.031,74	18.056,15	3.709,20	74.177,97	24,4843
18	<b>4.132,44</b>	49.589,29	4.132,44	18.507,14	3.801,85	76.030,71	25,0958
19	<b>4.151,83</b>	49.821,95	4.151,83	18.593,97	3.819,68	76.387,43	25,2135
20	<b>4.257,12</b>	51.085,48	4.257,12	19.065,53	3.916,55	78.324,68	25,8530
21	<b>4.266,23</b>	51.194,78	4.266,23	19.106,32	3.924,93	78.492,26	25,9083
22	<b>4.405,58</b>	52.866,91	4.405,58	19.730,37	4.053,13	81.055,99	26,7545
23	<b>4.554,68</b>	54.656,16	4.554,68	20.398,13	4.190,31	83.799,28	27,6600
24	<b>4.702,20</b>	56.426,37	4.702,20	21.058,79	4.326,02	86.513,38	28,5559
25	<b>4.712,33</b>	56.548,00	4.712,33	21.104,18	4.335,35	86.699,86	28,6174
26	<b>4.720,24</b>	56.642,89	4.720,24	21.139,60	4.342,62	86.845,35	28,6654
27	<b>4.729,18</b>	56.750,13	4.729,18	21.179,62	4.350,84	87.009,77	28,7197
28	<b>4.735,97</b>	56.831,61	4.735,97	21.210,03	4.357,09	87.134,70	28,7609
29	<b>4.742,25</b>	56.907,05	4.742,25	21.238,19	4.362,87	87.250,36	28,7991
30	<b>4.748,08</b>	56.976,99	4.748,08	21.264,29	4.368,24	87.357,60	28,8345
31	<b>4.753,48</b>	57.041,72	4.753,48	21.288,45	4.373,20	87.456,84	28,8673
32	<b>4.758,47</b>	57.101,68	4.758,47	21.310,82	4.377,80	87.548,77	28,8976
33	<b>4.763,10</b>	57.157,18	4.763,10	21.331,54	4.382,05	87.633,86	28,9257
34	<b>4.767,38</b>	57.208,61	4.767,38	21.350,73	4.385,99	87.712,72	28,9517
35	<b>4.771,35</b>	57.256,19	4.771,35	21.368,49	4.389,64	87.785,67	28,9758

**Loonbarema's Paritair Subcomité 319.01**

van toepassing vanaf 01/03/2021  
tot overschrijding spilindex 109,34

11.

<b>MV2 Verzorgend personeel / gebrevetteerde verpleegster (brevet van verpleegkundige)</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>2.289,01</b>	27.468,07	2.289,01	10.251,31	2.105,89	42.114,27	13,9008
1	<b>2.361,09</b>	28.333,02	2.361,09	10.574,12	2.172,20	43.440,42	14,3386
2	<b>2.429,42</b>	29.153,06	2.429,42	10.880,16	2.235,07	44.697,71	14,7536
3	<b>2.484,49</b>	29.813,90	2.484,49	11.126,80	2.285,73	45.710,92	15,0880
4	<b>2.572,28</b>	30.867,37	2.572,28	11.519,96	2.366,50	47.326,11	15,6211
5	<b>2.573,36</b>	30.880,37	2.573,36	11.524,81	2.367,50	47.346,04	15,6277
6	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
7	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
8	<b>2.771,86</b>	33.262,29	2.771,86	12.413,76	2.550,11	50.998,02	16,8331
9	<b>2.774,55</b>	33.294,64	2.774,55	12.425,84	2.552,59	51.047,62	16,8495
10	<b>2.899,68</b>	34.796,16	2.899,68	12.986,22	2.667,71	53.349,76	17,6094
11	<b>2.900,62</b>	34.807,44	2.900,62	12.990,43	2.668,57	53.367,06	17,6151
12	<b>3.025,74</b>	36.308,92	3.025,74	13.550,79	2.783,68	55.669,14	18,3750
13	<b>3.026,68</b>	36.320,20	3.026,68	13.555,00	2.784,55	55.686,43	18,3807
14	<b>3.151,81</b>	37.821,72	3.151,81	14.115,38	2.899,67	57.988,58	19,1405
15	<b>3.152,75</b>	37.832,96	3.152,75	14.119,58	2.900,53	58.005,81	19,1462
16	<b>3.277,87</b>	39.334,47	3.277,87	14.679,95	3.015,64	60.307,94	19,9061
17	<b>3.279,16</b>	39.349,87	3.279,16	14.685,70	3.016,82	60.331,55	19,9139
18	<b>3.404,28</b>	40.851,39	3.404,28	15.246,08	3.131,94	62.633,69	20,6738
19	<b>3.405,64</b>	40.867,73	3.405,64	15.252,18	3.133,19	62.658,74	20,6820
20	<b>3.530,77</b>	42.369,20	3.530,77	15.812,54	3.248,31	64.960,81	21,4419
21	<b>3.532,13</b>	42.385,52	3.532,13	15.818,63	3.249,56	64.985,83	21,4502
22	<b>3.657,25</b>	43.887,04	3.657,25	16.379,01	3.364,67	67.287,98	22,2100
23	<b>3.783,74</b>	45.404,85	3.783,74	16.945,47	3.481,04	69.615,09	22,9782
24	<b>3.908,86</b>	46.906,37	3.908,86	17.505,85	3.596,16	71.917,24	23,7380
25	<b>3.917,32</b>	47.007,78	3.917,32	17.543,70	3.603,93	72.072,72	23,7894
26	<b>3.923,89</b>	47.086,66	3.923,89	17.573,13	3.609,98	72.193,66	23,8293
27	<b>3.931,35</b>	47.176,16	3.931,35	17.606,54	3.616,84	72.330,88	23,8746
28	<b>3.936,99</b>	47.243,89	3.936,99	17.631,81	3.622,03	72.434,73	23,9089
29	<b>3.942,22</b>	47.306,61	3.942,22	17.655,22	3.626,84	72.530,89	23,9406
30	<b>3.947,06</b>	47.364,75	3.947,06	17.676,92	3.631,30	72.620,03	23,9700
31	<b>3.951,55</b>	47.418,56	3.951,55	17.697,00	3.635,42	72.702,53	23,9972
32	<b>3.955,70</b>	47.468,41	3.955,70	17.715,61	3.639,24	72.778,96	24,0225
33	<b>3.959,55</b>	47.514,55	3.959,55	17.732,83	3.642,78	72.849,70	24,0458
34	<b>3.963,11</b>	47.557,30	3.963,11	17.748,78	3.646,06	72.915,25	24,0675
35	<b>3.966,40</b>	47.596,85	3.966,40	17.763,54	3.649,09	72.975,89	24,0875

<b>Sociaal, paramedisch en therapeutisch personeel (hoger onderwijs met wettelijk vereiste opleiding professioneel gerichte bachelor of hoger onderwijs met ped. of orthoped. oriëntatie)</b>								
<b>MV1</b>	<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
	0	<b>2.510,91</b>	30.130,95	2.510,91	11.245,12	2.310,04	46.197,02	15,2485
	1	<b>2.564,54</b>	30.774,44	2.564,54	11.485,28	2.359,37	47.183,63	15,5741
	2	<b>2.641,75</b>	31.700,97	2.641,75	11.831,07	2.430,41	48.604,19	16,0430
	3	<b>2.730,22</b>	32.762,58	2.730,22	12.227,27	2.511,80	50.231,86	16,5803
	4	<b>2.807,81</b>	33.693,76	2.807,81	12.574,79	2.583,19	51.659,55	17,0515
	5	<b>2.842,46</b>	34.109,50	2.842,46	12.729,95	2.615,06	52.296,97	17,2619
	6	<b>2.927,16</b>	35.125,96	2.927,16	13.109,30	2.692,99	53.855,41	17,7763
	7	<b>3.039,95</b>	36.479,34	3.039,95	13.614,39	2.796,75	55.930,43	18,4612
	8	<b>3.069,43</b>	36.833,15	3.069,43	13.746,44	2.823,87	56.472,89	18,6403
	9	<b>3.138,84</b>	37.666,06	3.138,84	14.057,29	2.887,73	57.749,92	19,0618
	10	<b>3.187,33</b>	38.247,94	3.187,33	14.274,45	2.932,34	58.642,06	19,3562
	11	<b>3.231,35</b>	38.776,24	3.231,35	14.471,62	2.972,85	59.452,05	19,6236
	12	<b>3.307,01</b>	39.684,16	3.307,01	14.810,46	3.042,45	60.844,08	20,0831
	13	<b>3.329,34</b>	39.952,08	3.329,34	14.910,45	3.062,99	61.254,86	20,2187
	14	<b>3.421,04</b>	41.052,49	3.421,04	15.321,13	3.147,36	62.942,02	20,7756
	15	<b>3.440,73</b>	41.288,81	3.440,73	15.409,33	3.165,48	63.304,35	20,8951
	16	<b>3.562,25</b>	42.747,03	3.562,25	15.953,55	3.277,27	65.540,10	21,6331
	17	<b>3.622,48</b>	43.469,79	3.622,48	16.223,29	3.332,68	66.648,24	21,9989
	18	<b>3.699,46</b>	44.393,52	3.699,46	16.568,03	3.403,50	68.064,51	22,4664
	19	<b>3.771,85</b>	45.262,19	3.771,85	16.892,23	3.470,10	69.396,37	22,9060
	20	<b>3.772,62</b>	45.271,46	3.772,62	16.895,69	3.470,81	69.410,58	22,9107
	21	<b>3.848,68</b>	46.184,12	3.848,68	17.236,30	3.540,78	70.809,88	23,3725
	22	<b>3.854,62</b>	46.255,45	3.854,62	17.262,92	3.546,25	70.919,24	23,4086
	23	<b>3.987,27</b>	47.847,26	3.987,27	17.857,00	3.668,29	73.359,82	24,2142
	24	<b>4.118,98</b>	49.427,78	4.118,98	18.446,86	3.789,46	75.783,08	25,0141
	25	<b>4.127,39</b>	49.528,72	4.127,39	18.484,53	3.797,20	75.937,85	25,0651
	26	<b>4.134,32</b>	49.611,83	4.134,32	18.515,55	3.803,57	76.065,27	25,1072
	27	<b>4.141,68</b>	49.700,17	4.141,68	18.548,52	3.810,35	76.200,71	25,1519
	28	<b>4.147,63</b>	49.771,52	4.147,63	18.575,15	3.815,82	76.310,11	25,1880
	29	<b>4.153,13</b>	49.837,60	4.153,13	18.599,81	3.820,88	76.411,42	25,2215
	30	<b>4.158,24</b>	49.898,85	4.158,24	18.622,67	3.825,58	76.505,33	25,2525
	31	<b>4.162,96</b>	49.955,54	4.162,96	18.643,82	3.829,92	76.592,25	25,2811
	32	<b>4.167,34</b>	50.008,05	4.167,34	18.663,42	3.833,95	76.672,76	25,3077
	33	<b>4.171,39</b>	50.056,66	4.171,39	18.681,56	3.837,68	76.747,29	25,3323
	34	<b>4.175,14</b>	50.101,69	4.175,14	18.698,37	3.841,13	76.816,33	25,3551
	35	<b>4.178,61</b>	50.143,36	4.178,61	18.713,92	3.844,32	76.880,22	25,3762

A1 Administratief personeel klasse 1 (minimaal eindgetuigschrift hoger technisch onderwijs econ.of pers.beleid, hoger beroepsonderwijs HBO5)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	<b>2.429,42</b>	29.153,06	2.429,42	10.880,16	2.235,07	44.697,71	14,7536
1	<b>2.429,42</b>	29.153,06	2.429,42	10.880,16	2.235,07	44.697,71	14,7536
2	<b>2.490,49</b>	29.885,89	2.490,49	11.153,66	2.291,25	45.821,30	15,1244
3	<b>2.582,90</b>	30.994,80	2.582,90	11.567,52	2.376,27	47.521,49	15,6856
4	<b>2.675,31</b>	32.103,72	2.675,31	11.981,38	2.461,29	49.221,69	16,2468
5	<b>2.675,31</b>	32.103,72	2.675,31	11.981,38	2.461,29	49.221,69	16,2468
6	<b>2.753,91</b>	33.046,90	2.753,91	12.333,38	2.533,60	50.667,78	16,7241
7	<b>2.900,28</b>	34.803,36	2.900,28	12.988,90	2.668,26	53.360,80	17,6130
8	<b>2.900,28</b>	34.803,36	2.900,28	12.988,90	2.668,26	53.360,80	17,6130
9	<b>2.976,22</b>	35.714,58	2.976,22	13.328,98	2.738,12	54.757,89	18,0742
10	<b>3.017,33</b>	36.207,96	3.017,33	13.513,11	2.775,94	55.514,35	18,3239
11	<b>3.052,11</b>	36.625,27	3.052,11	13.668,86	2.807,94	56.154,17	18,5351
12	<b>3.149,04</b>	37.788,49	3.149,04	14.102,98	2.897,12	57.937,63	19,1237
13	<b>3.149,04</b>	37.788,49	3.149,04	14.102,98	2.897,12	57.937,63	19,1237
14	<b>3.280,75</b>	39.369,01	3.280,75	14.692,84	3.018,29	60.360,89	19,9236
15	<b>3.280,75</b>	39.369,01	3.280,75	14.692,84	3.018,29	60.360,89	19,9236
16	<b>3.465,32</b>	41.583,79	3.465,32	15.519,42	3.188,09	63.756,61	21,0444
17	<b>3.541,21</b>	42.494,48	3.541,21	15.859,29	3.257,91	65.152,89	21,5053
18	<b>3.649,87</b>	43.798,43	3.649,87	16.345,94	3.357,88	67.152,12	22,1652
19	<b>3.725,76</b>	44.709,11	3.725,76	16.685,81	3.427,70	68.548,38	22,6261
20	<b>3.725,76</b>	44.709,11	3.725,76	16.685,81	3.427,70	68.548,38	22,6261
21	<b>3.801,65</b>	45.619,80	3.801,65	17.025,69	3.497,52	69.944,66	23,0869
22	<b>3.807,59</b>	45.691,13	3.807,59	17.052,31	3.502,99	70.054,02	23,1230
23	<b>3.939,31</b>	47.271,66	3.939,31	17.642,18	3.624,16	72.477,30	23,9229
24	<b>4.071,02</b>	48.852,19	4.071,02	18.232,04	3.745,33	74.900,58	24,7228
25	<b>4.078,40</b>	48.940,83	4.078,40	18.265,13	3.752,13	75.036,49	24,7676
26	<b>4.085,25</b>	49.022,95	4.085,25	18.295,77	3.758,43	75.162,40	24,8092
27	<b>4.091,59</b>	49.099,04	4.091,59	18.324,17	3.764,26	75.279,06	24,8477
28	<b>4.097,46</b>	49.169,53	4.097,46	18.350,48	3.769,66	75.387,13	24,8834
29	<b>4.102,90</b>	49.234,81	4.102,90	18.374,84	3.774,67	75.487,22	24,9164
30	<b>4.107,94</b>	49.295,32	4.107,94	18.397,42	3.779,31	75.580,00	24,9470
31	<b>4.112,61</b>	49.351,32	4.112,61	18.418,32	3.783,60	75.665,86	24,9754
32	<b>4.116,93</b>	49.403,20	4.116,93	18.437,69	3.787,58	75.745,40	25,0016
33	<b>4.120,94</b>	49.451,22	4.120,94	18.455,61	3.791,26	75.819,02	25,0259
34	<b>4.124,64</b>	49.495,71	4.124,64	18.472,21	3.794,67	75.887,24	25,0484
35	<b>4.128,07</b>	49.536,87	4.128,07	18.487,57	3.797,83	75.950,34	25,0693

A2 Administratief personeel klasse 2 (minimaal diploma lager secundair onderwijs, hoger secundair beroepsonderwijs administratie, hoger secundair onderwijs)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	<b>2.088,48</b>	25.061,73	2.088,48	9.353,25	1.921,40	38.424,85	12,6831
1	<b>2.169,80</b>	26.037,58	2.169,80	9.717,44	1.996,21	39.921,03	13,1769
2	<b>2.251,12</b>	27.013,42	2.251,12	10.081,63	2.071,03	41.417,20	13,6708
3	<b>2.332,44</b>	27.989,28	2.332,44	10.445,83	2.145,84	42.913,40	14,1646
4	<b>2.413,76</b>	28.965,12	2.413,76	10.810,02	2.220,66	44.409,56	14,6585
5	<b>2.413,76</b>	28.965,12	2.413,76	10.810,02	2.220,66	44.409,56	14,6585
6	<b>2.476,55</b>	29.718,63	2.476,55	11.091,24	2.278,43	45.564,85	15,0398
7	<b>2.476,55</b>	29.718,63	2.476,55	11.091,24	2.278,43	45.564,85	15,0398
8	<b>2.592,46</b>	31.109,49	2.592,46	11.610,32	2.385,06	47.697,33	15,7437
9	<b>2.592,46</b>	31.109,49	2.592,46	11.610,32	2.385,06	47.697,33	15,7437
10	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
11	<b>2.689,44</b>	32.273,30	2.689,44	12.044,66	2.474,29	49.481,69	16,3326
12	<b>2.771,16</b>	33.253,88	2.771,16	12.410,63	2.549,46	50.985,13	16,8289
13	<b>2.771,16</b>	33.253,88	2.771,16	12.410,63	2.549,46	50.985,13	16,8289
14	<b>2.887,06</b>	34.644,74	2.887,06	12.929,71	2.656,10	53.117,60	17,5328
15	<b>2.887,06</b>	34.644,74	2.887,06	12.929,71	2.656,10	53.117,60	17,5328
16	<b>3.002,97</b>	36.035,60	3.002,97	13.448,79	2.762,73	55.250,08	18,2366
17	<b>3.002,97</b>	36.035,60	3.002,97	13.448,79	2.762,73	55.250,08	18,2366
18	<b>3.118,87</b>	37.426,47	3.118,87	13.967,87	2.869,36	57.382,58	18,9405
19	<b>3.118,87</b>	37.426,47	3.118,87	13.967,87	2.869,36	57.382,58	18,9405
20	<b>3.234,78</b>	38.817,33	3.234,78	14.486,95	2.976,00	59.515,05	19,6444
21	<b>3.234,78</b>	38.817,33	3.234,78	14.486,95	2.976,00	59.515,05	19,6444
22	<b>3.350,68</b>	40.208,19	3.350,68	15.006,03	3.082,63	61.647,53	20,3483
23	<b>3.466,59</b>	41.599,06	3.466,59	15.525,12	3.189,26	63.780,03	21,0522
24	<b>3.582,49</b>	42.989,92	3.582,49	16.044,20	3.295,89	65.912,50	21,7560
25	<b>3.588,99</b>	43.067,92	3.588,99	16.073,31	3.301,87	66.032,09	21,7955
26	<b>3.595,02</b>	43.140,19	3.595,02	16.100,28	3.307,41	66.142,90	21,8321
27	<b>3.600,60</b>	43.207,15	3.600,60	16.125,27	3.312,55	66.245,56	21,8660
28	<b>3.605,77</b>	43.269,18	3.605,77	16.148,42	3.317,30	66.340,67	21,8974
29	<b>3.610,55</b>	43.326,62	3.610,55	16.169,86	3.321,71	66.428,73	21,9264
30	<b>3.614,99</b>	43.379,87	3.614,99	16.189,73	3.325,79	66.510,38	21,9534
31	<b>3.619,10</b>	43.429,16	3.619,10	16.208,12	3.329,57	66.585,95	21,9783
32	<b>3.622,90</b>	43.474,81	3.622,90	16.225,16	3.333,07	66.655,94	22,0014
33	<b>3.626,42</b>	43.517,06	3.626,42	16.240,93	3.336,31	66.720,72	22,0228
34	<b>3.629,69</b>	43.556,22	3.629,69	16.255,54	3.339,31	66.780,76	22,0426
35	<b>3.632,70</b>	43.592,44	3.632,70	16.269,06	3.342,09	66.836,29	22,0610

L1 Masters / bijzondere functie met universitair diploma / hulpverlener waarvoor een universitair diploma gevraagd werd bij sollicitatie							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	<b>3.039,98</b>	36.479,81	3.039,98	13.614,57	2.796,79	55.931,15	18,4614
1	<b>3.135,15</b>	37.621,74	3.135,15	14.040,75	2.884,33	57.681,97	19,0393
2	<b>3.232,44</b>	38.789,31	3.232,44	14.476,49	2.973,85	59.472,09	19,6302
3	<b>3.327,65</b>	39.931,81	3.327,65	14.902,88	3.061,44	61.223,78	20,2084
4	<b>3.431,23</b>	41.174,77	3.431,23	15.366,77	3.156,73	63.129,50	20,8374
5	<b>3.563,65</b>	42.763,82	3.563,65	15.959,81	3.278,56	65.565,85	21,6416
6	<b>3.588,30</b>	43.059,65	3.588,30	16.070,22	3.301,24	66.019,41	21,7913
7	<b>3.703,54</b>	44.442,45	3.703,54	16.586,29	3.407,25	68.139,53	22,4911
8	<b>3.737,14</b>	44.845,73	3.737,14	16.736,80	3.438,17	68.757,85	22,6952
9	<b>3.846,42</b>	46.157,03	3.846,42	17.226,19	3.538,71	70.768,34	23,3588
10	<b>3.883,25</b>	46.598,95	3.883,25	17.391,12	3.572,59	71.445,90	23,5825
11	<b>3.983,66</b>	47.803,97	3.983,66	17.840,84	3.664,97	73.293,45	24,1923
12	<b>4.033,81</b>	48.405,71	4.033,81	18.065,41	3.711,10	74.216,04	24,4968
13	<b>4.123,20</b>	49.478,39	4.123,20	18.465,75	3.793,34	75.860,68	25,0397
14	<b>4.195,25</b>	50.342,95	4.195,25	18.788,41	3.859,63	77.186,23	25,4772
15	<b>4.263,09</b>	51.157,08	4.263,09	19.092,25	3.922,04	78.434,46	25,8892
16	<b>4.366,43</b>	52.397,16	4.366,43	19.555,06	4.017,12	80.335,76	26,5168
17	<b>4.403,02</b>	52.836,28	4.403,02	19.718,94	4.050,78	81.009,02	26,7390
18	<b>4.537,62</b>	54.451,39	4.537,62	20.321,71	4.174,61	83.485,32	27,5564
19	<b>4.542,91</b>	54.514,92	4.542,91	20.345,42	4.179,48	83.582,73	27,5885
20	<b>4.708,80</b>	56.505,60	4.708,80	21.088,36	4.332,10	86.634,86	28,5960
21	<b>4.712,71</b>	56.552,56	4.712,71	21.105,89	4.335,70	86.706,86	28,6197
22	<b>4.879,99</b>	58.559,83	4.879,99	21.855,02	4.489,59	89.784,42	29,6355
23	<b>5.051,17</b>	60.614,04	5.051,17	22.621,66	4.647,08	92.933,95	30,6751
24	<b>5.218,44</b>	62.621,31	5.218,44	23.370,79	4.800,97	96.011,51	31,6909
25	<b>5.227,91</b>	62.734,92	5.227,91	23.413,19	4.809,68	96.185,70	31,7484
26	<b>5.236,68</b>	62.840,20	5.236,68	23.452,49	4.817,75	96.347,12	31,8017
27	<b>5.244,81</b>	62.937,73	5.244,81	23.488,89	4.825,23	96.496,65	31,8511
28	<b>5.252,34</b>	63.028,09	5.252,34	23.522,61	4.832,15	96.635,19	31,8968
29	<b>5.259,31</b>	63.111,76	5.259,31	23.553,83	4.838,57	96.763,48	31,9391
30	<b>5.265,78</b>	63.189,33	5.265,78	23.582,78	4.844,52	96.882,41	31,9784
31	<b>5.271,76</b>	63.261,12	5.271,76	23.609,58	4.850,02	96.992,48	32,0147
32	<b>5.277,30</b>	63.327,61	5.277,30	23.634,39	4.855,12	97.094,42	32,0484
33	<b>5.282,43</b>	63.389,17	5.282,43	23.657,37	4.859,84	97.188,80	32,0795
34	<b>5.287,18</b>	63.446,20	5.287,18	23.678,65	4.864,21	97.276,24	32,1084
35	<b>5.291,58</b>	63.498,97	5.291,58	23.698,34	4.868,25	97.357,15	32,1351



K5 Leidinggevende functie in een kleine instelling (max. 29 plaatsen) / onderdirecteur / directiemedewerker							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	<b>3.043,39</b>	36.520,67	3.043,39	13.629,82	2.799,92	55.993,80	18,4821
1	<b>3.131,18</b>	37.574,15	3.131,18	14.022,99	2.880,68	57.609,00	19,0153
2	<b>3.222,63</b>	38.671,53	3.222,63	14.432,54	2.964,82	59.291,51	19,5706
3	<b>3.314,08</b>	39.768,90	3.314,08	14.842,08	3.048,95	60.974,01	20,1260
4	<b>3.423,81</b>	41.085,75	3.423,81	15.333,54	3.149,91	62.993,01	20,7924
5	<b>3.566,47</b>	42.797,66	3.566,47	15.972,44	3.281,15	65.617,73	21,6587
6	<b>3.566,47</b>	42.797,66	3.566,47	15.972,44	3.281,15	65.617,73	21,6587
7	<b>3.712,79</b>	44.553,46	3.712,79	16.627,72	3.415,77	68.309,74	22,5473
8	<b>3.712,79</b>	44.553,46	3.712,79	16.627,72	3.415,77	68.309,74	22,5473
9	<b>3.859,11</b>	46.309,26	3.859,11	17.283,00	3.550,38	71.001,74	23,4359
10	<b>3.859,11</b>	46.309,26	3.859,11	17.283,00	3.550,38	71.001,74	23,4359
11	<b>4.042,00</b>	48.504,01	4.042,00	18.102,10	3.718,64	74.366,75	24,5466
12	<b>4.042,00</b>	48.504,01	4.042,00	18.102,10	3.718,64	74.366,75	24,5466
13	<b>4.206,61</b>	50.479,30	4.206,61	18.839,30	3.870,08	77.395,28	25,5462
14	<b>4.206,61</b>	50.479,30	4.206,61	18.839,30	3.870,08	77.395,28	25,5462
15	<b>4.371,21</b>	52.454,56	4.371,21	19.576,48	4.021,52	80.423,77	26,5458
16	<b>4.371,21</b>	52.454,56	4.371,21	19.576,48	4.021,52	80.423,77	26,5458
17	<b>4.554,11</b>	54.649,32	4.554,11	20.395,58	4.189,78	83.788,79	27,6565
18	<b>4.554,11</b>	54.649,32	4.554,11	20.395,58	4.189,78	83.788,79	27,6565
19	<b>4.554,11</b>	54.649,32	4.554,11	20.395,58	4.189,78	83.788,79	27,6565
20	<b>4.718,72</b>	56.624,59	4.718,72	21.132,77	4.341,22	86.817,29	28,6562
21	<b>4.718,72</b>	56.624,59	4.718,72	21.132,77	4.341,22	86.817,29	28,6562
22	<b>4.901,61</b>	58.819,35	4.901,61	21.951,87	4.509,48	90.182,32	29,7669
23	<b>5.084,51</b>	61.014,10	5.084,51	22.770,97	4.677,75	93.547,33	30,8776
24	<b>5.230,83</b>	62.769,90	5.230,83	23.426,25	4.812,36	96.239,33	31,7661
25	<b>5.240,32</b>	62.883,78	5.240,32	23.468,75	4.821,09	96.413,94	31,8238
26	<b>5.249,11</b>	62.989,31	5.249,11	23.508,14	4.829,18	96.575,74	31,8772
27	<b>5.257,26</b>	63.087,07	5.257,26	23.544,62	4.836,68	96.725,62	31,9267
28	<b>5.264,80</b>	63.177,65	5.264,80	23.578,43	4.843,62	96.864,50	31,9725
29	<b>5.271,79</b>	63.261,51	5.271,79	23.609,72	4.850,05	96.993,07	32,0149
30	<b>5.278,27</b>	63.339,27	5.278,27	23.638,74	4.856,01	97.112,30	32,0543
31	<b>5.284,27</b>	63.411,23	5.284,27	23.665,60	4.861,53	97.222,63	32,0907
32	<b>5.289,82</b>	63.477,88	5.289,82	23.690,47	4.866,64	97.324,81	32,1244
33	<b>5.294,97</b>	63.539,58	5.294,97	23.713,50	4.871,37	97.419,41	32,1557
34	<b>5.299,73</b>	63.596,75	5.299,73	23.734,84	4.875,75	97.507,07	32,1846
35	<b>5.304,14</b>	63.649,64	5.304,14	23.754,58	4.879,81	97.588,16	32,2114

<b>K3 Directeur in een instelling met 30-59 plaatsen</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>3.160,44</b>	37.925,31	3.160,44	14.154,04	2.907,61	58.147,40	19,1930
1	<b>3.251,61</b>	39.019,31	3.251,61	14.562,33	2.991,48	59.824,73	19,7466
2	<b>3.346,58</b>	40.158,91	3.346,58	14.987,64	3.078,85	61.571,98	20,3233
3	<b>3.441,54</b>	41.298,46	3.441,54	15.412,93	3.166,22	63.319,14	20,9000
4	<b>3.555,50</b>	42.665,98	3.555,50	15.923,30	3.271,06	65.415,84	21,5921
5	<b>3.703,64</b>	44.443,72	3.703,64	16.586,77	3.407,35	68.141,48	22,4918
6	<b>3.703,64</b>	44.443,72	3.703,64	16.586,77	3.407,35	68.141,48	22,4918
7	<b>3.855,59</b>	46.267,04	3.855,59	17.267,24	3.547,14	70.937,01	23,4145
8	<b>3.855,59</b>	46.267,04	3.855,59	17.267,24	3.547,14	70.937,01	23,4145
9	<b>4.007,53</b>	48.090,39	4.007,53	17.947,73	3.686,93	73.732,59	24,3372
10	<b>4.007,53</b>	48.090,39	4.007,53	17.947,73	3.686,93	73.732,59	24,3372
11	<b>4.197,46</b>	50.369,56	4.197,46	18.798,34	3.861,67	77.227,03	25,4907
12	<b>4.197,46</b>	50.369,56	4.197,46	18.798,34	3.861,67	77.227,03	25,4907
13	<b>4.368,40</b>	52.420,81	4.368,40	19.563,88	4.018,93	80.372,02	26,5288
14	<b>4.368,40</b>	52.420,81	4.368,40	19.563,88	4.018,93	80.372,02	26,5288
15	<b>4.539,34</b>	54.472,07	4.539,34	20.329,43	4.176,19	83.517,03	27,5668
16	<b>4.539,34</b>	54.472,07	4.539,34	20.329,43	4.176,19	83.517,03	27,5668
17	<b>4.729,27</b>	56.751,23	4.729,27	21.180,03	4.350,93	87.011,46	28,7203
18	<b>4.729,27</b>	56.751,23	4.729,27	21.180,03	4.350,93	87.011,46	28,7203
19	<b>4.729,27</b>	56.751,23	4.729,27	21.180,03	4.350,93	87.011,46	28,7203
20	<b>4.900,20</b>	58.802,45	4.900,20	21.945,56	4.508,19	90.156,41	29,7583
21	<b>4.900,20</b>	58.802,45	4.900,20	21.945,56	4.508,19	90.156,41	29,7583
22	<b>5.090,13</b>	61.081,61	5.090,13	22.796,17	4.682,92	93.650,83	30,9117
23	<b>5.280,07</b>	63.360,81	5.280,07	23.646,78	4.857,66	97.145,32	32,0652
24	<b>5.432,01</b>	65.184,13	5.432,01	24.327,26	4.997,45	99.940,85	32,9879
25	<b>5.441,87</b>	65.302,39	5.441,87	24.371,40	5.006,52	100.122,17	33,0478
26	<b>5.451,00</b>	65.411,97	5.451,00	24.412,29	5.014,92	100.290,18	33,1032
27	<b>5.459,46</b>	65.513,50	5.459,46	24.450,18	5.022,70	100.445,84	33,1546
28	<b>5.467,30</b>	65.607,56	5.467,30	24.485,29	5.029,91	100.590,06	33,2022
29	<b>5.474,55</b>	65.694,65	5.474,55	24.517,79	5.036,59	100.723,58	33,2463
30	<b>5.481,28</b>	65.775,40	5.481,28	24.547,93	5.042,78	100.847,39	33,2871
31	<b>5.487,51</b>	65.850,12	5.487,51	24.575,81	5.048,51	100.961,95	33,3250
32	<b>5.493,28</b>	65.919,34	5.493,28	24.601,65	5.053,82	101.068,08	33,3600
33	<b>5.498,62</b>	65.983,41	5.498,62	24.625,56	5.058,73	101.166,31	33,3924
34	<b>5.503,57</b>	66.042,78	5.503,57	24.647,72	5.063,28	101.257,34	33,4225
35	<b>5.508,14</b>	66.097,71	5.508,14	24.668,22	5.067,49	101.341,56	33,4503

<b>K2 Directeur in een instelling met 60-89 plaatsen</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>3.273,31</b>	39.279,77	3.273,31	14.659,54	3.011,45	60.224,07	19,8784
1	<b>3.367,74</b>	40.412,84	3.367,74	15.082,41	3.098,32	61.961,30	20,4518
2	<b>3.466,09</b>	41.593,13	3.466,09	15.522,90	3.188,81	63.770,93	21,0492
3	<b>3.564,45</b>	42.773,43	3.564,45	15.963,40	3.279,30	65.580,58	21,6465
4	<b>3.682,48</b>	44.189,75	3.682,48	16.491,98	3.387,88	67.752,09	22,3632
5	<b>3.835,92</b>	46.031,01	3.835,92	17.179,16	3.529,04	70.575,13	23,2950
6	<b>3.835,92</b>	46.031,01	3.835,92	17.179,16	3.529,04	70.575,13	23,2950
7	<b>3.993,29</b>	47.919,46	3.993,29	17.883,94	3.673,83	73.470,52	24,2507
8	<b>3.993,29</b>	47.919,46	3.993,29	17.883,94	3.673,83	73.470,52	24,2507
9	<b>4.150,66</b>	49.807,92	4.150,66	18.588,73	3.818,61	76.365,92	25,2064
10	<b>4.150,66</b>	49.807,92	4.150,66	18.588,73	3.818,61	76.365,92	25,2064
11	<b>4.347,37</b>	52.168,45	4.347,37	19.469,70	3.999,58	79.985,10	26,4010
12	<b>4.347,37</b>	52.168,45	4.347,37	19.469,70	3.999,58	79.985,10	26,4010
13	<b>4.524,42</b>	54.292,99	4.524,42	20.262,60	4.162,46	83.242,46	27,4762
14	<b>4.524,42</b>	54.292,99	4.524,42	20.262,60	4.162,46	83.242,46	27,4762
15	<b>4.701,46</b>	56.417,50	4.701,46	21.055,48	4.325,34	86.499,78	28,5514
16	<b>4.701,46</b>	56.417,50	4.701,46	21.055,48	4.325,34	86.499,78	28,5514
17	<b>4.898,17</b>	58.778,04	4.898,17	21.936,45	4.506,32	90.118,98	29,7460
18	<b>4.898,17</b>	58.778,04	4.898,17	21.936,45	4.506,32	90.118,98	29,7460
19	<b>4.898,17</b>	58.778,04	4.898,17	21.936,45	4.506,32	90.118,98	29,7460
20	<b>5.075,21</b>	60.902,57	5.075,21	22.729,35	4.669,20	93.376,33	30,8211
21	<b>5.075,21</b>	60.902,57	5.075,21	22.729,35	4.669,20	93.376,33	30,8211
22	<b>5.271,93</b>	63.263,10	5.271,93	23.610,32	4.850,17	96.995,51	32,0157
23	<b>5.468,64</b>	65.623,69	5.468,64	24.491,31	5.031,15	100.614,79	33,2104
24	<b>5.626,01</b>	67.512,15	5.626,01	25.196,10	5.175,93	103.510,19	34,1661
25	<b>5.636,22</b>	67.634,63	5.636,22	25.241,81	5.185,32	103.697,98	34,2281
26	<b>5.645,68</b>	67.748,13	5.645,68	25.284,17	5.194,02	103.872,00	34,2855
27	<b>5.654,44</b>	67.853,28	5.654,44	25.323,41	5.202,08	104.033,21	34,3387
28	<b>5.662,56</b>	67.950,70	5.662,56	25.359,77	5.209,55	104.182,58	34,3880
29	<b>5.670,08</b>	68.040,90	5.670,08	25.393,43	5.216,47	104.320,87	34,4337
30	<b>5.677,04</b>	68.124,53	5.677,04	25.424,64	5.222,88	104.449,10	34,4760
31	<b>5.683,49</b>	68.201,93	5.683,49	25.453,53	5.228,81	104.567,77	34,5151
32	<b>5.689,47</b>	68.273,62	5.689,47	25.480,28	5.234,31	104.677,68	34,5514
33	<b>5.695,00</b>	68.339,97	5.695,00	25.505,05	5.239,40	104.779,41	34,5850
34	<b>5.700,12</b>	68.401,46	5.700,12	25.527,99	5.244,11	104.873,69	34,6161
35	<b>5.704,86</b>	68.458,35	5.704,86	25.549,23	5.248,47	104.960,91	34,6449

<b>K1 Directeur in een instelling met minimum 90 plaatsen</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>3.386,19</b>	40.634,25	3.386,19	15.165,04	3.115,29	62.300,77	20,5639
1	<b>3.483,87</b>	41.806,42	3.483,87	15.602,50	3.205,16	64.097,95	21,1571
2	<b>3.585,62</b>	43.027,41	3.585,62	16.058,19	3.298,77	65.969,98	21,7750
3	<b>3.687,36</b>	44.248,35	3.687,36	16.513,85	3.392,37	67.841,94	22,3929
4	<b>3.809,46</b>	45.713,57	3.809,46	17.060,69	3.504,71	70.088,43	23,1344
5	<b>3.968,19</b>	47.618,26	3.968,19	17.771,53	3.650,73	73.008,71	24,0983
6	<b>3.968,19</b>	47.618,26	3.968,19	17.771,53	3.650,73	73.008,71	24,0983
7	<b>4.130,99</b>	49.571,85	4.130,99	18.500,63	3.800,51	76.003,97	25,0870
8	<b>4.130,99</b>	49.571,85	4.130,99	18.500,63	3.800,51	76.003,97	25,0870
9	<b>4.293,78</b>	51.525,39	4.293,78	19.229,70	3.950,28	78.999,16	26,0756
10	<b>4.293,78</b>	51.525,39	4.293,78	19.229,70	3.950,28	78.999,16	26,0756
11	<b>4.497,28</b>	53.967,36	4.497,28	20.141,07	4.137,50	82.743,21	27,3114
12	<b>4.497,28</b>	53.967,36	4.497,28	20.141,07	4.137,50	82.743,21	27,3114
13	<b>4.680,43</b>	56.165,15	4.680,43	20.961,30	4.305,99	86.112,88	28,4237
14	<b>4.680,43</b>	56.165,15	4.680,43	20.961,30	4.305,99	86.112,88	28,4237
15	<b>4.863,58</b>	58.362,92	4.863,58	21.781,53	4.474,49	89.482,52	29,5359
16	<b>4.863,58</b>	58.362,92	4.863,58	21.781,53	4.474,49	89.482,52	29,5359
17	<b>5.067,07</b>	60.804,89	5.067,07	22.692,89	4.661,71	93.226,56	30,7717
18	<b>5.067,07</b>	60.804,89	5.067,07	22.692,89	4.661,71	93.226,56	30,7717
19	<b>5.067,07</b>	60.804,89	5.067,07	22.692,89	4.661,71	93.226,56	30,7717
20	<b>5.250,22</b>	63.002,64	5.250,22	23.513,11	4.830,20	96.596,17	31,8839
21	<b>5.250,22</b>	63.002,64	5.250,22	23.513,11	4.830,20	96.596,17	31,8839
22	<b>5.453,72</b>	65.444,61	5.453,72	24.424,47	5.017,42	100.340,22	33,1197
23	<b>5.657,21</b>	67.886,56	5.657,21	25.335,83	5.204,64	104.084,24	34,3555
24	<b>5.820,01</b>	69.840,12	5.820,01	26.064,91	5.354,41	107.079,45	35,3442
25	<b>5.830,57</b>	69.966,83	5.830,57	26.112,20	5.364,12	107.273,73	35,4083
26	<b>5.840,35</b>	70.084,24	5.840,35	26.156,02	5.373,13	107.453,74	35,4677
27	<b>5.849,42</b>	70.193,02	5.849,42	26.196,62	5.381,46	107.620,52	35,5228
28	<b>5.857,82</b>	70.293,80	5.857,82	26.234,23	5.389,19	107.775,04	35,5738
29	<b>5.865,59</b>	70.387,11	5.865,59	26.269,06	5.396,35	107.918,10	35,6210
30	<b>5.872,80</b>	70.473,62	5.872,80	26.301,34	5.402,98	108.050,74	35,6648
31	<b>5.879,47</b>	70.553,69	5.879,47	26.331,23	5.409,12	108.173,51	35,7053
32	<b>5.885,65</b>	70.627,85	5.885,65	26.358,90	5.414,80	108.287,21	35,7428
33	<b>5.891,38</b>	70.696,50	5.891,38	26.384,52	5.420,07	108.392,46	35,7776
34	<b>5.896,68</b>	70.760,11	5.896,68	26.408,26	5.424,94	108.489,99	35,8098
35	<b>5.901,58</b>	70.818,95	5.901,58	26.430,22	5.429,45	108.580,20	35,8395

<b>G1 Geneesheer omnipracticus</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>3.650,65</b>	43.807,81	3.650,65	16.349,44	3.358,60	67.166,50	22,1699
1	<b>3.739,21</b>	44.870,56	3.739,21	16.746,07	3.440,08	68.795,92	22,7078
2	<b>3.827,77</b>	45.933,26	3.827,77	17.142,68	3.521,55	70.425,26	23,2456
3	<b>3.916,29</b>	46.995,47	3.916,29	17.539,10	3.602,99	72.053,85	23,7831
4	<b>3.916,29</b>	46.995,47	3.916,29	17.539,10	3.602,99	72.053,85	23,7831
5	<b>4.071,25</b>	48.854,96	4.071,25	18.233,08	3.745,55	74.904,83	24,7242
6	<b>4.071,25</b>	48.854,96	4.071,25	18.233,08	3.745,55	74.904,83	24,7242
7	<b>4.226,21</b>	50.714,47	4.226,21	18.927,06	3.888,11	77.755,85	25,6652
8	<b>4.226,21</b>	50.714,47	4.226,21	18.927,06	3.888,11	77.755,85	25,6652
9	<b>4.381,17</b>	52.574,00	4.381,17	19.621,05	4.030,67	80.606,89	26,6063
10	<b>4.381,17</b>	52.574,00	4.381,17	19.621,05	4.030,67	80.606,89	26,6063
11	<b>4.536,12</b>	54.433,49	4.536,12	20.315,03	4.173,23	83.457,88	27,5473
12	<b>4.536,12</b>	54.433,49	4.536,12	20.315,03	4.173,23	83.457,88	27,5473
13	<b>4.691,08</b>	56.293,01	4.691,08	21.009,02	4.315,80	86.308,91	28,4884
14	<b>4.691,08</b>	56.293,01	4.691,08	21.009,02	4.315,80	86.308,91	28,4884
15	<b>4.846,00</b>	58.151,97	4.846,00	21.702,80	4.458,32	89.159,09	29,4291
16	<b>4.846,00</b>	58.151,97	4.846,00	21.702,80	4.458,32	89.159,09	29,4291
17	<b>5.000,96</b>	60.011,49	5.000,96	22.396,79	4.600,88	92.010,12	30,3702
18	<b>5.000,96</b>	60.011,49	5.000,96	22.396,79	4.600,88	92.010,12	30,3702
19	<b>5.155,92</b>	61.871,01	5.155,92	23.090,78	4.743,44	94.861,15	31,3112
20	<b>5.155,92</b>	61.871,01	5.155,92	23.090,78	4.743,44	94.861,15	31,3112
21	<b>5.310,88</b>	63.730,50	5.310,88	23.784,75	4.886,01	97.712,13	32,2523
22	<b>5.310,88</b>	63.730,50	5.310,88	23.784,75	4.886,01	97.712,13	32,2523
23	<b>5.465,84</b>	65.590,03	5.465,84	24.478,75	5.028,57	100.563,18	33,1933
24	<b>5.465,84</b>	65.590,03	5.465,84	24.478,75	5.028,57	100.563,18	33,1933
25	<b>5.475,75</b>	65.709,03	5.475,75	24.523,16	5.037,69	100.745,63	33,2536
26	<b>5.484,94</b>	65.819,29	5.484,94	24.564,31	5.046,15	100.914,68	33,3094
27	<b>5.493,45</b>	65.921,45	5.493,45	24.602,43	5.053,98	101.071,32	33,3611
28	<b>5.501,34</b>	66.016,09	5.501,34	24.637,75	5.061,23	101.216,42	33,4090
29	<b>5.508,64</b>	66.103,73	5.508,64	24.670,46	5.067,95	101.350,79	33,4533
30	<b>5.515,42</b>	66.184,98	5.515,42	24.700,79	5.074,18	101.475,36	33,4944
31	<b>5.521,68</b>	66.260,17	5.521,68	24.728,85	5.079,95	101.590,64	33,5325
32	<b>5.527,49</b>	66.329,82	5.527,49	24.754,84	5.085,29	101.697,43	33,5677
33	<b>5.532,86</b>	66.394,29	5.532,86	24.778,90	5.090,23	101.796,28	33,6003
34	<b>5.537,84</b>	66.454,03	5.537,84	24.801,20	5.094,81	101.887,87	33,6306
35	<b>5.542,44</b>	66.509,29	5.542,44	24.821,82	5.099,05	101.972,60	33,6585

<b>GS Geneesheer specialist / geneesheer psychiater</b>							
<b>Anc</b>	<b>BMW</b>	<b>BJW</b>	<b>ET</b>	<b>RSZ</b>	<b>Vak</b>	<b>KOST jaar</b>	<b>Uurloon</b>
0	<b>4.852,36</b>	58.228,28	4.852,36	21.731,28	4.464,17	89.276,08	29,4678
1	<b>4.852,36</b>	58.228,28	4.852,36	21.731,28	4.464,17	89.276,08	29,4678
2	<b>5.042,10</b>	60.505,25	5.042,10	22.581,06	4.638,74	92.767,15	30,6201
3	<b>5.042,10</b>	60.505,25	5.042,10	22.581,06	4.638,74	92.767,15	30,6201
4	<b>5.231,85</b>	62.782,23	5.231,85	23.430,85	4.813,30	96.258,24	31,7724
5	<b>5.231,85</b>	62.782,23	5.231,85	23.430,85	4.813,30	96.258,24	31,7724
6	<b>5.421,56</b>	65.058,66	5.421,56	24.280,43	4.987,83	99.748,48	32,9244
7	<b>5.421,56</b>	65.058,66	5.421,56	24.280,43	4.987,83	99.748,48	32,9244
8	<b>5.611,30</b>	67.335,63	5.611,30	25.130,22	5.162,40	103.239,55	34,0767
9	<b>5.611,30</b>	67.335,63	5.611,30	25.130,22	5.162,40	103.239,55	34,0767
10	<b>5.801,05</b>	69.612,61	5.801,05	25.980,01	5.336,97	106.730,63	35,2291
11	<b>5.801,05</b>	69.612,61	5.801,05	25.980,01	5.336,97	106.730,63	35,2291
12	<b>5.990,80</b>	71.889,57	5.990,80	26.829,79	5.511,53	110.221,69	36,3814
13	<b>5.990,80</b>	71.889,57	5.990,80	26.829,79	5.511,53	110.221,69	36,3814
14	<b>6.180,55</b>	74.166,54	6.180,55	27.679,57	5.686,10	113.712,76	37,5337
15	<b>6.180,55</b>	74.166,54	6.180,55	27.679,57	5.686,10	113.712,76	37,5337
16	<b>6.370,29</b>	76.443,52	6.370,29	28.529,36	5.860,67	117.203,84	38,6860
17	<b>6.370,29</b>	76.443,52	6.370,29	28.529,36	5.860,67	117.203,84	38,6860
18	<b>6.560,04</b>	78.720,49	6.560,04	29.379,14	6.035,24	120.694,91	39,8383
19	<b>6.560,04</b>	78.720,49	6.560,04	29.379,14	6.035,24	120.694,91	39,8383
20	<b>6.749,79</b>	80.997,47	6.749,79	30.228,93	6.209,81	124.186,00	40,9906
21	<b>6.749,79</b>	80.997,47	6.749,79	30.228,93	6.209,81	124.186,00	40,9906
22	<b>6.939,49</b>	83.273,90	6.939,49	31.078,51	6.384,33	127.676,24	42,1427
23	<b>6.939,49</b>	83.273,90	6.939,49	31.078,51	6.384,33	127.676,24	42,1427
24	<b>6.939,49</b>	83.273,90	6.939,49	31.078,51	6.384,33	127.676,24	42,1427
25	<b>6.952,08</b>	83.424,98	6.952,08	31.134,90	6.395,92	127.907,87	42,2191
26	<b>6.963,75</b>	83.564,97	6.963,75	31.187,14	6.406,65	128.122,51	42,2900
27	<b>6.974,56</b>	83.694,67	6.974,56	31.235,55	6.416,59	128.321,37	42,3556
28	<b>6.984,57</b>	83.814,84	6.984,57	31.280,40	6.425,80	128.505,61	42,4164
29	<b>6.993,84</b>	83.926,10	6.993,84	31.321,92	6.434,33	128.676,20	42,4727
30	<b>7.002,44</b>	84.029,25	7.002,44	31.360,42	6.442,24	128.834,35	42,5249
31	<b>7.010,39</b>	84.124,72	7.010,39	31.396,05	6.449,56	128.980,72	42,5732
32	<b>7.017,76</b>	84.213,14	7.017,76	31.429,05	6.456,34	129.116,29	42,6180
33	<b>7.024,58</b>	84.295,00	7.024,58	31.459,60	6.462,62	129.241,80	42,6594
34	<b>7.030,90</b>	84.370,84	7.030,90	31.487,90	6.468,43	129.358,07	42,6978
35	<b>7.036,75</b>	84.441,01	7.036,75	31.514,09	6.473,81	129.465,66	42,7333

**Loonbarema's Paritair Subcomité 319.01**

van toepassing vanaf 01/03/2021  
tot overschrijding spilindex 109,34

22.

	<i>basis</i>	<b>bedrag vanaf 01/03/2021</b>	
<b>Gewaarborgd inkomen</b>	22.679,64	<b>per jaar</b>	<b>22.679,64</b>
		<b>per maand</b>	<b>1.889,97</b>
		<b>per uur</b>	<b>11,4776</b>
<b>Vergoeding vakantieverblijven per dag</b>	29,6256	<b>40,67</b>	