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## PARITAIR COMITÉ 330

### LOONBAREMA'S vanaf 1 januari 2022

### voor de werknemers die NIET onder de toepassing van het nieuwe loonmodel (IFIC) vallen

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Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 januari 2022** tot en met de maand waarin de spilindex van 113.76 punten wordt overschreden, en dit voor onder meer de volgende werkgevers en werknemers die ressorteren onder het Paritair Comité voor de gezondheidsinrichtingen en -diensten (**330**):

- inrichtingen die aan de **wet op de ziekenhuizen** onderworpen zijn (CAO van 26/01/2009 betreffende arbeids- en loonvoorwaarden | KB 07/05/2010 | B.S. 27/07/2010)
- diensten voor **thuisverpleging** (CAO van 07/12/2000 betreffende de harmonisatie van de baremieke weddeschalen voor het personeel van de sector van de thuisverpleging met de baremieke weddeschalen van het personeel van de privé-ziekenhuizen | KB 04/05/2004 | B.S. 29/06/2004)
- **revalidatiecentra** (CAO van 26/01/2009 betreffende arbeids- en loonvoorwaarden | registratienummer 91047/CO/330)
- **wijkgezondheidscentra** (CAO van 11/05/2009 betreffende de loonvoorwaarden in de sector van de wijkgezondheidscentra | KB 15/06/2010 | B.S. 19/08/2010),

en dit voor de werknemers die **NIET** onder de toepassing van de **functieclassificatie** (IFIC) vallen.

De vereffeningscoëfficiënt **181,14 %** is van toepassing.

#### Legende tabellen loonbarema's

|                           |                                                                                                                                                                                                                                                                                                                                             |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Anc</b>                | anciënniteit                                                                                                                                                                                                                                                                                                                                |
| <b>Bruto maandloon</b>    | bruto maandloon                                                                                                                                                                                                                                                                                                                             |
| <b>Haardtoelage</b>       | haardtoelage, toegekend aan <ol style="list-style-type: none"> <li>1. gehuwde of wettelijk samenwonende werknemers, behalve wanneer de toelage aan hun echtgenoot of partner wordt toegekend</li> <li>2. alleenstaande personeelsleden van wie één of meer kinderen deel uitmaken van het gezin die recht geven op kinderbijslag</li> </ol> |
| <b>Standplaatstoelage</b> | standplaatstoelage, toegekend aan werknemers die geen recht hebben op een haardtoelage                                                                                                                                                                                                                                                      |
| <b>Bruto jaarloon</b>     | bruto jaarloon                                                                                                                                                                                                                                                                                                                              |

|                 |                                                                                                                                                                                                         |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>RSZ</b>      | RSZ-werkgeversbijdrage op bruto jaarwedde: 34,45 % - <i>benaderende en gemiddelde cijfers</i>                                                                                                           |
| <b>Vak</b>      | vakantiegeld = 92 % van de bruto maandwedde                                                                                                                                                             |
| <b>ET</b>       | eindejaarstoelage = vast geïndexeerd gedeelte van € 366,35 ( <i>bedrag 2021</i> ) + 2,5 % van de bruto jaarwedde (= <i>bruto maandwedde van oktober, inclusief haard- of standplaatsstoelage x 12</i> ) |
| <b>ET haard</b> | eindejaarstoelage met haardtoelage                                                                                                                                                                      |
| <b>ET stand</b> | eindejaarstoelage met standplaatsvergoeding                                                                                                                                                             |
| <b>RSZ ET h</b> | RSZ-werkgeversbijdrage op eindejaarstoelage ( <i>met haardtoelage</i> )                                                                                                                                 |
| <b>KOST</b>     | benaderende loonkost op jaarbasis ( <i>brutoloon + RSZ, haardtoelage + RSZ, vakantiegeld, eindejaarstoelage + RSZ</i> )                                                                                 |
| <b>Uurloon</b>  | uurloon bij 38-uren-week                                                                                                                                                                                |

### Gewaarborgd minimum maandloon

Het gewaarborgd minimum maandloon bedraagt € 1.941,78 (€ 11,7922/uur).

### Toeslagen voor onregelmatige prestaties

Bij onregelmatige prestaties worden voor bepaalde personeelcategorieën volgende toeslagen toegekend:

- ♦ toeslag avonddienst: 20,00 %
- ♦ toeslag zaterdag dagdienst: 26,00 %
- ♦ toeslag gewone nachtdienst: 35,00 %
- ♦ toeslag onderbroken dienst: 50,00 %
- ♦ toeslag zondag nachtdienst: 56,00 %
- ♦ toeslag zondag dagdienst: 56,00 %

### Toeslagen einde loopbaan

In het kader van de eindeloopbaanmaatregelen kunnen bepaalde personeelcategorieën genieten van volgende toeslagen:

- ♦ toeslag 45 jaar - 2 uur: 5,26 %
- ♦ toeslag 50 jaar - 4 uur: 10,52 %
- ♦ toeslag 55 jaar - 6 uur: 15,78 %

### Attractiviteitspremie

De werknemers van de federale gezondheidssectoren hebben in uitvoering van de CAO van 30 juni 2006, gewijzigd bij CAO van 13 juli 2011, recht op een **attractiviteitspremie**, bestaande uit:

1. een veranderlijk gedeelte dat 0,53% van het geïndexeerde bruto jaarloon bedraagt
2. een geïndexeerd forfaitair gedeelte dat € 691,22 bedraagt voor het jaar 2021.



### **Functiecomplement**

De hoofdverpleegkundigen en paramedische diensthoofden hebben in uitvoering van de CAO van 30 juni 2006 vanaf 1 september 2021 recht op een **functiecomplement** van € 86,33 per maand.

### **Jaarpremies beroepsbekwaamheid of -titel**

De verpleegkundigen werkzaam in ziekenhuizen of ouderenzorg,

- ♦ die houder zijn van een **bijzondere beroepsbekwaamheid** hebben voor 2021 recht op een bijkomende jaarlijkse premie van 1.331,10 euro
  - ♦ die houder zijn van een **bijzondere beroepstitel** hebben voor 2021 recht op een bijkomende jaarlijkse premie van 3.993,43 euro
- in toepassing van het koninklijk besluit van 28 december 2011.



## Loonbarema's Paritair Comité 330

van toepassing vanaf 01/01/2022

tot overschrijding spilindex 113.76

1.

| Barema               | Funcție                                                                                                                                                           | pagina |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 13.3                 | Psychiater CGG                                                                                                                                                    | 3      |
| 1.01                 | Departementele directie ziekenhuis 151-250 bedden / Depart. dir. psychiatrische instelling 251-500 bedden                                                         | 4      |
| 1.00                 | Algemene directie ziekenhuis < 101 bedden / Alg. dir. psychiatrische instelling < 150 bedden                                                                      | 5      |
| 1.99                 | Apotheker hoofd van dienst                                                                                                                                        | 6      |
| 1.95                 | Algemene directie ziekenhuis > 500 bedden                                                                                                                         | 7      |
| 1.94                 | Apotheker                                                                                                                                                         | 8      |
| 1.93                 | Hoofdapotheker / Algemene directie ziekenhuis 251-500 bedden / Alg. dir. psychiatrische instelling > 500 bedden                                                   | 9      |
| 1.92                 | Alg. dir. ziekenhuis 151-250 bedden / Dep. dir. ziekenhuis > 500 bedden / Alg. dir. psych. instelling 251-500 bedden                                              | 10     |
| 1.91                 | Adjunct apotheker                                                                                                                                                 | 11     |
| 1.87                 | Alg. dir. ziekenhuis 101-150 bedden / Dep. dir. ziekenhuis 251-500 bedden / Alg. dir. psych. instelling 151-250 bedden / Dep. dir. psych. instelling > 500 bedden | 12     |
| 1.86                 | Programmeur analist                                                                                                                                               | 13     |
| 1.81                 | Eerst aangewezen techn. ingenieur / Dep. dir. ziekenhuis 101-150 bedden / Dep. dir. psych. instelling 151-250 bedden                                              | 14     |
| 1.80                 | Bestuurssecretaris / psycholoog / REVA: licentiaat in de fysica / REVA: psycholoog, (ortho)pedagoog / industrieel ingenieur                                       | 15     |
| 1.79                 | Departementele directie ziekenhuis < 101 bedden / Depart. dir. psychiatrische instelling < 151 bedden                                                             | 16     |
| 1.78 SP              | Hoofdverpleegkundige vroedvrouw-verpleger / Thuisverpleging: verzorgend en verplegend personeel cat. 7 / hoofdassistent klinisch labo                             | 17     |
| 1.75                 | Hoofdprogrammeur 1ste klasse na 9 jaar anc.                                                                                                                       | 18     |
| 1.67                 | Hoofdprogrammeur                                                                                                                                                  | 19     |
| 1.66                 | Technisch ingenieur                                                                                                                                               | 20     |
| 1.63                 | Bestuurschef                                                                                                                                                      | 21     |
| 1.62                 | Verificateur                                                                                                                                                      | 22     |
| 1.61-1.77            | Adjunct hoofd vroedvrouw-verpleegkundige                                                                                                                          | 23     |
| 1.59                 | Werkmeester / Hoofdoperateur 2de klasse                                                                                                                           | 24     |
| 1.58                 | Programmeur 1ste klasse na 9 jaar anc.                                                                                                                            | 25     |
| 1.55-1.61-1.77 + 2j. | Maatschappelijk assistent + 2 jaar anc. / Thuisverpleging: verzorg. en verpleg. personeel cat. 6                                                                  | 26     |

## Loonbarema's Paritair Comité 330

van toepassing vanaf 01/01/2022

tot overschrijding spilindex 113.76

2.

|                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |    |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| 1.55-1.61-1.77 | A1 verpleegkundige / vroedvrouw / maatschappelijk assistent / REVA: A1 technicus in de mechanica, electronica of informatica / REVA: boekhouder informaticus / REVA: diëtist, kinesitherapeut, ergotherapeut, logopedist, orthoptist, audioloog, gehoorprotesist / REVA: A1 opvoeder, sociaal verpleegkundige, A1 verpleegkundige / Thuisverpleging: administratief personeel cat. 5 / Thuisverpleging: technisch, paramedisch, verzorgend en verplegend personeel cat. 5 / Assistent klinisch labo e.a. | 27 |
| 1.54           | Werkleider                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 28 |
| 1.53           | Eerst aanwezig directiesecretaris                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 29 |
| 1.50           | Opsteller / REVA: A2 opvoeder / Thuisverpleging: administratief personeel cat.3                                                                                                                                                                                                                                                                                                                                                                                                                          | 30 |
| 1.47           | Onderbureauchef                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 31 |
| 1.45           | Hoofdklerk-stenotypist                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 32 |
| 1.43-1.55      | Gebrevetteerde (A2)verpleegkundige / laborant / Thuisverpleging: adm. personeel cat. 4 / Thuisverpleging: techn., paramed., verzorg. en verpleg. personeel cat. 4                                                                                                                                                                                                                                                                                                                                        | 33 |
| 1.43           | Programmeur 2de klasse                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 34 |
| 1.40-1.57      | Verpleegassistent / REVA: A2 technicus in de mechanica, electronica of informatica / REVA: A2 opvoeder met specifieke opleiding / Thuisverpleging: technisch, paramedisch, verzorgend en verplegend personeel cat. 3                                                                                                                                                                                                                                                                                     | 35 |
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| 1.39           | Directiesecretaris                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 37 |
| 1.35           | Kinderverzorg(st)er / sanitair help(st)er / REVA: A3 opvoeder / Thuisverpleging: technisch en paramedisch personeel cat. 2                                                                                                                                                                                                                                                                                                                                                                               | 38 |
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| 1.30           | Eerste werkmans B / Operateur mecanograaf 2de klasse na 9 jaar anc.                                                                                                                                                                                                                                                                                                                                                                                                                                      | 40 |
| 1.26           | Eerste werkmans A / Thuisverpleging: administratief, verzorgend en verplegend personeel niv. lager secundair onderwijs / gezins- en bejaardenhelpster                                                                                                                                                                                                                                                                                                                                                    | 41 |
| 1.24           | Klerk-stenotypist                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 42 |
| 1.22           | Geschoold werkmans B / klerk / Thuisverpleging: administratief personeel niv. lager onderwijs / Thuisverpleging: technisch en paramedisch personeel cat. 1 / hulppersonneel / huishoudelijk personeel                                                                                                                                                                                                                                                                                                    | 43 |
| 1.18           | Gezins- en bejaardenhelper bij ontstentenis van bekwaamheidsgetuigschrift                                                                                                                                                                                                                                                                                                                                                                                                                                | 44 |
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**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spilindex 113.76

**Baremaschaal 13.3****Psychiater CGG**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 5.232,23           |         |         | 62.786,80         | 21.630,05 | 4.813,65 | 1.936,02 | 1.936,02 | 666,96   | 91.833,49  | 31,7747 |
| 1   | 5.232,23           |         |         | 62.786,80         | 21.630,05 | 4.813,65 | 1.936,02 | 1.936,02 | 666,96   | 91.833,49  | 31,7747 |
| 2   | 5.438,22           |         |         | 65.258,60         | 22.481,59 | 5.003,16 | 1.997,82 | 1.997,82 | 688,25   | 95.429,41  | 33,0256 |
| 3   | 5.438,22           |         |         | 65.258,60         | 22.481,59 | 5.003,16 | 1.997,82 | 1.997,82 | 688,25   | 95.429,41  | 33,0256 |
| 4   | 5.644,20           |         |         | 67.730,37         | 23.333,11 | 5.192,66 | 2.059,61 | 2.059,61 | 709,54   | 99.025,28  | 34,2765 |
| 5   | 5.644,20           |         |         | 67.730,37         | 23.333,11 | 5.192,66 | 2.059,61 | 2.059,61 | 709,54   | 99.025,28  | 34,2765 |
| 6   | 5.850,18           |         |         | 70.202,11         | 24.184,63 | 5.382,16 | 2.121,40 | 2.121,40 | 730,82   | 102.621,13 | 35,5274 |
| 7   | 5.850,18           |         |         | 70.202,11         | 24.184,63 | 5.382,16 | 2.121,40 | 2.121,40 | 730,82   | 102.621,13 | 35,5274 |
| 8   | 6.056,16           |         |         | 72.673,97         | 25.036,18 | 5.571,67 | 2.183,20 | 2.183,20 | 752,11   | 106.217,13 | 36,7783 |
| 9   | 6.056,16           |         |         | 72.673,97         | 25.036,18 | 5.571,67 | 2.183,20 | 2.183,20 | 752,11   | 106.217,13 | 36,7783 |
| 10  | 6.262,14           |         |         | 75.145,71         | 25.887,70 | 5.761,17 | 2.244,99 | 2.244,99 | 773,40   | 109.812,97 | 38,0292 |
| 11  | 6.262,14           |         |         | 75.145,71         | 25.887,70 | 5.761,17 | 2.244,99 | 2.244,99 | 773,40   | 109.812,97 | 38,0292 |
| 12  | 6.468,12           |         |         | 77.617,48         | 26.739,22 | 5.950,67 | 2.306,79 | 2.306,79 | 794,69   | 113.408,84 | 39,2801 |
| 13  | 6.468,12           |         |         | 77.617,48         | 26.739,22 | 5.950,67 | 2.306,79 | 2.306,79 | 794,69   | 113.408,84 | 39,2801 |
| 14  | 6.674,10           |         |         | 80.089,22         | 27.590,74 | 6.140,17 | 2.368,58 | 2.368,58 | 815,98   | 117.004,69 | 40,5310 |
| 15  | 6.674,10           |         |         | 80.089,22         | 27.590,74 | 6.140,17 | 2.368,58 | 2.368,58 | 815,98   | 117.004,69 | 40,5310 |
| 16  | 6.880,09           |         |         | 82.561,02         | 28.442,27 | 6.329,68 | 2.430,38 | 2.430,38 | 837,26   | 120.600,61 | 41,7819 |
| 17  | 6.880,09           |         |         | 82.561,02         | 28.442,27 | 6.329,68 | 2.430,38 | 2.430,38 | 837,26   | 120.600,61 | 41,7819 |
| 18  | 7.086,07           |         |         | 85.032,82         | 29.293,81 | 6.519,18 | 2.492,17 | 2.492,17 | 858,55   | 124.196,54 | 43,0328 |
| 19  | 7.086,07           |         |         | 85.032,82         | 29.293,81 | 6.519,18 | 2.492,17 | 2.492,17 | 858,55   | 124.196,54 | 43,0328 |
| 20  | 7.292,05           |         |         | 87.504,59         | 30.145,33 | 6.708,68 | 2.553,96 | 2.553,96 | 879,84   | 127.792,41 | 44,2837 |
| 21  | 7.292,05           |         |         | 87.504,59         | 30.145,33 | 6.708,68 | 2.553,96 | 2.553,96 | 879,84   | 127.792,41 | 44,2837 |
| 22  | 7.498,03           |         |         | 89.976,33         | 30.996,85 | 6.898,19 | 2.615,76 | 2.615,76 | 901,13   | 131.388,25 | 45,5346 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spilindex 113.76

**Baremaschaal 1.01****Departementele directie ziekenhuis 151- 250 bedden / Depart. dir. psychiatrische instelling 251- 500 bedden**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 3.476,72           |         |         | 41.720,67         | 14.372,77 | 3.198,58 | 1.409,37 | 1.409,37 | 485,53   | 61.186,92 | 21,1137 |
| 1   | 3.628,51           |         |         | 43.542,14         | 15.000,27 | 3.338,23 | 1.454,90 | 1.454,90 | 501,21   | 63.836,76 | 22,0355 |
| 2   | 3.628,51           |         |         | 43.542,14         | 15.000,27 | 3.338,23 | 1.454,90 | 1.454,90 | 501,21   | 63.836,76 | 22,0355 |
| 3   | 3.738,91           |         |         | 44.866,87         | 15.456,64 | 3.439,79 | 1.488,02 | 1.488,02 | 512,62   | 65.763,95 | 22,7059 |
| 4   | 3.738,91           |         |         | 44.866,87         | 15.456,64 | 3.439,79 | 1.488,02 | 1.488,02 | 512,62   | 65.763,95 | 22,7059 |
| 5   | 3.849,31           |         |         | 46.191,71         | 15.913,05 | 3.541,36 | 1.521,14 | 1.521,14 | 524,03   | 67.691,30 | 23,3764 |
| 6   | 3.849,31           |         |         | 46.191,71         | 15.913,05 | 3.541,36 | 1.521,14 | 1.521,14 | 524,03   | 67.691,30 | 23,3764 |
| 7   | 3.959,70           |         |         | 47.516,45         | 16.369,42 | 3.642,93 | 1.554,26 | 1.554,26 | 535,44   | 69.618,49 | 24,0468 |
| 8   | 3.959,70           |         |         | 47.516,45         | 16.369,42 | 3.642,93 | 1.554,26 | 1.554,26 | 535,44   | 69.618,49 | 24,0468 |
| 9   | 4.070,10           |         |         | 48.841,19         | 16.825,79 | 3.744,49 | 1.587,38 | 1.587,38 | 546,85   | 71.545,71 | 24,7172 |
| 10  | 4.125,29           |         |         | 49.503,52         | 17.053,96 | 3.795,27 | 1.603,94 | 1.603,94 | 552,56   | 72.509,24 | 25,0524 |
| 11  | 4.235,68           |         |         | 50.828,21         | 17.510,32 | 3.896,83 | 1.637,06 | 1.637,06 | 563,97   | 74.436,38 | 25,7228 |
| 12  | 4.235,68           |         |         | 50.828,21         | 17.510,32 | 3.896,83 | 1.637,06 | 1.637,06 | 563,97   | 74.436,38 | 25,7228 |
| 13  | 4.346,08           |         |         | 52.153,00         | 17.966,71 | 3.998,40 | 1.670,17 | 1.670,17 | 575,38   | 76.363,65 | 26,3932 |
| 14  | 4.346,08           |         |         | 52.153,00         | 17.966,71 | 3.998,40 | 1.670,17 | 1.670,17 | 575,38   | 76.363,65 | 26,3932 |
| 15  | 4.456,48           |         |         | 53.477,74         | 18.423,08 | 4.099,96 | 1.703,29 | 1.703,29 | 586,78   | 78.290,87 | 27,0636 |
| 16  | 4.456,48           |         |         | 53.477,74         | 18.423,08 | 4.099,96 | 1.703,29 | 1.703,29 | 586,78   | 78.290,87 | 27,0636 |
| 17  | 4.566,87           |         |         | 54.802,48         | 18.879,45 | 4.201,52 | 1.736,41 | 1.736,41 | 598,19   | 80.218,06 | 27,7340 |
| 18  | 4.566,87           |         |         | 54.802,48         | 18.879,45 | 4.201,52 | 1.736,41 | 1.736,41 | 598,19   | 80.218,06 | 27,7340 |
| 19  | 4.677,27           |         |         | 56.127,28         | 19.335,85 | 4.303,09 | 1.769,53 | 1.769,53 | 609,60   | 82.145,35 | 28,4045 |
| 20  | 4.677,27           |         |         | 56.127,28         | 19.335,85 | 4.303,09 | 1.769,53 | 1.769,53 | 609,60   | 82.145,35 | 28,4045 |
| 21  | 4.787,67           |         |         | 57.452,01         | 19.792,22 | 4.404,65 | 1.802,65 | 1.802,65 | 621,01   | 84.072,55 | 29,0749 |
| 22  | 4.787,67           |         |         | 57.452,01         | 19.792,22 | 4.404,65 | 1.802,65 | 1.802,65 | 621,01   | 84.072,55 | 29,0749 |
| 23  | 4.898,07           |         |         | 58.776,80         | 20.248,61 | 4.506,22 | 1.835,77 | 1.835,77 | 632,42   | 85.999,82 | 29,7453 |
| 24  | 4.898,07           |         |         | 58.776,80         | 20.248,61 | 4.506,22 | 1.835,77 | 1.835,77 | 632,42   | 85.999,82 | 29,7453 |
| 25  | 5.008,47           |         |         | 60.101,58         | 20.704,99 | 4.607,79 | 1.868,89 | 1.868,89 | 643,83   | 87.927,09 | 30,4158 |
| 26  | 5.008,47           |         |         | 60.101,58         | 20.704,99 | 4.607,79 | 1.868,89 | 1.868,89 | 643,83   | 87.927,09 | 30,4158 |
| 27  | 5.118,86           |         |         | 61.426,33         | 21.161,37 | 4.709,35 | 1.902,01 | 1.902,01 | 655,24   | 89.854,30 | 31,0862 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spillindex 113.76

**Baremaschaal 1.00****Algemene directie ziekenhuis < 101 bedden / Alg. dir. psychiatrische instelling < 150 bedden**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 3.366,34           |         |         | 40.396,03         | 13.916,43 | 3.097,03 | 1.376,25 | 1.376,25 | 474,12   | 59.259,86 | 20,4433 |
| 1   | 3.518,12           |         |         | 42.217,45         | 14.543,91 | 3.236,67 | 1.421,79 | 1.421,79 | 489,81   | 61.909,62 | 21,3651 |
| 2   | 3.518,12           |         |         | 42.217,45         | 14.543,91 | 3.236,67 | 1.421,79 | 1.421,79 | 489,81   | 61.909,62 | 21,3651 |
| 3   | 3.628,51           |         |         | 43.542,18         | 15.000,28 | 3.338,23 | 1.454,90 | 1.454,90 | 501,21   | 63.836,81 | 22,0355 |
| 4   | 3.628,51           |         |         | 43.542,18         | 15.000,28 | 3.338,23 | 1.454,90 | 1.454,90 | 501,21   | 63.836,81 | 22,0355 |
| 5   | 3.738,91           |         |         | 44.866,93         | 15.456,66 | 3.439,80 | 1.488,02 | 1.488,02 | 512,62   | 65.764,03 | 22,7059 |
| 6   | 3.738,91           |         |         | 44.866,93         | 15.456,66 | 3.439,80 | 1.488,02 | 1.488,02 | 512,62   | 65.764,03 | 22,7059 |
| 7   | 3.849,31           |         |         | 46.191,75         | 15.913,06 | 3.541,37 | 1.521,14 | 1.521,14 | 524,03   | 67.691,35 | 23,3764 |
| 8   | 3.849,31           |         |         | 46.191,75         | 15.913,06 | 3.541,37 | 1.521,14 | 1.521,14 | 524,03   | 67.691,35 | 23,3764 |
| 9   | 3.959,71           |         |         | 47.516,50         | 16.369,43 | 3.642,93 | 1.554,26 | 1.554,26 | 535,44   | 69.618,57 | 24,0468 |
| 10  | 4.014,90           |         |         | 48.178,82         | 16.597,60 | 3.693,71 | 1.570,82 | 1.570,82 | 541,15   | 70.582,10 | 24,3820 |
| 11  | 4.125,30           |         |         | 49.503,57         | 17.053,98 | 3.795,27 | 1.603,94 | 1.603,94 | 552,56   | 72.509,32 | 25,0524 |
| 12  | 4.125,30           |         |         | 49.503,57         | 17.053,98 | 3.795,27 | 1.603,94 | 1.603,94 | 552,56   | 72.509,32 | 25,0524 |
| 13  | 4.235,69           |         |         | 50.828,26         | 17.510,34 | 3.896,83 | 1.637,06 | 1.637,06 | 563,97   | 74.436,46 | 25,7228 |
| 14  | 4.235,69           |         |         | 50.828,26         | 17.510,34 | 3.896,83 | 1.637,06 | 1.637,06 | 563,97   | 74.436,46 | 25,7228 |
| 15  | 4.346,09           |         |         | 52.153,05         | 17.966,73 | 3.998,40 | 1.670,18 | 1.670,18 | 575,38   | 76.363,73 | 26,3932 |
| 16  | 4.346,09           |         |         | 52.153,05         | 17.966,73 | 3.998,40 | 1.670,18 | 1.670,18 | 575,38   | 76.363,73 | 26,3932 |
| 17  | 4.456,48           |         |         | 53.477,78         | 18.423,10 | 4.099,96 | 1.703,29 | 1.703,29 | 586,78   | 78.290,92 | 27,0637 |
| 18  | 4.456,48           |         |         | 53.477,78         | 18.423,10 | 4.099,96 | 1.703,29 | 1.703,29 | 586,78   | 78.290,92 | 27,0637 |
| 19  | 4.566,88           |         |         | 54.802,53         | 18.879,47 | 4.201,53 | 1.736,41 | 1.736,41 | 598,19   | 80.218,14 | 27,7341 |
| 20  | 4.566,88           |         |         | 54.802,53         | 18.879,47 | 4.201,53 | 1.736,41 | 1.736,41 | 598,19   | 80.218,14 | 27,7341 |
| 21  | 4.677,28           |         |         | 56.127,32         | 19.335,86 | 4.303,09 | 1.769,53 | 1.769,53 | 609,60   | 82.145,41 | 28,4045 |
| 22  | 4.677,28           |         |         | 56.127,32         | 19.335,86 | 4.303,09 | 1.769,53 | 1.769,53 | 609,60   | 82.145,41 | 28,4045 |
| 23  | 4.787,67           |         |         | 57.452,07         | 19.792,24 | 4.404,66 | 1.802,65 | 1.802,65 | 621,01   | 84.072,62 | 29,0749 |
| 24  | 4.787,67           |         |         | 57.452,07         | 19.792,24 | 4.404,66 | 1.802,65 | 1.802,65 | 621,01   | 84.072,62 | 29,0749 |
| 25  | 4.898,07           |         |         | 58.776,85         | 20.248,63 | 4.506,23 | 1.835,77 | 1.835,77 | 632,42   | 85.999,90 | 29,7454 |
| 26  | 4.898,07           |         |         | 58.776,85         | 20.248,63 | 4.506,23 | 1.835,77 | 1.835,77 | 632,42   | 85.999,90 | 29,7454 |
| 27  | 5.008,47           |         |         | 60.101,64         | 20.705,01 | 4.607,79 | 1.868,89 | 1.868,89 | 643,83   | 87.927,17 | 30,4158 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spillindex 113.76

**Baremaschaal 1.99****Apotheker hoofd van dienst**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 5.739,81           |         |         | 68.877,74         | 23.728,38 | 5.280,63 | 2.088,29 | 2.088,29 | 719,42   | 100.694,46 | 34,8572 |
| 1   | 5.739,81           |         |         | 68.877,74         | 23.728,38 | 5.280,63 | 2.088,29 | 2.088,29 | 719,42   | 100.694,46 | 34,8572 |
| 2   | 5.946,81           |         |         | 71.361,66         | 24.584,09 | 5.471,06 | 2.150,39 | 2.150,39 | 740,81   | 104.308,02 | 36,1142 |
| 3   | 5.946,81           |         |         | 71.361,66         | 24.584,09 | 5.471,06 | 2.150,39 | 2.150,39 | 740,81   | 104.308,02 | 36,1142 |
| 4   | 6.153,80           |         |         | 73.845,54         | 25.439,79 | 5.661,49 | 2.212,49 | 2.212,49 | 762,20   | 107.921,52 | 37,3712 |
| 5   | 6.153,80           |         |         | 73.845,54         | 25.439,79 | 5.661,49 | 2.212,49 | 2.212,49 | 762,20   | 107.921,52 | 37,3712 |
| 6   | 6.360,79           |         |         | 76.329,50         | 26.295,51 | 5.851,93 | 2.274,59 | 2.274,59 | 783,60   | 111.535,12 | 38,6283 |
| 7   | 6.360,79           |         |         | 76.329,50         | 26.295,51 | 5.851,93 | 2.274,59 | 2.274,59 | 783,60   | 111.535,12 | 38,6283 |
| 8   | 6.567,78           |         |         | 78.813,34         | 27.151,20 | 6.042,36 | 2.336,68 | 2.336,68 | 804,99   | 115.148,57 | 39,8853 |
| 9   | 6.567,78           |         |         | 78.813,34         | 27.151,20 | 6.042,36 | 2.336,68 | 2.336,68 | 804,99   | 115.148,57 | 39,8853 |
| 10  | 6.774,77           |         |         | 81.297,30         | 28.006,92 | 6.232,79 | 2.398,78 | 2.398,78 | 826,38   | 118.762,17 | 41,1424 |
| 11  | 6.774,77           |         |         | 81.297,30         | 28.006,92 | 6.232,79 | 2.398,78 | 2.398,78 | 826,38   | 118.762,17 | 41,1424 |
| 12  | 6.981,77           |         |         | 83.781,24         | 28.862,64 | 6.423,23 | 2.460,88 | 2.460,88 | 847,77   | 122.375,75 | 42,3994 |
| 13  | 6.981,77           |         |         | 83.781,24         | 28.862,64 | 6.423,23 | 2.460,88 | 2.460,88 | 847,77   | 122.375,75 | 42,3994 |
| 14  | 7.188,76           |         |         | 86.265,15         | 29.718,35 | 6.613,66 | 2.522,98 | 2.522,98 | 869,17   | 125.989,31 | 43,6565 |
| 15  | 7.188,76           |         |         | 86.265,15         | 29.718,35 | 6.613,66 | 2.522,98 | 2.522,98 | 869,17   | 125.989,31 | 43,6565 |
| 16  | 7.395,75           |         |         | 88.749,04         | 30.574,04 | 6.804,09 | 2.585,08 | 2.585,08 | 890,56   | 129.602,81 | 44,9135 |
| 17  | 7.395,75           |         |         | 88.749,04         | 30.574,04 | 6.804,09 | 2.585,08 | 2.585,08 | 890,56   | 129.602,81 | 44,9135 |
| 18  | 7.602,75           |         |         | 91.232,95         | 31.429,75 | 6.994,53 | 2.647,17 | 2.647,17 | 911,95   | 133.216,36 | 46,1705 |
| 19  | 7.602,75           |         |         | 91.232,95         | 31.429,75 | 6.994,53 | 2.647,17 | 2.647,17 | 911,95   | 133.216,36 | 46,1705 |
| 20  | 7.809,74           |         |         | 93.716,87         | 32.285,46 | 7.184,96 | 2.709,27 | 2.709,27 | 933,34   | 136.829,91 | 47,4276 |
| 21  | 7.809,74           |         |         | 93.716,87         | 32.285,46 | 7.184,96 | 2.709,27 | 2.709,27 | 933,34   | 136.829,91 | 47,4276 |
| 22  | 8.016,73           |         |         | 96.200,76         | 33.141,16 | 7.375,39 | 2.771,37 | 2.771,37 | 954,74   | 140.443,41 | 48,6846 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spilindex 113.76

**Baremaschaal 1.95****Algemene directie ziekenhuis > 500 bedden**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 4.842,86           |         |         | 58.114,33         | 20.020,39 | 4.455,43 | 1.819,21 | 1.819,21 | 626,72   | 85.036,08  | 29,4101 |
| 1   | 4.842,86           |         |         | 58.114,33         | 20.020,39 | 4.455,43 | 1.819,21 | 1.819,21 | 626,72   | 85.036,08  | 29,4101 |
| 2   | 5.049,85           |         |         | 60.598,21         | 20.876,08 | 4.645,86 | 1.881,31 | 1.881,31 | 648,11   | 88.649,58  | 30,6671 |
| 3   | 5.049,85           |         |         | 60.598,21         | 20.876,08 | 4.645,86 | 1.881,31 | 1.881,31 | 648,11   | 88.649,58  | 30,6671 |
| 4   | 5.256,85           |         |         | 63.082,19         | 21.731,81 | 4.836,30 | 1.943,40 | 1.943,40 | 669,50   | 92.263,21  | 31,9242 |
| 5   | 5.256,85           |         |         | 63.082,19         | 21.731,81 | 4.836,30 | 1.943,40 | 1.943,40 | 669,50   | 92.263,21  | 31,9242 |
| 6   | 5.463,84           |         |         | 65.566,10         | 22.587,52 | 5.026,73 | 2.005,50 | 2.005,50 | 690,90   | 95.876,76  | 33,1812 |
| 7   | 5.463,84           |         |         | 65.566,10         | 22.587,52 | 5.026,73 | 2.005,50 | 2.005,50 | 690,90   | 95.876,76  | 33,1812 |
| 8   | 5.670,83           |         |         | 68.049,99         | 23.443,22 | 5.217,17 | 2.067,60 | 2.067,60 | 712,29   | 99.490,26  | 34,4383 |
| 9   | 5.670,83           |         |         | 68.049,99         | 23.443,22 | 5.217,17 | 2.067,60 | 2.067,60 | 712,29   | 99.490,26  | 34,4383 |
| 10  | 5.877,83           |         |         | 70.533,91         | 24.298,93 | 5.407,60 | 2.129,70 | 2.129,70 | 733,68   | 103.103,81 | 35,6953 |
| 11  | 5.877,83           |         |         | 70.533,91         | 24.298,93 | 5.407,60 | 2.129,70 | 2.129,70 | 733,68   | 103.103,81 | 35,6953 |
| 12  | 6.084,82           |         |         | 73.017,79         | 25.154,63 | 5.598,03 | 2.191,79 | 2.191,79 | 755,07   | 106.717,31 | 36,9523 |
| 13  | 6.084,82           |         |         | 73.017,79         | 25.154,63 | 5.598,03 | 2.191,79 | 2.191,79 | 755,07   | 106.717,31 | 36,9523 |
| 14  | 6.291,81           |         |         | 75.501,71         | 26.010,34 | 5.788,46 | 2.253,89 | 2.253,89 | 776,47   | 110.330,87 | 38,2094 |
| 15  | 6.291,81           |         |         | 75.501,71         | 26.010,34 | 5.788,46 | 2.253,89 | 2.253,89 | 776,47   | 110.330,87 | 38,2094 |
| 16  | 6.498,80           |         |         | 77.985,59         | 26.866,04 | 5.978,90 | 2.315,99 | 2.315,99 | 797,86   | 113.944,37 | 39,4664 |
| 17  | 6.498,80           |         |         | 77.985,59         | 26.866,04 | 5.978,90 | 2.315,99 | 2.315,99 | 797,86   | 113.944,37 | 39,4664 |
| 18  | 6.705,80           |         |         | 80.469,56         | 27.721,76 | 6.169,33 | 2.378,09 | 2.378,09 | 819,25   | 117.558,00 | 40,7235 |
| 19  | 6.705,80           |         |         | 80.469,56         | 27.721,76 | 6.169,33 | 2.378,09 | 2.378,09 | 819,25   | 117.558,00 | 40,7235 |
| 20  | 6.912,78           |         |         | 82.953,39         | 28.577,44 | 6.359,76 | 2.440,18 | 2.440,18 | 840,64   | 121.171,42 | 41,9805 |
| 21  | 6.912,78           |         |         | 82.953,39         | 28.577,44 | 6.359,76 | 2.440,18 | 2.440,18 | 840,64   | 121.171,42 | 41,9805 |
| 22  | 7.119,78           |         |         | 85.437,36         | 29.433,17 | 6.550,20 | 2.502,28 | 2.502,28 | 862,04   | 124.785,05 | 43,2375 |
| 23  | 7.119,78           |         |         | 85.437,36         | 29.433,17 | 6.550,20 | 2.502,28 | 2.502,28 | 862,04   | 124.785,05 | 43,2375 |
| 24  | 7.326,77           |         |         | 87.921,28         | 30.288,88 | 6.740,63 | 2.564,38 | 2.564,38 | 883,43   | 128.398,60 | 44,4946 |
| 25  | 7.326,77           |         |         | 87.921,28         | 30.288,88 | 6.740,63 | 2.564,38 | 2.564,38 | 883,43   | 128.398,60 | 44,4946 |
| 26  | 7.533,76           |         |         | 90.405,16         | 31.144,58 | 6.931,06 | 2.626,48 | 2.626,48 | 904,82   | 132.012,10 | 45,7516 |
| 27  | 7.533,76           |         |         | 90.405,16         | 31.144,58 | 6.931,06 | 2.626,48 | 2.626,48 | 904,82   | 132.012,10 | 45,7516 |
| 28  | 7.740,76           |         |         | 92.889,08         | 32.000,29 | 7.121,50 | 2.688,58 | 2.688,58 | 926,21   | 135.625,66 | 47,0086 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spillindex 113.76

**Baremaschaal 1.94****Apotheker**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 4.622,07           |         |         | 55.464,85         | 19.107,64 | 4.252,31 | 1.752,97 | 1.752,97 | 603,90   | 81.181,67  | 28,0693 |
| 1   | 4.718,67           |         |         | 56.624,04         | 19.506,98 | 4.341,18 | 1.781,95 | 1.781,95 | 613,88   | 82.868,03  | 28,6559 |
| 2   | 4.718,67           |         |         | 56.624,04         | 19.506,98 | 4.341,18 | 1.781,95 | 1.781,95 | 613,88   | 82.868,03  | 28,6559 |
| 3   | 4.887,71           |         |         | 58.652,50         | 20.205,79 | 4.496,69 | 1.832,66 | 1.832,66 | 631,35   | 85.818,99  | 29,6824 |
| 4   | 4.887,71           |         |         | 58.652,50         | 20.205,79 | 4.496,69 | 1.832,66 | 1.832,66 | 631,35   | 85.818,99  | 29,6824 |
| 5   | 5.056,75           |         |         | 60.680,98         | 20.904,60 | 4.652,21 | 1.883,37 | 1.883,37 | 648,82   | 88.769,98  | 30,7090 |
| 6   | 5.056,75           |         |         | 60.680,98         | 20.904,60 | 4.652,21 | 1.883,37 | 1.883,37 | 648,82   | 88.769,98  | 30,7090 |
| 7   | 5.225,79           |         |         | 62.709,53         | 21.603,43 | 4.807,73 | 1.934,09 | 1.934,09 | 666,29   | 91.721,07  | 31,7356 |
| 8   | 5.225,79           |         |         | 62.709,53         | 21.603,43 | 4.807,73 | 1.934,09 | 1.934,09 | 666,29   | 91.721,07  | 31,7356 |
| 9   | 5.394,83           |         |         | 64.737,95         | 22.302,22 | 4.963,24 | 1.984,80 | 1.984,80 | 683,76   | 94.671,98  | 32,7621 |
| 10  | 5.394,83           |         |         | 64.737,95         | 22.302,22 | 4.963,24 | 1.984,80 | 1.984,80 | 683,76   | 94.671,98  | 32,7621 |
| 11  | 5.563,87           |         |         | 66.766,47         | 23.001,05 | 5.118,76 | 2.035,51 | 2.035,51 | 701,23   | 97.623,02  | 33,7887 |
| 12  | 5.563,87           |         |         | 66.766,47         | 23.001,05 | 5.118,76 | 2.035,51 | 2.035,51 | 701,23   | 97.623,02  | 33,7887 |
| 13  | 5.732,91           |         |         | 68.794,93         | 23.699,85 | 5.274,28 | 2.086,22 | 2.086,22 | 718,70   | 100.573,98 | 34,8152 |
| 14  | 5.732,91           |         |         | 68.794,93         | 23.699,85 | 5.274,28 | 2.086,22 | 2.086,22 | 718,70   | 100.573,98 | 34,8152 |
| 15  | 5.901,95           |         |         | 70.823,44         | 24.398,67 | 5.429,80 | 2.136,94 | 2.136,94 | 736,17   | 103.525,02 | 35,8418 |
| 16  | 5.901,95           |         |         | 70.823,44         | 24.398,67 | 5.429,80 | 2.136,94 | 2.136,94 | 736,17   | 103.525,02 | 35,8418 |
| 17  | 6.070,99           |         |         | 72.851,92         | 25.097,49 | 5.585,31 | 2.187,65 | 2.187,65 | 753,64   | 106.476,01 | 36,8684 |
| 18  | 6.070,99           |         |         | 72.851,92         | 25.097,49 | 5.585,31 | 2.187,65 | 2.187,65 | 753,64   | 106.476,01 | 36,8684 |
| 19  | 6.240,04           |         |         | 74.880,43         | 25.796,31 | 5.740,83 | 2.238,36 | 2.238,36 | 771,12   | 109.427,05 | 37,8950 |
| 20  | 6.240,04           |         |         | 74.880,43         | 25.796,31 | 5.740,83 | 2.238,36 | 2.238,36 | 771,12   | 109.427,05 | 37,8950 |
| 21  | 6.409,07           |         |         | 76.908,89         | 26.495,11 | 5.896,35 | 2.289,07 | 2.289,07 | 788,59   | 112.378,01 | 38,9215 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spillindex 113.76

**Baremaschaal 1.93****Hoofdapotheeker / Algemene directie ziekenhuis 251-500 bedden /****Alg. dir. Psychiatrische instelling > 500 bedden**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 4.484,08           |         |         | 53.808,96         | 18.537,19 | 4.125,35 | 1.711,57 | 1.711,57 | 589,64   | 78.772,71  | 27,2313 |
| 1   | 4.484,08           |         |         | 53.808,96         | 18.537,19 | 4.125,35 | 1.711,57 | 1.711,57 | 589,64   | 78.772,71  | 27,2313 |
| 2   | 4.691,07           |         |         | 56.292,88         | 19.392,90 | 4.315,79 | 1.773,67 | 1.773,67 | 611,03   | 82.386,26  | 28,4883 |
| 3   | 4.691,07           |         |         | 56.292,88         | 19.392,90 | 4.315,79 | 1.773,67 | 1.773,67 | 611,03   | 82.386,26  | 28,4883 |
| 4   | 4.898,07           |         |         | 58.776,80         | 20.248,61 | 4.506,22 | 1.835,77 | 1.835,77 | 632,42   | 85.999,82  | 29,7453 |
| 5   | 4.898,07           |         |         | 58.776,80         | 20.248,61 | 4.506,22 | 1.835,77 | 1.835,77 | 632,42   | 85.999,82  | 29,7453 |
| 6   | 5.105,06           |         |         | 61.260,68         | 21.104,30 | 4.696,65 | 1.897,87 | 1.897,87 | 653,82   | 89.613,32  | 31,0024 |
| 7   | 5.105,06           |         |         | 61.260,68         | 21.104,30 | 4.696,65 | 1.897,87 | 1.897,87 | 653,82   | 89.613,32  | 31,0024 |
| 8   | 5.312,05           |         |         | 63.744,60         | 21.960,01 | 4.887,09 | 1.959,96 | 1.959,96 | 675,21   | 93.226,87  | 32,2594 |
| 9   | 5.312,05           |         |         | 63.744,60         | 21.960,01 | 4.887,09 | 1.959,96 | 1.959,96 | 675,21   | 93.226,87  | 32,2594 |
| 10  | 5.519,05           |         |         | 66.228,57         | 22.815,74 | 5.077,52 | 2.022,06 | 2.022,06 | 696,60   | 96.840,50  | 33,5165 |
| 11  | 5.519,05           |         |         | 66.228,57         | 22.815,74 | 5.077,52 | 2.022,06 | 2.022,06 | 696,60   | 96.840,50  | 33,5165 |
| 12  | 5.726,03           |         |         | 68.712,40         | 23.671,42 | 5.267,95 | 2.084,16 | 2.084,16 | 717,99   | 100.453,92 | 34,7735 |
| 13  | 5.726,03           |         |         | 68.712,40         | 23.671,42 | 5.267,95 | 2.084,16 | 2.084,16 | 717,99   | 100.453,92 | 34,7735 |
| 14  | 5.933,03           |         |         | 71.196,37         | 24.527,15 | 5.458,39 | 2.146,26 | 2.146,26 | 739,39   | 104.067,55 | 36,0306 |
| 15  | 5.933,03           |         |         | 71.196,37         | 24.527,15 | 5.458,39 | 2.146,26 | 2.146,26 | 739,39   | 104.067,55 | 36,0306 |
| 16  | 6.140,02           |         |         | 73.680,25         | 25.382,85 | 5.648,82 | 2.208,36 | 2.208,36 | 760,78   | 107.681,05 | 37,2876 |
| 17  | 6.140,02           |         |         | 73.680,25         | 25.382,85 | 5.648,82 | 2.208,36 | 2.208,36 | 760,78   | 107.681,05 | 37,2876 |
| 18  | 6.347,01           |         |         | 76.164,17         | 26.238,56 | 5.839,25 | 2.270,45 | 2.270,45 | 782,17   | 111.294,61 | 38,5446 |
| 19  | 6.347,01           |         |         | 76.164,17         | 26.238,56 | 5.839,25 | 2.270,45 | 2.270,45 | 782,17   | 111.294,61 | 38,5446 |
| 20  | 6.554,00           |         |         | 78.648,05         | 27.094,25 | 6.029,68 | 2.332,55 | 2.332,55 | 803,56   | 114.908,11 | 39,8016 |
| 21  | 6.554,00           |         |         | 78.648,05         | 27.094,25 | 6.029,68 | 2.332,55 | 2.332,55 | 803,56   | 114.908,11 | 39,8016 |
| 22  | 6.761,00           |         |         | 81.132,01         | 27.949,98 | 6.220,12 | 2.394,65 | 2.394,65 | 824,96   | 118.521,71 | 41,0587 |

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van toepassing vanaf 01/01/2022

tot overschrijding spillindex 113.76

**Baremaschaal 1.92****Alg. dir. ziekenhuis 151-250 bedden / Dep. dir. ziekenhuis > 500 bedden /****Alg. dir. Psy. instelling 251-500 bedden**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 4.438,08           |         |         | 53.256,95         | 18.347,02 | 4.083,03 | 1.697,77 | 1.697,77 | 584,88   | 77.969,66  | 26,9519 |
| 1   | 4.534,68           |         |         | 54.416,14         | 18.746,36 | 4.171,90 | 1.726,75 | 1.726,75 | 594,87   | 79.656,03  | 27,5385 |
| 2   | 4.534,68           |         |         | 54.416,14         | 18.746,36 | 4.171,90 | 1.726,75 | 1.726,75 | 594,87   | 79.656,03  | 27,5385 |
| 3   | 4.683,02           |         |         | 56.196,29         | 19.359,62 | 4.308,38 | 1.771,26 | 1.771,26 | 610,20   | 82.245,76  | 28,4394 |
| 4   | 4.683,02           |         |         | 56.196,29         | 19.359,62 | 4.308,38 | 1.771,26 | 1.771,26 | 610,20   | 82.245,76  | 28,4394 |
| 5   | 4.831,37           |         |         | 57.976,39         | 19.972,87 | 4.444,86 | 1.815,76 | 1.815,76 | 625,53   | 84.835,41  | 29,3403 |
| 6   | 4.831,37           |         |         | 57.976,39         | 19.972,87 | 4.444,86 | 1.815,76 | 1.815,76 | 625,53   | 84.835,41  | 29,3403 |
| 7   | 4.979,71           |         |         | 59.756,49         | 20.586,11 | 4.581,33 | 1.860,26 | 1.860,26 | 640,86   | 87.425,06  | 30,2411 |
| 8   | 4.979,71           |         |         | 59.756,49         | 20.586,11 | 4.581,33 | 1.860,26 | 1.860,26 | 640,86   | 87.425,06  | 30,2411 |
| 9   | 5.128,05           |         |         | 61.536,61         | 21.199,36 | 4.717,81 | 1.904,77 | 1.904,77 | 656,19   | 90.014,73  | 31,1420 |
| 10  | 5.128,05           |         |         | 61.536,61         | 21.199,36 | 4.717,81 | 1.904,77 | 1.904,77 | 656,19   | 90.014,73  | 31,1420 |
| 11  | 5.276,40           |         |         | 63.316,76         | 21.812,62 | 4.854,29 | 1.949,27 | 1.949,27 | 671,52   | 92.604,46  | 32,0429 |
| 12  | 5.276,40           |         |         | 63.316,76         | 21.812,62 | 4.854,29 | 1.949,27 | 1.949,27 | 671,52   | 92.604,46  | 32,0429 |
| 13  | 5.424,74           |         |         | 65.096,92         | 22.425,89 | 4.990,76 | 1.993,77 | 1.993,77 | 686,85   | 95.194,19  | 32,9438 |
| 14  | 5.424,74           |         |         | 65.096,92         | 22.425,89 | 4.990,76 | 1.993,77 | 1.993,77 | 686,85   | 95.194,19  | 32,9438 |
| 15  | 5.573,08           |         |         | 66.877,01         | 23.039,13 | 5.127,24 | 2.038,28 | 2.038,28 | 702,19   | 97.783,85  | 33,8446 |
| 16  | 5.573,08           |         |         | 66.877,01         | 23.039,13 | 5.127,24 | 2.038,28 | 2.038,28 | 702,19   | 97.783,85  | 33,8446 |
| 17  | 5.721,42           |         |         | 68.657,08         | 23.652,36 | 5.263,71 | 2.082,78 | 2.082,78 | 717,52   | 100.373,44 | 34,7455 |
| 18  | 5.721,42           |         |         | 68.657,08         | 23.652,36 | 5.263,71 | 2.082,78 | 2.082,78 | 717,52   | 100.373,44 | 34,7455 |
| 19  | 5.869,77           |         |         | 70.437,23         | 24.265,63 | 5.400,19 | 2.127,28 | 2.127,28 | 732,85   | 102.963,17 | 35,6464 |
| 20  | 5.869,77           |         |         | 70.437,23         | 24.265,63 | 5.400,19 | 2.127,28 | 2.127,28 | 732,85   | 102.963,17 | 35,6464 |
| 21  | 6.018,12           |         |         | 72.217,38         | 24.878,89 | 5.536,67 | 2.171,78 | 2.171,78 | 748,18   | 105.552,90 | 36,5473 |
| 22  | 6.018,12           |         |         | 72.217,38         | 24.878,89 | 5.536,67 | 2.171,78 | 2.171,78 | 748,18   | 105.552,90 | 36,5473 |
| 23  | 6.166,46           |         |         | 73.997,54         | 25.492,15 | 5.673,14 | 2.216,29 | 2.216,29 | 763,51   | 108.142,63 | 37,4481 |

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### Baremaschaal 1.91

#### Adjunct apotheker

11.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 4.139,09           |         |         | 49.669,13         | 17.111,02 | 3.807,97 | 1.608,08 | 1.608,08 | 553,98   | 72.750,18  | 25,1362 |
| 1   | 4.235,69           |         |         | 50.828,26         | 17.510,34 | 3.896,83 | 1.637,06 | 1.637,06 | 563,97   | 74.436,46  | 25,7228 |
| 2   | 4.235,69           |         |         | 50.828,26         | 17.510,34 | 3.896,83 | 1.637,06 | 1.637,06 | 563,97   | 74.436,46  | 25,7228 |
| 3   | 4.404,73           |         |         | 52.856,78         | 18.209,16 | 4.052,35 | 1.687,77 | 1.687,77 | 581,44   | 77.387,50  | 26,7494 |
| 4   | 4.404,73           |         |         | 52.856,78         | 18.209,16 | 4.052,35 | 1.687,77 | 1.687,77 | 581,44   | 77.387,50  | 26,7494 |
| 5   | 4.573,77           |         |         | 54.885,24         | 18.907,96 | 4.207,87 | 1.738,48 | 1.738,48 | 598,91   | 80.338,46  | 27,7759 |
| 6   | 4.573,77           |         |         | 54.885,24         | 18.907,96 | 4.207,87 | 1.738,48 | 1.738,48 | 598,91   | 80.338,46  | 27,7759 |
| 7   | 4.742,81           |         |         | 56.913,75         | 19.606,79 | 4.363,39 | 1.789,19 | 1.789,19 | 616,38   | 83.289,50  | 28,8025 |
| 8   | 4.742,81           |         |         | 56.913,75         | 19.606,79 | 4.363,39 | 1.789,19 | 1.789,19 | 616,38   | 83.289,50  | 28,8025 |
| 9   | 4.911,85           |         |         | 58.942,21         | 20.305,59 | 4.518,90 | 1.839,91 | 1.839,91 | 633,85   | 86.240,46  | 29,8291 |
| 10  | 4.911,85           |         |         | 58.942,21         | 20.305,59 | 4.518,90 | 1.839,91 | 1.839,91 | 633,85   | 86.240,46  | 29,8291 |
| 11  | 5.080,89           |         |         | 60.970,73         | 21.004,42 | 4.674,42 | 1.890,62 | 1.890,62 | 651,32   | 89.191,50  | 30,8556 |
| 12  | 5.080,89           |         |         | 60.970,73         | 21.004,42 | 4.674,42 | 1.890,62 | 1.890,62 | 651,32   | 89.191,50  | 30,8556 |
| 13  | 5.249,93           |         |         | 62.999,21         | 21.703,23 | 4.829,94 | 1.941,33 | 1.941,33 | 668,79   | 92.142,49  | 31,8822 |
| 14  | 5.249,93           |         |         | 62.999,21         | 21.703,23 | 4.829,94 | 1.941,33 | 1.941,33 | 668,79   | 92.142,49  | 31,8822 |
| 15  | 5.418,98           |         |         | 65.027,72         | 22.402,05 | 4.985,46 | 1.992,04 | 1.992,04 | 686,26   | 95.093,53  | 32,9088 |
| 16  | 5.418,98           |         |         | 65.027,72         | 22.402,05 | 4.985,46 | 1.992,04 | 1.992,04 | 686,26   | 95.093,53  | 32,9088 |
| 17  | 5.588,02           |         |         | 67.056,23         | 23.100,87 | 5.140,98 | 2.042,76 | 2.042,76 | 703,73   | 98.044,57  | 33,9353 |
| 18  | 5.588,02           |         |         | 67.056,23         | 23.100,87 | 5.140,98 | 2.042,76 | 2.042,76 | 703,73   | 98.044,57  | 33,9353 |
| 19  | 5.757,05           |         |         | 69.084,66         | 23.799,66 | 5.296,49 | 2.093,47 | 2.093,47 | 721,20   | 100.995,48 | 34,9619 |
| 20  | 5.757,05           |         |         | 69.084,66         | 23.799,66 | 5.296,49 | 2.093,47 | 2.093,47 | 721,20   | 100.995,48 | 34,9619 |
| 21  | 5.926,10           |         |         | 71.113,21         | 24.498,50 | 5.452,01 | 2.144,18 | 2.144,18 | 738,67   | 103.946,57 | 35,9885 |
| 22  | 5.926,10           |         |         | 71.113,21         | 24.498,50 | 5.452,01 | 2.144,18 | 2.144,18 | 738,67   | 103.946,57 | 35,9885 |
| 23  | 6.095,14           |         |         | 73.141,67         | 25.197,31 | 5.607,53 | 2.194,89 | 2.194,89 | 756,14   | 106.897,53 | 37,0150 |

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12.

### Baremaschaal 1.87

Alg. dir. ziekenhuis 101-150 bedden / Depar. dir. ziekenhuis 251-500 bedden /

Alg. dir. psych. instelling 151-250 bedden / Dep. dir. psych. Instelling > 500 bedden

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 3.656,13           |         |         | 43.873,52         | 15.114,43 | 3.363,64 | 1.463,19 | 1.463,19 | 504,07   | 64.318,84 | 22,2032 |
| 1   | 3.752,73           |         |         | 45.032,71         | 15.513,77 | 3.452,51 | 1.492,17 | 1.492,17 | 514,05   | 66.005,20 | 22,7898 |
| 2   | 3.752,73           |         |         | 45.032,71         | 15.513,77 | 3.452,51 | 1.492,17 | 1.492,17 | 514,05   | 66.005,20 | 22,7898 |
| 3   | 3.901,07           |         |         | 46.812,86         | 16.127,03 | 3.588,99 | 1.536,67 | 1.536,67 | 529,38   | 68.594,93 | 23,6907 |
| 4   | 3.901,07           |         |         | 46.812,86         | 16.127,03 | 3.588,99 | 1.536,67 | 1.536,67 | 529,38   | 68.594,93 | 23,6907 |
| 5   | 4.049,41           |         |         | 48.592,96         | 16.740,27 | 3.725,46 | 1.581,17 | 1.581,17 | 544,71   | 71.184,58 | 24,5916 |
| 6   | 4.049,41           |         |         | 48.592,96         | 16.740,27 | 3.725,46 | 1.581,17 | 1.581,17 | 544,71   | 71.184,58 | 24,5916 |
| 7   | 4.197,76           |         |         | 50.373,11         | 17.353,54 | 3.861,94 | 1.625,68 | 1.625,68 | 560,05   | 73.774,31 | 25,4925 |
| 8   | 4.197,76           |         |         | 50.373,11         | 17.353,54 | 3.861,94 | 1.625,68 | 1.625,68 | 560,05   | 73.774,31 | 25,4925 |
| 9   | 4.346,10           |         |         | 52.153,23         | 17.966,79 | 3.998,41 | 1.670,18 | 1.670,18 | 575,38   | 76.363,99 | 26,3933 |
| 10  | 4.346,10           |         |         | 52.153,23         | 17.966,79 | 3.998,41 | 1.670,18 | 1.670,18 | 575,38   | 76.363,99 | 26,3933 |
| 11  | 4.494,45           |         |         | 53.933,38         | 18.580,05 | 4.134,89 | 1.714,68 | 1.714,68 | 590,71   | 78.953,72 | 27,2942 |
| 12  | 4.494,45           |         |         | 53.933,38         | 18.580,05 | 4.134,89 | 1.714,68 | 1.714,68 | 590,71   | 78.953,72 | 27,2942 |
| 13  | 4.642,79           |         |         | 55.713,48         | 19.193,30 | 4.271,37 | 1.759,19 | 1.759,19 | 606,04   | 81.543,37 | 28,1951 |
| 14  | 4.642,79           |         |         | 55.713,48         | 19.193,30 | 4.271,37 | 1.759,19 | 1.759,19 | 606,04   | 81.543,37 | 28,1951 |
| 15  | 4.791,14           |         |         | 57.493,69         | 19.806,58 | 4.407,85 | 1.803,69 | 1.803,69 | 621,37   | 84.133,18 | 29,0960 |
| 16  | 4.791,14           |         |         | 57.493,69         | 19.806,58 | 4.407,85 | 1.803,69 | 1.803,69 | 621,37   | 84.133,18 | 29,0960 |
| 17  | 4.939,48           |         |         | 59.273,79         | 20.419,82 | 4.544,32 | 1.848,19 | 1.848,19 | 636,70   | 86.722,83 | 29,9969 |
| 18  | 4.939,48           |         |         | 59.273,79         | 20.419,82 | 4.544,32 | 1.848,19 | 1.848,19 | 636,70   | 86.722,83 | 29,9969 |
| 19  | 5.087,82           |         |         | 61.053,89         | 21.033,06 | 4.680,80 | 1.892,70 | 1.892,70 | 652,03   | 89.312,48 | 30,8977 |
| 20  | 5.087,82           |         |         | 61.053,89         | 21.033,06 | 4.680,80 | 1.892,70 | 1.892,70 | 652,03   | 89.312,48 | 30,8977 |
| 21  | 5.236,17           |         |         | 62.834,01         | 21.646,32 | 4.817,27 | 1.937,20 | 1.937,20 | 667,37   | 91.902,16 | 31,7986 |
| 22  | 5.236,17           |         |         | 62.834,01         | 21.646,32 | 4.817,27 | 1.937,20 | 1.937,20 | 667,37   | 91.902,16 | 31,7986 |
| 23  | 5.384,52           |         |         | 64.614,20         | 22.259,59 | 4.953,76 | 1.981,70 | 1.981,70 | 682,70   | 94.491,94 | 32,6995 |
| 24  | 5.384,52           |         |         | 64.614,20         | 22.259,59 | 4.953,76 | 1.981,70 | 1.981,70 | 682,70   | 94.491,94 | 32,6995 |
| 25  | 5.532,86           |         |         | 66.394,31         | 22.872,84 | 5.090,23 | 2.026,21 | 2.026,21 | 698,03   | 97.081,62 | 33,6004 |

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**Baremaschaal 1.86****Programmeur analist**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 3.449,15           |         |         | 41.389,78         | 14.258,78 | 3.173,22 | 1.401,09 | 1.401,09 | 482,68   | 60.705,55 | 20,9462 |
| 1   | 3.559,54           |         |         | 42.714,53         | 14.715,16 | 3.274,78 | 1.434,21 | 1.434,21 | 494,09   | 62.632,77 | 21,6167 |
| 2   | 3.559,54           |         |         | 42.714,53         | 14.715,16 | 3.274,78 | 1.434,21 | 1.434,21 | 494,09   | 62.632,77 | 21,6167 |
| 3   | 3.600,95           |         |         | 43.211,38         | 14.886,32 | 3.312,87 | 1.446,63 | 1.446,63 | 498,37   | 63.355,58 | 21,8681 |
| 4   | 3.600,95           |         |         | 43.211,38         | 14.886,32 | 3.312,87 | 1.446,63 | 1.446,63 | 498,37   | 63.355,58 | 21,8681 |
| 5   | 3.656,14           |         |         | 43.873,67         | 15.114,48 | 3.363,65 | 1.463,19 | 1.463,19 | 504,07   | 64.319,05 | 22,2033 |
| 6   | 3.656,14           |         |         | 43.873,67         | 15.114,48 | 3.363,65 | 1.463,19 | 1.463,19 | 504,07   | 64.319,05 | 22,2033 |
| 7   | 3.766,54           |         |         | 45.198,49         | 15.570,88 | 3.465,22 | 1.496,31 | 1.496,31 | 515,48   | 66.246,38 | 22,8737 |
| 8   | 3.766,54           |         |         | 45.198,49         | 15.570,88 | 3.465,22 | 1.496,31 | 1.496,31 | 515,48   | 66.246,38 | 22,8737 |
| 9   | 3.876,93           |         |         | 46.523,18         | 16.027,24 | 3.566,78 | 1.529,43 | 1.529,43 | 526,89   | 68.173,51 | 23,5441 |
| 10  | 3.932,13           |         |         | 47.185,52         | 16.255,41 | 3.617,56 | 1.545,99 | 1.545,99 | 532,59   | 69.137,07 | 23,8793 |
| 11  | 4.028,72           |         |         | 48.344,65         | 16.654,73 | 3.706,42 | 1.574,97 | 1.574,97 | 542,58   | 70.823,35 | 24,4659 |
| 12  | 4.028,72           |         |         | 48.344,65         | 16.654,73 | 3.706,42 | 1.574,97 | 1.574,97 | 542,58   | 70.823,35 | 24,4659 |
| 13  | 4.125,32           |         |         | 49.503,84         | 17.054,07 | 3.795,29 | 1.603,95 | 1.603,95 | 552,56   | 72.509,71 | 25,0526 |
| 14  | 4.125,32           |         |         | 49.503,84         | 17.054,07 | 3.795,29 | 1.603,95 | 1.603,95 | 552,56   | 72.509,71 | 25,0526 |
| 15  | 4.221,91           |         |         | 50.662,92         | 17.453,38 | 3.884,16 | 1.632,92 | 1.632,92 | 562,54   | 74.195,92 | 25,6391 |
| 16  | 4.221,91           |         |         | 50.662,92         | 17.453,38 | 3.884,16 | 1.632,92 | 1.632,92 | 562,54   | 74.195,92 | 25,6391 |
| 17  | 4.318,51           |         |         | 51.822,11         | 17.852,72 | 3.973,03 | 1.661,90 | 1.661,90 | 572,53   | 75.882,28 | 26,2258 |
| 18  | 4.318,51           |         |         | 51.822,11         | 17.852,72 | 3.973,03 | 1.661,90 | 1.661,90 | 572,53   | 75.882,28 | 26,2258 |
| 19  | 4.415,11           |         |         | 52.981,33         | 18.252,07 | 4.061,90 | 1.690,88 | 1.690,88 | 582,51   | 77.568,69 | 26,8124 |
| 20  | 4.415,11           |         |         | 52.981,33         | 18.252,07 | 4.061,90 | 1.690,88 | 1.690,88 | 582,51   | 77.568,69 | 26,8124 |
| 21  | 4.511,70           |         |         | 54.140,43         | 18.651,38 | 4.150,77 | 1.719,86 | 1.719,86 | 592,49   | 79.254,92 | 27,3990 |
| 22  | 4.511,70           |         |         | 54.140,43         | 18.651,38 | 4.150,77 | 1.719,86 | 1.719,86 | 592,49   | 79.254,92 | 27,3990 |
| 23  | 4.608,30           |         |         | 55.299,61         | 19.050,72 | 4.239,64 | 1.748,84 | 1.748,84 | 602,48   | 80.941,29 | 27,9856 |
| 24  | 4.608,30           |         |         | 55.299,61         | 19.050,72 | 4.239,64 | 1.748,84 | 1.748,84 | 602,48   | 80.941,29 | 27,9856 |
| 25  | 4.704,90           |         |         | 56.458,75         | 19.450,04 | 4.328,50 | 1.777,82 | 1.777,82 | 612,46   | 82.627,57 | 28,5722 |
| 26  | 4.704,90           |         |         | 56.458,75         | 19.450,04 | 4.328,50 | 1.777,82 | 1.777,82 | 612,46   | 82.627,57 | 28,5722 |
| 27  | 4.801,49           |         |         | 57.617,88         | 19.849,36 | 4.417,37 | 1.806,80 | 1.806,80 | 622,44   | 84.313,85 | 29,1588 |
| 28  | 4.801,49           |         |         | 57.617,88         | 19.849,36 | 4.417,37 | 1.806,80 | 1.806,80 | 622,44   | 84.313,85 | 29,1588 |
| 29  | 4.898,09           |         |         | 58.777,07         | 20.248,70 | 4.506,24 | 1.835,78 | 1.835,78 | 632,43   | 86.000,21 | 29,7455 |
| 30  | 4.898,09           |         |         | 58.777,07         | 20.248,70 | 4.506,24 | 1.835,78 | 1.835,78 | 632,43   | 86.000,21 | 29,7455 |
| 31  | 4.994,68           |         |         | 59.936,20         | 20.648,02 | 4.595,11 | 1.864,76 | 1.864,76 | 642,41   | 87.686,49 | 30,3321 |

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**Baremaschaal 1.81****Eerst aangewezen technisch ingenieur / Dep. dir. ziekenhuis 101-150 bedden /****Dep. dir. psych. instelling 151-250 bedden**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 3.366,34           |         |         | 40.396,03         | 13.916,43 | 3.097,03 | 1.376,25 | 1.376,25 | 474,12   | 59.259,86 | 20,4433 |
| 1   | 3.518,17           |         |         | 42.218,03         | 14.544,11 | 3.236,72 | 1.421,80 | 1.421,80 | 489,81   | 61.910,47 | 21,3654 |
| 2   | 3.518,17           |         |         | 42.218,03         | 14.544,11 | 3.236,72 | 1.421,80 | 1.421,80 | 489,81   | 61.910,47 | 21,3654 |
| 3   | 3.628,56           |         |         | 43.542,78         | 15.000,49 | 3.338,28 | 1.454,92 | 1.454,92 | 501,22   | 63.837,68 | 22,0358 |
| 4   | 3.628,56           |         |         | 43.542,78         | 15.000,49 | 3.338,28 | 1.454,92 | 1.454,92 | 501,22   | 63.837,68 | 22,0358 |
| 5   | 3.738,96           |         |         | 44.867,56         | 15.456,88 | 3.439,85 | 1.488,04 | 1.488,04 | 512,63   | 65.764,95 | 22,7063 |
| 6   | 3.738,96           |         |         | 44.867,56         | 15.456,88 | 3.439,85 | 1.488,04 | 1.488,04 | 512,63   | 65.764,95 | 22,7063 |
| 7   | 3.849,36           |         |         | 46.192,35         | 15.913,26 | 3.541,41 | 1.521,16 | 1.521,16 | 524,04   | 67.692,22 | 23,3767 |
| 8   | 3.849,36           |         |         | 46.192,35         | 15.913,26 | 3.541,41 | 1.521,16 | 1.521,16 | 524,04   | 67.692,22 | 23,3767 |
| 9   | 3.959,76           |         |         | 47.517,08         | 16.369,63 | 3.642,98 | 1.554,28 | 1.554,28 | 535,45   | 69.619,41 | 24,0471 |
| 10  | 4.014,95           |         |         | 48.179,40         | 16.597,80 | 3.693,75 | 1.570,83 | 1.570,83 | 541,15   | 70.582,94 | 24,3823 |
| 11  | 4.125,35           |         |         | 49.504,15         | 17.054,18 | 3.795,32 | 1.603,95 | 1.603,95 | 552,56   | 72.510,16 | 25,0527 |
| 12  | 4.125,35           |         |         | 49.504,15         | 17.054,18 | 3.795,32 | 1.603,95 | 1.603,95 | 552,56   | 72.510,16 | 25,0527 |
| 13  | 4.235,74           |         |         | 50.828,90         | 17.510,56 | 3.896,88 | 1.637,07 | 1.637,07 | 563,97   | 74.437,38 | 25,7231 |
| 14  | 4.235,74           |         |         | 50.828,90         | 17.510,56 | 3.896,88 | 1.637,07 | 1.637,07 | 563,97   | 74.437,38 | 25,7231 |
| 15  | 4.346,14           |         |         | 52.153,68         | 17.966,94 | 3.998,45 | 1.670,19 | 1.670,19 | 575,38   | 76.364,65 | 26,3936 |
| 16  | 4.346,14           |         |         | 52.153,68         | 17.966,94 | 3.998,45 | 1.670,19 | 1.670,19 | 575,38   | 76.364,65 | 26,3936 |
| 17  | 4.456,53           |         |         | 53.478,42         | 18.423,31 | 4.100,01 | 1.703,31 | 1.703,31 | 586,79   | 78.291,84 | 27,0640 |
| 18  | 4.456,53           |         |         | 53.478,42         | 18.423,31 | 4.100,01 | 1.703,31 | 1.703,31 | 586,79   | 78.291,84 | 27,0640 |
| 19  | 4.566,93           |         |         | 54.803,11         | 18.879,67 | 4.201,57 | 1.736,43 | 1.736,43 | 598,20   | 80.218,98 | 27,7344 |
| 20  | 4.566,93           |         |         | 54.803,11         | 18.879,67 | 4.201,57 | 1.736,43 | 1.736,43 | 598,20   | 80.218,98 | 27,7344 |
| 21  | 4.677,32           |         |         | 56.127,90         | 19.336,06 | 4.303,14 | 1.769,55 | 1.769,55 | 609,61   | 82.146,25 | 28,4048 |
| 22  | 4.677,32           |         |         | 56.127,90         | 19.336,06 | 4.303,14 | 1.769,55 | 1.769,55 | 609,61   | 82.146,25 | 28,4048 |
| 23  | 4.787,72           |         |         | 57.452,68         | 19.792,45 | 4.404,71 | 1.802,67 | 1.802,67 | 621,02   | 84.073,52 | 29,0752 |
| 24  | 4.787,72           |         |         | 57.452,68         | 19.792,45 | 4.404,71 | 1.802,67 | 1.802,67 | 621,02   | 84.073,52 | 29,0752 |
| 25  | 4.898,12           |         |         | 58.777,43         | 20.248,82 | 4.506,27 | 1.835,79 | 1.835,79 | 632,43   | 86.000,74 | 29,7457 |
| 26  | 4.898,12           |         |         | 58.777,43         | 20.248,82 | 4.506,27 | 1.835,79 | 1.835,79 | 632,43   | 86.000,74 | 29,7457 |
| 27  | 5.008,52           |         |         | 60.102,22         | 20.705,21 | 4.607,84 | 1.868,91 | 1.868,91 | 643,84   | 87.928,01 | 30,4161 |

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**Baremaschaal 1.80****Bestuurssecretaris / psycholoog / REVA: licentiaat in de fysica /****REVA: psycholoog, (ortho)pedagoog / industrieel ingenieur**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 3.380,14           |         |         | 40.561,63         | 13.973,48 | 3.109,72 | 1.380,39 | 1.380,39 | 475,54   | 59.500,77 | 20,5271 |
| 1   | 3.545,75           |         |         | 42.548,97         | 14.658,12 | 3.262,09 | 1.430,07 | 1.430,07 | 492,66   | 62.391,91 | 21,5329 |
| 2   | 3.545,75           |         |         | 42.548,97         | 14.658,12 | 3.262,09 | 1.430,07 | 1.430,07 | 492,66   | 62.391,91 | 21,5329 |
| 3   | 3.694,09           |         |         | 44.329,12         | 15.271,38 | 3.398,57 | 1.474,58 | 1.474,58 | 507,99   | 64.981,64 | 22,4338 |
| 4   | 3.694,09           |         |         | 44.329,12         | 15.271,38 | 3.398,57 | 1.474,58 | 1.474,58 | 507,99   | 64.981,64 | 22,4338 |
| 5   | 3.842,44           |         |         | 46.109,22         | 15.884,63 | 3.535,04 | 1.519,08 | 1.519,08 | 523,32   | 67.571,29 | 23,3346 |
| 6   | 3.842,44           |         |         | 46.109,22         | 15.884,63 | 3.535,04 | 1.519,08 | 1.519,08 | 523,32   | 67.571,29 | 23,3346 |
| 7   | 3.990,78           |         |         | 47.889,38         | 16.497,89 | 3.671,52 | 1.563,58 | 1.563,58 | 538,65   | 70.161,02 | 24,2355 |
| 8   | 3.990,78           |         |         | 47.889,38         | 16.497,89 | 3.671,52 | 1.563,58 | 1.563,58 | 538,65   | 70.161,02 | 24,2355 |
| 9   | 4.139,12           |         |         | 49.669,48         | 17.111,13 | 3.807,99 | 1.608,09 | 1.608,09 | 553,99   | 72.750,68 | 25,1364 |
| 10  | 4.194,32           |         |         | 50.331,81         | 17.339,31 | 3.858,77 | 1.624,65 | 1.624,65 | 559,69   | 73.714,23 | 25,4716 |
| 11  | 4.342,66           |         |         | 52.111,97         | 17.952,57 | 3.995,25 | 1.669,15 | 1.669,15 | 575,02   | 76.303,96 | 26,3725 |
| 12  | 4.342,66           |         |         | 52.111,97         | 17.952,57 | 3.995,25 | 1.669,15 | 1.669,15 | 575,02   | 76.303,96 | 26,3725 |
| 13  | 4.491,01           |         |         | 53.892,07         | 18.565,82 | 4.131,73 | 1.713,65 | 1.713,65 | 590,35   | 78.893,61 | 27,2733 |
| 14  | 4.491,01           |         |         | 53.892,07         | 18.565,82 | 4.131,73 | 1.713,65 | 1.713,65 | 590,35   | 78.893,61 | 27,2733 |
| 15  | 4.639,35           |         |         | 55.672,22         | 19.179,08 | 4.268,20 | 1.758,16 | 1.758,16 | 605,68   | 81.483,34 | 28,1742 |
| 16  | 4.639,35           |         |         | 55.672,22         | 19.179,08 | 4.268,20 | 1.758,16 | 1.758,16 | 605,68   | 81.483,34 | 28,1742 |
| 17  | 4.787,69           |         |         | 57.452,32         | 19.792,32 | 4.404,68 | 1.802,66 | 1.802,66 | 621,02   | 84.072,99 | 29,0751 |
| 18  | 4.787,69           |         |         | 57.452,32         | 19.792,32 | 4.404,68 | 1.802,66 | 1.802,66 | 621,02   | 84.072,99 | 29,0751 |
| 19  | 4.936,04           |         |         | 59.232,47         | 20.405,59 | 4.541,16 | 1.847,16 | 1.847,16 | 636,35   | 86.662,72 | 29,9759 |
| 20  | 4.936,04           |         |         | 59.232,47         | 20.405,59 | 4.541,16 | 1.847,16 | 1.847,16 | 636,35   | 86.662,72 | 29,9759 |
| 21  | 5.084,39           |         |         | 61.012,68         | 21.018,87 | 4.677,64 | 1.891,67 | 1.891,67 | 651,68   | 89.252,53 | 30,8769 |
| 22  | 5.084,39           |         |         | 61.012,68         | 21.018,87 | 4.677,64 | 1.891,67 | 1.891,67 | 651,68   | 89.252,53 | 30,8769 |
| 23  | 5.232,73           |         |         | 62.792,78         | 21.632,11 | 4.814,11 | 1.936,17 | 1.936,17 | 667,01   | 91.842,18 | 31,7777 |

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**Baremaschaal 1.79****Departementele directie ziekenhuis < 101 bedden / Dep. dir. psychiatrische instelling < 151 bedden**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 3.262,83           |         |         | 39.153,99         | 13.488,55 | 3.001,81 | 1.345,20 | 1.345,20 | 463,42   | 57.452,97 | 19,8148 |
| 1   | 3.380,12           |         |         | 40.561,45         | 13.973,42 | 3.109,71 | 1.380,39 | 1.380,39 | 475,54   | 59.500,51 | 20,5270 |
| 2   | 3.380,12           |         |         | 40.561,45         | 13.973,42 | 3.109,71 | 1.380,39 | 1.380,39 | 475,54   | 59.500,51 | 20,5270 |
| 3   | 3.490,52           |         |         | 41.886,20         | 14.429,80 | 3.211,28 | 1.413,50 | 1.413,50 | 486,95   | 61.427,73 | 21,1975 |
| 4   | 3.490,52           |         |         | 41.886,20         | 14.429,80 | 3.211,28 | 1.413,50 | 1.413,50 | 486,95   | 61.427,73 | 21,1975 |
| 5   | 3.600,92           |         |         | 43.210,98         | 14.886,18 | 3.312,84 | 1.446,62 | 1.446,62 | 498,36   | 63.355,00 | 21,8679 |
| 6   | 3.600,92           |         |         | 43.210,98         | 14.886,18 | 3.312,84 | 1.446,62 | 1.446,62 | 498,36   | 63.355,00 | 21,8679 |
| 7   | 3.711,31           |         |         | 44.535,68         | 15.342,54 | 3.414,40 | 1.479,74 | 1.479,74 | 509,77   | 65.282,13 | 22,5383 |
| 8   | 3.711,31           |         |         | 44.535,68         | 15.342,54 | 3.414,40 | 1.479,74 | 1.479,74 | 509,77   | 65.282,13 | 22,5383 |
| 9   | 3.821,71           |         |         | 45.860,46         | 15.798,93 | 3.515,97 | 1.512,86 | 1.512,86 | 521,18   | 67.209,40 | 23,2087 |
| 10  | 3.876,90           |         |         | 46.522,78         | 16.027,10 | 3.566,75 | 1.529,42 | 1.529,42 | 526,89   | 68.172,93 | 23,5439 |
| 11  | 3.987,29           |         |         | 47.847,53         | 16.483,48 | 3.668,31 | 1.562,54 | 1.562,54 | 538,29   | 70.100,15 | 24,2143 |
| 12  | 3.987,29           |         |         | 47.847,53         | 16.483,48 | 3.668,31 | 1.562,54 | 1.562,54 | 538,29   | 70.100,15 | 24,2143 |
| 13  | 4.097,69           |         |         | 49.172,32         | 16.939,86 | 3.769,88 | 1.595,66 | 1.595,66 | 549,70   | 72.027,42 | 24,8848 |
| 14  | 4.097,69           |         |         | 49.172,32         | 16.939,86 | 3.769,88 | 1.595,66 | 1.595,66 | 549,70   | 72.027,42 | 24,8848 |
| 15  | 4.208,09           |         |         | 50.497,05         | 17.396,23 | 3.871,44 | 1.628,78 | 1.628,78 | 561,11   | 73.954,61 | 25,5552 |
| 16  | 4.208,09           |         |         | 50.497,05         | 17.396,23 | 3.871,44 | 1.628,78 | 1.628,78 | 561,11   | 73.954,61 | 25,5552 |
| 17  | 4.318,48           |         |         | 51.821,80         | 17.852,61 | 3.973,00 | 1.661,89 | 1.661,89 | 572,52   | 75.881,83 | 26,2256 |
| 18  | 4.318,48           |         |         | 51.821,80         | 17.852,61 | 3.973,00 | 1.661,89 | 1.661,89 | 572,52   | 75.881,83 | 26,2256 |
| 19  | 4.428,88           |         |         | 53.146,58         | 18.309,00 | 4.074,57 | 1.695,01 | 1.695,01 | 583,93   | 77.809,10 | 26,8960 |
| 20  | 4.428,88           |         |         | 53.146,58         | 18.309,00 | 4.074,57 | 1.695,01 | 1.695,01 | 583,93   | 77.809,10 | 26,8960 |
| 21  | 4.539,28           |         |         | 54.471,32         | 18.765,37 | 4.176,13 | 1.728,13 | 1.728,13 | 595,34   | 79.736,29 | 27,5665 |
| 22  | 4.539,28           |         |         | 54.471,32         | 18.765,37 | 4.176,13 | 1.728,13 | 1.728,13 | 595,34   | 79.736,29 | 27,5665 |
| 23  | 4.649,67           |         |         | 55.796,07         | 19.221,74 | 4.277,70 | 1.761,25 | 1.761,25 | 606,75   | 81.663,51 | 28,2369 |
| 24  | 4.649,67           |         |         | 55.796,07         | 19.221,74 | 4.277,70 | 1.761,25 | 1.761,25 | 606,75   | 81.663,51 | 28,2369 |
| 25  | 4.760,07           |         |         | 57.120,80         | 19.678,11 | 4.379,26 | 1.794,37 | 1.794,37 | 618,16   | 83.590,70 | 28,9073 |
| 26  | 4.760,07           |         |         | 57.120,80         | 19.678,11 | 4.379,26 | 1.794,37 | 1.794,37 | 618,16   | 83.590,70 | 28,9073 |
| 27  | 4.870,46           |         |         | 58.445,55         | 20.134,49 | 4.480,83 | 1.827,49 | 1.827,49 | 629,57   | 85.517,92 | 29,5777 |

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**Baremaschaal 1.78 SP****Hoofdverpleegkundige vroedvrouw-verpleger / Thuisverpleging: verzorgend en verplegend personeel cat. 7 /****Hoofdassistent klinisch labo**

17.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 3.236,24           |         |         | 38.834,91         | 13.378,63 | 2.977,34 | 1.337,22 | 1.337,22 | 460,67   | 56.988,78 | 19,6533 |
| 1   | 3.364,38           |         |         | 40.372,59         | 13.908,36 | 3.095,23 | 1.375,66 | 1.375,66 | 473,92   | 59.225,76 | 20,4315 |
| 2   | 3.364,38           |         |         | 40.372,59         | 13.908,36 | 3.095,23 | 1.375,66 | 1.375,66 | 473,92   | 59.225,76 | 20,4315 |
| 3   | 3.458,03           |         |         | 41.496,38         | 14.295,50 | 3.181,39 | 1.403,76 | 1.403,76 | 483,60   | 60.860,63 | 21,0002 |
| 4   | 3.458,03           |         |         | 41.496,38         | 14.295,50 | 3.181,39 | 1.403,76 | 1.403,76 | 483,60   | 60.860,63 | 21,0002 |
| 5   | 3.551,68           |         |         | 42.620,14         | 14.682,64 | 3.267,54 | 1.431,85 | 1.431,85 | 493,27   | 62.495,45 | 21,5689 |
| 6   | 3.551,68           |         |         | 42.620,14         | 14.682,64 | 3.267,54 | 1.431,85 | 1.431,85 | 493,27   | 62.495,45 | 21,5689 |
| 7   | 3.645,33           |         |         | 43.743,93         | 15.069,79 | 3.353,70 | 1.459,95 | 1.459,95 | 502,95   | 64.130,32 | 22,1376 |
| 8   | 3.645,33           |         |         | 43.743,93         | 15.069,79 | 3.353,70 | 1.459,95 | 1.459,95 | 502,95   | 64.130,32 | 22,1376 |
| 9   | 3.738,97           |         |         | 44.867,69         | 15.456,92 | 3.439,86 | 1.488,04 | 1.488,04 | 512,63   | 65.765,14 | 22,7063 |
| 10  | 3.794,17           |         |         | 45.530,01         | 15.685,09 | 3.490,63 | 1.504,60 | 1.504,60 | 518,33   | 66.728,67 | 23,0415 |
| 11  | 3.887,81           |         |         | 46.653,77         | 16.072,22 | 3.576,79 | 1.532,69 | 1.532,69 | 528,01   | 68.363,48 | 23,6102 |
| 12  | 3.887,81           |         |         | 46.653,77         | 16.072,22 | 3.576,79 | 1.532,69 | 1.532,69 | 528,01   | 68.363,48 | 23,6102 |
| 13  | 3.981,46           |         |         | 47.777,56         | 16.459,37 | 3.662,95 | 1.560,79 | 1.560,79 | 537,69   | 69.998,35 | 24,1789 |
| 14  | 3.981,46           |         |         | 47.777,56         | 16.459,37 | 3.662,95 | 1.560,79 | 1.560,79 | 537,69   | 69.998,35 | 24,1789 |
| 15  | 4.075,11           |         |         | 48.901,37         | 16.846,52 | 3.749,10 | 1.588,88 | 1.588,88 | 547,37   | 71.633,25 | 24,7477 |
| 16  | 4.075,11           |         |         | 48.901,37         | 16.846,52 | 3.749,10 | 1.588,88 | 1.588,88 | 547,37   | 71.633,25 | 24,7477 |
| 17  | 4.168,76           |         |         | 50.025,13         | 17.233,66 | 3.835,26 | 1.616,98 | 1.616,98 | 557,05   | 73.268,07 | 25,3164 |
| 18  | 4.168,76           |         |         | 50.025,13         | 17.233,66 | 3.835,26 | 1.616,98 | 1.616,98 | 557,05   | 73.268,07 | 25,3164 |
| 19  | 4.262,41           |         |         | 51.148,86         | 17.620,78 | 3.921,41 | 1.645,07 | 1.645,07 | 566,73   | 74.902,86 | 25,8851 |
| 20  | 4.262,41           |         |         | 51.148,86         | 17.620,78 | 3.921,41 | 1.645,07 | 1.645,07 | 566,73   | 74.902,86 | 25,8851 |
| 21  | 4.356,06           |         |         | 52.272,67         | 18.007,94 | 4.007,57 | 1.673,17 | 1.673,17 | 576,41   | 76.537,76 | 26,4538 |
| 22  | 4.356,06           |         |         | 52.272,67         | 18.007,94 | 4.007,57 | 1.673,17 | 1.673,17 | 576,41   | 76.537,76 | 26,4538 |
| 23  | 4.449,70           |         |         | 53.396,43         | 18.395,07 | 4.093,73 | 1.701,26 | 1.701,26 | 586,08   | 78.172,57 | 27,0225 |
| 24  | 4.449,70           |         |         | 53.396,43         | 18.395,07 | 4.093,73 | 1.701,26 | 1.701,26 | 586,08   | 78.172,57 | 27,0225 |
| 25  | 4.543,35           |         |         | 54.520,22         | 18.782,22 | 4.179,88 | 1.729,36 | 1.729,36 | 595,76   | 79.807,44 | 27,5912 |
| 26  | 4.543,35           |         |         | 54.520,22         | 18.782,22 | 4.179,88 | 1.729,36 | 1.729,36 | 595,76   | 79.807,44 | 27,5912 |
| 27  | 4.637,00           |         |         | 55.644,02         | 19.169,36 | 4.266,04 | 1.757,45 | 1.757,45 | 605,44   | 81.442,31 | 28,1599 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

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**Baremaschaal 1.75****Hoofdprogrammeur 1ste klasse na 9 jaar anc.**

18.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.918,12           |         |         | 35.017,44         | 12.063,51 | 2.684,67 | 1.241,79 | 1.241,79 | 427,80   | 51.435,20 | 17,7214 |
| 1   | 3.090,36           |         |         | 37.084,36         | 12.775,56 | 2.843,13 | 1.293,46 | 1.293,46 | 445,60   | 54.442,11 | 18,7674 |
| 2   | 3.090,36           |         |         | 37.084,36         | 12.775,56 | 2.843,13 | 1.293,46 | 1.293,46 | 445,60   | 54.442,11 | 18,7674 |
| 3   | 3.131,77           |         |         | 37.581,21         | 12.946,73 | 2.881,23 | 1.305,88 | 1.305,88 | 449,88   | 55.164,91 | 19,0188 |
| 4   | 3.131,77           |         |         | 37.581,21         | 12.946,73 | 2.881,23 | 1.305,88 | 1.305,88 | 449,88   | 55.164,91 | 19,0188 |
| 5   | 3.173,17           |         |         | 38.078,07         | 13.117,90 | 2.919,32 | 1.318,30 | 1.318,30 | 454,15   | 55.887,75 | 19,2703 |
| 6   | 3.173,17           |         |         | 38.078,07         | 13.117,90 | 2.919,32 | 1.318,30 | 1.318,30 | 454,15   | 55.887,75 | 19,2703 |
| 7   | 3.214,57           |         |         | 38.574,89         | 13.289,05 | 2.957,41 | 1.330,72 | 1.330,72 | 458,43   | 56.610,50 | 19,5217 |
| 8   | 3.214,57           |         |         | 38.574,89         | 13.289,05 | 2.957,41 | 1.330,72 | 1.330,72 | 458,43   | 56.610,50 | 19,5217 |
| 9   | 3.255,98           |         |         | 39.071,77         | 13.460,23 | 2.995,50 | 1.343,14 | 1.343,14 | 462,71   | 57.333,36 | 19,7732 |
| 10  | 3.311,17           |         |         | 39.734,06         | 13.688,38 | 3.046,28 | 1.359,70 | 1.359,70 | 468,42   | 58.296,83 | 20,1083 |
| 11  | 3.366,37           |         |         | 40.396,39         | 13.916,56 | 3.097,06 | 1.376,26 | 1.376,26 | 474,12   | 59.260,39 | 20,4435 |
| 12  | 3.366,37           |         |         | 40.396,39         | 13.916,56 | 3.097,06 | 1.376,26 | 1.376,26 | 474,12   | 59.260,39 | 20,4435 |
| 13  | 3.421,56           |         |         | 41.058,71         | 14.144,73 | 3.147,83 | 1.392,82 | 1.392,82 | 479,83   | 60.223,92 | 20,7787 |
| 14  | 3.421,56           |         |         | 41.058,71         | 14.144,73 | 3.147,83 | 1.392,82 | 1.392,82 | 479,83   | 60.223,92 | 20,7787 |
| 15  | 3.476,75           |         |         | 41.721,00         | 14.372,88 | 3.198,61 | 1.409,37 | 1.409,37 | 485,53   | 61.187,40 | 21,1139 |
| 16  | 3.476,75           |         |         | 41.721,00         | 14.372,88 | 3.198,61 | 1.409,37 | 1.409,37 | 485,53   | 61.187,40 | 21,1139 |
| 17  | 3.531,94           |         |         | 42.383,32         | 14.601,05 | 3.249,39 | 1.425,93 | 1.425,93 | 491,23   | 62.150,93 | 21,4490 |
| 18  | 3.531,94           |         |         | 42.383,32         | 14.601,05 | 3.249,39 | 1.425,93 | 1.425,93 | 491,23   | 62.150,93 | 21,4490 |
| 19  | 3.587,13           |         |         | 43.045,60         | 14.829,21 | 3.300,16 | 1.442,49 | 1.442,49 | 496,94   | 63.114,40 | 21,7842 |
| 20  | 3.587,13           |         |         | 43.045,60         | 14.829,21 | 3.300,16 | 1.442,49 | 1.442,49 | 496,94   | 63.114,40 | 21,7842 |
| 21  | 3.642,32           |         |         | 43.707,89         | 15.057,37 | 3.350,94 | 1.459,05 | 1.459,05 | 502,64   | 64.077,88 | 22,1194 |
| 22  | 3.642,32           |         |         | 43.707,89         | 15.057,37 | 3.350,94 | 1.459,05 | 1.459,05 | 502,64   | 64.077,88 | 22,1194 |
| 23  | 3.697,52           |         |         | 44.370,21         | 15.285,54 | 3.401,72 | 1.475,61 | 1.475,61 | 508,35   | 65.041,41 | 22,4546 |
| 24  | 3.697,52           |         |         | 44.370,21         | 15.285,54 | 3.401,72 | 1.475,61 | 1.475,61 | 508,35   | 65.041,41 | 22,4546 |
| 25  | 3.752,71           |         |         | 45.032,53         | 15.513,71 | 3.452,49 | 1.492,16 | 1.492,16 | 514,05   | 66.004,94 | 22,7897 |
| 26  | 3.752,71           |         |         | 45.032,53         | 15.513,71 | 3.452,49 | 1.492,16 | 1.492,16 | 514,05   | 66.004,94 | 22,7897 |
| 27  | 3.807,90           |         |         | 45.694,81         | 15.741,86 | 3.503,27 | 1.508,72 | 1.508,72 | 519,75   | 66.968,42 | 23,1249 |
| 28  | 3.807,90           |         |         | 45.694,81         | 15.741,86 | 3.503,27 | 1.508,72 | 1.508,72 | 519,75   | 66.968,42 | 23,1249 |
| 29  | 3.863,09           |         |         | 46.357,13         | 15.970,03 | 3.554,05 | 1.525,28 | 1.525,28 | 525,46   | 67.931,95 | 23,4601 |
| 30  | 3.863,09           |         |         | 46.357,13         | 15.970,03 | 3.554,05 | 1.525,28 | 1.525,28 | 525,46   | 67.931,95 | 23,4601 |
| 31  | 3.918,28           |         |         | 47.019,42         | 16.198,19 | 3.604,82 | 1.541,84 | 1.541,84 | 531,16   | 68.895,42 | 23,7953 |

## Loonbarema's Paritair Comité 330

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### Baremaschaal 1.67

### Hoofdprogrammeur

19.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.931,68           |         |         | 35.180,18         | 12.119,57 | 2.697,15 | 1.245,85 | 1.245,85 | 429,20   | 51.671,95 | 17,8037 |
| 1   | 3.111,06           |         |         | 37.332,75         | 12.861,13 | 2.862,18 | 1.299,67 | 1.299,67 | 447,74   | 54.803,47 | 18,8931 |
| 2   | 3.111,06           |         |         | 37.332,75         | 12.861,13 | 2.862,18 | 1.299,67 | 1.299,67 | 447,74   | 54.803,47 | 18,8931 |
| 3   | 3.152,47           |         |         | 37.829,62         | 13.032,30 | 2.900,27 | 1.312,09 | 1.312,09 | 452,02   | 55.526,30 | 19,1445 |
| 4   | 3.152,47           |         |         | 37.829,62         | 13.032,30 | 2.900,27 | 1.312,09 | 1.312,09 | 452,02   | 55.526,30 | 19,1445 |
| 5   | 3.207,66           |         |         | 38.491,89         | 13.260,46 | 2.951,04 | 1.328,65 | 1.328,65 | 457,72   | 56.489,75 | 19,4797 |
| 6   | 3.207,66           |         |         | 38.491,89         | 13.260,46 | 2.951,04 | 1.328,65 | 1.328,65 | 457,72   | 56.489,75 | 19,4797 |
| 7   | 3.318,05           |         |         | 39.816,64         | 13.716,83 | 3.052,61 | 1.361,77 | 1.361,77 | 469,13   | 58.416,97 | 20,1501 |
| 8   | 3.318,05           |         |         | 39.816,64         | 13.716,83 | 3.052,61 | 1.361,77 | 1.361,77 | 469,13   | 58.416,97 | 20,1501 |
| 9   | 3.428,45           |         |         | 41.141,42         | 14.173,22 | 3.154,18 | 1.394,89 | 1.394,89 | 480,54   | 60.344,24 | 20,8206 |
| 10  | 3.483,64           |         |         | 41.803,71         | 14.401,38 | 3.204,95 | 1.411,44 | 1.411,44 | 486,24   | 61.307,72 | 21,1557 |
| 11  | 3.580,24           |         |         | 42.962,89         | 14.800,72 | 3.293,82 | 1.440,42 | 1.440,42 | 496,23   | 62.994,08 | 21,7424 |
| 12  | 3.580,24           |         |         | 42.962,89         | 14.800,72 | 3.293,82 | 1.440,42 | 1.440,42 | 496,23   | 62.994,08 | 21,7424 |
| 13  | 3.676,84           |         |         | 44.122,06         | 15.200,05 | 3.382,69 | 1.469,40 | 1.469,40 | 506,21   | 64.680,42 | 22,3290 |
| 14  | 3.676,84           |         |         | 44.122,06         | 15.200,05 | 3.382,69 | 1.469,40 | 1.469,40 | 506,21   | 64.680,42 | 22,3290 |
| 15  | 3.773,43           |         |         | 45.281,21         | 15.599,38 | 3.471,56 | 1.498,38 | 1.498,38 | 516,19   | 66.366,72 | 22,9156 |
| 16  | 3.773,43           |         |         | 45.281,21         | 15.599,38 | 3.471,56 | 1.498,38 | 1.498,38 | 516,19   | 66.366,72 | 22,9156 |
| 17  | 3.870,03           |         |         | 46.440,35         | 15.998,70 | 3.560,43 | 1.527,36 | 1.527,36 | 526,18   | 68.053,01 | 23,5022 |
| 18  | 3.870,03           |         |         | 46.440,35         | 15.998,70 | 3.560,43 | 1.527,36 | 1.527,36 | 526,18   | 68.053,01 | 23,5022 |
| 19  | 3.966,62           |         |         | 47.599,48         | 16.398,02 | 3.649,29 | 1.556,34 | 1.556,34 | 536,16   | 69.739,29 | 24,0888 |
| 20  | 3.966,62           |         |         | 47.599,48         | 16.398,02 | 3.649,29 | 1.556,34 | 1.556,34 | 536,16   | 69.739,29 | 24,0888 |
| 21  | 4.063,22           |         |         | 48.758,67         | 16.797,36 | 3.738,16 | 1.585,32 | 1.585,32 | 546,14   | 71.425,65 | 24,6754 |
| 22  | 4.063,22           |         |         | 48.758,67         | 16.797,36 | 3.738,16 | 1.585,32 | 1.585,32 | 546,14   | 71.425,65 | 24,6754 |
| 23  | 4.159,82           |         |         | 49.917,80         | 17.196,68 | 3.827,03 | 1.614,30 | 1.614,30 | 556,12   | 73.111,93 | 25,2620 |
| 24  | 4.159,82           |         |         | 49.917,80         | 17.196,68 | 3.827,03 | 1.614,30 | 1.614,30 | 556,12   | 73.111,93 | 25,2620 |
| 25  | 4.256,42           |         |         | 51.076,99         | 17.596,02 | 3.915,90 | 1.643,27 | 1.643,27 | 566,11   | 74.798,30 | 25,8487 |
| 26  | 4.256,42           |         |         | 51.076,99         | 17.596,02 | 3.915,90 | 1.643,27 | 1.643,27 | 566,11   | 74.798,30 | 25,8487 |
| 27  | 4.353,01           |         |         | 52.236,12         | 17.995,34 | 4.004,77 | 1.672,25 | 1.672,25 | 576,09   | 76.484,58 | 26,4353 |
| 28  | 4.353,01           |         |         | 52.236,12         | 17.995,34 | 4.004,77 | 1.672,25 | 1.672,25 | 576,09   | 76.484,58 | 26,4353 |
| 29  | 4.449,61           |         |         | 53.395,31         | 18.394,68 | 4.093,64 | 1.701,23 | 1.701,23 | 586,07   | 78.170,94 | 27,0219 |
| 30  | 4.449,61           |         |         | 53.395,31         | 18.394,68 | 4.093,64 | 1.701,23 | 1.701,23 | 586,07   | 78.170,94 | 27,0219 |
| 31  | 4.546,20           |         |         | 54.554,39         | 18.793,99 | 4.182,50 | 1.730,21 | 1.730,21 | 596,06   | 79.857,14 | 27,6085 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spilindex 113.76

**Baremaschaal 1.66****Technisch ingenieur**

20.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.961,56           |         |         | 35.538,69         | 12.243,08 | 2.724,63 | 1.254,82 | 1.254,82 | 432,28   | 52.193,50 | 17,9852 |
| 1   | 3.113,40           |         |         | 37.360,74         | 12.870,78 | 2.864,32 | 1.300,37 | 1.300,37 | 447,98   | 54.844,19 | 18,9073 |
| 2   | 3.113,40           |         |         | 37.360,74         | 12.870,78 | 2.864,32 | 1.300,37 | 1.300,37 | 447,98   | 54.844,19 | 18,9073 |
| 3   | 3.223,79           |         |         | 38.685,47         | 13.327,15 | 2.965,89 | 1.333,49 | 1.333,49 | 459,39   | 56.771,38 | 19,5777 |
| 4   | 3.223,79           |         |         | 38.685,47         | 13.327,15 | 2.965,89 | 1.333,49 | 1.333,49 | 459,39   | 56.771,38 | 19,5777 |
| 5   | 3.334,19           |         |         | 40.010,31         | 13.783,55 | 3.067,46 | 1.366,61 | 1.366,61 | 470,80   | 58.698,73 | 20,2481 |
| 6   | 3.334,19           |         |         | 40.010,31         | 13.783,55 | 3.067,46 | 1.366,61 | 1.366,61 | 470,80   | 58.698,73 | 20,2481 |
| 7   | 3.444,59           |         |         | 41.335,04         | 14.239,92 | 3.169,02 | 1.399,73 | 1.399,73 | 482,21   | 60.625,92 | 20,9185 |
| 8   | 3.444,59           |         |         | 41.335,04         | 14.239,92 | 3.169,02 | 1.399,73 | 1.399,73 | 482,21   | 60.625,92 | 20,9185 |
| 9   | 3.554,98           |         |         | 42.659,74         | 14.696,28 | 3.270,58 | 1.432,84 | 1.432,84 | 493,61   | 62.553,06 | 21,5889 |
| 10  | 3.610,17           |         |         | 43.322,08         | 14.924,46 | 3.321,36 | 1.449,40 | 1.449,40 | 499,32   | 63.516,61 | 21,9241 |
| 11  | 3.720,57           |         |         | 44.646,81         | 15.380,83 | 3.422,92 | 1.482,52 | 1.482,52 | 510,73   | 65.443,80 | 22,5945 |
| 12  | 3.720,57           |         |         | 44.646,81         | 15.380,83 | 3.422,92 | 1.482,52 | 1.482,52 | 510,73   | 65.443,80 | 22,5945 |
| 13  | 3.830,97           |         |         | 45.971,59         | 15.837,21 | 3.524,49 | 1.515,64 | 1.515,64 | 522,14   | 67.371,07 | 23,2650 |
| 14  | 3.830,97           |         |         | 45.971,59         | 15.837,21 | 3.524,49 | 1.515,64 | 1.515,64 | 522,14   | 67.371,07 | 23,2650 |
| 15  | 3.941,36           |         |         | 47.296,34         | 16.293,59 | 3.626,05 | 1.548,76 | 1.548,76 | 533,55   | 69.298,29 | 23,9354 |
| 16  | 3.941,36           |         |         | 47.296,34         | 16.293,59 | 3.626,05 | 1.548,76 | 1.548,76 | 533,55   | 69.298,29 | 23,9354 |
| 17  | 4.051,76           |         |         | 48.621,07         | 16.749,96 | 3.727,62 | 1.581,88 | 1.581,88 | 544,96   | 71.225,48 | 24,6058 |
| 18  | 4.051,76           |         |         | 48.621,07         | 16.749,96 | 3.727,62 | 1.581,88 | 1.581,88 | 544,96   | 71.225,48 | 24,6058 |
| 19  | 4.162,15           |         |         | 49.945,86         | 17.206,35 | 3.829,18 | 1.615,00 | 1.615,00 | 556,37   | 73.152,75 | 25,2762 |
| 20  | 4.162,15           |         |         | 49.945,86         | 17.206,35 | 3.829,18 | 1.615,00 | 1.615,00 | 556,37   | 73.152,75 | 25,2762 |
| 21  | 4.272,55           |         |         | 51.270,61         | 17.662,72 | 3.930,75 | 1.648,12 | 1.648,12 | 567,78   | 75.079,97 | 25,9467 |
| 22  | 4.272,55           |         |         | 51.270,61         | 17.662,72 | 3.930,75 | 1.648,12 | 1.648,12 | 567,78   | 75.079,97 | 25,9467 |
| 23  | 4.382,95           |         |         | 52.595,39         | 18.119,11 | 4.032,31 | 1.681,23 | 1.681,23 | 579,19   | 77.007,24 | 26,6171 |
| 24  | 4.382,95           |         |         | 52.595,39         | 18.119,11 | 4.032,31 | 1.681,23 | 1.681,23 | 579,19   | 77.007,24 | 26,6171 |
| 25  | 4.493,34           |         |         | 53.920,12         | 18.575,48 | 4.133,88 | 1.714,35 | 1.714,35 | 590,59   | 78.934,43 | 27,2875 |
| 26  | 4.493,34           |         |         | 53.920,12         | 18.575,48 | 4.133,88 | 1.714,35 | 1.714,35 | 590,59   | 78.934,43 | 27,2875 |
| 27  | 4.603,74           |         |         | 55.244,87         | 19.031,86 | 4.235,44 | 1.747,47 | 1.747,47 | 602,00   | 80.861,65 | 27,9579 |

## Loonbarema's Paritair Comité 330

van toepassing vanaf 01/01/2022

tot overschrijding spillindex 113.76

### Baremaschaal 1.63

#### Bestuurschef

21.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.823,41           |         |         | 33.880,86         | 11.671,96 | 2.597,53 | 1.213,37 | 1.213,37 | 418,01   | 49.781,73 | 17,1462 |
| 1   | 3.000,66           |         |         | 36.007,97         | 12.404,75 | 2.760,61 | 1.266,55 | 1.266,55 | 436,33   | 52.876,20 | 18,2227 |
| 2   | 3.000,66           |         |         | 36.007,97         | 12.404,75 | 2.760,61 | 1.266,55 | 1.266,55 | 436,33   | 52.876,20 | 18,2227 |
| 3   | 3.042,07           |         |         | 36.504,84         | 12.575,92 | 2.798,70 | 1.278,97 | 1.278,97 | 440,61   | 53.599,03 | 18,4741 |
| 4   | 3.042,07           |         |         | 36.504,84         | 12.575,92 | 2.798,70 | 1.278,97 | 1.278,97 | 440,61   | 53.599,03 | 18,4741 |
| 5   | 3.097,26           |         |         | 37.167,16         | 12.804,09 | 2.849,48 | 1.295,53 | 1.295,53 | 446,31   | 54.562,56 | 18,8093 |
| 6   | 3.097,26           |         |         | 37.167,16         | 12.804,09 | 2.849,48 | 1.295,53 | 1.295,53 | 446,31   | 54.562,56 | 18,8093 |
| 7   | 3.207,65           |         |         | 38.491,85         | 13.260,44 | 2.951,04 | 1.328,65 | 1.328,65 | 457,72   | 56.489,70 | 19,4797 |
| 8   | 3.207,65           |         |         | 38.491,85         | 13.260,44 | 2.951,04 | 1.328,65 | 1.328,65 | 457,72   | 56.489,70 | 19,4797 |
| 9   | 3.318,05           |         |         | 39.816,60         | 13.716,82 | 3.052,61 | 1.361,77 | 1.361,77 | 469,13   | 58.416,92 | 20,1501 |
| 10  | 3.373,24           |         |         | 40.478,92         | 13.944,99 | 3.103,38 | 1.378,32 | 1.378,32 | 474,83   | 59.380,45 | 20,4853 |
| 11  | 3.469,84           |         |         | 41.638,11         | 14.344,33 | 3.192,25 | 1.407,30 | 1.407,30 | 484,82   | 61.066,81 | 21,0719 |
| 12  | 3.469,84           |         |         | 41.638,11         | 14.344,33 | 3.192,25 | 1.407,30 | 1.407,30 | 484,82   | 61.066,81 | 21,0719 |
| 13  | 3.566,44           |         |         | 42.797,24         | 14.743,65 | 3.281,12 | 1.436,28 | 1.436,28 | 494,80   | 62.753,09 | 21,6585 |
| 14  | 3.566,44           |         |         | 42.797,24         | 14.743,65 | 3.281,12 | 1.436,28 | 1.436,28 | 494,80   | 62.753,09 | 21,6585 |
| 15  | 3.663,03           |         |         | 43.956,37         | 15.142,97 | 3.369,99 | 1.465,26 | 1.465,26 | 504,78   | 64.439,38 | 22,2451 |
| 16  | 3.663,03           |         |         | 43.956,37         | 15.142,97 | 3.369,99 | 1.465,26 | 1.465,26 | 504,78   | 64.439,38 | 22,2451 |
| 17  | 3.759,63           |         |         | 45.115,56         | 15.542,31 | 3.458,86 | 1.494,24 | 1.494,24 | 514,77   | 66.125,74 | 22,8318 |
| 18  | 3.759,63           |         |         | 45.115,56         | 15.542,31 | 3.458,86 | 1.494,24 | 1.494,24 | 514,77   | 66.125,74 | 22,8318 |
| 19  | 3.856,23           |         |         | 46.274,73         | 15.941,64 | 3.547,73 | 1.523,22 | 1.523,22 | 524,75   | 67.812,07 | 23,4184 |
| 20  | 3.856,23           |         |         | 46.274,73         | 15.941,64 | 3.547,73 | 1.523,22 | 1.523,22 | 524,75   | 67.812,07 | 23,4184 |
| 21  | 3.952,82           |         |         | 47.433,83         | 16.340,95 | 3.636,59 | 1.552,20 | 1.552,20 | 534,73   | 69.498,30 | 24,0050 |
| 22  | 3.952,82           |         |         | 47.433,83         | 16.340,95 | 3.636,59 | 1.552,20 | 1.552,20 | 534,73   | 69.498,30 | 24,0050 |
| 23  | 4.049,42           |         |         | 48.593,01         | 16.740,29 | 3.725,46 | 1.581,18 | 1.581,18 | 544,71   | 71.184,66 | 24,5916 |
| 24  | 4.049,42           |         |         | 48.593,01         | 16.740,29 | 3.725,46 | 1.581,18 | 1.581,18 | 544,71   | 71.184,66 | 24,5916 |
| 25  | 4.146,02           |         |         | 49.752,20         | 17.139,63 | 3.814,34 | 1.610,16 | 1.610,16 | 554,70   | 72.871,02 | 25,1782 |
| 26  | 4.146,02           |         |         | 49.752,20         | 17.139,63 | 3.814,34 | 1.610,16 | 1.610,16 | 554,70   | 72.871,02 | 25,1782 |
| 27  | 4.242,61           |         |         | 50.911,28         | 17.538,94 | 3.903,20 | 1.639,13 | 1.639,13 | 564,68   | 74.557,23 | 25,7648 |
| 28  | 4.242,61           |         |         | 50.911,28         | 17.538,94 | 3.903,20 | 1.639,13 | 1.639,13 | 564,68   | 74.557,23 | 25,7648 |
| 29  | 4.339,21           |         |         | 52.070,52         | 17.938,30 | 3.992,07 | 1.668,11 | 1.668,11 | 574,66   | 76.243,67 | 26,3515 |
| 30  | 4.339,21           |         |         | 52.070,52         | 17.938,30 | 3.992,07 | 1.668,11 | 1.668,11 | 574,66   | 76.243,67 | 26,3515 |
| 31  | 4.435,80           |         |         | 53.229,66         | 18.337,62 | 4.080,94 | 1.697,09 | 1.697,09 | 584,65   | 77.929,95 | 26,9381 |

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### Baremaschaal 1.62

#### Verificateur

22.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.823,41           |         |         | 33.880,86         | 11.671,96 | 2.597,53 | 1.213,37 | 1.213,37 | 418,01   | 49.781,73 | 17,1462 |
| 1   | 2.959,27           |         |         | 35.511,25         | 12.233,62 | 2.722,53 | 1.254,13 | 1.254,13 | 432,05   | 52.153,58 | 17,9713 |
| 2   | 2.959,27           |         |         | 35.511,25         | 12.233,62 | 2.722,53 | 1.254,13 | 1.254,13 | 432,05   | 52.153,58 | 17,9713 |
| 3   | 3.014,47           |         |         | 36.173,59         | 12.461,80 | 2.773,31 | 1.270,69 | 1.270,69 | 437,75   | 53.117,14 | 18,3065 |
| 4   | 3.014,47           |         |         | 36.173,59         | 12.461,80 | 2.773,31 | 1.270,69 | 1.270,69 | 437,75   | 53.117,14 | 18,3065 |
| 5   | 3.124,86           |         |         | 37.498,32         | 12.918,17 | 2.874,87 | 1.303,81 | 1.303,81 | 449,16   | 55.044,33 | 18,9769 |
| 6   | 3.124,86           |         |         | 37.498,32         | 12.918,17 | 2.874,87 | 1.303,81 | 1.303,81 | 449,16   | 55.044,33 | 18,9769 |
| 7   | 3.235,26           |         |         | 38.823,07         | 13.374,55 | 2.976,44 | 1.336,93 | 1.336,93 | 460,57   | 56.971,55 | 19,6473 |
| 8   | 3.235,26           |         |         | 38.823,07         | 13.374,55 | 2.976,44 | 1.336,93 | 1.336,93 | 460,57   | 56.971,55 | 19,6473 |
| 9   | 3.331,85           |         |         | 39.982,24         | 13.773,88 | 3.065,30 | 1.365,91 | 1.365,91 | 470,55   | 58.657,88 | 20,2339 |
| 10  | 3.373,25           |         |         | 40.479,05         | 13.945,03 | 3.103,39 | 1.378,33 | 1.378,33 | 474,83   | 59.380,63 | 20,4853 |
| 11  | 3.469,85           |         |         | 41.638,24         | 14.344,37 | 3.192,26 | 1.407,31 | 1.407,31 | 484,82   | 61.066,99 | 21,0720 |
| 12  | 3.469,85           |         |         | 41.638,24         | 14.344,37 | 3.192,26 | 1.407,31 | 1.407,31 | 484,82   | 61.066,99 | 21,0720 |
| 13  | 3.566,45           |         |         | 42.797,37         | 14.743,69 | 3.281,13 | 1.436,28 | 1.436,28 | 494,80   | 62.753,28 | 21,6586 |
| 14  | 3.566,45           |         |         | 42.797,37         | 14.743,69 | 3.281,13 | 1.436,28 | 1.436,28 | 494,80   | 62.753,28 | 21,6586 |
| 15  | 3.663,04           |         |         | 43.956,50         | 15.143,01 | 3.370,00 | 1.465,26 | 1.465,26 | 504,78   | 64.439,56 | 22,2452 |
| 16  | 3.663,04           |         |         | 43.956,50         | 15.143,01 | 3.370,00 | 1.465,26 | 1.465,26 | 504,78   | 64.439,56 | 22,2452 |
| 17  | 3.759,64           |         |         | 45.115,69         | 15.542,35 | 3.458,87 | 1.494,24 | 1.494,24 | 514,77   | 66.125,92 | 22,8318 |
| 18  | 3.759,64           |         |         | 45.115,69         | 15.542,35 | 3.458,87 | 1.494,24 | 1.494,24 | 514,77   | 66.125,92 | 22,8318 |
| 19  | 3.856,24           |         |         | 46.274,88         | 15.941,69 | 3.547,74 | 1.523,22 | 1.523,22 | 524,75   | 67.812,28 | 23,4185 |
| 20  | 3.856,24           |         |         | 46.274,88         | 15.941,69 | 3.547,74 | 1.523,22 | 1.523,22 | 524,75   | 67.812,28 | 23,4185 |
| 21  | 3.952,83           |         |         | 47.433,97         | 16.341,00 | 3.636,60 | 1.552,20 | 1.552,20 | 534,73   | 69.498,51 | 24,0050 |
| 22  | 3.952,83           |         |         | 47.433,97         | 16.341,00 | 3.636,60 | 1.552,20 | 1.552,20 | 534,73   | 69.498,51 | 24,0050 |
| 23  | 4.049,43           |         |         | 48.593,14         | 16.740,34 | 3.725,47 | 1.581,18 | 1.581,18 | 544,72   | 71.184,85 | 24,5917 |
| 24  | 4.049,43           |         |         | 48.593,14         | 16.740,34 | 3.725,47 | 1.581,18 | 1.581,18 | 544,72   | 71.184,85 | 24,5917 |
| 25  | 4.146,03           |         |         | 49.752,33         | 17.139,68 | 3.814,35 | 1.610,16 | 1.610,16 | 554,70   | 72.871,21 | 25,1783 |
| 26  | 4.146,03           |         |         | 49.752,33         | 17.139,68 | 3.814,35 | 1.610,16 | 1.610,16 | 554,70   | 72.871,21 | 25,1783 |
| 27  | 4.242,62           |         |         | 50.911,43         | 17.538,99 | 3.903,21 | 1.639,14 | 1.639,14 | 564,68   | 74.557,44 | 25,7649 |
| 28  | 4.242,62           |         |         | 50.911,43         | 17.538,99 | 3.903,21 | 1.639,14 | 1.639,14 | 564,68   | 74.557,44 | 25,7649 |
| 29  | 4.339,22           |         |         | 52.070,65         | 17.938,34 | 3.992,08 | 1.668,12 | 1.668,12 | 574,67   | 76.243,85 | 26,3515 |

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**Baremaschaal 1.61-1.77****Adjunct hoofd voedvrouw-verpleegkundige**

23.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.821,12           |         |         | 33.853,45         | 11.662,51 | 2.595,43 | 1.212,69 | 1.212,69 | 417,77   | 49.741,86 | 17,1323 |
| 1   | 3.005,27           |         |         | 36.063,20         | 12.423,77 | 2.764,85 | 1.267,93 | 1.267,93 | 436,80   | 52.956,55 | 18,2506 |
| 2   | 3.005,27           |         |         | 36.063,20         | 12.423,77 | 2.764,85 | 1.267,93 | 1.267,93 | 436,80   | 52.956,55 | 18,2506 |
| 3   | 3.088,06           |         |         | 37.056,70         | 12.766,03 | 2.841,01 | 1.292,77 | 1.292,77 | 445,36   | 54.401,87 | 18,7534 |
| 4   | 3.088,06           |         |         | 37.056,70         | 12.766,03 | 2.841,01 | 1.292,77 | 1.292,77 | 445,36   | 54.401,87 | 18,7534 |
| 5   | 3.170,85           |         |         | 38.050,18         | 13.108,29 | 2.917,18 | 1.317,60 | 1.317,60 | 453,91   | 55.847,16 | 19,2562 |
| 6   | 3.170,85           |         |         | 38.050,18         | 13.108,29 | 2.917,18 | 1.317,60 | 1.317,60 | 453,91   | 55.847,16 | 19,2562 |
| 7   | 3.538,83           |         |         | 42.465,94         | 14.629,52 | 3.255,72 | 1.428,00 | 1.428,00 | 491,95   | 62.271,12 | 21,4909 |
| 8   | 3.538,83           |         |         | 42.465,94         | 14.629,52 | 3.255,72 | 1.428,00 | 1.428,00 | 491,95   | 62.271,12 | 21,4909 |
| 9   | 3.621,62           |         |         | 43.459,43         | 14.971,78 | 3.331,89 | 1.452,84 | 1.452,84 | 500,50   | 63.716,44 | 21,9936 |
| 10  | 3.676,81           |         |         | 44.121,76         | 15.199,94 | 3.382,67 | 1.469,39 | 1.469,39 | 506,21   | 64.679,97 | 22,3288 |
| 11  | 3.759,61           |         |         | 45.115,29         | 15.542,22 | 3.458,84 | 1.494,23 | 1.494,23 | 514,76   | 66.125,34 | 22,8316 |
| 12  | 3.759,61           |         |         | 45.115,29         | 15.542,22 | 3.458,84 | 1.494,23 | 1.494,23 | 514,76   | 66.125,34 | 22,8316 |
| 13  | 3.842,40           |         |         | 46.108,77         | 15.884,47 | 3.535,01 | 1.519,07 | 1.519,07 | 523,32   | 67.570,64 | 23,3344 |
| 14  | 3.842,40           |         |         | 46.108,77         | 15.884,47 | 3.535,01 | 1.519,07 | 1.519,07 | 523,32   | 67.570,64 | 23,3344 |
| 15  | 3.925,19           |         |         | 47.102,31         | 16.226,74 | 3.611,18 | 1.543,91 | 1.543,91 | 531,88   | 69.016,01 | 23,8372 |
| 16  | 3.925,19           |         |         | 47.102,31         | 16.226,74 | 3.611,18 | 1.543,91 | 1.543,91 | 531,88   | 69.016,01 | 23,8372 |
| 17  | 4.007,98           |         |         | 48.095,80         | 16.569,00 | 3.687,34 | 1.568,75 | 1.568,75 | 540,43   | 70.461,33 | 24,3400 |
| 18  | 4.007,98           |         |         | 48.095,80         | 16.569,00 | 3.687,34 | 1.568,75 | 1.568,75 | 540,43   | 70.461,33 | 24,3400 |
| 19  | 4.090,77           |         |         | 49.089,28         | 16.911,26 | 3.763,51 | 1.593,58 | 1.593,58 | 548,99   | 71.906,63 | 24,8428 |
| 20  | 4.090,77           |         |         | 49.089,28         | 16.911,26 | 3.763,51 | 1.593,58 | 1.593,58 | 548,99   | 71.906,63 | 24,8428 |
| 21  | 4.173,57           |         |         | 50.082,87         | 17.253,55 | 3.839,69 | 1.618,42 | 1.618,42 | 557,55   | 73.352,08 | 25,3456 |
| 22  | 4.173,57           |         |         | 50.082,87         | 17.253,55 | 3.839,69 | 1.618,42 | 1.618,42 | 557,55   | 73.352,08 | 25,3456 |
| 23  | 4.256,36           |         |         | 51.076,35         | 17.595,80 | 3.915,85 | 1.643,26 | 1.643,26 | 566,10   | 74.797,37 | 25,8484 |
| 24  | 4.256,36           |         |         | 51.076,35         | 17.595,80 | 3.915,85 | 1.643,26 | 1.643,26 | 566,10   | 74.797,37 | 25,8484 |
| 25  | 4.339,16           |         |         | 52.069,89         | 17.938,08 | 3.992,02 | 1.668,10 | 1.668,10 | 574,66   | 76.242,75 | 26,3512 |
| 26  | 4.339,16           |         |         | 52.069,89         | 17.938,08 | 3.992,02 | 1.668,10 | 1.668,10 | 574,66   | 76.242,75 | 26,3512 |
| 27  | 4.421,95           |         |         | 53.063,37         | 18.280,33 | 4.068,19 | 1.692,93 | 1.692,93 | 583,22   | 77.688,04 | 26,8539 |

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**Baremaschaal 1.59****Werkmeester / hoofdoperateur 2de klasse**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.613,66           | 54,33   | 27,17   | 31.363,97         | 10.804,89 | 2.404,57 | 1.166,75 | 1.158,60 | 401,94   | 47.018,69 | 15,8725 |
| 1   | 2.782,81           | 27,21   |         | 33.393,70         | 11.504,13 | 2.560,18 | 1.209,36 | 1.201,19 | 416,62   | 49.523,00 | 16,8996 |
| 2   | 2.782,81           | 27,21   |         | 33.393,70         | 11.504,13 | 2.560,18 | 1.209,36 | 1.201,19 | 416,62   | 49.523,00 | 16,8996 |
| 3   | 2.823,41           |         |         | 33.880,86         | 11.671,96 | 2.597,53 | 1.213,37 | 1.213,37 | 418,01   | 49.781,73 | 17,1462 |
| 4   | 2.823,41           |         |         | 33.880,86         | 11.671,96 | 2.597,53 | 1.213,37 | 1.213,37 | 418,01   | 49.781,73 | 17,1462 |
| 5   | 2.864,00           |         |         | 34.368,02         | 11.839,78 | 2.634,88 | 1.225,55 | 1.225,55 | 422,20   | 50.490,43 | 17,3927 |
| 6   | 2.864,00           |         |         | 34.368,02         | 11.839,78 | 2.634,88 | 1.225,55 | 1.225,55 | 422,20   | 50.490,43 | 17,3927 |
| 7   | 2.904,60           |         |         | 34.855,21         | 12.007,62 | 2.672,23 | 1.237,73 | 1.237,73 | 426,40   | 51.199,19 | 17,6393 |
| 8   | 2.904,60           |         |         | 34.855,21         | 12.007,62 | 2.672,23 | 1.237,73 | 1.237,73 | 426,40   | 51.199,19 | 17,6393 |
| 9   | 2.945,49           |         |         | 35.345,83         | 12.176,64 | 2.709,85 | 1.250,00 | 1.250,00 | 430,62   | 51.912,93 | 17,8876 |
| 10  | 3.000,68           |         |         | 36.008,15         | 12.404,81 | 2.760,62 | 1.266,55 | 1.266,55 | 436,33   | 52.876,46 | 18,2227 |
| 11  | 3.055,87           |         |         | 36.670,43         | 12.632,96 | 2.811,40 | 1.283,11 | 1.283,11 | 442,03   | 53.839,94 | 18,5579 |
| 12  | 3.055,87           |         |         | 36.670,43         | 12.632,96 | 2.811,40 | 1.283,11 | 1.283,11 | 442,03   | 53.839,94 | 18,5579 |
| 13  | 3.111,06           |         |         | 37.332,75         | 12.861,13 | 2.862,18 | 1.299,67 | 1.299,67 | 447,74   | 54.803,47 | 18,8931 |
| 14  | 3.111,06           |         |         | 37.332,75         | 12.861,13 | 2.862,18 | 1.299,67 | 1.299,67 | 447,74   | 54.803,47 | 18,8931 |
| 15  | 3.166,26           |         |         | 37.995,09         | 13.089,31 | 2.912,96 | 1.316,23 | 1.316,23 | 453,44   | 55.767,03 | 19,2283 |
| 16  | 3.166,26           |         |         | 37.995,09         | 13.089,31 | 2.912,96 | 1.316,23 | 1.316,23 | 453,44   | 55.767,03 | 19,2283 |
| 17  | 3.221,45           |         |         | 38.657,36         | 13.317,46 | 2.963,73 | 1.332,78 | 1.332,78 | 459,14   | 56.730,48 | 19,5634 |
| 18  | 3.221,45           |         |         | 38.657,36         | 13.317,46 | 2.963,73 | 1.332,78 | 1.332,78 | 459,14   | 56.730,48 | 19,5634 |
| 19  | 3.276,64           |         |         | 39.319,70         | 13.545,64 | 3.014,51 | 1.349,34 | 1.349,34 | 464,85   | 57.694,03 | 19,8986 |
| 20  | 3.276,64           |         |         | 39.319,70         | 13.545,64 | 3.014,51 | 1.349,34 | 1.349,34 | 464,85   | 57.694,03 | 19,8986 |
| 21  | 3.331,83           |         |         | 39.981,93         | 13.773,77 | 3.065,28 | 1.365,90 | 1.365,90 | 470,55   | 58.657,43 | 20,2338 |
| 22  | 3.331,83           |         |         | 39.981,93         | 13.773,77 | 3.065,28 | 1.365,90 | 1.365,90 | 470,55   | 58.657,43 | 20,2338 |
| 23  | 3.387,02           |         |         | 40.644,25         | 14.001,94 | 3.116,06 | 1.382,46 | 1.382,46 | 476,26   | 59.620,96 | 20,5690 |
| 24  | 3.387,02           |         |         | 40.644,25         | 14.001,94 | 3.116,06 | 1.382,46 | 1.382,46 | 476,26   | 59.620,96 | 20,5690 |
| 25  | 3.442,22           |         |         | 41.306,59         | 14.230,12 | 3.166,84 | 1.399,01 | 1.399,01 | 481,96   | 60.584,52 | 20,9041 |
| 26  | 3.442,22           |         |         | 41.306,59         | 14.230,12 | 3.166,84 | 1.399,01 | 1.399,01 | 481,96   | 60.584,52 | 20,9041 |
| 27  | 3.497,40           |         |         | 41.968,85         | 14.458,27 | 3.217,61 | 1.415,57 | 1.415,57 | 487,66   | 61.547,97 | 21,2393 |
| 28  | 3.497,40           |         |         | 41.968,85         | 14.458,27 | 3.217,61 | 1.415,57 | 1.415,57 | 487,66   | 61.547,97 | 21,2393 |
| 29  | 3.552,60           |         |         | 42.631,19         | 14.686,45 | 3.268,39 | 1.432,13 | 1.432,13 | 493,37   | 62.511,53 | 21,5745 |
| 30  | 3.552,60           |         |         | 42.631,19         | 14.686,45 | 3.268,39 | 1.432,13 | 1.432,13 | 493,37   | 62.511,53 | 21,5745 |
| 31  | 3.607,80           |         |         | 43.293,55         | 14.914,63 | 3.319,17 | 1.448,69 | 1.448,69 | 499,07   | 63.475,11 | 21,9097 |

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**Baremaschaal 1.58****Programmeur 1ste klasse na 9 jaar anc.**

25.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.620,43           | 54,33   | 27,17   | 31.445,20         | 10.832,87 | 2.410,80 | 1.168,78 | 1.160,63 | 402,64   | 47.136,85 | 15,9136 |
| 1   | 2.796,34           | 14,69   |         | 33.556,02         | 11.560,05 | 2.572,63 | 1.209,66 | 1.205,25 | 416,73   | 49.552,09 | 16,9818 |
| 2   | 2.796,34           | 14,69   |         | 33.556,02         | 11.560,05 | 2.572,63 | 1.209,66 | 1.205,25 | 416,73   | 49.552,09 | 16,9818 |
| 3   | 2.836,93           |         |         | 34.043,22         | 11.727,89 | 2.609,98 | 1.217,43 | 1.217,43 | 419,40   | 50.017,92 | 17,2283 |
| 4   | 2.836,93           |         |         | 34.043,22         | 11.727,89 | 2.609,98 | 1.217,43 | 1.217,43 | 419,40   | 50.017,92 | 17,2283 |
| 5   | 2.891,05           |         |         | 34.692,66         | 11.951,62 | 2.659,77 | 1.233,67 | 1.233,67 | 425,00   | 50.962,71 | 17,5570 |
| 6   | 2.891,05           |         |         | 34.692,66         | 11.951,62 | 2.659,77 | 1.233,67 | 1.233,67 | 425,00   | 50.962,71 | 17,5570 |
| 7   | 3.000,67           |         |         | 36.008,02         | 12.404,76 | 2.760,62 | 1.266,55 | 1.266,55 | 436,33   | 52.876,28 | 18,2227 |
| 8   | 3.000,67           |         |         | 36.008,02         | 12.404,76 | 2.760,62 | 1.266,55 | 1.266,55 | 436,33   | 52.876,28 | 18,2227 |
| 9   | 3.111,06           |         |         | 37.332,75         | 12.861,13 | 2.862,18 | 1.299,67 | 1.299,67 | 447,74   | 54.803,47 | 18,8931 |
| 10  | 3.166,26           |         |         | 37.995,09         | 13.089,31 | 2.912,96 | 1.316,23 | 1.316,23 | 453,44   | 55.767,03 | 19,2283 |
| 11  | 3.262,85           |         |         | 39.154,23         | 13.488,63 | 3.001,82 | 1.345,21 | 1.345,21 | 463,42   | 57.453,31 | 19,8149 |
| 12  | 3.262,85           |         |         | 39.154,23         | 13.488,63 | 3.001,82 | 1.345,21 | 1.345,21 | 463,42   | 57.453,31 | 19,8149 |
| 13  | 3.359,45           |         |         | 40.313,36         | 13.887,95 | 3.090,69 | 1.374,18 | 1.374,18 | 473,41   | 59.139,59 | 20,4015 |
| 14  | 3.359,45           |         |         | 40.313,36         | 13.887,95 | 3.090,69 | 1.374,18 | 1.374,18 | 473,41   | 59.139,59 | 20,4015 |
| 15  | 3.456,05           |         |         | 41.472,55         | 14.287,29 | 3.179,56 | 1.403,16 | 1.403,16 | 483,39   | 60.825,95 | 20,9881 |
| 16  | 3.456,05           |         |         | 41.472,55         | 14.287,29 | 3.179,56 | 1.403,16 | 1.403,16 | 483,39   | 60.825,95 | 20,9881 |
| 17  | 3.552,64           |         |         | 42.631,68         | 14.686,61 | 3.268,43 | 1.432,14 | 1.432,14 | 493,37   | 62.512,24 | 21,5747 |
| 18  | 3.552,64           |         |         | 42.631,68         | 14.686,61 | 3.268,43 | 1.432,14 | 1.432,14 | 493,37   | 62.512,24 | 21,5747 |
| 19  | 3.649,23           |         |         | 43.790,81         | 15.085,93 | 3.357,30 | 1.461,12 | 1.461,12 | 503,36   | 64.198,52 | 22,1613 |
| 20  | 3.649,23           |         |         | 43.790,81         | 15.085,93 | 3.357,30 | 1.461,12 | 1.461,12 | 503,36   | 64.198,52 | 22,1613 |
| 21  | 3.745,83           |         |         | 44.950,00         | 15.485,27 | 3.446,17 | 1.490,10 | 1.490,10 | 513,34   | 65.884,88 | 22,7480 |
| 22  | 3.745,83           |         |         | 44.950,00         | 15.485,27 | 3.446,17 | 1.490,10 | 1.490,10 | 513,34   | 65.884,88 | 22,7480 |
| 23  | 3.842,43           |         |         | 46.109,13         | 15.884,60 | 3.535,03 | 1.519,08 | 1.519,08 | 523,32   | 67.571,16 | 23,3346 |
| 24  | 3.842,43           |         |         | 46.109,13         | 15.884,60 | 3.535,03 | 1.519,08 | 1.519,08 | 523,32   | 67.571,16 | 23,3346 |
| 25  | 3.939,03           |         |         | 47.268,32         | 16.283,94 | 3.623,90 | 1.548,06 | 1.548,06 | 533,31   | 69.257,52 | 23,9212 |
| 26  | 3.939,03           |         |         | 47.268,32         | 16.283,94 | 3.623,90 | 1.548,06 | 1.548,06 | 533,31   | 69.257,52 | 23,9212 |
| 27  | 4.035,63           |         |         | 48.427,51         | 16.683,28 | 3.712,78 | 1.577,04 | 1.577,04 | 543,29   | 70.943,89 | 24,5078 |
| 28  | 4.035,63           |         |         | 48.427,51         | 16.683,28 | 3.712,78 | 1.577,04 | 1.577,04 | 543,29   | 70.943,89 | 24,5078 |
| 29  | 4.132,22           |         |         | 49.586,59         | 17.082,58 | 3.801,64 | 1.606,01 | 1.606,01 | 553,27   | 72.630,09 | 25,0944 |

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**Baremaschaal 1.55-1.61-1.77 +2J****Maatschappelijk assistent + 2 jaar anciënniteit / Thuisverpleging: verzorgend en verplegend personeel cat. 6**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.692,60           | 54,33   | 27,17   | 32.311,25         | 11.131,22 | 2.477,20 | 1.190,43 | 1.182,28 | 410,10   | 48.396,76 | 16,3518 |
| 1   | 2.773,79           | 35,55   | 8,38    | 33.285,47         | 11.466,84 | 2.551,89 | 1.209,15 | 1.201,00 | 416,55   | 49.503,47 | 16,8449 |
| 2   | 2.773,79           | 35,55   | 8,38    | 33.285,47         | 11.466,84 | 2.551,89 | 1.209,15 | 1.201,00 | 416,55   | 49.503,47 | 16,8449 |
| 3   | 2.854,97           |         |         | 34.259,70         | 11.802,47 | 2.626,58 | 1.222,84 | 1.222,84 | 421,27   | 50.332,85 | 17,3379 |
| 4   | 2.854,97           |         |         | 34.259,70         | 11.802,47 | 2.626,58 | 1.222,84 | 1.222,84 | 421,27   | 50.332,85 | 17,3379 |
| 5   | 3.253,65           |         |         | 39.043,80         | 13.450,59 | 2.993,36 | 1.342,45 | 1.342,45 | 462,47   | 57.292,67 | 19,7590 |
| 6   | 3.253,65           |         |         | 39.043,80         | 13.450,59 | 2.993,36 | 1.342,45 | 1.342,45 | 462,47   | 57.292,67 | 19,7590 |
| 7   | 3.336,44           |         |         | 40.037,34         | 13.792,86 | 3.069,53 | 1.367,28 | 1.367,28 | 471,03   | 58.738,04 | 20,2618 |
| 8   | 3.391,64           |         |         | 40.699,62         | 14.021,02 | 3.120,30 | 1.383,84 | 1.383,84 | 476,73   | 59.701,52 | 20,5970 |
| 9   | 3.474,43           |         |         | 41.693,16         | 14.363,29 | 3.196,48 | 1.408,68 | 1.408,68 | 485,29   | 61.146,89 | 21,0998 |
| 10  | 3.474,43           |         |         | 41.693,16         | 14.363,29 | 3.196,48 | 1.408,68 | 1.408,68 | 485,29   | 61.146,89 | 21,0998 |
| 11  | 3.557,22           |         |         | 42.686,64         | 14.705,55 | 3.272,64 | 1.433,52 | 1.433,52 | 493,85   | 62.592,19 | 21,6025 |
| 12  | 3.557,22           |         |         | 42.686,64         | 14.705,55 | 3.272,64 | 1.433,52 | 1.433,52 | 493,85   | 62.592,19 | 21,6025 |
| 13  | 3.640,01           |         |         | 43.680,14         | 15.047,81 | 3.348,81 | 1.458,35 | 1.458,35 | 502,40   | 64.037,51 | 22,1053 |
| 14  | 3.925,20           |         |         | 47.102,36         | 16.226,76 | 3.611,18 | 1.543,91 | 1.543,91 | 531,88   | 69.016,09 | 23,8372 |
| 15  | 4.007,99           |         |         | 48.095,84         | 16.569,02 | 3.687,35 | 1.568,75 | 1.568,75 | 540,43   | 70.461,38 | 24,3400 |
| 16  | 4.007,99           |         |         | 48.095,84         | 16.569,02 | 3.687,35 | 1.568,75 | 1.568,75 | 540,43   | 70.461,38 | 24,3400 |
| 17  | 4.090,78           |         |         | 49.089,34         | 16.911,28 | 3.763,52 | 1.593,58 | 1.593,58 | 548,99   | 71.906,70 | 24,8428 |
| 18  | 4.090,78           |         |         | 49.089,34         | 16.911,28 | 3.763,52 | 1.593,58 | 1.593,58 | 548,99   | 71.906,70 | 24,8428 |
| 19  | 4.173,58           |         |         | 50.082,91         | 17.253,56 | 3.839,69 | 1.618,42 | 1.618,42 | 557,55   | 73.352,13 | 25,3456 |
| 20  | 4.173,58           |         |         | 50.082,91         | 17.253,56 | 3.839,69 | 1.618,42 | 1.618,42 | 557,55   | 73.352,13 | 25,3456 |
| 21  | 4.256,37           |         |         | 51.076,39         | 17.595,82 | 3.915,86 | 1.643,26 | 1.643,26 | 566,10   | 74.797,43 | 25,8484 |
| 22  | 4.256,37           |         |         | 51.076,39         | 17.595,82 | 3.915,86 | 1.643,26 | 1.643,26 | 566,10   | 74.797,43 | 25,8484 |
| 23  | 4.339,16           |         |         | 52.069,92         | 17.938,09 | 3.992,03 | 1.668,10 | 1.668,10 | 574,66   | 76.242,80 | 26,3512 |
| 24  | 4.339,16           |         |         | 52.069,92         | 17.938,09 | 3.992,03 | 1.668,10 | 1.668,10 | 574,66   | 76.242,80 | 26,3512 |
| 25  | 4.421,95           |         |         | 53.063,42         | 18.280,35 | 4.068,20 | 1.692,94 | 1.692,94 | 583,22   | 77.688,12 | 26,8540 |

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tot overschrijding spilindex 113.76

**Baremaschaal 1.55-1.61-1.77**

**A1 verpleegkundige / vroedvrouw / maatschappelijk assistent / REVA: A1 technicus in de mechanica, electronica of informatica / REVA: boekhouder informaticus / REVA: diëtist, kinesitherapeut, ergotherapeut, logopedist, orthoptist, audioloog, gehoorprotesist / REVA: A1 opvoeder, sociaal verpleegkundige, A1 verpleegkundige / Thuisverpleging: administratief personeel cat. 5 / Thuisverpleging: thechnisch, paramedisch, verzorgend en verplegend personeel cat. 5 / Assistent klinisch labo e.a.**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.509,91           | 54,33   | 27,17   | 30.118,89         | 10.375,96 | 2.309,11 | 1.135,62 | 1.127,47 | 391,22   | 45.207,37 | 15,2424 |
| 1   | 2.692,60           | 54,33   | 27,17   | 32.311,25         | 11.131,22 | 2.477,20 | 1.190,43 | 1.182,28 | 410,10   | 48.396,76 | 16,3518 |
| 2   | 2.692,60           | 54,33   | 27,17   | 32.311,25         | 11.131,22 | 2.477,20 | 1.190,43 | 1.182,28 | 410,10   | 48.396,76 | 16,3518 |
| 3   | 2.773,79           | 35,55   | 8,38    | 33.285,47         | 11.466,84 | 2.551,89 | 1.209,15 | 1.201,00 | 416,55   | 49.503,47 | 16,8449 |
| 4   | 2.773,79           | 35,55   | 8,38    | 33.285,47         | 11.466,84 | 2.551,89 | 1.209,15 | 1.201,00 | 416,55   | 49.503,47 | 16,8449 |
| 5   | 2.854,97           |         |         | 34.259,70         | 11.802,47 | 2.626,58 | 1.222,84 | 1.222,84 | 421,27   | 50.332,85 | 17,3379 |
| 6   | 2.854,97           |         |         | 34.259,70         | 11.802,47 | 2.626,58 | 1.222,84 | 1.222,84 | 421,27   | 50.332,85 | 17,3379 |
| 7   | 3.253,65           |         |         | 39.043,80         | 13.450,59 | 2.993,36 | 1.342,45 | 1.342,45 | 462,47   | 57.292,67 | 19,7590 |
| 8   | 3.253,65           |         |         | 39.043,80         | 13.450,59 | 2.993,36 | 1.342,45 | 1.342,45 | 462,47   | 57.292,67 | 19,7590 |
| 9   | 3.336,44           |         |         | 40.037,34         | 13.792,86 | 3.069,53 | 1.367,28 | 1.367,28 | 471,03   | 58.738,04 | 20,2618 |
| 10  | 3.391,64           |         |         | 40.699,62         | 14.021,02 | 3.120,30 | 1.383,84 | 1.383,84 | 476,73   | 59.701,52 | 20,5970 |
| 11  | 3.474,43           |         |         | 41.693,16         | 14.363,29 | 3.196,48 | 1.408,68 | 1.408,68 | 485,29   | 61.146,89 | 21,0998 |
| 12  | 3.474,43           |         |         | 41.693,16         | 14.363,29 | 3.196,48 | 1.408,68 | 1.408,68 | 485,29   | 61.146,89 | 21,0998 |
| 13  | 3.557,22           |         |         | 42.686,64         | 14.705,55 | 3.272,64 | 1.433,52 | 1.433,52 | 493,85   | 62.592,19 | 21,6025 |
| 14  | 3.557,22           |         |         | 42.686,64         | 14.705,55 | 3.272,64 | 1.433,52 | 1.433,52 | 493,85   | 62.592,19 | 21,6025 |
| 15  | 3.640,01           |         |         | 43.680,14         | 15.047,81 | 3.348,81 | 1.458,35 | 1.458,35 | 502,40   | 64.037,51 | 22,1053 |
| 16  | 3.925,20           |         |         | 47.102,36         | 16.226,76 | 3.611,18 | 1.543,91 | 1.543,91 | 531,88   | 69.016,09 | 23,8372 |
| 17  | 4.007,99           |         |         | 48.095,84         | 16.569,02 | 3.687,35 | 1.568,75 | 1.568,75 | 540,43   | 70.461,38 | 24,3400 |
| 18  | 4.007,99           |         |         | 48.095,84         | 16.569,02 | 3.687,35 | 1.568,75 | 1.568,75 | 540,43   | 70.461,38 | 24,3400 |
| 19  | 4.090,78           |         |         | 49.089,34         | 16.911,28 | 3.763,52 | 1.593,58 | 1.593,58 | 548,99   | 71.906,70 | 24,8428 |
| 20  | 4.090,78           |         |         | 49.089,34         | 16.911,28 | 3.763,52 | 1.593,58 | 1.593,58 | 548,99   | 71.906,70 | 24,8428 |
| 21  | 4.173,58           |         |         | 50.082,91         | 17.253,56 | 3.839,69 | 1.618,42 | 1.618,42 | 557,55   | 73.352,13 | 25,3456 |
| 22  | 4.173,58           |         |         | 50.082,91         | 17.253,56 | 3.839,69 | 1.618,42 | 1.618,42 | 557,55   | 73.352,13 | 25,3456 |
| 23  | 4.256,37           |         |         | 51.076,39         | 17.595,82 | 3.915,86 | 1.643,26 | 1.643,26 | 566,10   | 74.797,43 | 25,8484 |
| 24  | 4.256,37           |         |         | 51.076,39         | 17.595,82 | 3.915,86 | 1.643,26 | 1.643,26 | 566,10   | 74.797,43 | 25,8484 |
| 25  | 4.339,16           |         |         | 52.069,92         | 17.938,09 | 3.992,03 | 1.668,10 | 1.668,10 | 574,66   | 76.242,80 | 26,3512 |
| 26  | 4.339,16           |         |         | 52.069,92         | 17.938,09 | 3.992,03 | 1.668,10 | 1.668,10 | 574,66   | 76.242,80 | 26,3512 |
| 27  | 4.421,95           |         |         | 53.063,42         | 18.280,35 | 4.068,20 | 1.692,94 | 1.692,94 | 583,22   | 77.688,12 | 26,8540 |

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**Baremaschaal 1.54****Werkleider**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.467,07           | 60,69   | 27,17   | 29.604,87         | 10.198,88 | 2.269,71 | 1.124,68 | 1.114,62 | 387,45   | 44.564,76 | 14,9822 |
| 1   | 2.636,22           | 54,33   | 27,17   | 31.634,65         | 10.898,14 | 2.425,32 | 1.173,52 | 1.165,37 | 404,28   | 47.412,46 | 16,0094 |
| 2   | 2.636,22           | 54,33   | 27,17   | 31.634,65         | 10.898,14 | 2.425,32 | 1.173,52 | 1.165,37 | 404,28   | 47.412,46 | 16,0094 |
| 3   | 2.676,81           | 54,33   | 27,17   | 32.121,76         | 11.065,94 | 2.462,67 | 1.185,69 | 1.177,54 | 408,47   | 48.121,09 | 16,2559 |
| 4   | 2.676,81           | 54,33   | 27,17   | 32.121,76         | 11.065,94 | 2.462,67 | 1.185,69 | 1.177,54 | 408,47   | 48.121,09 | 16,2559 |
| 5   | 2.717,42           | 54,33   | 27,17   | 32.609,00         | 11.233,80 | 2.500,02 | 1.197,87 | 1.189,73 | 412,67   | 48.829,93 | 16,5025 |
| 6   | 2.717,42           | 54,33   | 27,17   | 32.609,00         | 11.233,80 | 2.500,02 | 1.197,87 | 1.189,73 | 412,67   | 48.829,93 | 16,5025 |
| 7   | 2.758,01           | 50,14   | 22,98   | 33.096,13         | 11.401,62 | 2.537,37 | 1.208,80 | 1.200,65 | 416,43   | 49.469,29 | 16,7491 |
| 8   | 2.758,01           | 50,14   | 22,98   | 33.096,13         | 11.401,62 | 2.537,37 | 1.208,80 | 1.200,65 | 416,43   | 49.469,29 | 16,7491 |
| 9   | 2.798,61           | 12,59   |         | 33.583,32         | 11.569,45 | 2.574,72 | 1.209,71 | 1.205,93 | 416,75   | 49.557,08 | 16,9956 |
| 10  | 2.852,73           |         |         | 34.232,80         | 11.793,20 | 2.624,51 | 1.222,17 | 1.222,17 | 421,04   | 50.293,72 | 17,3243 |
| 11  | 2.906,86           |         |         | 34.882,29         | 12.016,95 | 2.674,31 | 1.238,41 | 1.238,41 | 426,63   | 51.238,59 | 17,6530 |
| 12  | 2.906,86           |         |         | 34.882,29         | 12.016,95 | 2.674,31 | 1.238,41 | 1.238,41 | 426,63   | 51.238,59 | 17,6530 |
| 13  | 2.961,57           |         |         | 35.538,82         | 12.243,12 | 2.724,64 | 1.254,82 | 1.254,82 | 432,29   | 52.193,69 | 17,9852 |
| 14  | 2.961,57           |         |         | 35.538,82         | 12.243,12 | 2.724,64 | 1.254,82 | 1.254,82 | 432,29   | 52.193,69 | 17,9852 |
| 15  | 3.016,76           |         |         | 36.201,16         | 12.471,30 | 2.775,42 | 1.271,38 | 1.271,38 | 437,99   | 53.157,24 | 18,3204 |
| 16  | 3.016,76           |         |         | 36.201,16         | 12.471,30 | 2.775,42 | 1.271,38 | 1.271,38 | 437,99   | 53.157,24 | 18,3204 |
| 17  | 3.071,95           |         |         | 36.863,42         | 12.699,45 | 2.826,20 | 1.287,94 | 1.287,94 | 443,69   | 54.120,69 | 18,6556 |
| 18  | 3.071,95           |         |         | 36.863,42         | 12.699,45 | 2.826,20 | 1.287,94 | 1.287,94 | 443,69   | 54.120,69 | 18,6556 |
| 19  | 3.127,15           |         |         | 37.525,76         | 12.927,62 | 2.876,97 | 1.304,49 | 1.304,49 | 449,40   | 55.084,25 | 18,9908 |
| 20  | 3.127,15           |         |         | 37.525,76         | 12.927,62 | 2.876,97 | 1.304,49 | 1.304,49 | 449,40   | 55.084,25 | 18,9908 |
| 21  | 3.182,34           |         |         | 38.188,08         | 13.155,79 | 2.927,75 | 1.321,05 | 1.321,05 | 455,10   | 56.047,78 | 19,3260 |
| 22  | 3.182,34           |         |         | 38.188,08         | 13.155,79 | 2.927,75 | 1.321,05 | 1.321,05 | 455,10   | 56.047,78 | 19,3260 |
| 23  | 3.237,53           |         |         | 38.850,36         | 13.383,95 | 2.978,53 | 1.337,61 | 1.337,61 | 460,81   | 57.011,26 | 19,6611 |
| 24  | 3.237,53           |         |         | 38.850,36         | 13.383,95 | 2.978,53 | 1.337,61 | 1.337,61 | 460,81   | 57.011,26 | 19,6611 |
| 25  | 3.292,72           |         |         | 39.512,68         | 13.612,12 | 3.029,31 | 1.354,17 | 1.354,17 | 466,51   | 57.974,79 | 19,9963 |
| 26  | 3.292,72           |         |         | 39.512,68         | 13.612,12 | 3.029,31 | 1.354,17 | 1.354,17 | 466,51   | 57.974,79 | 19,9963 |
| 27  | 3.347,92           |         |         | 40.175,00         | 13.840,29 | 3.080,08 | 1.370,73 | 1.370,73 | 472,21   | 58.938,32 | 20,3315 |
| 28  | 3.347,92           |         |         | 40.175,00         | 13.840,29 | 3.080,08 | 1.370,73 | 1.370,73 | 472,21   | 58.938,32 | 20,3315 |
| 29  | 3.403,10           |         |         | 40.837,25         | 14.068,43 | 3.130,86 | 1.387,28 | 1.387,28 | 477,92   | 59.901,74 | 20,6666 |
| 30  | 3.403,10           |         |         | 40.837,25         | 14.068,43 | 3.130,86 | 1.387,28 | 1.387,28 | 477,92   | 59.901,74 | 20,6666 |
| 31  | 3.458,30           |         |         | 41.499,57         | 14.296,60 | 3.181,63 | 1.403,84 | 1.403,84 | 483,62   | 60.865,27 | 21,0018 |

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### Baremaschaal 1.53

#### Eerst aanwezig directiesecretaris

29.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.451,29           | 75,28   | 27,17   | 29.415,52         | 10.133,65 | 2.255,19 | 1.124,32 | 1.109,89 | 387,33   | 44.530,58 | 14,8864 |
| 1   | 2.627,20           | 54,33   | 27,17   | 31.526,38         | 10.860,84 | 2.417,02 | 1.170,81 | 1.162,66 | 403,34   | 47.254,96 | 15,9546 |
| 2   | 2.627,20           | 54,33   | 27,17   | 31.526,38         | 10.860,84 | 2.417,02 | 1.170,81 | 1.162,66 | 403,34   | 47.254,96 | 15,9546 |
| 3   | 2.667,80           | 54,33   | 27,17   | 32.013,54         | 11.028,67 | 2.454,37 | 1.182,99 | 1.174,84 | 407,54   | 47.963,67 | 16,2012 |
| 4   | 2.667,80           | 54,33   | 27,17   | 32.013,54         | 11.028,67 | 2.454,37 | 1.182,99 | 1.174,84 | 407,54   | 47.963,67 | 16,2012 |
| 5   | 2.721,92           | 54,33   | 27,17   | 32.663,07         | 11.252,43 | 2.504,17 | 1.199,23 | 1.191,08 | 413,13   | 48.908,59 | 16,5299 |
| 6   | 2.721,92           | 54,33   | 27,17   | 32.663,07         | 11.252,43 | 2.504,17 | 1.199,23 | 1.191,08 | 413,13   | 48.908,59 | 16,5299 |
| 7   | 2.830,17           |         |         | 33.962,03         | 11.699,92 | 2.603,76 | 1.215,40 | 1.215,40 | 418,71   | 49.899,81 | 17,1873 |
| 8   | 2.830,17           |         |         | 33.962,03         | 11.699,92 | 2.603,76 | 1.215,40 | 1.215,40 | 418,71   | 49.899,81 | 17,1873 |
| 9   | 2.938,57           |         |         | 35.262,85         | 12.148,05 | 2.703,49 | 1.247,92 | 1.247,92 | 429,91   | 51.792,22 | 17,8456 |
| 10  | 2.993,76           |         |         | 35.925,13         | 12.376,21 | 2.754,26 | 1.264,48 | 1.264,48 | 435,61   | 52.755,69 | 18,1807 |
| 11  | 3.090,36           |         |         | 37.084,30         | 12.775,54 | 2.843,13 | 1.293,46 | 1.293,46 | 445,60   | 54.442,03 | 18,7674 |
| 12  | 3.090,36           |         |         | 37.084,30         | 12.775,54 | 2.843,13 | 1.293,46 | 1.293,46 | 445,60   | 54.442,03 | 18,7674 |
| 13  | 3.186,96           |         |         | 38.243,49         | 13.174,88 | 2.932,00 | 1.322,44 | 1.322,44 | 455,58   | 56.128,39 | 19,3540 |
| 14  | 3.186,96           |         |         | 38.243,49         | 13.174,88 | 2.932,00 | 1.322,44 | 1.322,44 | 455,58   | 56.128,39 | 19,3540 |
| 15  | 3.283,55           |         |         | 39.402,62         | 13.574,20 | 3.020,87 | 1.351,42 | 1.351,42 | 465,56   | 57.814,67 | 19,9406 |
| 16  | 3.283,55           |         |         | 39.402,62         | 13.574,20 | 3.020,87 | 1.351,42 | 1.351,42 | 465,56   | 57.814,67 | 19,9406 |
| 17  | 3.380,15           |         |         | 40.561,76         | 13.973,53 | 3.109,73 | 1.380,39 | 1.380,39 | 475,55   | 59.500,96 | 20,5272 |
| 18  | 3.380,15           |         |         | 40.561,76         | 13.973,53 | 3.109,73 | 1.380,39 | 1.380,39 | 475,55   | 59.500,96 | 20,5272 |
| 19  | 3.476,75           |         |         | 41.720,94         | 14.372,87 | 3.198,61 | 1.409,37 | 1.409,37 | 485,53   | 61.187,32 | 21,1138 |
| 20  | 3.476,75           |         |         | 41.720,94         | 14.372,87 | 3.198,61 | 1.409,37 | 1.409,37 | 485,53   | 61.187,32 | 21,1138 |
| 21  | 3.573,34           |         |         | 42.880,04         | 14.772,17 | 3.287,47 | 1.438,35 | 1.438,35 | 495,51   | 62.873,55 | 21,7004 |
| 22  | 3.573,34           |         |         | 42.880,04         | 14.772,17 | 3.287,47 | 1.438,35 | 1.438,35 | 495,51   | 62.873,55 | 21,7004 |
| 23  | 3.669,94           |         |         | 44.039,26         | 15.171,53 | 3.376,34 | 1.467,33 | 1.467,33 | 505,50   | 64.559,96 | 22,2871 |
| 24  | 3.669,94           |         |         | 44.039,26         | 15.171,53 | 3.376,34 | 1.467,33 | 1.467,33 | 505,50   | 64.559,96 | 22,2871 |
| 25  | 3.766,54           |         |         | 45.198,45         | 15.570,87 | 3.465,21 | 1.496,31 | 1.496,31 | 515,48   | 66.246,32 | 22,8737 |
| 26  | 3.766,54           |         |         | 45.198,45         | 15.570,87 | 3.465,21 | 1.496,31 | 1.496,31 | 515,48   | 66.246,32 | 22,8737 |
| 27  | 3.863,13           |         |         | 46.357,55         | 15.970,18 | 3.554,08 | 1.525,29 | 1.525,29 | 525,46   | 67.932,55 | 23,4603 |
| 28  | 3.863,13           |         |         | 46.357,55         | 15.970,18 | 3.554,08 | 1.525,29 | 1.525,29 | 525,46   | 67.932,55 | 23,4603 |
| 29  | 3.959,73           |         |         | 47.516,72         | 16.369,51 | 3.642,95 | 1.554,27 | 1.554,27 | 535,45   | 69.618,89 | 24,0469 |

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**Baremaschaal 1.50****Opsteller / REVA: A2 opvoeder / Thuisverpleging: administratief personeel cat. 3**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.088,84           | 108,67  | 54,33   | 25.066,14         | 8.635,28  | 1.921,74 | 1.025,60 | 1.009,30 | 353,32   | 38.755,36 | 12,6853 |
| 1   | 2.264,75           | 108,67  | 54,33   | 27.177,00         | 9.362,48  | 2.083,57 | 1.078,38 | 1.062,07 | 371,50   | 41.826,20 | 13,7535 |
| 2   | 2.284,34           | 108,67  | 54,33   | 27.412,12         | 9.443,47  | 2.101,60 | 1.084,25 | 1.067,95 | 373,53   | 42.168,25 | 13,8725 |
| 3   | 2.303,93           | 108,67  | 54,33   | 27.647,18         | 9.524,45  | 2.119,62 | 1.090,13 | 1.073,83 | 375,55   | 42.510,21 | 13,9915 |
| 4   | 2.323,52           | 108,67  | 54,33   | 27.882,25         | 9.605,43  | 2.137,64 | 1.096,01 | 1.079,71 | 377,57   | 42.852,18 | 14,1104 |
| 5   | 2.343,11           | 108,67  | 54,33   | 28.117,37         | 9.686,43  | 2.155,66 | 1.101,89 | 1.085,58 | 379,60   | 43.194,23 | 14,2294 |
| 6   | 2.390,47           | 108,67  | 54,33   | 28.685,66         | 9.882,21  | 2.199,23 | 1.116,09 | 1.099,79 | 384,49   | 44.020,97 | 14,5170 |
| 7   | 2.437,83           | 87,74   | 33,41   | 29.253,91         | 10.077,97 | 2.242,80 | 1.124,02 | 1.107,72 | 387,22   | 44.501,52 | 14,8046 |
| 8   | 2.485,18           | 54,33   | 27,17   | 29.822,17         | 10.273,74 | 2.286,37 | 1.128,20 | 1.120,06 | 388,67   | 44.775,70 | 15,0922 |
| 9   | 2.532,53           | 54,33   | 27,17   | 30.390,38         | 10.469,49 | 2.329,93 | 1.142,41 | 1.134,26 | 393,56   | 45.602,33 | 15,3797 |
| 10  | 2.634,02           | 54,33   | 27,17   | 31.608,24         | 10.889,04 | 2.423,30 | 1.172,86 | 1.164,71 | 404,05   | 47.374,04 | 15,9961 |
| 11  | 2.681,37           | 54,33   | 27,17   | 32.176,50         | 11.084,80 | 2.466,86 | 1.187,06 | 1.178,91 | 408,94   | 48.200,73 | 16,2837 |
| 12  | 2.728,73           | 54,33   | 27,17   | 32.744,80         | 11.280,59 | 2.510,44 | 1.201,27 | 1.193,12 | 413,84   | 49.027,49 | 16,5713 |
| 13  | 2.776,09           | 33,42   | 6,26    | 33.313,04         | 11.476,34 | 2.554,00 | 1.209,20 | 1.201,05 | 416,57   | 49.508,35 | 16,8588 |
| 14  | 2.823,44           |         |         | 33.881,26         | 11.672,09 | 2.597,56 | 1.213,38 | 1.213,38 | 418,01   | 49.782,31 | 17,1464 |
| 15  | 2.870,79           |         |         | 34.449,51         | 11.867,86 | 2.641,13 | 1.227,59 | 1.227,59 | 422,90   | 50.608,99 | 17,4340 |
| 16  | 2.918,15           |         |         | 35.017,80         | 12.063,63 | 2.684,70 | 1.241,80 | 1.241,80 | 427,80   | 51.435,73 | 17,7216 |
| 17  | 2.966,18           |         |         | 35.594,10         | 12.262,17 | 2.728,88 | 1.256,20 | 1.256,20 | 432,76   | 52.274,11 | 18,0132 |
| 18  | 3.014,47           |         |         | 36.173,59         | 12.461,80 | 2.773,31 | 1.270,69 | 1.270,69 | 437,75   | 53.117,14 | 18,3065 |
| 19  | 3.062,75           |         |         | 36.752,96         | 12.661,40 | 2.817,73 | 1.285,17 | 1.285,17 | 442,74   | 53.960,00 | 18,5997 |
| 20  | 3.111,04           |         |         | 37.332,48         | 12.861,04 | 2.862,16 | 1.299,66 | 1.299,66 | 447,73   | 54.803,08 | 18,8930 |
| 21  | 3.159,33           |         |         | 37.911,93         | 13.060,66 | 2.906,58 | 1.314,15 | 1.314,15 | 452,72   | 55.646,05 | 19,1862 |
| 22  | 3.207,62           |         |         | 38.491,40         | 13.260,29 | 2.951,01 | 1.328,63 | 1.328,63 | 457,71   | 56.489,04 | 19,4795 |
| 23  | 3.255,91           |         |         | 39.070,88         | 13.459,92 | 2.995,43 | 1.343,12 | 1.343,12 | 462,71   | 57.332,07 | 19,7727 |
| 24  | 3.304,19           |         |         | 39.650,31         | 13.659,53 | 3.039,86 | 1.357,61 | 1.357,61 | 467,70   | 58.175,01 | 20,0659 |
| 25  | 3.352,48           |         |         | 40.229,80         | 13.859,17 | 3.084,28 | 1.372,09 | 1.372,09 | 472,69   | 59.018,03 | 20,3592 |
| 26  | 3.400,77           |         |         | 40.809,23         | 14.058,78 | 3.128,71 | 1.386,58 | 1.386,58 | 477,68   | 59.860,97 | 20,6524 |
| 27  | 3.449,06           |         |         | 41.388,75         | 14.258,42 | 3.173,14 | 1.401,07 | 1.401,07 | 482,67   | 60.704,05 | 20,9457 |
| 28  | 3.497,35           |         |         | 41.968,15         | 14.458,03 | 3.217,56 | 1.415,55 | 1.415,55 | 487,66   | 61.546,94 | 21,2389 |
| 29  | 3.545,63           |         |         | 42.547,61         | 14.657,65 | 3.261,98 | 1.430,04 | 1.430,04 | 492,65   | 62.389,94 | 21,5322 |

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**Baremaschaal 1.47****Onderbureauchef**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.383,63           | 108,67  | 54,33   | 28.603,62         | 9.853,95  | 2.192,94 | 1.114,04 | 1.097,74 | 383,79   | 43.901,62 | 14,4755 |
| 1   | 2.559,54           | 54,33   | 27,17   | 30.714,48         | 10.581,14 | 2.354,78 | 1.150,51 | 1.142,36 | 396,35   | 46.073,82 | 15,5438 |
| 2   | 2.559,54           | 54,33   | 27,17   | 30.714,48         | 10.581,14 | 2.354,78 | 1.150,51 | 1.142,36 | 396,35   | 46.073,82 | 15,5438 |
| 3   | 2.600,13           | 54,33   | 27,17   | 31.201,60         | 10.748,95 | 2.392,12 | 1.162,69 | 1.154,54 | 400,55   | 46.782,47 | 15,7903 |
| 4   | 2.600,13           | 54,33   | 27,17   | 31.201,60         | 10.748,95 | 2.392,12 | 1.162,69 | 1.154,54 | 400,55   | 46.782,47 | 15,7903 |
| 5   | 2.654,26           | 54,33   | 27,17   | 31.851,17         | 10.972,73 | 2.441,92 | 1.178,93 | 1.170,78 | 406,14   | 47.727,45 | 16,1190 |
| 6   | 2.654,26           | 54,33   | 27,17   | 31.851,17         | 10.972,73 | 2.441,92 | 1.178,93 | 1.170,78 | 406,14   | 47.727,45 | 16,1190 |
| 7   | 2.762,51           | 45,98   | 18,82   | 33.150,09         | 11.420,21 | 2.541,51 | 1.208,90 | 1.200,75 | 416,46   | 49.479,00 | 16,7764 |
| 8   | 2.762,51           | 45,98   | 18,82   | 33.150,09         | 11.420,21 | 2.541,51 | 1.208,90 | 1.200,75 | 416,46   | 49.479,00 | 16,7764 |
| 9   | 2.870,76           |         |         | 34.449,11         | 11.867,72 | 2.641,10 | 1.227,58 | 1.227,58 | 422,90   | 50.608,41 | 17,4338 |
| 10  | 2.924,89           |         |         | 35.098,63         | 12.091,48 | 2.690,89 | 1.243,82 | 1.243,82 | 428,49   | 51.553,31 | 17,7625 |
| 11  | 3.021,36           |         |         | 36.256,33         | 12.490,31 | 2.779,65 | 1.272,76 | 1.272,76 | 438,47   | 53.237,51 | 18,3483 |
| 12  | 3.021,36           |         |         | 36.256,33         | 12.490,31 | 2.779,65 | 1.272,76 | 1.272,76 | 438,47   | 53.237,51 | 18,3483 |
| 13  | 3.117,95           |         |         | 37.415,43         | 12.889,61 | 2.868,52 | 1.301,74 | 1.301,74 | 448,45   | 54.923,74 | 18,9349 |
| 14  | 3.117,95           |         |         | 37.415,43         | 12.889,61 | 2.868,52 | 1.301,74 | 1.301,74 | 448,45   | 54.923,74 | 18,9349 |
| 15  | 3.214,55           |         |         | 38.574,61         | 13.288,95 | 2.957,39 | 1.330,72 | 1.330,72 | 458,43   | 56.610,10 | 19,5216 |
| 16  | 3.214,55           |         |         | 38.574,61         | 13.288,95 | 2.957,39 | 1.330,72 | 1.330,72 | 458,43   | 56.610,10 | 19,5216 |
| 17  | 3.311,15           |         |         | 39.733,78         | 13.688,29 | 3.046,26 | 1.359,69 | 1.359,69 | 468,41   | 58.296,44 | 20,1082 |
| 18  | 3.311,15           |         |         | 39.733,78         | 13.688,29 | 3.046,26 | 1.359,69 | 1.359,69 | 468,41   | 58.296,44 | 20,1082 |
| 19  | 3.407,74           |         |         | 40.892,88         | 14.087,60 | 3.135,12 | 1.388,67 | 1.388,67 | 478,40   | 59.982,67 | 20,6948 |
| 20  | 3.407,74           |         |         | 40.892,88         | 14.087,60 | 3.135,12 | 1.388,67 | 1.388,67 | 478,40   | 59.982,67 | 20,6948 |
| 21  | 3.504,34           |         |         | 42.052,10         | 14.486,95 | 3.223,99 | 1.417,65 | 1.417,65 | 488,38   | 61.669,08 | 21,2814 |
| 22  | 3.504,34           |         |         | 42.052,10         | 14.486,95 | 3.223,99 | 1.417,65 | 1.417,65 | 488,38   | 61.669,08 | 21,2814 |
| 23  | 3.600,94           |         |         | 43.211,25         | 14.886,28 | 3.312,86 | 1.446,63 | 1.446,63 | 498,36   | 63.355,39 | 21,8680 |
| 24  | 3.600,94           |         |         | 43.211,25         | 14.886,28 | 3.312,86 | 1.446,63 | 1.446,63 | 498,36   | 63.355,39 | 21,8680 |
| 25  | 3.697,53           |         |         | 44.370,39         | 15.285,60 | 3.401,73 | 1.475,61 | 1.475,61 | 508,35   | 65.041,67 | 22,4546 |
| 26  | 3.697,53           |         |         | 44.370,39         | 15.285,60 | 3.401,73 | 1.475,61 | 1.475,61 | 508,35   | 65.041,67 | 22,4546 |
| 27  | 3.794,13           |         |         | 45.529,58         | 15.684,94 | 3.490,60 | 1.504,59 | 1.504,59 | 518,33   | 66.728,04 | 23,0413 |
| 28  | 3.794,13           |         |         | 45.529,58         | 15.684,94 | 3.490,60 | 1.504,59 | 1.504,59 | 518,33   | 66.728,04 | 23,0413 |
| 29  | 3.890,73           |         |         | 46.688,71         | 16.084,26 | 3.579,47 | 1.533,57 | 1.533,57 | 528,31   | 68.414,32 | 23,6279 |

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### Baremaschaal 1.45

### Hoofdklerk-stenotypist

32.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.329,51           | 108,67  | 54,33   | 27.954,09         | 9.630,18  | 2.143,15 | 1.097,80 | 1.081,50 | 378,19   | 42.956,69 | 14.1468 |
| 1   | 2.498,65           | 54,33   | 27,17   | 29.983,81         | 10.329,42 | 2.298,76 | 1.132,24 | 1.124,10 | 390,06   | 45.010,86 | 15,1740 |
| 2   | 2.498,65           | 54,33   | 27,17   | 29.983,81         | 10.329,42 | 2.298,76 | 1.132,24 | 1.124,10 | 390,06   | 45.010,86 | 15,1740 |
| 3   | 2.539,25           | 54,33   | 27,17   | 30.470,97         | 10.497,25 | 2.336,11 | 1.144,42 | 1.136,28 | 394,25   | 45.719,57 | 15,4205 |
| 4   | 2.539,25           | 54,33   | 27,17   | 30.470,97         | 10.497,25 | 2.336,11 | 1.144,42 | 1.136,28 | 394,25   | 45.719,57 | 15,4205 |
| 5   | 2.579,85           | 54,33   | 27,17   | 30.958,22         | 10.665,11 | 2.373,46 | 1.156,60 | 1.148,46 | 398,45   | 46.428,41 | 15,6671 |
| 6   | 2.579,85           | 54,33   | 27,17   | 30.958,22         | 10.665,11 | 2.373,46 | 1.156,60 | 1.148,46 | 398,45   | 46.428,41 | 15,6671 |
| 7   | 2.620,45           | 54,33   | 27,17   | 31.445,34         | 10.832,92 | 2.410,81 | 1.168,78 | 1.160,63 | 402,65   | 47.137,06 | 15,9136 |
| 8   | 2.620,45           | 54,33   | 27,17   | 31.445,34         | 10.832,92 | 2.410,81 | 1.168,78 | 1.160,63 | 402,65   | 47.137,06 | 15,9136 |
| 9   | 2.661,04           | 54,33   | 27,17   | 31.932,50         | 11.000,75 | 2.448,16 | 1.180,96 | 1.172,81 | 406,84   | 47.845,77 | 16,1602 |
| 10  | 2.715,17           | 54,33   | 27,17   | 32.582,01         | 11.224,50 | 2.497,95 | 1.197,20 | 1.189,05 | 412,44   | 48.790,67 | 16,4889 |
| 11  | 2.769,29           | 39,71   | 12,55   | 33.231,46         | 11.448,24 | 2.547,74 | 1.209,05 | 1.200,90 | 416,52   | 49.493,68 | 16,8175 |
| 12  | 2.769,29           | 39,71   | 12,55   | 33.231,46         | 11.448,24 | 2.547,74 | 1.209,05 | 1.200,90 | 416,52   | 49.493,68 | 16,8175 |
| 13  | 2.823,41           |         |         | 33.880,95         | 11.671,99 | 2.597,54 | 1.213,37 | 1.213,37 | 418,01   | 49.781,86 | 17,1462 |
| 14  | 2.823,41           |         |         | 33.880,95         | 11.671,99 | 2.597,54 | 1.213,37 | 1.213,37 | 418,01   | 49.781,86 | 17,1462 |
| 15  | 2.877,53           |         |         | 34.530,37         | 11.895,71 | 2.647,33 | 1.229,61 | 1.229,61 | 423,60   | 50.726,63 | 17,4749 |
| 16  | 2.877,53           |         |         | 34.530,37         | 11.895,71 | 2.647,33 | 1.229,61 | 1.229,61 | 423,60   | 50.726,63 | 17,4749 |
| 17  | 2.931,67           |         |         | 35.180,05         | 12.119,53 | 2.697,14 | 1.245,85 | 1.245,85 | 429,20   | 51.671,76 | 17,8037 |
| 18  | 2.931,67           |         |         | 35.180,05         | 12.119,53 | 2.697,14 | 1.245,85 | 1.245,85 | 429,20   | 51.671,76 | 17,8037 |
| 19  | 2.986,86           |         |         | 35.842,32         | 12.347,68 | 2.747,91 | 1.262,41 | 1.262,41 | 434,90   | 52.635,21 | 18,1388 |
| 20  | 2.986,86           |         |         | 35.842,32         | 12.347,68 | 2.747,91 | 1.262,41 | 1.262,41 | 434,90   | 52.635,21 | 18,1388 |
| 21  | 3.042,05           |         |         | 36.504,66         | 12.575,85 | 2.798,69 | 1.278,97 | 1.278,97 | 440,60   | 53.598,77 | 18,4740 |
| 22  | 3.042,05           |         |         | 36.504,66         | 12.575,85 | 2.798,69 | 1.278,97 | 1.278,97 | 440,60   | 53.598,77 | 18,4740 |
| 23  | 3.097,24           |         |         | 37.166,94         | 12.804,01 | 2.849,47 | 1.295,52 | 1.295,52 | 446,31   | 54.562,25 | 18,8092 |
| 24  | 3.097,24           |         |         | 37.166,94         | 12.804,01 | 2.849,47 | 1.295,52 | 1.295,52 | 446,31   | 54.562,25 | 18,8092 |
| 25  | 3.152,43           |         |         | 37.829,21         | 13.032,16 | 2.900,24 | 1.312,08 | 1.312,08 | 452,01   | 55.525,70 | 19,1443 |
| 26  | 3.152,43           |         |         | 37.829,21         | 13.032,16 | 2.900,24 | 1.312,08 | 1.312,08 | 452,01   | 55.525,70 | 19,1443 |
| 27  | 3.207,63           |         |         | 38.491,54         | 13.260,34 | 2.951,02 | 1.328,64 | 1.328,64 | 457,72   | 56.489,25 | 19,4795 |
| 28  | 3.207,63           |         |         | 38.491,54         | 13.260,34 | 2.951,02 | 1.328,64 | 1.328,64 | 457,72   | 56.489,25 | 19,4795 |
| 29  | 3.262,82           |         |         | 39.153,86         | 13.488,51 | 3.001,80 | 1.345,20 | 1.345,20 | 463,42   | 57.452,78 | 19,8147 |
| 30  | 3.262,82           |         |         | 39.153,86         | 13.488,51 | 3.001,80 | 1.345,20 | 1.345,20 | 463,42   | 57.452,78 | 19,8147 |
| 31  | 3.318,01           |         |         | 39.816,15         | 13.716,66 | 3.052,57 | 1.361,75 | 1.361,75 | 469,12   | 58.416,26 | 20,1499 |

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**Baremaschaal 1.43-1.55****Gebrevetteerd (A2) verpleegkundige / laborant / Thuisverpleging: administratief personeel cat. 4 /****Thuisverpleging: technisch, paramedisch, verzorgend en verplegend personeel cat. 4**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.315,98           | 108,67  | 54,33   | 27.791,77         | 9.574,26  | 2.130,70 | 1.093,75 | 1.077,44 | 376,80   | 42.720,55 | 14,0647 |
| 1   | 2.491,89           | 54,33   | 27,17   | 29.902,63         | 10.301,46 | 2.292,53 | 1.130,21 | 1.122,07 | 389,36   | 44.892,75 | 15,1329 |
| 2   | 2.491,89           | 54,33   | 27,17   | 29.902,63         | 10.301,46 | 2.292,53 | 1.130,21 | 1.122,07 | 389,36   | 44.892,75 | 15,1329 |
| 3   | 2.532,48           | 54,33   | 27,17   | 30.389,79         | 10.469,28 | 2.329,88 | 1.142,39 | 1.134,25 | 393,55   | 45.601,46 | 15,3794 |
| 4   | 2.532,48           | 54,33   | 27,17   | 30.389,79         | 10.469,28 | 2.329,88 | 1.142,39 | 1.134,25 | 393,55   | 45.601,46 | 15,3794 |
| 5   | 2.586,61           | 54,33   | 27,17   | 31.039,28         | 10.693,03 | 2.379,68 | 1.158,63 | 1.150,48 | 399,15   | 46.546,33 | 15,7081 |
| 6   | 2.586,61           | 54,33   | 27,17   | 31.039,28         | 10.693,03 | 2.379,68 | 1.158,63 | 1.150,48 | 399,15   | 46.546,33 | 15,7081 |
| 7   | 2.936,27           |         |         | 35.235,28         | 12.138,55 | 2.701,37 | 1.247,23 | 1.247,23 | 429,67   | 51.752,11 | 17,8316 |
| 8   | 2.936,27           |         |         | 35.235,28         | 12.138,55 | 2.701,37 | 1.247,23 | 1.247,23 | 429,67   | 51.752,11 | 17,8316 |
| 9   | 3.019,07           |         |         | 36.228,82         | 12.480,83 | 2.777,54 | 1.272,07 | 1.272,07 | 438,23   | 53.197,48 | 18,3344 |
| 10  | 3.074,26           |         |         | 36.891,08         | 12.708,98 | 2.828,32 | 1.288,63 | 1.288,63 | 443,93   | 54.160,93 | 18,6696 |
| 11  | 3.157,05           |         |         | 37.884,58         | 13.051,24 | 2.904,48 | 1.313,46 | 1.313,46 | 452,49   | 55.606,25 | 19,1724 |
| 12  | 3.157,05           |         |         | 37.884,58         | 13.051,24 | 2.904,48 | 1.313,46 | 1.313,46 | 452,49   | 55.606,25 | 19,1724 |
| 13  | 3.239,84           |         |         | 38.878,11         | 13.393,51 | 2.980,66 | 1.338,30 | 1.338,30 | 461,05   | 57.051,63 | 19,6752 |
| 14  | 3.239,84           |         |         | 38.878,11         | 13.393,51 | 2.980,66 | 1.338,30 | 1.338,30 | 461,05   | 57.051,63 | 19,6752 |
| 15  | 3.322,63           |         |         | 39.871,59         | 13.735,76 | 3.056,82 | 1.363,14 | 1.363,14 | 469,60   | 58.496,92 | 20,1779 |
| 16  | 3.322,63           |         |         | 39.871,59         | 13.735,76 | 3.056,82 | 1.363,14 | 1.363,14 | 469,60   | 58.496,92 | 20,1779 |
| 17  | 3.405,42           |         |         | 40.865,09         | 14.078,02 | 3.132,99 | 1.387,98 | 1.387,98 | 478,16   | 59.942,24 | 20,6807 |
| 18  | 3.405,42           |         |         | 40.865,09         | 14.078,02 | 3.132,99 | 1.387,98 | 1.387,98 | 478,16   | 59.942,24 | 20,6807 |
| 19  | 3.488,22           |         |         | 41.858,63         | 14.420,30 | 3.209,16 | 1.412,82 | 1.412,82 | 486,72   | 61.387,62 | 21,1835 |
| 20  | 3.488,22           |         |         | 41.858,63         | 14.420,30 | 3.209,16 | 1.412,82 | 1.412,82 | 486,72   | 61.387,62 | 21,1835 |
| 21  | 3.571,01           |         |         | 42.852,11         | 14.762,55 | 3.285,33 | 1.437,65 | 1.437,65 | 495,27   | 62.832,91 | 21,6863 |
| 22  | 3.571,01           |         |         | 42.852,11         | 14.762,55 | 3.285,33 | 1.437,65 | 1.437,65 | 495,27   | 62.832,91 | 21,6863 |
| 23  | 3.653,80           |         |         | 43.845,64         | 15.104,82 | 3.361,50 | 1.462,49 | 1.462,49 | 503,83   | 64.278,29 | 22,1891 |
| 24  | 3.653,80           |         |         | 43.845,64         | 15.104,82 | 3.361,50 | 1.462,49 | 1.462,49 | 503,83   | 64.278,29 | 22,1891 |
| 25  | 3.736,59           |         |         | 44.839,12         | 15.447,08 | 3.437,67 | 1.487,33 | 1.487,33 | 512,38   | 65.723,58 | 22,6919 |
| 26  | 3.736,59           |         |         | 44.839,12         | 15.447,08 | 3.437,67 | 1.487,33 | 1.487,33 | 512,38   | 65.723,58 | 22,6919 |
| 27  | 3.819,39           |         |         | 45.832,62         | 15.789,34 | 3.513,83 | 1.512,17 | 1.512,17 | 520,94   | 67.168,90 | 23,1946 |

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**Baremaschaal 1.43****Programmeur 2de klasse**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.315,98           | 108,67  | 54,33   | 27.791,77         | 9.574,26  | 2.130,70 | 1.093,75 | 1.077,44 | 376,80   | 42.720,55 | 14,0647 |
| 1   | 2.491,89           | 54,33   | 27,17   | 29.902,63         | 10.301,46 | 2.292,53 | 1.130,21 | 1.122,07 | 389,36   | 44.892,75 | 15,1329 |
| 2   | 2.491,89           | 54,33   | 27,17   | 29.902,63         | 10.301,46 | 2.292,53 | 1.130,21 | 1.122,07 | 389,36   | 44.892,75 | 15,1329 |
| 3   | 2.532,48           | 54,33   | 27,17   | 30.389,79         | 10.469,28 | 2.329,88 | 1.142,39 | 1.134,25 | 393,55   | 45.601,46 | 15,3794 |
| 4   | 2.532,48           | 54,33   | 27,17   | 30.389,79         | 10.469,28 | 2.329,88 | 1.142,39 | 1.134,25 | 393,55   | 45.601,46 | 15,3794 |
| 5   | 2.586,61           | 54,33   | 27,17   | 31.039,28         | 10.693,03 | 2.379,68 | 1.158,63 | 1.150,48 | 399,15   | 46.546,33 | 15,7081 |
| 6   | 2.586,61           | 54,33   | 27,17   | 31.039,28         | 10.693,03 | 2.379,68 | 1.158,63 | 1.150,48 | 399,15   | 46.546,33 | 15,7081 |
| 7   | 2.694,86           | 54,33   | 27,17   | 32.338,29         | 11.140,54 | 2.479,27 | 1.191,11 | 1.182,96 | 410,34   | 48.436,10 | 16,3655 |
| 8   | 2.694,86           | 54,33   | 27,17   | 32.338,29         | 11.140,54 | 2.479,27 | 1.191,11 | 1.182,96 | 410,34   | 48.436,10 | 16,3655 |
| 9   | 2.803,10           | 8,43    |         | 33.637,25         | 11.588,03 | 2.578,86 | 1.209,81 | 1.207,28 | 416,78   | 49.566,73 | 17,0229 |
| 10  | 2.857,23           |         |         | 34.286,78         | 11.811,79 | 2.628,65 | 1.223,52 | 1.223,52 | 421,50   | 50.372,25 | 17,3516 |
| 11  | 2.952,37           |         |         | 35.428,45         | 12.205,10 | 2.716,18 | 1.252,06 | 1.252,06 | 431,34   | 52.033,13 | 17,9294 |
| 12  | 2.952,37           |         |         | 35.428,45         | 12.205,10 | 2.716,18 | 1.252,06 | 1.252,06 | 431,34   | 52.033,13 | 17,9294 |
| 13  | 3.048,97           |         |         | 36.587,58         | 12.604,42 | 2.805,05 | 1.281,04 | 1.281,04 | 441,32   | 53.719,41 | 18,5160 |
| 14  | 3.048,97           |         |         | 36.587,58         | 12.604,42 | 2.805,05 | 1.281,04 | 1.281,04 | 441,32   | 53.719,41 | 18,5160 |
| 15  | 3.145,56           |         |         | 37.746,73         | 13.003,75 | 2.893,92 | 1.310,02 | 1.310,02 | 451,30   | 55.405,72 | 19,1026 |
| 16  | 3.145,56           |         |         | 37.746,73         | 13.003,75 | 2.893,92 | 1.310,02 | 1.310,02 | 451,30   | 55.405,72 | 19,1026 |
| 17  | 3.242,16           |         |         | 38.905,90         | 13.403,08 | 2.982,79 | 1.339,00 | 1.339,00 | 461,28   | 57.092,05 | 19,6892 |
| 18  | 3.242,16           |         |         | 38.905,90         | 13.403,08 | 2.982,79 | 1.339,00 | 1.339,00 | 461,28   | 57.092,05 | 19,6892 |
| 19  | 3.338,76           |         |         | 40.065,09         | 13.802,42 | 3.071,66 | 1.367,98 | 1.367,98 | 471,27   | 58.778,41 | 20,2759 |
| 20  | 3.338,76           |         |         | 40.065,09         | 13.802,42 | 3.071,66 | 1.367,98 | 1.367,98 | 471,27   | 58.778,41 | 20,2759 |
| 21  | 3.435,35           |         |         | 41.224,22         | 14.201,74 | 3.160,52 | 1.396,96 | 1.396,96 | 481,25   | 60.464,70 | 20,8625 |
| 22  | 3.435,35           |         |         | 41.224,22         | 14.201,74 | 3.160,52 | 1.396,96 | 1.396,96 | 481,25   | 60.464,70 | 20,8625 |
| 23  | 3.531,95           |         |         | 42.383,41         | 14.601,08 | 3.249,39 | 1.425,94 | 1.425,94 | 491,23   | 62.151,06 | 21,4491 |
| 24  | 3.531,95           |         |         | 42.383,41         | 14.601,08 | 3.249,39 | 1.425,94 | 1.425,94 | 491,23   | 62.151,06 | 21,4491 |
| 25  | 3.628,54           |         |         | 43.542,51         | 15.000,39 | 3.338,26 | 1.454,91 | 1.454,91 | 501,22   | 63.837,29 | 22,0357 |
| 26  | 3.628,54           |         |         | 43.542,51         | 15.000,39 | 3.338,26 | 1.454,91 | 1.454,91 | 501,22   | 63.837,29 | 22,0357 |
| 27  | 3.725,14           |         |         | 44.701,67         | 15.399,73 | 3.427,13 | 1.483,89 | 1.483,89 | 511,20   | 65.523,62 | 22,6223 |
| 28  | 3.725,14           |         |         | 44.701,67         | 15.399,73 | 3.427,13 | 1.483,89 | 1.483,89 | 511,20   | 65.523,62 | 22,6223 |
| 29  | 3.821,74           |         |         | 45.860,86         | 15.799,07 | 3.516,00 | 1.512,87 | 1.512,87 | 521,18   | 67.209,98 | 23,2089 |

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**Baremaschaal 1.40-1.57**

**Verpleegassistent / REVA: A2 technicus in de mechanica, electronica of informatica / REVA: A2 opvoeder  
met specifieke opleiding / Thuisverpleging: technisch, paramedisch, verzorgend en verplegend personeel cat. 3**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.234,79           | 108,67  | 54,33   | 26.817,51         | 9.238,63  | 2.056,01 | 1.069,39 | 1.053,09 | 368,40   | 41.303,22 | 13,5716 |
| 1   | 2.403,93           | 108,67  | 54,33   | 28.847,18         | 9.937,85  | 2.211,62 | 1.120,13 | 1.103,83 | 385,88   | 44.255,95 | 14,5988 |
| 2   | 2.403,93           | 108,67  | 54,33   | 28.847,18         | 9.937,85  | 2.211,62 | 1.120,13 | 1.103,83 | 385,88   | 44.255,95 | 14,5988 |
| 3   | 2.444,53           | 81,54   | 27,2    | 29.334,37         | 10.105,69 | 2.248,97 | 1.124,17 | 1.107,87 | 387,28   | 44.516,05 | 14,8453 |
| 4   | 2.444,53           | 81,54   | 27,2    | 29.334,37         | 10.105,69 | 2.248,97 | 1.124,17 | 1.107,87 | 387,28   | 44.516,05 | 14,8453 |
| 5   | 2.485,13           | 54,33   | 27,17   | 29.821,59         | 10.273,54 | 2.286,32 | 1.128,19 | 1.120,04 | 388,66   | 44.774,85 | 15,0919 |
| 6   | 2.485,13           | 54,33   | 27,17   | 29.821,59         | 10.273,54 | 2.286,32 | 1.128,19 | 1.120,04 | 388,66   | 44.774,85 | 15,0919 |
| 7   | 2.809,88           | 2,16    |         | 33.718,61         | 11.616,06 | 2.585,09 | 1.209,96 | 1.209,32 | 416,83   | 49.581,41 | 17,0641 |
| 8   | 2.809,88           | 2,16    |         | 33.718,61         | 11.616,06 | 2.585,09 | 1.209,96 | 1.209,32 | 416,83   | 49.581,41 | 17,0641 |
| 9   | 2.850,49           |         |         | 34.205,86         | 11.783,92 | 2.622,45 | 1.221,50 | 1.221,50 | 420,81   | 50.254,53 | 17,3107 |
| 10  | 2.904,61           |         |         | 34.855,30         | 12.007,65 | 2.672,24 | 1.237,73 | 1.237,73 | 426,40   | 51.199,33 | 17,6393 |
| 11  | 2.959,28           |         |         | 35.511,34         | 12.233,66 | 2.722,54 | 1.254,13 | 1.254,13 | 432,05   | 52.153,71 | 17,9713 |
| 12  | 2.959,28           |         |         | 35.511,34         | 12.233,66 | 2.722,54 | 1.254,13 | 1.254,13 | 432,05   | 52.153,71 | 17,9713 |
| 13  | 3.014,47           |         |         | 36.173,66         | 12.461,83 | 2.773,31 | 1.270,69 | 1.270,69 | 437,75   | 53.117,24 | 18,3065 |
| 14  | 3.014,47           |         |         | 36.173,66         | 12.461,83 | 2.773,31 | 1.270,69 | 1.270,69 | 437,75   | 53.117,24 | 18,3065 |
| 15  | 3.069,66           |         |         | 36.835,94         | 12.689,98 | 2.824,09 | 1.287,25 | 1.287,25 | 443,46   | 54.080,72 | 18,6417 |
| 16  | 3.069,66           |         |         | 36.835,94         | 12.689,98 | 2.824,09 | 1.287,25 | 1.287,25 | 443,46   | 54.080,72 | 18,6417 |
| 17  | 3.124,86           |         |         | 37.498,28         | 12.918,16 | 2.874,87 | 1.303,81 | 1.303,81 | 449,16   | 55.044,27 | 18,9769 |
| 18  | 3.124,86           |         |         | 37.498,28         | 12.918,16 | 2.874,87 | 1.303,81 | 1.303,81 | 449,16   | 55.044,27 | 18,9769 |
| 19  | 3.180,05           |         |         | 38.160,60         | 13.146,33 | 2.925,65 | 1.320,37 | 1.320,37 | 454,87   | 56.007,80 | 19,3120 |
| 20  | 3.180,05           |         |         | 38.160,60         | 13.146,33 | 2.925,65 | 1.320,37 | 1.320,37 | 454,87   | 56.007,80 | 19,3120 |
| 21  | 3.235,24           |         |         | 38.822,88         | 13.374,48 | 2.976,42 | 1.336,92 | 1.336,92 | 460,57   | 56.971,28 | 19,6472 |
| 22  | 3.235,24           |         |         | 38.822,88         | 13.374,48 | 2.976,42 | 1.336,92 | 1.336,92 | 460,57   | 56.971,28 | 19,6472 |
| 23  | 3.290,43           |         |         | 39.485,21         | 13.602,65 | 3.027,20 | 1.353,48 | 1.353,48 | 466,27   | 57.934,81 | 19,9824 |
| 24  | 3.290,43           |         |         | 39.485,21         | 13.602,65 | 3.027,20 | 1.353,48 | 1.353,48 | 466,27   | 57.934,81 | 19,9824 |
| 25  | 3.345,63           |         |         | 40.147,53         | 13.830,82 | 3.077,98 | 1.370,04 | 1.370,04 | 471,98   | 58.898,34 | 20,3176 |
| 26  | 3.345,63           |         |         | 40.147,53         | 13.830,82 | 3.077,98 | 1.370,04 | 1.370,04 | 471,98   | 58.898,34 | 20,3176 |
| 27  | 3.400,82           |         |         | 40.809,81         | 14.058,98 | 3.128,75 | 1.386,60 | 1.386,60 | 477,68   | 59.861,82 | 20,6527 |
| 28  | 3.400,82           |         |         | 40.809,81         | 14.058,98 | 3.128,75 | 1.386,60 | 1.386,60 | 477,68   | 59.861,82 | 20,6527 |
| 29  | 3.456,01           |         |         | 41.472,13         | 14.287,15 | 3.179,53 | 1.403,15 | 1.403,15 | 483,39   | 60.825,35 | 20,9879 |
| 30  | 3.456,01           |         |         | 41.472,13         | 14.287,15 | 3.179,53 | 1.403,15 | 1.403,15 | 483,39   | 60.825,35 | 20,9879 |
| 31  | 3.511,20           |         |         | 42.134,41         | 14.515,31 | 3.230,31 | 1.419,71 | 1.419,71 | 489,09   | 61.788,83 | 21,3231 |

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**Baremaschaal 1.40****Ploegbaas B / hoofdklerk**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.234,79           | 108,67  | 54,33   | 26.817,51         | 9.238,63  | 2.056,01 | 1.069,39 | 1.053,09 | 368,40   | 41.303,22 | 13,5716 |
| 1   | 2.403,93           | 108,67  | 54,33   | 28.847,18         | 9.937,85  | 2.211,62 | 1.120,13 | 1.103,83 | 385,88   | 44.255,95 | 14,5988 |
| 2   | 2.403,93           | 108,67  | 54,33   | 28.847,18         | 9.937,85  | 2.211,62 | 1.120,13 | 1.103,83 | 385,88   | 44.255,95 | 14,5988 |
| 3   | 2.444,53           | 81,54   | 27,2    | 29.334,37         | 10.105,69 | 2.248,97 | 1.124,17 | 1.107,87 | 387,28   | 44.516,05 | 14,8453 |
| 4   | 2.444,53           | 81,54   | 27,2    | 29.334,37         | 10.105,69 | 2.248,97 | 1.124,17 | 1.107,87 | 387,28   | 44.516,05 | 14,8453 |
| 5   | 2.485,13           | 54,33   | 27,17   | 29.821,59         | 10.273,54 | 2.286,32 | 1.128,19 | 1.120,04 | 388,66   | 44.774,85 | 15,0919 |
| 6   | 2.485,13           | 54,33   | 27,17   | 29.821,59         | 10.273,54 | 2.286,32 | 1.128,19 | 1.120,04 | 388,66   | 44.774,85 | 15,0919 |
| 7   | 2.525,72           | 54,33   | 27,17   | 30.308,69         | 10.441,34 | 2.323,67 | 1.140,37 | 1.132,22 | 392,86   | 45.483,48 | 15,3384 |
| 8   | 2.525,72           | 54,33   | 27,17   | 30.308,69         | 10.441,34 | 2.323,67 | 1.140,37 | 1.132,22 | 392,86   | 45.483,48 | 15,3384 |
| 9   | 2.566,33           | 54,33   | 27,17   | 30.795,94         | 10.609,20 | 2.361,02 | 1.152,55 | 1.144,40 | 397,05   | 46.192,32 | 15,5850 |
| 10  | 2.620,45           | 54,33   | 27,17   | 31.445,38         | 10.832,93 | 2.410,81 | 1.168,78 | 1.160,64 | 402,65   | 47.137,11 | 15,9137 |
| 11  | 2.674,57           | 54,33   | 27,17   | 32.094,86         | 11.056,68 | 2.460,61 | 1.185,02 | 1.176,87 | 408,24   | 48.081,96 | 16,2423 |
| 12  | 2.674,57           | 54,33   | 27,17   | 32.094,86         | 11.056,68 | 2.460,61 | 1.185,02 | 1.176,87 | 408,24   | 48.081,96 | 16,2423 |
| 13  | 2.728,70           | 54,33   | 27,17   | 32.744,35         | 11.280,43 | 2.510,40 | 1.201,26 | 1.193,11 | 413,83   | 49.026,83 | 16,5710 |
| 14  | 2.728,70           | 54,33   | 27,17   | 32.744,35         | 11.280,43 | 2.510,40 | 1.201,26 | 1.193,11 | 413,83   | 49.026,83 | 16,5710 |
| 15  | 2.782,82           | 27,2    |         | 33.393,83         | 11.504,17 | 2.560,19 | 1.209,36 | 1.201,20 | 416,62   | 49.523,02 | 16,8997 |
| 16  | 2.782,82           | 27,2    |         | 33.393,83         | 11.504,17 | 2.560,19 | 1.209,36 | 1.201,20 | 416,62   | 49.523,02 | 16,8997 |
| 17  | 2.836,94           |         |         | 34.043,31         | 11.727,92 | 2.609,99 | 1.217,43 | 1.217,43 | 419,41   | 50.018,05 | 17,2284 |
| 18  | 2.836,94           |         |         | 34.043,31         | 11.727,92 | 2.609,99 | 1.217,43 | 1.217,43 | 419,41   | 50.018,05 | 17,2284 |
| 19  | 2.891,06           |         |         | 34.692,75         | 11.951,65 | 2.659,78 | 1.233,67 | 1.233,67 | 425,00   | 50.962,84 | 17,5571 |
| 20  | 2.891,06           |         |         | 34.692,75         | 11.951,65 | 2.659,78 | 1.233,67 | 1.233,67 | 425,00   | 50.962,84 | 17,5571 |
| 21  | 2.945,46           |         |         | 35.345,50         | 12.176,53 | 2.709,82 | 1.249,99 | 1.249,99 | 430,62   | 51.912,46 | 17,8874 |
| 22  | 2.945,46           |         |         | 35.345,50         | 12.176,53 | 2.709,82 | 1.249,99 | 1.249,99 | 430,62   | 51.912,46 | 17,8874 |
| 23  | 3.000,65           |         |         | 36.007,84         | 12.404,70 | 2.760,60 | 1.266,55 | 1.266,55 | 436,33   | 52.876,02 | 18,2226 |
| 24  | 3.000,65           |         |         | 36.007,84         | 12.404,70 | 2.760,60 | 1.266,55 | 1.266,55 | 436,33   | 52.876,02 | 18,2226 |
| 25  | 3.055,84           |         |         | 36.670,13         | 12.632,86 | 2.811,38 | 1.283,10 | 1.283,10 | 442,03   | 53.839,49 | 18,5578 |
| 26  | 3.055,84           |         |         | 36.670,13         | 12.632,86 | 2.811,38 | 1.283,10 | 1.283,10 | 442,03   | 53.839,49 | 18,5578 |
| 27  | 3.111,04           |         |         | 37.332,45         | 12.861,03 | 2.862,15 | 1.299,66 | 1.299,66 | 447,73   | 54.803,02 | 18,8929 |
| 28  | 3.111,04           |         |         | 37.332,45         | 12.861,03 | 2.862,15 | 1.299,66 | 1.299,66 | 447,73   | 54.803,02 | 18,8929 |
| 29  | 3.166,23           |         |         | 37.994,73         | 13.089,18 | 2.912,93 | 1.316,22 | 1.316,22 | 453,44   | 55.766,50 | 19,2281 |
| 30  | 3.166,23           |         |         | 37.994,73         | 13.089,18 | 2.912,93 | 1.316,22 | 1.316,22 | 453,44   | 55.766,50 | 19,2281 |
| 31  | 3.221,42           |         |         | 38.657,05         | 13.317,35 | 2.963,71 | 1.332,78 | 1.332,78 | 459,14   | 56.730,03 | 19,5633 |

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### Baremaschaal 1.39

#### Directiesecretaris

37.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.234,80           | 108,67  | 54,33   | 26.817,54         | 9.238,64  | 2.056,01 | 1.069,39 | 1.053,09 | 368,40   | 41.303,27 | 13,5716 |
| 1   | 2.410,70           | 108,67  | 54,33   | 28.928,37         | 9.965,82  | 2.217,84 | 1.122,16 | 1.105,86 | 386,58   | 44.374,06 | 14,6399 |
| 2   | 2.410,70           | 108,67  | 54,33   | 28.928,37         | 9.965,82  | 2.217,84 | 1.122,16 | 1.105,86 | 386,58   | 44.374,06 | 14,6399 |
| 3   | 2.451,29           | 75,28   | 27,17   | 29.415,52         | 10.133,65 | 2.255,19 | 1.124,32 | 1.109,89 | 387,33   | 44.530,58 | 14,8864 |
| 4   | 2.451,29           | 75,28   | 27,17   | 29.415,52         | 10.133,65 | 2.255,19 | 1.124,32 | 1.109,89 | 387,33   | 44.530,58 | 14,8864 |
| 5   | 2.505,42           | 54,33   | 27,17   | 30.065,06         | 10.357,41 | 2.304,99 | 1.134,28 | 1.126,13 | 390,76   | 45.129,05 | 15,2151 |
| 6   | 2.505,42           | 54,33   | 27,17   | 30.065,06         | 10.357,41 | 2.304,99 | 1.134,28 | 1.126,13 | 390,76   | 45.129,05 | 15,2151 |
| 7   | 2.613,67           | 54,33   | 27,17   | 31.364,01         | 10.804,90 | 2.404,57 | 1.166,75 | 1.158,60 | 401,95   | 47.018,74 | 15,8725 |
| 8   | 2.613,67           | 54,33   | 27,17   | 31.364,01         | 10.804,90 | 2.404,57 | 1.166,75 | 1.158,60 | 401,95   | 47.018,74 | 15,8725 |
| 9   | 2.721,92           | 54,33   | 27,17   | 32.663,07         | 11.252,43 | 2.504,17 | 1.199,23 | 1.191,08 | 413,13   | 48.908,59 | 16,5299 |
| 10  | 2.776,04           | 33,46   | 6,3     | 33.312,52         | 11.476,16 | 2.553,96 | 1.209,20 | 1.201,05 | 416,57   | 49.508,25 | 16,8586 |
| 11  | 2.870,76           |         |         | 34.449,11         | 11.867,72 | 2.641,10 | 1.227,58 | 1.227,58 | 422,90   | 50.608,41 | 17,4338 |
| 12  | 2.870,76           |         |         | 34.449,11         | 11.867,72 | 2.641,10 | 1.227,58 | 1.227,58 | 422,90   | 50.608,41 | 17,4338 |
| 13  | 2.966,17           |         |         | 35.594,01         | 12.262,14 | 2.728,87 | 1.256,20 | 1.256,20 | 432,76   | 52.273,98 | 18,0132 |
| 14  | 2.966,17           |         |         | 35.594,01         | 12.262,14 | 2.728,87 | 1.256,20 | 1.256,20 | 432,76   | 52.273,98 | 18,0132 |
| 15  | 3.062,76           |         |         | 36.753,11         | 12.661,45 | 2.817,74 | 1.285,18 | 1.285,18 | 442,74   | 53.960,21 | 18,5998 |
| 16  | 3.062,76           |         |         | 36.753,11         | 12.661,45 | 2.817,74 | 1.285,18 | 1.285,18 | 442,74   | 53.960,21 | 18,5998 |
| 17  | 3.159,36           |         |         | 37.912,28         | 13.060,78 | 2.906,61 | 1.314,16 | 1.314,16 | 452,73   | 55.646,55 | 19,1864 |
| 18  | 3.159,36           |         |         | 37.912,28         | 13.060,78 | 2.906,61 | 1.314,16 | 1.314,16 | 452,73   | 55.646,55 | 19,1864 |
| 19  | 3.255,96           |         |         | 39.071,52         | 13.460,14 | 2.995,48 | 1.343,14 | 1.343,14 | 462,71   | 57.332,99 | 19,7730 |
| 20  | 3.255,96           |         |         | 39.071,52         | 13.460,14 | 2.995,48 | 1.343,14 | 1.343,14 | 462,71   | 57.332,99 | 19,7730 |
| 21  | 3.352,55           |         |         | 40.230,60         | 13.859,44 | 3.084,35 | 1.372,11 | 1.372,11 | 472,69   | 59.019,19 | 20,3596 |
| 22  | 3.352,55           |         |         | 40.230,60         | 13.859,44 | 3.084,35 | 1.372,11 | 1.372,11 | 472,69   | 59.019,19 | 20,3596 |
| 23  | 3.449,15           |         |         | 41.389,78         | 14.258,78 | 3.173,22 | 1.401,09 | 1.401,09 | 482,68   | 60.705,55 | 20,9462 |
| 24  | 3.449,15           |         |         | 41.389,78         | 14.258,78 | 3.173,22 | 1.401,09 | 1.401,09 | 482,68   | 60.705,55 | 20,9462 |
| 25  | 3.545,74           |         |         | 42.548,92         | 14.658,10 | 3.262,08 | 1.430,07 | 1.430,07 | 492,66   | 62.391,83 | 21,5329 |
| 26  | 3.545,74           |         |         | 42.548,92         | 14.658,10 | 3.262,08 | 1.430,07 | 1.430,07 | 492,66   | 62.391,83 | 21,5329 |
| 27  | 3.642,34           |         |         | 43.708,07         | 15.057,43 | 3.350,95 | 1.459,05 | 1.459,05 | 502,64   | 64.078,14 | 22,1195 |
| 28  | 3.642,34           |         |         | 43.708,07         | 15.057,43 | 3.350,95 | 1.459,05 | 1.459,05 | 502,64   | 64.078,14 | 22,1195 |
| 29  | 3.738,94           |         |         | 44.867,24         | 15.456,76 | 3.439,82 | 1.488,03 | 1.488,03 | 512,63   | 65.764,48 | 22,7061 |

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**Baremaschaal 1.35**

**Kinderverzorger(st)er / sanitair help(st)er / REVA: A3 opvoeder / Thuisverpleging: technisch en paramedisch personeel cat. 2**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.180,10           | 108,67  | 54,33   | 26.161,24         | 9.012,55  | 2.005,69 | 1.052,98 | 1.036,68 | 362,75   | 40.348,49 | 13,2395 |
| 1   | 2.342,01           | 108,67  | 54,33   | 28.104,16         | 9.681,88  | 2.154,65 | 1.101,56 | 1.085,25 | 379,49   | 43.175,02 | 14,2228 |
| 2   | 2.363,30           | 108,67  | 54,33   | 28.359,57         | 9.769,87  | 2.174,23 | 1.107,94 | 1.091,64 | 381,69   | 43.546,58 | 14,3520 |
| 3   | 2.384,57           | 108,67  | 54,33   | 28.614,89         | 9.857,83  | 2.193,81 | 1.114,32 | 1.098,02 | 383,88   | 43.918,01 | 14,4812 |
| 4   | 2.405,85           | 108,67  | 54,33   | 28.870,26         | 9.945,80  | 2.213,39 | 1.120,71 | 1.104,41 | 386,08   | 44.289,52 | 14,6105 |
| 5   | 2.427,14           | 97,62   | 43,29   | 29.125,66         | 10.033,79 | 2.232,97 | 1.123,78 | 1.107,48 | 387,14   | 44.478,34 | 14,7397 |
| 6   | 2.448,42           | 77,94   | 27,17   | 29.381,03         | 10.121,77 | 2.252,55 | 1.124,26 | 1.109,03 | 387,31   | 44.524,40 | 14,8689 |
| 7   | 2.469,70           | 58,25   | 27,17   | 29.636,41         | 10.209,74 | 2.272,12 | 1.124,74 | 1.115,41 | 387,47   | 44.570,28 | 14,9982 |
| 8   | 2.490,98           | 54,33   | 27,17   | 29.891,81         | 10.297,73 | 2.291,71 | 1.129,94 | 1.121,80 | 389,27   | 44.877,02 | 15,1274 |
| 9   | 2.512,27           | 54,33   | 27,17   | 30.147,18         | 10.385,71 | 2.311,28 | 1.136,33 | 1.128,18 | 391,47   | 45.248,53 | 15,2567 |
| 10  | 2.595,77           | 54,33   | 27,17   | 31.149,25         | 10.730,92 | 2.388,11 | 1.161,38 | 1.153,23 | 400,10   | 46.706,31 | 15,7638 |
| 11  | 2.621,29           | 54,33   | 27,17   | 31.455,49         | 10.836,42 | 2.411,59 | 1.169,04 | 1.160,89 | 402,73   | 47.151,82 | 15,9188 |
| 12  | 2.646,82           | 54,33   | 27,17   | 31.761,87         | 10.941,96 | 2.435,08 | 1.176,70 | 1.168,55 | 405,37   | 47.597,53 | 16,0738 |
| 13  | 2.672,34           | 54,33   | 27,17   | 32.068,14         | 11.047,47 | 2.458,56 | 1.184,35 | 1.176,20 | 408,01   | 48.043,09 | 16,2288 |
| 14  | 2.697,88           | 54,33   | 27,17   | 32.374,52         | 11.153,02 | 2.482,05 | 1.192,01 | 1.183,86 | 410,65   | 48.488,81 | 16,3839 |
| 15  | 2.723,41           | 54,33   | 27,17   | 32.680,86         | 11.258,56 | 2.505,53 | 1.199,67 | 1.191,52 | 413,29   | 48.934,47 | 16,5389 |
| 16  | 2.748,93           | 54,33   | 27,17   | 32.987,13         | 11.364,07 | 2.529,01 | 1.207,33 | 1.199,18 | 415,92   | 49.380,03 | 16,6939 |
| 17  | 2.774,46           | 34,93   | 7,76    | 33.293,51         | 11.469,62 | 2.552,50 | 1.209,17 | 1.201,02 | 416,56   | 49.504,92 | 16,8489 |
| 18  | 2.799,98           | 11,32   |         | 33.599,80         | 11.575,13 | 2.575,98 | 1.209,74 | 1.206,35 | 416,76   | 49.560,05 | 17,0039 |
| 19  | 2.825,52           |         |         | 33.906,18         | 11.680,68 | 2.599,47 | 1.214,00 | 1.214,00 | 418,22   | 49.818,57 | 17,1590 |
| 20  | 2.851,04           |         |         | 34.212,47         | 11.786,20 | 2.622,96 | 1.221,66 | 1.221,66 | 420,86   | 50.264,15 | 17,3140 |
| 21  | 2.876,57           |         |         | 34.518,80         | 11.891,73 | 2.646,44 | 1.229,32 | 1.229,32 | 423,50   | 50.709,79 | 17,4690 |
| 22  | 2.902,09           |         |         | 34.825,13         | 11.997,26 | 2.669,93 | 1.236,98 | 1.236,98 | 426,14   | 51.155,42 | 17,6241 |
| 23  | 2.927,62           |         |         | 35.131,45         | 12.102,78 | 2.693,41 | 1.244,64 | 1.244,64 | 428,78   | 51.601,06 | 17,7791 |
| 24  | 2.953,61           |         |         | 35.443,32         | 12.210,22 | 2.717,32 | 1.252,43 | 1.252,43 | 431,46   | 52.054,76 | 17,9369 |
| 25  | 2.979,64           |         |         | 35.755,66         | 12.317,82 | 2.741,27 | 1.260,24 | 1.260,24 | 434,15   | 52.509,15 | 18,0950 |
| 26  | 3.005,68           |         |         | 36.068,11         | 12.425,46 | 2.765,22 | 1.268,05 | 1.268,05 | 436,84   | 52.963,69 | 18,2531 |
| 27  | 3.031,71           |         |         | 36.380,48         | 12.533,08 | 2.789,17 | 1.275,86 | 1.275,86 | 439,53   | 53.418,13 | 18,4112 |
| 28  | 3.057,75           |         |         | 36.692,97         | 12.640,73 | 2.813,13 | 1.283,67 | 1.283,67 | 442,23   | 53.872,72 | 18,5693 |
| 29  | 3.083,78           |         |         | 37.005,36         | 12.748,35 | 2.837,08 | 1.291,48 | 1.291,48 | 444,92   | 54.327,19 | 18,7274 |

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### Baremaschaal 1.31

#### Rekenplichtig opsteller

39.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.156,49           | 108,67  | 54,33   | 25.877,93         | 8.914,95  | 1.983,97 | 1.045,90 | 1.029,60 | 360,31   | 39.936,35 | 13,0961 |
| 1   | 2.332,40           | 108,67  | 54,33   | 27.988,81         | 9.642,15  | 2.145,81 | 1.098,67 | 1.082,37 | 378,49   | 43.007,21 | 14,1644 |
| 2   | 2.351,99           | 108,67  | 54,33   | 28.223,91         | 9.723,14  | 2.163,83 | 1.104,55 | 1.088,25 | 380,52   | 43.349,23 | 14,2834 |
| 3   | 2.371,58           | 108,67  | 54,33   | 28.459,00         | 9.804,12  | 2.181,86 | 1.110,43 | 1.094,12 | 382,54   | 43.691,23 | 14,4023 |
| 4   | 2.391,17           | 108,67  | 54,33   | 28.694,10         | 9.885,12  | 2.199,88 | 1.116,30 | 1.100,00 | 384,57   | 44.033,25 | 14,5213 |
| 5   | 2.410,77           | 108,67  | 54,33   | 28.929,22         | 9.966,12  | 2.217,91 | 1.122,18 | 1.105,88 | 386,59   | 44.375,29 | 14,6403 |
| 6   | 2.458,12           | 68,96   | 27,17   | 29.497,47         | 10.161,88 | 2.261,47 | 1.124,47 | 1.111,94 | 387,38   | 44.545,28 | 14,9279 |
| 7   | 2.505,48           | 54,33   | 27,17   | 30.065,76         | 10.357,66 | 2.305,04 | 1.134,29 | 1.126,15 | 390,76   | 45.130,08 | 15,2155 |
| 8   | 2.552,83           | 54,33   | 27,17   | 30.633,98         | 10.553,41 | 2.348,61 | 1.148,50 | 1.140,35 | 395,66   | 45.956,71 | 15,5030 |
| 9   | 2.600,19           | 54,33   | 27,17   | 31.202,23         | 10.749,17 | 2.392,17 | 1.162,70 | 1.154,56 | 400,55   | 46.783,39 | 15,7906 |
| 10  | 2.701,67           | 54,33   | 27,17   | 32.420,06         | 11.168,71 | 2.485,54 | 1.193,15 | 1.185,00 | 411,04   | 48.555,06 | 16,4069 |
| 11  | 2.749,03           | 54,33   | 27,17   | 32.988,31         | 11.364,47 | 2.529,10 | 1.207,36 | 1.199,21 | 415,93   | 49.381,74 | 16,6945 |
| 12  | 2.796,38           | 14,65   |         | 33.556,60         | 11.560,25 | 2.572,67 | 1.209,66 | 1.205,27 | 416,73   | 49.552,27 | 16,9821 |
| 13  | 2.843,74           |         |         | 34.124,86         | 11.756,01 | 2.616,24 | 1.219,47 | 1.219,47 | 420,11   | 50.136,69 | 17,2697 |
| 14  | 2.891,09           |         |         | 34.693,07         | 11.951,76 | 2.659,80 | 1.233,68 | 1.233,68 | 425,00   | 50.963,32 | 17,5572 |
| 15  | 2.938,59           |         |         | 35.263,03         | 12.148,11 | 2.703,50 | 1.247,93 | 1.247,93 | 429,91   | 51.792,48 | 17,8457 |
| 16  | 2.986,87           |         |         | 35.842,50         | 12.347,74 | 2.747,92 | 1.262,41 | 1.262,41 | 434,90   | 52.635,48 | 18,1389 |
| 17  | 3.035,16           |         |         | 36.421,95         | 12.547,36 | 2.792,35 | 1.276,90 | 1.276,90 | 439,89   | 53.478,45 | 18,4322 |
| 18  | 3.083,45           |         |         | 37.001,41         | 12.746,99 | 2.836,78 | 1.291,39 | 1.291,39 | 444,88   | 54.321,44 | 18,7254 |
| 19  | 3.131,74           |         |         | 37.580,90         | 12.946,62 | 2.881,20 | 1.305,87 | 1.305,87 | 449,87   | 55.164,47 | 19,0187 |
| 20  | 3.180,03           |         |         | 38.160,37         | 13.146,25 | 2.925,63 | 1.320,36 | 1.320,36 | 454,86   | 56.007,46 | 19,3119 |
| 21  | 3.228,31           |         |         | 38.739,76         | 13.345,85 | 2.970,05 | 1.334,84 | 1.334,84 | 459,85   | 56.850,35 | 19,6051 |
| 22  | 3.276,60           |         |         | 39.319,24         | 13.545,48 | 3.014,48 | 1.349,33 | 1.349,33 | 464,84   | 57.693,38 | 19,8984 |
| 23  | 3.324,89           |         |         | 39.898,73         | 13.745,11 | 3.058,90 | 1.363,82 | 1.363,82 | 469,84   | 58.536,40 | 20,1917 |
| 24  | 3.373,18           |         |         | 40.478,20         | 13.944,74 | 3.103,33 | 1.378,30 | 1.378,30 | 474,83   | 59.379,39 | 20,4849 |
| 25  | 3.421,47           |         |         | 41.057,63         | 14.144,35 | 3.147,75 | 1.392,79 | 1.392,79 | 479,82   | 60.222,34 | 20,7782 |
| 26  | 3.469,76           |         |         | 41.637,11         | 14.343,99 | 3.192,18 | 1.407,28 | 1.407,28 | 484,81   | 61.065,36 | 21,0714 |
| 27  | 3.518,05           |         |         | 42.216,60         | 14.543,62 | 3.236,61 | 1.421,76 | 1.421,76 | 489,80   | 61.908,38 | 21,3647 |
| 28  | 3.566,34           |         |         | 42.796,03         | 14.743,23 | 3.281,03 | 1.436,25 | 1.436,25 | 494,79   | 62.751,33 | 21,6579 |
| 29  | 3.614,63           |         |         | 43.375,51         | 14.942,86 | 3.325,46 | 1.450,74 | 1.450,74 | 499,78   | 63.594,35 | 21,9512 |

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**Baremaschaal 1.30****Eerste werkmans B / operateur mecanograaf 2de klasse na 9 jaar anc.**

40.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.109,90           | 108,67  | 54,33   | 25.318,75         | 8.722,31  | 1.941,10 | 1.031,92 | 1.015,62 | 355,50   | 39.122,87 | 12,8131 |
| 1   | 2.271,81           | 108,67  | 54,33   | 27.261,68         | 9.391,65  | 2.090,06 | 1.080,49 | 1.064,19 | 372,23   | 41.949,39 | 13,7964 |
| 2   | 2.293,09           | 108,67  | 54,33   | 27.517,05         | 9.479,62  | 2.109,64 | 1.086,88 | 1.070,58 | 374,43   | 42.320,90 | 13,9256 |
| 3   | 2.314,37           | 108,67  | 54,33   | 27.772,42         | 9.567,60  | 2.129,22 | 1.093,26 | 1.076,96 | 376,63   | 42.692,41 | 14,0549 |
| 4   | 2.335,65           | 108,67  | 54,33   | 28.027,83         | 9.655,59  | 2.148,80 | 1.099,65 | 1.083,34 | 378,83   | 43.063,97 | 14,1841 |
| 5   | 2.356,93           | 108,67  | 54,33   | 28.283,20         | 9.743,56  | 2.168,38 | 1.106,03 | 1.089,73 | 381,03   | 43.435,48 | 14,3134 |
| 6   | 2.378,21           | 108,67  | 54,33   | 28.538,55         | 9.831,53  | 2.187,96 | 1.112,41 | 1.096,11 | 383,23   | 43.806,96 | 14,4426 |
| 7   | 2.399,49           | 108,67  | 54,33   | 28.793,87         | 9.919,49  | 2.207,53 | 1.118,80 | 1.102,50 | 385,43   | 44.178,39 | 14,5718 |
| 8   | 2.420,77           | 103,51  | 49,18   | 29.049,30         | 10.007,48 | 2.227,11 | 1.123,64 | 1.107,34 | 387,09   | 44.464,65 | 14,7011 |
| 9   | 2.442,05           | 83,83   | 29,49   | 29.304,65         | 10.095,45 | 2.246,69 | 1.124,12 | 1.107,81 | 387,26   | 44.510,68 | 14,8303 |
| 10  | 2.524,73           | 54,33   | 27,17   | 30.296,75         | 10.437,23 | 2.322,75 | 1.140,07 | 1.131,92 | 392,75   | 45.466,12 | 15,3324 |
| 11  | 2.550,26           | 54,33   | 27,17   | 30.603,08         | 10.542,76 | 2.346,24 | 1.147,73 | 1.139,58 | 395,39   | 45.911,75 | 15,4874 |
| 12  | 2.575,79           | 54,33   | 27,17   | 30.909,42         | 10.648,30 | 2.369,72 | 1.155,38 | 1.147,24 | 398,03   | 46.357,41 | 15,6424 |
| 13  | 2.601,31           | 54,33   | 27,17   | 31.215,69         | 10.753,81 | 2.393,20 | 1.163,04 | 1.154,89 | 400,67   | 46.802,97 | 15,7974 |
| 14  | 2.626,84           | 54,33   | 27,17   | 31.522,04         | 10.859,34 | 2.416,69 | 1.170,70 | 1.162,55 | 403,31   | 47.248,63 | 15,9524 |
| 15  | 2.652,37           | 54,33   | 27,17   | 31.828,40         | 10.964,88 | 2.440,18 | 1.178,36 | 1.170,21 | 405,94   | 47.694,32 | 16,1075 |
| 16  | 2.677,90           | 54,33   | 27,17   | 32.134,74         | 11.070,42 | 2.463,66 | 1.186,02 | 1.177,87 | 408,58   | 48.139,99 | 16,2625 |
| 17  | 2.703,42           | 54,33   | 27,17   | 32.441,03         | 11.175,94 | 2.487,15 | 1.193,67 | 1.185,53 | 411,22   | 48.585,57 | 16,4175 |
| 18  | 2.728,95           | 54,33   | 27,17   | 32.747,36         | 11.281,47 | 2.510,63 | 1.201,33 | 1.193,18 | 413,86   | 49.031,21 | 16,5725 |
| 19  | 2.754,47           | 53,42   | 26,25   | 33.053,68         | 11.386,99 | 2.534,12 | 1.208,72 | 1.200,57 | 416,40   | 49.461,79 | 16,7276 |
| 20  | 2.780,00           | 29,80   | 2,64    | 33.360,01         | 11.492,52 | 2.557,60 | 1.209,29 | 1.201,14 | 416,60   | 49.516,82 | 16,8826 |
| 21  | 2.805,53           | 6,19    |         | 33.666,39         | 11.598,07 | 2.581,09 | 1.209,87 | 1.208,01 | 416,80   | 49.572,09 | 17,0376 |
| 22  | 2.831,05           |         |         | 33.972,64         | 11.703,58 | 2.604,57 | 1.215,67 | 1.215,67 | 418,80   | 49.915,25 | 17,1926 |
| 23  | 2.856,58           |         |         | 34.279,01         | 11.809,12 | 2.628,06 | 1.223,33 | 1.223,33 | 421,44   | 50.360,94 | 17,3477 |
| 24  | 2.882,11           |         |         | 34.585,30         | 11.914,63 | 2.651,54 | 1.230,98 | 1.230,98 | 424,07   | 50.806,53 | 17,5027 |
| 25  | 2.907,64           |         |         | 34.891,68         | 12.020,18 | 2.675,03 | 1.238,64 | 1.238,64 | 426,71   | 51.252,24 | 17,6577 |
| 26  | 2.933,22           |         |         | 35.198,64         | 12.125,93 | 2.698,56 | 1.246,32 | 1.246,32 | 429,36   | 51.698,80 | 17,8131 |
| 27  | 2.959,25           |         |         | 35.511,03         | 12.233,55 | 2.722,51 | 1.254,13 | 1.254,13 | 432,05   | 52.153,26 | 17,9712 |
| 28  | 2.985,29           |         |         | 35.823,42         | 12.341,17 | 2.746,46 | 1.261,94 | 1.261,94 | 434,74   | 52.607,73 | 18,1293 |
| 29  | 3.011,32           |         |         | 36.135,85         | 12.448,80 | 2.770,42 | 1.269,75 | 1.269,75 | 437,43   | 53.062,25 | 18,2874 |

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**Baremaschaal 1.26****Eerste werkmans A / Thuisverpleging: administratief, verzorgend en verplegend personeel niveau****lager secundair onderwijs / Gezins- en bejaardenhulpster**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.048,20           | 108,67  | 54,33   | 24.578,38         | 8.467,25  | 1.884,34 | 1.013,41 | 997,11   | 349,12   | 38.045,79 | 12,4385 |
| 1   | 2.210,11           | 108,67  | 54,33   | 26.521,27         | 9.136,58  | 2.033,30 | 1.061,98 | 1.045,68 | 365,85   | 40.872,26 | 13,4217 |
| 2   | 2.231,39           | 108,67  | 54,33   | 26.776,68         | 9.224,56  | 2.052,88 | 1.068,37 | 1.052,07 | 368,05   | 41.243,82 | 13,5509 |
| 3   | 2.252,67           | 108,67  | 54,33   | 27.032,05         | 9.312,54  | 2.072,46 | 1.074,75 | 1.058,45 | 370,25   | 41.615,33 | 13,6802 |
| 4   | 2.273,95           | 108,67  | 54,33   | 27.287,36         | 9.400,50  | 2.092,03 | 1.081,14 | 1.064,83 | 372,45   | 41.986,76 | 13,8094 |
| 5   | 2.295,23           | 108,67  | 54,33   | 27.542,77         | 9.488,48  | 2.111,61 | 1.087,52 | 1.071,22 | 374,65   | 42.358,32 | 13,9386 |
| 6   | 2.316,51           | 108,67  | 54,33   | 27.798,14         | 9.576,46  | 2.131,19 | 1.093,90 | 1.077,60 | 376,85   | 42.729,83 | 14,0679 |
| 7   | 2.337,79           | 108,67  | 54,33   | 28.053,51         | 9.664,44  | 2.150,77 | 1.100,29 | 1.083,99 | 379,05   | 43.101,34 | 14,1971 |
| 8   | 2.359,07           | 108,67  | 54,33   | 28.308,87         | 9.752,40  | 2.170,35 | 1.106,67 | 1.090,37 | 381,25   | 43.472,82 | 14,3263 |
| 9   | 2.380,36           | 108,67  | 54,33   | 28.564,29         | 9.840,40  | 2.189,93 | 1.113,06 | 1.096,76 | 383,45   | 43.844,41 | 14,4556 |
| 10  | 2.463,84           | 63,67   | 27,17   | 29.566,12         | 10.185,53 | 2.266,74 | 1.124,60 | 1.113,65 | 387,43   | 44.557,67 | 14,9626 |
| 11  | 2.489,36           | 54,33   | 27,17   | 29.872,38         | 10.291,03 | 2.290,22 | 1.129,46 | 1.121,31 | 389,10   | 44.848,74 | 15,1176 |
| 12  | 2.514,89           | 54,33   | 27,17   | 30.178,74         | 10.396,58 | 2.313,70 | 1.137,12 | 1.128,97 | 391,74   | 45.294,43 | 15,2726 |
| 13  | 2.540,42           | 54,33   | 27,17   | 30.485,08         | 10.502,11 | 2.337,19 | 1.144,78 | 1.136,63 | 394,38   | 45.740,10 | 15,4277 |
| 14  | 2.565,95           | 54,33   | 27,17   | 30.791,41         | 10.607,64 | 2.360,67 | 1.152,43 | 1.144,29 | 397,01   | 46.185,73 | 15,5827 |
| 15  | 2.591,48           | 54,33   | 27,17   | 31.097,73         | 10.713,17 | 2.384,16 | 1.160,09 | 1.151,94 | 399,65   | 46.631,37 | 15,7377 |
| 16  | 2.617,01           | 54,33   | 27,17   | 31.404,06         | 10.818,70 | 2.407,64 | 1.167,75 | 1.159,60 | 402,29   | 47.077,00 | 15,8927 |
| 17  | 2.642,53           | 54,33   | 27,17   | 31.710,35         | 10.924,22 | 2.431,13 | 1.175,41 | 1.167,26 | 404,93   | 47.522,59 | 16,0477 |
| 18  | 2.668,06           | 54,33   | 27,17   | 32.016,73         | 11.029,76 | 2.454,62 | 1.183,07 | 1.174,92 | 407,57   | 47.968,30 | 16,2028 |
| 19  | 2.693,59           | 54,33   | 27,17   | 32.323,06         | 11.135,29 | 2.478,10 | 1.190,73 | 1.182,58 | 410,20   | 48.413,94 | 16,3578 |
| 20  | 2.719,11           | 54,33   | 27,17   | 32.629,35         | 11.240,81 | 2.501,58 | 1.198,38 | 1.190,23 | 412,84   | 48.859,52 | 16,5128 |
| 21  | 2.744,64           | 54,33   | 27,17   | 32.935,73         | 11.346,36 | 2.525,07 | 1.206,04 | 1.197,89 | 415,48   | 49.305,24 | 16,6679 |
| 22  | 2.770,17           | 38,90   | 11,73   | 33.242,02         | 11.451,87 | 2.548,55 | 1.209,07 | 1.200,92 | 416,52   | 49.495,65 | 16,8229 |
| 23  | 2.795,70           | 15,28   |         | 33.548,40         | 11.557,42 | 2.572,04 | 1.209,64 | 1.205,06 | 416,72   | 49.550,76 | 16,9779 |
| 24  | 2.821,22           |         |         | 33.854,67         | 11.662,93 | 2.595,52 | 1.212,72 | 1.212,72 | 417,78   | 49.743,62 | 17,1329 |
| 25  | 2.846,75           |         |         | 34.161,01         | 11.768,47 | 2.619,01 | 1.220,38 | 1.220,38 | 420,42   | 50.189,29 | 17,2880 |
| 26  | 2.872,28           |         |         | 34.467,34         | 11.874,00 | 2.642,50 | 1.228,03 | 1.228,03 | 423,06   | 50.634,92 | 17,4430 |
| 27  | 2.897,81           |         |         | 34.773,66         | 11.979,53 | 2.665,98 | 1.235,69 | 1.235,69 | 425,70   | 51.080,56 | 17,5980 |
| 28  | 2.923,33           |         |         | 35.080,01         | 12.085,06 | 2.689,47 | 1.243,35 | 1.243,35 | 428,33   | 51.526,22 | 17,7530 |
| 29  | 2.949,22           |         |         | 35.390,68         | 12.192,09 | 2.713,29 | 1.251,12 | 1.251,12 | 431,01   | 51.978,18 | 17,9103 |

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**Baremaschaal 1.24****Klerk-stenotypist**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.024,80           | 108,67  | 54,33   | 24.297,56         | 8.370,51  | 1.862,81 | 1.006,39 | 990,09   | 346,70   | 37.637,25 | 12,2963 |
| 1   | 2.186,70           | 108,67  | 54,33   | 26.240,45         | 9.039,83  | 2.011,77 | 1.054,96 | 1.038,66 | 363,43   | 40.463,73 | 13,2796 |
| 2   | 2.207,99           | 108,67  | 54,33   | 26.495,85         | 9.127,82  | 2.031,35 | 1.061,35 | 1.045,05 | 365,63   | 40.835,29 | 13,4088 |
| 3   | 2.229,27           | 108,67  | 54,33   | 26.751,23         | 9.215,80  | 2.050,93 | 1.067,73 | 1.051,43 | 367,83   | 41.206,80 | 13,5381 |
| 4   | 2.250,55           | 108,67  | 54,33   | 27.006,58         | 9.303,77  | 2.070,50 | 1.074,12 | 1.057,81 | 370,03   | 41.578,28 | 13,6673 |
| 5   | 2.271,83           | 108,67  | 54,33   | 27.261,95         | 9.391,74  | 2.090,08 | 1.080,50 | 1.064,20 | 372,23   | 41.949,79 | 13,7965 |
| 6   | 2.293,11           | 108,67  | 54,33   | 27.517,32         | 9.479,72  | 2.109,66 | 1.086,88 | 1.070,58 | 374,43   | 42.321,30 | 13,9258 |
| 7   | 2.314,39           | 108,67  | 54,33   | 27.772,67         | 9.567,69  | 2.129,24 | 1.093,27 | 1.076,97 | 376,63   | 42.692,78 | 14,0550 |
| 8   | 2.335,68           | 108,67  | 54,33   | 28.028,10         | 9.655,68  | 2.148,82 | 1.099,65 | 1.083,35 | 378,83   | 43.064,37 | 14,1843 |
| 9   | 2.356,95           | 108,67  | 54,33   | 28.283,45         | 9.743,65  | 2.168,40 | 1.106,04 | 1.089,74 | 381,03   | 43.435,85 | 14,3135 |
| 10  | 2.440,16           | 85,58   | 31,25   | 29.281,90         | 10.087,61 | 2.244,95 | 1.124,07 | 1.107,77 | 387,24   | 44.506,52 | 14,8188 |
| 11  | 2.465,69           | 61,97   | 27,17   | 29.588,22         | 10.193,14 | 2.268,43 | 1.124,65 | 1.114,21 | 387,44   | 44.561,71 | 14,9738 |
| 12  | 2.491,21           | 54,33   | 27,17   | 29.894,55         | 10.298,67 | 2.291,92 | 1.130,01 | 1.121,86 | 389,29   | 44.881,00 | 15,1288 |
| 13  | 2.516,74           | 54,33   | 27,17   | 30.200,93         | 10.404,22 | 2.315,40 | 1.137,67 | 1.129,52 | 391,93   | 45.326,71 | 15,2839 |
| 14  | 2.542,27           | 54,33   | 27,17   | 30.507,22         | 10.509,74 | 2.338,89 | 1.145,33 | 1.137,18 | 394,57   | 45.772,30 | 15,4389 |
| 15  | 2.567,80           | 54,33   | 27,17   | 30.813,54         | 10.615,27 | 2.362,37 | 1.152,99 | 1.144,84 | 397,20   | 46.217,93 | 15,5939 |
| 16  | 2.593,32           | 54,33   | 27,17   | 31.119,83         | 10.720,78 | 2.385,85 | 1.160,64 | 1.152,50 | 399,84   | 46.663,52 | 15,7489 |
| 17  | 2.618,85           | 54,33   | 27,17   | 31.426,21         | 10.826,33 | 2.409,34 | 1.168,30 | 1.160,16 | 402,48   | 47.109,23 | 15,9040 |
| 18  | 2.644,38           | 54,33   | 27,17   | 31.732,54         | 10.931,86 | 2.432,83 | 1.175,96 | 1.167,81 | 405,12   | 47.554,87 | 16,0590 |
| 19  | 2.669,90           | 54,33   | 27,17   | 32.038,83         | 11.037,38 | 2.456,31 | 1.183,62 | 1.175,47 | 407,76   | 48.000,45 | 16,2140 |
| 20  | 2.695,43           | 54,33   | 27,17   | 32.345,16         | 11.142,91 | 2.479,80 | 1.191,28 | 1.183,13 | 410,40   | 48.446,09 | 16,3690 |
| 21  | 2.720,96           | 54,33   | 27,17   | 32.651,48         | 11.248,44 | 2.503,28 | 1.198,94 | 1.190,79 | 413,03   | 48.891,73 | 16,5240 |
| 22  | 2.746,49           | 54,33   | 27,17   | 32.957,86         | 11.353,98 | 2.526,77 | 1.206,60 | 1.198,45 | 415,67   | 49.337,44 | 16,6791 |
| 23  | 2.772,02           | 37,19   | 10,02   | 33.264,19         | 11.459,51 | 2.550,25 | 1.209,11 | 1.200,96 | 416,54   | 49.499,63 | 16,8341 |
| 24  | 2.797,54           | 13,58   |         | 33.570,48         | 11.565,03 | 2.573,74 | 1.209,69 | 1.205,61 | 416,74   | 49.554,77 | 16,9891 |
| 25  | 2.823,06           |         |         | 33.876,77         | 11.670,55 | 2.597,22 | 1.213,27 | 1.213,27 | 417,97   | 49.775,77 | 17,1441 |
| 26  | 2.848,60           |         |         | 34.183,18         | 11.776,11 | 2.620,71 | 1.220,93 | 1.220,93 | 420,61   | 50.221,54 | 17,2992 |
| 27  | 2.874,12           |         |         | 34.489,47         | 11.881,62 | 2.644,19 | 1.228,59 | 1.228,59 | 423,25   | 50.667,12 | 17,4542 |
| 28  | 2.899,65           |         |         | 34.795,80         | 11.987,15 | 2.667,68 | 1.236,24 | 1.236,24 | 425,89   | 51.112,76 | 17,6092 |
| 29  | 2.925,17           |         |         | 35.102,09         | 12.092,67 | 2.691,16 | 1.243,90 | 1.243,90 | 428,52   | 51.558,34 | 17,7642 |

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**Baremaschaal 1.22****Geschoold werkman B / klerk / Thuisverpleging: administratief personeel niv. lager onderwijs /****Thuisverpleging: technisch en paramedisch personeel cat. 1 / hulppersoneel / huishoudelijk personeel**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 2.007,78           | 108,67  | 54,33   | 24.093,30         | 8.300,14  | 1.847,15 | 1.001,28 | 984,98   | 344,94   | 37.340,11 | 12,1930 |
| 1   | 2.169,68           | 108,67  | 54,33   | 26.036,18         | 8.969,46  | 1.996,11 | 1.049,86 | 1.033,55 | 361,68   | 40.166,56 | 13,1762 |
| 2   | 2.189,89           | 108,67  | 54,33   | 26.278,65         | 9.052,99  | 2.014,70 | 1.055,92 | 1.039,62 | 363,76   | 40.519,30 | 13,2989 |
| 3   | 2.210,10           | 108,67  | 54,33   | 26.521,18         | 9.136,55  | 2.033,29 | 1.061,98 | 1.045,68 | 365,85   | 40.872,13 | 13,4216 |
| 4   | 2.230,30           | 108,67  | 54,33   | 26.763,65         | 9.220,08  | 2.051,88 | 1.068,04 | 1.051,74 | 367,94   | 41.224,88 | 13,5444 |
| 5   | 2.250,51           | 108,67  | 54,33   | 27.006,14         | 9.303,62  | 2.070,47 | 1.074,10 | 1.057,80 | 370,03   | 41.577,65 | 13,6671 |
| 6   | 2.270,73           | 108,67  | 54,33   | 27.248,71         | 9.387,18  | 2.089,07 | 1.080,17 | 1.063,87 | 372,12   | 41.930,53 | 13,7898 |
| 7   | 2.290,93           | 108,67  | 54,33   | 27.491,15         | 9.470,70  | 2.107,65 | 1.086,23 | 1.069,93 | 374,21   | 42.283,22 | 13,9125 |
| 8   | 2.311,14           | 108,67  | 54,33   | 27.733,66         | 9.554,24  | 2.126,25 | 1.092,29 | 1.075,99 | 376,29   | 42.636,02 | 14,0353 |
| 9   | 2.331,35           | 108,67  | 54,33   | 27.976,15         | 9.637,78  | 2.144,84 | 1.098,35 | 1.082,05 | 378,38   | 42.988,79 | 14,1580 |
| 10  | 2.414,19           | 108,67  | 54,33   | 28.970,30         | 9.980,27  | 2.221,06 | 1.123,21 | 1.106,91 | 386,95   | 44.435,06 | 14,6611 |
| 11  | 2.438,66           | 86,96   | 32,63   | 29.263,96         | 10.081,44 | 2.243,57 | 1.124,04 | 1.107,74 | 387,23   | 44.503,25 | 14,8097 |
| 12  | 2.463,13           | 64,33   | 27,17   | 29.557,59         | 10.182,59 | 2.266,08 | 1.124,59 | 1.113,44 | 387,42   | 44.556,17 | 14,9583 |
| 13  | 2.487,60           | 54,33   | 27,17   | 29.851,22         | 10.283,75 | 2.288,59 | 1.128,93 | 1.120,78 | 388,92   | 44.817,96 | 15,1069 |
| 14  | 2.512,07           | 54,33   | 27,17   | 30.144,85         | 10.384,90 | 2.311,11 | 1.136,27 | 1.128,12 | 391,45   | 45.245,13 | 15,2555 |
| 15  | 2.536,54           | 54,33   | 27,17   | 30.438,51         | 10.486,07 | 2.333,62 | 1.143,61 | 1.135,46 | 393,97   | 45.672,34 | 15,4041 |
| 16  | 2.561,01           | 54,33   | 27,17   | 30.732,14         | 10.587,22 | 2.356,13 | 1.150,95 | 1.142,80 | 396,50   | 46.099,51 | 15,5527 |
| 17  | 2.585,48           | 54,33   | 27,17   | 31.025,80         | 10.688,39 | 2.378,64 | 1.158,29 | 1.150,15 | 399,03   | 46.526,73 | 15,7013 |
| 18  | 2.609,95           | 54,33   | 27,17   | 31.319,38         | 10.789,53 | 2.401,15 | 1.165,63 | 1.157,49 | 401,56   | 46.953,81 | 15,8499 |
| 19  | 2.634,42           | 54,33   | 27,17   | 31.613,01         | 10.890,68 | 2.423,66 | 1.172,97 | 1.164,83 | 404,09   | 47.380,97 | 15,9985 |
| 20  | 2.658,89           | 54,33   | 27,17   | 31.906,72         | 10.991,87 | 2.446,18 | 1.180,32 | 1.172,17 | 406,62   | 47.808,27 | 16,1471 |
| 21  | 2.683,36           | 54,33   | 27,17   | 32.200,33         | 11.093,02 | 2.468,69 | 1.187,66 | 1.179,51 | 409,15   | 48.235,41 | 16,2957 |
| 22  | 2.707,83           | 54,33   | 27,17   | 32.493,93         | 11.194,16 | 2.491,20 | 1.195,00 | 1.186,85 | 411,68   | 48.662,52 | 16,4443 |
| 23  | 2.732,30           | 54,33   | 27,17   | 32.787,59         | 11.295,32 | 2.513,72 | 1.202,34 | 1.194,19 | 414,21   | 49.089,73 | 16,5929 |
| 24  | 2.756,77           | 51,29   | 24,13   | 33.081,22         | 11.396,48 | 2.536,23 | 1.208,77 | 1.200,62 | 416,42   | 49.466,62 | 16,7415 |
| 25  | 2.781,24           | 28,66   | 1,49    | 33.374,88         | 11.497,65 | 2.558,74 | 1.209,32 | 1.201,17 | 416,61   | 49.519,60 | 16,8901 |
| 26  | 2.805,70           | 6,03    |         | 33.668,46         | 11.598,78 | 2.581,25 | 1.209,87 | 1.208,06 | 416,80   | 49.572,45 | 17,0387 |
| 27  | 2.830,18           |         |         | 33.962,12         | 11.699,95 | 2.603,76 | 1.215,40 | 1.215,40 | 418,71   | 49.899,94 | 17,1873 |
| 28  | 2.854,65           |         |         | 34.255,75         | 11.801,11 | 2.626,27 | 1.222,74 | 1.222,74 | 421,24   | 50.327,11 | 17,3359 |
| 29  | 2.879,11           |         |         | 34.549,38         | 11.902,26 | 2.648,79 | 1.230,08 | 1.230,08 | 423,76   | 50.754,27 | 17,4845 |

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**Baremaschaal 1.18****Gezins- en bejaardenhelper bij onstentenis van bekwaamheidsgetuigschrift**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.970,55           | 108,67  | 54,33   | 23.646,60         | 8.146,25  | 1.812,91 | 990,12   | 973,81   | 341,09   | 36.690,25 | 11,9669 |
| 1   | 2.127,13           | 108,67  | 54,33   | 25.525,58         | 8.793,56  | 1.956,96 | 1.037,09 | 1.020,79 | 357,28   | 39.423,75 | 12,9178 |
| 2   | 2.137,77           | 108,67  | 54,33   | 25.653,28         | 8.837,56  | 1.966,75 | 1.040,28 | 1.023,98 | 358,38   | 39.609,53 | 12,9824 |
| 3   | 2.148,42           | 108,67  | 54,33   | 25.780,99         | 8.881,55  | 1.976,54 | 1.043,48 | 1.027,17 | 359,48   | 39.795,31 | 13,0471 |
| 4   | 2.159,06           | 108,67  | 54,33   | 25.908,69         | 8.925,54  | 1.986,33 | 1.046,67 | 1.030,37 | 360,58   | 39.981,09 | 13,1117 |
| 5   | 2.169,70           | 108,67  | 54,33   | 26.036,41         | 8.969,54  | 1.996,12 | 1.049,86 | 1.033,56 | 361,68   | 40.166,90 | 13,1763 |
| 6   | 2.180,35           | 108,67  | 54,33   | 26.164,15         | 9.013,55  | 2.005,92 | 1.053,05 | 1.036,75 | 362,78   | 40.352,73 | 13,2410 |
| 7   | 2.190,99           | 108,67  | 54,33   | 26.291,86         | 9.057,54  | 2.015,71 | 1.056,25 | 1.039,95 | 363,88   | 40.538,51 | 13,3056 |
| 8   | 2.201,63           | 108,67  | 54,33   | 26.419,56         | 9.101,54  | 2.025,50 | 1.059,44 | 1.043,14 | 364,98   | 40.724,30 | 13,3702 |
| 9   | 2.212,27           | 108,67  | 54,33   | 26.547,26         | 9.145,53  | 2.035,29 | 1.062,63 | 1.046,33 | 366,08   | 40.910,08 | 13,4348 |
| 10  | 2.278,23           | 108,67  | 54,33   | 27.338,74         | 9.418,19  | 2.095,97 | 1.082,42 | 1.066,12 | 372,89   | 42.061,49 | 13,8354 |
| 11  | 2.288,87           | 108,67  | 54,33   | 27.466,44         | 9.462,19  | 2.105,76 | 1.085,61 | 1.069,31 | 373,99   | 42.247,28 | 13,9000 |
| 12  | 2.299,51           | 108,67  | 54,33   | 27.594,14         | 9.506,18  | 2.115,55 | 1.088,80 | 1.072,50 | 375,09   | 42.433,06 | 13,9646 |
| 13  | 2.310,15           | 108,67  | 54,33   | 27.721,85         | 9.550,18  | 2.125,34 | 1.092,00 | 1.075,70 | 376,19   | 42.618,84 | 14,0293 |
| 14  | 2.320,80           | 108,67  | 54,33   | 27.849,55         | 9.594,17  | 2.135,13 | 1.095,19 | 1.078,89 | 377,29   | 42.804,62 | 14,0939 |
| 15  | 2.331,44           | 108,67  | 54,33   | 27.977,27         | 9.638,17  | 2.144,92 | 1.098,38 | 1.082,08 | 378,39   | 42.990,42 | 14,1585 |
| 16  | 2.342,08           | 108,67  | 54,33   | 28.105,01         | 9.682,18  | 2.154,72 | 1.101,58 | 1.085,27 | 379,49   | 43.176,26 | 14,2232 |
| 17  | 2.352,73           | 108,67  | 54,33   | 28.232,72         | 9.726,17  | 2.164,51 | 1.104,77 | 1.088,47 | 380,59   | 43.362,04 | 14,2878 |
| 18  | 2.363,37           | 108,67  | 54,33   | 28.360,42         | 9.770,16  | 2.174,30 | 1.107,96 | 1.091,66 | 381,69   | 43.547,82 | 14,3524 |
| 19  | 2.374,01           | 108,67  | 54,33   | 28.488,12         | 9.814,16  | 2.184,09 | 1.111,15 | 1.094,85 | 382,79   | 43.733,60 | 14,4171 |
| 20  | 2.384,65           | 108,67  | 54,33   | 28.615,83         | 9.858,15  | 2.193,88 | 1.114,35 | 1.098,04 | 383,89   | 43.919,38 | 14,4817 |
| 21  | 2.395,30           | 108,67  | 54,33   | 28.743,55         | 9.902,15  | 2.203,67 | 1.117,54 | 1.101,24 | 384,99   | 44.105,19 | 14,5463 |
| 22  | 2.405,94           | 108,67  | 54,33   | 28.871,25         | 9.946,15  | 2.213,46 | 1.120,73 | 1.104,43 | 386,09   | 44.290,97 | 14,6110 |
| 23  | 2.416,58           | 107,39  | 53,06   | 28.998,99         | 9.990,15  | 2.223,26 | 1.123,54 | 1.107,24 | 387,06   | 44.455,63 | 14,6756 |
| 24  | 2.427,22           | 97,54   | 43,21   | 29.126,70         | 10.034,15 | 2.233,05 | 1.123,78 | 1.107,48 | 387,14   | 44.478,52 | 14,7402 |
| 25  | 2.437,87           | 87,7    | 33,37   | 29.254,40         | 10.078,14 | 2.242,84 | 1.124,02 | 1.107,72 | 387,22   | 44.501,57 | 14,8049 |
| 26  | 2.448,51           | 77,86   | 27,17   | 29.382,07         | 10.122,12 | 2.252,63 | 1.124,26 | 1.109,05 | 387,31   | 44.524,58 | 14,8695 |
| 27  | 2.459,15           | 68,02   | 27,17   | 29.509,77         | 10.166,12 | 2.262,42 | 1.124,50 | 1.112,25 | 387,39   | 44.547,63 | 14,9341 |

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**Baremaschaal 1.16****Gezins-en bejaardenhelper / operateur mecanograaf 2de klasse**

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.947,14           | 108,67  | 54,33   | 23.365,68         | 8.049,48  | 1.791,37 | 983,09   | 966,79   | 338,68   | 36.281,58 | 11,8247 |
| 1   | 2.109,05           | 108,67  | 54,33   | 25.308,55         | 8.718,80  | 1.940,32 | 1.031,66 | 1.015,36 | 355,41   | 39.108,03 | 12,8080 |
| 2   | 2.129,25           | 108,67  | 54,33   | 25.550,99         | 8.802,32  | 1.958,91 | 1.037,73 | 1.021,42 | 357,50   | 39.460,72 | 12,9307 |
| 3   | 2.149,46           | 108,67  | 54,33   | 25.793,56         | 8.885,88  | 1.977,51 | 1.043,79 | 1.027,49 | 359,59   | 39.813,60 | 13,0534 |
| 4   | 2.169,67           | 108,67  | 54,33   | 26.036,05         | 8.969,42  | 1.996,10 | 1.049,85 | 1.033,55 | 361,67   | 40.166,37 | 13,1761 |
| 5   | 2.189,88           | 108,67  | 54,33   | 26.278,52         | 9.052,95  | 2.014,69 | 1.055,91 | 1.039,61 | 363,76   | 40.519,12 | 13,2988 |
| 6   | 2.210,09           | 108,67  | 54,33   | 26.521,05         | 9.136,50  | 2.033,28 | 1.061,98 | 1.045,68 | 365,85   | 40.871,94 | 13,4216 |
| 7   | 2.230,29           | 108,67  | 54,33   | 26.763,53         | 9.220,03  | 2.051,87 | 1.068,04 | 1.051,74 | 367,94   | 41.224,69 | 13,5443 |
| 8   | 2.250,50           | 108,67  | 54,33   | 27.006,00         | 9.303,57  | 2.070,46 | 1.074,10 | 1.057,80 | 370,03   | 41.577,44 | 13,6670 |
| 9   | 2.270,71           | 108,67  | 54,33   | 27.248,56         | 9.387,13  | 2.089,06 | 1.080,17 | 1.063,86 | 372,12   | 41.930,31 | 13,7898 |
| 10  | 2.353,30           | 108,67  | 54,33   | 28.239,58         | 9.728,54  | 2.165,03 | 1.104,94 | 1.088,64 | 380,65   | 43.372,03 | 14,2913 |
| 11  | 2.377,77           | 108,67  | 54,33   | 28.533,26         | 9.829,71  | 2.187,55 | 1.112,28 | 1.095,98 | 383,18   | 43.799,27 | 14,4399 |
| 12  | 2.402,24           | 108,67  | 54,33   | 28.826,93         | 9.930,88  | 2.210,06 | 1.119,62 | 1.103,32 | 385,71   | 44.226,49 | 14,5885 |
| 13  | 2.426,71           | 98,02   | 43,69   | 29.120,50         | 10.032,01 | 2.232,57 | 1.123,77 | 1.107,47 | 387,14   | 44.477,45 | 14,7371 |
| 14  | 2.451,18           | 75,39   | 27,17   | 29.414,13         | 10.133,17 | 2.255,08 | 1.124,32 | 1.109,85 | 387,33   | 44.530,37 | 14,8857 |
| 15  | 2.475,65           | 54,33   | 27,17   | 29.707,79         | 10.234,33 | 2.277,60 | 1.125,34 | 1.117,20 | 387,68   | 44.609,31 | 15,0343 |
| 16  | 2.500,12           | 54,33   | 27,17   | 30.001,46         | 10.335,50 | 2.300,11 | 1.132,69 | 1.124,54 | 390,21   | 45.036,53 | 15,1829 |
| 17  | 2.524,59           | 54,33   | 27,17   | 30.295,05         | 10.436,64 | 2.322,62 | 1.140,03 | 1.131,88 | 392,74   | 45.463,64 | 15,3315 |
| 18  | 2.549,06           | 54,33   | 27,17   | 30.588,71         | 10.537,81 | 2.345,13 | 1.147,37 | 1.139,22 | 395,27   | 45.890,85 | 15,4801 |
| 19  | 2.573,53           | 54,33   | 27,17   | 30.882,34         | 10.638,97 | 2.367,65 | 1.154,71 | 1.146,56 | 397,80   | 46.318,02 | 15,6287 |
| 20  | 2.598,00           | 54,33   | 27,17   | 31.175,95         | 10.740,12 | 2.390,16 | 1.162,05 | 1.153,90 | 400,33   | 46.745,16 | 15,7773 |
| 21  | 2.622,47           | 54,33   | 27,17   | 31.469,63         | 10.841,29 | 2.412,67 | 1.169,39 | 1.161,24 | 402,85   | 47.172,40 | 15,9259 |
| 22  | 2.646,94           | 54,33   | 27,17   | 31.763,24         | 10.942,44 | 2.435,18 | 1.176,73 | 1.168,58 | 405,38   | 47.599,54 | 16,0745 |
| 23  | 2.671,41           | 54,33   | 27,17   | 32.056,87         | 11.043,59 | 2.457,69 | 1.184,07 | 1.175,92 | 407,91   | 48.026,70 | 16,2231 |
| 24  | 2.695,87           | 54,33   | 27,17   | 32.350,50         | 11.144,75 | 2.480,20 | 1.191,41 | 1.183,26 | 410,44   | 48.453,86 | 16,3717 |
| 25  | 2.720,35           | 54,33   | 27,17   | 32.644,16         | 11.245,91 | 2.502,72 | 1.198,75 | 1.190,61 | 412,97   | 48.881,08 | 16,5203 |
| 26  | 2.744,82           | 54,33   | 27,17   | 32.937,79         | 11.347,07 | 2.525,23 | 1.206,09 | 1.197,95 | 415,50   | 49.308,24 | 16,6689 |
| 27  | 2.769,28           | 39,71   | 12,55   | 33.231,42         | 11.448,22 | 2.547,74 | 1.209,05 | 1.200,90 | 416,52   | 49.493,63 | 16,8175 |
| 28  | 2.793,76           | 17,08   |         | 33.525,08         | 11.549,39 | 2.570,26 | 1.209,60 | 1.204,48 | 416,71   | 49.546,61 | 16,9661 |
| 29  | 2.818,22           |         |         | 33.818,66         | 11.650,53 | 2.592,76 | 1.211,82 | 1.211,82 | 417,47   | 49.691,24 | 17,1147 |

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### Baremaschaal 1.14

#### Geschoold werkman A

46.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.900,34           | 108,67  | 54,33   | 22.804,02         | 7.855,99  | 1.748,31 | 969,05   | 952,75   | 333,84   | 35.464,49 | 11,5405 |
| 1   | 2.062,24           | 108,67  | 54,33   | 24.746,86         | 8.525,29  | 1.897,26 | 1.017,62 | 1.001,32 | 350,57   | 38.290,88 | 12,5237 |
| 2   | 2.081,93           | 108,67  | 54,33   | 24.983,10         | 8.606,68  | 1.915,37 | 1.023,53 | 1.007,23 | 352,61   | 38.634,57 | 12,6433 |
| 3   | 2.101,61           | 108,67  | 54,33   | 25.219,34         | 8.688,06  | 1.933,48 | 1.029,43 | 1.013,13 | 354,64   | 38.978,25 | 12,7628 |
| 4   | 2.121,29           | 108,67  | 54,33   | 25.455,53         | 8.769,43  | 1.951,59 | 1.035,34 | 1.019,04 | 356,67   | 39.321,85 | 12,8824 |
| 5   | 2.140,98           | 108,67  | 54,33   | 25.691,77         | 8.850,82  | 1.969,70 | 1.041,25 | 1.024,94 | 358,71   | 39.665,53 | 13,0019 |
| 6   | 2.160,67           | 108,67  | 54,33   | 25.928,05         | 8.932,21  | 1.987,82 | 1.047,15 | 1.030,85 | 360,74   | 40.009,26 | 13,1215 |
| 7   | 2.180,35           | 108,67  | 54,33   | 26.164,24         | 9.013,58  | 2.005,93 | 1.053,06 | 1.036,76 | 362,78   | 40.352,87 | 13,2410 |
| 8   | 2.200,04           | 108,67  | 54,33   | 26.400,48         | 9.094,97  | 2.024,04 | 1.058,96 | 1.042,66 | 364,81   | 40.696,55 | 13,3606 |
| 9   | 2.219,72           | 108,67  | 54,33   | 26.636,67         | 9.176,33  | 2.042,14 | 1.064,87 | 1.048,57 | 366,85   | 41.040,15 | 13,4801 |
| 10  | 2.294,76           | 108,67  | 54,33   | 27.537,08         | 9.486,53  | 2.111,18 | 1.087,38 | 1.071,08 | 374,60   | 42.350,05 | 13,9358 |
| 11  | 2.318,69           | 108,67  | 54,33   | 27.824,28         | 9.585,46  | 2.133,19 | 1.094,56 | 1.078,26 | 377,08   | 42.767,86 | 14,0811 |
| 12  | 2.342,62           | 108,67  | 54,33   | 28.111,44         | 9.684,39  | 2.155,21 | 1.101,74 | 1.085,44 | 379,55   | 43.185,61 | 14,2264 |
| 13  | 2.366,55           | 108,67  | 54,33   | 28.398,59         | 9.783,31  | 2.177,22 | 1.108,92 | 1.092,61 | 382,02   | 43.603,34 | 14,3718 |
| 14  | 2.390,48           | 108,67  | 54,33   | 28.685,80         | 9.882,26  | 2.199,24 | 1.116,10 | 1.099,79 | 384,50   | 44.021,18 | 14,5171 |
| 15  | 2.414,41           | 108,67  | 54,33   | 28.972,94         | 9.981,18  | 2.221,26 | 1.123,27 | 1.106,97 | 386,97   | 44.438,91 | 14,6624 |
| 16  | 2.438,34           | 87,26   | 32,93   | 29.260,11         | 10.080,11 | 2.243,27 | 1.124,03 | 1.107,73 | 387,23   | 44.502,60 | 14,8077 |
| 17  | 2.462,28           | 65,12   | 27,17   | 29.547,36         | 10.179,06 | 2.265,30 | 1.124,57 | 1.113,18 | 387,41   | 44.554,35 | 14,9531 |
| 18  | 2.486,21           | 54,33   | 27,17   | 29.834,46         | 10.277,97 | 2.287,31 | 1.128,51 | 1.120,36 | 388,77   | 44.793,59 | 15,0984 |
| 19  | 2.510,14           | 54,33   | 27,17   | 30.121,68         | 10.376,92 | 2.309,33 | 1.135,69 | 1.127,54 | 391,25   | 45.211,42 | 15,2438 |
| 20  | 2.534,07           | 54,33   | 27,17   | 30.408,82         | 10.475,84 | 2.331,34 | 1.142,87 | 1.134,72 | 393,72   | 45.629,15 | 15,3891 |
| 21  | 2.558,00           | 54,33   | 27,17   | 30.696,04         | 10.574,79 | 2.353,36 | 1.150,05 | 1.141,90 | 396,19   | 46.046,99 | 15,5344 |
| 22  | 2.581,93           | 54,33   | 27,17   | 30.983,15         | 10.673,69 | 2.375,37 | 1.157,23 | 1.149,08 | 398,66   | 46.464,67 | 15,6797 |
| 23  | 2.605,86           | 54,33   | 27,17   | 31.270,34         | 10.772,63 | 2.397,39 | 1.164,41 | 1.156,26 | 401,14   | 46.882,48 | 15,8251 |
| 24  | 2.629,79           | 54,33   | 27,17   | 31.557,50         | 10.871,56 | 2.419,41 | 1.171,59 | 1.163,44 | 403,61   | 47.300,23 | 15,9704 |
| 25  | 2.653,73           | 54,33   | 27,17   | 31.844,70         | 10.970,50 | 2.441,43 | 1.178,77 | 1.170,62 | 406,09   | 47.718,04 | 16,1157 |
| 26  | 2.677,65           | 54,33   | 27,17   | 32.131,83         | 11.069,41 | 2.463,44 | 1.185,94 | 1.177,80 | 408,56   | 48.135,74 | 16,2610 |
| 27  | 2.701,59           | 54,33   | 27,17   | 32.419,06         | 11.168,37 | 2.485,46 | 1.193,13 | 1.184,98 | 411,03   | 48.553,61 | 16,4064 |
| 28  | 2.725,52           | 54,33   | 27,17   | 32.706,22         | 11.267,29 | 2.507,48 | 1.200,30 | 1.192,16 | 413,50   | 48.971,36 | 16,5517 |
| 29  | 2.749,45           | 54,33   | 27,17   | 32.993,38         | 11.366,22 | 2.529,49 | 1.207,48 | 1.199,34 | 415,98   | 49.389,12 | 16,6971 |

**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/01/2022

tot overschrijding spilindex 113.76

**Baremaschaal 1.11/1.12****Ongeschoold werkmán / onderhoudspersoneel / halfgeschoold werkmán B**

47.

| Anc | Bruto<br>maandloon | Toelage |         | Bruto<br>jaarloon | RSZ      | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|--------------------|---------|---------|-------------------|----------|----------|----------|----------|----------|-----------|---------|
|     |                    | haard   | standpl |                   |          |          |          |          |          |           |         |
|     | 1.869,49           | 108,67  | 54,33   | 22.433,84         | 7.728,46 | 1.719,93 | 959,80   | 943,50   | 330,65   | 34.925,96 | 11,3532 |
| 1   | 2.026,07           | 108,67  | 54,33   | 24.312,88         | 8.375,79 | 1.863,99 | 1.006,77 | 990,47   | 346,83   | 37.659,55 | 12,3041 |
| 2   | 2.036,72           | 108,67  | 54,33   | 24.440,62         | 8.419,79 | 1.873,78 | 1.009,97 | 993,66   | 347,93   | 37.845,38 | 12,3687 |
| 3   | 2.047,36           | 108,67  | 54,33   | 24.568,33         | 8.463,79 | 1.883,57 | 1.013,16 | 996,86   | 349,03   | 38.031,16 | 12,4334 |
| 4   | 2.058,00           | 108,67  | 54,33   | 24.696,03         | 8.507,78 | 1.893,36 | 1.016,35 | 1.000,05 | 350,13   | 38.216,94 | 12,4980 |
| 5   | 2.068,64           | 108,67  | 54,33   | 24.823,73         | 8.551,78 | 1.903,15 | 1.019,54 | 1.003,24 | 351,23   | 38.402,72 | 12,5626 |
| 6   | 2.079,28           | 108,67  | 54,33   | 24.951,40         | 8.595,76 | 1.912,94 | 1.022,74 | 1.006,43 | 352,33   | 38.588,45 | 12,6272 |
| 7   | 2.089,93           | 108,67  | 54,33   | 25.079,10         | 8.639,75 | 1.922,73 | 1.025,93 | 1.009,63 | 353,43   | 38.774,23 | 12,6919 |
| 8   | 2.100,57           | 108,67  | 54,33   | 25.206,81         | 8.683,75 | 1.932,52 | 1.029,12 | 1.012,82 | 354,53   | 38.960,01 | 12,7565 |
| 9   | 2.111,21           | 108,67  | 54,33   | 25.334,57         | 8.727,76 | 1.942,32 | 1.032,32 | 1.016,01 | 355,63   | 39.145,87 | 12,8211 |
| 10  | 2.176,74           | 108,67  | 54,33   | 26.120,91         | 8.998,65 | 2.002,60 | 1.051,97 | 1.035,67 | 362,40   | 40.289,83 | 13,2191 |
| 11  | 2.187,38           | 108,67  | 54,33   | 26.248,56         | 9.042,63 | 2.012,39 | 1.055,17 | 1.038,86 | 363,50   | 40.475,53 | 13,2837 |
| 12  | 2.198,02           | 108,67  | 54,33   | 26.376,28         | 9.086,63 | 2.022,18 | 1.058,36 | 1.042,06 | 364,60   | 40.661,34 | 13,3483 |
| 13  | 2.208,67           | 108,67  | 54,33   | 26.504,02         | 9.130,64 | 2.031,98 | 1.061,55 | 1.045,25 | 365,70   | 40.847,17 | 13,4130 |
| 14  | 2.219,31           | 108,67  | 54,33   | 26.631,73         | 9.174,63 | 2.041,77 | 1.064,74 | 1.048,44 | 366,80   | 41.032,95 | 13,4776 |
| 15  | 2.229,95           | 108,67  | 54,33   | 26.759,43         | 9.218,62 | 2.051,56 | 1.067,94 | 1.051,63 | 367,90   | 41.218,74 | 13,5422 |
| 16  | 2.240,59           | 108,67  | 54,33   | 26.887,14         | 9.262,62 | 2.061,35 | 1.071,13 | 1.054,83 | 369,00   | 41.404,52 | 13,6068 |
| 17  | 2.251,24           | 108,67  | 54,33   | 27.014,86         | 9.306,62 | 2.071,14 | 1.074,32 | 1.058,02 | 370,10   | 41.590,32 | 13,6715 |
| 18  | 2.261,88           | 108,67  | 54,33   | 27.142,56         | 9.350,61 | 2.080,93 | 1.077,52 | 1.061,21 | 371,20   | 41.776,10 | 13,7361 |
| 19  | 2.272,52           | 108,67  | 54,33   | 27.270,26         | 9.394,61 | 2.090,72 | 1.080,71 | 1.064,41 | 372,30   | 41.961,88 | 13,8007 |
| 20  | 2.283,17           | 108,67  | 54,33   | 27.398,00         | 9.438,61 | 2.100,51 | 1.083,90 | 1.067,60 | 373,40   | 42.147,72 | 13,8654 |
| 21  | 2.293,81           | 108,67  | 54,33   | 27.525,71         | 9.482,61 | 2.110,30 | 1.087,09 | 1.070,79 | 374,50   | 42.333,50 | 13,9300 |
| 22  | 2.304,45           | 108,67  | 54,33   | 27.653,41         | 9.526,60 | 2.120,09 | 1.090,29 | 1.073,98 | 375,60   | 42.519,28 | 13,9946 |
| 23  | 2.315,09           | 108,67  | 54,33   | 27.781,13         | 9.570,60 | 2.129,89 | 1.093,48 | 1.077,18 | 376,70   | 42.705,09 | 14,0593 |
| 24  | 2.325,74           | 108,67  | 54,33   | 27.908,84         | 9.614,59 | 2.139,68 | 1.096,67 | 1.080,37 | 377,80   | 42.890,87 | 14,1239 |
| 25  | 2.336,38           | 108,67  | 54,33   | 28.036,54         | 9.658,59 | 2.149,47 | 1.099,86 | 1.083,56 | 378,90   | 43.076,65 | 14,1885 |
| 26  | 2.347,02           | 108,67  | 54,33   | 28.164,28         | 9.702,59 | 2.159,26 | 1.103,06 | 1.086,76 | 380,00   | 43.262,48 | 14,2532 |
| 27  | 2.357,67           | 108,67  | 54,33   | 28.291,98         | 9.746,59 | 2.169,05 | 1.106,25 | 1.089,95 | 381,10   | 43.448,26 | 14,3178 |