
PARITAIR COMITÉ 331
KINDEROPVANG - TRAP 2A
LOONBAREMA'S met correctiereserve
geldig vanaf 1 december 2022

In uitvoering van de koopkrachtmaatregelen in het zesde Vlaams Intersectoraal Akkoord (VIA 6) van 30/03/2021 en in toepassing van de CAO betreffende de loonvoorwaarden, op 05/09/2022 afgesloten in Paritair Comité 331, worden de loonbarema's van de kinderopvang trap 2A verhoogd met de correctiereserve.

Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 december 2022** tot en met de maand volgende op deze waarin de spilindex van **123,14** punten wordt overschreden.

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

Legende tabellen loonbarema's

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

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

1.

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

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met correctiereserve

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L4 Logistiek personeel klasse 4							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.078,62	24.943,45	2.078,62	9.309,10	1.912,33	38.243,51	12,6232
1	2.104,54	25.254,44	2.104,54	9.425,17	1.936,17	38.720,32	12,7806
2	2.130,41	25.564,89	2.130,41	9.541,03	1.959,98	39.196,31	12,9377
3	2.156,32	25.875,88	2.156,32	9.657,09	1.983,82	39.673,11	13,0951
4	2.186,78	26.241,40	2.186,78	9.793,51	2.011,84	40.233,53	13,2801
5	2.209,27	26.511,20	2.209,27	9.894,20	2.032,53	40.647,19	13,4166
6	2.290,61	27.487,32	2.290,61	10.258,50	2.107,36	42.143,79	13,9106
7	2.305,68	27.668,11	2.305,68	10.325,97	2.121,22	42.420,97	14,0021
8	2.394,44	28.733,30	2.394,44	10.723,51	2.202,89	44.054,13	14,5411
9	2.402,08	28.825,00	2.402,08	10.757,73	2.209,92	44.194,74	14,5876
10	2.498,27	29.979,29	2.498,27	11.188,52	2.298,41	45.964,49	15,1717
11	2.498,54	29.982,49	2.498,54	11.189,71	2.298,66	45.969,40	15,1733
12	2.602,10	31.225,25	2.602,10	11.653,52	2.393,94	47.874,81	15,8023
13	2.602,10	31.225,25	2.602,10	11.653,52	2.393,94	47.874,81	15,8023
14	2.705,94	32.471,24	2.705,94	12.118,54	2.489,46	49.785,17	16,4328
15	2.705,94	32.471,24	2.705,94	12.118,54	2.489,46	49.785,17	16,4328
16	2.749,95	32.999,43	2.749,95	12.315,66	2.529,96	50.595,00	16,7001
17	2.749,95	32.999,43	2.749,95	12.315,66	2.529,96	50.595,00	16,7001
18	2.853,78	34.245,41	2.853,78	12.780,67	2.625,48	52.505,34	17,3307
19	2.853,78	34.245,41	2.853,78	12.780,67	2.625,48	52.505,34	17,3307
20	2.957,62	35.491,39	2.957,62	13.245,68	2.721,01	54.415,70	17,9612
21	2.957,62	35.491,39	2.957,62	13.245,68	2.721,01	54.415,70	17,9612
22	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
23	3.105,46	37.265,56	3.105,46	13.907,82	2.857,03	57.135,87	18,8591
24	3.209,29	38.511,50	3.209,29	14.372,81	2.952,55	59.046,16	19,4896
25	3.215,11	38.581,37	3.215,11	14.398,89	2.957,91	59.153,28	19,5250
26	3.220,51	38.646,12	3.220,51	14.423,05	2.962,87	59.252,55	19,5578
27	3.225,51	38.706,10	3.225,51	14.445,44	2.967,47	59.344,52	19,5881
28	3.230,14	38.761,67	3.230,14	14.466,18	2.971,73	59.429,72	19,6162
29	3.234,43	38.813,12	3.234,43	14.485,38	2.975,67	59.508,60	19,6423
30	3.238,40	38.860,83	3.238,40	14.503,19	2.979,33	59.581,75	19,6664
31	3.242,08	38.904,98	3.242,08	14.519,66	2.982,72	59.649,45	19,6888
32	3.245,49	38.945,88	3.245,49	14.534,93	2.985,85	59.712,15	19,7095
33	3.248,64	38.983,73	3.248,64	14.549,05	2.988,75	59.770,18	19,7286
34	3.251,57	39.018,81	3.251,57	14.562,14	2.991,44	59.823,96	19,7464
35	3.254,27	39.051,26	3.254,27	14.574,25	2.993,93	59.873,71	19,7628

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

L3 Logistiek personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.175,33	26.103,96	2.175,33	9.742,22	2.001,30	40.022,81	13,2105
1	2.258,72	27.104,69	2.258,72	10.115,70	2.078,03	41.557,14	13,7170
2	2.343,02	28.116,27	2.343,02	10.493,23	2.155,58	43.108,10	14,2289
3	2.427,32	29.127,88	2.427,32	10.870,77	2.233,14	44.659,11	14,7408
4	2.511,62	30.139,46	2.511,62	11.248,30	2.310,69	46.210,07	15,2528
5	2.511,62	30.139,46	2.511,62	11.248,30	2.310,69	46.210,07	15,2528
6	2.631,76	31.581,18	2.631,76	11.786,36	2.421,22	48.420,53	15,9824
7	2.631,76	31.581,18	2.631,76	11.786,36	2.421,22	48.420,53	15,9824
8	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
9	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
10	2.812,25	33.746,96	2.812,25	12.594,65	2.587,27	51.741,12	17,0784
11	2.812,25	33.746,96	2.812,25	12.594,65	2.587,27	51.741,12	17,0784
12	2.932,39	35.188,70	2.932,39	13.132,72	2.697,80	53.951,62	17,8080
13	2.932,39	35.188,70	2.932,39	13.132,72	2.697,80	53.951,62	17,8080
14	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
15	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
16	3.112,88	37.354,51	3.112,88	13.941,01	2.863,85	57.272,24	18,9041
17	3.112,88	37.354,51	3.112,88	13.941,01	2.863,85	57.272,24	18,9041
18	3.233,02	38.796,23	3.233,02	14.479,08	2.974,38	59.482,70	19,6337
19	3.233,02	38.796,23	3.233,02	14.479,08	2.974,38	59.482,70	19,6337
20	3.353,17	40.238,02	3.353,17	15.017,16	3.084,91	61.693,27	20,3634
21	3.353,17	40.238,02	3.353,17	15.017,16	3.084,91	61.693,27	20,3634
22	3.473,32	41.679,81	3.473,32	15.555,25	3.195,45	63.903,83	21,0930
23	3.593,46	43.121,55	3.593,46	16.093,32	3.305,99	66.114,32	21,8226
24	3.713,61	44.563,34	3.713,61	16.631,41	3.416,52	68.324,89	22,5523
25	3.720,35	44.644,18	3.720,35	16.661,58	3.422,72	68.448,84	22,5932
26	3.726,59	44.719,11	3.726,59	16.689,54	3.428,46	68.563,71	22,6311
27	3.732,38	44.788,51	3.732,38	16.715,45	3.433,79	68.670,12	22,6663
28	3.737,73	44.852,81	3.737,73	16.739,44	3.438,72	68.768,71	22,6988
29	3.742,70	44.912,36	3.742,70	16.761,67	3.443,28	68.860,00	22,7289
30	3.747,30	44.967,56	3.747,30	16.782,27	3.447,51	68.944,64	22,7569
31	3.751,55	45.018,65	3.751,55	16.801,34	3.451,43	69.022,97	22,7827
32	3.755,50	45.065,97	3.755,50	16.819,00	3.455,06	69.095,52	22,8067
33	3.759,15	45.109,77	3.759,15	16.835,34	3.458,42	69.162,68	22,8288
34	3.762,53	45.150,36	3.762,53	16.850,49	3.461,53	69.224,91	22,8494
35	3.765,66	45.187,91	3.765,66	16.864,50	3.464,41	69.282,48	22,8684

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

L2 Logistiek personeel klasse 2							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.352,01	28.224,08	2.352,01	10.533,46	2.163,85	43.273,39	14,2834
1	2.443,59	29.323,05	2.443,59	10.943,61	2.248,10	44.958,35	14,8396
2	2.535,17	30.422,03	2.535,17	11.353,75	2.332,36	46.643,31	15,3958
3	2.626,75	31.521,02	2.626,75	11.763,91	2.416,61	48.328,29	15,9519
4	2.718,33	32.619,99	2.718,33	12.174,05	2.500,87	50.013,25	16,5081
5	2.718,33	32.619,99	2.718,33	12.174,05	2.500,87	50.013,25	16,5081
6	2.789,05	33.468,58	2.789,05	12.490,75	2.565,92	51.314,31	16,9375
7	2.789,05	33.468,58	2.789,05	12.490,75	2.565,92	51.314,31	16,9375
8	2.919,58	35.034,95	2.919,58	13.075,33	2.686,01	53.715,87	17,7302
9	2.919,58	35.034,95	2.919,58	13.075,33	2.686,01	53.715,87	17,7302
10	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
11	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
12	3.120,83	37.449,91	3.120,83	13.976,62	2.871,16	57.418,52	18,9524
13	3.120,83	37.449,91	3.120,83	13.976,62	2.871,16	57.418,52	18,9524
14	3.251,36	39.016,28	3.251,36	14.561,20	2.991,25	59.820,08	19,7451
15	3.251,36	39.016,28	3.251,36	14.561,20	2.991,25	59.820,08	19,7451
16	3.381,89	40.582,64	3.381,89	15.145,78	3.111,34	62.221,64	20,5378
17	3.381,89	40.582,64	3.381,89	15.145,78	3.111,34	62.221,64	20,5378
18	3.512,42	42.149,02	3.512,42	15.730,36	3.231,42	64.623,22	21,3305
19	3.512,42	42.149,02	3.512,42	15.730,36	3.231,42	64.623,22	21,3305
20	3.642,95	43.715,38	3.642,95	16.314,94	3.351,51	67.024,79	22,1232
21	3.642,95	43.715,38	3.642,95	16.314,94	3.351,51	67.024,79	22,1232
22	3.773,48	45.281,74	3.773,48	16.899,52	3.471,60	69.426,33	22,9159
23	3.904,01	46.848,12	3.904,01	17.484,11	3.591,69	71.827,93	23,7086
24	4.034,54	48.414,48	4.034,54	18.068,69	3.711,78	74.229,48	24,5013
25	4.041,86	48.502,32	4.041,86	18.101,47	3.718,51	74.364,16	24,5457
26	4.048,64	48.583,71	4.048,64	18.131,85	3.724,75	74.488,95	24,5869
27	4.054,93	48.659,11	4.054,93	18.159,99	3.730,53	74.604,55	24,6251
28	4.060,75	48.728,98	4.060,75	18.186,06	3.735,89	74.711,68	24,6604
29	4.066,14	48.793,66	4.066,14	18.210,20	3.740,85	74.810,84	24,6931
30	4.071,14	48.853,63	4.071,14	18.232,58	3.745,45	74.902,80	24,7235
31	4.075,76	48.909,13	4.075,76	18.253,30	3.749,70	74.987,89	24,7516
32	4.080,05	48.960,54	4.080,05	18.272,48	3.753,64	75.066,71	24,7776
33	4.084,01	49.008,14	4.084,01	18.290,25	3.757,29	75.139,69	24,8017
34	4.087,69	49.052,23	4.087,69	18.306,70	3.760,67	75.207,28	24,8240
35	4.091,09	49.093,02	4.091,09	18.321,93	3.763,80	75.269,83	24,8446

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

B3 Begeleidend personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.577,20	30.926,44	2.577,20	11.542,00	2.371,03	47.416,67	15,6510
1	2.629,29	31.551,47	2.629,29	11.775,27	2.418,95	48.374,97	15,9673
2	2.678,48	32.141,82	2.678,48	11.995,59	2.464,21	49.280,11	16,2661
3	2.724,88	32.698,51	2.724,88	12.203,36	2.506,89	50.133,62	16,5478
4	2.768,56	33.222,69	2.768,56	12.398,98	2.547,07	50.937,30	16,8131
5	2.809,63	33.715,53	2.809,63	12.582,92	2.584,86	51.692,93	17,0625
6	2.848,20	34.178,41	2.848,20	12.755,67	2.620,34	52.402,62	17,2968
7	2.884,40	34.612,75	2.884,40	12.917,77	2.653,64	53.068,56	17,5166
8	2.918,31	35.019,71	2.918,31	13.069,65	2.684,84	53.692,51	17,7225
9	2.950,07	35.400,82	2.950,07	13.211,88	2.714,06	54.276,84	17,9154
10	2.979,78	35.757,36	2.979,78	13.344,94	2.741,40	54.823,48	18,0958
11	3.007,54	36.090,48	3.007,54	13.469,27	2.766,94	55.334,22	18,2644
12	3.033,48	36.401,71	3.033,48	13.585,42	2.790,80	55.811,41	18,4219
13	3.057,67	36.692,09	3.057,67	13.693,79	2.813,06	56.256,62	18,5689
14	3.080,23	36.962,76	3.080,23	13.794,81	2.833,81	56.671,61	18,7059
15	3.101,27	37.215,25	3.101,27	13.889,04	2.853,17	57.058,73	18,8336
16	3.147,58	37.770,98	3.147,58	14.096,45	2.895,78	57.910,79	19,1149
17	3.148,89	37.786,65	3.148,89	14.102,29	2.896,98	57.934,81	19,1228
18	3.269,03	39.228,39	3.269,03	14.640,36	3.007,51	60.145,29	19,8524
19	3.270,34	39.244,05	3.270,34	14.646,21	3.008,71	60.169,31	19,8604
20	3.390,49	40.685,84	3.390,49	15.184,30	3.119,25	62.379,87	20,5900
21	3.391,79	40.701,52	3.391,79	15.190,15	3.120,45	62.403,91	20,5979
22	3.511,94	42.143,24	3.511,94	15.728,21	3.230,98	64.614,37	21,3276
23	3.633,39	43.600,71	3.633,39	16.272,15	3.342,72	66.848,97	22,0651
24	3.753,54	45.042,50	3.753,54	16.810,24	3.453,26	69.059,54	22,7948
25	3.761,65	45.139,86	3.761,65	16.846,57	3.460,72	69.208,81	22,8441
26	3.767,97	45.215,61	3.767,97	16.874,84	3.466,53	69.324,95	22,8824
27	3.775,13	45.301,59	3.775,13	16.906,93	3.473,12	69.456,77	22,9259
28	3.780,55	45.366,63	3.780,55	16.931,20	3.478,11	69.556,49	22,9588
29	3.785,57	45.426,85	3.785,57	16.953,68	3.482,72	69.648,82	22,9893
30	3.790,22	45.482,68	3.790,22	16.974,52	3.487,01	69.734,43	23,0176
31	3.794,53	45.534,35	3.794,53	16.993,80	3.490,97	69.813,65	23,0437
32	3.798,52	45.582,23	3.798,52	17.011,67	3.494,64	69.887,05	23,0679
33	3.802,21	45.626,52	3.802,21	17.028,20	3.498,03	69.954,97	23,0903
34	3.805,63	45.667,57	3.805,63	17.043,52	3.501,18	70.017,91	23,1111
35	3.808,80	45.705,56	3.808,80	17.057,69	3.504,09	70.076,14	23,1303

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

B2b Begeleidend personeel klasse 2B							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.577,20	30.926,44	2.577,20	11.542,00	2.371,03	47.416,67	15,6510
1	2.629,29	31.551,47	2.629,29	11.775,27	2.418,95	48.374,97	15,9673
2	2.678,48	32.141,82	2.678,48	11.995,59	2.464,21	49.280,11	16,2661
3	2.724,88	32.698,51	2.724,88	12.203,36	2.506,89	50.133,62	16,5478
4	2.768,56	33.222,69	2.768,56	12.398,98	2.547,07	50.937,30	16,8131
5	2.809,63	33.715,53	2.809,63	12.582,92	2.584,86	51.692,93	17,0625
6	2.848,20	34.178,41	2.848,20	12.755,67	2.620,34	52.402,62	17,2968
7	2.884,40	34.612,75	2.884,40	12.917,77	2.653,64	53.068,56	17,5166
8	2.918,31	35.019,71	2.918,31	13.069,65	2.684,84	53.692,51	17,7225
9	2.950,07	35.400,82	2.950,07	13.211,88	2.714,06	54.276,84	17,9154
10	2.979,78	35.757,36	2.979,78	13.344,94	2.741,40	54.823,48	18,0958
11	3.007,54	36.090,48	3.007,54	13.469,27	2.766,94	55.334,22	18,2644
12	3.033,48	36.401,71	3.033,48	13.585,42	2.790,80	55.811,41	18,4219
13	3.057,67	36.692,09	3.057,67	13.693,79	2.813,06	56.256,62	18,5689
14	3.138,16	37.657,94	3.138,16	14.054,26	2.887,11	57.737,46	19,0577
15	3.139,52	37.674,19	3.139,52	14.060,32	2.888,35	57.762,38	19,0659
16	3.264,11	39.169,36	3.264,11	14.618,33	3.002,98	60.054,79	19,8226
17	3.265,46	39.185,58	3.265,46	14.624,38	3.004,23	60.079,66	19,8308
18	3.390,06	40.680,75	3.390,06	15.182,40	3.118,86	62.372,07	20,5874
19	3.391,42	40.697,03	3.391,42	15.188,47	3.120,11	62.397,02	20,5957
20	3.516,02	42.192,19	3.516,02	15.746,48	3.234,73	64.689,41	21,3523
21	3.517,37	42.208,41	3.517,37	15.752,53	3.235,98	64.714,28	21,3605
22	3.641,97	43.703,59	3.641,97	16.310,54	3.350,61	67.006,71	22,1172
23	3.767,92	45.215,01	3.767,92	16.874,62	3.466,48	69.324,04	22,8821
24	3.892,52	46.710,20	3.892,52	17.432,64	3.581,12	71.616,47	23,6388
25	3.900,93	46.811,18	3.900,93	17.470,32	3.588,86	71.771,29	23,6899
26	3.907,48	46.889,74	3.907,48	17.499,64	3.594,88	71.891,73	23,7296
27	3.914,91	46.978,87	3.914,91	17.532,91	3.601,71	72.028,39	23,7747
28	3.920,53	47.046,32	3.920,53	17.558,08	3.606,88	72.131,81	23,8089
29	3.925,73	47.108,77	3.925,73	17.581,38	3.611,67	72.227,55	23,8405
30	3.930,56	47.166,67	3.930,56	17.602,99	3.616,11	72.316,33	23,8698
31	3.935,02	47.220,26	3.935,02	17.622,99	3.620,22	72.398,49	23,8969
32	3.939,16	47.269,89	3.939,16	17.641,52	3.624,02	72.474,59	23,9220
33	3.942,99	47.315,83	3.942,99	17.658,66	3.627,55	72.545,03	23,9453
34	3.946,53	47.358,40	3.946,53	17.674,55	3.630,81	72.610,30	23,9668
35	3.949,82	47.397,80	3.949,82	17.689,25	3.633,83	72.670,70	23,9867

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

B2a Begeleidend personeel klasse 2A							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.577,20	30.926,44	2.577,20	11.542,00	2.371,03	47.416,67	15,6510
1	2.629,29	31.551,47	2.629,29	11.775,27	2.418,95	48.374,97	15,9673
2	2.678,48	32.141,82	2.678,48	11.995,59	2.464,21	49.280,11	16,2661
3	2.724,88	32.698,51	2.724,88	12.203,36	2.506,89	50.133,62	16,5478
4	2.768,56	33.222,69	2.768,56	12.398,98	2.547,07	50.937,30	16,8131
5	2.809,63	33.715,53	2.809,63	12.582,92	2.584,86	51.692,93	17,0625
6	2.848,20	34.178,41	2.848,20	12.755,67	2.620,34	52.402,62	17,2968
7	2.884,40	34.612,75	2.884,40	12.917,77	2.653,64	53.068,56	17,5166
8	2.951,51	35.418,07	2.951,51	13.218,32	2.715,39	54.303,28	17,9241
9	2.952,93	35.435,13	2.952,93	13.224,69	2.716,69	54.329,43	17,9328
10	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
11	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
12	3.155,58	37.866,94	3.155,58	14.132,26	2.903,13	58.057,91	19,1634
13	3.157,01	37.884,14	3.157,01	14.138,68	2.904,45	58.084,29	19,1721
14	3.287,54	39.450,50	3.287,54	14.723,25	3.024,54	60.485,83	19,9648
15	3.288,96	39.467,50	3.288,96	14.729,60	3.025,84	60.511,90	19,9734
16	3.419,49	41.033,85	3.419,49	15.314,18	3.145,93	62.913,45	20,7661
17	3.420,91	41.050,92	3.420,91	15.320,55	3.147,24	62.939,62	20,7748
18	3.551,44	42.617,27	3.551,44	15.905,12	3.267,32	65.341,15	21,5674
19	3.552,86	42.634,28	3.552,86	15.911,47	3.268,63	65.367,23	21,5761
20	3.683,39	44.200,63	3.683,39	16.496,04	3.388,72	67.768,78	22,3687
21	3.684,81	44.217,70	3.684,81	16.502,42	3.390,02	67.794,95	22,3774
22	3.815,34	45.784,05	3.815,34	17.086,99	3.510,11	70.196,48	23,1701
23	3.947,28	47.367,41	3.947,28	17.677,91	3.631,50	72.624,11	23,9714
24	4.077,81	48.933,78	4.077,81	18.262,49	3.751,59	75.025,68	24,7641
25	4.086,63	49.039,58	4.086,63	18.301,98	3.759,70	75.187,90	24,8176
26	4.093,49	49.121,88	4.093,49	18.332,70	3.766,01	75.314,08	24,8593
27	4.101,27	49.215,27	4.101,27	18.367,55	3.773,17	75.457,26	24,9065
28	4.107,16	49.285,93	4.107,16	18.393,92	3.778,59	75.565,60	24,9423
29	4.112,61	49.351,35	4.112,61	18.418,33	3.783,60	75.665,90	24,9754
30	4.117,67	49.412,01	4.117,67	18.440,97	3.788,25	75.758,90	25,0061
31	4.122,35	49.468,15	4.122,35	18.461,93	3.792,56	75.844,98	25,0345
32	4.126,68	49.520,14	4.126,68	18.481,33	3.796,54	75.924,70	25,0608
33	4.130,69	49.568,27	4.130,69	18.499,29	3.800,23	75.998,49	25,0852
34	4.134,41	49.612,88	4.134,41	18.515,94	3.803,65	76.066,88	25,1077
35	4.137,84	49.654,14	4.137,84	18.531,34	3.806,82	76.130,14	25,1286

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

B1c Begeleidend personeel klasse 1							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
1	2.760,80	33.129,58	2.760,80	12.364,24	2.539,93	50.794,55	16,7660
2	2.838,36	34.060,37	2.838,36	12.711,61	2.611,30	52.221,64	17,2370
3	2.943,05	35.316,65	2.943,05	13.180,47	2.707,61	54.147,78	17,8728
4	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
5	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
6	3.136,69	37.640,33	3.136,69	14.047,68	2.885,76	57.710,46	19,0487
7	3.137,75	37.653,02	3.137,75	14.052,42	2.886,73	57.729,93	19,0552
8	3.286,08	39.433,00	3.286,08	14.716,72	3.023,20	60.459,00	19,9560
9	3.287,46	39.449,56	3.287,46	14.722,90	3.024,47	60.484,39	19,9644
10	3.435,79	41.229,51	3.435,79	15.387,20	3.160,93	63.213,43	20,8651
11	3.437,40	41.248,84	3.437,40	15.394,41	3.162,41	63.243,07	20,8749
12	3.585,73	43.028,82	3.585,73	16.058,71	3.298,88	65.972,14	21,7757
13	3.587,35	43.048,14	3.587,35	16.065,93	3.300,36	66.001,77	21,7855
14	3.735,67	44.828,09	3.735,67	16.730,22	3.436,82	68.730,81	22,6863
15	3.737,29	44.847,48	3.737,29	16.737,45	3.438,31	68.760,53	22,6961
16	3.885,62	46.627,45	3.885,62	17.401,75	3.574,77	71.489,59	23,5969
17	3.887,23	46.646,77	3.887,23	17.408,96	3.576,25	71.519,21	23,6067
18	4.035,56	48.426,73	4.035,56	18.073,26	3.712,72	74.248,27	24,5075
19	4.037,17	48.446,06	4.037,17	18.080,47	3.714,20	74.277,91	24,5172
20	4.185,50	50.226,03	4.185,50	18.744,77	3.850,66	77.006,96	25,4180
21	4.187,11	50.245,35	4.187,11	18.751,98	3.852,14	77.036,59	25,4278
22	4.335,44	52.025,31	4.335,44	19.416,28	3.988,61	79.765,64	26,3286
23	4.485,39	53.824,65	4.485,39	20.087,81	4.126,56	82.524,41	27,2392
24	4.633,72	55.604,62	4.633,72	20.752,11	4.263,02	85.253,46	28,1400
25	4.643,74	55.724,88	4.643,74	20.796,99	4.272,24	85.437,85	28,2008
26	4.651,53	55.818,38	4.651,53	20.831,89	4.279,41	85.581,21	28,2482
27	4.660,37	55.924,43	4.660,37	20.871,46	4.287,54	85.743,80	28,3018
28	4.667,06	56.004,73	4.667,06	20.901,43	4.293,70	85.866,92	28,3425
29	4.673,26	56.079,07	4.673,26	20.929,18	4.299,40	85.980,90	28,3801
30	4.679,00	56.148,00	4.679,00	20.954,90	4.304,68	86.086,58	28,4150
31	4.684,32	56.211,80	4.684,32	20.978,71	4.309,57	86.184,39	28,4473
32	4.689,24	56.270,88	4.689,24	21.000,76	4.314,10	86.274,98	28,4772
33	4.693,80	56.325,57	4.693,80	21.021,17	4.318,29	86.358,84	28,5048
34	4.698,02	56.376,25	4.698,02	21.040,09	4.322,18	86.436,54	28,5305
35	4.701,93	56.423,13	4.701,93	21.057,58	4.325,77	86.508,42	28,5542

met correctiereserve

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tot overschrijding spilindex 123,14

B1b Diensthoofd in de erkende kinderdagverblijven							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
1	3.100,17	37.202,08	3.100,17	13.884,12	2.852,16	57.038,53	18,8270
2	3.200,19	38.402,22	3.200,19	14.332,03	2.944,17	58.878,61	19,4343
3	3.295,77	39.549,26	3.295,77	14.760,11	3.032,11	60.637,25	20,0148
4	3.386,92	40.643,06	3.386,92	15.168,33	3.115,97	62.314,28	20,5683
5	3.473,62	41.683,50	3.473,62	15.556,63	3.195,73	63.909,48	21,0949
6	3.555,94	42.671,33	3.555,94	15.925,30	3.271,47	65.424,05	21,5948
7	3.633,94	43.607,33	3.633,94	16.274,62	3.343,23	66.859,13	22,0685
8	3.707,73	44.492,80	3.707,73	16.605,08	3.411,11	68.216,73	22,5166
9	3.777,39	45.328,73	3.777,39	16.917,06	3.475,20	69.498,38	22,9396
10	3.843,10	46.117,17	3.843,10	17.211,31	3.535,65	70.707,24	23,3387
11	3.904,94	46.859,31	3.904,94	17.488,28	3.592,55	71.845,08	23,7142
12	3.963,10	47.557,15	3.963,10	17.748,73	3.646,05	72.915,02	24,0674
13	4.017,70	48.212,38	4.017,70	17.993,26	3.696,28	73.919,62	24,3990
14	4.068,93	48.827,18	4.068,93	18.222,71	3.743,42	74.862,24	24,7101
15	4.116,94	49.403,32	4.116,94	18.437,73	3.787,59	75.745,58	25,0017
16	4.166,89	50.002,62	4.166,89	18.661,40	3.833,53	76.664,44	25,3050
17	4.213,64	50.563,66	4.213,64	18.870,78	3.876,55	77.524,63	25,5889
18	4.317,96	51.815,57	4.317,96	19.338,00	3.972,53	79.444,06	26,2225
19	4.319,69	51.836,29	4.319,69	19.345,74	3.974,12	79.475,83	26,2329
20	4.478,40	53.740,82	4.478,40	20.056,52	4.120,13	82.395,87	27,1968
21	4.480,13	53.761,53	4.480,13	20.064,25	4.121,72	82.427,63	27,2073
22	4.638,84	55.666,11	4.638,84	20.775,05	4.267,73	85.347,74	28,1711
23	4.799,28	57.591,37	4.799,28	21.493,58	4.415,34	88.299,57	29,1454
24	4.957,99	59.495,90	4.957,99	22.204,36	4.561,35	91.219,61	30,1093
25	4.968,72	59.624,60	4.968,72	22.252,40	4.571,22	91.416,94	30,1744
26	4.977,05	59.724,66	4.977,05	22.289,74	4.578,89	91.570,34	30,2250
27	4.986,51	59.838,11	4.986,51	22.332,08	4.587,59	91.744,29	30,2824
28	4.993,67	59.924,02	4.993,67	22.364,14	4.594,18	91.876,01	30,3259
29	5.000,30	60.003,57	5.000,30	22.393,83	4.600,27	91.997,98	30,3662
30	5.006,44	60.077,33	5.006,44	22.421,36	4.605,93	92.111,06	30,4035
31	5.012,13	60.145,58	5.012,13	22.446,83	4.611,16	92.215,71	30,4380
32	5.017,40	60.208,80	5.017,40	22.470,43	4.616,01	92.312,64	30,4700
33	5.022,28	60.267,32	5.022,28	22.492,27	4.620,49	92.402,36	30,4997
34	5.026,80	60.321,54	5.026,80	22.512,50	4.624,65	92.485,49	30,5271
35	5.030,98	60.371,71	5.030,98	22.531,23	4.628,50	92.562,41	30,5525

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

MV2 Gebrevetteerde verpleegkundige							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.577,84	30.934,04	2.577,84	11.544,84	2.371,61	47.428,33	15,6549
1	2.659,01	31.908,14	2.659,01	11.908,38	2.446,29	48.921,82	16,1478
2	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
3	2.797,99	33.575,88	2.797,99	12.530,80	2.574,15	51.478,82	16,9918
4	2.896,86	34.762,28	2.896,86	12.973,57	2.665,11	53.297,82	17,5922
5	2.898,08	34.776,92	2.898,08	12.979,04	2.666,23	53.320,26	17,5997
6	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
7	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
8	3.121,62	37.459,40	3.121,62	13.980,16	2.871,89	57.433,06	18,9572
9	3.124,65	37.495,83	3.124,65	13.993,76	2.874,68	57.488,92	18,9756
10	3.265,57	39.186,81	3.265,57	14.624,84	3.004,32	60.081,54	19,8314
11	3.266,63	39.199,51	3.266,63	14.629,59	3.005,30	60.101,02	19,8378
12	3.407,54	40.890,45	3.407,54	15.260,66	3.134,93	62.693,58	20,6935
13	3.408,60	40.903,15	3.408,60	15.265,40	3.135,91	62.713,05	20,7000
14	3.549,51	42.594,14	3.549,51	15.896,49	3.265,55	65.305,68	21,5557
15	3.550,57	42.606,79	3.550,57	15.901,21	3.266,52	65.325,08	21,5621
16	3.691,48	44.297,77	3.691,48	16.532,30	3.396,16	67.917,71	22,4179
17	3.692,93	44.315,12	3.692,93	16.538,77	3.397,49	67.944,31	22,4267
18	3.833,84	46.006,10	3.833,84	17.169,86	3.527,13	70.536,94	23,2824
19	3.835,37	46.024,50	3.835,37	17.176,73	3.528,54	70.565,14	23,2917
20	3.976,29	47.715,44	3.976,29	17.807,80	3.658,18	73.157,71	24,1475
21	3.977,82	47.733,81	3.977,82	17.814,66	3.659,59	73.185,87	24,1568
22	4.118,73	49.424,79	4.118,73	18.445,74	3.789,23	75.778,51	25,0125
23	4.261,18	51.134,13	4.261,18	19.083,68	3.920,28	78.399,27	25,8776
24	4.402,09	52.825,11	4.402,09	19.714,77	4.049,93	80.991,90	26,7334
25	4.411,61	52.939,32	4.411,61	19.757,40	4.058,68	81.167,01	26,7912
26	4.419,01	53.028,16	4.419,01	19.790,55	4.065,49	81.303,21	26,8361
27	4.427,41	53.128,94	4.427,41	19.828,16	4.073,22	81.457,73	26,8871
28	4.433,77	53.205,22	4.433,77	19.856,63	4.079,07	81.574,69	26,9257
29	4.439,65	53.275,85	4.439,65	19.882,99	4.084,48	81.682,98	26,9615
30	4.445,11	53.341,33	4.445,11	19.907,43	4.089,50	81.783,38	26,9946
31	4.450,16	53.401,94	4.450,16	19.930,05	4.094,15	81.876,30	27,0253
32	4.454,84	53.458,07	4.454,84	19.951,00	4.098,45	81.962,36	27,0537
33	4.459,17	53.510,03	4.459,17	19.970,39	4.102,44	82.042,02	27,0800
34	4.463,18	53.558,17	4.463,18	19.988,35	4.106,13	82.115,83	27,1043
35	4.466,89	53.602,72	4.466,89	20.004,98	4.109,54	82.184,14	27,1269

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

MV1 Sociaal, verpleegkundig, paramedisch en therapeutisch personeel							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.995,81	35.949,71	2.995,81	13.416,73	2.756,14	55.118,39	18,1932
1	3.100,17	37.202,08	3.100,17	13.884,12	2.852,16	57.038,53	18,8270
2	3.200,19	38.402,22	3.200,19	14.332,03	2.944,17	58.878,61	19,4343
3	3.295,77	39.549,26	3.295,77	14.760,11	3.032,11	60.637,25	20,0148
4	3.386,92	40.643,06	3.386,92	15.168,33	3.115,97	62.314,28	20,5683
5	3.473,62	41.683,50	3.473,62	15.556,63	3.195,73	63.909,48	21,0949
6	3.555,94	42.671,33	3.555,94	15.925,30	3.271,47	65.424,05	21,5948
7	3.633,94	43.607,33	3.633,94	16.274,62	3.343,23	66.859,13	22,0685
8	3.707,73	44.492,80	3.707,73	16.605,08	3.411,11	68.216,73	22,5166
9	3.777,39	45.328,73	3.777,39	16.917,06	3.475,20	69.498,38	22,9396
10	3.843,10	46.117,17	3.843,10	17.211,31	3.535,65	70.707,24	23,3387
11	3.904,94	46.859,31	3.904,94	17.488,28	3.592,55	71.845,08	23,7142
12	3.963,10	47.557,15	3.963,10	17.748,73	3.646,05	72.915,02	24,0674
13	4.017,70	48.212,38	4.017,70	17.993,26	3.696,28	73.919,62	24,3990
14	4.068,93	48.827,18	4.068,93	18.222,71	3.743,42	74.862,24	24,7101
15	4.116,94	49.403,32	4.116,94	18.437,73	3.787,59	75.745,58	25,0017
16	4.166,89	50.002,62	4.166,89	18.661,40	3.833,53	76.664,44	25,3050
17	4.213,64	50.563,66	4.213,64	18.870,78	3.876,55	77.524,63	25,5889
18	4.257,40	51.088,75	4.257,40	19.066,75	3.916,80	78.329,70	25,8546
19	4.298,29	51.579,53	4.298,29	19.249,91	3.954,43	79.082,17	26,1030
20	4.336,51	52.038,07	4.336,51	19.421,04	3.989,59	79.785,20	26,3351
21	4.372,17	52.466,01	4.372,17	19.580,75	4.022,39	80.441,33	26,5516
22	4.405,44	52.865,29	4.405,44	19.729,77	4.053,01	81.053,50	26,7537
23	4.490,39	53.884,72	4.490,39	20.110,23	4.131,16	82.616,50	27,2696
24	4.638,72	55.664,68	4.638,72	20.774,52	4.267,63	85.345,55	28,1704
25	4.648,20	55.778,35	4.648,20	20.816,94	4.276,34	85.519,83	28,2279
26	4.656,00	55.871,95	4.656,00	20.851,88	4.283,52	85.663,34	28,2753
27	4.664,29	55.971,43	4.664,29	20.889,01	4.291,14	85.815,87	28,3256
28	4.670,98	56.051,79	4.670,98	20.918,99	4.297,30	85.939,07	28,3663
29	4.677,18	56.126,21	4.677,18	20.946,77	4.303,01	86.053,17	28,4040
30	4.682,93	56.195,19	4.682,93	20.972,51	4.308,30	86.158,93	28,4389
31	4.688,25	56.259,03	4.688,25	20.996,34	4.313,19	86.256,81	28,4712
32	4.693,18	56.318,16	4.693,18	21.018,41	4.317,73	86.347,48	28,5011
33	4.697,74	56.372,91	4.697,74	21.038,84	4.321,92	86.431,41	28,5288
34	4.701,97	56.423,63	4.701,97	21.057,77	4.325,81	86.509,18	28,5545
35	4.705,88	56.470,55	4.705,88	21.075,28	4.329,41	86.581,12	28,5782

met correctiereserve

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MV1bis Dienstverantwoordelijken in de diensten voor opvanggezinnen							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.995,81	35.949,71	2.995,81	13.416,73	2.756,14	55.118,39	18,1932
1	3.100,17	37.202,08	3.100,17	13.884,12	2.852,16	57.038,53	18,8270
2	3.200,19	38.402,22	3.200,19	14.332,03	2.944,17	58.878,61	19,4343
3	3.295,77	39.549,26	3.295,77	14.760,11	3.032,11	60.637,25	20,0148
4	3.386,92	40.643,06	3.386,92	15.168,33	3.115,97	62.314,28	20,5683
5	3.473,62	41.683,50	3.473,62	15.556,63	3.195,73	63.909,48	21,0949
6	3.555,94	42.671,33	3.555,94	15.925,30	3.271,47	65.424,05	21,5948
7	3.633,94	43.607,33	3.633,94	16.274,62	3.343,23	66.859,13	22,0685
8	3.707,73	44.492,80	3.707,73	16.605,08	3.411,11	68.216,73	22,5166
9	3.777,39	45.328,73	3.777,39	16.917,06	3.475,20	69.498,38	22,9396
10	3.843,10	46.117,17	3.843,10	17.211,31	3.535,65	70.707,24	23,3387
11	3.904,94	46.859,31	3.904,94	17.488,28	3.592,55	71.845,08	23,7142
12	3.963,10	47.557,15	3.963,10	17.748,73	3.646,05	72.915,02	24,0674
13	4.017,70	48.212,38	4.017,70	17.993,26	3.696,28	73.919,62	24,3990
14	4.068,93	48.827,18	4.068,93	18.222,71	3.743,42	74.862,24	24,7101
15	4.116,94	49.403,32	4.116,94	18.437,73	3.787,59	75.745,58	25,0017
16	4.166,89	50.002,62	4.166,89	18.661,40	3.833,53	76.664,44	25,3050
17	4.221,82	50.661,84	4.221,82	18.907,42	3.884,07	77.675,15	25,6386
18	4.345,72	52.148,65	4.345,72	19.462,31	3.998,06	79.954,75	26,3910
19	4.432,24	53.186,90	4.432,24	19.849,80	4.077,66	81.546,60	26,9164
20	4.432,24	53.186,90	4.432,24	19.849,80	4.077,66	81.546,60	26,9164
21	4.518,76	54.225,16	4.518,76	20.237,28	4.157,26	83.138,46	27,4419
22	4.525,46	54.305,58	4.525,46	20.267,29	4.163,43	83.261,76	27,4826
23	4.674,86	56.098,32	4.674,86	20.936,36	4.300,87	86.010,41	28,3898
24	4.823,19	57.878,30	4.823,19	21.600,66	4.437,34	88.739,50	29,2906
25	4.832,99	57.995,93	4.832,99	21.644,57	4.446,35	88.919,85	29,3502
26	4.841,10	58.093,26	4.841,10	21.680,89	4.453,82	89.069,07	29,3994
27	4.849,69	58.196,23	4.849,69	21.719,32	4.461,71	89.226,94	29,4515
28	4.856,65	58.279,79	4.856,65	21.750,50	4.468,12	89.355,05	29,4938
29	4.863,10	58.357,15	4.863,10	21.779,37	4.474,05	89.473,67	29,5330
30	4.869,07	58.428,87	4.869,07	21.806,14	4.479,55	89.583,63	29,5693
31	4.874,61	58.495,26	4.874,61	21.830,92	4.484,64	89.685,42	29,6029
32	4.879,73	58.556,75	4.879,73	21.853,87	4.489,35	89.779,70	29,6340
33	4.884,47	58.613,65	4.884,47	21.875,10	4.493,71	89.866,94	29,6628
34	4.888,87	58.666,40	4.888,87	21.894,79	4.497,76	89.947,81	29,6895
35	4.892,93	58.715,19	4.892,93	21.913,00	4.501,50	90.022,62	29,7142

met correctiereserve

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A3 Administratief personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.174,43	26.093,14	2.174,43	9.738,18	2.000,47	40.006,22	13,2050
1	2.258,72	27.104,69	2.258,72	10.115,70	2.078,03	41.557,14	13,7170
2	2.343,02	28.116,27	2.343,02	10.493,23	2.155,58	43.108,10	14,2289
3	2.427,32	29.127,88	2.427,32	10.870,77	2.233,14	44.659,11	14,7408
4	2.511,62	30.139,46	2.511,62	11.248,30	2.310,69	46.210,07	15,2528
5	2.511,62	30.139,46	2.511,62	11.248,30	2.310,69	46.210,07	15,2528
6	2.631,76	31.581,18	2.631,76	11.786,36	2.421,22	48.420,53	15,9824
7	2.631,76	31.581,18	2.631,76	11.786,36	2.421,22	48.420,53	15,9824
8	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
9	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
10	2.812,25	33.746,96	2.812,25	12.594,65	2.587,27	51.741,12	17,0784
11	2.812,25	33.746,96	2.812,25	12.594,65	2.587,27	51.741,12	17,0784
12	2.932,39	35.188,70	2.932,39	13.132,72	2.697,80	53.951,62	17,8080
13	2.932,39	35.188,70	2.932,39	13.132,72	2.697,80	53.951,62	17,8080
14	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
15	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
16	3.112,88	37.354,51	3.112,88	13.941,01	2.863,85	57.272,24	18,9041
17	3.112,88	37.354,51	3.112,88	13.941,01	2.863,85	57.272,24	18,9041
18	3.233,02	38.796,23	3.233,02	14.479,08	2.974,38	59.482,70	19,6337
19	3.233,02	38.796,23	3.233,02	14.479,08	2.974,38	59.482,70	19,6337
20	3.353,17	40.238,02	3.353,17	15.017,16	3.084,91	61.693,27	20,3634
21	3.353,17	40.238,02	3.353,17	15.017,16	3.084,91	61.693,27	20,3634
22	3.473,32	41.679,81	3.473,32	15.555,25	3.195,45	63.903,83	21,0930
23	3.593,46	43.121,55	3.593,46	16.093,32	3.305,99	66.114,32	21,8226
24	3.713,61	44.563,34	3.713,61	16.631,41	3.416,52	68.324,89	22,5523
25	3.720,35	44.644,18	3.720,35	16.661,58	3.422,72	68.448,84	22,5932
26	3.726,59	44.719,11	3.726,59	16.689,54	3.428,46	68.563,71	22,6311
27	3.732,38	44.788,51	3.732,38	16.715,45	3.433,79	68.670,12	22,6663
28	3.737,73	44.852,81	3.737,73	16.739,44	3.438,72	68.768,71	22,6988
29	3.742,70	44.912,36	3.742,70	16.761,67	3.443,28	68.860,00	22,7289
30	3.747,30	44.967,56	3.747,30	16.782,27	3.447,51	68.944,64	22,7569
31	3.751,55	45.018,65	3.751,55	16.801,34	3.451,43	69.022,97	22,7827
32	3.755,50	45.065,97	3.755,50	16.819,00	3.455,06	69.095,52	22,8067
33	3.759,15	45.109,77	3.759,15	16.835,34	3.458,42	69.162,68	22,8288
34	3.762,53	45.150,36	3.762,53	16.850,49	3.461,53	69.224,91	22,8494
35	3.765,66	45.187,91	3.765,66	16.864,50	3.464,41	69.282,48	22,8684

met correctiereserve

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A2 Administratief personeel klasse 2							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.352,01	28.224,08	2.352,01	10.533,46	2.163,85	43.273,39	14,2834
1	2.443,59	29.323,05	2.443,59	10.943,61	2.248,10	44.958,35	14,8396
2	2.535,17	30.422,03	2.535,17	11.353,75	2.332,36	46.643,31	15,3958
3	2.626,75	31.521,02	2.626,75	11.763,91	2.416,61	48.328,29	15,9519
4	2.718,33	32.619,99	2.718,33	12.174,05	2.500,87	50.013,25	16,5081
5	2.718,33	32.619,99	2.718,33	12.174,05	2.500,87	50.013,25	16,5081
6	2.789,05	33.468,58	2.789,05	12.490,75	2.565,92	51.314,31	16,9375
7	2.789,05	33.468,58	2.789,05	12.490,75	2.565,92	51.314,31	16,9375
8	2.919,58	35.034,95	2.919,58	13.075,33	2.686,01	53.715,87	17,7302
9	2.919,58	35.034,95	2.919,58	13.075,33	2.686,01	53.715,87	17,7302
10	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
11	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
12	3.120,83	37.449,91	3.120,83	13.976,62	2.871,16	57.418,52	18,9524
13	3.120,83	37.449,91	3.120,83	13.976,62	2.871,16	57.418,52	18,9524
14	3.251,36	39.016,28	3.251,36	14.561,20	2.991,25	59.820,08	19,7451
15	3.251,36	39.016,28	3.251,36	14.561,20	2.991,25	59.820,08	19,7451
16	3.381,89	40.582,64	3.381,89	15.145,78	3.111,34	62.221,64	20,5378
17	3.381,89	40.582,64	3.381,89	15.145,78	3.111,34	62.221,64	20,5378
18	3.512,42	42.149,02	3.512,42	15.730,36	3.231,42	64.623,22	21,3305
19	3.512,42	42.149,02	3.512,42	15.730,36	3.231,42	64.623,22	21,3305
20	3.642,95	43.715,38	3.642,95	16.314,94	3.351,51	67.024,79	22,1232
21	3.642,95	43.715,38	3.642,95	16.314,94	3.351,51	67.024,79	22,1232
22	3.773,48	45.281,74	3.773,48	16.899,52	3.471,60	69.426,33	22,9159
23	3.904,01	46.848,12	3.904,01	17.484,11	3.591,69	71.827,93	23,7086
24	4.034,54	48.414,48	4.034,54	18.068,69	3.711,78	74.229,48	24,5013
25	4.041,86	48.502,32	4.041,86	18.101,47	3.718,51	74.364,16	24,5457
26	4.048,64	48.583,71	4.048,64	18.131,85	3.724,75	74.488,95	24,5869
27	4.054,93	48.659,11	4.054,93	18.159,99	3.730,53	74.604,55	24,6251
28	4.060,75	48.728,98	4.060,75	18.186,06	3.735,89	74.711,68	24,6604
29	4.066,14	48.793,66	4.066,14	18.210,20	3.740,85	74.810,84	24,6931
30	4.071,14	48.853,63	4.071,14	18.232,58	3.745,45	74.902,80	24,7235
31	4.075,76	48.909,13	4.075,76	18.253,30	3.749,70	74.987,89	24,7516
32	4.080,05	48.960,54	4.080,05	18.272,48	3.753,64	75.066,71	24,7776
33	4.084,01	49.008,14	4.084,01	18.290,25	3.757,29	75.139,69	24,8017
34	4.087,69	49.052,23	4.087,69	18.306,70	3.760,67	75.207,28	24,8240
35	4.091,09	49.093,02	4.091,09	18.321,93	3.763,80	75.269,83	24,8446

met correctiereserve

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A1 Administratief en logistiek personeel klasse 1							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
1	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
2	2.804,75	33.656,95	2.804,75	12.561,06	2.580,37	51.603,12	17,0329
3	2.908,82	34.905,79	2.908,82	13.027,13	2.676,11	53.517,85	17,6649
4	3.012,89	36.154,64	3.012,89	13.493,21	2.771,86	55.432,59	18,2969
5	3.012,89	36.154,64	3.012,89	13.493,21	2.771,86	55.432,59	18,2969
6	3.101,40	37.216,83	3.101,40	13.889,63	2.853,29	57.061,15	18,8344
7	3.266,24	39.194,92	3.266,24	14.627,87	3.004,94	60.093,98	19,8355
8	3.266,24	39.194,92	3.266,24	14.627,87	3.004,94	60.093,98	19,8355
9	3.351,76	40.221,12	3.351,76	15.010,86	3.083,62	61.667,35	20,3548
10	3.398,06	40.776,75	3.398,06	15.218,22	3.126,22	62.519,26	20,6360
11	3.437,23	41.246,71	3.437,23	15.393,62	3.162,25	63.239,81	20,8738
12	3.546,39	42.556,72	3.546,39	15.882,52	3.262,68	65.248,31	21,5368
13	3.546,39	42.556,72	3.546,39	15.882,52	3.262,68	65.248,31	21,5368
14	3.694,72	44.336,67	3.694,72	16.546,81	3.399,14	67.977,35	22,4376
15	3.694,72	44.336,67	3.694,72	16.546,81	3.399,14	67.977,35	22,4376
16	3.902,58	46.830,92	3.902,58	17.477,69	3.590,37	71.801,56	23,6999
17	3.988,04	47.856,52	3.988,04	17.860,45	3.669,00	73.374,01	24,2189
18	4.110,42	49.325,01	4.110,42	18.408,50	3.781,58	75.625,51	24,9620
19	4.195,88	50.350,60	4.195,88	18.791,26	3.860,21	77.197,96	25,4811
20	4.195,88	50.350,60	4.195,88	18.791,26	3.860,21	77.197,96	25,4811
21	4.281,35	51.376,20	4.281,35	19.174,03	3.938,84	78.770,42	26,0001
22	4.288,04	51.456,53	4.288,04	19.204,00	3.945,00	78.893,57	26,0408
23	4.436,37	53.236,49	4.436,37	19.868,30	4.081,46	81.622,63	26,9415
24	4.584,71	55.016,46	4.584,71	20.532,60	4.217,93	84.351,70	27,8423
25	4.593,02	55.116,27	4.593,02	20.569,85	4.225,58	84.504,73	27,8929
26	4.600,73	55.208,76	4.600,73	20.604,37	4.232,67	84.646,54	27,9397
27	4.607,87	55.294,45	4.607,87	20.636,35	4.239,24	84.777,92	27,9830
28	4.614,49	55.373,84	4.614,49	20.665,98	4.245,33	84.899,63	28,0232
29	4.620,61	55.447,35	4.620,61	20.693,41	4.250,96	85.012,34	28,0604
30	4.626,29	55.515,51	4.626,29	20.718,85	4.256,19	85.116,84	28,0949
31	4.631,55	55.578,57	4.631,55	20.742,39	4.261,02	85.213,53	28,1268
32	4.636,42	55.636,99	4.636,42	20.764,19	4.265,50	85.303,10	28,1564
33	4.640,92	55.691,07	4.640,92	20.784,37	4.269,65	85.386,01	28,1837
34	4.645,10	55.741,17	4.645,10	20.803,07	4.273,49	85.462,83	28,2091
35	4.648,96	55.787,53	4.648,96	20.820,37	4.277,04	85.533,91	28,2326

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

L1 Licenciaten / masters							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.423,57	41.082,90	3.423,57	15.332,48	3.149,69	62.988,64	20,7909
1	3.526,13	42.313,56	3.526,13	15.791,77	3.244,04	64.875,51	21,4137
2	3.628,73	43.544,80	3.628,73	16.251,28	3.338,43	66.763,25	22,0368
3	3.731,34	44.776,04	3.731,34	16.710,79	3.432,83	68.650,99	22,6599
4	3.855,73	46.268,76	3.855,73	17.267,89	3.547,27	70.939,64	23,4154
5	4.013,32	48.159,85	4.013,32	17.973,66	3.692,26	73.839,08	24,3724
6	4.013,32	48.159,85	4.013,32	17.973,66	3.692,26	73.839,08	24,3724
7	4.170,86	50.050,29	4.170,86	18.679,18	3.837,19	76.737,52	25,3291
8	4.170,86	50.050,29	4.170,86	18.679,18	3.837,19	76.737,52	25,3291
9	4.328,40	51.940,78	4.328,40	19.384,73	3.982,13	79.636,04	26,2858
10	4.339,04	52.068,47	4.339,04	19.432,39	3.991,92	79.831,82	26,3504
11	4.485,94	53.831,22	4.485,94	20.090,26	4.127,06	82.534,48	27,2425
12	4.531,83	54.381,93	4.531,83	20.295,79	4.169,28	83.378,82	27,5212
13	4.643,47	55.721,67	4.643,47	20.795,79	4.272,00	85.432,94	28,1992
14	4.724,61	56.695,33	4.724,61	21.159,17	4.346,64	86.925,75	28,6920
15	4.801,02	57.612,18	4.801,02	21.501,35	4.416,93	88.331,48	29,1560
16	4.917,39	59.008,73	4.917,39	22.022,55	4.524,00	90.472,68	29,8627
17	4.958,61	59.503,27	4.958,61	22.207,12	4.561,92	91.230,91	30,1130
18	5.110,18	61.322,18	5.110,18	22.885,95	4.701,37	94.019,67	31,0335
19	5.116,14	61.393,71	5.116,14	22.912,65	4.706,85	94.129,35	31,0697
20	5.302,97	63.635,59	5.302,97	23.749,33	4.878,73	97.566,61	32,2042
21	5.307,37	63.688,48	5.307,37	23.769,07	4.882,78	97.647,72	32,2310
22	5.495,75	65.949,03	5.495,75	24.612,73	5.056,09	101.113,60	33,3750
23	5.688,54	68.262,44	5.688,54	25.476,11	5.233,45	104.660,54	34,5458
24	5.876,92	70.522,99	5.876,92	26.319,77	5.406,76	108.126,43	35,6898
25	5.887,58	70.650,94	5.887,58	26.367,52	5.416,57	108.322,61	35,7545
26	5.897,46	70.769,50	5.897,46	26.411,77	5.425,66	108.504,38	35,8145
27	5.906,61	70.879,33	5.906,61	26.452,76	5.434,08	108.672,78	35,8701
28	5.915,09	70.981,10	5.915,09	26.490,74	5.441,88	108.828,81	35,9216
29	5.922,94	71.075,32	5.922,94	26.525,90	5.449,11	108.973,28	35,9693
30	5.930,22	71.162,69	5.930,22	26.558,51	5.455,81	109.107,23	36,0135
31	5.936,96	71.243,53	5.936,96	26.588,68	5.462,00	109.231,18	36,0544
32	5.943,20	71.318,42	5.943,20	26.616,63	5.467,75	109.346,00	36,0923
33	5.948,98	71.387,74	5.948,98	26.642,50	5.473,06	109.452,28	36,1274
34	5.954,33	71.451,98	5.954,33	26.666,47	5.477,98	109.550,76	36,1599
35	5.959,28	71.511,40	5.959,28	26.688,65	5.482,54	109.641,87	36,1900

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

K3 Directie in de erkende kinderdagverblijven							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.559,23	42.710,81	3.559,23	15.940,03	3.274,50	65.484,56	21,6148
1	3.661,90	43.942,85	3.661,90	16.399,84	3.368,95	67.373,54	22,2383
2	3.768,85	45.226,23	3.768,85	16.878,81	3.467,34	69.341,24	22,8878
3	3.875,80	46.509,58	3.875,80	17.357,76	3.565,73	71.308,88	23,5372
4	4.004,14	48.049,66	4.004,14	17.932,53	3.683,81	73.670,14	24,3166
5	4.170,98	50.051,72	4.170,98	18.679,72	3.837,30	76.739,72	25,3298
6	4.170,98	50.051,72	4.170,98	18.679,72	3.837,30	76.739,72	25,3298
7	4.342,09	52.105,11	4.342,09	19.446,06	3.994,72	79.887,98	26,3690
8	4.342,09	52.105,11	4.342,09	19.446,06	3.994,72	79.887,98	26,3690
9	4.513,21	54.158,53	4.513,21	20.212,42	4.152,15	83.036,32	27,4082
10	4.513,21	54.158,53	4.513,21	20.212,42	4.152,15	83.036,32	27,4082
11	4.727,11	56.725,29	4.727,11	21.170,35	4.348,94	86.971,69	28,7071
12	4.727,11	56.725,29	4.727,11	21.170,35	4.348,94	86.971,69	28,7071
13	4.919,61	59.035,37	4.919,61	22.032,49	4.526,04	90.513,51	29,8762
14	4.919,61	59.035,37	4.919,61	22.032,49	4.526,04	90.513,51	29,8762
15	5.112,12	61.345,46	5.112,12	22.894,64	4.703,15	94.055,38	31,0453
16	5.112,12	61.345,46	5.112,12	22.894,64	4.703,15	94.055,38	31,0453
17	5.326,02	63.912,22	5.326,02	23.852,57	4.899,94	97.990,75	32,3442
18	5.326,02	63.912,22	5.326,02	23.852,57	4.899,94	97.990,75	32,3442
19	5.326,02	63.912,22	5.326,02	23.852,57	4.899,94	97.990,75	32,3442
20	5.518,52	66.222,26	5.518,52	24.714,70	5.077,04	101.532,52	33,5133
21	5.518,52	66.222,26	5.518,52	24.714,70	5.077,04	101.532,52	33,5133
22	5.732,42	68.789,01	5.732,42	25.672,63	5.273,82	105.467,88	34,8123
23	5.946,32	71.355,81	5.946,32	26.630,58	5.470,61	109.403,32	36,1112
24	6.117,43	73.409,19	6.117,43	27.396,92	5.628,04	112.551,58	37,1504
25	6.128,53	73.542,38	6.128,53	27.446,63	5.638,25	112.755,79	37,2178
26	6.138,82	73.665,78	6.138,82	27.492,68	5.647,71	112.944,99	37,2803
27	6.148,34	73.780,12	6.148,34	27.535,36	5.656,48	113.120,30	37,3381
28	6.157,17	73.886,05	6.157,17	27.574,89	5.664,60	113.282,71	37,3917
29	6.165,34	73.984,13	6.165,34	27.611,49	5.672,12	113.433,08	37,4414
30	6.172,92	74.075,06	6.172,92	27.645,43	5.679,09	113.572,50	37,4874
31	6.179,94	74.159,23	6.179,94	27.676,84	5.685,54	113.701,55	37,5300
32	6.186,43	74.237,18	6.186,43	27.705,93	5.691,52	113.821,06	37,5694
33	6.192,44	74.309,33	6.192,44	27.732,86	5.697,05	113.931,68	37,6059
34	6.198,02	74.376,19	6.198,02	27.757,82	5.702,17	114.034,20	37,6398
35	6.203,17	74.438,05	6.203,17	27.780,90	5.706,92	114.129,03	37,6711

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

G1 Geneesheer omnipracticus							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	4.111,30	49.335,57	4.111,30	18.412,45	3.782,39	75.641,71	24,9674
1	4.211,04	50.532,43	4.211,04	18.859,12	3.874,15	77.476,74	25,5731
2	4.310,77	51.729,22	4.310,77	19.305,77	3.965,91	79.311,66	26,1788
3	4.410,45	52.925,45	4.410,45	19.752,22	4.057,62	81.145,75	26,7841
4	4.410,45	52.925,45	4.410,45	19.752,22	4.057,62	81.145,75	26,7841
5	4.584,96	55.019,58	4.584,96	20.533,76	4.218,17	84.356,47	27,8439
6	4.584,96	55.019,58	4.584,96	20.533,76	4.218,17	84.356,47	27,8439
7	4.759,48	57.113,72	4.759,48	21.315,32	4.378,72	87.567,24	28,9037
8	4.759,48	57.113,72	4.759,48	21.315,32	4.378,72	87.567,24	28,9037
9	4.933,99	59.207,89	4.933,99	22.096,88	4.539,27	90.778,03	29,9635
10	4.933,99	59.207,89	4.933,99	22.096,88	4.539,27	90.778,03	29,9635
11	5.108,50	61.302,02	5.108,50	22.878,42	4.699,82	93.988,76	31,0233
12	5.108,50	61.302,02	5.108,50	22.878,42	4.699,82	93.988,76	31,0233
13	5.283,01	63.396,17	5.283,01	23.659,98	4.860,37	97.199,54	32,0831
14	5.283,01	63.396,17	5.283,01	23.659,98	4.860,37	97.199,54	32,0831
15	5.457,47	65.489,69	5.457,47	24.441,30	5.020,88	100.409,34	33,1426
16	5.457,47	65.489,69	5.457,47	24.441,30	5.020,88	100.409,34	33,1426
17	5.631,99	67.583,86	5.631,99	25.222,86	5.181,43	103.620,14	34,2024
18	5.631,99	67.583,86	5.631,99	25.222,86	5.181,43	103.620,14	34,2024
19	5.806,50	69.678,02	5.806,50	26.004,42	5.341,98	106.830,92	35,2622
20	5.806,50	69.678,02	5.806,50	26.004,42	5.341,98	106.830,92	35,2622
21	5.981,01	71.772,14	5.981,01	26.785,96	5.502,53	110.041,65	36,3219
22	5.981,01	71.772,14	5.981,01	26.785,96	5.502,53	110.041,65	36,3219
23	6.155,53	73.866,31	6.155,53	27.567,52	5.663,08	113.252,44	37,3817
24	6.155,53	73.866,31	6.155,53	27.567,52	5.663,08	113.252,44	37,3817
25	6.166,69	74.000,33	6.166,69	27.617,54	5.673,36	113.457,92	37,4496
26	6.177,04	74.124,50	6.177,04	27.663,88	5.682,88	113.648,31	37,5124
27	6.186,63	74.239,55	6.186,63	27.706,82	5.691,70	113.824,70	37,5706
28	6.195,51	74.346,14	6.195,51	27.746,60	5.699,87	113.988,12	37,6246
29	6.203,74	74.444,83	6.203,74	27.783,43	5.707,44	114.139,43	37,6745
30	6.211,36	74.536,33	6.211,36	27.817,58	5.714,45	114.279,73	37,7208
31	6.218,42	74.621,01	6.218,42	27.849,18	5.720,94	114.409,55	37,7637
32	6.224,95	74.699,44	6.224,95	27.878,45	5.726,96	114.529,81	37,8034
33	6.231,00	74.772,05	6.231,00	27.905,55	5.732,52	114.641,13	37,8401
34	6.236,61	74.839,33	6.236,61	27.930,66	5.737,68	114.744,29	37,8742
35	6.241,80	74.901,57	6.241,80	27.953,89	5.742,45	114.839,71	37,9057

met correctiereserve

van toepassing vanaf 01/12/2022

tot overschrijding spilindex 123,14

GS Geneesheer specialist							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	5.464,64	65.575,63	5.464,64	24.473,37	5.027,47	100.541,11	33,1860
1	5.464,64	65.575,63	5.464,64	24.473,37	5.027,47	100.541,11	33,1860
2	5.678,33	68.139,93	5.678,33	25.430,39	5.224,06	104.472,71	34,4838
3	5.678,33	68.139,93	5.678,33	25.430,39	5.224,06	104.472,71	34,4838
4	5.892,02	70.704,21	5.892,02	26.387,40	5.420,66	108.404,29	35,7815
5	5.892,02	70.704,21	5.892,02	26.387,40	5.420,66	108.404,29	35,7815
6	6.105,66	73.267,89	6.105,66	27.344,19	5.617,20	112.334,94	37,0789
7	6.105,66	73.267,89	6.105,66	27.344,19	5.617,20	112.334,94	37,0789
8	6.319,35	75.832,18	6.319,35	28.301,20	5.813,80	116.266,53	38,3766
9	6.319,35	75.832,18	6.319,35	28.301,20	5.813,80	116.266,53	38,3766
10	6.533,04	78.396,47	6.533,04	29.258,21	6.010,40	120.198,11	39,6743
11	6.533,04	78.396,47	6.533,04	29.258,21	6.010,40	120.198,11	39,6743
12	6.746,73	80.960,74	6.746,73	30.215,22	6.206,99	124.129,68	40,9720
13	6.746,73	80.960,74	6.746,73	30.215,22	6.206,99	124.129,68	40,9720
14	6.960,42	83.525,02	6.960,42	31.172,23	6.403,58	128.061,26	42,2697
15	6.960,42	83.525,02	6.960,42	31.172,23	6.403,58	128.061,26	42,2697
16	7.174,11	86.089,32	7.174,11	32.129,25	6.600,18	131.992,86	43,5675
17	7.174,11	86.089,32	7.174,11	32.129,25	6.600,18	131.992,86	43,5675
18	7.387,80	88.653,60	7.387,80	33.086,26	6.796,78	135.924,44	44,8652
19	7.387,80	88.653,60	7.387,80	33.086,26	6.796,78	135.924,44	44,8652
20	7.601,49	91.217,89	7.601,49	34.043,28	6.993,37	139.856,03	46,1629
21	7.601,49	91.217,89	7.601,49	34.043,28	6.993,37	139.856,03	46,1629
22	7.815,13	93.781,57	7.815,13	35.000,06	7.189,92	143.786,68	47,4603
23	7.815,13	93.781,57	7.815,13	35.000,06	7.189,92	143.786,68	47,4603
24	7.815,13	93.781,57	7.815,13	35.000,06	7.189,92	143.786,68	47,4603
25	7.829,31	93.951,71	7.829,31	35.063,56	7.202,96	144.047,55	47,5464
26	7.842,45	94.109,37	7.842,45	35.122,40	7.215,05	144.289,26	47,6262
27	7.854,62	94.255,43	7.854,62	35.176,91	7.226,25	144.513,21	47,7001
28	7.865,90	94.390,76	7.865,90	35.227,42	7.236,62	144.720,69	47,7686
29	7.876,34	94.516,06	7.876,34	35.274,18	7.246,23	144.912,81	47,8320
30	7.886,02	94.632,23	7.886,02	35.317,54	7.255,14	145.090,93	47,8908
31	7.894,98	94.739,74	7.894,98	35.357,66	7.263,38	145.255,76	47,9452
32	7.903,28	94.839,33	7.903,28	35.394,83	7.271,02	145.408,45	47,9956
33	7.910,96	94.931,51	7.910,96	35.429,23	7.278,08	145.549,78	48,0423
34	7.918,08	95.016,92	7.918,08	35.461,11	7.284,63	145.680,74	48,0855
35	7.924,66	95.095,95	7.924,66	35.490,60	7.290,69	145.801,90	48,1255

**Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A
met correctiereserve**

20.

van toepassing vanaf 01/12/2022
tot overschrijding spilindex 123,14

	<i>basis</i>	bedrag vanaf 01/09/2022	
Gewaarborgd inkomen	23.133,23	per jaar	25.541,40
		per maand	2.128,45
		per uur	12,9258
Weddesupplement zaterdagprestaties per uur	1,6924	1,8686	
Vergoeding vakantieverblijven per dag	29,6256	45,80	