
PARITAIR SUBCOMITÉ 319.01

LOONBAREMA'S met correctiereserve

geldig vanaf 1 tot en met 31 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 01/12/2022 afgesloten in Paritair Comité 319, worden de **loonbarema's** van toepassing op de werkgevers en de werknemers van de inrichtingen en diensten die ressorteren onder het Paritair Subcomité voor de opvoedings- en huisvestingsinrichtingen en -diensten van de Vlaamse Gemeenschap verhoogd met de **correctiereserve**.

Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 december 2022** tot en met **31 december 2022**, dit voor volgende subsectoren van het Paritair Subcomité voor de opvoedings- en huisvestingsinrichtingen en -diensten van de Vlaamse Gemeenschap (**319.01**):

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

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 jaar	benaderende loonkost op jaarbasis (<i>bruto jaarweddeloon + eindejaarstoelage + RSZ + vakantiegeld</i>)
Uurloon	uurloon bij 38-uren-week

BAREMA'S PARITAIR SUBCOMITÉ 319.01		
Barema	Functie	pagina
L4	Logistiek personeel klasse 4	2
L3	Logistiek personeel klasse 3 (<i>minimaal getuigschrift hoger secundair beroepsonderwijs, lager secundair technisch onderwijs, ervaringsbewijs of gelijkwaardige attestering</i>)	3
L2	Logistiek personeel klasse 2 (<i>minimaal getuigschrift hoger secundair technisch onderwijs</i>)	4
B2b	Begeleidend en verzorgend personeel klasse 2B / ADL-assistent / hulpverlener klasse 2B / adviesverlener HB klasse 2B (<i>getuigschrift lager secundair onderwijs of hoger secundair</i>)	5
B2a	Begeleidend en verzorgend personeel klasse 2A / hulpverlener klasse 2A / adviesverlener HB klasse 2A (<i>diploma van hoger secundair onderwijs met een specifieke oriëntatie of hoger</i>)	6
B1c	Begeleidend personeel klasse 1 / hulpverlener klasse 1 / adviesverlener HB klasse 1 (<i>diploma hoger onderwijs met specifieke oriëntatie of eindgetuigschrift HBO5</i>)	7
B1b	Hoofdopvoeder / hoofdbegeleider / teambegeleider / diensthoud paramedicus en maatsch.werk	8
B1a	ondersteunend kaderpersoneel / ... coördinator-paramedicus / coördinator sociaal verhuurkantoor of huurdersbond / jurist huurdersbond	9
B1a bis	Opvoeder-groepschef / eerste begeleider - verantwoordelijke / verantwoordelijke - coördinator meerdere teams	10
MV2	Verzorgend personeel / gebrevetteerde verpleegster (<i>brevet van verpleegkundige</i>)	11
MV1	Sociaal, paramedisch en therapeutisch personeel (hoger onderwijs met wettelijk vereiste opleiding professioneel gerichte bachelor of hoger onderwijs met ped. of orthoped.)	12
A1	Administratief personeel klasse 1 (<i>minimaal eindgetuigschrift hoger technisch onderwijs econ.of pers.beleid, hoger beroepsonderwijs HBO5</i>)	13
A2	Administratief personeel klasse 2 (<i>minimaal diploma lager secundair onderwijs, hoger secundair beroepsonderwijs administratie, hoger secundair onderwijs</i>)	14
L1	Masters / bijzondere functie met universitair diploma / hulpverlener waarvoor een universitair diploma gevraagd werd bij sollicitatie	15
K5	Leidinggevende functie in een kleine instelling (max. 29 plaatsen) / onderdirecteur / directiemedewerker	16
K3	Directeur in een instelling met 30-59 plaatsen	17
K2	Directeur in een instelling met 60-89 plaatsen	18
K1	Directeur in een instelling met minimum 90 plaatsen	19
G1	Geneesheer omnipracticus	20
GS	Geneesheer specialist / geneesheer psychiater	21
Gewaarborgd inkomen		22
Vergoeding vakantieverblijven		22

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

L3 Logistiek personeel klasse 3 (minimaal getuigschrift hoger secundair beroepsonderwijs, lager secundair technisch onderwijs, ervaringsbewijs of gelijkwaardige attestering)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	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

L2 Logistiek personeel klasse 2 (minimaal getuigschrift hoger secundair technisch onderwijs)							
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

Begeleidend en verzorgend personeel klasse 2B / ADL-assistent / hulpverlener klasse 2B / adviesverlener HB klasse 2B (getuigschrift lager secundair onderwijs of hoger secundair beroepsonderwijs menswetensch.)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.361,56	28.338,68	2.361,56	10.576,23	2.172,63	43.449,10	14,3414
1	2.404,79	28.857,52	2.404,79	10.769,87	2.212,41	44.244,59	14,6040
2	2.453,82	29.445,89	2.453,82	10.989,45	2.257,52	45.146,69	14,9018
3	2.541,77	30.501,26	2.541,77	11.383,32	2.338,43	46.764,79	15,4359
4	2.629,19	31.550,29	2.629,19	11.774,83	2.418,86	48.373,16	15,9667
5	2.629,72	31.556,61	2.629,72	11.777,19	2.419,34	48.382,86	15,9699
6	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
7	2.735,97	32.831,65	2.735,97	12.253,05	2.517,09	50.337,76	16,6152
8	2.820,12	33.841,47	2.820,12	12.629,92	2.594,51	51.886,03	17,1263
9	2.821,48	33.857,70	2.821,48	12.635,98	2.595,76	51.910,91	17,1345
10	2.946,07	35.352,87	2.946,07	13.193,99	2.710,39	54.203,32	17,8911
11	2.947,43	35.369,13	2.947,43	13.200,05	2.711,63	54.228,24	17,8994
12	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
13	3.028,80	36.345,60	3.028,80	13.564,48	2.786,50	55.725,38	18,3935
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

Begeleidend en verzorgend personeel klasse 2A / hulpverlener klasse 2A / B2a adviesverlener HB klasse 2A (diploma van hoger secundair onderwijs met een specifieke oriëntatie of hoger secundair beroepsonderwijs)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.591,94	31.103,26	2.591,94	11.608,00	2.384,58	47.687,78	15,7405
1	2.655,19	31.862,26	2.655,19	11.891,26	2.442,77	48.851,48	16,1246
2	2.738,28	32.859,41	2.738,28	12.263,40	2.519,22	50.380,32	16,6293
3	2.825,11	33.901,34	2.825,11	12.652,26	2.599,10	51.977,81	17,1565
4	2.903,75	34.845,02	2.903,75	13.004,45	2.671,45	53.424,68	17,6341
5	2.941,30	35.295,63	2.941,30	13.172,62	2.706,00	54.115,55	17,8622
6	3.018,05	36.216,61	3.018,05	13.516,34	2.776,61	55.527,61	18,3282
7	3.052,44	36.629,24	3.052,44	13.670,34	2.808,24	56.160,25	18,5371
8	3.148,51	37.782,15	3.148,51	14.100,61	2.896,63	57.927,90	19,1205
9	3.179,23	38.150,77	3.179,23	14.238,19	2.924,89	58.493,08	19,3071
10	3.244,85	38.938,23	3.244,85	14.532,07	2.985,26	59.700,42	19,7056
11	3.271,44	39.257,30	3.271,44	14.651,15	3.009,73	60.189,62	19,8671
12	3.358,83	40.305,98	3.358,83	15.042,53	3.090,12	61.797,46	20,3978
13	3.382,98	40.595,74	3.382,98	15.150,67	3.112,34	62.241,72	20,5444
14	3.469,20	41.630,41	3.469,20	15.536,82	3.191,66	63.828,09	21,0680
15	3.490,48	41.885,74	3.490,48	15.632,11	3.211,24	64.219,57	21,1972
16	3.573,97	42.887,69	3.573,97	16.006,04	3.288,06	65.755,77	21,7043
17	3.592,67	43.111,99	3.592,67	16.089,75	3.305,25	66.099,66	21,8178
18	3.673,72	44.084,66	3.673,72	16.452,76	3.379,82	67.590,97	22,3101
19	3.690,11	44.281,27	3.690,11	16.526,14	3.394,90	67.892,41	22,4095
20	3.768,99	45.227,86	3.768,99	16.879,41	3.467,47	69.343,73	22,8886
21	3.783,32	45.399,87	3.783,32	16.943,61	3.480,66	69.607,47	22,9756
22	3.860,28	46.323,39	3.860,28	17.288,27	3.551,46	71.023,40	23,4430
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

B1c Begeleidend personeel klasse 1 / hulpverlener klasse 1 / adviesverlener HB klasse 1 (diploma hoger onderwijs met specifieke oriëntatie of eindgetuigschrift HBO5)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.842,85	34.114,22	2.842,85	12.731,71	2.615,42	52.304,20	17,2643
1	2.907,19	34.886,34	2.907,19	13.019,87	2.674,62	53.488,02	17,6550
2	2.995,32	35.943,87	2.995,32	13.414,55	2.755,70	55.109,43	18,1902
3	3.094,59	37.135,07	3.094,59	13.859,12	2.847,02	56.935,80	18,7931
4	3.182,32	38.187,80	3.182,32	14.252,01	2.927,73	58.549,86	19,3258
5	3.225,62	38.707,44	3.225,62	14.445,94	2.967,57	59.346,57	19,5888
6	3.319,84	39.838,05	3.319,84	14.867,89	3.054,25	61.080,03	20,1610
7	3.359,32	40.311,78	3.359,32	15.044,69	3.090,57	61.806,36	20,4007
8	3.469,18	41.630,10	3.469,18	15.536,70	3.191,64	63.827,62	21,0679
9	3.504,65	42.055,75	3.504,65	15.695,56	3.224,27	64.480,23	21,2833
10	3.610,47	43.325,62	3.610,47	16.169,48	3.321,63	66.427,21	21,9259
11	3.642,15	43.705,78	3.642,15	16.311,36	3.350,78	67.010,06	22,1183
12	3.744,20	44.930,40	3.744,20	16.768,40	3.444,66	68.887,66	22,7381
13	3.772,26	45.267,16	3.772,26	16.894,08	3.470,48	69.403,99	22,9085
14	3.870,86	46.450,29	3.870,86	17.335,64	3.561,19	71.217,98	23,5072
15	3.895,63	46.747,58	3.895,63	17.446,59	3.583,98	71.673,78	23,6577
16	3.993,58	47.922,99	3.993,58	17.885,26	3.674,10	73.475,92	24,2525
17	4.017,73	48.212,70	4.017,73	17.993,38	3.696,31	73.920,12	24,3991
18	4.112,59	49.351,04	4.112,59	18.418,22	3.783,58	75.665,43	24,9752
19	4.133,81	49.605,68	4.133,81	18.513,25	3.803,10	76.055,84	25,1041
20	4.225,90	50.710,77	4.225,90	18.925,68	3.887,83	77.750,18	25,6633
21	4.244,50	50.934,01	4.244,50	19.009,00	3.904,94	78.092,45	25,7763
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

B1b Hoofdopvoeder / hoofdbegeleider / teambegeleider / diensthoofd paramedicus en maatsch.werk							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.089,95	37.079,38	3.089,95	13.838,33	2.842,75	56.850,41	18,7649
1	3.147,69	37.772,29	3.147,69	14.096,93	2.895,88	57.912,79	19,1155
2	3.226,04	38.712,50	3.226,04	14.447,83	2.967,96	59.354,32	19,5913
3	3.302,00	39.624,01	3.302,00	14.788,01	3.037,84	60.751,86	20,0526
4	3.382,50	40.589,95	3.382,50	15.148,51	3.111,90	62.232,85	20,5415
5	3.439,74	41.276,83	3.439,74	15.404,86	3.164,56	63.285,99	20,8891
6	3.551,56	42.618,73	3.551,56	15.905,67	3.267,44	65.343,40	21,5682
7	3.593,81	43.125,67	3.593,81	16.094,86	3.306,30	66.120,64	21,8247
8	3.711,40	44.536,78	3.711,40	16.621,50	3.414,49	68.284,16	22,5389
9	3.749,19	44.990,25	3.749,19	16.790,74	3.449,25	68.979,43	22,7683
10	3.862,45	46.349,37	3.862,45	17.297,97	3.553,45	71.063,24	23,4562
11	3.896,05	46.752,60	3.896,05	17.448,46	3.584,37	71.681,47	23,6602
12	4.005,28	48.063,33	4.005,28	17.937,63	3.684,86	73.691,09	24,3235
13	4.035,09	48.421,11	4.035,09	18.071,16	3.712,29	74.239,65	24,5046
14	4.140,62	49.687,41	4.140,62	18.543,76	3.809,37	76.181,16	25,1455
15	4.167,15	50.005,76	4.167,15	18.662,57	3.833,77	76.669,25	25,3066
16	4.271,98	51.263,76	4.271,98	19.132,06	3.930,22	78.598,02	25,9432
17	4.297,85	51.574,16	4.297,85	19.247,90	3.954,02	79.073,93	26,1003
18	4.399,37	52.792,46	4.399,37	19.702,59	4.047,42	80.941,85	26,7168
19	4.422,10	53.065,17	4.422,10	19.804,36	4.068,33	81.359,95	26,8548
20	4.520,66	54.247,88	4.520,66	20.245,76	4.159,00	83.173,30	27,4534
21	4.540,58	54.487,01	4.540,58	20.335,01	4.177,34	83.539,95	27,5744
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

B1a ondersteunend kaderpersoneel / ... coördinator-paramedicus / coördinator sociaal verhuurkantoor of huurdersbond / jurist huurdersbond							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.280,26	39.363,10	3.280,26	14.690,64	3.017,84	60.351,83	19,9206
1	3.330,74	39.968,91	3.330,74	14.916,73	3.064,28	61.280,66	20,2272
2	3.381,18	40.574,12	3.381,18	15.142,60	3.110,68	62.208,58	20,5335
3	3.448,71	41.384,46	3.448,71	15.445,03	3.172,81	63.451,00	20,9436
4	3.497,47	41.969,60	3.497,47	15.663,40	3.217,67	64.348,14	21,2397
5	3.586,44	43.037,27	3.586,44	16.061,87	3.299,52	65.985,09	21,7800
6	3.630,48	43.565,72	3.630,48	16.259,09	3.340,04	66.795,33	22,0474
7	3.714,79	44.577,49	3.714,79	16.636,69	3.417,61	68.346,57	22,5595
8	3.793,16	45.517,97	3.793,16	16.987,69	3.489,71	69.788,53	23,0354
9	3.834,12	46.009,40	3.834,12	17.171,09	3.527,39	70.542,00	23,2841
10	3.947,87	47.374,38	3.947,87	17.680,51	3.632,04	72.634,80	23,9749
11	3.981,47	47.777,60	3.981,47	17.831,00	3.662,95	73.253,01	24,1789
12	4.094,35	49.132,14	4.094,35	18.336,52	3.766,80	75.329,81	24,8644
13	4.124,08	49.488,97	4.124,08	18.469,70	3.794,15	75.876,91	25,0450
14	4.233,26	50.799,11	4.233,26	18.958,65	3.894,60	77.885,62	25,7081
15	4.259,46	51.113,47	4.259,46	19.075,97	3.918,70	78.367,60	25,8671
16	4.367,94	52.415,29	4.367,94	19.561,82	4.018,51	80.363,56	26,5260
17	4.393,48	52.721,76	4.393,48	19.676,20	4.042,00	80.833,44	26,6811
18	4.521,19	54.254,34	4.521,19	20.248,17	4.159,50	83.183,20	27,4566
19	4.522,25	54.267,03	4.522,25	20.252,91	4.160,47	83.202,67	27,4631
20	4.688,38	56.260,61	4.688,38	20.996,93	4.313,31	86.259,23	28,4720
21	4.689,44	56.273,25	4.689,44	21.001,65	4.314,28	86.278,62	28,4784
22	4.855,57	58.266,82	4.855,57	21.745,66	4.467,12	89.335,18	29,4873
23	5.023,49	60.281,84	5.023,49	22.497,68	4.621,61	92.424,62	30,5070
24	5.189,62	62.275,41	5.189,62	23.241,70	4.774,45	95.481,18	31,5159
25	5.200,84	62.410,09	5.200,84	23.291,97	4.784,77	95.687,67	31,5841
26	5.209,57	62.514,83	5.209,57	23.331,05	4.792,80	95.848,25	31,6371
27	5.219,47	62.633,61	5.219,47	23.375,38	4.801,91	96.030,37	31,6972
28	5.226,96	62.723,53	5.226,96	23.408,95	4.808,80	96.168,25	31,7427
29	5.233,90	62.806,79	5.233,90	23.440,02	4.815,19	96.295,90	31,7848
30	5.240,33	62.883,99	5.240,33	23.468,83	4.821,11	96.414,26	31,8239
31	5.246,29	62.955,44	5.246,29	23.495,49	4.826,58	96.523,80	31,8600
32	5.251,80	63.021,61	5.251,80	23.520,19	4.831,66	96.625,26	31,8935
33	5.256,91	63.082,86	5.256,91	23.543,05	4.836,35	96.719,17	31,9245
34	5.261,64	63.139,63	5.261,64	23.564,23	4.840,70	96.806,20	31,9533
35	5.266,01	63.192,14	5.266,01	23.583,83	4.844,73	96.886,71	31,9798

B1a bis Opvoeder-groepschef / eerste begeleider - verantwoordelijke / verantwoordelijke - coördinator meerdere teams							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.386,17	40.634,04	3.386,17	15.164,96	3.115,28	62.300,45	20,5638
1	3.436,65	41.239,85	3.436,65	15.391,05	3.161,72	63.229,28	20,8704
2	3.501,69	42.020,31	3.501,69	15.682,33	3.221,56	64.425,89	21,2653
3	3.580,82	42.969,83	3.580,82	16.036,70	3.294,35	65.881,70	21,7459
4	3.632,60	43.591,22	3.632,60	16.268,60	3.341,99	66.834,41	22,0603
5	3.724,46	44.693,55	3.724,46	16.680,00	3.426,51	68.524,52	22,6182
6	3.771,27	45.255,22	3.771,27	16.889,62	3.469,57	69.385,67	22,9024
7	3.858,21	46.298,58	3.858,21	17.279,02	3.549,56	70.985,37	23,4305
8	3.939,09	47.269,14	3.939,09	17.641,24	3.623,97	72.473,44	23,9216
9	3.982,43	47.789,10	3.982,43	17.835,29	3.663,83	73.270,65	24,1848
10	4.098,42	49.181,10	4.098,42	18.354,80	3.770,55	75.404,87	24,8892
11	4.134,16	49.609,86	4.134,16	18.514,81	3.803,42	76.062,26	25,1062
12	4.249,05	50.988,54	4.249,05	19.029,35	3.909,12	78.176,06	25,8039
13	4.280,68	51.368,13	4.280,68	19.171,01	3.938,22	78.758,05	25,9960
14	4.391,64	52.699,64	4.391,64	19.667,95	4.040,31	80.799,53	26,6699
15	4.419,51	53.034,14	4.419,51	19.792,78	4.065,95	81.312,39	26,8391
16	4.530,07	54.360,86	4.530,07	20.287,93	4.167,67	83.346,52	27,5106
17	4.557,56	54.690,75	4.557,56	20.411,05	4.192,96	83.852,32	27,6775
18	4.665,32	55.983,83	4.665,32	20.893,63	4.292,09	85.834,88	28,3319
19	4.689,44	56.273,26	4.689,44	21.001,65	4.314,28	86.278,63	28,4784
20	4.794,30	57.531,55	4.794,30	21.471,25	4.410,75	88.207,85	29,1152
21	4.814,37	57.772,44	4.814,37	21.561,16	4.429,22	88.577,19	29,2371
22	4.961,48	59.537,76	4.961,48	22.219,99	4.564,56	91.283,80	30,1304
23	5.129,40	61.552,79	5.129,40	22.972,01	4.719,05	94.373,25	31,1502
24	5.295,53	63.546,35	5.295,53	23.716,03	4.871,89	97.429,80	32,1591
25	5.306,94	63.683,34	5.306,94	23.767,15	4.882,39	97.639,83	32,2284
26	5.315,85	63.790,21	5.315,85	23.807,04	4.890,58	97.803,67	32,2825
27	5.325,91	63.910,97	5.325,91	23.852,11	4.899,84	97.988,83	32,3436
28	5.333,56	64.002,73	5.333,56	23.886,35	4.906,88	98.129,52	32,3900
29	5.340,64	64.087,69	5.340,64	23.918,06	4.913,39	98.259,79	32,4330
30	5.347,21	64.166,46	5.347,21	23.947,46	4.919,43	98.380,55	32,4729
31	5.353,28	64.239,36	5.353,28	23.974,67	4.925,02	98.492,33	32,5098
32	5.358,91	64.306,89	5.358,91	23.999,87	4.930,19	98.595,86	32,5440
33	5.364,12	64.369,39	5.364,12	24.023,19	4.934,99	98.691,69	32,5756
34	5.368,94	64.427,30	5.368,94	24.044,81	4.939,43	98.780,48	32,6049
35	5.373,41	64.480,89	5.373,41	24.064,80	4.943,53	98.862,63	32,6320

MV2 Verzorgend personeel / gebrevetteerde verpleegster (brevet van 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

Sociaal, paramedisch en therapeutisch personeel (hoger onderwijs met wettelijk vereiste opleiding professioneel gerichte bachelor of hoger onderwijs met ped. of orthoped. oriëntatie)								
MV1	Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
	0	2.842,85	34.114,22	2.842,85	12.731,71	2.615,42	52.304,20	17,2643
	1	2.907,19	34.886,34	2.907,19	13.019,87	2.674,62	53.488,02	17,6550
	2	2.995,32	35.943,87	2.995,32	13.414,55	2.755,70	55.109,43	18,1902
	3	3.094,59	37.135,07	3.094,59	13.859,12	2.847,02	56.935,80	18,7931
	4	3.182,32	38.187,80	3.182,32	14.252,01	2.927,73	58.549,86	19,3258
	5	3.225,62	38.707,44	3.225,62	14.445,94	2.967,57	59.346,57	19,5888
	6	3.319,84	39.838,05	3.319,84	14.867,89	3.054,25	61.080,03	20,1610
	7	3.442,44	41.309,34	3.442,44	15.416,99	3.167,05	63.335,82	20,9055
	8	3.479,30	41.751,56	3.479,30	15.582,03	3.200,95	64.013,85	21,1293
	9	3.556,70	42.680,40	3.556,70	15.928,68	3.272,16	65.437,94	21,5994
	10	3.612,31	43.347,67	3.612,31	16.177,71	3.323,32	66.461,01	21,9371
	11	3.662,99	43.955,86	3.662,99	16.404,69	3.369,95	67.393,48	22,2449
	12	3.745,76	44.949,16	3.745,76	16.775,40	3.446,10	68.916,42	22,7475
	13	3.773,56	45.282,66	3.773,56	16.899,87	3.471,67	69.427,76	22,9163
	14	3.872,15	46.465,79	3.872,15	17.341,42	3.562,38	71.241,74	23,5151
	15	3.896,65	46.759,79	3.896,65	17.451,14	3.584,92	71.692,51	23,6639
	16	4.025,69	48.308,27	4.025,69	18.029,05	3.703,63	74.066,65	24,4475
	17	4.091,63	49.099,50	4.091,63	18.324,34	3.764,30	75.279,77	24,8479
	18	4.174,46	50.093,48	4.174,46	18.695,30	3.840,50	76.803,74	25,3510
	19	4.247,79	50.973,47	4.247,79	19.023,72	3.907,97	78.152,95	25,7963
	20	4.256,55	51.078,66	4.256,55	19.062,98	3.916,03	78.314,22	25,8495
	21	4.334,31	52.011,72	4.334,31	19.411,21	3.987,57	79.744,81	26,3217
	22	4.341,00	52.092,06	4.341,00	19.441,19	3.993,72	79.867,97	26,3624
	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

A1 Administratief personeel klasse 1 (minimaal eindgetuigschrift hoger technisch onderwijs econ.of pers.beleid, hoger beroepsonderwijs HBO5)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	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

A2 Administratief personeel klasse 2 (minimaal diploma lager secundair onderwijs, hoger secundair beroepsonderwijs administratie, hoger secundair onderwijs)							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	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

L1 Masters / bijzondere functie met universitair diploma / hulpverlener waarvoor een universitair diploma gevraagd werd bij sollicitatie							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.424,67	41.096,05	3.424,67	15.337,39	3.150,70	63.008,80	20,7976
1	3.537,73	42.452,72	3.537,73	15.843,71	3.254,71	65.088,87	21,4842
2	3.648,25	43.779,06	3.648,25	16.338,71	3.356,39	67.122,41	22,1554
3	3.756,17	45.074,08	3.756,17	16.822,02	3.455,68	69.107,95	22,8108
4	3.872,20	46.466,41	3.872,20	17.341,65	3.562,42	71.242,69	23,5154
5	4.013,32	48.159,85	4.013,32	17.973,66	3.692,26	73.839,08	24,3724
6	4.051,50	48.618,04	4.051,50	18.144,66	3.727,38	74.541,58	24,6043
7	4.176,04	50.112,44	4.176,04	18.702,38	3.841,95	76.832,81	25,3605
8	4.220,52	50.646,26	4.220,52	18.901,61	3.882,88	77.651,27	25,6307
9	4.340,09	52.081,05	4.340,09	19.437,08	3.992,88	79.851,10	26,3568
10	4.384,97	52.619,62	4.384,97	19.638,08	4.034,17	80.676,84	26,6294
11	4.494,61	53.935,34	4.494,61	20.129,12	4.135,04	82.694,11	27,2952
12	4.552,33	54.627,99	4.552,33	20.387,62	4.188,15	83.756,08	27,6457
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

K5 Leidinggevende functie in een kleine instelling (max. 29 plaatsen) / onderdirecteur / directiemedewerker							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.427,41	41.128,92	3.427,41	15.349,65	3.153,22	63.059,20	20,8142
1	3.526,28	42.315,34	3.526,28	15.792,44	3.244,18	64.878,23	21,4146
2	3.629,27	43.551,18	3.629,27	16.253,66	3.338,92	66.773,03	22,0401
3	3.732,25	44.787,01	3.732,25	16.714,89	3.433,67	68.667,82	22,6655
4	3.855,84	46.270,03	3.855,84	17.268,36	3.547,37	70.941,59	23,4160
5	4.016,50	48.197,96	4.016,50	17.987,88	3.695,18	73.897,52	24,3917
6	4.016,50	48.197,96	4.016,50	17.987,88	3.695,18	73.897,52	24,3917
7	4.181,28	50.175,31	4.181,28	18.725,84	3.846,77	76.929,20	25,3924
8	4.181,28	50.175,31	4.181,28	18.725,84	3.846,77	76.929,20	25,3924
9	4.346,05	52.152,65	4.346,05	19.463,80	3.998,37	79.960,88	26,3930
10	4.346,05	52.152,65	4.346,05	19.463,80	3.998,37	79.960,88	26,3930
11	4.552,03	54.624,34	4.552,03	20.386,26	4.187,87	83.750,50	27,6439
12	4.552,03	54.624,34	4.552,03	20.386,26	4.187,87	83.750,50	27,6439
13	4.737,41	56.848,87	4.737,41	21.216,47	4.358,41	87.161,16	28,7697
14	4.737,41	56.848,87	4.737,41	21.216,47	4.358,41	87.161,16	28,7697
15	4.922,78	59.073,39	4.922,78	22.046,68	4.528,96	90.571,82	29,8954
16	4.922,78	59.073,39	4.922,78	22.046,68	4.528,96	90.571,82	29,8954
17	5.128,76	61.545,08	5.128,76	22.969,14	4.718,46	94.361,44	31,1463
18	5.128,76	61.545,08	5.128,76	22.969,14	4.718,46	94.361,44	31,1463
19	5.128,76	61.545,08	5.128,76	22.969,14	4.718,46	94.361,44	31,1463
20	5.314,13	63.769,59	5.314,13	23.799,34	4.889,00	97.772,07	32,2721
21	5.314,13	63.769,59	5.314,13	23.799,34	4.889,00	97.772,07	32,2721
22	5.520,11	66.241,29	5.520,11	24.721,80	5.078,50	101.561,69	33,5229
23	5.726,08	68.712,99	5.726,08	25.644,26	5.268,00	105.351,33	34,7738
24	5.890,86	70.690,33	5.890,86	26.382,22	5.419,59	108.383,01	35,7745
25	5.901,55	70.818,59	5.901,55	26.430,09	5.429,42	108.579,65	35,8394
26	5.911,45	70.937,42	5.911,45	26.474,44	5.438,54	108.761,84	35,8995
27	5.920,63	71.047,52	5.920,63	26.515,53	5.446,98	108.930,65	35,9552
28	5.929,13	71.149,53	5.929,13	26.553,60	5.454,80	109.087,05	36,0068
29	5.937,00	71.243,97	5.937,00	26.588,84	5.462,04	109.231,85	36,0546
30	5.944,29	71.331,54	5.944,29	26.621,53	5.468,75	109.366,11	36,0990
31	5.951,05	71.412,58	5.951,05	26.651,77	5.474,96	109.490,36	36,1400
32	5.957,30	71.487,65	5.957,30	26.679,79	5.480,72	109.605,46	36,1780
33	5.963,09	71.557,13	5.963,09	26.705,72	5.486,05	109.711,99	36,2131
34	5.968,46	71.621,51	5.968,46	26.729,74	5.490,98	109.810,70	36,2457
35	5.973,42	71.681,08	5.973,42	26.751,97	5.495,55	109.902,02	36,2758

K3 Directeur in een instelling met 30-59 plaatsen							
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

K2 Directeur in een instelling met 60-89 plaatsen							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.686,35	44.236,18	3.686,35	16.509,31	3.391,44	67.823,27	22,3867
1	3.792,68	45.512,21	3.792,68	16.985,53	3.489,27	69.779,69	23,0325
2	3.903,45	46.841,43	3.903,45	17.481,61	3.591,18	71.817,67	23,7052
3	4.014,22	48.170,66	4.014,22	17.977,69	3.693,08	73.855,65	24,3779
4	4.147,14	49.765,71	4.147,14	18.572,98	3.815,37	76.301,20	25,1851
5	4.319,94	51.839,29	4.319,94	19.346,86	3.974,35	79.480,44	26,2345
6	4.319,94	51.839,29	4.319,94	19.346,86	3.974,35	79.480,44	26,2345
7	4.497,17	53.966,03	4.497,17	20.140,57	4.137,40	82.741,17	27,3107
8	4.497,17	53.966,03	4.497,17	20.140,57	4.137,40	82.741,17	27,3107
9	4.674,40	56.092,78	4.674,40	20.934,29	4.300,45	86.001,92	28,3870
10	4.674,40	56.092,78	4.674,40	20.934,29	4.300,45	86.001,92	28,3870
11	4.895,93	58.751,17	4.895,93	21.926,43	4.504,26	90.077,78	29,7324
12	4.895,93	58.751,17	4.895,93	21.926,43	4.504,26	90.077,78	29,7324
13	5.095,31	61.143,78	5.095,31	22.819,37	4.687,69	93.746,15	30,9432
14	5.095,31	61.143,78	5.095,31	22.819,37	4.687,69	93.746,15	30,9432
15	5.294,70	63.536,37	5.294,70	23.712,30	4.871,12	97.414,50	32,1540
16	5.294,70	63.536,37	5.294,70	23.712,30	4.871,12	97.414,50	32,1540
17	5.516,23	66.194,77	5.516,23	24.704,44	5.074,93	101.490,37	33,4994
18	5.516,23	66.194,77	5.516,23	24.704,44	5.074,93	101.490,37	33,4994
19	5.516,23	66.194,77	5.516,23	24.704,44	5.074,93	101.490,37	33,4994
20	5.715,61	68.587,38	5.715,61	25.597,38	5.258,37	105.158,74	34,7102
21	5.715,61	68.587,38	5.715,61	25.597,38	5.258,37	105.158,74	34,7102
22	5.937,15	71.245,76	5.937,15	26.589,51	5.462,18	109.234,60	36,0555
23	6.158,68	73.904,21	6.158,68	27.581,67	5.665,99	113.310,56	37,4009
24	6.335,91	76.030,96	6.335,91	28.375,39	5.829,04	116.571,31	38,4772
25	6.347,41	76.168,90	6.347,41	28.426,87	5.839,62	116.782,79	38,5470
26	6.358,06	76.296,72	6.358,06	28.474,57	5.849,42	116.978,77	38,6117
27	6.367,93	76.415,14	6.367,93	28.518,77	5.858,49	117.160,32	38,6716
28	6.377,07	76.524,85	6.377,07	28.559,71	5.866,91	117.328,54	38,7272
29	6.385,54	76.626,44	6.385,54	28.597,63	5.874,69	117.484,29	38,7786
30	6.393,38	76.720,62	6.393,38	28.632,77	5.881,91	117.628,69	38,8262
31	6.400,65	76.807,78	6.400,65	28.665,30	5.888,60	117.762,32	38,8703
32	6.407,38	76.888,52	6.407,38	28.695,44	5.894,79	117.886,12	38,9112
33	6.413,60	76.963,24	6.413,60	28.723,32	5.900,52	118.000,69	38,9490
34	6.419,37	77.032,49	6.419,37	28.749,17	5.905,82	118.106,86	38,9841
35	6.424,71	77.096,56	6.424,71	28.773,08	5.910,74	118.205,10	39,0165

K1 Directeur in een instelling met minimum 90 plaatsen							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.813,46	45.761,56	3.813,46	17.078,59	3.508,39	70.162,00	23,1587
1	3.923,47	47.081,64	3.923,47	17.571,26	3.609,59	72.185,96	23,8267
2	4.038,06	48.456,70	4.038,06	18.084,44	3.715,01	74.294,21	24,5226
3	4.152,64	49.831,69	4.152,64	18.597,60	3.820,43	76.402,36	25,2185
4	4.290,15	51.481,80	4.290,15	19.213,44	3.946,94	78.932,32	26,0535
5	4.468,90	53.626,83	4.468,90	20.013,98	4.111,39	82.221,11	27,1391
6	4.468,90	53.626,83	4.468,90	20.013,98	4.111,39	82.221,11	27,1391
7	4.652,24	55.826,92	4.652,24	20.835,07	4.280,06	85.594,30	28,2525
8	4.652,24	55.826,92	4.652,24	20.835,07	4.280,06	85.594,30	28,2525
9	4.835,58	58.026,97	4.835,58	21.656,15	4.448,73	88.967,43	29,3659
10	4.835,58	58.026,97	4.835,58	21.656,15	4.448,73	88.967,43	29,3659
11	5.064,76	60.777,07	5.064,76	22.682,51	4.659,58	93.183,91	30,7576
12	5.064,76	60.777,07	5.064,76	22.682,51	4.659,58	93.183,91	30,7576
13	5.271,01	63.252,18	5.271,01	23.606,24	4.849,33	96.978,77	32,0102
14	5.271,01	63.252,18	5.271,01	23.606,24	4.849,33	96.978,77	32,0102
15	5.477,27	65.727,27	5.477,27	24.529,97	5.039,09	100.773,60	33,2628
16	5.477,27	65.727,27	5.477,27	24.529,97	5.039,09	100.773,60	33,2628
17	5.706,45	68.477,38	5.706,45	25.556,33	5.249,93	104.990,08	34,6545
18	5.706,45	68.477,38	5.706,45	25.556,33	5.249,93	104.990,08	34,6545
19	5.706,45	68.477,38	5.706,45	25.556,33	5.249,93	104.990,08	34,6545
20	5.912,70	70.952,44	5.912,70	26.480,04	5.439,69	108.784,87	35,9071
21	5.912,70	70.952,44	5.912,70	26.480,04	5.439,69	108.784,87	35,9071
22	6.141,88	73.702,54	6.141,88	27.506,40	5.650,53	113.001,35	37,2989
23	6.371,05	76.452,62	6.371,05	28.532,76	5.861,37	117.217,79	38,6906
24	6.554,39	78.652,68	6.554,39	29.353,84	6.030,04	120.590,95	39,8040
25	6.566,28	78.795,39	6.566,28	29.407,10	6.040,98	120.809,75	39,8762
26	6.577,30	78.927,62	6.577,30	29.456,44	6.051,12	121.012,48	39,9431
27	6.587,51	79.050,12	6.587,51	29.502,16	6.060,51	121.200,30	40,0051
28	6.596,97	79.163,61	6.596,97	29.544,52	6.069,21	121.374,30	40,0626
29	6.605,72	79.268,69	6.605,72	29.583,74	6.077,27	121.535,42	40,1157
30	6.613,84	79.366,12	6.613,84	29.620,10	6.084,74	121.684,80	40,1650
31	6.621,36	79.456,29	6.621,36	29.653,75	6.091,65	121.823,05	40,2107
32	6.628,32	79.539,82	6.628,32	29.684,92	6.098,05	121.951,11	40,2529
33	6.634,76	79.617,13	6.634,76	29.713,77	6.103,98	122.069,64	40,2921
34	6.640,73	79.688,76	6.640,73	29.740,51	6.109,47	122.179,47	40,3283
35	6.646,25	79.755,03	6.646,25	29.765,24	6.114,55	122.281,07	40,3619

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

GS Geneesheer specialist / geneesheer psychiater							
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

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