
PARITAIR COMITÉ 331
KINDEROPVANG - TRAP 2
LOONBAREMA'S met correctiereserve
geldig vanaf 1 december 2023

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 2 verhoogd met de correctiereserve.

Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 december 2023** tot en met de maand volgende op deze waarin de spilindex van **128,11** 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 2 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 2

1.

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

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L4 Logistiek personeel klasse 4							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.162,59	25.951,04	2.162,59	9.685,14	1.989,58	39.788,35	13,1331
1	2.189,55	26.274,59	2.189,55	9.805,90	2.014,39	40.284,43	13,2969
2	2.216,47	26.597,59	2.216,47	9.926,44	2.039,15	40.779,64	13,4603
3	2.243,43	26.921,13	2.243,43	10.047,19	2.063,95	41.275,70	13,6241
4	2.275,12	27.301,42	2.275,12	10.189,12	2.093,11	41.858,76	13,8165
5	2.298,51	27.582,11	2.298,51	10.293,87	2.114,63	42.289,13	13,9586
6	2.383,14	28.597,67	2.383,14	10.672,89	2.192,49	43.846,18	14,4725
7	2.398,81	28.785,76	2.398,81	10.743,08	2.206,91	44.134,56	14,5677
8	2.491,16	29.893,98	2.491,16	11.156,68	2.291,87	45.833,69	15,1285
9	2.499,12	29.989,39	2.499,12	11.192,29	2.299,19	45.979,98	15,1768
10	2.599,19	31.190,30	2.599,19	11.640,48	2.391,26	47.821,22	15,7846
11	2.599,47	31.193,63	2.599,47	11.641,72	2.391,51	47.826,33	15,7862
12	2.707,22	32.486,59	2.707,22	12.124,27	2.490,64	49.808,71	16,4406
13	2.707,22	32.486,59	2.707,22	12.124,27	2.490,64	49.808,71	16,4406
14	2.815,24	33.782,91	2.815,24	12.608,06	2.590,02	51.796,24	17,0966
15	2.815,24	33.782,91	2.815,24	12.608,06	2.590,02	51.796,24	17,0966
16	2.861,04	34.332,44	2.861,04	12.813,15	2.632,15	52.638,78	17,3747
17	2.861,04	34.332,44	2.861,04	12.813,15	2.632,15	52.638,78	17,3747
18	2.969,06	35.628,75	2.969,06	13.296,94	2.731,54	54.626,29	18,0307
19	2.969,06	35.628,75	2.969,06	13.296,94	2.731,54	54.626,29	18,0307
20	3.077,09	36.925,06	3.077,09	13.780,74	2.830,92	56.613,82	18,6868
21	3.077,09	36.925,06	3.077,09	13.780,74	2.830,92	56.613,82	18,6868
22	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
23	3.230,91	38.770,90	3.230,91	14.469,62	2.972,44	59.443,87	19,6209
24	3.338,93	40.067,17	3.338,93	14.953,40	3.071,82	61.431,32	20,2769
25	3.344,99	40.139,86	3.344,99	14.980,53	3.077,39	61.542,77	20,3137
26	3.350,60	40.207,22	3.350,60	15.005,67	3.082,55	61.646,05	20,3478
27	3.355,80	40.269,63	3.355,80	15.028,96	3.087,34	61.741,73	20,3794
28	3.360,62	40.327,45	3.360,62	15.050,54	3.091,77	61.830,38	20,4086
29	3.365,08	40.380,97	3.365,08	15.070,52	3.095,87	61.912,45	20,4357
30	3.369,22	40.430,61	3.369,22	15.089,04	3.099,68	61.988,55	20,4608
31	3.373,05	40.476,55	3.373,05	15.106,18	3.103,20	62.058,98	20,4841
32	3.376,59	40.519,09	3.376,59	15.122,06	3.106,46	62.124,21	20,5056
33	3.379,87	40.558,47	3.379,87	15.136,76	3.109,48	62.184,59	20,5255
34	3.382,91	40.594,97	3.382,91	15.150,38	3.112,28	62.240,54	20,5440
35	3.385,73	40.628,73	3.385,73	15.162,98	3.114,87	62.292,30	20,5611

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3.

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

L3 Logistiek personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.263,20	27.158,43	2.263,20	10.135,75	2.082,15	41.639,53	13,7441
1	2.349,97	28.199,59	2.349,97	10.524,32	2.161,97	43.235,84	14,2710
2	2.437,67	29.252,02	2.437,67	10.917,10	2.242,66	44.849,45	14,8037
3	2.525,37	30.304,50	2.525,37	11.309,89	2.323,34	46.463,11	15,3363
4	2.613,08	31.356,94	2.613,08	11.702,67	2.404,03	48.076,72	15,8689
5	2.613,08	31.356,94	2.613,08	11.702,67	2.404,03	48.076,72	15,8689
6	2.738,07	32.856,90	2.738,07	12.262,47	2.519,03	50.376,47	16,6280
7	2.738,07	32.856,90	2.738,07	12.262,47	2.519,03	50.376,47	16,6280
8	2.846,49	34.157,88	2.846,49	12.748,01	2.618,77	52.371,15	17,2864
9	2.846,49	34.157,88	2.846,49	12.748,01	2.618,77	52.371,15	17,2864
10	2.925,85	35.110,16	2.925,85	13.103,41	2.691,78	53.831,20	17,7683
11	2.925,85	35.110,16	2.925,85	13.103,41	2.691,78	53.831,20	17,7683
12	3.050,85	36.610,15	3.050,85	13.663,21	2.806,78	56.130,99	18,5274
13	3.050,85	36.610,15	3.050,85	13.663,21	2.806,78	56.130,99	18,5274
14	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
15	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
16	3.238,62	38.863,44	3.238,62	14.504,16	2.979,53	59.585,75	19,6677
17	3.238,62	38.863,44	3.238,62	14.504,16	2.979,53	59.585,75	19,6677
18	3.363,62	40.363,40	3.363,62	15.063,96	3.094,53	61.885,50	20,4268
19	3.363,62	40.363,40	3.363,62	15.063,96	3.094,53	61.885,50	20,4268
20	3.488,62	41.863,43	3.488,62	15.623,78	3.209,53	64.185,36	21,1859
21	3.488,62	41.863,43	3.488,62	15.623,78	3.209,53	64.185,36	21,1859
22	3.613,62	43.363,46	3.613,62	16.183,60	3.324,53	66.485,22	21,9451
23	3.738,62	44.863,44	3.738,62	16.743,41	3.439,53	68.785,01	22,7042
24	3.863,62	46.363,47	3.863,62	17.303,23	3.554,53	71.084,86	23,4633
25	3.870,63	46.447,58	3.870,63	17.334,62	3.560,98	71.213,82	23,5059
26	3.877,13	46.525,53	3.877,13	17.363,72	3.566,96	71.333,33	23,5453
27	3.883,14	46.597,74	3.883,14	17.390,66	3.572,49	71.444,04	23,5819
28	3.888,72	46.664,64	3.888,72	17.415,63	3.577,62	71.546,61	23,6157
29	3.893,88	46.726,59	3.893,88	17.438,75	3.582,37	71.641,60	23,6471
30	3.898,67	46.784,02	3.898,67	17.460,19	3.586,78	71.729,66	23,6761
31	3.903,10	46.837,17	3.903,10	17.480,02	3.590,85	71.811,15	23,7030
32	3.907,20	46.886,41	3.907,20	17.498,40	3.594,62	71.886,63	23,7279
33	3.911,00	46.931,98	3.911,00	17.515,40	3.598,12	71.956,50	23,7510
34	3.914,52	46.974,20	3.914,52	17.531,16	3.601,36	72.021,24	23,7724
35	3.917,77	47.013,27	3.917,77	17.545,74	3.604,35	72.081,14	23,7921

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2

4.

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

L2 Logistiek personeel klasse 2							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.447,02	29.364,18	2.447,02	10.958,96	2.251,25	45.021,41	14,8604
1	2.542,30	30.507,55	2.542,30	11.385,67	2.338,91	46.774,44	15,4390
2	2.637,58	31.650,92	2.637,58	11.812,39	2.426,57	48.527,46	16,0177
3	2.732,86	32.794,31	2.732,86	12.239,11	2.514,23	50.280,50	16,5963
4	2.828,14	33.937,68	2.828,14	12.665,82	2.601,89	52.033,53	17,1749
5	2.828,14	33.937,68	2.828,14	12.665,82	2.601,89	52.033,53	17,1749
6	2.901,71	34.820,54	2.901,71	12.995,32	2.669,57	53.387,15	17,6217
7	2.901,71	34.820,54	2.901,71	12.995,32	2.669,57	53.387,15	17,6217
8	3.037,52	36.450,18	3.037,52	13.603,51	2.794,51	55.885,72	18,4464
9	3.037,52	36.450,18	3.037,52	13.603,51	2.794,51	55.885,72	18,4464
10	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
11	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
12	3.246,89	38.962,70	3.246,89	14.541,20	2.987,14	59.737,93	19,7180
13	3.246,89	38.962,70	3.246,89	14.541,20	2.987,14	59.737,93	19,7180
14	3.382,69	40.592,34	3.382,69	15.149,40	3.112,08	62.236,51	20,5427
15	3.382,69	40.592,34	3.382,69	15.149,40	3.112,08	62.236,51	20,5427
16	3.518,50	42.221,97	3.518,50	15.757,59	3.237,02	64.735,08	21,3674
17	3.518,50	42.221,97	3.518,50	15.757,59	3.237,02	64.735,08	21,3674
18	3.654,30	43.851,62	3.654,30	16.365,79	3.361,96	67.233,67	22,1921
19	3.654,30	43.851,62	3.654,30	16.365,79	3.361,96	67.233,67	22,1921
20	3.790,11	45.481,26	3.790,11	16.973,99	3.486,90	69.732,25	23,0168
21	3.790,11	45.481,26	3.790,11	16.973,99	3.486,90	69.732,25	23,0168
22	3.925,91	47.110,89	3.925,91	17.582,18	3.611,83	72.230,80	23,8415
23	4.061,71	48.740,55	4.061,71	18.190,38	3.736,78	74.729,41	24,6663
24	4.197,51	50.370,17	4.197,51	18.798,57	3.861,71	77.227,97	25,4910
25	4.205,13	50.461,56	4.205,13	18.832,68	3.868,72	77.368,09	25,5372
26	4.212,19	50.546,25	4.212,19	18.864,28	3.875,21	77.497,93	25,5801
27	4.218,72	50.624,69	4.218,72	18.893,56	3.881,23	77.618,20	25,6198
28	4.224,78	50.697,38	4.224,78	18.920,68	3.886,80	77.729,65	25,6566
29	4.230,39	50.764,67	4.230,39	18.945,80	3.891,96	77.832,82	25,6906
30	4.235,59	50.827,07	4.235,59	18.969,09	3.896,74	77.928,49	25,7222
31	4.240,40	50.884,81	4.240,40	18.990,64	3.901,17	78.017,02	25,7514
32	4.244,86	50.938,30	4.244,86	19.010,60	3.905,27	78.099,02	25,7785
33	4.248,98	50.987,82	4.248,98	19.029,08	3.909,07	78.174,95	25,8036
34	4.252,81	51.033,69	4.252,81	19.046,20	3.912,58	78.245,27	25,8268
35	4.256,34	51.076,13	4.256,34	19.062,04	3.915,84	78.310,35	25,8482

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

B3 Begeleidend personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.681,31	32.175,71	2.681,31	12.008,24	2.466,80	49.332,06	16,2833
1	2.735,50	32.825,99	2.735,50	12.250,93	2.516,66	50.329,08	16,6123
2	2.786,68	33.440,18	2.786,68	12.480,16	2.563,75	51.270,77	16,9232
3	2.834,95	34.019,36	2.834,95	12.696,31	2.608,15	52.158,77	17,2163
4	2.880,39	34.564,72	2.880,39	12.899,84	2.649,96	52.994,91	17,4923
5	2.923,12	35.077,46	2.923,12	13.091,20	2.689,27	53.781,06	17,7518
6	2.963,25	35.559,04	2.963,25	13.270,93	2.726,19	54.519,42	17,9955
7	3.000,91	36.010,93	3.000,91	13.439,58	2.760,84	55.212,26	18,2242
8	3.036,19	36.434,33	3.036,19	13.597,60	2.793,30	55.861,42	18,4384
9	3.069,24	36.830,84	3.069,24	13.745,58	2.823,70	56.469,35	18,6391
10	3.100,15	37.201,78	3.100,15	13.884,01	2.852,14	57.038,07	18,8268
11	3.129,03	37.548,35	3.129,03	14.013,36	2.878,71	57.569,44	19,0022
12	3.156,01	37.872,16	3.156,01	14.134,20	2.903,53	58.065,91	19,1661
13	3.181,19	38.174,26	3.181,19	14.246,95	2.926,69	58.529,10	19,3190
14	3.204,66	38.455,87	3.204,66	14.352,05	2.948,28	58.960,86	19,4615
15	3.226,55	38.718,55	3.226,55	14.450,09	2.968,42	59.363,61	19,5944
16	3.274,73	39.296,74	3.274,73	14.665,87	3.012,75	60.250,09	19,8870
17	3.276,09	39.313,04	3.276,09	14.671,95	3.014,00	60.275,08	19,8953
18	3.401,08	40.813,01	3.401,08	15.231,76	3.129,00	62.574,85	20,6544
19	3.402,44	40.829,31	3.402,44	15.237,84	3.130,25	62.599,84	20,6626
20	3.527,45	42.329,34	3.527,45	15.797,66	3.245,25	64.899,70	21,4217
21	3.528,80	42.345,65	3.528,80	15.803,75	3.246,50	64.924,71	21,4300
22	3.653,80	43.845,61	3.653,80	16.363,55	3.361,50	67.224,46	22,1891
23	3.780,16	45.361,96	3.780,16	16.929,46	3.477,75	69.549,33	22,9565
24	3.905,17	46.861,99	3.905,17	17.489,28	3.592,75	71.849,19	23,7156
25	3.913,61	46.963,28	3.913,61	17.527,09	3.600,52	72.004,49	23,7668
26	3.920,17	47.042,09	3.920,17	17.556,50	3.606,56	72.125,33	23,8067
27	3.927,63	47.131,54	3.927,63	17.589,88	3.613,42	72.262,47	23,8520
28	3.933,27	47.199,21	3.933,27	17.615,14	3.618,61	72.366,22	23,8862
29	3.938,49	47.261,86	3.938,49	17.638,52	3.623,41	72.462,28	23,9179
30	3.943,33	47.319,95	3.943,33	17.660,20	3.627,86	72.551,34	23,9473
31	3.947,81	47.373,71	3.947,81	17.680,26	3.631,98	72.633,77	23,9745
32	3.951,96	47.423,52	3.951,96	17.698,85	3.635,80	72.710,13	23,9998
33	3.955,80	47.469,60	3.955,80	17.716,05	3.639,34	72.780,79	24,0231
34	3.959,36	47.512,31	3.959,36	17.731,99	3.642,61	72.846,27	24,0447
35	3.962,65	47.551,83	3.962,65	17.746,74	3.645,64	72.906,86	24,0647

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

B2b Begeleidend personeel klasse 2B							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.681,31	32.175,71	2.681,31	12.008,24	2.466,80	49.332,06	16,2833
1	2.735,50	32.825,99	2.735,50	12.250,93	2.516,66	50.329,08	16,6123
2	2.786,68	33.440,18	2.786,68	12.480,16	2.563,75	51.270,77	16,9232
3	2.834,95	34.019,36	2.834,95	12.696,31	2.608,15	52.158,77	17,2163
4	2.880,39	34.564,72	2.880,39	12.899,84	2.649,96	52.994,91	17,4923
5	2.923,12	35.077,46	2.923,12	13.091,20	2.689,27	53.781,06	17,7518
6	2.963,25	35.559,04	2.963,25	13.270,93	2.726,19	54.519,42	17,9955
7	3.000,91	36.010,93	3.000,91	13.439,58	2.760,84	55.212,26	18,2242
8	3.036,19	36.434,33	3.036,19	13.597,60	2.793,30	55.861,42	18,4384
9	3.069,24	36.830,84	3.069,24	13.745,58	2.823,70	56.469,35	18,6391
10	3.100,15	37.201,78	3.100,15	13.884,01	2.852,14	57.038,07	18,8268
11	3.129,03	37.548,35	3.129,03	14.013,36	2.878,71	57.569,44	19,0022
12	3.156,01	37.872,16	3.156,01	14.134,20	2.903,53	58.065,91	19,1661
13	3.181,19	38.174,26	3.181,19	14.246,95	2.926,69	58.529,10	19,3190
14	3.264,93	39.179,12	3.264,93	14.621,98	3.003,73	60.069,76	19,8275
15	3.266,34	39.196,03	3.266,34	14.628,29	3.005,03	60.095,68	19,8360
16	3.395,97	40.751,60	3.395,97	15.208,84	3.124,29	62.480,70	20,6233
17	3.397,37	40.768,48	3.397,37	15.215,14	3.125,58	62.506,57	20,6318
18	3.527,00	42.324,05	3.527,00	15.795,69	3.244,84	64.891,58	21,4191
19	3.528,41	42.340,98	3.528,41	15.802,01	3.246,14	64.917,54	21,4276
20	3.658,04	43.896,54	3.658,04	16.382,55	3.365,40	67.302,54	22,2148
21	3.659,45	43.913,41	3.659,45	16.388,85	3.366,69	67.328,41	22,2234
22	3.789,08	45.468,99	3.789,08	16.969,41	3.485,96	69.713,44	23,0106
23	3.920,12	47.041,47	3.920,12	17.556,27	3.606,51	72.124,37	23,8064
24	4.049,75	48.597,05	4.049,75	18.136,82	3.725,77	74.509,40	24,5936
25	4.058,51	48.702,11	4.058,51	18.176,03	3.733,83	74.670,48	24,6468
26	4.065,32	48.783,84	4.065,32	18.206,54	3.740,09	74.795,79	24,6882
27	4.073,05	48.876,58	4.073,05	18.241,15	3.747,20	74.937,97	24,7351
28	4.078,90	48.946,75	4.078,90	18.267,34	3.752,58	75.045,57	24,7706
29	4.084,31	49.011,72	4.084,31	18.291,58	3.757,57	75.145,18	24,8035
30	4.089,33	49.071,96	4.089,33	18.314,06	3.762,18	75.237,54	24,8340
31	4.093,98	49.127,72	4.093,98	18.334,87	3.766,46	75.323,02	24,8622
32	4.098,28	49.179,35	4.098,28	18.354,14	3.770,42	75.402,19	24,8883
33	4.102,26	49.227,15	4.102,26	18.371,98	3.774,08	75.475,47	24,9125
34	4.105,95	49.271,44	4.105,95	18.388,51	3.777,48	75.543,39	24,9349
35	4.109,37	49.312,43	4.109,37	18.403,81	3.780,62	75.606,22	24,9557

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2

7.

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

B2a Begeleidend personeel klasse 2A							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.681,31	32.175,71	2.681,31	12.008,24	2.466,80	49.332,06	16,2833
1	2.735,50	32.825,99	2.735,50	12.250,93	2.516,66	50.329,08	16,6123
2	2.786,68	33.440,18	2.786,68	12.480,16	2.563,75	51.270,77	16,9232
3	2.834,95	34.019,36	2.834,95	12.696,31	2.608,15	52.158,77	17,2163
4	2.880,39	34.564,72	2.880,39	12.899,84	2.649,96	52.994,91	17,4923
5	2.923,12	35.077,46	2.923,12	13.091,20	2.689,27	53.781,06	17,7518
6	2.963,25	35.559,04	2.963,25	13.270,93	2.726,19	54.519,42	17,9955
7	3.000,91	36.010,93	3.000,91	13.439,58	2.760,84	55.212,26	18,2242
8	3.070,73	36.848,78	3.070,73	13.752,27	2.825,07	56.496,86	18,6482
9	3.072,21	36.866,53	3.072,21	13.758,90	2.826,43	56.524,07	18,6571
10	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
11	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
12	3.283,05	39.396,57	3.283,05	14.703,13	3.020,40	60.403,15	19,9375
13	3.284,54	39.414,47	3.284,54	14.709,81	3.021,78	60.430,59	19,9466
14	3.420,34	41.044,10	3.420,34	15.318,00	3.146,71	62.929,15	20,7713
15	3.421,82	41.061,79	3.421,82	15.324,60	3.148,07	62.956,27	20,7803
16	3.557,62	42.691,41	3.557,62	15.932,79	3.273,01	65.454,83	21,6050
17	3.559,10	42.709,17	3.559,10	15.939,42	3.274,37	65.482,06	21,6140
18	3.694,90	44.338,79	3.694,90	16.547,60	3.399,31	67.980,60	22,4387
19	3.696,37	44.356,49	3.696,37	16.554,21	3.400,66	68.007,74	22,4476
20	3.832,18	45.986,11	3.832,18	17.162,40	3.525,60	70.506,29	23,2723
21	3.833,66	46.003,87	3.833,66	17.169,03	3.526,96	70.533,52	23,2813
22	3.969,46	47.633,49	3.969,46	17.777,21	3.651,90	73.032,06	24,1060
23	4.106,73	49.280,82	4.106,73	18.392,01	3.778,20	75.557,76	24,9397
24	4.242,54	50.910,45	4.242,54	19.000,21	3.903,13	78.056,33	25,7644
25	4.251,71	51.020,53	4.251,71	19.041,29	3.911,57	78.225,11	25,8201
26	4.258,85	51.106,16	4.258,85	19.073,24	3.918,14	78.356,39	25,8634
27	4.266,94	51.203,31	4.266,94	19.109,50	3.925,59	78.505,35	25,9126
28	4.273,07	51.276,83	4.273,07	19.136,94	3.931,22	78.618,06	25,9498
29	4.278,74	51.344,89	4.278,74	19.162,34	3.936,44	78.722,42	25,9843
30	4.284,00	51.408,00	4.284,00	19.185,89	3.941,28	78.819,18	26,0162
31	4.288,87	51.466,41	4.288,87	19.207,69	3.945,76	78.908,73	26,0458
32	4.293,38	51.520,50	4.293,38	19.227,88	3.949,91	78.991,67	26,0731
33	4.297,55	51.570,58	4.297,55	19.246,57	3.953,74	79.068,44	26,0985
34	4.301,42	51.616,98	4.301,42	19.263,89	3.957,30	79.139,59	26,1220
35	4.304,99	51.659,91	4.304,99	19.279,91	3.960,59	79.205,41	26,1437

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2

8.

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

B1c Begeleidend personeel klasse 1							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.846,49	34.157,88	2.846,49	12.748,01	2.618,77	52.371,15	17,2864
1	2.872,32	34.467,85	2.872,32	12.863,69	2.642,53	52.846,39	17,4432
2	2.953,02	35.436,23	2.953,02	13.225,10	2.716,78	54.331,13	17,9333
3	3.061,94	36.743,26	3.061,94	13.712,89	2.816,98	56.335,07	18,5948
4	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
5	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
6	3.263,40	39.160,80	3.263,40	14.615,14	3.002,33	60.041,67	19,8182
7	3.264,50	39.174,01	3.264,50	14.620,07	3.003,34	60.061,92	19,8249
8	3.418,82	41.025,89	3.418,82	15.311,20	3.145,32	62.901,24	20,7621
9	3.420,26	41.043,12	3.420,26	15.317,63	3.146,64	62.927,65	20,7708
10	3.574,58	42.894,97	3.574,58	16.008,76	3.288,61	65.766,93	21,7080
11	3.576,26	42.915,09	3.576,26	16.016,27	3.290,16	65.797,77	21,7182
12	3.730,58	44.766,96	3.730,58	16.707,40	3.432,13	68.637,08	22,6553
13	3.732,26	44.787,07	3.732,26	16.714,91	3.433,68	68.667,90	22,6655
14	3.886,58	46.638,92	3.886,58	17.406,03	3.575,65	71.507,18	23,6027
15	3.888,26	46.659,09	3.888,26	17.413,56	3.577,20	71.538,11	23,6129
16	4.042,58	48.510,96	4.042,58	18.104,69	3.719,17	74.377,40	24,5501
17	4.044,25	48.531,06	4.044,25	18.112,20	3.720,71	74.408,22	24,5603
18	4.198,58	50.382,92	4.198,58	18.803,33	3.862,69	77.247,52	25,4974
19	4.200,25	50.403,04	4.200,25	18.810,83	3.864,23	77.278,36	25,5076
20	4.354,58	52.254,90	4.354,58	19.501,97	4.006,21	80.117,65	26,4448
21	4.356,25	52.275,01	4.356,25	19.509,47	4.007,75	80.148,47	26,4550
22	4.510,57	54.126,87	4.510,57	20.200,60	4.149,73	82.987,77	27,3921
23	4.666,57	55.998,90	4.666,57	20.899,25	4.293,25	85.857,97	28,3395
24	4.820,90	57.850,76	4.820,90	21.590,39	4.435,22	88.697,27	29,2767
25	4.831,32	57.975,88	4.831,32	21.637,08	4.444,82	88.889,10	29,3400
26	4.839,43	58.073,16	4.839,43	21.673,39	4.452,28	89.038,25	29,3893
27	4.848,62	58.183,49	4.848,62	21.714,56	4.460,73	89.207,42	29,4451
28	4.855,59	58.267,04	4.855,59	21.745,74	4.467,14	89.335,51	29,4874
29	4.862,03	58.344,38	4.862,03	21.774,61	4.473,07	89.454,09	29,5265
30	4.868,01	58.416,09	4.868,01	21.801,37	4.478,57	89.564,04	29,5628
31	4.873,54	58.482,47	4.873,54	21.826,14	4.483,66	89.665,80	29,5964
32	4.878,66	58.543,93	4.878,66	21.849,08	4.488,37	89.760,04	29,6275
33	4.883,40	58.600,84	4.883,40	21.870,32	4.492,73	89.847,29	29,6563
34	4.887,80	58.653,56	4.887,80	21.890,00	4.496,77	89.928,13	29,6830
35	4.891,86	58.702,34	4.891,86	21.908,20	4.500,51	90.002,91	29,7077

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

9.

van toepassing vanaf 01/12/2023
tot overschrijding spilindex 128,11

B1b Diensthoofd in de erkende kinderdagverblijven							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
1	3.225,40	38.704,85	3.225,40	14.444,97	2.967,37	59.342,60	19,5875
2	3.329,46	39.953,47	3.329,46	14.910,97	3.063,10	61.257,00	20,2194
3	3.428,90	41.146,85	3.428,90	15.356,35	3.154,59	63.086,69	20,8233
4	3.523,74	42.284,83	3.523,74	15.781,05	3.241,84	64.831,45	21,3992
5	3.613,94	43.367,30	3.613,94	16.185,04	3.324,83	66.491,10	21,9470
6	3.699,59	44.395,04	3.699,59	16.568,60	3.403,62	68.066,84	22,4671
7	3.780,74	45.368,85	3.780,74	16.932,03	3.478,28	69.559,90	22,9599
8	3.857,51	46.290,08	3.857,51	17.275,84	3.548,91	70.972,34	23,4262
9	3.929,98	47.159,78	3.929,98	17.600,42	3.615,58	72.305,76	23,8663
10	3.998,34	47.980,07	3.998,34	17.906,56	3.678,47	73.563,45	24,2814
11	4.062,68	48.752,18	4.062,68	18.194,72	3.737,67	74.747,25	24,6722
12	4.123,18	49.478,22	4.123,18	18.465,68	3.793,33	75.860,42	25,0396
13	4.179,99	50.159,92	4.179,99	18.720,10	3.845,59	76.905,60	25,3846
14	4.233,30	50.799,55	4.233,30	18.958,81	3.894,63	77.886,29	25,7083
15	4.283,25	51.398,96	4.283,25	19.182,52	3.940,59	78.805,31	26,0116
16	4.335,21	52.022,47	4.335,21	19.415,22	3.988,39	79.761,29	26,3272
17	4.383,85	52.606,18	4.383,85	19.633,06	4.033,14	80.656,23	26,6226
18	4.492,39	53.908,65	4.492,39	20.119,16	4.133,00	82.653,19	27,2817
19	4.494,18	53.930,21	4.494,18	20.127,20	4.134,65	82.686,25	27,2926
20	4.659,31	55.911,67	4.659,31	20.866,70	4.286,56	85.724,25	28,2954
21	4.661,10	55.933,22	4.661,10	20.874,75	4.288,21	85.757,29	28,3063
22	4.826,23	57.914,73	4.826,23	21.614,26	4.440,13	88.795,35	29,3091
23	4.993,15	59.917,77	4.993,15	22.361,81	4.593,70	91.866,42	30,3228
24	5.158,27	61.899,23	5.158,27	23.101,31	4.745,61	94.904,41	31,3255
25	5.169,43	62.033,13	5.169,43	23.151,28	4.755,87	95.109,71	31,3933
26	5.178,10	62.137,23	5.178,10	23.190,13	4.763,85	95.269,31	31,4460
27	5.187,94	62.255,27	5.187,94	23.234,18	4.772,90	95.450,29	31,5057
28	5.195,39	62.344,65	5.195,39	23.267,54	4.779,76	95.587,33	31,5509
29	5.202,28	62.427,41	5.202,28	23.298,43	4.786,10	95.714,23	31,5928
30	5.208,68	62.504,14	5.208,68	23.327,07	4.791,98	95.831,87	31,6317
31	5.214,60	62.575,16	5.214,60	23.353,57	4.797,43	95.940,75	31,6676
32	5.220,08	62.640,93	5.220,08	23.378,12	4.802,47	96.041,60	31,7009
33	5.225,15	62.701,81	5.225,15	23.400,84	4.807,14	96.134,94	31,7317
34	5.229,85	62.758,23	5.229,85	23.421,89	4.811,46	96.221,43	31,7602
35	5.234,20	62.810,42	5.234,20	23.441,37	4.815,47	96.301,46	31,7867

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

MV2 Gebrevetteerde verpleegkundige							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.681,97	32.183,62	2.681,97	12.011,20	2.467,41	49.344,20	16,2873
1	2.766,42	33.197,06	2.766,42	12.389,42	2.545,11	50.898,01	16,8001
2	2.846,49	34.157,88	2.846,49	12.748,01	2.618,77	52.371,15	17,2864
3	2.911,01	34.932,17	2.911,01	13.036,98	2.678,13	53.558,30	17,6782
4	3.013,87	36.166,50	3.013,87	13.497,64	2.772,76	55.450,78	18,3029
5	3.015,14	36.181,73	3.015,14	13.503,32	2.773,93	55.474,13	18,3106
6	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
7	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
8	3.247,71	38.972,57	3.247,71	14.544,89	2.987,90	59.753,06	19,7230
9	3.250,87	39.010,47	3.250,87	14.559,03	2.990,80	59.811,18	19,7421
10	3.397,48	40.769,75	3.397,48	15.215,61	3.125,68	62.508,52	20,6325
11	3.398,58	40.782,97	3.398,58	15.220,55	3.126,69	62.528,80	20,6392
12	3.545,18	42.542,22	3.545,18	15.877,11	3.261,57	65.226,09	21,5295
13	3.546,29	42.555,43	3.546,29	15.882,04	3.262,58	65.246,34	21,5361
14	3.692,89	44.314,72	3.692,89	16.538,62	3.397,46	67.943,70	22,4265
15	3.693,99	44.327,89	3.693,99	16.543,54	3.398,47	67.963,88	22,4331
16	3.840,60	46.087,18	3.840,60	17.200,12	3.533,35	70.661,24	23,3235
17	3.842,10	46.105,22	3.842,10	17.206,85	3.534,73	70.688,91	23,3326
18	3.988,71	47.864,51	3.988,71	17.863,44	3.669,61	73.386,27	24,2229
19	3.990,30	47.883,65	3.990,30	17.870,58	3.671,08	73.415,61	24,2326
20	4.136,91	49.642,90	4.136,91	18.527,14	3.805,96	76.112,90	25,1229
21	4.138,50	49.662,01	4.138,50	18.534,28	3.807,42	76.142,21	25,1326
22	4.285,11	51.421,30	4.285,11	19.190,86	3.942,30	78.839,57	26,0229
23	4.433,31	53.199,69	4.433,31	19.854,57	4.078,64	81.566,20	26,9229
24	4.579,91	54.958,98	4.579,91	20.511,15	4.213,52	84.263,56	27,8132
25	4.589,82	55.077,80	4.589,82	20.555,49	4.222,63	84.445,74	27,8734
26	4.597,52	55.170,22	4.597,52	20.589,99	4.229,72	84.587,45	27,9202
27	4.606,26	55.275,08	4.606,26	20.629,12	4.237,76	84.748,21	27,9732
28	4.612,87	55.354,44	4.612,87	20.658,74	4.243,84	84.869,89	28,0134
29	4.618,99	55.427,92	4.618,99	20.686,16	4.249,47	84.982,55	28,0506
30	4.624,67	55.496,05	4.624,67	20.711,59	4.254,70	85.087,01	28,0850
31	4.629,93	55.559,10	4.629,93	20.735,12	4.259,53	85.183,68	28,1170
32	4.634,79	55.617,50	4.634,79	20.756,92	4.264,01	85.273,22	28,1465
33	4.639,30	55.671,56	4.639,30	20.777,09	4.268,15	85.356,10	28,1739
34	4.643,47	55.721,65	4.643,47	20.795,78	4.271,99	85.432,89	28,1992
35	4.647,33	55.768,00	4.647,33	20.813,08	4.275,55	85.503,95	28,2227

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

MV1 Sociaal, verpleegkundig, paramedisch en therapeutisch personeel							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.116,82	37.401,89	3.116,82	13.958,70	2.867,48	57.344,89	18,9281
1	3.225,40	38.704,85	3.225,40	14.444,97	2.967,37	59.342,60	19,5875
2	3.329,46	39.953,47	3.329,46	14.910,97	3.063,10	61.257,00	20,2194
3	3.428,90	41.146,85	3.428,90	15.356,35	3.154,59	63.086,69	20,8233
4	3.523,74	42.284,83	3.523,74	15.781,05	3.241,84	64.831,45	21,3992
5	3.613,94	43.367,30	3.613,94	16.185,04	3.324,83	66.491,10	21,9470
6	3.699,59	44.395,04	3.699,59	16.568,60	3.403,62	68.066,84	22,4671
7	3.780,74	45.368,85	3.780,74	16.932,03	3.478,28	69.559,90	22,9599
8	3.857,51	46.290,08	3.857,51	17.275,84	3.548,91	70.972,34	23,4262
9	3.929,98	47.159,78	3.929,98	17.600,42	3.615,58	72.305,76	23,8663
10	3.998,34	47.980,07	3.998,34	17.906,56	3.678,47	73.563,45	24,2814
11	4.062,68	48.752,18	4.062,68	18.194,72	3.737,67	74.747,25	24,6722
12	4.123,18	49.478,22	4.123,18	18.465,68	3.793,33	75.860,42	25,0396
13	4.179,99	50.159,92	4.179,99	18.720,10	3.845,59	76.905,60	25,3846
14	4.233,30	50.799,55	4.233,30	18.958,81	3.894,63	77.886,29	25,7083
15	4.283,25	51.398,96	4.283,25	19.182,52	3.940,59	78.805,31	26,0116
16	4.335,21	52.022,47	4.335,21	19.415,22	3.988,39	79.761,29	26,3272
17	4.383,85	52.606,18	4.383,85	19.633,06	4.033,14	80.656,23	26,6226
18	4.429,37	53.152,47	4.429,37	19.836,95	4.075,02	81.493,82	26,8990
19	4.471,92	53.663,08	4.471,92	20.027,51	4.114,17	82.276,69	27,1574
20	4.511,68	54.140,14	4.511,68	20.205,55	4.150,74	83.008,11	27,3989
21	4.548,78	54.585,37	4.548,78	20.371,72	4.184,88	83.690,75	27,6242
22	4.583,40	55.000,78	4.583,40	20.526,75	4.216,73	84.327,65	27,8344
23	4.671,78	56.061,38	4.671,78	20.922,58	4.298,04	85.953,78	28,3711
24	4.826,10	57.913,25	4.826,10	21.613,71	4.440,02	88.793,08	29,3083
25	4.835,96	58.031,51	4.835,96	21.657,84	4.449,08	88.974,39	29,3682
26	4.844,07	58.128,90	4.844,07	21.694,19	4.456,55	89.123,71	29,4175
27	4.852,70	58.232,39	4.852,70	21.732,81	4.464,48	89.282,39	29,4698
28	4.859,67	58.316,00	4.859,67	21.764,02	4.470,89	89.410,57	29,5121
29	4.866,12	58.393,42	4.866,12	21.792,91	4.476,83	89.529,27	29,5513
30	4.872,10	58.465,19	4.872,10	21.819,70	4.482,33	89.639,31	29,5876
31	4.877,63	58.531,61	4.877,63	21.844,48	4.487,42	89.741,15	29,6213
32	4.882,76	58.593,13	4.882,76	21.867,44	4.492,14	89.835,48	29,6524
33	4.887,51	58.650,08	4.887,51	21.888,70	4.496,51	89.922,80	29,6812
34	4.891,90	58.702,85	4.891,90	21.908,39	4.500,55	90.003,71	29,7079
35	4.895,97	58.751,67	4.895,97	21.926,61	4.504,30	90.078,56	29,7326

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

MV1bis Dienstverantwoordelijken in de diensten voor opvanggezinnen							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.116,82	37.401,89	3.116,82	13.958,70	2.867,48	57.344,89	18,9281
1	3.225,40	38.704,85	3.225,40	14.444,97	2.967,37	59.342,60	19,5875
2	3.329,46	39.953,47	3.329,46	14.910,97	3.063,10	61.257,00	20,2194
3	3.428,90	41.146,85	3.428,90	15.356,35	3.154,59	63.086,69	20,8233
4	3.523,74	42.284,83	3.523,74	15.781,05	3.241,84	64.831,45	21,3992
5	3.613,94	43.367,30	3.613,94	16.185,04	3.324,83	66.491,10	21,9470
6	3.699,59	44.395,04	3.699,59	16.568,60	3.403,62	68.066,84	22,4671
7	3.780,74	45.368,85	3.780,74	16.932,03	3.478,28	69.559,90	22,9599
8	3.857,51	46.290,08	3.857,51	17.275,84	3.548,91	70.972,34	23,4262
9	3.929,98	47.159,78	3.929,98	17.600,42	3.615,58	72.305,76	23,8663
10	3.998,34	47.980,07	3.998,34	17.906,56	3.678,47	73.563,45	24,2814
11	4.062,68	48.752,18	4.062,68	18.194,72	3.737,67	74.747,25	24,6722
12	4.123,18	49.478,22	4.123,18	18.465,68	3.793,33	75.860,42	25,0396
13	4.179,99	50.159,92	4.179,99	18.720,10	3.845,59	76.905,60	25,3846
14	4.233,30	50.799,55	4.233,30	18.958,81	3.894,63	77.886,29	25,7083
15	4.283,25	51.398,96	4.283,25	19.182,52	3.940,59	78.805,31	26,0116
16	4.335,21	52.022,47	4.335,21	19.415,22	3.988,39	79.761,29	26,3272
17	4.392,36	52.708,32	4.392,36	19.671,18	4.040,97	80.812,83	26,6742
18	4.521,27	54.255,19	4.521,27	20.248,49	4.159,56	83.184,51	27,4571
19	4.611,28	55.335,38	4.611,28	20.651,63	4.242,38	84.840,67	28,0037
20	4.611,28	55.335,38	4.611,28	20.651,63	4.242,38	84.840,67	28,0037
21	4.701,30	56.415,57	4.701,30	21.054,76	4.325,19	86.496,83	28,5504
22	4.708,27	56.499,25	4.708,27	21.085,99	4.331,61	86.625,11	28,5927
23	4.863,70	58.364,40	4.863,70	21.782,08	4.474,60	89.484,79	29,5366
24	5.018,02	60.216,29	5.018,02	22.473,22	4.616,58	92.324,12	30,4738
25	5.028,22	60.338,67	5.028,22	22.518,90	4.625,96	92.511,76	30,5358
26	5.036,66	60.439,93	5.036,66	22.556,69	4.633,73	92.667,00	30,5870
27	5.045,59	60.547,06	5.045,59	22.596,67	4.641,94	92.831,25	30,6412
28	5.052,83	60.633,99	5.052,83	22.629,11	4.648,61	92.964,54	30,6852
29	5.059,54	60.714,48	5.059,54	22.659,15	4.654,78	93.087,95	30,7260
30	5.065,76	60.789,10	5.065,76	22.687,00	4.660,50	93.202,36	30,7637
31	5.071,51	60.858,17	5.071,51	22.712,78	4.665,79	93.308,26	30,7987
32	5.076,85	60.922,14	5.076,85	22.736,65	4.670,70	93.406,34	30,8310
33	5.081,78	60.981,35	5.081,78	22.758,75	4.675,24	93.497,11	30,8610
34	5.086,35	61.036,22	5.086,35	22.779,23	4.679,44	93.581,24	30,8888
35	5.090,58	61.086,98	5.090,58	22.798,17	4.683,34	93.659,07	30,9145

met correctiereserve

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tot overschrijding spilindex 128,11

A3 Administratief personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.262,26	27.147,17	2.262,26	10.131,55	2.081,28	41.622,27	13,7384
1	2.349,97	28.199,59	2.349,97	10.524,32	2.161,97	43.235,84	14,2710
2	2.437,67	29.252,02	2.437,67	10.917,10	2.242,66	44.849,45	14,8037
3	2.525,37	30.304,50	2.525,37	11.309,89	2.323,34	46.463,11	15,3363
4	2.613,08	31.356,94	2.613,08	11.702,67	2.404,03	48.076,72	15,8689
5	2.613,08	31.356,94	2.613,08	11.702,67	2.404,03	48.076,72	15,8689
6	2.738,07	32.856,90	2.738,07	12.262,47	2.519,03	50.376,47	16,6280
7	2.738,07	32.856,90	2.738,07	12.262,47	2.519,03	50.376,47	16,6280
8	2.846,49	34.157,88	2.846,49	12.748,01	2.618,77	52.371,15	17,2864
9	2.846,49	34.157,88	2.846,49	12.748,01	2.618,77	52.371,15	17,2864
10	2.925,85	35.110,16	2.925,85	13.103,41	2.691,78	53.831,20	17,7683
11	2.925,85	35.110,16	2.925,85	13.103,41	2.691,78	53.831,20	17,7683
12	3.050,85	36.610,15	3.050,85	13.663,21	2.806,78	56.130,99	18,5274
13	3.050,85	36.610,15	3.050,85	13.663,21	2.806,78	56.130,99	18,5274
14	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
15	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
16	3.238,62	38.863,44	3.238,62	14.504,16	2.979,53	59.585,75	19,6677
17	3.238,62	38.863,44	3.238,62	14.504,16	2.979,53	59.585,75	19,6677
18	3.363,62	40.363,40	3.363,62	15.063,96	3.094,53	61.885,50	20,4268
19	3.363,62	40.363,40	3.363,62	15.063,96	3.094,53	61.885,50	20,4268
20	3.488,62	41.863,43	3.488,62	15.623,78	3.209,53	64.185,36	21,1859
21	3.488,62	41.863,43	3.488,62	15.623,78	3.209,53	64.185,36	21,1859
22	3.613,62	43.363,46	3.613,62	16.183,60	3.324,53	66.485,22	21,9451
23	3.738,62	44.863,44	3.738,62	16.743,41	3.439,53	68.785,01	22,7042
24	3.863,62	46.363,47	3.863,62	17.303,23	3.554,53	71.084,86	23,4633
25	3.870,63	46.447,58	3.870,63	17.334,62	3.560,98	71.213,82	23,5059
26	3.877,13	46.525,53	3.877,13	17.363,72	3.566,96	71.333,33	23,5453
27	3.883,14	46.597,74	3.883,14	17.390,66	3.572,49	71.444,04	23,5819
28	3.888,72	46.664,64	3.888,72	17.415,63	3.577,62	71.546,61	23,6157
29	3.893,88	46.726,59	3.893,88	17.438,75	3.582,37	71.641,60	23,6471
30	3.898,67	46.784,02	3.898,67	17.460,19	3.586,78	71.729,66	23,6761
31	3.903,10	46.837,17	3.903,10	17.480,02	3.590,85	71.811,15	23,7030
32	3.907,20	46.886,41	3.907,20	17.498,40	3.594,62	71.886,63	23,7279
33	3.911,00	46.931,98	3.911,00	17.515,40	3.598,12	71.956,50	23,7510
34	3.914,52	46.974,20	3.914,52	17.531,16	3.601,36	72.021,24	23,7724
35	3.917,77	47.013,27	3.917,77	17.545,74	3.604,35	72.081,14	23,7921

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

A2 Administratief personeel klasse 2							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.447,02	29.364,18	2.447,02	10.958,96	2.251,25	45.021,41	14,8604
1	2.542,30	30.507,55	2.542,30	11.385,67	2.338,91	46.774,44	15,4390
2	2.637,58	31.650,92	2.637,58	11.812,39	2.426,57	48.527,46	16,0177
3	2.732,86	32.794,31	2.732,86	12.239,11	2.514,23	50.280,50	16,5963
4	2.828,14	33.937,68	2.828,14	12.665,82	2.601,89	52.033,53	17,1749
5	2.828,14	33.937,68	2.828,14	12.665,82	2.601,89	52.033,53	17,1749
6	2.901,71	34.820,54	2.901,71	12.995,32	2.669,57	53.387,15	17,6217
7	2.901,71	34.820,54	2.901,71	12.995,32	2.669,57	53.387,15	17,6217
8	3.037,52	36.450,18	3.037,52	13.603,51	2.794,51	55.885,72	18,4464
9	3.037,52	36.450,18	3.037,52	13.603,51	2.794,51	55.885,72	18,4464
10	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
11	3.151,15	37.813,78	3.151,15	14.112,42	2.899,06	57.976,40	19,1365
12	3.246,89	38.962,70	3.246,89	14.541,20	2.987,14	59.737,93	19,7180
13	3.246,89	38.962,70	3.246,89	14.541,20	2.987,14	59.737,93	19,7180
14	3.382,69	40.592,34	3.382,69	15.149,40	3.112,08	62.236,51	20,5427
15	3.382,69	40.592,34	3.382,69	15.149,40	3.112,08	62.236,51	20,5427
16	3.518,50	42.221,97	3.518,50	15.757,59	3.237,02	64.735,08	21,3674
17	3.518,50	42.221,97	3.518,50	15.757,59	3.237,02	64.735,08	21,3674
18	3.654,30	43.851,62	3.654,30	16.365,79	3.361,96	67.233,67	22,1921
19	3.654,30	43.851,62	3.654,30	16.365,79	3.361,96	67.233,67	22,1921
20	3.790,11	45.481,26	3.790,11	16.973,99	3.486,90	69.732,25	23,0168
21	3.790,11	45.481,26	3.790,11	16.973,99	3.486,90	69.732,25	23,0168
22	3.925,91	47.110,89	3.925,91	17.582,18	3.611,83	72.230,80	23,8415
23	4.061,71	48.740,55	4.061,71	18.190,38	3.736,78	74.729,41	24,6663
24	4.197,51	50.370,17	4.197,51	18.798,57	3.861,71	77.227,97	25,4910
25	4.205,13	50.461,56	4.205,13	18.832,68	3.868,72	77.368,09	25,5372
26	4.212,19	50.546,25	4.212,19	18.864,28	3.875,21	77.497,93	25,5801
27	4.218,72	50.624,69	4.218,72	18.893,56	3.881,23	77.618,20	25,6198
28	4.224,78	50.697,38	4.224,78	18.920,68	3.886,80	77.729,65	25,6566
29	4.230,39	50.764,67	4.230,39	18.945,80	3.891,96	77.832,82	25,6906
30	4.235,59	50.827,07	4.235,59	18.969,09	3.896,74	77.928,49	25,7222
31	4.240,40	50.884,81	4.240,40	18.990,64	3.901,17	78.017,02	25,7514
32	4.244,86	50.938,30	4.244,86	19.010,60	3.905,27	78.099,02	25,7785
33	4.248,98	50.987,82	4.248,98	19.029,08	3.909,07	78.174,95	25,8036
34	4.252,81	51.033,69	4.252,81	19.046,20	3.912,58	78.245,27	25,8268
35	4.256,34	51.076,13	4.256,34	19.062,04	3.915,84	78.310,35	25,8482

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

A1 Administratief en logistiek personeel klasse 1							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.846,49	34.157,88	2.846,49	12.748,01	2.618,77	52.371,15	17,2864
1	2.846,49	34.157,88	2.846,49	12.748,01	2.618,77	52.371,15	17,2864
2	2.918,04	35.016,52	2.918,04	13.068,46	2.684,60	53.687,62	17,7209
3	3.026,32	36.315,81	3.026,32	13.553,36	2.784,21	55.679,70	18,3784
4	3.134,59	37.615,10	3.134,59	14.038,27	2.883,82	57.671,79	19,0360
5	3.134,59	37.615,10	3.134,59	14.038,27	2.883,82	57.671,79	19,0360
6	3.226,68	38.720,20	3.226,68	14.450,70	2.968,55	59.366,13	19,5952
7	3.398,18	40.778,20	3.398,18	15.218,76	3.126,33	62.521,47	20,6367
8	3.398,18	40.778,20	3.398,18	15.218,76	3.126,33	62.521,47	20,6367
9	3.487,15	41.845,84	3.487,15	15.617,22	3.208,18	64.158,40	21,1770
10	3.535,33	42.423,93	3.535,33	15.832,96	3.252,50	65.044,72	21,4696
11	3.576,07	42.912,87	3.576,07	16.015,44	3.289,99	65.794,37	21,7170
12	3.689,65	44.275,79	3.689,65	16.524,09	3.394,48	67.884,01	22,4068
13	3.689,65	44.275,79	3.689,65	16.524,09	3.394,48	67.884,01	22,4068
14	3.843,97	46.127,65	3.843,97	17.215,22	3.536,45	70.723,29	23,3439
15	3.843,97	46.127,65	3.843,97	17.215,22	3.536,45	70.723,29	23,3439
16	4.060,22	48.722,65	4.060,22	18.183,70	3.735,40	74.701,97	24,6572
17	4.149,14	49.789,68	4.149,14	18.581,92	3.817,21	76.337,95	25,1972
18	4.276,46	51.317,48	4.276,46	19.152,11	3.934,34	78.680,39	25,9704
19	4.365,38	52.384,51	4.365,38	19.550,34	4.016,15	80.316,37	26,5104
20	4.365,38	52.384,51	4.365,38	19.550,34	4.016,15	80.316,37	26,5104
21	4.454,29	53.451,54	4.454,29	19.948,56	4.097,95	81.952,34	27,0504
22	4.461,26	53.535,11	4.461,26	19.979,75	4.104,36	82.080,47	27,0927
23	4.615,58	55.386,97	4.615,58	20.670,88	4.246,33	84.919,77	28,0298
24	4.769,90	57.238,85	4.769,90	21.362,02	4.388,31	87.759,08	28,9670
25	4.778,56	57.342,69	4.778,56	21.400,77	4.396,27	87.918,29	29,0196
26	4.786,58	57.438,92	4.786,58	21.436,68	4.403,65	88.065,83	29,0683
27	4.794,01	57.528,07	4.794,01	21.469,95	4.410,49	88.202,51	29,1134
28	4.800,89	57.610,66	4.800,89	21.500,78	4.416,82	88.329,14	29,1552
29	4.807,26	57.687,14	4.807,26	21.529,32	4.422,68	88.446,40	29,1939
30	4.813,17	57.758,05	4.813,17	21.555,79	4.428,12	88.555,12	29,2298
31	4.818,64	57.823,66	4.818,64	21.580,27	4.433,15	88.655,72	29,2630
32	4.823,70	57.884,44	4.823,70	21.602,96	4.437,81	88.748,91	29,2937
33	4.828,39	57.940,70	4.828,39	21.623,95	4.442,12	88.835,17	29,3222
34	4.832,74	57.992,83	4.832,74	21.643,41	4.446,12	88.915,09	29,3486
35	4.836,76	58.041,07	4.836,76	21.661,41	4.449,82	88.989,05	29,3730

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

L1 Licenciaten / masters							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.561,87	42.742,44	3.561,87	15.951,83	3.276,92	65.533,06	21,6308
1	3.668,57	44.022,81	3.668,57	16.429,68	3.375,08	67.496,14	22,2788
2	3.775,32	45.303,79	3.775,32	16.907,75	3.473,29	69.460,14	22,9270
3	3.882,06	46.584,76	3.882,06	17.385,82	3.571,50	71.424,14	23,5753
4	4.011,48	48.137,78	4.011,48	17.965,42	3.690,56	73.805,24	24,3612
5	4.175,44	50.105,26	4.175,44	18.699,70	3.841,40	76.821,80	25,3569
6	4.175,44	50.105,26	4.175,44	18.699,70	3.841,40	76.821,80	25,3569
7	4.339,34	52.072,06	4.339,34	19.433,73	3.992,19	79.837,32	26,3523
8	4.339,34	52.072,06	4.339,34	19.433,73	3.992,19	79.837,32	26,3523
9	4.503,24	54.038,93	4.503,24	20.167,78	4.142,98	82.852,93	27,3476
10	4.514,31	54.171,77	4.514,31	20.217,36	4.153,17	83.056,61	27,4149
11	4.667,14	56.005,73	4.667,14	20.901,81	4.293,77	85.868,45	28,3430
12	4.714,89	56.578,68	4.714,89	21.115,63	4.337,70	86.746,90	28,6329
13	4.831,05	57.972,55	4.831,05	21.635,84	4.444,56	88.883,99	29,3383
14	4.915,46	58.985,53	4.915,46	22.013,89	4.522,22	90.437,10	29,8510
15	4.994,95	59.939,42	4.994,95	22.369,89	4.595,36	91.899,62	30,3337
16	5.116,03	61.392,39	5.116,03	22.912,15	4.706,75	94.127,32	31,0690
17	5.158,91	61.906,90	5.158,91	23.104,17	4.746,20	94.916,18	31,3294
18	5.316,61	63.799,28	5.316,61	23.810,42	4.891,28	97.817,59	32,2871
19	5.322,81	63.873,70	5.322,81	23.838,20	4.896,98	97.931,70	32,3247
20	5.517,18	66.206,14	5.517,18	24.708,68	5.075,80	101.507,81	33,5051
21	5.521,76	66.261,17	5.521,76	24.729,22	5.080,02	101.592,18	33,5330
22	5.717,75	68.613,03	5.717,75	25.606,96	5.260,33	105.198,08	34,7232
23	5.918,32	71.019,89	5.918,32	26.505,22	5.444,86	108.888,29	35,9412
24	6.114,31	73.371,75	6.114,31	27.382,95	5.625,17	112.494,18	37,1315
25	6.125,41	73.504,88	6.125,41	27.432,63	5.635,37	112.698,29	37,1988
26	6.135,69	73.628,22	6.135,69	27.478,67	5.644,83	112.887,41	37,2612
27	6.145,21	73.742,50	6.145,21	27.521,31	5.653,59	113.062,61	37,3191
28	6.154,03	73.848,37	6.154,03	27.560,83	5.661,71	113.224,94	37,3727
29	6.162,20	73.946,40	6.162,20	27.597,41	5.669,22	113.375,24	37,4223
30	6.169,77	74.037,30	6.169,77	27.631,34	5.676,19	113.514,60	37,4683
31	6.176,78	74.121,41	6.176,78	27.662,73	5.682,64	113.643,56	37,5108
32	6.183,28	74.199,32	6.183,28	27.691,81	5.688,61	113.763,02	37,5503
33	6.189,29	74.271,44	6.189,29	27.718,72	5.694,14	113.873,59	37,5868
34	6.194,86	74.338,27	6.194,86	27.743,66	5.699,27	113.976,05	37,6206
35	6.200,01	74.400,09	6.200,01	27.766,73	5.704,01	114.070,84	37,6519

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

K3 Directie in de erkende kinderdagverblijven							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.703,01	44.436,10	3.703,01	16.583,92	3.406,77	68.129,81	22,4879
1	3.809,83	45.717,92	3.809,83	17.062,31	3.505,04	70.095,09	23,1366
2	3.921,10	47.053,14	3.921,10	17.560,62	3.607,41	72.142,27	23,8123
3	4.032,36	48.388,33	4.032,36	18.058,93	3.709,77	74.189,39	24,4880
4	4.165,88	49.990,62	4.165,88	18.656,92	3.832,61	76.646,04	25,2989
5	4.339,46	52.073,56	4.339,46	19.434,29	3.992,31	79.839,61	26,3530
6	4.339,46	52.073,56	4.339,46	19.434,29	3.992,31	79.839,61	26,3530
7	4.517,49	54.209,89	4.517,49	20.231,58	4.156,09	83.115,05	27,4342
8	4.517,49	54.209,89	4.517,49	20.231,58	4.156,09	83.115,05	27,4342
9	4.695,52	56.346,26	4.695,52	21.028,89	4.319,88	86.390,56	28,5153
10	4.695,52	56.346,26	4.695,52	21.028,89	4.319,88	86.390,56	28,5153
11	4.918,06	59.016,70	4.918,06	22.025,53	4.524,61	90.484,90	29,8668
12	4.918,06	59.016,70	4.918,06	22.025,53	4.524,61	90.484,90	29,8668
13	5.118,34	61.420,09	5.118,34	22.922,49	4.708,87	94.169,80	31,0830
14	5.118,34	61.420,09	5.118,34	22.922,49	4.708,87	94.169,80	31,0830
15	5.318,63	63.823,51	5.318,63	23.819,46	4.893,14	97.854,73	32,2993
16	5.318,63	63.823,51	5.318,63	23.819,46	4.893,14	97.854,73	32,2993
17	5.541,16	66.493,95	5.541,16	24.816,10	5.097,87	101.949,07	33,6508
18	5.541,16	66.493,95	5.541,16	24.816,10	5.097,87	101.949,07	33,6508
19	5.541,16	66.493,95	5.541,16	24.816,10	5.097,87	101.949,07	33,6508
20	5.741,44	68.897,30	5.741,44	25.713,05	5.282,13	105.633,92	34,8671
21	5.741,44	68.897,30	5.741,44	25.713,05	5.282,13	105.633,92	34,8671
22	5.963,98	71.567,73	5.963,98	26.709,67	5.486,86	109.728,24	36,2185
23	6.186,52	74.238,22	6.186,52	27.706,32	5.691,60	113.822,65	37,5699
24	6.364,55	76.374,55	6.364,55	28.503,62	5.855,38	117.098,09	38,6511
25	6.376,09	76.513,12	6.376,09	28.555,33	5.866,01	117.310,55	38,7212
26	6.386,79	76.641,51	6.386,79	28.603,25	5.875,85	117.507,39	38,7862
27	6.396,71	76.760,46	6.396,71	28.647,65	5.884,97	117.689,78	38,8464
28	6.405,89	76.870,67	6.405,89	28.688,77	5.893,42	117.858,75	38,9022
29	6.414,39	76.972,71	6.414,39	28.726,86	5.901,24	118.015,20	38,9538
30	6.422,28	77.067,32	6.422,28	28.762,16	5.908,49	118.160,25	39,0017
31	6.429,57	77.154,88	6.429,57	28.794,85	5.915,21	118.294,51	39,0460
32	6.436,33	77.235,98	6.436,33	28.825,11	5.921,43	118.418,85	39,0870
33	6.442,59	77.311,05	6.442,59	28.853,13	5.927,18	118.533,94	39,1250
34	6.448,38	77.380,61	6.448,38	28.879,09	5.932,51	118.640,60	39,1602
35	6.453,75	77.444,96	6.453,75	28.903,11	5.937,45	118.739,26	39,1928

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

G1 Geneesheer omnipracticus							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	4.277,37	51.328,48	4.277,37	19.156,22	3.935,18	78.697,25	25,9759
1	4.381,14	52.573,68	4.381,14	19.620,93	4.030,65	80.606,40	26,6061
2	4.484,90	53.818,81	4.484,90	20.085,63	4.126,11	82.515,45	27,2362
3	4.588,61	55.063,37	4.588,61	20.550,11	4.221,53	84.423,62	27,8661
4	4.588,61	55.063,37	4.588,61	20.550,11	4.221,53	84.423,62	27,8661
5	4.770,17	57.242,09	4.770,17	21.363,22	4.388,56	87.764,05	28,9687
6	4.770,17	57.242,09	4.770,17	21.363,22	4.388,56	87.764,05	28,9687
7	4.951,74	59.420,83	4.951,74	22.176,35	4.555,60	91.104,51	30,0713
8	4.951,74	59.420,83	4.951,74	22.176,35	4.555,60	91.104,51	30,0713
9	5.133,30	61.599,59	5.133,30	22.989,48	4.722,64	94.445,00	31,1739
10	5.133,30	61.599,59	5.133,30	22.989,48	4.722,64	94.445,00	31,1739
11	5.314,86	63.778,31	5.314,86	23.802,59	4.889,67	97.785,43	32,2765
12	5.314,86	63.778,31	5.314,86	23.802,59	4.889,67	97.785,43	32,2765
13	5.496,42	65.957,06	5.496,42	24.615,72	5.056,71	101.125,91	33,3791
14	5.496,42	65.957,06	5.496,42	24.615,72	5.056,71	101.125,91	33,3791
15	5.677,93	68.135,14	5.677,93	25.428,60	5.223,69	104.465,37	34,4813
16	5.677,93	68.135,14	5.677,93	25.428,60	5.223,69	104.465,37	34,4813
17	5.859,49	70.313,90	5.859,49	26.241,73	5.390,73	107.805,86	35,5840
18	5.859,49	70.313,90	5.859,49	26.241,73	5.390,73	107.805,86	35,5840
19	6.041,05	72.492,65	6.041,05	27.054,86	5.557,77	111.146,34	36,6866
20	6.041,05	72.492,65	6.041,05	27.054,86	5.557,77	111.146,34	36,6866
21	6.222,61	74.671,37	6.222,61	27.867,98	5.724,81	114.486,77	37,7892
22	6.222,61	74.671,37	6.222,61	27.867,98	5.724,81	114.486,77	37,7892
23	6.404,18	76.850,13	6.404,18	28.681,11	5.891,84	117.827,26	38,8918
24	6.404,18	76.850,13	6.404,18	28.681,11	5.891,84	117.827,26	38,8918
25	6.415,80	76.989,56	6.415,80	28.733,15	5.902,53	118.041,04	38,9623
26	6.426,56	77.118,76	6.426,56	28.781,36	5.912,44	118.239,12	39,0277
27	6.436,54	77.238,45	6.436,54	28.826,03	5.921,61	118.422,64	39,0883
28	6.445,78	77.349,35	6.445,78	28.867,42	5.930,12	118.592,66	39,1444
29	6.454,33	77.452,02	6.454,33	28.905,74	5.937,99	118.750,08	39,1964
30	6.462,27	77.547,22	6.462,27	28.941,27	5.945,29	118.896,05	39,2445
31	6.469,61	77.635,31	6.469,61	28.974,15	5.952,04	119.031,11	39,2891
32	6.476,41	77.716,92	6.476,41	29.004,60	5.958,30	119.156,23	39,3304
33	6.482,70	77.792,46	6.482,70	29.032,79	5.964,09	119.272,04	39,3687
34	6.488,54	77.862,46	6.488,54	29.058,92	5.969,46	119.379,37	39,4041
35	6.493,93	77.927,21	6.493,93	29.083,08	5.974,42	119.478,65	39,4368

met correctiereserve

van toepassing vanaf 01/12/2023

tot overschrijding spilindex 128,11

GS Geneesheer specialist							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	5.685,38	68.224,56	5.685,38	25.461,97	5.230,55	104.602,46	34,5266
1	5.685,38	68.224,56	5.685,38	25.461,97	5.230,55	104.602,46	34,5266
2	5.907,70	70.892,43	5.907,70	26.457,65	5.435,09	108.692,87	35,8767
3	5.907,70	70.892,43	5.907,70	26.457,65	5.435,09	108.692,87	35,8767
4	6.130,03	73.560,30	6.130,03	27.453,32	5.639,62	112.783,27	37,2269
5	6.130,03	73.560,30	6.130,03	27.453,32	5.639,62	112.783,27	37,2269
6	6.352,29	76.227,54	6.352,29	28.448,75	5.844,11	116.872,69	38,5767
7	6.352,29	76.227,54	6.352,29	28.448,75	5.844,11	116.872,69	38,5767
8	6.574,62	78.895,42	6.574,62	29.444,43	6.048,65	120.963,11	39,9268
9	6.574,62	78.895,42	6.574,62	29.444,43	6.048,65	120.963,11	39,9268
10	6.796,94	81.563,28	6.796,94	30.440,10	6.253,19	125.053,50	41,2770
11	6.796,94	81.563,28	6.796,94	30.440,10	6.253,19	125.053,50	41,2770
12	7.019,26	84.231,14	7.019,26	31.435,76	6.457,72	129.143,88	42,6271
13	7.019,26	84.231,14	7.019,26	31.435,76	6.457,72	129.143,88	42,6271
14	7.241,58	86.899,01	7.241,58	32.431,43	6.662,26	133.234,28	43,9772
15	7.241,58	86.899,01	7.241,58	32.431,43	6.662,26	133.234,28	43,9772
16	7.463,91	89.566,88	7.463,91	33.427,11	6.866,79	137.324,69	45,3274
17	7.463,91	89.566,88	7.463,91	33.427,11	6.866,79	137.324,69	45,3274
18	7.686,23	92.234,75	7.686,23	34.422,78	7.071,33	141.415,09	46,6775
19	7.686,23	92.234,75	7.686,23	34.422,78	7.071,33	141.415,09	46,6775
20	7.908,55	94.902,63	7.908,55	35.418,45	7.275,87	145.505,50	48,0276
21	7.908,55	94.902,63	7.908,55	35.418,45	7.275,87	145.505,50	48,0276
22	8.130,82	97.569,87	8.130,82	36.413,89	7.480,36	149.594,93	49,3775
23	8.130,82	97.569,87	8.130,82	36.413,89	7.480,36	149.594,93	49,3775
24	8.130,82	97.569,87	8.130,82	36.413,89	7.480,36	149.594,93	49,3775
25	8.145,57	97.746,88	8.145,57	36.479,95	7.493,93	149.866,33	49,4670
26	8.159,24	97.910,90	8.159,24	36.541,17	7.506,50	150.117,81	49,5501
27	8.171,91	98.062,86	8.171,91	36.597,88	7.518,15	150.350,80	49,6270
28	8.183,64	98.203,66	8.183,64	36.650,42	7.528,95	150.566,67	49,6982
29	8.194,50	98.334,03	8.194,50	36.699,08	7.538,94	150.766,55	49,7642
30	8.204,57	98.454,89	8.204,57	36.744,19	7.548,21	150.951,86	49,8254
31	8.213,90	98.566,74	8.213,90	36.785,93	7.556,78	151.123,35	49,8820
32	8.222,53	98.670,35	8.222,53	36.824,60	7.564,73	151.282,21	49,9344
33	8.230,52	98.766,26	8.230,52	36.860,39	7.572,08	151.429,25	49,9829
34	8.237,93	98.855,12	8.237,93	36.893,56	7.578,89	151.565,50	50,0279
35	8.244,78	98.937,34	8.244,78	36.924,24	7.585,20	151.691,55	50,0695

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

20.

van toepassing vanaf 01/12/2023
tot overschrijding spilindex 128,11

	<i>basis</i>	bedrag vanaf 01/01/2023	
Gewaarborgd inkomen	23.133,23	per jaar	26.573,14
		per maand	2.214,43
		per uur	13,4479
Weddesupplement zaterdagprestaties per uur	1,6924	1,9441	
Vergoeding vakantieverblijven per dag	29,6256	47,65	