
PARITAIR COMITÉ 331
KINDEROPVANG - TRAP 2
LOONBAREMA'S met correctiereserve
geldig vanaf 1 maart 2025

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 maart 2025** tot en met de maand volgende op deze waarin de spilindex van 133,28 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 2A

1.

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

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Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

2.

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

L4 Logistiek personeel klasse 4							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.249,94	26.999,29	2.249,94	10.076,36	2.069,95	41.395,54	13,6636
1	2.277,99	27.335,92	2.277,99	10.201,99	2.095,75	41.911,66	13,8340
2	2.306,00	27.671,95	2.306,00	10.327,40	2.121,52	42.426,87	14,0040
3	2.334,05	28.008,57	2.334,05	10.453,03	2.147,32	42.942,97	14,1744
4	2.367,02	28.404,22	2.367,02	10.600,69	2.177,66	43.549,58	14,3746
5	2.391,35	28.696,25	2.391,35	10.709,68	2.200,05	43.997,33	14,5224
6	2.479,40	29.752,83	2.479,40	11.104,00	2.281,05	45.617,28	15,0571
7	2.495,71	29.948,51	2.495,71	11.177,03	2.296,05	45.917,31	15,1561
8	2.591,79	31.101,50	2.591,79	11.607,34	2.384,45	47.685,08	15,7396
9	2.600,06	31.200,76	2.600,06	11.644,38	2.392,06	47.837,27	15,7899
10	2.704,18	32.450,18	2.704,18	12.110,68	2.487,85	49.752,89	16,4222
11	2.704,47	32.453,65	2.704,47	12.111,97	2.488,11	49.758,20	16,4239
12	2.816,57	33.798,84	2.816,57	12.614,01	2.591,24	51.820,66	17,1047
13	2.816,57	33.798,84	2.816,57	12.614,01	2.591,24	51.820,66	17,1047
14	2.928,96	35.147,52	2.928,96	13.117,35	2.694,64	53.888,47	17,7872
15	2.928,96	35.147,52	2.928,96	13.117,35	2.694,64	53.888,47	17,7872
16	2.976,60	35.719,24	2.976,60	13.330,72	2.738,48	54.765,04	18,0765
17	2.976,60	35.719,24	2.976,60	13.330,72	2.738,48	54.765,04	18,0765
18	3.088,99	37.067,91	3.088,99	13.834,05	2.841,87	56.832,84	18,7591
19	3.088,99	37.067,91	3.088,99	13.834,05	2.841,87	56.832,84	18,7591
20	3.201,38	38.416,60	3.201,38	14.337,39	2.945,27	58.900,65	19,4416
21	3.201,38	38.416,60	3.201,38	14.337,39	2.945,27	58.900,65	19,4416
22	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
23	3.361,42	40.336,99	3.361,42	15.054,10	3.092,50	61.845,01	20,4135
24	3.473,80	41.685,63	3.473,80	15.557,42	3.195,90	63.912,75	21,0960
25	3.480,10	41.761,25	3.480,10	15.585,65	3.201,70	64.028,70	21,1342
26	3.485,94	41.831,33	3.485,94	15.611,80	3.207,07	64.136,15	21,1697
27	3.491,36	41.896,26	3.491,36	15.636,03	3.212,05	64.235,70	21,2026
28	3.496,37	41.956,41	3.496,37	15.658,48	3.216,66	64.327,92	21,2330
29	3.501,01	42.012,10	3.501,01	15.679,27	3.220,93	64.413,31	21,2612
30	3.505,31	42.063,74	3.505,31	15.698,54	3.224,89	64.492,48	21,2873
31	3.509,29	42.111,54	3.509,29	15.716,38	3.228,55	64.565,76	21,3115
32	3.512,98	42.155,80	3.512,98	15.732,90	3.231,94	64.633,63	21,3339
33	3.516,40	42.196,77	3.516,40	15.748,19	3.235,09	64.696,44	21,3546
34	3.519,56	42.234,74	3.519,56	15.762,36	3.238,00	64.754,65	21,3739
35	3.522,49	42.269,86	3.522,49	15.775,46	3.240,69	64.808,51	21,3916

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

L3 Logistiek personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.354,62	28.255,45	2.354,62	10.545,17	2.166,25	43.321,49	14,2993
1	2.444,89	29.338,67	2.444,89	10.949,43	2.249,30	44.982,29	14,8475
2	2.536,13	30.433,62	2.536,13	11.358,08	2.333,24	46.661,07	15,4016
3	2.627,38	31.528,60	2.627,38	11.766,74	2.417,19	48.339,92	15,9558
4	2.718,63	32.623,55	2.718,63	12.175,38	2.501,14	50.018,70	16,5099
5	2.718,63	32.623,55	2.718,63	12.175,38	2.501,14	50.018,70	16,5099
6	2.848,68	34.184,10	2.848,68	12.757,79	2.620,78	52.411,35	17,2996
7	2.848,68	34.184,10	2.848,68	12.757,79	2.620,78	52.411,35	17,2996
8	2.961,47	35.537,64	2.961,47	13.262,94	2.724,55	54.486,60	17,9846
9	2.961,47	35.537,64	2.961,47	13.262,94	2.724,55	54.486,60	17,9846
10	3.044,03	36.528,39	3.044,03	13.632,70	2.800,51	56.005,63	18,4860
11	3.044,03	36.528,39	3.044,03	13.632,70	2.800,51	56.005,63	18,4860
12	3.174,08	38.088,96	3.174,08	14.215,12	2.920,15	58.398,31	19,2758
13	3.174,08	38.088,96	3.174,08	14.215,12	2.920,15	58.398,31	19,2758
14	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
15	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
16	3.369,44	40.433,27	3.369,44	15.090,03	3.099,88	61.992,62	20,4622
17	3.369,44	40.433,27	3.369,44	15.090,03	3.099,88	61.992,62	20,4622
18	3.499,48	41.993,82	3.499,48	15.672,44	3.219,53	64.385,27	21,2519
19	3.499,48	41.993,82	3.499,48	15.672,44	3.219,53	64.385,27	21,2519
20	3.629,54	43.554,44	3.629,54	16.254,88	3.339,17	66.778,03	22,0417
21	3.629,54	43.554,44	3.629,54	16.254,88	3.339,17	66.778,03	22,0417
22	3.759,59	45.115,06	3.759,59	16.837,32	3.458,82	69.170,79	22,8315
23	3.889,64	46.675,63	3.889,64	17.419,74	3.578,47	71.563,47	23,6213
24	4.019,69	48.236,26	4.019,69	18.002,17	3.698,11	73.956,23	24,4111
25	4.026,98	48.323,76	4.026,98	18.034,83	3.704,82	74.090,39	24,4553
26	4.033,74	48.404,86	4.033,74	18.065,10	3.711,04	74.214,74	24,4964
27	4.040,00	48.479,98	4.040,00	18.093,13	3.716,80	74.329,92	24,5344
28	4.045,80	48.549,59	4.045,80	18.119,11	3.722,14	74.436,63	24,5696
29	4.051,17	48.614,04	4.051,17	18.143,16	3.727,08	74.535,45	24,6022
30	4.056,15	48.673,79	4.056,15	18.165,47	3.731,66	74.627,07	24,6325
31	4.060,76	48.729,09	4.060,76	18.186,10	3.735,90	74.711,85	24,6605
32	4.065,03	48.780,31	4.065,03	18.205,22	3.739,82	74.790,38	24,6864
33	4.068,98	48.827,72	4.068,98	18.222,91	3.743,46	74.863,07	24,7104
34	4.072,64	48.871,65	4.072,64	18.239,31	3.746,83	74.930,43	24,7326
35	4.076,02	48.912,30	4.076,02	18.254,48	3.749,94	74.992,75	24,7532

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

L2 Logistiek personeel klasse 2							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.545,86	30.550,31	2.545,86	11.401,63	2.342,19	46.839,98	15,4607
1	2.644,99	31.739,86	2.644,99	11.845,58	2.433,39	48.663,82	16,0627
2	2.744,12	32.929,41	2.744,12	12.289,53	2.524,59	50.487,65	16,6647
3	2.843,25	34.118,98	2.843,25	12.733,49	2.615,79	52.311,51	17,2667
4	2.942,38	35.308,54	2.942,38	13.177,44	2.706,99	54.135,34	17,8687
5	2.942,38	35.308,54	2.942,38	13.177,44	2.706,99	54.135,34	17,8687
6	3.018,92	36.227,07	3.018,92	13.520,24	2.777,41	55.543,64	18,3335
7	3.018,92	36.227,07	3.018,92	13.520,24	2.777,41	55.543,64	18,3335
8	3.160,21	37.922,53	3.160,21	14.153,00	2.907,39	58.143,14	19,1916
9	3.160,21	37.922,53	3.160,21	14.153,00	2.907,39	58.143,14	19,1916
10	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
11	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
12	3.378,04	40.536,54	3.378,04	15.128,57	3.107,80	62.150,96	20,5144
13	3.378,04	40.536,54	3.378,04	15.128,57	3.107,80	62.150,96	20,5144
14	3.519,33	42.232,00	3.519,33	15.761,33	3.237,79	64.750,46	21,3725
15	3.519,33	42.232,00	3.519,33	15.761,33	3.237,79	64.750,46	21,3725
16	3.660,62	43.927,47	3.660,62	16.394,10	3.367,77	67.349,96	22,2305
17	3.660,62	43.927,47	3.660,62	16.394,10	3.367,77	67.349,96	22,2305
18	3.801,91	45.622,94	3.801,91	17.026,86	3.497,76	69.949,48	23,0885
19	3.801,91	45.622,94	3.801,91	17.026,86	3.497,76	69.949,48	23,0885
20	3.943,20	47.318,41	3.943,20	17.659,62	3.627,74	72.548,98	23,9466
21	3.943,20	47.318,41	3.943,20	17.659,62	3.627,74	72.548,98	23,9466
22	4.084,49	49.013,86	4.084,49	18.292,38	3.757,73	75.148,46	24,8046
23	4.225,78	50.709,35	4.225,78	18.925,15	3.887,72	77.747,99	25,6626
24	4.367,07	52.404,80	4.367,07	19.557,91	4.017,70	80.347,48	26,5206
25	4.374,99	52.499,88	4.374,99	19.593,39	4.024,99	80.493,26	26,5688
26	4.382,33	52.587,99	4.382,33	19.626,27	4.031,75	80.628,34	26,6134
27	4.389,13	52.669,60	4.389,13	19.656,73	4.038,00	80.753,47	26,6547
28	4.395,44	52.745,22	4.395,44	19.684,96	4.043,80	80.869,42	26,6929
29	4.401,27	52.815,23	4.401,27	19.711,09	4.049,17	80.976,76	26,7284
30	4.406,68	52.880,15	4.406,68	19.735,31	4.054,14	81.076,29	26,7612
31	4.411,69	52.940,23	4.411,69	19.757,73	4.058,75	81.168,40	26,7916
32	4.416,32	52.995,87	4.416,32	19.778,50	4.063,02	81.253,71	26,8198
33	4.420,62	53.047,39	4.420,62	19.797,73	4.066,97	81.332,71	26,8458
34	4.424,59	53.095,11	4.424,59	19.815,54	4.070,63	81.405,87	26,8700
35	4.428,27	53.139,27	4.428,27	19.832,02	4.074,01	81.473,58	26,8923

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

B3 Begeleidend personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.789,62	33.475,40	2.789,62	12.493,30	2.566,45	51.324,76	16,9410
1	2.846,00	34.151,94	2.846,00	12.745,79	2.618,32	52.362,04	17,2834
2	2.899,25	34.790,95	2.899,25	12.984,27	2.667,31	53.341,78	17,6068
3	2.949,46	35.393,52	2.949,46	13.209,16	2.713,50	54.265,64	17,9117
4	2.996,74	35.960,91	2.996,74	13.420,91	2.757,00	55.135,56	18,1988
5	3.041,20	36.494,36	3.041,20	13.620,00	2.797,90	55.953,46	18,4688
6	3.082,95	36.995,40	3.082,95	13.806,99	2.836,31	56.721,65	18,7224
7	3.122,13	37.465,54	3.122,13	13.982,45	2.872,36	57.442,47	18,9603
8	3.158,84	37.906,04	3.158,84	14.146,85	2.906,13	58.117,85	19,1832
9	3.193,21	38.318,56	3.193,21	14.300,81	2.937,76	58.750,34	19,3920
10	3.225,37	38.704,48	3.225,37	14.444,84	2.967,34	59.342,04	19,5873
11	3.255,42	39.065,06	3.255,42	14.579,41	2.994,99	59.894,87	19,7698
12	3.283,50	39.401,95	3.283,50	14.705,13	3.020,82	60.411,39	19,9403
13	3.309,69	39.716,26	3.309,69	14.822,44	3.044,91	60.893,30	20,0993
14	3.334,10	40.009,24	3.334,10	14.931,78	3.067,37	61.342,49	20,2476
15	3.356,88	40.282,53	3.356,88	15.033,78	3.088,33	61.761,51	20,3859
16	3.407,01	40.884,07	3.407,01	15.258,28	3.134,45	62.683,80	20,6903
17	3.408,42	40.901,03	3.408,42	15.264,61	3.135,75	62.709,80	20,6989
18	3.538,47	42.461,59	3.538,47	15.847,02	3.255,39	65.102,47	21,4887
19	3.539,88	42.478,55	3.539,88	15.853,35	3.256,69	65.128,47	21,4972
20	3.669,93	44.039,17	3.669,93	16.435,79	3.376,34	67.521,23	22,2870
21	3.671,35	44.056,14	3.671,35	16.442,12	3.377,64	67.547,24	22,2956
22	3.801,39	45.616,69	3.801,39	17.024,53	3.497,28	69.939,89	23,0854
23	3.932,86	47.194,28	3.932,86	17.613,30	3.618,23	72.358,67	23,8837
24	4.062,91	48.754,91	4.062,91	18.195,74	3.737,88	74.751,43	24,6735
25	4.071,69	48.860,29	4.071,69	18.235,07	3.745,96	74.913,00	24,7269
26	4.078,52	48.942,28	4.078,52	18.265,67	3.752,24	75.038,72	24,7684
27	4.086,28	49.035,35	4.086,28	18.300,40	3.759,38	75.181,40	24,8155
28	4.092,15	49.105,75	4.092,15	18.326,68	3.764,77	75.289,35	24,8511
29	4.097,58	49.170,93	4.097,58	18.351,00	3.769,77	75.389,28	24,8841
30	4.102,61	49.231,37	4.102,61	18.373,56	3.774,40	75.481,94	24,9147
31	4.107,27	49.287,30	4.107,27	18.394,43	3.778,69	75.567,70	24,9430
32	4.111,59	49.339,12	4.111,59	18.413,77	3.782,67	75.647,15	24,9692
33	4.115,59	49.387,07	4.115,59	18.431,66	3.786,34	75.720,66	24,9935
34	4.119,29	49.431,50	4.119,29	18.448,25	3.789,75	75.788,79	25,0159
35	4.122,72	49.472,61	4.122,72	18.463,59	3.792,90	75.851,82	25,0367

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

B2b Begeleidend personeel klasse 2B							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.789,62	33.475,40	2.789,62	12.493,30	2.566,45	51.324,76	16,9410
1	2.846,00	34.151,94	2.846,00	12.745,79	2.618,32	52.362,04	17,2834
2	2.899,25	34.790,95	2.899,25	12.984,27	2.667,31	53.341,78	17,6068
3	2.949,46	35.393,52	2.949,46	13.209,16	2.713,50	54.265,64	17,9117
4	2.996,74	35.960,91	2.996,74	13.420,91	2.757,00	55.135,56	18,1988
5	3.041,20	36.494,36	3.041,20	13.620,00	2.797,90	55.953,46	18,4688
6	3.082,95	36.995,40	3.082,95	13.806,99	2.836,31	56.721,65	18,7224
7	3.122,13	37.465,54	3.122,13	13.982,45	2.872,36	57.442,47	18,9603
8	3.158,84	37.906,04	3.158,84	14.146,85	2.906,13	58.117,85	19,1832
9	3.193,21	38.318,56	3.193,21	14.300,81	2.937,76	58.750,34	19,3920
10	3.225,37	38.704,48	3.225,37	14.444,84	2.967,34	59.342,04	19,5873
11	3.255,42	39.065,06	3.255,42	14.579,41	2.994,99	59.894,87	19,7698
12	3.283,50	39.401,95	3.283,50	14.705,13	3.020,82	60.411,39	19,9403
13	3.309,69	39.716,26	3.309,69	14.822,44	3.044,91	60.893,30	20,0993
14	3.396,81	40.761,71	3.396,81	15.212,61	3.125,06	62.496,19	20,6284
15	3.398,27	40.779,30	3.398,27	15.219,17	3.126,41	62.523,16	20,6373
16	3.533,14	42.397,70	3.533,14	15.823,18	3.250,49	65.004,51	21,4563
17	3.534,60	42.415,26	3.534,60	15.829,73	3.251,84	65.031,43	21,4652
18	3.669,47	44.033,66	3.669,47	16.433,73	3.375,91	67.512,78	22,2842
19	3.670,94	44.051,28	3.670,94	16.440,30	3.377,26	67.539,79	22,2932
20	3.805,81	45.669,67	3.805,81	17.044,30	3.501,34	70.021,12	23,1122
21	3.807,27	45.687,23	3.807,27	17.050,85	3.502,69	70.048,04	23,1211
22	3.942,14	47.305,64	3.942,14	17.654,86	3.626,77	72.529,41	23,9401
23	4.078,47	48.941,64	4.078,47	18.265,43	3.752,19	75.037,73	24,7680
24	4.213,34	50.560,06	4.213,34	18.869,43	3.876,27	77.519,10	25,5871
25	4.222,45	50.669,36	4.222,45	18.910,23	3.884,65	77.686,68	25,6424
26	4.229,53	50.754,39	4.229,53	18.941,96	3.891,17	77.817,06	25,6854
27	4.237,57	50.850,87	4.237,57	18.977,97	3.898,57	77.964,98	25,7342
28	4.243,66	50.923,88	4.243,66	19.005,22	3.904,16	78.076,92	25,7712
29	4.249,29	50.991,48	4.249,29	19.030,44	3.909,35	78.180,55	25,8054
30	4.254,51	51.054,15	4.254,51	19.053,83	3.914,15	78.276,64	25,8371
31	4.259,35	51.112,16	4.259,35	19.075,48	3.918,60	78.365,58	25,8665
32	4.263,82	51.165,88	4.263,82	19.095,53	3.922,72	78.447,95	25,8937
33	4.267,97	51.215,60	4.267,97	19.114,09	3.926,53	78.524,19	25,9188
34	4.271,81	51.261,69	4.271,81	19.131,29	3.930,06	78.594,85	25,9421
35	4.275,36	51.304,33	4.275,36	19.147,20	3.933,33	78.660,22	25,9637

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van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

B2a Begeleidend personeel klasse 2A							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.789,62	33.475,40	2.789,62	12.493,30	2.566,45	51.324,76	16,9410
1	2.846,00	34.151,94	2.846,00	12.745,79	2.618,32	52.362,04	17,2834
2	2.899,25	34.790,95	2.899,25	12.984,27	2.667,31	53.341,78	17,6068
3	2.949,46	35.393,52	2.949,46	13.209,16	2.713,50	54.265,64	17,9117
4	2.996,74	35.960,91	2.996,74	13.420,91	2.757,00	55.135,56	18,1988
5	3.041,20	36.494,36	3.041,20	13.620,00	2.797,90	55.953,46	18,4688
6	3.082,95	36.995,40	3.082,95	13.806,99	2.836,31	56.721,65	18,7224
7	3.122,13	37.465,54	3.122,13	13.982,45	2.872,36	57.442,47	18,9603
8	3.194,77	38.337,23	3.194,77	14.307,77	2.939,19	58.778,96	19,4014
9	3.196,31	38.355,69	3.196,31	14.314,66	2.940,60	58.807,27	19,4108
10	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
11	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
12	3.415,66	40.987,94	3.415,66	15.297,04	3.142,41	62.843,05	20,7429
13	3.417,21	41.006,56	3.417,21	15.303,99	3.143,84	62.871,60	20,7523
14	3.558,50	42.702,01	3.558,50	15.936,75	3.273,82	65.471,08	21,6103
15	3.560,03	42.720,42	3.560,03	15.943,61	3.275,23	65.499,30	21,6196
16	3.701,32	44.415,87	3.701,32	16.576,37	3.405,22	68.098,78	22,4777
17	3.702,86	44.434,34	3.702,86	16.583,27	3.406,63	68.127,11	22,4870
18	3.844,15	46.129,78	3.844,15	17.216,02	3.536,62	70.726,57	23,3450
19	3.845,68	46.148,20	3.845,68	17.222,89	3.538,03	70.754,81	23,3544
20	3.986,97	47.843,65	3.986,97	17.855,65	3.668,01	73.354,29	24,2124
21	3.988,51	47.862,13	3.988,51	17.862,55	3.669,43	73.382,62	24,2217
22	4.129,80	49.557,57	4.129,80	18.495,30	3.799,41	75.982,08	25,0797
23	4.272,62	51.271,44	4.272,62	19.134,93	3.930,81	78.609,80	25,9471
24	4.413,91	52.966,90	4.413,91	19.767,69	4.060,80	81.209,30	26,8051
25	4.423,45	53.081,43	4.423,45	19.810,43	4.069,58	81.384,89	26,8631
26	4.430,88	53.170,51	4.430,88	19.843,68	4.076,41	81.521,47	26,9082
27	4.439,30	53.271,59	4.439,30	19.881,40	4.084,16	81.676,45	26,9593
28	4.445,67	53.348,08	4.445,67	19.909,95	4.090,02	81.793,72	26,9980
29	4.451,57	53.418,89	4.451,57	19.936,38	4.095,45	81.902,29	27,0339
30	4.457,05	53.484,55	4.457,05	19.960,88	4.100,48	82.002,96	27,0671
31	4.462,11	53.545,32	4.462,11	19.983,56	4.105,14	82.096,13	27,0978
32	4.466,80	53.601,60	4.466,80	20.004,56	4.109,46	82.182,42	27,1263
33	4.471,14	53.653,69	4.471,14	20.024,00	4.113,45	82.262,29	27,1527
34	4.475,16	53.701,97	4.475,16	20.042,02	4.117,15	82.336,31	27,1771
35	4.478,89	53.746,63	4.478,89	20.058,69	4.120,58	82.404,79	27,1997

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B1c Begeleidend personeel klasse 1							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.961,47	35.537,64	2.961,47	13.262,94	2.724,55	54.486,60	17,9846
1	2.988,34	35.860,12	2.988,34	13.383,30	2.749,28	54.981,04	18,1478
2	3.072,30	36.867,63	3.072,30	13.759,31	2.826,52	56.525,75	18,6577
3	3.185,62	38.227,45	3.185,62	14.266,80	2.930,77	58.610,64	19,3459
4	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
5	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
6	3.395,22	40.742,64	3.395,22	15.205,49	3.123,60	62.466,96	20,6187
7	3.396,37	40.756,39	3.396,37	15.210,62	3.124,66	62.488,03	20,6257
8	3.556,92	42.683,07	3.556,92	15.929,68	3.272,37	65.442,04	21,6007
9	3.558,42	42.700,99	3.558,42	15.936,37	3.273,74	65.469,52	21,6098
10	3.718,97	44.627,65	3.718,97	16.655,41	3.421,45	68.423,49	22,5848
11	3.720,71	44.648,58	3.720,71	16.663,22	3.423,06	68.455,57	22,5954
12	3.881,27	46.575,26	3.881,27	17.382,27	3.570,77	71.409,57	23,5705
13	3.883,01	46.596,17	3.883,01	17.390,08	3.572,37	71.441,64	23,5811
14	4.043,57	48.522,83	4.043,57	18.109,12	3.720,08	74.395,61	24,5561
15	4.045,32	48.543,81	4.045,32	18.116,96	3.721,69	74.427,78	24,5667
16	4.205,87	50.470,48	4.205,87	18.836,00	3.869,40	77.381,77	25,5417
17	4.207,62	50.491,40	4.207,62	18.843,81	3.871,01	77.413,83	25,5523
18	4.368,17	52.418,07	4.368,17	19.562,86	4.018,72	80.367,82	26,5274
19	4.369,92	52.438,99	4.369,92	19.570,67	4.020,32	80.399,90	26,5380
20	4.530,47	54.365,66	4.530,47	20.289,72	4.168,03	83.353,88	27,5130
21	4.532,21	54.386,57	4.532,21	20.297,52	4.169,64	83.385,95	27,5236
22	4.692,77	56.313,24	4.692,77	21.016,57	4.317,35	86.339,93	28,4986
23	4.855,07	58.260,89	4.855,07	21.743,45	4.466,67	89.326,08	29,4843
24	5.015,63	60.187,55	5.015,63	22.462,50	4.614,38	92.280,06	30,4593
25	5.026,48	60.317,72	5.026,48	22.511,08	4.624,36	92.479,64	30,5252
26	5.034,91	60.418,94	5.034,91	22.548,85	4.632,12	92.634,82	30,5764
27	5.044,48	60.533,73	5.044,48	22.591,69	4.640,92	92.810,81	30,6345
28	5.051,72	60.620,65	5.051,72	22.624,13	4.647,58	92.944,08	30,6785
29	5.058,43	60.701,11	5.058,43	22.654,16	4.653,75	93.067,45	30,7192
30	5.064,64	60.775,72	5.064,64	22.682,01	4.659,47	93.181,84	30,7569
31	5.070,40	60.844,78	5.070,40	22.707,78	4.664,77	93.287,72	30,7919
32	5.075,73	60.908,73	5.075,73	22.731,64	4.669,67	93.385,77	30,8243
33	5.080,66	60.967,93	5.080,66	22.753,74	4.674,21	93.476,54	30,8542
34	5.085,23	61.022,79	5.085,23	22.774,21	4.678,41	93.560,64	30,8820
35	5.089,46	61.073,53	5.089,46	22.793,15	4.682,30	93.638,45	30,9077

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B1b Diensthoofd in de erkende kinderdagverblijven							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
1	3.355,69	40.268,27	3.355,69	15.028,46	3.087,23	61.739,65	20,3787
2	3.463,94	41.567,33	3.463,94	15.513,28	3.186,83	63.731,38	21,0361
3	3.567,41	42.808,91	3.567,41	15.976,64	3.282,02	65.634,98	21,6644
4	3.666,07	43.992,86	3.666,07	16.418,50	3.372,79	67.450,22	22,2636
5	3.759,92	45.119,05	3.759,92	16.838,81	3.459,13	69.176,91	22,8335
6	3.849,03	46.188,31	3.849,03	17.237,86	3.541,10	70.816,30	23,3747
7	3.933,45	47.201,45	3.933,45	17.615,98	3.618,78	72.369,66	23,8874
8	4.013,33	48.159,90	4.013,33	17.973,68	3.692,26	73.839,16	24,3724
9	4.088,73	49.064,72	4.088,73	18.311,36	3.761,63	75.226,44	24,8303
10	4.159,85	49.918,16	4.159,85	18.629,87	3.827,06	76.534,93	25,2622
11	4.226,79	50.721,45	4.226,79	18.929,67	3.888,64	77.766,56	25,6688
12	4.289,73	51.476,82	4.289,73	19.211,58	3.946,56	78.924,69	26,0510
13	4.348,84	52.186,05	4.348,84	19.476,27	4.000,93	80.012,09	26,4099
14	4.404,29	52.851,52	4.404,29	19.724,63	4.051,95	81.032,39	26,7467
15	4.456,26	53.475,14	4.456,26	19.957,37	4.099,76	81.988,54	27,0623
16	4.510,32	54.123,84	4.510,32	20.199,47	4.149,49	82.983,13	27,3906
17	4.560,93	54.731,12	4.560,93	20.426,11	4.196,05	83.914,21	27,6979
18	4.673,85	56.086,21	4.673,85	20.931,84	4.299,94	85.991,85	28,3837
19	4.675,72	56.108,64	4.675,72	20.940,21	4.301,66	86.026,24	28,3951
20	4.847,51	58.170,14	4.847,51	21.709,58	4.459,71	89.186,95	29,4383
21	4.849,38	58.192,56	4.849,38	21.717,95	4.461,43	89.221,32	29,4497
22	5.021,18	60.254,11	5.021,18	22.487,34	4.619,48	92.382,10	30,4930
23	5.194,84	62.338,05	5.194,84	23.265,08	4.779,25	95.577,22	31,5476
24	5.366,63	64.399,55	5.366,63	24.034,45	4.937,30	98.737,93	32,5909
25	5.378,24	64.538,87	5.378,24	24.086,44	4.947,98	98.951,53	32,6614
26	5.387,26	64.647,17	5.387,26	24.126,86	4.956,28	99.117,57	32,7162
27	5.397,50	64.769,97	5.397,50	24.172,69	4.965,70	99.305,86	32,7783
28	5.405,25	64.862,96	5.405,25	24.207,40	4.972,83	99.448,44	32,8254
29	5.412,42	64.949,07	5.412,42	24.239,53	4.979,43	99.580,46	32,8690
30	5.419,08	65.028,90	5.419,08	24.269,33	4.985,55	99.702,86	32,9094
31	5.425,23	65.102,79	5.425,23	24.296,90	4.991,21	99.816,13	32,9468
32	5.430,93	65.171,22	5.430,93	24.322,44	4.996,46	99.921,05	32,9814
33	5.436,21	65.234,56	5.436,21	24.346,08	5.001,32	100.018,17	33,0134
34	5.441,10	65.293,25	5.441,10	24.367,98	5.005,82	100.108,15	33,0431
35	5.445,63	65.347,55	5.445,63	24.388,25	5.009,98	100.191,41	33,0706

met correctiereserve

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MV2 Gebrevetteerde verpleegkundige							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.790,30	33.483,63	2.790,30	12.496,37	2.567,08	51.337,38	16,9452
1	2.878,17	34.538,01	2.878,17	12.889,87	2.647,91	52.953,96	17,4787
2	2.961,47	35.537,64	2.961,47	13.262,94	2.724,55	54.486,60	17,9846
3	3.028,60	36.343,21	3.028,60	13.563,59	2.786,31	55.721,71	18,3923
4	3.135,62	37.627,39	3.135,62	14.042,86	2.884,77	57.690,63	19,0422
5	3.136,94	37.643,24	3.136,94	14.048,77	2.885,98	57.714,92	19,0502
6	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
7	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
8	3.378,90	40.546,80	3.378,90	15.132,40	3.108,59	62.166,70	20,5196
9	3.382,19	40.586,24	3.382,19	15.147,12	3.111,61	62.227,16	20,5396
10	3.534,72	42.416,58	3.534,72	15.830,22	3.251,94	65.033,46	21,4659
11	3.535,86	42.430,34	3.535,86	15.835,36	3.252,99	65.054,55	21,4728
12	3.688,39	44.260,65	3.688,39	16.518,44	3.393,32	67.860,79	22,3991
13	3.689,53	44.274,39	3.689,53	16.523,57	3.394,37	67.881,87	22,4061
14	3.842,06	46.104,75	3.842,06	17.206,68	3.534,70	70.688,18	23,3324
15	3.843,20	46.118,44	3.843,20	17.211,79	3.535,75	70.709,18	23,3393
16	3.995,73	47.948,80	3.995,73	17.894,89	3.676,07	73.515,50	24,2656
17	3.997,30	47.967,57	3.997,30	17.901,90	3.677,51	73.544,28	24,2751
18	4.149,83	49.797,93	4.149,83	18.585,00	3.817,84	76.350,60	25,2014
19	4.151,49	49.817,84	4.151,49	18.592,43	3.819,37	76.381,13	25,2115
20	4.304,01	51.648,15	4.304,01	19.275,52	3.959,69	79.187,37	26,1377
21	4.305,67	51.668,03	4.305,67	19.282,94	3.961,22	79.217,86	26,1478
22	4.458,20	53.498,39	4.458,20	19.966,04	4.101,54	82.024,18	27,0741
23	4.612,38	55.348,61	4.612,38	20.656,56	4.243,39	84.860,94	28,0104
24	4.764,91	57.178,96	4.764,91	21.339,67	4.383,72	87.667,26	28,9367
25	4.775,22	57.302,58	4.775,22	21.385,80	4.393,20	87.856,80	28,9993
26	4.783,23	57.398,74	4.783,23	21.421,69	4.400,57	88.004,23	29,0479
27	4.792,32	57.507,83	4.792,32	21.462,40	4.408,93	88.171,48	29,1032
28	4.799,20	57.590,40	4.799,20	21.493,22	4.415,26	88.298,08	29,1449
29	4.805,57	57.666,85	4.805,57	21.521,75	4.421,13	88.415,29	29,1836
30	4.811,48	57.737,73	4.811,48	21.548,20	4.426,56	88.523,97	29,2195
31	4.816,94	57.803,33	4.816,94	21.572,68	4.431,59	88.624,55	29,2527
32	4.822,01	57.864,09	4.822,01	21.595,36	4.436,25	88.717,70	29,2834
33	4.826,69	57.920,33	4.826,69	21.616,35	4.440,56	88.803,93	29,3119
34	4.831,04	57.972,44	4.831,04	21.635,80	4.444,55	88.883,82	29,3383
35	4.835,05	58.020,66	4.835,05	21.653,79	4.448,25	88.957,76	29,3627

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

MV1 Sociaal, verpleegkundig, paramedisch en therapeutisch personeel							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.242,72	38.912,68	3.242,72	14.522,54	2.983,31	59.661,25	19,6927
1	3.355,69	40.268,27	3.355,69	15.028,46	3.087,23	61.739,65	20,3787
2	3.463,94	41.567,33	3.463,94	15.513,28	3.186,83	63.731,38	21,0361
3	3.567,41	42.808,91	3.567,41	15.976,64	3.282,02	65.634,98	21,6644
4	3.666,07	43.992,86	3.666,07	16.418,50	3.372,79	67.450,22	22,2636
5	3.759,92	45.119,05	3.759,92	16.838,81	3.459,13	69.176,91	22,8335
6	3.849,03	46.188,31	3.849,03	17.237,86	3.541,10	70.816,30	23,3747
7	3.933,45	47.201,45	3.933,45	17.615,98	3.618,78	72.369,66	23,8874
8	4.013,33	48.159,90	4.013,33	17.973,68	3.692,26	73.839,16	24,3724
9	4.088,73	49.064,72	4.088,73	18.311,36	3.761,63	75.226,44	24,8303
10	4.159,85	49.918,16	4.159,85	18.629,87	3.827,06	76.534,93	25,2622
11	4.226,79	50.721,45	4.226,79	18.929,67	3.888,64	77.766,56	25,6688
12	4.289,73	51.476,82	4.289,73	19.211,58	3.946,56	78.924,69	26,0510
13	4.348,84	52.186,05	4.348,84	19.476,27	4.000,93	80.012,09	26,4099
14	4.404,29	52.851,52	4.404,29	19.724,63	4.051,95	81.032,39	26,7467
15	4.456,26	53.475,14	4.456,26	19.957,37	4.099,76	81.988,54	27,0623
16	4.510,32	54.123,84	4.510,32	20.199,47	4.149,49	82.983,13	27,3906
17	4.560,93	54.731,12	4.560,93	20.426,11	4.196,05	83.914,21	27,6979
18	4.608,29	55.299,49	4.608,29	20.638,23	4.239,63	84.785,64	27,9856
19	4.652,56	55.830,72	4.652,56	20.836,49	4.280,36	85.600,13	28,2544
20	4.693,92	56.327,05	4.693,92	21.021,72	4.318,41	86.361,10	28,5056
21	4.732,52	56.790,27	4.732,52	21.194,60	4.353,92	87.071,31	28,7400
22	4.768,54	57.222,45	4.768,54	21.355,90	4.387,05	87.733,94	28,9587
23	4.860,49	58.325,90	4.860,49	21.767,71	4.471,65	89.425,76	29,5172
24	5.021,05	60.252,57	5.021,05	22.486,76	4.619,36	92.379,74	30,4922
25	5.031,30	60.375,60	5.031,30	22.532,68	4.628,80	92.568,38	30,5545
26	5.039,74	60.476,92	5.039,74	22.570,49	4.636,56	92.723,72	30,6057
27	5.048,72	60.584,60	5.048,72	22.610,68	4.644,82	92.888,82	30,6602
28	5.055,97	60.671,58	5.055,97	22.643,14	4.651,49	93.022,18	30,7042
29	5.062,68	60.752,13	5.062,68	22.673,20	4.657,66	93.145,67	30,7450
30	5.068,90	60.826,80	5.068,90	22.701,07	4.663,39	93.260,16	30,7828
31	5.074,66	60.895,90	5.074,66	22.726,86	4.668,69	93.366,10	30,8178
32	5.079,99	60.959,91	5.079,99	22.750,75	4.673,59	93.464,24	30,8502
33	5.084,93	61.019,16	5.084,93	22.772,86	4.678,14	93.555,09	30,8801
34	5.089,51	61.074,07	5.089,51	22.793,35	4.682,35	93.639,27	30,9079
35	5.093,74	61.124,86	5.093,74	22.812,31	4.686,24	93.717,14	30,9336

met correctiereserve

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tot overschrijding spilindex 133,28

MV1bis Dienstverantwoordelijken in de diensten voor opvanggezinnen							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.242,72	38.912,68	3.242,72	14.522,54	2.983,31	59.661,25	19,6927
1	3.355,69	40.268,27	3.355,69	15.028,46	3.087,23	61.739,65	20,3787
2	3.463,94	41.567,33	3.463,94	15.513,28	3.186,83	63.731,38	21,0361
3	3.567,41	42.808,91	3.567,41	15.976,64	3.282,02	65.634,98	21,6644
4	3.666,07	43.992,86	3.666,07	16.418,50	3.372,79	67.450,22	22,2636
5	3.759,92	45.119,05	3.759,92	16.838,81	3.459,13	69.176,91	22,8335
6	3.849,03	46.188,31	3.849,03	17.237,86	3.541,10	70.816,30	23,3747
7	3.933,45	47.201,45	3.933,45	17.615,98	3.618,78	72.369,66	23,8874
8	4.013,33	48.159,90	4.013,33	17.973,68	3.692,26	73.839,16	24,3724
9	4.088,73	49.064,72	4.088,73	18.311,36	3.761,63	75.226,44	24,8303
10	4.159,85	49.918,16	4.159,85	18.629,87	3.827,06	76.534,93	25,2622
11	4.226,79	50.721,45	4.226,79	18.929,67	3.888,64	77.766,56	25,6688
12	4.289,73	51.476,82	4.289,73	19.211,58	3.946,56	78.924,69	26,0510
13	4.348,84	52.186,05	4.348,84	19.476,27	4.000,93	80.012,09	26,4099
14	4.404,29	52.851,52	4.404,29	19.724,63	4.051,95	81.032,39	26,7467
15	4.456,26	53.475,14	4.456,26	19.957,37	4.099,76	81.988,54	27,0623
16	4.510,32	54.123,84	4.510,32	20.199,47	4.149,49	82.983,13	27,3906
17	4.569,78	54.837,39	4.569,78	20.465,77	4.204,20	84.077,14	27,7517
18	4.703,90	56.446,75	4.703,90	21.066,40	4.327,58	86.544,62	28,5662
19	4.797,55	57.570,57	4.797,55	21.485,82	4.413,74	88.267,68	29,1349
20	4.797,55	57.570,57	4.797,55	21.485,82	4.413,74	88.267,68	29,1349
21	4.891,20	58.694,40	4.891,20	21.905,24	4.499,90	89.990,74	29,7036
22	4.898,45	58.781,45	4.898,45	21.937,73	4.506,58	90.124,21	29,7477
23	5.060,16	60.721,94	5.060,16	22.661,94	4.655,35	93.099,39	30,7297
24	5.220,72	62.648,64	5.220,72	23.380,99	4.803,06	96.053,41	31,7048
25	5.231,33	62.775,96	5.231,33	23.428,51	4.812,82	96.248,63	31,7692
26	5.240,11	62.881,31	5.240,11	23.467,83	4.820,90	96.410,15	31,8225
27	5.249,40	62.992,76	5.249,40	23.509,42	4.829,45	96.581,03	31,8789
28	5.256,93	63.083,21	5.256,93	23.543,18	4.836,38	96.719,70	31,9247
29	5.263,91	63.166,95	5.263,91	23.574,43	4.842,80	96.848,10	31,9671
30	5.270,38	63.244,58	5.270,38	23.603,41	4.848,75	96.967,12	32,0064
31	5.276,37	63.316,45	5.276,37	23.630,23	4.854,26	97.077,30	32,0427
32	5.281,92	63.383,00	5.281,92	23.655,06	4.859,36	97.179,35	32,0764
33	5.287,05	63.444,60	5.287,05	23.678,05	4.864,09	97.273,78	32,1076
34	5.291,81	63.501,69	5.291,81	23.699,36	4.868,46	97.361,31	32,1365
35	5.296,21	63.554,50	5.296,21	23.719,07	4.872,51	97.442,29	32,1632

met correctiereserve

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tot overschrijding spilindex 133,28

A3 Administratief personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.353,64	28.243,74	2.353,64	10.540,80	2.165,35	43.303,54	14,2934
1	2.444,89	29.338,67	2.444,89	10.949,43	2.249,30	44.982,29	14,8475
2	2.536,13	30.433,62	2.536,13	11.358,08	2.333,24	46.661,07	15,4016
3	2.627,38	31.528,60	2.627,38	11.766,74	2.417,19	48.339,92	15,9558
4	2.718,63	32.623,55	2.718,63	12.175,38	2.501,14	50.018,70	16,5099
5	2.718,63	32.623,55	2.718,63	12.175,38	2.501,14	50.018,70	16,5099
6	2.848,68	34.184,10	2.848,68	12.757,79	2.620,78	52.411,35	17,2996
7	2.848,68	34.184,10	2.848,68	12.757,79	2.620,78	52.411,35	17,2996
8	2.961,47	35.537,64	2.961,47	13.262,94	2.724,55	54.486,60	17,9846
9	2.961,47	35.537,64	2.961,47	13.262,94	2.724,55	54.486,60	17,9846
10	3.044,03	36.528,39	3.044,03	13.632,70	2.800,51	56.005,63	18,4860
11	3.044,03	36.528,39	3.044,03	13.632,70	2.800,51	56.005,63	18,4860
12	3.174,08	38.088,96	3.174,08	14.215,12	2.920,15	58.398,31	19,2758
13	3.174,08	38.088,96	3.174,08	14.215,12	2.920,15	58.398,31	19,2758
14	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
15	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
16	3.369,44	40.433,27	3.369,44	15.090,03	3.099,88	61.992,62	20,4622
17	3.369,44	40.433,27	3.369,44	15.090,03	3.099,88	61.992,62	20,4622
18	3.499,48	41.993,82	3.499,48	15.672,44	3.219,53	64.385,27	21,2519
19	3.499,48	41.993,82	3.499,48	15.672,44	3.219,53	64.385,27	21,2519
20	3.629,54	43.554,44	3.629,54	16.254,88	3.339,17	66.778,03	22,0417
21	3.629,54	43.554,44	3.629,54	16.254,88	3.339,17	66.778,03	22,0417
22	3.759,59	45.115,06	3.759,59	16.837,32	3.458,82	69.170,79	22,8315
23	3.889,64	46.675,63	3.889,64	17.419,74	3.578,47	71.563,47	23,6213
24	4.019,69	48.236,26	4.019,69	18.002,17	3.698,11	73.956,23	24,4111
25	4.026,98	48.323,76	4.026,98	18.034,83	3.704,82	74.090,39	24,4553
26	4.033,74	48.404,86	4.033,74	18.065,10	3.711,04	74.214,74	24,4964
27	4.040,00	48.479,98	4.040,00	18.093,13	3.716,80	74.329,92	24,5344
28	4.045,80	48.549,59	4.045,80	18.119,11	3.722,14	74.436,63	24,5696
29	4.051,17	48.614,04	4.051,17	18.143,16	3.727,08	74.535,45	24,6022
30	4.056,15	48.673,79	4.056,15	18.165,47	3.731,66	74.627,07	24,6325
31	4.060,76	48.729,09	4.060,76	18.186,10	3.735,90	74.711,85	24,6605
32	4.065,03	48.780,31	4.065,03	18.205,22	3.739,82	74.790,38	24,6864
33	4.068,98	48.827,72	4.068,98	18.222,91	3.743,46	74.863,07	24,7104
34	4.072,64	48.871,65	4.072,64	18.239,31	3.746,83	74.930,43	24,7326
35	4.076,02	48.912,30	4.076,02	18.254,48	3.749,94	74.992,75	24,7532

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

A2 Administratief personeel klasse 2							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.545,86	30.550,31	2.545,86	11.401,63	2.342,19	46.839,98	15,4607
1	2.644,99	31.739,86	2.644,99	11.845,58	2.433,39	48.663,82	16,0627
2	2.744,12	32.929,41	2.744,12	12.289,53	2.524,59	50.487,65	16,6647
3	2.843,25	34.118,98	2.843,25	12.733,49	2.615,79	52.311,51	17,2667
4	2.942,38	35.308,54	2.942,38	13.177,44	2.706,99	54.135,34	17,8687
5	2.942,38	35.308,54	2.942,38	13.177,44	2.706,99	54.135,34	17,8687
6	3.018,92	36.227,07	3.018,92	13.520,24	2.777,41	55.543,64	18,3335
7	3.018,92	36.227,07	3.018,92	13.520,24	2.777,41	55.543,64	18,3335
8	3.160,21	37.922,53	3.160,21	14.153,00	2.907,39	58.143,14	19,1916
9	3.160,21	37.922,53	3.160,21	14.153,00	2.907,39	58.143,14	19,1916
10	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
11	3.278,43	39.341,21	3.278,43	14.682,47	3.016,16	60.318,27	19,9095
12	3.378,04	40.536,54	3.378,04	15.128,57	3.107,80	62.150,96	20,5144
13	3.378,04	40.536,54	3.378,04	15.128,57	3.107,80	62.150,96	20,5144
14	3.519,33	42.232,00	3.519,33	15.761,33	3.237,79	64.750,46	21,3725
15	3.519,33	42.232,00	3.519,33	15.761,33	3.237,79	64.750,46	21,3725
16	3.660,62	43.927,47	3.660,62	16.394,10	3.367,77	67.349,96	22,2305
17	3.660,62	43.927,47	3.660,62	16.394,10	3.367,77	67.349,96	22,2305
18	3.801,91	45.622,94	3.801,91	17.026,86	3.497,76	69.949,48	23,0885
19	3.801,91	45.622,94	3.801,91	17.026,86	3.497,76	69.949,48	23,0885
20	3.943,20	47.318,41	3.943,20	17.659,62	3.627,74	72.548,98	23,9466
21	3.943,20	47.318,41	3.943,20	17.659,62	3.627,74	72.548,98	23,9466
22	4.084,49	49.013,86	4.084,49	18.292,38	3.757,73	75.148,46	24,8046
23	4.225,78	50.709,35	4.225,78	18.925,15	3.887,72	77.747,99	25,6626
24	4.367,07	52.404,80	4.367,07	19.557,91	4.017,70	80.347,48	26,5206
25	4.374,99	52.499,88	4.374,99	19.593,39	4.024,99	80.493,26	26,5688
26	4.382,33	52.587,99	4.382,33	19.626,27	4.031,75	80.628,34	26,6134
27	4.389,13	52.669,60	4.389,13	19.656,73	4.038,00	80.753,47	26,6547
28	4.395,44	52.745,22	4.395,44	19.684,96	4.043,80	80.869,42	26,6929
29	4.401,27	52.815,23	4.401,27	19.711,09	4.049,17	80.976,76	26,7284
30	4.406,68	52.880,15	4.406,68	19.735,31	4.054,14	81.076,29	26,7612
31	4.411,69	52.940,23	4.411,69	19.757,73	4.058,75	81.168,40	26,7916
32	4.416,32	52.995,87	4.416,32	19.778,50	4.063,02	81.253,71	26,8198
33	4.420,62	53.047,39	4.420,62	19.797,73	4.066,97	81.332,71	26,8458
34	4.424,59	53.095,11	4.424,59	19.815,54	4.070,63	81.405,87	26,8700
35	4.428,27	53.139,27	4.428,27	19.832,02	4.074,01	81.473,58	26,8923

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

A1 Administratief en logistiek personeel klasse 1							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.961,47	35.537,64	2.961,47	13.262,94	2.724,55	54.486,60	17,9846
1	2.961,47	35.537,64	2.961,47	13.262,94	2.724,55	54.486,60	17,9846
2	3.035,91	36.430,96	3.035,91	13.596,34	2.793,04	55.856,26	18,4367
3	3.148,56	37.782,73	3.148,56	14.100,83	2.896,68	57.928,79	19,1208
4	3.261,21	39.134,51	3.261,21	14.605,32	3.000,31	60.001,35	19,8049
5	3.261,21	39.134,51	3.261,21	14.605,32	3.000,31	60.001,35	19,8049
6	3.357,02	40.284,24	3.357,02	15.034,41	3.088,46	61.764,13	20,3868
7	3.535,45	42.425,37	3.535,45	15.833,50	3.252,61	65.046,93	21,4703
8	3.535,45	42.425,37	3.535,45	15.833,50	3.252,61	65.046,93	21,4703
9	3.628,01	43.536,14	3.628,01	16.248,05	3.337,77	66.749,98	22,0325
10	3.678,13	44.137,58	3.678,13	16.472,51	3.383,88	67.672,10	22,3368
11	3.720,52	44.646,27	3.720,52	16.662,36	3.422,88	68.452,03	22,5943
12	3.838,69	46.064,25	3.838,69	17.191,56	3.531,59	70.626,08	23,3119
13	3.838,69	46.064,25	3.838,69	17.191,56	3.531,59	70.626,08	23,3119
14	3.999,24	47.990,90	3.999,24	17.910,60	3.679,30	73.580,05	24,2869
15	3.999,24	47.990,90	3.999,24	17.910,60	3.679,30	73.580,05	24,2869
16	4.224,23	50.690,73	4.224,23	18.918,20	3.886,29	77.719,45	25,6532
17	4.316,74	51.800,86	4.316,74	19.332,51	3.971,40	79.421,50	26,2150
18	4.449,20	53.390,38	4.449,20	19.925,73	4.093,26	81.858,57	27,0194
19	4.541,71	54.500,50	4.541,71	20.340,04	4.178,37	83.560,63	27,5812
20	4.541,71	54.500,50	4.541,71	20.340,04	4.178,37	83.560,63	27,5812
21	4.634,22	55.610,63	4.634,22	20.754,35	4.263,48	85.262,68	28,1430
22	4.641,46	55.697,58	4.641,46	20.786,80	4.270,15	85.395,99	28,1870
23	4.802,02	57.624,24	4.802,02	21.505,85	4.417,86	88.349,97	29,1621
24	4.962,58	59.550,92	4.962,58	22.224,90	4.565,57	91.303,97	30,1371
25	4.971,58	59.658,96	4.971,58	22.265,22	4.573,85	91.469,62	30,1918
26	4.979,92	59.759,08	4.979,92	22.302,58	4.581,53	91.623,11	30,2424
27	4.987,65	59.851,83	4.987,65	22.337,20	4.588,64	91.765,32	30,2894
28	4.994,81	59.937,75	4.994,81	22.369,27	4.595,23	91.897,06	30,3329
29	5.001,44	60.017,32	5.001,44	22.398,97	4.601,33	92.019,06	30,3731
30	5.007,59	60.091,10	5.007,59	22.426,50	4.606,98	92.132,17	30,4105
31	5.013,28	60.159,36	5.013,28	22.451,98	4.612,22	92.236,84	30,4450
32	5.018,55	60.222,59	5.018,55	22.475,57	4.617,07	92.333,78	30,4770
33	5.023,43	60.281,13	5.023,43	22.497,42	4.621,55	92.423,53	30,5066
34	5.027,95	60.335,36	5.027,95	22.517,66	4.625,71	92.506,68	30,5341
35	5.032,13	60.385,55	5.032,13	22.536,39	4.629,56	92.583,62	30,5595

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

L1 Licenciaten / masters							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.705,75	44.468,95	3.705,75	16.596,18	3.409,29	68.180,17	22,5045
1	3.816,75	45.801,05	3.816,75	17.093,33	3.511,41	70.222,55	23,1787
2	3.927,81	47.133,76	3.927,81	17.590,71	3.613,59	72.265,88	23,8531
3	4.038,87	48.466,48	4.038,87	18.088,09	3.715,76	74.309,21	24,5276
4	4.173,52	50.082,23	4.173,52	18.691,11	3.839,64	76.786,49	25,3453
5	4.344,10	52.129,19	4.344,10	19.455,05	3.996,57	79.924,90	26,3812
6	4.344,10	52.129,19	4.344,10	19.455,05	3.996,57	79.924,90	26,3812
7	4.514,62	54.175,44	4.514,62	20.218,72	4.153,45	83.062,23	27,4167
8	4.514,62	54.175,44	4.514,62	20.218,72	4.153,45	83.062,23	27,4167
9	4.685,15	56.221,75	4.685,15	20.982,42	4.310,33	86.199,65	28,4523
10	4.696,66	56.359,96	4.696,66	21.034,01	4.320,93	86.411,56	28,5222
11	4.855,67	58.268,00	4.855,67	21.746,10	4.467,21	89.336,98	29,4879
12	4.905,34	58.864,09	4.905,34	21.968,57	4.512,91	90.250,91	29,7895
13	5.026,19	60.314,26	5.026,19	22.509,78	4.624,09	92.474,32	30,5234
14	5.114,01	61.368,16	5.114,01	22.903,11	4.704,89	94.090,17	31,0568
15	5.196,72	62.360,58	5.196,72	23.273,49	4.780,98	95.611,76	31,5590
16	5.322,69	63.872,24	5.322,69	23.837,65	4.896,87	97.929,45	32,3240
17	5.367,29	64.407,54	5.367,29	24.037,43	4.937,91	98.750,17	32,5949
18	5.531,36	66.376,36	5.531,36	24.772,21	5.088,85	101.768,78	33,5913
19	5.537,82	66.453,79	5.537,82	24.801,11	5.094,79	101.887,50	33,6305
20	5.740,04	68.880,44	5.740,04	25.706,75	5.280,83	105.608,06	34,8585
21	5.744,81	68.937,69	5.744,81	25.728,12	5.285,22	105.695,85	34,8875
22	5.948,71	71.384,55	5.948,71	26.641,31	5.472,82	109.447,39	36,1258
23	6.157,39	73.888,64	6.157,39	27.575,85	5.664,80	113.286,67	37,3930
24	6.361,29	76.335,49	6.361,29	28.489,04	5.852,39	117.038,22	38,6313
25	6.372,83	76.473,99	6.372,83	28.540,73	5.863,01	117.250,57	38,7014
26	6.383,53	76.602,32	6.383,53	28.588,63	5.872,84	117.447,32	38,7664
27	6.393,43	76.721,21	6.393,43	28.633,00	5.881,96	117.629,60	38,8265
28	6.402,61	76.831,37	6.402,61	28.674,11	5.890,40	117.798,49	38,8823
29	6.411,11	76.933,36	6.411,11	28.712,17	5.898,22	117.954,86	38,9339
30	6.418,99	77.027,92	6.418,99	28.747,46	5.905,47	118.099,85	38,9817
31	6.426,29	77.115,43	6.426,29	28.780,12	5.912,18	118.234,02	39,0260
32	6.433,04	77.196,49	6.433,04	28.810,37	5.918,40	118.358,31	39,0671
33	6.439,29	77.271,52	6.439,29	28.838,38	5.924,15	118.473,34	39,1050
34	6.445,09	77.341,05	6.445,09	28.864,33	5.929,48	118.579,95	39,1402
35	6.450,45	77.405,37	6.450,45	28.888,33	5.934,41	118.678,56	39,1728

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

K3 Directie in de erkende kinderdagverblijven							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.852,59	46.231,03	3.852,59	17.253,81	3.544,38	70.881,81	23,3963
1	3.963,72	47.564,62	3.963,72	17.751,51	3.646,62	72.926,47	24,0712
2	4.079,48	48.953,78	4.079,48	18.269,96	3.753,12	75.056,35	24,7742
3	4.195,24	50.342,91	4.195,24	18.788,39	3.859,62	77.186,16	25,4772
4	4.334,16	52.009,92	4.334,16	19.410,53	3.987,43	79.742,04	26,3208
5	4.514,75	54.176,99	4.514,75	20.219,30	4.153,57	83.064,61	27,4175
6	4.514,75	54.176,99	4.514,75	20.219,30	4.153,57	83.064,61	27,4175
7	4.699,97	56.399,61	4.699,97	21.048,81	4.323,97	86.472,36	28,5423
8	4.699,97	56.399,61	4.699,97	21.048,81	4.323,97	86.472,36	28,5423
9	4.885,19	58.622,28	4.885,19	21.878,32	4.494,38	89.880,17	29,6671
10	4.885,19	58.622,28	4.885,19	21.878,32	4.494,38	89.880,17	29,6671
11	5.116,72	61.400,59	5.116,72	22.915,21	4.707,38	94.139,90	31,0732
12	5.116,72	61.400,59	5.116,72	22.915,21	4.707,38	94.139,90	31,0732
13	5.325,09	63.901,06	5.325,09	23.848,41	4.899,08	97.973,65	32,3386
14	5.325,09	63.901,06	5.325,09	23.848,41	4.899,08	97.973,65	32,3386
15	5.533,46	66.401,56	5.533,46	24.781,62	5.090,79	101.807,43	33,6040
16	5.533,46	66.401,56	5.533,46	24.781,62	5.090,79	101.807,43	33,6040
17	5.764,99	69.179,87	5.764,99	25.818,50	5.303,79	106.067,15	35,0101
18	5.764,99	69.179,87	5.764,99	25.818,50	5.303,79	106.067,15	35,0101
19	5.764,99	69.179,87	5.764,99	25.818,50	5.303,79	106.067,15	35,0101
20	5.973,36	71.680,31	5.973,36	26.751,69	5.495,49	109.900,84	36,2755
21	5.973,36	71.680,31	5.973,36	26.751,69	5.495,49	109.900,84	36,2755
22	6.204,88	74.458,60	6.204,88	27.788,57	5.708,49	114.160,55	37,6815
23	6.436,41	77.236,96	6.436,41	28.825,48	5.921,50	118.420,35	39,0875
24	6.621,63	79.459,58	6.621,63	29.654,98	6.091,90	121.828,09	40,2123
25	6.633,65	79.603,75	6.633,65	29.708,78	6.102,95	122.049,13	40,2853
26	6.644,78	79.737,32	6.644,78	29.758,63	6.113,19	122.253,93	40,3529
27	6.655,09	79.861,09	6.655,09	29.804,82	6.122,68	122.443,68	40,4155
28	6.664,65	79.975,75	6.664,65	29.847,61	6.131,47	122.619,48	40,4736
29	6.673,49	80.081,91	6.673,49	29.887,23	6.139,61	122.782,25	40,5273
30	6.681,69	80.180,33	6.681,69	29.923,97	6.147,16	122.933,16	40,5771
31	6.689,29	80.271,44	6.689,29	29.957,97	6.154,14	123.072,84	40,6232
32	6.696,32	80.355,81	6.696,32	29.989,46	6.160,61	123.202,20	40,6659
33	6.702,83	80.433,91	6.702,83	30.018,61	6.166,60	123.321,94	40,7054
34	6.708,86	80.506,29	6.708,86	30.045,62	6.172,15	123.432,91	40,7420
35	6.714,44	80.573,24	6.714,44	30.070,60	6.177,28	123.535,56	40,7759

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

G1 Geneesheer omnipracticus							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	4.450,15	53.401,81	4.450,15	19.930,00	4.094,14	81.876,10	27,0252
1	4.558,11	54.697,31	4.558,11	20.413,49	4.193,46	83.862,38	27,6808
2	4.666,06	55.992,74	4.666,06	20.896,96	4.292,78	85.848,54	28,3364
3	4.773,96	57.287,57	4.773,96	21.380,20	4.392,05	87.833,78	28,9917
4	4.773,96	57.287,57	4.773,96	21.380,20	4.392,05	87.833,78	28,9917
5	4.962,86	59.554,29	4.962,86	22.226,16	4.565,83	91.309,14	30,1388
6	4.962,86	59.554,29	4.962,86	22.226,16	4.565,83	91.309,14	30,1388
7	5.151,75	61.821,04	5.151,75	23.072,13	4.739,61	94.784,54	31,2860
8	5.151,75	61.821,04	5.151,75	23.072,13	4.739,61	94.784,54	31,2860
9	5.340,65	64.087,81	5.340,65	23.918,11	4.913,40	98.259,97	32,4331
10	5.340,65	64.087,81	5.340,65	23.918,11	4.913,40	98.259,97	32,4331
11	5.529,54	66.354,53	5.529,54	24.764,06	5.087,18	101.735,32	33,5802
12	5.529,54	66.354,53	5.529,54	24.764,06	5.087,18	101.735,32	33,5802
13	5.718,44	68.621,29	5.718,44	25.610,04	5.260,97	105.210,74	34,7274
14	5.718,44	68.621,29	5.718,44	25.610,04	5.260,97	105.210,74	34,7274
15	5.907,28	70.887,36	5.907,28	26.455,75	5.434,70	108.685,09	35,8742
16	5.907,28	70.887,36	5.907,28	26.455,75	5.434,70	108.685,09	35,8742
17	6.096,18	73.154,13	6.096,18	27.301,73	5.608,48	112.160,52	37,0213
18	6.096,18	73.154,13	6.096,18	27.301,73	5.608,48	112.160,52	37,0213
19	6.285,07	75.420,88	6.285,07	28.147,70	5.782,27	115.635,93	38,1685
20	6.285,07	75.420,88	6.285,07	28.147,70	5.782,27	115.635,93	38,1685
21	6.473,97	77.687,61	6.473,97	28.993,66	5.956,05	119.111,29	39,3156
22	6.473,97	77.687,61	6.473,97	28.993,66	5.956,05	119.111,29	39,3156
23	6.662,86	79.954,38	6.662,86	29.839,64	6.129,84	122.586,72	40,4627
24	6.662,86	79.954,38	6.662,86	29.839,64	6.129,84	122.586,72	40,4627
25	6.674,95	80.099,44	6.674,95	29.893,78	6.140,96	122.809,13	40,5362
26	6.686,15	80.233,85	6.686,15	29.943,94	6.151,26	123.015,21	40,6042
27	6.696,53	80.358,38	6.696,53	29.990,42	6.160,81	123.206,14	40,6672
28	6.706,15	80.473,76	6.706,15	30.033,48	6.169,65	123.383,03	40,7256
29	6.715,05	80.580,57	6.715,05	30.073,34	6.177,84	123.546,81	40,7796
30	6.723,30	80.679,62	6.723,30	30.110,31	6.185,44	123.698,67	40,8298
31	6.730,94	80.771,28	6.730,94	30.144,51	6.192,46	123.839,19	40,8762
32	6.738,01	80.856,18	6.738,01	30.176,20	6.198,97	123.969,36	40,9191
33	6.744,56	80.934,77	6.744,56	30.205,53	6.205,00	124.089,86	40,9589
34	6.750,63	81.007,59	6.750,63	30.232,71	6.210,58	124.201,52	40,9957
35	6.756,25	81.074,96	6.756,25	30.257,85	6.215,75	124.304,81	41,0298

met correctiereserve

van toepassing vanaf 01/03/2025

tot overschrijding spilindex 133,28

GS Geneesheer specialist							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	5.915,03	70.980,38	5.915,03	26.490,47	5.441,83	108.827,71	35,9212
1	5.915,03	70.980,38	5.915,03	26.490,47	5.441,83	108.827,71	35,9212
2	6.146,34	73.756,03	6.146,34	27.526,36	5.654,63	113.083,35	37,3259
3	6.146,34	73.756,03	6.146,34	27.526,36	5.654,63	113.083,35	37,3259
4	6.377,64	76.531,66	6.377,64	28.562,25	5.867,43	117.338,98	38,7306
5	6.377,64	76.531,66	6.377,64	28.562,25	5.867,43	117.338,98	38,7306
6	6.608,89	79.306,63	6.608,89	29.597,90	6.080,18	121.593,59	40,1349
7	6.608,89	79.306,63	6.608,89	29.597,90	6.080,18	121.593,59	40,1349
8	6.840,19	82.082,28	6.840,19	30.633,79	6.292,97	125.849,23	41,5396
9	6.840,19	82.082,28	6.840,19	30.633,79	6.292,97	125.849,23	41,5396
10	7.071,49	84.857,91	7.071,49	31.669,68	6.505,77	130.104,85	42,9443
11	7.071,49	84.857,91	7.071,49	31.669,68	6.505,77	130.104,85	42,9443
12	7.302,79	87.633,53	7.302,79	32.705,56	6.718,57	134.360,46	44,3490
13	7.302,79	87.633,53	7.302,79	32.705,56	6.718,57	134.360,46	44,3490
14	7.534,10	90.409,16	7.534,10	33.741,45	6.931,37	138.616,08	45,7536
15	7.534,10	90.409,16	7.534,10	33.741,45	6.931,37	138.616,08	45,7536
16	7.765,40	93.184,80	7.765,40	34.777,35	7.144,17	142.871,72	47,1583
17	7.765,40	93.184,80	7.765,40	34.777,35	7.144,17	142.871,72	47,1583
18	7.996,70	95.960,43	7.996,70	35.813,23	7.356,97	147.127,34	48,5630
19	7.996,70	95.960,43	7.996,70	35.813,23	7.356,97	147.127,34	48,5630
20	8.228,01	98.736,08	8.228,01	36.849,13	7.569,77	151.382,98	49,9677
21	8.228,01	98.736,08	8.228,01	36.849,13	7.569,77	151.382,98	49,9677
22	8.459,25	101.511,05	8.459,25	37.884,77	7.782,51	155.637,59	51,3720
23	8.459,25	101.511,05	8.459,25	37.884,77	7.782,51	155.637,59	51,3720
24	8.459,25	101.511,05	8.459,25	37.884,77	7.782,51	155.637,59	51,3720
25	8.474,60	101.695,22	8.474,60	37.953,50	7.796,63	155.919,96	51,4652
26	8.488,82	101.865,87	8.488,82	38.017,19	7.809,72	156.181,60	51,5516
27	8.502,00	102.023,97	8.502,00	38.076,19	7.821,84	156.423,99	51,6316
28	8.514,20	102.170,45	8.514,20	38.130,86	7.833,07	156.648,58	51,7057
29	8.525,51	102.306,08	8.525,51	38.181,48	7.843,47	156.856,54	51,7743
30	8.535,99	102.431,83	8.535,99	38.228,41	7.853,11	157.049,34	51,8380
31	8.545,68	102.548,20	8.545,68	38.271,84	7.862,03	157.227,75	51,8969
32	8.554,67	102.655,99	8.554,67	38.312,07	7.870,29	157.393,03	51,9514
33	8.562,98	102.755,77	8.562,98	38.349,31	7.877,94	157.546,01	52,0019
34	8.570,69	102.848,23	8.570,69	38.383,82	7.885,03	157.687,76	52,0487
35	8.577,81	102.933,76	8.577,81	38.415,74	7.891,59	157.818,90	52,0920

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

van toepassing vanaf 01/03/2025
tot overschrijding spilindex 133,28

20.

	<i>basis</i>	bedrag vanaf 01/03/2025	
Gewaarborgd inkomen	23.133,23	per jaar	27.646,52
		per maand	2.303,88
		per uur	13,9912
Weddesupplement zaterdagprestaties per uur	1,6924	2,0226	
Vergoeding vakantieverblijven per dag	29,6256	49,58	