
PARITAIR COMITÉ 331
KINDEROPVANG - trap 1
LOONBAREMA'S geldig vanaf 1 januari 2026

Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 januari 2026** tot en met de maand waarin de spilindex van 135,95 punten wordt overschreden.

Barema's kinderopvang – organisatoren gesubsidieerd in toepassing van art. 7 van het decreet van 20/04/2015 én enkel gesubsidieerd in toepassing van artikel 11 en 12 van het subsidiebesluit van 04/04/2014 – trap 1 of basissubsidie

Deze organisatoren dienen rekening te houden met volgende collectieve arbeidsovereenkomsten:

- CAO van 26/01/2009 betreffende de loon- en arbeidsvoorwaarden gesloten binnen PC 330
- CAO van 19/05/1992 betreffende de waarborg van een minimumloon afgesloten in het PC van de gezondheidsdiensten (het voormalige PC 305).

Loonbarema's Paritair Comité 331**Kinderopvang - trap 1**

van toepassing vanaf 01/01/2026

tot overschrijding spilindex 135,95

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W 1 Werkliedenpersoneel - categorie 1						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.553,26	18.639,06	6.421,16	1.428,99	26.489,21	9,4327
1	1.584,34	19.012,06	6.549,66	1.457,59	27.019,31	9,6215
2	1.615,64	19.387,68	6.679,06	1.486,39	27.553,13	9,8116
3	1.646,95	19.763,36	6.808,48	1.515,19	28.087,04	10,0017
4	1.646,95	19.763,36	6.808,48	1.515,19	28.087,04	10,0017
5	1.677,92	20.135,04	6.936,52	1.543,69	28.615,25	10,1898
6	1.677,92	20.135,04	6.936,52	1.543,69	28.615,25	10,1898
7	1.709,22	20.510,66	7.065,92	1.572,48	29.149,07	10,3799
8	1.709,22	20.510,66	7.065,92	1.572,48	29.149,07	10,3799
9	1.740,19	20.882,28	7.193,94	1.600,97	29.677,20	10,5680
10	1.740,19	20.882,28	7.193,94	1.600,97	29.677,20	10,5680
11	1.771,27	21.255,28	7.322,44	1.629,57	30.207,29	10,7567
12	1.771,27	21.255,28	7.322,44	1.629,57	30.207,29	10,7567
13	1.802,80	21.633,64	7.452,79	1.658,58	30.745,01	10,9482
14	1.802,80	21.633,64	7.452,79	1.658,58	30.745,01	10,9482
15	1.833,88	22.006,58	7.581,27	1.687,17	31.275,02	11,1369
16	1.833,88	22.006,58	7.581,27	1.687,17	31.275,02	11,1369
17	1.864,85	22.378,19	7.709,29	1.715,66	31.803,14	11,3250
18	1.864,85	22.378,19	7.709,29	1.715,66	31.803,14	11,3250
19	1.896,16	22.753,88	7.838,71	1.744,46	32.337,05	11,5151
20	1.896,16	22.753,88	7.838,71	1.744,46	32.337,05	11,5151
21	1.927,46	23.129,52	7.968,12	1.773,26	32.870,90	11,7052
22	1.927,46	23.129,52	7.968,12	1.773,26	32.870,90	11,7052
23	1.958,55	23.502,56	8.096,63	1.801,86	33.401,05	11,8940
24	1.958,55	23.502,56	8.096,63	1.801,86	33.401,05	11,8940
25	1.989,85	23.878,20	8.226,04	1.830,66	33.934,90	12,0841
26	1.989,85	23.878,20	8.226,04	1.830,66	33.934,90	12,0841
27	1.989,85	23.878,20	8.226,04	1.830,66	33.934,90	12,0841
W 2 Werkliedenpersoneel - categorie 2						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.615,64	19.387,68	6.679,06	1.486,39	27.553,13	9,8116
1	1.646,95	19.763,36	6.808,48	1.515,19	28.087,04	10,0017
2	1.677,92	20.135,04	6.936,52	1.543,69	28.615,25	10,1898
3	1.709,22	20.510,66	7.065,92	1.572,48	29.149,07	10,3799
4	1.709,22	20.510,66	7.065,92	1.572,48	29.149,07	10,3799
5	1.740,19	20.882,28	7.193,94	1.600,97	29.677,20	10,5680
6	1.740,19	20.882,28	7.193,94	1.600,97	29.677,20	10,5680
7	1.771,27	21.255,28	7.322,44	1.629,57	30.207,29	10,7567
8	1.771,27	21.255,28	7.322,44	1.629,57	30.207,29	10,7567
9	1.802,80	21.633,64	7.452,79	1.658,58	30.745,01	10,9482
10	1.802,80	21.633,64	7.452,79	1.658,58	30.745,01	10,9482
11	1.833,88	22.006,58	7.581,27	1.687,17	31.275,02	11,1369
12	1.833,88	22.006,58	7.581,27	1.687,17	31.275,02	11,1369
13	1.864,85	22.378,19	7.709,29	1.715,66	31.803,14	11,3250
14	1.864,85	22.378,19	7.709,29	1.715,66	31.803,14	11,3250
15	1.896,16	22.753,88	7.838,71	1.744,46	32.337,05	11,5151
16	1.896,16	22.753,88	7.838,71	1.744,46	32.337,05	11,5151
17	1.927,46	23.129,52	7.968,12	1.773,26	32.870,90	11,7052
18	1.927,46	23.129,52	7.968,12	1.773,26	32.870,90	11,7052
19	1.958,55	23.502,56	8.096,63	1.801,86	33.401,05	11,8940
20	1.958,55	23.502,56	8.096,63	1.801,86	33.401,05	11,8940
21	1.989,85	23.878,20	8.226,04	1.830,66	33.934,90	12,0841
22	1.989,85	23.878,20	8.226,04	1.830,66	33.934,90	12,0841
23	1.994,45	23.933,36	8.245,04	1.834,89	34.013,29	12,1120
24	1.994,45	23.933,36	8.245,04	1.834,89	34.013,29	12,1120
25	2.010,16	24.121,92	8.310,00	1.849,35	34.281,27	12,2075
26	2.010,16	24.121,92	8.310,00	1.849,35	34.281,27	12,2075
27	2.010,16	24.121,92	8.310,00	1.849,35	34.281,27	12,2075

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W 3 Werkliedenpersoneel - categorie 3						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.802,80	21.633,64	7.452,79	1.658,58	30.745,01	10,9482
1	1.833,88	22.006,58	7.581,27	1.687,17	31.275,02	11,1369
2	1.864,85	22.378,19	7.709,29	1.715,66	31.803,14	11,3250
3	1.896,16	22.753,88	7.838,71	1.744,46	32.337,05	11,5151
4	1.896,16	22.753,88	7.838,71	1.744,46	32.337,05	11,5151
5	1.927,46	23.129,52	7.968,12	1.773,26	32.870,90	11,7052
6	1.927,46	23.129,52	7.968,12	1.773,26	32.870,90	11,7052
7	1.958,55	23.502,56	8.096,63	1.801,86	33.401,05	11,8940
8	1.958,55	23.502,56	8.096,63	1.801,86	33.401,05	11,8940
9	1.989,85	23.878,20	8.226,04	1.830,66	33.934,90	12,0841
10	1.989,85	23.878,20	8.226,04	1.830,66	33.934,90	12,0841
11	1.994,45	23.933,36	8.245,04	1.834,89	34.013,29	12,1120
12	1.994,45	23.933,36	8.245,04	1.834,89	34.013,29	12,1120
13	2.010,16	24.121,92	8.310,00	1.849,35	34.281,27	12,2075
14	2.010,16	24.121,92	8.310,00	1.849,35	34.281,27	12,2075
15	2.038,21	24.458,53	8.425,96	1.875,15	34.759,65	12,3778
16	2.038,21	24.458,53	8.425,96	1.875,15	34.759,65	12,3778
17	2.065,81	24.789,73	8.540,06	1.900,55	35.230,34	12,5454
18	2.065,81	24.789,73	8.540,06	1.900,55	35.230,34	12,5454
19	2.093,30	25.119,59	8.653,70	1.925,84	35.699,12	12,7123
20	2.093,30	25.119,59	8.653,70	1.925,84	35.699,12	12,7123
21	2.121,13	25.453,54	8.768,74	1.951,44	36.173,72	12,8813
22	2.121,13	25.453,54	8.768,74	1.951,44	36.173,72	12,8813
23	2.148,73	25.784,74	8.882,84	1.976,83	36.644,41	13,0490
24	2.148,73	25.784,74	8.882,84	1.976,83	36.644,41	13,0490
25	2.176,45	26.117,39	8.997,44	2.002,33	37.117,16	13,2173
26	2.176,45	26.117,39	8.997,44	2.002,33	37.117,16	13,2173
27	2.204,27	26.451,27	9.112,46	2.027,93	37.591,66	13,3863
W 4 Werkliedenpersoneel - categorie 4						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.826,14	21.913,69	7.549,27	1.680,05	31.143,01	11,0899
1	1.857,22	22.286,69	7.677,76	1.708,65	31.673,10	11,2787
2	1.888,19	22.658,26	7.805,77	1.737,13	32.201,17	11,4667
3	1.919,50	23.033,94	7.935,19	1.765,94	32.735,07	11,6569
4	1.919,50	23.033,94	7.935,19	1.765,94	32.735,07	11,6569
5	1.950,58	23.406,94	8.063,69	1.794,53	33.265,17	11,8456
6	1.950,58	23.406,94	8.063,69	1.794,53	33.265,17	11,8456
7	1.981,88	23.782,56	8.193,09	1.823,33	33.798,99	12,0357
8	1.981,88	23.782,56	8.193,09	1.823,33	33.798,99	12,0357
9	1.994,45	23.933,36	8.245,04	1.834,89	34.013,29	12,1120
10	1.994,45	23.933,36	8.245,04	1.834,89	34.013,29	12,1120
11	2.003,43	24.041,11	8.282,16	1.843,15	34.166,43	12,1666
12	2.003,43	24.041,11	8.282,16	1.843,15	34.166,43	12,1666
13	2.030,91	24.370,97	8.395,80	1.868,44	34.635,21	12,3335
14	2.030,91	24.370,97	8.395,80	1.868,44	34.635,21	12,3335
15	2.058,97	24.707,65	8.511,78	1.894,25	35.113,69	12,5039
16	2.058,97	24.707,65	8.511,78	1.894,25	35.113,69	12,5039
17	2.086,57	25.038,89	8.625,90	1.919,65	35.584,44	12,6715
18	2.086,57	25.038,89	8.625,90	1.919,65	35.584,44	12,6715
19	2.114,06	25.368,75	8.739,53	1.944,94	36.053,22	12,8384
20	2.114,06	25.368,75	8.739,53	1.944,94	36.053,22	12,8384
21	2.141,66	25.699,95	8.853,63	1.970,33	36.523,91	13,0060
22	2.141,66	25.699,95	8.853,63	1.970,33	36.523,91	13,0060
23	2.169,38	26.032,53	8.968,21	1.995,83	36.996,56	13,1744
24	2.169,38	26.032,53	8.968,21	1.995,83	36.996,56	13,1744
25	2.197,21	26.366,48	9.083,25	2.021,43	37.471,16	13,3434
26	2.197,21	26.366,48	9.083,25	2.021,43	37.471,16	13,3434
27	2.224,69	26.696,34	9.196,89	2.046,72	37.939,94	13,5103

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W 5 Werkliedenpersoneel - categorie 5						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.994,45	23.933,36	8.245,04	1.834,89	34.013,29	12,1120
1	1.995,57	23.946,89	8.249,70	1.835,93	34.032,52	12,1189
2	2.023,06	24.276,74	8.363,34	1.861,22	34.501,30	12,2858
3	2.050,89	24.610,63	8.478,36	1.886,81	34.975,80	12,4548
4	2.050,89	24.610,63	8.478,36	1.886,81	34.975,80	12,4548
5	2.078,38	24.940,53	8.592,01	1.912,11	35.444,64	12,6217
6	2.078,38	24.940,53	8.592,01	1.912,11	35.444,64	12,6217
7	2.105,98	25.271,79	8.706,13	1.937,50	35.915,43	12,7894
8	2.105,98	25.271,79	8.706,13	1.937,50	35.915,43	12,7894
9	2.134,03	25.608,40	8.822,09	1.963,31	36.393,81	12,9597
10	2.134,03	25.608,40	8.822,09	1.963,31	36.393,81	12,9597
11	2.161,52	25.938,26	8.935,73	1.988,60	36.862,59	13,1266
12	2.161,52	25.938,26	8.935,73	1.988,60	36.862,59	13,1266
13	2.189,12	26.269,46	9.049,83	2.013,99	37.333,28	13,2943
14	2.189,12	26.269,46	9.049,83	2.013,99	37.333,28	13,2943
15	2.216,95	26.603,38	9.164,87	2.039,59	37.807,84	13,4633
16	2.216,95	26.603,38	9.164,87	2.039,59	37.807,84	13,4633
17	2.244,67	26.935,99	9.279,45	2.065,09	38.280,53	13,6316
18	2.244,67	26.935,99	9.279,45	2.065,09	38.280,53	13,6316
19	2.272,27	27.267,23	9.393,56	2.090,49	38.751,28	13,7992
20	2.272,27	27.267,23	9.393,56	2.090,49	38.751,28	13,7992
21	2.300,09	27.601,12	9.508,58	2.116,09	39.225,79	13,9682
22	2.300,09	27.601,12	9.508,58	2.116,09	39.225,79	13,9682
23	2.327,59	27.931,04	9.622,24	2.141,38	39.694,66	14,1351
24	2.327,59	27.931,04	9.622,24	2.141,38	39.694,66	14,1351
25	2.355,19	28.262,28	9.736,36	2.166,77	40.165,41	14,3028
26	2.355,19	28.262,28	9.736,36	2.166,77	40.165,41	14,3028
27	2.383,24	28.598,91	9.852,33	2.192,58	40.643,82	14,4731
AP 1 Administratief personeel - categorie 1						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.685,87	20.230,40	6.969,37	1.551,00	28.750,77	10,2381
1	1.716,87	20.602,49	7.097,56	1.579,52	29.279,57	10,4264
2	1.747,88	20.974,51	7.225,72	1.608,05	29.808,28	10,6146
3	1.778,95	21.347,41	7.354,18	1.636,63	30.338,22	10,8033
4	1.778,95	21.347,41	7.354,18	1.636,63	30.338,22	10,8033
5	1.809,96	21.719,50	7.482,37	1.665,16	30.867,02	10,9916
6	1.809,96	21.719,50	7.482,37	1.665,16	30.867,02	10,9916
7	1.841,03	22.092,34	7.610,81	1.693,75	31.396,90	11,1803
8	1.841,03	22.092,34	7.610,81	1.693,75	31.396,90	11,1803
9	1.872,04	22.464,43	7.739,00	1.722,27	31.925,70	11,3686
10	1.872,04	22.464,43	7.739,00	1.722,27	31.925,70	11,3686
11	1.903,04	22.836,52	7.867,18	1.750,80	32.454,51	11,5569
12	1.903,04	22.836,52	7.867,18	1.750,80	32.454,51	11,5569
13	1.934,12	23.209,42	7.995,64	1.779,39	32.984,45	11,7457
14	1.934,12	23.209,42	7.995,64	1.779,39	32.984,45	11,7457
15	1.965,12	23.581,44	8.123,81	1.807,91	33.513,16	11,9339
16	1.965,12	23.581,44	8.123,81	1.807,91	33.513,16	11,9339
17	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
18	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
19	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
20	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
21	2.015,59	24.187,12	8.332,46	1.854,35	34.373,93	12,2404
22	2.015,59	24.187,12	8.332,46	1.854,35	34.373,93	12,2404
23	2.043,15	24.517,85	8.446,40	1.879,70	34.843,95	12,4078
24	2.043,15	24.517,85	8.446,40	1.879,70	34.843,95	12,4078
25	2.070,70	24.848,44	8.560,29	1.905,05	35.313,77	12,5751
26	2.070,70	24.848,44	8.560,29	1.905,05	35.313,77	12,5751
27	2.098,26	25.179,16	8.674,22	1.930,40	35.783,79	12,7425
28	2.098,26	25.179,16	8.674,22	1.930,40	35.783,79	12,7425
29	2.098,26	25.179,16	8.674,22	1.930,40	35.783,79	12,7425

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AP 2 Administratief personeel - categorie 2						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.747,75	20.973,02	7.225,21	1.607,93	29.806,16	10,6139
1	1.786,46	21.437,50	7.385,22	1.643,54	30.466,26	10,8489
2	1.825,23	21.902,80	7.545,52	1.679,21	31.127,53	11,0844
3	1.864,14	22.369,71	7.706,36	1.715,01	31.791,08	11,3207
4	1.864,14	22.369,71	7.706,36	1.715,01	31.791,08	11,3207
5	1.910,62	22.927,42	7.898,50	1.757,77	32.583,69	11,6029
6	1.910,62	22.927,42	7.898,50	1.757,77	32.583,69	11,6029
7	1.957,23	23.486,74	8.091,18	1.800,65	33.378,57	11,8860
8	1.957,23	23.486,74	8.091,18	1.800,65	33.378,57	11,8860
9	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
10	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
11	2.008,43	24.101,21	8.302,87	1.847,76	34.251,83	12,1970
12	2.008,43	24.101,21	8.302,87	1.847,76	34.251,83	12,1970
13	2.063,67	24.764,08	8.531,23	1.898,58	35.193,89	12,5324
14	2.063,67	24.764,08	8.531,23	1.898,58	35.193,89	12,5324
15	2.118,92	25.427,02	8.759,61	1.949,40	36.136,03	12,8679
16	2.118,92	25.427,02	8.759,61	1.949,40	36.136,03	12,8679
17	2.174,17	26.090,00	8.988,01	2.000,23	37.078,24	13,2034
18	2.174,17	26.090,00	8.988,01	2.000,23	37.078,24	13,2034
19	2.229,41	26.752,94	9.216,39	2.051,06	38.020,39	13,5389
20	2.229,41	26.752,94	9.216,39	2.051,06	38.020,39	13,5389
21	2.284,66	27.415,88	9.444,77	2.101,88	38.962,54	13,8744
22	2.284,66	27.415,88	9.444,77	2.101,88	38.962,54	13,8744
23	2.339,90	28.078,82	9.673,15	2.152,71	39.904,69	14,2099
24	2.339,90	28.078,82	9.673,15	2.152,71	39.904,69	14,2099
25	2.395,14	28.741,74	9.901,53	2.203,53	40.846,80	14,5454
26	2.395,14	28.741,74	9.901,53	2.203,53	40.846,80	14,5454
27	2.450,39	29.404,68	10.129,91	2.254,36	41.788,95	14,8809
28	2.450,39	29.404,68	10.129,91	2.254,36	41.788,95	14,8809
29	2.505,63	30.067,62	10.358,29	2.305,18	42.731,10	15,2164
AP 3 Administratief personeel - categorie 3						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.941,63	23.299,51	8.026,68	1.786,30	33.112,49	11,7913
1	1.988,30	23.859,56	8.219,62	1.829,23	33.908,41	12,0747
2	1.994,68	23.936,15	8.246,00	1.835,10	34.017,26	12,1134
3	2.036,01	24.432,08	8.416,85	1.873,13	34.722,06	12,3644
4	2.036,01	24.432,08	8.416,85	1.873,13	34.722,06	12,3644
5	2.077,34	24.928,04	8.587,71	1.911,15	35.426,89	12,6154
6	2.077,34	24.928,04	8.587,71	1.911,15	35.426,89	12,6154
7	2.132,58	25.590,91	8.816,07	1.961,97	36.368,95	12,9509
8	2.132,58	25.590,91	8.816,07	1.961,97	36.368,95	12,9509
9	2.242,93	26.915,12	9.272,26	2.063,49	38.250,87	13,6210
10	2.242,93	26.915,12	9.272,26	2.063,49	38.250,87	13,6210
11	2.353,28	28.239,31	9.728,44	2.165,01	40.132,77	14,2912
12	2.353,28	28.239,31	9.728,44	2.165,01	40.132,77	14,2912
13	2.449,85	29.398,25	10.127,70	2.253,87	41.779,81	14,8777
14	2.449,85	29.398,25	10.127,70	2.253,87	41.779,81	14,8777
15	2.546,43	30.557,16	10.526,94	2.342,72	43.426,82	15,4642
16	2.546,43	30.557,16	10.526,94	2.342,72	43.426,82	15,4642
17	2.643,01	31.716,10	10.926,20	2.431,57	45.073,87	16,0507
18	2.643,01	31.716,10	10.926,20	2.431,57	45.073,87	16,0507
19	2.739,58	32.875,02	11.325,44	2.520,42	46.720,88	16,6372
20	2.739,58	32.875,02	11.325,44	2.520,42	46.720,88	16,6372
21	2.836,16	34.033,95	11.724,70	2.609,27	48.367,92	17,2237
22	2.836,16	34.033,95	11.724,70	2.609,27	48.367,92	17,2237
23	2.932,74	35.192,89	12.123,95	2.698,12	50.014,96	17,8102
24	2.932,74	35.192,89	12.123,95	2.698,12	50.014,96	17,8102
25	3.029,32	36.351,81	12.523,20	2.786,97	51.661,98	18,3967
26	3.029,32	36.351,81	12.523,20	2.786,97	51.661,98	18,3967
27	3.125,90	37.510,74	12.922,45	2.875,82	53.309,02	18,9832
28	3.125,90	37.510,74	12.922,45	2.875,82	53.309,02	18,9832
29	3.222,47	38.669,66	13.321,70	2.964,67	54.956,03	19,5697

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AP 4 Administratief personeel - categorie 4						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.063,83	24.765,96	8.531,87	1.898,72	35.196,56	12,5334
1	2.105,16	25.261,96	8.702,75	1.936,75	35.901,46	12,7844
2	2.146,49	25.757,85	8.873,58	1.974,77	36.606,20	13,0354
3	2.187,82	26.253,78	9.044,43	2.012,79	37.311,00	13,2863
4	2.187,82	26.253,78	9.044,43	2.012,79	37.311,00	13,2863
5	2.229,14	26.749,67	9.215,26	2.050,81	38.015,75	13,5373
6	2.229,14	26.749,67	9.215,26	2.050,81	38.015,75	13,5373
7	2.284,38	27.412,55	9.443,62	2.101,63	38.957,80	13,8727
8	2.284,38	27.412,55	9.443,62	2.101,63	38.957,80	13,8727
9	2.394,73	28.736,76	9.899,81	2.203,15	40.839,73	14,5429
10	2.394,73	28.736,76	9.899,81	2.203,15	40.839,73	14,5429
11	2.505,08	30.060,97	10.356,01	2.304,67	42.721,65	15,2130
12	2.505,08	30.060,97	10.356,01	2.304,67	42.721,65	15,2130
13	2.601,66	31.219,89	10.755,25	2.393,52	44.368,66	15,7995
14	2.601,66	31.219,89	10.755,25	2.393,52	44.368,66	15,7995
15	2.698,24	32.378,82	11.154,51	2.482,38	46.015,71	16,3860
16	2.698,24	32.378,82	11.154,51	2.482,38	46.015,71	16,3860
17	2.794,81	33.537,70	11.553,74	2.571,22	47.662,66	16,9725
18	2.794,81	33.537,70	11.553,74	2.571,22	47.662,66	16,9725
19	2.891,39	34.696,68	11.953,01	2.660,08	49.309,76	17,5590
20	2.891,39	34.696,68	11.953,01	2.660,08	49.309,76	17,5590
21	2.987,97	35.855,59	12.352,25	2.748,93	50.956,77	18,1455
22	2.987,97	35.855,59	12.352,25	2.748,93	50.956,77	18,1455
23	3.084,54	37.014,53	12.751,51	2.837,78	52.603,82	18,7320
24	3.084,54	37.014,53	12.751,51	2.837,78	52.603,82	18,7320
25	3.181,12	38.173,47	13.150,76	2.926,63	54.250,86	19,3186
26	3.181,12	38.173,47	13.150,76	2.926,63	54.250,86	19,3186
27	3.277,70	39.332,38	13.550,01	3.015,48	55.897,87	19,9051
28	3.277,70	39.332,38	13.550,01	3.015,48	55.897,87	19,9051
29	3.374,28	40.491,32	13.949,26	3.104,33	57.544,91	20,4916
AP 5 Administratief personeel - categorie 5						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.256,83	27.082,00	9.329,75	2.076,29	38.488,03	13,7055
1	2.298,17	27.578,00	9.500,62	2.114,31	39.192,93	13,9565
2	2.339,49	28.073,89	9.671,45	2.152,33	39.897,67	14,2074
3	2.380,82	28.569,82	9.842,30	2.190,35	40.602,47	14,4584
4	2.380,82	28.569,82	9.842,30	2.190,35	40.602,47	14,4584
5	2.422,14	29.065,71	10.013,14	2.228,37	41.307,22	14,7094
6	2.422,14	29.065,71	10.013,14	2.228,37	41.307,22	14,7094
7	2.477,39	29.728,65	10.241,52	2.279,20	42.249,36	15,0449
8	2.477,39	29.728,65	10.241,52	2.279,20	42.249,36	15,0449
9	2.587,74	31.052,84	10.697,70	2.380,72	44.131,26	15,7150
10	2.587,74	31.052,84	10.697,70	2.380,72	44.131,26	15,7150
11	2.698,08	32.376,98	11.153,87	2.482,24	46.013,09	16,3851
12	2.698,08	32.376,98	11.153,87	2.482,24	46.013,09	16,3851
13	2.794,66	33.535,97	11.553,14	2.571,09	47.660,20	16,9716
14	2.794,66	33.535,97	11.553,14	2.571,09	47.660,20	16,9716
15	2.891,24	34.694,90	11.952,39	2.659,94	49.307,24	17,5581
16	2.891,24	34.694,90	11.952,39	2.659,94	49.307,24	17,5581
17	2.987,82	35.853,84	12.351,65	2.748,79	50.954,28	18,1447
18	2.987,82	35.853,84	12.351,65	2.748,79	50.954,28	18,1447
19	3.084,40	37.012,75	12.750,89	2.837,64	52.601,29	18,7312
20	3.084,40	37.012,75	12.750,89	2.837,64	52.601,29	18,7312
21	3.180,97	38.171,69	13.150,15	2.926,50	54.248,34	19,3177
22	3.180,97	38.171,69	13.150,15	2.926,50	54.248,34	19,3177
23	3.277,55	39.330,61	13.549,39	3.015,35	55.895,35	19,9042
24	3.277,55	39.330,61	13.549,39	3.015,35	55.895,35	19,9042
25	3.374,13	40.489,54	13.948,65	3.104,20	57.542,39	20,4907
26	3.374,13	40.489,54	13.948,65	3.104,20	57.542,39	20,4907
27	3.470,71	41.648,46	14.347,89	3.193,05	59.189,40	21,0772
28	3.470,71	41.648,46	14.347,89	3.193,05	59.189,40	21,0772
29	3.567,28	42.807,40	14.747,15	3.281,90	60.836,45	21,6637

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T&P 1 Technisch en paramedisch personeel - categorie 1						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.685,87	20.230,40	6.969,37	1.551,00	28.750,77	10,2381
1	1.716,87	20.602,49	7.097,56	1.579,52	29.279,57	10,4264
2	1.747,88	20.974,51	7.225,72	1.608,05	29.808,28	10,6146
3	1.778,95	21.347,41	7.354,18	1.636,63	30.338,22	10,8033
4	1.778,95	21.347,41	7.354,18	1.636,63	30.338,22	10,8033
5	1.809,96	21.719,50	7.482,37	1.665,16	30.867,02	10,9916
6	1.809,96	21.719,50	7.482,37	1.665,16	30.867,02	10,9916
7	1.841,03	22.092,34	7.610,81	1.693,75	31.396,90	11,1803
8	1.841,03	22.092,34	7.610,81	1.693,75	31.396,90	11,1803
9	1.872,04	22.464,43	7.739,00	1.722,27	31.925,70	11,3686
10	1.872,04	22.464,43	7.739,00	1.722,27	31.925,70	11,3686
11	1.903,04	22.836,52	7.867,18	1.750,80	32.454,51	11,5569
12	1.903,04	22.836,52	7.867,18	1.750,80	32.454,51	11,5569
13	1.934,12	23.209,42	7.995,64	1.779,39	32.984,45	11,7457
14	1.934,12	23.209,42	7.995,64	1.779,39	32.984,45	11,7457
15	1.965,12	23.581,44	8.123,81	1.807,91	33.513,16	11,9339
16	1.965,12	23.581,44	8.123,81	1.807,91	33.513,16	11,9339
17	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
18	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
19	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
20	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
21	2.015,59	24.187,12	8.332,46	1.854,35	34.373,93	12,2404
22	2.015,59	24.187,12	8.332,46	1.854,35	34.373,93	12,2404
23	2.043,15	24.517,85	8.446,40	1.879,70	34.843,95	12,4078
24	2.043,15	24.517,85	8.446,40	1.879,70	34.843,95	12,4078
25	2.070,70	24.848,44	8.560,29	1.905,05	35.313,77	12,5751
26	2.070,70	24.848,44	8.560,29	1.905,05	35.313,77	12,5751
27	2.098,26	25.179,16	8.674,22	1.930,40	35.783,79	12,7425
T&P 2 Technisch en paramedisch personeel - categorie 2						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.856,24	22.274,89	7.673,70	1.707,74	31.656,34	11,2727
1	1.895,21	22.742,55	7.834,81	1.743,60	32.320,96	11,5094
2	1.933,92	23.207,06	7.994,83	1.779,21	32.981,09	11,7445
3	1.972,70	23.672,40	8.155,14	1.814,88	33.642,43	11,9800
4	1.972,70	23.672,40	8.155,14	1.814,88	33.642,43	11,9800
5	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
6	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
7	2.022,22	24.266,59	8.359,84	1.860,44	34.486,87	12,2807
8	2.022,22	24.266,59	8.359,84	1.860,44	34.486,87	12,2807
9	2.063,55	24.762,59	8.530,71	1.898,47	35.191,76	12,5317
10	2.063,55	24.762,59	8.530,71	1.898,47	35.191,76	12,5317
11	2.104,88	25.258,52	8.701,56	1.936,49	35.896,57	12,7827
12	2.104,88	25.258,52	8.701,56	1.936,49	35.896,57	12,7827
13	2.160,12	25.921,46	8.929,94	1.987,31	36.838,71	13,1181
14	2.160,12	25.921,46	8.929,94	1.987,31	36.838,71	13,1181
15	2.215,36	26.584,33	9.158,30	2.038,13	37.780,77	13,4536
16	2.215,36	26.584,33	9.158,30	2.038,13	37.780,77	13,4536
17	2.270,61	27.247,27	9.386,69	2.088,96	38.722,92	13,7891
18	2.270,61	27.247,27	9.386,69	2.088,96	38.722,92	13,7891
19	2.325,85	27.910,26	9.615,08	2.139,79	39.665,13	14,1246
20	2.325,85	27.910,26	9.615,08	2.139,79	39.665,13	14,1246
21	2.381,10	28.573,20	9.843,47	2.190,61	40.607,27	14,4601
22	2.381,10	28.573,20	9.843,47	2.190,61	40.607,27	14,4601
23	2.436,34	29.236,14	10.071,85	2.241,44	41.549,42	14,7956
24	2.436,34	29.236,14	10.071,85	2.241,44	41.549,42	14,7956
25	2.491,59	29.899,07	10.300,23	2.292,26	42.491,57	15,1311
26	2.491,59	29.899,07	10.300,23	2.292,26	42.491,57	15,1311
27	2.546,83	30.561,99	10.528,61	2.343,09	43.433,68	15,4666
28	2.546,83	30.561,99	10.528,61	2.343,09	43.433,68	15,4666
29	2.602,08	31.224,93	10.756,99	2.393,91	44.375,83	15,8021

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T&P 3 Technisch en paramedisch personeel - categorie 3						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.118,94	25.427,30	8.759,71	1.949,43	36.136,43	12,8681
1	2.153,38	25.840,59	8.902,08	1.981,11	36.723,78	13,0772
2	2.187,82	26.253,85	9.044,45	2.012,80	37.311,10	13,2864
3	2.222,26	26.667,09	9.186,81	2.044,48	37.898,38	13,4955
4	2.222,26	26.667,09	9.186,81	2.044,48	37.898,38	13,4955
5	2.263,58	27.162,98	9.357,65	2.082,50	38.603,12	13,7464
6	2.263,58	27.162,98	9.357,65	2.082,50	38.603,12	13,7464
7	2.304,91	27.658,98	9.528,52	2.120,52	39.308,02	13,9975
8	2.304,91	27.658,98	9.528,52	2.120,52	39.308,02	13,9975
9	2.346,24	28.154,91	9.699,37	2.158,54	40.012,82	14,2484
10	2.346,24	28.154,91	9.699,37	2.158,54	40.012,82	14,2484
11	2.387,57	28.650,80	9.870,20	2.196,56	40.717,56	14,4994
12	2.387,57	28.650,80	9.870,20	2.196,56	40.717,56	14,4994
13	2.442,81	29.313,72	10.098,58	2.247,39	41.659,68	14,8349
14	2.442,81	29.313,72	10.098,58	2.247,39	41.659,68	14,8349
15	2.498,06	29.976,72	10.326,98	2.298,22	42.601,92	15,1704
16	2.498,06	29.976,72	10.326,98	2.298,22	42.601,92	15,1704
17	2.553,30	30.639,60	10.555,34	2.349,04	43.543,97	15,5059
18	2.553,30	30.639,60	10.555,34	2.349,04	43.543,97	15,5059
19	2.608,54	31.302,54	10.783,72	2.399,86	44.486,12	15,8414
20	2.608,54	31.302,54	10.783,72	2.399,86	44.486,12	15,8414
21	2.663,79	31.965,48	11.012,11	2.450,69	45.428,27	16,1769
22	2.663,79	31.965,48	11.012,11	2.450,69	45.428,27	16,1769
23	2.719,04	32.628,46	11.240,50	2.501,52	46.370,48	16,5124
24	2.719,04	32.628,46	11.240,50	2.501,52	46.370,48	16,5124
25	2.774,28	33.291,40	11.468,89	2.552,34	47.312,62	16,8479
26	2.774,28	33.291,40	11.468,89	2.552,34	47.312,62	16,8479
27	2.829,53	33.954,32	11.697,26	2.603,16	48.254,74	17,1834
28	2.829,53	33.954,32	11.697,26	2.603,16	48.254,74	17,1834
29	2.884,77	34.617,21	11.925,63	2.653,99	49.196,83	17,5188
30	2.884,77	34.617,21	11.925,63	2.653,99	49.196,83	17,5188
31	2.940,02	35.280,19	12.154,03	2.704,81	50.139,04	17,8543
T&P 4 Technisch en paramedisch personeel - categorie 4						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.187,95	26.255,39	9.044,98	2.012,91	37.313,28	13,2871
1	2.229,28	26.751,34	9.215,84	2.050,94	38.018,11	13,5381
2	2.270,60	27.247,23	9.386,67	2.088,95	38.722,86	13,7891
3	2.311,93	27.743,16	9.557,52	2.126,98	39.427,66	14,0401
4	2.311,93	27.743,16	9.557,52	2.126,98	39.427,66	14,0401
5	2.353,26	28.239,10	9.728,37	2.165,00	40.132,46	14,2910
6	2.353,26	28.239,10	9.728,37	2.165,00	40.132,46	14,2910
7	2.408,49	28.901,93	9.956,71	2.215,81	41.074,46	14,6265
8	2.408,49	28.901,93	9.956,71	2.215,81	41.074,46	14,6265
9	2.518,84	30.226,14	10.412,90	2.317,34	42.956,38	15,2966
10	2.518,84	30.226,14	10.412,90	2.317,34	42.956,38	15,2966
11	2.629,19	31.550,33	10.869,09	2.418,86	44.838,28	15,9668
12	2.629,19	31.550,33	10.869,09	2.418,86	44.838,28	15,9668
13	2.725,77	32.709,27	11.268,34	2.507,71	46.485,32	16,5533
14	2.725,77	32.709,27	11.268,34	2.507,71	46.485,32	16,5533
15	2.822,35	33.868,20	11.667,60	2.596,56	48.132,36	17,1398
16	2.822,35	33.868,20	11.667,60	2.596,56	48.132,36	17,1398
17	2.918,93	35.027,12	12.066,84	2.685,41	49.779,37	17,7263
18	2.918,93	35.027,12	12.066,84	2.685,41	49.779,37	17,7263
19	3.015,50	36.186,06	12.466,10	2.774,26	51.426,42	18,3128
20	3.015,50	36.186,06	12.466,10	2.774,26	51.426,42	18,3128
21	3.112,08	37.344,97	12.865,34	2.863,11	53.073,43	18,8993
22	3.112,08	37.344,97	12.865,34	2.863,11	53.073,43	18,8993
23	3.208,66	38.503,91	13.264,60	2.951,97	54.720,47	19,4858
24	3.208,66	38.503,91	13.264,60	2.951,97	54.720,47	19,4858
25	3.305,24	39.662,82	13.663,84	3.040,82	56.367,48	20,0723
26	3.305,24	39.662,82	13.663,84	3.040,82	56.367,48	20,0723
27	3.401,81	40.821,76	14.063,10	3.129,67	58.014,53	20,6588
28	3.401,81	40.821,76	14.063,10	3.129,67	58.014,53	20,6588
29	3.498,39	41.980,70	14.462,35	3.218,52	59.661,57	21,2453

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T&P 5 Technisch en paramedisch personeel - categorie 5						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.371,78	28.461,37	9.804,94	2.182,04	40.448,35	14,4035
1	2.420,13	29.041,62	10.004,84	2.226,52	41.272,98	14,6972
2	2.468,48	29.621,80	10.204,71	2.271,00	42.097,51	14,9908
3	2.516,84	30.202,05	10.404,60	2.315,49	42.922,14	15,2844
4	2.516,84	30.202,05	10.404,60	2.315,49	42.922,14	15,2844
5	2.599,63	31.195,53	10.746,86	2.391,66	44.334,05	15,7872
6	2.599,63	31.195,53	10.746,86	2.391,66	44.334,05	15,7872
7	2.682,42	32.189,07	11.089,13	2.467,83	45.746,03	16,2900
8	2.682,42	32.189,07	11.089,13	2.467,83	45.746,03	16,2900
9	2.765,22	33.182,62	11.431,41	2.544,00	47.158,04	16,7928
10	3.075,03	36.900,34	12.712,17	2.829,03	52.441,54	18,6743
11	3.164,93	37.979,21	13.083,84	2.911,74	53.974,78	19,2202
12	3.164,93	37.979,21	13.083,84	2.911,74	53.974,78	19,2202
13	3.247,72	38.972,70	13.426,09	2.987,91	55.386,70	19,7230
14	3.247,72	38.972,70	13.426,09	2.987,91	55.386,70	19,7230
15	3.330,52	39.966,29	13.768,39	3.064,08	56.798,76	20,2259
16	3.330,52	39.966,29	13.768,39	3.064,08	56.798,76	20,2259
17	3.413,32	40.959,78	14.110,65	3.140,25	58.210,68	20,7286
18	3.413,32	40.959,78	14.110,65	3.140,25	58.210,68	20,7286
19	3.609,77	43.317,29	14.922,81	3.320,99	61.561,09	21,9217
20	3.609,77	43.317,29	14.922,81	3.320,99	61.561,09	21,9217
21	3.688,63	44.263,50	15.248,78	3.393,54	62.905,82	22,4006
22	3.688,63	44.263,50	15.248,78	3.393,54	62.905,82	22,4006
23	3.767,48	45.209,72	15.574,75	3.466,08	64.250,54	22,8794
24	3.767,48	45.209,72	15.574,75	3.466,08	64.250,54	22,8794
25	3.846,32	46.155,88	15.900,70	3.538,62	65.595,21	23,3582
26	3.846,32	46.155,88	15.900,70	3.538,62	65.595,21	23,3582
27	3.925,18	47.102,14	16.226,69	3.611,16	66.939,99	23,8371
V 1 Verplegingspersoneel - categorie 1						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.802,45	21.629,40	7.451,33	1.658,25	30.738,98	10,9461
1	1.833,46	22.001,49	7.579,51	1.686,78	31.267,79	11,1344
2	1.864,47	22.373,58	7.707,70	1.715,31	31.796,59	11,3227
3	1.895,53	22.746,41	7.836,14	1.743,89	32.326,44	11,5113
4	1.895,53	22.746,41	7.836,14	1.743,89	32.326,44	11,5113
5	1.926,54	23.118,50	7.964,32	1.772,42	32.855,24	11,6996
6	1.926,54	23.118,50	7.964,32	1.772,42	32.855,24	11,6996
7	1.957,55	23.490,59	8.092,51	1.800,95	33.384,04	11,8879
8	1.957,55	23.490,59	8.092,51	1.800,95	33.384,04	11,8879
9	1.988,62	23.863,48	8.220,97	1.829,53	33.913,98	12,0767
10	1.988,62	23.863,48	8.220,97	1.829,53	33.913,98	12,0767
11	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
12	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
13	2.008,83	24.105,93	8.304,49	1.848,12	34.258,54	12,1994
14	2.008,83	24.105,93	8.304,49	1.848,12	34.258,54	12,1994
15	2.036,39	24.436,65	8.418,43	1.873,48	34.728,55	12,3667
16	2.036,39	24.436,65	8.418,43	1.873,48	34.728,55	12,3667
17	2.063,94	24.767,26	8.532,32	1.898,82	35.198,41	12,5340
18	2.063,94	24.767,26	8.532,32	1.898,82	35.198,41	12,5340
19	2.091,50	25.097,96	8.646,25	1.924,18	35.668,39	12,7014
20	2.091,50	25.097,96	8.646,25	1.924,18	35.668,39	12,7014
21	2.119,05	25.428,58	8.760,15	1.949,52	36.138,25	12,8687
22	2.119,05	25.428,58	8.760,15	1.949,52	36.138,25	12,8687
23	2.146,61	25.759,30	8.874,08	1.974,88	36.608,26	13,0361
24	2.146,61	25.759,30	8.874,08	1.974,88	36.608,26	13,0361
25	2.174,16	26.089,90	8.987,97	2.000,23	37.078,09	13,2034
26	2.174,16	26.089,90	8.987,97	2.000,23	37.078,09	13,2034
27	2.201,71	26.420,57	9.101,89	2.025,58	37.548,04	13,3707

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V 2 Verplegingspersoneel - categorie 2						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	1.856,24	22.274,89	7.673,70	1.707,74	31.656,34	11,2727
1	1.895,21	22.742,55	7.834,81	1.743,60	32.320,96	11,5094
2	1.933,92	23.207,06	7.994,83	1.779,21	32.981,09	11,7445
3	1.972,70	23.672,40	8.155,14	1.814,88	33.642,43	11,9800
4	1.972,70	23.672,40	8.155,14	1.814,88	33.642,43	11,9800
5	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
6	1.994,25	23.931,04	8.244,24	1.834,71	34.010,00	12,1109
7	2.022,22	24.266,59	8.359,84	1.860,44	34.486,87	12,2807
8	2.022,22	24.266,59	8.359,84	1.860,44	34.486,87	12,2807
9	2.063,55	24.762,59	8.530,71	1.898,47	35.191,76	12,5317
10	2.063,55	24.762,59	8.530,71	1.898,47	35.191,76	12,5317
11	2.104,88	25.258,52	8.701,56	1.936,49	35.896,57	12,7827
12	2.104,88	25.258,52	8.701,56	1.936,49	35.896,57	12,7827
13	2.160,12	25.921,46	8.929,94	1.987,31	36.838,71	13,1181
14	2.160,12	25.921,46	8.929,94	1.987,31	36.838,71	13,1181
15	2.215,36	26.584,33	9.158,30	2.038,13	37.780,77	13,4536
16	2.215,36	26.584,33	9.158,30	2.038,13	37.780,77	13,4536
17	2.270,61	27.247,27	9.386,69	2.088,96	38.722,92	13,7891
18	2.270,61	27.247,27	9.386,69	2.088,96	38.722,92	13,7891
19	2.325,85	27.910,26	9.615,08	2.139,79	39.665,13	14,1246
20	2.325,85	27.910,26	9.615,08	2.139,79	39.665,13	14,1246
21	2.381,10	28.573,20	9.843,47	2.190,61	40.607,27	14,4601
22	2.381,10	28.573,20	9.843,47	2.190,61	40.607,27	14,4601
23	2.436,34	29.236,14	10.071,85	2.241,44	41.549,42	14,7956
24	2.436,34	29.236,14	10.071,85	2.241,44	41.549,42	14,7956
25	2.491,59	29.899,07	10.300,23	2.292,26	42.491,57	15,1311
26	2.491,59	29.899,07	10.300,23	2.292,26	42.491,57	15,1311
27	2.546,83	30.561,99	10.528,61	2.343,09	43.433,68	15,4666
28	2.546,83	30.561,99	10.528,61	2.343,09	43.433,68	15,4666
29	2.602,08	31.224,93	10.756,99	2.393,91	44.375,83	15,8021
V 3 Verplegingspersoneel - categorie 3						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.118,94	25.427,30	8.759,71	1.949,43	36.136,43	12,8681
1	2.153,38	25.840,59	8.902,08	1.981,11	36.723,78	13,0772
2	2.187,82	26.253,85	9.044,45	2.012,80	37.311,10	13,2864
3	2.222,26	26.667,09	9.186,81	2.044,48	37.898,38	13,4955
4	2.222,26	26.667,09	9.186,81	2.044,48	37.898,38	13,4955
5	2.263,58	27.162,98	9.357,65	2.082,50	38.603,12	13,7464
6	2.263,58	27.162,98	9.357,65	2.082,50	38.603,12	13,7464
7	2.304,91	27.658,98	9.528,52	2.120,52	39.308,02	13,9975
8	2.304,91	27.658,98	9.528,52	2.120,52	39.308,02	13,9975
9	2.346,24	28.154,91	9.699,37	2.158,54	40.012,82	14,2484
10	2.346,24	28.154,91	9.699,37	2.158,54	40.012,82	14,2484
11	2.387,57	28.650,80	9.870,20	2.196,56	40.717,56	14,4994
12	2.387,57	28.650,80	9.870,20	2.196,56	40.717,56	14,4994
13	2.442,81	29.313,72	10.098,58	2.247,39	41.659,68	14,8349
14	2.442,81	29.313,72	10.098,58	2.247,39	41.659,68	14,8349
15	2.498,06	29.976,72	10.326,98	2.298,22	42.601,92	15,1704
16	2.498,06	29.976,72	10.326,98	2.298,22	42.601,92	15,1704
17	2.553,30	30.639,60	10.555,34	2.349,04	43.543,97	15,5059
18	2.553,30	30.639,60	10.555,34	2.349,04	43.543,97	15,5059
19	2.608,54	31.302,54	10.783,72	2.399,86	44.486,12	15,8414
20	2.608,54	31.302,54	10.783,72	2.399,86	44.486,12	15,8414
21	2.663,79	31.965,48	11.012,11	2.450,69	45.428,27	16,1769
22	2.663,79	31.965,48	11.012,11	2.450,69	45.428,27	16,1769
23	2.719,04	32.628,46	11.240,50	2.501,52	46.370,48	16,5124
24	2.719,04	32.628,46	11.240,50	2.501,52	46.370,48	16,5124
25	2.774,28	33.291,40	11.468,89	2.552,34	47.312,62	16,8479
26	2.774,28	33.291,40	11.468,89	2.552,34	47.312,62	16,8479
27	2.829,53	33.954,32	11.697,26	2.603,16	48.254,74	17,1834
28	2.829,53	33.954,32	11.697,26	2.603,16	48.254,74	17,1834
29	2.884,77	34.617,21	11.925,63	2.653,99	49.196,83	17,5188
30	2.884,77	34.617,21	11.925,63	2.653,99	49.196,83	17,5188
31	2.940,02	35.280,19	12.154,03	2.704,81	50.139,04	17,8543

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V 4 Verplegingspersoneel - categorie 4						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.187,95	26.255,39	9.044,98	2.012,91	37.313,28	13,2871
1	2.229,28	26.751,34	9.215,84	2.050,94	38.018,11	13,5381
2	2.270,60	27.247,23	9.386,67	2.088,95	38.722,86	13,7891
3	2.311,93	27.743,16	9.557,52	2.126,98	39.427,66	14,0401
4	2.311,93	27.743,16	9.557,52	2.126,98	39.427,66	14,0401
5	2.353,26	28.239,10	9.728,37	2.165,00	40.132,46	14,2910
6	2.353,26	28.239,10	9.728,37	2.165,00	40.132,46	14,2910
7	2.408,49	28.901,93	9.956,71	2.215,81	41.074,46	14,6265
8	2.408,49	28.901,93	9.956,71	2.215,81	41.074,46	14,6265
9	2.518,84	30.226,14	10.412,90	2.317,34	42.956,38	15,2966
10	2.518,84	30.226,14	10.412,90	2.317,34	42.956,38	15,2966
11	2.629,19	31.550,33	10.869,09	2.418,86	44.838,28	15,9668
12	2.629,19	31.550,33	10.869,09	2.418,86	44.838,28	15,9668
13	2.725,77	32.709,27	11.268,34	2.507,71	46.485,32	16,5533
14	2.725,77	32.709,27	11.268,34	2.507,71	46.485,32	16,5533
15	2.822,35	33.868,20	11.667,60	2.596,56	48.132,36	17,1398
16	2.822,35	33.868,20	11.667,60	2.596,56	48.132,36	17,1398
17	2.918,93	35.027,12	12.066,84	2.685,41	49.779,37	17,7263
18	2.918,93	35.027,12	12.066,84	2.685,41	49.779,37	17,7263
19	3.015,50	36.186,06	12.466,10	2.774,26	51.426,42	18,3128
20	3.015,50	36.186,06	12.466,10	2.774,26	51.426,42	18,3128
21	3.112,08	37.344,97	12.865,34	2.863,11	53.073,43	18,8993
22	3.112,08	37.344,97	12.865,34	2.863,11	53.073,43	18,8993
23	3.208,66	38.503,91	13.264,60	2.951,97	54.720,47	19,4858
24	3.208,66	38.503,91	13.264,60	2.951,97	54.720,47	19,4858
25	3.305,24	39.662,82	13.663,84	3.040,82	56.367,48	20,0723
26	3.305,24	39.662,82	13.663,84	3.040,82	56.367,48	20,0723
27	3.401,81	40.821,76	14.063,10	3.129,67	58.014,53	20,6588
28	3.401,81	40.821,76	14.063,10	3.129,67	58.014,53	20,6588
29	3.498,39	41.980,70	14.462,35	3.218,52	59.661,57	21,2453
V 5 Verplegingspersoneel - categorie 5						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.371,78	28.461,37	9.804,94	2.182,04	40.448,35	14,4035
1	2.420,13	29.041,62	10.004,84	2.226,52	41.272,98	14,6972
2	2.468,48	29.621,80	10.204,71	2.271,00	42.097,51	14,9908
3	2.516,84	30.202,05	10.404,60	2.315,49	42.922,14	15,2844
4	2.516,84	30.202,05	10.404,60	2.315,49	42.922,14	15,2844
5	2.599,63	31.195,53	10.746,86	2.391,66	44.334,05	15,7872
6	2.599,63	31.195,53	10.746,86	2.391,66	44.334,05	15,7872
7	2.682,42	32.189,07	11.089,13	2.467,83	45.746,03	16,2900
8	2.682,42	32.189,07	11.089,13	2.467,83	45.746,03	16,2900
9	2.765,22	33.182,62	11.431,41	2.544,00	47.158,04	16,7928
10	3.075,03	36.900,34	12.712,17	2.829,03	52.441,54	18,6743
11	3.164,93	37.979,21	13.083,84	2.911,74	53.974,78	19,2202
12	3.164,93	37.979,21	13.083,84	2.911,74	53.974,78	19,2202
13	3.247,72	38.972,70	13.426,09	2.987,91	55.386,70	19,7230
14	3.247,72	38.972,70	13.426,09	2.987,91	55.386,70	19,7230
15	3.330,52	39.966,29	13.768,39	3.064,08	56.798,76	20,2259
16	3.330,52	39.966,29	13.768,39	3.064,08	56.798,76	20,2259
17	3.413,32	40.959,78	14.110,65	3.140,25	58.210,68	20,7286
18	3.413,32	40.959,78	14.110,65	3.140,25	58.210,68	20,7286
19	3.609,77	43.317,29	14.922,81	3.320,99	61.561,09	21,9217
20	3.609,77	43.317,29	14.922,81	3.320,99	61.561,09	21,9217
21	3.688,63	44.263,50	15.248,78	3.393,54	62.905,82	22,4006
22	3.688,63	44.263,50	15.248,78	3.393,54	62.905,82	22,4006
23	3.767,48	45.209,72	15.574,75	3.466,08	64.250,54	22,8794
24	3.767,48	45.209,72	15.574,75	3.466,08	64.250,54	22,8794
25	3.846,32	46.155,88	15.900,70	3.538,62	65.595,21	23,3582
26	3.846,32	46.155,88	15.900,70	3.538,62	65.595,21	23,3582
27	3.925,18	47.102,14	16.226,69	3.611,16	66.939,99	23,8371

Loonbarema's Paritair Comité 331**Kinderopvang - trap 1**

van toepassing vanaf 01/01/2026

tot overschrijding spilindex 135,95

V 6 Verplegingspersoneel - categorie 6						
Anc	BMW	BJW	RSZ	Vak	KOST jaar	Uurloon
	2.615,81	31.389,73	10.813,76	2.406,55	44.610,04	15,8855
1	2.664,16	31.969,91	11.013,64	2.451,03	45.434,57	16,1791
2	2.712,50	32.550,05	11.213,49	2.495,50	46.259,05	16,4727
3	2.760,86	33.130,30	11.413,39	2.539,99	47.083,68	16,7663
4	2.760,86	33.130,30	11.413,39	2.539,99	47.083,68	16,7663
5	2.843,66	34.123,90	11.755,68	2.616,17	48.495,75	17,2692
6	2.843,66	34.123,90	11.755,68	2.616,17	48.495,75	17,2692
7	2.926,45	35.117,39	12.097,94	2.692,33	49.907,66	17,7720
8	2.926,45	35.117,39	12.097,94	2.692,33	49.907,66	17,7720
9	3.009,24	36.110,92	12.440,21	2.768,50	51.319,63	18,2748
10	3.093,44	37.121,27	12.788,28	2.845,96	52.755,51	18,7861
11	3.172,41	38.068,87	13.114,73	2.918,61	54.102,21	19,2656
12	3.172,41	38.068,87	13.114,73	2.918,61	54.102,21	19,2656
13	3.260,60	39.127,23	13.479,33	2.999,75	55.606,32	19,8012
14	3.260,60	39.127,23	13.479,33	2.999,75	55.606,32	19,8012
15	3.353,30	40.239,63	13.862,55	3.085,04	57.187,22	20,3642
16	3.353,30	40.239,63	13.862,55	3.085,04	57.187,22	20,3642
17	3.446,00	41.352,05	14.245,78	3.170,32	58.768,15	20,9271
18	3.446,00	41.352,05	14.245,78	3.170,32	58.768,15	20,9271
19	3.609,77	43.317,29	14.922,81	3.320,99	61.561,09	21,9217
20	3.609,77	43.317,29	14.922,81	3.320,99	61.561,09	21,9217
21	3.688,63	44.263,50	15.248,78	3.393,54	62.905,82	22,4006
22	3.688,63	44.263,50	15.248,78	3.393,54	62.905,82	22,4006
23	3.767,48	45.209,72	15.574,75	3.466,08	64.250,54	22,8794
24	3.767,48	45.209,72	15.574,75	3.466,08	64.250,54	22,8794
25	3.846,32	46.155,88	15.900,70	3.538,62	65.595,21	23,3582
26	3.846,32	46.155,88	15.900,70	3.538,62	65.595,21	23,3582
27	3.925,18	47.102,14	16.226,69	3.611,16	66.939,99	23,8371