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**PARITAIR COMITÉ 330**  
**LOONBAREMA'S vanaf 1 juli 2026**  
**voor de werknemers die NIET onder de toepassing**  
**van het nieuwe loonmodel (IFIC) vallen**

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Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 juli 2026** en dit voor onder meer de volgende werkgevers en werknemers die ressorteren onder het Paritair Comité voor de gezondheidsinrichtingen en -diensten (**330**):

- inrichtingen die aan de **wet op de ziekenhuizen** onderworpen zijn (CAO van 26/01/2009 betreffende arbeids- en loonvoorwaarden | KB 07/05/2010 | B.S. 27/07/2010)
- diensten voor **thuisverpleging** (CAO van 07/12/2000 betreffende de harmonisatie van de baremieke weddeschalen voor het personeel van de sector van de thuisverpleging met de baremieke weddeschalen van het personeel van de privé-ziekenhuizen | KB 04/05/2004 | B.S. 29/06/2004)
- **revalidatiecentra** (CAO van 26/01/2009 betreffende arbeids- en loonvoorwaarden | registratienummer 91047/CO/330)
- **wijkgezondheidscentra** (CAO van 11/05/2009 betreffende de loonvoorwaarden in de sector van de wijkgezondheidscentra | KB 15/06/2010 | B.S. 19/08/2010),

en dit voor de werknemers die **NIET** onder de toepassing van de **functieclassificatie** (IFIC) vallen.

De vereffeningscoëfficiënt **2,2080 %** is van toepassing.

## Legende tabellen loonbarema's

|                           |                                                                                                                                                                                                                                                                                        |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Anc</b>                | anciënniteit                                                                                                                                                                                                                                                                           |
| <b>Bruto maandloon</b>    | bruto maandloon                                                                                                                                                                                                                                                                        |
| <b>Haardtoelage</b>       | haardtoelage, toegekend aan<br>1. gehuwde of wettelijk samenwonende werknemers, behalve wanneer de toelage aan hun echtgenoot of partner wordt toegekend<br>2. alleenstaande personeelsleden van wie één of meer kinderen deel uitmaken van het gezin die recht geven op kinderbijslag |
| <b>Standplaatstoelage</b> | standplaatstoelage, toegekend aan werknemers die geen recht hebben op een haardtoelage                                                                                                                                                                                                 |
| <b>Bruto jaarloon</b>     | bruto jaarloon                                                                                                                                                                                                                                                                         |
| <b>RSZ</b>                | RSZ-werkgeversbijdrage op bruto jaarwedde: 34,45 % - <i>benaderende en gemiddelde cijfers</i>                                                                                                                                                                                          |
| <b>Vak</b>                | vakantiegeld = 92 % van de bruto maandwedde                                                                                                                                                                                                                                            |
| <b>ET</b>                 | Eindejaarstoelage: nieuw vanaf uitbetaling 2022: eenmalige uitbetaling uiterlijk december 2022 met integratie attractiviteitspremie in eindejaarstoelage, verdere info volgt                                                                                                           |
| <b>ET haard</b>           | eindejaarstoelage met haardtoelage                                                                                                                                                                                                                                                     |
| <b>ET stand</b>           | eindejaarstoelage met standplaatsvergoeding                                                                                                                                                                                                                                            |
| <b>RSZ ET h</b>           | RSZ-werkgeversbijdrage op eindejaarstoelage (met haardtoelage)                                                                                                                                                                                                                         |
| <b>KOST</b>               | benaderende loonkost op jaarbasis (brutoloon + RSZ, haardtoelage + RSZ, vakantiegeld, eindejaarstoelage + RSZ)                                                                                                                                                                         |
| <b>Uurloon</b>            | uurloon bij 38-uren-week                                                                                                                                                                                                                                                               |

## Gewaarborgd minimum maandloon

Het **gewaarborgd minimum maandloon** bedraagt **€ 2.366,93**

## Toeslagen voor onregelmatige prestaties

Bij onregelmatige prestaties worden voor bepaalde personeelcategorieën volgende toeslagen toegekend:

- ♦ toeslag avonddienst: 20,00 %
- ♦ toeslag zaterdag dagdienst: 26,00 %
- ♦ toeslag gewone nachtdienst: 35,00 %
- ♦ toeslag onderbroken dienst: 50,00 %
- ♦ toeslag zondag nachtdienst: 56,00 %
- ♦ toeslag zondag dagdienst: 56,00 %

## Toeslagen einde loopbaan

In het kader van de eindeloopbaanmaatregelen kunnen bepaalde personeelcategorieën genieten van volgende toeslagen:

- ♦ toeslag 45 jaar - 2 uur: 5,26 %
- ♦ toeslag 50 jaar - 4 uur: 10,52 %
- ♦ toeslag 55 jaar - 6 uur: 15,78 %



### **Funcatiecomplement**

De hoofdverpleegkundigen en paramedische diensthoofden hebben in uitvoering van de CAO van 30 juni 2006 vanaf 1 juli 2026 recht op een **funcatiecomplement van 107,34 euro per maand**.



**Loonbarema's Paritair Comité 330**

van toepassing vanaf 01/07/2026

1.

| <b>Barema</b>        | <b>Functie</b>                                                                                                                                                    |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 13.3                 | Psychiater CGG                                                                                                                                                    |
| 1.01                 | Departementele directie ziekenhuis 151-250 bedden / Depart. dir. psychiatrische instelling 251-500 bedden                                                         |
| 1.00                 | Algemene directie ziekenhuis < 101 bedden / Alg. dir. psychiatrische instelling < 150 bedden                                                                      |
| 1.99                 | Apotheker hoofd van dienst                                                                                                                                        |
| 1.95                 | Algemene directie ziekenhuis > 500 bedden                                                                                                                         |
| 1.94                 | Apotheker                                                                                                                                                         |
| 1.93                 | Hoofdapotheker / Algemene directie ziekenhuis 251-500 bedden / Alg. dir. psychiatrische instelling > 500 bedden                                                   |
| 1.92                 | Alg. dir. ziekenhuis 151-250 bedden / Dep. dir. ziekenhuis > 500 bedden / Alg. dir. psych. instelling 251-500 bedden                                              |
| 1.91                 | Adjunct apotheker                                                                                                                                                 |
| 1.87                 | Alg. dir. ziekenhuis 101-150 bedden / Dep. dir. ziekenhuis 251-500 bedden / Alg. dir. psych. instelling 151-250 bedden / Dep. dir. psych. instelling > 500 bedden |
| 1.86                 | Programmeur analist                                                                                                                                               |
| 1.81                 | Eerst aangewezen techn. ingenieur / Dep. dir. ziekenhuis 101-150 bedden / Dep. dir. psych. instelling 151-250 bedden                                              |
| 1.80                 | Bestuurssecretaris / psycholoog / REVA: licentiaat in de fysica / REVA: psycholoog, (ortho)pedagoog / industrieel ingenieur                                       |
| 1.79                 | Departementele directie ziekenhuis < 101 bedden / Depart. dir. psychiatrische instelling < 151 bedden                                                             |
| 1.78 SP              | Hoofdverpleegkundige vroedvrouw-verpleger / Thuisverpleging: verzorgend en verplegend personeel cat. 7 / hoofdassistent klinisch labo                             |
| 1.75                 | Hoofdprogrammeur 1ste klasse na 9 jaar anc.                                                                                                                       |
| 1.67                 | Hoofdprogrammeur                                                                                                                                                  |
| 1.66                 | Technisch ingenieur                                                                                                                                               |
| 1.63                 | Bestuurschef                                                                                                                                                      |
| 1.62                 | Verificateur                                                                                                                                                      |
| 1.61-1.77            | Adjunct hoofd vroedvrouw-verpleegkundige                                                                                                                          |
| 1.59                 | Werkmeester / Hoofdoperateur 2de klasse                                                                                                                           |
| 1.58                 | Programmeur 1ste klasse na 9 jaar anc.                                                                                                                            |
| 1.55-1.61-1.77 + 2j. | Maatschappelijk assistent + 2 jaar anc. / Thuisverpleging: verzorg. en verpleg. personeel cat. 6                                                                  |

|                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.55-1.61-1.77 | A1 verpleegkundige / vroedvrouw / maatschappelijk assistent / REVA: A1 technicus in de mechanica, electronica of informatica / REVA: boekhouder informaticus / REVA: diëtist, kinesitherapeut, ergotherapeut, logopedist, orthoptist, audioloog, gehoorprotesist / REVA: A1 opvoeder, sociaal verpleegkundige, A1 verpleegkundige / Thuisverpleging: administratief personeel cat. 5 / Thuisverpleging: technisch, paramedisch, verzorgend en verplegend personeel cat. 5 / Assistent klinisch labo e.a. |
| 1.54           | Werkleider                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 1.53           | Eerst aanwezig directiesecretaris                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 1.50           | Opsteller / REVA: A2 opvoeder / Thuisverpleging: administratief personeel cat.3                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 1.47           | Onderbureauchef                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 1.45           | Hoofdklerk-stenotypist                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 1.43-1.55      | Gebrevetteerde (A2)verpleegkundige / laborant / Thuisverpleging: adm. personeel cat. 4 / Thuisverpleging: techn., paramed., verzorg. en verpleg. personeel cat. 4                                                                                                                                                                                                                                                                                                                                        |
| 1.43           | Programmeur 2de klasse                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 1.40-1.57      | Verpleegassistent / REVA: A2 technicus in de mechanica, electronica of informatica / REVA: A2 opvoeder met specifieke opleiding / Thuisverpleging: technisch, paramedisch, verzorgend en verplegend personeel cat. 3                                                                                                                                                                                                                                                                                     |
| 1.40           | Ploegbaas B / hoofdklerk                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 1.39           | Directiesecretaris                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 1.35           | Kinderverzorg(st)er / sanitair help(st)er / REVA: A3 opvoeder / Thuisverpleging: technisch en paramedisch personeel cat. 2                                                                                                                                                                                                                                                                                                                                                                               |
| 1.31           | Rekenplichtig opsteller                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 1.30           | Eerste werkman B / Operateur mecanograaf 2de klasse na 9 jaar anc.                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 1.26           | Eerste werkman A / Thuisverpleging: administratief, verzorgend en verplegend personeel niv. lager secundair onderwijs / gezins- en bejaardenhelpster                                                                                                                                                                                                                                                                                                                                                     |
| 1.24           | Klerk-stenotypist                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 1.22           | Geschoold werkman B / klerk / Thuisverpleging: administratief personeel niv. lager onderwijs / Thuisverpleging: technisch en paramedisch personeel cat. 1 / hulppersoneel / huishoudelijk personeel                                                                                                                                                                                                                                                                                                      |
| 1.18           | Gezins- en gejaardenhelper bij ontstentenis van bekwaamheidsgetuigschrift                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 1.16           | Gezins- en gejaardenhelper / Operateur mecanograaf 2de klasse                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 1.14           | Geschoold werkman A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 1.11-1.12      | Ongeschoold werkman / onderhoudspersoneel / halfgeschoold werkman B                                                                                                                                                                                                                                                                                                                                                                                                                                      |

**Baremaschaal 13.3**  
**Psychiater CGG**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |            |         |
|     | 2.848,0767 | 6.288,55        |         |         | 75.462,60      | 25.996,87 | 5.785,47 | 3.943,58 | 3.943,58 | 1.358,56 | 112.547,07 | 38,1896 |
| 1   | 2.848,0767 | 6.288,55        |         |         | 75.462,60      | 25.996,87 | 5.785,47 | 3.943,58 | 3.943,58 | 1.358,56 | 112.547,07 | 38,1896 |
| 2   | 2.957,3750 | 6.529,88        |         |         | 78.358,56      | 26.994,52 | 6.007,49 | 4.031,32 | 4.031,32 | 1.388,79 | 116.780,69 | 39,6551 |
| 3   | 2.957,3750 | 6.529,88        |         |         | 78.358,56      | 26.994,52 | 6.007,49 | 4.031,32 | 4.031,32 | 1.388,79 | 116.780,69 | 39,6551 |
| 4   | 3.066,6725 | 6.771,21        |         |         | 81.254,52      | 27.992,18 | 6.229,51 | 4.119,07 | 4.119,07 | 1.419,02 | 121.014,31 | 41,1207 |
| 5   | 3.066,6725 | 6.771,21        |         |         | 81.254,52      | 27.992,18 | 6.229,51 | 4.119,07 | 4.119,07 | 1.419,02 | 121.014,31 | 41,1207 |
| 6   | 3.175,9683 | 7.012,54        |         |         | 84.150,48      | 28.989,84 | 6.451,54 | 4.206,82 | 4.206,82 | 1.449,25 | 125.247,93 | 42,5863 |
| 7   | 3.175,9683 | 7.012,54        |         |         | 84.150,48      | 28.989,84 | 6.451,54 | 4.206,82 | 4.206,82 | 1.449,25 | 125.247,93 | 42,5863 |
| 8   | 3.285,2700 | 7.253,88        |         |         | 87.046,56      | 29.987,54 | 6.673,57 | 4.294,57 | 4.294,57 | 1.479,48 | 129.481,72 | 44,0519 |
| 9   | 3.285,2700 | 7.253,88        |         |         | 87.046,56      | 29.987,54 | 6.673,57 | 4.294,57 | 4.294,57 | 1.479,48 | 129.481,72 | 44,0519 |
| 10  | 3.394,5658 | 7.495,20        |         |         | 89.942,40      | 30.985,16 | 6.895,58 | 4.382,31 | 4.382,31 | 1.509,71 | 133.715,16 | 45,5174 |
| 11  | 3.394,5658 | 7.495,20        |         |         | 89.942,40      | 30.985,16 | 6.895,58 | 4.382,31 | 4.382,31 | 1.509,71 | 133.715,16 | 45,5174 |
| 12  | 3.503,8633 | 7.736,53        |         |         | 92.838,36      | 31.982,82 | 7.117,61 | 4.470,06 | 4.470,06 | 1.539,94 | 137.948,78 | 46,9830 |
| 13  | 3.503,8633 | 7.736,53        |         |         | 92.838,36      | 31.982,82 | 7.117,61 | 4.470,06 | 4.470,06 | 1.539,94 | 137.948,78 | 46,9830 |
| 14  | 3.613,1592 | 7.977,86        |         |         | 95.734,32      | 32.980,47 | 7.339,63 | 4.557,81 | 4.557,81 | 1.570,17 | 142.182,40 | 48,4485 |
| 15  | 3.613,1592 | 7.977,86        |         |         | 95.734,32      | 32.980,47 | 7.339,63 | 4.557,81 | 4.557,81 | 1.570,17 | 142.182,40 | 48,4485 |
| 16  | 3.722,4583 | 8.219,19        |         |         | 98.630,28      | 33.978,13 | 7.561,65 | 4.645,56 | 4.645,56 | 1.600,39 | 146.416,02 | 49,9141 |
| 17  | 3.722,4583 | 8.219,19        |         |         | 98.630,28      | 33.978,13 | 7.561,65 | 4.645,56 | 4.645,56 | 1.600,39 | 146.416,02 | 49,9141 |
| 18  | 3.831,7567 | 8.460,52        |         |         | 101.526,24     | 34.975,79 | 7.783,68 | 4.733,31 | 4.733,31 | 1.630,62 | 150.649,64 | 51,3797 |
| 19  | 3.831,7567 | 8.460,52        |         |         | 101.526,24     | 34.975,79 | 7.783,68 | 4.733,31 | 4.733,31 | 1.630,62 | 150.649,64 | 51,3797 |
| 20  | 3.941,0542 | 8.701,85        |         |         | 104.422,20     | 35.973,45 | 8.005,70 | 4.821,05 | 4.821,05 | 1.660,85 | 154.883,26 | 52,8452 |
| 21  | 3.941,0542 | 8.701,85        |         |         | 104.422,20     | 35.973,45 | 8.005,70 | 4.821,05 | 4.821,05 | 1.660,85 | 154.883,26 | 52,8452 |
| 22  | 4.050,3508 | 8.943,17        |         |         | 107.318,04     | 36.971,06 | 8.227,72 | 4.908,80 | 4.908,80 | 1.691,08 | 159.116,70 | 54,3107 |

**Baremaschaal 1.01**

**Departementele directie ziekenhuis 151- 250 bedden / Depart. dir. psychiatrische instelling 251- 500 bedden**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 1.917,9492 | 4.234,83        |         |         | 50.817,96         | 17.506,79 | 3.896,04 | 3.196,84 | 3.196,84 | 1.101,31 | 76.518,95  | 25,7176 |
| 1   | 2.000,1025 | 4.416,23        |         |         | 52.994,76         | 18.256,69 | 4.062,93 | 3.262,80 | 3.262,80 | 1.124,04 | 79.701,22  | 26,8192 |
| 2   | 2.000,1025 | 4.416,23        |         |         | 52.994,76         | 18.256,69 | 4.062,93 | 3.262,80 | 3.262,80 | 1.124,04 | 79.701,22  | 26,8192 |
| 3   | 2.059,8517 | 4.548,15        |         |         | 54.577,80         | 18.802,05 | 4.184,30 | 3.310,77 | 3.310,77 | 1.140,56 | 82.015,48  | 27,6203 |
| 4   | 2.059,8517 | 4.548,15        |         |         | 54.577,80         | 18.802,05 | 4.184,30 | 3.310,77 | 3.310,77 | 1.140,56 | 82.015,48  | 27,6203 |
| 5   | 2.119,6050 | 4.680,09        |         |         | 56.161,08         | 19.347,49 | 4.305,68 | 3.358,74 | 3.358,74 | 1.157,09 | 84.330,08  | 28,4216 |
| 6   | 2.119,6050 | 4.680,09        |         |         | 56.161,08         | 19.347,49 | 4.305,68 | 3.358,74 | 3.358,74 | 1.157,09 | 84.330,08  | 28,4216 |
| 7   | 2.179,3542 | 4.812,01        |         |         | 57.744,12         | 19.892,85 | 4.427,05 | 3.406,71 | 3.406,71 | 1.173,61 | 86.644,34  | 29,2227 |
| 8   | 2.179,3542 | 4.812,01        |         |         | 57.744,12         | 19.892,85 | 4.427,05 | 3.406,71 | 3.406,71 | 1.173,61 | 86.644,34  | 29,2227 |
| 9   | 2.239,1042 | 4.943,94        |         |         | 59.327,28         | 20.438,25 | 4.548,42 | 3.454,68 | 3.454,68 | 1.190,14 | 88.958,77  | 30,0239 |
| 10  | 2.268,9767 | 5.009,90        |         |         | 60.118,80         | 20.710,93 | 4.609,11 | 3.478,66 | 3.478,66 | 1.198,40 | 90.115,89  | 30,4245 |
| 11  | 2.328,7242 | 5.141,82        |         |         | 61.701,84         | 21.256,28 | 4.730,47 | 3.526,63 | 3.526,63 | 1.214,92 | 92.430,15  | 31,2256 |
| 12  | 2.328,7242 | 5.141,82        |         |         | 61.701,84         | 21.256,28 | 4.730,47 | 3.526,63 | 3.526,63 | 1.214,92 | 92.430,15  | 31,2256 |
| 13  | 2.388,4758 | 5.273,75        |         |         | 63.285,00         | 21.801,68 | 4.851,85 | 3.574,60 | 3.574,60 | 1.231,45 | 94.744,58  | 32,0268 |
| 14  | 2.388,4758 | 5.273,75        |         |         | 63.285,00         | 21.801,68 | 4.851,85 | 3.574,60 | 3.574,60 | 1.231,45 | 94.744,58  | 32,0268 |
| 15  | 2.448,2250 | 5.405,68        |         |         | 64.868,16         | 22.347,08 | 4.973,23 | 3.622,57 | 3.622,57 | 1.247,97 | 97.059,01  | 32,8280 |
| 16  | 2.448,2250 | 5.405,68        |         |         | 64.868,16         | 22.347,08 | 4.973,23 | 3.622,57 | 3.622,57 | 1.247,97 | 97.059,01  | 32,8280 |
| 17  | 2.507,9742 | 5.537,61        |         |         | 66.451,32         | 22.892,48 | 5.094,60 | 3.670,53 | 3.670,53 | 1.264,50 | 99.373,44  | 33,6292 |
| 18  | 2.507,9742 | 5.537,61        |         |         | 66.451,32         | 22.892,48 | 5.094,60 | 3.670,53 | 3.670,53 | 1.264,50 | 99.373,44  | 33,6292 |
| 19  | 2.567,7267 | 5.669,54        |         |         | 68.034,48         | 23.437,88 | 5.215,98 | 3.718,50 | 3.718,50 | 1.281,02 | 101.687,86 | 34,4304 |
| 20  | 2.567,7267 | 5.669,54        |         |         | 68.034,48         | 23.437,88 | 5.215,98 | 3.718,50 | 3.718,50 | 1.281,02 | 101.687,86 | 34,4304 |
| 21  | 2.627,4758 | 5.801,47        |         |         | 69.617,64         | 23.983,28 | 5.337,35 | 3.766,47 | 3.766,47 | 1.297,55 | 104.002,29 | 35,2316 |
| 22  | 2.627,4758 | 5.801,47        |         |         | 69.617,64         | 23.983,28 | 5.337,35 | 3.766,47 | 3.766,47 | 1.297,55 | 104.002,29 | 35,2316 |
| 23  | 2.687,2275 | 5.933,40        |         |         | 71.200,80         | 24.528,68 | 5.458,73 | 3.814,44 | 3.814,44 | 1.314,08 | 106.316,72 | 36,0328 |
| 24  | 2.687,2275 | 5.933,40        |         |         | 71.200,80         | 24.528,68 | 5.458,73 | 3.814,44 | 3.814,44 | 1.314,08 | 106.316,72 | 36,0328 |
| 25  | 2.746,9783 | 6.065,33        |         |         | 72.783,96         | 25.074,07 | 5.580,10 | 3.862,41 | 3.862,41 | 1.330,60 | 108.631,15 | 36,8340 |
| 26  | 2.746,9783 | 6.065,33        |         |         | 72.783,96         | 25.074,07 | 5.580,10 | 3.862,41 | 3.862,41 | 1.330,60 | 108.631,15 | 36,8340 |
| 27  | 2.806,7283 | 6.197,26        |         |         | 74.367,12         | 25.619,47 | 5.701,48 | 3.910,38 | 3.910,38 | 1.347,13 | 110.945,58 | 37,6352 |

**Baremaschaal 1.00**

**Algemene directie ziekenhuis < 101 bedden / Alg. dir. psychiatrische instelling < 150 bedden**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 1.858,2042 | 4.102,91        |         |         | 49.234,92         | 16.961,43 | 3.774,68 | 3.148,88 | 3.148,88 | 1.084,79 | 74.204,69  | 24,9165 |
| 1   | 1.940,3550 | 4.284,30        |         |         | 51.411,60         | 17.711,30 | 3.941,56 | 3.214,83 | 3.214,83 | 1.107,51 | 77.386,79  | 26,0180 |
| 2   | 1.940,3550 | 4.284,30        |         |         | 51.411,60         | 17.711,30 | 3.941,56 | 3.214,83 | 3.214,83 | 1.107,51 | 77.386,79  | 26,0180 |
| 3   | 2.000,1042 | 4.416,23        |         |         | 52.994,76         | 18.256,69 | 4.062,93 | 3.262,80 | 3.262,80 | 1.124,04 | 79.701,22  | 26,8192 |
| 4   | 2.000,1042 | 4.416,23        |         |         | 52.994,76         | 18.256,69 | 4.062,93 | 3.262,80 | 3.262,80 | 1.124,04 | 79.701,22  | 26,8192 |
| 5   | 2.059,8542 | 4.548,16        |         |         | 54.577,92         | 18.802,09 | 4.184,31 | 3.310,77 | 3.310,77 | 1.140,56 | 82.015,65  | 27,6204 |
| 6   | 2.059,8542 | 4.548,16        |         |         | 54.577,92         | 18.802,09 | 4.184,31 | 3.310,77 | 3.310,77 | 1.140,56 | 82.015,65  | 27,6204 |
| 7   | 2.119,6067 | 4.680,09        |         |         | 56.161,08         | 19.347,49 | 4.305,68 | 3.358,74 | 3.358,74 | 1.157,09 | 84.330,08  | 28,4216 |
| 8   | 2.119,6067 | 4.680,09        |         |         | 56.161,08         | 19.347,49 | 4.305,68 | 3.358,74 | 3.358,74 | 1.157,09 | 84.330,08  | 28,4216 |
| 9   | 2.179,3567 | 4.812,02        |         |         | 57.744,24         | 19.892,89 | 4.427,06 | 3.406,71 | 3.406,71 | 1.173,61 | 86.644,51  | 29,2228 |
| 10  | 2.209,2292 | 4.877,98        |         |         | 58.535,76         | 20.165,57 | 4.487,74 | 3.430,69 | 3.430,69 | 1.181,87 | 87.801,64  | 29,6234 |
| 11  | 2.268,9792 | 5.009,91        |         |         | 60.118,92         | 20.710,97 | 4.609,12 | 3.478,66 | 3.478,66 | 1.198,40 | 90.116,07  | 30,4246 |
| 12  | 2.268,9792 | 5.009,91        |         |         | 60.118,92         | 20.710,97 | 4.609,12 | 3.478,66 | 3.478,66 | 1.198,40 | 90.116,07  | 30,4246 |
| 13  | 2.328,7267 | 5.141,83        |         |         | 61.701,96         | 21.256,33 | 4.730,48 | 3.526,63 | 3.526,63 | 1.214,92 | 92.430,32  | 31,2257 |
| 14  | 2.328,7267 | 5.141,83        |         |         | 61.701,96         | 21.256,33 | 4.730,48 | 3.526,63 | 3.526,63 | 1.214,92 | 92.430,32  | 31,2257 |
| 15  | 2.388,4783 | 5.273,76        |         |         | 63.285,12         | 21.801,72 | 4.851,86 | 3.574,60 | 3.574,60 | 1.231,45 | 94.744,75  | 32,0269 |
| 16  | 2.388,4783 | 5.273,76        |         |         | 63.285,12         | 21.801,72 | 4.851,86 | 3.574,60 | 3.574,60 | 1.231,45 | 94.744,75  | 32,0269 |
| 17  | 2.448,2267 | 5.405,68        |         |         | 64.868,16         | 22.347,08 | 4.973,23 | 3.622,57 | 3.622,57 | 1.247,97 | 97.059,01  | 32,8280 |
| 18  | 2.448,2267 | 5.405,68        |         |         | 64.868,16         | 22.347,08 | 4.973,23 | 3.622,57 | 3.622,57 | 1.247,97 | 97.059,01  | 32,8280 |
| 19  | 2.507,9767 | 5.537,61        |         |         | 66.451,32         | 22.892,48 | 5.094,60 | 3.670,53 | 3.670,53 | 1.264,50 | 99.373,44  | 33,6292 |
| 20  | 2.507,9767 | 5.537,61        |         |         | 66.451,32         | 22.892,48 | 5.094,60 | 3.670,53 | 3.670,53 | 1.264,50 | 99.373,44  | 33,6292 |
| 21  | 2.567,7283 | 5.669,54        |         |         | 68.034,48         | 23.437,88 | 5.215,98 | 3.718,50 | 3.718,50 | 1.281,02 | 101.687,86 | 34,4304 |
| 22  | 2.567,7283 | 5.669,54        |         |         | 68.034,48         | 23.437,88 | 5.215,98 | 3.718,50 | 3.718,50 | 1.281,02 | 101.687,86 | 34,4304 |
| 23  | 2.627,4783 | 5.801,47        |         |         | 69.617,64         | 23.983,28 | 5.337,35 | 3.766,47 | 3.766,47 | 1.297,55 | 104.002,29 | 35,2316 |
| 24  | 2.627,4783 | 5.801,47        |         |         | 69.617,64         | 23.983,28 | 5.337,35 | 3.766,47 | 3.766,47 | 1.297,55 | 104.002,29 | 35,2316 |
| 25  | 2.687,2292 | 5.933,40        |         |         | 71.200,80         | 24.528,68 | 5.458,73 | 3.814,44 | 3.814,44 | 1.314,08 | 106.316,72 | 36,0328 |
| 26  | 2.687,2292 | 5.933,40        |         |         | 71.200,80         | 24.528,68 | 5.458,73 | 3.814,44 | 3.814,44 | 1.314,08 | 106.316,72 | 36,0328 |
| 27  | 2.746,9808 | 6.065,33        |         |         | 72.783,96         | 25.074,07 | 5.580,10 | 3.862,41 | 3.862,41 | 1.330,60 | 108.631,15 | 36,8340 |

**Baremaschaal 1.99**

**Apotheker hoofd van dienst**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |            |         |
|     | 3.142,8075 | 6.939,32        |         |         | 83.271,84      | 28.687,15 | 6.384,17 | 4.180,20 | 4.180,20 | 1.440,08 | 123.963,44 | 42,1416 |
| 1   | 3.142,8075 | 6.939,32        |         |         | 83.271,84      | 28.687,15 | 6.384,17 | 4.180,20 | 4.180,20 | 1.440,08 | 123.963,44 | 42,1416 |
| 2   | 3.254,8392 | 7.186,68        |         |         | 86.240,16      | 29.709,74 | 6.611,75 | 4.270,14 | 4.270,14 | 1.471,06 | 128.302,84 | 43,6438 |
| 3   | 3.254,8392 | 7.186,68        |         |         | 86.240,16      | 29.709,74 | 6.611,75 | 4.270,14 | 4.270,14 | 1.471,06 | 128.302,84 | 43,6438 |
| 4   | 3.366,8692 | 7.434,05        |         |         | 89.208,60      | 30.732,36 | 6.839,33 | 4.360,08 | 4.360,08 | 1.502,05 | 132.642,42 | 45,1461 |
| 5   | 3.366,8692 | 7.434,05        |         |         | 89.208,60      | 30.732,36 | 6.839,33 | 4.360,08 | 4.360,08 | 1.502,05 | 132.642,42 | 45,1461 |
| 6   | 3.478,9025 | 7.681,42        |         |         | 92.177,04      | 31.754,99 | 7.066,91 | 4.450,02 | 4.450,02 | 1.533,03 | 136.981,99 | 46,6483 |
| 7   | 3.478,9025 | 7.681,42        |         |         | 92.177,04      | 31.754,99 | 7.066,91 | 4.450,02 | 4.450,02 | 1.533,03 | 136.981,99 | 46,6483 |
| 8   | 3.590,9308 | 7.928,78        |         |         | 95.145,36      | 32.777,58 | 7.294,48 | 4.539,96 | 4.539,96 | 1.564,02 | 141.321,40 | 48,1505 |
| 9   | 3.590,9308 | 7.928,78        |         |         | 95.145,36      | 32.777,58 | 7.294,48 | 4.539,96 | 4.539,96 | 1.564,02 | 141.321,40 | 48,1505 |
| 10  | 3.702,9642 | 8.176,14        |         |         | 98.113,68      | 33.800,16 | 7.522,05 | 4.629,90 | 4.629,90 | 1.595,00 | 145.660,80 | 49,6527 |
| 11  | 3.702,9642 | 8.176,14        |         |         | 98.113,68      | 33.800,16 | 7.522,05 | 4.629,90 | 4.629,90 | 1.595,00 | 145.660,80 | 49,6527 |
| 12  | 3.814,9958 | 8.423,51        |         |         | 101.082,12     | 34.822,79 | 7.749,63 | 4.719,85 | 4.719,85 | 1.625,99 | 150.000,38 | 51,1549 |
| 13  | 3.814,9958 | 8.423,51        |         |         | 101.082,12     | 34.822,79 | 7.749,63 | 4.719,85 | 4.719,85 | 1.625,99 | 150.000,38 | 51,1549 |
| 14  | 3.927,0275 | 8.670,88        |         |         | 104.050,56     | 35.845,42 | 7.977,21 | 4.809,79 | 4.809,79 | 1.656,97 | 154.339,95 | 52,6572 |
| 15  | 3.927,0275 | 8.670,88        |         |         | 104.050,56     | 35.845,42 | 7.977,21 | 4.809,79 | 4.809,79 | 1.656,97 | 154.339,95 | 52,6572 |
| 16  | 4.039,0575 | 8.918,24        |         |         | 107.018,88     | 36.868,00 | 8.204,78 | 4.899,73 | 4.899,73 | 1.687,96 | 158.679,35 | 54,1594 |
| 17  | 4.039,0575 | 8.918,24        |         |         | 107.018,88     | 36.868,00 | 8.204,78 | 4.899,73 | 4.899,73 | 1.687,96 | 158.679,35 | 54,1594 |
| 18  | 4.151,0892 | 9.165,60        |         |         | 109.987,20     | 37.890,59 | 8.432,35 | 4.989,67 | 4.989,67 | 1.718,94 | 163.018,76 | 55,6615 |
| 19  | 4.151,0892 | 9.165,60        |         |         | 109.987,20     | 37.890,59 | 8.432,35 | 4.989,67 | 4.989,67 | 1.718,94 | 163.018,76 | 55,6615 |
| 20  | 4.263,1208 | 9.412,97        |         |         | 112.955,64     | 38.913,22 | 8.659,93 | 5.079,62 | 5.079,62 | 1.749,93 | 167.358,33 | 57,1638 |
| 21  | 4.263,1208 | 9.412,97        |         |         | 112.955,64     | 38.913,22 | 8.659,93 | 5.079,62 | 5.079,62 | 1.749,93 | 167.358,33 | 57,1638 |
| 22  | 4.375,1508 | 9.660,33        |         |         | 115.923,96     | 39.935,80 | 8.887,50 | 5.169,56 | 5.169,56 | 1.780,91 | 171.697,74 | 58,6660 |

**Baremaschaal 1.95**

**Algemene directie ziekenhuis > 500 bedden**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 2.657,3483 | 5.867,43        |         |         | 70.409,16         | 24.255,96 | 5.398,04 | 3.790,46 | 3.790,46 | 1.305,81 | 105.159,42 | 35,6322 |
| 1   | 2.657,3483 | 5.867,43        |         |         | 70.409,16         | 24.255,96 | 5.398,04 | 3.790,46 | 3.790,46 | 1.305,81 | 105.159,42 | 35,6322 |
| 2   | 2.769,3783 | 6.114,79        |         |         | 73.377,48         | 25.278,54 | 5.625,61 | 3.880,40 | 3.880,40 | 1.336,80 | 109.498,82 | 37,1344 |
| 3   | 2.769,3783 | 6.114,79        |         |         | 73.377,48         | 25.278,54 | 5.625,61 | 3.880,40 | 3.880,40 | 1.336,80 | 109.498,82 | 37,1344 |
| 4   | 2.881,4117 | 6.362,16        |         |         | 76.345,92         | 26.301,17 | 5.853,19 | 3.970,34 | 3.970,34 | 1.367,78 | 113.838,40 | 38,6366 |
| 5   | 2.881,4117 | 6.362,16        |         |         | 76.345,92         | 26.301,17 | 5.853,19 | 3.970,34 | 3.970,34 | 1.367,78 | 113.838,40 | 38,6366 |
| 6   | 2.993,4433 | 6.609,52        |         |         | 79.314,24         | 27.323,76 | 6.080,76 | 4.060,28 | 4.060,28 | 1.398,77 | 118.177,80 | 40,1388 |
| 7   | 2.993,4433 | 6.609,52        |         |         | 79.314,24         | 27.323,76 | 6.080,76 | 4.060,28 | 4.060,28 | 1.398,77 | 118.177,80 | 40,1388 |
| 8   | 3.105,4733 | 6.856,89        |         |         | 82.282,68         | 28.346,38 | 6.308,34 | 4.150,23 | 4.150,23 | 1.429,75 | 122.517,38 | 41,6410 |
| 9   | 3.105,4733 | 6.856,89        |         |         | 82.282,68         | 28.346,38 | 6.308,34 | 4.150,23 | 4.150,23 | 1.429,75 | 122.517,38 | 41,6410 |
| 10  | 3.217,5050 | 7.104,25        |         |         | 85.251,00         | 29.368,97 | 6.535,91 | 4.240,17 | 4.240,17 | 1.460,74 | 126.856,78 | 43,1432 |
| 11  | 3.217,5050 | 7.104,25        |         |         | 85.251,00         | 29.368,97 | 6.535,91 | 4.240,17 | 4.240,17 | 1.460,74 | 126.856,78 | 43,1432 |
| 12  | 3.329,5350 | 7.351,61        |         |         | 88.219,32         | 30.391,56 | 6.763,48 | 4.330,11 | 4.330,11 | 1.491,72 | 131.196,18 | 44,6454 |
| 13  | 3.329,5350 | 7.351,61        |         |         | 88.219,32         | 30.391,56 | 6.763,48 | 4.330,11 | 4.330,11 | 1.491,72 | 131.196,18 | 44,6454 |
| 14  | 3.441,5667 | 7.598,98        |         |         | 91.187,76         | 31.414,18 | 6.991,06 | 4.420,05 | 4.420,05 | 1.522,71 | 135.535,76 | 46,1477 |
| 15  | 3.441,5667 | 7.598,98        |         |         | 91.187,76         | 31.414,18 | 6.991,06 | 4.420,05 | 4.420,05 | 1.522,71 | 135.535,76 | 46,1477 |
| 16  | 3.553,5967 | 7.846,34        |         |         | 94.156,08         | 32.436,77 | 7.218,63 | 4.509,99 | 4.509,99 | 1.553,69 | 139.875,16 | 47,6498 |
| 17  | 3.553,5967 | 7.846,34        |         |         | 94.156,08         | 32.436,77 | 7.218,63 | 4.509,99 | 4.509,99 | 1.553,69 | 139.875,16 | 47,6498 |
| 18  | 3.665,6308 | 8.093,71        |         |         | 97.124,52         | 33.459,40 | 7.446,21 | 4.599,93 | 4.599,93 | 1.584,68 | 144.214,74 | 49,1521 |
| 19  | 3.665,6308 | 8.093,71        |         |         | 97.124,52         | 33.459,40 | 7.446,21 | 4.599,93 | 4.599,93 | 1.584,68 | 144.214,74 | 49,1521 |
| 20  | 3.777,6583 | 8.341,07        |         |         | 100.092,84        | 34.481,98 | 7.673,78 | 4.689,87 | 4.689,87 | 1.615,66 | 148.554,14 | 50,6543 |
| 21  | 3.777,6583 | 8.341,07        |         |         | 100.092,84        | 34.481,98 | 7.673,78 | 4.689,87 | 4.689,87 | 1.615,66 | 148.554,14 | 50,6543 |
| 22  | 3.889,6917 | 8.588,44        |         |         | 103.061,28        | 35.504,61 | 7.901,36 | 4.779,82 | 4.779,82 | 1.646,65 | 152.893,72 | 52,1565 |
| 23  | 3.889,6917 | 8.588,44        |         |         | 103.061,28        | 35.504,61 | 7.901,36 | 4.779,82 | 4.779,82 | 1.646,65 | 152.893,72 | 52,1565 |
| 24  | 4.001,7233 | 8.835,81        |         |         | 106.029,72        | 36.527,24 | 8.128,95 | 4.869,76 | 4.869,76 | 1.677,63 | 157.233,30 | 53,6588 |
| 25  | 4.001,7233 | 8.835,81        |         |         | 106.029,72        | 36.527,24 | 8.128,95 | 4.869,76 | 4.869,76 | 1.677,63 | 157.233,30 | 53,6588 |
| 26  | 4.113,7533 | 9.083,17        |         |         | 108.998,04        | 37.549,82 | 8.356,52 | 4.959,70 | 4.959,70 | 1.708,62 | 161.572,70 | 55,1610 |
| 27  | 4.113,7533 | 9.083,17        |         |         | 108.998,04        | 37.549,82 | 8.356,52 | 4.959,70 | 4.959,70 | 1.708,62 | 161.572,70 | 55,1610 |
| 28  | 4.225,7850 | 9.330,53        |         |         | 111.966,36        | 38.572,41 | 8.584,09 | 5.049,64 | 5.049,64 | 1.739,60 | 165.912,10 | 56,6631 |

# Loonbarema's Paritair Comité 330

van toepassing vanaf 01/07/2026

8.

## Baremaschaal 1.94 Apotheker

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 2.537,8492 | 5.603,57        |         |         | 67.242,84         | 23.165,16 | 5.155,28 | 3.694,52 | 3.694,52 | 1.272,76 | 100.530,56 | 34,0298 |
| 1   | 2.590,1317 | 5.719,01        |         |         | 68.628,12         | 23.642,39 | 5.261,49 | 3.736,49 | 3.736,49 | 1.287,22 | 102.555,71 | 34,7308 |
| 2   | 2.590,1317 | 5.719,01        |         |         | 68.628,12         | 23.642,39 | 5.261,49 | 3.736,49 | 3.736,49 | 1.287,22 | 102.555,71 | 34,7308 |
| 3   | 2.681,6208 | 5.921,02        |         |         | 71.052,24         | 24.477,50 | 5.447,34 | 3.809,94 | 3.809,94 | 1.312,53 | 106.099,54 | 35,9576 |
| 4   | 2.681,6208 | 5.921,02        |         |         | 71.052,24         | 24.477,50 | 5.447,34 | 3.809,94 | 3.809,94 | 1.312,53 | 106.099,54 | 35,9576 |
| 5   | 2.773,1108 | 6.123,03        |         |         | 73.476,36         | 25.312,61 | 5.633,19 | 3.883,39 | 3.883,39 | 1.337,83 | 109.643,38 | 37,1844 |
| 6   | 2.773,1108 | 6.123,03        |         |         | 73.476,36         | 25.312,61 | 5.633,19 | 3.883,39 | 3.883,39 | 1.337,83 | 109.643,38 | 37,1844 |
| 7   | 2.864,6042 | 6.325,05        |         |         | 75.900,60         | 26.147,76 | 5.819,05 | 3.956,85 | 3.956,85 | 1.363,13 | 113.187,39 | 38,4112 |
| 8   | 2.864,6042 | 6.325,05        |         |         | 75.900,60         | 26.147,76 | 5.819,05 | 3.956,85 | 3.956,85 | 1.363,13 | 113.187,39 | 38,4112 |
| 9   | 2.956,0917 | 6.527,05        |         |         | 78.324,60         | 26.982,82 | 6.004,89 | 4.030,30 | 4.030,30 | 1.388,44 | 116.731,04 | 39,6380 |
| 10  | 2.956,0917 | 6.527,05        |         |         | 78.324,60         | 26.982,82 | 6.004,89 | 4.030,30 | 4.030,30 | 1.388,44 | 116.731,04 | 39,6380 |
| 11  | 3.047,5833 | 6.729,06        |         |         | 80.748,72         | 27.817,93 | 6.190,74 | 4.103,75 | 4.103,75 | 1.413,74 | 120.274,88 | 40,8647 |
| 12  | 3.047,5833 | 6.729,06        |         |         | 80.748,72         | 27.817,93 | 6.190,74 | 4.103,75 | 4.103,75 | 1.413,74 | 120.274,88 | 40,8647 |
| 13  | 3.139,0725 | 6.931,07        |         |         | 83.172,84         | 28.653,04 | 6.376,58 | 4.177,20 | 4.177,20 | 1.439,04 | 123.818,71 | 42,0915 |
| 14  | 3.139,0725 | 6.931,07        |         |         | 83.172,84         | 28.653,04 | 6.376,58 | 4.177,20 | 4.177,20 | 1.439,04 | 123.818,71 | 42,0915 |
| 15  | 3.230,5642 | 7.133,09        |         |         | 85.597,08         | 29.488,19 | 6.562,44 | 4.250,65 | 4.250,65 | 1.464,35 | 127.362,72 | 43,3184 |
| 16  | 3.230,5642 | 7.133,09        |         |         | 85.597,08         | 29.488,19 | 6.562,44 | 4.250,65 | 4.250,65 | 1.464,35 | 127.362,72 | 43,3184 |
| 17  | 3.322,0542 | 7.335,10        |         |         | 88.021,20         | 30.323,30 | 6.748,29 | 4.324,10 | 4.324,10 | 1.489,65 | 130.906,55 | 44,5451 |
| 18  | 3.322,0542 | 7.335,10        |         |         | 88.021,20         | 30.323,30 | 6.748,29 | 4.324,10 | 4.324,10 | 1.489,65 | 130.906,55 | 44,5451 |
| 19  | 3.413,5458 | 7.537,11        |         |         | 90.445,32         | 31.158,41 | 6.934,14 | 4.397,55 | 4.397,55 | 1.514,96 | 134.450,38 | 45,7719 |
| 20  | 3.413,5458 | 7.537,11        |         |         | 90.445,32         | 31.158,41 | 6.934,14 | 4.397,55 | 4.397,55 | 1.514,96 | 134.450,38 | 45,7719 |
| 21  | 3.505,0342 | 7.739,12        |         |         | 92.869,44         | 31.993,52 | 7.119,99 | 4.471,00 | 4.471,00 | 1.540,26 | 137.994,22 | 46,9987 |

**Baremaschaal 1.93**

**Hoofdapotheeker / Algemene directie ziekenhuis 251-500 bedden /**

**Alg. dir. Psychiatrische instelling > 500 bedden**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 2.463,1642 | 5.438,67        |         |         | 65.264,04         | 22.483,46 | 5.003,58 | 3.634,56 | 3.634,56 | 1.252,11 | 97.637,74  | 33,0284 |
| 1   | 2.463,1642 | 5.438,67        |         |         | 65.264,04         | 22.483,46 | 5.003,58 | 3.634,56 | 3.634,56 | 1.252,11 | 97.637,74  | 33,0284 |
| 2   | 2.575,1958 | 5.686,03        |         |         | 68.232,36         | 23.506,05 | 5.231,15 | 3.724,50 | 3.724,50 | 1.283,09 | 101.977,15 | 34,5305 |
| 3   | 2.575,1958 | 5.686,03        |         |         | 68.232,36         | 23.506,05 | 5.231,15 | 3.724,50 | 3.724,50 | 1.283,09 | 101.977,15 | 34,5305 |
| 4   | 2.687,2275 | 5.933,40        |         |         | 71.200,80         | 24.528,68 | 5.458,73 | 3.814,44 | 3.814,44 | 1.314,08 | 106.316,72 | 36,0328 |
| 5   | 2.687,2275 | 5.933,40        |         |         | 71.200,80         | 24.528,68 | 5.458,73 | 3.814,44 | 3.814,44 | 1.314,08 | 106.316,72 | 36,0328 |
| 6   | 2.799,2567 | 6.180,76        |         |         | 74.169,12         | 25.551,26 | 5.686,30 | 3.904,38 | 3.904,38 | 1.345,06 | 110.656,13 | 37,5350 |
| 7   | 2.799,2567 | 6.180,76        |         |         | 74.169,12         | 25.551,26 | 5.686,30 | 3.904,38 | 3.904,38 | 1.345,06 | 110.656,13 | 37,5350 |
| 8   | 2.911,2883 | 6.428,12        |         |         | 77.137,44         | 26.573,85 | 5.913,87 | 3.994,32 | 3.994,32 | 1.376,04 | 114.995,53 | 39,0372 |
| 9   | 2.911,2883 | 6.428,12        |         |         | 77.137,44         | 26.573,85 | 5.913,87 | 3.994,32 | 3.994,32 | 1.376,04 | 114.995,53 | 39,0372 |
| 10  | 3.023,3225 | 6.675,50        |         |         | 80.106,00         | 27.596,52 | 6.141,46 | 4.084,27 | 4.084,27 | 1.407,03 | 119.335,28 | 40,5395 |
| 11  | 3.023,3225 | 6.675,50        |         |         | 80.106,00         | 27.596,52 | 6.141,46 | 4.084,27 | 4.084,27 | 1.407,03 | 119.335,28 | 40,5395 |
| 12  | 3.135,3500 | 6.922,85        |         |         | 83.074,20         | 28.619,06 | 6.369,02 | 4.174,21 | 4.174,21 | 1.438,01 | 123.674,51 | 42,0416 |
| 13  | 3.135,3500 | 6.922,85        |         |         | 83.074,20         | 28.619,06 | 6.369,02 | 4.174,21 | 4.174,21 | 1.438,01 | 123.674,51 | 42,0416 |
| 14  | 3.247,3842 | 7.170,22        |         |         | 86.042,64         | 29.641,69 | 6.596,60 | 4.264,15 | 4.264,15 | 1.469,00 | 128.014,08 | 43,5438 |
| 15  | 3.247,3842 | 7.170,22        |         |         | 86.042,64         | 29.641,69 | 6.596,60 | 4.264,15 | 4.264,15 | 1.469,00 | 128.014,08 | 43,5438 |
| 16  | 3.359,4142 | 7.417,59        |         |         | 89.011,08         | 30.664,32 | 6.824,18 | 4.354,10 | 4.354,10 | 1.499,99 | 132.353,66 | 45,0461 |
| 17  | 3.359,4142 | 7.417,59        |         |         | 89.011,08         | 30.664,32 | 6.824,18 | 4.354,10 | 4.354,10 | 1.499,99 | 132.353,66 | 45,0461 |
| 18  | 3.471,4458 | 7.664,95        |         |         | 91.979,40         | 31.686,90 | 7.051,75 | 4.444,04 | 4.444,04 | 1.530,97 | 136.693,06 | 46,5483 |
| 19  | 3.471,4458 | 7.664,95        |         |         | 91.979,40         | 31.686,90 | 7.051,75 | 4.444,04 | 4.444,04 | 1.530,97 | 136.693,06 | 46,5483 |
| 20  | 3.583,4758 | 7.912,31        |         |         | 94.947,72         | 32.709,49 | 7.279,33 | 4.533,98 | 4.533,98 | 1.561,95 | 141.032,47 | 48,0505 |
| 21  | 3.583,4758 | 7.912,31        |         |         | 94.947,72         | 32.709,49 | 7.279,33 | 4.533,98 | 4.533,98 | 1.561,95 | 141.032,47 | 48,0505 |
| 22  | 3.695,5083 | 8.159,68        |         |         | 97.916,16         | 33.732,12 | 7.506,91 | 4.623,92 | 4.623,92 | 1.592,94 | 145.372,04 | 49,5527 |

**Baremaschaal 1.92**

**Alg. dir. ziekenhuis 151-250 bedden / Dep. dir. ziekenhuis > 500 bedden /**

**Alg. dir. Psy. instelling 251-500 bedden**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto     | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-----------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |           |           |          |          |          |          |            |         |
|     | 2.438,2667 | 5.383,69        |         |         | 64.604,28 | 22.256,17 | 4.952,99 | 3.614,57 | 3.614,57 | 1.245,22 | 96.673,24  | 32,6945 |
| 1   | 2.490,5492 | 5.499,13        |         |         | 65.989,56 | 22.733,40 | 5.059,20 | 3.656,54 | 3.656,54 | 1.259,68 | 98.698,39  | 33,3955 |
| 2   | 2.490,5492 | 5.499,13        |         |         | 65.989,56 | 22.733,40 | 5.059,20 | 3.656,54 | 3.656,54 | 1.259,68 | 98.698,39  | 33,3955 |
| 3   | 2.570,8392 | 5.676,41        |         |         | 68.116,92 | 23.466,28 | 5.222,30 | 3.721,00 | 3.721,00 | 1.281,89 | 101.808,38 | 34,4721 |
| 4   | 2.570,8392 | 5.676,41        |         |         | 68.116,92 | 23.466,28 | 5.222,30 | 3.721,00 | 3.721,00 | 1.281,89 | 101.808,38 | 34,4721 |
| 5   | 2.651,1267 | 5.853,69        |         |         | 70.244,28 | 24.199,15 | 5.385,39 | 3.785,46 | 3.785,46 | 1.304,09 | 104.918,38 | 35,5487 |
| 6   | 2.651,1267 | 5.853,69        |         |         | 70.244,28 | 24.199,15 | 5.385,39 | 3.785,46 | 3.785,46 | 1.304,09 | 104.918,38 | 35,5487 |
| 7   | 2.731,4142 | 6.030,96        |         |         | 72.371,52 | 24.931,99 | 5.548,48 | 3.849,92 | 3.849,92 | 1.326,30 | 108.028,21 | 36,6253 |
| 8   | 2.731,4142 | 6.030,96        |         |         | 72.371,52 | 24.931,99 | 5.548,48 | 3.849,92 | 3.849,92 | 1.326,30 | 108.028,21 | 36,6253 |
| 9   | 2.811,7025 | 6.208,24        |         |         | 74.498,88 | 25.664,86 | 5.711,58 | 3.914,38 | 3.914,38 | 1.348,50 | 111.138,20 | 37,7019 |
| 10  | 2.811,7025 | 6.208,24        |         |         | 74.498,88 | 25.664,86 | 5.711,58 | 3.914,38 | 3.914,38 | 1.348,50 | 111.138,20 | 37,7019 |
| 11  | 2.891,9925 | 6.385,52        |         |         | 76.626,24 | 26.397,74 | 5.874,68 | 3.978,84 | 3.978,84 | 1.370,71 | 114.248,20 | 38,7785 |
| 12  | 2.891,9925 | 6.385,52        |         |         | 76.626,24 | 26.397,74 | 5.874,68 | 3.978,84 | 3.978,84 | 1.370,71 | 114.248,20 | 38,7785 |
| 13  | 2.972,2817 | 6.562,80        |         |         | 78.753,60 | 27.130,62 | 6.037,78 | 4.043,29 | 4.043,29 | 1.392,91 | 117.358,20 | 39,8551 |
| 14  | 2.972,2817 | 6.562,80        |         |         | 78.753,60 | 27.130,62 | 6.037,78 | 4.043,29 | 4.043,29 | 1.392,91 | 117.358,20 | 39,8551 |
| 15  | 3.052,5692 | 6.740,07        |         |         | 80.880,84 | 27.863,45 | 6.200,86 | 4.107,75 | 4.107,75 | 1.415,12 | 120.468,02 | 40,9316 |
| 16  | 3.052,5692 | 6.740,07        |         |         | 80.880,84 | 27.863,45 | 6.200,86 | 4.107,75 | 4.107,75 | 1.415,12 | 120.468,02 | 40,9316 |
| 17  | 3.132,8550 | 6.917,34        |         |         | 83.008,08 | 28.596,28 | 6.363,95 | 4.172,20 | 4.172,20 | 1.437,32 | 123.577,85 | 42,0081 |
| 18  | 3.132,8550 | 6.917,34        |         |         | 83.008,08 | 28.596,28 | 6.363,95 | 4.172,20 | 4.172,20 | 1.437,32 | 123.577,85 | 42,0081 |
| 19  | 3.213,1450 | 7.094,62        |         |         | 85.135,44 | 29.329,16 | 6.527,05 | 4.236,66 | 4.236,66 | 1.459,53 | 126.687,84 | 43,0847 |
| 20  | 3.213,1450 | 7.094,62        |         |         | 85.135,44 | 29.329,16 | 6.527,05 | 4.236,66 | 4.236,66 | 1.459,53 | 126.687,84 | 43,0847 |
| 21  | 3.293,4350 | 7.271,90        |         |         | 87.262,80 | 30.062,03 | 6.690,15 | 4.301,12 | 4.301,12 | 1.481,74 | 129.797,84 | 44,1613 |
| 22  | 3.293,4350 | 7.271,90        |         |         | 87.262,80 | 30.062,03 | 6.690,15 | 4.301,12 | 4.301,12 | 1.481,74 | 129.797,84 | 44,1613 |
| 23  | 3.373,7242 | 7.449,18        |         |         | 89.390,16 | 30.794,91 | 6.853,25 | 4.365,58 | 4.365,58 | 1.503,94 | 132.907,84 | 45,2379 |

# Loonbarema's Paritair Comité 330

van toepassing vanaf 01/07/2026

11.

## Baremaschaal 1.91

### Adjunct apotheker

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 2.276,4467 | 5.026,39        |         |         | 60.316,68         | 20.779,10 | 4.624,28 | 3.484,66 | 3.484,66 | 1.200,46 | 90.405,17  | 30,5246 |
| 1   | 2.328,7267 | 5.141,83        |         |         | 61.701,96         | 21.256,33 | 4.730,48 | 3.526,63 | 3.526,63 | 1.214,92 | 92.430,32  | 31,2257 |
| 2   | 2.328,7267 | 5.141,83        |         |         | 61.701,96         | 21.256,33 | 4.730,48 | 3.526,63 | 3.526,63 | 1.214,92 | 92.430,32  | 31,2257 |
| 3   | 2.420,2183 | 5.343,84        |         |         | 64.126,08         | 22.091,43 | 4.916,33 | 3.600,08 | 3.600,08 | 1.240,23 | 95.974,16  | 32,4525 |
| 4   | 2.420,2183 | 5.343,84        |         |         | 64.126,08         | 22.091,43 | 4.916,33 | 3.600,08 | 3.600,08 | 1.240,23 | 95.974,16  | 32,4525 |
| 5   | 2.511,7075 | 5.545,85        |         |         | 66.550,20         | 22.926,54 | 5.102,18 | 3.673,53 | 3.673,53 | 1.265,53 | 99.517,99  | 33,6793 |
| 6   | 2.511,7075 | 5.545,85        |         |         | 66.550,20         | 22.926,54 | 5.102,18 | 3.673,53 | 3.673,53 | 1.265,53 | 99.517,99  | 33,6793 |
| 7   | 2.603,1992 | 5.747,86        |         |         | 68.974,32         | 23.761,65 | 5.288,03 | 3.746,98 | 3.746,98 | 1.290,84 | 103.061,82 | 34,9060 |
| 8   | 2.603,1992 | 5.747,86        |         |         | 68.974,32         | 23.761,65 | 5.288,03 | 3.746,98 | 3.746,98 | 1.290,84 | 103.061,82 | 34,9060 |
| 9   | 2.694,6875 | 5.949,87        |         |         | 71.398,44         | 24.596,76 | 5.473,88 | 3.820,43 | 3.820,43 | 1.316,14 | 106.605,65 | 36,1328 |
| 10  | 2.694,6875 | 5.949,87        |         |         | 71.398,44         | 24.596,76 | 5.473,88 | 3.820,43 | 3.820,43 | 1.316,14 | 106.605,65 | 36,1328 |
| 11  | 2.786,1792 | 6.151,88        |         |         | 73.822,56         | 25.431,87 | 5.659,73 | 3.893,88 | 3.893,88 | 1.341,44 | 110.149,49 | 37,3596 |
| 12  | 2.786,1792 | 6.151,88        |         |         | 73.822,56         | 25.431,87 | 5.659,73 | 3.893,88 | 3.893,88 | 1.341,44 | 110.149,49 | 37,3596 |
| 13  | 2.877,6692 | 6.353,89        |         |         | 76.246,68         | 26.266,98 | 5.845,58 | 3.967,33 | 3.967,33 | 1.366,75 | 113.693,32 | 38,5864 |
| 14  | 2.877,6692 | 6.353,89        |         |         | 76.246,68         | 26.266,98 | 5.845,58 | 3.967,33 | 3.967,33 | 1.366,75 | 113.693,32 | 38,5864 |
| 15  | 2.969,1608 | 6.555,91        |         |         | 78.670,92         | 27.102,13 | 6.031,44 | 4.040,79 | 4.040,79 | 1.392,05 | 117.237,33 | 39,8132 |
| 16  | 2.969,1608 | 6.555,91        |         |         | 78.670,92         | 27.102,13 | 6.031,44 | 4.040,79 | 4.040,79 | 1.392,05 | 117.237,33 | 39,8132 |
| 17  | 3.060,6525 | 6.757,92        |         |         | 81.095,04         | 27.937,24 | 6.217,29 | 4.114,24 | 4.114,24 | 1.417,36 | 120.781,16 | 41,0400 |
| 18  | 3.060,6525 | 6.757,92        |         |         | 81.095,04         | 27.937,24 | 6.217,29 | 4.114,24 | 4.114,24 | 1.417,36 | 120.781,16 | 41,0400 |
| 19  | 3.152,1400 | 6.959,93        |         |         | 83.519,16         | 28.772,35 | 6.403,14 | 4.187,69 | 4.187,69 | 1.442,66 | 124.325,00 | 42,2668 |
| 20  | 3.152,1400 | 6.959,93        |         |         | 83.519,16         | 28.772,35 | 6.403,14 | 4.187,69 | 4.187,69 | 1.442,66 | 124.325,00 | 42,2668 |
| 21  | 3.243,6333 | 7.161,94        |         |         | 85.943,28         | 29.607,46 | 6.588,98 | 4.261,14 | 4.261,14 | 1.467,96 | 127.868,83 | 43,4936 |
| 22  | 3.243,6333 | 7.161,94        |         |         | 85.943,28         | 29.607,46 | 6.588,98 | 4.261,14 | 4.261,14 | 1.467,96 | 127.868,83 | 43,4936 |
| 23  | 3.335,1225 | 7.363,95        |         |         | 88.367,40         | 30.442,57 | 6.774,83 | 4.334,59 | 4.334,59 | 1.493,27 | 131.412,66 | 44,7203 |

**Baremaschaal 1.87**

**Alg. dir. ziekenhuis 101-150 bedden / Depar. dir. ziekenhuis 251-500 bedden /**

**Alg. dir. psych. instelling 151-250 bedden / Dep. dir. psych. Instelling > 500 bedden**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |            |         |
|     | 2.015,0483 | 4.449,23        |         |         | 53.390,76      | 18.393,12 | 4.093,29 | 3.274,80 | 3.274,80 | 1.128,17 | 80.280,14  | 27,0196 |
| 1   | 2.067,3308 | 4.564,67        |         |         | 54.776,04      | 18.870,35 | 4.199,50 | 3.316,77 | 3.316,77 | 1.142,63 | 82.305,28  | 27,7207 |
| 2   | 2.067,3308 | 4.564,67        |         |         | 54.776,04      | 18.870,35 | 4.199,50 | 3.316,77 | 3.316,77 | 1.142,63 | 82.305,28  | 27,7207 |
| 3   | 2.147,6208 | 4.741,95        |         |         | 56.903,40      | 19.603,22 | 4.362,59 | 3.381,23 | 3.381,23 | 1.164,83 | 85.415,28  | 28,7973 |
| 4   | 2.147,6208 | 4.741,95        |         |         | 56.903,40      | 19.603,22 | 4.362,59 | 3.381,23 | 3.381,23 | 1.164,83 | 85.415,28  | 28,7973 |
| 5   | 2.227,9083 | 4.919,22        |         |         | 59.030,64      | 20.336,06 | 4.525,68 | 3.445,69 | 3.445,69 | 1.187,04 | 88.525,11  | 29,8738 |
| 6   | 2.227,9083 | 4.919,22        |         |         | 59.030,64      | 20.336,06 | 4.525,68 | 3.445,69 | 3.445,69 | 1.187,04 | 88.525,11  | 29,8738 |
| 7   | 2.308,1983 | 5.096,50        |         |         | 61.158,00      | 21.068,93 | 4.688,78 | 3.510,15 | 3.510,15 | 1.209,25 | 91.635,10  | 30,9504 |
| 8   | 2.308,1983 | 5.096,50        |         |         | 61.158,00      | 21.068,93 | 4.688,78 | 3.510,15 | 3.510,15 | 1.209,25 | 91.635,10  | 30,9504 |
| 9   | 2.388,4858 | 5.273,78        |         |         | 63.285,36      | 21.801,81 | 4.851,88 | 3.574,61 | 3.574,61 | 1.231,45 | 94.745,10  | 32,0270 |
| 10  | 2.388,4858 | 5.273,78        |         |         | 63.285,36      | 21.801,81 | 4.851,88 | 3.574,61 | 3.574,61 | 1.231,45 | 94.745,10  | 32,0270 |
| 11  | 2.468,7758 | 5.451,06        |         |         | 65.412,72      | 22.534,68 | 5.014,98 | 3.639,07 | 3.639,07 | 1.253,66 | 97.855,10  | 33,1036 |
| 12  | 2.468,7758 | 5.451,06        |         |         | 65.412,72      | 22.534,68 | 5.014,98 | 3.639,07 | 3.639,07 | 1.253,66 | 97.855,10  | 33,1036 |
| 13  | 2.549,0633 | 5.628,33        |         |         | 67.539,96      | 23.267,52 | 5.178,06 | 3.703,52 | 3.703,52 | 1.275,86 | 100.964,92 | 34,1801 |
| 14  | 2.549,0633 | 5.628,33        |         |         | 67.539,96      | 23.267,52 | 5.178,06 | 3.703,52 | 3.703,52 | 1.275,86 | 100.964,92 | 34,1801 |
| 15  | 2.629,3558 | 5.805,62        |         |         | 69.667,44      | 24.000,43 | 5.341,17 | 3.767,98 | 3.767,98 | 1.298,07 | 104.075,10 | 35,2568 |
| 16  | 2.629,3558 | 5.805,62        |         |         | 69.667,44      | 24.000,43 | 5.341,17 | 3.767,98 | 3.767,98 | 1.298,07 | 104.075,10 | 35,2568 |
| 17  | 2.709,6433 | 5.982,89        |         |         | 71.794,68      | 24.733,27 | 5.504,26 | 3.832,44 | 3.832,44 | 1.320,28 | 107.184,92 | 36,3333 |
| 18  | 2.709,6433 | 5.982,89        |         |         | 71.794,68      | 24.733,27 | 5.504,26 | 3.832,44 | 3.832,44 | 1.320,28 | 107.184,92 | 36,3333 |
| 19  | 2.789,9300 | 6.160,17        |         |         | 73.922,04      | 25.466,14 | 5.667,36 | 3.896,90 | 3.896,90 | 1.342,48 | 110.294,92 | 37,4099 |
| 20  | 2.789,9300 | 6.160,17        |         |         | 73.922,04      | 25.466,14 | 5.667,36 | 3.896,90 | 3.896,90 | 1.342,48 | 110.294,92 | 37,4099 |
| 21  | 2.870,2183 | 6.337,44        |         |         | 76.049,28      | 26.198,98 | 5.830,44 | 3.961,35 | 3.961,35 | 1.364,69 | 113.404,74 | 38,4865 |
| 22  | 2.870,2183 | 6.337,44        |         |         | 76.049,28      | 26.198,98 | 5.830,44 | 3.961,35 | 3.961,35 | 1.364,69 | 113.404,74 | 38,4865 |
| 23  | 2.950,5100 | 6.514,73        |         |         | 78.176,76      | 26.931,89 | 5.993,55 | 4.025,82 | 4.025,82 | 1.386,89 | 116.514,91 | 39,5631 |
| 24  | 2.950,5100 | 6.514,73        |         |         | 78.176,76      | 26.931,89 | 5.993,55 | 4.025,82 | 4.025,82 | 1.386,89 | 116.514,91 | 39,5631 |
| 25  | 3.030,7983 | 6.692,00        |         |         | 80.304,00      | 27.664,73 | 6.156,64 | 4.090,27 | 4.090,27 | 1.409,10 | 119.624,74 | 40,6397 |

**Baremaschaal 1.86**  
**Programmeur analist**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 1.903,0250 | 4.201,88        |         |         | 50.422,56         | 17.370,57 | 3.865,73 | 3.184,86 | 3.184,86 | 1.097,19 | 75.940,91  | 25,5175 |
| 1   | 1.962,7750 | 4.333,81        |         |         | 52.005,72         | 17.915,97 | 3.987,11 | 3.232,83 | 3.232,83 | 1.113,71 | 78.255,34  | 26,3187 |
| 2   | 1.962,7750 | 4.333,81        |         |         | 52.005,72         | 17.915,97 | 3.987,11 | 3.232,83 | 3.232,83 | 1.113,71 | 78.255,34  | 26,3187 |
| 3   | 1.985,1842 | 4.383,29        |         |         | 52.599,48         | 18.120,52 | 4.032,63 | 3.250,82 | 3.250,82 | 1.119,91 | 79.123,36  | 26,6192 |
| 4   | 1.985,1842 | 4.383,29        |         |         | 52.599,48         | 18.120,52 | 4.032,63 | 3.250,82 | 3.250,82 | 1.119,91 | 79.123,36  | 26,6192 |
| 5   | 2.015,0550 | 4.449,24        |         |         | 53.390,88         | 18.393,16 | 4.093,30 | 3.274,80 | 3.274,80 | 1.128,17 | 80.280,31  | 27,0197 |
| 6   | 2.015,0550 | 4.449,24        |         |         | 53.390,88         | 18.393,16 | 4.093,30 | 3.274,80 | 3.274,80 | 1.128,17 | 80.280,31  | 27,0197 |
| 7   | 2.074,8083 | 4.581,18        |         |         | 54.974,16         | 18.938,60 | 4.214,69 | 3.322,78 | 3.322,78 | 1.144,70 | 82.594,92  | 27,8209 |
| 8   | 2.074,8083 | 4.581,18        |         |         | 54.974,16         | 18.938,60 | 4.214,69 | 3.322,78 | 3.322,78 | 1.144,70 | 82.594,92  | 27,8209 |
| 9   | 2.134,5558 | 4.713,10        |         |         | 56.557,20         | 19.483,96 | 4.336,05 | 3.370,74 | 3.370,74 | 1.161,22 | 84.909,17  | 28,6221 |
| 10  | 2.164,4283 | 4.779,06        |         |         | 57.348,72         | 19.756,63 | 4.396,74 | 3.394,73 | 3.394,73 | 1.169,48 | 86.066,30  | 29,0226 |
| 11  | 2.216,7092 | 4.894,49        |         |         | 58.733,88         | 20.233,82 | 4.502,93 | 3.436,70 | 3.436,70 | 1.183,94 | 88.091,27  | 29,7236 |
| 12  | 2.216,7092 | 4.894,49        |         |         | 58.733,88         | 20.233,82 | 4.502,93 | 3.436,70 | 3.436,70 | 1.183,94 | 88.091,27  | 29,7236 |
| 13  | 2.268,9917 | 5.009,93        |         |         | 60.119,16         | 20.711,05 | 4.609,14 | 3.478,67 | 3.478,67 | 1.198,40 | 90.116,42  | 30,4247 |
| 14  | 2.268,9917 | 5.009,93        |         |         | 60.119,16         | 20.711,05 | 4.609,14 | 3.478,67 | 3.478,67 | 1.198,40 | 90.116,42  | 30,4247 |
| 15  | 2.321,2692 | 5.125,36        |         |         | 61.504,32         | 21.188,24 | 4.715,33 | 3.520,64 | 3.520,64 | 1.212,86 | 92.141,39  | 31,1257 |
| 16  | 2.321,2692 | 5.125,36        |         |         | 61.504,32         | 21.188,24 | 4.715,33 | 3.520,64 | 3.520,64 | 1.212,86 | 92.141,39  | 31,1257 |
| 17  | 2.373,5517 | 5.240,80        |         |         | 62.889,60         | 21.665,47 | 4.821,54 | 3.562,61 | 3.562,61 | 1.227,32 | 94.166,54  | 31,8267 |
| 18  | 2.373,5517 | 5.240,80        |         |         | 62.889,60         | 21.665,47 | 4.821,54 | 3.562,61 | 3.562,61 | 1.227,32 | 94.166,54  | 31,8267 |
| 19  | 2.425,8358 | 5.356,25        |         |         | 64.275,00         | 22.142,74 | 4.927,75 | 3.604,59 | 3.604,59 | 1.241,78 | 96.191,86  | 32,5278 |
| 20  | 2.425,8358 | 5.356,25        |         |         | 64.275,00         | 22.142,74 | 4.927,75 | 3.604,59 | 3.604,59 | 1.241,78 | 96.191,86  | 32,5278 |
| 21  | 2.478,1142 | 5.471,68        |         |         | 65.660,16         | 22.619,93 | 5.033,95 | 3.646,56 | 3.646,56 | 1.256,24 | 98.216,83  | 33,2288 |
| 22  | 2.478,1142 | 5.471,68        |         |         | 65.660,16         | 22.619,93 | 5.033,95 | 3.646,56 | 3.646,56 | 1.256,24 | 98.216,83  | 33,2288 |
| 23  | 2.530,3967 | 5.587,12        |         |         | 67.045,44         | 23.097,15 | 5.140,15 | 3.688,54 | 3.688,54 | 1.270,70 | 100.241,98 | 33,9299 |
| 24  | 2.530,3967 | 5.587,12        |         |         | 67.045,44         | 23.097,15 | 5.140,15 | 3.688,54 | 3.688,54 | 1.270,70 | 100.241,98 | 33,9299 |
| 25  | 2.582,6767 | 5.702,55        |         |         | 68.430,60         | 23.574,34 | 5.246,35 | 3.730,51 | 3.730,51 | 1.285,16 | 102.266,95 | 34,6309 |
| 26  | 2.582,6767 | 5.702,55        |         |         | 68.430,60         | 23.574,34 | 5.246,35 | 3.730,51 | 3.730,51 | 1.285,16 | 102.266,95 | 34,6309 |
| 27  | 2.634,9567 | 5.817,98        |         |         | 69.815,76         | 24.051,53 | 5.352,54 | 3.772,48 | 3.772,48 | 1.299,62 | 104.291,93 | 35,3319 |
| 28  | 2.634,9567 | 5.817,98        |         |         | 69.815,76         | 24.051,53 | 5.352,54 | 3.772,48 | 3.772,48 | 1.299,62 | 104.291,93 | 35,3319 |
| 29  | 2.687,2392 | 5.933,42        |         |         | 71.201,04         | 24.528,76 | 5.458,75 | 3.814,45 | 3.814,45 | 1.314,08 | 106.317,07 | 36,0329 |
| 30  | 2.687,2392 | 5.933,42        |         |         | 71.201,04         | 24.528,76 | 5.458,75 | 3.814,45 | 3.814,45 | 1.314,08 | 106.317,07 | 36,0329 |
| 31  | 2.739,5192 | 6.048,86        |         |         | 72.586,32         | 25.005,99 | 5.564,95 | 3.856,43 | 3.856,43 | 1.328,54 | 108.342,22 | 36,7340 |

**Baremaschaal 1.81**

**Eerst aangewezen technisch ingenieur / Dep. dir. ziekenhuis 101-150 bedden /**

**Dep. dir. psych. instelling 151-250 bedden**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 1.858,2042 | 4.102,91        |         |         | 49.234,92         | 16.961,43 | 3.774,68 | 3.148,88 | 3.148,88 | 1.084,79 | 74.204,69  | 24,9165 |
| 1   | 1.940,3808 | 4.284,36        |         |         | 51.412,32         | 17.711,54 | 3.941,61 | 3.214,85 | 3.214,85 | 1.107,52 | 77.387,85  | 26,0184 |
| 2   | 1.940,3808 | 4.284,36        |         |         | 51.412,32         | 17.711,54 | 3.941,61 | 3.214,85 | 3.214,85 | 1.107,52 | 77.387,85  | 26,0184 |
| 3   | 2.000,1308 | 4.416,29        |         |         | 52.995,48         | 18.256,94 | 4.062,99 | 3.262,82 | 3.262,82 | 1.124,04 | 79.702,28  | 26,8196 |
| 4   | 2.000,1308 | 4.416,29        |         |         | 52.995,48         | 18.256,94 | 4.062,99 | 3.262,82 | 3.262,82 | 1.124,04 | 79.702,28  | 26,8196 |
| 5   | 2.059,8825 | 4.548,22        |         |         | 54.578,64         | 18.802,34 | 4.184,36 | 3.310,79 | 3.310,79 | 1.140,57 | 82.016,70  | 27,6208 |
| 6   | 2.059,8825 | 4.548,22        |         |         | 54.578,64         | 18.802,34 | 4.184,36 | 3.310,79 | 3.310,79 | 1.140,57 | 82.016,70  | 27,6208 |
| 7   | 2.119,6342 | 4.680,15        |         |         | 56.161,80         | 19.347,74 | 4.305,74 | 3.358,76 | 3.358,76 | 1.157,09 | 84.331,13  | 28,4220 |
| 8   | 2.119,6342 | 4.680,15        |         |         | 56.161,80         | 19.347,74 | 4.305,74 | 3.358,76 | 3.358,76 | 1.157,09 | 84.331,13  | 28,4220 |
| 9   | 2.179,3833 | 4.812,08        |         |         | 57.744,96         | 19.893,14 | 4.427,11 | 3.406,73 | 3.406,73 | 1.173,62 | 86.645,56  | 29,2232 |
| 10  | 2.209,2550 | 4.878,04        |         |         | 58.536,48         | 20.165,82 | 4.487,80 | 3.430,72 | 3.430,72 | 1.181,88 | 87.802,69  | 29,6237 |
| 11  | 2.269,0050 | 5.009,96        |         |         | 60.119,52         | 20.711,17 | 4.609,16 | 3.478,68 | 3.478,68 | 1.198,41 | 90.116,95  | 30,4249 |
| 12  | 2.269,0050 | 5.009,96        |         |         | 60.119,52         | 20.711,17 | 4.609,16 | 3.478,68 | 3.478,68 | 1.198,41 | 90.116,95  | 30,4249 |
| 13  | 2.328,7550 | 5.141,89        |         |         | 61.702,68         | 21.256,57 | 4.730,54 | 3.526,65 | 3.526,65 | 1.214,93 | 92.431,37  | 31,2261 |
| 14  | 2.328,7550 | 5.141,89        |         |         | 61.702,68         | 21.256,57 | 4.730,54 | 3.526,65 | 3.526,65 | 1.214,93 | 92.431,37  | 31,2261 |
| 15  | 2.388,5067 | 5.273,82        |         |         | 63.285,84         | 21.801,97 | 4.851,91 | 3.574,62 | 3.574,62 | 1.231,46 | 94.745,80  | 32,0272 |
| 16  | 2.388,5067 | 5.273,82        |         |         | 63.285,84         | 21.801,97 | 4.851,91 | 3.574,62 | 3.574,62 | 1.231,46 | 94.745,80  | 32,0272 |
| 17  | 2.448,2558 | 5.405,75        |         |         | 64.869,00         | 22.347,37 | 4.973,29 | 3.622,59 | 3.622,59 | 1.247,98 | 97.060,23  | 32,8284 |
| 18  | 2.448,2558 | 5.405,75        |         |         | 64.869,00         | 22.347,37 | 4.973,29 | 3.622,59 | 3.622,59 | 1.247,98 | 97.060,23  | 32,8284 |
| 19  | 2.508,0033 | 5.537,67        |         |         | 66.452,04         | 22.892,73 | 5.094,66 | 3.670,56 | 3.670,56 | 1.264,51 | 99.374,49  | 33,6296 |
| 20  | 2.508,0033 | 5.537,67        |         |         | 66.452,04         | 22.892,73 | 5.094,66 | 3.670,56 | 3.670,56 | 1.264,51 | 99.374,49  | 33,6296 |
| 21  | 2.567,7542 | 5.669,60        |         |         | 68.035,20         | 23.438,13 | 5.216,03 | 3.718,53 | 3.718,53 | 1.281,03 | 101.688,92 | 34,4308 |
| 22  | 2.567,7542 | 5.669,60        |         |         | 68.035,20         | 23.438,13 | 5.216,03 | 3.718,53 | 3.718,53 | 1.281,03 | 101.688,92 | 34,4308 |
| 23  | 2.627,5058 | 5.801,53        |         |         | 69.618,36         | 23.983,53 | 5.337,41 | 3.766,50 | 3.766,50 | 1.297,56 | 104.003,35 | 35,2320 |
| 24  | 2.627,5058 | 5.801,53        |         |         | 69.618,36         | 23.983,53 | 5.337,41 | 3.766,50 | 3.766,50 | 1.297,56 | 104.003,35 | 35,2320 |
| 25  | 2.687,2558 | 5.933,46        |         |         | 71.201,52         | 24.528,92 | 5.458,78 | 3.814,47 | 3.814,47 | 1.314,08 | 106.317,78 | 36,0332 |
| 26  | 2.687,2558 | 5.933,46        |         |         | 71.201,52         | 24.528,92 | 5.458,78 | 3.814,47 | 3.814,47 | 1.314,08 | 106.317,78 | 36,0332 |
| 27  | 2.747,0075 | 6.065,39        |         |         | 72.784,68         | 25.074,32 | 5.580,16 | 3.862,44 | 3.862,44 | 1.330,61 | 108.632,21 | 36,8344 |

**Baremaschaal 1.80**

**Bestuurssecretaris / psycholoog / REVA: licentiaat in de fysica /**

**REVA: psycholoog, (ortho)pedagoog / industrieel ingenieur**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |            |         |
|     | 1.865,6733 | 4.119,41        |         |         | 49.432,92      | 17.029,64 | 3.789,86 | 3.154,88 | 3.154,88 | 1.086,86 | 74.494,15  | 25,0167 |
| 1   | 1.955,3075 | 4.317,32        |         |         | 51.807,84      | 17.847,80 | 3.971,93 | 3.226,84 | 3.226,84 | 1.111,65 | 77.966,06  | 26,2185 |
| 2   | 1.955,3075 | 4.317,32        |         |         | 51.807,84      | 17.847,80 | 3.971,93 | 3.226,84 | 3.226,84 | 1.111,65 | 77.966,06  | 26,2185 |
| 3   | 2.035,5975 | 4.494,60        |         |         | 53.935,20      | 18.580,68 | 4.135,03 | 3.291,30 | 3.291,30 | 1.133,85 | 81.076,06  | 27,2951 |
| 4   | 2.035,5975 | 4.494,60        |         |         | 53.935,20      | 18.580,68 | 4.135,03 | 3.291,30 | 3.291,30 | 1.133,85 | 81.076,06  | 27,2951 |
| 5   | 2.115,8850 | 4.671,87        |         |         | 56.062,44      | 19.313,51 | 4.298,12 | 3.355,75 | 3.355,75 | 1.156,06 | 84.185,88  | 28,3717 |
| 6   | 2.115,8850 | 4.671,87        |         |         | 56.062,44      | 19.313,51 | 4.298,12 | 3.355,75 | 3.355,75 | 1.156,06 | 84.185,88  | 28,3717 |
| 7   | 2.196,1742 | 4.849,15        |         |         | 58.189,80      | 20.046,39 | 4.461,22 | 3.420,21 | 3.420,21 | 1.178,26 | 87.295,88  | 29,4483 |
| 8   | 2.196,1742 | 4.849,15        |         |         | 58.189,80      | 20.046,39 | 4.461,22 | 3.420,21 | 3.420,21 | 1.178,26 | 87.295,88  | 29,4483 |
| 9   | 2.276,4617 | 5.026,43        |         |         | 60.317,16      | 20.779,26 | 4.624,32 | 3.484,67 | 3.484,67 | 1.200,47 | 90.405,88  | 30,5249 |
| 10  | 2.306,3350 | 5.092,39        |         |         | 61.108,68      | 21.051,94 | 4.685,00 | 3.508,65 | 3.508,65 | 1.208,73 | 91.563,00  | 30,9254 |
| 11  | 2.386,6250 | 5.269,67        |         |         | 63.236,04      | 21.784,82 | 4.848,10 | 3.573,11 | 3.573,11 | 1.230,94 | 94.673,00  | 32,0020 |
| 12  | 2.386,6250 | 5.269,67        |         |         | 63.236,04      | 21.784,82 | 4.848,10 | 3.573,11 | 3.573,11 | 1.230,94 | 94.673,00  | 32,0020 |
| 13  | 2.466,9125 | 5.446,94        |         |         | 65.363,28      | 22.517,65 | 5.011,18 | 3.637,57 | 3.637,57 | 1.253,14 | 97.782,82  | 33,0786 |
| 14  | 2.466,9125 | 5.446,94        |         |         | 65.363,28      | 22.517,65 | 5.011,18 | 3.637,57 | 3.637,57 | 1.253,14 | 97.782,82  | 33,0786 |
| 15  | 2.547,2025 | 5.624,22        |         |         | 67.490,64      | 23.250,53 | 5.174,28 | 3.702,03 | 3.702,03 | 1.275,35 | 100.892,82 | 34,1552 |
| 16  | 2.547,2025 | 5.624,22        |         |         | 67.490,64      | 23.250,53 | 5.174,28 | 3.702,03 | 3.702,03 | 1.275,35 | 100.892,82 | 34,1552 |
| 17  | 2.627,4892 | 5.801,50        |         |         | 69.618,00      | 23.983,40 | 5.337,38 | 3.766,49 | 3.766,49 | 1.297,55 | 104.002,82 | 35,2318 |
| 18  | 2.627,4892 | 5.801,50        |         |         | 69.618,00      | 23.983,40 | 5.337,38 | 3.766,49 | 3.766,49 | 1.297,55 | 104.002,82 | 35,2318 |
| 19  | 2.707,7792 | 5.978,78        |         |         | 71.745,36      | 24.716,28 | 5.500,48 | 3.830,94 | 3.830,94 | 1.319,76 | 107.112,82 | 36,3084 |
| 20  | 2.707,7792 | 5.978,78        |         |         | 71.745,36      | 24.716,28 | 5.500,48 | 3.830,94 | 3.830,94 | 1.319,76 | 107.112,82 | 36,3084 |
| 21  | 2.788,0717 | 6.156,06        |         |         | 73.872,72      | 25.449,15 | 5.663,58 | 3.895,40 | 3.895,40 | 1.341,97 | 110.222,82 | 37,3850 |
| 22  | 2.788,0717 | 6.156,06        |         |         | 73.872,72      | 25.449,15 | 5.663,58 | 3.895,40 | 3.895,40 | 1.341,97 | 110.222,82 | 37,3850 |
| 23  | 2.868,3592 | 6.333,34        |         |         | 76.000,08      | 26.182,03 | 5.826,67 | 3.959,86 | 3.959,86 | 1.364,17 | 113.332,82 | 38,4616 |

**Baremaschaal 1.79**

**Departementele directie ziekenhuis < 101 bedden / Dep. dir. psychiatrische instelling < 151 bedden**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 1.801,2767 | 3.977,22        |         |         | 47.726,64         | 16.441,83 | 3.659,04 | 3.103,18 | 3.103,18 | 1.069,04 | 71.999,73  | 24,1532 |
| 1   | 1.865,6650 | 4.119,39        |         |         | 49.432,68         | 17.029,56 | 3.789,84 | 3.154,87 | 3.154,87 | 1.086,85 | 74.493,80  | 25,0165 |
| 2   | 1.865,6650 | 4.119,39        |         |         | 49.432,68         | 17.029,56 | 3.789,84 | 3.154,87 | 3.154,87 | 1.086,85 | 74.493,80  | 25,0165 |
| 3   | 1.925,4150 | 4.251,32        |         |         | 51.015,84         | 17.574,96 | 3.911,21 | 3.202,84 | 3.202,84 | 1.103,38 | 76.808,23  | 25,8177 |
| 4   | 1.925,4150 | 4.251,32        |         |         | 51.015,84         | 17.574,96 | 3.911,21 | 3.202,84 | 3.202,84 | 1.103,38 | 76.808,23  | 25,8177 |
| 5   | 1.985,1658 | 4.383,25        |         |         | 52.599,00         | 18.120,36 | 4.032,59 | 3.250,81 | 3.250,81 | 1.119,90 | 79.122,66  | 26,6189 |
| 6   | 1.985,1658 | 4.383,25        |         |         | 52.599,00         | 18.120,36 | 4.032,59 | 3.250,81 | 3.250,81 | 1.119,90 | 79.122,66  | 26,6189 |
| 7   | 2.044,9133 | 4.515,17        |         |         | 54.182,04         | 18.665,71 | 4.153,96 | 3.298,78 | 3.298,78 | 1.136,43 | 81.436,91  | 27,4201 |
| 8   | 2.044,9133 | 4.515,17        |         |         | 54.182,04         | 18.665,71 | 4.153,96 | 3.298,78 | 3.298,78 | 1.136,43 | 81.436,91  | 27,4201 |
| 9   | 2.104,6650 | 4.647,10        |         |         | 55.765,20         | 19.211,11 | 4.275,33 | 3.346,75 | 3.346,75 | 1.152,95 | 83.751,34  | 28,2213 |
| 10  | 2.134,5375 | 4.713,06        |         |         | 56.556,72         | 19.483,79 | 4.336,02 | 3.370,73 | 3.370,73 | 1.161,22 | 84.908,47  | 28,6218 |
| 11  | 2.194,2875 | 4.844,99        |         |         | 58.139,88         | 20.029,19 | 4.457,39 | 3.418,70 | 3.418,70 | 1.177,74 | 87.222,90  | 29,4230 |
| 12  | 2.194,2875 | 4.844,99        |         |         | 58.139,88         | 20.029,19 | 4.457,39 | 3.418,70 | 3.418,70 | 1.177,74 | 87.222,90  | 29,4230 |
| 13  | 2.254,0392 | 4.976,92        |         |         | 59.723,04         | 20.574,59 | 4.578,77 | 3.466,67 | 3.466,67 | 1.194,27 | 89.537,33  | 30,2242 |
| 14  | 2.254,0392 | 4.976,92        |         |         | 59.723,04         | 20.574,59 | 4.578,77 | 3.466,67 | 3.466,67 | 1.194,27 | 89.537,33  | 30,2242 |
| 15  | 2.313,7875 | 5.108,84        |         |         | 61.306,08         | 21.119,94 | 4.700,13 | 3.514,63 | 3.514,63 | 1.210,79 | 91.851,58  | 31,0253 |
| 16  | 2.313,7875 | 5.108,84        |         |         | 61.306,08         | 21.119,94 | 4.700,13 | 3.514,63 | 3.514,63 | 1.210,79 | 91.851,58  | 31,0253 |
| 17  | 2.373,5375 | 5.240,77        |         |         | 62.889,24         | 21.665,34 | 4.821,51 | 3.562,60 | 3.562,60 | 1.227,32 | 94.166,01  | 31,8265 |
| 18  | 2.373,5375 | 5.240,77        |         |         | 62.889,24         | 21.665,34 | 4.821,51 | 3.562,60 | 3.562,60 | 1.227,32 | 94.166,01  | 31,8265 |
| 19  | 2.433,2892 | 5.372,70        |         |         | 64.472,40         | 22.210,74 | 4.942,88 | 3.610,57 | 3.610,57 | 1.243,84 | 96.480,44  | 32,6277 |
| 20  | 2.433,2892 | 5.372,70        |         |         | 64.472,40         | 22.210,74 | 4.942,88 | 3.610,57 | 3.610,57 | 1.243,84 | 96.480,44  | 32,6277 |
| 21  | 2.493,0383 | 5.504,63        |         |         | 66.055,56         | 22.756,14 | 5.064,26 | 3.658,54 | 3.658,54 | 1.260,37 | 98.794,87  | 33,4289 |
| 22  | 2.493,0383 | 5.504,63        |         |         | 66.055,56         | 22.756,14 | 5.064,26 | 3.658,54 | 3.658,54 | 1.260,37 | 98.794,87  | 33,4289 |
| 23  | 2.552,7883 | 5.636,56        |         |         | 67.638,72         | 23.301,54 | 5.185,64 | 3.706,51 | 3.706,51 | 1.276,89 | 101.109,30 | 34,2301 |
| 24  | 2.552,7883 | 5.636,56        |         |         | 67.638,72         | 23.301,54 | 5.185,64 | 3.706,51 | 3.706,51 | 1.276,89 | 101.109,30 | 34,2301 |
| 25  | 2.612,5367 | 5.768,48        |         |         | 69.221,76         | 23.846,90 | 5.307,00 | 3.754,48 | 3.754,48 | 1.293,42 | 103.423,56 | 35,0313 |
| 26  | 2.612,5367 | 5.768,48        |         |         | 69.221,76         | 23.846,90 | 5.307,00 | 3.754,48 | 3.754,48 | 1.293,42 | 103.423,56 | 35,0313 |
| 27  | 2.672,2867 | 5.900,41        |         |         | 70.804,92         | 24.392,29 | 5.428,38 | 3.802,45 | 3.802,45 | 1.309,94 | 105.737,98 | 35,8324 |

**Baremaschaal 1.78 SP**

**Hoofdverpleegkundige vroedvrouw-verpleger / Thuisverpleging: verzorgend en verplegend personeel cat. 7 /**

**Hoofdassistent klinisch labo**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |            |         |
|     | 1.786,5975 | 3.944,81        |         |         | 47.337,72      | 16.307,84 | 3.629,23 | 3.091,39 | 3.091,39 | 1.064,98 | 71.431,17  | 23,9563 |
| 1   | 1.857,1467 | 4.100,58        |         |         | 49.206,96      | 16.951,80 | 3.772,53 | 3.148,03 | 3.148,03 | 1.084,50 | 74.163,82  | 24,9023 |
| 2   | 1.857,1467 | 4.100,58        |         |         | 49.206,96      | 16.951,80 | 3.772,53 | 3.148,03 | 3.148,03 | 1.084,50 | 74.163,82  | 24,9023 |
| 3   | 1.907,8333 | 4.212,50        |         |         | 50.550,00      | 17.414,48 | 3.875,50 | 3.188,73 | 3.188,73 | 1.098,52 | 76.127,22  | 25,5820 |
| 4   | 1.907,8333 | 4.212,50        |         |         | 50.550,00      | 17.414,48 | 3.875,50 | 3.188,73 | 3.188,73 | 1.098,52 | 76.127,22  | 25,5820 |
| 5   | 1.958,5175 | 4.324,41        |         |         | 51.892,92      | 17.877,11 | 3.978,46 | 3.229,42 | 3.229,42 | 1.112,53 | 78.090,44  | 26,2616 |
| 6   | 1.958,5175 | 4.324,41        |         |         | 51.892,92      | 17.877,11 | 3.978,46 | 3.229,42 | 3.229,42 | 1.112,53 | 78.090,44  | 26,2616 |
| 7   | 2.009,2033 | 4.436,32        |         |         | 53.235,84      | 18.339,75 | 4.081,41 | 3.270,11 | 3.270,11 | 1.126,55 | 80.053,66  | 26,9412 |
| 8   | 2.009,2033 | 4.436,32        |         |         | 53.235,84      | 18.339,75 | 4.081,41 | 3.270,11 | 3.270,11 | 1.126,55 | 80.053,66  | 26,9412 |
| 9   | 2.059,8883 | 4.548,23        |         |         | 54.578,76      | 18.802,38 | 4.184,37 | 3.310,80 | 3.310,80 | 1.140,57 | 82.016,88  | 27,6208 |
| 10  | 2.089,7608 | 4.614,19        |         |         | 55.370,28      | 19.075,06 | 4.245,05 | 3.334,78 | 3.334,78 | 1.148,83 | 83.174,01  | 28,0214 |
| 11  | 2.140,4450 | 4.726,10        |         |         | 56.713,20      | 19.537,70 | 4.348,01 | 3.375,47 | 3.375,47 | 1.162,85 | 85.137,23  | 28,7010 |
| 12  | 2.140,4450 | 4.726,10        |         |         | 56.713,20      | 19.537,70 | 4.348,01 | 3.375,47 | 3.375,47 | 1.162,85 | 85.137,23  | 28,7010 |
| 13  | 2.191,1317 | 4.838,02        |         |         | 58.056,24      | 20.000,37 | 4.450,98 | 3.416,16 | 3.416,16 | 1.176,87 | 87.100,63  | 29,3807 |
| 14  | 2.191,1317 | 4.838,02        |         |         | 58.056,24      | 20.000,37 | 4.450,98 | 3.416,16 | 3.416,16 | 1.176,87 | 87.100,63  | 29,3807 |
| 15  | 2.241,8183 | 4.949,93        |         |         | 59.399,16      | 20.463,01 | 4.553,94 | 3.456,85 | 3.456,85 | 1.190,89 | 89.063,85  | 30,0603 |
| 16  | 2.241,8183 | 4.949,93        |         |         | 59.399,16      | 20.463,01 | 4.553,94 | 3.456,85 | 3.456,85 | 1.190,89 | 89.063,85  | 30,0603 |
| 17  | 2.292,5025 | 5.061,85        |         |         | 60.742,20      | 20.925,69 | 4.656,90 | 3.497,55 | 3.497,55 | 1.204,91 | 91.027,24  | 30,7400 |
| 18  | 2.292,5025 | 5.061,85        |         |         | 60.742,20      | 20.925,69 | 4.656,90 | 3.497,55 | 3.497,55 | 1.204,91 | 91.027,24  | 30,7400 |
| 19  | 2.343,1867 | 5.173,76        |         |         | 62.085,12      | 21.388,32 | 4.759,86 | 3.538,24 | 3.538,24 | 1.218,92 | 92.990,47  | 31,4196 |
| 20  | 2.343,1867 | 5.173,76        |         |         | 62.085,12      | 21.388,32 | 4.759,86 | 3.538,24 | 3.538,24 | 1.218,92 | 92.990,47  | 31,4196 |
| 21  | 2.393,8733 | 5.285,67        |         |         | 63.428,04      | 21.850,96 | 4.862,82 | 3.578,93 | 3.578,93 | 1.232,94 | 94.953,69  | 32,0992 |
| 22  | 2.393,8733 | 5.285,67        |         |         | 63.428,04      | 21.850,96 | 4.862,82 | 3.578,93 | 3.578,93 | 1.232,94 | 94.953,69  | 32,0992 |
| 23  | 2.444,5575 | 5.397,58        |         |         | 64.770,96      | 22.313,60 | 4.965,77 | 3.619,62 | 3.619,62 | 1.246,96 | 96.916,91  | 32,7788 |
| 24  | 2.444,5575 | 5.397,58        |         |         | 64.770,96      | 22.313,60 | 4.965,77 | 3.619,62 | 3.619,62 | 1.246,96 | 96.916,91  | 32,7788 |
| 25  | 2.495,2442 | 5.509,50        |         |         | 66.114,00      | 22.776,27 | 5.068,74 | 3.660,31 | 3.660,31 | 1.260,98 | 98.880,31  | 33,4585 |
| 26  | 2.495,2442 | 5.509,50        |         |         | 66.114,00      | 22.776,27 | 5.068,74 | 3.660,31 | 3.660,31 | 1.260,98 | 98.880,31  | 33,4585 |
| 27  | 2.545,9300 | 5.621,41        |         |         | 67.456,92      | 23.238,91 | 5.171,70 | 3.701,00 | 3.701,00 | 1.275,00 | 100.843,53 | 34,1381 |

**Baremaschaal 1.75**

**Hoofdprogrammeur 1ste klasse na 9 jaar anc.**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.610,9750 | 3.557,03        |         |         | 42.684,36         | 14.704,76 | 3.272,47 | 2.950,40 | 2.950,40 | 1.016,41 | 64.628,40 | 21,6014 |
| 1   | 1.706,0633 | 3.766,99        |         |         | 45.203,88         | 15.572,74 | 3.465,63 | 3.026,74 | 3.026,74 | 1.042,71 | 68.311,70 | 22,8765 |
| 2   | 1.706,0633 | 3.766,99        |         |         | 45.203,88         | 15.572,74 | 3.465,63 | 3.026,74 | 3.026,74 | 1.042,71 | 68.311,70 | 22,8765 |
| 3   | 1.728,9208 | 3.817,46        |         |         | 45.809,52         | 15.781,38 | 3.512,06 | 3.045,09 | 3.045,09 | 1.049,03 | 69.197,08 | 23,1830 |
| 4   | 1.728,9208 | 3.817,46        |         |         | 45.809,52         | 15.781,38 | 3.512,06 | 3.045,09 | 3.045,09 | 1.049,03 | 69.197,08 | 23,1830 |
| 5   | 1.751,7792 | 3.867,93        |         |         | 46.415,16         | 15.990,02 | 3.558,50 | 3.063,44 | 3.063,44 | 1.055,35 | 70.082,47 | 23,4895 |
| 6   | 1.751,7792 | 3.867,93        |         |         | 46.415,16         | 15.990,02 | 3.558,50 | 3.063,44 | 3.063,44 | 1.055,35 | 70.082,47 | 23,4895 |
| 7   | 1.774,6350 | 3.918,39        |         |         | 47.020,68         | 16.198,62 | 3.604,92 | 3.081,79 | 3.081,79 | 1.061,68 | 70.967,69 | 23,7959 |
| 8   | 1.774,6350 | 3.918,39        |         |         | 47.020,68         | 16.198,62 | 3.604,92 | 3.081,79 | 3.081,79 | 1.061,68 | 70.967,69 | 23,7959 |
| 9   | 1.797,4942 | 3.968,87        |         |         | 47.626,44         | 16.407,31 | 3.651,36 | 3.100,14 | 3.100,14 | 1.068,00 | 71.853,25 | 24,1024 |
| 10  | 1.827,9625 | 4.036,14        |         |         | 48.433,68         | 16.685,40 | 3.713,25 | 3.124,60 | 3.124,60 | 1.076,42 | 73.033,36 | 24,5110 |
| 11  | 1.858,2200 | 4.102,95        |         |         | 49.235,40         | 16.961,60 | 3.774,71 | 3.148,89 | 3.148,89 | 1.084,79 | 74.205,40 | 24,9167 |
| 12  | 1.858,2200 | 4.102,95        |         |         | 49.235,40         | 16.961,60 | 3.774,71 | 3.148,89 | 3.148,89 | 1.084,79 | 74.205,40 | 24,9167 |
| 13  | 1.888,0925 | 4.168,91        |         |         | 50.026,92         | 17.234,27 | 3.835,40 | 3.172,88 | 3.172,88 | 1.093,06 | 75.362,52 | 25,3173 |
| 14  | 1.888,0925 | 4.168,91        |         |         | 50.026,92         | 17.234,27 | 3.835,40 | 3.172,88 | 3.172,88 | 1.093,06 | 75.362,52 | 25,3173 |
| 15  | 1.917,9633 | 4.234,86        |         |         | 50.818,32         | 17.506,91 | 3.896,07 | 3.196,86 | 3.196,86 | 1.101,32 | 76.519,47 | 25,7178 |
| 16  | 1.917,9633 | 4.234,86        |         |         | 50.818,32         | 17.506,91 | 3.896,07 | 3.196,86 | 3.196,86 | 1.101,32 | 76.519,47 | 25,7178 |
| 17  | 1.947,8358 | 4.300,82        |         |         | 51.609,84         | 17.779,59 | 3.956,75 | 3.220,84 | 3.220,84 | 1.109,58 | 77.676,60 | 26,1183 |
| 18  | 1.947,8358 | 4.300,82        |         |         | 51.609,84         | 17.779,59 | 3.956,75 | 3.220,84 | 3.220,84 | 1.109,58 | 77.676,60 | 26,1183 |
| 19  | 1.977,7067 | 4.366,78        |         |         | 52.401,36         | 18.052,27 | 4.017,44 | 3.244,82 | 3.244,82 | 1.117,84 | 78.833,73 | 26,5189 |
| 20  | 1.977,7067 | 4.366,78        |         |         | 52.401,36         | 18.052,27 | 4.017,44 | 3.244,82 | 3.244,82 | 1.117,84 | 78.833,73 | 26,5189 |
| 21  | 2.007,5775 | 4.432,73        |         |         | 53.192,76         | 18.324,91 | 4.078,11 | 3.268,80 | 3.268,80 | 1.126,10 | 79.990,68 | 26,9194 |
| 22  | 2.007,5775 | 4.432,73        |         |         | 53.192,76         | 18.324,91 | 4.078,11 | 3.268,80 | 3.268,80 | 1.126,10 | 79.990,68 | 26,9194 |
| 23  | 2.037,4500 | 4.498,69        |         |         | 53.984,28         | 18.597,58 | 4.138,79 | 3.292,78 | 3.292,78 | 1.134,36 | 81.147,81 | 27,3200 |
| 24  | 2.037,4500 | 4.498,69        |         |         | 53.984,28         | 18.597,58 | 4.138,79 | 3.292,78 | 3.292,78 | 1.134,36 | 81.147,81 | 27,3200 |
| 25  | 2.067,3225 | 4.564,65        |         |         | 54.775,80         | 18.870,26 | 4.199,48 | 3.316,77 | 3.316,77 | 1.142,63 | 82.304,93 | 27,7205 |
| 26  | 2.067,3225 | 4.564,65        |         |         | 54.775,80         | 18.870,26 | 4.199,48 | 3.316,77 | 3.316,77 | 1.142,63 | 82.304,93 | 27,7205 |
| 27  | 2.097,1933 | 4.630,60        |         |         | 55.567,20         | 19.142,90 | 4.260,15 | 3.340,75 | 3.340,75 | 1.150,89 | 83.461,89 | 28,1211 |
| 28  | 2.097,1933 | 4.630,60        |         |         | 55.567,20         | 19.142,90 | 4.260,15 | 3.340,75 | 3.340,75 | 1.150,89 | 83.461,89 | 28,1211 |
| 29  | 2.127,0658 | 4.696,56        |         |         | 56.358,72         | 19.415,58 | 4.320,84 | 3.364,73 | 3.364,73 | 1.159,15 | 84.619,01 | 28,5216 |
| 30  | 2.127,0658 | 4.696,56        |         |         | 56.358,72         | 19.415,58 | 4.320,84 | 3.364,73 | 3.364,73 | 1.159,15 | 84.619,01 | 28,5216 |
| 31  | 2.156,9367 | 4.762,52        |         |         | 57.150,24         | 19.688,26 | 4.381,52 | 3.388,71 | 3.388,71 | 1.167,41 | 85.776,14 | 28,9222 |

**Baremaschaal 1.67**  
**Hoofdprogrammeur**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.618,4617 | 3.573,56        |         |         | 42.882,72         | 14.773,10 | 3.287,68 | 2.956,41 | 2.956,41 | 1.018,48 | 64.918,38 | 21,7018 |
| 1   | 1.717,4908 | 3.792,22        |         |         | 45.506,64         | 15.677,04 | 3.488,84 | 3.035,91 | 3.035,91 | 1.045,87 | 68.754,30 | 23,0297 |
| 2   | 1.717,4908 | 3.792,22        |         |         | 45.506,64         | 15.677,04 | 3.488,84 | 3.035,91 | 3.035,91 | 1.045,87 | 68.754,30 | 23,0297 |
| 3   | 1.740,3492 | 3.842,69        |         |         | 46.112,28         | 15.885,68 | 3.535,27 | 3.054,26 | 3.054,26 | 1.052,19 | 69.639,69 | 23,3362 |
| 4   | 1.740,3492 | 3.842,69        |         |         | 46.112,28         | 15.885,68 | 3.535,27 | 3.054,26 | 3.054,26 | 1.052,19 | 69.639,69 | 23,3362 |
| 5   | 1.770,8167 | 3.909,96        |         |         | 46.919,52         | 16.163,77 | 3.597,16 | 3.078,72 | 3.078,72 | 1.060,62 | 70.819,80 | 23,7447 |
| 6   | 1.770,8167 | 3.909,96        |         |         | 46.919,52         | 16.163,77 | 3.597,16 | 3.078,72 | 3.078,72 | 1.060,62 | 70.819,80 | 23,7447 |
| 7   | 1.831,7617 | 4.044,53        |         |         | 48.534,36         | 16.720,09 | 3.720,97 | 3.127,65 | 3.127,65 | 1.077,48 | 73.180,54 | 24,5619 |
| 8   | 1.831,7617 | 4.044,53        |         |         | 48.534,36         | 16.720,09 | 3.720,97 | 3.127,65 | 3.127,65 | 1.077,48 | 73.180,54 | 24,5619 |
| 9   | 1.891,8233 | 4.177,15        |         |         | 50.125,80         | 17.268,34 | 3.842,98 | 3.175,87 | 3.175,87 | 1.094,09 | 75.507,08 | 25,3673 |
| 10  | 1.921,6942 | 4.243,10        |         |         | 50.917,20         | 17.540,98 | 3.903,65 | 3.199,85 | 3.199,85 | 1.102,35 | 76.664,03 | 25,7678 |
| 11  | 1.973,9767 | 4.358,54        |         |         | 52.302,48         | 18.018,20 | 4.009,86 | 3.241,83 | 3.241,83 | 1.116,81 | 78.689,18 | 26,4689 |
| 12  | 1.973,9767 | 4.358,54        |         |         | 52.302,48         | 18.018,20 | 4.009,86 | 3.241,83 | 3.241,83 | 1.116,81 | 78.689,18 | 26,4689 |
| 13  | 2.026,2583 | 4.473,98        |         |         | 53.687,76         | 18.495,43 | 4.116,06 | 3.283,80 | 3.283,80 | 1.131,27 | 80.714,32 | 27,1699 |
| 14  | 2.026,2583 | 4.473,98        |         |         | 53.687,76         | 18.495,43 | 4.116,06 | 3.283,80 | 3.283,80 | 1.131,27 | 80.714,32 | 27,1699 |
| 15  | 2.078,5392 | 4.589,41        |         |         | 55.072,92         | 18.972,62 | 4.222,26 | 3.325,77 | 3.325,77 | 1.145,73 | 82.739,30 | 27,8709 |
| 16  | 2.078,5392 | 4.589,41        |         |         | 55.072,92         | 18.972,62 | 4.222,26 | 3.325,77 | 3.325,77 | 1.145,73 | 82.739,30 | 27,8709 |
| 17  | 2.130,8192 | 4.704,85        |         |         | 56.458,20         | 19.449,85 | 4.328,46 | 3.367,74 | 3.367,74 | 1.160,19 | 84.764,44 | 28,5720 |
| 18  | 2.130,8192 | 4.704,85        |         |         | 56.458,20         | 19.449,85 | 4.328,46 | 3.367,74 | 3.367,74 | 1.160,19 | 84.764,44 | 28,5720 |
| 19  | 2.183,0992 | 4.820,28        |         |         | 57.843,36         | 19.927,04 | 4.434,66 | 3.409,71 | 3.409,71 | 1.174,65 | 86.789,42 | 29,2730 |
| 20  | 2.183,0992 | 4.820,28        |         |         | 57.843,36         | 19.927,04 | 4.434,66 | 3.409,71 | 3.409,71 | 1.174,65 | 86.789,42 | 29,2730 |
| 21  | 2.235,3817 | 4.935,72        |         |         | 59.228,64         | 20.404,27 | 4.540,86 | 3.451,69 | 3.451,69 | 1.189,11 | 88.814,56 | 29,9740 |
| 22  | 2.235,3817 | 4.935,72        |         |         | 59.228,64         | 20.404,27 | 4.540,86 | 3.451,69 | 3.451,69 | 1.189,11 | 88.814,56 | 29,9740 |
| 23  | 2.287,6617 | 5.051,16        |         |         | 60.613,92         | 20.881,50 | 4.647,07 | 3.493,66 | 3.493,66 | 1.203,57 | 90.839,71 | 30,6751 |
| 24  | 2.287,6617 | 5.051,16        |         |         | 60.613,92         | 20.881,50 | 4.647,07 | 3.493,66 | 3.493,66 | 1.203,57 | 90.839,71 | 30,6751 |
| 25  | 2.339,9442 | 5.166,60        |         |         | 61.999,20         | 21.358,72 | 4.753,27 | 3.535,64 | 3.535,64 | 1.218,03 | 92.864,86 | 31,3761 |
| 26  | 2.339,9442 | 5.166,60        |         |         | 61.999,20         | 21.358,72 | 4.753,27 | 3.535,64 | 3.535,64 | 1.218,03 | 92.864,86 | 31,3761 |
| 27  | 2.392,2250 | 5.282,03        |         |         | 63.384,36         | 21.835,91 | 4.859,47 | 3.577,61 | 3.577,61 | 1.232,49 | 94.889,83 | 32,0771 |
| 28  | 2.392,2250 | 5.282,03        |         |         | 63.384,36         | 21.835,91 | 4.859,47 | 3.577,61 | 3.577,61 | 1.232,49 | 94.889,83 | 32,0771 |
| 29  | 2.444,5075 | 5.397,47        |         |         | 64.769,64         | 22.313,14 | 4.965,67 | 3.619,58 | 3.619,58 | 1.246,95 | 96.914,98 | 32,7782 |
| 30  | 2.444,5075 | 5.397,47        |         |         | 64.769,64         | 22.313,14 | 4.965,67 | 3.619,58 | 3.619,58 | 1.246,95 | 96.914,98 | 32,7782 |
| 31  | 2.496,7850 | 5.512,90        |         |         | 66.154,80         | 22.790,33 | 5.071,87 | 3.661,55 | 3.661,55 | 1.261,40 | 98.939,95 | 33,4791 |

**Baremaschaal 1.66**  
**Technisch ingenieur**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar  | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|------------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |            |         |
|     | 1.634,9550 | 3.609,98        |         |         | 43.319,76         | 14.923,66 | 3.321,18 | 2.969,65 | 2.969,65 | 1.023,04 | 65.557,29  | 21,9230 |
| 1   | 1.718,7783 | 3.795,06        |         |         | 45.540,72         | 15.688,78 | 3.491,46 | 3.036,94 | 3.036,94 | 1.046,23 | 68.804,12  | 23,0469 |
| 2   | 1.718,7783 | 3.795,06        |         |         | 45.540,72         | 15.688,78 | 3.491,46 | 3.036,94 | 3.036,94 | 1.046,23 | 68.804,12  | 23,0469 |
| 3   | 1.779,7225 | 3.929,63        |         |         | 47.155,56         | 16.245,09 | 3.615,26 | 3.085,87 | 3.085,87 | 1.063,08 | 71.164,87  | 23,8641 |
| 4   | 1.779,7225 | 3.929,63        |         |         | 47.155,56         | 16.245,09 | 3.615,26 | 3.085,87 | 3.085,87 | 1.063,08 | 71.164,87  | 23,8641 |
| 5   | 1.840,6717 | 4.064,20        |         |         | 48.770,40         | 16.801,40 | 3.739,06 | 3.134,80 | 3.134,80 | 1.079,94 | 73.525,61  | 24,6814 |
| 6   | 1.840,6717 | 4.064,20        |         |         | 48.770,40         | 16.801,40 | 3.739,06 | 3.134,80 | 3.134,80 | 1.079,94 | 73.525,61  | 24,6814 |
| 7   | 1.900,5558 | 4.196,43        |         |         | 50.357,16         | 17.348,04 | 3.860,72 | 3.182,88 | 3.182,88 | 1.096,50 | 75.845,30  | 25,4844 |
| 8   | 1.900,5558 | 4.196,43        |         |         | 50.357,16         | 17.348,04 | 3.860,72 | 3.182,88 | 3.182,88 | 1.096,50 | 75.845,30  | 25,4844 |
| 9   | 1.960,3033 | 4.328,35        |         |         | 51.940,20         | 17.893,40 | 3.982,08 | 3.230,85 | 3.230,85 | 1.113,03 | 78.159,56  | 26,2855 |
| 10  | 1.990,1767 | 4.394,31        |         |         | 52.731,72         | 18.166,08 | 4.042,77 | 3.254,83 | 3.254,83 | 1.121,29 | 79.316,68  | 26,6861 |
| 11  | 2.049,9258 | 4.526,24        |         |         | 54.314,88         | 18.711,48 | 4.164,14 | 3.302,80 | 3.302,80 | 1.137,81 | 81.631,11  | 27,4873 |
| 12  | 2.049,9258 | 4.526,24        |         |         | 54.314,88         | 18.711,48 | 4.164,14 | 3.302,80 | 3.302,80 | 1.137,81 | 81.631,11  | 27,4873 |
| 13  | 2.109,6775 | 4.658,17        |         |         | 55.898,04         | 19.256,87 | 4.285,52 | 3.350,77 | 3.350,77 | 1.154,34 | 83.945,54  | 28,2885 |
| 14  | 2.109,6775 | 4.658,17        |         |         | 55.898,04         | 19.256,87 | 4.285,52 | 3.350,77 | 3.350,77 | 1.154,34 | 83.945,54  | 28,2885 |
| 15  | 2.169,4267 | 4.790,09        |         |         | 57.481,08         | 19.802,23 | 4.406,88 | 3.398,74 | 3.398,74 | 1.170,86 | 86.259,80  | 29,0896 |
| 16  | 2.169,4267 | 4.790,09        |         |         | 57.481,08         | 19.802,23 | 4.406,88 | 3.398,74 | 3.398,74 | 1.170,86 | 86.259,80  | 29,0896 |
| 17  | 2.229,1758 | 4.922,02        |         |         | 59.064,24         | 20.347,63 | 4.528,26 | 3.446,71 | 3.446,71 | 1.187,39 | 88.574,23  | 29,8908 |
| 18  | 2.229,1758 | 4.922,02        |         |         | 59.064,24         | 20.347,63 | 4.528,26 | 3.446,71 | 3.446,71 | 1.187,39 | 88.574,23  | 29,8908 |
| 19  | 2.288,9275 | 5.053,95        |         |         | 60.647,40         | 20.893,03 | 4.649,63 | 3.494,68 | 3.494,68 | 1.203,92 | 90.888,66  | 30,6920 |
| 20  | 2.288,9275 | 5.053,95        |         |         | 60.647,40         | 20.893,03 | 4.649,63 | 3.494,68 | 3.494,68 | 1.203,92 | 90.888,66  | 30,6920 |
| 21  | 2.348,6775 | 5.185,88        |         |         | 62.230,56         | 21.438,43 | 4.771,01 | 3.542,65 | 3.542,65 | 1.220,44 | 93.203,09  | 31,4932 |
| 22  | 2.348,6775 | 5.185,88        |         |         | 62.230,56         | 21.438,43 | 4.771,01 | 3.542,65 | 3.542,65 | 1.220,44 | 93.203,09  | 31,4932 |
| 23  | 2.408,4292 | 5.317,81        |         |         | 63.813,72         | 21.983,83 | 4.892,39 | 3.590,62 | 3.590,62 | 1.236,97 | 95.517,51  | 32,2944 |
| 24  | 2.408,4292 | 5.317,81        |         |         | 63.813,72         | 21.983,83 | 4.892,39 | 3.590,62 | 3.590,62 | 1.236,97 | 95.517,51  | 32,2944 |
| 25  | 2.468,1775 | 5.449,74        |         |         | 65.396,88         | 22.529,23 | 5.013,76 | 3.638,59 | 3.638,59 | 1.253,49 | 97.831,94  | 33,0956 |
| 26  | 2.468,1775 | 5.449,74        |         |         | 65.396,88         | 22.529,23 | 5.013,76 | 3.638,59 | 3.638,59 | 1.253,49 | 97.831,94  | 33,0956 |
| 27  | 2.527,9275 | 5.581,66        |         |         | 66.979,92         | 23.074,58 | 5.135,13 | 3.686,55 | 3.686,55 | 1.270,02 | 100.146,20 | 33,8967 |

Baremaschaal 1.63

Bestuurschef

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.558,6867 | 3.441,58        |         |         | 41.298,96         | 14.227,49 | 3.166,25 | 2.908,42 | 2.908,42 | 1.001,95 | 62.603,07 | 20,9003 |
| 1   | 1.656,5442 | 3.657,65        |         |         | 43.891,80         | 15.120,73 | 3.365,04 | 2.986,98 | 2.986,98 | 1.029,02 | 66.393,56 | 22,2124 |
| 2   | 1.656,5442 | 3.657,65        |         |         | 43.891,80         | 15.120,73 | 3.365,04 | 2.986,98 | 2.986,98 | 1.029,02 | 66.393,56 | 22,2124 |
| 3   | 1.679,4025 | 3.708,12        |         |         | 44.497,44         | 15.329,37 | 3.411,47 | 3.005,33 | 3.005,33 | 1.035,34 | 67.278,95 | 22,5189 |
| 4   | 1.679,4025 | 3.708,12        |         |         | 44.497,44         | 15.329,37 | 3.411,47 | 3.005,33 | 3.005,33 | 1.035,34 | 67.278,95 | 22,5189 |
| 5   | 1.709,8725 | 3.775,40        |         |         | 45.304,80         | 15.607,50 | 3.473,37 | 3.029,80 | 3.029,80 | 1.043,76 | 68.459,23 | 22,9275 |
| 6   | 1.709,8725 | 3.775,40        |         |         | 45.304,80         | 15.607,50 | 3.473,37 | 3.029,80 | 3.029,80 | 1.043,76 | 68.459,23 | 22,9275 |
| 7   | 1.770,8150 | 3.909,96        |         |         | 46.919,52         | 16.163,77 | 3.597,16 | 3.078,72 | 3.078,72 | 1.060,62 | 70.819,80 | 23,7447 |
| 8   | 1.770,8150 | 3.909,96        |         |         | 46.919,52         | 16.163,77 | 3.597,16 | 3.078,72 | 3.078,72 | 1.060,62 | 70.819,80 | 23,7447 |
| 9   | 1.831,7600 | 4.044,53        |         |         | 48.534,36         | 16.720,09 | 3.720,97 | 3.127,65 | 3.127,65 | 1.077,48 | 73.180,54 | 24,5619 |
| 10  | 1.861,9425 | 4.111,17        |         |         | 49.334,04         | 16.995,58 | 3.782,28 | 3.151,88 | 3.151,88 | 1.085,82 | 74.349,60 | 24,9666 |
| 11  | 1.914,2250 | 4.226,61        |         |         | 50.719,32         | 17.472,81 | 3.888,48 | 3.193,86 | 3.193,86 | 1.100,28 | 76.374,75 | 25,6677 |
| 12  | 1.914,2250 | 4.226,61        |         |         | 50.719,32         | 17.472,81 | 3.888,48 | 3.193,86 | 3.193,86 | 1.100,28 | 76.374,75 | 25,6677 |
| 13  | 1.966,5050 | 4.342,04        |         |         | 52.104,48         | 17.949,99 | 3.994,68 | 3.235,83 | 3.235,83 | 1.114,74 | 78.399,72 | 26,3687 |
| 14  | 1.966,5050 | 4.342,04        |         |         | 52.104,48         | 17.949,99 | 3.994,68 | 3.235,83 | 3.235,83 | 1.114,74 | 78.399,72 | 26,3687 |
| 15  | 2.018,7850 | 4.457,48        |         |         | 53.489,76         | 18.427,22 | 4.100,88 | 3.277,80 | 3.277,80 | 1.129,20 | 80.424,87 | 27,0697 |
| 16  | 2.018,7850 | 4.457,48        |         |         | 53.489,76         | 18.427,22 | 4.100,88 | 3.277,80 | 3.277,80 | 1.129,20 | 80.424,87 | 27,0697 |
| 17  | 2.071,0675 | 4.572,92        |         |         | 54.875,04         | 18.904,45 | 4.207,09 | 3.319,77 | 3.319,77 | 1.143,66 | 82.450,01 | 27,7708 |
| 18  | 2.071,0675 | 4.572,92        |         |         | 54.875,04         | 18.904,45 | 4.207,09 | 3.319,77 | 3.319,77 | 1.143,66 | 82.450,01 | 27,7708 |
| 19  | 2.123,3492 | 4.688,35        |         |         | 56.260,20         | 19.381,64 | 4.313,28 | 3.361,74 | 3.361,74 | 1.158,12 | 84.474,99 | 28,4718 |
| 20  | 2.123,3492 | 4.688,35        |         |         | 56.260,20         | 19.381,64 | 4.313,28 | 3.361,74 | 3.361,74 | 1.158,12 | 84.474,99 | 28,4718 |
| 21  | 2.175,6283 | 4.803,79        |         |         | 57.645,48         | 19.858,87 | 4.419,49 | 3.403,72 | 3.403,72 | 1.172,58 | 86.500,13 | 29,1728 |
| 22  | 2.175,6283 | 4.803,79        |         |         | 57.645,48         | 19.858,87 | 4.419,49 | 3.403,72 | 3.403,72 | 1.172,58 | 86.500,13 | 29,1728 |
| 23  | 2.227,9108 | 4.919,23        |         |         | 59.030,76         | 20.336,10 | 4.525,69 | 3.445,69 | 3.445,69 | 1.187,04 | 88.525,28 | 29,8739 |
| 24  | 2.227,9108 | 4.919,23        |         |         | 59.030,76         | 20.336,10 | 4.525,69 | 3.445,69 | 3.445,69 | 1.187,04 | 88.525,28 | 29,8739 |
| 25  | 2.280,1933 | 5.034,67        |         |         | 60.416,04         | 20.813,33 | 4.631,90 | 3.487,67 | 3.487,67 | 1.201,50 | 90.550,43 | 30,5749 |
| 26  | 2.280,1933 | 5.034,67        |         |         | 60.416,04         | 20.813,33 | 4.631,90 | 3.487,67 | 3.487,67 | 1.201,50 | 90.550,43 | 30,5749 |
| 27  | 2.332,4708 | 5.150,10        |         |         | 61.801,20         | 21.290,51 | 4.738,09 | 3.529,64 | 3.529,64 | 1.215,96 | 92.575,40 | 31,2759 |
| 28  | 2.332,4708 | 5.150,10        |         |         | 61.801,20         | 21.290,51 | 4.738,09 | 3.529,64 | 3.529,64 | 1.215,96 | 92.575,40 | 31,2759 |
| 29  | 2.384,7558 | 5.265,54        |         |         | 63.186,48         | 21.767,74 | 4.844,30 | 3.571,61 | 3.571,61 | 1.230,42 | 94.600,55 | 31,9770 |
| 30  | 2.384,7558 | 5.265,54        |         |         | 63.186,48         | 21.767,74 | 4.844,30 | 3.571,61 | 3.571,61 | 1.230,42 | 94.600,55 | 31,9770 |
| 31  | 2.437,0358 | 5.380,98        |         |         | 64.571,76         | 22.244,97 | 4.950,50 | 3.613,58 | 3.613,58 | 1.244,88 | 96.625,70 | 32,6780 |

**Baremaschaal 1.62**

**Verificateur**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.558,6867 | 3.441,58        |         |         | 41.298,96         | 14.227,49 | 3.166,25 | 2.908,42 | 2.908,42 | 1.001,95 | 62.603,07 | 20,9003 |
| 1   | 1.633,6925 | 3.607,19        |         |         | 43.286,28         | 14.912,12 | 3.318,61 | 2.968,63 | 2.968,63 | 1.022,69 | 65.508,35 | 21,9060 |
| 2   | 1.633,6925 | 3.607,19        |         |         | 43.286,28         | 14.912,12 | 3.318,61 | 2.968,63 | 2.968,63 | 1.022,69 | 65.508,35 | 21,9060 |
| 3   | 1.664,1633 | 3.674,47        |         |         | 44.093,64         | 15.190,26 | 3.380,51 | 2.993,10 | 2.993,10 | 1.031,12 | 66.688,63 | 22,3146 |
| 4   | 1.664,1633 | 3.674,47        |         |         | 44.093,64         | 15.190,26 | 3.380,51 | 2.993,10 | 2.993,10 | 1.031,12 | 66.688,63 | 22,3146 |
| 5   | 1.725,1075 | 3.809,04        |         |         | 45.708,48         | 15.746,57 | 3.504,32 | 3.042,03 | 3.042,03 | 1.047,98 | 69.049,37 | 23,1318 |
| 6   | 1.725,1075 | 3.809,04        |         |         | 45.708,48         | 15.746,57 | 3.504,32 | 3.042,03 | 3.042,03 | 1.047,98 | 69.049,37 | 23,1318 |
| 7   | 1.786,0525 | 3.943,60        |         |         | 47.323,20         | 16.302,84 | 3.628,11 | 3.090,95 | 3.090,95 | 1.064,83 | 71.409,94 | 23,9490 |
| 8   | 1.786,0525 | 3.943,60        |         |         | 47.323,20         | 16.302,84 | 3.628,11 | 3.090,95 | 3.090,95 | 1.064,83 | 71.409,94 | 23,9490 |
| 9   | 1.839,3800 | 4.061,35        |         |         | 48.736,20         | 16.789,62 | 3.736,44 | 3.133,77 | 3.133,77 | 1.079,58 | 73.475,61 | 24,6641 |
| 10  | 1.861,9483 | 4.111,18        |         |         | 49.334,16         | 16.995,62 | 3.782,29 | 3.151,89 | 3.151,89 | 1.085,82 | 74.349,77 | 24,9667 |
| 11  | 1.914,2308 | 4.226,62        |         |         | 50.719,44         | 17.472,85 | 3.888,49 | 3.193,86 | 3.193,86 | 1.100,28 | 76.374,92 | 25,6677 |
| 12  | 1.914,2308 | 4.226,62        |         |         | 50.719,44         | 17.472,85 | 3.888,49 | 3.193,86 | 3.193,86 | 1.100,28 | 76.374,92 | 25,6677 |
| 13  | 1.966,5108 | 4.342,06        |         |         | 52.104,72         | 17.950,08 | 3.994,70 | 3.235,83 | 3.235,83 | 1.114,74 | 78.400,07 | 26,3688 |
| 14  | 1.966,5108 | 4.342,06        |         |         | 52.104,72         | 17.950,08 | 3.994,70 | 3.235,83 | 3.235,83 | 1.114,74 | 78.400,07 | 26,3688 |
| 15  | 2.018,7908 | 4.457,49        |         |         | 53.489,88         | 18.427,26 | 4.100,89 | 3.277,80 | 3.277,80 | 1.129,20 | 80.425,04 | 27,0698 |
| 16  | 2.018,7908 | 4.457,49        |         |         | 53.489,88         | 18.427,26 | 4.100,89 | 3.277,80 | 3.277,80 | 1.129,20 | 80.425,04 | 27,0698 |
| 17  | 2.071,0733 | 4.572,93        |         |         | 54.875,16         | 18.904,49 | 4.207,10 | 3.319,78 | 3.319,78 | 1.143,66 | 82.450,19 | 27,7708 |
| 18  | 2.071,0733 | 4.572,93        |         |         | 54.875,16         | 18.904,49 | 4.207,10 | 3.319,78 | 3.319,78 | 1.143,66 | 82.450,19 | 27,7708 |
| 19  | 2.123,3558 | 4.688,37        |         |         | 56.260,44         | 19.381,72 | 4.313,30 | 3.361,75 | 3.361,75 | 1.158,12 | 84.475,34 | 28,4719 |
| 20  | 2.123,3558 | 4.688,37        |         |         | 56.260,44         | 19.381,72 | 4.313,30 | 3.361,75 | 3.361,75 | 1.158,12 | 84.475,34 | 28,4719 |
| 21  | 2.175,6342 | 4.803,80        |         |         | 57.645,60         | 19.858,91 | 4.419,50 | 3.403,72 | 3.403,72 | 1.172,58 | 86.500,31 | 29,1729 |
| 22  | 2.175,6342 | 4.803,80        |         |         | 57.645,60         | 19.858,91 | 4.419,50 | 3.403,72 | 3.403,72 | 1.172,58 | 86.500,31 | 29,1729 |
| 23  | 2.227,9167 | 4.919,24        |         |         | 59.030,88         | 20.336,14 | 4.525,70 | 3.445,70 | 3.445,70 | 1.187,04 | 88.525,46 | 29,8739 |
| 24  | 2.227,9167 | 4.919,24        |         |         | 59.030,88         | 20.336,14 | 4.525,70 | 3.445,70 | 3.445,70 | 1.187,04 | 88.525,46 | 29,8739 |
| 25  | 2.280,1992 | 5.034,68        |         |         | 60.416,16         | 20.813,37 | 4.631,91 | 3.487,67 | 3.487,67 | 1.201,50 | 90.550,60 | 30,5750 |
| 26  | 2.280,1992 | 5.034,68        |         |         | 60.416,16         | 20.813,37 | 4.631,91 | 3.487,67 | 3.487,67 | 1.201,50 | 90.550,60 | 30,5750 |
| 27  | 2.332,4775 | 5.150,11        |         |         | 61.801,32         | 21.290,55 | 4.738,10 | 3.529,64 | 3.529,64 | 1.215,96 | 92.575,58 | 31,2760 |
| 28  | 2.332,4775 | 5.150,11        |         |         | 61.801,32         | 21.290,55 | 4.738,10 | 3.529,64 | 3.529,64 | 1.215,96 | 92.575,58 | 31,2760 |
| 29  | 2.384,7617 | 5.265,55        |         |         | 63.186,60         | 21.767,78 | 4.844,31 | 3.571,61 | 3.571,61 | 1.230,42 | 94.600,72 | 31,9770 |

**Baremaschaal 1.61-1.77**

**Adjunct hoofd voedvrouw-verpleegkundige**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.557,4258 | 3.438,80        |         |         | 41.265,60         | 14.216,00 | 3.163,70 | 2.907,41 | 2.907,41 | 1.001,60 | 62.554,30 | 20,8834 |
| 1   | 1.659,0850 | 3.663,26        |         |         | 43.959,12         | 15.143,92 | 3.370,20 | 2.989,02 | 2.989,02 | 1.029,72 | 66.491,98 | 22,2465 |
| 2   | 1.659,0850 | 3.663,26        |         |         | 43.959,12         | 15.143,92 | 3.370,20 | 2.989,02 | 2.989,02 | 1.029,72 | 66.491,98 | 22,2465 |
| 3   | 1.704,7908 | 3.764,18        |         |         | 45.170,16         | 15.561,12 | 3.463,05 | 3.025,72 | 3.025,72 | 1.042,36 | 68.262,40 | 22,8594 |
| 4   | 1.704,7908 | 3.764,18        |         |         | 45.170,16         | 15.561,12 | 3.463,05 | 3.025,72 | 3.025,72 | 1.042,36 | 68.262,40 | 22,8594 |
| 5   | 1.750,4958 | 3.865,09        |         |         | 46.381,08         | 15.978,28 | 3.555,88 | 3.062,41 | 3.062,41 | 1.055,00 | 70.032,65 | 23,4722 |
| 6   | 1.750,4958 | 3.865,09        |         |         | 46.381,08         | 15.978,28 | 3.555,88 | 3.062,41 | 3.062,41 | 1.055,00 | 70.032,65 | 23,4722 |
| 7   | 1.951,5625 | 4.309,05        |         |         | 51.708,60         | 17.813,61 | 3.964,33 | 3.223,83 | 3.223,83 | 1.110,61 | 77.820,98 | 26,1683 |
| 8   | 1.951,5625 | 4.309,05        |         |         | 51.708,60         | 17.813,61 | 3.964,33 | 3.223,83 | 3.223,83 | 1.110,61 | 77.820,98 | 26,1683 |
| 9   | 1.996,3717 | 4.407,99        |         |         | 52.895,88         | 18.222,63 | 4.055,35 | 3.259,81 | 3.259,81 | 1.123,00 | 79.556,67 | 26,7692 |
| 10  | 2.026,2442 | 4.473,95        |         |         | 53.687,40         | 18.495,31 | 4.116,03 | 3.283,79 | 3.283,79 | 1.131,27 | 80.713,80 | 27,1697 |
| 11  | 2.071,0558 | 4.572,89        |         |         | 54.874,68         | 18.904,33 | 4.207,06 | 3.319,76 | 3.319,76 | 1.143,66 | 82.449,49 | 27,7706 |
| 12  | 2.071,0558 | 4.572,89        |         |         | 54.874,68         | 18.904,33 | 4.207,06 | 3.319,76 | 3.319,76 | 1.143,66 | 82.449,49 | 27,7706 |
| 13  | 2.115,8642 | 4.671,83        |         |         | 56.061,96         | 19.313,35 | 4.298,08 | 3.355,74 | 3.355,74 | 1.156,05 | 84.185,18 | 28,3714 |
| 14  | 2.115,8642 | 4.671,83        |         |         | 56.061,96         | 19.313,35 | 4.298,08 | 3.355,74 | 3.355,74 | 1.156,05 | 84.185,18 | 28,3714 |
| 15  | 2.160,6758 | 4.770,77        |         |         | 57.249,24         | 19.722,36 | 4.389,11 | 3.391,71 | 3.391,71 | 1.168,44 | 85.920,87 | 28,9723 |
| 16  | 2.160,6758 | 4.770,77        |         |         | 57.249,24         | 19.722,36 | 4.389,11 | 3.391,71 | 3.391,71 | 1.168,44 | 85.920,87 | 28,9723 |
| 17  | 2.205,4850 | 4.869,71        |         |         | 58.436,52         | 20.131,38 | 4.480,13 | 3.427,69 | 3.427,69 | 1.180,84 | 87.656,56 | 29,5731 |
| 18  | 2.205,4850 | 4.869,71        |         |         | 58.436,52         | 20.131,38 | 4.480,13 | 3.427,69 | 3.427,69 | 1.180,84 | 87.656,56 | 29,5731 |
| 19  | 2.250,2933 | 4.968,65        |         |         | 59.623,80         | 20.540,40 | 4.571,16 | 3.463,66 | 3.463,66 | 1.193,23 | 89.392,25 | 30,1740 |
| 20  | 2.250,2933 | 4.968,65        |         |         | 59.623,80         | 20.540,40 | 4.571,16 | 3.463,66 | 3.463,66 | 1.193,23 | 89.392,25 | 30,1740 |
| 21  | 2.295,1075 | 5.067,60        |         |         | 60.811,20         | 20.949,46 | 4.662,19 | 3.499,64 | 3.499,64 | 1.205,63 | 91.128,12 | 30,7749 |
| 22  | 2.295,1075 | 5.067,60        |         |         | 60.811,20         | 20.949,46 | 4.662,19 | 3.499,64 | 3.499,64 | 1.205,63 | 91.128,12 | 30,7749 |
| 23  | 2.339,9158 | 5.166,53        |         |         | 61.998,36         | 21.358,44 | 4.753,21 | 3.535,61 | 3.535,61 | 1.218,02 | 92.863,63 | 31,3757 |
| 24  | 2.339,9158 | 5.166,53        |         |         | 61.998,36         | 21.358,44 | 4.753,21 | 3.535,61 | 3.535,61 | 1.218,02 | 92.863,63 | 31,3757 |
| 25  | 2.384,7275 | 5.265,48        |         |         | 63.185,76         | 21.767,49 | 4.844,24 | 3.571,59 | 3.571,59 | 1.230,41 | 94.599,50 | 31,9766 |
| 26  | 2.384,7275 | 5.265,48        |         |         | 63.185,76         | 21.767,49 | 4.844,24 | 3.571,59 | 3.571,59 | 1.230,41 | 94.599,50 | 31,9766 |
| 27  | 2.429,5358 | 5.364,42        |         |         | 64.373,04         | 22.176,51 | 4.935,27 | 3.607,56 | 3.607,56 | 1.242,81 | 96.335,19 | 32,5774 |

**Baremaschaal 1.59**

**Werkmeester / hoofdoperateur 2de klasse**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.442,8975 | 3.185,92        | 66,23   | 33,11   | 38.231,04         | 13.170,59 | 2.931,05 | 2.839,54 | 2.827,50 | 978,22   | 59.219,00 | 19,3477 |
| 1   | 1.536,2750 | 3.392,10        | 33,16   |         | 40.705,20         | 14.022,94 | 3.120,73 | 2.902,48 | 2.890,43 | 999,91   | 62.286,27 | 20,5998 |
| 2   | 1.536,2750 | 3.392,10        | 33,16   |         | 40.705,20         | 14.022,94 | 3.120,73 | 2.902,48 | 2.890,43 | 999,91   | 62.286,27 | 20,5998 |
| 3   | 1.558,6867 | 3.441,58        |         |         | 41.298,96         | 14.227,49 | 3.166,25 | 2.908,42 | 2.908,42 | 1.001,95 | 62.603,07 | 20,9003 |
| 4   | 1.558,6867 | 3.441,58        |         |         | 41.298,96         | 14.227,49 | 3.166,25 | 2.908,42 | 2.908,42 | 1.001,95 | 62.603,07 | 20,9003 |
| 5   | 1.581,0983 | 3.491,07        |         |         | 41.892,84         | 14.432,08 | 3.211,78 | 2.926,41 | 2.926,41 | 1.008,15 | 63.471,27 | 21,2008 |
| 6   | 1.581,0983 | 3.491,07        |         |         | 41.892,84         | 14.432,08 | 3.211,78 | 2.926,41 | 2.926,41 | 1.008,15 | 63.471,27 | 21,2008 |
| 7   | 1.603,5117 | 3.540,55        |         |         | 42.486,60         | 14.636,63 | 3.257,31 | 2.944,40 | 2.944,40 | 1.014,35 | 64.339,29 | 21,5013 |
| 8   | 1.603,5117 | 3.540,55        |         |         | 42.486,60         | 14.636,63 | 3.257,31 | 2.944,40 | 2.944,40 | 1.014,35 | 64.339,29 | 21,5013 |
| 9   | 1.626,0825 | 3.590,39        |         |         | 43.084,68         | 14.842,67 | 3.303,16 | 2.962,53 | 2.962,53 | 1.020,59 | 65.213,63 | 21,8040 |
| 10  | 1.656,5525 | 3.657,67        |         |         | 43.892,04         | 15.120,81 | 3.365,06 | 2.986,99 | 2.986,99 | 1.029,02 | 66.393,91 | 22,2126 |
| 11  | 1.687,0208 | 3.724,94        |         |         | 44.699,28         | 15.398,90 | 3.426,94 | 3.011,45 | 3.011,45 | 1.037,44 | 67.574,02 | 22,6211 |
| 12  | 1.687,0208 | 3.724,94        |         |         | 44.699,28         | 15.398,90 | 3.426,94 | 3.011,45 | 3.011,45 | 1.037,44 | 67.574,02 | 22,6211 |
| 13  | 1.717,4908 | 3.792,22        |         |         | 45.506,64         | 15.677,04 | 3.488,84 | 3.035,91 | 3.035,91 | 1.045,87 | 68.754,30 | 23,0297 |
| 14  | 1.717,4908 | 3.792,22        |         |         | 45.506,64         | 15.677,04 | 3.488,84 | 3.035,91 | 3.035,91 | 1.045,87 | 68.754,30 | 23,0297 |
| 15  | 1.747,9617 | 3.859,50        |         |         | 46.314,00         | 15.955,17 | 3.550,74 | 3.060,37 | 3.060,37 | 1.054,30 | 69.934,59 | 23,4383 |
| 16  | 1.747,9617 | 3.859,50        |         |         | 46.314,00         | 15.955,17 | 3.550,74 | 3.060,37 | 3.060,37 | 1.054,30 | 69.934,59 | 23,4383 |
| 17  | 1.778,4292 | 3.926,77        |         |         | 47.121,24         | 16.233,27 | 3.612,63 | 3.084,83 | 3.084,83 | 1.062,73 | 71.114,69 | 23,8468 |
| 18  | 1.778,4292 | 3.926,77        |         |         | 47.121,24         | 16.233,27 | 3.612,63 | 3.084,83 | 3.084,83 | 1.062,73 | 71.114,69 | 23,8468 |
| 19  | 1.808,9000 | 3.994,05        |         |         | 47.928,60         | 16.511,40 | 3.674,53 | 3.109,30 | 3.109,30 | 1.071,15 | 72.294,98 | 24,2554 |
| 20  | 1.808,9000 | 3.994,05        |         |         | 47.928,60         | 16.511,40 | 3.674,53 | 3.109,30 | 3.109,30 | 1.071,15 | 72.294,98 | 24,2554 |
| 21  | 1.839,3658 | 4.061,32        |         |         | 48.735,84         | 16.789,50 | 3.736,41 | 3.133,76 | 3.133,76 | 1.079,58 | 73.475,09 | 24,6639 |
| 22  | 1.839,3658 | 4.061,32        |         |         | 48.735,84         | 16.789,50 | 3.736,41 | 3.133,76 | 3.133,76 | 1.079,58 | 73.475,09 | 24,6639 |
| 23  | 1.869,3992 | 4.127,63        |         |         | 49.531,56         | 17.063,62 | 3.797,42 | 3.157,87 | 3.157,87 | 1.087,88 | 74.638,35 | 25,0666 |
| 24  | 1.869,3992 | 4.127,63        |         |         | 49.531,56         | 17.063,62 | 3.797,42 | 3.157,87 | 3.157,87 | 1.087,88 | 74.638,35 | 25,0666 |
| 25  | 1.899,2725 | 4.193,59        |         |         | 50.323,08         | 17.336,30 | 3.858,10 | 3.181,85 | 3.181,85 | 1.096,15 | 75.795,48 | 25,4671 |
| 26  | 1.899,2725 | 4.193,59        |         |         | 50.323,08         | 17.336,30 | 3.858,10 | 3.181,85 | 3.181,85 | 1.096,15 | 75.795,48 | 25,4671 |
| 27  | 1.929,1425 | 4.259,55        |         |         | 51.114,60         | 17.608,98 | 3.918,79 | 3.205,83 | 3.205,83 | 1.104,41 | 76.952,61 | 25,8677 |
| 28  | 1.929,1425 | 4.259,55        |         |         | 51.114,60         | 17.608,98 | 3.918,79 | 3.205,83 | 3.205,83 | 1.104,41 | 76.952,61 | 25,8677 |
| 29  | 1.959,0158 | 4.325,51        |         |         | 51.906,12         | 17.881,66 | 3.979,47 | 3.229,82 | 3.229,82 | 1.112,67 | 78.109,73 | 26,2683 |
| 30  | 1.959,0158 | 4.325,51        |         |         | 51.906,12         | 17.881,66 | 3.979,47 | 3.229,82 | 3.229,82 | 1.112,67 | 78.109,73 | 26,2683 |
| 31  | 1.988,8900 | 4.391,47        |         |         | 52.697,64         | 18.154,34 | 4.040,15 | 3.253,80 | 3.253,80 | 1.120,93 | 79.266,86 | 26,6688 |

**Baremaschaal 1.58**

**Programmeur 1ste klasse na 9 jaar anc.**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.446,6342 | 3.194,17        | 66,23   | 33,11   | 38.330,04         | 13.204,70 | 2.938,64 | 2.842,54 | 2.830,50 | 979,26   | 59.363,73 | 19,3978 |
| 1   | 1.543,7425 | 3.408,58        | 17,91   |         | 40.902,96         | 14.091,07 | 3.135,89 | 2.902,93 | 2.896,42 | 1.000,06 | 62.321,88 | 20,6999 |
| 2   | 1.543,7425 | 3.408,58        | 17,91   |         | 40.902,96         | 14.091,07 | 3.135,89 | 2.902,93 | 2.896,42 | 1.000,06 | 62.321,88 | 20,6999 |
| 3   | 1.566,1558 | 3.458,07        |         |         | 41.496,84         | 14.295,66 | 3.181,42 | 2.914,41 | 2.914,41 | 1.004,02 | 62.892,36 | 21,0004 |
| 4   | 1.566,1558 | 3.458,07        |         |         | 41.496,84         | 14.295,66 | 3.181,42 | 2.914,41 | 2.914,41 | 1.004,02 | 62.892,36 | 21,0004 |
| 5   | 1.596,0333 | 3.524,04        |         |         | 42.288,48         | 14.568,38 | 3.242,12 | 2.938,40 | 2.938,40 | 1.012,28 | 64.049,66 | 21,4011 |
| 6   | 1.596,0333 | 3.524,04        |         |         | 42.288,48         | 14.568,38 | 3.242,12 | 2.938,40 | 2.938,40 | 1.012,28 | 64.049,66 | 21,4011 |
| 7   | 1.656,5467 | 3.657,66        |         |         | 43.891,92         | 15.120,77 | 3.365,05 | 2.986,99 | 2.986,99 | 1.029,02 | 66.393,74 | 22,2125 |
| 8   | 1.656,5467 | 3.657,66        |         |         | 43.891,92         | 15.120,77 | 3.365,05 | 2.986,99 | 2.986,99 | 1.029,02 | 66.393,74 | 22,2125 |
| 9   | 1.717,4908 | 3.792,22        |         |         | 45.506,64         | 15.677,04 | 3.488,84 | 3.035,91 | 3.035,91 | 1.045,87 | 68.754,30 | 23,0297 |
| 10  | 1.747,9617 | 3.859,50        |         |         | 46.314,00         | 15.955,17 | 3.550,74 | 3.060,37 | 3.060,37 | 1.054,30 | 69.934,59 | 23,4383 |
| 11  | 1.801,2875 | 3.977,24        |         |         | 47.726,88         | 16.441,91 | 3.659,06 | 3.103,18 | 3.103,18 | 1.069,05 | 72.000,08 | 24,1533 |
| 12  | 1.801,2875 | 3.977,24        |         |         | 47.726,88         | 16.441,91 | 3.659,06 | 3.103,18 | 3.103,18 | 1.069,05 | 72.000,08 | 24,1533 |
| 13  | 1.854,4750 | 4.094,68        |         |         | 49.136,16         | 16.927,41 | 3.767,11 | 3.145,89 | 3.145,89 | 1.083,76 | 74.060,32 | 24,8665 |
| 14  | 1.854,4750 | 4.094,68        |         |         | 49.136,16         | 16.927,41 | 3.767,11 | 3.145,89 | 3.145,89 | 1.083,76 | 74.060,32 | 24,8665 |
| 15  | 1.906,7575 | 4.210,12        |         |         | 50.521,44         | 17.404,64 | 3.873,31 | 3.187,86 | 3.187,86 | 1.098,22 | 76.085,46 | 25,5675 |
| 16  | 1.906,7575 | 4.210,12        |         |         | 50.521,44         | 17.404,64 | 3.873,31 | 3.187,86 | 3.187,86 | 1.098,22 | 76.085,46 | 25,5675 |
| 17  | 1.959,0383 | 4.325,56        |         |         | 51.906,72         | 17.881,87 | 3.979,52 | 3.229,83 | 3.229,83 | 1.112,68 | 78.110,61 | 26,2686 |
| 18  | 1.959,0383 | 4.325,56        |         |         | 51.906,72         | 17.881,87 | 3.979,52 | 3.229,83 | 3.229,83 | 1.112,68 | 78.110,61 | 26,2686 |
| 19  | 2.011,3183 | 4.440,99        |         |         | 53.291,88         | 18.359,05 | 4.085,71 | 3.271,80 | 3.271,80 | 1.127,14 | 80.135,58 | 26,9696 |
| 20  | 2.011,3183 | 4.440,99        |         |         | 53.291,88         | 18.359,05 | 4.085,71 | 3.271,80 | 3.271,80 | 1.127,14 | 80.135,58 | 26,9696 |
| 21  | 2.063,6008 | 4.556,43        |         |         | 54.677,16         | 18.836,28 | 4.191,92 | 3.313,78 | 3.313,78 | 1.141,60 | 82.160,73 | 27,6706 |
| 22  | 2.063,6008 | 4.556,43        |         |         | 54.677,16         | 18.836,28 | 4.191,92 | 3.313,78 | 3.313,78 | 1.141,60 | 82.160,73 | 27,6706 |
| 23  | 2.115,8808 | 4.671,86        |         |         | 56.062,32         | 19.313,47 | 4.298,11 | 3.355,75 | 3.355,75 | 1.156,06 | 84.185,70 | 28,3716 |
| 24  | 2.115,8808 | 4.671,86        |         |         | 56.062,32         | 19.313,47 | 4.298,11 | 3.355,75 | 3.355,75 | 1.156,06 | 84.185,70 | 28,3716 |
| 25  | 2.168,1633 | 4.787,30        |         |         | 57.447,60         | 19.790,70 | 4.404,32 | 3.397,72 | 3.397,72 | 1.170,52 | 86.210,85 | 29,0727 |
| 26  | 2.168,1633 | 4.787,30        |         |         | 57.447,60         | 19.790,70 | 4.404,32 | 3.397,72 | 3.397,72 | 1.170,52 | 86.210,85 | 29,0727 |
| 27  | 2.220,4458 | 4.902,74        |         |         | 58.832,88         | 20.267,93 | 4.510,52 | 3.439,70 | 3.439,70 | 1.184,98 | 88.236,00 | 29,7737 |
| 28  | 2.220,4458 | 4.902,74        |         |         | 58.832,88         | 20.267,93 | 4.510,52 | 3.439,70 | 3.439,70 | 1.184,98 | 88.236,00 | 29,7737 |
| 29  | 2.272,7233 | 5.018,17        |         |         | 60.218,04         | 20.745,11 | 4.616,72 | 3.481,67 | 3.481,67 | 1.199,43 | 90.260,97 | 30,4747 |

**Baremaschaal 1.55-1.61-1.77 +2J**

**Maatschappelijk assistent + 2 jaar anciënniteit / Thuisverpleging: verzorgend en verplegend personeel cat. 6**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.486,4767 | 3.282,14        | 66,23   | 33,11   | 39.385,68         | 13.568,37 | 3.019,57 | 2.874,53 | 2.862,48 | 990,27   | 60.906,97 | 19,9320 |
| 1   | 1.531,2958 | 3.381,10        | 43,33   | 10,22   | 40.573,20         | 13.977,47 | 3.110,61 | 2.902,18 | 2.890,14 | 999,80   | 62.262,35 | 20,5330 |
| 2   | 1.531,2958 | 3.381,10        | 43,33   | 10,22   | 40.573,20         | 13.977,47 | 3.110,61 | 2.902,18 | 2.890,14 | 999,80   | 62.262,35 | 20,5330 |
| 3   | 1.576,1150 | 3.480,06        |         |         | 41.760,72         | 14.386,57 | 3.201,66 | 2.922,41 | 2.922,41 | 1.006,77 | 63.278,12 | 21,1340 |
| 4   | 1.576,1150 | 3.480,06        |         |         | 41.760,72         | 14.386,57 | 3.201,66 | 2.922,41 | 2.922,41 | 1.006,77 | 63.278,12 | 21,1340 |
| 5   | 1.796,2075 | 3.966,03        |         |         | 47.592,36         | 16.395,57 | 3.648,75 | 3.099,11 | 3.099,11 | 1.067,64 | 71.803,43 | 24,0852 |
| 6   | 1.796,2075 | 3.966,03        |         |         | 47.592,36         | 16.395,57 | 3.648,75 | 3.099,11 | 3.099,11 | 1.067,64 | 71.803,43 | 24,0852 |
| 7   | 1.841,9150 | 4.066,95        |         |         | 48.803,40         | 16.812,77 | 3.741,59 | 3.135,80 | 3.135,80 | 1.080,28 | 73.573,85 | 24,6981 |
| 8   | 1.871,8967 | 4.133,15        |         |         | 49.597,80         | 17.086,44 | 3.802,50 | 3.159,87 | 3.159,87 | 1.088,58 | 74.735,19 | 25,1001 |
| 9   | 1.916,7083 | 4.232,09        |         |         | 50.785,08         | 17.495,46 | 3.893,52 | 3.195,85 | 3.195,85 | 1.100,97 | 76.470,88 | 25,7010 |
| 10  | 1.916,7083 | 4.232,09        |         |         | 50.785,08         | 17.495,46 | 3.893,52 | 3.195,85 | 3.195,85 | 1.100,97 | 76.470,88 | 25,7010 |
| 11  | 1.961,5167 | 4.331,03        |         |         | 51.972,36         | 17.904,48 | 3.984,55 | 3.231,82 | 3.231,82 | 1.113,36 | 78.206,57 | 26,3018 |
| 12  | 1.961,5167 | 4.331,03        |         |         | 51.972,36         | 17.904,48 | 3.984,55 | 3.231,82 | 3.231,82 | 1.113,36 | 78.206,57 | 26,3018 |
| 13  | 2.006,3258 | 4.429,97        |         |         | 53.159,64         | 18.313,50 | 4.075,57 | 3.267,80 | 3.267,80 | 1.125,76 | 79.942,26 | 26,9027 |
| 14  | 2.160,6775 | 4.770,78        |         |         | 57.249,36         | 19.722,40 | 4.389,12 | 3.391,72 | 3.391,72 | 1.168,45 | 85.921,04 | 28,9723 |
| 15  | 2.205,4867 | 4.869,71        |         |         | 58.436,52         | 20.131,38 | 4.480,13 | 3.427,69 | 3.427,69 | 1.180,84 | 87.656,56 | 29,5731 |
| 16  | 2.205,4867 | 4.869,71        |         |         | 58.436,52         | 20.131,38 | 4.480,13 | 3.427,69 | 3.427,69 | 1.180,84 | 87.656,56 | 29,5731 |
| 17  | 2.250,2958 | 4.968,65        |         |         | 59.623,80         | 20.540,40 | 4.571,16 | 3.463,66 | 3.463,66 | 1.193,23 | 89.392,25 | 30,1740 |
| 18  | 2.250,2958 | 4.968,65        |         |         | 59.623,80         | 20.540,40 | 4.571,16 | 3.463,66 | 3.463,66 | 1.193,23 | 89.392,25 | 30,1740 |
| 19  | 2.295,1092 | 5.067,60        |         |         | 60.811,20         | 20.949,46 | 4.662,19 | 3.499,64 | 3.499,64 | 1.205,63 | 91.128,12 | 30,7749 |
| 20  | 2.295,1092 | 5.067,60        |         |         | 60.811,20         | 20.949,46 | 4.662,19 | 3.499,64 | 3.499,64 | 1.205,63 | 91.128,12 | 30,7749 |
| 21  | 2.339,9175 | 5.166,54        |         |         | 61.998,48         | 21.358,48 | 4.753,22 | 3.535,61 | 3.535,61 | 1.218,02 | 92.863,81 | 31,3757 |
| 22  | 2.339,9175 | 5.166,54        |         |         | 61.998,48         | 21.358,48 | 4.753,22 | 3.535,61 | 3.535,61 | 1.218,02 | 92.863,81 | 31,3757 |
| 23  | 2.384,7292 | 5.265,48        |         |         | 63.185,76         | 21.767,49 | 4.844,24 | 3.571,59 | 3.571,59 | 1.230,41 | 94.599,50 | 31,9766 |
| 24  | 2.384,7292 | 5.265,48        |         |         | 63.185,76         | 21.767,49 | 4.844,24 | 3.571,59 | 3.571,59 | 1.230,41 | 94.599,50 | 31,9766 |
| 25  | 2.429,5383 | 5.364,42        |         |         | 64.373,04         | 22.176,51 | 4.935,27 | 3.607,56 | 3.607,56 | 1.242,81 | 96.335,19 | 32,5774 |

**Baremaschaal 1.55-1.61-1.77**

**A1 verpleegkundige / vroedvrouw / maatschappelijk assistent / REVA: A1 technicus in de mechanica, electronica of informatica / REVA: boekhouder informaticus / REVA: diëtist, kinesitherapeut, ergotherapeut, logopedist, orthoptist, audioloog, gehoorprotesist / REVA: A1 opvoeder, sociaal verpleegkundige, A1 verpleegkundige / Thuisverpleging: administratief personeel cat. 5 / Thuisverpleging: thechnisch, paramedisch, verzorgend en verplegend personeel cat. 5 / Assistent klinisch labo e.a.**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.385,6175 | 3.059,44        | 66,23   | 33,11   | 36.713,28      | 12.647,72 | 2.814,68 | 2.793,55 | 2.781,51 | 962,38   | 57.000,18 | 18,5796 |
| 1   | 1.486,4767 | 3.282,14        | 66,23   | 33,11   | 39.385,68      | 13.568,37 | 3.019,57 | 2.874,53 | 2.862,48 | 990,27   | 60.906,97 | 19,9320 |
| 2   | 1.486,4767 | 3.282,14        | 66,23   | 33,11   | 39.385,68      | 13.568,37 | 3.019,57 | 2.874,53 | 2.862,48 | 990,27   | 60.906,97 | 19,9320 |
| 3   | 1.531,2958 | 3.381,10        | 43,33   | 10,22   | 40.573,20      | 13.977,47 | 3.110,61 | 2.902,18 | 2.890,14 | 999,80   | 62.262,35 | 20,5330 |
| 4   | 1.531,2958 | 3.381,10        | 43,33   | 10,22   | 40.573,20      | 13.977,47 | 3.110,61 | 2.902,18 | 2.890,14 | 999,80   | 62.262,35 | 20,5330 |
| 5   | 1.576,1150 | 3.480,06        |         |         | 41.760,72      | 14.386,57 | 3.201,66 | 2.922,41 | 2.922,41 | 1.006,77 | 63.278,12 | 21,1340 |
| 6   | 1.576,1150 | 3.480,06        |         |         | 41.760,72      | 14.386,57 | 3.201,66 | 2.922,41 | 2.922,41 | 1.006,77 | 63.278,12 | 21,1340 |
| 7   | 1.796,2075 | 3.966,03        |         |         | 47.592,36      | 16.395,57 | 3.648,75 | 3.099,11 | 3.099,11 | 1.067,64 | 71.803,43 | 24,0852 |
| 8   | 1.796,2075 | 3.966,03        |         |         | 47.592,36      | 16.395,57 | 3.648,75 | 3.099,11 | 3.099,11 | 1.067,64 | 71.803,43 | 24,0852 |
| 9   | 1.841,9150 | 4.066,95        |         |         | 48.803,40      | 16.812,77 | 3.741,59 | 3.135,80 | 3.135,80 | 1.080,28 | 73.573,85 | 24,6981 |
| 10  | 1.871,8967 | 4.133,15        |         |         | 49.597,80      | 17.086,44 | 3.802,50 | 3.159,87 | 3.159,87 | 1.088,58 | 74.735,19 | 25,1001 |
| 11  | 1.916,7083 | 4.232,09        |         |         | 50.785,08      | 17.495,46 | 3.893,52 | 3.195,85 | 3.195,85 | 1.100,97 | 76.470,88 | 25,7010 |
| 12  | 1.916,7083 | 4.232,09        |         |         | 50.785,08      | 17.495,46 | 3.893,52 | 3.195,85 | 3.195,85 | 1.100,97 | 76.470,88 | 25,7010 |
| 13  | 1.961,5167 | 4.331,03        |         |         | 51.972,36      | 17.904,48 | 3.984,55 | 3.231,82 | 3.231,82 | 1.113,36 | 78.206,57 | 26,3018 |
| 14  | 1.961,5167 | 4.331,03        |         |         | 51.972,36      | 17.904,48 | 3.984,55 | 3.231,82 | 3.231,82 | 1.113,36 | 78.206,57 | 26,3018 |
| 15  | 2.006,3258 | 4.429,97        |         |         | 53.159,64      | 18.313,50 | 4.075,57 | 3.267,80 | 3.267,80 | 1.125,76 | 79.942,26 | 26,9027 |
| 16  | 2.160,6775 | 4.770,78        |         |         | 57.249,36      | 19.722,40 | 4.389,12 | 3.391,72 | 3.391,72 | 1.168,45 | 85.921,04 | 28,9723 |
| 17  | 2.205,4867 | 4.869,71        |         |         | 58.436,52      | 20.131,38 | 4.480,13 | 3.427,69 | 3.427,69 | 1.180,84 | 87.656,56 | 29,5731 |
| 18  | 2.205,4867 | 4.869,71        |         |         | 58.436,52      | 20.131,38 | 4.480,13 | 3.427,69 | 3.427,69 | 1.180,84 | 87.656,56 | 29,5731 |
| 19  | 2.250,2958 | 4.968,65        |         |         | 59.623,80      | 20.540,40 | 4.571,16 | 3.463,66 | 3.463,66 | 1.193,23 | 89.392,25 | 30,1740 |
| 20  | 2.250,2958 | 4.968,65        |         |         | 59.623,80      | 20.540,40 | 4.571,16 | 3.463,66 | 3.463,66 | 1.193,23 | 89.392,25 | 30,1740 |
| 21  | 2.295,1092 | 5.067,60        |         |         | 60.811,20      | 20.949,46 | 4.662,19 | 3.499,64 | 3.499,64 | 1.205,63 | 91.128,12 | 30,7749 |
| 22  | 2.295,1092 | 5.067,60        |         |         | 60.811,20      | 20.949,46 | 4.662,19 | 3.499,64 | 3.499,64 | 1.205,63 | 91.128,12 | 30,7749 |
| 23  | 2.339,9175 | 5.166,54        |         |         | 61.998,48      | 21.358,48 | 4.753,22 | 3.535,61 | 3.535,61 | 1.218,02 | 92.863,81 | 31,3757 |
| 24  | 2.339,9175 | 5.166,54        |         |         | 61.998,48      | 21.358,48 | 4.753,22 | 3.535,61 | 3.535,61 | 1.218,02 | 92.863,81 | 31,3757 |
| 25  | 2.384,7292 | 5.265,48        |         |         | 63.185,76      | 21.767,49 | 4.844,24 | 3.571,59 | 3.571,59 | 1.230,41 | 94.599,50 | 31,9766 |
| 26  | 2.384,7292 | 5.265,48        |         |         | 63.185,76      | 21.767,49 | 4.844,24 | 3.571,59 | 3.571,59 | 1.230,41 | 94.599,50 | 31,9766 |
| 27  | 2.429,5383 | 5.364,42        |         |         | 64.373,04      | 22.176,51 | 4.935,27 | 3.607,56 | 3.607,56 | 1.242,81 | 96.335,19 | 32,5774 |

**Baremaschaal 1.54**

**Werkleider**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.361,9700 | 3.007,23        | 73,97   | 33,11   | 36.086,76         | 12.431,89 | 2.766,65 | 2.777,38 | 2.762,53 | 956,81   | 56.212,93 | 18,2625 |
| 1   | 1.455,3500 | 3.213,41        | 66,23   | 33,11   | 38.560,92         | 13.284,24 | 2.956,34 | 2.849,54 | 2.837,49 | 981,67   | 59.701,25 | 19,5146 |
| 2   | 1.455,3500 | 3.213,41        | 66,23   | 33,11   | 38.560,92         | 13.284,24 | 2.956,34 | 2.849,54 | 2.837,49 | 981,67   | 59.701,25 | 19,5146 |
| 3   | 1.477,7592 | 3.262,89        | 66,23   | 33,11   | 39.154,68         | 13.488,79 | 3.001,86 | 2.867,53 | 2.855,49 | 987,86   | 60.569,27 | 19,8151 |
| 4   | 1.477,7592 | 3.262,89        | 66,23   | 33,11   | 39.154,68         | 13.488,79 | 3.001,86 | 2.867,53 | 2.855,49 | 987,86   | 60.569,27 | 19,8151 |
| 5   | 1.500,1750 | 3.312,39        | 66,23   | 33,11   | 39.748,68         | 13.693,42 | 3.047,40 | 2.885,53 | 2.873,48 | 994,06   | 61.437,64 | 20,1157 |
| 6   | 1.500,1750 | 3.312,39        | 66,23   | 33,11   | 39.748,68         | 13.693,42 | 3.047,40 | 2.885,53 | 2.873,48 | 994,06   | 61.437,64 | 20,1157 |
| 7   | 1.522,5850 | 3.361,87        | 61,12   | 28,01   | 40.342,44         | 13.897,97 | 3.092,92 | 2.901,66 | 2.889,62 | 999,62   | 62.220,72 | 20,4162 |
| 8   | 1.522,5850 | 3.361,87        | 61,12   | 28,01   | 40.342,44         | 13.897,97 | 3.092,92 | 2.901,66 | 2.889,62 | 999,62   | 62.220,72 | 20,4162 |
| 9   | 1.544,9983 | 3.411,36        | 15,34   |         | 40.936,32         | 14.102,56 | 3.138,45 | 2.903,01 | 2.897,43 | 1.000,09 | 62.327,92 | 20,7168 |
| 10  | 1.574,8775 | 3.477,33        |         |         | 41.727,96         | 14.375,28 | 3.199,14 | 2.921,42 | 2.921,42 | 1.006,43 | 63.230,23 | 21,1174 |
| 11  | 1.604,7575 | 3.543,30        |         |         | 42.519,60         | 14.648,00 | 3.259,84 | 2.945,40 | 2.945,40 | 1.014,69 | 64.387,53 | 21,5180 |
| 12  | 1.604,7575 | 3.543,30        |         |         | 42.519,60         | 14.648,00 | 3.259,84 | 2.945,40 | 2.945,40 | 1.014,69 | 64.387,53 | 21,5180 |
| 13  | 1.634,9608 | 3.609,99        |         |         | 43.319,88         | 14.923,70 | 3.321,19 | 2.969,65 | 2.969,65 | 1.023,05 | 65.557,47 | 21,9230 |
| 14  | 1.634,9608 | 3.609,99        |         |         | 43.319,88         | 14.923,70 | 3.321,19 | 2.969,65 | 2.969,65 | 1.023,05 | 65.557,47 | 21,9230 |
| 15  | 1.665,4317 | 3.677,27        |         |         | 44.127,24         | 15.201,83 | 3.383,09 | 2.994,12 | 2.994,12 | 1.031,47 | 66.737,75 | 22,3316 |
| 16  | 1.665,4317 | 3.677,27        |         |         | 44.127,24         | 15.201,83 | 3.383,09 | 2.994,12 | 2.994,12 | 1.031,47 | 66.737,75 | 22,3316 |
| 17  | 1.695,8992 | 3.744,55        |         |         | 44.934,60         | 15.479,97 | 3.444,99 | 3.018,58 | 3.018,58 | 1.039,90 | 67.918,03 | 22,7402 |
| 18  | 1.695,8992 | 3.744,55        |         |         | 44.934,60         | 15.479,97 | 3.444,99 | 3.018,58 | 3.018,58 | 1.039,90 | 67.918,03 | 22,7402 |
| 19  | 1.726,3700 | 3.811,82        |         |         | 45.741,84         | 15.758,06 | 3.506,87 | 3.043,04 | 3.043,04 | 1.048,33 | 69.098,14 | 23,1487 |
| 20  | 1.726,3700 | 3.811,82        |         |         | 45.741,84         | 15.758,06 | 3.506,87 | 3.043,04 | 3.043,04 | 1.048,33 | 69.098,14 | 23,1487 |
| 21  | 1.756,8400 | 3.879,10        |         |         | 46.549,20         | 16.036,20 | 3.568,77 | 3.067,50 | 3.067,50 | 1.056,75 | 70.278,43 | 23,5573 |
| 22  | 1.756,8400 | 3.879,10        |         |         | 46.549,20         | 16.036,20 | 3.568,77 | 3.067,50 | 3.067,50 | 1.056,75 | 70.278,43 | 23,5573 |
| 23  | 1.787,3083 | 3.946,38        |         |         | 47.356,56         | 16.314,33 | 3.630,67 | 3.091,96 | 3.091,96 | 1.065,18 | 71.458,71 | 23,9659 |
| 24  | 1.787,3083 | 3.946,38        |         |         | 47.356,56         | 16.314,33 | 3.630,67 | 3.091,96 | 3.091,96 | 1.065,18 | 71.458,71 | 23,9659 |
| 25  | 1.817,7783 | 4.013,65        |         |         | 48.163,80         | 16.592,43 | 3.692,56 | 3.116,42 | 3.116,42 | 1.073,61 | 72.638,82 | 24,3744 |
| 26  | 1.817,7783 | 4.013,65        |         |         | 48.163,80         | 16.592,43 | 3.692,56 | 3.116,42 | 3.116,42 | 1.073,61 | 72.638,82 | 24,3744 |
| 27  | 1.848,2350 | 4.080,90        |         |         | 48.970,80         | 16.870,44 | 3.754,43 | 3.140,88 | 3.140,88 | 1.082,03 | 73.818,58 | 24,7828 |
| 28  | 1.848,2350 | 4.080,90        |         |         | 48.970,80         | 16.870,44 | 3.754,43 | 3.140,88 | 3.140,88 | 1.082,03 | 73.818,58 | 24,7828 |
| 29  | 1.878,1042 | 4.146,85        |         |         | 49.762,20         | 17.143,08 | 3.815,10 | 3.164,85 | 3.164,85 | 1.090,29 | 74.975,53 | 25,1833 |
| 30  | 1.878,1042 | 4.146,85        |         |         | 49.762,20         | 17.143,08 | 3.815,10 | 3.164,85 | 3.164,85 | 1.090,29 | 74.975,53 | 25,1833 |
| 31  | 1.907,9767 | 4.212,81        |         |         | 50.553,72         | 17.415,76 | 3.875,79 | 3.188,84 | 3.188,84 | 1.098,55 | 76.132,65 | 25,5839 |

**Baremaschaal 1.53**

**Eerst aanwezig directiesecretaris**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.353,2592 | 2.988,00        | 91,76   | 33,11   | 35.856,00         | 12.352,39 | 2.748,96 | 2.776,86 | 2.755,54 | 956,63   | 56.171,30 | 18,1457 |
| 1   | 1.450,3692 | 3.202,42        | 66,23   | 33,11   | 38.429,04         | 13.238,80 | 2.946,23 | 2.845,54 | 2.833,50 | 980,29   | 59.508,46 | 19,4479 |
| 2   | 1.450,3692 | 3.202,42        | 66,23   | 33,11   | 38.429,04         | 13.238,80 | 2.946,23 | 2.845,54 | 2.833,50 | 980,29   | 59.508,46 | 19,4479 |
| 3   | 1.472,7808 | 3.251,90        | 66,23   | 33,11   | 39.022,80         | 13.443,35 | 2.991,75 | 2.863,53 | 2.851,49 | 986,49   | 60.376,48 | 19,7484 |
| 4   | 1.472,7808 | 3.251,90        | 66,23   | 33,11   | 39.022,80         | 13.443,35 | 2.991,75 | 2.863,53 | 2.851,49 | 986,49   | 60.376,48 | 19,7484 |
| 5   | 1.502,6625 | 3.317,88        | 66,23   | 33,11   | 39.814,56         | 13.716,12 | 3.052,45 | 2.887,52 | 2.875,48 | 994,75   | 61.533,95 | 20,1491 |
| 6   | 1.502,6625 | 3.317,88        | 66,23   | 33,11   | 39.814,56         | 13.716,12 | 3.052,45 | 2.887,52 | 2.875,48 | 994,75   | 61.533,95 | 20,1491 |
| 7   | 1.562,4208 | 3.449,83        |         |         | 41.397,96         | 14.261,60 | 3.173,84 | 2.911,42 | 2.911,42 | 1.002,98 | 62.747,80 | 20,9504 |
| 8   | 1.562,4208 | 3.449,83        |         |         | 41.397,96         | 14.261,60 | 3.173,84 | 2.911,42 | 2.911,42 | 1.002,98 | 62.747,80 | 20,9504 |
| 9   | 1.622,2650 | 3.581,96        |         |         | 42.983,52         | 14.807,82 | 3.295,40 | 2.959,46 | 2.959,46 | 1.019,53 | 65.065,74 | 21,7528 |
| 10  | 1.652,7333 | 3.649,24        |         |         | 43.790,88         | 15.085,96 | 3.357,30 | 2.983,92 | 2.983,92 | 1.027,96 | 66.246,02 | 22,1614 |
| 11  | 1.706,0608 | 3.766,98        |         |         | 45.203,76         | 15.572,70 | 3.465,62 | 3.026,73 | 3.026,73 | 1.042,71 | 68.311,52 | 22,8764 |
| 12  | 1.706,0608 | 3.766,98        |         |         | 45.203,76         | 15.572,70 | 3.465,62 | 3.026,73 | 3.026,73 | 1.042,71 | 68.311,52 | 22,8764 |
| 13  | 1.759,3892 | 3.884,73        |         |         | 46.616,76         | 16.059,47 | 3.573,95 | 3.069,55 | 3.069,55 | 1.057,46 | 70.377,19 | 23,5915 |
| 14  | 1.759,3892 | 3.884,73        |         |         | 46.616,76         | 16.059,47 | 3.573,95 | 3.069,55 | 3.069,55 | 1.057,46 | 70.377,19 | 23,5915 |
| 15  | 1.812,7150 | 4.002,47        |         |         | 48.029,64         | 16.546,21 | 3.682,27 | 3.112,36 | 3.112,36 | 1.072,21 | 72.442,69 | 24,3065 |
| 16  | 1.812,7150 | 4.002,47        |         |         | 48.029,64         | 16.546,21 | 3.682,27 | 3.112,36 | 3.112,36 | 1.072,21 | 72.442,69 | 24,3065 |
| 17  | 1.865,6783 | 4.119,42        |         |         | 49.433,04         | 17.029,68 | 3.789,87 | 3.154,88 | 3.154,88 | 1.086,86 | 74.494,33 | 25,0167 |
| 18  | 1.865,6783 | 4.119,42        |         |         | 49.433,04         | 17.029,68 | 3.789,87 | 3.154,88 | 3.154,88 | 1.086,86 | 74.494,33 | 25,0167 |
| 19  | 1.917,9608 | 4.234,86        |         |         | 50.818,32         | 17.506,91 | 3.896,07 | 3.196,86 | 3.196,86 | 1.101,32 | 76.519,47 | 25,7178 |
| 20  | 1.917,9608 | 4.234,86        |         |         | 50.818,32         | 17.506,91 | 3.896,07 | 3.196,86 | 3.196,86 | 1.101,32 | 76.519,47 | 25,7178 |
| 21  | 1.970,2400 | 4.350,29        |         |         | 52.203,48         | 17.984,10 | 4.002,27 | 3.238,83 | 3.238,83 | 1.115,78 | 78.544,45 | 26,4188 |
| 22  | 1.970,2400 | 4.350,29        |         |         | 52.203,48         | 17.984,10 | 4.002,27 | 3.238,83 | 3.238,83 | 1.115,78 | 78.544,45 | 26,4188 |
| 23  | 2.022,5242 | 4.465,73        |         |         | 53.588,76         | 18.461,33 | 4.108,47 | 3.280,80 | 3.280,80 | 1.130,24 | 80.569,59 | 27,1198 |
| 24  | 2.022,5242 | 4.465,73        |         |         | 53.588,76         | 18.461,33 | 4.108,47 | 3.280,80 | 3.280,80 | 1.130,24 | 80.569,59 | 27,1198 |
| 25  | 2.074,8067 | 4.581,17        |         |         | 54.974,04         | 18.938,56 | 4.214,68 | 3.322,77 | 3.322,77 | 1.144,70 | 82.594,74 | 27,8209 |
| 26  | 2.074,8067 | 4.581,17        |         |         | 54.974,04         | 18.938,56 | 4.214,68 | 3.322,77 | 3.322,77 | 1.144,70 | 82.594,74 | 27,8209 |
| 27  | 2.127,0850 | 4.696,60        |         |         | 56.359,20         | 19.415,74 | 4.320,87 | 3.364,74 | 3.364,74 | 1.159,15 | 84.619,71 | 28,5219 |
| 28  | 2.127,0850 | 4.696,60        |         |         | 56.359,20         | 19.415,74 | 4.320,87 | 3.364,74 | 3.364,74 | 1.159,15 | 84.619,71 | 28,5219 |
| 29  | 2.179,3667 | 4.812,04        |         |         | 57.744,48         | 19.892,97 | 4.427,08 | 3.406,72 | 3.406,72 | 1.173,61 | 86.644,86 | 29,2229 |

**Baremaschaal 1.50**

**Opsteller / REVA: A2 opvoeder / Thuisverpleging: administratief personeel cat. 3**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.153,1658 | 2.546,19        | 132,46  | 66,23   | 30.554,28         | 10.525,95 | 2.342,49 | 2.631,02 | 2.606,94 | 906,39   | 49.097,24 | 15,4627 |
| 1   | 1.250,2758 | 2.760,61        | 132,46  | 66,23   | 33.127,32         | 11.412,36 | 2.539,76 | 2.708,98 | 2.684,90 | 933,24   | 52.858,78 | 16,7648 |
| 2   | 1.261,0925 | 2.784,49        | 132,46  | 66,23   | 33.413,88         | 11.511,08 | 2.561,73 | 2.717,66 | 2.693,58 | 936,23   | 53.277,70 | 16,9099 |
| 3   | 1.271,9067 | 2.808,37        | 132,46  | 66,23   | 33.700,44         | 11.609,80 | 2.583,70 | 2.726,35 | 2.702,26 | 939,23   | 53.696,62 | 17,0549 |
| 4   | 1.282,7208 | 2.832,25        | 132,46  | 66,23   | 33.987,00         | 11.708,52 | 2.605,67 | 2.735,03 | 2.710,95 | 942,22   | 54.115,55 | 17,1999 |
| 5   | 1.293,5375 | 2.856,13        | 132,46  | 66,23   | 34.273,56         | 11.807,24 | 2.627,64 | 2.743,71 | 2.719,63 | 945,21   | 54.534,47 | 17,3449 |
| 6   | 1.319,6817 | 2.913,86        | 132,46  | 66,23   | 34.966,32         | 12.045,90 | 2.680,75 | 2.764,70 | 2.740,62 | 952,44   | 55.547,22 | 17,6955 |
| 7   | 1.345,8242 | 2.971,58        | 106,95  | 40,72   | 35.658,96         | 12.284,51 | 2.733,85 | 2.776,41 | 2.752,33 | 956,47   | 56.135,74 | 18,0460 |
| 8   | 1.371,9667 | 3.029,30        | 66,23   | 33,11   | 36.351,60         | 12.523,13 | 2.786,96 | 2.782,59 | 2.770,55 | 958,60   | 56.471,44 | 18,3966 |
| 9   | 1.398,1075 | 3.087,02        | 66,23   | 33,11   | 37.044,24         | 12.761,74 | 2.840,06 | 2.803,58 | 2.791,54 | 965,83   | 57.484,01 | 18,7471 |
| 10  | 1.454,1350 | 3.210,73        | 66,23   | 33,11   | 38.528,76         | 13.273,16 | 2.953,87 | 2.848,56 | 2.836,52 | 981,33   | 59.654,24 | 19,4984 |
| 11  | 1.480,2775 | 3.268,45        | 66,23   | 33,11   | 39.221,40         | 13.511,77 | 3.006,97 | 2.869,55 | 2.857,51 | 988,56   | 60.666,81 | 19,8489 |
| 12  | 1.506,4225 | 3.326,18        | 66,23   | 33,11   | 39.914,16         | 13.750,43 | 3.060,09 | 2.890,54 | 2.878,50 | 995,79   | 61.679,56 | 20,1995 |
| 13  | 1.532,5642 | 3.383,90        | 40,74   | 7,63    | 40.606,80         | 13.989,04 | 3.113,19 | 2.902,26 | 2.890,22 | 999,83   | 62.268,42 | 20,5500 |
| 14  | 1.558,7050 | 3.441,62        |         |         | 41.299,44         | 14.227,66 | 3.166,29 | 2.908,43 | 2.908,43 | 1.001,96 | 62.603,78 | 20,9005 |
| 15  | 1.584,8475 | 3.499,34        |         |         | 41.992,08         | 14.466,27 | 3.219,39 | 2.929,42 | 2.929,42 | 1.009,19 | 63.616,35 | 21,2511 |
| 16  | 1.610,9917 | 3.557,07        |         |         | 42.684,84         | 14.704,93 | 3.272,50 | 2.950,41 | 2.950,41 | 1.016,42 | 64.629,10 | 21,6016 |
| 17  | 1.637,5042 | 3.615,61        |         |         | 43.387,32         | 14.946,93 | 3.326,36 | 2.971,70 | 2.971,70 | 1.023,75 | 65.656,06 | 21,9571 |
| 18  | 1.664,1633 | 3.674,47        |         |         | 44.093,64         | 15.190,26 | 3.380,51 | 2.993,10 | 2.993,10 | 1.031,12 | 66.688,63 | 22,3146 |
| 19  | 1.690,8175 | 3.733,33        |         |         | 44.799,96         | 15.433,59 | 3.434,66 | 3.014,50 | 3.014,50 | 1.038,49 | 67.721,20 | 22,6720 |
| 20  | 1.717,4783 | 3.792,19        |         |         | 45.506,28         | 15.676,91 | 3.488,81 | 3.035,90 | 3.035,90 | 1.045,87 | 68.753,78 | 23,0295 |
| 21  | 1.744,1358 | 3.851,05        |         |         | 46.212,60         | 15.920,24 | 3.542,97 | 3.057,30 | 3.057,30 | 1.053,24 | 69.786,35 | 23,3869 |
| 22  | 1.770,7942 | 3.909,91        |         |         | 46.918,92         | 16.163,57 | 3.597,12 | 3.078,70 | 3.078,70 | 1.060,61 | 70.818,92 | 23,7444 |
| 23  | 1.797,4533 | 3.968,78        |         |         | 47.625,36         | 16.406,94 | 3.651,28 | 3.100,11 | 3.100,11 | 1.067,99 | 71.851,67 | 24,1019 |
| 24  | 1.824,1100 | 4.027,63        |         |         | 48.331,56         | 16.650,22 | 3.705,42 | 3.121,51 | 3.121,51 | 1.075,36 | 72.884,07 | 24,4593 |
| 25  | 1.850,7067 | 4.086,36        |         |         | 49.036,32         | 16.893,01 | 3.759,45 | 3.142,86 | 3.142,86 | 1.082,72 | 73.914,36 | 24,8160 |
| 26  | 1.876,8408 | 4.144,06        |         |         | 49.728,72         | 17.131,54 | 3.812,54 | 3.163,84 | 3.163,84 | 1.089,94 | 74.926,58 | 25,1664 |
| 27  | 1.902,9783 | 4.201,78        |         |         | 50.421,36         | 17.370,16 | 3.865,64 | 3.184,83 | 3.184,83 | 1.097,17 | 75.939,16 | 25,5169 |
| 28  | 1.929,1108 | 4.259,48        |         |         | 51.113,76         | 17.608,69 | 3.918,72 | 3.205,81 | 3.205,81 | 1.104,40 | 76.951,38 | 25,8673 |
| 29  | 1.955,2467 | 4.317,18        |         |         | 51.806,16         | 17.847,22 | 3.971,81 | 3.226,79 | 3.226,79 | 1.111,63 | 77.963,60 | 26,2177 |

Baremaschaal 1.47

Onderbureauchef

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haar  | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haar    | standpl |                   |           |          |          |          |          |           |         |
|     | 1.315,9075 | 2.905,52        | 132,46  | 66,23   | 34.866,24         | 12.011,42 | 2.673,08 | 2.761,67 | 2.737,59 | 951,40   | 55.400,91 | 17,6449 |
| 1   | 1.413,0175 | 3.119,94        | 66,23   | 33,11   | 37.439,28         | 12.897,83 | 2.870,34 | 2.815,55 | 2.803,51 | 969,96   | 58.061,52 | 18,9470 |
| 2   | 1.413,0175 | 3.119,94        | 66,23   | 33,11   | 37.439,28         | 12.897,83 | 2.870,34 | 2.815,55 | 2.803,51 | 969,96   | 58.061,52 | 18,9470 |
| 3   | 1.435,4275 | 3.169,42        | 66,23   | 33,11   | 38.033,04         | 13.102,38 | 2.915,87 | 2.833,54 | 2.821,50 | 976,16   | 58.929,54 | 19,2475 |
| 4   | 1.435,4275 | 3.169,42        | 66,23   | 33,11   | 38.033,04         | 13.102,38 | 2.915,87 | 2.833,54 | 2.821,50 | 976,16   | 58.929,54 | 19,2475 |
| 5   | 1.465,3108 | 3.235,41        | 66,23   | 33,11   | 38.824,92         | 13.375,18 | 2.976,58 | 2.857,54 | 2.845,49 | 984,42   | 60.087,19 | 19,6482 |
| 6   | 1.465,3108 | 3.235,41        | 66,23   | 33,11   | 38.824,92         | 13.375,18 | 2.976,58 | 2.857,54 | 2.845,49 | 984,42   | 60.087,19 | 19,6482 |
| 7   | 1.525,0675 | 3.367,35        | 56,05   | 22,94   | 40.408,20         | 13.920,62 | 3.097,96 | 2.901,81 | 2.889,77 | 999,67   | 62.232,58 | 20,4495 |
| 8   | 1.525,0675 | 3.367,35        | 56,05   | 22,94   | 40.408,20         | 13.920,62 | 3.097,96 | 2.901,81 | 2.889,77 | 999,67   | 62.232,58 | 20,4495 |
| 9   | 1.584,8292 | 3.499,30        |         |         | 41.991,60         | 14.466,11 | 3.219,36 | 2.929,41 | 2.929,41 | 1.009,18 | 63.615,65 | 21,2508 |
| 10  | 1.614,7100 | 3.565,28        |         |         | 42.783,36         | 14.738,87 | 3.280,06 | 2.953,40 | 2.953,40 | 1.017,44 | 64.773,13 | 21,6515 |
| 11  | 1.667,9700 | 3.682,88        |         |         | 44.194,56         | 15.225,03 | 3.388,25 | 2.996,16 | 2.996,16 | 1.032,18 | 66.836,17 | 22,3657 |
| 12  | 1.667,9700 | 3.682,88        |         |         | 44.194,56         | 15.225,03 | 3.388,25 | 2.996,16 | 2.996,16 | 1.032,18 | 66.836,17 | 22,3657 |
| 13  | 1.721,2942 | 3.800,62        |         |         | 45.607,44         | 15.711,76 | 3.496,57 | 3.038,97 | 3.038,97 | 1.046,92 | 68.901,66 | 23,0807 |
| 14  | 1.721,2942 | 3.800,62        |         |         | 45.607,44         | 15.711,76 | 3.496,57 | 3.038,97 | 3.038,97 | 1.046,92 | 68.901,66 | 23,0807 |
| 15  | 1.774,6225 | 3.918,37        |         |         | 47.020,44         | 16.198,54 | 3.604,90 | 3.081,78 | 3.081,78 | 1.061,67 | 70.967,33 | 23,7958 |
| 16  | 1.774,6225 | 3.918,37        |         |         | 47.020,44         | 16.198,54 | 3.604,90 | 3.081,78 | 3.081,78 | 1.061,67 | 70.967,33 | 23,7958 |
| 17  | 1.827,9500 | 4.036,11        |         |         | 48.433,32         | 16.685,28 | 3.713,22 | 3.124,59 | 3.124,59 | 1.076,42 | 73.032,83 | 24,5108 |
| 18  | 1.827,9500 | 4.036,11        |         |         | 48.433,32         | 16.685,28 | 3.713,22 | 3.124,59 | 3.124,59 | 1.076,42 | 73.032,83 | 24,5108 |
| 19  | 1.880,6133 | 4.152,39        |         |         | 49.828,68         | 17.165,98 | 3.820,20 | 3.166,87 | 3.166,87 | 1.090,99 | 75.072,71 | 25,2169 |
| 20  | 1.880,6133 | 4.152,39        |         |         | 49.828,68         | 17.165,98 | 3.820,20 | 3.166,87 | 3.166,87 | 1.090,99 | 75.072,71 | 25,2169 |
| 21  | 1.932,8975 | 4.267,84        |         |         | 51.214,08         | 17.643,25 | 3.926,41 | 3.208,85 | 3.208,85 | 1.105,45 | 77.098,04 | 25,9181 |
| 22  | 1.932,8975 | 4.267,84        |         |         | 51.214,08         | 17.643,25 | 3.926,41 | 3.208,85 | 3.208,85 | 1.105,45 | 77.098,04 | 25,9181 |
| 23  | 1.985,1783 | 4.383,27        |         |         | 52.599,24         | 18.120,44 | 4.032,61 | 3.250,82 | 3.250,82 | 1.119,91 | 79.123,01 | 26,6190 |
| 24  | 1.985,1783 | 4.383,27        |         |         | 52.599,24         | 18.120,44 | 4.032,61 | 3.250,82 | 3.250,82 | 1.119,91 | 79.123,01 | 26,6190 |
| 25  | 2.037,4583 | 4.498,71        |         |         | 53.984,52         | 18.597,67 | 4.138,81 | 3.292,79 | 3.292,79 | 1.134,37 | 81.148,16 | 27,3201 |
| 26  | 2.037,4583 | 4.498,71        |         |         | 53.984,52         | 18.597,67 | 4.138,81 | 3.292,79 | 3.292,79 | 1.134,37 | 81.148,16 | 27,3201 |
| 27  | 2.089,7408 | 4.614,15        |         |         | 55.369,80         | 19.074,90 | 4.245,02 | 3.334,76 | 3.334,76 | 1.148,83 | 83.173,31 | 28,0212 |
| 28  | 2.089,7408 | 4.614,15        |         |         | 55.369,80         | 19.074,90 | 4.245,02 | 3.334,76 | 3.334,76 | 1.148,83 | 83.173,31 | 28,0212 |
| 29  | 2.142,0208 | 4.729,58        |         |         | 56.754,96         | 19.552,08 | 4.351,21 | 3.376,74 | 3.376,74 | 1.163,29 | 85.198,28 | 28,7221 |

**Baremaschaal 1.45**  
**Hoofdklerk-stenotypist**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.286,0258 | 2.839,55        | 132,46  | 66,23   | 34.074,60         | 11.738,70 | 2.612,39 | 2.737,68 | 2.713,60 | 943,13   | 54.243,61 | 17,2442 |
| 1   | 1.379,4033 | 3.045,72        | 66,23   | 33,11   | 36.548,64         | 12.591,01 | 2.802,06 | 2.788,57 | 2.776,52 | 960,66   | 56.759,49 | 18,4963 |
| 2   | 1.379,4033 | 3.045,72        | 66,23   | 33,11   | 36.548,64         | 12.591,01 | 2.802,06 | 2.788,57 | 2.776,52 | 960,66   | 56.759,49 | 18,4963 |
| 3   | 1.401,8150 | 3.095,21        | 66,23   | 33,11   | 37.142,52         | 12.795,60 | 2.847,59 | 2.806,56 | 2.794,52 | 966,86   | 57.627,69 | 18,7968 |
| 4   | 1.401,8150 | 3.095,21        | 66,23   | 33,11   | 37.142,52         | 12.795,60 | 2.847,59 | 2.806,56 | 2.794,52 | 966,86   | 57.627,69 | 18,7968 |
| 5   | 1.424,2308 | 3.144,70        | 66,23   | 33,11   | 37.736,40         | 13.000,19 | 2.893,12 | 2.824,55 | 2.812,51 | 973,06   | 58.495,88 | 19,0974 |
| 6   | 1.424,2308 | 3.144,70        | 66,23   | 33,11   | 37.736,40         | 13.000,19 | 2.893,12 | 2.824,55 | 2.812,51 | 973,06   | 58.495,88 | 19,0974 |
| 7   | 1.446,6408 | 3.194,18        | 66,23   | 33,11   | 38.330,16         | 13.204,74 | 2.938,65 | 2.842,55 | 2.830,50 | 979,26   | 59.363,90 | 19,3979 |
| 8   | 1.446,6408 | 3.194,18        | 66,23   | 33,11   | 38.330,16         | 13.204,74 | 2.938,65 | 2.842,55 | 2.830,50 | 979,26   | 59.363,90 | 19,3979 |
| 9   | 1.469,0525 | 3.243,67        | 66,23   | 33,11   | 38.924,04         | 13.409,33 | 2.984,18 | 2.860,54 | 2.848,50 | 985,46   | 60.232,10 | 19,6984 |
| 10  | 1.498,9333 | 3.309,64        | 66,23   | 33,11   | 39.715,68         | 13.682,05 | 3.044,87 | 2.884,53 | 2.872,48 | 993,72   | 61.389,40 | 20,0990 |
| 11  | 1.528,8108 | 3.375,61        | 48,41   | 15,3    | 40.507,32         | 13.954,77 | 3.105,56 | 2.902,03 | 2.889,99 | 999,75   | 62.250,48 | 20,4997 |
| 12  | 1.528,8108 | 3.375,61        | 48,41   | 15,3    | 40.507,32         | 13.954,77 | 3.105,56 | 2.902,03 | 2.889,99 | 999,75   | 62.250,48 | 20,4997 |
| 13  | 1.558,6908 | 3.441,59        |         |         | 41.299,08         | 14.227,53 | 3.166,26 | 2.908,42 | 2.908,42 | 1.001,95 | 62.603,25 | 20,9003 |
| 14  | 1.558,6908 | 3.441,59        |         |         | 41.299,08         | 14.227,53 | 3.166,26 | 2.908,42 | 2.908,42 | 1.001,95 | 62.603,25 | 20,9003 |
| 15  | 1.588,5675 | 3.507,56        |         |         | 42.090,72         | 14.500,25 | 3.226,96 | 2.932,41 | 2.932,41 | 1.010,21 | 63.760,55 | 21,3010 |
| 16  | 1.588,5675 | 3.507,56        |         |         | 42.090,72         | 14.500,25 | 3.226,96 | 2.932,41 | 2.932,41 | 1.010,21 | 63.760,55 | 21,3010 |
| 17  | 1.618,4558 | 3.573,55        |         |         | 42.882,60         | 14.773,06 | 3.287,67 | 2.956,40 | 2.956,40 | 1.018,48 | 64.918,21 | 21,7017 |
| 18  | 1.618,4558 | 3.573,55        |         |         | 42.882,60         | 14.773,06 | 3.287,67 | 2.956,40 | 2.956,40 | 1.018,48 | 64.918,21 | 21,7017 |
| 19  | 1.648,9233 | 3.640,82        |         |         | 43.689,84         | 15.051,15 | 3.349,55 | 2.980,86 | 2.980,86 | 1.026,91 | 66.098,31 | 22,1102 |
| 20  | 1.648,9233 | 3.640,82        |         |         | 43.689,84         | 15.051,15 | 3.349,55 | 2.980,86 | 2.980,86 | 1.026,91 | 66.098,31 | 22,1102 |
| 21  | 1.679,3942 | 3.708,10        |         |         | 44.497,20         | 15.329,29 | 3.411,45 | 3.005,33 | 3.005,33 | 1.035,33 | 67.278,60 | 22,5188 |
| 22  | 1.679,3942 | 3.708,10        |         |         | 44.497,20         | 15.329,29 | 3.411,45 | 3.005,33 | 3.005,33 | 1.035,33 | 67.278,60 | 22,5188 |
| 23  | 1.709,8625 | 3.775,38        |         |         | 45.304,56         | 15.607,42 | 3.473,35 | 3.029,79 | 3.029,79 | 1.043,76 | 68.458,88 | 22,9274 |
| 24  | 1.709,8625 | 3.775,38        |         |         | 45.304,56         | 15.607,42 | 3.473,35 | 3.029,79 | 3.029,79 | 1.043,76 | 68.458,88 | 22,9274 |
| 25  | 1.740,3300 | 3.842,65        |         |         | 46.111,80         | 15.885,52 | 3.535,24 | 3.054,25 | 3.054,25 | 1.052,19 | 69.638,99 | 23,3359 |
| 26  | 1.740,3300 | 3.842,65        |         |         | 46.111,80         | 15.885,52 | 3.535,24 | 3.054,25 | 3.054,25 | 1.052,19 | 69.638,99 | 23,3359 |
| 27  | 1.770,8008 | 3.909,93        |         |         | 46.919,16         | 16.163,65 | 3.597,14 | 3.078,71 | 3.078,71 | 1.060,62 | 70.819,27 | 23,7445 |
| 28  | 1.770,8008 | 3.909,93        |         |         | 46.919,16         | 16.163,65 | 3.597,14 | 3.078,71 | 3.078,71 | 1.060,62 | 70.819,27 | 23,7445 |
| 29  | 1.801,2708 | 3.977,21        |         |         | 47.726,52         | 16.441,79 | 3.659,03 | 3.103,17 | 3.103,17 | 1.069,04 | 71.999,56 | 24,1531 |
| 30  | 1.801,2708 | 3.977,21        |         |         | 47.726,52         | 16.441,79 | 3.659,03 | 3.103,17 | 3.103,17 | 1.069,04 | 71.999,56 | 24,1531 |
| 31  | 1.831,7392 | 4.044,48        |         |         | 48.533,76         | 16.719,88 | 3.720,92 | 3.127,63 | 3.127,63 | 1.077,47 | 73.179,66 | 24,5616 |

**Baremaschaal 1.43-1.55**

**Gebrevetteerd (A2) verpleegkundige / laborant / Thuisverpleging: administratief personeel cat. 4 /**

**Thuisverpleging: technisch, paramedisch, verzorgend en verplegend personeel cat. 4**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.278,5583 | 2.823,06        | 132,46  | 66,23   | 33.876,72      | 11.670,53 | 2.597,22 | 2.731,69 | 2.707,61 | 941,07   | 53.954,33 | 17,1441 |
| 1   | 1.375,6683 | 3.037,48        | 66,23   | 33,11   | 36.449,76      | 12.556,94 | 2.794,48 | 2.785,57 | 2.773,53 | 959,63   | 56.614,94 | 18,4462 |
| 2   | 1.375,6683 | 3.037,48        | 66,23   | 33,11   | 36.449,76      | 12.556,94 | 2.794,48 | 2.785,57 | 2.773,53 | 959,63   | 56.614,94 | 18,4462 |
| 3   | 1.398,0800 | 3.086,96        | 66,23   | 33,11   | 37.043,52      | 12.761,49 | 2.840,00 | 2.803,56 | 2.791,52 | 965,83   | 57.482,96 | 18,7467 |
| 4   | 1.398,0800 | 3.086,96        | 66,23   | 33,11   | 37.043,52      | 12.761,49 | 2.840,00 | 2.803,56 | 2.791,52 | 965,83   | 57.482,96 | 18,7467 |
| 5   | 1.427,9600 | 3.152,94        | 66,23   | 33,11   | 37.835,28      | 13.034,25 | 2.900,70 | 2.827,55 | 2.815,51 | 974,09   | 58.640,43 | 19,1474 |
| 6   | 1.427,9600 | 3.152,94        | 66,23   | 33,11   | 37.835,28      | 13.034,25 | 2.900,70 | 2.827,55 | 2.815,51 | 974,09   | 58.640,43 | 19,1474 |
| 7   | 1.620,9967 | 3.579,16        |         |         | 42.949,92      | 14.796,25 | 3.292,83 | 2.958,44 | 2.958,44 | 1.019,18 | 65.016,62 | 21,7358 |
| 8   | 1.620,9967 | 3.579,16        |         |         | 42.949,92      | 14.796,25 | 3.292,83 | 2.958,44 | 2.958,44 | 1.019,18 | 65.016,62 | 21,7358 |
| 9   | 1.666,7042 | 3.680,08        |         |         | 44.160,96      | 15.213,45 | 3.385,67 | 2.995,14 | 2.995,14 | 1.031,82 | 66.787,05 | 22,3487 |
| 10  | 1.697,1717 | 3.747,36        |         |         | 44.968,32      | 15.491,59 | 3.447,57 | 3.019,60 | 3.019,60 | 1.040,25 | 67.967,33 | 22,7572 |
| 11  | 1.742,8775 | 3.848,27        |         |         | 46.179,24      | 15.908,75 | 3.540,41 | 3.056,29 | 3.056,29 | 1.052,89 | 69.737,58 | 23,3701 |
| 12  | 1.742,8775 | 3.848,27        |         |         | 46.179,24      | 15.908,75 | 3.540,41 | 3.056,29 | 3.056,29 | 1.052,89 | 69.737,58 | 23,3701 |
| 13  | 1.788,5850 | 3.949,20        |         |         | 47.390,40      | 16.325,99 | 3.633,26 | 3.092,99 | 3.092,99 | 1.065,53 | 71.508,18 | 23,9830 |
| 14  | 1.788,5850 | 3.949,20        |         |         | 47.390,40      | 16.325,99 | 3.633,26 | 3.092,99 | 3.092,99 | 1.065,53 | 71.508,18 | 23,9830 |
| 15  | 1.834,2900 | 4.050,11        |         |         | 48.601,32      | 16.743,15 | 3.726,10 | 3.129,68 | 3.129,68 | 1.078,17 | 73.278,43 | 24,5958 |
| 16  | 1.834,2900 | 4.050,11        |         |         | 48.601,32      | 16.743,15 | 3.726,10 | 3.129,68 | 3.129,68 | 1.078,17 | 73.278,43 | 24,5958 |
| 17  | 1.879,3600 | 4.149,63        |         |         | 49.795,56      | 17.154,57 | 3.817,66 | 3.165,87 | 3.165,87 | 1.090,64 | 75.024,30 | 25,2002 |
| 18  | 1.879,3600 | 4.149,63        |         |         | 49.795,56      | 17.154,57 | 3.817,66 | 3.165,87 | 3.165,87 | 1.090,64 | 75.024,30 | 25,2002 |
| 19  | 1.924,1708 | 4.248,57        |         |         | 50.982,84      | 17.563,59 | 3.908,68 | 3.201,84 | 3.201,84 | 1.103,03 | 76.759,99 | 25,8010 |
| 20  | 1.924,1708 | 4.248,57        |         |         | 50.982,84      | 17.563,59 | 3.908,68 | 3.201,84 | 3.201,84 | 1.103,03 | 76.759,99 | 25,8010 |
| 21  | 1.968,9800 | 4.347,51        |         |         | 52.170,12      | 17.972,61 | 3.999,71 | 3.237,81 | 3.237,81 | 1.115,43 | 78.495,68 | 26,4019 |
| 22  | 1.968,9800 | 4.347,51        |         |         | 52.170,12      | 17.972,61 | 3.999,71 | 3.237,81 | 3.237,81 | 1.115,43 | 78.495,68 | 26,4019 |
| 23  | 2.013,7908 | 4.446,45        |         |         | 53.357,40      | 18.381,62 | 4.090,73 | 3.273,79 | 3.273,79 | 1.127,82 | 80.231,37 | 27,0027 |
| 24  | 2.013,7908 | 4.446,45        |         |         | 53.357,40      | 18.381,62 | 4.090,73 | 3.273,79 | 3.273,79 | 1.127,82 | 80.231,37 | 27,0027 |
| 25  | 2.058,6000 | 4.545,39        |         |         | 54.544,68      | 18.790,64 | 4.181,76 | 3.309,76 | 3.309,76 | 1.140,21 | 81.967,06 | 27,6036 |
| 26  | 2.058,6000 | 4.545,39        |         |         | 54.544,68      | 18.790,64 | 4.181,76 | 3.309,76 | 3.309,76 | 1.140,21 | 81.967,06 | 27,6036 |
| 27  | 2.103,4092 | 4.644,33        |         |         | 55.731,96      | 19.199,66 | 4.272,78 | 3.345,74 | 3.345,74 | 1.152,61 | 83.702,75 | 28,2044 |

**Baremaschaal 1.43**  
**Programmeur 2de klasse**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.278,5583 | 2.823,06        | 132,46  | 66,23   | 33.876,72         | 11.670,53 | 2.597,22 | 2.731,69 | 2.707,61 | 941,07   | 53.954,33 | 17,1441 |
| 1   | 1.375,6683 | 3.037,48        | 66,23   | 33,11   | 36.449,76         | 12.556,94 | 2.794,48 | 2.785,57 | 2.773,53 | 959,63   | 56.614,94 | 18,4462 |
| 2   | 1.375,6683 | 3.037,48        | 66,23   | 33,11   | 36.449,76         | 12.556,94 | 2.794,48 | 2.785,57 | 2.773,53 | 959,63   | 56.614,94 | 18,4462 |
| 3   | 1.398,0800 | 3.086,96        | 66,23   | 33,11   | 37.043,52         | 12.761,49 | 2.840,00 | 2.803,56 | 2.791,52 | 965,83   | 57.482,96 | 18,7467 |
| 4   | 1.398,0800 | 3.086,96        | 66,23   | 33,11   | 37.043,52         | 12.761,49 | 2.840,00 | 2.803,56 | 2.791,52 | 965,83   | 57.482,96 | 18,7467 |
| 5   | 1.427,9600 | 3.152,94        | 66,23   | 33,11   | 37.835,28         | 13.034,25 | 2.900,70 | 2.827,55 | 2.815,51 | 974,09   | 58.640,43 | 19,1474 |
| 6   | 1.427,9600 | 3.152,94        | 66,23   | 33,11   | 37.835,28         | 13.034,25 | 2.900,70 | 2.827,55 | 2.815,51 | 974,09   | 58.640,43 | 19,1474 |
| 7   | 1.487,7208 | 3.284,89        | 66,23   | 33,11   | 39.418,68         | 13.579,74 | 3.022,10 | 2.875,53 | 2.863,48 | 990,62   | 60.955,22 | 19,9487 |
| 8   | 1.487,7208 | 3.284,89        | 66,23   | 33,11   | 39.418,68         | 13.579,74 | 3.022,10 | 2.875,53 | 2.863,48 | 990,62   | 60.955,22 | 19,9487 |
| 9   | 1.547,4792 | 3.416,83        | 10,28   |         | 41.001,96         | 14.125,18 | 3.143,48 | 2.903,16 | 2.899,42 | 1.000,14 | 62.339,77 | 20,7500 |
| 10  | 1.577,3608 | 3.482,81        |         |         | 41.793,72         | 14.397,94 | 3.204,19 | 2.923,41 | 2.923,41 | 1.007,11 | 63.326,37 | 21,1507 |
| 11  | 1.629,8833 | 3.598,78        |         |         | 43.185,36         | 14.877,36 | 3.310,88 | 2.965,58 | 2.965,58 | 1.021,64 | 65.360,81 | 21,8549 |
| 12  | 1.629,8833 | 3.598,78        |         |         | 43.185,36         | 14.877,36 | 3.310,88 | 2.965,58 | 2.965,58 | 1.021,64 | 65.360,81 | 21,8549 |
| 13  | 1.683,2092 | 3.716,53        |         |         | 44.598,36         | 15.364,14 | 3.419,21 | 3.008,39 | 3.008,39 | 1.036,39 | 67.426,48 | 22,5700 |
| 14  | 1.683,2092 | 3.716,53        |         |         | 44.598,36         | 15.364,14 | 3.419,21 | 3.008,39 | 3.008,39 | 1.036,39 | 67.426,48 | 22,5700 |
| 15  | 1.736,5358 | 3.834,27        |         |         | 46.011,24         | 15.850,87 | 3.527,53 | 3.051,20 | 3.051,20 | 1.051,14 | 69.491,98 | 23,2850 |
| 16  | 1.736,5358 | 3.834,27        |         |         | 46.011,24         | 15.850,87 | 3.527,53 | 3.051,20 | 3.051,20 | 1.051,14 | 69.491,98 | 23,2850 |
| 17  | 1.789,8633 | 3.952,02        |         |         | 47.424,24         | 16.337,65 | 3.635,86 | 3.094,01 | 3.094,01 | 1.065,89 | 71.557,65 | 24,0001 |
| 18  | 1.789,8633 | 3.952,02        |         |         | 47.424,24         | 16.337,65 | 3.635,86 | 3.094,01 | 3.094,01 | 1.065,89 | 71.557,65 | 24,0001 |
| 19  | 1.843,1917 | 4.069,77        |         |         | 48.837,24         | 16.824,43 | 3.744,19 | 3.136,83 | 3.136,83 | 1.080,64 | 73.623,32 | 24,7152 |
| 20  | 1.843,1917 | 4.069,77        |         |         | 48.837,24         | 16.824,43 | 3.744,19 | 3.136,83 | 3.136,83 | 1.080,64 | 73.623,32 | 24,7152 |
| 21  | 1.895,5575 | 4.185,39        |         |         | 50.224,68         | 17.302,40 | 3.850,56 | 3.178,87 | 3.178,87 | 1.095,12 | 75.651,63 | 25,4173 |
| 22  | 1.895,5575 | 4.185,39        |         |         | 50.224,68         | 17.302,40 | 3.850,56 | 3.178,87 | 3.178,87 | 1.095,12 | 75.651,63 | 25,4173 |
| 23  | 1.947,8400 | 4.300,83        |         |         | 51.609,96         | 17.779,63 | 3.956,76 | 3.220,84 | 3.220,84 | 1.109,58 | 77.676,78 | 26,1184 |
| 24  | 1.947,8400 | 4.300,83        |         |         | 51.609,96         | 17.779,63 | 3.956,76 | 3.220,84 | 3.220,84 | 1.109,58 | 77.676,78 | 26,1184 |
| 25  | 2.000,1183 | 4.416,26        |         |         | 52.995,12         | 18.256,82 | 4.062,96 | 3.262,81 | 3.262,81 | 1.124,04 | 79.701,75 | 26,8194 |
| 26  | 2.000,1183 | 4.416,26        |         |         | 52.995,12         | 18.256,82 | 4.062,96 | 3.262,81 | 3.262,81 | 1.124,04 | 79.701,75 | 26,8194 |
| 27  | 2.052,4008 | 4.531,70        |         |         | 54.380,40         | 18.734,05 | 4.169,16 | 3.304,79 | 3.304,79 | 1.138,50 | 81.726,90 | 27,5204 |
| 28  | 2.052,4008 | 4.531,70        |         |         | 54.380,40         | 18.734,05 | 4.169,16 | 3.304,79 | 3.304,79 | 1.138,50 | 81.726,90 | 27,5204 |
| 29  | 2.104,6833 | 4.647,14        |         |         | 55.765,68         | 19.211,28 | 4.275,37 | 3.346,76 | 3.346,76 | 1.152,96 | 83.752,04 | 28,2215 |

**Baremaschaal 1.40-1.57**

**Verpleegassistent / REVA: A2 technicus in de mechanica, electronica of informatica / REVA: A2 opvoeder met specifieke opleiding / Thuisverpleging: technisch, paramedisch, verzorgend en verplegend personeel cat. 3**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.233,7375 | 2.724,09        | 132,46  | 66,23   | 32.689,08      | 11.261,39 | 2.506,16 | 2.695,70 | 2.671,62 | 928,67   | 52.218,11 | 16,5431 |
| 1   | 1.327,1125 | 2.930,26        | 132,46  | 66,23   | 35.163,12      | 12.113,69 | 2.695,84 | 2.770,66 | 2.746,58 | 954,49   | 55.834,92 | 17,7951 |
| 2   | 1.327,1125 | 2.930,26        | 132,46  | 66,23   | 35.163,12      | 12.113,69 | 2.695,84 | 2.770,66 | 2.746,58 | 954,49   | 55.834,92 | 17,7951 |
| 3   | 1.349,5258 | 2.979,75        | 99,39   | 33,16   | 35.757,00      | 12.318,29 | 2.741,37 | 2.776,64 | 2.752,55 | 956,55   | 56.153,40 | 18,0956 |
| 4   | 1.349,5258 | 2.979,75        | 99,39   | 33,16   | 35.757,00      | 12.318,29 | 2.741,37 | 2.776,64 | 2.752,55 | 956,55   | 56.153,40 | 18,0956 |
| 5   | 1.371,9400 | 3.029,24        | 66,23   | 33,11   | 36.350,88      | 12.522,88 | 2.786,90 | 2.782,57 | 2.770,53 | 958,60   | 56.470,38 | 18,3962 |
| 6   | 1.371,9400 | 3.029,24        | 66,23   | 33,11   | 36.350,88      | 12.522,88 | 2.786,90 | 2.782,57 | 2.770,53 | 958,60   | 56.470,38 | 18,3962 |
| 7   | 1.551,2225 | 3.425,10        | 2,63    |         | 41.101,20      | 14.159,36 | 3.151,09 | 2.903,38 | 2.902,43 | 1.000,22 | 62.357,69 | 20,8002 |
| 8   | 1.551,2225 | 3.425,10        | 2,63    |         | 41.101,20      | 14.159,36 | 3.151,09 | 2.903,38 | 2.902,43 | 1.000,22 | 62.357,69 | 20,8002 |
| 9   | 1.573,6383 | 3.474,59        |         |         | 41.695,08      | 14.363,96 | 3.196,62 | 2.920,42 | 2.920,42 | 1.006,09 | 63.182,16 | 21,1007 |
| 10  | 1.603,5158 | 3.540,56        |         |         | 42.486,72      | 14.636,68 | 3.257,32 | 2.944,41 | 2.944,41 | 1.014,35 | 64.339,47 | 21,5014 |
| 11  | 1.633,6967 | 3.607,20        |         |         | 43.286,40      | 14.912,16 | 3.318,62 | 2.968,64 | 2.968,64 | 1.022,70 | 65.508,52 | 21,9061 |
| 12  | 1.633,6967 | 3.607,20        |         |         | 43.286,40      | 14.912,16 | 3.318,62 | 2.968,64 | 2.968,64 | 1.022,70 | 65.508,52 | 21,9061 |
| 13  | 1.664,1667 | 3.674,48        |         |         | 44.093,76      | 15.190,30 | 3.380,52 | 2.993,10 | 2.993,10 | 1.031,12 | 66.688,81 | 22,3147 |
| 14  | 1.664,1667 | 3.674,48        |         |         | 44.093,76      | 15.190,30 | 3.380,52 | 2.993,10 | 2.993,10 | 1.031,12 | 66.688,81 | 22,3147 |
| 15  | 1.694,6350 | 3.741,75        |         |         | 44.901,00      | 15.468,39 | 3.442,41 | 3.017,56 | 3.017,56 | 1.039,55 | 67.868,91 | 22,7232 |
| 16  | 1.694,6350 | 3.741,75        |         |         | 44.901,00      | 15.468,39 | 3.442,41 | 3.017,56 | 3.017,56 | 1.039,55 | 67.868,91 | 22,7232 |
| 17  | 1.725,1058 | 3.809,03        |         |         | 45.708,36      | 15.746,53 | 3.504,31 | 3.042,02 | 3.042,02 | 1.047,98 | 69.049,20 | 23,1318 |
| 18  | 1.725,1058 | 3.809,03        |         |         | 45.708,36      | 15.746,53 | 3.504,31 | 3.042,02 | 3.042,02 | 1.047,98 | 69.049,20 | 23,1318 |
| 19  | 1.755,5758 | 3.876,31        |         |         | 46.515,72      | 16.024,67 | 3.566,21 | 3.066,49 | 3.066,49 | 1.056,40 | 70.229,48 | 23,5403 |
| 20  | 1.755,5758 | 3.876,31        |         |         | 46.515,72      | 16.024,67 | 3.566,21 | 3.066,49 | 3.066,49 | 1.056,40 | 70.229,48 | 23,5403 |
| 21  | 1.786,0442 | 3.943,59        |         |         | 47.323,08      | 16.302,80 | 3.628,10 | 3.090,95 | 3.090,95 | 1.064,83 | 71.409,77 | 23,9489 |
| 22  | 1.786,0442 | 3.943,59        |         |         | 47.323,08      | 16.302,80 | 3.628,10 | 3.090,95 | 3.090,95 | 1.064,83 | 71.409,77 | 23,9489 |
| 23  | 1.816,5142 | 4.010,86        |         |         | 48.130,32      | 16.580,90 | 3.689,99 | 3.115,41 | 3.115,41 | 1.073,26 | 72.589,87 | 24,3574 |
| 24  | 1.816,5142 | 4.010,86        |         |         | 48.130,32      | 16.580,90 | 3.689,99 | 3.115,41 | 3.115,41 | 1.073,26 | 72.589,87 | 24,3574 |
| 25  | 1.846,9842 | 4.078,14        |         |         | 48.937,68      | 16.859,03 | 3.751,89 | 3.139,87 | 3.139,87 | 1.081,69 | 73.770,16 | 24,7660 |
| 26  | 1.846,9842 | 4.078,14        |         |         | 48.937,68      | 16.859,03 | 3.751,89 | 3.139,87 | 3.139,87 | 1.081,69 | 73.770,16 | 24,7660 |
| 27  | 1.876,8667 | 4.144,12        |         |         | 49.729,44      | 17.131,79 | 3.812,59 | 3.163,86 | 3.163,86 | 1.089,95 | 74.927,63 | 25,1667 |
| 28  | 1.876,8667 | 4.144,12        |         |         | 49.729,44      | 17.131,79 | 3.812,59 | 3.163,86 | 3.163,86 | 1.089,95 | 74.927,63 | 25,1667 |
| 29  | 1.906,7392 | 4.210,08        |         |         | 50.520,96      | 17.404,47 | 3.873,27 | 3.187,85 | 3.187,85 | 1.098,21 | 76.084,76 | 25,5673 |
| 30  | 1.906,7392 | 4.210,08        |         |         | 50.520,96      | 17.404,47 | 3.873,27 | 3.187,85 | 3.187,85 | 1.098,21 | 76.084,76 | 25,5673 |
| 31  | 1.936,6100 | 4.276,03        |         |         | 51.312,36      | 17.677,11 | 3.933,95 | 3.211,82 | 3.211,82 | 1.106,47 | 77.241,71 | 25,9678 |

Baremaschaal 1.40

Ploegbaas B / hoofdklerk

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.233,7375 | 2.724,09        | 132,46  | 66,23   | 32.689,08         | 11.261,39 | 2.506,16 | 2.695,70 | 2.671,62 | 928,67   | 52.218,11 | 16,5431 |
| 1   | 1.327,1125 | 2.930,26        | 132,46  | 66,23   | 35.163,12         | 12.113,69 | 2.695,84 | 2.770,66 | 2.746,58 | 954,49   | 55.834,92 | 17,7951 |
| 2   | 1.327,1125 | 2.930,26        | 132,46  | 66,23   | 35.163,12         | 12.113,69 | 2.695,84 | 2.770,66 | 2.746,58 | 954,49   | 55.834,92 | 17,7951 |
| 3   | 1.349,5258 | 2.979,75        | 99,39   | 33,16   | 35.757,00         | 12.318,29 | 2.741,37 | 2.776,64 | 2.752,55 | 956,55   | 56.153,40 | 18,0956 |
| 4   | 1.349,5258 | 2.979,75        | 99,39   | 33,16   | 35.757,00         | 12.318,29 | 2.741,37 | 2.776,64 | 2.752,55 | 956,55   | 56.153,40 | 18,0956 |
| 5   | 1.371,9400 | 3.029,24        | 66,23   | 33,11   | 36.350,88         | 12.522,88 | 2.786,90 | 2.782,57 | 2.770,53 | 958,60   | 56.470,38 | 18,3962 |
| 6   | 1.371,9400 | 3.029,24        | 66,23   | 33,11   | 36.350,88         | 12.522,88 | 2.786,90 | 2.782,57 | 2.770,53 | 958,60   | 56.470,38 | 18,3962 |
| 7   | 1.394,3492 | 3.078,72        | 66,23   | 33,11   | 36.944,64         | 12.727,43 | 2.832,42 | 2.800,56 | 2.788,52 | 964,79   | 57.338,40 | 18,6967 |
| 8   | 1.394,3492 | 3.078,72        | 66,23   | 33,11   | 36.944,64         | 12.727,43 | 2.832,42 | 2.800,56 | 2.788,52 | 964,79   | 57.338,40 | 18,6967 |
| 9   | 1.416,7650 | 3.128,22        | 66,23   | 33,11   | 37.538,64         | 12.932,06 | 2.877,96 | 2.818,56 | 2.806,52 | 970,99   | 58.206,78 | 18,9973 |
| 10  | 1.446,6425 | 3.194,19        | 66,23   | 33,11   | 38.330,28         | 13.204,78 | 2.938,65 | 2.842,55 | 2.830,51 | 979,26   | 59.364,08 | 19,3979 |
| 11  | 1.476,5217 | 3.260,16        | 66,23   | 33,11   | 39.121,92         | 13.477,50 | 2.999,35 | 2.866,54 | 2.854,49 | 987,52   | 60.521,38 | 19,7985 |
| 12  | 1.476,5217 | 3.260,16        | 66,23   | 33,11   | 39.121,92         | 13.477,50 | 2.999,35 | 2.866,54 | 2.854,49 | 987,52   | 60.521,38 | 19,7985 |
| 13  | 1.506,4017 | 3.326,13        | 66,23   | 33,11   | 39.913,56         | 13.750,22 | 3.060,04 | 2.890,52 | 2.878,48 | 995,78   | 61.678,68 | 20,1992 |
| 14  | 1.506,4017 | 3.326,13        | 66,23   | 33,11   | 39.913,56         | 13.750,22 | 3.060,04 | 2.890,52 | 2.878,48 | 995,78   | 61.678,68 | 20,1992 |
| 15  | 1.536,2808 | 3.392,11        | 33,15   |         | 40.705,32         | 14.022,98 | 3.120,74 | 2.902,48 | 2.890,43 | 999,91   | 62.286,28 | 20,5999 |
| 16  | 1.536,2808 | 3.392,11        | 33,15   |         | 40.705,32         | 14.022,98 | 3.120,74 | 2.902,48 | 2.890,43 | 999,91   | 62.286,28 | 20,5999 |
| 17  | 1.566,1600 | 3.458,08        |         |         | 41.496,96         | 14.295,70 | 3.181,43 | 2.914,42 | 2.914,42 | 1.004,02 | 62.892,53 | 21,0005 |
| 18  | 1.566,1600 | 3.458,08        |         |         | 41.496,96         | 14.295,70 | 3.181,43 | 2.914,42 | 2.914,42 | 1.004,02 | 62.892,53 | 21,0005 |
| 19  | 1.596,0375 | 3.524,05        |         |         | 42.288,60         | 14.568,42 | 3.242,13 | 2.938,40 | 2.938,40 | 1.012,28 | 64.049,83 | 21,4011 |
| 20  | 1.596,0375 | 3.524,05        |         |         | 42.288,60         | 14.568,42 | 3.242,13 | 2.938,40 | 2.938,40 | 1.012,28 | 64.049,83 | 21,4011 |
| 21  | 1.626,0675 | 3.590,36        |         |         | 43.084,32         | 14.842,55 | 3.303,13 | 2.962,51 | 2.962,51 | 1.020,59 | 65.213,10 | 21,8038 |
| 22  | 1.626,0675 | 3.590,36        |         |         | 43.084,32         | 14.842,55 | 3.303,13 | 2.962,51 | 2.962,51 | 1.020,59 | 65.213,10 | 21,8038 |
| 23  | 1.656,5383 | 3.657,64        |         |         | 43.891,68         | 15.120,68 | 3.365,03 | 2.986,98 | 2.986,98 | 1.029,01 | 66.393,38 | 22,2124 |
| 24  | 1.656,5383 | 3.657,64        |         |         | 43.891,68         | 15.120,68 | 3.365,03 | 2.986,98 | 2.986,98 | 1.029,01 | 66.393,38 | 22,2124 |
| 25  | 1.687,0067 | 3.724,91        |         |         | 44.698,92         | 15.398,78 | 3.426,92 | 3.011,44 | 3.011,44 | 1.037,44 | 67.573,49 | 22,6209 |
| 26  | 1.687,0067 | 3.724,91        |         |         | 44.698,92         | 15.398,78 | 3.426,92 | 3.011,44 | 3.011,44 | 1.037,44 | 67.573,49 | 22,6209 |
| 27  | 1.717,4767 | 3.792,19        |         |         | 45.506,28         | 15.676,91 | 3.488,81 | 3.035,90 | 3.035,90 | 1.045,87 | 68.753,78 | 23,0295 |
| 28  | 1.717,4767 | 3.792,19        |         |         | 45.506,28         | 15.676,91 | 3.488,81 | 3.035,90 | 3.035,90 | 1.045,87 | 68.753,78 | 23,0295 |
| 29  | 1.747,9450 | 3.859,46        |         |         | 46.313,52         | 15.955,01 | 3.550,70 | 3.060,36 | 3.060,36 | 1.054,29 | 69.933,88 | 23,4380 |
| 30  | 1.747,9450 | 3.859,46        |         |         | 46.313,52         | 15.955,01 | 3.550,70 | 3.060,36 | 3.060,36 | 1.054,29 | 69.933,88 | 23,4380 |
| 31  | 1.778,4150 | 3.926,74        |         |         | 47.120,88         | 16.233,14 | 3.612,60 | 3.084,82 | 3.084,82 | 1.062,72 | 71.114,17 | 23,8466 |

Baremaschaal 1.39

Directiesecretaris

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.233,7392 | 2.724,10        | 132,46  | 66,23   | 32.689,20         | 11.261,43 | 2.506,17 | 2.695,71 | 2.671,62 | 928,67   | 52.218,29 | 16,5431 |
| 1   | 1.330,8475 | 2.938,51        | 132,46  | 66,23   | 35.262,12         | 12.147,80 | 2.703,43 | 2.773,66 | 2.749,58 | 955,53   | 55.979,65 | 17,8452 |
| 2   | 1.330,8475 | 2.938,51        | 132,46  | 66,23   | 35.262,12         | 12.147,80 | 2.703,43 | 2.773,66 | 2.749,58 | 955,53   | 55.979,65 | 17,8452 |
| 3   | 1.353,2592 | 2.988,00        | 91,76   | 33,11   | 35.856,00         | 12.352,39 | 2.748,96 | 2.776,86 | 2.755,54 | 956,63   | 56.171,30 | 18,1457 |
| 4   | 1.353,2592 | 2.988,00        | 91,76   | 33,11   | 35.856,00         | 12.352,39 | 2.748,96 | 2.776,86 | 2.755,54 | 956,63   | 56.171,30 | 18,1457 |
| 5   | 1.383,1408 | 3.053,97        | 66,23   | 33,11   | 36.647,64         | 12.625,11 | 2.809,65 | 2.791,56 | 2.779,52 | 961,69   | 56.904,22 | 18,5464 |
| 6   | 1.383,1408 | 3.053,97        | 66,23   | 33,11   | 36.647,64         | 12.625,11 | 2.809,65 | 2.791,56 | 2.779,52 | 961,69   | 56.904,22 | 18,5464 |
| 7   | 1.442,8992 | 3.185,92        | 66,23   | 33,11   | 38.231,04         | 13.170,59 | 2.931,05 | 2.839,54 | 2.827,50 | 978,22   | 59.219,00 | 19,3477 |
| 8   | 1.442,8992 | 3.185,92        | 66,23   | 33,11   | 38.231,04         | 13.170,59 | 2.931,05 | 2.839,54 | 2.827,50 | 978,22   | 59.219,00 | 19,3477 |
| 9   | 1.502,6625 | 3.317,88        | 66,23   | 33,11   | 39.814,56         | 13.716,12 | 3.052,45 | 2.887,52 | 2.875,48 | 994,75   | 61.533,95 | 20,1491 |
| 10  | 1.532,5400 | 3.383,85        | 40,79   | 7,67    | 40.606,20         | 13.988,84 | 3.113,14 | 2.902,26 | 2.890,22 | 999,83   | 62.268,37 | 20,5497 |
| 11  | 1.584,8292 | 3.499,30        |         |         | 41.991,60         | 14.466,11 | 3.219,36 | 2.929,41 | 2.929,41 | 1.009,18 | 63.615,65 | 21,2508 |
| 12  | 1.584,8292 | 3.499,30        |         |         | 41.991,60         | 14.466,11 | 3.219,36 | 2.929,41 | 2.929,41 | 1.009,18 | 63.615,65 | 21,2508 |
| 13  | 1.637,5000 | 3.615,60        |         |         | 43.387,20         | 14.946,89 | 3.326,35 | 2.971,69 | 2.971,69 | 1.023,75 | 65.655,88 | 21,9571 |
| 14  | 1.637,5000 | 3.615,60        |         |         | 43.387,20         | 14.946,89 | 3.326,35 | 2.971,69 | 2.971,69 | 1.023,75 | 65.655,88 | 21,9571 |
| 15  | 1.690,8242 | 3.733,34        |         |         | 44.800,08         | 15.433,63 | 3.434,67 | 3.014,50 | 3.014,50 | 1.038,50 | 67.721,38 | 22,6721 |
| 16  | 1.690,8242 | 3.733,34        |         |         | 44.800,08         | 15.433,63 | 3.434,67 | 3.014,50 | 3.014,50 | 1.038,50 | 67.721,38 | 22,6721 |
| 17  | 1.744,1517 | 3.851,09        |         |         | 46.213,08         | 15.920,41 | 3.543,00 | 3.057,32 | 3.057,32 | 1.053,25 | 69.787,05 | 23,3872 |
| 18  | 1.744,1517 | 3.851,09        |         |         | 46.213,08         | 15.920,41 | 3.543,00 | 3.057,32 | 3.057,32 | 1.053,25 | 69.787,05 | 23,3872 |
| 19  | 1.797,4825 | 3.968,84        |         |         | 47.626,08         | 16.407,18 | 3.651,33 | 3.100,13 | 3.100,13 | 1.067,99 | 71.852,72 | 24,1023 |
| 20  | 1.797,4825 | 3.968,84        |         |         | 47.626,08         | 16.407,18 | 3.651,33 | 3.100,13 | 3.100,13 | 1.067,99 | 71.852,72 | 24,1023 |
| 21  | 1.850,7425 | 4.086,44        |         |         | 49.037,28         | 16.893,34 | 3.759,52 | 3.142,89 | 3.142,89 | 1.082,73 | 73.915,76 | 24,8164 |
| 22  | 1.850,7425 | 4.086,44        |         |         | 49.037,28         | 16.893,34 | 3.759,52 | 3.142,89 | 3.142,89 | 1.082,73 | 73.915,76 | 24,8164 |
| 23  | 1.903,0250 | 4.201,88        |         |         | 50.422,56         | 17.370,57 | 3.865,73 | 3.184,86 | 3.184,86 | 1.097,19 | 75.940,91 | 25,5175 |
| 24  | 1.903,0250 | 4.201,88        |         |         | 50.422,56         | 17.370,57 | 3.865,73 | 3.184,86 | 3.184,86 | 1.097,19 | 75.940,91 | 25,5175 |
| 25  | 1.955,3050 | 4.317,31        |         |         | 51.807,72         | 17.847,76 | 3.971,93 | 3.226,83 | 3.226,83 | 1.111,64 | 77.965,88 | 26,2185 |
| 26  | 1.955,3050 | 4.317,31        |         |         | 51.807,72         | 17.847,76 | 3.971,93 | 3.226,83 | 3.226,83 | 1.111,64 | 77.965,88 | 26,2185 |
| 27  | 2.007,5858 | 4.432,75        |         |         | 53.193,00         | 18.324,99 | 4.078,13 | 3.268,81 | 3.268,81 | 1.126,10 | 79.991,03 | 26,9195 |
| 28  | 2.007,5858 | 4.432,75        |         |         | 53.193,00         | 18.324,99 | 4.078,13 | 3.268,81 | 3.268,81 | 1.126,10 | 79.991,03 | 26,9195 |
| 29  | 2.059,8675 | 4.548,19        |         |         | 54.578,28         | 18.802,22 | 4.184,33 | 3.310,78 | 3.310,78 | 1.140,56 | 82.016,18 | 27,6206 |

**Baremaschaal 1.35**

**Kinderverzorger(st)er / sanitair help(st)er / REVA: A3 opvoeder / Thuisverpleging: technisch en paramedisch personeel cat. 2**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.203,5458 | 2.657,43        | 132,46  | 66,23   | 31.889,16      | 10.985,82 | 2.444,84 | 2.671,46 | 2.647,38 | 920,32   | 51.048,70 | 16,1382 |
| 1   | 1.292,9300 | 2.854,79        | 132,46  | 66,23   | 34.257,48      | 11.801,70 | 2.626,41 | 2.743,22 | 2.719,14 | 945,04   | 54.510,96 | 17,3368 |
| 2   | 1.304,6800 | 2.880,73        | 132,46  | 66,23   | 34.568,76      | 11.908,94 | 2.650,27 | 2.752,66 | 2.728,57 | 948,29   | 54.966,02 | 17,4943 |
| 3   | 1.316,4258 | 2.906,67        | 132,46  | 66,23   | 34.880,04      | 12.016,17 | 2.674,14 | 2.762,09 | 2.738,01 | 951,54   | 55.421,09 | 17,6518 |
| 4   | 1.328,1742 | 2.932,61        | 132,46  | 66,23   | 35.191,32      | 12.123,41 | 2.698,00 | 2.771,52 | 2.747,44 | 954,79   | 55.876,15 | 17,8094 |
| 5   | 1.339,9242 | 2.958,55        | 119     | 52,77   | 35.502,60      | 12.230,65 | 2.721,87 | 2.776,06 | 2.751,98 | 956,35   | 56.107,47 | 17,9669 |
| 6   | 1.351,6725 | 2.984,49        | 95,01   | 33,11   | 35.813,88      | 12.337,88 | 2.745,73 | 2.776,77 | 2.754,26 | 956,60   | 56.163,75 | 18,1244 |
| 7   | 1.363,4208 | 3.010,43        | 71,01   | 33,11   | 36.125,16      | 12.445,12 | 2.769,60 | 2.777,47 | 2.763,69 | 956,84   | 56.219,86 | 18,2820 |
| 8   | 1.375,1708 | 3.036,38        | 66,23   | 33,11   | 36.436,56      | 12.552,39 | 2.793,47 | 2.785,17 | 2.773,13 | 959,49   | 56.595,64 | 18,4396 |
| 9   | 1.386,9192 | 3.062,32        | 66,23   | 33,11   | 36.747,84      | 12.659,63 | 2.817,33 | 2.794,60 | 2.782,56 | 962,74   | 57.050,70 | 18,5971 |
| 10  | 1.433,0192 | 3.164,11        | 66,23   | 33,11   | 37.969,32      | 13.080,43 | 2.910,98 | 2.831,61 | 2.819,57 | 975,49   | 58.836,39 | 19,2152 |
| 11  | 1.447,1075 | 3.195,21        | 66,23   | 33,11   | 38.342,52      | 13.209,00 | 2.939,59 | 2.842,92 | 2.830,88 | 979,39   | 59.381,97 | 19,4041 |
| 12  | 1.461,2025 | 3.226,34        | 66,23   | 33,11   | 38.716,08      | 13.337,69 | 2.968,23 | 2.854,24 | 2.842,20 | 983,29   | 59.928,08 | 19,5932 |
| 13  | 1.475,2925 | 3.257,45        | 66,23   | 33,11   | 39.089,40      | 13.466,30 | 2.996,85 | 2.865,55 | 2.853,51 | 987,18   | 60.473,84 | 19,7821 |
| 14  | 1.489,3875 | 3.288,57        | 66,23   | 33,11   | 39.462,84      | 13.594,95 | 3.025,48 | 2.876,87 | 2.864,82 | 991,08   | 61.019,77 | 19,9711 |
| 15  | 1.503,4808 | 3.319,69        | 66,23   | 33,11   | 39.836,28      | 13.723,60 | 3.054,11 | 2.888,18 | 2.876,14 | 994,98   | 61.565,71 | 20,1601 |
| 16  | 1.517,5708 | 3.350,80        | 66,23   | 33,11   | 40.209,60      | 13.852,21 | 3.082,74 | 2.899,49 | 2.887,45 | 998,88   | 62.111,47 | 20,3490 |
| 17  | 1.531,6658 | 3.381,92        | 42,57   | 9,46    | 40.583,04      | 13.980,86 | 3.111,37 | 2.902,20 | 2.890,17 | 999,81   | 62.264,10 | 20,5380 |
| 18  | 1.545,7567 | 3.413,03        | 13,8    |         | 40.956,36      | 14.109,47 | 3.139,99 | 2.903,06 | 2.898,04 | 1.000,10 | 62.331,62 | 20,7269 |
| 19  | 1.559,8517 | 3.444,15        |         |         | 41.329,80      | 14.238,12 | 3.168,62 | 2.909,35 | 2.909,35 | 1.002,27 | 62.648,16 | 20,9159 |
| 20  | 1.573,9425 | 3.475,27        |         |         | 41.703,24      | 14.366,77 | 3.197,25 | 2.920,67 | 2.920,67 | 1.006,17 | 63.194,09 | 21,1049 |
| 21  | 1.588,0350 | 3.506,38        |         |         | 42.076,56      | 14.495,37 | 3.225,87 | 2.931,98 | 2.931,98 | 1.010,07 | 63.739,85 | 21,2938 |
| 22  | 1.602,1275 | 3.537,50        |         |         | 42.450,00      | 14.624,03 | 3.254,50 | 2.943,30 | 2.943,30 | 1.013,97 | 64.285,79 | 21,4828 |
| 23  | 1.616,2200 | 3.568,61        |         |         | 42.823,32      | 14.752,63 | 3.283,12 | 2.954,61 | 2.954,61 | 1.017,86 | 64.831,54 | 21,6717 |
| 24  | 1.630,5675 | 3.600,29        |         |         | 43.203,48      | 14.883,60 | 3.312,27 | 2.966,13 | 2.966,13 | 1.021,83 | 65.387,30 | 21,8641 |
| 25  | 1.644,9367 | 3.632,02        |         |         | 43.584,24      | 15.014,77 | 3.341,46 | 2.977,66 | 2.977,66 | 1.025,80 | 65.943,94 | 22,0568 |
| 26  | 1.659,3108 | 3.663,76        |         |         | 43.965,12      | 15.145,98 | 3.370,66 | 2.989,20 | 2.989,20 | 1.029,78 | 66.500,75 | 22,2496 |
| 27  | 1.673,6817 | 3.695,49        |         |         | 44.345,88      | 15.277,16 | 3.399,85 | 3.000,74 | 3.000,74 | 1.033,75 | 67.057,38 | 22,4422 |
| 28  | 1.688,0575 | 3.727,23        |         |         | 44.726,76      | 15.408,37 | 3.429,05 | 3.012,28 | 3.012,28 | 1.037,73 | 67.614,19 | 22,6350 |
| 29  | 1.702,4292 | 3.758,96        |         |         | 45.107,52      | 15.539,54 | 3.458,24 | 3.023,82 | 3.023,82 | 1.041,71 | 68.170,83 | 22,8277 |

**Baremaschaal 1.31**  
**Rekenplichtig opsteller**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.190,5125 | 2.628,65        | 132,46  | 66,23   | 31.543,80         | 10.866,84 | 2.418,36 | 2.661,00 | 2.636,92 | 916,71   | 50.543,82 | 15,9635 |
| 1   | 1.287,6233 | 2.843,07        | 132,46  | 66,23   | 34.116,84         | 11.753,25 | 2.615,62 | 2.738,96 | 2.714,88 | 943,57   | 54.305,36 | 17,2656 |
| 2   | 1.298,4392 | 2.866,95        | 132,46  | 66,23   | 34.403,40         | 11.851,97 | 2.637,59 | 2.747,65 | 2.723,56 | 946,56   | 54.724,28 | 17,4106 |
| 3   | 1.309,2542 | 2.890,83        | 132,46  | 66,23   | 34.689,96         | 11.950,69 | 2.659,56 | 2.756,33 | 2.732,25 | 949,56   | 55.143,21 | 17,5556 |
| 4   | 1.320,0700 | 2.914,71        | 132,46  | 66,23   | 34.976,52         | 12.049,41 | 2.681,53 | 2.765,01 | 2.740,93 | 952,55   | 55.562,13 | 17,7007 |
| 5   | 1.330,8867 | 2.938,60        | 132,46  | 66,23   | 35.263,20         | 12.148,17 | 2.703,51 | 2.773,70 | 2.749,62 | 955,54   | 55.981,23 | 17,8457 |
| 6   | 1.357,0292 | 2.996,32        | 84,06   | 33,11   | 35.955,84         | 12.386,79 | 2.756,61 | 2.777,09 | 2.758,56 | 956,71   | 56.189,26 | 18,1963 |
| 7   | 1.383,1733 | 3.054,05        | 66,23   | 33,11   | 36.648,60         | 12.625,44 | 2.809,73 | 2.791,59 | 2.779,55 | 961,70   | 56.905,62 | 18,5469 |
| 8   | 1.409,3142 | 3.111,77        | 66,23   | 33,11   | 37.341,24         | 12.864,06 | 2.862,83 | 2.812,58 | 2.800,54 | 968,93   | 57.918,20 | 18,8974 |
| 9   | 1.435,4567 | 3.169,49        | 66,23   | 33,11   | 38.033,88         | 13.102,67 | 2.915,93 | 2.833,57 | 2.821,53 | 976,16   | 58.930,77 | 19,2479 |
| 10  | 1.491,4825 | 3.293,19        | 66,23   | 33,11   | 39.518,28         | 13.614,05 | 3.029,73 | 2.878,55 | 2.866,50 | 991,66   | 61.100,82 | 19,9991 |
| 11  | 1.517,6250 | 3.350,92        | 66,23   | 33,11   | 40.211,04         | 13.852,70 | 3.082,85 | 2.899,54 | 2.887,49 | 998,89   | 62.113,57 | 20,3497 |
| 12  | 1.543,7692 | 3.408,64        | 17,86   |         | 40.903,68         | 14.091,32 | 3.135,95 | 2.902,94 | 2.896,44 | 1.000,06 | 62.322,10 | 20,7002 |
| 13  | 1.569,9117 | 3.466,36        |         |         | 41.596,32         | 14.329,93 | 3.189,05 | 2.917,43 | 2.917,43 | 1.005,05 | 63.037,79 | 21,0508 |
| 14  | 1.596,0525 | 3.524,08        |         |         | 42.288,96         | 14.568,55 | 3.242,15 | 2.938,42 | 2.938,42 | 1.012,28 | 64.050,36 | 21,4013 |
| 15  | 1.622,2733 | 3.581,98        |         |         | 42.983,76         | 14.807,91 | 3.295,42 | 2.959,47 | 2.959,47 | 1.019,54 | 65.066,09 | 21,7529 |
| 16  | 1.648,9317 | 3.640,84        |         |         | 43.690,08         | 15.051,23 | 3.349,57 | 2.980,87 | 2.980,87 | 1.026,91 | 66.098,66 | 22,1104 |
| 17  | 1.675,5892 | 3.699,70        |         |         | 44.396,40         | 15.294,56 | 3.403,72 | 3.002,27 | 3.002,27 | 1.034,28 | 67.131,24 | 22,4678 |
| 18  | 1.702,2475 | 3.758,56        |         |         | 45.102,72         | 15.537,89 | 3.457,88 | 3.023,67 | 3.023,67 | 1.041,66 | 68.163,81 | 22,8253 |
| 19  | 1.728,9067 | 3.817,43        |         |         | 45.809,16         | 15.781,26 | 3.512,04 | 3.045,08 | 3.045,08 | 1.049,03 | 69.196,56 | 23,1828 |
| 20  | 1.755,5650 | 3.876,29        |         |         | 46.515,48         | 16.024,58 | 3.566,19 | 3.066,48 | 3.066,48 | 1.056,40 | 70.229,13 | 23,5402 |
| 21  | 1.782,2200 | 3.935,14        |         |         | 47.221,68         | 16.267,87 | 3.620,33 | 3.087,88 | 3.087,88 | 1.063,77 | 71.261,53 | 23,8976 |
| 22  | 1.808,8792 | 3.994,01        |         |         | 47.928,12         | 16.511,24 | 3.674,49 | 3.109,28 | 3.109,28 | 1.071,15 | 72.294,28 | 24,2551 |
| 23  | 1.835,5383 | 4.052,87        |         |         | 48.634,44         | 16.754,56 | 3.728,64 | 3.130,68 | 3.130,68 | 1.078,52 | 73.326,85 | 24,6126 |
| 24  | 1.861,9100 | 4.111,10        |         |         | 49.333,20         | 16.995,29 | 3.782,21 | 3.151,86 | 3.151,86 | 1.085,81 | 74.348,37 | 24,9662 |
| 25  | 1.888,0442 | 4.168,80        |         |         | 50.025,60         | 17.233,82 | 3.835,30 | 3.172,84 | 3.172,84 | 1.093,04 | 75.360,59 | 25,3166 |
| 26  | 1.914,1800 | 4.226,51        |         |         | 50.718,12         | 17.472,39 | 3.888,39 | 3.193,82 | 3.193,82 | 1.100,27 | 76.372,99 | 25,6671 |
| 27  | 1.940,3167 | 4.284,22        |         |         | 51.410,64         | 17.710,97 | 3.941,48 | 3.214,80 | 3.214,80 | 1.107,50 | 77.385,39 | 26,0175 |
| 28  | 1.966,4508 | 4.341,92        |         |         | 52.103,04         | 17.949,50 | 3.994,57 | 3.235,78 | 3.235,78 | 1.114,73 | 78.397,61 | 26,3679 |
| 29  | 1.992,5867 | 4.399,63        |         |         | 52.795,56         | 18.188,07 | 4.047,66 | 3.256,77 | 3.256,77 | 1.121,96 | 79.410,01 | 26,7184 |

**Baremaschaal 1.30**

**Eerste werkmans B / operateur mecanograaf 2de klasse na 9 jaar anc.**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.164,7875 | 2.571,85        | 132,46  | 66,23   | 30.862,20      | 10.632,03 | 2.366,10 | 2.640,35 | 2.616,27 | 909,60   | 49.547,39 | 15,6185 |
| 1   | 1.254,1717 | 2.769,21        | 132,46  | 66,23   | 33.230,52      | 11.447,91 | 2.547,67 | 2.712,11 | 2.688,03 | 934,32   | 53.009,65 | 16,8171 |
| 2   | 1.265,9200 | 2.795,15        | 132,46  | 66,23   | 33.541,80      | 11.555,15 | 2.571,54 | 2.721,54 | 2.697,46 | 937,57   | 53.464,71 | 16,9746 |
| 3   | 1.277,6683 | 2.821,09        | 132,46  | 66,23   | 33.853,08      | 11.662,39 | 2.595,40 | 2.730,97 | 2.706,89 | 940,82   | 53.919,77 | 17,1321 |
| 4   | 1.289,4183 | 2.847,04        | 132,46  | 66,23   | 34.164,48      | 11.769,66 | 2.619,28 | 2.740,41 | 2.716,32 | 944,07   | 54.375,01 | 17,2897 |
| 5   | 1.301,1667 | 2.872,98        | 132,46  | 66,23   | 34.475,76      | 11.876,90 | 2.643,14 | 2.749,84 | 2.725,76 | 947,32   | 54.830,07 | 17,4472 |
| 6   | 1.312,9142 | 2.898,91        | 132,46  | 66,23   | 34.786,92      | 11.984,09 | 2.667,00 | 2.759,27 | 2.735,18 | 950,57   | 55.284,95 | 17,6047 |
| 7   | 1.324,6600 | 2.924,85        | 132,46  | 66,23   | 35.098,20      | 12.091,33 | 2.690,86 | 2.768,70 | 2.744,62 | 953,82   | 55.740,02 | 17,7622 |
| 8   | 1.336,4108 | 2.950,80        | 126,17  | 59,94   | 35.409,60      | 12.198,61 | 2.714,74 | 2.775,85 | 2.751,77 | 956,28   | 56.090,70 | 17,9198 |
| 9   | 1.348,1583 | 2.976,73        | 102,18  | 35,96   | 35.720,76      | 12.305,80 | 2.738,59 | 2.776,55 | 2.752,47 | 956,52   | 56.146,80 | 18,0773 |
| 10  | 1.393,8000 | 3.077,51        | 66,23   | 33,11   | 36.930,12      | 12.722,43 | 2.831,31 | 2.800,12 | 2.788,08 | 964,64   | 57.317,18 | 18,6893 |
| 11  | 1.407,8925 | 3.108,63        | 66,23   | 33,11   | 37.303,56      | 12.851,08 | 2.859,94 | 2.811,44 | 2.799,40 | 968,54   | 57.863,11 | 18,8783 |
| 12  | 1.421,9858 | 3.139,74        | 66,23   | 33,11   | 37.676,88      | 12.979,69 | 2.888,56 | 2.822,75 | 2.810,71 | 972,44   | 58.408,87 | 19,0672 |
| 13  | 1.436,0758 | 3.170,86        | 66,23   | 33,11   | 38.050,32      | 13.108,34 | 2.917,19 | 2.834,07 | 2.822,02 | 976,34   | 58.954,80 | 19,2562 |
| 14  | 1.450,1692 | 3.201,97        | 66,23   | 33,11   | 38.423,64      | 13.236,94 | 2.945,81 | 2.845,38 | 2.833,34 | 980,23   | 59.500,56 | 19,4452 |
| 15  | 1.464,2633 | 3.233,09        | 66,23   | 33,11   | 38.797,08      | 13.365,59 | 2.974,44 | 2.856,69 | 2.844,65 | 984,13   | 60.046,50 | 19,6341 |
| 16  | 1.478,3567 | 3.264,21        | 66,23   | 33,11   | 39.170,52      | 13.494,24 | 3.003,07 | 2.868,01 | 2.855,97 | 988,03   | 60.592,43 | 19,8231 |
| 17  | 1.492,4475 | 3.295,32        | 66,23   | 33,11   | 39.543,84      | 13.622,85 | 3.031,69 | 2.879,32 | 2.867,28 | 991,93   | 61.138,19 | 20,0121 |
| 18  | 1.506,5400 | 3.326,44        | 66,23   | 33,11   | 39.917,28      | 13.751,50 | 3.060,32 | 2.890,63 | 2.878,59 | 995,82   | 61.684,12 | 20,2011 |
| 19  | 1.520,6325 | 3.357,56        | 65,11   | 31,99   | 40.290,72      | 13.880,15 | 3.088,96 | 2.901,54 | 2.889,50 | 999,58   | 62.211,44 | 20,3900 |
| 20  | 1.534,7250 | 3.388,67        | 36,33   | 3,22    | 40.664,04      | 14.008,76 | 3.117,58 | 2.902,39 | 2.890,35 | 999,87   | 62.278,79 | 20,5790 |
| 21  | 1.548,8200 | 3.419,79        | 7,54    |         | 41.037,48      | 14.137,41 | 3.146,21 | 2.903,24 | 2.900,50 | 1.000,17 | 62.346,15 | 20,7680 |
| 22  | 1.562,9092 | 3.450,90        |         |         | 41.410,80      | 14.266,02 | 3.174,83 | 2.911,81 | 2.911,81 | 1.003,12 | 62.766,57 | 20,9569 |
| 23  | 1.577,0033 | 3.482,02        |         |         | 41.784,24      | 14.394,67 | 3.203,46 | 2.923,12 | 2.923,12 | 1.007,02 | 63.312,51 | 21,1459 |
| 24  | 1.591,0942 | 3.513,14        |         |         | 42.157,68      | 14.523,32 | 3.232,09 | 2.934,44 | 2.934,44 | 1.010,91 | 63.858,44 | 21,3349 |
| 25  | 1.605,1892 | 3.544,26        |         |         | 42.531,12      | 14.651,97 | 3.260,72 | 2.945,75 | 2.945,75 | 1.014,81 | 64.404,37 | 21,5238 |
| 26  | 1.619,3108 | 3.575,44        |         |         | 42.905,28      | 14.780,87 | 3.289,40 | 2.957,09 | 2.957,09 | 1.018,72 | 64.951,36 | 21,7132 |
| 27  | 1.633,6825 | 3.607,17        |         |         | 43.286,04      | 14.912,04 | 3.318,60 | 2.968,63 | 2.968,63 | 1.022,69 | 65.508,00 | 21,9059 |
| 28  | 1.648,0542 | 3.638,90        |         |         | 43.666,80      | 15.043,21 | 3.347,79 | 2.980,16 | 2.980,16 | 1.026,67 | 66.064,63 | 22,0986 |
| 29  | 1.662,4275 | 3.670,64        |         |         | 44.047,68      | 15.174,43 | 3.376,99 | 2.991,70 | 2.991,70 | 1.030,64 | 66.621,44 | 22,2913 |

**Baremaschaal 1.26**

**Eerste werkmán A / Thuisverpleging: administratief, verzorgend en verplegend personeel niveau**

**lager secundair onderwijs / Gezins- en bejaardenhulpster**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.130,7267 | 2.496,64        | 132,46  | 66,23   | 29.959,68      | 10.321,11 | 2.296,91 | 2.613,00 | 2.588,92 | 900,18   | 48.227,99 | 15,1618 |
| 1   | 1.220,1092 | 2.694,00        | 132,46  | 66,23   | 32.328,00      | 11.137,00 | 2.478,48 | 2.684,76 | 2.660,68 | 924,90   | 51.690,25 | 16,3603 |
| 2   | 1.231,8592 | 2.719,95        | 132,46  | 66,23   | 32.639,40      | 11.244,27 | 2.502,35 | 2.694,20 | 2.670,12 | 928,15   | 52.145,48 | 16,5179 |
| 3   | 1.243,6075 | 2.745,89        | 132,46  | 66,23   | 32.950,68      | 11.351,51 | 2.526,22 | 2.703,63 | 2.679,55 | 931,40   | 52.600,55 | 16,6754 |
| 4   | 1.255,3533 | 2.771,82        | 132,46  | 66,23   | 33.261,84      | 11.458,70 | 2.550,07 | 2.713,06 | 2.688,97 | 934,65   | 53.055,43 | 16,8329 |
| 5   | 1.267,1033 | 2.797,76        | 132,46  | 66,23   | 33.573,12      | 11.565,94 | 2.573,94 | 2.722,49 | 2.698,41 | 937,90   | 53.510,49 | 16,9904 |
| 6   | 1.278,8517 | 2.823,70        | 132,46  | 66,23   | 33.884,40      | 11.673,18 | 2.597,80 | 2.731,92 | 2.707,84 | 941,15   | 53.965,56 | 17,1480 |
| 7   | 1.290,6000 | 2.849,64        | 132,46  | 66,23   | 34.195,68      | 11.780,41 | 2.621,67 | 2.741,35 | 2.717,27 | 944,40   | 54.420,62 | 17,3055 |
| 8   | 1.302,3475 | 2.875,58        | 132,46  | 66,23   | 34.506,96      | 11.887,65 | 2.645,53 | 2.750,78 | 2.726,70 | 947,64   | 54.875,68 | 17,4630 |
| 9   | 1.314,0983 | 2.901,53        | 132,46  | 66,23   | 34.818,36      | 11.994,93 | 2.669,41 | 2.760,22 | 2.736,14 | 950,90   | 55.330,92 | 17,6206 |
| 10  | 1.360,1875 | 3.003,29        | 77,62   | 33,11   | 36.039,48      | 12.415,60 | 2.763,03 | 2.777,28 | 2.761,10 | 956,77   | 56.204,48 | 18,2386 |
| 11  | 1.374,2767 | 3.034,40        | 66,23   | 33,11   | 36.412,80      | 12.544,21 | 2.791,65 | 2.784,45 | 2.772,41 | 959,24   | 56.560,90 | 18,4275 |
| 12  | 1.388,3708 | 3.065,52        | 66,23   | 33,11   | 36.786,24      | 12.672,86 | 2.820,28 | 2.795,76 | 2.783,72 | 963,14   | 57.106,84 | 18,6165 |
| 13  | 1.402,4642 | 3.096,64        | 66,23   | 33,11   | 37.159,68      | 12.801,51 | 2.848,91 | 2.807,08 | 2.795,04 | 967,04   | 57.652,77 | 18,8055 |
| 14  | 1.416,5567 | 3.127,76        | 66,23   | 33,11   | 37.533,12      | 12.930,16 | 2.877,54 | 2.818,39 | 2.806,35 | 970,94   | 58.198,71 | 18,9945 |
| 15  | 1.430,6492 | 3.158,87        | 66,23   | 33,11   | 37.906,44      | 13.058,77 | 2.906,16 | 2.829,71 | 2.817,66 | 974,83   | 58.744,46 | 19,1834 |
| 16  | 1.444,7417 | 3.189,99        | 66,23   | 33,11   | 38.279,88      | 13.187,42 | 2.934,79 | 2.841,02 | 2.828,98 | 978,73   | 59.290,40 | 19,3724 |
| 17  | 1.458,8325 | 3.221,10        | 66,23   | 33,11   | 38.653,20      | 13.316,03 | 2.963,41 | 2.852,33 | 2.840,29 | 982,63   | 59.836,16 | 19,5613 |
| 18  | 1.472,9275 | 3.252,22        | 66,23   | 33,11   | 39.026,64      | 13.444,68 | 2.992,04 | 2.863,65 | 2.851,61 | 986,53   | 60.382,09 | 19,7503 |
| 19  | 1.487,0200 | 3.283,34        | 66,23   | 33,11   | 39.400,08      | 13.573,33 | 3.020,67 | 2.874,96 | 2.862,92 | 990,42   | 60.928,02 | 19,9393 |
| 20  | 1.501,1108 | 3.314,45        | 66,23   | 33,11   | 39.773,40      | 13.701,94 | 3.049,29 | 2.886,28 | 2.874,23 | 994,32   | 61.473,78 | 20,1282 |
| 21  | 1.515,2058 | 3.345,57        | 66,23   | 33,11   | 40.146,84      | 13.830,59 | 3.077,92 | 2.897,59 | 2.885,55 | 998,22   | 62.019,72 | 20,3172 |
| 22  | 1.529,2967 | 3.376,69        | 47,41   | 14,3    | 40.520,28      | 13.959,24 | 3.106,55 | 2.902,06 | 2.890,02 | 999,76   | 62.252,81 | 20,5062 |
| 23  | 1.543,3917 | 3.407,81        | 18,63   |         | 40.893,72      | 14.087,89 | 3.135,19 | 2.902,91 | 2.896,14 | 1.000,05 | 62.320,34 | 20,6952 |
| 24  | 1.557,4817 | 3.438,92        |         |         | 41.267,04      | 14.216,50 | 3.163,81 | 2.907,45 | 2.907,45 | 1.001,62 | 62.556,41 | 20,8841 |
| 25  | 1.571,5750 | 3.470,04        |         |         | 41.640,48      | 14.345,15 | 3.192,44 | 2.918,77 | 2.918,77 | 1.005,52 | 63.102,34 | 21,0731 |
| 26  | 1.585,6675 | 3.501,15        |         |         | 42.013,80      | 14.473,75 | 3.221,06 | 2.930,08 | 2.930,08 | 1.009,41 | 63.648,10 | 21,2620 |
| 27  | 1.599,7600 | 3.532,27        |         |         | 42.387,24      | 14.602,40 | 3.249,69 | 2.941,39 | 2.941,39 | 1.013,31 | 64.194,04 | 21,4510 |
| 28  | 1.613,8533 | 3.563,39        |         |         | 42.760,68      | 14.731,05 | 3.278,32 | 2.952,71 | 2.952,71 | 1.017,21 | 64.739,97 | 21,6400 |
| 29  | 1.628,1458 | 3.594,95        |         |         | 43.139,40      | 14.861,52 | 3.307,35 | 2.964,18 | 2.964,18 | 1.021,16 | 65.293,62 | 21,8317 |

**Baremaschaal 1.24**

**Klerk-stenotypist**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.117,8075 | 2.468,12        | 132,46  | 66,23   | 29.617,44      | 10.203,21 | 2.270,67 | 2.602,63 | 2.578,55 | 896,61   | 47.727,67 | 14,9886 |
| 1   | 1.207,1900 | 2.665,48        | 132,46  | 66,23   | 31.985,76      | 11.019,09 | 2.452,24 | 2.674,39 | 2.650,31 | 921,33   | 51.189,92 | 16,1871 |
| 2   | 1.218,9400 | 2.691,42        | 132,46  | 66,23   | 32.297,04      | 11.126,33 | 2.476,11 | 2.683,82 | 2.659,74 | 924,58   | 51.644,99 | 16,3447 |
| 3   | 1.230,6883 | 2.717,36        | 132,46  | 66,23   | 32.608,32      | 11.233,57 | 2.499,97 | 2.693,25 | 2.669,17 | 927,83   | 52.100,05 | 16,5022 |
| 4   | 1.242,4358 | 2.743,30        | 132,46  | 66,23   | 32.919,60      | 11.340,80 | 2.523,84 | 2.702,69 | 2.678,61 | 931,08   | 52.555,11 | 16,6597 |
| 5   | 1.254,1842 | 2.769,24        | 132,46  | 66,23   | 33.230,88      | 11.448,04 | 2.547,70 | 2.712,12 | 2.688,04 | 934,32   | 53.010,17 | 16,8172 |
| 6   | 1.265,9325 | 2.795,18        | 132,46  | 66,23   | 33.542,16      | 11.555,27 | 2.571,57 | 2.721,55 | 2.697,47 | 937,57   | 53.465,23 | 16,9748 |
| 7   | 1.277,6800 | 2.821,12        | 132,46  | 66,23   | 33.853,44      | 11.662,51 | 2.595,43 | 2.730,98 | 2.706,90 | 940,82   | 53.920,29 | 17,1323 |
| 8   | 1.289,4308 | 2.847,06        | 132,46  | 66,23   | 34.164,72      | 11.769,75 | 2.619,30 | 2.740,41 | 2.716,33 | 944,07   | 54.375,36 | 17,2898 |
| 9   | 1.301,1783 | 2.873,00        | 132,46  | 66,23   | 34.476,00      | 11.876,98 | 2.643,16 | 2.749,85 | 2.725,76 | 947,32   | 54.830,42 | 17,4474 |
| 10  | 1.347,1117 | 2.974,42        | 104,32  | 38,09   | 35.693,04      | 12.296,25 | 2.736,47 | 2.776,49 | 2.752,41 | 956,50   | 56.141,85 | 18,0633 |
| 11  | 1.361,2042 | 3.005,54        | 75,54   | 33,11   | 36.066,48      | 12.424,90 | 2.765,10 | 2.777,34 | 2.761,91 | 956,79   | 56.209,38 | 18,2523 |
| 12  | 1.375,2967 | 3.036,66        | 66,23   | 33,11   | 36.439,92      | 12.553,55 | 2.793,73 | 2.785,27 | 2.773,23 | 959,53   | 56.600,55 | 18,4413 |
| 13  | 1.389,3917 | 3.067,78        | 66,23   | 33,11   | 36.813,36      | 12.682,20 | 2.822,36 | 2.796,59 | 2.784,54 | 963,42   | 57.146,48 | 18,6302 |
| 14  | 1.403,4825 | 3.098,89        | 66,23   | 33,11   | 37.186,68      | 12.810,81 | 2.850,98 | 2.807,90 | 2.795,86 | 967,32   | 57.692,24 | 18,8192 |
| 15  | 1.417,5750 | 3.130,01        | 66,23   | 33,11   | 37.560,12      | 12.939,46 | 2.879,61 | 2.819,21 | 2.807,17 | 971,22   | 58.238,18 | 19,0082 |
| 16  | 1.431,6658 | 3.161,12        | 66,23   | 33,11   | 37.933,44      | 13.068,07 | 2.908,23 | 2.830,52 | 2.818,48 | 975,12   | 58.783,94 | 19,1971 |
| 17  | 1.445,7608 | 3.192,24        | 66,23   | 33,11   | 38.306,88      | 13.196,72 | 2.936,86 | 2.841,84 | 2.829,80 | 979,01   | 59.329,87 | 19,3861 |
| 18  | 1.459,8533 | 3.223,36        | 66,23   | 33,11   | 38.680,32      | 13.325,37 | 2.965,49 | 2.853,15 | 2.841,11 | 982,91   | 59.875,80 | 19,5751 |
| 19  | 1.473,9442 | 3.254,47        | 66,23   | 33,11   | 39.053,64      | 13.453,98 | 2.994,11 | 2.864,47 | 2.852,42 | 986,81   | 60.421,56 | 19,7640 |
| 20  | 1.488,0367 | 3.285,58        | 66,23   | 33,11   | 39.426,96      | 13.582,59 | 3.022,73 | 2.875,78 | 2.863,74 | 990,71   | 60.967,32 | 19,9529 |
| 21  | 1.502,1292 | 3.316,70        | 66,23   | 33,11   | 39.800,40      | 13.711,24 | 3.051,36 | 2.887,09 | 2.875,05 | 994,60   | 61.513,25 | 20,1419 |
| 22  | 1.516,2242 | 3.347,82        | 66,23   | 33,11   | 40.173,84      | 13.839,89 | 3.079,99 | 2.898,41 | 2.886,37 | 998,50   | 62.059,19 | 20,3309 |
| 23  | 1.530,3167 | 3.378,94        | 45,33   | 12,22   | 40.547,28      | 13.968,54 | 3.108,62 | 2.902,12 | 2.890,09 | 999,78   | 62.257,70 | 20,5199 |
| 24  | 1.544,4075 | 3.410,05        | 16,55   |         | 40.920,60      | 14.097,15 | 3.137,25 | 2.902,97 | 2.896,95 | 1.000,07 | 62.325,06 | 20,7088 |
| 25  | 1.558,4983 | 3.441,16        |         |         | 41.293,92      | 14.225,76 | 3.165,87 | 2.908,27 | 2.908,27 | 1.001,90 | 62.595,71 | 20,8977 |
| 26  | 1.572,5950 | 3.472,29        |         |         | 41.667,48      | 14.354,45 | 3.194,51 | 2.919,58 | 2.919,58 | 1.005,80 | 63.141,82 | 21,0868 |
| 27  | 1.586,6858 | 3.503,40        |         |         | 42.040,80      | 14.483,06 | 3.223,13 | 2.930,90 | 2.930,90 | 1.009,69 | 63.687,57 | 21,2757 |
| 28  | 1.600,7783 | 3.534,52        |         |         | 42.414,24      | 14.611,71 | 3.251,76 | 2.942,21 | 2.942,21 | 1.013,59 | 64.233,51 | 21,4647 |
| 29  | 1.614,8692 | 3.565,63        |         |         | 42.787,56      | 14.740,31 | 3.280,38 | 2.953,52 | 2.953,52 | 1.017,49 | 64.779,27 | 21,6536 |

**Baremaschaal 1.22**

**Geschoold werkman B / klerk / Thuisverpleging: administratief personeel niv. lager onderwijs /**

**Thuisverpleging: technisch en paramedisch personeel cat. 1 / hulppersoneel / huishoudelijk personeel**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.108,4108 | 2.447,37        | 132,46  | 66,23   | 29.368,44      | 10.117,43 | 2.251,58 | 2.595,09 | 2.571,00 | 894,01   | 47.363,65 | 14,8626 |
| 1   | 1.197,7925 | 2.644,73        | 132,46  | 66,23   | 31.736,76      | 10.933,31 | 2.433,15 | 2.666,85 | 2.642,77 | 918,73   | 50.825,91 | 16,0611 |
| 2   | 1.208,9475 | 2.669,36        | 132,46  | 66,23   | 32.032,32      | 11.035,13 | 2.455,81 | 2.675,80 | 2.651,72 | 921,81   | 51.257,99 | 16,2107 |
| 3   | 1.220,1050 | 2.693,99        | 132,46  | 66,23   | 32.327,88      | 11.136,95 | 2.478,47 | 2.684,76 | 2.660,68 | 924,90   | 51.690,07 | 16,3603 |
| 4   | 1.231,2600 | 2.718,62        | 132,46  | 66,23   | 32.623,44      | 11.238,78 | 2.501,13 | 2.693,71 | 2.669,63 | 927,98   | 52.122,15 | 16,5098 |
| 5   | 1.242,4158 | 2.743,25        | 132,46  | 66,23   | 32.919,00      | 11.340,60 | 2.523,79 | 2.702,67 | 2.678,59 | 931,07   | 52.554,23 | 16,6594 |
| 6   | 1.253,5750 | 2.767,89        | 132,46  | 66,23   | 33.214,68      | 11.442,46 | 2.546,46 | 2.711,63 | 2.687,55 | 934,16   | 52.986,49 | 16,8090 |
| 7   | 1.264,7283 | 2.792,52        | 132,46  | 66,23   | 33.510,24      | 11.544,28 | 2.569,12 | 2.720,58 | 2.696,50 | 937,24   | 53.418,57 | 16,9586 |
| 8   | 1.275,8850 | 2.817,15        | 132,46  | 66,23   | 33.805,80      | 11.646,10 | 2.591,78 | 2.729,54 | 2.705,46 | 940,33   | 53.850,65 | 17,1082 |
| 9   | 1.287,0408 | 2.841,79        | 132,46  | 66,23   | 34.101,48      | 11.747,96 | 2.614,45 | 2.738,50 | 2.714,42 | 943,41   | 54.282,91 | 17,2578 |
| 10  | 1.332,7767 | 2.942,77        | 132,46  | 66,23   | 35.313,24      | 12.165,41 | 2.707,35 | 2.775,21 | 2.751,13 | 956,06   | 56.054,38 | 17,8711 |
| 11  | 1.346,2867 | 2.972,60        | 106     | 39,78   | 35.671,20      | 12.288,73 | 2.734,79 | 2.776,44 | 2.752,36 | 956,48   | 56.137,85 | 18,0522 |
| 12  | 1.359,7950 | 3.002,43        | 78,41   | 33,11   | 36.029,16      | 12.412,05 | 2.762,24 | 2.777,25 | 2.760,78 | 956,76   | 56.202,53 | 18,2334 |
| 13  | 1.373,3033 | 3.032,25        | 66,23   | 33,11   | 36.387,00      | 12.535,32 | 2.789,67 | 2.783,67 | 2.771,62 | 958,97   | 56.523,19 | 18,4145 |
| 14  | 1.386,8117 | 3.062,08        | 66,23   | 33,11   | 36.744,96      | 12.658,64 | 2.817,11 | 2.794,51 | 2.782,47 | 962,71   | 57.046,49 | 18,5956 |
| 15  | 1.400,3217 | 3.091,91        | 66,23   | 33,11   | 37.102,92      | 12.781,96 | 2.844,56 | 2.805,36 | 2.793,32 | 966,45   | 57.569,79 | 18,7768 |
| 16  | 1.413,8300 | 3.121,74        | 66,23   | 33,11   | 37.460,88      | 12.905,27 | 2.872,00 | 2.816,21 | 2.804,16 | 970,18   | 58.093,10 | 18,9579 |
| 17  | 1.427,3400 | 3.151,57        | 66,23   | 33,11   | 37.818,84      | 13.028,59 | 2.899,44 | 2.827,05 | 2.815,01 | 973,92   | 58.616,40 | 19,1391 |
| 18  | 1.440,8458 | 3.181,39        | 66,23   | 33,11   | 38.176,68      | 13.151,87 | 2.926,88 | 2.837,89 | 2.825,85 | 977,65   | 59.139,53 | 19,3202 |
| 19  | 1.454,3542 | 3.211,21        | 66,23   | 33,11   | 38.534,52      | 13.275,14 | 2.954,31 | 2.848,74 | 2.836,69 | 981,39   | 59.662,66 | 19,5013 |
| 20  | 1.467,8667 | 3.241,05        | 66,23   | 33,11   | 38.892,60      | 13.398,50 | 2.981,77 | 2.859,59 | 2.847,54 | 985,13   | 60.186,14 | 19,6825 |
| 21  | 1.481,3742 | 3.270,87        | 66,23   | 33,11   | 39.250,44      | 13.521,78 | 3.009,20 | 2.870,43 | 2.858,39 | 988,86   | 60.709,26 | 19,8636 |
| 22  | 1.494,8808 | 3.300,70        | 66,23   | 33,11   | 39.608,40      | 13.645,09 | 3.036,64 | 2.881,28 | 2.869,23 | 992,60   | 61.232,57 | 20,0447 |
| 23  | 1.508,3908 | 3.330,53        | 66,23   | 33,11   | 39.966,36      | 13.768,41 | 3.064,09 | 2.892,12 | 2.880,08 | 996,34   | 61.755,87 | 20,2259 |
| 24  | 1.521,8992 | 3.360,35        | 62,53   | 29,41   | 40.324,20      | 13.891,69 | 3.091,52 | 2.901,62 | 2.889,58 | 999,61   | 62.217,49 | 20,4070 |
| 25  | 1.535,4092 | 3.390,18        | 34,93   | 1,82    | 40.682,16      | 14.015,00 | 3.118,97 | 2.902,43 | 2.890,39 | 999,89   | 62.282,01 | 20,5881 |
| 26  | 1.548,9150 | 3.420,00        | 7,35    |         | 41.040,00      | 14.138,28 | 3.146,40 | 2.903,24 | 2.900,57 | 1.000,17 | 62.346,68 | 20,7692 |
| 27  | 1.562,4250 | 3.449,83        |         |         | 41.397,96      | 14.261,60 | 3.173,84 | 2.911,42 | 2.911,42 | 1.002,98 | 62.747,80 | 20,9504 |
| 28  | 1.575,9333 | 3.479,66        |         |         | 41.755,92      | 14.384,91 | 3.201,29 | 2.922,26 | 2.922,26 | 1.006,72 | 63.271,11 | 21,1315 |
| 29  | 1.589,4417 | 3.509,49        |         |         | 42.113,88      | 14.508,23 | 3.228,73 | 2.933,11 | 2.933,11 | 1.010,46 | 63.794,41 | 21,3127 |

**Baremaschaal 1.18**

**Gezins- en bejaardenhelper bij onstentenis van bekwaamheidsgetuigschrift**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.087,8600 | 2.401,99        | 132,46  | 66,23   | 28.823,88         | 9.929,83  | 2.209,83 | 2.578,59 | 2.554,50 | 888,32   | 46.567,56 | 14,5870 |
| 1   | 1.174,3025 | 2.592,86        | 132,46  | 66,23   | 31.114,32         | 10.718,88 | 2.385,43 | 2.647,99 | 2.623,91 | 912,23   | 49.915,96 | 15,7461 |
| 2   | 1.180,1775 | 2.605,83        | 132,46  | 66,23   | 31.269,96         | 10.772,50 | 2.397,36 | 2.652,70 | 2.628,62 | 913,86   | 50.143,49 | 15,8249 |
| 3   | 1.186,0525 | 2.618,80        | 132,46  | 66,23   | 31.425,60         | 10.826,12 | 2.409,30 | 2.657,42 | 2.633,34 | 915,48   | 50.371,02 | 15,9036 |
| 4   | 1.191,9275 | 2.631,78        | 132,46  | 66,23   | 31.581,36         | 10.879,78 | 2.421,24 | 2.662,14 | 2.638,06 | 917,11   | 50.598,73 | 15,9825 |
| 5   | 1.197,8033 | 2.644,75        | 132,46  | 66,23   | 31.737,00         | 10.933,40 | 2.433,17 | 2.666,85 | 2.642,77 | 918,73   | 50.826,26 | 16,0612 |
| 6   | 1.203,6800 | 2.657,73        | 132,46  | 66,23   | 31.892,76         | 10.987,06 | 2.445,11 | 2.671,57 | 2.647,49 | 920,36   | 51.053,97 | 16,1401 |
| 7   | 1.209,5550 | 2.670,70        | 132,46  | 66,23   | 32.048,40         | 11.040,67 | 2.457,04 | 2.676,29 | 2.652,21 | 921,98   | 51.281,50 | 16,2188 |
| 8   | 1.215,4300 | 2.683,67        | 132,46  | 66,23   | 32.204,04         | 11.094,29 | 2.468,98 | 2.681,00 | 2.656,92 | 923,61   | 51.509,03 | 16,2976 |
| 9   | 1.221,3050 | 2.696,64        | 132,46  | 66,23   | 32.359,68         | 11.147,91 | 2.480,91 | 2.685,72 | 2.661,64 | 925,23   | 51.736,56 | 16,3764 |
| 10  | 1.257,7167 | 2.777,04        | 132,46  | 66,23   | 33.324,48         | 11.480,28 | 2.554,88 | 2.714,95 | 2.690,87 | 935,30   | 53.147,01 | 16,8646 |
| 11  | 1.263,5917 | 2.790,01        | 132,46  | 66,23   | 33.480,12         | 11.533,90 | 2.566,81 | 2.719,67 | 2.695,59 | 936,93   | 53.374,54 | 16,9434 |
| 12  | 1.269,4667 | 2.802,98        | 132,46  | 66,23   | 33.635,76         | 11.587,52 | 2.578,74 | 2.724,39 | 2.700,30 | 938,55   | 53.602,07 | 17,0221 |
| 13  | 1.275,3417 | 2.815,95        | 132,46  | 66,23   | 33.791,40         | 11.641,14 | 2.590,67 | 2.729,10 | 2.705,02 | 940,18   | 53.829,60 | 17,1009 |
| 14  | 1.281,2167 | 2.828,93        | 132,46  | 66,23   | 33.947,16         | 11.694,80 | 2.602,62 | 2.733,82 | 2.709,74 | 941,80   | 54.057,30 | 17,1797 |
| 15  | 1.287,0925 | 2.841,90        | 132,46  | 66,23   | 34.102,80         | 11.748,41 | 2.614,55 | 2.738,54 | 2.714,46 | 943,43   | 54.284,84 | 17,2585 |
| 16  | 1.292,9692 | 2.854,88        | 132,46  | 66,23   | 34.258,56         | 11.802,07 | 2.626,49 | 2.743,26 | 2.719,18 | 945,05   | 54.512,54 | 17,3373 |
| 17  | 1.298,8442 | 2.867,85        | 132,46  | 66,23   | 34.414,20         | 11.855,69 | 2.638,42 | 2.747,97 | 2.723,89 | 946,68   | 54.740,07 | 17,4161 |
| 18  | 1.304,7192 | 2.880,82        | 132,46  | 66,23   | 34.569,84         | 11.909,31 | 2.650,35 | 2.752,69 | 2.728,61 | 948,30   | 54.967,60 | 17,4949 |
| 19  | 1.310,5942 | 2.893,79        | 132,46  | 66,23   | 34.725,48         | 11.962,93 | 2.662,29 | 2.757,40 | 2.733,32 | 949,93   | 55.195,13 | 17,5736 |
| 20  | 1.316,4692 | 2.906,76        | 132,46  | 66,23   | 34.881,12         | 12.016,55 | 2.674,22 | 2.762,12 | 2.738,04 | 951,55   | 55.422,67 | 17,6524 |
| 21  | 1.322,3450 | 2.919,74        | 132,46  | 66,23   | 35.036,88         | 12.070,21 | 2.686,16 | 2.766,84 | 2.742,76 | 953,18   | 55.650,37 | 17,7312 |
| 22  | 1.328,2200 | 2.932,71        | 132,46  | 66,23   | 35.192,52         | 12.123,82 | 2.698,09 | 2.771,56 | 2.747,47 | 954,80   | 55.877,90 | 17,8100 |
| 23  | 1.334,0967 | 2.945,69        | 130,9   | 64,67   | 35.348,28         | 12.177,48 | 2.710,03 | 2.775,71 | 2.751,63 | 956,23   | 56.079,68 | 17,8888 |
| 24  | 1.339,9717 | 2.958,66        | 118,9   | 52,67   | 35.503,92         | 12.231,10 | 2.721,97 | 2.776,06 | 2.751,98 | 956,35   | 56.107,73 | 17,9676 |
| 25  | 1.345,8467 | 2.971,63        | 106,9   | 40,67   | 35.659,56         | 12.284,72 | 2.733,90 | 2.776,41 | 2.752,33 | 956,47   | 56.135,79 | 18,0463 |
| 26  | 1.351,7200 | 2.984,60        | 94,9    | 33,11   | 35.815,20         | 12.338,34 | 2.745,83 | 2.776,77 | 2.754,30 | 956,60   | 56.163,85 | 18,1251 |
| 27  | 1.357,5950 | 2.997,57        | 82,91   | 33,11   | 35.970,84         | 12.391,95 | 2.757,76 | 2.777,12 | 2.759,02 | 956,72   | 56.192,07 | 18,2039 |

**Baremaschaal 1.16**

**Gezins-en bejaardenhelper / operateur mecanograaf 2de klasse**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.074,9367 | 2.373,46        | 132,46  | 66,23   | 28.481,52      | 9.811,88  | 2.183,58 | 2.568,21 | 2.544,13 | 884,75   | 46.067,06 | 14,4137 |
| 1   | 1.164,3183 | 2.570,81        | 132,46  | 66,23   | 30.849,72      | 10.627,73 | 2.365,15 | 2.639,97 | 2.615,89 | 909,47   | 49.529,14 | 15,6122 |
| 2   | 1.175,4717 | 2.595,44        | 132,46  | 66,23   | 31.145,28      | 10.729,55 | 2.387,80 | 2.648,92 | 2.624,84 | 912,55   | 49.961,22 | 15,7618 |
| 3   | 1.186,6308 | 2.620,08        | 132,46  | 66,23   | 31.440,96      | 10.831,41 | 2.410,47 | 2.657,88 | 2.633,80 | 915,64   | 50.393,48 | 15,9114 |
| 4   | 1.197,7867 | 2.644,71        | 132,46  | 66,23   | 31.736,52      | 10.933,23 | 2.433,13 | 2.666,84 | 2.642,76 | 918,73   | 50.825,56 | 16,0610 |
| 5   | 1.208,9417 | 2.669,34        | 132,46  | 66,23   | 32.032,08      | 11.035,05 | 2.455,79 | 2.675,79 | 2.651,71 | 921,81   | 51.257,64 | 16,2106 |
| 6   | 1.220,0992 | 2.693,98        | 132,46  | 66,23   | 32.327,76      | 11.136,91 | 2.478,46 | 2.684,75 | 2.660,67 | 924,90   | 51.689,90 | 16,3602 |
| 7   | 1.231,2542 | 2.718,61        | 132,46  | 66,23   | 32.623,32      | 11.238,73 | 2.501,12 | 2.693,71 | 2.669,63 | 927,98   | 52.121,98 | 16,5098 |
| 8   | 1.242,4092 | 2.743,24        | 132,46  | 66,23   | 32.918,88      | 11.340,55 | 2.523,78 | 2.702,66 | 2.678,58 | 931,07   | 52.554,06 | 16,6594 |
| 9   | 1.253,5683 | 2.767,88        | 132,46  | 66,23   | 33.214,56      | 11.442,42 | 2.546,45 | 2.711,62 | 2.687,54 | 934,15   | 52.986,31 | 16,8090 |
| 10  | 1.299,1600 | 2.868,55        | 132,46  | 66,23   | 34.422,60      | 11.858,59 | 2.639,07 | 2.748,23 | 2.724,15 | 946,76   | 54.752,35 | 17,4203 |
| 11  | 1.312,6708 | 2.898,38        | 132,46  | 66,23   | 34.780,56      | 11.981,90 | 2.666,51 | 2.759,07 | 2.734,99 | 950,50   | 55.275,66 | 17,6015 |
| 12  | 1.326,1808 | 2.928,21        | 132,46  | 66,23   | 35.138,52      | 12.105,22 | 2.693,95 | 2.769,92 | 2.745,84 | 954,24   | 55.798,96 | 17,7827 |
| 13  | 1.339,6867 | 2.958,03        | 119,48  | 53,25   | 35.496,36      | 12.228,50 | 2.721,39 | 2.776,04 | 2.751,96 | 956,35   | 56.106,32 | 17,9637 |
| 14  | 1.353,1950 | 2.987,85        | 91,9    | 33,11   | 35.854,20      | 12.351,77 | 2.748,82 | 2.776,86 | 2.755,48 | 956,63   | 56.170,99 | 18,1448 |
| 15  | 1.366,7050 | 3.017,68        | 66,23   | 33,11   | 36.212,16      | 12.475,09 | 2.776,27 | 2.778,37 | 2.766,33 | 957,15   | 56.267,59 | 18,3260 |
| 16  | 1.380,2150 | 3.047,51        | 66,23   | 33,11   | 36.570,12      | 12.598,41 | 2.803,71 | 2.789,22 | 2.777,17 | 960,88   | 56.790,89 | 18,5071 |
| 17  | 1.393,7217 | 3.077,34        | 66,23   | 33,11   | 36.928,08      | 12.721,72 | 2.831,15 | 2.800,06 | 2.788,02 | 964,62   | 57.314,19 | 18,6883 |
| 18  | 1.407,2317 | 3.107,17        | 66,23   | 33,11   | 37.286,04      | 12.845,04 | 2.858,60 | 2.810,91 | 2.798,87 | 968,36   | 57.837,50 | 18,8695 |
| 19  | 1.420,7400 | 3.136,99        | 66,23   | 33,11   | 37.643,88      | 12.968,32 | 2.886,03 | 2.821,75 | 2.809,71 | 972,09   | 58.360,63 | 19,0505 |
| 20  | 1.434,2475 | 3.166,82        | 66,23   | 33,11   | 38.001,84      | 13.091,63 | 2.913,47 | 2.832,60 | 2.820,55 | 975,83   | 58.883,93 | 19,2317 |
| 21  | 1.447,7583 | 3.196,65        | 66,23   | 33,11   | 38.359,80      | 13.214,95 | 2.940,92 | 2.843,44 | 2.831,40 | 979,57   | 59.407,23 | 19,4129 |
| 22  | 1.461,2658 | 3.226,47        | 66,23   | 33,11   | 38.717,64      | 13.338,23 | 2.968,35 | 2.854,29 | 2.842,24 | 983,30   | 59.930,36 | 19,5939 |
| 23  | 1.474,7742 | 3.256,30        | 66,23   | 33,11   | 39.075,60      | 13.461,54 | 2.995,80 | 2.865,13 | 2.853,09 | 987,04   | 60.453,66 | 19,7751 |
| 24  | 1.488,2825 | 3.286,13        | 66,23   | 33,11   | 39.433,56      | 13.584,86 | 3.023,24 | 2.875,98 | 2.863,94 | 990,77   | 60.976,97 | 19,9563 |
| 25  | 1.501,7925 | 3.315,96        | 66,23   | 33,11   | 39.791,52      | 13.708,18 | 3.050,68 | 2.886,82 | 2.874,78 | 994,51   | 61.500,27 | 20,1374 |
| 26  | 1.515,3008 | 3.345,78        | 66,23   | 33,11   | 40.149,36      | 13.831,45 | 3.078,12 | 2.897,67 | 2.885,62 | 998,25   | 62.023,40 | 20,3185 |
| 27  | 1.528,8092 | 3.375,61        | 48,41   | 15,3    | 40.507,32      | 13.954,77 | 3.105,56 | 2.902,03 | 2.889,99 | 999,75   | 62.250,48 | 20,4997 |
| 28  | 1.542,3192 | 3.405,44        | 20,82   |         | 40.865,28      | 14.078,09 | 3.133,00 | 2.902,85 | 2.895,28 | 1.000,03 | 62.315,16 | 20,6808 |
| 29  | 1.555,8250 | 3.435,26        |         |         | 41.223,12      | 14.201,36 | 3.160,44 | 2.906,12 | 2.906,12 | 1.001,16 | 62.492,20 | 20,8619 |

**Baremaschaal 1.14**  
**Geschoold werkmán A**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|----------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                |           |          |          |          |          |           |         |
|     | 1.049,0975 | 2.316,41        | 132,46  | 66,23   | 27.796,92      | 9.576,04  | 2.131,10 | 2.547,47 | 2.523,39 | 877,60   | 45.066,24 | 14,0673 |
| 1   | 1.138,4775 | 2.513,76        | 132,46  | 66,23   | 30.165,12      | 10.391,88 | 2.312,66 | 2.619,23 | 2.595,14 | 902,32   | 48.528,32 | 15,2657 |
| 2   | 1.149,3458 | 2.537,76        | 132,46  | 66,23   | 30.453,12      | 10.491,10 | 2.334,74 | 2.627,95 | 2.603,87 | 905,33   | 48.949,35 | 15,4115 |
| 3   | 1.160,2142 | 2.561,75        | 132,46  | 66,23   | 30.741,00      | 10.590,27 | 2.356,81 | 2.636,67 | 2.612,59 | 908,33   | 49.370,20 | 15,5572 |
| 4   | 1.171,0800 | 2.585,74        | 132,46  | 66,23   | 31.028,88      | 10.689,45 | 2.378,88 | 2.645,40 | 2.621,32 | 911,34   | 49.791,06 | 15,7029 |
| 5   | 1.181,9483 | 2.609,74        | 132,46  | 66,23   | 31.316,88      | 10.788,67 | 2.400,96 | 2.654,12 | 2.630,04 | 914,35   | 50.212,09 | 15,8486 |
| 6   | 1.192,8183 | 2.633,74        | 132,46  | 66,23   | 31.604,88      | 10.887,88 | 2.423,04 | 2.662,85 | 2.638,77 | 917,35   | 50.633,11 | 15,9944 |
| 7   | 1.203,6842 | 2.657,73        | 132,46  | 66,23   | 31.892,76      | 10.987,06 | 2.445,11 | 2.671,57 | 2.647,49 | 920,36   | 51.053,97 | 16,1401 |
| 8   | 1.214,5525 | 2.681,73        | 132,46  | 66,23   | 32.180,76      | 11.086,27 | 2.467,19 | 2.680,30 | 2.656,22 | 923,36   | 51.475,00 | 16,2858 |
| 9   | 1.225,4183 | 2.705,72        | 132,46  | 66,23   | 32.468,64      | 11.185,45 | 2.489,26 | 2.689,02 | 2.664,94 | 926,37   | 51.895,85 | 16,4315 |
| 10  | 1.266,8417 | 2.797,19        | 132,46  | 66,23   | 33.566,28      | 11.563,58 | 2.573,41 | 2.722,28 | 2.698,20 | 937,83   | 53.500,49 | 16,9870 |
| 11  | 1.280,0542 | 2.826,36        | 132,46  | 66,23   | 33.916,32      | 11.684,17 | 2.600,25 | 2.732,89 | 2.708,81 | 941,48   | 54.012,22 | 17,1641 |
| 12  | 1.293,2650 | 2.855,53        | 132,46  | 66,23   | 34.266,36      | 11.804,76 | 2.627,09 | 2.743,49 | 2.719,41 | 945,13   | 54.523,94 | 17,3413 |
| 13  | 1.306,4750 | 2.884,70        | 132,46  | 66,23   | 34.616,40      | 11.925,35 | 2.653,92 | 2.754,10 | 2.730,02 | 948,79   | 55.035,67 | 17,5184 |
| 14  | 1.319,6883 | 2.913,87        | 132,46  | 66,23   | 34.966,44      | 12.045,94 | 2.680,76 | 2.764,71 | 2.740,62 | 952,44   | 55.547,40 | 17,6956 |
| 15  | 1.332,8983 | 2.943,04        | 132,46  | 66,23   | 35.316,48      | 12.166,53 | 2.707,60 | 2.775,31 | 2.751,23 | 956,09   | 56.059,12 | 17,8727 |
| 16  | 1.346,1092 | 2.972,21        | 106,37  | 40,14   | 35.666,52      | 12.287,12 | 2.734,43 | 2.776,43 | 2.752,35 | 956,48   | 56.137,16 | 18,0499 |
| 17  | 1.359,3242 | 3.001,39        | 79,37   | 33,11   | 36.016,68      | 12.407,75 | 2.761,28 | 2.777,22 | 2.760,40 | 956,75   | 56.200,24 | 18,2271 |
| 18  | 1.372,5325 | 3.030,55        | 66,23   | 33,11   | 36.366,60      | 12.528,29 | 2.788,11 | 2.783,05 | 2.771,01 | 958,76   | 56.493,36 | 18,4041 |
| 19  | 1.385,7458 | 3.059,73        | 66,23   | 33,11   | 36.716,76      | 12.648,92 | 2.814,95 | 2.793,66 | 2.781,62 | 962,42   | 57.005,26 | 18,5814 |
| 20  | 1.398,9558 | 3.088,89        | 66,23   | 33,11   | 37.066,68      | 12.769,47 | 2.841,78 | 2.804,26 | 2.792,22 | 966,07   | 57.516,81 | 18,7584 |
| 21  | 1.412,1692 | 3.118,07        | 66,23   | 33,11   | 37.416,84      | 12.890,10 | 2.868,62 | 2.814,87 | 2.802,83 | 969,72   | 58.028,72 | 18,9356 |
| 22  | 1.425,3775 | 3.147,23        | 66,23   | 33,11   | 37.766,76      | 13.010,65 | 2.895,45 | 2.825,47 | 2.813,43 | 973,38   | 58.540,27 | 19,1127 |
| 23  | 1.438,5900 | 3.176,41        | 66,23   | 33,11   | 38.116,92      | 13.131,28 | 2.922,30 | 2.836,08 | 2.824,04 | 977,03   | 59.052,17 | 19,2899 |
| 24  | 1.451,8008 | 3.205,58        | 66,23   | 33,11   | 38.466,96      | 13.251,87 | 2.949,13 | 2.846,69 | 2.834,65 | 980,68   | 59.563,89 | 19,4671 |
| 25  | 1.465,0133 | 3.234,75        | 66,23   | 33,11   | 38.817,00      | 13.372,46 | 2.975,97 | 2.857,30 | 2.845,25 | 984,34   | 60.075,62 | 19,6442 |
| 26  | 1.478,2225 | 3.263,92        | 66,23   | 33,11   | 39.167,04      | 13.493,05 | 3.002,81 | 2.867,90 | 2.855,86 | 987,99   | 60.587,34 | 19,8214 |
| 27  | 1.491,4367 | 3.293,09        | 66,23   | 33,11   | 39.517,08      | 13.613,63 | 3.029,64 | 2.878,51 | 2.866,47 | 991,65   | 61.099,07 | 19,9985 |
| 28  | 1.504,6475 | 3.322,26        | 66,23   | 33,11   | 39.867,12      | 13.734,22 | 3.056,48 | 2.889,11 | 2.877,07 | 995,30   | 61.610,79 | 20,1757 |
| 29  | 1.517,8583 | 3.351,43        | 66,23   | 33,11   | 40.217,16      | 13.854,81 | 3.083,32 | 2.899,72 | 2.887,68 | 998,95   | 62.122,52 | 20,3528 |

**Baremaschaal 1.11/1.12**

**Ongeschoold werkmán / onderhoudspersoneel / halfgeschoold werkmán B**

| Anc | Maandbasis | Bruto maandloon | Toelage |         | Bruto<br>jaarloon | RSZ       | Vak      | ET haard | ET stand | RSZ ET h | Kost jaar | Uurloon |
|-----|------------|-----------------|---------|---------|-------------------|-----------|----------|----------|----------|----------|-----------|---------|
|     |            |                 | haard   | standpl |                   |           |          |          |          |          |           |         |
|     | 1.032,0675 | 2.278,81        | 132,46  | 66,23   | 27.345,72         | 9.420,60  | 2.096,51 | 2.533,80 | 2.509,72 | 872,89   | 44.406,63 | 13,8389 |
| 1   | 1.118,5125 | 2.469,68        | 132,46  | 66,23   | 29.636,16         | 10.209,66 | 2.272,11 | 2.603,20 | 2.579,12 | 896,80   | 47.755,03 | 14,9981 |
| 2   | 1.124,3892 | 2.482,65        | 132,46  | 66,23   | 29.791,80         | 10.263,28 | 2.284,04 | 2.607,91 | 2.583,83 | 898,43   | 47.982,56 | 15,0768 |
| 3   | 1.130,2642 | 2.495,62        | 132,46  | 66,23   | 29.947,44         | 10.316,89 | 2.295,97 | 2.612,63 | 2.588,55 | 900,05   | 48.210,09 | 15,1556 |
| 4   | 1.136,1392 | 2.508,60        | 132,46  | 66,23   | 30.103,20         | 10.370,55 | 2.307,91 | 2.617,35 | 2.593,27 | 901,68   | 48.437,80 | 15,2344 |
| 5   | 1.142,0142 | 2.521,57        | 132,46  | 66,23   | 30.258,84         | 10.424,17 | 2.319,84 | 2.622,07 | 2.597,98 | 903,30   | 48.665,33 | 15,3132 |
| 6   | 1.147,8875 | 2.534,54        | 132,46  | 66,23   | 30.414,48         | 10.477,79 | 2.331,78 | 2.626,78 | 2.602,70 | 904,93   | 48.892,86 | 15,3919 |
| 7   | 1.153,7625 | 2.547,51        | 132,46  | 66,23   | 30.570,12         | 10.531,41 | 2.343,71 | 2.631,50 | 2.607,42 | 906,55   | 49.120,39 | 15,4707 |
| 8   | 1.159,6375 | 2.560,48        | 132,46  | 66,23   | 30.725,76         | 10.585,02 | 2.355,64 | 2.636,21 | 2.612,13 | 908,18   | 49.347,92 | 15,5495 |
| 9   | 1.165,5150 | 2.573,46        | 132,46  | 66,23   | 30.881,52         | 10.638,68 | 2.367,58 | 2.640,93 | 2.616,85 | 909,80   | 49.575,63 | 15,6283 |
| 10  | 1.201,6908 | 2.653,33        | 132,46  | 66,23   | 31.839,96         | 10.968,87 | 2.441,06 | 2.669,97 | 2.645,89 | 919,81   | 50.976,78 | 16,1133 |
| 11  | 1.207,5633 | 2.666,30        | 132,46  | 66,23   | 31.995,60         | 11.022,48 | 2.453,00 | 2.674,69 | 2.650,61 | 921,43   | 51.204,31 | 16,1921 |
| 12  | 1.213,4392 | 2.679,27        | 132,46  | 66,23   | 32.151,24         | 11.076,10 | 2.464,93 | 2.679,41 | 2.655,32 | 923,06   | 51.431,84 | 16,2709 |
| 13  | 1.219,3158 | 2.692,25        | 132,46  | 66,23   | 32.307,00         | 11.129,76 | 2.476,87 | 2.684,12 | 2.660,04 | 924,68   | 51.659,55 | 16,3497 |
| 14  | 1.225,1908 | 2.705,22        | 132,46  | 66,23   | 32.462,64         | 11.183,38 | 2.488,80 | 2.688,84 | 2.664,76 | 926,31   | 51.887,08 | 16,4285 |
| 15  | 1.231,0658 | 2.718,19        | 132,46  | 66,23   | 32.618,28         | 11.237,00 | 2.500,73 | 2.693,56 | 2.669,48 | 927,93   | 52.114,61 | 16,5072 |
| 16  | 1.236,9408 | 2.731,17        | 132,46  | 66,23   | 32.774,04         | 11.290,66 | 2.512,68 | 2.698,28 | 2.674,19 | 929,56   | 52.342,31 | 16,5861 |
| 17  | 1.242,8167 | 2.744,14        | 132,46  | 66,23   | 32.929,68         | 11.344,27 | 2.524,61 | 2.702,99 | 2.678,91 | 931,18   | 52.569,85 | 16,6648 |
| 18  | 1.248,6917 | 2.757,11        | 132,46  | 66,23   | 33.085,32         | 11.397,89 | 2.536,54 | 2.707,71 | 2.683,63 | 932,81   | 52.797,38 | 16,7436 |
| 19  | 1.254,5667 | 2.770,08        | 132,46  | 66,23   | 33.240,96         | 11.451,51 | 2.548,47 | 2.712,42 | 2.688,34 | 934,43   | 53.024,91 | 16,8223 |
| 20  | 1.260,4433 | 2.783,06        | 132,46  | 66,23   | 33.396,72         | 11.505,17 | 2.560,42 | 2.717,14 | 2.693,06 | 936,06   | 53.252,61 | 16,9012 |
| 21  | 1.266,3183 | 2.796,03        | 132,46  | 66,23   | 33.552,36         | 11.558,79 | 2.572,35 | 2.721,86 | 2.697,78 | 937,68   | 53.480,14 | 16,9799 |
| 22  | 1.272,1933 | 2.809,00        | 132,46  | 66,23   | 33.708,00         | 11.612,41 | 2.584,28 | 2.726,57 | 2.702,49 | 939,31   | 53.707,68 | 17,0587 |
| 23  | 1.278,0692 | 2.821,98        | 132,46  | 66,23   | 33.863,76         | 11.666,07 | 2.596,22 | 2.731,29 | 2.707,21 | 940,93   | 53.935,38 | 17,1375 |
| 24  | 1.283,9442 | 2.834,95        | 132,46  | 66,23   | 34.019,40         | 11.719,68 | 2.608,15 | 2.736,01 | 2.711,93 | 942,56   | 54.162,91 | 17,2163 |
| 25  | 1.289,8192 | 2.847,92        | 132,46  | 66,23   | 34.175,04         | 11.773,30 | 2.620,09 | 2.740,73 | 2.716,64 | 944,18   | 54.390,44 | 17,2951 |
| 26  | 1.295,6958 | 2.860,90        | 132,46  | 66,23   | 34.330,80         | 11.826,96 | 2.632,03 | 2.745,45 | 2.721,36 | 945,81   | 54.618,15 | 17,3739 |
| 27  | 1.301,5708 | 2.873,87        | 132,46  | 66,23   | 34.486,44         | 11.880,58 | 2.643,96 | 2.750,16 | 2.726,08 | 947,43   | 54.845,68 | 17,4527 |