PARITAIR SUBCOMITÉ 319.01
LOONBAREMA'S met correctiereserve
geldig vanaf 1 augustus 2026

Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 augustus 2026** voor volgende subsectoren van het Paritair Subcomité voor de opvoedings- en huisvestingsinrichtingen en -diensten van de Vlaamse Gemeenschap (**319.01**):

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

Legende tabellen loonbarema's

Anc	anciënniteit
BMW	bruto maandwedde
BJW	bruto jaarwedde
ET	eindejaarstoelage = bruto maandwedde van oktober
RSZ	RSZ-werkgeversbijdrage op bruto jaarwedde + eindejaarstoelage: 34,45 % - *benaderend en gemiddeld percentage*
Vak	vakantiegeld : 92 % van de bruto maandwedde
KOST jaar	benaderende loonkost op jaarbasis *(bruto jaarweddeloon + eindejaarstoelage + RSZ + vakantiegeld)*
Uurloon	uurloon bij 38-uren-week

L4	**Logistiek personeel klasse 4**							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**2.340,87**	22.591,66	28.090,47	2.340,87	10.483,60	2.153,60	43.068,54	14,2158
1	**2.370,06**	22.873,33	28.440,70	2.370,06	10.614,31	2.180,46	43.605,52	14,3931
2	**2.399,19**	23.154,51	28.790,32	2.399,19	10.744,79	2.207,25	44.141,55	14,5700
3	**2.428,38**	23.436,17	29.140,53	2.428,38	10.875,49	2.234,11	44.678,51	14,7472
4	**2.462,68**	23.767,23	29.552,17	2.462,68	11.029,12	2.265,67	45.309,64	14,9555
5	**2.488,00**	24.011,59	29.856,01	2.488,00	11.142,51	2.288,96	45.775,48	15,1093
6	**2.579,61**	24.895,68	30.955,29	2.579,61	11.552,77	2.373,24	47.460,91	15,6656
7	**2.596,57**	25.059,42	31.158,88	2.596,57	11.628,75	2.388,84	47.773,05	15,7686
8	**2.696,54**	26.024,18	32.358,47	2.696,54	12.076,45	2.480,82	49.612,27	16,3757
9	**2.705,15**	26.107,24	32.461,74	2.705,15	12.114,99	2.488,74	49.770,62	16,4280
10	**2.813,47**	27.152,69	33.761,65	2.813,47	12.600,13	2.588,39	51.763,65	17,0859
11	**2.813,77**	27.155,59	33.765,26	2.813,77	12.601,48	2.588,67	51.769,18	17,0877
12	**2.930,40**	28.281,18	35.164,82	2.930,40	13.123,80	2.695,97	53.914,99	17,7960
13	**2.930,40**	28.281,18	35.164,82	2.930,40	13.123,80	2.695,97	53.914,99	17,7960
14	**3.047,33**	29.409,69	36.568,01	3.047,33	13.647,48	2.803,54	56.066,37	18,5061
15	**3.047,33**	29.409,69	36.568,01	3.047,33	13.647,48	2.803,54	56.066,37	18,5061
16	**3.096,90**	29.888,08	37.162,84	3.096,90	13.869,48	2.849,15	56.978,37	18,8071
17	**3.096,90**	29.888,08	37.162,84	3.096,90	13.869,48	2.849,15	56.978,37	18,8071
18	**3.213,83**	31.016,58	38.566,02	3.213,83	14.393,16	2.956,72	59.129,73	19,5172
19	**3.213,83**	31.016,58	38.566,02	3.213,83	14.393,16	2.956,72	59.129,73	19,5172
20	**3.330,77**	32.145,09	39.969,20	3.330,77	14.916,84	3.064,31	61.281,12	20,2273
21	**3.330,77**	32.145,09	39.969,20	3.330,77	14.916,84	3.064,31	61.281,12	20,2273
22	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
23	**3.497,27**	33.751,98	41.967,21	3.497,27	15.662,51	3.217,49	64.344,48	21,2385
24	**3.614,20**	34.880,45	43.370,35	3.614,20	16.186,18	3.325,06	66.495,79	21,9486
25	**3.620,75**	34.943,73	43.449,03	3.620,75	16.215,54	3.331,09	66.616,41	21,9884
26	**3.626,83**	35.002,37	43.521,95	3.626,83	16.242,75	3.336,68	66.728,21	22,0253
27	**3.632,46**	35.056,70	43.589,50	3.632,46	16.267,97	3.341,86	66.831,79	22,0595
28	**3.637,67**	35.107,03	43.652,08	3.637,67	16.291,32	3.346,66	66.927,73	22,0911
29	**3.642,50**	35.153,63	43.710,02	3.642,50	16.312,94	3.351,10	67.016,57	22,1204
30	**3.646,98**	35.196,84	43.763,75	3.646,98	16.333,00	3.355,22	67.098,95	22,1477
31	**3.651,12**	35.236,83	43.813,47	3.651,12	16.351,55	3.359,03	67.175,18	22,1728
32	**3.654,96**	35.273,87	43.859,53	3.654,96	16.368,74	3.362,56	67.245,79	22,1961
33	**3.658,51**	35.308,15	43.902,15	3.658,51	16.384,65	3.365,83	67.311,14	22,2177
34	**3.661,80**	35.339,92	43.941,66	3.661,80	16.399,39	3.368,86	67.371,70	22,2377
35	**3.664,85**	35.369,31	43.978,20	3.664,85	16.413,03	3.371,66	67.427,74	22,2562

L3	Logistiek personeel klasse 3 (minimaal getuigschrift hoger secundair beroepsonderwijs, lager secundair technisch onderwijs, ervaringsbewijs of gelijkwaardige attestering)							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**2.449,78**	23.642,75	29.397,40	2.449,78	10.971,35	2.253,80	45.072,32	14,8772
1	**2.543,70**	24.549,13	30.524,39	2.543,70	11.391,96	2.340,20	46.800,25	15,4476
2	**2.638,63**	25.465,33	31.663,59	2.638,63	11.817,12	2.427,54	48.546,88	16,0241
3	**2.733,57**	26.381,56	32.802,83	2.733,57	12.242,29	2.514,88	50.293,58	16,6006
4	**2.828,50**	27.297,76	33.942,03	2.828,50	12.667,45	2.602,22	52.040,20	17,1771
5	**2.828,50**	27.297,76	33.942,03	2.828,50	12.667,45	2.602,22	52.040,20	17,1771
6	**2.963,80**	28.603,55	35.565,65	2.963,80	13.273,40	2.726,70	54.529,55	17,9988
7	**2.963,80**	28.603,55	35.565,65	2.963,80	13.273,40	2.726,70	54.529,55	17,9988
8	**3.081,16**	29.736,12	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
9	**3.081,16**	29.736,12	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
10	**3.167,06**	30.565,13	38.004,68	3.167,06	14.183,67	2.913,70	58.269,10	19,2332
11	**3.167,06**	30.565,13	38.004,68	3.167,06	14.183,67	2.913,70	58.269,10	19,2332
12	**3.302,36**	31.870,94	39.628,33	3.302,36	14.789,62	3.038,17	60.758,48	20,0548
13	**3.302,36**	31.870,94	39.628,33	3.302,36	14.789,62	3.038,17	60.758,48	20,0548
14	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
15	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
16	**3.505,62**	33.832,54	42.067,38	3.505,62	15.699,90	3.225,17	64.498,07	21,2892
17	**3.505,62**	33.832,54	42.067,38	3.505,62	15.699,90	3.225,17	64.498,07	21,2892
18	**3.640,92**	35.138,33	43.691,00	3.640,92	16.305,85	3.349,65	66.987,41	22,1109
19	**3.640,92**	35.138,33	43.691,00	3.640,92	16.305,85	3.349,65	66.987,41	22,1109
20	**3.776,22**	36.444,18	45.314,69	3.776,22	16.911,82	3.474,12	69.476,86	22,9325
21	**3.776,22**	36.444,18	45.314,69	3.776,22	16.911,82	3.474,12	69.476,86	22,9325
22	**3.911,53**	37.750,03	46.938,39	3.911,53	17.517,80	3.598,61	71.966,32	23,7542
23	**4.046,84**	39.055,84	48.562,03	4.046,84	18.123,76	3.723,09	74.455,72	24,5760
24	**4.180,07**	40.341,72	50.160,89	4.180,07	18.720,46	3.845,66	76.907,09	25,3850
25	**4.187,51**	40.413,51	50.250,16	4.187,51	18.753,78	3.852,51	77.043,95	25,4302
26	**4.194,41**	40.480,04	50.332,88	4.194,41	18.784,65	3.858,86	77.170,80	25,4721
27	**4.200,79**	40.541,66	50.409,50	4.200,79	18.813,24	3.864,73	77.288,26	25,5109
28	**4.206,71**	40.598,76	50.480,50	4.206,71	18.839,74	3.870,17	77.397,12	25,5468
29	**4.212,19**	40.651,63	50.546,24	4.212,19	18.864,28	3.875,21	77.497,92	25,5801
30	**4.217,27**	40.700,65	50.607,19	4.217,27	18.887,03	3.879,89	77.591,37	25,6110
31	**4.221,97**	40.746,01	50.663,59	4.221,97	18.908,08	3.884,21	77.677,85	25,6395
32	**4.226,32**	40.788,03	50.715,84	4.226,32	18.927,57	3.888,21	77.757,94	25,6659
33	**4.230,35**	40.826,92	50.764,19	4.230,35	18.945,62	3.891,92	77.832,08	25,6904
34	**4.234,08**	40.862,96	50.809,00	4.234,08	18.962,34	3.895,35	77.900,78	25,7130
35	**4.237,54**	40.896,30	50.850,46	4.237,54	18.977,82	3.898,54	77.964,35	25,7340

L2	Logistiek personeel klasse 2 (minimaal getuigschrift hoger secundair technisch onderwijs)							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**2.648,75**	25.562,97	31.785,00	2.648,75	11.862,43	2.436,85	48.733,02	16,0855
1	**2.751,89**	26.558,33	33.022,63	2.751,89	12.324,32	2.531,74	50.630,58	16,7119
2	**2.855,02**	27.553,69	34.260,26	2.855,02	12.786,21	2.626,62	52.528,11	17,3382
3	**2.958,16**	28.549,06	35.497,90	2.958,16	13.248,11	2.721,51	54.425,68	17,9645
4	**3.061,29**	29.544,42	36.735,53	3.061,29	13.710,01	2.816,39	56.323,21	18,5908
5	**3.061,29**	29.544,42	36.735,53	3.061,29	13.710,01	2.816,39	56.323,21	18,5908
6	**3.140,93**	30.313,00	37.691,18	3.140,93	14.066,66	2.889,66	57.788,43	19,0745
7	**3.140,93**	30.313,00	37.691,18	3.140,93	14.066,66	2.889,66	57.788,43	19,0745
8	**3.287,93**	31.731,68	39.455,17	3.287,93	14.725,00	3.024,90	60.492,99	19,9672
9	**3.287,93**	31.731,68	39.455,17	3.287,93	14.725,00	3.024,90	60.492,99	19,9672
10	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
11	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
12	**3.514,57**	33.918,95	42.174,82	3.514,57	15.740,00	3.233,40	64.662,79	21,3435
13	**3.514,57**	33.918,95	42.174,82	3.514,57	15.740,00	3.233,40	64.662,79	21,3435
14	**3.661,57**	35.337,63	43.938,81	3.661,57	16.398,33	3.368,64	67.367,35	22,2363
15	**3.661,57**	35.337,63	43.938,81	3.661,57	16.398,33	3.368,64	67.367,35	22,2363
16	**3.808,57**	36.756,31	45.702,80	3.808,57	17.056,67	3.503,88	70.071,92	23,1290
17	**3.808,57**	36.756,31	45.702,80	3.808,57	17.056,67	3.503,88	70.071,92	23,1290
18	**3.955,57**	38.175,00	47.466,80	3.955,57	17.715,00	3.639,12	72.776,49	24,0217
19	**3.955,57**	38.175,00	47.466,80	3.955,57	17.715,00	3.639,12	72.776,49	24,0217
20	**4.102,06**	39.588,79	49.224,70	4.102,06	18.371,07	3.773,90	75.471,73	24,9113
21	**4.102,06**	39.588,79	49.224,70	4.102,06	18.371,07	3.773,90	75.471,73	24,9113
22	**4.246,17**	40.979,62	50.954,06	4.246,17	19.016,48	3.906,48	78.123,18	25,7865
23	**4.390,29**	42.370,48	52.683,45	4.390,29	19.661,91	4.039,07	80.774,72	26,6617
24	**4.534,40**	43.761,31	54.412,81	4.534,40	20.307,31	4.171,65	83.426,18	27,5368
25	**4.542,48**	43.839,31	54.509,80	4.542,48	20.343,51	4.179,08	83.574,87	27,5859
26	**4.549,97**	43.911,58	54.599,66	4.549,97	20.377,05	4.185,97	83.712,65	27,6314
27	**4.556,91**	43.978,53	54.682,90	4.556,91	20.408,12	4.192,36	83.840,29	27,6735
28	**4.563,34**	44.040,57	54.760,04	4.563,34	20.436,91	4.198,27	83.958,56	27,7126
29	**4.569,29**	44.098,00	54.831,45	4.569,29	20.463,56	4.203,75	84.068,05	27,7487
30	**4.574,81**	44.151,25	54.897,66	4.574,81	20.488,27	4.208,83	84.169,57	27,7822
31	**4.579,91**	44.200,53	54.958,94	4.579,91	20.511,13	4.213,52	84.263,50	27,8132
32	**4.584,64**	44.246,18	55.015,70	4.584,64	20.532,32	4.217,87	84.350,53	27,8419
33	**4.589,02**	44.288,45	55.068,26	4.589,02	20.551,93	4.221,90	84.431,11	27,8685
34	**4.593,08**	44.327,59	55.116,93	4.593,08	20.570,10	4.225,63	84.505,74	27,8932
35	**4.596,83**	44.363,82	55.161,97	4.596,83	20.586,91	4.229,08	84.574,80	27,9160

B2b	Begeleidend en verzorgend personeel klasse 2B / ADL-assistent / hulpverlener klasse 2B / adviesverlener HB klasse 2B (getuigschrift lager secundair onderwijs of hoger secundair beroepsonderwijs menswetensch.)							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**2.659,51**	25.666,77	31.914,06	2.659,51	11.910,60	2.446,75	48.930,92	16,1509
1	**2.708,20**	26.136,69	32.498,36	2.708,20	12.128,66	2.491,54	49.826,76	16,4466
2	**2.763,41**	26.669,59	33.160,97	2.763,41	12.375,95	2.542,34	50.842,66	16,7818
3	**2.862,46**	27.625,45	34.349,48	2.862,46	12.819,51	2.633,46	52.664,92	17,3834
4	**2.960,91**	28.575,57	35.530,86	2.960,91	13.260,42	2.724,04	54.476,23	17,9812
5	**2.961,50**	28.581,30	35.537,99	2.961,50	13.263,07	2.724,58	54.487,14	17,9848
6	**3.081,16**	29.736,12	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
7	**3.081,16**	29.736,12	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
8	**3.175,93**	30.650,73	38.111,12	3.175,93	14.223,39	2.921,86	58.432,29	19,2870
9	**3.177,45**	30.665,43	38.129,40	3.177,45	14.230,21	2.923,25	58.460,31	19,2963
10	**3.317,77**	32.019,63	39.813,21	3.317,77	14.858,62	3.052,35	61.041,95	20,1484
11	**3.319,29**	32.034,35	39.831,51	3.319,29	14.865,45	3.053,75	61.070,00	20,1576
12	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
13	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
14	**3.534,09**	34.107,36	42.409,09	3.534,09	15.827,43	3.251,36	65.021,97	21,4621
15	**3.535,62**	34.122,08	42.427,39	3.535,62	15.834,26	3.252,77	65.050,04	21,4714
16	**3.675,93**	35.476,28	44.111,21	3.675,93	16.462,67	3.381,86	67.631,66	22,3235
17	**3.677,46**	35.490,97	44.129,47	3.677,46	16.469,49	3.383,26	67.659,68	22,3328
18	**3.817,77**	36.845,17	45.813,28	3.817,77	17.097,90	3.512,35	70.241,30	23,1848
19	**3.819,30**	36.859,91	45.831,61	3.819,30	17.104,74	3.513,76	70.269,41	23,1941
20	**3.959,62**	38.214,10	47.515,41	3.959,62	17.733,15	3.642,85	72.851,03	24,0463
21	**3.961,14**	38.228,79	47.533,68	3.961,14	17.739,96	3.644,25	72.879,03	24,0555
22	**4.100,97**	39.578,32	49.211,68	4.100,97	18.366,21	3.772,89	75.451,75	24,9047
23	**4.240,03**	40.920,37	50.880,39	4.240,03	18.988,98	3.900,83	78.010,23	25,7492
24	**4.377,60**	42.248,01	52.531,18	4.377,60	19.605,07	4.027,39	80.541,24	26,5846
25	**4.386,89**	42.337,67	52.642,66	4.386,89	19.646,68	4.035,94	80.712,17	26,6410
26	**4.394,12**	42.407,43	52.729,40	4.394,12	19.679,05	4.042,59	80.845,16	26,6849
27	**4.402,32**	42.486,57	52.827,80	4.402,32	19.715,78	4.050,13	80.996,03	26,7347
28	**4.408,52**	42.546,46	52.902,27	4.408,52	19.743,57	4.055,84	81.110,19	26,7724
29	**4.414,27**	42.601,91	52.971,21	4.414,27	19.769,30	4.061,13	81.215,91	26,8073
30	**4.419,59**	42.653,32	53.035,14	4.419,59	19.793,15	4.066,02	81.313,90	26,8396
31	**4.424,53**	42.700,91	53.094,31	4.424,53	19.815,24	4.070,57	81.404,65	26,8696
32	**4.429,09**	42.744,98	53.149,11	4.429,09	19.835,69	4.074,76	81.488,65	26,8973
33	**4.433,32**	42.785,77	53.199,83	4.433,32	19.854,62	4.078,65	81.566,42	26,9230
34	**4.437,24**	42.823,58	53.246,84	4.437,24	19.872,17	4.082,26	81.638,51	26,9468
35	**4.440,86**	42.858,56	53.290,33	4.440,86	19.888,40	4.085,59	81.705,18	26,9688

B2a	Begeleidend en verzorgend personeel klasse 2A / hulpverlener klasse 2A / adviesverlener HB klasse 2A (diploma van hoger secundair onderwijs met een specifieke oriëntatie of hoger secundair beroepsonderwijs)							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**2.918,95**	28.170,69	35.027,44	2.918,95	13.072,53	2.685,43	53.704,35	17,7264
1	**2.990,18**	28.858,13	35.882,20	2.990,18	13.391,53	2.750,97	55.014,88	18,1590
2	**3.083,76**	29.761,26	37.005,15	3.083,76	13.810,63	2.837,06	56.736,60	18,7273
3	**3.181,54**	30.704,95	38.178,53	3.181,54	14.248,55	2.927,02	58.535,64	19,3211
4	**3.270,11**	31.559,66	39.241,28	3.270,11	14.645,17	3.008,50	60.165,07	19,8590
5	**3.312,39**	31.967,78	39.748,74	3.312,39	14.834,56	3.047,40	60.943,08	20,1157
6	**3.398,83**	32.801,93	40.785,92	3.398,83	15.221,65	3.126,92	62.533,32	20,6407
7	**3.437,55**	33.175,65	41.250,60	3.437,55	15.395,07	3.162,55	63.245,77	20,8758
8	**3.545,75**	34.219,86	42.548,97	3.545,75	15.879,63	3.262,09	65.236,45	21,5329
9	**3.580,34**	34.553,73	42.964,11	3.580,34	16.034,56	3.293,91	65.872,92	21,7430
10	**3.654,24**	35.266,94	43.850,91	3.654,24	16.365,53	3.361,90	67.232,58	22,1917
11	**3.684,19**	35.555,93	44.210,24	3.684,19	16.499,63	3.389,45	67.783,52	22,3736
12	**3.782,60**	36.505,73	45.391,22	3.782,60	16.940,38	3.479,99	69.594,20	22,9713
13	**3.809,80**	36.768,17	45.717,54	3.809,80	17.062,17	3.505,02	70.094,53	23,1364
14	**3.906,90**	37.705,29	46.882,76	3.906,90	17.497,04	3.594,35	71.881,04	23,7261
15	**3.930,86**	37.936,55	47.170,31	3.930,86	17.604,35	3.616,39	72.321,91	23,8716
16	**4.024,89**	38.844,03	48.298,67	4.024,89	18.025,47	3.702,90	74.051,92	24,4427
17	**4.045,94**	39.047,18	48.551,26	4.045,94	18.119,74	3.722,26	74.439,21	24,5705
18	**4.136,03**	39.916,68	49.632,40	4.136,03	18.523,22	3.805,15	76.096,80	25,1176
19	**4.154,12**	40.091,26	49.849,47	4.154,12	18.604,24	3.821,79	76.429,62	25,2274
20	**4.241,21**	40.931,77	50.894,56	4.241,21	18.994,27	3.901,91	78.031,96	25,7563
21	**4.257,04**	41.084,52	51.084,49	4.257,04	19.065,16	3.916,48	78.323,17	25,8525
22	**4.342,01**	41.904,54	52.104,11	4.342,01	19.445,69	3.994,65	79.886,45	26,3685
23	**4.438,07**	42.831,58	53.256,79	4.438,07	19.875,88	4.083,02	81.653,76	26,9518
24	**4.582,18**	44.222,42	54.986,16	4.582,18	20.521,29	4.215,61	84.305,23	27,8270
25	**4.591,91**	44.316,37	55.102,97	4.591,91	20.564,89	4.224,56	84.484,33	27,8861
26	**4.599,49**	44.389,44	55.193,83	4.599,49	20.598,80	4.231,53	84.623,65	27,9321
27	**4.608,08**	44.472,36	55.296,93	4.608,08	20.637,28	4.239,43	84.781,72	27,9843
28	**4.614,58**	44.535,11	55.374,96	4.614,58	20.666,40	4.245,41	84.901,34	28,0238
29	**4.620,60**	44.593,20	55.447,18	4.620,60	20.693,35	4.250,95	85.012,09	28,0603
30	**4.626,18**	44.647,06	55.514,15	4.626,18	20.718,35	4.256,09	85.114,77	28,0942
31	**4.631,34**	44.696,91	55.576,14	4.631,34	20.741,48	4.260,83	85.209,79	28,1255
32	**4.636,13**	44.743,08	55.633,55	4.636,13	20.762,90	4.265,24	85.297,82	28,1546
33	**4.640,56**	44.785,81	55.686,68	4.640,56	20.782,73	4.269,32	85.379,28	28,1815
34	**4.644,66**	44.825,42	55.735,93	4.644,66	20.801,11	4.273,09	85.454,79	28,2064
35	**4.648,46**	44.862,05	55.781,47	4.648,46	20.818,11	4.276,58	85.524,63	28,2295

B1c	Begeleidend personeel klasse 1 / hulpverlener klasse 1 / adviesverlener HB klasse 1 (diploma hoger onderwijs met specifieke oriëntatie of eindgetuigschrift HBO5)							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**3.201,52**	30.897,76	38.418,27	3.201,52	14.338,02	2.945,40	58.903,21	19,4424
1	**3.273,98**	31.597,08	39.287,81	3.273,98	14.662,54	3.012,06	60.236,39	19,8825
2	**3.373,23**	32.554,90	40.478,76	3.373,23	15.107,01	3.103,37	62.062,38	20,4852
3	**3.485,02**	33.633,79	41.820,25	3.485,02	15.607,67	3.206,22	64.119,16	21,1641
4	**3.583,82**	34.587,27	43.005,81	3.583,82	16.050,13	3.297,11	65.936,87	21,7641
5	**3.632,58**	35.057,91	43.591,01	3.632,58	16.268,53	3.341,97	66.834,08	22,0602
6	**3.738,69**	36.081,92	44.864,26	3.738,69	16.743,72	3.439,59	68.786,26	22,7046
7	**3.783,15**	36.510,99	45.397,76	3.783,15	16.942,83	3.480,50	69.604,24	22,9746
8	**3.906,87**	37.705,01	46.882,41	3.906,87	17.496,91	3.594,32	71.880,51	23,7259
9	**3.946,81**	38.090,53	47.361,77	3.946,81	17.675,80	3.631,07	72.615,44	23,9685
10	**4.065,99**	39.240,67	48.791,85	4.065,99	18.209,53	3.740,71	74.808,08	24,6922
11	**4.101,17**	39.580,26	49.214,10	4.101,17	18.367,11	3.773,08	75.455,45	24,9059
12	**4.213,85**	40.667,65	50.566,16	4.213,85	18.871,71	3.876,74	77.528,46	25,5902
13	**4.244,83**	40.966,68	50.937,97	4.244,83	19.010,47	3.905,24	78.098,52	25,7783
14	**4.353,69**	42.017,23	52.244,22	4.353,69	19.497,98	4.005,39	80.101,29	26,4394
15	**4.381,04**	42.281,20	52.572,44	4.381,04	19.620,48	4.030,56	80.604,52	26,6055
16	**4.489,18**	43.324,89	53.870,17	4.489,18	20.104,80	4.130,05	82.594,19	27,2622
17	**4.515,84**	43.582,14	54.190,03	4.515,84	20.224,17	4.154,57	83.084,62	27,4241
18	**4.620,57**	44.592,92	55.446,84	4.620,57	20.693,22	4.250,92	85.011,55	28,0601
19	**4.644,00**	44.819,02	55.727,97	4.644,00	20.798,14	4.272,48	85.442,59	28,2024
20	**4.745,67**	45.800,28	56.948,07	4.745,67	21.253,49	4.366,02	87.313,25	28,8199
21	**4.766,21**	45.998,51	57.194,55	4.766,21	21.345,48	4.384,91	87.691,15	28,9446
22	**4.866,62**	46.967,52	58.399,41	4.866,62	21.795,15	4.477,29	89.538,47	29,5544
23	**5.032,17**	48.565,23	60.386,01	5.032,17	22.536,56	4.629,60	92.584,34	30,5597
24	**5.195,93**	50.145,73	62.351,20	5.195,93	23.269,99	4.780,26	95.597,37	31,5542
25	**5.207,00**	50.252,52	62.483,98	5.207,00	23.319,54	4.790,44	95.800,97	31,6215
26	**5.215,60**	50.335,54	62.587,21	5.215,60	23.358,07	4.798,35	95.959,23	31,6737
27	**5.225,36**	50.429,71	62.704,30	5.225,36	23.401,77	4.807,33	96.138,76	31,7330
28	**5.232,75**	50.501,01	62.792,96	5.232,75	23.434,86	4.814,13	96.274,69	31,7778
29	**5.239,59**	50.567,02	62.875,03	5.239,59	23.465,49	4.820,42	96.400,53	31,8194
30	**5.245,93**	50.628,23	62.951,14	5.245,93	23.493,89	4.826,26	96.517,22	31,8579
31	**5.251,80**	50.684,87	63.021,57	5.251,80	23.520,18	4.831,66	96.625,20	31,8935
32	**5.257,23**	50.737,33	63.086,80	5.257,23	23.544,52	4.836,65	96.725,19	31,9265
33	**5.262,27**	50.785,90	63.147,19	5.262,27	23.567,06	4.841,29	96.817,80	31,9571
34	**5.266,93**	50.830,90	63.203,14	5.266,93	23.587,94	4.845,58	96.903,59	31,9854
35	**5.271,24**	50.872,53	63.254,90	5.271,24	23.607,26	4.849,54	96.982,94	32,0116

B1b	Hoofdopvoeder / hoofdbegeleider / teambegeleider / diensthoofd paramedicus en maatsch.werk							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**3.479,79**	33.583,35	41.757,54	3.479,79	15.584,26	3.201,41	64.022,99	21,1323
1	**3.544,82**	34.210,93	42.537,87	3.544,82	15.875,49	3.261,23	65.219,41	21,5272
2	**3.633,06**	35.062,49	43.596,70	3.633,06	16.270,65	3.342,42	66.842,83	22,0631
3	**3.718,60**	35.888,06	44.623,21	3.718,60	16.653,75	3.421,11	68.416,68	22,5826
4	**3.809,25**	36.762,93	45.711,03	3.809,25	17.059,74	3.504,51	70.084,52	23,1331
5	**3.873,71**	37.385,05	46.484,57	3.873,71	17.348,43	3.563,81	71.270,52	23,5246
6	**3.999,65**	38.600,43	47.995,77	3.999,65	17.912,42	3.679,68	73.587,53	24,2894
7	**4.047,22**	39.059,57	48.566,67	4.047,22	18.125,48	3.723,44	74.462,82	24,5783
8	**4.177,63**	40.318,14	50.131,58	4.177,63	18.709,52	3.843,42	76.862,15	25,3702
9	**4.219,35**	40.720,80	50.632,24	4.219,35	18.896,37	3.881,80	77.629,77	25,6236
10	**4.344,40**	41.927,61	52.132,79	4.344,40	19.456,39	3.996,85	79.930,43	26,3830
11	**4.381,50**	42.285,65	52.577,98	4.381,50	19.622,54	4.030,98	80.613,00	26,6083
12	**4.502,09**	43.449,51	54.025,12	4.502,09	20.162,62	4.141,92	82.831,76	27,3406
13	**4.535,01**	43.767,20	54.420,14	4.535,01	20.310,05	4.172,21	83.437,40	27,5405
14	**4.651,52**	44.891,60	55.818,22	4.651,52	20.831,82	4.279,40	85.580,96	28,2481
15	**4.680,81**	45.174,27	56.169,69	4.680,81	20.963,00	4.306,35	86.119,84	28,4260
16	**4.796,55**	46.291,31	57.558,61	4.796,55	21.481,35	4.412,83	88.249,35	29,1288
17	**4.825,11**	46.566,92	57.901,31	4.825,11	21.609,25	4.439,10	88.774,77	29,3023
18	**4.937,20**	47.648,70	59.246,39	4.937,20	22.111,25	4.542,22	90.837,07	29,9830
19	**4.962,29**	47.890,85	59.547,48	4.962,29	22.223,62	4.565,31	91.298,70	30,1354
20	**5.071,11**	48.941,03	60.853,28	5.071,11	22.710,95	4.665,42	93.300,76	30,7962
21	**5.093,11**	49.153,37	61.117,30	5.093,11	22.809,49	4.685,66	93.705,56	30,9298
22	**5.201,59**	50.200,33	62.419,09	5.201,59	23.295,32	4.785,46	95.701,47	31,5886
23	**5.378,73**	51.909,85	64.544,71	5.378,73	24.088,62	4.948,43	98.960,49	32,6644
24	**5.553,95**	53.600,96	66.647,43	5.553,95	24.873,38	5.109,63	102.184,39	33,7284
25	**5.565,79**	53.715,24	66.789,53	5.565,79	24.926,41	5.120,53	102.402,25	33,8003
26	**5.575,00**	53.804,09	66.900,01	5.575,00	24.967,64	5.129,00	102.571,64	33,8563
27	**5.585,44**	53.904,83	67.025,27	5.585,44	25.014,39	5.138,60	102.763,70	33,9197
28	**5.593,34**	53.981,11	67.120,11	5.593,34	25.049,78	5.145,87	102.909,11	33,9677
29	**5.600,66**	54.051,75	67.207,95	5.600,66	25.082,56	5.152,61	103.043,78	34,0121
30	**5.607,45**	54.117,24	67.289,38	5.607,45	25.112,96	5.158,85	103.168,64	34,0533
31	**5.613,73**	54.177,84	67.364,73	5.613,73	25.141,08	5.164,63	103.284,17	34,0915
32	**5.619,54**	54.233,98	67.434,53	5.619,54	25.167,13	5.169,98	103.391,17	34,1268
33	**5.624,93**	54.285,94	67.499,14	5.624,93	25.191,24	5.174,94	103.490,24	34,1595
34	**5.629,92**	54.334,09	67.559,01	5.629,92	25.213,59	5.179,53	103.582,04	34,1898
35	**5.634,53**	54.378,64	67.614,40	5.634,53	25.234,26	5.183,77	103.666,96	34,2178

B1a	**ondersteunend kaderpersoneel / ... coördinator-paramedicus / coördinator sociaal verhuurkantoor of huurdersbond / jurist huurdersbond**							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**3.694,12**	35.651,75	44.329,39	3.694,12	16.544,10	3.398,59	67.966,19	22,4339
1	**3.750,97**	36.200,44	45.011,63	3.750,97	16.798,71	3.450,89	69.012,20	22,7792
2	**3.807,77**	36.748,59	45.693,20	3.807,77	17.053,08	3.503,15	70.057,20	23,1241
3	**3.883,81**	37.482,53	46.605,78	3.883,81	17.393,66	3.573,11	71.456,36	23,5859
4	**3.938,73**	38.012,50	47.264,74	3.938,73	17.639,60	3.623,63	72.466,70	23,9194
5	**4.038,93**	38.979,50	48.467,11	4.038,93	18.088,33	3.715,82	74.310,19	24,5279
6	**4.088,29**	39.455,90	49.059,47	4.088,29	18.309,40	3.761,23	75.218,38	24,8277
7	**4.181,38**	40.354,28	50.176,51	4.181,38	18.726,29	3.846,87	76.931,06	25,3930
8	**4.267,91**	41.189,38	51.214,88	4.267,91	19.113,82	3.926,48	78.523,08	25,9185
9	**4.313,12**	41.625,74	51.757,45	4.313,12	19.316,31	3.968,07	79.354,95	26,1930
10	**4.438,71**	42.837,76	53.264,47	4.438,71	19.878,75	4.083,61	81.665,54	26,9557
11	**4.475,80**	43.195,80	53.709,66	4.475,80	20.044,89	4.117,74	82.348,08	27,1810
12	**4.600,43**	44.398,55	55.205,16	4.600,43	20.603,02	4.232,40	84.641,01	27,9378
13	**4.633,26**	44.715,40	55.599,13	4.633,26	20.750,06	4.262,60	85.245,05	28,1372
14	**4.753,80**	45.878,72	57.045,60	4.753,80	21.289,89	4.373,50	87.462,79	28,8692
15	**4.782,72**	46.157,86	57.392,68	4.782,72	21.419,43	4.400,10	87.994,93	29,0449
16	**4.902,50**	47.313,80	58.829,98	4.902,50	21.955,84	4.510,30	90.198,62	29,7723
17	**4.930,69**	47.585,92	59.168,33	4.930,69	22.082,11	4.536,23	90.717,37	29,9435
18	**5.071,70**	48.946,76	60.860,40	5.071,70	22.713,61	4.665,96	93.311,67	30,7998
19	**5.072,87**	48.958,04	60.874,43	5.072,87	22.718,84	4.667,04	93.333,18	30,8069
20	**5.256,29**	50.728,21	63.075,46	5.256,29	23.540,29	4.835,79	96.707,82	31,9208
21	**5.257,45**	50.739,44	63.089,42	5.257,45	23.545,50	4.836,85	96.729,22	31,9278
22	**5.440,87**	52.509,62	65.290,46	5.440,87	24.366,94	5.005,60	100.103,88	33,0417
23	**5.626,26**	54.298,83	67.515,17	5.626,26	25.197,22	5.176,16	103.514,81	34,1676
24	**5.809,68**	56.069,01	69.716,21	5.809,68	26.018,67	5.344,91	106.889,46	35,2815
25	**5.822,08**	56.188,60	69.864,91	5.822,08	26.074,17	5.356,31	107.117,47	35,3568
26	**5.831,71**	56.281,60	69.980,54	5.831,71	26.117,32	5.365,17	107.294,75	35,4152
27	**5.842,64**	56.387,06	70.111,67	5.842,64	26.166,26	5.375,23	107.495,80	35,4816
28	**5.850,91**	56.466,92	70.210,97	5.850,91	26.203,32	5.382,84	107.648,03	35,5318
29	**5.858,57**	56.540,85	70.302,89	5.858,57	26.237,62	5.389,88	107.788,97	35,5784
30	**5.865,68**	56.609,39	70.388,12	5.865,68	26.269,43	5.396,43	107.919,65	35,6215
31	**5.872,25**	56.672,83	70.467,00	5.872,25	26.298,87	5.402,47	108.040,59	35,6614
32	**5.878,34**	56.731,59	70.540,06	5.878,34	26.326,14	5.408,07	108.152,61	35,6984
33	**5.883,97**	56.785,98	70.607,69	5.883,97	26.351,38	5.413,25	108.256,29	35,7326
34	**5.889,20**	56.836,38	70.670,35	5.889,20	26.374,77	5.418,06	108.352,39	35,7644
35	**5.894,03**	56.883,01	70.728,33	5.894,03	26.396,40	5.422,51	108.441,28	35,7937

B1a bis	Opvoeder-groepschef / eerste begeleider - verantwoordelijke / verantwoordelijke - coördinator meerdere teams							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**3.813,39**	36.802,86	45.760,68	3.813,39	17.078,27	3.508,32	70.160,65	23,1582
1	**3.870,24**	37.351,55	46.442,92	3.870,24	17.332,88	3.560,62	71.206,66	23,5035
2	**3.943,49**	38.058,43	47.321,85	3.943,49	17.660,91	3.628,01	72.554,26	23,9483
3	**4.032,60**	38.918,42	48.391,16	4.032,60	18.059,99	3.709,99	74.193,74	24,4895
4	**4.090,63**	39.478,53	49.087,60	4.090,63	18.319,90	3.763,38	75.261,52	24,8419
5	**4.192,05**	40.457,34	50.304,66	4.192,05	18.774,12	3.856,69	77.127,51	25,4578
6	**4.243,73**	40.956,07	50.924,78	4.243,73	19.005,55	3.904,23	78.078,29	25,7716
7	**4.339,73**	41.882,51	52.076,71	4.339,73	19.435,46	3.992,55	79.844,46	26,3546
8	**4.429,02**	42.744,31	53.148,28	4.429,02	19.835,38	4.074,70	81.487,37	26,8969
9	**4.476,86**	43.206,01	53.722,35	4.476,86	20.049,63	4.118,71	82.367,55	27,1874
10	**4.604,93**	44.442,02	55.259,21	4.604,93	20.623,20	4.236,54	84.723,87	27,9652
11	**4.644,38**	44.822,74	55.732,59	4.644,38	20.799,87	4.272,83	85.449,67	28,2047
12	**4.771,23**	46.046,93	57.254,75	4.771,23	21.367,95	4.389,53	87.783,47	28,9751
13	**4.806,15**	46.383,98	57.673,84	4.806,15	21.524,36	4.421,66	88.426,01	29,1871
14	**4.928,66**	47.566,28	59.143,91	4.928,66	22.073,00	4.534,37	90.679,94	29,9311
15	**4.959,44**	47.863,30	59.513,23	4.959,44	22.210,83	4.562,68	91.246,19	30,1181
16	**5.081,50**	49.041,35	60.978,01	5.081,50	22.757,50	4.674,98	93.492,00	30,8593
17	**5.111,85**	49.334,28	61.342,24	5.111,85	22.893,44	4.702,90	94.050,43	31,0436
18	**5.230,82**	50.482,45	62.769,88	5.230,82	23.426,24	4.812,35	96.239,29	31,7661
19	**5.257,45**	50.739,45	63.089,43	5.257,45	23.545,50	4.836,85	96.729,24	31,9278
20	**5.373,22**	51.856,74	64.478,67	5.373,22	24.063,98	4.943,36	98.859,23	32,6309
21	**5.395,39**	52.070,63	64.744,62	5.395,39	24.163,23	4.963,76	99.267,00	32,7655
22	**5.557,81**	53.638,14	66.693,66	5.557,81	24.890,63	5.113,19	102.255,29	33,7519
23	**5.743,20**	55.427,36	68.918,38	5.743,20	25.720,91	5.283,74	105.666,24	34,8777
24	**5.926,62**	57.197,53	71.119,41	5.926,62	26.542,36	5.452,49	109.040,88	35,9916
25	**5.939,22**	57.319,17	71.270,66	5.939,22	26.598,80	5.464,08	109.272,76	36,0681
26	**5.949,05**	57.414,06	71.388,64	5.949,05	26.642,83	5.473,13	109.453,65	36,1278
27	**5.960,16**	57.521,29	71.521,97	5.960,16	26.692,59	5.483,35	109.658,07	36,1953
28	**5.968,61**	57.602,77	71.623,28	5.968,61	26.730,41	5.491,12	109.813,42	36,2466
29	**5.976,42**	57.678,21	71.717,09	5.976,42	26.765,41	5.498,31	109.957,23	36,2940
30	**5.983,67**	57.748,15	71.804,05	5.983,67	26.797,87	5.504,98	110.090,57	36,3381
31	**5.990,38**	57.812,88	71.884,53	5.990,38	26.827,91	5.511,15	110.213,97	36,3788
32	**5.996,59**	57.872,84	71.959,09	5.996,59	26.855,73	5.516,86	110.328,27	36,4165
33	**6.002,34**	57.928,34	72.028,10	6.002,34	26.881,49	5.522,15	110.434,08	36,4515
34	**6.007,67**	57.979,76	72.092,03	6.007,67	26.905,35	5.527,06	110.532,11	36,4838
35	**6.012,60**	58.027,34	72.151,19	6.012,60	26.927,43	5.531,59	110.622,81	36,5138

MV2	**Verzorgend personeel / gebrevetteerde verpleegster (brevet van verpleegkundige)**							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**2.903,07**	28.017,43	34.836,87	2.903,07	13.001,41	2.670,82	53.412,18	17,6300
1	**2.994,49**	28.899,68	35.933,86	2.994,49	13.410,82	2.754,93	55.094,10	18,1852
2	**3.081,16**	29.736,12	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
3	**3.151,00**	30.410,18	37.812,02	3.151,00	14.111,76	2.898,92	57.973,70	19,1356
4	**3.262,34**	31.484,72	39.148,10	3.262,34	14.610,40	3.001,35	60.022,19	19,8118
5	**3.263,72**	31.497,98	39.164,59	3.263,72	14.616,55	3.002,62	60.047,48	19,8202
6	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
7	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
8	**3.515,46**	33.927,54	42.185,50	3.515,46	15.743,98	3.234,22	64.679,17	21,3489
9	**3.518,88**	33.960,54	42.226,54	3.518,88	15.759,30	3.237,37	64.742,08	21,3697
10	**3.677,57**	35.492,08	44.130,85	3.677,57	16.470,00	3.383,36	67.661,79	22,3334
11	**3.678,76**	35.503,59	44.145,16	3.678,76	16.475,34	3.384,46	67.683,72	22,3406
12	**3.837,45**	37.035,10	46.049,44	3.837,45	17.186,03	3.530,45	70.603,38	23,3044
13	**3.838,65**	37.046,60	46.063,74	3.838,65	17.191,37	3.531,56	70.625,32	23,3116
14	**3.997,34**	38.578,15	47.968,07	3.997,34	17.902,08	3.677,55	73.545,05	24,2753
15	**3.998,53**	38.589,61	47.982,32	3.998,53	17.907,40	3.678,65	73.566,90	24,2826
16	**4.155,64**	40.105,91	49.867,69	4.155,64	18.611,04	3.823,19	76.457,55	25,2367
17	**4.157,24**	40.121,32	49.886,85	4.157,24	18.618,19	3.824,66	76.486,94	25,2464
18	**4.312,82**	41.622,81	51.753,80	4.312,82	19.314,95	3.967,79	79.349,37	26,1912
19	**4.314,51**	41.639,14	51.774,11	4.314,51	19.322,53	3.969,35	79.380,49	26,2015
20	**4.470,09**	43.140,60	53.641,02	4.470,09	20.019,28	4.112,48	82.242,87	27,1463
21	**4.471,78**	43.156,91	53.661,30	4.471,78	20.026,85	4.114,04	82.273,97	27,1566
22	**4.627,36**	44.658,41	55.528,27	4.627,36	20.723,61	4.257,17	85.136,41	28,1014
23	**4.784,62**	46.176,20	57.415,49	4.784,62	21.427,94	4.401,85	88.029,89	29,0564
24	**4.940,20**	47.677,69	59.282,44	4.940,20	22.124,70	4.544,98	90.892,32	30,0012
25	**4.950,71**	47.779,10	59.408,53	4.950,71	22.171,76	4.554,65	91.085,66	30,0650
26	**4.958,89**	47.857,99	59.506,62	4.958,89	22.208,37	4.562,18	91.236,06	30,1147
27	**4.968,16**	47.947,47	59.617,88	4.968,16	22.249,89	4.570,71	91.406,64	30,1710
28	**4.975,18**	48.015,21	59.702,11	4.975,18	22.281,33	4.577,17	91.535,78	30,2136
29	**4.981,67**	48.077,92	59.780,09	4.981,67	22.310,42	4.583,14	91.655,32	30,2531
30	**4.987,70**	48.136,07	59.852,39	4.987,70	22.337,41	4.588,68	91.766,18	30,2897
31	**4.993,27**	48.189,88	59.919,30	4.993,27	22.362,38	4.593,81	91.868,75	30,3235
32	**4.998,44**	48.239,72	59.981,27	4.998,44	22.385,51	4.598,56	91.963,78	30,3549
33	**5.003,22**	48.285,86	60.038,64	5.003,22	22.406,92	4.602,96	92.051,74	30,3839
34	**5.007,65**	48.328,61	60.091,79	5.007,65	22.426,76	4.607,04	92.133,24	30,4108
35	**5.011,75**	48.368,16	60.140,97	5.011,75	22.445,11	4.610,81	92.208,64	30,4357

MV1	Sociaal, paramedisch en therapeutisch personeel (hoger onderwijs met wettelijk vereiste opleiding professioneel gerichte bachelor of hoger onderwijs met ped. of orthoped. oriëntatie)							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**3.201,52**	30.897,76	38.418,27	3.201,52	14.338,02	2.945,40	58.903,21	19,4424
1	**3.273,98**	31.597,08	39.287,81	3.273,98	14.662,54	3.012,06	60.236,39	19,8825
2	**3.373,23**	32.554,90	40.478,76	3.373,23	15.107,01	3.103,37	62.062,38	20,4852
3	**3.485,02**	33.633,79	41.820,25	3.485,02	15.607,67	3.206,22	64.119,16	21,1641
4	**3.583,82**	34.587,27	43.005,81	3.583,82	16.050,13	3.297,11	65.936,87	21,7641
5	**3.632,58**	35.057,91	43.591,01	3.632,58	16.268,53	3.341,97	66.834,08	22,0602
6	**3.738,69**	36.081,92	44.864,26	3.738,69	16.743,72	3.439,59	68.786,26	22,7046
7	**3.876,76**	37.414,49	46.521,18	3.876,76	17.362,09	3.566,62	71.326,65	23,5431
8	**3.918,27**	37.815,02	47.019,20	3.918,27	17.547,96	3.604,81	72.090,23	23,7952
9	**4.005,43**	38.656,28	48.065,22	4.005,43	17.938,34	3.685,00	73.693,98	24,3245
10	**4.068,06**	39.260,64	48.816,68	4.068,06	18.218,79	3.742,62	74.846,15	24,7048
11	**4.124,18**	39.802,31	49.490,19	4.124,18	18.470,15	3.794,25	75.878,77	25,0456
12	**4.215,57**	40.684,31	50.586,87	4.215,57	18.879,44	3.878,32	77.560,21	25,6006
13	**4.246,26**	40.980,44	50.955,08	4.246,26	19.016,86	3.906,56	78.124,76	25,7870
14	**4.355,11**	42.030,99	52.261,33	4.355,11	19.504,36	4.006,70	80.127,51	26,4480
15	**4.382,16**	42.292,05	52.585,93	4.382,16	19.625,51	4.031,59	80.625,19	26,6123
16	**4.524,63**	43.667,00	54.295,55	4.524,63	20.263,55	4.162,66	83.246,39	27,4775
17	**4.597,43**	44.369,57	55.169,12	4.597,43	20.589,58	4.229,64	84.585,77	27,9196
18	**4.688,88**	45.252,17	56.266,55	4.688,88	20.999,15	4.313,77	86.268,34	28,4750
19	**4.769,84**	46.033,54	57.238,10	4.769,84	21.361,74	4.388,25	87.757,93	28,9666
20	**4.779,52**	46.126,95	57.354,25	4.779,52	21.405,08	4.397,16	87.936,01	29,0254
21	**4.865,37**	46.955,45	58.384,41	4.865,37	21.789,55	4.476,14	89.515,46	29,5468
22	**4.872,76**	47.026,78	58.473,10	4.872,76	21.822,65	4.482,94	89.651,45	29,5917
23	**5.037,69**	48.618,56	60.452,32	5.037,69	22.561,31	4.634,67	92.685,99	30,5933
24	**5.201,46**	50.199,07	62.417,52	5.201,46	23.294,74	4.785,34	95.699,07	31,5878
25	**5.211,92**	50.300,00	62.543,02	5.211,92	23.341,58	4.794,97	95.891,48	31,6513
26	**5.220,53**	50.383,11	62.646,36	5.220,53	23.380,14	4.802,89	96.049,92	31,7036
27	**5.229,68**	50.471,44	62.756,19	5.229,68	23.421,13	4.811,31	96.218,31	31,7592
28	**5.237,08**	50.542,80	62.844,92	5.237,08	23.454,25	4.818,11	96.354,36	31,8041
29	**5.243,92**	50.608,87	62.927,07	5.243,92	23.484,91	4.824,41	96.480,30	31,8457
30	**5.250,27**	50.670,13	63.003,24	5.250,27	23.513,33	4.830,25	96.597,09	31,8842
31	**5.256,14**	50.726,81	63.073,72	5.256,14	23.539,64	4.835,65	96.705,14	31,9199
32	**5.261,58**	50.779,32	63.139,01	5.261,58	23.564,00	4.840,65	96.805,24	31,9529
33	**5.266,62**	50.827,93	63.199,45	5.266,62	23.586,56	4.845,29	96.897,92	31,9835
34	**5.271,29**	50.872,97	63.255,45	5.271,29	23.607,46	4.849,59	96.983,79	32,0119
35	**5.275,60**	50.914,63	63.307,25	5.275,60	23.626,79	4.853,55	97.063,20	32,0381

A1	Administratief personeel klasse 1 (minimaal eindgetuigschrift hoger technisch onderwijs econ.of pers.beleid, hoger beroepsonderwijs HBO5)							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**3.081,16**	29.736,12	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
1	**3.081,16**	29.736,12	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
2	**3.158,61**	30.483,61	37.903,32	3.158,61	14.145,84	2.905,92	58.113,69	19,1818
3	**3.275,81**	31.614,70	39.309,72	3.275,81	14.670,71	3.013,75	60.269,99	19,8936
4	**3.393,01**	32.745,80	40.716,13	3.393,01	15.195,60	3.121,57	62.426,30	20,6053
5	**3.393,01**	32.745,80	40.716,13	3.393,01	15.195,60	3.121,57	62.426,30	20,6053
6	**3.492,69**	33.707,84	41.912,33	3.492,69	15.642,03	3.213,27	64.260,32	21,2107
7	**3.678,33**	35.499,43	44.139,99	3.678,33	16.473,41	3.384,06	67.675,80	22,3380
8	**3.678,33**	35.499,43	44.139,99	3.678,33	16.473,41	3.384,06	67.675,80	22,3380
9	**3.774,64**	36.428,87	45.295,66	3.774,64	16.904,72	3.472,67	69.447,68	22,9229
10	**3.826,78**	36.932,12	45.921,40	3.826,78	17.138,25	3.520,64	70.407,06	23,2396
11	**3.870,89**	37.357,77	46.450,65	3.870,89	17.335,77	3.561,22	71.218,53	23,5074
12	**3.993,83**	38.544,26	47.925,93	3.993,83	17.886,36	3.674,32	73.480,44	24,2540
13	**3.993,83**	38.544,26	47.925,93	3.993,83	17.886,36	3.674,32	73.480,44	24,2540
14	**4.159,22**	40.140,45	49.910,64	4.159,22	18.627,07	3.826,48	76.523,40	25,2584
15	**4.159,22**	40.140,45	49.910,64	4.159,22	18.627,07	3.826,48	76.523,40	25,2584
16	**4.388,70**	42.355,20	52.664,46	4.388,70	19.654,81	4.037,60	80.745,57	26,6520
17	**4.483,07**	43.265,87	53.796,78	4.483,07	20.077,41	4.124,42	82.481,69	27,2251
18	**4.618,17**	44.569,80	55.418,09	4.618,17	20.682,49	4.248,72	84.967,47	28,0456
19	**4.712,54**	45.480,48	56.550,43	4.712,54	21.105,09	4.335,54	86.703,60	28,6187
20	**4.712,54**	45.480,48	56.550,43	4.712,54	21.105,09	4.335,54	86.703,60	28,6187
21	**4.806,90**	46.391,15	57.682,76	4.806,90	21.527,69	4.422,35	88.439,69	29,1917
22	**4.814,29**	46.462,47	57.771,44	4.814,29	21.560,78	4.429,15	88.575,65	29,2366
23	**4.978,05**	48.042,97	59.736,63	4.978,05	22.294,21	4.579,81	91.588,69	30,2311
24	**5.141,82**	49.623,49	61.701,85	5.141,82	23.027,64	4.730,47	94.601,79	31,2256
25	**5.151,00**	49.712,11	61.812,04	5.151,00	23.068,77	4.738,92	94.770,72	31,2814
26	**5.159,51**	49.794,24	61.914,16	5.159,51	23.106,88	4.746,75	94.927,30	31,3331
27	**5.167,40**	49.870,33	62.008,77	5.167,40	23.142,19	4.754,01	95.072,37	31,3810
28	**5.174,70**	49.940,82	62.096,42	5.174,70	23.174,90	4.760,72	95.206,74	31,4253
29	**5.181,46**	50.006,09	62.177,57	5.181,46	23.205,19	4.766,94	95.331,16	31,4664
30	**5.187,74**	50.066,61	62.252,82	5.187,74	23.233,27	4.772,72	95.446,56	31,5045
31	**5.193,54**	50.122,61	62.322,45	5.193,54	23.259,26	4.778,06	95.553,31	31,5397
32	**5.198,91**	50.174,48	62.386,95	5.198,91	23.283,33	4.783,00	95.652,18	31,5723
33	**5.203,89**	50.222,50	62.446,66	5.203,89	23.305,61	4.787,58	95.743,74	31,6026
34	**5.208,50**	50.266,99	62.501,98	5.208,50	23.326,26	4.791,82	95.828,55	31,6306
35	**5.212,76**	50.308,15	62.553,15	5.212,76	23.345,36	4.795,74	95.907,01	31,6564

A2	Administratief personeel klasse 2 (minimaal diploma lager secundair onderwijs, hoger secundair beroepsonderwijs administratie, hoger secundair onderwijs)							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**2.648,75**	25.562,97	31.785,00	2.648,75	11.862,43	2.436,85	48.733,02	16,0855
1	**2.751,89**	26.558,33	33.022,63	2.751,89	12.324,32	2.531,74	50.630,58	16,7119
2	**2.855,02**	27.553,69	34.260,26	2.855,02	12.786,21	2.626,62	52.528,11	17,3382
3	**2.958,16**	28.549,06	35.497,90	2.958,16	13.248,11	2.721,51	54.425,68	17,9645
4	**3.061,29**	29.544,42	36.735,53	3.061,29	13.710,01	2.816,39	56.323,21	18,5908
5	**3.061,29**	29.544,42	36.735,53	3.061,29	13.710,01	2.816,39	56.323,21	18,5908
6	**3.140,93**	30.313,00	37.691,18	3.140,93	14.066,66	2.889,66	57.788,43	19,0745
7	**3.140,93**	30.313,00	37.691,18	3.140,93	14.066,66	2.889,66	57.788,43	19,0745
8	**3.287,93**	31.731,68	39.455,17	3.287,93	14.725,00	3.024,90	60.492,99	19,9672
9	**3.287,93**	31.731,68	39.455,17	3.287,93	14.725,00	3.024,90	60.492,99	19,9672
10	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
11	**3.410,93**	32.918,76	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
12	**3.514,57**	33.918,95	42.174,82	3.514,57	15.740,00	3.233,40	64.662,79	21,3435
13	**3.514,57**	33.918,95	42.174,82	3.514,57	15.740,00	3.233,40	64.662,79	21,3435
14	**3.661,57**	35.337,63	43.938,81	3.661,57	16.398,33	3.368,64	67.367,35	22,2363
15	**3.661,57**	35.337,63	43.938,81	3.661,57	16.398,33	3.368,64	67.367,35	22,2363
16	**3.808,57**	36.756,31	45.702,80	3.808,57	17.056,67	3.503,88	70.071,92	23,1290
17	**3.808,57**	36.756,31	45.702,80	3.808,57	17.056,67	3.503,88	70.071,92	23,1290
18	**3.955,57**	38.175,00	47.466,80	3.955,57	17.715,00	3.639,12	72.776,49	24,0217
19	**3.955,57**	38.175,00	47.466,80	3.955,57	17.715,00	3.639,12	72.776,49	24,0217
20	**4.102,06**	39.588,79	49.224,70	4.102,06	18.371,07	3.773,90	75.471,73	24,9113
21	**4.102,06**	39.588,79	49.224,70	4.102,06	18.371,07	3.773,90	75.471,73	24,9113
22	**4.246,17**	40.979,62	50.954,06	4.246,17	19.016,48	3.906,48	78.123,18	25,7865
23	**4.390,29**	42.370,48	52.683,45	4.390,29	19.661,91	4.039,07	80.774,72	26,6617
24	**4.534,40**	43.761,31	54.412,81	4.534,40	20.307,31	4.171,65	83.426,18	27,5368
25	**4.542,48**	43.839,31	54.509,80	4.542,48	20.343,51	4.179,08	83.574,87	27,5859
26	**4.549,97**	43.911,58	54.599,66	4.549,97	20.377,05	4.185,97	83.712,65	27,6314
27	**4.556,91**	43.978,53	54.682,90	4.556,91	20.408,12	4.192,36	83.840,29	27,6735
28	**4.563,34**	44.040,57	54.760,04	4.563,34	20.436,91	4.198,27	83.958,56	27,7126
29	**4.569,29**	44.098,00	54.831,45	4.569,29	20.463,56	4.203,75	84.068,05	27,7487
30	**4.574,81**	44.151,25	54.897,66	4.574,81	20.488,27	4.208,83	84.169,57	27,7822
31	**4.579,91**	44.200,53	54.958,94	4.579,91	20.511,13	4.213,52	84.263,50	27,8132
32	**4.584,64**	44.246,18	55.015,70	4.584,64	20.532,32	4.217,87	84.350,53	27,8419
33	**4.589,02**	44.288,45	55.068,26	4.589,02	20.551,93	4.221,90	84.431,11	27,8685
34	**4.593,08**	44.327,59	55.116,93	4.593,08	20.570,10	4.225,63	84.505,74	27,8932
35	**4.596,83**	44.363,82	55.161,97	4.596,83	20.586,91	4.229,08	84.574,80	27,9160

L1	Masters / bijzondere functie met universitair diploma / hulpverlener waarvoor een universitair diploma gevraagd werd bij sollicitatie							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**3.856,75**	37.221,31	46.280,98	3.856,75	17.272,45	3.548,21	70.958,38	23,4216
1	**3.984,07**	38.450,07	47.808,82	3.984,07	17.842,65	3.665,34	73.300,88	24,1948
2	**4.107,92**	39.645,32	49.294,99	4.107,92	18.397,30	3.779,29	75.579,50	24,9469
3	**4.227,07**	40.795,23	50.724,79	4.227,07	18.930,92	3.888,90	77.771,68	25,6705
4	**4.355,17**	42.031,54	52.262,02	4.355,17	19.504,62	4.006,76	80.128,56	26,4484
5	**4.510,97**	43.535,21	54.131,68	4.510,97	20.202,39	4.150,09	82.995,14	27,3946
6	**4.553,13**	43.942,06	54.637,56	4.553,13	20.391,19	4.188,88	83.770,76	27,6506
7	**4.690,62**	45.269,00	56.287,47	4.690,62	21.006,95	4.315,37	86.300,42	28,4855
8	**4.739,74**	45.743,00	56.876,85	4.739,74	21.226,91	4.360,56	87.204,06	28,7838
9	**4.871,75**	47.017,01	58.460,95	4.871,75	21.818,12	4.482,01	89.632,83	29,5855
10	**4.921,30**	47.495,23	59.055,57	4.921,30	22.040,03	4.527,60	90.544,50	29,8864
11	**5.042,35**	48.663,51	60.508,21	5.042,35	22.582,17	4.638,96	92.771,69	30,6216
12	**5.106,08**	49.278,54	61.272,94	5.106,08	22.867,57	4.697,59	93.944,18	31,0086
13	**5.206,70**	50.249,67	62.480,44	5.206,70	23.318,22	4.790,16	95.795,52	31,6196
14	**5.296,29**	51.114,22	63.555,42	5.296,29	23.719,41	4.872,59	97.443,71	32,1637
15	**5.380,64**	51.928,33	64.567,69	5.380,64	24.097,20	4.950,19	98.995,71	32,6760
16	**5.509,13**	53.168,39	66.109,58	5.509,13	24.672,64	5.068,40	101.359,75	33,4563
17	**5.554,63**	53.607,51	66.655,58	5.554,63	24.876,42	5.110,26	102.196,88	33,7326
18	**5.721,98**	55.222,59	68.663,77	5.721,98	25.625,89	5.264,22	105.275,86	34,7489
19	**5.728,56**	55.286,11	68.742,75	5.728,56	25.655,37	5.270,28	105.396,95	34,7888
20	**5.934,83**	57.276,77	71.217,94	5.934,83	26.579,13	5.460,04	109.191,94	36,0415
21	**5.939,69**	57.323,74	71.276,34	5.939,69	26.600,92	5.464,51	109.281,46	36,0710
22	**6.147,68**	59.330,97	73.772,13	6.147,68	27.532,37	5.655,87	113.108,05	37,3341
23	**6.360,52**	61.385,14	76.326,28	6.360,52	28.485,60	5.851,68	117.024,09	38,6266
24	**6.568,51**	63.392,37	78.822,07	6.568,51	29.417,06	6.043,03	120.850,67	39,8897
25	**6.580,28**	63.505,99	78.963,35	6.580,28	29.469,78	6.053,86	121.067,27	39,9612
26	**6.591,19**	63.611,26	79.094,24	6.591,19	29.518,63	6.063,89	121.267,96	40,0275
27	**6.601,29**	63.708,79	79.215,51	6.601,29	29.563,89	6.073,19	121.453,87	40,0888
28	**6.610,66**	63.799,15	79.327,86	6.610,66	29.605,82	6.081,81	121.626,15	40,1457
29	**6.619,32**	63.882,82	79.431,90	6.619,32	29.644,64	6.089,77	121.785,64	40,1983
30	**6.627,36**	63.960,39	79.528,35	6.627,36	29.680,64	6.097,17	121.933,52	40,2471
31	**6.634,80**	64.032,18	79.617,61	6.634,80	29.713,96	6.104,02	122.070,38	40,2923
32	**6.641,69**	64.098,68	79.700,30	6.641,69	29.744,82	6.110,35	122.197,16	40,3341
33	**6.648,07**	64.160,22	79.776,82	6.648,07	29.773,37	6.116,22	122.314,49	40,3729
34	**6.653,98**	64.217,26	79.847,74	6.653,98	29.799,84	6.121,66	122.423,23	40,4088
35	**6.659,45**	64.270,03	79.913,36	6.659,45	29.824,33	6.126,69	122.523,83	40,4420

K5	Leidinggevende functie in een kleine instelling (max. 29 plaatsen) / onderdirecteur / directiemedewerker							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**3.859,83**	37.251,08	46.317,99	3.859,83	17.286,26	3.551,04	71.015,13	23,4403
1	**3.971,18**	38.325,64	47.654,10	3.971,18	17.784,91	3.653,49	73.063,68	24,1165
2	**4.086,95**	39.442,98	49.043,40	4.086,95	18.303,41	3.759,99	75.193,75	24,8195
3	**4.200,65**	40.540,33	50.407,85	4.200,65	18.812,63	3.864,60	77.285,72	25,5100
4	**4.337,10**	41.857,16	52.045,19	4.337,10	19.423,70	3.990,13	79.796,12	26,3387
5	**4.514,48**	43.569,05	54.173,76	4.514,48	20.218,10	4.153,32	83.059,66	27,4159
6	**4.514,48**	43.569,05	54.173,76	4.514,48	20.218,10	4.153,32	83.059,66	27,4159
7	**4.696,41**	45.324,82	56.356,88	4.696,41	21.032,86	4.320,70	86.406,85	28,5207
8	**4.696,41**	45.324,82	56.356,88	4.696,41	21.032,86	4.320,70	86.406,85	28,5207
9	**4.878,33**	47.080,59	58.540,01	4.878,33	21.847,62	4.488,06	89.754,02	29,6255
10	**4.878,33**	47.080,59	58.540,01	4.878,33	21.847,62	4.488,06	89.754,02	29,6255
11	**5.105,74**	49.275,31	61.268,92	5.105,74	22.866,07	4.697,28	93.938,01	31,0065
12	**5.105,74**	49.275,31	61.268,92	5.105,74	22.866,07	4.697,28	93.938,01	31,0065
13	**5.310,41**	51.250,56	63.724,95	5.310,41	23.782,68	4.885,58	97.703,61	32,2495
14	**5.310,41**	51.250,56	63.724,95	5.310,41	23.782,68	4.885,58	97.703,61	32,2495
15	**5.515,08**	53.225,80	66.180,96	5.515,08	24.699,29	5.073,87	101.469,20	33,4924
16	**5.515,08**	53.225,80	66.180,96	5.515,08	24.699,29	5.073,87	101.469,20	33,4924
17	**5.742,49**	55.420,52	68.909,87	5.742,49	25.717,74	5.283,09	105.653,19	34,8734
18	**5.742,49**	55.420,52	68.909,87	5.742,49	25.717,74	5.283,09	105.653,19	34,8734
19	**5.742,49**	55.420,52	68.909,87	5.742,49	25.717,74	5.283,09	105.653,19	34,8734
20	**5.947,16**	57.395,75	71.365,88	5.947,16	26.634,34	5.471,39	109.418,76	36,1164
21	**5.947,16**	57.395,75	71.365,88	5.947,16	26.634,34	5.471,39	109.418,76	36,1164
22	**6.174,57**	59.590,47	74.094,79	6.174,57	27.652,79	5.680,60	113.602,76	37,4974
23	**6.401,98**	61.785,20	76.823,72	6.401,98	28.671,25	5.889,82	117.786,77	38,8784
24	**6.583,90**	63.540,97	79.006,84	6.583,90	29.486,01	6.057,19	121.133,94	39,9832
25	**6.595,70**	63.654,85	79.148,44	6.595,70	29.538,86	6.068,04	121.351,04	40,0549
26	**6.606,64**	63.760,37	79.279,64	6.606,64	29.587,82	6.078,11	121.552,22	40,1213
27	**6.616,77**	63.858,13	79.401,20	6.616,77	29.633,19	6.087,43	121.738,59	40,1828
28	**6.626,15**	63.948,71	79.513,83	6.626,15	29.675,22	6.096,06	121.911,26	40,2398
29	**6.634,84**	64.032,57	79.618,10	6.634,84	29.714,14	6.104,05	122.071,13	40,2926
30	**6.642,90**	64.110,32	79.714,77	6.642,90	29.750,22	6.111,47	122.219,36	40,3415
31	**6.650,35**	64.182,28	79.804,25	6.650,35	29.783,61	6.118,32	122.356,53	40,3867
32	**6.657,26**	64.248,94	79.887,13	6.657,26	29.814,54	6.124,68	122.483,61	40,4287
33	**6.663,65**	64.310,63	79.963,84	6.663,65	29.843,17	6.130,56	122.601,21	40,4675
34	**6.669,58**	64.367,80	80.034,92	6.669,58	29.869,70	6.136,01	122.710,22	40,5035
35	**6.675,06**	64.420,69	80.100,69	6.675,06	29.894,24	6.141,06	122.811,05	40,5368

K3	Directeur in een instelling met 30-59 plaatsen							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**4.008,29**	38.683,82	48.099,46	4.008,29	17.951,12	3.687,63	73.746,50	24,3418
1	**4.122,99**	39.790,76	49.475,83	4.122,99	18.464,79	3.793,15	75.856,77	25,0384
2	**4.241,06**	40.930,33	50.892,77	4.241,06	18.993,61	3.901,78	78.029,21	25,7554
3	**4.359,14**	42.069,87	52.309,68	4.359,14	19.522,41	4.010,41	80.201,63	26,4725
4	**4.500,84**	43.437,37	54.010,03	4.500,84	20.156,99	4.140,77	82.808,63	27,3330
5	**4.685,04**	45.215,09	56.220,44	4.685,04	20.981,94	4.310,24	86.197,66	28,4517
6	**4.685,04**	45.215,09	56.220,44	4.685,04	20.981,94	4.310,24	86.197,66	28,4517
7	**4.873,96**	47.038,37	58.487,51	4.873,96	21.828,03	4.484,04	89.673,54	29,5989
8	**4.873,96**	47.038,37	58.487,51	4.873,96	21.828,03	4.484,04	89.673,54	29,5989
9	**5.062,89**	48.861,70	60.754,64	5.062,89	22.674,14	4.657,86	93.149,52	30,7463
10	**5.062,89**	48.861,70	60.754,64	5.062,89	22.674,14	4.657,86	93.149,52	30,7463
11	**5.299,04**	51.140,83	63.588,51	5.299,04	23.731,76	4.875,12	97.494,43	32,1804
12	**5.299,04**	51.140,83	63.588,51	5.299,04	23.731,76	4.875,12	97.494,43	32,1804
13	**5.511,58**	53.192,04	66.138,98	5.511,58	24.683,62	5.070,65	101.404,83	33,4711
14	**5.511,58**	53.192,04	66.138,98	5.511,58	24.683,62	5.070,65	101.404,83	33,4711
15	**5.724,12**	55.243,27	68.689,48	5.724,12	25.635,49	5.266,19	105.315,28	34,7619
16	**5.724,12**	55.243,27	68.689,48	5.724,12	25.635,49	5.266,19	105.315,28	34,7619
17	**5.960,28**	57.522,40	71.523,35	5.960,28	26.693,11	5.483,46	109.660,20	36,1960
18	**5.960,28**	57.522,40	71.523,35	5.960,28	26.693,11	5.483,46	109.660,20	36,1960
19	**5.960,28**	57.522,40	71.523,35	5.960,28	26.693,11	5.483,46	109.660,20	36,1960
20	**6.172,82**	59.573,58	74.073,79	6.172,82	27.644,96	5.678,99	113.570,56	37,4868
21	**6.172,82**	59.573,58	74.073,79	6.172,82	27.644,96	5.678,99	113.570,56	37,4868
22	**6.408,97**	61.852,70	76.907,65	6.408,97	28.702,57	5.896,25	117.915,44	38,9209
23	**6.645,13**	64.131,87	79.741,57	6.645,13	29.760,22	6.113,52	122.260,43	40,3550
24	**6.834,05**	65.955,16	82.008,65	6.834,05	30.606,31	6.287,33	125.736,33	41,5023
25	**6.846,31**	66.073,42	82.155,69	6.846,31	30.661,19	6.298,61	125.961,79	41,5768
26	**6.857,66**	66.183,00	82.291,94	6.857,66	30.712,04	6.309,05	126.170,69	41,6457
27	**6.868,18**	66.284,52	82.418,17	6.868,18	30.759,15	6.318,73	126.364,23	41,7096
28	**6.877,93**	66.378,58	82.535,13	6.877,93	30.802,80	6.327,70	126.543,55	41,7688
29	**6.886,95**	66.465,67	82.643,41	6.886,95	30.843,21	6.335,99	126.709,57	41,8236
30	**6.895,32**	66.546,41	82.743,81	6.895,32	30.880,68	6.343,69	126.863,50	41,8744
31	**6.903,06**	66.621,14	82.836,73	6.903,06	30.915,36	6.350,82	127.005,96	41,9214
32	**6.910,23**	66.690,36	82.922,79	6.910,23	30.947,48	6.357,41	127.137,91	41,9650
33	**6.916,87**	66.754,43	83.002,46	6.916,87	30.977,21	6.363,52	127.260,06	42,0053
34	**6.923,02**	66.813,80	83.076,28	6.923,02	31.004,76	6.369,18	127.373,24	42,0426
35	**6.928,71**	66.868,72	83.144,57	6.928,71	31.030,24	6.374,41	127.477,93	42,0772

K2	Directeur in een instelling met 60-89 plaatsen							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**4.149,97**	40.051,22	49.799,69	4.149,97	18.585,66	3.817,97	76.353,29	25,2022
1	**4.267,38**	41.184,26	51.208,51	4.267,38	19.111,44	3.925,99	78.513,32	25,9153
2	**4.389,67**	42.364,53	52.676,06	4.389,67	19.659,14	4.038,50	80.763,37	26,6579
3	**4.511,97**	43.544,81	54.143,62	4.511,97	20.206,85	4.151,01	83.013,45	27,4006
4	**4.658,72**	44.961,12	55.904,66	4.658,72	20.864,08	4.286,02	85.713,48	28,2918
5	**4.849,50**	46.802,35	58.194,04	4.849,50	21.718,50	4.461,54	89.223,58	29,4504
6	**4.849,50**	46.802,35	58.194,04	4.849,50	21.718,50	4.461,54	89.223,58	29,4504
7	**5.045,18**	48.690,77	60.542,10	5.045,18	22.594,82	4.641,57	92.823,67	30,6387
8	**5.045,18**	48.690,77	60.542,10	5.045,18	22.594,82	4.641,57	92.823,67	30,6387
9	**5.240,85**	50.579,20	62.890,18	5.240,85	23.471,14	4.821,58	96.423,75	31,8270
10	**5.240,85**	50.579,20	62.890,18	5.240,85	23.471,14	4.821,58	96.423,75	31,8270
11	**5.485,43**	52.939,69	65.825,21	5.485,43	24.566,52	5.046,60	100.923,75	33,3123
12	**5.485,43**	52.939,69	65.825,21	5.485,43	24.566,52	5.046,60	100.923,75	33,3123
13	**5.705,57**	55.064,18	68.466,80	5.705,57	25.552,38	5.249,12	104.973,88	34,6492
14	**5.705,57**	55.064,18	68.466,80	5.705,57	25.552,38	5.249,12	104.973,88	34,6492
15	**5.925,70**	57.188,67	71.108,39	5.925,70	26.538,24	5.451,64	109.023,98	35,9860
16	**5.925,70**	57.188,67	71.108,39	5.925,70	26.538,24	5.451,64	109.023,98	35,9860
17	**6.170,29**	59.549,17	74.043,44	6.170,29	27.633,63	5.676,67	113.524,02	37,4714
18	**6.170,29**	59.549,17	74.043,44	6.170,29	27.633,63	5.676,67	113.524,02	37,4714
19	**6.170,29**	59.549,17	74.043,44	6.170,29	27.633,63	5.676,67	113.524,02	37,4714
20	**6.390,42**	61.673,67	76.685,04	6.390,42	28.619,50	5.879,19	117.574,14	38,8082
21	**6.390,42**	61.673,67	76.685,04	6.390,42	28.619,50	5.879,19	117.574,14	38,8082
22	**6.635,01**	64.034,16	79.620,07	6.635,01	29.714,88	6.104,21	122.074,17	40,2936
23	**6.879,60**	66.394,71	82.555,18	6.879,60	30.810,28	6.329,23	126.574,30	41,7789
24	**7.075,27**	68.283,14	84.903,26	7.075,27	31.686,60	6.509,25	130.174,38	42,9672
25	**7.087,96**	68.405,62	85.055,55	7.087,96	31.743,44	6.520,92	130.407,87	43,0443
26	**7.099,72**	68.519,11	85.196,66	7.099,72	31.796,10	6.531,74	130.624,23	43,1157
27	**7.110,62**	68.624,26	85.327,40	7.110,62	31.844,90	6.541,77	130.824,69	43,1819
28	**7.120,71**	68.721,68	85.448,54	7.120,71	31.890,11	6.551,05	131.010,41	43,2432
29	**7.130,06**	68.811,88	85.560,69	7.130,06	31.931,96	6.559,66	131.182,37	43,3000
30	**7.138,72**	68.895,51	85.664,68	7.138,72	31.970,77	6.567,62	131.341,79	43,3526
31	**7.146,74**	68.972,90	85.760,90	7.146,74	32.006,68	6.575,00	131.489,33	43,4013
32	**7.154,17**	69.044,60	85.850,06	7.154,17	32.039,96	6.581,84	131.626,02	43,4464
33	**7.161,05**	69.110,95	85.932,56	7.161,05	32.070,75	6.588,17	131.752,52	43,4882
34	**7.167,42**	69.172,44	86.009,01	7.167,42	32.099,28	6.594,03	131.869,74	43,5268
35	**7.173,31**	69.229,33	86.079,75	7.173,31	32.125,68	6.599,45	131.978,18	43,5626

K1	Directeur in een instelling met minimum 90 plaatsen							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**4.290,32**	41.405,67	51.483,81	4.290,32	19.214,19	3.947,09	78.935,41	26,0546
1	**4.411,77**	42.577,83	52.941,27	4.411,77	19.758,12	4.058,83	81.170,00	26,7921
2	**4.538,29**	43.798,80	54.459,43	4.538,29	20.324,71	4.175,23	83.497,66	27,5605
3	**4.664,79**	45.019,71	55.977,51	4.664,79	20.891,27	4.291,61	85.825,18	28,3287
4	**4.816,61**	46.484,91	57.799,34	4.816,61	21.571,19	4.431,28	88.618,42	29,2507
5	**5.013,97**	48.389,58	60.167,60	5.013,97	22.455,05	4.612,85	92.249,48	30,4492
6	**5.013,97**	48.389,58	60.167,60	5.013,97	22.455,05	4.612,85	92.249,48	30,4492
7	**5.216,39**	50.343,12	62.596,64	5.216,39	23.361,59	4.799,08	95.973,69	31,6785
8	**5.216,39**	50.343,12	62.596,64	5.216,39	23.361,59	4.799,08	95.973,69	31,6785
9	**5.418,80**	52.296,64	65.025,64	5.418,80	24.268,11	4.985,30	99.697,85	32,9077
10	**5.418,80**	52.296,64	65.025,64	5.418,80	24.268,11	4.985,30	99.697,85	32,9077
11	**5.671,83**	54.738,57	68.061,94	5.671,83	25.401,28	5.218,08	104.353,13	34,4443
12	**5.671,83**	54.738,57	68.061,94	5.671,83	25.401,28	5.218,08	104.353,13	34,4443
13	**5.899,55**	56.936,32	70.794,62	5.899,55	26.421,14	5.427,59	108.542,90	35,8272
14	**5.899,55**	56.936,32	70.794,62	5.899,55	26.421,14	5.427,59	108.542,90	35,8272
15	**6.127,27**	59.134,06	73.527,29	6.127,27	27.441,00	5.637,09	112.732,64	37,2101
16	**6.127,27**	59.134,06	73.527,29	6.127,27	27.441,00	5.637,09	112.732,64	37,2101
17	**6.380,30**	61.575,99	76.563,59	6.380,30	28.574,17	5.869,88	117.387,93	38,7468
18	**6.380,30**	61.575,99	76.563,59	6.380,30	28.574,17	5.869,88	117.387,93	38,7468
19	**6.380,30**	61.575,99	76.563,59	6.380,30	28.574,17	5.869,88	117.387,93	38,7468
20	**6.608,02**	63.773,70	79.296,22	6.608,02	29.594,01	6.079,38	121.577,63	40,1297
21	**6.608,02**	63.773,70	79.296,22	6.608,02	29.594,01	6.079,38	121.577,63	40,1297
22	**6.861,04**	66.215,63	82.332,51	6.861,04	30.727,18	6.312,16	126.232,89	41,6662
23	**7.114,07**	68.657,54	85.368,79	7.114,07	31.860,34	6.544,94	130.888,14	43,2029
24	**7.316,48**	70.611,07	87.797,80	7.316,48	32.766,87	6.731,16	134.612,32	44,4321
25	**7.329,61**	70.737,78	87.955,36	7.329,61	32.825,67	6.743,24	134.853,88	44,5118
26	**7.341,78**	70.855,19	88.101,34	7.341,78	32.880,16	6.754,44	135.077,72	44,5857
27	**7.353,05**	70.963,97	88.236,60	7.353,05	32.930,63	6.764,81	135.285,09	44,6541
28	**7.363,49**	71.064,74	88.361,90	7.363,49	32.977,40	6.774,41	135.477,19	44,7176
29	**7.373,16**	71.158,05	88.477,92	7.373,16	33.020,70	6.783,31	135.655,08	44,7763
30	**7.382,12**	71.244,56	88.585,49	7.382,12	33.060,84	6.791,55	135.820,00	44,8307
31	**7.390,42**	71.324,63	88.685,04	7.390,42	33.098,00	6.799,19	135.972,65	44,8811
32	**7.398,10**	71.398,79	88.777,26	7.398,10	33.132,41	6.806,25	136.114,02	44,9277
33	**7.405,22**	71.467,44	88.862,61	7.405,22	33.164,27	6.812,80	136.244,91	44,9710
34	**7.411,81**	71.531,05	88.941,71	7.411,81	33.193,79	6.818,87	136.366,17	45,0110
35	**7.417,91**	71.589,89	89.014,87	7.417,91	33.221,09	6.824,48	136.478,35	45,0480

G1	Geneesheer omnipracticus							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**4.619,15**	44.579,19	55.429,76	4.619,15	20.686,85	4.249,62	84.985,38	28,0515
1	**4.729,26**	45.641,92	56.751,16	4.729,26	21.180,01	4.350,92	87.011,35	28,7202
2	**4.839,37**	46.704,60	58.072,50	4.839,37	21.673,14	4.452,22	89.037,23	29,3889
3	**4.949,44**	47.766,79	59.393,23	4.949,44	22.166,05	4.553,48	91.062,20	30,0573
4	**4.949,44**	47.766,79	59.393,23	4.949,44	22.166,05	4.553,48	91.062,20	30,0573
5	**5.142,11**	49.626,25	61.705,28	5.142,11	23.028,93	4.730,74	94.607,06	31,2274
6	**5.142,11**	49.626,25	61.705,28	5.142,11	23.028,93	4.730,74	94.607,06	31,2274
7	**5.334,78**	51.485,73	64.017,36	5.334,78	23.891,81	4.908,00	98.151,95	32,3974
8	**5.334,78**	51.485,73	64.017,36	5.334,78	23.891,81	4.908,00	98.151,95	32,3974
9	**5.527,45**	53.345,23	66.329,46	5.527,45	24.754,71	5.085,25	101.696,87	33,5675
10	**5.527,45**	53.345,23	66.329,46	5.527,45	24.754,71	5.085,25	101.696,87	33,5675
11	**5.720,13**	55.204,69	68.641,51	5.720,13	25.617,59	5.262,52	105.241,75	34,7376
12	**5.720,13**	55.204,69	68.641,51	5.720,13	25.617,59	5.262,52	105.241,75	34,7376
13	**5.912,80**	57.064,18	70.953,60	5.912,80	26.480,48	5.439,78	108.786,65	35,9077
14	**5.912,80**	57.064,18	70.953,60	5.912,80	26.480,48	5.439,78	108.786,65	35,9077
15	**6.105,42**	58.923,10	73.264,98	6.105,42	27.343,10	5.616,99	112.330,49	37,0774
16	**6.105,42**	58.923,10	73.264,98	6.105,42	27.343,10	5.616,99	112.330,49	37,0774
17	**6.298,09**	60.782,60	75.577,08	6.298,09	28.206,00	5.794,24	115.875,42	38,2475
18	**6.298,09**	60.782,60	75.577,08	6.298,09	28.206,00	5.794,24	115.875,42	38,2475
19	**6.490,76**	62.642,09	77.889,17	6.490,76	29.068,89	5.971,50	119.420,32	39,4176
20	**6.490,76**	62.642,09	77.889,17	6.490,76	29.068,89	5.971,50	119.420,32	39,4176
21	**6.683,44**	64.501,55	80.201,23	6.683,44	29.931,77	6.148,76	122.965,20	40,5877
22	**6.683,44**	64.501,55	80.201,23	6.683,44	29.931,77	6.148,76	122.965,20	40,5877
23	**6.876,11**	66.361,05	82.513,33	6.876,11	30.794,66	6.326,02	126.510,12	41,7578
24	**6.876,11**	66.361,05	82.513,33	6.876,11	30.794,66	6.326,02	126.510,12	41,7578
25	**6.888,44**	66.480,05	82.661,29	6.888,44	30.849,88	6.337,36	126.736,98	41,8326
26	**6.899,87**	66.590,31	82.798,39	6.899,87	30.901,05	6.347,88	126.947,19	41,9020
27	**6.910,45**	66.692,47	82.925,42	6.910,45	30.948,46	6.357,61	127.141,94	41,9663
28	**6.920,26**	66.787,11	83.043,09	6.920,26	30.992,37	6.366,64	127.322,37	42,0259
29	**6.929,34**	66.874,74	83.152,05	6.929,34	31.033,04	6.374,99	127.489,42	42,0810
30	**6.937,76**	66.955,99	83.253,08	6.937,76	31.070,74	6.382,74	127.644,32	42,1321
31	**6.945,55**	67.031,18	83.346,57	6.945,55	31.105,64	6.389,91	127.787,66	42,1795
32	**6.952,76**	67.100,82	83.433,16	6.952,76	31.137,95	6.396,54	127.920,41	42,2232
33	**6.959,44**	67.165,29	83.513,32	6.959,44	31.167,87	6.402,68	128.043,31	42,2638
34	**6.965,63**	67.225,04	83.587,61	6.965,63	31.195,59	6.408,38	128.157,22	42,3014
35	**6.971,36**	67.280,30	83.656,33	6.971,36	31.221,24	6.413,65	128.262,57	42,3362

GS	Geneesheer specialist / geneesheer psychiater							
Anc	**BMW**	*Basis*	**BJW**	**ET**	**RSZ**	**Vak**	**KOST jaar**	**Uurloon**
0	**6.113,32**	58.999,41	73.359,87	6.113,32	27.378,51	5.624,25	112.475,95	37,1254
1	**6.113,32**	58.999,41	73.359,87	6.113,32	27.378,51	5.624,25	112.475,95	37,1254
2	**6.349,25**	61.276,36	76.191,03	6.349,25	28.435,13	5.841,31	116.816,71	38,5582
3	**6.349,25**	61.276,36	76.191,03	6.349,25	28.435,13	5.841,31	116.816,71	38,5582
4	**6.585,18**	63.553,29	79.022,16	6.585,18	29.491,73	6.058,37	121.157,44	39,9910
5	**6.585,18**	63.553,29	79.022,16	6.585,18	29.491,73	6.058,37	121.157,44	39,9910
6	**6.821,05**	65.829,69	81.852,64	6.821,05	30.548,09	6.275,37	125.497,14	41,4234
7	**6.821,05**	65.829,69	81.852,64	6.821,05	30.548,09	6.275,37	125.497,14	41,4234
8	**7.056,98**	68.106,63	84.683,78	7.056,98	31.604,69	6.492,42	129.837,88	42,8562
9	**7.056,98**	68.106,63	84.683,78	7.056,98	31.604,69	6.492,42	129.837,88	42,8562
10	**7.292,91**	70.383,56	87.514,92	7.292,91	32.661,30	6.709,48	134.178,60	44,2889
11	**7.292,91**	70.383,56	87.514,92	7.292,91	32.661,30	6.709,48	134.178,60	44,2889
12	**7.528,84**	72.660,49	90.346,05	7.528,84	33.717,90	6.926,53	138.519,33	45,7217
13	**7.528,84**	72.660,49	90.346,05	7.528,84	33.717,90	6.926,53	138.519,33	45,7217
14	**7.764,77**	74.937,42	93.177,19	7.764,77	34.774,50	7.143,59	142.860,05	47,1545
15	**7.764,77**	74.937,42	93.177,19	7.764,77	34.774,50	7.143,59	142.860,05	47,1545
16	**8.000,70**	77.214,37	96.008,35	8.000,70	35.831,12	7.360,64	147.200,81	48,5872
17	**8.000,70**	77.214,37	96.008,35	8.000,70	35.831,12	7.360,64	147.200,81	48,5872
18	**8.236,62**	79.491,30	98.839,48	8.236,62	36.887,72	7.577,69	151.541,51	50,0200
19	**8.236,62**	79.491,30	98.839,48	8.236,62	36.887,72	7.577,69	151.541,51	50,0200
20	**8.472,55**	81.768,24	101.670,63	8.472,55	37.944,33	7.794,75	155.882,25	51,4527
21	**8.472,55**	81.768,24	101.670,63	8.472,55	37.944,33	7.794,75	155.882,25	51,4527
22	**8.708,43**	84.044,64	104.501,11	8.708,43	39.000,68	8.011,76	160.221,98	52,8852
23	**8.708,43**	84.044,64	104.501,11	8.708,43	39.000,68	8.011,76	160.221,98	52,8852
24	**8.708,43**	84.044,64	104.501,11	8.708,43	39.000,68	8.011,76	160.221,98	52,8852
25	**8.724,08**	84.195,72	104.688,96	8.724,08	39.070,79	8.026,15	160.509,98	52,9802
26	**8.738,58**	84.335,70	104.863,01	8.738,58	39.135,75	8.039,49	160.776,83	53,0683
27	**8.752,02**	84.465,40	105.024,28	8.752,02	39.195,93	8.051,86	161.024,09	53,1499
28	**8.764,47**	84.585,56	105.173,69	8.764,47	39.251,69	8.063,31	161.253,16	53,2255
29	**8.776,00**	84.696,82	105.312,03	8.776,00	39.303,32	8.073,92	161.465,27	53,2955
30	**8.786,69**	84.799,98	105.440,30	8.786,69	39.351,20	8.083,75	161.661,94	53,3605
31	**8.796,58**	84.895,44	105.558,99	8.796,58	39.395,49	8.092,85	161.843,92	53,4205
32	**8.805,75**	84.983,87	105.668,94	8.805,75	39.436,53	8.101,29	162.012,52	53,4762
33	**8.814,23**	85.065,72	105.770,72	8.814,23	39.474,51	8.109,09	162.168,55	53,5277
34	**8.822,08**	85.141,56	105.865,02	8.822,08	39.509,70	8.116,31	162.313,11	53,5754
35	**8.829,36**	85.211,73	105.952,27	8.829,36	39.542,27	8.123,01	162.446,91	53,6196

	basis	**bedrag vanaf 01/08/2026**	
Gewaarborgd inkomen	*23.133,23*	**per jaar**	**28.763,86**
		per maand	**2.396,99**
		per uur	**14,5566**
Vergoeding vakantieverblijven per dag	*29,6256*	**51,58**	