
PARITAIR COMITÉ 331
KINDEROPVANG - TRAP 2
LOONBAREMA'S met correctiereserve
geldig vanaf 1 augustus 2026

In uitvoering van de koopkrachtmaatregelen in het zesde Vlaams Intersectoraal Akkoord (VIA 6) van 30/03/2021 en in toepassing van de CAO betreffende de loonvoorwaarden, op 05/09/2022 afgesloten in Paritair Comité 331, worden de loonbarema's van de kinderopvang trap 2 verhoogd met de correctiereserve.

Onderstaande bedragen en loonbarema's zijn geldig vanaf **1 augustus 2026** tot en met de maand volgende op deze waarin de spilindex van 102,29 punten wordt overschreden.

Barema's kinderopvang – organisatoren gesubsidieerd in toepassing van art. 8 van het decreet van 20/04/2012 en in toepassing van art. 17 of 18 van het subsidiebesluit van 22/11/2013 – trap 2 of subsidies voor inkomenstarief
(voormalige erkende/gesubsidieerde kinderopvang)

Legende tabellen loonbarema's

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

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

1.

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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

Loonbarema's Paritair Comité 331 - Kinderopvang trap 2A

4.

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

B3 Begeleidend personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.902,36	34.828,31	2.902,36	12.998,21	2.670,17	53.399,05	17,6257
1	2.961,02	35.532,19	2.961,02	13.260,91	2.724,14	54.478,26	17,9819
2	3.016,42	36.197,03	3.016,42	13.509,03	2.775,11	55.497,59	18,3183
3	3.068,66	36.823,95	3.068,66	13.743,00	2.823,17	56.458,78	18,6356
4	3.117,86	37.414,27	3.117,86	13.963,32	2.868,43	57.363,88	18,9344
5	3.164,11	37.969,28	3.164,11	14.170,45	2.910,98	58.214,83	19,2152
6	3.207,55	38.490,57	3.207,55	14.365,00	2.950,95	59.014,06	19,4790
7	3.248,31	38.979,71	3.248,31	14.547,55	2.988,45	59.764,01	19,7266
8	3.286,50	39.438,01	3.286,50	14.718,59	3.023,58	60.466,69	19,9585
9	3.322,27	39.867,21	3.322,27	14.878,78	3.056,49	61.124,74	20,1757
10	3.355,73	40.268,73	3.355,73	15.028,63	3.087,27	61.740,35	20,3789
11	3.386,99	40.643,87	3.386,99	15.168,63	3.116,03	62.315,53	20,5688
12	3.416,20	40.994,38	3.416,20	15.299,44	3.142,90	62.852,92	20,7462
13	3.443,45	41.321,39	3.443,45	15.421,49	3.167,97	63.354,30	20,9116
14	3.468,85	41.626,21	3.468,85	15.535,25	3.191,34	63.821,65	21,0659
15	3.492,55	41.910,55	3.492,55	15.641,37	3.213,15	64.257,61	21,2098
16	3.544,70	42.536,40	3.544,70	15.874,94	3.261,12	65.217,17	21,5265
17	3.546,17	42.554,05	3.546,17	15.881,52	3.262,48	65.244,22	21,5354
18	3.681,47	44.177,68	3.681,47	16.487,48	3.386,95	67.733,58	22,3571
19	3.682,94	44.195,32	3.682,94	16.494,06	3.388,30	67.760,63	22,3660
20	3.818,25	45.819,02	3.818,25	17.100,04	3.512,79	70.250,09	23,1878
21	3.819,72	45.836,67	3.819,72	17.106,63	3.514,14	70.277,16	23,1967
22	3.955,02	47.460,29	3.955,02	17.712,57	3.638,62	72.766,51	24,0183
23	4.091,51	49.098,09	4.091,51	18.323,82	3.764,19	75.277,60	24,8472
24	4.224,16	50.689,92	4.224,16	18.917,90	3.886,23	77.718,21	25,6528
25	4.233,12	50.797,42	4.233,12	18.958,02	3.894,47	77.883,03	25,7072
26	4.240,09	50.881,05	4.240,09	18.989,23	3.900,88	78.011,25	25,7495
27	4.248,00	50.975,97	4.248,00	19.024,66	3.908,16	78.156,79	25,7976
28	4.253,98	51.047,79	4.253,98	19.051,46	3.913,66	78.266,89	25,8339
29	4.259,52	51.114,27	4.259,52	19.076,27	3.918,76	78.368,82	25,8675
30	4.264,66	51.175,91	4.264,66	19.099,28	3.923,49	78.463,33	25,8987
31	4.269,41	51.232,97	4.269,41	19.120,57	3.927,86	78.550,80	25,9276
32	4.273,82	51.285,82	4.273,82	19.140,30	3.931,91	78.631,86	25,9544
33	4.277,89	51.334,73	4.277,89	19.158,55	3.935,66	78.706,82	25,9791
34	4.281,67	51.380,05	4.281,67	19.175,46	3.939,14	78.776,32	26,0020
35	4.285,16	51.421,98	4.285,16	19.191,11	3.942,35	78.840,59	26,0232

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

B2b Begeleidend personeel klasse 2B							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.902,36	34.828,31	2.902,36	12.998,21	2.670,17	53.399,05	17,6257
1	2.961,02	35.532,19	2.961,02	13.260,91	2.724,14	54.478,26	17,9819
2	3.016,42	36.197,03	3.016,42	13.509,03	2.775,11	55.497,59	18,3183
3	3.068,66	36.823,95	3.068,66	13.743,00	2.823,17	56.458,78	18,6356
4	3.117,86	37.414,27	3.117,86	13.963,32	2.868,43	57.363,88	18,9344
5	3.164,11	37.969,28	3.164,11	14.170,45	2.910,98	58.214,83	19,2152
6	3.207,55	38.490,57	3.207,55	14.365,00	2.950,95	59.014,06	19,4790
7	3.248,31	38.979,71	3.248,31	14.547,55	2.988,45	59.764,01	19,7266
8	3.286,50	39.438,01	3.286,50	14.718,59	3.023,58	60.466,69	19,9585
9	3.322,27	39.867,21	3.322,27	14.878,78	3.056,49	61.124,74	20,1757
10	3.355,73	40.268,73	3.355,73	15.028,63	3.087,27	61.740,35	20,3789
11	3.386,99	40.643,87	3.386,99	15.168,63	3.116,03	62.315,53	20,5688
12	3.416,20	40.994,38	3.416,20	15.299,44	3.142,90	62.852,92	20,7462
13	3.443,45	41.321,39	3.443,45	15.421,49	3.167,97	63.354,30	20,9116
14	3.534,09	42.409,09	3.534,09	15.827,43	3.251,36	65.021,97	21,4621
15	3.535,62	42.427,39	3.535,62	15.834,26	3.252,77	65.050,04	21,4714
16	3.675,93	44.111,21	3.675,93	16.462,67	3.381,86	67.631,66	22,3235
17	3.677,46	44.129,47	3.677,46	16.469,49	3.383,26	67.659,68	22,3328
18	3.817,77	45.813,28	3.817,77	17.097,90	3.512,35	70.241,30	23,1848
19	3.819,30	45.831,61	3.819,30	17.104,74	3.513,76	70.269,41	23,1941
20	3.959,62	47.515,41	3.959,62	17.733,15	3.642,85	72.851,03	24,0463
21	3.961,14	47.533,68	3.961,14	17.739,96	3.644,25	72.879,03	24,0555
22	4.100,97	49.211,68	4.100,97	18.366,21	3.772,89	75.451,75	24,9047
23	4.240,03	50.880,39	4.240,03	18.988,98	3.900,83	78.010,23	25,7492
24	4.377,60	52.531,18	4.377,60	19.605,07	4.027,39	80.541,24	26,5846
25	4.386,89	52.642,66	4.386,89	19.646,68	4.035,94	80.712,17	26,6410
26	4.394,12	52.729,40	4.394,12	19.679,05	4.042,59	80.845,16	26,6849
27	4.402,32	52.827,80	4.402,32	19.715,78	4.050,13	80.996,03	26,7347
28	4.408,52	52.902,27	4.408,52	19.743,57	4.055,84	81.110,19	26,7724
29	4.414,27	52.971,21	4.414,27	19.769,30	4.061,13	81.215,91	26,8073
30	4.419,59	53.035,14	4.419,59	19.793,15	4.066,02	81.313,90	26,8396
31	4.424,53	53.094,31	4.424,53	19.815,24	4.070,57	81.404,65	26,8696
32	4.429,09	53.149,11	4.429,09	19.835,69	4.074,76	81.488,65	26,8973
33	4.433,32	53.199,83	4.433,32	19.854,62	4.078,65	81.566,42	26,9230
34	4.437,24	53.246,84	4.437,24	19.872,17	4.082,26	81.638,51	26,9468
35	4.440,86	53.290,33	4.440,86	19.888,40	4.085,59	81.705,18	26,9688

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B2a Begeleidend personeel klasse 2A							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.902,36	34.828,31	2.902,36	12.998,21	2.670,17	53.399,05	17,6257
1	2.961,02	35.532,19	2.961,02	13.260,91	2.724,14	54.478,26	17,9819
2	3.016,42	36.197,03	3.016,42	13.509,03	2.775,11	55.497,59	18,3183
3	3.068,66	36.823,95	3.068,66	13.743,00	2.823,17	56.458,78	18,6356
4	3.117,86	37.414,27	3.117,86	13.963,32	2.868,43	57.363,88	18,9344
5	3.164,11	37.969,28	3.164,11	14.170,45	2.910,98	58.214,83	19,2152
6	3.207,55	38.490,57	3.207,55	14.365,00	2.950,95	59.014,06	19,4790
7	3.248,31	38.979,71	3.248,31	14.547,55	2.988,45	59.764,01	19,7266
8	3.323,89	39.886,63	3.323,89	14.886,02	3.057,98	61.154,52	20,1856
9	3.325,49	39.905,84	3.325,49	14.893,19	3.059,45	61.183,98	20,1953
10	3.410,93	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
11	3.410,93	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
12	3.553,71	42.644,47	3.553,71	15.915,27	3.269,41	65.382,86	21,5812
13	3.555,32	42.663,84	3.555,32	15.922,50	3.270,89	65.412,55	21,5910
14	3.702,32	44.427,81	3.702,32	16.580,83	3.406,13	68.117,10	22,4837
15	3.703,91	44.446,96	3.703,91	16.587,98	3.407,60	68.146,44	22,4934
16	3.850,91	46.210,94	3.850,91	17.246,31	3.542,84	70.850,99	23,3861
17	3.852,51	46.230,16	3.852,51	17.253,48	3.544,31	70.880,46	23,3958
18	3.999,51	47.994,12	3.999,51	17.911,81	3.679,55	73.584,99	24,2885
19	4.001,11	48.013,28	4.001,11	17.918,96	3.681,02	73.614,37	24,2982
20	4.146,70	49.760,45	4.146,70	18.571,01	3.814,96	76.293,12	25,1824
21	4.148,27	49.779,30	4.148,27	18.578,05	3.816,41	76.322,02	25,1919
22	4.292,39	51.508,64	4.292,39	19.223,46	3.949,00	78.973,48	26,0671
23	4.438,07	53.256,79	4.438,07	19.875,88	4.083,02	81.653,76	26,9518
24	4.582,18	54.986,16	4.582,18	20.521,29	4.215,61	84.305,23	27,8270
25	4.591,91	55.102,97	4.591,91	20.564,89	4.224,56	84.484,33	27,8861
26	4.599,49	55.193,83	4.599,49	20.598,80	4.231,53	84.623,65	27,9321
27	4.608,08	55.296,93	4.608,08	20.637,28	4.239,43	84.781,72	27,9843
28	4.614,58	55.374,96	4.614,58	20.666,40	4.245,41	84.901,34	28,0238
29	4.620,60	55.447,18	4.620,60	20.693,35	4.250,95	85.012,09	28,0603
30	4.626,18	55.514,15	4.626,18	20.718,35	4.256,09	85.114,77	28,0942
31	4.631,34	55.576,14	4.631,34	20.741,48	4.260,83	85.209,79	28,1255
32	4.636,13	55.633,55	4.636,13	20.762,90	4.265,24	85.297,82	28,1546
33	4.640,56	55.686,68	4.640,56	20.782,73	4.269,32	85.379,28	28,1815
34	4.644,66	55.735,93	4.644,66	20.801,11	4.273,09	85.454,79	28,2064
35	4.648,46	55.781,47	4.648,46	20.818,11	4.276,58	85.524,63	28,2295

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B1c Begeleidend personeel klasse 1							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.081,16	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
1	3.109,12	37.309,41	3.109,12	13.924,18	2.860,39	57.203,10	18,8813
2	3.196,47	38.357,63	3.196,47	14.315,39	2.940,75	58.810,25	19,4118
3	3.314,37	39.772,41	3.314,37	14.843,40	3.049,22	60.979,40	20,1278
4	3.410,93	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
5	3.410,93	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
6	3.532,44	42.389,26	3.532,44	15.820,03	3.249,84	64.991,57	21,4521
7	3.533,63	42.403,56	3.533,63	15.825,36	3.250,94	65.013,49	21,4593
8	3.700,68	44.408,11	3.700,68	16.573,48	3.404,63	68.086,89	22,4738
9	3.702,23	44.426,76	3.702,23	16.580,44	3.406,05	68.115,47	22,4832
10	3.869,27	46.431,28	3.869,27	17.328,54	3.559,73	71.188,82	23,4976
11	3.871,09	46.453,05	3.871,09	17.336,67	3.561,40	71.222,21	23,5086
12	4.038,13	48.457,60	4.038,13	18.084,78	3.715,08	74.295,59	24,5231
13	4.039,95	48.479,36	4.039,95	18.092,90	3.716,75	74.328,96	24,5341
14	4.204,43	50.453,21	4.204,43	18.829,56	3.868,08	77.355,27	25,5330
15	4.206,22	50.474,60	4.206,22	18.837,54	3.869,72	77.388,09	25,5438
16	4.369,98	52.439,81	4.369,98	19.570,97	4.020,38	80.401,15	26,5383
17	4.371,76	52.461,13	4.371,76	19.578,93	4.022,02	80.433,85	26,5491
18	4.535,53	54.426,34	4.535,53	20.312,36	4.172,69	83.446,92	27,5437
19	4.537,31	54.447,69	4.537,31	20.320,33	4.174,33	83.479,66	27,5545
20	4.701,07	56.412,88	4.701,07	21.053,76	4.324,98	86.492,70	28,5490
21	4.702,85	56.434,22	4.702,85	21.061,72	4.326,62	86.525,41	28,5598
22	4.866,62	58.399,41	4.866,62	21.795,15	4.477,29	89.538,47	29,5544
23	5.032,17	60.386,01	5.032,17	22.536,56	4.629,60	92.584,34	30,5597
24	5.195,93	62.351,20	5.195,93	23.269,99	4.780,26	95.597,37	31,5542
25	5.207,00	62.483,98	5.207,00	23.319,54	4.790,44	95.800,97	31,6215
26	5.215,60	62.587,21	5.215,60	23.358,07	4.798,35	95.959,23	31,6737
27	5.225,36	62.704,30	5.225,36	23.401,77	4.807,33	96.138,76	31,7330
28	5.232,75	62.792,96	5.232,75	23.434,86	4.814,13	96.274,69	31,7778
29	5.239,59	62.875,03	5.239,59	23.465,49	4.820,42	96.400,53	31,8194
30	5.245,93	62.951,14	5.245,93	23.493,89	4.826,26	96.517,22	31,8579
31	5.251,80	63.021,57	5.251,80	23.520,18	4.831,66	96.625,20	31,8935
32	5.257,23	63.086,80	5.257,23	23.544,52	4.836,65	96.725,19	31,9265
33	5.262,27	63.147,19	5.262,27	23.567,06	4.841,29	96.817,80	31,9571
34	5.266,93	63.203,14	5.266,93	23.587,94	4.845,58	96.903,59	31,9854
35	5.271,24	63.254,90	5.271,24	23.607,26	4.849,54	96.982,94	32,0116

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B1b Diensthoofd in de erkende kinderdagverblijven							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.410,93	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
1	3.491,31	41.895,72	3.491,31	15.635,83	3.212,01	64.234,86	21,2023
2	3.603,94	43.247,28	3.603,94	16.140,25	3.315,62	66.307,09	21,8863
3	3.711,59	44.539,04	3.711,59	16.622,34	3.414,66	68.287,63	22,5400
4	3.814,24	45.770,83	3.814,24	17.082,06	3.509,10	70.176,23	23,1634
5	3.911,88	46.942,54	3.911,88	17.519,35	3.598,93	71.972,70	23,7564
6	4.004,58	48.055,01	4.004,58	17.934,53	3.684,21	73.678,33	24,3193
7	4.092,12	49.105,41	4.092,12	18.326,55	3.764,75	75.288,83	24,8509
8	4.173,59	50.083,02	4.173,59	18.691,40	3.839,70	76.787,72	25,3457
9	4.250,49	51.005,93	4.250,49	19.035,84	3.910,45	78.202,71	25,8127
10	4.323,04	51.876,44	4.323,04	19.360,72	3.977,20	79.537,40	26,2533
11	4.391,32	52.695,80	4.391,32	19.666,51	4.040,01	80.793,65	26,6679
12	4.455,52	53.466,26	4.455,52	19.954,05	4.099,08	81.974,91	27,0578
13	4.515,81	54.189,68	4.515,81	20.224,04	4.154,55	83.084,08	27,4239
14	4.572,37	54.868,46	4.572,37	20.477,36	4.206,58	84.124,77	27,7674
15	4.625,38	55.504,56	4.625,38	20.714,76	4.255,35	85.100,05	28,0894
16	4.680,52	56.166,23	4.680,52	20.961,71	4.306,08	86.114,53	28,4242
17	4.732,14	56.785,66	4.732,14	21.192,88	4.353,57	87.064,24	28,7377
18	4.847,32	58.167,84	4.847,32	21.708,72	4.459,53	89.183,42	29,4372
19	4.849,23	58.190,72	4.849,23	21.717,26	4.461,29	89.218,51	29,4488
20	5.024,45	60.293,45	5.024,45	22.502,02	4.622,49	92.442,41	30,5129
21	5.026,36	60.316,31	5.026,36	22.510,55	4.624,25	92.477,48	30,5245
22	5.201,59	62.419,09	5.201,59	23.295,32	4.785,46	95.701,47	31,5886
23	5.378,73	64.544,71	5.378,73	24.088,62	4.948,43	98.960,49	32,6644
24	5.553,95	66.647,43	5.553,95	24.873,38	5.109,63	102.184,39	33,7284
25	5.565,79	66.789,53	5.565,79	24.926,41	5.120,53	102.402,25	33,8003
26	5.575,00	66.900,01	5.575,00	24.967,64	5.129,00	102.571,64	33,8563
27	5.585,44	67.025,27	5.585,44	25.014,39	5.138,60	102.763,70	33,9197
28	5.593,34	67.120,11	5.593,34	25.049,78	5.145,87	102.909,11	33,9677
29	5.600,66	67.207,95	5.600,66	25.082,56	5.152,61	103.043,78	34,0121
30	5.607,45	67.289,38	5.607,45	25.112,96	5.158,85	103.168,64	34,0533
31	5.613,73	67.364,73	5.613,73	25.141,08	5.164,63	103.284,17	34,0915
32	5.619,54	67.434,53	5.619,54	25.167,13	5.169,98	103.391,17	34,1268
33	5.624,93	67.499,14	5.624,93	25.191,24	5.174,94	103.490,24	34,1595
34	5.629,92	67.559,01	5.629,92	25.213,59	5.179,53	103.582,04	34,1898
35	5.634,53	67.614,40	5.634,53	25.234,26	5.183,77	103.666,96	34,2178

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

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van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

MV1 Sociaal, verpleegkundig, paramedisch en therapeutisch personeel							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.373,78	40.485,34	3.373,78	15.109,47	3.103,88	62.072,46	20,4885
1	3.491,31	41.895,72	3.491,31	15.635,83	3.212,01	64.234,86	21,2023
2	3.603,94	43.247,28	3.603,94	16.140,25	3.315,62	66.307,09	21,8863
3	3.711,59	44.539,04	3.711,59	16.622,34	3.414,66	68.287,63	22,5400
4	3.814,24	45.770,83	3.814,24	17.082,06	3.509,10	70.176,23	23,1634
5	3.911,88	46.942,54	3.911,88	17.519,35	3.598,93	71.972,70	23,7564
6	4.004,58	48.055,01	4.004,58	17.934,53	3.684,21	73.678,33	24,3193
7	4.092,12	49.105,41	4.092,12	18.326,55	3.764,75	75.288,83	24,8509
8	4.173,59	50.083,02	4.173,59	18.691,40	3.839,70	76.787,72	25,3457
9	4.250,49	51.005,93	4.250,49	19.035,84	3.910,45	78.202,71	25,8127
10	4.323,04	51.876,44	4.323,04	19.360,72	3.977,20	79.537,40	26,2533
11	4.391,32	52.695,80	4.391,32	19.666,51	4.040,01	80.793,65	26,6679
12	4.455,52	53.466,26	4.455,52	19.954,05	4.099,08	81.974,91	27,0578
13	4.515,81	54.189,68	4.515,81	20.224,04	4.154,55	83.084,08	27,4239
14	4.572,37	54.868,46	4.572,37	20.477,36	4.206,58	84.124,77	27,7674
15	4.625,38	55.504,56	4.625,38	20.714,76	4.255,35	85.100,05	28,0894
16	4.680,52	56.166,23	4.680,52	20.961,71	4.306,08	86.114,53	28,4242
17	4.732,14	56.785,66	4.732,14	21.192,88	4.353,57	87.064,24	28,7377
18	4.780,45	57.365,39	4.780,45	21.409,24	4.398,01	87.953,10	29,0311
19	4.825,60	57.907,24	4.825,60	21.611,46	4.439,55	88.783,85	29,3053
20	4.867,79	58.413,49	4.867,79	21.800,40	4.478,37	89.560,05	29,5615
21	4.907,17	58.885,98	4.907,17	21.976,74	4.514,60	90.284,49	29,8006
22	4.943,90	59.326,80	4.943,90	22.141,26	4.548,39	90.960,35	30,0237
23	5.037,69	60.452,32	5.037,69	22.561,31	4.634,67	92.685,99	30,5933
24	5.201,46	62.417,52	5.201,46	23.294,74	4.785,34	95.699,07	31,5878
25	5.211,92	62.543,02	5.211,92	23.341,58	4.794,97	95.891,48	31,6513
26	5.220,53	62.646,36	5.220,53	23.380,14	4.802,89	96.049,92	31,7036
27	5.229,68	62.756,19	5.229,68	23.421,13	4.811,31	96.218,31	31,7592
28	5.237,08	62.844,92	5.237,08	23.454,25	4.818,11	96.354,36	31,8041
29	5.243,92	62.927,07	5.243,92	23.484,91	4.824,41	96.480,30	31,8457
30	5.250,27	63.003,24	5.250,27	23.513,33	4.830,25	96.597,09	31,8842
31	5.256,14	63.073,72	5.256,14	23.539,64	4.835,65	96.705,14	31,9199
32	5.261,58	63.139,01	5.261,58	23.564,00	4.840,65	96.805,24	31,9529
33	5.266,62	63.199,45	5.266,62	23.586,56	4.845,29	96.897,92	31,9835
34	5.271,29	63.255,45	5.271,29	23.607,46	4.849,59	96.983,79	32,0119
35	5.275,60	63.307,25	5.275,60	23.626,79	4.853,55	97.063,20	32,0381

met correctiereserve

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tot overschrijding spilindex 102,29

MV1bis Dienstverantwoordelijken in de diensten voor opvanggezinnen							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.373,78	40.485,34	3.373,78	15.109,47	3.103,88	62.072,46	20,4885
1	3.491,31	41.895,72	3.491,31	15.635,83	3.212,01	64.234,86	21,2023
2	3.603,94	43.247,28	3.603,94	16.140,25	3.315,62	66.307,09	21,8863
3	3.711,59	44.539,04	3.711,59	16.622,34	3.414,66	68.287,63	22,5400
4	3.814,24	45.770,83	3.814,24	17.082,06	3.509,10	70.176,23	23,1634
5	3.911,88	46.942,54	3.911,88	17.519,35	3.598,93	71.972,70	23,7564
6	4.004,58	48.055,01	4.004,58	17.934,53	3.684,21	73.678,33	24,3193
7	4.092,12	49.105,41	4.092,12	18.326,55	3.764,75	75.288,83	24,8509
8	4.173,59	50.083,02	4.173,59	18.691,40	3.839,70	76.787,72	25,3457
9	4.250,49	51.005,93	4.250,49	19.035,84	3.910,45	78.202,71	25,8127
10	4.323,04	51.876,44	4.323,04	19.360,72	3.977,20	79.537,40	26,2533
11	4.391,32	52.695,80	4.391,32	19.666,51	4.040,01	80.793,65	26,6679
12	4.455,52	53.466,26	4.455,52	19.954,05	4.099,08	81.974,91	27,0578
13	4.515,81	54.189,68	4.515,81	20.224,04	4.154,55	83.084,08	27,4239
14	4.572,37	54.868,46	4.572,37	20.477,36	4.206,58	84.124,77	27,7674
15	4.625,38	55.504,56	4.625,38	20.714,76	4.255,35	85.100,05	28,0894
16	4.680,52	56.166,23	4.680,52	20.961,71	4.306,08	86.114,53	28,4242
17	4.741,17	56.894,04	4.741,17	21.233,33	4.361,88	87.230,42	28,7925
18	4.877,97	58.535,59	4.877,97	21.845,97	4.487,73	89.747,27	29,6233
19	4.973,49	59.681,88	4.973,49	22.273,78	4.575,61	91.504,76	30,2034
20	4.973,49	59.681,88	4.973,49	22.273,78	4.575,61	91.504,76	30,2034
21	5.069,02	60.828,18	5.069,02	22.701,59	4.663,50	93.262,29	30,7835
22	5.076,41	60.916,98	5.076,41	22.734,72	4.670,30	93.398,40	30,8284
23	5.241,36	62.896,28	5.241,36	23.473,42	4.822,05	96.433,11	31,8301
24	5.405,13	64.861,50	5.405,13	24.206,85	4.972,72	99.446,20	32,8247
25	5.415,95	64.991,37	5.415,95	24.255,32	4.982,67	99.645,32	32,8904
26	5.424,90	65.098,83	5.424,90	24.295,42	4.990,91	99.810,06	32,9447
27	5.434,38	65.212,51	5.434,38	24.337,85	4.999,63	99.984,38	33,0023
28	5.442,06	65.304,77	5.442,06	24.372,28	5.006,70	100.125,81	33,0489
29	5.449,18	65.390,18	5.449,18	24.404,16	5.013,25	100.256,77	33,0922
30	5.455,78	65.469,37	5.455,78	24.433,72	5.019,32	100.378,19	33,1323
31	5.461,89	65.542,67	5.461,89	24.461,07	5.024,94	100.490,57	33,1694
32	5.467,55	65.610,55	5.467,55	24.486,41	5.030,15	100.594,65	33,2037
33	5.472,78	65.673,38	5.472,78	24.509,85	5.034,96	100.690,97	33,2355
34	5.477,63	65.731,62	5.477,63	24.531,59	5.039,42	100.780,26	33,2650
35	5.482,12	65.785,48	5.482,12	24.551,69	5.043,55	100.862,84	33,2922

met correctiereserve

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tot overschrijding spilindex 102,29

A3 Administratief personeel klasse 3							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	2.448,77	29.385,21	2.448,77	10.966,81	2.252,87	45.053,65	14,8711
1	2.543,70	30.524,39	2.543,70	11.391,96	2.340,20	46.800,25	15,4476
2	2.638,63	31.663,59	2.638,63	11.817,12	2.427,54	48.546,88	16,0241
3	2.733,57	32.802,83	2.733,57	12.242,29	2.514,88	50.293,58	16,6006
4	2.828,50	33.942,03	2.828,50	12.667,45	2.602,22	52.040,20	17,1771
5	2.828,50	33.942,03	2.828,50	12.667,45	2.602,22	52.040,20	17,1771
6	2.963,80	35.565,65	2.963,80	13.273,40	2.726,70	54.529,55	17,9988
7	2.963,80	35.565,65	2.963,80	13.273,40	2.726,70	54.529,55	17,9988
8	3.081,16	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
9	3.081,16	36.973,89	3.081,16	13.798,97	2.834,67	56.688,68	18,7115
10	3.167,06	38.004,68	3.167,06	14.183,67	2.913,70	58.269,10	19,2332
11	3.167,06	38.004,68	3.167,06	14.183,67	2.913,70	58.269,10	19,2332
12	3.302,36	39.628,33	3.302,36	14.789,62	3.038,17	60.758,48	20,0548
13	3.302,36	39.628,33	3.302,36	14.789,62	3.038,17	60.758,48	20,0548
14	3.410,93	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
15	3.410,93	40.931,19	3.410,93	15.275,86	3.138,06	62.756,03	20,7141
16	3.505,62	42.067,38	3.505,62	15.699,90	3.225,17	64.498,07	21,2892
17	3.505,62	42.067,38	3.505,62	15.699,90	3.225,17	64.498,07	21,2892
18	3.640,92	43.691,00	3.640,92	16.305,85	3.349,65	66.987,41	22,1109
19	3.640,92	43.691,00	3.640,92	16.305,85	3.349,65	66.987,41	22,1109
20	3.776,22	45.314,69	3.776,22	16.911,82	3.474,12	69.476,86	22,9325
21	3.776,22	45.314,69	3.776,22	16.911,82	3.474,12	69.476,86	22,9325
22	3.911,53	46.938,39	3.911,53	17.517,80	3.598,61	71.966,32	23,7542
23	4.046,84	48.562,03	4.046,84	18.123,76	3.723,09	74.455,72	24,5760
24	4.180,07	50.160,89	4.180,07	18.720,46	3.845,66	76.907,09	25,3850
25	4.187,51	50.250,16	4.187,51	18.753,78	3.852,51	77.043,95	25,4302
26	4.194,41	50.332,88	4.194,41	18.784,65	3.858,86	77.170,80	25,4721
27	4.200,79	50.409,50	4.200,79	18.813,24	3.864,73	77.288,26	25,5109
28	4.206,71	50.480,50	4.206,71	18.839,74	3.870,17	77.397,12	25,5468
29	4.212,19	50.546,24	4.212,19	18.864,28	3.875,21	77.497,92	25,5801
30	4.217,27	50.607,19	4.217,27	18.887,03	3.879,89	77.591,37	25,6110
31	4.221,97	50.663,59	4.221,97	18.908,08	3.884,21	77.677,85	25,6395
32	4.226,32	50.715,84	4.226,32	18.927,57	3.888,21	77.757,94	25,6659
33	4.230,35	50.764,19	4.230,35	18.945,62	3.891,92	77.832,08	25,6904
34	4.234,08	50.809,00	4.234,08	18.962,34	3.895,35	77.900,78	25,7130
35	4.237,54	50.850,46	4.237,54	18.977,82	3.898,54	77.964,35	25,7340

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

L1 Licenciaten / masters							
Anc	BMW	BJW	ET	RSZ	Vak	KOST jaar	Uurloon
0	3.855,51	46.266,17	3.855,51	17.266,92	3.547,07	70.935,67	23,4140
1	3.971,01	47.652,10	3.971,01	17.784,16	3.653,33	73.060,60	24,1154
2	4.086,36	49.036,36	4.086,36	18.300,78	3.759,45	75.182,95	24,8160
3	4.199,64	50.395,72	4.199,64	18.808,10	3.863,67	77.267,13	25,5039
4	4.336,98	52.043,79	4.336,98	19.423,17	3.990,02	79.793,96	26,3379
5	4.510,97	54.131,68	4.510,97	20.202,39	4.150,09	82.995,14	27,3946
6	4.510,97	54.131,68	4.510,97	20.202,39	4.150,09	82.995,14	27,3946
7	4.684,90	56.218,85	4.684,90	20.981,34	4.310,11	86.195,20	28,4508
8	4.684,90	56.218,85	4.684,90	20.981,34	4.310,11	86.195,20	28,4508
9	4.858,84	58.306,08	4.858,84	21.760,32	4.470,13	89.395,37	29,5071
10	4.870,59	58.447,06	4.870,59	21.812,93	4.480,94	89.611,53	29,5785
11	5.032,77	60.393,26	5.032,77	22.539,27	4.630,15	92.595,44	30,5634
12	5.083,44	61.001,27	5.083,44	22.766,18	4.676,76	93.527,65	30,8711
13	5.206,70	62.480,44	5.206,70	23.318,22	4.790,16	95.795,52	31,6196
14	5.296,29	63.555,42	5.296,29	23.719,41	4.872,59	97.443,71	32,1637
15	5.380,64	64.567,69	5.380,64	24.097,20	4.950,19	98.995,71	32,6760
16	5.509,13	66.109,58	5.509,13	24.672,64	5.068,40	101.359,75	33,4563
17	5.554,63	66.655,58	5.554,63	24.876,42	5.110,26	102.196,88	33,7326
18	5.721,98	68.663,77	5.721,98	25.625,89	5.264,22	105.275,86	34,7489
19	5.728,56	68.742,75	5.728,56	25.655,37	5.270,28	105.396,95	34,7888
20	5.934,83	71.217,94	5.934,83	26.579,13	5.460,04	109.191,94	36,0415
21	5.939,69	71.276,34	5.939,69	26.600,92	5.464,51	109.281,46	36,0710
22	6.147,68	73.772,13	6.147,68	27.532,37	5.655,87	113.108,05	37,3341
23	6.360,52	76.326,28	6.360,52	28.485,60	5.851,68	117.024,09	38,6266
24	6.568,51	78.822,07	6.568,51	29.417,06	6.043,03	120.850,67	39,8897
25	6.580,28	78.963,35	6.580,28	29.469,78	6.053,86	121.067,27	39,9612
26	6.591,19	79.094,24	6.591,19	29.518,63	6.063,89	121.267,96	40,0275
27	6.601,29	79.215,51	6.601,29	29.563,89	6.073,19	121.453,87	40,0888
28	6.610,66	79.327,86	6.610,66	29.605,82	6.081,81	121.626,15	40,1457
29	6.619,32	79.431,90	6.619,32	29.644,64	6.089,77	121.785,64	40,1983
30	6.627,36	79.528,35	6.627,36	29.680,64	6.097,17	121.933,52	40,2471
31	6.634,80	79.617,61	6.634,80	29.713,96	6.104,02	122.070,38	40,2923
32	6.641,69	79.700,30	6.641,69	29.744,82	6.110,35	122.197,16	40,3341
33	6.648,07	79.776,82	6.648,07	29.773,37	6.116,22	122.314,49	40,3729
34	6.653,98	79.847,74	6.653,98	29.799,84	6.121,66	122.423,23	40,4088
35	6.659,45	79.913,36	6.659,45	29.824,33	6.126,69	122.523,83	40,4420

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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

met correctiereserve

van toepassing vanaf 01/08/2026

tot overschrijding spilindex 102,29

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

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

van toepassing vanaf 01/08/2026
tot overschrijding spilindex 102,29

20.

	<i>basis</i>	bedrag vanaf 01/08/2026	
Gewaarborgd inkomen	23.133,23	per jaar	28.763,86
		per maand	2.396,99
		per uur	14,5566
Weddesupplement zaterdagprestaties per uur	1,6924	2,1043	
Vergoeding vakantieverblijven per dag	29,6256	50,57	