

## PARITAIR SUBCOMITÉ 319.01

**LOONBAREMA'S** geldig van **1 JUNI 2011** tot **29 FEBRUARI 2012**

VOOR EEN OVERZICHT VAN DE MEEST RECENTE LOONBAREMA'S, KLIK [HIER](#)

De bijgevoegde **loonbarema's** zijn geldig vanaf **1 juni 2011** tot en met **29 februari 2012**, en dit voor volgende subsectoren van het Paritair Subcomité voor de opvoedings- en huisvestingsinrichtingen en -diensten van de Vlaamse Gemeenschap (**319.01**):

- ♦ bijzondere jeugdbijstand
- ♦ centra algemeen welzijnswerk
- ♦ centra voor kindercare en gezinsondersteuning
- ♦ centra voor integrale gezinszorg
- ♦ huurdersbonden
- ♦ sociale verhuurkantoren
- ♦ ondersteuning van personen met een handicap.

### *Legende tabellen loonbarema's*

|                 |  |
|-----------------|--|
| <b>Anc</b>      | anciënniteit   |
| <b>BMW</b>      | bruto maandwedde   |
| <b>Haard</b>    | haardtoelage, toegekend aan<br>1. gehuwde of wettelijk samenwonende werknemers, behalve wanneer de toelage aan hun echtgenoot of partner wordt toegekend<br>2. alleenstaande personeelsleden van wie één of meer kinderen deel uitmaken van het gezin die recht geven op kinderbijslag |
| <b>Stand</b>    | standplaatstoelage, toegekend aan werknemers die geen recht hebben op een haardtoelage   |
| <b>BJW</b>      | bruto jaarwedde  |
| <b>Vak</b>      | vakantiegeld : 92 % van de bruto maandwedde  |
| <b>ET</b>       | eindejaarstoelage : vast geïndexeerd gedeelte van € 702,75 ( <i>bedrag 2010</i> ) + vast niet-geïndexeerd gedeelte van € 55,08 + 3,52 % ( <i>percentage 2010</i> ) van de bruto jaarwedde (= <i>bruto maandwedde van oktober, inclusief haard- of standplaatstoelage x 12</i> )        |
| <b>ET haard</b> | eindejaarstoelage met haardtoelage   |
| <b>ET stand</b> | eindejaarstoelage met standplaatsvergoeding  |
| <b>Uurloon</b>  | uurloon bij 38-uren-week   |

| <b>BAREMA'S PARITAIR SUBCOMITÉ 319.01</b>                  |   |               |
|--|---|---------------|
| <b>Barema</b>  |   | <i>pagina</i> |
| L4   | Logistiek personeel klasse 4 ( <i>zonder diploma</i> )  | 2             |
| L3   | Logistiek personeel klasse 3 ( <i>minimaal diploma van de eerste graad van het middelbaar onderwijs</i> )   | 2             |
| L2   | Logistiek personeel klasse 2 ( <i>minimaal diploma van volledig middelbaar onderwijs</i> )  | 3             |
| B3   | Begeleidend en verzorgend personeel klasse 3 ( <i>diploma van de eerste graad van het middelbaar onderwijs</i> )  | 3             |
| B2b  | Begeleidend en verzorgend personeel klasse 2B / ADL-assistent / hulpverlener klasse 2B / adviesverlener HB klasse 2B ( <i>diploma van volledig middelbaar onderwijs</i> )               | 4             |
| B2a  | Begeleidend en verzorgend personeel klasse 2A / hulpverlener klasse 2A / adviesverlener HB klasse 2A ( <i>diploma van hoger middelb. onderwijs met een specifieke opleiding</i> )       | 4             |
| B1c  | Opvoedend en begeleidend personeel klasse 1 / hulpverlener klasse 1 / adviesverlener HB klasse 1 ( <i>diploma hoger onderwijs met een specifieke opleiding</i> )                        | 5             |
| B1b  | Hoofdopvoeder / hoofdbegeleider / teambegeleider  | 5             |
| B1a  | Opvoeder-groepschef / eerste begeleider - verantwoordelijke / verantwoordelijke - coördinator meerdere teams / coördinator sociaal verhuurkantoor of huurdersbond / jurist huurdersbond | 6             |
| MV2  | Verzorgend personeel / gebrevetteerde verpleegster ( <i>diploma voortgezet middelbaar onderwijs</i> )   | 6             |
| MV1  | Sociaal, paramedisch en therapeutisch personeel / verpleger A1, maatschappelijk assistent, graduaat orthopedagogie bijzondere functie   | 7             |
| MV1bis   | Dienstverantwoordelijken in diensten voor opvanggezinnen  | 7             |
| A1   | Administratief en logistiek personeel klasse 1 ( <i>minimaal diploma van hoger onderwijs</i> )  | 8             |
| A2   | Administratief en logistiek personeel klasse 2 ( <i>minimaal diploma van volledig middelbaar onderwijs</i> )  | 8             |
| A3   | Administratief personeel klasse 3 ( <i>minimaal diploma van de eerste graad van het middelbaar onderwijs</i> )  | 9             |
| L1   | Licentiaten en tandarts / bijzondere functie met licentiaatsdiploma / hulpverlener waarvoor een universitair diploma gevraagd werd bij sollicitatie                                     | 9             |
| K5   | Leidinggevende functie in een kleine instelling (max. 29 plaatsen) / onderdirecteur / directiemedewerker  | 10            |
| K3   | Directeur in een instelling met 30-59 plaatsen  | 10            |
| K2   | Directeur in een instelling met 60-89 plaatsen  | 11            |
| K1   | Directeur in een instelling met minimum 90 plaatsen   | 11            |
| G1   | Geneesheer omnipracticus  | 12            |
| GS   | Geneesheer specialist / geneesheer psychiater   | 12            |
| <b>Weddesupplementen avonddienst en zaterdagprestaties</b> |   | 12            |
| <b>Vergoeding vakantieverblijven</b>                       |   | 12            |
| <b>Gewaarborgd inkomen</b>                                 |   | 12            |

| <b>L4 Logistiek personeel klasse 4 (zonder diploma)</b>  |          |       |       |           |          |          |          |         |
|--|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc  | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|  | 1.518,80 | 92,75 | 46,37 | 18.225,55 | 1.397,29 | 1.438,55 | 1.418,96 | 9,2235  |
| 1  | 1.538,89 | 92,75 | 46,37 | 18.466,66 | 1.415,78 | 1.447,03 | 1.427,44 | 9,3455  |
| 2  | 1.558,95 | 92,75 | 46,37 | 18.707,35 | 1.434,23 | 1.455,51 | 1.435,92 | 9,4673  |
| 3  | 1.579,04 | 92,75 | 46,37 | 18.948,45 | 1.452,71 | 1.463,99 | 1.444,40 | 9,5893  |
| 4  | 1.602,65 | 92,75 | 46,37 | 19.231,83 | 1.474,44 | 1.473,97 | 1.454,38 | 9,7327  |
| 5  | 1.620,08 | 92,75 | 46,37 | 19.441,01 | 1.490,48 | 1.481,33 | 1.461,74 | 9,8386  |
| 6  | 1.683,15 | 92,75 | 46,37 | 20.197,79 | 1.548,50 | 1.507,97 | 1.488,38 | 10,2216 |
| 7  | 1.694,83 | 92,75 | 46,37 | 20.337,95 | 1.559,24 | 1.512,90 | 1.493,31 | 10,2925 |
| 8  | 1.763,65 | 92,75 | 46,37 | 21.163,79 | 1.622,56 | 1.541,97 | 1.522,38 | 10,7104 |
| 9  | 1.769,57 | 92,75 | 46,37 | 21.234,89 | 1.628,01 | 1.544,48 | 1.524,89 | 10,7464 |
| 10   | 1.844,15 | 92,75 | 46,37 | 22.129,80 | 1.696,62 | 1.575,98 | 1.556,39 | 11,1993 |
| 11   | 1.844,36 | 92,75 | 46,37 | 22.132,29 | 1.696,81 | 1.576,06 | 1.556,47 | 11,2005 |
| 12   | 1.924,65 | 92,75 | 46,37 | 23.095,80 | 1.770,68 | 1.609,98 | 1.590,39 | 11,6882 |
| 13   | 1.924,65 | 92,75 | 46,37 | 23.095,80 | 1.770,68 | 1.609,98 | 1.590,39 | 11,6882 |
| 14   | 2.005,15 | 92,75 | 46,37 | 24.061,80 | 1.844,74 | 1.643,98 | 1.624,39 | 12,1770 |
| 15   | 2.005,15 | 92,75 | 46,37 | 24.061,80 | 1.844,74 | 1.643,98 | 1.624,39 | 12,1770 |
| 16   | 2.085,65 | 46,37 | 23,19 | 25.027,80 | 1.918,80 | 1.658,40 | 1.648,60 | 12,6659 |
| 17   | 2.085,65 | 46,37 | 23,19 | 25.027,80 | 1.918,80 | 1.658,40 | 1.648,60 | 12,6659 |
| 18   | 2.166,15 | 46,37 | 23,19 | 25.993,80 | 1.992,86 | 1.692,40 | 1.682,61 | 13,1548 |
| 19   | 2.166,15 | 46,37 | 23,19 | 25.993,80 | 1.992,86 | 1.692,40 | 1.682,61 | 13,1548 |
| 20   | 2.246,65 | 46,37 | 23,19 | 26.959,81 | 2.066,92 | 1.726,40 | 1.716,61 | 13,6436 |
| 21   | 2.246,65 | 46,37 | 23,19 | 26.959,81 | 2.066,92 | 1.726,40 | 1.716,61 | 13,6436 |
| 22   | 2.327,15 | 21,06 |       | 27.925,80 | 2.140,98 | 1.749,72 | 1.740,82 | 14,1325 |
| 23   | 2.407,65 |       |       | 28.891,80 | 2.215,04 | 1.774,82 | 1.774,82 | 14,6214 |
| 24   | 2.488,15 |       |       | 29.857,77 | 2.289,10 | 1.808,82 | 1.808,82 | 15,1102 |
| 25   | 2.488,15 |       |       | 29.857,77 | 2.289,10 | 1.808,82 | 1.808,82 | 15,1102 |
| 26   | 2.488,15 |       |       | 29.857,77 | 2.289,10 | 1.808,82 | 1.808,82 | 15,1102 |
| 27   | 2.488,15 |       |       | 29.857,77 | 2.289,10 | 1.808,82 | 1.808,82 | 15,1102 |
| <b>L3 Logistiek personeel klasse 3 (minimaal diploma van de eerste graad van het middelbaar onderwijs)</b> |          |       |       |           |          |          |          |         |
| Anc  | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|  | 1.593,07 | 92,75 | 46,37 | 19.116,89 | 1.465,63 | 1.469,92 | 1.450,33 | 9,6745  |
| 1  | 1.658,43 | 92,75 | 46,37 | 19.901,15 | 1.525,75 | 1.497,53 | 1.477,94 | 10,0714 |
| 2  | 1.723,78 | 92,75 | 46,37 | 20.685,42 | 1.585,88 | 1.525,13 | 1.505,55 | 10,4683 |
| 3  | 1.789,14 | 92,75 | 46,37 | 21.469,71 | 1.646,01 | 1.552,74 | 1.533,15 | 10,8652 |
| 4  | 1.854,50 | 92,75 | 46,37 | 22.253,98 | 1.706,14 | 1.580,35 | 1.560,76 | 11,2621 |
| 5  | 1.854,50 | 92,75 | 46,37 | 22.253,98 | 1.706,14 | 1.580,35 | 1.560,76 | 11,2621 |
| 6  | 1.947,65 | 92,75 | 46,37 | 23.371,74 | 1.791,83 | 1.619,69 | 1.600,10 | 11,8278 |
| 7  | 1.947,65 | 92,75 | 46,37 | 23.371,74 | 1.791,83 | 1.619,69 | 1.600,10 | 11,8278 |
| 8  | 2.040,80 | 80,39 | 34,02 | 24.489,55 | 1.877,53 | 1.653,82 | 1.634,23 | 12,3935 |
| 9  | 2.040,80 | 80,39 | 34,02 | 24.489,55 | 1.877,53 | 1.653,82 | 1.634,23 | 12,3935 |
| 10   | 2.133,95 | 46,37 | 23,19 | 25.607,36 | 1.963,23 | 1.678,80 | 1.669,00 | 12,9592 |
| 11   | 2.133,95 | 46,37 | 23,19 | 25.607,36 | 1.963,23 | 1.678,80 | 1.669,00 | 12,9592 |
| 12   | 2.227,09 | 46,37 | 23,19 | 26.725,14 | 2.048,93 | 1.718,14 | 1.708,35 | 13,5249 |
| 13   | 2.227,09 | 46,37 | 23,19 | 26.725,14 | 2.048,93 | 1.718,14 | 1.708,35 | 13,5249 |
| 14   | 2.320,25 | 27,97 | 4,78  | 27.842,95 | 2.134,63 | 1.749,72 | 1.739,92 | 14,0906 |
| 15   | 2.320,25 | 27,97 | 4,78  | 27.842,95 | 2.134,63 | 1.749,72 | 1.739,92 | 14,0906 |
| 16   | 2.413,40 |       |       | 28.960,76 | 2.220,32 | 1.777,25 | 1.777,25 | 14,6563 |
| 17   | 2.413,40 |       |       | 28.960,76 | 2.220,32 | 1.777,25 | 1.777,25 | 14,6563 |
| 18   | 2.506,54 |       |       | 30.078,52 | 2.306,02 | 1.816,59 | 1.816,59 | 15,2219 |
| 19   | 2.506,54 |       |       | 30.078,52 | 2.306,02 | 1.816,59 | 1.816,59 | 15,2219 |
| 20   | 2.599,69 |       |       | 31.196,33 | 2.391,72 | 1.855,94 | 1.855,94 | 15,7876 |
| 21   | 2.599,69 |       |       | 31.196,33 | 2.391,72 | 1.855,94 | 1.855,94 | 15,7876 |
| 22   | 2.692,85 |       |       | 32.314,14 | 2.477,42 | 1.895,29 | 1.895,29 | 16,3533 |
| 23   | 2.785,99 |       |       | 33.431,92 | 2.563,11 | 1.934,63 | 1.934,63 | 16,9190 |
| 24   | 2.879,14 |       |       | 34.549,73 | 2.648,81 | 1.973,98 | 1.973,98 | 17,4847 |
| 25   | 2.879,14 |       |       | 34.549,73 | 2.648,81 | 1.973,98 | 1.973,98 | 17,4847 |
| 26   | 2.879,14 |       |       | 34.549,73 | 2.648,81 | 1.973,98 | 1.973,98 | 17,4847 |
| 27   | 2.879,14 |       |       | 34.549,73 | 2.648,81 | 1.973,98 | 1.973,98 | 17,4847 |

| <b>L2 Logistiek personeel klasse 2 (minimaal diploma van volledig middelbaar onderwijs)</b>                       |          |       |       |           |          |          |          |         |
|---|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 1.730,75 | 92,75 | 46,37 | 20.768,99 | 1.592,29 | 1.528,08 | 1.508,49 | 10,5106 |
| 1   | 1.801,75 | 92,75 | 46,37 | 21.621,03 | 1.657,61 | 1.558,07 | 1.538,48 | 10,9418 |
| 2   | 1.872,75 | 92,75 | 46,37 | 22.473,06 | 1.722,93 | 1.588,06 | 1.568,47 | 11,3730 |
| 3   | 1.943,76 | 92,75 | 46,37 | 23.325,10 | 1.788,26 | 1.618,05 | 1.598,46 | 11,8042 |
| 4   | 2.014,76 | 92,75 | 46,37 | 24.177,13 | 1.853,58 | 1.648,04 | 1.628,45 | 12,2354 |
| 5   | 2.014,76 | 92,75 | 46,37 | 24.177,13 | 1.853,58 | 1.648,04 | 1.628,45 | 12,2354 |
| 6   | 2.115,96 | 46,37 | 23,19 | 25.391,54 | 1.946,68 | 1.671,20 | 1.661,41 | 12,8500 |
| 7   | 2.115,96 | 46,37 | 23,19 | 25.391,54 | 1.946,68 | 1.671,20 | 1.661,41 | 12,8500 |
| 8   | 2.217,16 | 46,37 | 23,19 | 26.605,93 | 2.039,79 | 1.713,95 | 1.704,15 | 13,4645 |
| 9   | 2.217,16 | 46,37 | 23,19 | 26.605,93 | 2.039,79 | 1.713,95 | 1.704,15 | 13,4645 |
| 10  | 2.318,36 | 29,85 | 6,67  | 27.820,32 | 2.132,89 | 1.749,72 | 1.739,92 | 14,0791 |
| 11  | 2.318,36 | 29,85 | 6,67  | 27.820,32 | 2.132,89 | 1.749,72 | 1.739,92 | 14,0791 |
| 12  | 2.419,56 |       |       | 29.034,73 | 2.226,00 | 1.779,85 | 1.779,85 | 14,6937 |
| 13  | 2.419,56 |       |       | 29.034,73 | 2.226,00 | 1.779,85 | 1.779,85 | 14,6937 |
| 14  | 2.520,76 |       |       | 30.249,12 | 2.319,10 | 1.822,60 | 1.822,60 | 15,3083 |
| 15  | 2.520,76 |       |       | 30.249,12 | 2.319,10 | 1.822,60 | 1.822,60 | 15,3083 |
| 16  | 2.621,96 |       |       | 31.463,51 | 2.412,20 | 1.865,35 | 1.865,35 | 15,9228 |
| 17  | 2.621,96 |       |       | 31.463,51 | 2.412,20 | 1.865,35 | 1.865,35 | 15,9228 |
| 18  | 2.723,16 |       |       | 32.677,92 | 2.505,31 | 1.908,09 | 1.908,09 | 16,5374 |
| 19  | 2.723,16 |       |       | 32.677,92 | 2.505,31 | 1.908,09 | 1.908,09 | 16,5374 |
| 20  | 2.824,36 |       |       | 33.892,31 | 2.598,41 | 1.950,84 | 1.950,84 | 17,1520 |
| 21  | 2.824,36 |       |       | 33.892,31 | 2.598,41 | 1.950,84 | 1.950,84 | 17,1520 |
| 22  | 2.925,56 |       |       | 35.106,70 | 2.691,51 | 1.993,59 | 1.993,59 | 17,7665 |
| 23  | 3.026,76 |       |       | 36.321,10 | 2.784,62 | 2.036,33 | 2.036,33 | 18,3811 |
| 24  | 3.127,96 |       |       | 37.535,50 | 2.877,72 | 2.079,08 | 2.079,08 | 18,9957 |
| 25  | 3.127,96 |       |       | 37.535,50 | 2.877,72 | 2.079,08 | 2.079,08 | 18,9957 |
| 26  | 3.127,96 |       |       | 37.535,50 | 2.877,72 | 2.079,08 | 2.079,08 | 18,9957 |
| 27  | 3.127,96 |       |       | 37.535,50 | 2.877,72 | 2.079,08 | 2.079,08 | 18,9957 |
| <b>B3 Begeleidend en verzorgend personeel klasse 3 (diploma van de eerste graad van het middelbaar onderwijs)</b> |          |       |       |           |          |          |          |         |
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 1.623,86 | 92,75 | 46,37 | 19.486,31 | 1.493,95 | 1.482,93 | 1.463,34 | 9,8615  |
| 1   | 1.678,49 | 92,75 | 46,37 | 20.141,84 | 1.544,21 | 1.506,00 | 1.486,41 | 10,1932 |
| 2   | 1.744,06 | 92,75 | 46,37 | 20.928,71 | 1.604,53 | 1.533,70 | 1.514,11 | 10,5915 |
| 3   | 1.809,98 | 92,75 | 46,37 | 21.719,72 | 1.665,18 | 1.561,54 | 1.541,95 | 10,9918 |
| 4   | 1.875,33 | 92,75 | 46,37 | 22.503,97 | 1.725,30 | 1.589,15 | 1.569,56 | 11,3886 |
| 5   | 1.876,34 | 92,75 | 46,37 | 22.516,12 | 1.726,24 | 1.589,57 | 1.569,99 | 11,3948 |
| 6   | 1.969,49 | 92,75 | 46,37 | 23.633,94 | 1.811,94 | 1.628,92 | 1.609,33 | 11,9605 |
| 7   | 1.970,51 | 92,75 | 46,37 | 23.646,08 | 1.812,87 | 1.629,35 | 1.609,76 | 11,9666 |
| 8   | 2.063,65 | 57,53 | 23,19 | 24.763,85 | 1.898,56 | 1.653,82 | 1.639,31 | 12,5323 |
| 9   | 2.064,67 | 56,52 | 23,19 | 24.776,00 | 1.899,49 | 1.653,82 | 1.639,74 | 12,5385 |
| 10  | 2.157,82 | 46,37 | 23,19 | 25.893,82 | 1.985,19 | 1.688,88 | 1.679,09 | 13,1042 |
| 11  | 2.158,83 | 46,37 | 23,19 | 25.905,96 | 1.986,12 | 1.689,31 | 1.679,51 | 13,1103 |
| 12  | 2.251,98 | 46,37 | 23,19 | 27.023,77 | 2.071,82 | 1.728,65 | 1.718,86 | 13,6760 |
| 13  | 2.252,99 | 46,37 | 23,19 | 27.035,92 | 2.072,75 | 1.729,08 | 1.719,29 | 13,6821 |
| 14  | 2.346,14 | 2,07  |       | 28.153,68 | 2.158,45 | 1.749,72 | 1.748,84 | 14,2478 |
| 15  | 2.347,15 | 1,06  |       | 28.165,84 | 2.159,38 | 1.749,72 | 1.749,27 | 14,2540 |
| 16  | 2.440,30 |       |       | 29.283,65 | 2.245,08 | 1.788,61 | 1.788,61 | 14,8197 |
| 17  | 2.441,32 |       |       | 29.295,80 | 2.246,01 | 1.789,04 | 1.789,04 | 14,8258 |
| 18  | 2.534,46 |       |       | 30.413,56 | 2.331,71 | 1.828,39 | 1.828,39 | 15,3915 |
| 19  | 2.535,48 |       |       | 30.425,72 | 2.332,64 | 1.828,82 | 1.828,82 | 15,3976 |
| 20  | 2.628,63 |       |       | 31.543,53 | 2.418,34 | 1.868,16 | 1.868,16 | 15,9633 |
| 21  | 2.629,64 |       |       | 31.555,68 | 2.419,27 | 1.868,59 | 1.868,59 | 15,9695 |
| 22  | 2.722,79 |       |       | 32.673,44 | 2.504,96 | 1.907,94 | 1.907,94 | 16,5351 |
| 23  | 2.816,95 |       |       | 33.803,41 | 2.591,59 | 1.947,71 | 1.947,71 | 17,1070 |
| 24  | 2.910,10 |       |       | 34.921,22 | 2.677,29 | 1.987,06 | 1.987,06 | 17,6727 |
| 25  | 2.911,11 |       |       | 34.933,32 | 2.678,22 | 1.987,48 | 1.987,48 | 17,6788 |
| 26  | 2.911,11 |       |       | 34.933,32 | 2.678,22 | 1.987,48 | 1.987,48 | 17,6788 |
| 27  | 2.912,13 |       |       | 34.945,51 | 2.679,16 | 1.987,91 | 1.987,91 | 17,6850 |

| <b>Begeleidend en verzorgend personeel klasse 2B / ADL-assistent / hulpverlener B2b klasse 2B / adviesverlener HB klasse 2B (diploma van volledig middelbaar onderwijs)</b>         |          |       |       |           |          |          |          |         |
|---|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 1.738,15 | 92,75 | 46,37 | 20.857,85 | 1.599,10 | 1.531,20 | 1.511,61 | 10,5556 |
| 1   | 1.771,68 | 92,75 | 46,37 | 21.260,10 | 1.629,94 | 1.545,36 | 1.525,77 | 10,7592 |
| 2   | 1.809,69 | 92,75 | 46,37 | 21.716,27 | 1.664,91 | 1.561,42 | 1.541,83 | 10,9900 |
| 3   | 1.877,87 | 92,75 | 46,37 | 22.534,48 | 1.727,64 | 1.590,22 | 1.570,63 | 11,4041 |
| 4   | 1.945,65 | 92,75 | 46,37 | 23.347,79 | 1.790,00 | 1.618,85 | 1.599,26 | 11,8157 |
| 5   | 1.946,06 | 92,75 | 46,37 | 23.352,70 | 1.790,37 | 1.619,02 | 1.599,43 | 11,8182 |
| 6   | 2.042,69 | 78,50 | 32,12 | 24.512,24 | 1.879,27 | 1.653,82 | 1.634,23 | 12,4050 |
| 7   | 2.043,45 | 77,73 | 31,36 | 24.521,44 | 1.879,98 | 1.653,82 | 1.634,23 | 12,4096 |
| 8   | 2.140,05 | 46,37 | 23,19 | 25.680,64 | 1.968,85 | 1.681,38 | 1.671,58 | 12,9963 |
| 9   | 2.141,10 | 46,37 | 23,19 | 25.693,22 | 1.969,81 | 1.681,82 | 1.672,03 | 13,0026 |
| 10  | 2.237,70 | 46,37 | 23,19 | 26.852,41 | 2.058,68 | 1.722,62 | 1.712,83 | 13,5893 |
| 11  | 2.238,75 | 46,37 | 23,19 | 26.865,02 | 2.059,65 | 1.723,07 | 1.713,27 | 13,5957 |
| 12  | 2.335,35 | 12,86 |       | 28.024,22 | 2.148,52 | 1.749,72 | 1.744,28 | 14,1823 |
| 13  | 2.336,40 | 11,81 |       | 28.036,79 | 2.149,49 | 1.749,72 | 1.744,73 | 14,1887 |
| 14  | 2.433,00 |       |       | 29.196,00 | 2.238,36 | 1.785,53 | 1.785,53 | 14,7753 |
| 15  | 2.434,05 |       |       | 29.208,61 | 2.239,33 | 1.785,97 | 1.785,97 | 14,7817 |
| 16  | 2.530,65 |       |       | 30.367,80 | 2.328,20 | 1.826,78 | 1.826,78 | 15,3683 |
| 17  | 2.531,70 |       |       | 30.380,38 | 2.329,16 | 1.827,22 | 1.827,22 | 15,3747 |
| 18  | 2.628,30 |       |       | 31.539,58 | 2.418,03 | 1.868,02 | 1.868,02 | 15,9613 |
| 19  | 2.629,35 |       |       | 31.552,19 | 2.419,00 | 1.868,47 | 1.868,47 | 15,9677 |
| 20  | 2.725,95 |       |       | 32.711,39 | 2.507,87 | 1.909,27 | 1.909,27 | 16,5543 |
| 21  | 2.727,00 |       |       | 32.723,96 | 2.508,84 | 1.909,71 | 1.909,71 | 16,5607 |
| 22  | 2.823,60 |       |       | 33.883,17 | 2.597,71 | 1.950,52 | 1.950,52 | 17,1474 |
| 23  | 2.921,25 |       |       | 35.054,97 | 2.687,55 | 1.991,76 | 1.991,76 | 17,7404 |
| 24  | 3.017,85 |       |       | 36.214,17 | 2.776,42 | 2.032,57 | 2.032,57 | 18,3270 |
| 25  | 3.018,90 |       |       | 36.226,74 | 2.777,38 | 2.033,01 | 2.033,01 | 18,3334 |
| 26  | 3.018,90 |       |       | 36.226,74 | 2.777,38 | 2.033,01 | 2.033,01 | 18,3334 |
| 27  | 3.019,95 |       |       | 36.239,36 | 2.778,35 | 2.033,46 | 2.033,46 | 18,3398 |
| <b>Begeleidend en verzorgend personeel klasse 2A / hulpverlener klasse 2A / B2a adviesverlener HB klasse 2A (diploma van hoger middelb. onderwijs met een specifieke opleiding)</b> |          |       |       |           |          |          |          |         |
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 1.805,24 | 92,75 | 46,37 | 21.662,84 | 1.660,82 | 1.559,54 | 1.539,95 | 10,9630 |
| 1   | 1.833,18 | 92,75 | 46,37 | 21.998,11 | 1.686,52 | 1.571,34 | 1.551,75 | 11,1326 |
| 2   | 1.895,50 | 92,75 | 46,37 | 22.745,95 | 1.743,86 | 1.597,66 | 1.578,08 | 11,5111 |
| 3   | 1.966,84 | 92,75 | 46,37 | 23.602,08 | 1.809,49 | 1.627,80 | 1.608,21 | 11,9444 |
| 4   | 2.037,84 | 83,34 | 36,97 | 24.454,14 | 1.874,82 | 1.653,82 | 1.634,23 | 12,3756 |
| 5   | 2.038,42 | 82,77 | 36,39 | 24.461,00 | 1.875,34 | 1.653,82 | 1.634,23 | 12,3790 |
| 6   | 2.139,62 | 46,37 | 23,19 | 25.675,39 | 1.968,45 | 1.681,19 | 1.671,40 | 12,9936 |
| 7   | 2.140,71 | 46,37 | 23,19 | 25.688,57 | 1.969,46 | 1.681,66 | 1.671,86 | 13,0003 |
| 8   | 2.241,91 | 46,37 | 23,19 | 26.902,96 | 2.062,56 | 1.724,40 | 1.714,61 | 13,6149 |
| 9   | 2.243,02 | 46,37 | 23,19 | 26.916,19 | 2.063,57 | 1.724,87 | 1.715,07 | 13,6216 |
| 10  | 2.344,22 | 4,00  |       | 28.130,58 | 2.156,68 | 1.749,72 | 1.748,03 | 14,2361 |
| 11  | 2.345,31 | 2,90  |       | 28.143,76 | 2.157,69 | 1.749,72 | 1.748,49 | 14,2428 |
| 12  | 2.446,50 |       |       | 29.358,04 | 2.250,78 | 1.791,23 | 1.791,23 | 14,8573 |
| 13  | 2.447,61 |       |       | 29.371,38 | 2.251,81 | 1.791,70 | 1.791,70 | 14,8641 |
| 14  | 2.548,81 |       |       | 30.585,77 | 2.344,91 | 1.834,45 | 1.834,45 | 15,4786 |
| 15  | 2.549,91 |       |       | 30.598,95 | 2.345,92 | 1.834,91 | 1.834,91 | 15,4853 |
| 16  | 2.651,11 |       |       | 31.813,34 | 2.439,02 | 1.877,66 | 1.877,66 | 16,0999 |
| 17  | 2.652,21 |       |       | 31.826,57 | 2.440,04 | 1.878,13 | 1.878,13 | 16,1066 |
| 18  | 2.753,41 |       |       | 33.040,95 | 2.533,14 | 1.920,87 | 1.920,87 | 16,7211 |
| 19  | 2.754,51 |       |       | 33.054,14 | 2.534,15 | 1.921,34 | 1.921,34 | 16,7278 |
| 20  | 2.855,71 |       |       | 34.268,53 | 2.627,25 | 1.964,08 | 1.964,08 | 17,3424 |
| 21  | 2.856,81 |       |       | 34.281,75 | 2.628,27 | 1.964,55 | 1.964,55 | 17,3491 |
| 22  | 2.958,01 |       |       | 35.496,13 | 2.721,37 | 2.007,29 | 2.007,29 | 17,9636 |
| 23  | 3.060,31 |       |       | 36.723,72 | 2.815,48 | 2.050,50 | 2.050,50 | 18,5849 |
| 24  | 3.161,51 |       |       | 37.938,11 | 2.908,59 | 2.093,25 | 2.093,25 | 19,1994 |
| 25  | 3.162,61 |       |       | 37.951,29 | 2.909,60 | 2.093,72 | 2.093,72 | 19,2061 |
| 26  | 3.162,61 |       |       | 37.951,29 | 2.909,60 | 2.093,72 | 2.093,72 | 19,2061 |
| 27  | 3.163,71 |       |       | 37.964,51 | 2.910,61 | 2.094,18 | 2.094,18 | 19,2128 |

| Opvoedend en begeleidend personeel klasse 1 / hulpverlener klasse 1 /<br>B1c adviesverlener HB klasse 1 (diploma hoger onderwijs met een specifieke<br>opleiding) |          |       |       |           |          |          |          |         |
|---|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 2.054,92 | 66,26 | 23,19 | 24.659,03 | 1.890,53 | 1.653,82 | 1.635,62 | 12,4793 |
| 1   | 2.094,06 | 46,37 | 23,19 | 25.128,71 | 1.926,53 | 1.661,95 | 1.652,15 | 12,7170 |
| 2   | 2.154,20 | 46,37 | 23,19 | 25.850,35 | 1.981,86 | 1.687,35 | 1.677,56 | 13,0822 |
| 3   | 2.235,36 | 46,37 | 23,19 | 26.824,33 | 2.056,53 | 1.721,63 | 1.711,84 | 13,5751 |
| 4   | 2.316,05 | 32,17 | 8,98  | 27.792,54 | 2.130,76 | 1.749,72 | 1.739,92 | 14,0651 |
| 5   | 2.316,86 | 31,35 | 8,16  | 27.802,35 | 2.131,51 | 1.749,72 | 1.739,92 | 14,0700 |
| 6   | 2.431,86 |       |       | 29.182,35 | 2.237,31 | 1.785,05 | 1.785,05 | 14,7684 |
| 7   | 2.432,68 |       |       | 29.192,20 | 2.238,07 | 1.785,40 | 1.785,40 | 14,7734 |
| 8   | 2.547,68 |       |       | 30.572,20 | 2.343,87 | 1.833,97 | 1.833,97 | 15,4718 |
| 9   | 2.548,75 |       |       | 30.585,04 | 2.344,85 | 1.834,42 | 1.834,42 | 15,4783 |
| 10  | 2.663,75 |       |       | 31.965,03 | 2.450,65 | 1.883,00 | 1.883,00 | 16,1766 |
| 11  | 2.665,00 |       |       | 31.980,01 | 2.451,80 | 1.883,53 | 1.883,53 | 16,1842 |
| 12  | 2.780,00 |       |       | 33.360,02 | 2.557,60 | 1.932,10 | 1.932,10 | 16,8826 |
| 13  | 2.781,25 |       |       | 33.375,00 | 2.558,75 | 1.932,63 | 1.932,63 | 16,8902 |
| 14  | 2.896,25 |       |       | 34.754,99 | 2.664,55 | 1.981,21 | 1.981,21 | 17,5886 |
| 15  | 2.897,50 |       |       | 34.770,02 | 2.665,70 | 1.981,73 | 1.981,73 | 17,5962 |
| 16  | 3.012,50 |       |       | 36.150,02 | 2.771,50 | 2.030,31 | 2.030,31 | 18,2945 |
| 17  | 3.013,75 |       |       | 36.165,00 | 2.772,65 | 2.030,84 | 2.030,84 | 18,3021 |
| 18  | 3.128,75 |       |       | 37.544,99 | 2.878,45 | 2.079,41 | 2.079,41 | 19,0005 |
| 19  | 3.130,00 |       |       | 37.559,99 | 2.879,60 | 2.079,94 | 2.079,94 | 19,0081 |
| 20  | 3.245,00 |       |       | 38.939,98 | 2.985,40 | 2.128,52 | 2.128,52 | 19,7065 |
| 21  | 3.246,25 |       |       | 38.954,96 | 2.986,55 | 2.129,04 | 2.129,04 | 19,7140 |
| 22  | 3.361,25 |       |       | 40.334,95 | 3.092,35 | 2.177,62 | 2.177,62 | 20,4124 |
| 23  | 3.477,50 |       |       | 41.729,98 | 3.199,30 | 2.226,73 | 2.226,73 | 21,1184 |
| 24  | 3.592,50 |       |       | 43.109,97 | 3.305,10 | 2.275,30 | 2.275,30 | 21,8168 |
| 25  | 3.593,75 |       |       | 43.124,97 | 3.306,25 | 2.275,83 | 2.275,83 | 21,8244 |
| 26  | 3.593,75 |       |       | 43.124,97 | 3.306,25 | 2.275,83 | 2.275,83 | 21,8244 |
| 27  | 3.595,00 |       |       | 43.139,95 | 3.307,40 | 2.276,36 | 2.276,36 | 21,8320 |
| B1b Hoofdopvoeder / hoofdbegeleider / teambegeleider  |          |       |       |           |          |          |          |         |
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 2.312,08 | 36,13 | 12,94 | 27.744,99 | 2.127,12 | 1.749,72 | 1.739,92 | 14,0410 |
| 1   | 2.351,23 |       |       | 28.214,71 | 2.163,13 | 1.750,99 | 1.750,99 | 14,2787 |
| 2   | 2.390,37 |       |       | 28.684,39 | 2.199,14 | 1.767,52 | 1.767,52 | 14,5164 |
| 3   | 2.429,46 |       |       | 29.153,57 | 2.235,11 | 1.784,04 | 1.784,04 | 14,7538 |
| 4   | 2.479,45 |       |       | 29.753,40 | 2.281,09 | 1.805,15 | 1.805,15 | 15,0574 |
| 5   | 2.496,55 |       |       | 29.958,56 | 2.296,82 | 1.812,37 | 1.812,37 | 15,1612 |
| 6   | 2.603,32 |       |       | 31.239,87 | 2.395,06 | 1.857,47 | 1.857,47 | 15,8097 |
| 7   | 2.604,14 |       |       | 31.249,69 | 2.395,81 | 1.857,82 | 1.857,82 | 15,8146 |
| 8   | 2.727,19 |       |       | 32.726,30 | 2.509,02 | 1.909,80 | 1.909,80 | 16,5619 |
| 9   | 2.728,01 |       |       | 32.736,15 | 2.509,77 | 1.910,14 | 1.910,14 | 16,5669 |
| 10  | 2.851,06 |       |       | 34.212,72 | 2.622,98 | 1.962,12 | 1.962,12 | 17,3141 |
| 11  | 2.851,88 |       |       | 34.222,57 | 2.623,73 | 1.962,46 | 1.962,46 | 17,3191 |
| 12  | 2.974,93 |       |       | 35.699,15 | 2.736,93 | 2.014,44 | 2.014,44 | 18,0664 |
| 13  | 2.975,87 |       |       | 35.710,50 | 2.737,80 | 2.014,84 | 2.014,84 | 18,0721 |
| 14  | 3.098,92 |       |       | 37.187,07 | 2.851,01 | 2.066,81 | 2.066,81 | 18,8194 |
| 15  | 3.100,26 |       |       | 37.203,14 | 2.852,24 | 2.067,38 | 2.067,38 | 18,8275 |
| 16  | 3.223,31 |       |       | 38.679,71 | 2.965,44 | 2.119,36 | 2.119,36 | 19,5748 |
| 17  | 3.224,65 |       |       | 38.695,77 | 2.966,68 | 2.119,92 | 2.119,92 | 19,5829 |
| 18  | 3.347,70 |       |       | 40.172,34 | 3.079,88 | 2.171,90 | 2.171,90 | 20,3301 |
| 19  | 3.349,03 |       |       | 40.188,41 | 3.081,11 | 2.172,46 | 2.172,46 | 20,3383 |
| 20  | 3.472,08 |       |       | 41.664,98 | 3.194,32 | 2.224,44 | 2.224,44 | 21,0855 |
| 21  | 3.473,42 |       |       | 41.681,04 | 3.195,55 | 2.225,00 | 2.225,00 | 21,0936 |
| 22  | 3.596,47 |       |       | 43.157,65 | 3.308,75 | 2.276,98 | 2.276,98 | 21,8409 |
| 23  | 3.720,86 |       |       | 44.650,29 | 3.423,19 | 2.329,52 | 2.329,52 | 22,5963 |
| 24  | 3.843,91 |       |       | 46.126,86 | 3.536,39 | 2.381,50 | 2.381,50 | 23,3436 |
| 25  | 3.845,24 |       |       | 46.142,93 | 3.537,62 | 2.382,06 | 2.382,06 | 23,3517 |
| 26  | 3.845,24 |       |       | 46.142,93 | 3.537,62 | 2.382,06 | 2.382,06 | 23,3517 |
| 27  | 3.846,58 |       |       | 46.158,95 | 3.538,85 | 2.382,62 | 2.382,62 | 23,3598 |

| <b>Opvoeder-groepschef / eerste begeleider - verantwoordelijke / B1a verantwoordelijke - coördinator meerdere teams / coördinator sociaal verhuurkantoor of huurdersbond / jurist huurdersbond</b> |          |       |       |           |          |          |          |         |
|--|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc  | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|  | 2.543,17 |       |       | 30.518,01 | 2.339,71 | 1.832,06 | 1.832,06 | 15,4443 |
| 1  | 2.582,31 |       |       | 30.987,69 | 2.375,72 | 1.848,60 | 1.848,60 | 15,6820 |
| 2  | 2.621,41 |       |       | 31.456,90 | 2.411,70 | 1.865,11 | 1.865,11 | 15,9195 |
| 3  | 2.660,55 |       |       | 31.926,60 | 2.447,71 | 1.881,65 | 1.881,65 | 16,1572 |
| 4  | 2.660,55 |       |       | 31.926,60 | 2.447,71 | 1.881,65 | 1.881,65 | 16,1572 |
| 5  | 2.727,63 |       |       | 32.731,55 | 2.509,42 | 1.909,98 | 1.909,98 | 16,5646 |
| 6  | 2.727,63 |       |       | 32.731,55 | 2.509,42 | 1.909,98 | 1.909,98 | 16,5646 |
| 7  | 2.794,71 |       |       | 33.536,54 | 2.571,13 | 1.938,32 | 1.938,32 | 16,9719 |
| 8  | 2.855,99 |       |       | 34.271,86 | 2.627,51 | 1.964,20 | 1.964,20 | 17,3441 |
| 9  | 2.861,79 |       |       | 34.341,50 | 2.632,85 | 1.966,65 | 1.966,65 | 17,3793 |
| 10   | 2.985,61 |       |       | 35.827,31 | 2.746,76 | 2.018,95 | 2.018,95 | 18,1312 |
| 11   | 2.986,43 |       |       | 35.837,13 | 2.747,51 | 2.019,30 | 2.019,30 | 18,1362 |
| 12   | 3.115,23 |       |       | 37.382,72 | 2.866,01 | 2.073,70 | 2.073,70 | 18,9184 |
| 13   | 3.116,05 |       |       | 37.392,58 | 2.866,76 | 2.074,05 | 2.074,05 | 18,9234 |
| 14   | 3.244,85 |       |       | 38.938,18 | 2.985,26 | 2.128,45 | 2.128,45 | 19,7056 |
| 15   | 3.245,67 |       |       | 38.947,99 | 2.986,01 | 2.128,80 | 2.128,80 | 19,7105 |
| 16   | 3.374,47 |       |       | 40.493,60 | 3.104,51 | 2.183,20 | 2.183,20 | 20,4927 |
| 17   | 3.375,29 |       |       | 40.503,44 | 3.105,26 | 2.183,55 | 2.183,55 | 20,4977 |
| 18   | 3.505,26 |       |       | 42.063,11 | 3.224,84 | 2.238,45 | 2.238,45 | 21,2870 |
| 19   | 3.506,08 |       |       | 42.072,96 | 3.225,59 | 2.238,80 | 2.238,80 | 21,2920 |
| 20   | 3.634,88 |       |       | 43.618,56 | 3.344,09 | 2.293,20 | 2.293,20 | 22,0742 |
| 21   | 3.635,70 |       |       | 43.628,36 | 3.344,84 | 2.293,55 | 2.293,55 | 22,0791 |
| 22   | 3.764,50 |       |       | 45.173,97 | 3.463,34 | 2.347,95 | 2.347,95 | 22,8613 |
| 23   | 3.894,68 |       |       | 46.736,20 | 3.583,11 | 2.402,94 | 2.402,94 | 23,6519 |
| 24   | 4.023,48 |       |       | 48.281,81 | 3.701,61 | 2.457,35 | 2.457,35 | 24,4341 |
| 25   | 4.024,88 |       |       | 48.298,60 | 3.702,89 | 2.457,94 | 2.457,94 | 24,4426 |
| 26   | 4.024,88 |       |       | 48.298,60 | 3.702,89 | 2.457,94 | 2.457,94 | 24,4426 |
| 27   | 4.026,28 |       |       | 48.315,38 | 3.704,18 | 2.458,53 | 2.458,53 | 24,4511 |
| <b>MV2 Verzorgend personeel / gebrevetteerde verpleegster (diploma voortgezet middelbaar onderwijs)</b>  |          |       |       |           |          |          |          |         |
| Anc  | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|  | 1.905,84 | 92,75 | 46,37 | 22.870,02 | 1.753,37 | 1.602,03 | 1.582,44 | 11,5739 |
| 1  | 1.968,77 | 92,75 | 46,37 | 23.625,23 | 1.811,27 | 1.628,62 | 1.609,03 | 11,9561 |
| 2  | 2.045,83 | 75,35 | 28,98 | 24.549,99 | 1.882,17 | 1.653,82 | 1.634,23 | 12,4241 |
| 3  | 2.122,89 | 46,37 | 23,19 | 25.474,72 | 1.953,06 | 1.674,13 | 1.664,33 | 12,8921 |
| 4  | 2.199,54 | 46,37 | 23,19 | 26.394,53 | 2.023,58 | 1.706,51 | 1.696,71 | 13,3576 |
| 5  | 2.200,49 | 46,37 | 23,19 | 26.405,88 | 2.024,45 | 1.706,91 | 1.697,11 | 13,3633 |
| 6  | 2.309,74 | 38,48 | 15,29 | 27.716,85 | 2.124,96 | 1.749,72 | 1.739,92 | 14,0267 |
| 7  | 2.310,93 | 37,29 | 14,10 | 27.731,10 | 2.126,05 | 1.749,72 | 1.739,92 | 14,0340 |
| 8  | 2.420,17 |       |       | 29.042,08 | 2.226,56 | 1.780,11 | 1.780,11 | 14,6974 |
| 9  | 2.422,53 |       |       | 29.070,32 | 2.228,72 | 1.781,11 | 1.781,11 | 14,7117 |
| 10   | 2.531,78 |       |       | 30.381,33 | 2.329,24 | 1.827,25 | 1.827,25 | 15,3752 |
| 11   | 2.532,60 |       |       | 30.391,18 | 2.329,99 | 1.827,60 | 1.827,60 | 15,3802 |
| 12   | 2.641,85 |       |       | 31.702,16 | 2.430,50 | 1.873,75 | 1.873,75 | 16,0436 |
| 13   | 2.642,67 |       |       | 31.712,00 | 2.431,25 | 1.874,09 | 1.874,09 | 16,0486 |
| 14   | 2.751,92 |       |       | 33.023,01 | 2.531,76 | 1.920,24 | 1.920,24 | 16,7121 |
| 15   | 2.752,74 |       |       | 33.032,83 | 2.532,52 | 1.920,59 | 1.920,59 | 16,7170 |
| 16   | 2.861,99 |       |       | 34.343,84 | 2.633,03 | 1.966,73 | 1.966,73 | 17,3805 |
| 17   | 2.863,11 |       |       | 34.357,28 | 2.634,06 | 1.967,21 | 1.967,21 | 17,3873 |
| 18   | 2.972,36 |       |       | 35.668,29 | 2.734,57 | 2.013,35 | 2.013,35 | 18,0508 |
| 19   | 2.973,55 |       |       | 35.682,56 | 2.735,66 | 2.013,86 | 2.013,86 | 18,0580 |
| 20   | 3.082,79 |       |       | 36.993,53 | 2.836,17 | 2.060,00 | 2.060,00 | 18,7214 |
| 21   | 3.083,98 |       |       | 37.007,78 | 2.837,26 | 2.060,50 | 2.060,50 | 18,7286 |
| 22   | 3.193,23 |       |       | 38.318,79 | 2.937,77 | 2.106,65 | 2.106,65 | 19,3921 |
| 23   | 3.303,67 |       |       | 39.644,03 | 3.039,38 | 2.153,30 | 2.153,30 | 20,0628 |
| 24   | 3.412,92 |       |       | 40.955,04 | 3.139,89 | 2.199,45 | 2.199,45 | 20,7262 |
| 25   | 3.414,10 |       |       | 40.969,25 | 3.140,98 | 2.199,95 | 2.199,95 | 20,7334 |
| 26   | 3.414,10 |       |       | 40.969,25 | 3.140,98 | 2.199,95 | 2.199,95 | 20,7334 |
| 27   | 3.415,29 |       |       | 40.983,51 | 3.142,07 | 2.200,45 | 2.200,45 | 20,7406 |



| <b>MV1 Sociaal, paramedisch en therapeutisch personeel / verpleger A1, maatschappelijk assistent, graduaat orthopedagogie bijzondere functie</b> |          |       |       |           |          |          |          |         |
|--|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc  | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|  | 2.054,92 | 66,26 | 23,19 | 24.659,03 | 1.890,53 | 1.653,82 | 1.635,62 | 12,4793 |
| 1  | 2.094,06 | 46,37 | 23,19 | 25.128,71 | 1.926,53 | 1.661,95 | 1.652,15 | 12,7170 |
| 2  | 2.154,20 | 46,37 | 23,19 | 25.850,35 | 1.981,86 | 1.687,35 | 1.677,56 | 13,0822 |
| 3  | 2.235,36 | 46,37 | 23,19 | 26.824,33 | 2.056,53 | 1.721,63 | 1.711,84 | 13,5751 |
| 4  | 2.316,05 | 32,17 | 8,98  | 27.792,54 | 2.130,76 | 1.749,72 | 1.739,92 | 14,0651 |
| 5  | 2.316,86 | 31,35 | 8,16  | 27.802,35 | 2.131,51 | 1.749,72 | 1.739,92 | 14,0700 |
| 6  | 2.431,86 |       |       | 29.182,35 | 2.237,31 | 1.785,05 | 1.785,05 | 14,7684 |
| 7  | 2.563,63 |       |       | 30.763,53 | 2.358,54 | 1.840,71 | 1.840,71 | 15,5686 |
| 8  | 2.563,63 |       |       | 30.763,53 | 2.358,54 | 1.840,71 | 1.840,71 | 15,5686 |
| 9  | 2.630,75 |       |       | 31.568,98 | 2.420,29 | 1.869,06 | 1.869,06 | 15,9762 |
| 10   | 2.666,65 |       |       | 31.999,76 | 2.453,32 | 1.884,22 | 1.884,22 | 16,1942 |
| 11   | 2.697,83 |       |       | 32.373,93 | 2.482,00 | 1.897,39 | 1.897,39 | 16,3836 |
| 12   | 2.782,46 |       |       | 33.389,57 | 2.559,87 | 1.933,14 | 1.933,14 | 16,8976 |
| 13   | 2.783,28 |       |       | 33.399,42 | 2.560,62 | 1.933,49 | 1.933,49 | 16,9025 |
| 14   | 2.898,28 |       |       | 34.779,41 | 2.666,42 | 1.982,07 | 1.982,07 | 17,6009 |
| 15   | 2.899,11 |       |       | 34.789,26 | 2.667,18 | 1.982,41 | 1.982,41 | 17,6059 |
| 16   | 3.063,08 |       |       | 36.756,91 | 2.818,03 | 2.051,67 | 2.051,67 | 18,6017 |
| 17   | 3.130,16 |       |       | 37.561,86 | 2.879,74 | 2.080,01 | 2.080,01 | 19,0090 |
| 18   | 3.226,21 |       |       | 38.714,46 | 2.968,11 | 2.120,58 | 2.120,58 | 19,5923 |
| 19   | 3.293,29 |       |       | 39.519,47 | 3.029,83 | 2.148,92 | 2.148,92 | 19,9997 |
| 20   | 3.293,29 |       |       | 39.519,47 | 3.029,83 | 2.148,92 | 2.148,92 | 19,9997 |
| 21   | 3.360,37 |       |       | 40.324,42 | 3.091,54 | 2.177,25 | 2.177,25 | 20,4071 |
| 22   | 3.365,56 |       |       | 40.386,70 | 3.096,31 | 2.179,44 | 2.179,44 | 20,4386 |
| 23   | 3.481,38 |       |       | 41.776,54 | 3.202,87 | 2.228,36 | 2.228,36 | 21,1420 |
| 24   | 3.596,38 |       |       | 43.156,54 | 3.308,67 | 2.276,94 | 2.276,94 | 21,8404 |
| 25   | 3.597,20 |       |       | 43.166,35 | 3.309,42 | 2.277,29 | 2.277,29 | 21,8453 |
| 26   | 3.597,20 |       |       | 43.166,35 | 3.309,42 | 2.277,29 | 2.277,29 | 21,8453 |
| 27   | 3.598,02 |       |       | 43.176,20 | 3.310,18 | 2.277,63 | 2.277,63 | 21,8503 |
| <b>MV1 Dienstverantwoordelijken in diensten voor opvanggezinnen (barema van bis kracht vanaf 01/01/2006)</b>                                     |          |       |       |           |          |          |          |         |
| Anc  | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|  | 2.101,99 | 46,37 | 23,19 | 25.223,88 | 1.933,83 | 1.665,30 | 1.655,51 | 12,7651 |
| 1  | 2.141,13 | 46,37 | 23,19 | 25.693,56 | 1.969,84 | 1.681,83 | 1.672,04 | 13,0028 |
| 2  | 2.201,27 | 46,37 | 23,19 | 26.415,20 | 2.025,17 | 1.707,23 | 1.697,44 | 13,3680 |
| 3  | 2.282,43 | 46,37 | 23,19 | 27.389,18 | 2.099,84 | 1.741,52 | 1.731,72 | 13,8609 |
| 4  | 2.363,12 |       |       | 28.357,40 | 2.174,07 | 1.756,01 | 1.756,01 | 14,3509 |
| 5  | 2.363,93 |       |       | 28.367,21 | 2.174,82 | 1.756,36 | 1.756,36 | 14,3559 |
| 6  | 2.478,93 |       |       | 29.747,20 | 2.280,62 | 1.804,93 | 1.804,93 | 15,0543 |
| 7  | 2.610,70 |       |       | 31.328,38 | 2.401,84 | 1.860,59 | 1.860,59 | 15,8544 |
| 8  | 2.610,70 |       |       | 31.328,38 | 2.401,84 | 1.860,59 | 1.860,59 | 15,8544 |
| 9  | 2.677,82 |       |       | 32.133,83 | 2.463,59 | 1.888,94 | 1.888,94 | 16,2621 |
| 10   | 2.713,72 |       |       | 32.564,62 | 2.496,62 | 1.904,10 | 1.904,10 | 16,4801 |
| 11   | 2.744,90 |       |       | 32.938,79 | 2.525,31 | 1.917,28 | 1.917,28 | 16,6694 |
| 12   | 2.829,54 |       |       | 33.954,42 | 2.603,17 | 1.953,03 | 1.953,03 | 17,1834 |
| 13   | 2.830,36 |       |       | 33.964,27 | 2.603,93 | 1.953,37 | 1.953,37 | 17,1884 |
| 14   | 2.945,36 |       |       | 35.344,26 | 2.709,73 | 2.001,95 | 2.001,95 | 17,8868 |
| 15   | 2.946,18 |       |       | 35.354,11 | 2.710,48 | 2.002,29 | 2.002,29 | 17,8918 |
| 16   | 3.110,15 |       |       | 37.321,76 | 2.861,34 | 2.071,56 | 2.071,56 | 18,8875 |
| 17   | 3.177,23 |       |       | 38.126,72 | 2.923,05 | 2.099,89 | 2.099,89 | 19,2949 |
| 18   | 3.273,28 |       |       | 39.279,32 | 3.011,41 | 2.140,46 | 2.140,46 | 19,8782 |
| 19   | 3.340,36 |       |       | 40.084,32 | 3.073,13 | 2.168,80 | 2.168,80 | 20,2856 |
| 20   | 3.340,36 |       |       | 40.084,32 | 3.073,13 | 2.168,80 | 2.168,80 | 20,2856 |
| 21   | 3.407,44 |       |       | 40.889,28 | 3.134,84 | 2.197,13 | 2.197,13 | 20,6930 |
| 22   | 3.412,63 |       |       | 40.951,55 | 3.139,62 | 2.199,32 | 2.199,32 | 20,7245 |
| 23   | 3.528,45 |       |       | 42.341,40 | 3.246,17 | 2.248,25 | 2.248,25 | 21,4278 |
| 24   | 3.643,45 |       |       | 43.721,39 | 3.351,97 | 2.296,82 | 2.296,82 | 22,1262 |
| 25   | 3.644,27 |       |       | 43.731,20 | 3.352,73 | 2.297,17 | 2.297,17 | 22,1312 |
| 26   | 3.644,27 |       |       | 43.731,20 | 3.352,73 | 2.297,17 | 2.297,17 | 22,1312 |
| 27   | 3.645,09 |       |       | 43.741,05 | 3.353,48 | 2.297,52 | 2.297,52 | 22,1362 |



| <b>A1 Administratief en logistiek personeel klasse 1 (minimaal diploma van hoger onderwijs)</b>               |          |       |       |           |          |          |          |         |
|---|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 2.029,81 | 91,37 | 45,00 | 24.357,72 | 1.867,42 | 1.653,82 | 1.634,23 | 12,3268 |
| 1   | 2.068,47 | 52,71 | 23,19 | 24.821,68 | 1.903,00 | 1.653,82 | 1.641,35 | 12,5616 |
| 2   | 2.128,13 | 46,37 | 23,19 | 25.537,57 | 1.957,88 | 1.676,34 | 1.666,55 | 12,9239 |
| 3   | 2.208,82 | 46,37 | 23,19 | 26.505,79 | 2.032,11 | 1.710,42 | 1.700,63 | 13,4139 |
| 4   | 2.289,50 | 46,37 | 23,19 | 27.474,02 | 2.106,34 | 1.744,50 | 1.734,71 | 13,9039 |
| 5   | 2.289,50 | 46,37 | 23,19 | 27.474,02 | 2.106,34 | 1.744,50 | 1.734,71 | 13,9039 |
| 6   | 2.404,50 |       |       | 28.854,01 | 2.212,14 | 1.773,49 | 1.773,49 | 14,6022 |
| 7   | 2.532,30 |       |       | 30.387,62 | 2.329,72 | 1.827,47 | 1.827,47 | 15,3784 |
| 8   | 2.532,30 |       |       | 30.387,62 | 2.329,72 | 1.827,47 | 1.827,47 | 15,3784 |
| 9   | 2.598,60 |       |       | 31.183,23 | 2.390,71 | 1.855,48 | 1.855,48 | 15,7810 |
| 10  | 2.634,50 |       |       | 31.614,01 | 2.423,74 | 1.870,64 | 1.870,64 | 15,9990 |
| 11  | 2.664,86 |       |       | 31.978,37 | 2.451,67 | 1.883,47 | 1.883,47 | 16,1834 |
| 12  | 2.749,50 |       |       | 32.994,00 | 2.529,54 | 1.919,22 | 1.919,22 | 16,6974 |
| 13  | 2.749,50 |       |       | 32.994,00 | 2.529,54 | 1.919,22 | 1.919,22 | 16,6974 |
| 14  | 2.864,50 |       |       | 34.374,00 | 2.635,34 | 1.967,79 | 1.967,79 | 17,3957 |
| 15  | 2.864,50 |       |       | 34.374,00 | 2.635,34 | 1.967,79 | 1.967,79 | 17,3957 |
| 16  | 3.025,65 |       |       | 36.307,77 | 2.783,60 | 2.035,86 | 2.035,86 | 18,3744 |
| 17  | 3.091,91 |       |       | 37.102,91 | 2.844,56 | 2.063,85 | 2.063,85 | 18,7768 |
| 18  | 3.186,78 |       |       | 38.241,42 | 2.931,84 | 2.103,93 | 2.103,93 | 19,3529 |
| 19  | 3.253,05 |       |       | 39.036,56 | 2.992,80 | 2.131,92 | 2.131,92 | 19,7553 |
| 20  | 3.253,05 |       |       | 39.036,56 | 2.992,80 | 2.131,92 | 2.131,92 | 19,7553 |
| 21  | 3.319,31 |       |       | 39.831,70 | 3.053,76 | 2.159,91 | 2.159,91 | 20,1577 |
| 22  | 3.324,50 |       |       | 39.893,98 | 3.058,54 | 2.162,10 | 2.162,10 | 20,1893 |
| 23  | 3.439,50 |       |       | 41.273,97 | 3.164,34 | 2.210,67 | 2.210,67 | 20,8876 |
| 24  | 3.554,50 |       |       | 42.653,98 | 3.270,14 | 2.259,25 | 2.259,25 | 21,5860 |
| 25  | 3.554,50 |       |       | 42.653,98 | 3.270,14 | 2.259,25 | 2.259,25 | 21,5860 |
| 26  | 3.554,50 |       |       | 42.653,98 | 3.270,14 | 2.259,25 | 2.259,25 | 21,5860 |
| 27  | 3.554,50 |       |       | 42.653,98 | 3.270,14 | 2.259,25 | 2.259,25 | 21,5860 |
| <b>A2 Administratief en logistiek personeel klasse 2 (minimaal diploma van volledig middelbaar onderwijs)</b> |          |       |       |           |          |          |          |         |
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 1.730,75 | 92,75 | 46,37 | 20.768,99 | 1.592,29 | 1.528,08 | 1.508,49 | 10,5106 |
| 1   | 1.801,75 | 92,75 | 46,37 | 21.621,03 | 1.657,61 | 1.558,07 | 1.538,48 | 10,9418 |
| 2   | 1.872,75 | 92,75 | 46,37 | 22.473,06 | 1.722,93 | 1.588,06 | 1.568,47 | 11,3730 |
| 3   | 1.943,76 | 92,75 | 46,37 | 23.325,10 | 1.788,26 | 1.618,05 | 1.598,46 | 11,8042 |
| 4   | 2.014,76 | 92,75 | 46,37 | 24.177,13 | 1.853,58 | 1.648,04 | 1.628,45 | 12,2354 |
| 5   | 2.014,76 | 92,75 | 46,37 | 24.177,13 | 1.853,58 | 1.648,04 | 1.628,45 | 12,2354 |
| 6   | 2.115,96 | 46,37 | 23,19 | 25.391,54 | 1.946,68 | 1.671,20 | 1.661,41 | 12,8500 |
| 7   | 2.115,96 | 46,37 | 23,19 | 25.391,54 | 1.946,68 | 1.671,20 | 1.661,41 | 12,8500 |
| 8   | 2.217,16 | 46,37 | 23,19 | 26.605,93 | 2.039,79 | 1.713,95 | 1.704,15 | 13,4645 |
| 9   | 2.217,16 | 46,37 | 23,19 | 26.605,93 | 2.039,79 | 1.713,95 | 1.704,15 | 13,4645 |
| 10  | 2.318,36 | 29,85 | 6,67  | 27.820,32 | 2.132,89 | 1.749,72 | 1.739,92 | 14,0791 |
| 11  | 2.318,36 | 29,85 | 6,67  | 27.820,32 | 2.132,89 | 1.749,72 | 1.739,92 | 14,0791 |
| 12  | 2.419,56 |       |       | 29.034,73 | 2.226,00 | 1.779,85 | 1.779,85 | 14,6937 |
| 13  | 2.419,56 |       |       | 29.034,73 | 2.226,00 | 1.779,85 | 1.779,85 | 14,6937 |
| 14  | 2.520,76 |       |       | 30.249,12 | 2.319,10 | 1.822,60 | 1.822,60 | 15,3083 |
| 15  | 2.520,76 |       |       | 30.249,12 | 2.319,10 | 1.822,60 | 1.822,60 | 15,3083 |
| 16  | 2.621,96 |       |       | 31.463,51 | 2.412,20 | 1.865,35 | 1.865,35 | 15,9228 |
| 17  | 2.621,96 |       |       | 31.463,51 | 2.412,20 | 1.865,35 | 1.865,35 | 15,9228 |
| 18  | 2.723,16 |       |       | 32.677,92 | 2.505,31 | 1.908,09 | 1.908,09 | 16,5374 |
| 19  | 2.723,16 |       |       | 32.677,92 | 2.505,31 | 1.908,09 | 1.908,09 | 16,5374 |
| 20  | 2.824,36 |       |       | 33.892,31 | 2.598,41 | 1.950,84 | 1.950,84 | 17,1520 |
| 21  | 2.824,36 |       |       | 33.892,31 | 2.598,41 | 1.950,84 | 1.950,84 | 17,1520 |
| 22  | 2.925,56 |       |       | 35.106,70 | 2.691,51 | 1.993,59 | 1.993,59 | 17,7665 |
| 23  | 3.026,76 |       |       | 36.321,10 | 2.784,62 | 2.036,33 | 2.036,33 | 18,3811 |
| 24  | 3.127,96 |       |       | 37.535,50 | 2.877,72 | 2.079,08 | 2.079,08 | 18,9957 |
| 25  | 3.127,96 |       |       | 37.535,50 | 2.877,72 | 2.079,08 | 2.079,08 | 18,9957 |
| 26  | 3.127,96 |       |       | 37.535,50 | 2.877,72 | 2.079,08 | 2.079,08 | 18,9957 |
| 27  | 3.127,96 |       |       | 37.535,50 | 2.877,72 | 2.079,08 | 2.079,08 | 18,9957 |

| <b>A3 Administratief personeel klasse 3 (minimaal diploma van de eerste graad van het middelbaar onderwijs)</b>   |          |       |       |           |          |          |          |         |
|---|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 1.593,07 | 92,75 | 46,37 | 19.116,89 | 1.465,63 | 1.469,92 | 1.450,33 | 9,6745  |
| 1   | 1.658,43 | 92,75 | 46,37 | 19.901,15 | 1.525,75 | 1.497,53 | 1.477,94 | 10,0714 |
| 2   | 1.723,78 | 92,75 | 46,37 | 20.685,42 | 1.585,88 | 1.525,13 | 1.505,55 | 10,4683 |
| 3   | 1.789,14 | 92,75 | 46,37 | 21.469,71 | 1.646,01 | 1.552,74 | 1.533,15 | 10,8652 |
| 4   | 1.854,50 | 92,75 | 46,37 | 22.253,98 | 1.706,14 | 1.580,35 | 1.560,76 | 11,2621 |
| 5   | 1.854,50 | 92,75 | 46,37 | 22.253,98 | 1.706,14 | 1.580,35 | 1.560,76 | 11,2621 |
| 6   | 1.947,65 | 92,75 | 46,37 | 23.371,74 | 1.791,83 | 1.619,69 | 1.600,10 | 11,8278 |
| 7   | 1.947,65 | 92,75 | 46,37 | 23.371,74 | 1.791,83 | 1.619,69 | 1.600,10 | 11,8278 |
| 8   | 2.040,80 | 80,39 | 34,02 | 24.489,55 | 1.877,53 | 1.653,82 | 1.634,23 | 12,3935 |
| 9   | 2.040,80 | 80,39 | 34,02 | 24.489,55 | 1.877,53 | 1.653,82 | 1.634,23 | 12,3935 |
| 10  | 2.133,95 | 46,37 | 23,19 | 25.607,36 | 1.963,23 | 1.678,80 | 1.669,00 | 12,9592 |
| 11  | 2.133,95 | 46,37 | 23,19 | 25.607,36 | 1.963,23 | 1.678,80 | 1.669,00 | 12,9592 |
| 12  | 2.227,09 | 46,37 | 23,19 | 26.725,14 | 2.048,93 | 1.718,14 | 1.708,35 | 13,5249 |
| 13  | 2.227,09 | 46,37 | 23,19 | 26.725,14 | 2.048,93 | 1.718,14 | 1.708,35 | 13,5249 |
| 14  | 2.320,25 | 27,97 | 4,78  | 27.842,95 | 2.134,63 | 1.749,72 | 1.739,92 | 14,0906 |
| 15  | 2.320,25 | 27,97 | 4,78  | 27.842,95 | 2.134,63 | 1.749,72 | 1.739,92 | 14,0906 |
| 16  | 2.413,40 |       |       | 28.960,76 | 2.220,32 | 1.777,25 | 1.777,25 | 14,6563 |
| 17  | 2.413,40 |       |       | 28.960,76 | 2.220,32 | 1.777,25 | 1.777,25 | 14,6563 |
| 18  | 2.506,54 |       |       | 30.078,52 | 2.306,02 | 1.816,59 | 1.816,59 | 15,2219 |
| 19  | 2.506,54 |       |       | 30.078,52 | 2.306,02 | 1.816,59 | 1.816,59 | 15,2219 |
| 20  | 2.599,69 |       |       | 31.196,33 | 2.391,72 | 1.855,94 | 1.855,94 | 15,7876 |
| 21  | 2.599,69 |       |       | 31.196,33 | 2.391,72 | 1.855,94 | 1.855,94 | 15,7876 |
| 22  | 2.692,85 |       |       | 32.314,14 | 2.477,42 | 1.895,29 | 1.895,29 | 16,3533 |
| 23  | 2.785,99 |       |       | 33.431,92 | 2.563,11 | 1.934,63 | 1.934,63 | 16,9190 |
| 24  | 2.879,14 |       |       | 34.549,73 | 2.648,81 | 1.973,98 | 1.973,98 | 17,4847 |
| 25  | 2.879,14 |       |       | 34.549,73 | 2.648,81 | 1.973,98 | 1.973,98 | 17,4847 |
| 26  | 2.879,14 |       |       | 34.549,73 | 2.648,81 | 1.973,98 | 1.973,98 | 17,4847 |
| 27  | 2.879,14 |       |       | 34.549,73 | 2.648,81 | 1.973,98 | 1.973,98 | 17,4847 |
| <b>L1 Licentiaten en tandarts / bijzondere functie met licentiaatsdiploma / hulpverlener waarvoor een universitair diploma gevraagd werd bij sollicitatie</b> |          |       |       |           |          |          |          |         |
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 2.654,28 |       |       | 31.851,36 | 2.441,94 | 1.879,00 | 1.879,00 | 16,1191 |
| 1   | 2.733,79 |       |       | 32.805,48 | 2.515,09 | 1.912,58 | 1.912,58 | 16,6020 |
| 2   | 2.813,34 |       |       | 33.760,06 | 2.588,27 | 1.946,18 | 1.946,18 | 17,0850 |
| 3   | 2.892,89 |       |       | 34.714,63 | 2.661,46 | 1.979,79 | 1.979,79 | 17,5681 |
| 4   | 2.989,33 |       |       | 35.871,93 | 2.750,18 | 2.020,52 | 2.020,52 | 18,1538 |
| 5   | 3.111,51 |       |       | 37.338,08 | 2.862,59 | 2.072,13 | 2.072,13 | 18,8958 |
| 6   | 3.111,51 |       |       | 37.338,08 | 2.862,59 | 2.072,13 | 2.072,13 | 18,8958 |
| 7   | 3.233,64 |       |       | 38.803,73 | 2.974,95 | 2.123,72 | 2.123,72 | 19,6375 |
| 8   | 3.233,64 |       |       | 38.803,73 | 2.974,95 | 2.123,72 | 2.123,72 | 19,6375 |
| 9   | 3.355,79 |       |       | 40.269,42 | 3.087,32 | 2.175,31 | 2.175,31 | 20,3793 |
| 10  | 3.364,03 |       |       | 40.368,42 | 3.094,91 | 2.178,80 | 2.178,80 | 20,4294 |
| 11  | 3.477,92 |       |       | 41.735,07 | 3.199,69 | 2.226,90 | 2.226,90 | 21,1210 |
| 12  | 3.513,50 |       |       | 42.162,03 | 3.232,42 | 2.241,93 | 2.241,93 | 21,3371 |
| 13  | 3.600,06 |       |       | 43.200,73 | 3.312,06 | 2.278,50 | 2.278,50 | 21,8627 |
| 14  | 3.662,97 |       |       | 43.955,59 | 3.369,93 | 2.305,07 | 2.305,07 | 22,2447 |
| 15  | 3.722,20 |       |       | 44.666,43 | 3.424,43 | 2.330,09 | 2.330,09 | 22,6045 |
| 16  | 3.812,43 |       |       | 45.749,17 | 3.507,44 | 2.368,20 | 2.368,20 | 23,1524 |
| 17  | 3.844,38 |       |       | 46.132,58 | 3.536,83 | 2.381,70 | 2.381,70 | 23,3464 |
| 18  | 3.961,90 |       |       | 47.542,77 | 3.644,95 | 2.431,34 | 2.431,34 | 24,0601 |
| 19  | 3.966,52 |       |       | 47.598,23 | 3.649,20 | 2.433,29 | 2.433,29 | 24,0882 |
| 20  | 4.111,36 |       |       | 49.336,34 | 3.782,45 | 2.494,47 | 2.494,47 | 24,9678 |
| 21  | 4.114,78 |       |       | 49.377,35 | 3.785,60 | 2.495,91 | 2.495,91 | 24,9885 |
| 22  | 4.260,83 |       |       | 51.129,94 | 3.919,96 | 2.557,60 | 2.557,60 | 25,8755 |
| 23  | 4.410,29 |       |       | 52.923,52 | 4.057,47 | 2.620,74 | 2.620,74 | 26,7832 |
| 24  | 4.556,34 |       |       | 54.676,11 | 4.191,84 | 2.682,43 | 2.682,43 | 27,6701 |
| 25  | 4.556,34 |       |       | 54.676,11 | 4.191,84 | 2.682,43 | 2.682,43 | 27,6701 |
| 26  | 4.556,34 |       |       | 54.676,11 | 4.191,84 | 2.682,43 | 2.682,43 | 27,6701 |
| 27  | 4.556,34 |       |       | 54.676,11 | 4.191,84 | 2.682,43 | 2.682,43 | 27,6701 |

| <b>K5 Leidinggevende functie in een kleine instelling (max. 29 plaatsen) / onderdirecteur / directiemedewerker</b> |          |       |       |           |          |          |          |         |
|--|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc  | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|  | 2.657,25 |       |       | 31.887,04 | 2.444,67 | 1.880,25 | 1.880,25 | 16,1372 |
| 1  | 2.733,91 |       |       | 32.806,86 | 2.515,19 | 1.912,63 | 1.912,63 | 16,6027 |
| 2  | 2.813,75 |       |       | 33.765,01 | 2.588,65 | 1.946,36 | 1.946,36 | 17,0876 |
| 3  | 2.893,60 |       |       | 34.723,14 | 2.662,11 | 1.980,08 | 1.980,08 | 17,5724 |
| 4  | 2.989,41 |       |       | 35.872,91 | 2.750,26 | 2.020,56 | 2.020,56 | 18,1543 |
| 5  | 3.113,97 |       |       | 37.367,63 | 2.864,85 | 2.073,17 | 2.073,17 | 18,9107 |
| 6  | 3.113,97 |       |       | 37.367,63 | 2.864,85 | 2.073,17 | 2.073,17 | 18,9107 |
| 7  | 3.241,72 |       |       | 38.900,65 | 2.982,38 | 2.127,13 | 2.127,13 | 19,6866 |
| 8  | 3.241,72 |       |       | 38.900,65 | 2.982,38 | 2.127,13 | 2.127,13 | 19,6866 |
| 9  | 3.369,47 |       |       | 40.433,68 | 3.099,92 | 2.181,10 | 2.181,10 | 20,4624 |
| 10   | 3.369,47 |       |       | 40.433,68 | 3.099,92 | 2.181,10 | 2.181,10 | 20,4624 |
| 11   | 3.529,16 |       |       | 42.349,97 | 3.246,83 | 2.248,55 | 2.248,55 | 21,4322 |
| 12   | 3.529,16 |       |       | 42.349,97 | 3.246,83 | 2.248,55 | 2.248,55 | 21,4322 |
| 13   | 3.672,89 |       |       | 44.074,64 | 3.379,06 | 2.309,26 | 2.309,26 | 22,3050 |
| 14   | 3.672,89 |       |       | 44.074,64 | 3.379,06 | 2.309,26 | 2.309,26 | 22,3050 |
| 15   | 3.816,61 |       |       | 45.799,29 | 3.511,28 | 2.369,97 | 2.369,97 | 23,1778 |
| 16   | 3.816,61 |       |       | 45.799,29 | 3.511,28 | 2.369,97 | 2.369,97 | 23,1778 |
| 17   | 3.976,30 |       |       | 47.715,59 | 3.658,19 | 2.437,42 | 2.437,42 | 24,1476 |
| 18   | 3.976,30 |       |       | 47.715,59 | 3.658,19 | 2.437,42 | 2.437,42 | 24,1476 |
| 19   | 3.976,30 |       |       | 47.715,59 | 3.658,19 | 2.437,42 | 2.437,42 | 24,1476 |
| 20   | 4.120,02 |       |       | 49.440,24 | 3.790,42 | 2.498,13 | 2.498,13 | 25,0204 |
| 21   | 4.120,02 |       |       | 49.440,24 | 3.790,42 | 2.498,13 | 2.498,13 | 25,0204 |
| 22   | 4.279,71 |       |       | 51.356,53 | 3.937,33 | 2.565,58 | 2.565,58 | 25,9901 |
| 23   | 4.439,40 |       |       | 53.272,82 | 4.084,25 | 2.633,03 | 2.633,03 | 26,9599 |
| 24   | 4.567,15 |       |       | 54.805,85 | 4.201,78 | 2.687,00 | 2.687,00 | 27,7358 |
| 25   | 4.567,15 |       |       | 54.805,85 | 4.201,78 | 2.687,00 | 2.687,00 | 27,7358 |
| 26   | 4.567,15 |       |       | 54.805,85 | 4.201,78 | 2.687,00 | 2.687,00 | 27,7358 |
| 27   | 4.567,15 |       |       | 54.805,85 | 4.201,78 | 2.687,00 | 2.687,00 | 27,7358 |
| <b>K3 Directeur in een instelling met 30-59 plaatsen</b>   |          |       |       |           |          |          |          |         |
| Anc  | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|  | 2.759,46 |       |       | 33.113,46 | 2.538,70 | 1.923,42 | 1.923,42 | 16,7578 |
| 1  | 2.839,06 |       |       | 34.068,66 | 2.611,93 | 1.957,05 | 1.957,05 | 17,2412 |
| 2  | 2.921,97 |       |       | 35.063,67 | 2.688,21 | 1.992,07 | 1.992,07 | 17,7448 |
| 3  | 3.004,89 |       |       | 36.058,64 | 2.764,50 | 2.027,09 | 2.027,09 | 18,2483 |
| 4  | 3.104,39 |       |       | 37.252,65 | 2.856,04 | 2.069,12 | 2.069,12 | 18,8526 |
| 5  | 3.233,74 |       |       | 38.804,84 | 2.975,04 | 2.123,76 | 2.123,76 | 19,6381 |
| 6  | 3.233,74 |       |       | 38.804,84 | 2.975,04 | 2.123,76 | 2.123,76 | 19,6381 |
| 7  | 3.366,40 |       |       | 40.396,82 | 3.097,09 | 2.179,80 | 2.179,80 | 20,4437 |
| 8  | 3.366,40 |       |       | 40.396,82 | 3.097,09 | 2.179,80 | 2.179,80 | 20,4437 |
| 9  | 3.499,07 |       |       | 41.988,83 | 3.219,14 | 2.235,84 | 2.235,84 | 21,2494 |
| 10   | 3.499,07 |       |       | 41.988,83 | 3.219,14 | 2.235,84 | 2.235,84 | 21,2494 |
| 11   | 3.664,90 |       |       | 43.978,83 | 3.371,71 | 2.305,88 | 2.305,88 | 22,2565 |
| 12   | 3.664,90 |       |       | 43.978,83 | 3.371,71 | 2.305,88 | 2.305,88 | 22,2565 |
| 13   | 3.814,15 |       |       | 45.769,82 | 3.509,02 | 2.368,93 | 2.368,93 | 23,1629 |
| 14   | 3.814,15 |       |       | 45.769,82 | 3.509,02 | 2.368,93 | 2.368,93 | 23,1629 |
| 15   | 3.963,40 |       |       | 47.560,82 | 3.646,33 | 2.431,97 | 2.431,97 | 24,0692 |
| 16   | 3.963,40 |       |       | 47.560,82 | 3.646,33 | 2.431,97 | 2.431,97 | 24,0692 |
| 17   | 4.129,23 |       |       | 49.550,81 | 3.798,90 | 2.502,02 | 2.502,02 | 25,0763 |
| 18   | 4.129,23 |       |       | 49.550,81 | 3.798,90 | 2.502,02 | 2.502,02 | 25,0763 |
| 19   | 4.129,23 |       |       | 49.550,81 | 3.798,90 | 2.502,02 | 2.502,02 | 25,0763 |
| 20   | 4.278,48 |       |       | 51.341,78 | 3.936,20 | 2.565,06 | 2.565,06 | 25,9827 |
| 21   | 4.278,48 |       |       | 51.341,78 | 3.936,20 | 2.565,06 | 2.565,06 | 25,9827 |
| 22   | 4.444,31 |       |       | 53.331,76 | 4.088,77 | 2.635,11 | 2.635,11 | 26,9898 |
| 23   | 4.610,15 |       |       | 55.321,79 | 4.241,34 | 2.705,16 | 2.705,16 | 27,9969 |
| 24   | 4.742,81 |       |       | 56.913,77 | 4.363,39 | 2.761,19 | 2.761,19 | 28,8025 |
| 25   | 4.742,81 |       |       | 56.913,77 | 4.363,39 | 2.761,19 | 2.761,19 | 28,8025 |
| 26   | 4.742,81 |       |       | 56.913,77 | 4.363,39 | 2.761,19 | 2.761,19 | 28,8025 |
| 27   | 4.742,81 |       |       | 56.913,77 | 4.363,39 | 2.761,19 | 2.761,19 | 28,8025 |

| <b>K2 Directeur in een instelling met 60-89 plaatsen</b>      |          |       |       |           |          |          |          |         |
|---|----------|-------|-------|-----------|----------|----------|----------|---------|
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 2.858,01 |       |       | 34.296,08 | 2.629,37 | 1.965,05 | 1.965,05 | 17,3563 |
| 1   | 2.940,45 |       |       | 35.285,38 | 2.705,21 | 1.999,88 | 1.999,88 | 17,8570 |
| 2   | 3.026,33 |       |       | 36.315,92 | 2.784,22 | 2.036,15 | 2.036,15 | 18,3785 |
| 3   | 3.112,21 |       |       | 37.346,47 | 2.863,23 | 2.072,43 | 2.072,43 | 18,9000 |
| 4   | 3.215,26 |       |       | 38.583,09 | 2.958,04 | 2.115,95 | 2.115,95 | 19,5259 |
| 5   | 3.349,23 |       |       | 40.190,73 | 3.081,29 | 2.172,54 | 2.172,54 | 20,3394 |
| 6   | 3.349,23 |       |       | 40.190,73 | 3.081,29 | 2.172,54 | 2.172,54 | 20,3394 |
| 7   | 3.486,63 |       |       | 41.839,59 | 3.207,70 | 2.230,58 | 2.230,58 | 21,1739 |
| 8   | 3.486,63 |       |       | 41.839,59 | 3.207,70 | 2.230,58 | 2.230,58 | 21,1739 |
| 9   | 3.624,04 |       |       | 43.488,45 | 3.334,11 | 2.288,62 | 2.288,62 | 22,0083 |
| 10  | 3.624,04 |       |       | 43.488,45 | 3.334,11 | 2.288,62 | 2.288,62 | 22,0083 |
| 11  | 3.795,79 |       |       | 45.549,48 | 3.492,13 | 2.361,17 | 2.361,17 | 23,0514 |
| 12  | 3.795,79 |       |       | 45.549,48 | 3.492,13 | 2.361,17 | 2.361,17 | 23,0514 |
| 13  | 3.950,37 |       |       | 47.404,46 | 3.634,34 | 2.426,47 | 2.426,47 | 23,9901 |
| 14  | 3.950,37 |       |       | 47.404,46 | 3.634,34 | 2.426,47 | 2.426,47 | 23,9901 |
| 15  | 4.104,95 |       |       | 49.259,42 | 3.776,56 | 2.491,76 | 2.491,76 | 24,9289 |
| 16  | 4.104,95 |       |       | 49.259,42 | 3.776,56 | 2.491,76 | 2.491,76 | 24,9289 |
| 17  | 4.276,71 |       |       | 51.320,46 | 3.934,57 | 2.564,31 | 2.564,31 | 25,9719 |
| 18  | 4.276,71 |       |       | 51.320,46 | 3.934,57 | 2.564,31 | 2.564,31 | 25,9719 |
| 19  | 4.276,71 |       |       | 51.320,46 | 3.934,57 | 2.564,31 | 2.564,31 | 25,9719 |
| 20  | 4.431,29 |       |       | 53.175,44 | 4.076,78 | 2.629,61 | 2.629,61 | 26,9106 |
| 21  | 4.431,29 |       |       | 53.175,44 | 4.076,78 | 2.629,61 | 2.629,61 | 26,9106 |
| 22  | 4.603,04 |       |       | 55.236,47 | 4.234,80 | 2.702,15 | 2.702,15 | 27,9537 |
| 23  | 4.774,80 |       |       | 57.297,56 | 4.392,81 | 2.774,70 | 2.774,70 | 28,9967 |
| 24  | 4.912,20 |       |       | 58.946,42 | 4.519,23 | 2.832,74 | 2.832,74 | 29,8312 |
| 25  | 4.912,20 |       |       | 58.946,42 | 4.519,23 | 2.832,74 | 2.832,74 | 29,8312 |
| 26  | 4.912,20 |       |       | 58.946,42 | 4.519,23 | 2.832,74 | 2.832,74 | 29,8312 |
| 27  | 4.912,20 |       |       | 58.946,42 | 4.519,23 | 2.832,74 | 2.832,74 | 29,8312 |
| <b>K1 Directeur in een instelling met minimum 90 plaatsen</b> |          |       |       |           |          |          |          |         |
| Anc   | BMW      | Haard | Stand | BJW       | Vak      | ET haard | ET stand | Uurloon |
|   | 2.956,56 |       |       | 35.478,70 | 2.720,03 | 2.006,68 | 2.006,68 | 17,9548 |
| 1   | 3.041,85 |       |       | 36.502,15 | 2.798,50 | 2.042,71 | 2.042,71 | 18,4727 |
| 2   | 3.130,69 |       |       | 37.568,23 | 2.880,23 | 2.080,23 | 2.080,23 | 19,0123 |
| 3   | 3.219,52 |       |       | 38.634,25 | 2.961,96 | 2.117,76 | 2.117,76 | 19,5517 |
| 4   | 3.326,13 |       |       | 39.913,57 | 3.060,04 | 2.162,79 | 2.162,79 | 20,1992 |
| 5   | 3.464,72 |       |       | 41.576,60 | 3.187,54 | 2.221,33 | 2.221,33 | 21,0408 |
| 6   | 3.464,72 |       |       | 41.576,60 | 3.187,54 | 2.221,33 | 2.221,33 | 21,0408 |
| 7   | 3.606,86 |       |       | 43.282,33 | 3.318,31 | 2.281,37 | 2.281,37 | 21,9040 |
| 8   | 3.606,86 |       |       | 43.282,33 | 3.318,31 | 2.281,37 | 2.281,37 | 21,9040 |
| 9   | 3.749,00 |       |       | 44.988,01 | 3.449,08 | 2.341,41 | 2.341,41 | 22,7672 |
| 10  | 3.749,00 |       |       | 44.988,01 | 3.449,08 | 2.341,41 | 2.341,41 | 22,7672 |
| 11  | 3.926,68 |       |       | 47.120,15 | 3.612,55 | 2.416,46 | 2.416,46 | 23,8462 |
| 12  | 3.926,68 |       |       | 47.120,15 | 3.612,55 | 2.416,46 | 2.416,46 | 23,8462 |
| 13  | 4.086,59 |       |       | 49.039,09 | 3.759,66 | 2.484,01 | 2.484,01 | 24,8174 |
| 14  | 4.086,59 |       |       | 49.039,09 | 3.759,66 | 2.484,01 | 2.484,01 | 24,8174 |
| 15  | 4.246,50 |       |       | 50.958,02 | 3.906,78 | 2.551,55 | 2.551,55 | 25,7885 |
| 16  | 4.246,50 |       |       | 50.958,02 | 3.906,78 | 2.551,55 | 2.551,55 | 25,7885 |
| 17  | 4.424,18 |       |       | 53.090,16 | 4.070,25 | 2.626,60 | 2.626,60 | 26,8675 |
| 18  | 4.424,18 |       |       | 53.090,16 | 4.070,25 | 2.626,60 | 2.626,60 | 26,8675 |
| 19  | 4.424,18 |       |       | 53.090,16 | 4.070,25 | 2.626,60 | 2.626,60 | 26,8675 |
| 20  | 4.584,09 |       |       | 55.009,06 | 4.217,36 | 2.694,15 | 2.694,15 | 27,8386 |
| 21  | 4.584,09 |       |       | 55.009,06 | 4.217,36 | 2.694,15 | 2.694,15 | 27,8386 |
| 22  | 4.761,77 |       |       | 57.141,20 | 4.380,83 | 2.769,20 | 2.769,20 | 28,9176 |
| 23  | 4.939,44 |       |       | 59.273,33 | 4.544,29 | 2.844,25 | 2.844,25 | 29,9966 |
| 24  | 5.081,59 |       |       | 60.979,02 | 4.675,06 | 2.904,29 | 2.904,29 | 30,8598 |
| 25  | 5.081,59 |       |       | 60.979,02 | 4.675,06 | 2.904,29 | 2.904,29 | 30,8598 |
| 26  | 5.081,59 |       |       | 60.979,02 | 4.675,06 | 2.904,29 | 2.904,29 | 30,8598 |
| 27  | 5.081,59 |       |       | 60.979,02 | 4.675,06 | 2.904,29 | 2.904,29 | 30,8598 |

| G1 Geneesheer omnipracticus                         |          |       |       |              |                 |                               |          |         |
|---|----------|-------|-------|--------------|-----------------|-------------------------------|----------|---------|
| Anc   | BMW      | Haard | Stand | BJW          | Vak             | ET haard                      | ET stand | Uurloon |
|   | 3.187,47 |       |       | 38.249,61    | 2.932,47        | 2.104,22                      | 2.104,22 | 19,3571 |
| 1   | 3.264,79 |       |       | 39.177,53    | 3.003,61        | 2.136,88                      | 2.136,88 | 19,8267 |
| 2   | 3.342,12 |       |       | 40.105,39    | 3.074,75        | 2.169,54                      | 2.169,54 | 20,2963 |
| 3   | 3.419,40 |       |       | 41.032,83    | 3.145,85        | 2.202,19                      | 2.202,19 | 20,7656 |
| 4   | 3.419,40 |       |       | 41.032,83    | 3.145,85        | 2.202,19                      | 2.202,19 | 20,7656 |
| 5   | 3.554,70 |       |       | 42.656,39    | 3.270,32        | 2.259,34                      | 2.259,34 | 21,5872 |
| 6   | 3.554,70 |       |       | 42.656,39    | 3.270,32        | 2.259,34                      | 2.259,34 | 21,5872 |
| 7   | 3.690,00 |       |       | 44.279,98    | 3.394,80        | 2.316,49                      | 2.316,49 | 22,4089 |
| 8   | 3.690,00 |       |       | 44.279,98    | 3.394,80        | 2.316,49                      | 2.316,49 | 22,4089 |
| 9   | 3.825,30 |       |       | 45.903,58    | 3.519,27        | 2.373,64                      | 2.373,64 | 23,2306 |
| 10  | 3.825,30 |       |       | 45.903,58    | 3.519,27        | 2.373,64                      | 2.373,64 | 23,2306 |
| 11  | 3.960,59 |       |       | 47.527,14    | 3.643,75        | 2.430,79                      | 2.430,79 | 24,0522 |
| 12  | 3.960,59 |       |       | 47.527,14    | 3.643,75        | 2.430,79                      | 2.430,79 | 24,0522 |
| 13  | 4.095,89 |       |       | 49.150,73    | 3.768,22        | 2.487,94                      | 2.487,94 | 24,8738 |
| 14  | 4.095,89 |       |       | 49.150,73    | 3.768,22        | 2.487,94                      | 2.487,94 | 24,8738 |
| 15  | 4.231,15 |       |       | 50.773,82    | 3.892,66        | 2.545,07                      | 2.545,07 | 25,6953 |
| 16  | 4.231,15 |       |       | 50.773,82    | 3.892,66        | 2.545,07                      | 2.545,07 | 25,6953 |
| 17  | 4.366,45 |       |       | 52.397,42    | 4.017,14        | 2.602,22                      | 2.602,22 | 26,5169 |
| 18  | 4.366,45 |       |       | 52.397,42    | 4.017,14        | 2.602,22                      | 2.602,22 | 26,5169 |
| 19  | 4.501,75 |       |       | 54.021,01    | 4.141,61        | 2.659,37                      | 2.659,37 | 27,3386 |
| 20  | 4.501,75 |       |       | 54.021,01    | 4.141,61        | 2.659,37                      | 2.659,37 | 27,3386 |
| 21  | 4.637,05 |       |       | 55.644,57    | 4.266,08        | 2.716,52                      | 2.716,52 | 28,1602 |
| 22  | 4.637,05 |       |       | 55.644,57    | 4.266,08        | 2.716,52                      | 2.716,52 | 28,1602 |
| 23  | 4.772,35 |       |       | 57.268,17    | 4.390,56        | 2.773,67                      | 2.773,67 | 28,9819 |
| 24  | 4.772,35 |       |       | 57.268,17    | 4.390,56        | 2.773,67                      | 2.773,67 | 28,9819 |
| 25  | 4.772,35 |       |       | 57.268,17    | 4.390,56        | 2.773,67                      | 2.773,67 | 28,9819 |
| 26  | 4.772,35 |       |       | 57.268,17    | 4.390,56        | 2.773,67                      | 2.773,67 | 28,9819 |
| 27  | 4.772,35 |       |       | 57.268,17    | 4.390,56        | 2.773,67                      | 2.773,67 | 28,9819 |
| GS Geneesheer specialist / geneesheer psychiater    |          |       |       |              |                 |                               |          |         |
| Anc   | BMW      | Haard | Stand | BJW          | Vak             | ET haard                      | ET stand | Uurloon |
|   | 4.236,70 |       |       | 50.840,46    | 3.897,77        | 2.547,41                      | 2.547,41 | 25,7290 |
| 1   | 4.236,70 |       |       | 50.840,46    | 3.897,77        | 2.547,41                      | 2.547,41 | 25,7290 |
| 2   | 4.402,38 |       |       | 52.828,53    | 4.050,19        | 2.617,39                      | 2.617,39 | 26,7351 |
| 3   | 4.402,38 |       |       | 52.828,53    | 4.050,19        | 2.617,39                      | 2.617,39 | 26,7351 |
| 4   | 4.568,05 |       |       | 54.816,61    | 4.202,61        | 2.687,37                      | 2.687,37 | 27,7412 |
| 5   | 4.568,05 |       |       | 54.816,61    | 4.202,61        | 2.687,37                      | 2.687,37 | 27,7412 |
| 6   | 4.733,68 |       |       | 56.804,22    | 4.354,99        | 2.757,34                      | 2.757,34 | 28,7471 |
| 7   | 4.733,68 |       |       | 56.804,22    | 4.354,99        | 2.757,34                      | 2.757,34 | 28,7471 |
| 8   | 4.899,36 |       |       | 58.792,30    | 4.507,41        | 2.827,32                      | 2.827,32 | 29,7532 |
| 9   | 4.899,36 |       |       | 58.792,30    | 4.507,41        | 2.827,32                      | 2.827,32 | 29,7532 |
| 10  | 5.065,03 |       |       | 60.780,38    | 4.659,83        | 2.897,30                      | 2.897,30 | 30,7593 |
| 11  | 5.065,03 |       |       | 60.780,38    | 4.659,83        | 2.897,30                      | 2.897,30 | 30,7593 |
| 12  | 5.230,70 |       |       | 62.768,44    | 4.812,25        | 2.967,28                      | 2.967,28 | 31,7654 |
| 13  | 5.230,70 |       |       | 62.768,44    | 4.812,25        | 2.967,28                      | 2.967,28 | 31,7654 |
| 14  | 5.396,38 |       |       | 64.756,52    | 4.964,67        | 3.037,26                      | 3.037,26 | 32,7715 |
| 15  | 5.396,38 |       |       | 64.756,52    | 4.964,67        | 3.037,26                      | 3.037,26 | 32,7715 |
| 16  | 5.562,05 |       |       | 66.744,60    | 5.117,09        | 3.107,24                      | 3.107,24 | 33,7776 |
| 17  | 5.562,05 |       |       | 66.744,60    | 5.117,09        | 3.107,24                      | 3.107,24 | 33,7776 |
| 18  | 5.727,72 |       |       | 68.732,68    | 5.269,51        | 3.177,22                      | 3.177,22 | 34,7837 |
| 19  | 5.727,72 |       |       | 68.732,68    | 5.269,51        | 3.177,22                      | 3.177,22 | 34,7837 |
| 20  | 5.893,40 |       |       | 70.720,76    | 5.421,92        | 3.247,20                      | 3.247,20 | 35,7899 |
| 21  | 5.893,40 |       |       | 70.720,76    | 5.421,92        | 3.247,20                      | 3.247,20 | 35,7899 |
| 22  | 6.059,03 |       |       | 72.708,36    | 5.574,31        | 3.317,16                      | 3.317,16 | 36,7957 |
| 23  | 6.059,03 |       |       | 72.708,36    | 5.574,31        | 3.317,16                      | 3.317,16 | 36,7957 |
| 24  | 6.059,03 |       |       | 72.708,36    | 5.574,31        | 3.317,16                      | 3.317,16 | 36,7957 |
| 25  | 6.059,03 |       |       | 72.708,36    | 5.574,31        | 3.317,16                      | 3.317,16 | 36,7957 |
| 26  | 6.059,03 |       |       | 72.708,36    | 5.574,31        | 3.317,16                      | 3.317,16 | 36,7957 |
| 27  | 6.059,03 |       |       | 72.708,36    | 5.574,31        | 3.317,16                      | 3.317,16 | 36,7957 |
|   |          |       |       | <i>basis</i> | <b>06/2011</b>  |                               |          |         |
| Weddesupplementen avonddienst en zaterdagprestaties |          |       |       | 1,2087       | <b>1,4734</b>   | forfaitair bedrag per uur     |          |         |
| Vergoeding vakantieverblijven                       |          |       |       | 29,6256      | <b>36,1136</b>  | forfaitair bedrag per dag     |          |         |
| Gewaarborgd inkomen                                 |          |       |       | 16.244,56    | <b>1.650,18</b> | maandloon (uurloon = 10,0213) |          |         |