

## **Diensten voor Gezinszorg**

## **Diensten voor logistieke thuishulp**

## **Doorstromingsprogramma's**

## **PsC 318.02**

## **Loonbarema's**

|  |                       |
|--|-----------------------|
| <i>Barema's in voege vanaf:</i>                                | <i>1 oktober 2018</i> |
| <i>na overschrijden van spilindex:</i>                         | <i>105,10</i>         |
| <i>volgende spilindex:</i>                                     | <i>107,20</i>         |
| <br>   |                       |
| <i>coëfficiënt haard- en<br/>standplaatsvergoeding (2002):</i> | <i>1,3459</i>         |

## OVERZICHT LONEN EN BAREMA'S

indexering van lonen met 2% van:  
na overschrijden van spilindex (basis 2013):

1 oktober 2018  
105,10

|          |                |   |
|----------|----------------|---|
| Barema 1 | B2B            | Verzorgenden  |
| Barema 2 | B4             | Logistieke hulpen   |
| Barema 3 | A1             | A1 administratief medewerker<br>A1 administratief medewerker (boekhouder) |
| Barema 4 | A2             | A2 administratief medewerker  |
| Barema 5 | A3             | A3 administratief medewerker  |
| Barema 6 | B1B            | Diensthofd administratie  |
| Barema 7 | B1B bis        | Verantwoordelijke hulpverlening   |
| Barema 8 | D1             | Doorstromingsprogramma's  |
| Barema 9 |                | Gewaarborgd minimum   |
| Barema's | K5, K3, K2, K1 |   |

**BAREMA B2B in EUR**

Verzorgenden

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---|-------------------------------|--|--|--|---|
| 0                         | 23.027,88  | 1.918,99  | 102,40                        | 51,20                                    | 11,6538  | 0,6219                                     | 0,3109  |
| 1                         | 23.471,99  | 1.956,00  | 102,40                        | 51,20                                    | 11,8785  | 0,6219                                     | 0,3109  |
| 2                         | 23.975,61  | 1.997,97  | 102,40                        | 51,20                                    | 12,1334  | 0,6219                                     | 0,3109  |
| 3                         | 24.878,96  | 2.073,25  | 102,40                        | 51,20                                    | 12,5906  | 0,6219                                     | 0,3109  |
| 4                         | 25.776,88  | 2.148,07  | 102,40                        | 51,20                                    | 13,0450  | 0,6219                                     | 0,3109  |
| 5                         | 25.782,30  | 2.148,53  | 102,40                        | 51,20                                    | 13,0477  | 0,6219                                     | 0,3109  |
| 6                         | 27.062,47  | 2.255,21  | 86,67                         | 35,47                                    | 13,6956  | 0,5263                                     | 0,2154  |
| 7                         | 27.072,64  | 2.256,05  | 85,82                         | 34,62                                    | 13,7007  | 0,5212                                     | 0,2103  |
| 8                         | 28.352,43  | 2.362,70  | 51,20                         | 25,60                                    | 14,3484  | 0,3109                                     | 0,1555  |
| 9                         | 28.366,32  | 2.363,86  | 51,20                         | 25,60                                    | 14,3554  | 0,3109                                     | 0,1555  |
| 10                        | 29.646,12  | 2.470,51  | 51,20                         | 25,60                                    | 15,0031  | 0,3109                                     | 0,1555  |
| 11                        | 29.660,04  | 2.471,67  | 51,20                         | 25,60                                    | 15,0101  | 0,3109                                     | 0,1555  |
| 12                        | 30.939,85  | 2.578,32  | 14,20                         | 0,00                                     | 15,6578  | 0,0862                                     | 0,0000  |
| 13                        | 30.953,73  | 2.579,48  | 13,04                         | 0,00                                     | 15,6648  | 0,0792                                     | 0,0000  |
| 14                        | 32.233,54  | 2.686,13  | 0,00                          | 0,00                                     | 16,3125  | 0,0000                                     | 0,0000  |
| 15                        | 32.247,44  | 2.687,29  | 0,00                          | 0,00                                     | 16,3196  | 0,0000                                     | 0,0000  |
| 16                        | 33.527,25  | 2.793,94  | 0,00                          | 0,00                                     | 16,9672  | 0,0000                                     | 0,0000  |
| 17                        | 33.541,13  | 2.795,09  | 0,00                          | 0,00                                     | 16,9743  | 0,0000                                     | 0,0000  |
| 18                        | 34.820,93  | 2.901,74  | 0,00                          | 0,00                                     | 17,6219  | 0,0000                                     | 0,0000  |
| 19                        | 34.834,86  | 2.902,91  | 0,00                          | 0,00                                     | 17,6290  | 0,0000                                     | 0,0000  |
| 20                        | 36.114,66  | 3.009,56  | 0,00                          | 0,00                                     | 18,2766  | 0,0000                                     | 0,0000  |
| 21                        | 36.128,53  | 3.010,71  | 0,00                          | 0,00                                     | 18,2837  | 0,0000                                     | 0,0000  |
| 22                        | 37.408,34  | 3.117,36  | 0,00                          | 0,00                                     | 18,9313  | 0,0000                                     | 0,0000  |
| 23                        | 38.702,06  | 3.225,17  | 0,00                          | 0,00                                     | 19,5861  | 0,0000                                     | 0,0000  |
| 24                        | 39.981,88  | 3.331,82  | 0,00                          | 0,00                                     | 20,2337  | 0,0000                                     | 0,0000  |
| 25                        | 39.995,75  | 3.332,98  | 0,00                          | 0,00                                     | 20,2408  | 0,0000                                     | 0,0000  |
| 26                        | 39.995,75  | 3.332,98  | 0,00                          | 0,00                                     | 20,2408  | 0,0000                                     | 0,0000  |
| 27                        | 40.009,67  | 3.334,14  | 0,00                          | 0,00                                     | 20,2478  | 0,0000                                     | 0,0000  |
| 28                        | 40.009,67  | 3.334,14  | 0,00                          | 0,00                                     | 20,2478  | 0,0000                                     | 0,0000  |
| 29                        | 40.009,67  | 3.334,14  | 0,00                          | 0,00                                     | 20,2478  | 0,0000                                     | 0,0000  |

**BAREMA B4 IN EUR**

Logistieke hulpen

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---|-------------------------------|--|--|--|---|
| 0                         | 21.127,44  | 1.760,62  | 102,40                        | 51,20                                    | 10,6920  | 0,6219                                     | 0,3109  |
| 1                         | 22.426,39  | 1.868,87  | 102,40                        | 51,20                                    | 11,3494  | 0,6219                                     | 0,3109  |
| 2                         | 22.718,63  | 1.893,22  | 102,40                        | 51,20                                    | 11,4973  | 0,6219                                     | 0,3109  |
| 3                         | 23.011,47  | 1.917,62  | 102,40                        | 51,20                                    | 11,6455  | 0,6219                                     | 0,3109  |
| 4                         | 23.143,26  | 1.928,61  | 102,40                        | 51,20                                    | 11,7122  | 0,6219                                     | 0,3109  |
| 5                         | 23.180,35  | 1.931,70  | 102,40                        | 51,20                                    | 11,7309  | 0,6219                                     | 0,3109  |
| 6                         | 23.413,77  | 1.951,15  | 102,40                        | 51,20                                    | 11,8491  | 0,6219                                     | 0,3109  |
| 7                         | 23.576,22  | 1.964,69  | 102,40                        | 51,20                                    | 11,9313  | 0,6219                                     | 0,3109  |
| 8                         | 23.598,92  | 1.966,58  | 102,40                        | 51,20                                    | 11,9428  | 0,6219                                     | 0,3109  |
| 9                         | 23.678,22  | 1.973,19  | 102,40                        | 51,20                                    | 11,9829  | 0,6219                                     | 0,3109  |
| 10                        | 24.431,75  | 2.035,98  | 102,40                        | 51,20                                    | 12,3642  | 0,6219                                     | 0,3109  |
| 11                        | 24.434,53  | 2.036,21  | 102,40                        | 51,20                                    | 12,3657  | 0,6219                                     | 0,3109  |
| 12                        | 24.988,29  | 2.082,36  | 102,40                        | 51,20                                    | 12,6459  | 0,6219                                     | 0,3109  |
| 13                        | 24.988,29  | 2.082,36  | 102,40                        | 51,20                                    | 12,6459  | 0,6219                                     | 0,3109  |
| 14                        | 25.502,14  | 2.125,18  | 102,40                        | 51,20                                    | 12,9059  | 0,6219                                     | 0,3109  |
| 15                        | 25.502,14  | 2.125,18  | 102,40                        | 51,20                                    | 12,9059  | 0,6219                                     | 0,3109  |
| 16                        | 26.249,68  | 2.187,47  | 102,40                        | 51,20                                    | 13,2843  | 0,6219                                     | 0,3109  |
| 17                        | 26.249,68  | 2.187,47  | 102,40                        | 51,20                                    | 13,2843  | 0,6219                                     | 0,3109  |
| 18                        | 26.975,85  | 2.247,99  | 93,89                         | 42,69                                    | 13,6517  | 0,5702                                     | 0,2593  |
| 19                        | 26.975,85  | 2.247,99  | 93,89                         | 42,69                                    | 13,6517  | 0,5702                                     | 0,2593  |
| 20                        | 28.275,96  | 2.356,33  | 51,20                         | 25,60                                    | 14,3097  | 0,3109                                     | 0,1555  |
| 21                        | 28.275,96  | 2.356,33  | 51,20                         | 25,60                                    | 14,3097  | 0,3109                                     | 0,1555  |
| 22                        | 29.597,47  | 2.466,46  | 51,20                         | 25,60                                    | 14,9785  | 0,3109                                     | 0,1555  |
| 23                        | 30.621,30  | 2.551,78  | 40,75                         | 15,15                                    | 15,4966  | 0,2475                                     | 0,0920  |
| 24                        | 31.974,67  | 2.664,56  | 0                             | 0  | 16,1815  | 0  | 0   |
| 25                        | 31.974,67  | 2.664,56  | 0                             | 0  | 16,1815  | 0  | 0   |
| 26                        | 32.304,34  | 2.692,03  | 0                             | 0  | 16,3484  | 0  | 0   |
| 27                        | 32.304,34  | 2.692,03  | 0                             | 0  | 16,3484  | 0  | 0   |
| 28                        | 32.633,95  | 2.719,50  | 0                             | 0  | 16,5152  | 0  | 0   |
| 29                        | 32.633,95  | 2.719,50  | 0                             | 0  | 16,5152  | 0  | 0   |
| 30                        | 32.963,60  | 2.746,97  | 0                             | 0  | 16,6820  | 0  | 0   |

**BAREMA A1 in EUR**

A1 administratief medewerker

A1 administratief medewerker (boekhouder)

| Baremieke anciënniteit | JAARLOON<br>(zonder haard- of standplaatstoelage) | MAANDLOON<br>(zonder haard- of standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|------------------------|---|--|-------------------------------|--|---|--|---|
| 0                      | 26.891,88   | 2.240,99   | 100,89                        | 49,69                                    | 13,6093   | 0,6127                                     | 0,3018  |
| 1                      | 27.404,12   | 2.283,68   | 58,20                         | 25,60                                    | 13,8685   | 0,3534                                     | 0,1555  |
| 2                      | 28.194,49   | 2.349,54   | 51,20                         | 25,60                                    | 14,2685   | 0,3109                                     | 0,1555  |
| 3                      | 29.263,43   | 2.438,62   | 51,20                         | 25,60                                    | 14,8094   | 0,3109                                     | 0,1555  |
| 4                      | 30.332,39   | 2.527,70   | 51,20                         | 25,60                                    | 15,3504   | 0,3109                                     | 0,1555  |
| 5                      | 30.332,39   | 2.527,70   | 51,20                         | 25,60                                    | 15,3504   | 0,3109                                     | 0,1555  |
| 6                      | 31.855,97   | 2.654,66   | 0                             | 0  | 16,1214   | 0  | 0   |
| 7                      | 33.549,14   | 2.795,76   | 0                             | 0  | 16,9783   | 0  | 0   |
| 8                      | 33.549,14   | 2.795,76   | 0                             | 0  | 16,9783   | 0  | 0   |
| 9                      | 34.427,51   | 2.868,96   | 0                             | 0  | 17,4228   | 0  | 0   |
| 10                     | 34.903,11   | 2.908,59   | 0                             | 0  | 17,6635   | 0  | 0   |
| 11                     | 35.305,38   | 2.942,12   | 0                             | 0  | 17,8671   | 0  | 0   |
| 12                     | 36.426,67   | 3.035,56   | 0                             | 0  | 18,4345   | 0  | 0   |
| 13                     | 36.426,67   | 3.035,56   | 0                             | 0  | 18,4345   | 0  | 0   |
| 14                     | 37.950,24   | 3.162,52   | 0                             | 0  | 19,2056   | 0  | 0   |
| 15                     | 37.950,24   | 3.162,52   | 0                             | 0  | 19,2056   | 0  | 0   |
| 16                     | 40.085,19   | 3.340,43   | 0                             | 0  | 20,2860   | 0  | 0   |
| 17                     | 40.963,08   | 3.413,59   | 0                             | 0  | 20,7303   | 0  | 0   |
| 18                     | 42.220,03   | 3.518,34   | 0                             | 0  | 21,3664   | 0  | 0   |
| 19                     | 43.097,90   | 3.591,49   | 0                             | 0  | 21,8107   | 0  | 0   |
| 20                     | 43.097,90   | 3.591,49   | 0                             | 0  | 21,8107   | 0  | 0   |
| 21                     | 43.975,77   | 3.664,65   | 0                             | 0  | 22,2549   | 0  | 0   |
| 22                     | 44.044,52   | 3.670,38   | 0                             | 0  | 22,2897   | 0  | 0   |
| 23                     | 45.568,09   | 3.797,34   | 0                             | 0  | 23,0608   | 0  | 0   |
| 24                     | 47.091,68   | 3.924,31   | 0                             | 0  | 23,8318   | 0  | 0   |
| 25                     | 47.091,68   | 3.924,31   | 0                             | 0  | 23,8318   | 0  | 0   |
| 26                     | 47.091,68   | 3.924,31   | 0                             | 0  | 23,8318   | 0  | 0   |
| 27                     | 47.091,68   | 3.924,31   | 0                             | 0  | 23,8318   | 0  | 0   |
| 28                     | 47.091,68   | 3.924,31   | 0                             | 0  | 23,8318   | 0  | 0   |
| 29                     | 47.091,68   | 3.924,31   | 0                             | 0  | 23,8318   | 0  | 0   |

**BAREMA A2 in EUR**

A2 administratief medewerker

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---|-------------------------------|--|--|--|---|
| 0                         | 22.929,79  | 1.910,82  | 102,40                        | 51,20                                    | 11,6041  | 0,6219                                     | 0,3109  |
| 1                         | 23.870,46  | 1.989,21  | 102,40                        | 51,20                                    | 12,0802  | 0,6219                                     | 0,3109  |
| 2                         | 24.811,13  | 2.067,59  | 102,40                        | 51,20                                    | 12,5562  | 0,6219                                     | 0,3109  |
| 3                         | 25.751,84  | 2.145,99  | 102,40                        | 51,20                                    | 13,0323  | 0,6219                                     | 0,3109  |
| 4                         | 26.692,51  | 2.224,38  | 102,40                        | 51,20                                    | 13,5084  | 0,6219                                     | 0,3109  |
| 5                         | 26.692,51  | 2.224,38  | 102,40                        | 51,20                                    | 13,5084  | 0,6219                                     | 0,3109  |
| 6                         | 28.033,26  | 2.336,11  | 51,20                         | 25,60                                    | 14,1869  | 0,3109                                     | 0,1555  |
| 7                         | 28.033,26  | 2.336,11  | 51,20                         | 25,60                                    | 14,1869  | 0,3109                                     | 0,1555  |
| 8                         | 29.374,00  | 2.447,83  | 51,20                         | 25,60                                    | 14,8654  | 0,3109                                     | 0,1555  |
| 9                         | 29.374,00  | 2.447,83  | 51,20                         | 25,60                                    | 14,8654  | 0,3109                                     | 0,1555  |
| 10                        | 30.714,73  | 2.559,56  | 32,96                         | 7,36                                     | 15,5439  | 0,2002                                     | 0,0447  |
| 11                        | 30.714,73  | 2.559,56  | 32,96                         | 7,36                                     | 15,5439  | 0,2002                                     | 0,0447  |
| 12                        | 32.055,48  | 2.671,29  | 0                             | 0  | 16,2224  | 0  | 0   |
| 13                        | 32.055,48  | 2.671,29  | 0                             | 0  | 16,2224  | 0  | 0   |
| 14                        | 33.396,22  | 2.783,02  | 0                             | 0  | 16,9009  | 0  | 0   |
| 15                        | 33.396,22  | 2.783,02  | 0                             | 0  | 16,9009  | 0  | 0   |
| 16                        | 34.736,96  | 2.894,75  | 0                             | 0  | 17,5794  | 0  | 0   |
| 17                        | 34.736,96  | 2.894,75  | 0                             | 0  | 17,5794  | 0  | 0   |
| 18                        | 36.077,72  | 3.006,48  | 0                             | 0  | 18,2580  | 0  | 0   |
| 19                        | 36.077,72  | 3.006,48  | 0                             | 0  | 18,2580  | 0  | 0   |
| 20                        | 37.418,43  | 3.118,20  | 0                             | 0  | 18,9365  | 0  | 0   |
| 21                        | 37.418,43  | 3.118,20  | 0                             | 0  | 18,9365  | 0  | 0   |
| 22                        | 38.759,17  | 3.229,93  | 0                             | 0  | 19,6150  | 0  | 0   |
| 23                        | 40.099,93  | 3.341,66  | 0                             | 0  | 20,2935  | 0  | 0   |
| 24                        | 41.440,67  | 3.453,39  | 0                             | 0  | 20,9720  | 0  | 0   |
| 25                        | 41.440,67  | 3.453,39  | 0                             | 0  | 20,9720  | 0  | 0   |
| 26                        | 41.440,67  | 3.453,39  | 0                             | 0  | 20,9720  | 0  | 0   |
| 27                        | 41.440,67  | 3.453,39  | 0                             | 0  | 20,9720  | 0  | 0   |
| 28                        | 41.440,67  | 3.453,39  | 0                             | 0  | 20,9720  | 0  | 0   |
| 29                        | 41.440,67  | 3.453,39  | 0                             | 0  | 20,9720  | 0  | 0   |

**BAREMA A3 in EUR**

A3 administratief medewerker

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---|-------------------------------|--|--|--|---|
| 0                         | 21.105,80  | 1.758,82  | 102,40                        | 51,20                                    | 10,6811  | 0,6219                                     | 0,3109  |
| 1                         | 21.971,66  | 1.830,97  | 102,40                        | 51,20                                    | 11,1193  | 0,6219                                     | 0,3109  |
| 2                         | 22.837,51  | 1.903,13  | 102,40                        | 51,20                                    | 11,5574  | 0,6219                                     | 0,3109  |
| 3                         | 23.703,41  | 1.975,28  | 102,40                        | 51,20                                    | 11,9957  | 0,6219                                     | 0,3109  |
| 4                         | 24.569,26  | 2.047,44  | 102,40                        | 51,20                                    | 12,4338  | 0,6219                                     | 0,3109  |
| 5                         | 24.569,26  | 2.047,44  | 102,40                        | 51,20                                    | 12,4338  | 0,6219                                     | 0,3109  |
| 6                         | 25.803,33  | 2.150,28  | 102,40                        | 51,20                                    | 13,0584  | 0,6219                                     | 0,3109  |
| 7                         | 25.803,33  | 2.150,28  | 102,40                        | 51,20                                    | 13,0584  | 0,6219                                     | 0,3109  |
| 8                         | 27.037,43  | 2.253,12  | 88,76                         | 37,56                                    | 13,6829  | 0,5390                                     | 0,2281  |
| 9                         | 27.037,43  | 2.253,12  | 88,76                         | 37,56                                    | 13,6829  | 0,5390                                     | 0,2281  |
| 10                        | 28.271,53  | 2.355,96  | 51,20                         | 25,60                                    | 14,3075  | 0,3109                                     | 0,1555  |
| 11                        | 28.271,53  | 2.355,96  | 51,20                         | 25,60                                    | 14,3075  | 0,3109                                     | 0,1555  |
| 12                        | 29.505,61  | 2.458,80  | 51,20                         | 25,60                                    | 14,9320  | 0,3109                                     | 0,1555  |
| 13                        | 29.505,61  | 2.458,80  | 51,20                         | 25,60                                    | 14,9320  | 0,3109                                     | 0,1555  |
| 14                        | 30.739,71  | 2.561,64  | 30,88                         | 5,28                                     | 15,5565  | 0,1875                                     | 0,0321  |
| 15                        | 30.739,71  | 2.561,64  | 30,88                         | 5,28                                     | 15,5565  | 0,1875                                     | 0,0321  |
| 16                        | 31.973,81  | 2.664,48  | 0                             | 0  | 16,1811  | 0  | 0   |
| 17                        | 31.973,81  | 2.664,48  | 0                             | 0  | 16,1811  | 0  | 0   |
| 18                        | 33.207,87  | 2.767,32  | 0                             | 0  | 16,8056  | 0  | 0   |
| 19                        | 33.207,87  | 2.767,32  | 0                             | 0  | 16,8056  | 0  | 0   |
| 20                        | 34.441,97  | 2.870,16  | 0                             | 0  | 17,4301  | 0  | 0   |
| 21                        | 34.441,97  | 2.870,16  | 0                             | 0  | 17,4301  | 0  | 0   |
| 22                        | 35.676,08  | 2.973,01  | 0                             | 0  | 18,0547  | 0  | 0   |
| 23                        | 36.910,16  | 3.075,85  | 0                             | 0  | 18,6792  | 0  | 0   |
| 24                        | 38.144,26  | 3.178,69  | 0                             | 0  | 19,3038  | 0  | 0   |
| 25                        | 38.144,26  | 3.178,69  | 0                             | 0  | 19,3038  | 0  | 0   |
| 26                        | 38.144,26  | 3.178,69  | 0                             | 0  | 19,3038  | 0  | 0   |
| 27                        | 38.144,26  | 3.178,69  | 0                             | 0  | 19,3038  | 0  | 0   |
| 28                        | 38.144,26  | 3.178,69  | 0                             | 0  | 19,3038  | 0  | 0   |
| 29                        | 38.144,26  | 3.178,69  | 0                             | 0  | 19,3038  | 0  | 0   |

**BAREMA B1B in EUR**Diensthoofd administratie  
Verantwoordelijke hulpverlening

| Baremieke anciënniteit | JAARLOON<br>(zonder haard- of standplaatstoelage) | MAANDLOON<br>(zonder haard- of standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|------------------------|---|--|-------------------------------|--|---|--|---|
| 0                      | 30.631,56   | 2.552,63   | 39,89                         | 14,29                                    | 15,5018   | 0,2422                                     | 0,0868  |
| 1                      | 31.150,15   | 2.595,85   | 0                             | 0  | 15,7642   | 0  | 0   |
| 2                      | 31.668,69   | 2.639,06   | 0                             | 0  | 16,0267   | 0  | 0   |
| 3                      | 32.186,68   | 2.682,22   | 0                             | 0  | 16,2888   | 0  | 0   |
| 4                      | 32.848,94   | 2.737,41   | 0                             | 0  | 16,6240   | 0  | 0   |
| 5                      | 33.075,42   | 2.756,29   | 0                             | 0  | 16,7386   | 0  | 0   |
| 6                      | 34.490,05   | 2.874,17   | 0                             | 0  | 17,4545   | 0  | 0   |
| 7                      | 34.500,88   | 2.875,07   | 0                             | 0  | 17,4600   | 0  | 0   |
| 8                      | 36.131,11   | 3.010,93   | 0                             | 0  | 18,2850   | 0  | 0   |
| 9                      | 36.142,00   | 3.011,83   | 0                             | 0  | 18,2905   | 0  | 0   |
| 10                     | 37.772,19   | 3.147,68   | 0                             | 0  | 19,1155   | 0  | 0   |
| 11                     | 37.783,07   | 3.148,59   | 0                             | 0  | 19,1210   | 0  | 0   |
| 12                     | 39.413,27   | 3.284,44   | 0                             | 0  | 19,9460   | 0  | 0   |
| 13                     | 39.425,79   | 3.285,48   | 0                             | 0  | 19,9523   | 0  | 0   |
| 14                     | 41.055,99   | 3.421,33   | 0                             | 0  | 20,7773   | 0  | 0   |
| 15                     | 41.073,73   | 3.422,81   | 0                             | 0  | 20,7863   | 0  | 0   |
| 16                     | 42.703,92   | 3.558,66   | 0                             | 0  | 21,6113   | 0  | 0   |
| 17                     | 42.721,64   | 3.560,14   | 0                             | 0  | 21,6203   | 0  | 0   |
| 18                     | 44.351,83   | 3.695,99   | 0                             | 0  | 22,4453   | 0  | 0   |
| 19                     | 44.369,58   | 3.697,47   | 0                             | 0  | 22,4542   | 0  | 0   |
| 20                     | 45.999,78   | 3.833,32   | 0                             | 0  | 23,2792   | 0  | 0   |
| 21                     | 46.017,50   | 3.834,79   | 0                             | 0  | 23,2882   | 0  | 0   |
| 22                     | 47.647,74   | 3.970,65   | 0                             | 0  | 24,1132   | 0  | 0   |
| 23                     | 49.295,68   | 4.107,97   | 0                             | 0  | 24,9472   | 0  | 0   |
| 24                     | 50.925,88   | 4.243,82   | 0                             | 0  | 25,7722   | 0  | 0   |
| 25                     | 50.943,61   | 4.245,30   | 0                             | 0  | 25,7812   | 0  | 0   |
| 26                     | 50.943,61   | 4.245,30   | 0                             | 0  | 25,7812   | 0  | 0   |
| 27                     | 50.961,30   | 4.246,78   | 0                             | 0  | 25,7901   | 0  | 0   |
| 28                     | 50.961,30   | 4.246,78   | 0                             | 0  | 25,7901   | 0  | 0   |
| 29                     | 50.961,30   | 4.246,78   | 0                             | 0  | 25,7901   | 0  | 0   |



**BAREMA B1B bis in EUR**

## Verantwoordelijke hulpverlening

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatsstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatsstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|---|--|-------------------------------|--|--------------------------|--|---|
| 0                         | 31.952,32   | 2.662,69   | 0                             | 0  | 16,1702                  | 0  | 0   |
| 1                         | 32.470,89   | 2.705,91   | 0                             | 0  | 16,4326                  | 0  | 0   |
| 2                         | 32.989,44   | 2.749,12   | 0                             | 0  | 16,6951                  | 0  | 0   |
| 3                         | 33.507,45   | 2.792,29   | 0                             | 0  | 16,9572                  | 0  | 0   |
| 4                         | 34.169,68   | 2.847,47   | 0                             | 0  | 17,2923                  | 0  | 0   |
| 5                         | 34.396,19   | 2.866,35   | 0                             | 0  | 17,4070                  | 0  | 0   |
| 6                         | 35.810,80   | 2.984,23   | 0                             | 0  | 18,1229                  | 0  | 0   |
| 7                         | 35.821,64   | 2.985,14   | 0                             | 0  | 18,1284                  | 0  | 0   |
| 8                         | 37.451,87   | 3.120,99   | 0                             | 0  | 18,9534                  | 0  | 0   |
| 9                         | 37.462,75   | 3.121,90   | 0                             | 0  | 18,9589                  | 0  | 0   |
| 10                        | 39.092,95   | 3.257,75   | 0                             | 0  | 19,7839                  | 0  | 0   |
| 11                        | 39.103,82   | 3.258,65   | 0                             | 0  | 19,7894                  | 0  | 0   |
| 12                        | 40.734,02   | 3.394,50   | 0                             | 0  | 20,6144                  | 0  | 0   |
| 13                        | 40.746,55   | 3.395,55   | 0                             | 0  | 20,6207                  | 0  | 0   |
| 14                        | 42.376,74   | 3.531,40   | 0                             | 0  | 21,4457                  | 0  | 0   |
| 15                        | 42.394,49   | 3.532,87   | 0                             | 0  | 21,4547                  | 0  | 0   |
| 16                        | 44.024,68   | 3.668,72   | 0                             | 0  | 22,2797                  | 0  | 0   |
| 17                        | 44.042,39   | 3.670,20   | 0                             | 0  | 22,2887                  | 0  | 0   |
| 18                        | 45.672,61   | 3.806,05   | 0                             | 0  | 23,1137                  | 0  | 0   |
| 19                        | 45.690,33   | 3.807,53   | 0                             | 0  | 23,1226                  | 0  | 0   |
| 20                        | 47.320,52   | 3.943,38   | 0                             | 0  | 23,9476                  | 0  | 0   |
| 21                        | 47.338,26   | 3.944,86   | 0                             | 0  | 23,9566                  | 0  | 0   |
| 22                        | 48.968,49   | 4.080,71   | 0                             | 0  | 24,7816                  | 0  | 0   |
| 23                        | 50.616,43   | 4.218,04   | 0                             | 0  | 25,6156                  | 0  | 0   |
| 24                        | 52.246,62   | 4.353,89   | 0                             | 0  | 26,4406                  | 0  | 0   |
| 25                        | 52.264,37   | 4.355,36   | 0                             | 0  | 26,4496                  | 0  | 0   |
| 26                        | 52.264,37   | 4.355,36   | 0                             | 0  | 26,4496                  | 0  | 0   |
| 27                        | 52.282,05   | 4.356,84   | 0                             | 0  | 26,4585                  | 0  | 0   |
| 28                        | 52.282,05   | 4.356,84   | 0                             | 0  | 26,4585                  | 0  | 0   |
| 29                        | 52.282,05   | 4.356,84   | 0                             | 0  | 26,4585                  | 0  | 0   |

**BAREMA D1 IN EUR**

| Baremieke<br>anciënniteit | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) |         | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---------|--|---|
| 0                         | 9,8748   | (1) (2) | 0  | 0   |
| 1                         | 9,8748   |         | 0,6219                                     | 0,3109  |
| 2                         | 9,8748   |         | 0,6219                                     | 0,3109  |
| 3                         | 9,9319   |         | 0,6219                                     | 0,3109  |
| 4                         | 10,4387  |         | 0,6219                                     | 0,3109  |
| 5                         | 10,6920  |         | 0,6219                                     | 0,3109  |
| 6                         | 11,3494  |         | 0,6219                                     | 0,3109  |
| 7                         | 11,4973  |         | 0,6219                                     | 0,3109  |
| 8                         | 11,6455  |         | 0,6219                                     | 0,3109  |
| 9                         | 11,7122  |         | 0,6219                                     | 0,3109  |
| 10                        | 11,7309  |         | 0,6219                                     | 0,3109  |
| 11                        | 11,8491  |         | 0,6219                                     | 0,3109  |
| 12                        | 11,9313  |         | 0,6219                                     | 0,3109  |
| 13                        | 11,9428  |         | 0,6219                                     | 0,3109  |
| 14                        | 11,9829  |         | 0,6219                                     | 0,3109  |
| 15                        | 12,3642  |         | 0,6219                                     | 0,3109  |
| 16                        | 12,3657  |         | 0,6219                                     | 0,3109  |
| 17                        | 12,6459  |         | 0,6219                                     | 0,3109  |
| 18                        | 12,6459  |         | 0,6219                                     | 0,3109  |
| 19                        | 12,9059  |         | 0,6219                                     | 0,3109  |
| 20                        | 12,9059  |         | 0,6219                                     | 0,3109  |
| 21                        | 13,2843  |         | 0,6219                                     | 0,3109  |
| 22                        | 13,2843  |         | 0,6219                                     | 0,3109  |
| 23                        | 13,6517  |         | 0,5702                                     | 0,2593  |
| 24                        | 13,6517  |         | 0,5702                                     | 0,2593  |
| 25                        | 14,3097  |         | 0,3109                                     | 0,1555  |
| 26                        | 14,3097  |         | 0,3109                                     | 0,1555  |
| 27                        | 14,9785  |         | 0,3109                                     | 0,1555  |
| 28                        | 15,4966  |         | 0,2475                                     | 0,0920  |
| 29                        | 16,1815  |         | 0  | 0   |

(1) Dit is (gebaseerd op) het gemiddelde minimummaandloon, uitgedrukt in uurloon;

vanaf 21,5 jaar en 6 maanden anciënniteit wordt dit

9,9353 euro

en vanaf 22 jaar en 12 maanden anciënniteit wordt dit

10,0495 euro

(2) Het gemiddeld minimummaandloon dient 1 maand voor

1/10/2018 toegepast te worden

**Gewaarborgd minimum in EURO met inbegrip van haard- of standplaatstoelage**

Vanaf 01/09/2018

|   | Jaarloon  | Maandloon | Uurloon op basis van het jaarloon (38 uur =100%) |
|---|-----------|-----------|--|
|   | 19.125,12 | 1.593,76  | 9,6787   |
| vanaf 19,5 jaar en 6 maanden anciënniteit | 19.632,24 | 1.636,02  | 9,9353   |
| vanaf 20 jaar en 12 maanden anciënniteit  | 19.857,72 | 1.654,81  | 10,0495  |

## Degressiviteit voor jongeren (CAO nr. 50)

|                   |     | Per maand | Per uur (stelsel 38 uur/week) |
|-------------------|-----|-----------|-------------------------------|
| 20 jaar (*)       | 94% | 1.498,13  | 8,745                         |
| 19 jaar (*)       | 88% | 1.402,51  | 8,1868                        |
| 18 jaar (*)       | 82% | 1.306,88  | 7,6286                        |
| 17 jaar           | 76% | 1.211,26  | 7,0704                        |
| 16 jaar en jonger | 70% | 1.115,63  | 6,5123                        |

(\*) Enkel van toepassing op de werknemers van 18, 19 en 20 jaar die tewerkgesteld zijn op grond van een overeenkomst voor tewerkstelling van studenten

**BAREMA K5 in EUR**

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---|-------------------------------|--|--|--|---|
| 0                         | 35.204,55  | 2.933,71  | 0                             | 0  | 17,8161  | 0  | 0   |
| 1                         | 36.220,07  | 3.018,34  | 0                             | 0  | 18,3300  | 0  | 0   |
| 2                         | 37.277,91  | 3.106,49  | 0                             | 0  | 18,8653  | 0  | 0   |
| 3                         | 38.335,71  | 3.194,64  | 0                             | 0  | 19,4007  | 0  | 0   |
| 4                         | 39.605,11  | 3.300,43  | 0                             | 0  | 20,0431  | 0  | 0   |
| 5                         | 41.255,34  | 3.437,95  | 0                             | 0  | 20,8782  | 0  | 0   |
| 6                         | 41.255,34  | 3.437,95  | 0                             | 0  | 20,8782  | 0  | 0   |
| 7                         | 42.947,84  | 3.578,99  | 0                             | 0  | 21,7347  | 0  | 0   |
| 8                         | 42.947,84  | 3.578,99  | 0                             | 0  | 21,7347  | 0  | 0   |
| 9                         | 44.640,37  | 3.720,03  | 0                             | 0  | 22,5913  | 0  | 0   |
| 10                        | 44.640,37  | 3.720,03  | 0                             | 0  | 22,5913  | 0  | 0   |
| 11                        | 46.756,05  | 3.896,34  | 0                             | 0  | 23,6620  | 0  | 0   |
| 12                        | 46.756,05  | 3.896,34  | 0                             | 0  | 23,6620  | 0  | 0   |
| 13                        | 48.660,13  | 4.055,01  | 0                             | 0  | 24,6256  | 0  | 0   |
| 14                        | 48.660,13  | 4.055,01  | 0                             | 0  | 24,6256  | 0  | 0   |
| 15                        | 50.564,24  | 4.213,69  | 0                             | 0  | 25,5892  | 0  | 0   |
| 16                        | 50.564,24  | 4.213,69  | 0                             | 0  | 25,5892  | 0  | 0   |
| 17                        | 52.679,89  | 4.389,99  | 0                             | 0  | 26,6599  | 0  | 0   |
| 18                        | 52.679,89  | 4.389,99  | 0                             | 0  | 26,6599  | 0  | 0   |
| 19                        | 52.679,89  | 4.389,99  | 0                             | 0  | 26,6599  | 0  | 0   |
| 20                        | 54.583,96  | 4.548,66  | 0                             | 0  | 27,6235  | 0  | 0   |
| 21                        | 54.583,96  | 4.548,66  | 0                             | 0  | 27,6235  | 0  | 0   |
| 22                        | 56.699,64  | 4.724,97  | 0                             | 0  | 28,6941  | 0  | 0   |
| 23                        | 58.815,30  | 4.901,28  | 0                             | 0  | 29,7648  | 0  | 0   |
| 24                        | 60.507,82  | 5.042,32  | 0                             | 0  | 30,6214  | 0  | 0   |
| 25                        | 60.507,82  | 5.042,32  | 0                             | 0  | 30,6214  | 0  | 0   |
| 26                        | 60.507,82  | 5.042,32  | 0                             | 0  | 30,6214  | 0  | 0   |
| 27                        | 60.507,82  | 5.042,32  | 0                             | 0  | 30,6214  | 0  | 0   |
| 28                        | 60.507,82  | 5.042,32  | 0                             | 0  | 30,6214  | 0  | 0   |
| 29                        | 60.507,82  | 5.042,32  | 0                             | 0  | 30,6214  | 0  | 0   |

**BAREMA K3 in EUR**

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---|-------------------------------|--|--|--|---|
| 0                         | 36.558,57  | 3.046,55  | 0                             | 0  | 18,5013  | 0  | 0   |
| 1                         | 37.613,13  | 3.134,43  | 0                             | 0  | 19,0350  | 0  | 0   |
| 2                         | 38.711,67  | 3.225,97  | 0                             | 0  | 19,5909  | 0  | 0   |
| 3                         | 39.810,16  | 3.317,51  | 0                             | 0  | 20,1468  | 0  | 0   |
| 4                         | 41.128,39  | 3.427,37  | 0                             | 0  | 20,8140  | 0  | 0   |
| 5                         | 42.842,07  | 3.570,17  | 0                             | 0  | 21,6812  | 0  | 0   |
| 6                         | 42.842,07  | 3.570,17  | 0                             | 0  | 21,6812  | 0  | 0   |
| 7                         | 44.599,68  | 3.716,64  | 0                             | 0  | 22,5707  | 0  | 0   |
| 8                         | 44.599,68  | 3.716,64  | 0                             | 0  | 22,5707  | 0  | 0   |
| 9                         | 46.357,32  | 3.863,11  | 0                             | 0  | 23,4602  | 0  | 0   |
| 10                        | 46.357,32  | 3.863,11  | 0                             | 0  | 23,4602  | 0  | 0   |
| 11                        | 48.554,36  | 4.046,20  | 0                             | 0  | 24,5720  | 0  | 0   |
| 12                        | 48.554,36  | 4.046,20  | 0                             | 0  | 24,5720  | 0  | 0   |
| 13                        | 50.531,68  | 4.210,97  | 0                             | 0  | 25,5727  | 0  | 0   |
| 14                        | 50.531,68  | 4.210,97  | 0                             | 0  | 25,5727  | 0  | 0   |
| 15                        | 52.509,02  | 4.375,75  | 0                             | 0  | 26,5734  | 0  | 0   |
| 16                        | 52.509,02  | 4.375,75  | 0                             | 0  | 26,5734  | 0  | 0   |
| 17                        | 54.706,04  | 4.558,84  | 0                             | 0  | 27,6852  | 0  | 0   |
| 18                        | 54.706,04  | 4.558,84  | 0                             | 0  | 27,6852  | 0  | 0   |
| 19                        | 54.706,04  | 4.558,84  | 0                             | 0  | 27,6852  | 0  | 0   |
| 20                        | 56.683,35  | 4.723,61  | 0                             | 0  | 28,6859  | 0  | 0   |
| 21                        | 56.683,35  | 4.723,61  | 0                             | 0  | 28,6859  | 0  | 0   |
| 22                        | 58.880,37  | 4.906,70  | 0                             | 0  | 29,7978  | 0  | 0   |
| 23                        | 61.077,43  | 5.089,79  | 0                             | 0  | 30,9096  | 0  | 0   |
| 24                        | 62.835,04  | 5.236,25  | 0                             | 0  | 31,7991  | 0  | 0   |
| 25                        | 62.835,04  | 5.236,25  | 0                             | 0  | 31,7991  | 0  | 0   |
| 26                        | 62.835,04  | 5.236,25  | 0                             | 0  | 31,7991  | 0  | 0   |
| 27                        | 62.835,04  | 5.236,25  | 0                             | 0  | 31,7991  | 0  | 0   |
| 28                        | 62.835,04  | 5.236,25  | 0                             | 0  | 31,7991  | 0  | 0   |
| 29                        | 62.835,04  | 5.236,25  | 0                             | 0  | 31,7991  | 0  | 0   |

**BAREMA K2 in EUR**

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---|-------------------------------|--|--|--|---|
| 0                         | 37.864,23  | 3.155,35  | 0                             | 0  | 19,1621  | 0  | 0   |
| 1                         | 38.956,44  | 3.246,37  | 0                             | 0  | 19,7148  | 0  | 0   |
| 2                         | 40.094,21  | 3.341,18  | 0                             | 0  | 20,2906  | 0  | 0   |
| 3                         | 41.231,98  | 3.436,00  | 0                             | 0  | 20,8664  | 0  | 0   |
| 4                         | 42.597,25  | 3.549,77  | 0                             | 0  | 21,5573  | 0  | 0   |
| 5                         | 44.372,15  | 3.697,68  | 0                             | 0  | 22,4555  | 0  | 0   |
| 6                         | 44.372,15  | 3.697,68  | 0                             | 0  | 22,4555  | 0  | 0   |
| 7                         | 46.192,57  | 3.849,38  | 0                             | 0  | 23,3768  | 0  | 0   |
| 8                         | 46.192,57  | 3.849,38  | 0                             | 0  | 23,3768  | 0  | 0   |
| 9                         | 48.012,95  | 4.001,08  | 0                             | 0  | 24,2981  | 0  | 0   |
| 10                        | 48.012,95  | 4.001,08  | 0                             | 0  | 24,2981  | 0  | 0   |
| 11                        | 50.288,42  | 4.190,70  | 0                             | 0  | 25,4496  | 0  | 0   |
| 12                        | 50.288,42  | 4.190,70  | 0                             | 0  | 25,4496  | 0  | 0   |
| 13                        | 52.336,39  | 4.361,37  | 0                             | 0  | 26,4860  | 0  | 0   |
| 14                        | 52.336,39  | 4.361,37  | 0                             | 0  | 26,4860  | 0  | 0   |
| 15                        | 54.384,34  | 4.532,03  | 0                             | 0  | 27,5224  | 0  | 0   |
| 16                        | 54.384,34  | 4.532,03  | 0                             | 0  | 27,5224  | 0  | 0   |
| 17                        | 56.659,81  | 4.721,65  | 0                             | 0  | 28,6740  | 0  | 0   |
| 18                        | 56.659,81  | 4.721,65  | 0                             | 0  | 28,6740  | 0  | 0   |
| 19                        | 56.659,81  | 4.721,65  | 0                             | 0  | 28,6740  | 0  | 0   |
| 20                        | 58.707,77  | 4.892,31  | 0                             | 0  | 29,7104  | 0  | 0   |
| 21                        | 58.707,77  | 4.892,31  | 0                             | 0  | 29,7104  | 0  | 0   |
| 22                        | 60.983,24  | 5.081,94  | 0                             | 0  | 30,8620  | 0  | 0   |
| 23                        | 63.258,76  | 5.271,56  | 0                             | 0  | 32,0135  | 0  | 0   |
| 24                        | 65.079,16  | 5.423,26  | 0                             | 0  | 32,9348  | 0  | 0   |
| 25                        | 65.079,16  | 5.423,26  | 0                             | 0  | 32,9348  | 0  | 0   |
| 26                        | 65.079,16  | 5.423,26  | 0                             | 0  | 32,9348  | 0  | 0   |
| 27                        | 65.079,16  | 5.423,26  | 0                             | 0  | 32,9348  | 0  | 0   |
| 28                        | 65.079,16  | 5.423,26  | 0                             | 0  | 32,9348  | 0  | 0   |
| 29                        | 65.079,16  | 5.423,26  | 0                             | 0  | 32,9348  | 0  | 0   |

**BAREMA K1 in EUR**

| Baremieke<br>anciënniteit | JAARLOON<br>(zonder haard- of<br>standplaatstoelage) | MAANDLOON<br>(zonder haard- of<br>standplaatstoelage) | HAARDTOELAGE<br>(maandbedrag) | STANDPLAATS-<br>TOELAGE<br>(maandbedrag) | UURLOON<br>(zonder haard- of<br>standplaatstoelage)<br>38 uur (100%) | HAARDTOELAGE<br>(uurloon)<br>38 uur (100%) | STANDPLAATS-<br>TOELAGE<br>(uurloon)<br>38 uur (100%) |
|---------------------------|--|---|-------------------------------|--|--|--|---|
| 0                         | 39.169,89  | 3.264,16  | 0                             | 0  | 19,8228  | 0  | 0   |
| 1                         | 40.299,81  | 3.358,32  | 0                             | 0  | 20,3946  | 0  | 0   |
| 2                         | 41.476,80  | 3.456,40  | 0                             | 0  | 20,9903  | 0  | 0   |
| 3                         | 42.653,74  | 3.554,48  | 0                             | 0  | 21,5859  | 0  | 0   |
| 4                         | 44.066,15  | 3.672,18  | 0                             | 0  | 22,3007  | 0  | 0   |
| 5                         | 45.902,20  | 3.825,18  | 0                             | 0  | 23,2299  | 0  | 0   |
| 6                         | 45.902,20  | 3.825,18  | 0                             | 0  | 23,2299  | 0  | 0   |
| 7                         | 47.785,39  | 3.982,12  | 0                             | 0  | 24,1829  | 0  | 0   |
| 8                         | 47.785,39  | 3.982,12  | 0                             | 0  | 24,1829  | 0  | 0   |
| 9                         | 49.668,54  | 4.139,05  | 0                             | 0  | 25,1359  | 0  | 0   |
| 10                        | 49.668,54  | 4.139,05  | 0                             | 0  | 25,1359  | 0  | 0   |
| 11                        | 52.022,51  | 4.335,21  | 0                             | 0  | 26,3272  | 0  | 0   |
| 12                        | 52.022,51  | 4.335,21  | 0                             | 0  | 26,3272  | 0  | 0   |
| 13                        | 54.141,08  | 4.511,76  | 0                             | 0  | 27,3993  | 0  | 0   |
| 14                        | 54.141,08  | 4.511,76  | 0                             | 0  | 27,3993  | 0  | 0   |
| 15                        | 56.259,65  | 4.688,30  | 0                             | 0  | 28,4715  | 0  | 0   |
| 16                        | 56.259,65  | 4.688,30  | 0                             | 0  | 28,4715  | 0  | 0   |
| 17                        | 58.613,63  | 4.884,47  | 0                             | 0  | 29,6628  | 0  | 0   |
| 18                        | 58.613,63  | 4.884,47  | 0                             | 0  | 29,6628  | 0  | 0   |
| 19                        | 58.613,63  | 4.884,47  | 0                             | 0  | 29,6628  | 0  | 0   |
| 20                        | 60.732,18  | 5.061,02  | 0                             | 0  | 30,7349  | 0  | 0   |
| 21                        | 60.732,18  | 5.061,02  | 0                             | 0  | 30,7349  | 0  | 0   |
| 22                        | 63.086,13  | 5.257,18  | 0                             | 0  | 31,9262  | 0  | 0   |
| 23                        | 65.440,08  | 5.453,34  | 0                             | 0  | 33,1174  | 0  | 0   |
| 24                        | 67.323,24  | 5.610,27  | 0                             | 0  | 34,0705  | 0  | 0   |
| 25                        | 67.323,24  | 5.610,27  | 0                             | 0  | 34,0705  | 0  | 0   |
| 26                        | 67.323,24  | 5.610,27  | 0                             | 0  | 34,0705  | 0  | 0   |
| 27                        | 67.323,24  | 5.610,27  | 0                             | 0  | 34,0705  | 0  | 0   |
| 28                        | 67.323,24  | 5.610,27  | 0                             | 0  | 34,0705  | 0  | 0   |
| 29                        | 67.323,24  | 5.610,27  | 0                             | 0  | 34,0705  | 0  | 0   |