

**Diensten voor Gezinszorg**

**Diensten voor logistieke thuishulp**

**Doorstromingsprogramma's**

**PsC 318.02**

**Loonbarema's**

*Barema's in voege vanaf:  
na overschrijden van spilindex:  
volgende spilindex:*

*1 januari 2023  
123,14  
125,60*

## OVERZICHT LONEN EN BAREMA's

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

1 januari 2023  
123,14

|          |                |   |
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**BAREMA B2B ter in EUR**

Verzorgenden

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 31.865,62 | 2.655,47  | 16,1263           |
| 1                         | 32.524,02 | 2.710,34  | 16,4595           |
| 2                         | 33.145,93 | 2.762,16  | 16,7743           |
| 3                         | 33.732,44 | 2.811,04  | 17,0711           |
| 4                         | 34.284,62 | 2.857,05  | 17,3505           |
| 5                         | 34.803,84 | 2.900,32  | 17,6133           |
| 6                         | 35.291,54 | 2.940,96  | 17,8601           |
| 7                         | 35.749,11 | 2.979,09  | 18,0917           |
| 8                         | 36.177,93 | 3.014,83  | 18,3087           |
| 9                         | 36.579,41 | 3.048,28  | 18,5118           |
| 10                        | 36.954,98 | 3.079,58  | 18,7019           |
| 11                        | 37.305,93 | 3.108,83  | 18,8795           |
| 12                        | 37.633,78 | 3.136,15  | 19,0454           |
| 13                        | 37.939,61 | 3.161,63  | 19,2002           |
| 14                        | 38.591,85 | 3.215,99  | 19,5303           |
| 15                        | 38.727,33 | 3.227,28  | 19,5989           |
| 16                        | 40.140,63 | 3.345,05  | 20,3141           |
| 17                        | 40.157,31 | 3.346,44  | 20,3225           |
| 18                        | 41.590,73 | 3.465,89  | 21,0479           |
| 19                        | 41.607,42 | 3.467,29  | 21,0564           |
| 20                        | 43.135,95 | 3.594,66  | 21,8299           |
| 21                        | 43.152,63 | 3.596,05  | 21,8384           |
| 22                        | 44.681,15 | 3.723,43  | 22,6119           |
| 23                        | 46.226,37 | 3.852,20  | 23,3939           |
| 24                        | 47.754,90 | 3.979,58  | 24,1675           |
| 25                        | 47.841,74 | 3.986,81  | 24,2114           |
| 26                        | 47.922,23 | 3.993,52  | 24,2521           |
| 27                        | 47.996,81 | 3.999,73  | 24,2899           |
| 28                        | 48.066,02 | 4.005,50  | 24,3249           |
| 29                        | 48.129,98 | 4.010,83  | 24,3573           |
| 30                        | 48.189,25 | 4.015,77  | 24,3873           |
| 31                        | 48.244,10 | 4.020,34  | 24,4150           |
| 32                        | 48.294,96 | 4.024,58  | 24,4408           |
| 33                        | 48.341,98 | 4.028,50  | 24,4646           |
| 34                        | 48.385,55 | 4.032,13  | 24,4866           |
| 35                        | 48.425,93 | 4.035,49  | 24,5070           |

**BAREMA B4 bis IN EUR**

Logistieke hulpen

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 27.251,96 | 2.271,00  | 13,7915           |
| 1                         | 28.186,96 | 2.348,91  | 14,2647           |
| 2                         | 28.535,14 | 2.377,93  | 14,4409           |
| 3                         | 28.884,30 | 2.407,03  | 14,6176           |
| 4                         | 29.099,89 | 2.424,99  | 14,7267           |
| 5                         | 29.472,89 | 2.456,07  | 14,9154           |
| 6                         | 29.922,37 | 2.493,53  | 15,1429           |
| 7                         | 30.249,91 | 2.520,83  | 15,3087           |
| 8                         | 30.556,33 | 2.546,36  | 15,4637           |
| 9                         | 30.842,76 | 2.570,23  | 15,6087           |
| 10                        | 31.110,44 | 2.592,54  | 15,7441           |
| 11                        | 31.459,74 | 2.621,65  | 15,9209           |
| 12                        | 31.692,69 | 2.641,06  | 16,0388           |
| 13                        | 31.909,79 | 2.659,15  | 16,1487           |
| 14                        | 32.112,14 | 2.676,01  | 16,2511           |
| 15                        | 32.300,44 | 2.691,70  | 16,3464           |
| 16                        | 32.742,79 | 2.728,57  | 16,5702           |
| 17                        | 32.742,79 | 2.728,57  | 16,5702           |
| 18                        | 33.486,44 | 2.790,54  | 16,9466           |
| 19                        | 33.486,44 | 2.790,54  | 16,9466           |
| 20                        | 34.425,14 | 2.868,76  | 17,4216           |
| 21                        | 34.425,14 | 2.868,76  | 17,4216           |
| 22                        | 35.999,86 | 2.999,99  | 18,2186           |
| 23                        | 37.070,20 | 3.089,18  | 18,7602           |
| 24                        | 38.100,30 | 3.175,03  | 19,2815           |
| 25                        | 38.169,63 | 3.180,80  | 19,3166           |
| 26                        | 38.493,15 | 3.207,76  | 19,4803           |
| 27                        | 38.553,10 | 3.212,76  | 19,5107           |
| 28                        | 38.885,98 | 3.240,50  | 19,6791           |
| 29                        | 38.937,68 | 3.244,81  | 19,7053           |
| 30                        | 39.278,71 | 3.273,23  | 19,8779           |
| 31                        | 39.323,51 | 3.276,96  | 19,9006           |
| 32                        | 39.364,87 | 3.280,41  | 19,9215           |
| 33                        | 39.403,18 | 3.283,60  | 19,9409           |
| 34                        | 39.438,76 | 3.286,56  | 19,9589           |
| 35                        | 39.471,67 | 3.289,31  | 19,9755           |

**BAREMA A1 in EUR**

A1 administratief medewerker

A1 administratief medewerker (boekhouder)

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 35.560,88 | 2.963,41  | 17,9964           |
| 1                         | 35.862,91 | 2.988,58  | 18,1492           |
| 2                         | 36.497,25 | 3.041,44  | 18,4703           |
| 3                         | 37.334,86 | 3.111,24  | 18,8942           |
| 4                         | 38.232,83 | 3.186,07  | 19,3486           |
| 5                         | 38.792,59 | 3.232,72  | 19,6319           |
| 6                         | 39.509,78 | 3.292,48  | 19,9948           |
| 7                         | 42.122,18 | 3.510,18  | 21,3169           |
| 8                         | 42.122,18 | 3.510,18  | 21,3169           |
| 9                         | 42.526,37 | 3.543,86  | 21,5214           |
| 10                        | 42.526,37 | 3.543,86  | 21,5214           |
| 11                        | 42.657,87 | 3.554,82  | 21,5880           |
| 12                        | 43.622,36 | 3.635,20  | 22,0761           |
| 13                        | 43.793,45 | 3.649,45  | 22,1627           |
| 14                        | 45.446,74 | 3.787,23  | 22,9994           |
| 15                        | 45.446,74 | 3.787,23  | 22,9994           |
| 16                        | 48.003,30 | 4.000,28  | 24,2932           |
| 17                        | 49.054,70 | 4.087,89  | 24,8253           |
| 18                        | 50.559,86 | 4.213,32  | 25,5870           |
| 19                        | 51.611,27 | 4.300,94  | 26,1191           |
| 20                        | 51.611,27 | 4.300,94  | 26,1191           |
| 21                        | 52.662,51 | 4.388,54  | 26,6511           |
| 22                        | 52.744,80 | 4.395,40  | 26,6927           |
| 23                        | 54.569,45 | 4.547,45  | 27,6161           |
| 24                        | 56.393,98 | 4.699,50  | 28,5395           |
| 25                        | 56.496,55 | 4.708,05  | 28,5914           |
| 26                        | 56.591,42 | 4.715,95  | 28,6394           |
| 27                        | 56.679,67 | 4.723,31  | 28,6840           |
| 28                        | 56.761,29 | 4.730,11  | 28,7253           |
| 29                        | 56.836,71 | 4.736,39  | 28,7635           |
| 30                        | 56.906,83 | 4.742,24  | 28,7990           |
| 31                        | 56.971,57 | 4.747,63  | 28,8318           |
| 32                        | 57.031,71 | 4.752,64  | 28,8622           |
| 33                        | 57.087,25 | 4.757,27  | 28,8903           |
| 34                        | 57.138,74 | 4.761,56  | 28,9164           |
| 35                        | 57.186,31 | 4.765,53  | 28,9404           |

**BAREMA A2 in EUR**

A2 administratief medewerker

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 30.570,18 | 2.547,52  | 15,4707           |
| 1                         | 32.030,36 | 2.669,20  | 16,2097           |
| 2                         | 32.989,58 | 2.749,13  | 16,6951           |
| 3                         | 33.714,72 | 2.809,56  | 17,0621           |
| 4                         | 34.495,16 | 2.874,60  | 17,4571           |
| 5                         | 35.000,18 | 2.916,68  | 17,7126           |
| 6                         | 35.530,61 | 2.960,88  | 17,9811           |
| 7                         | 35.968,18 | 2.997,35  | 18,2025           |
| 8                         | 36.660,50 | 3.055,04  | 18,5529           |
| 9                         | 37.042,83 | 3.086,90  | 18,7464           |
| 10                        | 37.258,23 | 3.104,85  | 18,8554           |
| 11                        | 37.588,93 | 3.132,41  | 19,0227           |
| 12                        | 38.387,59 | 3.198,97  | 19,4269           |
| 13                        | 38.538,14 | 3.211,51  | 19,5031           |
| 14                        | 39.993,18 | 3.332,77  | 20,2395           |
| 15                        | 39.993,18 | 3.332,77  | 20,2395           |
| 16                        | 41.598,64 | 3.466,55  | 21,0519           |
| 17                        | 41.598,64 | 3.466,55  | 21,0519           |
| 18                        | 43.204,51 | 3.600,38  | 21,8646           |
| 19                        | 43.204,51 | 3.600,38  | 21,8646           |
| 20                        | 44.809,97 | 3.734,16  | 22,6771           |
| 21                        | 44.809,97 | 3.734,16  | 22,6771           |
| 22                        | 46.415,55 | 3.867,96  | 23,4897           |
| 23                        | 48.021,02 | 4.001,75  | 24,3021           |
| 24                        | 49.626,73 | 4.135,56  | 25,1147           |
| 25                        | 49.717,01 | 4.143,08  | 25,1604           |
| 26                        | 49.800,66 | 4.150,06  | 25,2028           |
| 27                        | 49.878,09 | 4.156,51  | 25,2419           |
| 28                        | 49.949,85 | 4.162,49  | 25,2783           |
| 29                        | 50.016,34 | 4.168,03  | 25,3119           |
| 30                        | 50.078,10 | 4.173,18  | 25,3432           |
| 31                        | 50.135,13 | 4.177,93  | 25,3720           |
| 32                        | 50.187,98 | 4.182,33  | 25,3988           |
| 33                        | 50.236,75 | 4.186,40  | 25,4235           |
| 34                        | 50.282,03 | 4.190,17  | 25,4464           |
| 35                        | 50.324,06 | 4.193,67  | 25,4676           |

**BAREMA A3 in EUR**

A3 administratief medewerker

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 28.262,00 | 2.355,17  | 14,3026           |
| 1                         | 29.607,17 | 2.467,26  | 14,9834           |
| 2                         | 30.489,23 | 2.540,77  | 15,4298           |
| 3                         | 31.155,06 | 2.596,26  | 15,7667           |
| 4                         | 31.872,11 | 2.656,01  | 16,1296           |
| 5                         | 32.338,74 | 2.694,90  | 16,3658           |
| 6                         | 33.526,89 | 2.793,91  | 16,9670           |
| 7                         | 33.939,88 | 2.828,32  | 17,1761           |
| 8                         | 34.355,03 | 2.862,92  | 17,3861           |
| 9                         | 34.713,42 | 2.892,79  | 17,5675           |
| 10                        | 34.713,42 | 2.892,79  | 17,5675           |
| 11                        | 34.901,40 | 2.908,45  | 17,6627           |
| 12                        | 36.069,69 | 3.005,81  | 18,2539           |
| 13                        | 36.211,04 | 3.017,59  | 18,3254           |
| 14                        | 37.255,79 | 3.104,65  | 18,8541           |
| 15                        | 37.255,79 | 3.104,65  | 18,8541           |
| 16                        | 38.289,75 | 3.190,81  | 19,3774           |
| 17                        | 38.289,75 | 3.190,81  | 19,3774           |
| 18                        | 39.767,64 | 3.313,97  | 20,1253           |
| 19                        | 39.767,64 | 3.313,97  | 20,1253           |
| 20                        | 41.245,53 | 3.437,13  | 20,8732           |
| 21                        | 41.245,53 | 3.437,13  | 20,8732           |
| 22                        | 42.723,40 | 3.560,28  | 21,6212           |
| 23                        | 44.201,16 | 3.683,43  | 22,3690           |
| 24                        | 45.679,18 | 3.806,60  | 23,1170           |
| 25                        | 45.762,30 | 3.813,53  | 23,1591           |
| 26                        | 45.839,19 | 3.819,93  | 23,1980           |
| 27                        | 45.910,39 | 3.825,87  | 23,2340           |
| 28                        | 45.976,63 | 3.831,39  | 23,2675           |
| 29                        | 46.037,84 | 3.836,49  | 23,2985           |
| 30                        | 46.094,60 | 3.841,22  | 23,3272           |
| 31                        | 46.147,02 | 3.845,59  | 23,3538           |
| 32                        | 46.195,53 | 3.849,63  | 23,3783           |
| 33                        | 46.240,55 | 3.853,38  | 23,4011           |
| 34                        | 46.282,31 | 3.856,86  | 23,4222           |
| 35                        | 46.320,81 | 3.860,07  | 23,4417           |

**BAREMA B1B in EUR**

Diensthoofd administratie

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 39.366,80 | 3.280,57  | 19,9225           |
| 1                         | 39.752,24 | 3.312,69  | 20,1175           |
| 2                         | 40.120,34 | 3.343,36  | 20,3038           |
| 3                         | 40.220,09 | 3.351,67  | 20,3543           |
| 4                         | 40.583,07 | 3.381,92  | 20,5380           |
| 5                         | 41.460,93 | 3.455,08  | 20,9823           |
| 6                         | 42.776,53 | 3.564,71  | 21,6480           |
| 7                         | 43.317,21 | 3.609,77  | 21,9217           |
| 8                         | 44.169,94 | 3.680,83  | 22,3532           |
| 9                         | 44.644,14 | 3.720,35  | 22,5932           |
| 10                        | 45.236,73 | 3.769,73  | 22,8931           |
| 11                        | 45.651,48 | 3.804,29  | 23,1030           |
| 12                        | 47.198,82 | 3.933,24  | 23,8860           |
| 13                        | 47.398,83 | 3.949,90  | 23,9873           |
| 14                        | 49.166,05 | 4.097,17  | 24,8816           |
| 15                        | 49.187,28 | 4.098,94  | 24,8923           |
| 16                        | 51.139,49 | 4.261,62  | 25,8803           |
| 17                        | 51.160,56 | 4.263,38  | 25,8910           |
| 18                        | 53.112,93 | 4.426,08  | 26,8790           |
| 19                        | 53.134,01 | 4.427,83  | 26,8897           |
| 20                        | 55.086,38 | 4.590,53  | 27,8777           |
| 21                        | 55.107,72 | 4.592,31  | 27,8885           |
| 22                        | 57.059,94 | 4.755,00  | 28,8765           |
| 23                        | 59.033,25 | 4.919,44  | 29,8751           |
| 24                        | 60.985,62 | 5.082,14  | 30,8632           |
| 25                        | 61.096,43 | 5.091,37  | 30,9192           |
| 26                        | 61.199,13 | 5.099,93  | 30,9712           |
| 27                        | 61.294,54 | 5.107,88  | 31,0195           |
| 28                        | 61.382,78 | 5.115,23  | 31,0642           |
| 29                        | 61.464,57 | 5.122,05  | 31,1056           |
| 30                        | 61.540,22 | 5.128,35  | 31,1438           |
| 31                        | 61.610,23 | 5.134,19  | 31,1793           |
| 32                        | 61.675,24 | 5.139,60  | 31,2122           |
| 33                        | 61.735,36 | 5.144,61  | 31,2426           |
| 34                        | 61.790,92 | 5.149,24  | 31,2707           |
| 35                        | 61.842,41 | 5.153,53  | 31,2968           |



**BAREMA B1B ter in EUR**

## Verantwoordelijke hulpverlening

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 39.346,39 | 3.278,87  | 19,9121           |
| 1                         | 40.723,85 | 3.393,65  | 20,6092           |
| 2                         | 42.043,97 | 3.503,66  | 21,2773           |
| 3                         | 43.305,62 | 3.608,80  | 21,9158           |
| 4                         | 44.508,72 | 3.709,06  | 22,5247           |
| 5                         | 45.653,23 | 3.804,44  | 23,1039           |
| 6                         | 46.739,84 | 3.894,99  | 23,6538           |
| 7                         | 47.769,24 | 3.980,77  | 24,1747           |
| 8                         | 48.743,24 | 4.061,94  | 24,6676           |
| 9                         | 49.662,78 | 4.138,57  | 25,1330           |
| 10                        | 50.529,80 | 4.210,82  | 25,5718           |
| 11                        | 51.345,98 | 4.278,83  | 25,9848           |
| 12                        | 52.113,63 | 4.342,80  | 26,3733           |
| 13                        | 52.834,40 | 4.402,87  | 26,7381           |
| 14                        | 53.510,65 | 4.459,22  | 27,0803           |
| 15                        | 54.144,31 | 4.512,03  | 27,4010           |
| 16                        | 54.803,47 | 4.566,96  | 27,7345           |
| 17                        | 55.420,72 | 4.618,39  | 28,0469           |
| 18                        | 55.998,31 | 4.666,53  | 28,3392           |
| 19                        | 56.537,94 | 4.711,50  | 28,6123           |
| 20                        | 57.042,33 | 4.753,53  | 28,8676           |
| 21                        | 57.513,04 | 4.792,75  | 29,1058           |
| 22                        | 58.692,56 | 4.891,05  | 29,7027           |
| 23                        | 60.656,25 | 5.054,69  | 30,6965           |
| 24                        | 62.598,73 | 5.216,56  | 31,6795           |
| 25                        | 62.712,58 | 5.226,05  | 31,7371           |
| 26                        | 62.818,18 | 5.234,85  | 31,7906           |
| 27                        | 62.915,91 | 5.242,99  | 31,8400           |
| 28                        | 63.006,47 | 5.250,54  | 31,8859           |
| 29                        | 63.090,28 | 5.257,52  | 31,9283           |
| 30                        | 63.168,01 | 5.264,00  | 31,9676           |
| 31                        | 63.239,98 | 5.270,00  | 32,0040           |
| 32                        | 63.306,54 | 5.275,55  | 32,0377           |
| 33                        | 63.368,30 | 5.280,69  | 32,0690           |
| 34                        | 63.425,36 | 5.285,45  | 32,0979           |
| 35                        | 63.478,30 | 5.289,86  | 32,1246           |

**BAREMA D1 IN EUR**

| Baremieke<br>anciënniteit | UURLOON<br>38 uur (100%) |     |
|---------------------------|--------------------------|-----|
| 0                         | 11,8724                  | (1) |
| 1                         | 12,5075                  |     |
| 2                         | 12,5075                  |     |
| 3                         | 12,5756                  |     |
| 4                         | 13,1796                  |     |
| 5                         | 13,7913                  |     |
| 6                         | 14,2646                  |     |
| 7                         | 14,4409                  |     |
| 8                         | 14,6176                  |     |
| 9                         | 14,7266                  |     |
| 10                        | 14,9155                  |     |
| 11                        | 15,1429                  |     |
| 12                        | 15,3087                  |     |
| 13                        | 15,4636                  |     |
| 14                        | 15,6088                  |     |
| 15                        | 15,7441                  |     |
| 16                        | 15,9210                  |     |
| 17                        | 16,0388                  |     |
| 18                        | 16,1486                  |     |
| 19                        | 16,2513                  |     |
| 20                        | 16,3463                  |     |
| 21                        | 16,5703                  |     |
| 22                        | 16,5703                  |     |
| 23                        | 16,9467                  |     |
| 24                        | 16,9467                  |     |
| 25                        | 17,4216                  |     |
| 26                        | 17,4216                  |     |
| 27                        | 18,2185                  |     |
| 28                        | 18,7601                  |     |
| 29                        | 19,2816                  |     |
| 30                        | 19,3167                  |     |
| 31                        | 19,4804                  |     |
| 32                        | 19,5107                  |     |
| 33                        | 19,6792                  |     |
| 34                        | 19,7055                  |     |
| 35                        | 19,8779                  |     |

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

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

|   | Jaarloon  | Maandloon | Uurloon op basis van het jaarloon (38 uur =100%) |
|---|-----------|-----------|--|
| vanaf 19,5 jaar en 6 maanden anciënniteit | 23.459,88 | 1.954,99  | 11,8724  |
| vanaf 20 jaar en 12 maanden anciënniteit  | 23.459,88 | 1.954,99  | 11,8724  |

Degressiviteit voor jongeren (CAO nr. 50)

|                   |     | Per maand | Per uur (stelsel 38 uur/week) |
|-------------------|-----|-----------|-------------------------------|
| 20 jaar (*)       | 90% | 1.759,49  | 10,6852                       |
| 19 jaar (*)       | 85% | 1.661,74  | 10,0915                       |
| 18 jaar (*)       | 79% | 1.544,44  | 9,3792                        |
| 17 jaar           | 73% | 1.427,14  | 8,6668                        |
| 16 jaar en jonger | 67% | 1.309,84  | 7,9545                        |

(\*) 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  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 42.897,86 | 3.574,82  | 21,7094           |
| 1                         | 44.329,93 | 3.694,16  | 22,4342           |
| 2                         | 45.451,87 | 3.787,66  | 23,0020           |
| 3                         | 46.410,15 | 3.867,51  | 23,4869           |
| 4                         | 47.666,66 | 3.972,22  | 24,1228           |
| 5                         | 50.025,93 | 4.168,83  | 25,3168           |
| 6                         | 50.025,93 | 4.168,83  | 25,3168           |
| 7                         | 52.121,41 | 4.343,45  | 26,3772           |
| 8                         | 52.121,41 | 4.343,45  | 26,3772           |
| 9                         | 53.722,54 | 4.476,88  | 27,1875           |
| 10                        | 53.722,54 | 4.476,88  | 27,1875           |
| 11                        | 55.852,75 | 4.654,40  | 28,2656           |
| 12                        | 55.852,75 | 4.654,40  | 28,2656           |
| 13                        | 58.127,27 | 4.843,94  | 29,4166           |
| 14                        | 58.127,27 | 4.843,94  | 29,4166           |
| 15                        | 60.401,94 | 5.033,50  | 30,5678           |
| 16                        | 60.401,94 | 5.033,50  | 30,5678           |
| 17                        | 62.929,05 | 5.244,09  | 31,8467           |
| 18                        | 62.929,05 | 5.244,09  | 31,8467           |
| 19                        | 62.929,05 | 5.244,09  | 31,8467           |
| 20                        | 65.203,59 | 5.433,63  | 32,9978           |
| 21                        | 65.203,59 | 5.433,63  | 32,9978           |
| 22                        | 67.730,97 | 5.644,25  | 34,2768           |
| 23                        | 70.258,21 | 5.854,85  | 35,5558           |
| 24                        | 72.280,04 | 6.023,34  | 36,5790           |
| 25                        | 72.411,52 | 6.034,29  | 36,6455           |
| 26                        | 72.533,27 | 6.044,44  | 36,7071           |
| 27                        | 72.646,27 | 6.053,86  | 36,7643           |
| 28                        | 72.750,71 | 6.062,56  | 36,8172           |
| 29                        | 72.847,62 | 6.070,64  | 36,8662           |
| 30                        | 72.937,35 | 6.078,11  | 36,9116           |
| 31                        | 73.020,33 | 6.085,03  | 36,9536           |
| 32                        | 73.097,49 | 6.091,46  | 36,9927           |
| 33                        | 73.168,58 | 6.097,38  | 37,0286           |
| 34                        | 73.234,52 | 6.102,88  | 37,0620           |
| 35                        | 73.295,73 | 6.107,98  | 37,0930           |

**BAREMA K3 in EUR**

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 44.547,80 | 3.712,32  | 22,5444           |
| 1                         | 46.034,85 | 3.836,24  | 23,2970           |
| 2                         | 47.199,90 | 3.933,33  | 23,8866           |
| 3                         | 48.195,08 | 4.016,26  | 24,3902           |
| 4                         | 49.500,11 | 4.125,01  | 25,0507           |
| 5                         | 51.950,20 | 4.329,18  | 26,2906           |
| 6                         | 51.950,20 | 4.329,18  | 26,2906           |
| 7                         | 54.126,07 | 4.510,51  | 27,3917           |
| 8                         | 54.126,07 | 4.510,51  | 27,3917           |
| 9                         | 55.788,83 | 4.649,07  | 28,2332           |
| 10                        | 55.788,83 | 4.649,07  | 28,2332           |
| 11                        | 58.000,91 | 4.833,41  | 29,3527           |
| 12                        | 58.000,91 | 4.833,41  | 29,3527           |
| 13                        | 60.362,90 | 5.030,24  | 30,5480           |
| 14                        | 60.362,90 | 5.030,24  | 30,5480           |
| 15                        | 62.724,99 | 5.227,08  | 31,7434           |
| 16                        | 62.724,99 | 5.227,08  | 31,7434           |
| 17                        | 65.349,41 | 5.445,78  | 33,0716           |
| 18                        | 65.349,41 | 5.445,78  | 33,0716           |
| 19                        | 65.349,41 | 5.445,78  | 33,0716           |
| 20                        | 67.711,64 | 5.642,64  | 34,2670           |
| 21                        | 67.711,64 | 5.642,64  | 34,2670           |
| 22                        | 70.335,92 | 5.861,33  | 35,5951           |
| 23                        | 72.960,47 | 6.080,04  | 36,9233           |
| 24                        | 75.060,13 | 6.255,01  | 37,9859           |
| 25                        | 75.196,61 | 6.266,38  | 38,0550           |
| 26                        | 75.323,10 | 6.276,93  | 38,1190           |
| 27                        | 75.440,27 | 6.286,69  | 38,1783           |
| 28                        | 75.548,79 | 6.295,73  | 38,2332           |
| 29                        | 75.649,46 | 6.304,12  | 38,2841           |
| 30                        | 75.742,71 | 6.311,89  | 38,3313           |
| 31                        | 75.828,93 | 6.319,08  | 38,3750           |
| 32                        | 75.908,80 | 6.325,73  | 38,4154           |
| 33                        | 75.982,72 | 6.331,89  | 38,4528           |
| 34                        | 76.051,24 | 6.337,60  | 38,4875           |
| 35                        | 76.114,75 | 6.342,90  | 38,5196           |

**BAREMA K2 in EUR**

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 46.138,52 | 3.844,88  | 23,3495           |
| 1                         | 47.678,97 | 3.973,25  | 24,1290           |
| 2                         | 48.885,76 | 4.073,81  | 24,7398           |
| 3                         | 49.916,47 | 4.159,71  | 25,2614           |
| 4                         | 51.267,99 | 4.272,33  | 25,9453           |
| 5                         | 53.805,52 | 4.483,79  | 27,2295           |
| 6                         | 53.805,52 | 4.483,79  | 27,2295           |
| 7                         | 56.059,24 | 4.671,60  | 28,3701           |
| 8                         | 56.059,24 | 4.671,60  | 28,3701           |
| 9                         | 57.781,18 | 4.815,10  | 29,2415           |
| 10                        | 57.781,18 | 4.815,10  | 29,2415           |
| 11                        | 60.072,47 | 5.006,04  | 30,4010           |
| 12                        | 60.072,47 | 5.006,04  | 30,4010           |
| 13                        | 62.518,77 | 5.209,90  | 31,6391           |
| 14                        | 62.518,77 | 5.209,90  | 31,6391           |
| 15                        | 64.965,34 | 5.413,78  | 32,8772           |
| 16                        | 64.965,34 | 5.413,78  | 32,8772           |
| 17                        | 67.683,27 | 5.640,27  | 34,2527           |
| 18                        | 67.683,27 | 5.640,27  | 34,2527           |
| 19                        | 67.683,27 | 5.640,27  | 34,2527           |
| 20                        | 70.129,69 | 5.844,14  | 35,4907           |
| 21                        | 70.129,69 | 5.844,14  | 35,4907           |
| 22                        | 72.847,88 | 6.070,66  | 36,8663           |
| 23                        | 75.566,21 | 6.297,18  | 38,2420           |
| 24                        | 77.740,88 | 6.478,41  | 39,3426           |
| 25                        | 77.882,10 | 6.490,18  | 39,4140           |
| 26                        | 78.013,19 | 6.501,10  | 39,4804           |
| 27                        | 78.134,68 | 6.511,22  | 39,5418           |
| 28                        | 78.247,11 | 6.520,59  | 39,5987           |
| 29                        | 78.351,30 | 6.529,28  | 39,6515           |
| 30                        | 78.447,79 | 6.537,32  | 39,7003           |
| 31                        | 78.537,12 | 6.544,76  | 39,7455           |
| 32                        | 78.619,83 | 6.551,65  | 39,7874           |
| 33                        | 78.696,46 | 6.558,04  | 39,8261           |
| 34                        | 78.767,41 | 6.563,95  | 39,8620           |
| 35                        | 78.833,21 | 6.569,43  | 39,8953           |

**BAREMA K1 in EUR**

| Baremieke<br>anciënniteit | JAARLOON  | MAANDLOON | UURLOON<br>38 uur |
|---------------------------|-----------|-----------|-------------------|
| 0                         | 47.729,50 | 3.977,46  | 24,1546           |
| 1                         | 49.322,95 | 4.110,25  | 24,9610           |
| 2                         | 50.571,36 | 4.214,28  | 25,5928           |
| 3                         | 51.637,47 | 4.303,12  | 26,1323           |
| 4                         | 53.036,03 | 4.419,67  | 26,8401           |
| 5                         | 55.660,84 | 4.638,40  | 28,1684           |
| 6                         | 55.660,84 | 4.638,40  | 28,1684           |
| 7                         | 57.992,28 | 4.832,69  | 29,3483           |
| 8                         | 57.992,28 | 4.832,69  | 29,3483           |
| 9                         | 59.773,68 | 4.981,14  | 30,2498           |
| 10                        | 59.773,68 | 4.981,14  | 30,2498           |
| 11                        | 62.143,76 | 5.178,65  | 31,4493           |
| 12                        | 62.143,76 | 5.178,65  | 31,4493           |
| 13                        | 64.674,38 | 5.389,53  | 32,7299           |
| 14                        | 64.674,38 | 5.389,53  | 32,7299           |
| 15                        | 67.205,40 | 5.600,45  | 34,0108           |
| 16                        | 67.205,40 | 5.600,45  | 34,0108           |
| 17                        | 70.017,40 | 5.834,78  | 35,4339           |
| 18                        | 70.017,40 | 5.834,78  | 35,4339           |
| 19                        | 70.017,40 | 5.834,78  | 35,4339           |
| 20                        | 72.548,14 | 6.045,68  | 36,7146           |
| 21                        | 72.548,14 | 6.045,68  | 36,7146           |
| 22                        | 75.360,00 | 6.280,00  | 38,1377           |
| 23                        | 78.171,98 | 6.514,33  | 39,5607           |
| 24                        | 80.421,50 | 6.701,79  | 40,6991           |
| 25                        | 80.567,88 | 6.713,99  | 40,7732           |
| 26                        | 80.703,28 | 6.725,27  | 40,8417           |
| 27                        | 80.829,09 | 6.735,76  | 40,9054           |
| 28                        | 80.945,30 | 6.745,44  | 40,9642           |
| 29                        | 81.053,01 | 6.754,42  | 41,0187           |
| 30                        | 81.152,87 | 6.762,74  | 41,0693           |
| 31                        | 81.245,33 | 6.770,44  | 41,1161           |
| 32                        | 81.330,86 | 6.777,57  | 41,1593           |
| 33                        | 81.410,07 | 6.784,17  | 41,1994           |
| 34                        | 81.483,57 | 6.790,30  | 41,2366           |
| 35                        | 81.551,56 | 6.795,96  | 41,2710           |