

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 juni 2022
116,04
118,36*

OVERZICHT LONEN EN BAREMA'S

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

1 juni 2022
116,04

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

BAREMA B2B ter in EUR

Verzorgenden

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	30.027,69	2.502,31	15,1962
1	30.648,11	2.554,01	15,5102
2	31.234,15	2.602,85	15,8068
3	31.786,83	2.648,90	16,0865
4	32.307,16	2.692,26	16,3498
5	32.796,43	2.733,04	16,5974
6	33.256,01	2.771,33	16,8300
7	33.687,19	2.807,27	17,0482
8	34.091,27	2.840,94	17,2527
9	34.469,60	2.872,47	17,4441
10	34.823,50	2.901,96	17,6232
11	35.154,21	2.929,52	17,7906
12	35.463,15	2.955,26	17,9469
13	35.751,34	2.979,28	18,0928
14	36.365,96	3.030,50	18,4038
15	36.493,63	3.041,14	18,4684
16	37.825,41	3.152,12	19,1424
17	37.841,13	3.153,43	19,1504
18	39.191,88	3.265,99	19,8339
19	39.207,60	3.267,30	19,8419
20	40.647,97	3.387,33	20,5708
21	40.663,69	3.388,64	20,5788
22	42.104,05	3.508,67	21,3077
23	43.560,14	3.630,01	22,0446
24	45.000,51	3.750,04	22,7735
25	45.082,34	3.756,86	22,8149
26	45.158,19	3.763,18	22,8533
27	45.228,47	3.769,04	22,8889
28	45.293,69	3.774,47	22,9219
29	45.353,95	3.779,50	22,9524
30	45.409,80	3.784,15	22,9807
31	45.461,50	3.788,46	23,0068
32	45.509,42	3.792,45	23,0311
33	45.553,73	3.796,14	23,0535
34	45.594,78	3.799,57	23,0743
35	45.632,83	3.802,74	23,0935

BAREMA B4 bis IN EUR

Logistieke hulpen

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	25.680,14	2.140,01	12,9960
1	26.561,20	2.213,43	13,4419
2	26.889,30	2.240,78	13,6079
3	27.218,32	2.268,19	13,7745
4	27.421,47	2.285,12	13,8773
5	27.772,96	2.314,41	14,0551
6	28.196,52	2.349,71	14,2695
7	28.505,16	2.375,43	14,4257
8	28.793,91	2.399,49	14,5718
9	29.063,82	2.421,99	14,7084
10	29.316,06	2.443,01	14,8361
11	29.645,22	2.470,44	15,0026
12	29.864,73	2.488,73	15,1137
13	30.069,31	2.505,78	15,2173
14	30.259,99	2.521,67	15,3138
15	30.437,43	2.536,45	15,4036
16	30.854,25	2.571,19	15,6145
17	30.854,25	2.571,19	15,6145
18	31.555,02	2.629,59	15,9691
19	31.555,02	2.629,59	15,9691
20	32.439,58	2.703,30	16,4168
21	32.439,58	2.703,30	16,4168
22	33.923,47	2.826,96	17,1677
23	34.932,08	2.911,01	17,6782
24	35.902,76	2.991,90	18,1694
25	35.968,10	2.997,34	18,2025
26	36.272,95	3.022,75	18,3568
27	36.329,45	3.027,45	18,3853
28	36.643,13	3.053,59	18,5441
29	36.691,85	3.057,65	18,5688
30	37.013,21	3.084,43	18,7314
31	37.055,42	3.087,95	18,7527
32	37.094,39	3.091,20	18,7725
33	37.130,50	3.094,21	18,7907
34	37.164,02	3.097,00	18,8077
35	37.195,04	3.099,59	18,8234

BAREMA A1 in EUR

A1 administratief medewerker

A1 administratief medewerker (boekhouder)

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	33.509,81	2.792,48	16,9584
1	33.794,42	2.816,20	17,1024
2	34.392,18	2.866,02	17,4049
3	35.181,47	2.931,79	17,8044
4	36.027,66	3.002,31	18,2326
5	36.555,13	3.046,26	18,4996
6	37.230,95	3.102,58	18,8416
7	39.692,67	3.307,72	20,0874
8	39.692,67	3.307,72	20,0874
9	40.073,55	3.339,46	20,2801
10	40.073,55	3.339,46	20,2801
11	40.197,46	3.349,79	20,3428
12	41.106,32	3.425,53	20,8028
13	41.267,54	3.438,96	20,8844
14	42.825,48	3.568,79	21,6728
15	42.825,48	3.568,79	21,6728
16	45.234,58	3.769,55	22,8920
17	46.225,33	3.852,11	23,3934
18	47.643,69	3.970,31	24,1112
19	48.634,45	4.052,87	24,6126
20	48.634,45	4.052,87	24,6126
21	49.625,06	4.135,42	25,1139
22	49.702,61	4.141,88	25,1531
23	51.422,01	4.285,17	26,0233
24	53.141,31	4.428,44	26,8934
25	53.237,96	4.436,50	26,9423
26	53.327,35	4.443,95	26,9875
27	53.410,52	4.450,88	27,0296
28	53.487,43	4.457,29	27,0685
29	53.558,50	4.463,21	27,1045
30	53.624,58	4.468,72	27,1379
31	53.685,58	4.473,80	27,1688
32	53.742,25	4.478,52	27,1975
33	53.794,59	4.482,88	27,2240
34	53.843,11	4.486,93	27,2485
35	53.887,94	4.490,66	27,2712

BAREMA A2 in EUR

A2 administratief medewerker

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	28.806,96	2.400,58	14,5784
1	30.182,92	2.515,24	15,2748
2	31.086,82	2.590,57	15,7322
3	31.770,14	2.647,51	16,0780
4	32.505,56	2.708,80	16,4502
5	32.981,45	2.748,45	16,6910
6	33.481,28	2.790,11	16,9440
7	33.893,62	2.824,47	17,1526
8	34.546,01	2.878,83	17,4828
9	34.906,28	2.908,86	17,6651
10	35.109,26	2.925,77	17,7678
11	35.420,88	2.951,74	17,9255
12	36.173,48	3.014,46	18,3064
13	36.315,35	3.026,28	18,3782
14	37.686,47	3.140,54	19,0721
15	37.686,47	3.140,54	19,0721
16	39.199,32	3.266,61	19,8377
17	39.199,32	3.266,61	19,8377
18	40.712,57	3.392,71	20,6035
19	40.712,57	3.392,71	20,6035
20	42.225,43	3.518,79	21,3691
21	42.225,43	3.518,79	21,3691
22	43.738,41	3.644,87	22,1348
23	45.251,27	3.770,94	22,9004
24	46.764,38	3.897,03	23,6662
25	46.849,45	3.904,12	23,7092
26	46.928,27	3.910,69	23,7491
27	47.001,24	3.916,77	23,7861
28	47.068,86	3.922,41	23,8203
29	47.131,52	3.927,63	23,8520
30	47.189,72	3.932,48	23,8814
31	47.243,45	3.936,95	23,9086
32	47.293,25	3.941,10	23,9338
33	47.339,22	3.944,94	23,9571
34	47.381,88	3.948,49	23,9787
35	47.421,48	3.951,79	23,9987

BAREMA A3 in EUR

A3 administratief medewerker

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	26.631,91	2.219,33	13,4777
1	27.899,50	2.324,96	14,1192
2	28.730,68	2.394,22	14,5398
3	29.358,11	2.446,51	14,8573
4	30.033,80	2.502,82	15,1993
5	30.473,52	2.539,46	15,4218
6	31.593,14	2.632,76	15,9884
7	31.982,30	2.665,19	16,1854
8	32.373,51	2.697,79	16,3834
9	32.711,23	2.725,94	16,5543
10	32.711,23	2.725,94	16,5543
11	32.888,37	2.740,70	16,6439
12	33.989,27	2.832,44	17,2010
13	34.122,47	2.843,54	17,2685
14	35.106,96	2.925,58	17,7667
15	35.106,96	2.925,58	17,7667
16	36.081,28	3.006,77	18,2598
17	36.081,28	3.006,77	18,2598
18	37.473,93	3.122,83	18,9645
19	37.473,93	3.122,83	18,9645
20	38.866,58	3.238,88	19,6693
21	38.866,58	3.238,88	19,6693
22	40.259,22	3.354,94	20,3741
23	41.651,74	3.470,98	21,0788
24	43.044,51	3.587,04	21,7837
25	43.122,83	3.593,57	21,8233
26	43.195,29	3.599,61	21,8600
27	43.262,39	3.605,20	21,8939
28	43.324,80	3.610,40	21,9255
29	43.382,49	3.615,21	21,9547
30	43.435,97	3.619,66	21,9818
31	43.485,37	3.623,78	22,0068
32	43.531,09	3.627,59	22,0299
33	43.573,50	3.631,13	22,0514
34	43.612,85	3.634,40	22,0713
35	43.649,14	3.637,43	22,0896

BAREMA B1B in EUR

Diensthoofd administratie

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	37.096,22	3.091,35	18,7734
1	37.459,42	3.121,62	18,9572
2	37.806,29	3.150,52	19,1327
3	37.900,28	3.158,36	19,1803
4	38.242,33	3.186,86	19,3534
5	39.069,56	3.255,80	19,7720
6	40.309,27	3.359,11	20,3994
7	40.818,77	3.401,56	20,6573
8	41.622,31	3.468,53	21,0639
9	42.069,17	3.505,76	21,2901
10	42.627,59	3.552,30	21,5727
11	43.018,40	3.584,87	21,7704
12	44.476,50	3.706,38	22,5084
13	44.664,97	3.722,08	22,6037
14	46.330,26	3.860,86	23,4465
15	46.350,26	3.862,52	23,4566
16	48.189,88	4.015,82	24,3876
17	48.209,74	4.017,48	24,3976
18	50.049,50	4.170,79	25,3287
19	50.069,36	4.172,45	25,3387
20	51.909,12	4.325,76	26,2698
21	51.929,24	4.327,44	26,2800
22	53.768,86	4.480,74	27,2110
23	55.628,35	4.635,70	28,1520
24	57.468,11	4.789,01	29,0831
25	57.572,53	4.797,71	29,1359
26	57.669,31	4.805,78	29,1849
27	57.759,22	4.813,27	29,2304
28	57.842,37	4.820,20	29,2725
29	57.919,43	4.826,62	29,3115
30	57.990,73	4.832,56	29,3475
31	58.056,70	4.838,06	29,3809
32	58.117,95	4.843,16	29,4119
33	58.174,61	4.847,88	29,4406
34	58.226,96	4.852,25	29,4671
35	58.275,48	4.856,29	29,4916

BAREMA B1B ter in EUR

Verantwoordelijke hulpverlening

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	37.076,98	3.089,75	18,7637
1	38.374,99	3.197,92	19,4205
2	39.618,97	3.301,58	20,0501
3	40.807,85	3.400,65	20,6517
4	41.941,56	3.495,13	21,2255
5	43.020,06	3.585,01	21,7713
6	44.043,99	3.670,33	22,2895
7	45.014,02	3.751,17	22,7804
8	45.931,84	3.827,65	23,2449
9	46.798,34	3.899,86	23,6834
10	47.615,36	3.967,95	24,0968
11	48.384,47	4.032,04	24,4861
12	49.107,83	4.092,32	24,8521
13	49.787,03	4.148,92	25,1959
14	50.424,27	4.202,02	25,5184
15	51.021,39	4.251,78	25,8205
16	51.642,53	4.303,54	26,1349
17	52.224,19	4.352,02	26,4292
18	52.768,45	4.397,37	26,7047
19	53.276,96	4.439,75	26,9620
20	53.752,25	4.479,35	27,2026
21	54.195,82	4.516,32	27,4270
22	55.307,31	4.608,94	27,9895
23	57.157,74	4.763,15	28,9260
24	58.988,18	4.915,68	29,8523
25	59.095,46	4.924,62	29,9066
26	59.194,97	4.932,91	29,9570
27	59.287,06	4.940,59	30,0036
28	59.372,40	4.947,70	30,0468
29	59.451,38	4.954,28	30,0867
30	59.524,63	4.960,39	30,1238
31	59.592,44	4.966,04	30,1581
32	59.655,17	4.971,26	30,1899
33	59.713,36	4.976,11	30,2193
34	59.767,14	4.980,60	30,2465
35	59.817,02	4.984,75	30,2718

BAREMA D1 IN EUR

Baremieke anciënniteit	UURLOON 38 uur (100%)	
0	11,1879	(1)
1	11,7862	
2	11,7862	
3	11,8503	
4	12,4194	
5	12,9959	
6	13,4419	
7	13,6079	
8	13,7745	
9	13,8772	
10	14,0552	
11	14,2695	
12	14,4257	
13	14,5717	
14	14,7084	
15	14,8360	
16	15,0026	
17	15,1137	
18	15,2173	
19	15,3139	
20	15,4035	
21	15,6146	
22	15,6146	
23	15,9692	
24	15,9692	
25	16,4168	
26	16,4168	
27	17,1677	
28	17,6781	
29	18,1694	
30	18,2025	
31	18,3568	
32	18,3853	
33	18,5441	
34	18,5689	
35	18,7314	

(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	22.107,36	1.842,28	11,1879
vanaf 20 jaar en 12 maanden anciënniteit	22.107,36	1.842,28	11,1879

Degressiviteit voor jongeren (CAO nr. 50)

		Per maand	Per uur (stelsel 38 uur/week)
20 jaar (*)	90%	1.658,05	10,0691
19 jaar (*)	85%	1.565,94	9,5098
18 jaar (*)	79%	1.455,40	8,8385
17 jaar	73%	1.344,86	8,1672
16 jaar en jonger	67%	1.234,33	7,4959

(*) 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 anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	40.423,62	3.368,64	20,4573
1	41.773,09	3.481,09	21,1402
2	42.830,31	3.569,19	21,6753
3	43.733,32	3.644,44	22,1322
4	44.917,36	3.743,11	22,7315
5	47.140,55	3.928,38	23,8566
6	47.140,55	3.928,38	23,8566
7	49.115,17	4.092,93	24,8559
8	49.115,17	4.092,93	24,8559
9	50.623,95	4.218,66	25,6194
10	50.623,95	4.218,66	25,6194
11	52.631,29	4.385,94	26,6353
12	52.631,29	4.385,94	26,6353
13	54.774,63	4.564,55	27,7200
14	54.774,63	4.564,55	27,7200
15	56.918,10	4.743,18	28,8047
16	56.918,10	4.743,18	28,8047
17	59.299,45	4.941,62	30,0098
18	59.299,45	4.941,62	30,0098
19	59.299,45	4.941,62	30,0098
20	61.442,80	5.120,23	31,0945
21	61.442,80	5.120,23	31,0945
22	63.824,40	5.318,70	32,2998
23	66.205,88	5.517,16	33,5050
24	68.111,09	5.675,92	34,4692
25	68.235,00	5.686,25	34,5319
26	68.349,73	5.695,81	34,5899
27	68.456,20	5.704,68	34,6438
28	68.554,63	5.712,89	34,6936
29	68.645,94	5.720,50	34,7398
30	68.730,50	5.727,54	34,7826
31	68.808,69	5.734,06	34,8222
32	68.881,40	5.740,12	34,8590
33	68.948,38	5.745,70	34,8929
34	69.010,53	5.750,88	34,9244
35	69.068,21	5.755,68	34,9535

BAREMA K3 in EUR

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	41.978,38	3.498,20	21,2441
1	43.379,67	3.614,97	21,9533
2	44.477,52	3.706,46	22,5089
3	45.415,30	3.784,61	22,9835
4	46.645,06	3.887,09	23,6058
5	48.953,83	4.079,49	24,7742
6	48.953,83	4.079,49	24,7742
7	51.004,20	4.250,35	25,8118
8	51.004,20	4.250,35	25,8118
9	52.571,06	4.380,92	26,6048
10	52.571,06	4.380,92	26,6048
11	54.655,56	4.554,63	27,6597
12	54.655,56	4.554,63	27,6597
13	56.881,30	4.740,11	28,7861
14	56.881,30	4.740,11	28,7861
15	59.107,16	4.925,60	29,9125
16	59.107,16	4.925,60	29,9125
17	61.580,21	5.131,68	31,1641
18	61.580,21	5.131,68	31,1641
19	61.580,21	5.131,68	31,1641
20	63.806,19	5.317,18	32,2906
21	63.806,19	5.317,18	32,2906
22	66.279,11	5.523,26	33,5421
23	68.752,27	5.729,36	34,7937
24	70.730,83	5.894,24	35,7950
25	70.859,45	5.904,95	35,8600
26	70.978,65	5.914,89	35,9204
27	71.089,05	5.924,09	35,9762
28	71.191,31	5.932,61	36,0280
29	71.286,18	5.940,52	36,0760
30	71.374,05	5.947,84	36,1205
31	71.455,29	5.954,61	36,1616
32	71.530,56	5.960,88	36,1997
33	71.600,22	5.966,69	36,2349
34	71.664,78	5.972,07	36,2676
35	71.724,63	5.977,05	36,2979

BAREMA K2 in EUR

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	43.477,35	3.623,11	22,0027
1	44.928,96	3.744,08	22,7373
2	46.066,15	3.838,85	23,3128
3	47.037,41	3.919,78	23,8044
4	48.310,98	4.025,92	24,4489
5	50.702,15	4.225,18	25,6590
6	50.702,15	4.225,18	25,6590
7	52.825,87	4.402,16	26,7337
8	52.825,87	4.402,16	26,7337
9	54.448,50	4.537,38	27,5549
10	54.448,50	4.537,38	27,5549
11	56.607,63	4.717,30	28,6476
12	56.607,63	4.717,30	28,6476
13	58.912,83	4.909,40	29,8142
14	58.912,83	4.909,40	29,8142
15	61.218,29	5.101,52	30,9809
16	61.218,29	5.101,52	30,9809
17	63.779,46	5.314,96	32,2771
18	63.779,46	5.314,96	32,2771
19	63.779,46	5.314,96	32,2771
20	66.084,77	5.507,06	33,4437
21	66.084,77	5.507,06	33,4437
22	68.646,19	5.720,52	34,7400
23	71.207,73	5.933,98	36,0363
24	73.256,97	6.104,75	37,0734
25	73.390,04	6.115,84	37,1407
26	73.513,57	6.126,13	37,2032
27	73.628,06	6.135,67	37,2612
28	73.734,00	6.144,50	37,3148
29	73.832,18	6.152,68	37,3645
30	73.923,11	6.160,26	37,4105
31	74.007,28	6.167,27	37,4531
32	74.085,22	6.173,77	37,4925
33	74.157,43	6.179,79	37,5291
34	74.224,28	6.185,36	37,5629
35	74.286,29	6.190,52	37,5943

BAREMA K1 in EUR

Baremieke anciënniteit	JAARLOON	MAANDLOON	UURLOON 38 uur
0	44.976,58	3.748,05	22,7614
1	46.478,12	3.873,18	23,5213
2	47.654,52	3.971,21	24,1167
3	48.659,14	4.054,93	24,6251
4	49.977,04	4.164,75	25,2920
5	52.450,45	4.370,87	26,5438
6	52.450,45	4.370,87	26,5438
7	54.647,42	4.553,95	27,6556
8	54.647,42	4.553,95	27,6556
9	56.326,08	4.693,84	28,5051
10	56.326,08	4.693,84	28,5051
11	58.559,45	4.879,95	29,6353
12	58.559,45	4.879,95	29,6353
13	60.944,11	5.078,68	30,8422
14	60.944,11	5.078,68	30,8422
15	63.329,16	5.277,43	32,0492
16	63.329,16	5.277,43	32,0492
17	65.978,96	5.498,25	33,3902
18	65.978,96	5.498,25	33,3902
19	65.978,96	5.498,25	33,3902
20	68.363,74	5.696,98	34,5970
21	68.363,74	5.696,98	34,5970
22	71.013,41	5.917,78	35,9380
23	73.663,21	6.138,60	37,2790
24	75.782,98	6.315,25	38,3517
25	75.920,91	6.326,74	38,4215
26	76.048,50	6.337,38	38,4861
27	76.167,06	6.347,26	38,5461
28	76.276,57	6.356,38	38,6015
29	76.378,07	6.364,84	38,6529
30	76.472,17	6.372,68	38,7005
31	76.559,28	6.379,94	38,7446
32	76.639,89	6.386,66	38,7854
33	76.714,52	6.392,88	38,8231
34	76.783,78	6.398,65	38,8582
35	76.847,85	6.403,99	38,8906