

## Lonen contractueel personeel - geldig vanaf 1 oktober 2021

### Inhoud

|     |   |   |
|-----|---|---|
| 1   | Wijzigingen .....                                 | 1 |
| 2   | Lonen administratief personeel en opvoeders ..... | 1 |
| 2.1 | Barema 200 en 201 .....                           | 2 |
| 2.2 | Barema 202, 102 en 122 .....                      | 3 |
| 2.3 | Barema 158 en 345 .....                           | 3 |
| 2.4 | Barema 542 .....                                  | 4 |
| 3   | Arbeiders .....                                   | 5 |
| 3.1 | Inclusief haardvergoeding .....                   | 5 |
| 3.2 | Inclusief standplaatsvergoeding .....             | 8 |

### 1 Wijzigingen

De lonen van alle personeelsleden worden op 1 oktober 2021 met 2% geïndexeerd.

### 2 Lonen administratief personeel en opvoeders

Deze weddeschalen worden omgerekend op basis van de weddeschalen van het gesubsidieerd personeel volgens volgende formule:

$$Mi = \frac{Me \times 12 \times 1,025 + X + Y}{13,92}$$

Waarbij:

Me = de geïndexeerde brutomaandwedge van het betrokken weddenbarema met inbegrip van haard- of standplaatsvergoeding.

1,025 = 2,5% van de geïndexeerde bruto jaarwedge met inbegrip van haard- en standplaatsvergoeding berekend op de maand december, als variabel gedeelte van de sociale programmatie (eindejaarspremie).

X = 92% van het maandloon.

Y = vast gedeelte van de sociale programmatie voor onderwijspersoneel (eindejaarspremie 2020 = 655,52 euro).

13,92 = 12 maanden loon + 13de maand (EJT) + 92 % van de bruto maandwedge (vakantiegeld).

Mi = geïndexeerde bruto maandwedge van bediende met inbegrip van de haard- of standplaatsvergoeding.

Barema 122: Internaatopvoeder met diploma hoger secundair onderwijs, minimumleeftijd 20 jaar.

Barema 158: Diploma hoger onderwijs van één cyclus, minder dan 9 jaar anciënniteit; internaatopvoeder met diploma van één cyclus, minimumleeftijd 22 jaar.

Barema 200: Bediende met diploma secundair onderwijs 2de graad of lager secundair onderwijs, minder dan 9 jaar anciënniteit.

Barema 201: Bediende met diploma secundair onderwijs 2de graad of lager secundair onderwijs, 9 jaar en meer anciënniteit.

Barema 202: Diploma secundair onderwijs, minder dan 9 jaar anciënniteit.

Barema 203: Diploma secundair onderwijs, 9 jaar en meer anciënniteit.

Barema 345: Diploma hoger onderwijs van één cyclus, 9 jaar anciënniteit en meer.

Barema 542: Diploma van academisch niveau en hoger onderwijs van academisch niveau

## 2.1 Barema 200 en 201

|    | Basis   | Haard  | Stand | Me Haard | Me Stand | Mi Haard       | Mi Stand       |
|----|---------|--------|-------|----------|----------|----------------|----------------|
| 0  | 2188,87 | 106,53 | 53,27 | 2295,40  | 2242,14  | <b>2227,06</b> | <b>2176,48</b> |
| 1  | 2231,66 | 106,53 | 53,27 | 2338,19  | 2284,93  | <b>2267,70</b> | <b>2217,12</b> |
| 2  | 2274,30 | 106,53 | 53,27 | 2380,83  | 2327,57  | <b>2308,20</b> | <b>2257,61</b> |
| 3  | 2334,03 | 106,53 | 53,27 | 2440,56  | 2387,30  | <b>2364,92</b> | <b>2314,34</b> |
| 4  | 2350,97 | 106,53 | 53,27 | 2457,50  | 2404,24  | <b>2381,01</b> | <b>2330,43</b> |
| 5  | 2417,87 | 73,82  | 26,63 | 2491,69  | 2444,50  | <b>2413,48</b> | <b>2368,66</b> |
| 7  | 2498,31 | 53,27  | 26,63 | 2551,58  | 2524,94  | <b>2470,36</b> | <b>2445,06</b> |
| 9  | 2584,79 | 53,27  | 26,63 | 2638,06  | 2611,42  | <b>2552,49</b> | <b>2527,19</b> |
| 13 | 2603,72 | 53,27  | 26,63 | 2656,99  | 2630,35  | <b>2570,47</b> | <b>2545,17</b> |
| 15 | 2686,88 | 53,27  | 26,63 | 2740,15  | 2713,51  | <b>2649,45</b> | <b>2624,15</b> |
| 17 | 2769,99 | 0,02   | 0,00  | 2770,01  | 2769,99  | <b>2677,81</b> | <b>2677,79</b> |
| 19 | 2853,08 | 0,00   | 0,00  | 2853,08  | 2853,08  | <b>2756,70</b> | <b>2756,70</b> |
| 21 | 2936,18 | 0,00   | 0,00  | 2936,18  | 2936,18  | <b>2835,62</b> | <b>2835,62</b> |
| 23 | 3019,28 | 0,00   | 0,00  | 3019,28  | 3019,28  | <b>2914,54</b> | <b>2914,54</b> |
| 25 | 3130,24 | 0,00   | 0,00  | 3130,24  | 3130,24  | <b>3019,92</b> | <b>3019,92</b> |
| 27 | 3215,14 | 0,00   | 0,00  | 3215,14  | 3215,14  | <b>3100,55</b> | <b>3100,55</b> |
| 29 | 3300,04 | 0,00   | 0,00  | 3300,04  | 3300,04  | <b>3181,18</b> | <b>3181,18</b> |
| 36 | 3384,93 | 0,00   | 0,00  | 3384,93  | 3384,93  | <b>3261,80</b> | <b>3261,80</b> |



## 2.2 Barema 202, 102 en 122

|    | Basis   | Haard  | Stand | Me Haard | Me Stand | Mi Haard       | Mi Stand       |
|----|---------|--------|-------|----------|----------|----------------|----------------|
| 0  | 2188,87 | 106,53 | 53,27 | 2295,40  | 2242,14  | <b>2227,06</b> | <b>2176,48</b> |
| 1  | 2231,66 | 106,53 | 53,27 | 2338,19  | 2284,93  | <b>2267,70</b> | <b>2217,12</b> |
| 2  | 2274,30 | 106,53 | 53,27 | 2380,83  | 2327,57  | <b>2308,20</b> | <b>2257,61</b> |
| 3  | 2334,03 | 106,53 | 53,27 | 2440,56  | 2387,30  | <b>2364,92</b> | <b>2314,34</b> |
| 4  | 2350,97 | 106,53 | 53,27 | 2457,50  | 2404,24  | <b>2381,01</b> | <b>2330,43</b> |
| 5  | 2442,59 | 53,27  | 26,63 | 2495,86  | 2469,22  | <b>2417,44</b> | <b>2392,14</b> |
| 7  | 2561,40 | 53,27  | 26,63 | 2614,67  | 2588,03  | <b>2530,28</b> | <b>2504,98</b> |
| 9  | 2909,00 | 0,00   | 0,00  | 2909,00  | 2909,00  | <b>2809,81</b> | <b>2809,81</b> |
| 13 | 3033,26 | 0,00   | 0,00  | 3033,26  | 3033,26  | <b>2927,82</b> | <b>2927,82</b> |
| 15 | 3169,05 | 0,00   | 0,00  | 3169,05  | 3169,05  | <b>3056,78</b> | <b>3056,78</b> |
| 17 | 3304,82 | 0,00   | 0,00  | 3304,82  | 3304,82  | <b>3185,72</b> | <b>3185,72</b> |
| 19 | 3440,61 | 0,00   | 0,00  | 3440,61  | 3440,61  | <b>3314,68</b> | <b>3314,68</b> |
| 21 | 3576,39 | 0,00   | 0,00  | 3576,39  | 3576,39  | <b>3443,63</b> | <b>3443,63</b> |
| 23 | 3712,18 | 0,00   | 0,00  | 3712,18  | 3712,18  | <b>3572,60</b> | <b>3572,60</b> |
| 25 | 3847,96 | 0,00   | 0,00  | 3847,96  | 3847,96  | <b>3701,55</b> | <b>3701,55</b> |
| 27 | 3983,75 | 0,00   | 0,00  | 3983,75  | 3983,75  | <b>3830,51</b> | <b>3830,51</b> |
| 29 | 4119,53 | 0,00   | 0,00  | 4119,53  | 4119,53  | <b>3959,46</b> | <b>3959,46</b> |
| 36 | 4255,32 | 0,00   | 0,00  | 4255,32  | 4255,32  | <b>4088,42</b> | <b>4088,42</b> |

## 2.3 Barema 158 en 345

|    | Basis   | Haard | Stand | Me Haard | Me Stand | Mi Haard       | Mi Stand       |
|----|---------|-------|-------|----------|----------|----------------|----------------|
| 0  | 2456,19 | 53,27 | 26,63 | 2509,46  | 2482,82  | <b>2430,36</b> | <b>2405,06</b> |
| 1  | 2541,05 | 53,27 | 26,63 | 2594,32  | 2567,68  | <b>2510,95</b> | <b>2485,65</b> |
| 2  | 2625,92 | 53,27 | 26,63 | 2679,19  | 2652,55  | <b>2591,55</b> | <b>2566,25</b> |
| 3  | 2710,78 | 53,27 | 26,63 | 2764,05  | 2737,41  | <b>2672,15</b> | <b>2646,84</b> |
| 5  | 2849,96 | 0,00  | 0,00  | 2849,96  | 2849,96  | <b>2753,74</b> | <b>2753,74</b> |
| 7  | 2989,14 | 0,00  | 0,00  | 2989,14  | 2989,14  | <b>2885,92</b> | <b>2885,92</b> |
| 9  | 3128,32 | 0,00  | 0,00  | 3128,32  | 3128,32  | <b>3018,10</b> | <b>3018,10</b> |
| 11 | 3267,50 | 0,00  | 0,00  | 3267,50  | 3267,50  | <b>3150,28</b> | <b>3150,28</b> |
| 13 | 3406,67 | 0,00  | 0,00  | 3406,67  | 3406,67  | <b>3282,45</b> | <b>3282,45</b> |
| 15 | 3545,85 | 0,00  | 0,00  | 3545,85  | 3545,85  | <b>3414,63</b> | <b>3414,63</b> |
| 17 | 3685,03 | 0,00  | 0,00  | 3685,03  | 3685,03  | <b>3546,81</b> | <b>3546,81</b> |
| 19 | 3824,21 | 0,00  | 0,00  | 3824,21  | 3824,21  | <b>3678,99</b> | <b>3678,99</b> |
| 21 | 3963,39 | 0,00  | 0,00  | 3963,39  | 3963,39  | <b>3811,17</b> | <b>3811,17</b> |
| 23 | 4102,57 | 0,00  | 0,00  | 4102,57  | 4102,57  | <b>3943,35</b> | <b>3943,35</b> |
| 25 | 4241,74 | 0,00  | 0,00  | 4241,74  | 4241,74  | <b>4075,53</b> | <b>4075,53</b> |
| 27 | 4380,92 | 0,00  | 0,00  | 4380,92  | 4380,92  | <b>4207,71</b> | <b>4207,71</b> |
| 36 | 4520,10 | 0,00  | 0,00  | 4520,10  | 4520,10  | <b>4339,89</b> | <b>4339,89</b> |



## 2.4 Barema 542

|    | Basis   | Haard | Stand | Me Haard | Me Stand | Mi Haard       | Mi Stand       |
|----|---------|-------|-------|----------|----------|----------------|----------------|
| 0  | 3053,65 | 0,00  | 0,00  | 3053,65  | 3053,65  | <b>2947,18</b> | <b>2947,18</b> |
| 1  | 3158,88 | 0,00  | 0,00  | 3158,88  | 3158,88  | <b>3047,12</b> | <b>3047,12</b> |
| 2  | 3264,11 | 0,00  | 0,00  | 3264,11  | 3264,11  | <b>3147,06</b> | <b>3147,06</b> |
| 3  | 3369,34 | 0,00  | 0,00  | 3369,34  | 3369,34  | <b>3247,00</b> | <b>3247,00</b> |
| 5  | 3566,23 | 0,00  | 0,00  | 3566,23  | 3566,23  | <b>3433,99</b> | <b>3433,99</b> |
| 7  | 3763,12 | 0,00  | 0,00  | 3763,12  | 3763,12  | <b>3620,97</b> | <b>3620,97</b> |
| 9  | 3960,01 | 0,00  | 0,00  | 3960,01  | 3960,01  | <b>3807,96</b> | <b>3807,96</b> |
| 11 | 4156,90 | 0,00  | 0,00  | 4156,90  | 4156,90  | <b>3994,95</b> | <b>3994,95</b> |
| 13 | 4353,79 | 0,00  | 0,00  | 4353,79  | 4353,79  | <b>4181,94</b> | <b>4181,94</b> |
| 15 | 4550,68 | 0,00  | 0,00  | 4550,68  | 4550,68  | <b>4368,93</b> | <b>4368,93</b> |
| 17 | 4747,56 | 0,00  | 0,00  | 4747,56  | 4747,56  | <b>4555,91</b> | <b>4555,91</b> |
| 19 | 4944,45 | 0,00  | 0,00  | 4944,45  | 4944,45  | <b>4742,90</b> | <b>4742,90</b> |
| 21 | 5141,34 | 0,00  | 0,00  | 5141,34  | 5141,34  | <b>4929,89</b> | <b>4929,89</b> |
| 23 | 5338,23 | 0,00  | 0,00  | 5338,23  | 5338,23  | <b>5116,88</b> | <b>5116,88</b> |
| 25 | 5535,12 | 0,00  | 0,00  | 5535,12  | 5535,12  | <b>5303,87</b> | <b>5303,87</b> |
| 36 | 5732,01 | 0,00  | 0,00  | 5732,01  | 5732,01  | <b>5490,85</b> | <b>5490,85</b> |



### 3 Arbeiders

#### 3.1 Inclusief haardvergoeding

|    | Categorie 1    |                 |        |                | Categorie 2    |                 |        |                |
|----|----------------|-----------------|--------|----------------|----------------|-----------------|--------|----------------|
|    | Uurloon (100%) | Uurloon (index) | Haard  | Totaal         | Uurloon (100%) | Uurloon (index) | Haard  | Totaal         |
| 0  | 6,5295         | 11,5951         | 0,647  | <b>€ 12,24</b> | 6,6218         | 11,759          | 0,647  | <b>€ 12,41</b> |
| 1  | 6,6218         | 11,759          | 0,647  | <b>€ 12,41</b> | 6,717          | 11,928          | 0,647  | <b>€ 12,58</b> |
| 2  | 6,717          | 11,928          | 0,647  | <b>€ 12,58</b> | 6,8123         | 12,0973         | 0,647  | <b>€ 12,74</b> |
| 3  | 6,8123         | 12,0973         | 0,647  | <b>€ 12,74</b> | 6,8389         | 12,1445         | 0,647  | <b>€ 12,79</b> |
| 5  | 6,8389         | 12,1445         | 0,647  | <b>€ 12,79</b> | 6,885          | 12,2264         | 0,647  | <b>€ 12,87</b> |
| 7  | 6,885          | 12,2264         | 0,647  | <b>€ 12,87</b> | 6,9724         | 12,3816         | 0,647  | <b>€ 13,03</b> |
| 9  | 6,9724         | 12,3816         | 0,647  | <b>€ 13,03</b> | 7,0532         | 12,5251         | 0,647  | <b>€ 13,17</b> |
| 11 | 7,0532         | 12,5251         | 0,647  | <b>€ 13,17</b> | 7,1364         | 12,6728         | 0,647  | <b>€ 13,32</b> |
| 13 | 7,1364         | 12,6728         | 0,647  | <b>€ 13,32</b> | 7,219          | 12,8195         | 0,647  | <b>€ 13,47</b> |
| 15 | 7,219          | 12,8195         | 0,647  | <b>€ 13,47</b> | 7,3004         | 12,9641         | 0,647  | <b>€ 13,61</b> |
| 17 | 7,3004         | 12,9641         | 0,647  | <b>€ 13,61</b> | 7,3004         | 12,9641         | 0,647  | <b>€ 13,61</b> |
| 19 | 7,3004         | 12,9641         | 0,647  | <b>€ 13,61</b> | 7,3182         | 12,9957         | 0,647  | <b>€ 13,64</b> |
| 21 | 7,3182         | 12,9957         | 0,647  | <b>€ 13,64</b> | 7,4026         | 13,1455         | 0,647  | <b>€ 13,79</b> |
| 23 | 7,4312         | 13,1963         | 0,647  | <b>€ 13,84</b> | 7,4882         | 13,2975         | 0,647  | <b>€ 13,94</b> |
| 25 | 7,4882         | 13,2975         | 0,647  | <b>€ 13,94</b> | 7,5678         | 13,4389         | 0,647  | <b>€ 14,09</b> |
| 27 | 7,4882         | 13,2975         | 0,647  | <b>€ 13,94</b> | 7,5678         | 13,4389         | 0,647  | <b>€ 14,09</b> |
| 29 | 7,5570         | 13,4197         | 0,647  | <b>€ 14,07</b> | 7,6359         | 13,5598         | 0,647  | <b>€ 14,21</b> |
| 31 | 7,6266         | 13,5433         | 0,647  | <b>€ 14,19</b> | 7,7046         | 13,6818         | 0,647  | <b>€ 14,33</b> |
| 33 | 7,6968         | 13,668          | 0,647  | <b>€ 14,32</b> | 7,7740         | 13,8051         | 0,647  | <b>€ 14,45</b> |
| 35 | 7,7676         | 13,7937         | 0,647  | <b>€ 14,44</b> | 7,8440         | 13,9294         | 0,647  | <b>€ 14,58</b> |
| 37 | 7,8391         | 13,9207         | 0,647  | <b>€ 14,57</b> | 7,9145         | 14,0546         | 0,647  | <b>€ 14,70</b> |
| 39 | 7,9112         | 14,0487         | 0,647  | <b>€ 14,70</b> | 7,9858         | 14,1812         | 0,6155 | <b>€ 14,80</b> |
| 41 | 7,9840         | 14,178          | 0,6187 | <b>€ 14,80</b> | 8,0576         | 14,3087         | 0,488  | <b>€ 14,80</b> |
| 43 | 8,0574         | 14,3083         | 0,4884 | <b>€ 14,80</b> | 8,1302         | 14,4376         | 0,3591 | <b>€ 14,80</b> |
| 45 | 8,1315         | 14,4399         | 0,3568 | <b>€ 14,80</b> | 8,2033         | 14,5674         | 0,3235 | <b>€ 14,89</b> |



|    | Categorie 3    |                 |        |                | Categorie 4    |                 |        |                |
|----|----------------|-----------------|--------|----------------|----------------|-----------------|--------|----------------|
|    | Uurloon (100%) | Uurloon (index) | Haard  | Totaal         | Uurloon (100%) | Uurloon (index) | Haard  | Totaal         |
| 0  | 6,8389         | 12,1445         | 0,647  | <b>€ 12,79</b> | 7,5166         | 13,348          | 0,647  | <b>€ 14,00</b> |
| 1  | 6,9057         | 12,2631         | 0,647  | <b>€ 12,91</b> | 7,6002         | 13,4964         | 0,647  | <b>€ 14,14</b> |
| 2  | 6,9891         | 12,4112         | 0,647  | <b>€ 13,06</b> | 7,6816         | 13,641          | 0,647  | <b>€ 14,29</b> |
| 3  | 7,0757         | 12,565          | 0,647  | <b>€ 13,21</b> | 7,6816         | 13,641          | 0,647  | <b>€ 14,29</b> |
| 5  | 7,1561         | 12,7078         | 0,647  | <b>€ 13,35</b> | 7,6993         | 13,6724         | 0,647  | <b>€ 14,32</b> |
| 7  | 7,2416         | 12,8596         | 0,647  | <b>€ 13,51</b> | 7,7829         | 13,8209         | 0,647  | <b>€ 14,47</b> |
| 9  | 7,3004         | 12,9641         | 0,647  | <b>€ 13,61</b> | 7,8654         | 13,9674         | 0,647  | <b>€ 14,61</b> |
| 11 | 7,3004         | 12,9641         | 0,647  | <b>€ 13,61</b> | 7,9489         | 14,1157         | 0,647  | <b>€ 14,76</b> |
| 13 | 7,3399         | 13,0342         | 0,647  | <b>€ 13,68</b> | 8,123          | 14,4248         | 0,3719 | <b>€ 14,80</b> |
| 15 | 7,4233         | 13,1823         | 0,647  | <b>€ 13,83</b> | 8,2094         | 14,5783         | 0,3235 | <b>€ 14,90</b> |
| 17 | 7,5059         | 13,329          | 0,647  | <b>€ 13,98</b> | 8,2912         | 14,7235         | 0,3235 | <b>€ 15,05</b> |
| 19 | 7,5913         | 13,4806         | 0,647  | <b>€ 14,13</b> | 8,3755         | 14,8732         | 0,3235 | <b>€ 15,20</b> |
| 21 | 7,6719         | 13,6238         | 0,647  | <b>€ 14,27</b> | 8,4609         | 15,0249         | 0,3235 | <b>€ 15,35</b> |
| 23 | 7,7562         | 13,7735         | 0,647  | <b>€ 14,42</b> | 8,5415         | 15,168          | 0,3235 | <b>€ 15,49</b> |
| 25 | 7,8418         | 13,9255         | 0,647  | <b>€ 14,57</b> | 8,6289         | 15,3232         | 0,3235 | <b>€ 15,65</b> |
| 27 | 7,9243         | 14,072          | 0,647  | <b>€ 14,72</b> | 8,6497         | 15,3601         | 0,3235 | <b>€ 15,68</b> |
| 29 | 8,0028         | 14,2114         | 0,5853 | <b>€ 14,80</b> | 8,7310         | 15,5045         | 0,3235 | <b>€ 15,83</b> |
| 31 | 8,0820         | 14,352          | 0,4447 | <b>€ 14,80</b> | 8,8130         | 15,6501         | 0,3235 | <b>€ 15,97</b> |
| 33 | 8,1620         | 14,4941         | 0,3235 | <b>€ 14,82</b> | 8,8958         | 15,7972         | 0,3235 | <b>€ 16,12</b> |
| 35 | 8,2428         | 14,6376         | 0,3235 | <b>€ 14,96</b> | 8,9795         | 15,9458         | 0,3235 | <b>€ 16,27</b> |
| 37 | 8,3244         | 14,7825         | 0,3235 | <b>€ 15,11</b> | 9,0639         | 16,0957         | 0,2847 | <b>€ 16,38</b> |
| 39 | 8,4068         | 14,9288         | 0,3235 | <b>€ 15,25</b> | 9,1491         | 16,247          | 0,1334 | <b>€ 16,38</b> |
| 41 | 8,4901         | 15,0767         | 0,3235 | <b>€ 15,40</b> | 9,2351         | 16,3997         | 0      | <b>€ 16,40</b> |
| 43 | 8,5741         | 15,2259         | 0,3235 | <b>€ 15,55</b> | 9,3219         | 16,5538         | 0      | <b>€ 16,55</b> |
| 45 | 8,6590         | 15,3767         | 0,3235 | <b>€ 15,70</b> | 9,4095         | 16,7094         | 0      | <b>€ 16,71</b> |



|    | Categorie 5    |                 |        |         | Categorie 6    |                 |        |         |
|----|----------------|-----------------|--------|---------|----------------|-----------------|--------|---------|
|    | Uurloon (100%) | Uurloon (index) | Haard  | Totaal  | Uurloon (100%) | Uurloon (index) | Haard  | Totaal  |
| 0  | 7,6816         | 13,641          | 0,647  | € 14,29 | 7,9066         | 14,0405         | 0,647  | € 14,69 |
| 1  | 7,719          | 13,7074         | 0,647  | € 14,35 | 7,9911         | 14,1906         | 0,6061 | € 14,80 |
| 2  | 7,8045         | 13,8592         | 0,647  | € 14,51 | 8,1643         | 14,4982         | 0,3235 | € 14,82 |
| 3  | 7,885          | 14,0022         | 0,647  | € 14,65 | 8,2517         | 14,6534         | 0,3235 | € 14,98 |
| 5  | 7,9686         | 14,1506         | 0,6461 | € 14,80 | 8,3312         | 14,7945         | 0,3235 | € 15,12 |
| 7  | 8,1436         | 14,4614         | 0,3353 | € 14,80 | 8,4176         | 14,948          | 0,3235 | € 15,27 |
| 9  | 8,2282         | 14,6116         | 0,3235 | € 14,94 | 8,5012         | 15,0964         | 0,3235 | € 15,42 |
| 11 | 8,3136         | 14,7633         | 0,3235 | € 15,09 | 8,5857         | 15,2465         | 0,3235 | € 15,57 |
| 13 | 8,397          | 14,9114         | 0,3235 | € 15,23 | 8,6497         | 15,3601         | 0,3235 | € 15,68 |
| 15 | 8,4806         | 15,0598         | 0,3235 | € 15,38 | 8,6611         | 15,3804         | 0,3235 | € 15,70 |
| 17 | 8,5671         | 15,2135         | 0,3235 | € 15,54 | 8,7446         | 15,5287         | 0,3235 | € 15,85 |
| 19 | 8,6467         | 15,3548         | 0,3235 | € 15,68 | 8,83           | 15,6803         | 0,3235 | € 16,00 |
| 21 | 8,6497         | 15,3601         | 0,3235 | € 15,68 | 8,9145         | 15,8304         | 0,3235 | € 16,15 |
| 23 | 8,7239         | 15,4919         | 0,3235 | € 15,82 | 8,996          | 15,9751         | 0,3235 | € 16,30 |
| 25 | 8,8084         | 15,642          | 0,3235 | € 15,97 | 9,0816         | 16,1271         | 0,2533 | € 16,38 |
| 27 | 8,8899         | 15,7867         | 0,3235 | € 16,11 | 9,2555         | 16,4359         | 0      | € 16,44 |
| 29 | 8,9771         | 15,9415         | 0,3235 | € 16,27 | 9,3537         | 16,6103         | 0      | € 16,61 |
| 31 | 9,0650         | 16,0976         | 0,2828 | € 16,38 | 9,4528         | 16,7863         | 0      | € 16,79 |
| 33 | 9,1538         | 16,2553         | 0,1251 | € 16,38 | 9,5530         | 16,9642         | 0      | € 16,96 |
| 35 | 9,2435         | 16,4146         | 0      | € 16,41 | 9,6543         | 17,1441         | 0      | € 17,14 |
| 37 | 9,3341         | 16,5755         | 0      | € 16,58 | 9,7566         | 17,3258         | 0      | € 17,33 |
| 39 | 9,4256         | 16,738          | 0      | € 16,74 | 9,8600         | 17,5094         | 0      | € 17,51 |
| 41 | 9,5180         | 16,9021         | 0      | € 16,90 | 9,9645         | 17,695          | 0      | € 17,70 |
| 43 | 9,6112         | 17,0676         | 0      | € 17,07 | 10,0702        | 17,8827         | 0      | € 17,88 |
| 45 | 9,7054         | 17,2348         | 0      | € 17,23 | 10,1769        | 18,0721         | 0      | € 18,07 |



### 3.2 Inclusief standplaatsvergoeding

|    | Categorie 1    |                 |        |                | Categorie 2    |                 |        |                |
|----|----------------|-----------------|--------|----------------|----------------|-----------------|--------|----------------|
|    | Uurloon (100%) | Uurloon (index) | Stand  | Totaal         | Uurloon (100%) | Uurloon (index) | Stand  | Totaal         |
| 0  | 6,5295         | 11,5951         | 0,3235 | <b>€ 11,92</b> | 6,6218         | 11,759          | 0,3235 | <b>€ 12,08</b> |
| 1  | 6,6218         | 11,759          | 0,3235 | <b>€ 12,08</b> | 6,717          | 11,928          | 0,3235 | <b>€ 12,25</b> |
| 2  | 6,717          | 11,928          | 0,3235 | <b>€ 12,25</b> | 6,8123         | 12,0973         | 0,3235 | <b>€ 12,42</b> |
| 3  | 6,8123         | 12,0973         | 0,3235 | <b>€ 12,42</b> | 6,8389         | 12,1445         | 0,3235 | <b>€ 12,47</b> |
| 5  | 6,8389         | 12,1445         | 0,3235 | <b>€ 12,47</b> | 6,885          | 12,2264         | 0,3235 | <b>€ 12,55</b> |
| 7  | 6,885          | 12,2264         | 0,3235 | <b>€ 12,55</b> | 6,9724         | 12,3816         | 0,3235 | <b>€ 12,71</b> |
| 9  | 6,9724         | 12,3816         | 0,3235 | <b>€ 12,71</b> | 7,0532         | 12,5251         | 0,3235 | <b>€ 12,85</b> |
| 11 | 7,0532         | 12,5251         | 0,3235 | <b>€ 12,85</b> | 7,1364         | 12,6728         | 0,3235 | <b>€ 13,00</b> |
| 13 | 7,1364         | 12,6728         | 0,3235 | <b>€ 13,00</b> | 7,219          | 12,8195         | 0,3235 | <b>€ 13,14</b> |
| 15 | 7,219          | 12,8195         | 0,3235 | <b>€ 13,14</b> | 7,3004         | 12,9641         | 0,3235 | <b>€ 13,29</b> |
| 17 | 7,3004         | 12,9641         | 0,3235 | <b>€ 13,29</b> | 7,3004         | 12,9641         | 0,3235 | <b>€ 13,29</b> |
| 19 | 7,3004         | 12,9641         | 0,3235 | <b>€ 13,29</b> | 7,3182         | 12,9957         | 0,3235 | <b>€ 13,32</b> |
| 21 | 7,3182         | 12,9957         | 0,3235 | <b>€ 13,32</b> | 7,4026         | 13,1455         | 0,3235 | <b>€ 13,47</b> |
| 23 | 7,4312         | 13,1963         | 0,3235 | <b>€ 13,52</b> | 7,4882         | 13,2975         | 0,3235 | <b>€ 13,62</b> |
| 25 | 7,4882         | 13,2975         | 0,3235 | <b>€ 13,62</b> | 7,5678         | 13,4389         | 0,3235 | <b>€ 13,76</b> |
| 27 | 7,4882         | 13,2975         | 0,3235 | <b>€ 13,62</b> | 7,5678         | 13,4389         | 0,3235 | <b>€ 13,76</b> |
| 29 | 7,557          | 13,4197         | 0,3235 | <b>€ 13,74</b> | 7,6359         | 13,5598         | 0,3235 | <b>€ 13,88</b> |
| 31 | 7,6266         | 13,5433         | 0,3235 | <b>€ 13,87</b> | 7,7046         | 13,6818         | 0,3235 | <b>€ 14,01</b> |
| 33 | 7,6968         | 13,668          | 0,3235 | <b>€ 13,99</b> | 7,7740         | 13,8051         | 0,3235 | <b>€ 14,13</b> |
| 35 | 7,7676         | 13,7937         | 0,3235 | <b>€ 14,12</b> | 7,8440         | 13,9294         | 0,3235 | <b>€ 14,25</b> |
| 37 | 7,8391         | 13,9207         | 0,3235 | <b>€ 14,24</b> | 7,9145         | 14,0546         | 0,3235 | <b>€ 14,38</b> |
| 39 | 7,9112         | 14,0487         | 0,3235 | <b>€ 14,37</b> | 7,9858         | 14,1812         | 0,292  | <b>€ 14,47</b> |
| 41 | 7,9840         | 14,178          | 0,2952 | <b>€ 14,47</b> | 8,0576         | 14,3087         | 0,1645 | <b>€ 14,47</b> |
| 43 | 8,0574         | 14,3083         | 0,1649 | <b>€ 14,47</b> | 8,1302         | 14,4376         | 0,1617 | <b>€ 14,60</b> |
| 45 | 8,1315         | 14,4399         | 0,1617 | <b>€ 14,60</b> | 8,2033         | 14,5674         | 0,1617 | <b>€ 14,73</b> |





|    | Categorie 3    |                 |        |                | Categorie 4    |                 |        |                |
|----|----------------|-----------------|--------|----------------|----------------|-----------------|--------|----------------|
|    | Uurloon (100%) | Uurloon (index) | Stand  | Totaal         | Uurloon (100%) | Uurloon (index) | Stand  | Totaal         |
| 0  | 6,8389         | 12,1445         | 0,3235 | <b>€ 12,47</b> | 7,5166         | 13,348          | 0,3235 | <b>€ 13,67</b> |
| 1  | 6,9057         | 12,2631         | 0,3235 | <b>€ 12,59</b> | 7,6002         | 13,4964         | 0,3235 | <b>€ 13,82</b> |
| 2  | 6,9891         | 12,4112         | 0,3235 | <b>€ 12,73</b> | 7,6816         | 13,641          | 0,3235 | <b>€ 13,96</b> |
| 3  | 7,0757         | 12,565          | 0,3235 | <b>€ 12,89</b> | 7,6816         | 13,641          | 0,3235 | <b>€ 13,96</b> |
| 5  | 7,1561         | 12,7078         | 0,3235 | <b>€ 13,03</b> | 7,6993         | 13,6724         | 0,3235 | <b>€ 14,00</b> |
| 7  | 7,2416         | 12,8596         | 0,3235 | <b>€ 13,18</b> | 7,7829         | 13,8209         | 0,3235 | <b>€ 14,14</b> |
| 9  | 7,3004         | 12,9641         | 0,3235 | <b>€ 13,29</b> | 7,8654         | 13,9674         | 0,3235 | <b>€ 14,29</b> |
| 11 | 7,3004         | 12,9641         | 0,3235 | <b>€ 13,29</b> | 7,9489         | 14,1157         | 0,3235 | <b>€ 14,44</b> |
| 13 | 7,3399         | 13,0342         | 0,3235 | <b>€ 13,36</b> | 8,123          | 14,4248         | 0,1617 | <b>€ 14,59</b> |
| 15 | 7,4233         | 13,1823         | 0,3235 | <b>€ 13,51</b> | 8,2094         | 14,5783         | 0,1617 | <b>€ 14,74</b> |
| 17 | 7,5059         | 13,329          | 0,3235 | <b>€ 13,65</b> | 8,2912         | 14,7235         | 0,1617 | <b>€ 14,89</b> |
| 19 | 7,5913         | 13,4806         | 0,3235 | <b>€ 13,80</b> | 8,3755         | 14,8732         | 0,1617 | <b>€ 15,03</b> |
| 21 | 7,6719         | 13,6238         | 0,3235 | <b>€ 13,95</b> | 8,4609         | 15,0249         | 0,1617 | <b>€ 15,19</b> |
| 23 | 7,7562         | 13,7735         | 0,3235 | <b>€ 14,10</b> | 8,5415         | 15,168          | 0,1617 | <b>€ 15,33</b> |
| 25 | 7,8418         | 13,9255         | 0,3235 | <b>€ 14,25</b> | 8,6289         | 15,3232         | 0,1617 | <b>€ 15,48</b> |
| 27 | 7,9243         | 14,072          | 0,3235 | <b>€ 14,40</b> | 8,6497         | 15,3601         | 0,1617 | <b>€ 15,52</b> |
| 29 | 8,0028         | 14,2114         | 0,2618 | <b>€ 14,47</b> | 8,7310         | 15,5045         | 0,1617 | <b>€ 15,67</b> |
| 31 | 8,0820         | 14,352          | 0,1617 | <b>€ 14,51</b> | 8,8130         | 15,6501         | 0,1617 | <b>€ 15,81</b> |
| 33 | 8,1620         | 14,4941         | 0,1617 | <b>€ 14,66</b> | 8,8958         | 15,7972         | 0,1617 | <b>€ 15,96</b> |
| 35 | 8,2428         | 14,6376         | 0,1617 | <b>€ 14,80</b> | 8,9795         | 15,9458         | 0,1617 | <b>€ 16,11</b> |
| 37 | 8,3244         | 14,7825         | 0,1617 | <b>€ 14,94</b> | 9,0639         | 16,0957         | 0,1229 | <b>€ 16,22</b> |
| 39 | 8,4068         | 14,9288         | 0,1617 | <b>€ 15,09</b> | 9,1491         | 16,247          | 0      | <b>€ 16,25</b> |
| 41 | 8,4901         | 15,0767         | 0,1617 | <b>€ 15,24</b> | 9,2351         | 16,3997         | 0      | <b>€ 16,40</b> |
| 43 | 8,5741         | 15,2259         | 0,1617 | <b>€ 15,39</b> | 9,3219         | 16,5538         | 0      | <b>€ 16,55</b> |
| 45 | 8,6590         | 15,3767         | 0,1617 | <b>€ 15,54</b> | 9,4095         | 16,7094         | 0      | <b>€ 16,71</b> |



|    | Categorie 5    |                 |        |                | Categorie 6    |                 |        |                |
|----|----------------|-----------------|--------|----------------|----------------|-----------------|--------|----------------|
|    | Uurloon (100%) | Uurloon (index) | Stand  | Totaal         | Uurloon (100%) | Uurloon (index) | Stand  | Totaal         |
| 0  | 7,6816         | 13,641          | 0,3235 | <b>€ 13,96</b> | 7,9066         | 14,0405         | 0,3235 | <b>€ 14,36</b> |
| 1  | 7,719          | 13,7074         | 0,3235 | <b>€ 14,03</b> | 7,9911         | 14,1906         | 0,2826 | <b>€ 14,47</b> |
| 2  | 7,8045         | 13,8592         | 0,3235 | <b>€ 14,18</b> | 8,1643         | 14,4982         | 0,1617 | <b>€ 14,66</b> |
| 3  | 7,885          | 14,0022         | 0,3235 | <b>€ 14,33</b> | 8,2517         | 14,6534         | 0,1617 | <b>€ 14,82</b> |
| 5  | 7,9686         | 14,1506         | 0,3226 | <b>€ 14,47</b> | 8,3312         | 14,7945         | 0,1617 | <b>€ 14,96</b> |
| 7  | 8,1436         | 14,4614         | 0,1617 | <b>€ 14,62</b> | 8,4176         | 14,948          | 0,1617 | <b>€ 15,11</b> |
| 9  | 8,2282         | 14,6116         | 0,1617 | <b>€ 14,77</b> | 8,5012         | 15,0964         | 0,1617 | <b>€ 15,26</b> |
| 11 | 8,3136         | 14,7633         | 0,1617 | <b>€ 14,93</b> | 8,5857         | 15,2465         | 0,1617 | <b>€ 15,41</b> |
| 13 | 8,397          | 14,9114         | 0,1617 | <b>€ 15,07</b> | 8,6497         | 15,3601         | 0,1617 | <b>€ 15,52</b> |
| 15 | 8,4806         | 15,0598         | 0,1617 | <b>€ 15,22</b> | 8,6611         | 15,3804         | 0,1617 | <b>€ 15,54</b> |
| 17 | 8,5671         | 15,2135         | 0,1617 | <b>€ 15,38</b> | 8,7446         | 15,5287         | 0,1617 | <b>€ 15,69</b> |
| 19 | 8,6467         | 15,3548         | 0,1617 | <b>€ 15,52</b> | 8,83           | 15,6803         | 0,1617 | <b>€ 15,84</b> |
| 21 | 8,6497         | 15,3601         | 0,1617 | <b>€ 15,52</b> | 8,9145         | 15,8304         | 0,1617 | <b>€ 15,99</b> |
| 23 | 8,7239         | 15,4919         | 0,1617 | <b>€ 15,65</b> | 8,996          | 15,9751         | 0,1617 | <b>€ 16,14</b> |
| 25 | 8,8084         | 15,642          | 0,1617 | <b>€ 15,80</b> | 9,0816         | 16,1271         | 0,0915 | <b>€ 16,22</b> |
| 27 | 8,8899         | 15,7867         | 0,1617 | <b>€ 15,95</b> | 9,2555         | 16,4359         | 0      | <b>€ 16,44</b> |
| 29 | 8,9771         | 15,9415         | 0,1617 | <b>€ 16,10</b> | 9,3537         | 16,6103         | 0      | <b>€ 16,61</b> |
| 31 | 9,0650         | 16,0976         | 0,121  | <b>€ 16,22</b> | 9,4528         | 16,7863         | 0      | <b>€ 16,79</b> |
| 33 | 9,1538         | 16,2553         | 0      | <b>€ 16,26</b> | 9,5530         | 16,9642         | 0      | <b>€ 16,96</b> |
| 35 | 9,2435         | 16,4146         | 0      | <b>€ 16,41</b> | 9,6543         | 17,1441         | 0      | <b>€ 17,14</b> |
| 37 | 9,3341         | 16,5755         | 0      | <b>€ 16,58</b> | 9,7566         | 17,3258         | 0      | <b>€ 17,33</b> |
| 39 | 9,4256         | 16,738          | 0      | <b>€ 16,74</b> | 9,8600         | 17,5094         | 0      | <b>€ 17,51</b> |
| 41 | 9,5180         | 16,9021         | 0      | <b>€ 16,90</b> | 9,9645         | 17,695          | 0      | <b>€ 17,70</b> |
| 43 | 9,6112         | 17,0676         | 0      | <b>€ 17,07</b> | 10,0702        | 17,8827         | 0      | <b>€ 17,88</b> |
| 45 | 9,7054         | 17,2348         | 0      | <b>€ 17,23</b> | 10,1769        | 18,0721         | 0      | <b>€ 18,07</b> |

