

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3300003: revalidatiecentra

Inwerkingtreding 01/11/2022 (Laatst bewerkt 21/11/2023)

Indexatie met 2% in 11/2022. In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

Met uitzondering van de revalidatiecentra die een dienst uitmaken van een ziekenhuis of een opvoedingsinstelling en als dusdanig onder de beheersverantwoordelijkheid van dit ziekenhuis of opvoedingsinstelling vallen.

De jongerenlonen voor onderhavig loonbarema werden opgeheven, hetgeen de wil van het comité aantoont om jongeren gelijke loonmogelijkheden als de oudere werknemers te bieden. Bijgevolg is de NAR-CAO 50 niet van toepassing.

**Deze sub-sector is geen officieel Paritair Subcomité (PSC). De onderstaande loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Comité (PC 330).**

### 1. UURSTELSEL (op weekbasis): 38u

#### 1.1. : Werknemers die in hoofdzaak handenarbeid verrichten

De bestaande jongerenlonen werden vanaf 01/01/2009 afgeschaft. Dit heeft als gevolg dat de CAO 50 van de NAR betreffende de waarborg van een gemiddeld minimum maandinkomen voor werknemers onder de 21 jaar, niet van toepassing is voor de sectorale minimumlonen (de CAO 50 is desgevallend nog van toepassing voor de studenten). NAR-CAO 43 betreffende het gewaarborgd gemiddeld minimum maandinkomen (GGMMI) is wel van kracht.

##### 1.1.1. : Uurloon met standplaatstoelage

| ANCIENNETEIT | LOONSCHAAL  |             |             |             |             |             |             |             |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|              | 1,12        | 1,14        | 1,22        | 1,26        | 1,3         | 1,4         | 1,54        | 1,59        |
| 0            | 12.646<br>1 | 12.848<br>9 | 13.555<br>1 | 13.820<br>9 | 17.686<br>2 | 15.047<br>4 | 16.395<br>7 | 17.359<br>3 |
| 1            | 13.675<br>4 | 13.675<br>4 | 14.619<br>4 | 14.885<br>1 | 15.290<br>7 | 16.159<br>2 | 17.507<br>6 | 18.292<br>9 |
| 2            | 13.745<br>4 | 14.042<br>6 | 14.752<br>2 | 15.025<br>1 | 15.430<br>6 | 16.159<br>2 | 17.507<br>6 | 18.292<br>9 |
| 3            | 13.815<br>4 | 14.172<br>0 | 14.885<br>1 | 15.164<br>9 | 15.570<br>5 | 16.247<br>7 | 17.774<br>4 | 18.559<br>4 |
| 4            | 13.885<br>3 | 14.301<br>3 | 15.017<br>9 | 15.304<br>8 | 15.710<br>4 | 16.247<br>7 | 17.774<br>4 | 18.559<br>4 |
| 5            | 13.955<br>3 | 14.430<br>8 | 15.150<br>8 | 15.444<br>7 | 15.850<br>3 | 16.514<br>4 | 18.041<br>3 | 18.826<br>3 |
| 6            | 14.025<br>2 | 14.560<br>2 | 15.283<br>6 | 15.584<br>6 | 15.990<br>2 | 16.514<br>4 | 18.041<br>3 | 18.826<br>3 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 7  | 14.095<br>1 | 14.689<br>6 | 15.416<br>4 | 15.724<br>5 | 16.130<br>0 | 16.781<br>2 | 18.280<br>5 | 19.093<br>1 |
| 8  | 14.165<br>1 | 14.819<br>0 | 15.549<br>3 | 15.864<br>4 | 16.236<br>1 | 16.781<br>2 | 18.280<br>5 | 19.093<br>1 |
| 9  | 14.235<br>1 | 14.948<br>4 | 15.682<br>1 | 16.004<br>3 | 16.246<br>5 | 17.048<br>1 | 18.396<br>4 | 19.361<br>9 |
| 10 | 14.665<br>8 | 15.441<br>6 | 16.226<br>7 | 16.374<br>5 | 16.801<br>5 | 17.403<br>9 | 18.752<br>2 | 19.724<br>7 |
| 11 | 14.735<br>8 | 15.598<br>9 | 16.244<br>8 | 16.542<br>2 | 16.942<br>5 | 17.759<br>7 | 19.108<br>0 | 20.087<br>5 |
| 12 | 14.805<br>7 | 15.756<br>2 | 16.369<br>8 | 16.710<br>0 | 17.110<br>3 | 17.759<br>7 | 19.108<br>0 | 20.087<br>5 |
| 13 | 14.875<br>7 | 15.913<br>5 | 16.530<br>6 | 16.877<br>9 | 17.278<br>1 | 18.115<br>5 | 19.467<br>6 | 20.450<br>3 |
| 14 | 14.945<br>7 | 16.070<br>8 | 16.691<br>5 | 17.045<br>7 | 17.445<br>9 | 18.115<br>5 | 19.467<br>6 | 20.450<br>3 |
| 15 | 15.015<br>6 | 16.228<br>1 | 16.852<br>3 | 17.213<br>5 | 17.613<br>7 | 18.292<br>8 | 19.830<br>4 | 20.813<br>1 |
| 16 | 15.085<br>6 | 16.244<br>6 | 17.013<br>2 | 17.381<br>3 | 17.781<br>5 | 18.292<br>8 | 19.830<br>4 | 20.813<br>1 |
| 17 | 15.155<br>5 | 16.364<br>2 | 17.174<br>1 | 17.549<br>0 | 17.949<br>3 | 18.648<br>4 | 20.193<br>2 | 21.175<br>9 |
| 18 | 15.225<br>5 | 16.521<br>5 | 17.334<br>9 | 17.716<br>9 | 18.117<br>1 | 18.648<br>4 | 20.193<br>2 | 21.175<br>9 |
| 19 | 15.295<br>4 | 16.678<br>8 | 17.495<br>7 | 17.884<br>7 | 18.278<br>8 | 19.004<br>2 | 20.556<br>0 | 21.538<br>7 |
| 20 | 15.365<br>4 | 16.836<br>1 | 17.656<br>6 | 18.052<br>5 | 18.291<br>4 | 19.004<br>2 | 20.556<br>0 | 21.538<br>7 |
| 21 | 15.435<br>4 | 16.993<br>4 | 17.817<br>4 | 18.220<br>3 | 18.441<br>9 | 19.361<br>7 | 20.918<br>8 | 21.901<br>5 |
| 22 | 15.505<br>3 | 17.150<br>7 | 17.978<br>3 | 18.286<br>6 | 18.609<br>7 | 19.361<br>7 | 20.918<br>8 | 21.901<br>5 |
| 23 | 15.575<br>3 | 17.308<br>0 | 18.139<br>1 | 18.377<br>3 | 18.777<br>5 | 19.724<br>5 | 21.281<br>6 | 22.264<br>3 |
| 24 | 15.645<br>2 | 17.465<br>3 | 18.280<br>0 | 18.545<br>1 | 18.945<br>3 | 19.724<br>5 | 21.281<br>6 | 22.264<br>3 |
| 25 | 15.715<br>2 | 17.622<br>6 | 18.292<br>0 | 18.712<br>9 | 19.113<br>1 | 20.087<br>3 | 21.644<br>4 | 22.627<br>1 |
| 26 | 15.785<br>2 | 17.779<br>9 | 18.443<br>1 | 18.880<br>7 | 19.281<br>3 | 20.087<br>3 | 21.644<br>4 | 22.627<br>1 |
| 27 | 15.855<br>1 | 17.937<br>3 | 18.603<br>9 | 19.048<br>5 | 19.452<br>4 | 20.450<br>1 | 22.007<br>3 | 22.989<br>9 |
| 28 | 15.855<br>1 | 18.094<br>6 | 18.764<br>8 | 19.216<br>3 | 19.623<br>5 | 20.450<br>1 | 22.007<br>3 | 22.989<br>9 |
| 29 | 15.855<br>1 | 18.251<br>9 | 18.925<br>6 | 19.386<br>5 | 19.794<br>7 | 20.812<br>9 | 22.370<br>0 | 23.352<br>7 |
| 30 | 15.855<br>1 | 18.251<br>9 | 18.925<br>6 | 19.386<br>5 | 19.794<br>7 | 20.812<br>9 | 22.370<br>0 | 23.352<br>7 |
| 31 | 15.855<br>1 | 18.251<br>9 | 18.925<br>6 | 19.386<br>5 | 19.794<br>7 | 21.175<br>7 | 22.732<br>8 | 23.715<br>5 |

### 1.1.2. : Uurloon met haardtoelage

| ANCIEN<br>NITEI<br>T | LOONSCHAAL  |             |             |             |             |             |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                      | 1,12        | 1,14        | 1,22        | 1,26        | 1,3         | 1,4         | 1,54        | 1,59        |
| 0                    | 13.003<br>2 | 13.206<br>0 | 13.912<br>2 | 14.178<br>0 | 14.583<br>5 | 15.404<br>5 | 16.616<br>0 | 17.537<br>9 |
| 1                    | 14.032<br>5 | 14.032<br>5 | 14.976<br>5 | 15.242<br>2 | 15.647<br>8 | 16.516<br>3 | 17.686<br>2 | 18.471<br>4 |
| 2                    | 14.102<br>5 | 14.399<br>7 | 15.109<br>3 | 15.382<br>2 | 15.787<br>7 | 16.516<br>3 | 17.686<br>2 | 18.471<br>4 |
| 3                    | 14.172<br>5 | 14.529<br>1 | 15.242<br>2 | 15.522<br>0 | 15.927<br>6 | 16.604<br>9 | 17.953<br>0 | 18.559<br>4 |
| 4                    | 14.242<br>4 | 14.658<br>4 | 15.375<br>0 | 15.661<br>9 | 16.067<br>5 | 16.604<br>9 | 17.953<br>0 | 18.559<br>4 |
| 5                    | 14.312<br>4 | 14.787<br>9 | 15.507<br>9 | 15.801<br>8 | 16.207<br>4 | 16.693<br>0 | 18.219<br>9 | 18.826<br>3 |
| 6                    | 14.382<br>3 | 14.917<br>3 | 15.640<br>7 | 15.941<br>7 | 16.347<br>3 | 16.693<br>0 | 18.219<br>9 | 18.826<br>3 |
| 7                    | 14.452<br>2 | 15.046<br>7 | 15.773<br>5 | 16.081<br>6 | 16.487<br>1 | 16.959<br>8 | 18.459<br>1 | 19.093<br>1 |
| 8                    | 14.522<br>2 | 15.176<br>1 | 15.906<br>4 | 16.221<br>5 | 16.593<br>2 | 16.959<br>8 | 18.459<br>1 | 19.093<br>1 |
| 9                    | 14.592<br>2 | 15.305<br>5 | 16.039<br>2 | 16.361<br>4 | 16.603<br>6 | 17.226<br>7 | 18.479<br>2 | 19.361<br>9 |
| 10                   | 15.022<br>9 | 15.798<br>7 | 16.583<br>8 | 16.614<br>4 | 16.801<br>5 | 17.582<br>5 | 18.752<br>2 | 19.724<br>7 |
| 11                   | 15.092<br>9 | 15.956<br>0 | 16.601<br>9 | 16.627<br>0 | 17.121<br>1 | 17.938<br>3 | 19.108<br>0 | 20.087<br>5 |
| 12                   | 15.162<br>8 | 16.113<br>3 | 16.614<br>1 | 16.888<br>6 | 17.288<br>9 | 17.938<br>3 | 19.108<br>0 | 20.087<br>5 |
| 13                   | 15.232<br>8 | 16.270<br>6 | 16.709<br>2 | 17.056<br>5 | 17.456<br>7 | 18.294<br>1 | 19.467<br>6 | 20.450<br>3 |
| 14                   | 15.302<br>8 | 16.427<br>9 | 16.870<br>1 | 17.224<br>3 | 17.624<br>5 | 18.294<br>1 | 19.467<br>6 | 20.450<br>3 |
| 15                   | 15.372<br>7 | 16.585<br>2 | 17.030<br>9 | 17.392<br>1 | 17.792<br>3 | 18.471<br>4 | 19.830<br>4 | 20.813<br>1 |
| 16                   | 15.442<br>7 | 16.601<br>8 | 17.191<br>8 | 17.559<br>9 | 17.960<br>1 | 18.471<br>4 | 19.830<br>4 | 20.813<br>1 |
| 17                   | 15.512<br>6 | 16.613<br>7 | 17.352<br>7 | 17.727<br>6 | 18.127<br>9 | 18.648<br>4 | 20.193<br>2 | 21.175<br>9 |
| 18                   | 15.582<br>6 | 16.700<br>1 | 17.513<br>5 | 17.895<br>5 | 18.295<br>7 | 18.648<br>4 | 20.193<br>2 | 21.175<br>9 |
| 19                   | 15.652<br>5 | 16.857<br>4 | 17.674<br>3 | 18.063<br>3 | 18.457<br>4 | 19.004<br>2 | 20.556<br>0 | 21.538<br>7 |
| 20                   | 15.722<br>5 | 17.014<br>7 | 17.835<br>2 | 18.231<br>1 | 18.470<br>0 | 19.004<br>2 | 20.556<br>0 | 21.538<br>7 |
| 21                   | 15.792<br>5 | 17.172<br>0 | 17.996<br>0 | 18.398<br>9 | 18.482<br>6 | 19.361<br>7 | 20.918<br>8 | 21.901<br>5 |
| 22                   | 15.862<br>4 | 17.329<br>3 | 18.156<br>9 | 18.465<br>2 | 18.609<br>7 | 19.361<br>7 | 20.918<br>8 | 21.901<br>5 |
| 23                   | 15.932<br>4 | 17.486<br>6 | 18.317<br>7 | 18.477<br>8 | 18.777<br>5 | 19.724<br>5 | 21.281<br>6 | 22.264<br>3 |
| 24                   | 16.002<br>3 | 17.643<br>9 | 18.458<br>6 | 18.545<br>1 | 18.945<br>3 | 19.724<br>5 | 21.281<br>6 | 22.264<br>3 |
| 25                   | 16.072<br>3 | 17.801<br>2 | 18.470<br>6 | 18.712<br>9 | 19.113<br>1 | 20.087<br>3 | 21.644<br>4 | 22.627<br>1 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 26 | 16.142<br>3 | 17.958<br>5 | 18.482<br>7 | 18.880<br>7 | 19.281<br>3 | 20.087<br>3 | 21.644<br>4 | 22.627<br>1 |
| 27 | 16.212<br>2 | 18.115<br>9 | 18.603<br>9 | 19.048<br>5 | 19.452<br>4 | 20.450<br>1 | 22.007<br>3 | 22.989<br>9 |
| 28 | 16.212<br>2 | 18.273<br>2 | 18.764<br>8 | 19.216<br>3 | 19.623<br>5 | 20.450<br>1 | 22.007<br>3 | 22.989<br>9 |
| 29 | 16.212<br>2 | 18.430<br>5 | 18.925<br>6 | 19.386<br>5 | 19.794<br>7 | 20.812<br>9 | 22.370<br>0 | 23.352<br>7 |
| 30 | 16.212<br>2 | 18.430<br>5 | 18.925<br>6 | 19.386<br>5 | 19.794<br>7 | 20.812<br>9 | 22.370<br>0 | 23.352<br>7 |
| 31 | 16.212<br>2 | 18.430<br>5 | 18.925<br>6 | 19.386<br>5 | 19.794<br>7 | 21.175<br>7 | 22.732<br>8 | 23.715<br>5 |

## 1.2. : Werknemers die in hoofdzaak hoofdarbeid verrichten

De bestaande jongerenlonen werden vanaf 01/01/2009 afgeschaft. Dit heeft als gevolg dat de CAO 50 van de NAR betreffende de waarborg van een gemiddeld minimum maandinkomen voor werknemers onder de 21 jaar, niet van toepassing is voor de sectorale minimumlonen (de CAO 50 is desgevallend nog van toepassing voor de studenten). NAR-CAO 43 betreffende het gewaarborgd gemiddeld minimummaandinkomen (GGMMI) is wel van kracht.

### 1.2.1. : Administratief personeel

#### 1.2.1.1. : Maandloon met standplaatstoelage

| ANCIENNI<br>TEIT | LOONSCHAAL |         |         |         |                    |
|------------------|------------|---------|---------|---------|--------------------|
|                  | 1,22       | 1,4     | 1,5     | 1,47    | 1.55-1.61-<br>1.77 |
| 0                | 2232.07    | 2477.80 | 2319.82 | 2638.91 | 2746.19            |
| 1                | 2407.32    | 2660.88 | 2510.23 | 2799.91 | 2943.94            |
| 2                | 2429.19    | 2660.88 | 2531.43 | 2799.91 | 2943.94            |
| 3                | 2451.07    | 2675.47 | 2552.64 | 2843.85 | 3011.48            |
| 4                | 2472.94    | 2675.47 | 2573.84 | 2843.85 | 3011.48            |
| 5                | 2494.81    | 2719.37 | 2595.05 | 2902.44 | 3090.29            |
| 6                | 2516.69    | 2719.37 | 2646.31 | 2902.44 | 3090.29            |
| 7                | 2538.56    | 2763.31 | 2674.92 | 3010.57 | 3521.82            |
| 8                | 2560.44    | 2763.31 | 2719.43 | 3010.57 | 3521.82            |
| 9                | 2582.31    | 2807.26 | 2770.68 | 3107.37 | 3611.44            |
| 10               | 2671.99    | 2865.84 | 2880.53 | 3165.96 | 3671.18            |
| 11               | 2674.98    | 2924.43 | 2931.79 | 3270.39 | 3760.80            |
| 12               | 2695.56    | 2924.43 | 2983.05 | 3270.39 | 3760.80            |
| 13               | 2722.05    | 2983.01 | 3011.67 | 3374.94 | 3850.41            |
| 14               | 2748.53    | 2983.01 | 3056.15 | 3374.94 | 3850.41            |
| 15               | 2775.02    | 3012.22 | 3107.41 | 3479.50 | 3940.03            |
| 16               | 2801.51    | 3012.22 | 3158.67 | 3479.50 | 4248.72            |
| 17               | 2828.00    | 3070.77 | 3210.65 | 3584.06 | 4338.33            |
| 18               | 2854.48    | 3070.77 | 3262.93 | 3584.06 | 4338.33            |
| 19               | 2880.96    | 3129.35 | 3315.19 | 3688.61 | 4427.95            |
| 20               | 2907.46    | 3129.35 | 3367.46 | 3688.61 | 4427.95            |
| 21               | 2933.94    | 3188.23 | 3419.73 | 3793.18 | 4517.57            |
| 22               | 2960.42    | 3188.23 | 3472.00 | 3793.18 | 4517.57            |
| 23               | 2986.91    | 3247.97 | 3524.27 | 3897.74 | 4607.19            |
| 24               | 3010.11    | 3247.97 | 3576.53 | 3897.74 | 4607.19            |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 25 | 3012.09 | 3307.71 | 3628.80 | 4002.29 | 4696.80 |
| 26 | 3036.96 | 3307.71 | 3681.07 | 4002.29 | 4696.80 |
| 27 | 3063.45 | 3367.46 | 3733.34 | 4106.85 | 4786.42 |
| 28 | 3089.93 | 3367.46 | 3785.61 | 4106.85 | 4786.42 |
| 29 | 3116.42 | 3427.20 | 3837.87 | 4211.41 | 4786.42 |
| 30 | 3116.42 | 3427.20 | 3837.87 | 4211.41 | 4786.42 |
| 31 | 3116.42 | 3486.94 | 3837.87 | 4211.41 | 4786.42 |

### 1.2.1.2. : Maandloon met haardtoelage

| ANCIENNI<br>TEIT | LOONSCHAAL |         |         |         |                    |
|------------------|------------|---------|---------|---------|--------------------|
|                  | 1,22       | 1,4     | 1,5     | 1,47    | 1.55-1.61-<br>1.77 |
| 0                | 2290.88    | 2536.61 | 2378.63 | 2697.72 | 2775.59            |
| 1                | 2466.13    | 2727.01 | 2569.04 | 2829.31 | 2973.34            |
| 2                | 2488.00    | 2719.69 | 2590.24 | 2829.31 | 2973.34            |
| 3                | 2509.88    | 2734.28 | 2611.45 | 2873.25 | 3040.89            |
| 4                | 2531.75    | 2734.28 | 2632.65 | 2873.25 | 3040.89            |
| 5                | 2553.62    | 2748.77 | 2653.86 | 2931.84 | 3090.29            |
| 6                | 2575.50    | 2748.77 | 2705.12 | 2931.84 | 3090.29            |
| 7                | 2597.37    | 2792.71 | 2733.73 | 3039.97 | 3521.82            |
| 8                | 2619.25    | 2792.71 | 2748.83 | 3039.97 | 3521.82            |
| 9                | 2641.12    | 2836.66 | 2800.08 | 3107.37 | 3611.44            |
| 10               | 2730.80    | 2895.24 | 2909.93 | 3165.96 | 3671.18            |
| 11               | 2733.79    | 2953.83 | 2961.19 | 3270.39 | 3760.80            |
| 12               | 2735.78    | 2953.83 | 3012.45 | 3270.39 | 3760.80            |
| 13               | 2751.45    | 3012.41 | 3041.08 | 3374.94 | 3850.41            |
| 14               | 2777.93    | 3012.41 | 3056.15 | 3374.94 | 3850.41            |
| 15               | 2804.42    | 3041.63 | 3107.41 | 3479.50 | 3940.03            |
| 16               | 2830.91    | 3041.63 | 3158.67 | 3479.50 | 4248.72            |
| 17               | 2857.40    | 3070.77 | 3210.65 | 3584.06 | 4338.33            |
| 18               | 2883.88    | 3070.77 | 3262.93 | 3584.06 | 4338.33            |
| 19               | 2910.36    | 3129.35 | 3315.19 | 3688.61 | 4427.95            |
| 20               | 2936.86    | 3129.35 | 3367.46 | 3688.61 | 4427.95            |
| 21               | 2963.34    | 3188.23 | 3419.73 | 3793.18 | 4517.57            |
| 22               | 2989.82    | 3188.23 | 3472.00 | 3793.18 | 4517.57            |
| 23               | 3016.31    | 3247.97 | 3524.27 | 3897.74 | 4607.19            |
| 24               | 3039.51    | 3247.97 | 3576.53 | 3897.74 | 4607.19            |
| 25               | 3041.50    | 3307.71 | 3628.80 | 4002.29 | 4696.80            |
| 26               | 3043.48    | 3307.71 | 3681.07 | 4002.29 | 4696.80            |
| 27               | 3063.45    | 3367.46 | 3733.34 | 4106.85 | 4786.42            |
| 28               | 3089.93    | 3367.46 | 3785.61 | 4106.85 | 4786.42            |
| 29               | 3116.42    | 3427.20 | 3837.87 | 4211.41 | 4786.42            |
| 30               | 3116.42    | 3427.20 | 3837.87 | 4211.41 | 4786.42            |
| 31               | 3116.42    | 3486.94 | 3837.87 | 4211.41 | 4786.42            |

### 1.2.2. : Verzorgend en verplegend personeel

#### 1.2.2.1. : Maandloon met standplaatstoelage

| ANCIENNITE<br>IT | LOONSCHAAL         |           |           |         |
|------------------|--------------------|-----------|-----------|---------|
|                  | 1.55-1.61-<br>1.77 | 1.43-1.55 | 1.40-1.57 | 1,35    |
| 0                | 2746.19            | 2565.68   | 2477.80   | 2418.60 |
| 1                | 2943.94            | 2726.68   | 2660.88   | 2593.86 |
| 2                | 2943.94            | 2726.68   | 2660.88   | 2616.90 |
| 3                | 3011.48            | 2770.63   | 2675.47   | 2639.93 |
| 4                | 3011.48            | 2770.63   | 2675.47   | 2662.96 |
| 5                | 3090.29            | 2829.21   | 2719.37   | 2656.64 |
| 6                | 3090.29            | 2829.21   | 2719.37   | 2679.63 |
| 7                | 3521.82            | 3178.29   | 3041.48   | 2702.67 |
| 8                | 3521.82            | 3178.29   | 3041.48   | 2725.71 |
| 9                | 3611.44            | 3267.91   | 3085.43   | 2748.74 |
| 10               | 3671.18            | 3327.64   | 3144.01   | 2839.13 |
| 11               | 3760.80            | 3417.26   | 3203.19   | 2866.75 |
| 12               | 3760.80            | 3417.26   | 3203.19   | 2894.39 |
| 13               | 3850.41            | 3506.88   | 3262.93   | 2922.02 |
| 14               | 3850.41            | 3506.88   | 3262.93   | 2949.65 |
| 15               | 3940.03            | 3596.49   | 3322.67   | 2977.28 |
| 16               | 4248.72            | 3596.49   | 3322.67   | 3004.91 |
| 17               | 4338.33            | 3686.11   | 3382.42   | 3011.54 |
| 18               | 4338.33            | 3686.11   | 3382.42   | 3030.77 |
| 19               | 4427.95            | 3775.73   | 3442.16   | 3058.40 |
| 20               | 4427.95            | 3775.73   | 3442.16   | 3086.03 |
| 21               | 4517.57            | 3865.34   | 3501.90   | 3113.66 |
| 22               | 4517.57            | 3865.34   | 3501.90   | 3141.29 |
| 23               | 4607.19            | 3954.96   | 3561.64   | 3168.92 |
| 24               | 4607.19            | 3954.96   | 3561.64   | 3197.05 |
| 25               | 4696.80            | 4044.57   | 3621.38   | 3225.23 |
| 26               | 4696.80            | 4044.57   | 3621.38   | 3253.41 |
| 27               | 4786.42            | 4134.19   | 3681.12   | 3281.59 |
| 28               | 4786.42            | 4134.19   | 3681.12   | 3309.77 |
| 29               | 4786.42            | 4134.19   | 3740.86   | 3337.95 |
| 30               | 4786.42            | 4134.19   | 3740.86   | 3337.95 |
| 31               | 4786.42            | 4134.19   | 3800.60   | 3337.95 |

### 1.2.2.2. : Maandloon met haardtoelage

| ANCIENNITE<br>IT | LOONSCHAAL         |           |           |         |
|------------------|--------------------|-----------|-----------|---------|
|                  | 1.55-1.61-<br>1.77 | 1.43-1.55 | 1.40-1.57 | 1,35    |
| 0                | 2775.59            | 2624.49   | 2536.61   | 2477.41 |
| 1                | 2973.34            | 2756.08   | 2719.69   | 2652.67 |
| 2                | 2973.34            | 2756.08   | 2719.69   | 2675.71 |
| 3                | 3040.89            | 2800.03   | 2734.28   | 2698.74 |
| 4                | 3040.89            | 2800.03   | 2734.28   | 2721.77 |
| 5                | 3090.29            | 2858.61   | 2748.77   | 2732.86 |
| 6                | 3090.29            | 2858.61   | 2748.77   | 2734.58 |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 7  | 3521.82 | 3178.29 | 3043.82 | 2736.32 |
| 8  | 3521.82 | 3178.29 | 3043.82 | 2755.11 |
| 9  | 3611.44 | 3267.91 | 3085.43 | 2778.14 |
| 10 | 3671.18 | 3327.64 | 3144.01 | 2868.53 |
| 11 | 3760.80 | 3417.26 | 3203.19 | 2896.15 |
| 12 | 3760.80 | 3417.26 | 3203.19 | 2923.79 |
| 13 | 3850.41 | 3506.88 | 3262.93 | 2951.42 |
| 14 | 3850.41 | 3506.88 | 3262.93 | 2979.05 |
| 15 | 3940.03 | 3596.49 | 3322.67 | 3006.68 |
| 16 | 4248.72 | 3596.49 | 3322.67 | 3034.31 |
| 17 | 4338.33 | 3686.11 | 3382.42 | 3040.95 |
| 18 | 4338.33 | 3686.11 | 3382.42 | 3043.02 |
| 19 | 4427.95 | 3775.73 | 3442.16 | 3058.40 |
| 20 | 4427.95 | 3775.73 | 3442.16 | 3086.03 |
| 21 | 4517.57 | 3865.34 | 3501.90 | 3113.66 |
| 22 | 4517.57 | 3865.34 | 3501.90 | 3141.29 |
| 23 | 4607.19 | 3954.96 | 3561.64 | 3168.92 |
| 24 | 4607.19 | 3954.96 | 3561.64 | 3197.05 |
| 25 | 4696.80 | 4044.57 | 3621.38 | 3225.23 |
| 26 | 4696.80 | 4044.57 | 3621.38 | 3253.41 |
| 27 | 4786.42 | 4134.19 | 3681.12 | 3281.59 |
| 28 | 4786.42 | 4134.19 | 3681.12 | 3309.77 |
| 29 | 4786.42 | 4134.19 | 3740.86 | 3337.95 |
| 30 | 4786.42 | 4134.19 | 3740.86 | 3337.95 |
| 31 | 4786.42 | 4134.19 | 3800.60 | 3337.95 |

### 1.2.3. : Paramedisch personeel

#### 1.2.3.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | LOONSCHAAL     |
|--------------|----------------|
|              | 1.55-1.61-1.77 |
| 0            | 2746.19        |
| 1            | 2943.94        |
| 2            | 2943.94        |
| 3            | 3011.48        |
| 4            | 3011.48        |
| 5            | 3090.29        |
| 6            | 3090.29        |
| 7            | 3521.82        |
| 8            | 3521.82        |
| 9            | 3611.44        |
| 10           | 3671.18        |
| 11           | 3760.80        |
| 12           | 3760.80        |
| 13           | 3850.41        |
| 14           | 3850.41        |
| 15           | 3940.03        |
| 16           | 4248.72        |

|    |         |
|----|---------|
| 17 | 4338.33 |
| 18 | 4338.33 |
| 19 | 4427.95 |
| 20 | 4427.95 |
| 21 | 4517.57 |
| 22 | 4517.57 |
| 23 | 4607.19 |
| 24 | 4607.19 |
| 25 | 4696.80 |
| 26 | 4696.80 |
| 27 | 4786.42 |
| 28 | 4786.42 |
| 29 | 4786.42 |
| 30 | 4786.42 |
| 31 | 4786.42 |

### 1.2.3.2. : Maandloon met haardtoelage

| ANCIENNITEIT | LOONSCHAAL     |
|--------------|----------------|
|              | 1.55-1.61-1.77 |
| 0            | 2775.59        |
| 1            | 2973.34        |
| 2            | 2973.34        |
| 3            | 3040.89        |
| 4            | 3040.89        |
| 5            | 3090.29        |
| 6            | 3090.29        |
| 7            | 3521.82        |
| 8            | 3521.82        |
| 9            | 3611.44        |
| 10           | 3671.18        |
| 11           | 3760.80        |
| 12           | 3760.80        |
| 13           | 3850.41        |
| 14           | 3850.41        |
| 15           | 3940.03        |
| 16           | 4248.72        |
| 17           | 4338.33        |
| 18           | 4338.33        |
| 19           | 4427.95        |
| 20           | 4427.95        |
| 21           | 4517.57        |
| 22           | 4517.57        |
| 23           | 4607.19        |
| 24           | 4607.19        |
| 25           | 4696.80        |
| 26           | 4696.80        |
| 27           | 4786.42        |

|    |         |
|----|---------|
| 28 | 4786.42 |
| 29 | 4786.42 |
| 30 | 4786.42 |
| 31 | 4786.42 |

#### 1.2.4. : Sociaal, psychologisch en pedagogisch personeel

##### 1.2.4.1. : Maandloon met standplaatstoelage

| ANCIEN<br>NITEIT | LOONSCHAAL |         |           |                    |                                |         |
|------------------|------------|---------|-----------|--------------------|--------------------------------|---------|
|                  | 1,35       | 1,5     | 1.40-1.57 | 1.55-<br>1.61-1.77 | 1.55-<br>1.61-1.77<br>+ 2 jaar | 1,8     |
| 0                | 2418.60    | 2319.82 | 2477.80   | 2746.19            | 2943.94                        | 3658.73 |
| 1                | 2593.86    | 2510.23 | 2660.88   | 2943.94            | 3011.48                        | 3838.00 |
| 2                | 2616.90    | 2531.43 | 2660.88   | 2943.94            | 3011.48                        | 3838.00 |
| 3                | 2639.93    | 2552.64 | 2675.47   | 3011.48            | 3090.29                        | 3998.57 |
| 4                | 2662.96    | 2573.84 | 2675.47   | 3011.48            | 3090.29                        | 3998.57 |
| 5                | 2656.64    | 2595.05 | 2719.37   | 3090.29            | 3521.82                        | 4159.14 |
| 6                | 2679.63    | 2646.31 | 2719.37   | 3090.29            | 3521.82                        | 4159.14 |
| 7                | 2702.67    | 2674.92 | 3041.48   | 3521.82            | 3611.44                        | 4319.71 |
| 8                | 2725.71    | 2719.43 | 3041.48   | 3521.82            | 3671.18                        | 4319.71 |
| 9                | 2748.74    | 2770.68 | 3085.43   | 3611.44            | 3760.80                        | 4480.28 |
| 10               | 2839.13    | 2880.53 | 3144.01   | 3671.18            | 3760.80                        | 4540.02 |
| 11               | 2866.75    | 2931.79 | 3203.19   | 3760.80            | 3850.41                        | 4700.60 |
| 12               | 2894.39    | 2983.05 | 3203.19   | 3760.80            | 3850.41                        | 4700.60 |
| 13               | 2922.02    | 3011.67 | 3262.93   | 3850.41            | 3940.03                        | 4861.17 |
| 14               | 2949.65    | 3056.15 | 3262.93   | 3850.41            | 4248.72                        | 4861.17 |
| 15               | 2977.28    | 3107.41 | 3322.67   | 3940.03            | 4338.33                        | 5021.74 |
| 16               | 3004.91    | 3158.67 | 3322.67   | 4248.72            | 4338.33                        | 5021.74 |
| 17               | 3011.54    | 3210.65 | 3382.42   | 4338.33            | 4427.95                        | 5182.31 |
| 18               | 3030.77    | 3262.93 | 3382.42   | 4338.33            | 4427.95                        | 5182.31 |
| 19               | 3058.40    | 3315.19 | 3442.16   | 4427.95            | 4517.57                        | 5342.88 |
| 20               | 3086.03    | 3367.46 | 3442.16   | 4427.95            | 4517.57                        | 5342.88 |
| 21               | 3113.66    | 3419.73 | 3501.90   | 4517.57            | 4607.19                        | 5503.46 |
| 22               | 3141.29    | 3472.00 | 3501.90   | 4517.57            | 4607.19                        | 5503.46 |
| 23               | 3168.92    | 3524.27 | 3561.64   | 4607.19            | 4696.80                        | 5664.03 |
| 24               | 3197.05    | 3576.53 | 3561.64   | 4607.19            | 4696.80                        | 5664.03 |
| 25               | 3225.23    | 3628.80 | 3621.38   | 4696.80            | 4786.42                        | 5664.03 |
| 26               | 3253.41    | 3681.07 | 3621.38   | 4696.80            | 4786.42                        | 5664.03 |
| 27               | 3281.59    | 3733.34 | 3681.12   | 4786.42            | 4786.42                        | 5664.03 |
| 28               | 3309.77    | 3785.61 | 3681.12   | 4786.42            | 4786.42                        | 5664.03 |
| 29               | 3337.95    | 3837.87 | 3740.86   | 4786.42            | 4786.42                        | 5664.03 |
| 30               | 3337.95    | 3837.87 | 3740.86   | 4786.42            | 4786.42                        | 5664.03 |
| 31               | 3337.95    | 3837.87 | 3800.60   | 4786.42            | 4786.42                        | 5664.03 |

##### 1.2.4.2. : Maandloon met haardtoelage

| ANCIEN<br>NITEIT | LOONSCHAAL |         |           |                    |                                |         |
|------------------|------------|---------|-----------|--------------------|--------------------------------|---------|
|                  | 1,35       | 1,5     | 1.40-1.57 | 1.55-<br>1.61-1.77 | 1.55-<br>1.61-1.77<br>+ 2 jaar | 1,8     |
| 0                | 2477.41    | 2378.63 | 2536.61   | 2775.59            | 2973.34                        | 3658.73 |
| 1                | 2652.67    | 2569.04 | 2719.69   | 2973.34            | 3040.89                        | 3838.00 |
| 2                | 2675.71    | 2590.24 | 2719.69   | 2973.34            | 3040.89                        | 3838.00 |
| 3                | 2698.74    | 2611.45 | 2734.28   | 3040.89            | 3090.29                        | 3998.57 |
| 4                | 2721.77    | 2632.65 | 2734.28   | 3040.89            | 3090.29                        | 3998.57 |
| 5                | 2732.86    | 2653.86 | 2748.77   | 3090.29            | 3521.82                        | 4159.14 |
| 6                | 2734.58    | 2705.12 | 2748.77   | 3090.29            | 3521.82                        | 4159.14 |
| 7                | 2736.32    | 2733.73 | 3043.82   | 3521.82            | 3611.44                        | 4319.71 |
| 8                | 2755.11    | 2748.83 | 3043.82   | 3521.82            | 3671.18                        | 4319.71 |
| 9                | 2778.14    | 2800.08 | 3085.43   | 3611.44            | 3760.80                        | 4480.28 |
| 10               | 2868.53    | 2909.93 | 3144.01   | 3671.18            | 3760.80                        | 4540.02 |
| 11               | 2896.15    | 2961.19 | 3203.19   | 3760.80            | 3850.41                        | 4700.60 |
| 12               | 2923.79    | 3012.45 | 3203.19   | 3760.80            | 3850.41                        | 4700.60 |
| 13               | 2951.42    | 3041.08 | 3262.93   | 3850.41            | 3940.03                        | 4861.17 |
| 14               | 2979.05    | 3056.15 | 3262.93   | 3850.41            | 4248.72                        | 4861.17 |
| 15               | 3006.68    | 3107.41 | 3322.67   | 3940.03            | 4338.33                        | 5021.74 |
| 16               | 3034.31    | 3158.67 | 3322.67   | 4248.72            | 4338.33                        | 5021.74 |
| 17               | 3040.95    | 3210.65 | 3382.42   | 4338.33            | 4427.95                        | 5182.31 |
| 18               | 3043.02    | 3262.93 | 3382.42   | 4338.33            | 4427.95                        | 5182.31 |
| 19               | 3058.40    | 3315.19 | 3442.16   | 4427.95            | 4517.57                        | 5342.88 |
| 20               | 3086.03    | 3367.46 | 3442.16   | 4427.95            | 4517.57                        | 5342.88 |
| 21               | 3113.66    | 3419.73 | 3501.90   | 4517.57            | 4607.19                        | 5503.46 |
| 22               | 3141.29    | 3472.00 | 3501.90   | 4517.57            | 4607.19                        | 5503.46 |
| 23               | 3168.92    | 3524.27 | 3561.64   | 4607.19            | 4696.80                        | 5664.03 |
| 24               | 3197.05    | 3576.53 | 3561.64   | 4607.19            | 4696.80                        | 5664.03 |
| 25               | 3225.23    | 3628.80 | 3621.38   | 4696.80            | 4786.42                        | 5664.03 |
| 26               | 3253.41    | 3681.07 | 3621.38   | 4696.80            | 4786.42                        | 5664.03 |
| 27               | 3281.59    | 3733.34 | 3681.12   | 4786.42            | 4786.42                        | 5664.03 |
| 28               | 3309.77    | 3785.61 | 3681.12   | 4786.42            | 4786.42                        | 5664.03 |
| 29               | 3337.95    | 3837.87 | 3740.86   | 4786.42            | 4786.42                        | 5664.03 |
| 30               | 3337.95    | 3837.87 | 3740.86   | 4786.42            | 4786.42                        | 5664.03 |
| 31               | 3337.95    | 3837.87 | 3800.60   | 4786.42            | 4786.42                        | 5664.03 |

## 1.2.5. : Personeel van de technisch-ondersteunende dienst en wetenschappelijk personeel

### 1.2.5.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | LOONSCHAAL |                |         |
|--------------|------------|----------------|---------|
|              | 1.40-1.57  | 1.55-1.61-1.77 | 1,8     |
| 0            | 2477.80    | 2746.19        | 3658.73 |
| 1            | 2660.88    | 2943.94        | 3838.00 |
| 2            | 2660.88    | 2943.94        | 3838.00 |
| 3            | 2675.47    | 3011.48        | 3998.57 |
| 4            | 2675.47    | 3011.48        | 3998.57 |
| 5            | 2719.37    | 3090.29        | 4159.14 |
| 6            | 2719.37    | 3090.29        | 4159.14 |

|    |         |         |         |
|----|---------|---------|---------|
| 7  | 3041.48 | 3521.82 | 4319.71 |
| 8  | 3041.48 | 3521.82 | 4319.71 |
| 9  | 3085.43 | 3611.44 | 4480.28 |
| 10 | 3144.01 | 3671.18 | 4540.02 |
| 11 | 3203.19 | 3760.80 | 4700.60 |
| 12 | 3203.19 | 3760.80 | 4700.60 |
| 13 | 3262.93 | 3850.41 | 4861.17 |
| 14 | 3262.93 | 3850.41 | 4861.17 |
| 15 | 3322.67 | 3940.03 | 5021.74 |
| 16 | 3322.67 | 4248.72 | 5021.74 |
| 17 | 3382.42 | 4338.33 | 5182.31 |
| 18 | 3382.42 | 4338.33 | 5182.31 |
| 19 | 3442.16 | 4427.95 | 5342.88 |
| 20 | 3442.16 | 4427.95 | 5342.88 |
| 21 | 3501.90 | 4517.57 | 5503.46 |
| 22 | 3501.90 | 4517.57 | 5503.46 |
| 23 | 3561.64 | 4607.19 | 5664.03 |
| 24 | 3561.64 | 4607.19 | 5664.03 |
| 25 | 3621.38 | 4696.80 | 5664.03 |
| 26 | 3621.38 | 4696.80 | 5664.03 |
| 27 | 3681.12 | 4786.42 | 5664.03 |
| 28 | 3681.12 | 4786.42 | 5664.03 |
| 29 | 3740.86 | 4786.42 | 5664.03 |
| 30 | 3740.86 | 4786.42 | 5664.03 |
| 31 | 3800.60 | 4786.42 | 5664.03 |

#### 1.2.5.2. : Maandloon met haardtoelage

| ANCIENNITEIT | LOONSCHAAL |                |         |
|--------------|------------|----------------|---------|
|              | 1.40-1.57  | 1.55-1.61-1.77 | 1,8     |
| 0            | 2536.61    | 2775.59        | 3658.73 |
| 1            | 2719.69    | 2973.34        | 3838.00 |
| 2            | 2719.69    | 2973.34        | 3838.00 |
| 3            | 2734.28    | 3040.89        | 3998.57 |
| 4            | 2734.28    | 3040.89        | 3998.57 |
| 5            | 2748.77    | 3090.29        | 4159.14 |
| 6            | 2748.77    | 3090.29        | 4159.14 |
| 7            | 3043.82    | 3521.82        | 4319.71 |
| 8            | 3043.82    | 3521.82        | 4319.71 |
| 9            | 3085.43    | 3611.44        | 4480.28 |
| 10           | 3144.01    | 3671.18        | 4540.02 |
| 11           | 3203.19    | 3760.80        | 4700.60 |
| 12           | 3203.19    | 3760.80        | 4700.60 |
| 13           | 3262.93    | 3850.41        | 4861.17 |
| 14           | 3262.93    | 3850.41        | 4861.17 |
| 15           | 3322.67    | 3940.03        | 5021.74 |
| 16           | 3322.67    | 4248.72        | 5021.74 |
| 17           | 3382.42    | 4338.33        | 5182.31 |

|    |         |         |         |
|----|---------|---------|---------|
| 18 | 3382.42 | 4338.33 | 5182.31 |
| 19 | 3442.16 | 4427.95 | 5342.88 |
| 20 | 3442.16 | 4427.95 | 5342.88 |
| 21 | 3501.90 | 4517.57 | 5503.46 |
| 22 | 3501.90 | 4517.57 | 5503.46 |
| 23 | 3561.64 | 4607.19 | 5664.03 |
| 24 | 3561.64 | 4607.19 | 5664.03 |
| 25 | 3621.38 | 4696.80 | 5664.03 |
| 26 | 3621.38 | 4696.80 | 5664.03 |
| 27 | 3681.12 | 4786.42 | 5664.03 |
| 28 | 3681.12 | 4786.42 | 5664.03 |
| 29 | 3740.86 | 4786.42 | 5664.03 |
| 30 | 3740.86 | 4786.42 | 5664.03 |
| 31 | 3800.60 | 4786.42 | 5664.03 |

### **1.2.6. : Zorgkundigen**

Het bestaande barema 1.35 wordt op uniforme wijze toegekend aan alle werknemers die beschikken over een definitieve registratie als zorgkundige (of, in voorkomend geval, beschikken over een voorlopige registratie als zorgkundige), zoals bepaald door het Koninklijk Besluit van 12 januari 2006 tot vaststelling van de verpleegkundige activiteiten die de zorgkundigen mogen uitvoeren en de voorwaarden waaronder de zorgkundigen deze handelingen mogen stellen, en door het Koninklijk Besluit van 12 januari 2006 tot vaststelling van de nadere regels om geregistreerd te worden als zorgkundige of in voorkomend geval, beschikken over een voorlopige registratie als zorgkundige, en die effectief de functie van zorgkundige uitoefenen zoals omschreven in de hogervermelde koninklijke besluiten.

#### **1.2.6.1. : Maandloon met standplaatstoelage**

| ANCIENNITEIT |         |
|--------------|---------|
| 0            | 2418.60 |
| 1            | 2593.86 |
| 2            | 2616.90 |
| 3            | 2639.93 |
| 4            | 2662.96 |
| 5            | 2656.64 |
| 6            | 2679.63 |
| 7            | 2702.67 |
| 8            | 2725.71 |
| 9            | 2748.74 |
| 10           | 2839.13 |
| 11           | 2866.75 |
| 12           | 2894.39 |
| 13           | 2922.02 |
| 14           | 2949.65 |
| 15           | 2977.28 |
| 16           | 3004.91 |
| 17           | 3011.54 |
| 18           | 3030.77 |
| 19           | 3058.40 |

|    |         |
|----|---------|
| 20 | 3086.03 |
| 21 | 3113.66 |
| 22 | 3141.29 |
| 23 | 3168.92 |
| 24 | 3197.05 |
| 25 | 3225.23 |
| 26 | 3253.41 |
| 27 | 3281.59 |
| 28 | 3309.77 |
| 29 | 3337.95 |
| 30 | 3337.95 |
| 31 | 3337.95 |

#### 1.2.6.2. : Maandloon met haardtoelage

| ANCIENNITEIT |         |
|--------------|---------|
| 0            | 2477.41 |
| 1            | 2652.67 |
| 2            | 2675.71 |
| 3            | 2698.74 |
| 4            | 2721.77 |
| 5            | 2732.86 |
| 6            | 2734.58 |
| 7            | 2736.32 |
| 8            | 2755.11 |
| 9            | 2778.14 |
| 10           | 2868.53 |
| 11           | 2896.15 |
| 12           | 2923.79 |
| 13           | 2951.42 |
| 14           | 2979.05 |
| 15           | 3006.68 |
| 16           | 3034.31 |
| 17           | 3040.95 |
| 18           | 3043.02 |
| 19           | 3058.40 |
| 20           | 3086.03 |
| 21           | 3113.66 |
| 22           | 3141.29 |
| 23           | 3168.92 |
| 24           | 3197.05 |
| 25           | 3225.23 |
| 26           | 3253.41 |
| 27           | 3281.59 |
| 28           | 3309.77 |
| 29           | 3337.95 |
| 30           | 3337.95 |
| 31           | 3337.95 |

### 1.3. : Gewaarborgd minimumloon

Voor het bediendenpersoneel dat met onvolledige dienstbetrekking is tewerkgesteld, wordt het gewaarborgd minimum maandloon berekend naar rato van de duur van de maandselijkse arbeidsprestaties.

#### 1.3.1. LEEFTIJD: Eenentwintig jaar of ouder

| SOORT PERSONEEL                                                                            |           |
|--------------------------------------------------------------------------------------------|-----------|
| Werkliedenpersoneel van eenentwintig jaar of ouder                                         | 12.7642   |
| Bediendenpersoneel van eenentwintig jaar of ouder dat volledige arbeidsprestaties verricht | 2101.8300 |

#### 1.3.2. LEEFTIJD: Minder dan eenentwintig jaar

Percentages van het gewaarborgd minimumloon bepaald in tabel 1.3.1.

| LEEFTIJD          |     |
|-------------------|-----|
| 20 jaar           | 94% |
| 19 jaar           | 88% |
| 18 jaar           | 82% |
| 17 jaar           | 73% |
| 16 jaar en jonger | 70% |