

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3300009: diensten voor het bloed van het belgische rode kruis

Inwerkingtreding 01/03/2020 (Laatst bewerkt 21/09/2020)

Indexatie met 2% in 03/2020. In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

**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).**

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.

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

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

#### 1.1.1. : Werkliedenpersoneel

#### 1.1.1.1. : Minimumuurbarema's met standplaatstoelage

| ANCIEN<br>NITEIT | CATEGORIE                                           |                                                     |                                                     |                                                     |                                                     |                                                     |
|------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|
|                  | 2<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.12) | 3<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.14) | 4<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.22) | 5<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.30) | 6<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.40) | 7<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.54) |
| 0                | 11.2290                                             | 11.4091                                             | 12.0362                                             | 12.6323                                             | 13.3613                                             | 14.5585                                             |
| 1                | 12.1430                                             | 12.1430                                             | 12.9812                                             | 13.5773                                             | 14.3485                                             | 15.5458                                             |
| 2                | 12.2051                                             | 12.4690                                             | 13.0992                                             | 13.7015                                             | 14.3485                                             | 15.5458                                             |
| 3                | 12.2672                                             | 12.5839                                             | 13.2171                                             | 13.8257                                             | 14.4272                                             | 15.7828                                             |
| 4                | 12.3294                                             | 12.6988                                             | 13.3351                                             | 13.9500                                             | 14.4272                                             | 15.7828                                             |
| 5                | 12.3915                                             | 12.8137                                             | 13.4530                                             | 14.0742                                             | 14.6639                                             | 16.0198                                             |
| 6                | 12.4536                                             | 12.9286                                             | 13.5710                                             | 14.1984                                             | 14.6639                                             | 16.0198                                             |
| 7                | 12.5157                                             | 13.0435                                             | 13.6889                                             | 14.3226                                             | 14.9009                                             | 16.2322                                             |
| 8                | 12.5778                                             | 13.1584                                             | 13.8069                                             | 14.4167                                             | 14.9009                                             | 16.2322                                             |
| 9                | 12.6399                                             | 13.2733                                             | 13.9248                                             | 14.4261                                             | 15.1379                                             | 16.3351                                             |
| 10               | 13.0224                                             | 13.7113                                             | 14.4084                                             | 14.9189                                             | 15.4538                                             | 16.6510                                             |
| 11               | 13.0845                                             | 13.8510                                             | 14.4246                                             | 15.0441                                             | 15.7697                                             | 16.9669                                             |
| 12               | 13.1466                                             | 13.9906                                             | 14.5355                                             | 15.1931                                             | 15.7697                                             | 16.9669                                             |
| 13               | 13.2088                                             | 14.1303                                             | 14.6784                                             | 15.3420                                             | 16.0856                                             | 17.2862                                             |
| 14               | 13.2709                                             | 14.2700                                             | 14.8212                                             | 15.4911                                             | 16.0856                                             | 17.2862                                             |
| 15               | 13.3330                                             | 14.4097                                             | 14.9640                                             | 15.6401                                             | 16.2431                                             | 17.6084                                             |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 16 | 13.3951 | 14.4244 | 15.1068 | 15.7891 | 16.2431 | 17.6084 |
| 17 | 13.4572 | 14.5306 | 15.2497 | 15.9381 | 16.5588 | 17.9305 |
| 18 | 13.5194 | 14.6702 | 15.3925 | 16.0871 | 16.5588 | 17.9305 |
| 19 | 13.5815 | 14.8099 | 15.5353 | 16.2307 | 16.8747 | 18.2527 |
| 20 | 13.6436 | 14.9496 | 15.6782 | 16.2419 | 16.8747 | 18.2527 |
| 21 | 13.7057 | 15.0893 | 15.8210 | 16.3755 | 17.1922 | 18.5748 |
| 22 | 13.7678 | 15.2289 | 15.9638 | 16.5244 | 17.1922 | 18.5748 |
| 23 | 13.8300 | 15.3686 | 16.1066 | 16.6735 | 17.5144 | 18.8970 |
| 24 | 13.8921 | 15.5083 | 16.2316 | 16.8224 | 17.5144 | 18.8970 |
| 25 | 13.9542 | 15.6480 | 16.2424 | 16.9715 | 17.8365 | 19.2191 |
| 26 | 14.0163 | 15.7877 | 16.3765 | 17.1208 | 17.8365 | 19.2191 |
| 27 | 14.0784 | 15.9274 | 16.5193 | 17.2727 | 18.1587 | 19.5413 |
| 28 | 14.0784 | 16.0670 | 16.6621 | 17.4247 | 18.1587 | 19.5413 |
| 29 | 14.0784 | 16.2067 | 16.8050 | 17.5766 | 18.4808 | 19.8634 |
| 30 | 14.0784 | 16.2067 | 16.8050 | 17.5766 | 18.4808 | 19.8634 |
| 31 | 14.0784 | 16.2067 | 16.8050 | 17.5766 | 18.8030 | 20.1856 |

### 1.1.1.2. : Minimumuurbarema's met haardtoelage

| ANCIEN<br>NITEIT | CATEGORIE                                           |                                                     |                                                     |                                                     |                                                     |                                                     |
|------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|
|                  | 2<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.12) | 3<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.14) | 4<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.22) | 5<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.30) | 6<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.40) | 7<br><br>(Bar<br>emieke<br>weddesc<br>haal<br>1.54) |
| 0                | 11.5462                                             | 11.7263                                             | 12.3534                                             | 12.9495                                             | 13.6785                                             | 14.7541                                             |
| 1                | 12.4602                                             | 12.4602                                             | 13.2984                                             | 13.8945                                             | 14.6657                                             | 15.7043                                             |
| 2                | 12.5223                                             | 12.7862                                             | 13.4164                                             | 14.0187                                             | 14.6657                                             | 15.7043                                             |
| 3                | 12.5844                                             | 12.9011                                             | 13.5343                                             | 14.1429                                             | 14.7443                                             | 15.9413                                             |
| 4                | 12.6466                                             | 13.0160                                             | 13.6523                                             | 14.2672                                             | 14.7443                                             | 15.9413                                             |
| 5                | 12.7087                                             | 13.1309                                             | 13.7702                                             | 14.3914                                             | 14.8224                                             | 16.1783                                             |
| 6                | 12.7708                                             | 13.2458                                             | 13.8882                                             | 14.5156                                             | 14.8224                                             | 16.1783                                             |
| 7                | 12.8329                                             | 13.3607                                             | 14.0061                                             | 14.6398                                             | 15.0594                                             | 16.3908                                             |
| 8                | 12.8950                                             | 13.4756                                             | 14.1241                                             | 14.7339                                             | 15.0594                                             | 16.3908                                             |
| 9                | 12.9571                                             | 13.5905                                             | 14.2420                                             | 14.7432                                             | 15.2964                                             | 16.4086                                             |
| 10               | 13.3396                                             | 14.0285                                             | 14.7256                                             | 14.9188                                             | 15.6123                                             | 16.6510                                             |
| 11               | 13.4017                                             | 14.1682                                             | 14.7417                                             | 15.2026                                             | 15.9282                                             | 16.9669                                             |
| 12               | 13.4638                                             | 14.3078                                             | 14.7524                                             | 15.3516                                             | 15.9282                                             | 16.9669                                             |
| 13               | 13.5260                                             | 14.4475                                             | 14.8369                                             | 15.5005                                             | 16.2441                                             | 17.2862                                             |
| 14               | 13.5881                                             | 14.5872                                             | 14.9797                                             | 15.6496                                             | 16.2441                                             | 17.2862                                             |
| 15               | 13.6502                                             | 14.7269                                             | 15.1225                                             | 15.7986                                             | 16.4016                                             | 17.6084                                             |
| 16               | 13.7123                                             | 14.7415                                             | 15.2653                                             | 15.9476                                             | 16.4016                                             | 17.6084                                             |
| 17               | 13.7744                                             | 14.7521                                             | 15.4082                                             | 16.0966                                             | 16.5588                                             | 17.9305                                             |
| 18               | 13.8366                                             | 14.8287                                             | 15.5510                                             | 16.2456                                             | 16.5588                                             | 17.9305                                             |
| 19               | 13.8987                                             | 14.9684                                             | 15.6938                                             | 16.3893                                             | 16.8747                                             | 18.2527                                             |
| 20               | 13.9608                                             | 15.1081                                             | 15.8367                                             | 16.4005                                             | 16.8747                                             | 18.2527                                             |
| 21               | 14.0229                                             | 15.2478                                             | 15.9795                                             | 16.4116                                             | 17.1922                                             | 18.5748                                             |
| 22               | 14.0850                                             | 15.3874                                             | 16.1223                                             | 16.5244                                             | 17.1922                                             | 18.5748                                             |
| 23               | 14.1472                                             | 15.5271                                             | 16.2651                                             | 16.6735                                             | 17.5144                                             | 18.8970                                             |

|    |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|
| 24 | 14.2093 | 15.6668 | 16.3902 | 16.8224 | 17.5144 | 18.8970 |
| 25 | 14.2714 | 15.8065 | 16.4010 | 16.9715 | 17.8365 | 19.2191 |
| 26 | 14.3335 | 15.9462 | 16.4117 | 17.1208 | 17.8365 | 19.2191 |
| 27 | 14.3956 | 16.0859 | 16.5193 | 17.2727 | 18.1587 | 19.5413 |
| 28 | 14.3956 | 16.2255 | 16.6621 | 17.4247 | 18.1587 | 19.5413 |
| 29 | 14.3956 | 16.3652 | 16.8050 | 17.5766 | 18.4808 | 19.8634 |
| 30 | 14.3956 | 16.3652 | 16.8050 | 17.5766 | 18.4808 | 19.8634 |
| 31 | 14.3956 | 16.3652 | 16.8050 | 17.5766 | 18.8030 | 20.1856 |

## 1.2. : Administratief personeel

### 1.2.1. : Maandelijke minimumbarema's met standplaatstoelage

| ANCIEN<br>NITEIT | CATEGORIE                                           |                                                     |                                                     |                                                                       |                                                              |                                                     |                                                     |
|------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|
|                  | 2<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.22) | 3<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.26) | 4<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.50) | 5<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.55-<br>1.61-<br>1.77) | 6<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.61-<br>1.77) | 7<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.66) | 8<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.80) |
| 0                | 1981.96                                             | 2020.82                                             | 2059.88                                             | 2438.47                                                               | 2711.48                                                      | 2846.46                                             | 3248.77                                             |
| 1                | 2137.58                                             | 2176.43                                             | 2228.95                                             | 2614.07                                                               | 2888.47                                                      | 2992.39                                             | 3407.94                                             |
| 2                | 2157.00                                             | 2196.89                                             | 2247.78                                             | 2614.07                                                               | 2888.47                                                      | 2992.39                                             | 3407.94                                             |
| 3                | 2176.42                                             | 2217.34                                             | 2266.61                                             | 2674.05                                                               | 2968.04                                                      | 3098.50                                             | 3550.52                                             |
| 4                | 2195.84                                             | 2237.79                                             | 2285.44                                             | 2674.05                                                               | 2968.04                                                      | 3098.50                                             | 3550.52                                             |
| 5                | 2215.27                                             | 2258.25                                             | 2304.27                                             | 2744.02                                                               | 3047.61                                                      | 3204.61                                             | 3693.10                                             |
| 6                | 2234.69                                             | 2278.70                                             | 2349.79                                             | 2744.02                                                               | 3047.61                                                      | 3204.61                                             | 3693.10                                             |
| 7                | 2254.11                                             | 2299.15                                             | 2375.19                                             | 3127.20                                                               | 3401.29                                                      | 3310.71                                             | 3835.68                                             |
| 8                | 2273.54                                             | 2319.61                                             | 2414.70                                             | 3127.20                                                               | 3401.29                                                      | 3310.71                                             | 3835.68                                             |
| 9                | 2292.96                                             | 2340.07                                             | 2460.22                                             | 3206.77                                                               | 3480.87                                                      | 3416.81                                             | 3978.26                                             |
| 10               | 2372.58                                             | 2394.20                                             | 2557.76                                             | 3259.82                                                               | 3533.91                                                      | 3469.86                                             | 4031.31                                             |
| 11               | 2375.25                                             | 2418.73                                             | 2603.27                                             | 3339.40                                                               | 3613.49                                                      | 3575.97                                             | 4173.89                                             |
| 12               | 2393.51                                             | 2443.26                                             | 2648.79                                             | 3339.40                                                               | 3613.49                                                      | 3575.97                                             | 4173.89                                             |
| 13               | 2417.03                                             | 2467.80                                             | 2674.20                                             | 3418.97                                                               | 3693.06                                                      | 3682.08                                             | 4316.46                                             |
| 14               | 2440.55                                             | 2492.34                                             | 2713.71                                             | 3418.97                                                               | 3693.06                                                      | 3682.08                                             | 4316.46                                             |
| 15               | 2464.07                                             | 2516.87                                             | 2759.22                                             | 3498.54                                                               | 3772.64                                                      | 3788.18                                             | 4459.04                                             |
| 16               | 2487.59                                             | 2541.41                                             | 2804.74                                             | 3772.64                                                               | 3772.64                                                      | 3788.18                                             | 4459.04                                             |
| 17               | 2511.11                                             | 2565.94                                             | 2850.89                                             | 3852.22                                                               | 3852.21                                                      | 3894.28                                             | 4601.62                                             |
| 18               | 2534.62                                             | 2590.48                                             | 2897.31                                             | 3852.22                                                               | 3852.21                                                      | 3894.28                                             | 4601.62                                             |
| 19               | 2558.14                                             | 2615.01                                             | 2943.71                                             | 3931.79                                                               | 3931.79                                                      | 4000.39                                             | 4744.20                                             |
| 20               | 2581.67                                             | 2639.54                                             | 2990.13                                             | 3931.79                                                               | 3931.79                                                      | 4000.39                                             | 4744.20                                             |
| 21               | 2605.18                                             | 2664.08                                             | 3036.54                                             | 4011.37                                                               | 4011.37                                                      | 4106.50                                             | 4886.79                                             |
| 22               | 2628.70                                             | 2673.79                                             | 3082.95                                             | 4011.37                                                               | 4011.37                                                      | 4106.50                                             | 4886.79                                             |
| 23               | 2652.22                                             | 2687.04                                             | 3129.37                                             | 4090.94                                                               | 4090.94                                                      | 4212.61                                             | 5029.36                                             |
| 24               | 2672.82                                             | 2711.58                                             | 3175.78                                             | 4090.94                                                               | 4090.94                                                      | 4212.61                                             | 5029.36                                             |
| 25               | 2674.58                                             | 2736.11                                             | 3222.19                                             | 4170.52                                                               | 4170.52                                                      | 4318.71                                             | 5029.36                                             |
| 26               | 2696.66                                             | 2760.65                                             | 3268.60                                             | 4170.52                                                               | 4170.52                                                      | 4318.71                                             | 5029.36                                             |
| 27               | 2720.18                                             | 2785.18                                             | 3315.01                                             | 4250.09                                                               | 4250.09                                                      | 4424.82                                             | 5029.36                                             |
| 28               | 2743.70                                             | 2809.72                                             | 3361.42                                             | 4250.09                                                               | 4250.09                                                      | 4424.82                                             | 5029.36                                             |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 29 | 2767.22 | 2834.60 | 3407.83 | 4250.09 | 4250.09 | 4424.82 | 5029.36 |
| 30 | 2767.22 | 2834.60 | 3407.83 | 4250.09 | 4250.09 | 4424.82 | 5029.36 |
| 31 | 2767.22 | 2834.60 | 3407.83 | 4250.09 | 4250.09 | 4424.82 | 5029.36 |

### 1.2.2. : Maandelijkse minimumbarema's met haardtoelage

| ANCIEN<br>NITEIT | CATEGORIE                                           |                                                     |                                                     |                                                                       |                                                              |                                                     |                                                     |
|------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|
|                  | 2<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.22) | 3<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.26) | 4<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.50) | 5<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.55-<br>1.61-<br>1.77) | 6<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.61-<br>1.77) | 7<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.66) | 8<br><br>(Ba<br>remieke<br>weddes<br>chaal<br>1.80) |
| 0                | 2034.18                                             | 2073.04                                             | 2112.10                                             | 2464.58                                                               | 2711.48                                                      | 2846.46                                             | 3248.77                                             |
| 1                | 2189.80                                             | 2228.65                                             | 2281.17                                             | 2640.18                                                               | 2888.47                                                      | 2992.39                                             | 3407.94                                             |
| 2                | 2209.22                                             | 2249.11                                             | 2300.00                                             | 2640.18                                                               | 2888.47                                                      | 2992.39                                             | 3407.94                                             |
| 3                | 2228.64                                             | 2269.56                                             | 2318.83                                             | 2700.16                                                               | 2968.04                                                      | 3098.50                                             | 3550.52                                             |
| 4                | 2248.06                                             | 2290.01                                             | 2337.66                                             | 2700.16                                                               | 2968.04                                                      | 3098.50                                             | 3550.52                                             |
| 5                | 2267.49                                             | 2310.47                                             | 2356.49                                             | 2744.02                                                               | 3047.61                                                      | 3204.61                                             | 3693.10                                             |
| 6                | 2286.91                                             | 2330.92                                             | 2402.01                                             | 2744.02                                                               | 3047.61                                                      | 3204.61                                             | 3693.10                                             |
| 7                | 2306.33                                             | 2351.37                                             | 2427.41                                             | 3127.20                                                               | 3401.29                                                      | 3310.71                                             | 3835.68                                             |
| 8                | 2325.76                                             | 2371.83                                             | 2440.81                                             | 3127.20                                                               | 3401.29                                                      | 3310.71                                             | 3835.68                                             |
| 9                | 2345.18                                             | 2392.29                                             | 2486.33                                             | 3206.77                                                               | 3480.87                                                      | 3416.81                                             | 3978.26                                             |
| 10               | 2424.80                                             | 2429.29                                             | 2583.87                                             | 3259.82                                                               | 3533.91                                                      | 3469.86                                             | 4031.31                                             |
| 11               | 2427.47                                             | 2431.13                                             | 2629.38                                             | 3339.40                                                               | 3613.49                                                      | 3575.97                                             | 4173.89                                             |
| 12               | 2429.23                                             | 2469.37                                             | 2674.90                                             | 3339.40                                                               | 3613.49                                                      | 3575.97                                             | 4173.89                                             |
| 13               | 2443.14                                             | 2493.91                                             | 2700.31                                             | 3418.97                                                               | 3693.06                                                      | 3682.08                                             | 4316.46                                             |
| 14               | 2466.66                                             | 2518.45                                             | 2713.71                                             | 3418.97                                                               | 3693.06                                                      | 3682.08                                             | 4316.46                                             |
| 15               | 2490.18                                             | 2542.98                                             | 2759.22                                             | 3498.54                                                               | 3772.64                                                      | 3788.18                                             | 4459.04                                             |
| 16               | 2513.70                                             | 2567.52                                             | 2804.74                                             | 3772.64                                                               | 3772.64                                                      | 3788.18                                             | 4459.04                                             |
| 17               | 2537.22                                             | 2592.05                                             | 2850.89                                             | 3852.22                                                               | 3852.21                                                      | 3894.28                                             | 4601.62                                             |
| 18               | 2560.73                                             | 2616.59                                             | 2897.31                                             | 3852.22                                                               | 3852.21                                                      | 3894.28                                             | 4601.62                                             |
| 19               | 2584.25                                             | 2641.12                                             | 2943.71                                             | 3931.79                                                               | 3931.79                                                      | 4000.39                                             | 4744.20                                             |
| 20               | 2607.78                                             | 2665.65                                             | 2990.13                                             | 3931.79                                                               | 3931.79                                                      | 4000.39                                             | 4744.20                                             |
| 21               | 2631.29                                             | 2690.19                                             | 3036.54                                             | 4011.37                                                               | 4011.37                                                      | 4106.50                                             | 4886.79                                             |
| 22               | 2654.81                                             | 2699.90                                             | 3082.95                                             | 4011.37                                                               | 4011.37                                                      | 4106.50                                             | 4886.79                                             |
| 23               | 2678.33                                             | 2701.73                                             | 3129.37                                             | 4090.94                                                               | 4090.94                                                      | 4212.61                                             | 5029.36                                             |
| 24               | 2698.93                                             | 2711.58                                             | 3175.78                                             | 4090.94                                                               | 4090.94                                                      | 4212.61                                             | 5029.36                                             |
| 25               | 2700.69                                             | 2736.11                                             | 3222.19                                             | 4170.52                                                               | 4170.52                                                      | 4318.71                                             | 5029.36                                             |
| 26               | 2702.45                                             | 2760.65                                             | 3268.60                                             | 4170.52                                                               | 4170.52                                                      | 4318.71                                             | 5029.36                                             |
| 27               | 2720.18                                             | 2785.18                                             | 3315.01                                             | 4250.09                                                               | 4250.09                                                      | 4424.82                                             | 5029.36                                             |
| 28               | 2743.70                                             | 2809.72                                             | 3361.42                                             | 4250.09                                                               | 4250.09                                                      | 4424.82                                             | 5029.36                                             |
| 29               | 2767.22                                             | 2834.60                                             | 3407.83                                             | 4250.09                                                               | 4250.09                                                      | 4424.82                                             | 5029.36                                             |
| 30               | 2767.22                                             | 2834.60                                             | 3407.83                                             | 4250.09                                                               | 4250.09                                                      | 4424.82                                             | 5029.36                                             |
| 31               | 2767.22                                             | 2834.60                                             | 3407.83                                             | 4250.09                                                               | 4250.09                                                      | 4424.82                                             | 5029.36                                             |

### 1.3. : Technisch en paramedisch personeel

### 1.3.1. : Maandelijkse minimumbarema's met standplaatstoelage (catagorieën 2 tot 4)

| ANCIENNITE<br>IT | CATEGORIE                                       |                                                 |                                                                                                                    |                                                                                                                        |
|------------------|-------------------------------------------------|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
|                  | 2<br><br>(Baremie<br>ke<br>weddeschaal<br>1.22) | 3<br><br>(Baremie<br>ke<br>weddeschaal<br>1.35) | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.43-1.55)                                                               | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.40-1.57)                                                                   |
|                  |                                                 |                                                 | Diploma of<br>getuigschrift<br>van hoger<br>middelbaar of<br>hoger<br>middelbaar<br>technisch<br>onderwijs<br>(A2) | Werknemers<br>die geen<br>diploma of<br>getuigschrift<br>van hoger<br>middelbaar<br>technisch<br>onderwijs<br>bezitten |
| 0                | 1981.96                                         | 2147.59                                         | 2278.19                                                                                                            | 2200.16                                                                                                                |
| 1                | 2137.58                                         | 2303.21                                         | 2421.15                                                                                                            | 2362.72                                                                                                                |
| 2                | 2157.00                                         | 2323.67                                         | 2421.15                                                                                                            | 2362.72                                                                                                                |
| 3                | 2176.42                                         | 2344.12                                         | 2460.17                                                                                                            | 2375.67                                                                                                                |
| 4                | 2195.84                                         | 2364.57                                         | 2460.17                                                                                                            | 2375.67                                                                                                                |
| 5                | 2215.27                                         | 2358.96                                         | 2512.19                                                                                                            | 2414.66                                                                                                                |
| 6                | 2234.69                                         | 2379.37                                         | 2512.19                                                                                                            | 2414.66                                                                                                                |
| 7                | 2254.11                                         | 2399.83                                         | 2822.16                                                                                                            | 2700.68                                                                                                                |
| 8                | 2273.54                                         | 2420.28                                         | 2822.16                                                                                                            | 2700.68                                                                                                                |
| 9                | 2292.96                                         | 2440.74                                         | 2901.73                                                                                                            | 2739.70                                                                                                                |
| 10               | 2372.58                                         | 2521.00                                         | 2954.78                                                                                                            | 2791.72                                                                                                                |
| 11               | 2375.25                                         | 2545.52                                         | 3034.35                                                                                                            | 2844.27                                                                                                                |
| 12               | 2393.51                                         | 2570.06                                         | 3034.35                                                                                                            | 2844.27                                                                                                                |
| 13               | 2417.03                                         | 2594.59                                         | 3113.93                                                                                                            | 2897.31                                                                                                                |
| 14               | 2440.55                                         | 2619.13                                         | 3113.93                                                                                                            | 2897.31                                                                                                                |
| 15               | 2464.07                                         | 2643.67                                         | 3193.50                                                                                                            | 2950.36                                                                                                                |
| 16               | 2487.59                                         | 2668.20                                         | 3193.50                                                                                                            | 2950.36                                                                                                                |
| 17               | 2511.11                                         | 2674.09                                         | 3273.07                                                                                                            | 3003.41                                                                                                                |
| 18               | 2534.62                                         | 2691.16                                         | 3273.07                                                                                                            | 3003.41                                                                                                                |
| 19               | 2558.14                                         | 2715.70                                         | 3352.65                                                                                                            | 3056.46                                                                                                                |
| 20               | 2581.67                                         | 2740.23                                         | 3352.65                                                                                                            | 3056.46                                                                                                                |
| 21               | 2605.18                                         | 2764.77                                         | 3432.22                                                                                                            | 3109.50                                                                                                                |
| 22               | 2628.70                                         | 2789.30                                         | 3432.22                                                                                                            | 3109.50                                                                                                                |
| 23               | 2652.22                                         | 2813.84                                         | 3511.80                                                                                                            | 3162.55                                                                                                                |
| 24               | 2672.82                                         | 2838.82                                         | 3511.80                                                                                                            | 3162.55                                                                                                                |
| 25               | 2674.58                                         | 2863.83                                         | 3591.37                                                                                                            | 3215.60                                                                                                                |
| 26               | 2696.66                                         | 2888.86                                         | 3591.37                                                                                                            | 3215.60                                                                                                                |
| 27               | 2720.18                                         | 2913.88                                         | 3670.94                                                                                                            | 3268.64                                                                                                                |
| 28               | 2743.70                                         | 2938.91                                         | 3670.94                                                                                                            | 3268.64                                                                                                                |
| 29               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3321.69                                                                                                                |
| 30               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3321.69                                                                                                                |
| 31               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3374.74                                                                                                                |

### 1.3.2. : Maandelijkse minimumbarema's met standplaatstoelage (categorieën 5 tot 8)

| ANCIENNI<br>TEIT | CATEGORIE                                                      |                                                                                       |                                                           |                                                  |                                                  |
|------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------|--------------------------------------------------|
|                  | 5<br><br>(Bare<br>mieke<br>weddescha<br>al 1.55-<br>1.61-1.77) | 5<br><br>(Bare<br>mieke<br>weddescha<br>al 1.43-<br>1.55)                             | 6<br><br>(Bare<br>mieke<br>weddescha<br>al 1.61-<br>1.77) | 7<br><br>(Bare<br>mieke<br>weddescha<br>al 1.78) | 8<br><br>(Bare<br>mieke<br>weddescha<br>al 1.80) |
|                  | Diploma<br>hoger<br>technisch<br>onderwijs<br>(A1)             | Werknemer<br>s die geen<br>diploma<br>van hoger<br>technisch<br>onderwijs<br>bezitten |                                                           |                                                  |                                                  |
| 0                | 2438.47                                                        | 2278.19                                                                               | 2711.48                                                   | 3110.47                                          | 3248.77                                          |
| 1                | 2614.07                                                        | 2421.15                                                                               | 2888.47                                                   | 3233.63                                          | 3407.94                                          |
| 2                | 2614.07                                                        | 2421.15                                                                               | 2888.47                                                   | 3233.63                                          | 3407.94                                          |
| 3                | 2674.05                                                        | 2460.17                                                                               | 2968.04                                                   | 3323.64                                          | 3550.52                                          |
| 4                | 2674.05                                                        | 2460.17                                                                               | 2968.04                                                   | 3323.64                                          | 3550.52                                          |
| 5                | 2744.02                                                        | 2512.19                                                                               | 3047.61                                                   | 3413.64                                          | 3693.10                                          |
| 6                | 2744.02                                                        | 2512.19                                                                               | 3047.61                                                   | 3413.64                                          | 3693.10                                          |
| 7                | 3127.20                                                        | 2822.16                                                                               | 3401.29                                                   | 3503.65                                          | 3835.68                                          |
| 8                | 3127.20                                                        | 2822.16                                                                               | 3401.29                                                   | 3503.65                                          | 3835.68                                          |
| 9                | 3206.77                                                        | 2901.73                                                                               | 3480.87                                                   | 3593.66                                          | 3978.26                                          |
| 10               | 3259.82                                                        | 2954.78                                                                               | 3533.91                                                   | 3646.71                                          | 4031.31                                          |
| 11               | 3339.40                                                        | 3034.35                                                                               | 3613.49                                                   | 3736.71                                          | 4173.89                                          |
| 12               | 3339.40                                                        | 3034.35                                                                               | 3613.49                                                   | 3736.71                                          | 4173.89                                          |
| 13               | 3418.97                                                        | 3113.93                                                                               | 3693.06                                                   | 3826.72                                          | 4316.46                                          |
| 14               | 3418.97                                                        | 3113.93                                                                               | 3693.06                                                   | 3826.72                                          | 4316.46                                          |
| 15               | 3498.54                                                        | 3193.50                                                                               | 3772.64                                                   | 3916.73                                          | 4459.04                                          |
| 16               | 3772.64                                                        | 3193.50                                                                               | 3772.64                                                   | 3916.73                                          | 4459.04                                          |
| 17               | 3852.22                                                        | 3273.07                                                                               | 3852.21                                                   | 4006.74                                          | 4601.62                                          |
| 18               | 3852.22                                                        | 3273.07                                                                               | 3852.21                                                   | 4006.74                                          | 4601.62                                          |
| 19               | 3931.79                                                        | 3352.65                                                                               | 3931.79                                                   | 4096.75                                          | 4744.20                                          |
| 20               | 3931.79                                                        | 3352.65                                                                               | 3931.79                                                   | 4096.75                                          | 4744.20                                          |
| 21               | 4011.37                                                        | 3432.22                                                                               | 4011.37                                                   | 4186.76                                          | 4886.79                                          |
| 22               | 4011.37                                                        | 3432.22                                                                               | 4011.37                                                   | 4186.76                                          | 4886.79                                          |
| 23               | 4090.94                                                        | 3511.80                                                                               | 4090.94                                                   | 4276.77                                          | 5029.36                                          |
| 24               | 4090.94                                                        | 3511.80                                                                               | 4090.94                                                   | 4276.77                                          | 5029.36                                          |
| 25               | 4170.52                                                        | 3591.37                                                                               | 4170.52                                                   | 4366.77                                          | 5029.36                                          |
| 26               | 4170.52                                                        | 3591.37                                                                               | 4170.52                                                   | 4366.77                                          | 5029.36                                          |
| 27               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |
| 28               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |
| 29               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |
| 30               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |
| 31               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |

### 1.3.3. : Maandelijkse minimumbarema's met haardtoelage (categorieën 2 tot 4)

| ANCIENNITE<br>IT | CATEGORIE                                       |                                                 |                                                                                                                    |                                                                                                                        |
|------------------|-------------------------------------------------|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
|                  | 2<br><br>(Baremie<br>ke<br>weddeschaal<br>1.22) | 3<br><br>(Baremie<br>ke<br>weddeschaal<br>1.35) | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.43-1.55)                                                               | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.40-1.57)                                                                   |
|                  |                                                 |                                                 | Diploma of<br>getuigschrift<br>van hoger<br>middelbaar of<br>hoger<br>middelbaar<br>technisch<br>onderwijs<br>(A2) | Werknemers<br>die geen<br>diploma of<br>getuigschrift<br>van hoger<br>middelbaar<br>technisch<br>onderwijs<br>bezitten |
| 0                | 2034.18                                         | 2199.81                                         | 2330.41                                                                                                            | 2252.38                                                                                                                |
| 1                | 2189.80                                         | 2355.43                                         | 2447.26                                                                                                            | 2414.94                                                                                                                |
| 2                | 2209.22                                         | 2375.89                                         | 2447.26                                                                                                            | 2414.94                                                                                                                |
| 3                | 2228.64                                         | 2396.34                                         | 2486.28                                                                                                            | 2427.89                                                                                                                |
| 4                | 2248.06                                         | 2416.79                                         | 2486.28                                                                                                            | 2427.89                                                                                                                |
| 5                | 2267.49                                         | 2426.64                                         | 2538.30                                                                                                            | 2440.77                                                                                                                |
| 6                | 2286.91                                         | 2428.17                                         | 2538.30                                                                                                            | 2440.77                                                                                                                |
| 7                | 2306.33                                         | 2429.71                                         | 2822.16                                                                                                            | 2702.76                                                                                                                |
| 8                | 2325.76                                         | 2446.39                                         | 2822.16                                                                                                            | 2702.76                                                                                                                |
| 9                | 2345.18                                         | 2466.85                                         | 2901.73                                                                                                            | 2739.70                                                                                                                |
| 10               | 2424.80                                         | 2547.11                                         | 2954.78                                                                                                            | 2791.72                                                                                                                |
| 11               | 2427.47                                         | 2571.63                                         | 3034.35                                                                                                            | 2844.27                                                                                                                |
| 12               | 2429.23                                         | 2596.17                                         | 3034.35                                                                                                            | 2844.27                                                                                                                |
| 13               | 2443.14                                         | 2620.70                                         | 3113.93                                                                                                            | 2897.31                                                                                                                |
| 14               | 2466.66                                         | 2645.24                                         | 3113.93                                                                                                            | 2897.31                                                                                                                |
| 15               | 2490.18                                         | 2669.78                                         | 3193.50                                                                                                            | 2950.36                                                                                                                |
| 16               | 2513.70                                         | 2694.31                                         | 3193.50                                                                                                            | 2950.36                                                                                                                |
| 17               | 2537.22                                         | 2700.20                                         | 3273.07                                                                                                            | 3003.41                                                                                                                |
| 18               | 2560.73                                         | 2702.04                                         | 3273.07                                                                                                            | 3003.41                                                                                                                |
| 19               | 2584.25                                         | 2715.70                                         | 3352.65                                                                                                            | 3056.46                                                                                                                |
| 20               | 2607.78                                         | 2740.23                                         | 3352.65                                                                                                            | 3056.46                                                                                                                |
| 21               | 2631.29                                         | 2764.77                                         | 3432.22                                                                                                            | 3109.50                                                                                                                |
| 22               | 2654.81                                         | 2789.30                                         | 3432.22                                                                                                            | 3109.50                                                                                                                |
| 23               | 2678.33                                         | 2813.84                                         | 3511.80                                                                                                            | 3162.55                                                                                                                |
| 24               | 2698.93                                         | 2838.82                                         | 3511.80                                                                                                            | 3162.55                                                                                                                |
| 25               | 2700.69                                         | 2863.83                                         | 3591.37                                                                                                            | 3215.60                                                                                                                |
| 26               | 2702.45                                         | 2888.86                                         | 3591.37                                                                                                            | 3215.60                                                                                                                |
| 27               | 2720.18                                         | 2913.88                                         | 3670.94                                                                                                            | 3268.64                                                                                                                |
| 28               | 2743.70                                         | 2938.91                                         | 3670.94                                                                                                            | 3268.64                                                                                                                |
| 29               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3321.69                                                                                                                |
| 30               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3321.69                                                                                                                |
| 31               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3374.74                                                                                                                |

#### 1.3.4. : Maandelijkse minimumbarema's met haardtoelage (categorieën 5 tot 8)

| ANCIENNI<br>TEIT | CATEGORIE                                                      |                                                                                       |                                                           |                                                  |                                                  |
|------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------|--------------------------------------------------|
|                  | 5<br><br>(Bare<br>mieke<br>weddescha<br>al 1.55-<br>1.61-1.77) | 5<br><br>(Bare<br>mieke<br>weddescha<br>al 1.43-<br>1.55)                             | 6<br><br>(Bare<br>mieke<br>weddescha<br>al 1.61-<br>1.77) | 7<br><br>(Bare<br>mieke<br>weddescha<br>al 1.78) | 8<br><br>(Bare<br>mieke<br>weddescha<br>al 1.80) |
|                  | Diploma<br>hoger<br>technisch<br>onderwijs<br>(A1)             | Werknemer<br>s die geen<br>diploma<br>van hoger<br>technisch<br>onderwijs<br>bezitten |                                                           |                                                  |                                                  |
| 0                | 2464.58                                                        | 2330.41                                                                               | 2711.48                                                   | 3110.47                                          | 3248.77                                          |
| 1                | 2640.18                                                        | 2447.26                                                                               | 2888.47                                                   | 3233.63                                          | 3407.94                                          |
| 2                | 2640.18                                                        | 2447.26                                                                               | 2888.47                                                   | 3233.63                                          | 3407.94                                          |
| 3                | 2700.16                                                        | 2486.28                                                                               | 2968.04                                                   | 3323.64                                          | 3550.52                                          |
| 4                | 2700.16                                                        | 2486.28                                                                               | 2968.04                                                   | 3323.64                                          | 3550.52                                          |
| 5                | 2744.02                                                        | 2538.30                                                                               | 3047.61                                                   | 3413.64                                          | 3693.10                                          |
| 6                | 2744.02                                                        | 2538.30                                                                               | 3047.61                                                   | 3413.64                                          | 3693.10                                          |
| 7                | 3127.20                                                        | 2822.16                                                                               | 3401.29                                                   | 3503.65                                          | 3835.68                                          |
| 8                | 3127.20                                                        | 2822.16                                                                               | 3401.29                                                   | 3503.65                                          | 3835.68                                          |
| 9                | 3206.77                                                        | 2901.73                                                                               | 3480.87                                                   | 3593.66                                          | 3978.26                                          |
| 10               | 3259.82                                                        | 2954.78                                                                               | 3533.91                                                   | 3646.71                                          | 4031.31                                          |
| 11               | 3339.40                                                        | 3034.35                                                                               | 3613.49                                                   | 3736.71                                          | 4173.89                                          |
| 12               | 3339.40                                                        | 3034.35                                                                               | 3613.49                                                   | 3736.71                                          | 4173.89                                          |
| 13               | 3418.97                                                        | 3113.93                                                                               | 3693.06                                                   | 3826.72                                          | 4316.46                                          |
| 14               | 3418.97                                                        | 3113.93                                                                               | 3693.06                                                   | 3826.72                                          | 4316.46                                          |
| 15               | 3498.54                                                        | 3193.50                                                                               | 3772.64                                                   | 3916.73                                          | 4459.04                                          |
| 16               | 3772.64                                                        | 3193.50                                                                               | 3772.64                                                   | 3916.73                                          | 4459.04                                          |
| 17               | 3852.22                                                        | 3273.07                                                                               | 3852.21                                                   | 4006.74                                          | 4601.62                                          |
| 18               | 3852.22                                                        | 3273.07                                                                               | 3852.21                                                   | 4006.74                                          | 4601.62                                          |
| 19               | 3931.79                                                        | 3352.65                                                                               | 3931.79                                                   | 4096.75                                          | 4744.20                                          |
| 20               | 3931.79                                                        | 3352.65                                                                               | 3931.79                                                   | 4096.75                                          | 4744.20                                          |
| 21               | 4011.37                                                        | 3432.22                                                                               | 4011.37                                                   | 4186.76                                          | 4886.79                                          |
| 22               | 4011.37                                                        | 3432.22                                                                               | 4011.37                                                   | 4186.76                                          | 4886.79                                          |
| 23               | 4090.94                                                        | 3511.80                                                                               | 4090.94                                                   | 4276.77                                          | 5029.36                                          |
| 24               | 4090.94                                                        | 3511.80                                                                               | 4090.94                                                   | 4276.77                                          | 5029.36                                          |
| 25               | 4170.52                                                        | 3591.37                                                                               | 4170.52                                                   | 4366.77                                          | 5029.36                                          |
| 26               | 4170.52                                                        | 3591.37                                                                               | 4170.52                                                   | 4366.77                                          | 5029.36                                          |
| 27               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |
| 28               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |
| 29               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |
| 30               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |
| 31               | 4250.09                                                        | 3670.94                                                                               | 4250.09                                                   | 4456.78                                          | 5029.36                                          |

#### 1.4. : Verzorgend en verplegend personeel

##### 1.4.1. : Maandelijks minimumbarema's met standplaatstoelage (categorieën 2 tot 4)

| ANCIENNITE<br>IT | CATEGORIE                                       |                                                 |                                                                                                                    |                                                                                                                        |
|------------------|-------------------------------------------------|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
|                  | 2<br><br>(Baremie<br>ke<br>weddeschaal<br>1.22) | 3<br><br>(Baremie<br>ke<br>weddeschaal<br>1.35) | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.43-1.55)                                                               | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.40-1.57)                                                                   |
|                  |                                                 |                                                 | Diploma of<br>getuigschrift<br>van hoger<br>middelbaar of<br>hoger<br>middelbaar<br>technisch<br>onderwijs<br>(A2) | Werknemers<br>die geen<br>diploma of<br>getuigschrift<br>van hoger<br>middelbaar<br>technisch<br>onderwijs<br>bezitten |
| 0                | 1981.96                                         | 2147.59                                         | 2278.19                                                                                                            | 2200.16                                                                                                                |
| 1                | 2137.58                                         | 2303.21                                         | 2421.15                                                                                                            | 2362.72                                                                                                                |
| 2                | 2157.00                                         | 2323.67                                         | 2421.15                                                                                                            | 2362.72                                                                                                                |
| 3                | 2176.42                                         | 2344.12                                         | 2460.17                                                                                                            | 2375.67                                                                                                                |
| 4                | 2195.84                                         | 2364.57                                         | 2460.17                                                                                                            | 2375.67                                                                                                                |
| 5                | 2215.27                                         | 2358.96                                         | 2512.19                                                                                                            | 2414.66                                                                                                                |
| 6                | 2234.69                                         | 2379.37                                         | 2512.19                                                                                                            | 2414.66                                                                                                                |
| 7                | 2254.11                                         | 2399.83                                         | 2822.16                                                                                                            | 2700.68                                                                                                                |
| 8                | 2273.54                                         | 2420.28                                         | 2822.16                                                                                                            | 2700.68                                                                                                                |
| 9                | 2292.96                                         | 2440.74                                         | 2901.73                                                                                                            | 2739.70                                                                                                                |
| 10               | 2372.58                                         | 2521.00                                         | 2954.78                                                                                                            | 2791.72                                                                                                                |
| 11               | 2375.25                                         | 2545.52                                         | 3034.35                                                                                                            | 2844.27                                                                                                                |
| 12               | 2393.51                                         | 2570.06                                         | 3034.35                                                                                                            | 2844.27                                                                                                                |
| 13               | 2417.03                                         | 2594.59                                         | 3113.93                                                                                                            | 2897.31                                                                                                                |
| 14               | 2440.55                                         | 2619.13                                         | 3113.93                                                                                                            | 2897.31                                                                                                                |
| 15               | 2464.07                                         | 2643.67                                         | 3193.50                                                                                                            | 2950.36                                                                                                                |
| 16               | 2487.59                                         | 2668.20                                         | 3193.50                                                                                                            | 2950.36                                                                                                                |
| 17               | 2511.11                                         | 2674.09                                         | 3273.07                                                                                                            | 3003.41                                                                                                                |
| 18               | 2534.62                                         | 2691.16                                         | 3273.07                                                                                                            | 3003.41                                                                                                                |
| 19               | 2558.14                                         | 2715.70                                         | 3352.65                                                                                                            | 3056.46                                                                                                                |
| 20               | 2581.67                                         | 2740.23                                         | 3352.65                                                                                                            | 3056.46                                                                                                                |
| 21               | 2605.18                                         | 2764.77                                         | 3432.22                                                                                                            | 3109.50                                                                                                                |
| 22               | 2628.70                                         | 2789.30                                         | 3432.22                                                                                                            | 3109.50                                                                                                                |
| 23               | 2652.22                                         | 2813.84                                         | 3511.80                                                                                                            | 3162.55                                                                                                                |
| 24               | 2672.82                                         | 2838.82                                         | 3511.80                                                                                                            | 3162.55                                                                                                                |
| 25               | 2674.58                                         | 2863.83                                         | 3591.37                                                                                                            | 3215.60                                                                                                                |
| 26               | 2696.66                                         | 2888.86                                         | 3591.37                                                                                                            | 3215.60                                                                                                                |
| 27               | 2720.18                                         | 2913.88                                         | 3670.94                                                                                                            | 3268.64                                                                                                                |
| 28               | 2743.70                                         | 2938.91                                         | 3670.94                                                                                                            | 3268.64                                                                                                                |
| 29               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3321.69                                                                                                                |
| 30               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3321.69                                                                                                                |
| 31               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3374.74                                                                                                                |

#### 1.4.2. : Maandelijke minimumbarema's met standplaatstoelage (categorieën 5 tot 7)

| ANCIENNITE<br>IT | CATEGORIE                                                     |                                                                                      |                                                      |                                                 |
|------------------|---------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------|
|                  | 5<br><br>(Baremie<br>ke<br>weddeschaal<br>1.55-1.61-<br>1.77) | 5<br><br>(Baremie<br>ke<br>weddeschaal<br>1.43-1.55)                                 | 6<br><br>(Baremie<br>ke<br>weddeschaal<br>1.61-1.77) | 7<br><br>(Baremie<br>ke<br>weddeschaal<br>1.78) |
|                  | Diploma<br>hoger<br>technisch<br>onderwijs<br>(A1)            | Werknemers<br>die geen<br>diploma van<br>hoger<br>technisch<br>onderwijs<br>bezitten |                                                      |                                                 |
| 0                | 2438.47                                                       | 2278.19                                                                              | 2711.48                                              | 3110.47                                         |
| 1                | 2614.07                                                       | 2421.15                                                                              | 2888.47                                              | 3233.63                                         |
| 2                | 2614.07                                                       | 2421.15                                                                              | 2888.47                                              | 3233.63                                         |
| 3                | 2674.05                                                       | 2460.17                                                                              | 2968.04                                              | 3323.64                                         |
| 4                | 2674.05                                                       | 2460.17                                                                              | 2968.04                                              | 3323.64                                         |
| 5                | 2744.02                                                       | 2512.19                                                                              | 3047.61                                              | 3413.64                                         |
| 6                | 2744.02                                                       | 2512.19                                                                              | 3047.61                                              | 3413.64                                         |
| 7                | 3127.20                                                       | 2822.16                                                                              | 3401.29                                              | 3503.65                                         |
| 8                | 3127.20                                                       | 2822.16                                                                              | 3401.29                                              | 3503.65                                         |
| 9                | 3206.77                                                       | 2901.73                                                                              | 3480.87                                              | 3593.66                                         |
| 10               | 3259.82                                                       | 2954.78                                                                              | 3533.91                                              | 3646.71                                         |
| 11               | 3339.40                                                       | 3034.35                                                                              | 3613.49                                              | 3736.71                                         |
| 12               | 3339.40                                                       | 3034.35                                                                              | 3613.49                                              | 3736.71                                         |
| 13               | 3418.97                                                       | 3113.93                                                                              | 3693.06                                              | 3826.72                                         |
| 14               | 3418.97                                                       | 3113.93                                                                              | 3693.06                                              | 3826.72                                         |
| 15               | 3498.54                                                       | 3193.50                                                                              | 3772.64                                              | 3916.73                                         |
| 16               | 3772.64                                                       | 3193.50                                                                              | 3772.64                                              | 3916.73                                         |
| 17               | 3852.22                                                       | 3273.07                                                                              | 3852.21                                              | 4006.74                                         |
| 18               | 3852.22                                                       | 3273.07                                                                              | 3852.21                                              | 4006.74                                         |
| 19               | 3931.79                                                       | 3352.65                                                                              | 3931.79                                              | 4096.75                                         |
| 20               | 3931.79                                                       | 3352.65                                                                              | 3931.79                                              | 4096.75                                         |
| 21               | 4011.37                                                       | 3432.22                                                                              | 4011.37                                              | 4186.76                                         |
| 22               | 4011.37                                                       | 3432.22                                                                              | 4011.37                                              | 4186.76                                         |
| 23               | 4090.94                                                       | 3511.80                                                                              | 4090.94                                              | 4276.77                                         |
| 24               | 4090.94                                                       | 3511.80                                                                              | 4090.94                                              | 4276.77                                         |
| 25               | 4170.52                                                       | 3591.37                                                                              | 4170.52                                              | 4366.77                                         |
| 26               | 4170.52                                                       | 3591.37                                                                              | 4170.52                                              | 4366.77                                         |
| 27               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |
| 28               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |
| 29               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |
| 30               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |
| 31               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |

#### 1.4.3. : Maandelijkse minimumbarema's met haardtoelage (categorieën 2 tot 4)

| ANCIENNITE<br>IT | CATEGORIE                                       |                                                 |                                                                                                                    |                                                                                                                        |
|------------------|-------------------------------------------------|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
|                  | 2<br><br>(Baremie<br>ke<br>weddeschaal<br>1.22) | 3<br><br>(Baremie<br>ke<br>weddeschaal<br>1.35) | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.43-1.55)                                                               | 4<br><br>(Baremie<br>ke<br>weddeschaal<br>1.40-1.57)                                                                   |
|                  |                                                 |                                                 | Diploma of<br>getuigschrift<br>van hoger<br>middelbaar of<br>hoger<br>middelbaar<br>technisch<br>onderwijs<br>(A2) | Werknemers<br>die geen<br>diploma of<br>getuigschrift<br>van hoger<br>middelbaar<br>technisch<br>onderwijs<br>bezitten |
| 0                | 2034.18                                         | 2199.81                                         | 2330.41                                                                                                            | 2252.38                                                                                                                |
| 1                | 2189.80                                         | 2355.43                                         | 2447.26                                                                                                            | 2414.94                                                                                                                |
| 2                | 2209.22                                         | 2375.89                                         | 2447.26                                                                                                            | 2414.94                                                                                                                |
| 3                | 2228.64                                         | 2396.34                                         | 2486.28                                                                                                            | 2427.89                                                                                                                |
| 4                | 2248.06                                         | 2416.79                                         | 2486.28                                                                                                            | 2427.89                                                                                                                |
| 5                | 2267.49                                         | 2426.64                                         | 2538.30                                                                                                            | 2440.77                                                                                                                |
| 6                | 2286.91                                         | 2428.17                                         | 2538.30                                                                                                            | 2440.77                                                                                                                |
| 7                | 2306.33                                         | 2429.71                                         | 2822.16                                                                                                            | 2702.76                                                                                                                |
| 8                | 2325.76                                         | 2446.39                                         | 2822.16                                                                                                            | 2702.76                                                                                                                |
| 9                | 2345.18                                         | 2466.85                                         | 2901.73                                                                                                            | 2739.70                                                                                                                |
| 10               | 2424.80                                         | 2547.11                                         | 2954.78                                                                                                            | 2791.72                                                                                                                |
| 11               | 2427.47                                         | 2571.63                                         | 3034.35                                                                                                            | 2844.27                                                                                                                |
| 12               | 2429.23                                         | 2596.17                                         | 3034.35                                                                                                            | 2844.27                                                                                                                |
| 13               | 2443.14                                         | 2620.70                                         | 3113.93                                                                                                            | 2897.31                                                                                                                |
| 14               | 2466.66                                         | 2645.24                                         | 3113.93                                                                                                            | 2897.31                                                                                                                |
| 15               | 2490.18                                         | 2669.78                                         | 3193.50                                                                                                            | 2950.36                                                                                                                |
| 16               | 2513.70                                         | 2694.31                                         | 3193.50                                                                                                            | 2950.36                                                                                                                |
| 17               | 2537.22                                         | 2700.20                                         | 3273.07                                                                                                            | 3003.41                                                                                                                |
| 18               | 2560.73                                         | 2702.04                                         | 3273.07                                                                                                            | 3003.41                                                                                                                |
| 19               | 2584.25                                         | 2715.70                                         | 3352.65                                                                                                            | 3056.46                                                                                                                |
| 20               | 2607.78                                         | 2740.23                                         | 3352.65                                                                                                            | 3056.46                                                                                                                |
| 21               | 2631.29                                         | 2764.77                                         | 3432.22                                                                                                            | 3109.50                                                                                                                |
| 22               | 2654.81                                         | 2789.30                                         | 3432.22                                                                                                            | 3109.50                                                                                                                |
| 23               | 2678.33                                         | 2813.84                                         | 3511.80                                                                                                            | 3162.55                                                                                                                |
| 24               | 2698.93                                         | 2838.82                                         | 3511.80                                                                                                            | 3162.55                                                                                                                |
| 25               | 2700.69                                         | 2863.83                                         | 3591.37                                                                                                            | 3215.60                                                                                                                |
| 26               | 2702.45                                         | 2888.86                                         | 3591.37                                                                                                            | 3215.60                                                                                                                |
| 27               | 2720.18                                         | 2913.88                                         | 3670.94                                                                                                            | 3268.64                                                                                                                |
| 28               | 2743.70                                         | 2938.91                                         | 3670.94                                                                                                            | 3268.64                                                                                                                |
| 29               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3321.69                                                                                                                |
| 30               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3321.69                                                                                                                |
| 31               | 2767.22                                         | 2963.93                                         | 3670.94                                                                                                            | 3374.74                                                                                                                |

#### 1.4.4. : Maandelijkse minimumbarema's met haardtoelage (categorieën 5 tot 7)

| ANCIENNITE<br>IT | CATEGORIE                                                     |                                                                                      |                                                      |                                                 |
|------------------|---------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------|
|                  | 5<br><br>(Baremie<br>ke<br>weddeschaal<br>1.55-1.61-<br>1.77) | 5<br><br>(Baremie<br>ke<br>weddeschaal<br>1.43-1.55)                                 | 6<br><br>(Baremie<br>ke<br>weddeschaal<br>1.61-1.77) | 7<br><br>(Baremie<br>ke<br>weddeschaal<br>1.78) |
|                  | Diploma<br>hoger<br>technisch<br>onderwijs<br>(A1)            | Werknemers<br>die geen<br>diploma van<br>hoger<br>technisch<br>onderwijs<br>bezitten |                                                      |                                                 |
| 0                | 2464.58                                                       | 2330.41                                                                              | 2711.48                                              | 3110.47                                         |
| 1                | 2640.18                                                       | 2447.26                                                                              | 2888.47                                              | 3233.63                                         |
| 2                | 2640.18                                                       | 2447.26                                                                              | 2888.47                                              | 3233.63                                         |
| 3                | 2700.16                                                       | 2486.28                                                                              | 2968.04                                              | 3323.64                                         |
| 4                | 2700.16                                                       | 2486.28                                                                              | 2968.04                                              | 3323.64                                         |
| 5                | 2744.02                                                       | 2538.30                                                                              | 3047.61                                              | 3413.64                                         |
| 6                | 2744.02                                                       | 2538.30                                                                              | 3047.61                                              | 3413.64                                         |
| 7                | 3127.20                                                       | 2822.16                                                                              | 3401.29                                              | 3503.65                                         |
| 8                | 3127.20                                                       | 2822.16                                                                              | 3401.29                                              | 3503.65                                         |
| 9                | 3206.77                                                       | 2901.73                                                                              | 3480.87                                              | 3593.66                                         |
| 10               | 3259.82                                                       | 2954.78                                                                              | 3533.91                                              | 3646.71                                         |
| 11               | 3339.40                                                       | 3034.35                                                                              | 3613.49                                              | 3736.71                                         |
| 12               | 3339.40                                                       | 3034.35                                                                              | 3613.49                                              | 3736.71                                         |
| 13               | 3418.97                                                       | 3113.93                                                                              | 3693.06                                              | 3826.72                                         |
| 14               | 3418.97                                                       | 3113.93                                                                              | 3693.06                                              | 3826.72                                         |
| 15               | 3498.54                                                       | 3193.50                                                                              | 3772.64                                              | 3916.73                                         |
| 16               | 3772.64                                                       | 3193.50                                                                              | 3772.64                                              | 3916.73                                         |
| 17               | 3852.22                                                       | 3273.07                                                                              | 3852.21                                              | 4006.74                                         |
| 18               | 3852.22                                                       | 3273.07                                                                              | 3852.21                                              | 4006.74                                         |
| 19               | 3931.79                                                       | 3352.65                                                                              | 3931.79                                              | 4096.75                                         |
| 20               | 3931.79                                                       | 3352.65                                                                              | 3931.79                                              | 4096.75                                         |
| 21               | 4011.37                                                       | 3432.22                                                                              | 4011.37                                              | 4186.76                                         |
| 22               | 4011.37                                                       | 3432.22                                                                              | 4011.37                                              | 4186.76                                         |
| 23               | 4090.94                                                       | 3511.80                                                                              | 4090.94                                              | 4276.77                                         |
| 24               | 4090.94                                                       | 3511.80                                                                              | 4090.94                                              | 4276.77                                         |
| 25               | 4170.52                                                       | 3591.37                                                                              | 4170.52                                              | 4366.77                                         |
| 26               | 4170.52                                                       | 3591.37                                                                              | 4170.52                                              | 4366.77                                         |
| 27               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |
| 28               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |
| 29               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |
| 30               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |
| 31               | 4250.09                                                       | 3670.94                                                                              | 4250.09                                              | 4456.78                                         |

### 1.5. : 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.

#### 1.5.1. : Maandelijkse minimumbarema's met standplaatstoelage

| ANCIENNITEIT | 1.35    |
|--------------|---------|
| 0            | 2147.59 |
| 1            | 2303.21 |
| 2            | 2323.67 |
| 3            | 2344.12 |
| 4            | 2364.57 |
| 5            | 2358.96 |
| 6            | 2379.37 |
| 7            | 2399.83 |
| 8            | 2420.28 |
| 9            | 2440.74 |
| 10           | 2521.00 |
| 11           | 2545.52 |
| 12           | 2570.06 |
| 13           | 2594.59 |
| 14           | 2619.13 |
| 15           | 2643.67 |
| 16           | 2668.20 |
| 17           | 2674.09 |
| 18           | 2691.16 |
| 19           | 2715.70 |
| 20           | 2740.23 |
| 21           | 2764.77 |
| 22           | 2789.30 |
| 23           | 2813.84 |
| 24           | 2838.82 |
| 25           | 2863.83 |
| 26           | 2888.86 |
| 27           | 2913.88 |
| 28           | 2938.91 |
| 29           | 2963.93 |
| 30           | 2963.93 |
| 31           | 2963.93 |

#### 1.5.2. : Maandelijkse minimumbarema's met haardtoelage

| ANCIENNITEIT | 1.35    |
|--------------|---------|
| 0            | 2199.81 |
| 1            | 2355.43 |
| 2            | 2375.89 |

|    |         |
|----|---------|
| 3  | 2396.34 |
| 4  | 2416.79 |
| 5  | 2426.64 |
| 6  | 2428.17 |
| 7  | 2429.71 |
| 8  | 2446.39 |
| 9  | 2466.85 |
| 10 | 2547.11 |
| 11 | 2571.63 |
| 12 | 2596.17 |
| 13 | 2620.70 |
| 14 | 2645.24 |
| 15 | 2669.78 |
| 16 | 2694.31 |
| 17 | 2700.20 |
| 18 | 2702.04 |
| 19 | 2715.70 |
| 20 | 2740.23 |
| 21 | 2764.77 |
| 22 | 2789.30 |
| 23 | 2813.84 |
| 24 | 2838.82 |
| 25 | 2863.83 |
| 26 | 2888.86 |
| 27 | 2913.88 |
| 28 | 2938.91 |
| 29 | 2963.93 |
| 30 | 2963.93 |
| 31 | 2963.93 |

#### 1.6. : Gewaarborgd minimumloon

| SOORT BEDRAG |               |
|--------------|---------------|
| Maandbedrag  | Uurloonbedrag |
| 1847.8300    | 11.2216       |