

## Minimumlonen per Paritair (Sub)Comité

### Paritair Comité 3300001: prive-ziekenhuizen, psychiatrische verzorgingstehuizen

Inwerkingtreding 01/09/2018 (Laatst bewerkt 27/11/2019)

Indexatie met 2% in 9/2018. In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

De onderstaande loonbarema's zijn niet van toepassing op de werknemers met een IFIC-barema. De IFIC-doelbarema's bevinden zich in andere officiële subsectoren van dit paritair comité.

Deze sub-sector is geen officieel Paritair Subcomité. De 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 hoofdzakelijk handenarbeid verrichten

#### 1.1.1. : Uurloon met standplaatstoelage

| ANCIEN-<br>NITEIT | LOONSCHALEN |             |             |             |             |             |             |             |
|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                   | 1,12        | 1,14        | 1,22        | 1,26        | 1,3         | 1,4         | 1,54        | 1,59        |
| 0                 | 11.009<br>1 | 11.185<br>6 | 11.800<br>5 | 12.031<br>8 | 12.384<br>8 | 13.099<br>6 | 14.273<br>4 | 15.112<br>3 |
| 1                 | 11.905<br>2 | 11.905<br>2 | 12.727<br>0 | 12.958<br>3 | 13.311<br>4 | 14.067<br>5 | 15.241<br>4 | 15.924<br>9 |
| 2                 | 11.966<br>1 | 12.224<br>8 | 12.842<br>6 | 13.080<br>1 | 13.433<br>2 | 14.067<br>5 | 15.241<br>4 | 15.924<br>9 |
| 3                 | 12.027<br>0 | 12.337<br>4 | 12.958<br>3 | 13.201<br>9 | 13.554<br>9 | 14.144<br>6 | 15.473<br>6 | 16.157<br>0 |
| 4                 | 12.087<br>9 | 12.450<br>1 | 13.073<br>9 | 13.323<br>6 | 13.676<br>7 | 14.144<br>6 | 15.473<br>6 | 16.157<br>0 |
| 5                 | 12.148<br>8 | 12.562<br>7 | 13.189<br>5 | 13.445<br>4 | 13.798<br>5 | 14.376<br>7 | 15.706<br>0 | 16.389<br>3 |
| 6                 | 12.209<br>7 | 12.675<br>4 | 13.305<br>2 | 13.567<br>2 | 13.920<br>3 | 14.376<br>7 | 15.706<br>0 | 16.389<br>3 |
| 7                 | 12.270<br>6 | 12.788<br>0 | 13.420<br>8 | 13.689<br>0 | 14.042<br>0 | 14.609<br>0 | 15.914<br>3 | 16.621<br>7 |
| 8                 | 12.331<br>5 | 12.900<br>7 | 13.536<br>5 | 13.810<br>8 | 14.134<br>4 | 14.609<br>0 | 15.914<br>3 | 16.621<br>7 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 9  | 12.392<br>4 | 13.013<br>3 | 13.652<br>1 | 13.932<br>6 | 14.143<br>5 | 14.841<br>4 | 16.015<br>1 | 16.855<br>6 |
| 10 | 12.767<br>4 | 13.442<br>7 | 14.126<br>2 | 14.254<br>9 | 14.626<br>7 | 15.151<br>1 | 16.324<br>8 | 17.171<br>5 |
| 11 | 12.828<br>2 | 13.579<br>7 | 14.142<br>0 | 14.401<br>0 | 14.749<br>4 | 15.460<br>8 | 16.634<br>6 | 17.487<br>3 |
| 12 | 12.889<br>2 | 13.716<br>6 | 14.250<br>8 | 14.547<br>1 | 14.895<br>5 | 15.460<br>8 | 16.634<br>6 | 17.487<br>3 |
| 13 | 12.950<br>1 | 13.853<br>5 | 14.390<br>9 | 14.693<br>1 | 15.041<br>6 | 15.770<br>5 | 16.947<br>7 | 17.803<br>1 |
| 14 | 13.011<br>0 | 13.990<br>5 | 14.530<br>9 | 14.839<br>2 | 15.187<br>6 | 15.770<br>5 | 16.947<br>7 | 17.803<br>1 |
| 15 | 13.071<br>9 | 14.127<br>4 | 14.670<br>9 | 14.985<br>3 | 15.333<br>7 | 15.925<br>0 | 17.263<br>5 | 18.119<br>0 |
| 16 | 13.132<br>8 | 14.141<br>9 | 14.811<br>0 | 15.131<br>4 | 15.479<br>8 | 15.925<br>0 | 17.263<br>5 | 18.119<br>0 |
| 17 | 13.193<br>7 | 14.246<br>0 | 14.951<br>0 | 15.277<br>5 | 15.625<br>9 | 16.234<br>5 | 17.579<br>3 | 18.434<br>8 |
| 18 | 13.254<br>6 | 14.382<br>9 | 15.091<br>0 | 15.423<br>6 | 15.772<br>0 | 16.234<br>5 | 17.579<br>3 | 18.434<br>8 |
| 19 | 13.315<br>5 | 14.519<br>8 | 15.231<br>0 | 15.569<br>6 | 15.912<br>8 | 16.544<br>2 | 17.895<br>2 | 18.750<br>7 |
| 20 | 13.376<br>4 | 14.656<br>8 | 15.371<br>1 | 15.715<br>7 | 15.923<br>7 | 16.544<br>2 | 17.895<br>2 | 18.750<br>7 |
| 21 | 13.437<br>3 | 14.793<br>7 | 15.511<br>1 | 15.861<br>8 | 16.054<br>7 | 16.855<br>5 | 18.211<br>0 | 19.066<br>5 |
| 22 | 13.498<br>2 | 14.930<br>7 | 15.651<br>1 | 15.919<br>5 | 16.200<br>8 | 16.855<br>5 | 18.211<br>0 | 19.066<br>5 |
| 23 | 13.559<br>1 | 15.067<br>6 | 15.791<br>2 | 15.998<br>5 | 16.346<br>9 | 17.171<br>3 | 18.526<br>9 | 19.382<br>3 |
| 24 | 13.620<br>0 | 15.204<br>6 | 15.913<br>8 | 16.144<br>5 | 16.492<br>9 | 17.171<br>3 | 18.526<br>9 | 19.382<br>3 |
| 25 | 13.680<br>9 | 15.341<br>5 | 15.924<br>2 | 16.290<br>6 | 16.639<br>1 | 17.487<br>2 | 18.842<br>7 | 19.698<br>2 |
| 26 | 13.741<br>8 | 15.478<br>4 | 16.055<br>7 | 16.436<br>7 | 16.785<br>4 | 17.487<br>2 | 18.842<br>7 | 19.698<br>2 |
| 27 | 13.802<br>7 | 15.615<br>4 | 16.195<br>8 | 16.582<br>8 | 16.934<br>4 | 17.803<br>0 | 19.158<br>6 | 20.014<br>0 |
| 28 | 13.802<br>7 | 15.752<br>4 | 16.335<br>8 | 16.728<br>9 | 17.083<br>4 | 17.803<br>0 | 19.158<br>6 | 20.014<br>0 |
| 29 | 13.802<br>7 | 15.889<br>3 | 16.475<br>8 | 16.877<br>0 | 17.232<br>4 | 18.118<br>8 | 19.474<br>4 | 20.329<br>9 |
| 30 | 13.802<br>7 | 15.889<br>3 | 16.475<br>8 | 16.877<br>0 | 17.232<br>4 | 18.118<br>8 | 19.474<br>4 | 20.329<br>9 |
| 31 | 13.802<br>7 | 15.889<br>3 | 16.475<br>8 | 16.877<br>0 | 17.232<br>4 | 18.434<br>7 | 19.790<br>2 | 20.645<br>7 |

### 1.1.2. : Uurloon met haardtoelage

| ANCIE<br>NNITEI<br>T | LOONSCHALEN |             |             |             |             |             |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                      | 1,12        | 1,14        | 1,22        | 1,26        | 1,3         | 1,4         | 1,54        | 1,59        |
| 0                    | 11.320<br>0 | 11.496<br>5 | 12.111<br>4 | 12.342<br>7 | 12.695<br>7 | 13.410<br>5 | 14.465<br>2 | 15.267<br>7 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1  | 12.216<br>1 | 12.216<br>1 | 13.037<br>9 | 13.269<br>2 | 13.622<br>3 | 14.378<br>4 | 15.396<br>8 | 16.080<br>4 |
| 2  | 12.277<br>0 | 12.535<br>7 | 13.153<br>5 | 13.391<br>0 | 13.744<br>1 | 14.378<br>4 | 15.396<br>8 | 16.080<br>4 |
| 3  | 12.337<br>9 | 12.648<br>3 | 13.269<br>2 | 13.512<br>8 | 13.865<br>8 | 14.455<br>5 | 15.629<br>0 | 16.157<br>0 |
| 4  | 12.398<br>8 | 12.761<br>0 | 13.384<br>8 | 13.634<br>5 | 13.987<br>6 | 14.455<br>5 | 15.629<br>0 | 16.157<br>0 |
| 5  | 12.459<br>7 | 12.873<br>6 | 13.500<br>4 | 13.756<br>3 | 14.109<br>4 | 14.532<br>1 | 15.861<br>4 | 16.389<br>3 |
| 6  | 12.520<br>6 | 12.986<br>3 | 13.616<br>1 | 13.878<br>1 | 14.231<br>2 | 14.532<br>1 | 15.861<br>4 | 16.389<br>3 |
| 7  | 12.581<br>5 | 13.098<br>9 | 13.731<br>7 | 13.999<br>9 | 14.352<br>9 | 14.764<br>4 | 16.069<br>8 | 16.621<br>7 |
| 8  | 12.642<br>4 | 13.211<br>6 | 13.847<br>4 | 14.121<br>7 | 14.445<br>3 | 14.764<br>4 | 16.069<br>8 | 16.621<br>7 |
| 9  | 12.703<br>3 | 13.324<br>2 | 13.963<br>0 | 14.243<br>5 | 14.454<br>4 | 14.996<br>8 | 16.087<br>1 | 16.855<br>6 |
| 10 | 13.078<br>3 | 13.753<br>6 | 14.437<br>1 | 14.463<br>8 | 14.626<br>6 | 15.306<br>5 | 16.324<br>8 | 17.171<br>5 |
| 11 | 13.139<br>1 | 13.890<br>6 | 14.453<br>0 | 14.474<br>8 | 14.904<br>8 | 15.616<br>2 | 16.634<br>6 | 17.487<br>3 |
| 12 | 13.200<br>1 | 14.027<br>5 | 14.463<br>4 | 14.702<br>5 | 15.050<br>9 | 15.616<br>2 | 16.634<br>6 | 17.487<br>3 |
| 13 | 13.261<br>0 | 14.164<br>4 | 14.546<br>3 | 14.848<br>5 | 15.197<br>0 | 15.925<br>9 | 16.947<br>7 | 17.803<br>1 |
| 14 | 13.321<br>9 | 14.301<br>4 | 14.686<br>3 | 14.994<br>6 | 15.343<br>0 | 15.925<br>9 | 16.947<br>7 | 17.803<br>1 |
| 15 | 13.382<br>8 | 14.438<br>3 | 14.826<br>3 | 15.140<br>7 | 15.489<br>1 | 16.080<br>4 | 17.263<br>5 | 18.119<br>0 |
| 16 | 13.443<br>7 | 14.452<br>9 | 14.966<br>4 | 15.286<br>8 | 15.635<br>2 | 16.080<br>4 | 17.263<br>5 | 18.119<br>0 |
| 17 | 13.504<br>6 | 14.463<br>1 | 15.106<br>4 | 15.432<br>9 | 15.781<br>3 | 16.234<br>5 | 17.579<br>3 | 18.434<br>8 |
| 18 | 13.565<br>5 | 14.538<br>3 | 15.246<br>4 | 15.579<br>0 | 15.927<br>4 | 16.234<br>5 | 17.579<br>3 | 18.434<br>8 |
| 19 | 13.626<br>4 | 14.675<br>2 | 15.386<br>4 | 15.725<br>0 | 16.068<br>3 | 16.544<br>2 | 17.895<br>2 | 18.750<br>7 |
| 20 | 13.687<br>3 | 14.812<br>2 | 15.526<br>5 | 15.871<br>1 | 16.079<br>1 | 16.544<br>2 | 17.895<br>2 | 18.750<br>7 |
| 21 | 13.748<br>2 | 14.949<br>1 | 15.666<br>5 | 16.017<br>2 | 16.090<br>1 | 16.855<br>5 | 18.211<br>0 | 19.066<br>5 |
| 22 | 13.809<br>1 | 15.086<br>1 | 15.806<br>5 | 16.075<br>0 | 16.200<br>8 | 16.855<br>5 | 18.211<br>0 | 19.066<br>5 |
| 23 | 13.870<br>0 | 15.223<br>0 | 15.946<br>6 | 16.085<br>9 | 16.346<br>9 | 17.171<br>3 | 18.526<br>9 | 19.382<br>3 |
| 24 | 13.930<br>9 | 15.360<br>0 | 16.069<br>2 | 16.144<br>5 | 16.492<br>9 | 17.171<br>3 | 18.526<br>9 | 19.382<br>3 |
| 25 | 13.991<br>8 | 15.496<br>9 | 16.079<br>7 | 16.290<br>6 | 16.639<br>1 | 17.487<br>2 | 18.842<br>7 | 19.698<br>2 |
| 26 | 14.052<br>7 | 15.633<br>8 | 16.090<br>2 | 16.436<br>7 | 16.785<br>4 | 17.487<br>2 | 18.842<br>7 | 19.698<br>2 |
| 27 | 14.113<br>6 | 15.770<br>8 | 16.195<br>8 | 16.582<br>8 | 16.934<br>4 | 17.803<br>0 | 19.158<br>6 | 20.014<br>0 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 28 | 14.113<br>6 | 15.907<br>8 | 16.335<br>8 | 16.728<br>9 | 17.083<br>4 | 17.803<br>0 | 19.158<br>6 | 20.014<br>0 |
| 29 | 14.113<br>6 | 16.044<br>7 | 16.475<br>8 | 16.877<br>0 | 17.232<br>4 | 18.118<br>8 | 19.474<br>4 | 20.329<br>9 |
| 30 | 14.113<br>6 | 16.044<br>7 | 16.475<br>8 | 16.877<br>0 | 17.232<br>4 | 18.118<br>8 | 19.474<br>4 | 20.329<br>9 |
| 31 | 14.113<br>6 | 16.044<br>7 | 16.475<br>8 | 16.877<br>0 | 17.232<br>4 | 18.434<br>7 | 19.790<br>2 | 20.645<br>7 |

## 1.2. : Werknemers die hoofdzakelijk intellectuele arbeid verrichten

### 1.2.1. : Administratief personeel

#### 1.2.1.1. : Maandloon met standplaatstoelage (schalen 1.12 ; 1.22 ; 1.26 ; 1.40 ; 1.24 ; 1.30 ; 1.45 ; 1.50 en 1.31)

| ANCI<br>ENNI<br>TEIT | LOONSCHALEN |             |             |             |             |             |             |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                      | 1,12        | 1,22        | 1,26        | 1,4         | 1,24        | 1,3         | 1,45        | 1,5         | 1,31        |
| 0                    | 1812.<br>84 | 1943.<br>15 | 1981.<br>24 | 2157.<br>07 | 1959.<br>19 | 2039.<br>38 | 2246.<br>32 | 2019.<br>54 | 2083.<br>29 |
| 1                    | 1960.<br>39 | 2095.<br>71 | 2133.<br>80 | 2316.<br>45 | 2111.<br>75 | 2191.<br>95 | 2380.<br>10 | 2185.<br>30 | 2249.<br>04 |
| 2                    | 1970.<br>42 | 2114.<br>75 | 2153.<br>86 | 2316.<br>45 | 2131.<br>81 | 2212.<br>00 | 2380.<br>10 | 2203.<br>76 | 2267.<br>51 |
| 3                    | 1980.<br>45 | 2133.<br>80 | 2173.<br>91 | 2329.<br>14 | 2151.<br>86 | 2232.<br>05 | 2418.<br>36 | 2222.<br>22 | 2285.<br>97 |
| 4                    | 1990.<br>48 | 2152.<br>84 | 2193.<br>96 | 2329.<br>14 | 2171.<br>91 | 2252.<br>11 | 2418.<br>36 | 2240.<br>68 | 2304.<br>43 |
| 5                    | 2000.<br>50 | 2171.<br>88 | 2214.<br>02 | 2367.<br>36 | 2191.<br>97 | 2272.<br>16 | 2456.<br>62 | 2259.<br>14 | 2322.<br>89 |
| 6                    | 2010.<br>53 | 2190.<br>93 | 2234.<br>07 | 2367.<br>36 | 2212.<br>02 | 2292.<br>21 | 2456.<br>62 | 2303.<br>76 | 2341.<br>91 |
| 7                    | 2020.<br>56 | 2209.<br>96 | 2254.<br>13 | 2405.<br>61 | 2232.<br>07 | 2312.<br>26 | 2494.<br>87 | 2328.<br>67 | 2386.<br>54 |
| 8                    | 2030.<br>59 | 2229.<br>01 | 2274.<br>18 | 2405.<br>61 | 2252.<br>13 | 2327.<br>46 | 2494.<br>87 | 2367.<br>41 | 2431.<br>16 |
| 9                    | 2040.<br>62 | 2248.<br>05 | 2294.<br>23 | 2443.<br>88 | 2272.<br>18 | 2328.<br>96 | 2533.<br>13 | 2412.<br>03 | 2475.<br>78 |
| 10                   | 2102.<br>37 | 2326.<br>12 | 2347.<br>30 | 2494.<br>87 | 2328.<br>83 | 2408.<br>52 | 2584.<br>13 | 2507.<br>66 | 2571.<br>41 |
| 11                   | 2112.<br>39 | 2328.<br>73 | 2371.<br>35 | 2545.<br>87 | 2349.<br>04 | 2428.<br>73 | 2621.<br>35 | 2552.<br>29 | 2616.<br>03 |
| 12                   | 2122.<br>42 | 2346.<br>63 | 2395.<br>41 | 2545.<br>87 | 2373.<br>09 | 2452.<br>79 | 2621.<br>35 | 2596.<br>91 | 2635.<br>06 |
| 13                   | 2132.<br>45 | 2369.<br>69 | 2419.<br>47 | 2596.<br>88 | 2397.<br>15 | 2476.<br>84 | 2660.<br>53 | 2621.<br>83 | 2679.<br>68 |
| 14                   | 2142.<br>48 | 2392.<br>75 | 2443.<br>52 | 2596.<br>88 | 2421.<br>20 | 2500.<br>89 | 2660.<br>53 | 2660.<br>55 | 2724.<br>30 |
| 15                   | 2152.<br>51 | 2415.<br>81 | 2467.<br>58 | 2622.<br>31 | 2445.<br>26 | 2524.<br>95 | 2711.<br>53 | 2705.<br>18 | 2769.<br>06 |
| 16                   | 2162.<br>53 | 2438.<br>87 | 2491.<br>63 | 2622.<br>31 | 2469.<br>31 | 2549.<br>01 | 2711.<br>53 | 2749.<br>80 | 2814.<br>56 |
| 17                   | 2172.<br>56 | 2461.<br>93 | 2515.<br>68 | 2673.<br>28 | 2493.<br>37 | 2573.<br>06 | 2762.<br>54 | 2795.<br>06 | 2860.<br>06 |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 18 | 2182.<br>59 | 2484.<br>98 | 2539.<br>74 | 2673.<br>28 | 2517.<br>42 | 2597.<br>11 | 2762.<br>54 | 2840.<br>56 | 2905.<br>57 |
| 19 | 2192.<br>62 | 2508.<br>04 | 2563.<br>79 | 2724.<br>28 | 2541.<br>48 | 2620.<br>30 | 2814.<br>55 | 2886.<br>06 | 2951.<br>07 |
| 20 | 2202.<br>65 | 2531.<br>10 | 2587.<br>85 | 2724.<br>28 | 2565.<br>53 | 2622.<br>10 | 2814.<br>55 | 2931.<br>56 | 2996.<br>57 |
| 21 | 2212.<br>68 | 2554.<br>16 | 2611.<br>90 | 2775.<br>53 | 2589.<br>58 | 2643.<br>68 | 2866.<br>56 | 2977.<br>07 | 3042.<br>07 |
| 22 | 2222.<br>71 | 2577.<br>21 | 2621.<br>42 | 2775.<br>53 | 2619.<br>74 | 2667.<br>73 | 2866.<br>56 | 3022.<br>57 | 3087.<br>58 |
| 23 | 2232.<br>74 | 2600.<br>27 | 2634.<br>42 | 2827.<br>55 | 2621.<br>54 | 2691.<br>79 | 2918.<br>56 | 3068.<br>07 | 3133.<br>08 |
| 24 | 2242.<br>76 | 2620.<br>46 | 2658.<br>47 | 2827.<br>55 | 2636.<br>15 | 2715.<br>84 | 2918.<br>56 | 3113.<br>57 | 3178.<br>58 |
| 25 | 2252.<br>79 | 2622.<br>19 | 2682.<br>52 | 2879.<br>55 | 2660.<br>20 | 2739.<br>90 | 2970.<br>57 | 3159.<br>08 | 3224.<br>08 |
| 26 | 2262.<br>82 | 2643.<br>84 | 2706.<br>58 | 2879.<br>55 | 2684.<br>26 | 2764.<br>00 | 2970.<br>57 | 3204.<br>58 | 3269.<br>59 |
| 27 | 2272.<br>85 | 2666.<br>90 | 2730.<br>63 | 2931.<br>56 | 2708.<br>31 | 2788.<br>53 | 3022.<br>58 | 3250.<br>09 | 3315.<br>09 |
| 28 | 2272.<br>85 | 2689.<br>96 | 2754.<br>69 | 2931.<br>56 | 2732.<br>37 | 2813.<br>06 | 3022.<br>58 | 3295.<br>58 | 3360.<br>59 |
| 29 | 2272.<br>85 | 2713.<br>02 | 2779.<br>08 | 2983.<br>57 | 2756.<br>42 | 2837.<br>60 | 3074.<br>59 | 3341.<br>09 | 3406.<br>10 |
| 30 | 2272.<br>85 | 2713.<br>02 | 2779.<br>08 | 2983.<br>57 | 2756.<br>42 | 2837.<br>60 | 3074.<br>59 | 3341.<br>09 | 3406.<br>10 |
| 31 | 2272.<br>85 | 2713.<br>02 | 2779.<br>08 | 3035.<br>58 | 2756.<br>42 | 2837.<br>60 | 3126.<br>60 | 3341.<br>09 | 3406.<br>10 |

**1.2.1.2. : Maandloon met standplaatstoelage (schalen 1.39 ; 1.53 ; 1.47 ; 1.62 ; 1.63 ; 1.55-1.61-1.77 ; 1.78 S en 1.80)**

| ANCIE<br>NNITEI<br>T | LOONSCHALEN |             |             |             |             |                        |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|------------------------|-------------|-------------|
|                      | 1,39        | 1,53        | 1,47        | 1,62        | 1,63        | 1.55-<br>1.61-<br>1.77 | 1.78 S      | 1,8         |
| 0                    | 2157.0<br>7 | 2335.4<br>8 | 2297.3<br>2 | 2660.5<br>2 | 2660.5<br>2 | 2390.7<br>1            | 3049.5<br>4 | 3185.1<br>4 |
| 1                    | 2322.8<br>2 | 2501.2<br>4 | 2437.4<br>8 | 2788.5<br>5 | 2827.5<br>6 | 2562.8<br>7            | 3170.2<br>9 | 3341.1<br>9 |
| 2                    | 2322.8<br>2 | 2501.2<br>4 | 2437.4<br>8 | 2788.5<br>5 | 2827.5<br>6 | 2562.8<br>7            | 3170.2<br>9 | 3341.1<br>9 |
| 3                    | 2335.4<br>8 | 2539.4<br>9 | 2475.7<br>3 | 2840.5<br>6 | 2866.5<br>7 | 2621.6<br>7            | 3258.5<br>4 | 3480.9<br>8 |
| 4                    | 2335.4<br>8 | 2539.4<br>9 | 2475.7<br>3 | 2840.5<br>6 | 2866.5<br>7 | 2621.6<br>7            | 3258.5<br>4 | 3480.9<br>8 |
| 5                    | 2386.4<br>8 | 2590.4<br>9 | 2526.7<br>4 | 2944.5<br>9 | 2918.5<br>8 | 2690.2<br>7            | 3346.7<br>8 | 3620.7<br>6 |
| 6                    | 2386.4<br>8 | 2590.4<br>9 | 2526.7<br>4 | 2944.5<br>9 | 2918.5<br>8 | 2690.2<br>7            | 3346.7<br>8 | 3620.7<br>6 |
| 7                    | 2488.4<br>8 | 2666.9<br>0 | 2620.8<br>7 | 3048.6<br>1 | 3022.6<br>0 | 3065.9<br>5            | 3435.0<br>3 | 3760.5<br>5 |
| 8                    | 2488.4<br>8 | 2666.9<br>0 | 2620.8<br>7 | 3048.6<br>1 | 3022.6<br>0 | 3065.9<br>5            | 3435.0<br>3 | 3760.5<br>5 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 9  | 2590.4<br>9 | 2769.0<br>4 | 2705.1<br>4 | 3139.6<br>4 | 3126.6<br>3 | 3143.9<br>6 | 3523.2<br>7 | 3900.3<br>4 |
| 10 | 2621.8<br>2 | 2821.0<br>5 | 2756.1<br>5 | 3178.6<br>5 | 3178.6<br>4 | 3195.9<br>7 | 3575.2<br>8 | 3952.3<br>5 |
| 11 | 2705.1<br>4 | 2912.0<br>8 | 2847.0<br>6 | 3269.6<br>8 | 3269.6<br>7 | 3273.9<br>9 | 3663.5<br>3 | 4092.1<br>3 |
| 12 | 2705.1<br>4 | 2912.0<br>8 | 2847.0<br>6 | 3269.6<br>8 | 3269.6<br>7 | 3273.9<br>9 | 3663.5<br>3 | 4092.1<br>3 |
| 13 | 2795.0<br>5 | 3003.1<br>0 | 2938.0<br>8 | 3360.7<br>0 | 3360.6<br>9 | 3352.0<br>0 | 3751.7<br>7 | 4231.9<br>2 |
| 14 | 2795.0<br>5 | 3003.1<br>0 | 2938.0<br>8 | 3360.7<br>0 | 3360.6<br>9 | 3352.0<br>0 | 3751.7<br>7 | 4231.9<br>2 |
| 15 | 2886.0<br>7 | 3094.1<br>2 | 3029.1<br>0 | 3451.7<br>2 | 3451.7<br>1 | 3430.0<br>2 | 3840.0<br>2 | 4371.7<br>1 |
| 16 | 2886.0<br>7 | 3094.1<br>2 | 3029.1<br>0 | 3451.7<br>2 | 3451.7<br>1 | 3698.7<br>5 | 3840.0<br>2 | 4371.7<br>1 |
| 17 | 2977.0<br>9 | 3185.1<br>5 | 3120.1<br>3 | 3542.7<br>5 | 3542.7<br>4 | 3776.7<br>7 | 3928.2<br>6 | 4511.4<br>9 |
| 18 | 2977.0<br>9 | 3185.1<br>5 | 3120.1<br>3 | 3542.7<br>5 | 3542.7<br>4 | 3776.7<br>7 | 3928.2<br>6 | 4511.4<br>9 |
| 19 | 3068.1<br>2 | 3276.1<br>7 | 3211.1<br>5 | 3633.7<br>7 | 3633.7<br>6 | 3854.7<br>8 | 4016.5<br>1 | 4651.2<br>8 |
| 20 | 3068.1<br>2 | 3276.1<br>7 | 3211.1<br>5 | 3633.7<br>7 | 3633.7<br>6 | 3854.7<br>8 | 4016.5<br>1 | 4651.2<br>8 |
| 21 | 3159.1<br>4 | 3367.1<br>9 | 3302.1<br>8 | 3724.7<br>9 | 3724.7<br>8 | 3932.8<br>0 | 4104.7<br>5 | 4791.0<br>7 |
| 22 | 3159.1<br>4 | 3367.1<br>9 | 3302.1<br>8 | 3724.7<br>9 | 3724.7<br>8 | 3932.8<br>0 | 4104.7<br>5 | 4791.0<br>7 |
| 23 | 3250.1<br>7 | 3458.2<br>2 | 3393.2<br>0 | 3815.8<br>2 | 3815.8<br>1 | 4010.8<br>2 | 4193.0<br>0 | 4930.8<br>5 |
| 24 | 3250.1<br>7 | 3458.2<br>2 | 3393.2<br>0 | 3815.8<br>2 | 3815.8<br>1 | 4010.8<br>2 | 4193.0<br>0 | 4930.8<br>5 |
| 25 | 3341.1<br>9 | 3549.2<br>5 | 3484.2<br>2 | 3906.8<br>4 | 3906.8<br>3 | 4088.8<br>3 | 4281.2<br>5 | 4930.8<br>5 |
| 26 | 3341.1<br>9 | 3549.2<br>5 | 3484.2<br>2 | 3906.8<br>4 | 3906.8<br>3 | 4088.8<br>3 | 4281.2<br>5 | 4930.8<br>5 |
| 27 | 3432.2<br>1 | 3640.2<br>6 | 3575.2<br>5 | 3997.8<br>6 | 3997.8<br>5 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |
| 28 | 3432.2<br>1 | 3640.2<br>6 | 3575.2<br>5 | 3997.8<br>6 | 3997.8<br>5 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |
| 29 | 3523.2<br>4 | 3731.2<br>9 | 3666.2<br>7 | 4088.8<br>9 | 4088.8<br>8 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |
| 30 | 3523.2<br>4 | 3731.2<br>9 | 3666.2<br>7 | 4088.8<br>9 | 4088.8<br>8 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |
| 31 | 3523.2<br>4 | 3731.2<br>9 | 3666.2<br>7 | 4088.8<br>9 | 4179.9<br>0 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |

**1.2.1.3. : Maandloon met haardtoelage (schalen 1.12 ; 1.22 ; 1.26 ; 1.40 ; 1.24 ; 1.30 ; 1.45 ; 1.50 en 1.31)**

| ANCI<br>ENNI<br>TEIT | LOONSCHALEN |             |             |             |             |             |             |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                      | 1,12        | 1,22        | 1,26        | 1,4         | 1,24        | 1,3         | 1,45        | 1,5         | 1,31        |
| 0                    | 1864.<br>04 | 1994.<br>35 | 2032.<br>44 | 2208.<br>27 | 2010.<br>39 | 2090.<br>58 | 2297.<br>52 | 2070.<br>74 | 2134.<br>49 |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1  | 2011.<br>59 | 2146.<br>91 | 2185.<br>00 | 2374.<br>02 | 2162.<br>95 | 2243.<br>15 | 2405.<br>70 | 2236.<br>50 | 2300.<br>24 |
| 2  | 2021.<br>62 | 2165.<br>95 | 2205.<br>06 | 2367.<br>65 | 2183.<br>01 | 2263.<br>20 | 2405.<br>70 | 2254.<br>96 | 2318.<br>71 |
| 3  | 2031.<br>65 | 2185.<br>00 | 2225.<br>11 | 2380.<br>34 | 2203.<br>06 | 2283.<br>25 | 2443.<br>96 | 2273.<br>42 | 2337.<br>17 |
| 4  | 2041.<br>68 | 2204.<br>04 | 2245.<br>16 | 2380.<br>34 | 2223.<br>11 | 2303.<br>31 | 2443.<br>96 | 2291.<br>88 | 2355.<br>63 |
| 5  | 2051.<br>70 | 2223.<br>08 | 2265.<br>22 | 2392.<br>96 | 2243.<br>17 | 2323.<br>36 | 2482.<br>22 | 2310.<br>34 | 2374.<br>09 |
| 6  | 2061.<br>73 | 2242.<br>13 | 2285.<br>27 | 2392.<br>96 | 2263.<br>22 | 2343.<br>41 | 2482.<br>22 | 2354.<br>96 | 2381.<br>30 |
| 7  | 2071.<br>76 | 2261.<br>16 | 2305.<br>33 | 2431.<br>21 | 2283.<br>27 | 2363.<br>46 | 2520.<br>47 | 2379.<br>87 | 2412.<br>14 |
| 8  | 2081.<br>79 | 2280.<br>21 | 2325.<br>38 | 2431.<br>21 | 2303.<br>33 | 2378.<br>66 | 2520.<br>47 | 2393.<br>01 | 2456.<br>76 |
| 9  | 2091.<br>82 | 2299.<br>25 | 2345.<br>43 | 2469.<br>48 | 2323.<br>38 | 2380.<br>16 | 2558.<br>73 | 2437.<br>63 | 2501.<br>38 |
| 10 | 2153.<br>57 | 2377.<br>32 | 2381.<br>70 | 2520.<br>47 | 2380.<br>02 | 2408.<br>52 | 2609.<br>73 | 2533.<br>26 | 2597.<br>01 |
| 11 | 2163.<br>59 | 2379.<br>93 | 2383.<br>50 | 2571.<br>47 | 2381.<br>83 | 2454.<br>33 | 2646.<br>95 | 2577.<br>89 | 2641.<br>63 |
| 12 | 2173.<br>62 | 2381.<br>65 | 2421.<br>01 | 2571.<br>47 | 2398.<br>69 | 2478.<br>39 | 2646.<br>95 | 2622.<br>51 | 2648.<br>86 |
| 13 | 2183.<br>65 | 2395.<br>29 | 2445.<br>07 | 2622.<br>48 | 2422.<br>75 | 2502.<br>44 | 2660.<br>53 | 2647.<br>43 | 2679.<br>68 |
| 14 | 2193.<br>68 | 2418.<br>35 | 2469.<br>12 | 2622.<br>48 | 2446.<br>80 | 2526.<br>49 | 2660.<br>53 | 2660.<br>55 | 2724.<br>30 |
| 15 | 2203.<br>71 | 2441.<br>41 | 2493.<br>18 | 2647.<br>91 | 2470.<br>86 | 2550.<br>55 | 2711.<br>53 | 2705.<br>18 | 2769.<br>06 |
| 16 | 2213.<br>73 | 2464.<br>47 | 2517.<br>23 | 2647.<br>91 | 2494.<br>91 | 2574.<br>61 | 2711.<br>53 | 2749.<br>80 | 2814.<br>56 |
| 17 | 2223.<br>76 | 2487.<br>53 | 2541.<br>28 | 2673.<br>28 | 2518.<br>97 | 2598.<br>66 | 2762.<br>54 | 2795.<br>06 | 2860.<br>06 |
| 18 | 2233.<br>79 | 2510.<br>58 | 2565.<br>34 | 2673.<br>28 | 2543.<br>02 | 2622.<br>71 | 2762.<br>54 | 2840.<br>56 | 2905.<br>57 |
| 19 | 2243.<br>82 | 2533.<br>64 | 2589.<br>39 | 2724.<br>28 | 2567.<br>08 | 2645.<br>90 | 2814.<br>55 | 2886.<br>06 | 2951.<br>07 |
| 20 | 2253.<br>85 | 2556.<br>70 | 2613.<br>45 | 2724.<br>28 | 2591.<br>13 | 2647.<br>70 | 2814.<br>55 | 2931.<br>56 | 2996.<br>57 |
| 21 | 2263.<br>88 | 2579.<br>76 | 2637.<br>50 | 2775.<br>53 | 2615.<br>18 | 2649.<br>51 | 2866.<br>56 | 2977.<br>07 | 3042.<br>07 |
| 22 | 2273.<br>91 | 2602.<br>81 | 2647.<br>01 | 2775.<br>53 | 2645.<br>33 | 2667.<br>73 | 2866.<br>56 | 3022.<br>57 | 3087.<br>58 |
| 23 | 2283.<br>94 | 2625.<br>87 | 2648.<br>82 | 2827.<br>55 | 2647.<br>14 | 2691.<br>79 | 2918.<br>56 | 3068.<br>07 | 3133.<br>08 |
| 24 | 2293.<br>96 | 2646.<br>06 | 2658.<br>47 | 2827.<br>55 | 2648.<br>95 | 2715.<br>84 | 2918.<br>56 | 3113.<br>57 | 3178.<br>58 |
| 25 | 2303.<br>99 | 2647.<br>79 | 2682.<br>52 | 2879.<br>55 | 2660.<br>20 | 2739.<br>90 | 2970.<br>57 | 3159.<br>08 | 3224.<br>08 |
| 26 | 2314.<br>02 | 2649.<br>52 | 2706.<br>58 | 2879.<br>55 | 2684.<br>26 | 2764.<br>00 | 2970.<br>57 | 3204.<br>58 | 3269.<br>59 |
| 27 | 2324.<br>05 | 2666.<br>90 | 2730.<br>63 | 2931.<br>56 | 2708.<br>31 | 2788.<br>53 | 3022.<br>58 | 3250.<br>09 | 3315.<br>09 |

|    |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 28 | 2324.<br>05 | 2689.<br>96 | 2754.<br>69 | 2931.<br>56 | 2732.<br>37 | 2813.<br>06 | 3022.<br>58 | 3295.<br>58 | 3360.<br>59 |
| 29 | 2324.<br>05 | 2713.<br>02 | 2779.<br>08 | 2983.<br>57 | 2756.<br>42 | 2837.<br>60 | 3074.<br>59 | 3341.<br>09 | 3406.<br>10 |
| 30 | 2324.<br>05 | 2713.<br>02 | 2779.<br>08 | 2983.<br>57 | 2756.<br>42 | 2837.<br>60 | 3074.<br>59 | 3341.<br>09 | 3406.<br>10 |
| 31 | 2324.<br>05 | 2713.<br>02 | 2779.<br>08 | 3035.<br>58 | 2756.<br>42 | 2837.<br>60 | 3126.<br>60 | 3341.<br>09 | 3406.<br>10 |

**1.2.1.4. : Maandloon met haardtoelage (schalen 1.39 ; 1.53 ; 1.47 ; 1.62 ; 1.63 ; 1.55-1.61-1.77 ; 1.78 S en 1.80)**

| ANCIE<br>NNITEI<br>T | LOONSCHALEN |             |             |             |             |                        |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|------------------------|-------------|-------------|
|                      | 1,39        | 1,53        | 1,47        | 1,62        | 1,63        | 1.55-<br>1.61-<br>1.77 | 1.78 S      | 1,8         |
| 0                    | 2208.2<br>7 | 2380.8<br>2 | 2348.5<br>2 | 2660.5<br>2 | 2660.5<br>2 | 2416.3<br>1            | 3049.5<br>4 | 3185.1<br>4 |
| 1                    | 2374.0<br>2 | 2526.8<br>4 | 2463.0<br>8 | 2788.5<br>5 | 2827.5<br>6 | 2588.4<br>7            | 3170.2<br>9 | 3341.1<br>9 |
| 2                    | 2374.0<br>2 | 2526.8<br>4 | 2463.0<br>8 | 2788.5<br>5 | 2827.5<br>6 | 2588.4<br>7            | 3170.2<br>9 | 3341.1<br>9 |
| 3                    | 2380.8<br>2 | 2565.0<br>9 | 2501.3<br>3 | 2840.5<br>6 | 2866.5<br>7 | 2647.2<br>7            | 3258.5<br>4 | 3480.9<br>8 |
| 4                    | 2380.8<br>2 | 2565.0<br>9 | 2501.3<br>3 | 2840.5<br>6 | 2866.5<br>7 | 2647.2<br>7            | 3258.5<br>4 | 3480.9<br>8 |
| 5                    | 2412.0<br>8 | 2616.0<br>9 | 2552.3<br>4 | 2944.5<br>9 | 2918.5<br>8 | 2690.2<br>7            | 3346.7<br>8 | 3620.7<br>6 |
| 6                    | 2412.0<br>8 | 2616.0<br>9 | 2552.3<br>4 | 2944.5<br>9 | 2918.5<br>8 | 2690.2<br>7            | 3346.7<br>8 | 3620.7<br>6 |
| 7                    | 2514.0<br>8 | 2666.9<br>0 | 2646.4<br>7 | 3048.6<br>1 | 3022.6<br>0 | 3065.9<br>5            | 3435.0<br>3 | 3760.5<br>5 |
| 8                    | 2514.0<br>8 | 2666.9<br>0 | 2646.4<br>7 | 3048.6<br>1 | 3022.6<br>0 | 3065.9<br>5            | 3435.0<br>3 | 3760.5<br>5 |
| 9                    | 2616.0<br>9 | 2769.0<br>4 | 2705.1<br>4 | 3139.6<br>4 | 3126.6<br>3 | 3143.9<br>6            | 3523.2<br>7 | 3900.3<br>4 |
| 10                   | 2647.4<br>2 | 2821.0<br>5 | 2756.1<br>5 | 3178.6<br>5 | 3178.6<br>4 | 3195.9<br>7            | 3575.2<br>8 | 3952.3<br>5 |
| 11                   | 2705.1<br>4 | 2912.0<br>8 | 2847.0<br>6 | 3269.6<br>8 | 3269.6<br>7 | 3273.9<br>9            | 3663.5<br>3 | 4092.1<br>3 |
| 12                   | 2705.1<br>4 | 2912.0<br>8 | 2847.0<br>6 | 3269.6<br>8 | 3269.6<br>7 | 3273.9<br>9            | 3663.5<br>3 | 4092.1<br>3 |
| 13                   | 2795.0<br>5 | 3003.1<br>0 | 2938.0<br>8 | 3360.7<br>0 | 3360.6<br>9 | 3352.0<br>0            | 3751.7<br>7 | 4231.9<br>2 |
| 14                   | 2795.0<br>5 | 3003.1<br>0 | 2938.0<br>8 | 3360.7<br>0 | 3360.6<br>9 | 3352.0<br>0            | 3751.7<br>7 | 4231.9<br>2 |
| 15                   | 2886.0<br>7 | 3094.1<br>2 | 3029.1<br>0 | 3451.7<br>2 | 3451.7<br>1 | 3430.0<br>2            | 3840.0<br>2 | 4371.7<br>1 |
| 16                   | 2886.0<br>7 | 3094.1<br>2 | 3029.1<br>0 | 3451.7<br>2 | 3451.7<br>1 | 3698.7<br>5            | 3840.0<br>2 | 4371.7<br>1 |
| 17                   | 2977.0<br>9 | 3185.1<br>5 | 3120.1<br>3 | 3542.7<br>5 | 3542.7<br>4 | 3776.7<br>7            | 3928.2<br>6 | 4511.4<br>9 |
| 18                   | 2977.0<br>9 | 3185.1<br>5 | 3120.1<br>3 | 3542.7<br>5 | 3542.7<br>4 | 3776.7<br>7            | 3928.2<br>6 | 4511.4<br>9 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 19 | 3068.1<br>2 | 3276.1<br>7 | 3211.1<br>5 | 3633.7<br>7 | 3633.7<br>6 | 3854.7<br>8 | 4016.5<br>1 | 4651.2<br>8 |
| 20 | 3068.1<br>2 | 3276.1<br>7 | 3211.1<br>5 | 3633.7<br>7 | 3633.7<br>6 | 3854.7<br>8 | 4016.5<br>1 | 4651.2<br>8 |
| 21 | 3159.1<br>4 | 3367.1<br>9 | 3302.1<br>8 | 3724.7<br>9 | 3724.7<br>8 | 3932.8<br>0 | 4104.7<br>5 | 4791.0<br>7 |
| 22 | 3159.1<br>4 | 3367.1<br>9 | 3302.1<br>8 | 3724.7<br>9 | 3724.7<br>8 | 3932.8<br>0 | 4104.7<br>5 | 4791.0<br>7 |
| 23 | 3250.1<br>7 | 3458.2<br>2 | 3393.2<br>0 | 3815.8<br>2 | 3815.8<br>1 | 4010.8<br>2 | 4193.0<br>0 | 4930.8<br>5 |
| 24 | 3250.1<br>7 | 3458.2<br>2 | 3393.2<br>0 | 3815.8<br>2 | 3815.8<br>1 | 4010.8<br>2 | 4193.0<br>0 | 4930.8<br>5 |
| 25 | 3341.1<br>9 | 3549.2<br>5 | 3484.2<br>2 | 3906.8<br>4 | 3906.8<br>3 | 4088.8<br>3 | 4281.2<br>5 | 4930.8<br>5 |
| 26 | 3341.1<br>9 | 3549.2<br>5 | 3484.2<br>2 | 3906.8<br>4 | 3906.8<br>3 | 4088.8<br>3 | 4281.2<br>5 | 4930.8<br>5 |
| 27 | 3432.2<br>1 | 3640.2<br>6 | 3575.2<br>5 | 3997.8<br>6 | 3997.8<br>5 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |
| 28 | 3432.2<br>1 | 3640.2<br>6 | 3575.2<br>5 | 3997.8<br>6 | 3997.8<br>5 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |
| 29 | 3523.2<br>4 | 3731.2<br>9 | 3666.2<br>7 | 4088.8<br>9 | 4088.8<br>8 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |
| 30 | 3523.2<br>4 | 3731.2<br>9 | 3666.2<br>7 | 4088.8<br>9 | 4088.8<br>8 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |
| 31 | 3523.2<br>4 | 3731.2<br>9 | 3666.2<br>7 | 4088.8<br>9 | 4179.9<br>0 | 4166.8<br>5 | 4369.4<br>9 | 4930.8<br>5 |

## 1.2.2. : Technisch en paramedisch personeel

### 1.2.2.1. : Maandloon met standplaatstoelage

| ANCI<br>ENNI<br>TEIT | LOONSCHALEN |             |             |             |             |               |                                |             |             |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|---------------|--------------------------------|-------------|-------------|-------------|-------------|
|                      | 1,12        | 1,22        | 1,26        | 1,4         | 1,5         | 1.43-<br>1.55 | 1.55-<br>1.61<br><br>-<br>1.77 | 1.78<br>S   | 1,66        | 1,81        | 1,8         |
| 0                    | 1812<br>.84 | 1943<br>.15 | 1981<br>.24 | 2157<br>.07 | 2019<br>.54 | 2233<br>.57   | 2390<br>.71                    | 3049<br>.54 | 2790<br>.70 | 3172<br>.13 | 3185<br>.14 |
| 1                    | 1960<br>.39 | 2095<br>.71 | 2133<br>.80 | 2316<br>.45 | 2185<br>.30 | 2373<br>.73   | 2562<br>.87                    | 3170<br>.29 | 2933<br>.78 | 3315<br>.21 | 3341<br>.19 |
| 2                    | 1970<br>.42 | 2114<br>.75 | 2153<br>.86 | 2316<br>.45 | 2203<br>.76 | 2373<br>.73   | 2562<br>.87                    | 3170<br>.29 | 2933<br>.78 | 3315<br>.21 | 3341<br>.19 |
| 3                    | 1980<br>.45 | 2133<br>.80 | 2173<br>.91 | 2329<br>.14 | 2222<br>.22 | 2411<br>.98   | 2621<br>.67                    | 3258<br>.54 | 3037<br>.81 | 3419<br>.23 | 3480<br>.98 |
| 4                    | 1990<br>.48 | 2152<br>.84 | 2193<br>.96 | 2329<br>.14 | 2240<br>.68 | 2411<br>.98   | 2621<br>.67                    | 3258<br>.54 | 3037<br>.81 | 3419<br>.23 | 3480<br>.98 |
| 5                    | 2000<br>.50 | 2171<br>.88 | 2214<br>.02 | 2367<br>.36 | 2259<br>.14 | 2462<br>.98   | 2690<br>.27                    | 3346<br>.78 | 3141<br>.84 | 3523<br>.26 | 3620<br>.76 |
| 6                    | 2010<br>.53 | 2190<br>.93 | 2234<br>.07 | 2367<br>.36 | 2303<br>.76 | 2462<br>.98   | 2690<br>.27                    | 3346<br>.78 | 3141<br>.84 | 3523<br>.26 | 3620<br>.76 |
| 7                    | 2020<br>.56 | 2209<br>.96 | 2254<br>.13 | 2405<br>.61 | 2328<br>.67 | 2766<br>.88   | 3065<br>.95                    | 3435<br>.03 | 3245<br>.87 | 3627<br>.29 | 3760<br>.55 |
| 8                    | 2030<br>.59 | 2229<br>.01 | 2274<br>.18 | 2405<br>.61 | 2367<br>.41 | 2766<br>.88   | 3065<br>.95                    | 3435<br>.03 | 3245<br>.87 | 3627<br>.29 | 3760<br>.55 |
| 9                    | 2040<br>.62 | 2248<br>.05 | 2294<br>.23 | 2443<br>.88 | 2412<br>.03 | 2844<br>.90   | 3143<br>.96                    | 3523<br>.27 | 3349<br>.89 | 3731<br>.32 | 3900<br>.34 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 10 | 2102<br>.37 | 2326<br>.12 | 2347<br>.30 | 2494<br>.87 | 2507<br>.66 | 2896<br>.90 | 3195<br>.97 | 3575<br>.28 | 3401<br>.90 | 3783<br>.33 | 3952<br>.35 |
| 11 | 2112<br>.39 | 2328<br>.73 | 2371<br>.35 | 2545<br>.87 | 2552<br>.29 | 2974<br>.92 | 3273<br>.99 | 3663<br>.53 | 3505<br>.93 | 3887<br>.35 | 4092<br>.13 |
| 12 | 2122<br>.42 | 2346<br>.63 | 2395<br>.41 | 2545<br>.87 | 2596<br>.91 | 2974<br>.92 | 3273<br>.99 | 3663<br>.53 | 3505<br>.93 | 3887<br>.35 | 4092<br>.13 |
| 13 | 2132<br>.45 | 2369<br>.69 | 2419<br>.47 | 2596<br>.88 | 2621<br>.83 | 3052<br>.94 | 3352<br>.00 | 3751<br>.77 | 3609<br>.96 | 3991<br>.38 | 4231<br>.92 |
| 14 | 2142<br>.48 | 2392<br>.75 | 2443<br>.52 | 2596<br>.88 | 2660<br>.55 | 3052<br>.94 | 3352<br>.00 | 3751<br>.77 | 3609<br>.96 | 3991<br>.38 | 4231<br>.92 |
| 15 | 2152<br>.51 | 2415<br>.81 | 2467<br>.58 | 2622<br>.31 | 2705<br>.18 | 3130<br>.95 | 3430<br>.02 | 3840<br>.02 | 3713<br>.98 | 4095<br>.41 | 4371<br>.71 |
| 16 | 2162<br>.53 | 2438<br>.87 | 2491<br>.63 | 2622<br>.31 | 2749<br>.80 | 3130<br>.95 | 3698<br>.75 | 3840<br>.02 | 3713<br>.98 | 4095<br>.41 | 4371<br>.71 |
| 17 | 2172<br>.56 | 2461<br>.93 | 2515<br>.68 | 2673<br>.28 | 2795<br>.06 | 3208<br>.96 | 3776<br>.77 | 3928<br>.26 | 3818<br>.01 | 4199<br>.44 | 4511<br>.49 |
| 18 | 2182<br>.59 | 2484<br>.98 | 2539<br>.74 | 2673<br>.28 | 2840<br>.56 | 3208<br>.96 | 3776<br>.77 | 3928<br>.26 | 3818<br>.01 | 4199<br>.44 | 4511<br>.49 |
| 19 | 2192<br>.62 | 2508<br>.04 | 2563<br>.79 | 2724<br>.28 | 2886<br>.06 | 3286<br>.98 | 3854<br>.78 | 4016<br>.51 | 3922<br>.04 | 4303<br>.46 | 4651<br>.28 |
| 20 | 2202<br>.65 | 2531<br>.10 | 2587<br>.85 | 2724<br>.28 | 2931<br>.56 | 3286<br>.98 | 3854<br>.78 | 4016<br>.51 | 3922<br>.04 | 4303<br>.46 | 4651<br>.28 |
| 21 | 2212<br>.68 | 2554<br>.16 | 2611<br>.90 | 2775<br>.53 | 2977<br>.07 | 3365<br>.00 | 3932<br>.80 | 4104<br>.75 | 4026<br>.07 | 4407<br>.49 | 4791<br>.07 |
| 22 | 2222<br>.71 | 2577<br>.21 | 2621<br>.42 | 2775<br>.53 | 3022<br>.57 | 3365<br>.00 | 3932<br>.80 | 4104<br>.75 | 4026<br>.07 | 4407<br>.49 | 4791<br>.07 |
| 23 | 2232<br>.74 | 2600<br>.27 | 2634<br>.42 | 2827<br>.55 | 3068<br>.07 | 3443<br>.02 | 4010<br>.82 | 4193<br>.00 | 4130<br>.10 | 4511<br>.52 | 4930<br>.85 |
| 24 | 2242<br>.76 | 2620<br>.46 | 2658<br>.47 | 2827<br>.55 | 3113<br>.57 | 3443<br>.02 | 4010<br>.82 | 4193<br>.00 | 4130<br>.10 | 4511<br>.52 | 4930<br>.85 |
| 25 | 2252<br>.79 | 2622<br>.19 | 2682<br>.52 | 2879<br>.55 | 3159<br>.08 | 3521<br>.03 | 4088<br>.83 | 4281<br>.25 | 4234<br>.12 | 4615<br>.55 | 4930<br>.85 |
| 26 | 2262<br>.82 | 2643<br>.84 | 2706<br>.58 | 2879<br>.55 | 3204<br>.58 | 3521<br>.03 | 4088<br>.83 | 4281<br>.25 | 4234<br>.12 | 4615<br>.55 | 4930<br>.85 |
| 27 | 2272<br>.85 | 2666<br>.90 | 2730<br>.63 | 2931<br>.56 | 3250<br>.09 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |
| 28 | 2272<br>.85 | 2689<br>.96 | 2754<br>.69 | 2931<br>.56 | 3295<br>.58 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |
| 29 | 2272<br>.85 | 2713<br>.02 | 2779<br>.08 | 2983<br>.57 | 3341<br>.09 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |
| 30 | 2272<br>.85 | 2713<br>.02 | 2779<br>.08 | 2983<br>.57 | 3341<br>.09 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |
| 31 | 2272<br>.85 | 2713<br>.02 | 2779<br>.08 | 3035<br>.58 | 3341<br>.09 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |

#### 1.2.2.2. : Maandloon met haardtoelage

| ANCI<br>ENNI<br>TEIT | LOONSCHALEN |             |             |             |             |               |                                |             |             |             |             |
|----------------------|-------------|-------------|-------------|-------------|-------------|---------------|--------------------------------|-------------|-------------|-------------|-------------|
|                      | 1,12        | 1,22        | 1,26        | 1,4         | 1,5         | 1.43-<br>1.55 | 1.55-<br>1.61<br><br>-<br>1.77 | 1.78<br>S   | 1,66        | 1,81        | 1,8         |
| 0                    | 1864<br>.04 | 1994<br>.35 | 2032<br>.44 | 2208<br>.27 | 2070<br>.74 | 2284<br>.77   | 2416<br>.31                    | 3049<br>.54 | 2790<br>.70 | 3172<br>.13 | 3185<br>.14 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 1  | 2011<br>.59 | 2146<br>.91 | 2185<br>.00 | 2374<br>.02 | 2236<br>.50 | 2399<br>.33 | 2588<br>.47 | 3170<br>.29 | 2933<br>.78 | 3315<br>.21 | 3341<br>.19 |
| 2  | 2021<br>.62 | 2165<br>.95 | 2205<br>.06 | 2367<br>.65 | 2254<br>.96 | 2399<br>.33 | 2588<br>.47 | 3170<br>.29 | 2933<br>.78 | 3315<br>.21 | 3341<br>.19 |
| 3  | 2031<br>.65 | 2185<br>.00 | 2225<br>.11 | 2380<br>.34 | 2273<br>.42 | 2437<br>.58 | 2647<br>.27 | 3258<br>.54 | 3037<br>.81 | 3419<br>.23 | 3480<br>.98 |
| 4  | 2041<br>.68 | 2204<br>.04 | 2245<br>.16 | 2380<br>.34 | 2291<br>.88 | 2437<br>.58 | 2647<br>.27 | 3258<br>.54 | 3037<br>.81 | 3419<br>.23 | 3480<br>.98 |
| 5  | 2051<br>.70 | 2223<br>.08 | 2265<br>.22 | 2392<br>.96 | 2310<br>.34 | 2488<br>.58 | 2690<br>.27 | 3346<br>.78 | 3141<br>.84 | 3523<br>.26 | 3620<br>.76 |
| 6  | 2061<br>.73 | 2242<br>.13 | 2285<br>.27 | 2392<br>.96 | 2354<br>.96 | 2488<br>.58 | 2690<br>.27 | 3346<br>.78 | 3141<br>.84 | 3523<br>.26 | 3620<br>.76 |
| 7  | 2071<br>.76 | 2261<br>.16 | 2305<br>.33 | 2431<br>.21 | 2379<br>.87 | 2766<br>.88 | 3065<br>.95 | 3435<br>.03 | 3245<br>.87 | 3627<br>.29 | 3760<br>.55 |
| 8  | 2081<br>.79 | 2280<br>.21 | 2325<br>.38 | 2431<br>.21 | 2393<br>.01 | 2766<br>.88 | 3065<br>.95 | 3435<br>.03 | 3245<br>.87 | 3627<br>.29 | 3760<br>.55 |
| 9  | 2091<br>.82 | 2299<br>.25 | 2345<br>.43 | 2469<br>.48 | 2437<br>.63 | 2844<br>.90 | 3143<br>.96 | 3523<br>.27 | 3349<br>.89 | 3731<br>.32 | 3900<br>.34 |
| 10 | 2153<br>.57 | 2377<br>.32 | 2381<br>.70 | 2520<br>.47 | 2533<br>.26 | 2896<br>.90 | 3195<br>.97 | 3575<br>.28 | 3401<br>.90 | 3783<br>.33 | 3952<br>.35 |
| 11 | 2163<br>.59 | 2379<br>.93 | 2383<br>.50 | 2571<br>.47 | 2577<br>.89 | 2974<br>.92 | 3273<br>.99 | 3663<br>.53 | 3505<br>.93 | 3887<br>.35 | 4092<br>.13 |
| 12 | 2173<br>.62 | 2381<br>.65 | 2421<br>.01 | 2571<br>.47 | 2622<br>.51 | 2974<br>.92 | 3273<br>.99 | 3663<br>.53 | 3505<br>.93 | 3887<br>.35 | 4092<br>.13 |
| 13 | 2183<br>.65 | 2395<br>.29 | 2445<br>.07 | 2622<br>.48 | 2647<br>.43 | 3052<br>.94 | 3352<br>.00 | 3751<br>.77 | 3609<br>.96 | 3991<br>.38 | 4231<br>.92 |
| 14 | 2193<br>.68 | 2418<br>.35 | 2469<br>.12 | 2622<br>.48 | 2660<br>.55 | 3052<br>.94 | 3352<br>.00 | 3751<br>.77 | 3609<br>.96 | 3991<br>.38 | 4231<br>.92 |
| 15 | 2203<br>.71 | 2441<br>.41 | 2493<br>.18 | 2647<br>.91 | 2705<br>.18 | 3130<br>.95 | 3430<br>.02 | 3840<br>.02 | 3713<br>.98 | 4095<br>.41 | 4371<br>.71 |
| 16 | 2213<br>.73 | 2464<br>.47 | 2517<br>.23 | 2647<br>.91 | 2749<br>.80 | 3130<br>.95 | 3698<br>.75 | 3840<br>.02 | 3713<br>.98 | 4095<br>.41 | 4371<br>.71 |
| 17 | 2223<br>.76 | 2487<br>.53 | 2541<br>.28 | 2673<br>.28 | 2795<br>.06 | 3208<br>.96 | 3776<br>.77 | 3928<br>.26 | 3818<br>.01 | 4199<br>.44 | 4511<br>.49 |
| 18 | 2233<br>.79 | 2510<br>.58 | 2565<br>.34 | 2673<br>.28 | 2840<br>.56 | 3208<br>.96 | 3776<br>.77 | 3928<br>.26 | 3818<br>.01 | 4199<br>.44 | 4511<br>.49 |
| 19 | 2243<br>.82 | 2533<br>.64 | 2589<br>.39 | 2724<br>.28 | 2886<br>.06 | 3286<br>.98 | 3854<br>.78 | 4016<br>.51 | 3922<br>.04 | 4303<br>.46 | 4651<br>.28 |
| 20 | 2253<br>.85 | 2556<br>.70 | 2613<br>.45 | 2724<br>.28 | 2931<br>.56 | 3286<br>.98 | 3854<br>.78 | 4016<br>.51 | 3922<br>.04 | 4303<br>.46 | 4651<br>.28 |
| 21 | 2263<br>.88 | 2579<br>.76 | 2637<br>.50 | 2775<br>.53 | 2977<br>.07 | 3365<br>.00 | 3932<br>.80 | 4104<br>.75 | 4026<br>.07 | 4407<br>.49 | 4791<br>.07 |
| 22 | 2273<br>.91 | 2602<br>.81 | 2647<br>.01 | 2775<br>.53 | 3022<br>.57 | 3365<br>.00 | 3932<br>.80 | 4104<br>.75 | 4026<br>.07 | 4407<br>.49 | 4791<br>.07 |
| 23 | 2283<br>.94 | 2625<br>.87 | 2648<br>.82 | 2827<br>.55 | 3068<br>.07 | 3443<br>.02 | 4010<br>.82 | 4193<br>.00 | 4130<br>.10 | 4511<br>.52 | 4930<br>.85 |
| 24 | 2293<br>.96 | 2646<br>.06 | 2658<br>.47 | 2827<br>.55 | 3113<br>.57 | 3443<br>.02 | 4010<br>.82 | 4193<br>.00 | 4130<br>.10 | 4511<br>.52 | 4930<br>.85 |
| 25 | 2303<br>.99 | 2647<br>.79 | 2682<br>.52 | 2879<br>.55 | 3159<br>.08 | 3521<br>.03 | 4088<br>.83 | 4281<br>.25 | 4234<br>.12 | 4615<br>.55 | 4930<br>.85 |
| 26 | 2314<br>.02 | 2649<br>.52 | 2706<br>.58 | 2879<br>.55 | 3204<br>.58 | 3521<br>.03 | 4088<br>.83 | 4281<br>.25 | 4234<br>.12 | 4615<br>.55 | 4930<br>.85 |
| 27 | 2324<br>.05 | 2666<br>.90 | 2730<br>.63 | 2931<br>.56 | 3250<br>.09 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |

|    |             |             |             |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 28 | 2324<br>.05 | 2689<br>.96 | 2754<br>.69 | 2931<br>.56 | 3295<br>.58 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |
| 29 | 2324<br>.05 | 2713<br>.02 | 2779<br>.08 | 2983<br>.57 | 3341<br>.09 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |
| 30 | 2324<br>.05 | 2713<br>.02 | 2779<br>.08 | 2983<br>.57 | 3341<br>.09 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |
| 31 | 2324<br>.05 | 2713<br>.02 | 2779<br>.08 | 3035<br>.58 | 3341<br>.09 | 3599<br>.04 | 4166<br>.85 | 4369<br>.49 | 4338<br>.15 | 4719<br>.58 | 4930<br>.85 |

### 1.2.2.3. : Functiecomplement

Maandbedrag toegekend aan de hoofdverpleegkundige(n) met de loonschalen 1.78, 1.78a, 1.78s en 1.80 evenals de paramedische diensthoofden met dezelfde loonschalen en aan de verpleegkundige(n)-hoofd van dienst en ermee gelijk te stellen paramedici diensthoofden en geklasseerd in de schalen 1.79 en 1.00 die een baremieke anciënniteit van 18 jaar of meer behaald hebben.

Hetzelfde functiecomplement wordt toegekend aan de hoofdverpleegkundigen met loonschaal categorie 7 van het verpleegkundig personeel bepaald in de collectieve arbeidsovereenkomst van 7 december 2000 [*<i>83.936</i>*] met betrekking tot de harmonisatie van de baremieke weddeschalen voor het personeel van de sector van de thuisverpleging met de baremieke weddeschalen voor het personeel van de privé-ziekenhuizen die een baremieke anciënniteit van 18 jaar of meer behaald hebben.

Hetzelfde functiecomplement wordt toegekend aan de hoofdverpleegkundigen, de ermee gelijkgestelde paramedici / diensthoofden en de verpleegkundige coördinatoren die als dusdanig zijn aangesteld in de rusthuizen voor bejaarden, de rest- en verzorgingstehuizen en de dagverzorgingscentra, voor zover zij aan de baremieke anciënniteitsvoorwaarde van 18 jaar voldoen.

|       |
|-------|
| 82.98 |
|-------|

### 1.2.3. : Verplegingspersoneel en verzorgend personeel

#### 1.2.3.1. : Maandloon met standplaatstoelage

| ANCIE<br>NNITEI<br>T | LOONSCHALEN |               |                        |               |               |             |             |             |
|----------------------|-------------|---------------|------------------------|---------------|---------------|-------------|-------------|-------------|
|                      | 1.78 S      | 1.61-<br>1.77 | 1.55-<br>1.61-<br>1.77 | 1.43-<br>1.55 | 1.40-<br>1.57 | 1,35        | 1,26        | 1,22        |
| 0                    | 3049.5<br>4 | 2658.3<br>7   | 2390.7<br>1            | 2233.5<br>7   | 2157.0<br>7   | 2105.5<br>3 | 1981.2<br>4 | 1943.1<br>5 |
| 1                    | 3170.2<br>9 | 2831.8<br>9   | 2562.8<br>7            | 2373.7<br>3   | 2316.4<br>5   | 2258.1<br>0 | 2133.8<br>0 | 2095.7<br>1 |
| 2                    | 3170.2<br>9 | 2831.8<br>9   | 2562.8<br>7            | 2373.7<br>3   | 2316.4<br>5   | 2278.1<br>6 | 2153.8<br>6 | 2114.7<br>5 |
| 3                    | 3258.5<br>4 | 2909.9<br>1   | 2621.6<br>7            | 2411.9<br>8   | 2329.1<br>4   | 2298.2<br>1 | 2173.9<br>1 | 2133.8<br>0 |
| 4                    | 3258.5<br>4 | 2909.9<br>1   | 2621.6<br>7            | 2411.9<br>8   | 2329.1<br>4   | 2318.2<br>6 | 2193.9<br>6 | 2152.8<br>4 |
| 5                    | 3346.7<br>8 | 2987.9<br>2   | 2690.2<br>7            | 2462.9<br>8   | 2367.3<br>6   | 2312.7<br>5 | 2214.0<br>2 | 2171.8<br>8 |
| 6                    | 3346.7<br>8 | 2987.9<br>2   | 2690.2<br>7            | 2462.9<br>8   | 2367.3<br>6   | 2332.7<br>7 | 2234.0<br>7 | 2190.9<br>3 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 7  | 3435.0<br>3 | 3334.6<br>7 | 3065.9<br>5 | 2766.8<br>8 | 2647.7<br>8 | 2352.8<br>2 | 2254.1<br>3 | 2209.9<br>6 |
| 8  | 3435.0<br>3 | 3334.6<br>7 | 3065.9<br>5 | 2766.8<br>8 | 2647.7<br>8 | 2372.8<br>8 | 2274.1<br>8 | 2229.0<br>1 |
| 9  | 3523.2<br>7 | 3412.6<br>9 | 3143.9<br>6 | 2844.9<br>0 | 2686.0<br>4 | 2392.9<br>3 | 2294.2<br>3 | 2248.0<br>5 |
| 10 | 3575.2<br>8 | 3464.7<br>0 | 3195.9<br>7 | 2896.9<br>0 | 2737.0<br>4 | 2471.6<br>2 | 2347.3<br>0 | 2326.1<br>2 |
| 11 | 3663.5<br>3 | 3542.7<br>2 | 3273.9<br>9 | 2974.9<br>2 | 2788.5<br>6 | 2495.6<br>7 | 2371.3<br>5 | 2328.7<br>3 |
| 12 | 3663.5<br>3 | 3542.7<br>2 | 3273.9<br>9 | 2974.9<br>2 | 2788.5<br>6 | 2519.7<br>3 | 2395.4<br>1 | 2346.6<br>3 |
| 13 | 3751.7<br>7 | 3620.7<br>3 | 3352.0<br>0 | 3052.9<br>4 | 2840.5<br>7 | 2543.7<br>8 | 2419.4<br>7 | 2369.6<br>9 |
| 14 | 3751.7<br>7 | 3620.7<br>3 | 3352.0<br>0 | 3052.9<br>4 | 2840.5<br>7 | 2567.8<br>4 | 2443.5<br>2 | 2392.7<br>5 |
| 15 | 3840.0<br>2 | 3698.7<br>5 | 3430.0<br>2 | 3130.9<br>5 | 2892.5<br>7 | 2591.8<br>9 | 2467.5<br>8 | 2415.8<br>1 |
| 16 | 3840.0<br>2 | 3698.7<br>5 | 3698.7<br>5 | 3130.9<br>5 | 2892.5<br>7 | 2615.9<br>4 | 2491.6<br>3 | 2438.8<br>7 |
| 17 | 3928.2<br>6 | 3776.7<br>6 | 3776.7<br>7 | 3208.9<br>6 | 2944.5<br>8 | 2621.7<br>1 | 2515.6<br>8 | 2461.9<br>3 |
| 18 | 3928.2<br>6 | 3776.7<br>6 | 3776.7<br>7 | 3208.9<br>6 | 2944.5<br>8 | 2638.4<br>5 | 2539.7<br>4 | 2484.9<br>8 |
| 19 | 4016.5<br>1 | 3854.7<br>8 | 3854.7<br>8 | 3286.9<br>8 | 2996.5<br>9 | 2662.5<br>1 | 2563.7<br>9 | 2508.0<br>4 |
| 20 | 4016.5<br>1 | 3854.7<br>8 | 3854.7<br>8 | 3286.9<br>8 | 2996.5<br>9 | 2686.5<br>6 | 2587.8<br>5 | 2531.1<br>0 |
| 21 | 4104.7<br>5 | 3932.8<br>0 | 3932.8<br>0 | 3365.0<br>0 | 3048.6<br>0 | 2710.6<br>2 | 2611.9<br>0 | 2554.1<br>6 |
| 22 | 4104.7<br>5 | 3932.8<br>0 | 3932.8<br>0 | 3365.0<br>0 | 3048.6<br>0 | 2734.6<br>7 | 2621.4<br>2 | 2577.2<br>1 |
| 23 | 4193.0<br>0 | 4010.8<br>1 | 4010.8<br>2 | 3443.0<br>2 | 3100.6<br>1 | 2758.7<br>3 | 2634.4<br>2 | 2600.2<br>7 |
| 24 | 4193.0<br>0 | 4010.8<br>1 | 4010.8<br>2 | 3443.0<br>2 | 3100.6<br>1 | 2783.2<br>2 | 2658.4<br>7 | 2620.4<br>6 |
| 25 | 4281.2<br>5 | 4088.8<br>3 | 4088.8<br>3 | 3521.0<br>3 | 3152.6<br>2 | 2807.7<br>4 | 2682.5<br>2 | 2622.1<br>9 |
| 26 | 4281.2<br>5 | 4088.8<br>3 | 4088.8<br>3 | 3521.0<br>3 | 3152.6<br>2 | 2832.2<br>8 | 2706.5<br>8 | 2643.8<br>4 |
| 27 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3204.6<br>2 | 2856.8<br>1 | 2730.6<br>3 | 2666.9<br>0 |
| 28 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3204.6<br>2 | 2881.3<br>5 | 2754.6<br>9 | 2689.9<br>6 |
| 29 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3256.6<br>3 | 2905.8<br>8 | 2779.0<br>8 | 2713.0<br>2 |
| 30 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3256.6<br>3 | 2905.8<br>8 | 2779.0<br>8 | 2713.0<br>2 |
| 31 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3308.6<br>4 | 2905.8<br>8 | 2779.0<br>8 | 2713.0<br>2 |

### 1.2.3.2. : Maandloon met haardtoelage

| ANCIENNETÉ | LOONSCHALEN |             |                |             |             |             |             |             |
|------------|-------------|-------------|----------------|-------------|-------------|-------------|-------------|-------------|
|            | 1.78 S      | 1.61-1.77   | 1.55-1.61-1.77 | 1.43-1.55   | 1.40-1.57   | 1,35        | 1,26        | 1,22        |
| 0          | 3049.5<br>4 | 2658.3<br>7 | 2416.3<br>1    | 2284.7<br>7 | 2208.2<br>7 | 2156.7<br>3 | 2032.4<br>4 | 1994.3<br>5 |
| 1          | 3170.2<br>9 | 2831.8<br>9 | 2588.4<br>7    | 2399.3<br>3 | 2367.6<br>5 | 2309.3<br>0 | 2185.0<br>0 | 2146.9<br>1 |
| 2          | 3170.2<br>9 | 2831.8<br>9 | 2588.4<br>7    | 2399.3<br>3 | 2367.6<br>5 | 2329.3<br>6 | 2205.0<br>6 | 2165.9<br>5 |
| 3          | 3258.5<br>4 | 2909.9<br>1 | 2647.2<br>7    | 2437.5<br>8 | 2380.3<br>4 | 2349.4<br>1 | 2225.1<br>1 | 2185.0<br>0 |
| 4          | 3258.5<br>4 | 2909.9<br>1 | 2647.2<br>7    | 2437.5<br>8 | 2380.3<br>4 | 2369.4<br>6 | 2245.1<br>6 | 2204.0<br>4 |
| 5          | 3346.7<br>8 | 2987.9<br>2 | 2690.2<br>7    | 2488.5<br>8 | 2392.9<br>6 | 2379.1<br>1 | 2265.2<br>2 | 2223.0<br>8 |
| 6          | 3346.7<br>8 | 2987.9<br>2 | 2690.2<br>7    | 2488.5<br>8 | 2392.9<br>6 | 2380.6<br>1 | 2285.2<br>7 | 2242.1<br>3 |
| 7          | 3435.0<br>3 | 3334.6<br>7 | 3065.9<br>5    | 2766.8<br>8 | 2649.8<br>2 | 2382.1<br>1 | 2305.3<br>3 | 2261.1<br>6 |
| 8          | 3435.0<br>3 | 3334.6<br>7 | 3065.9<br>5    | 2766.8<br>8 | 2649.8<br>2 | 2398.4<br>8 | 2325.3<br>8 | 2280.2<br>1 |
| 9          | 3523.2<br>7 | 3412.6<br>9 | 3143.9<br>6    | 2844.9<br>0 | 2686.0<br>4 | 2418.5<br>3 | 2345.4<br>3 | 2299.2<br>5 |
| 10         | 3575.2<br>8 | 3464.7<br>0 | 3195.9<br>7    | 2896.9<br>0 | 2737.0<br>4 | 2497.2<br>2 | 2381.7<br>0 | 2377.3<br>2 |
| 11         | 3663.5<br>3 | 3542.7<br>2 | 3273.9<br>9    | 2974.9<br>2 | 2788.5<br>6 | 2521.2<br>7 | 2383.5<br>0 | 2379.9<br>3 |
| 12         | 3663.5<br>3 | 3542.7<br>2 | 3273.9<br>9    | 2974.9<br>2 | 2788.5<br>6 | 2545.3<br>3 | 2421.0<br>1 | 2381.6<br>5 |
| 13         | 3751.7<br>7 | 3620.7<br>3 | 3352.0<br>0    | 3052.9<br>4 | 2840.5<br>7 | 2569.3<br>8 | 2445.0<br>7 | 2395.2<br>9 |
| 14         | 3751.7<br>7 | 3620.7<br>3 | 3352.0<br>0    | 3052.9<br>4 | 2840.5<br>7 | 2593.4<br>4 | 2469.1<br>2 | 2418.3<br>5 |
| 15         | 3840.0<br>2 | 3698.7<br>5 | 3430.0<br>2    | 3130.9<br>5 | 2892.5<br>7 | 2617.4<br>9 | 2493.1<br>8 | 2441.4<br>1 |
| 16         | 3840.0<br>2 | 3698.7<br>5 | 3698.7<br>5    | 3130.9<br>5 | 2892.5<br>7 | 2641.5<br>4 | 2517.2<br>3 | 2464.4<br>7 |
| 17         | 3928.2<br>6 | 3776.7<br>6 | 3776.7<br>7    | 3208.9<br>6 | 2944.5<br>8 | 2647.3<br>1 | 2541.2<br>8 | 2487.5<br>3 |
| 18         | 3928.2<br>6 | 3776.7<br>6 | 3776.7<br>7    | 3208.9<br>6 | 2944.5<br>8 | 2649.1<br>2 | 2565.3<br>4 | 2510.5<br>8 |
| 19         | 4016.5<br>1 | 3854.7<br>8 | 3854.7<br>8    | 3286.9<br>8 | 2996.5<br>9 | 2662.5<br>1 | 2589.3<br>9 | 2533.6<br>4 |
| 20         | 4016.5<br>1 | 3854.7<br>8 | 3854.7<br>8    | 3286.9<br>8 | 2996.5<br>9 | 2686.5<br>6 | 2613.4<br>5 | 2556.7<br>0 |
| 21         | 4104.7<br>5 | 3932.8<br>0 | 3932.8<br>0    | 3365.0<br>0 | 3048.6<br>0 | 2710.6<br>2 | 2637.5<br>0 | 2579.7<br>6 |
| 22         | 4104.7<br>5 | 3932.8<br>0 | 3932.8<br>0    | 3365.0<br>0 | 3048.6<br>0 | 2734.6<br>7 | 2647.0<br>1 | 2602.8<br>1 |
| 23         | 4193.0<br>0 | 4010.8<br>1 | 4010.8<br>2    | 3443.0<br>2 | 3100.6<br>1 | 2758.7<br>3 | 2648.8<br>2 | 2625.8<br>7 |
| 24         | 4193.0<br>0 | 4010.8<br>1 | 4010.8<br>2    | 3443.0<br>2 | 3100.6<br>1 | 2783.2<br>2 | 2658.4<br>7 | 2646.0<br>6 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 25 | 4281.2<br>5 | 4088.8<br>3 | 4088.8<br>3 | 3521.0<br>3 | 3152.6<br>2 | 2807.7<br>4 | 2682.5<br>2 | 2647.7<br>9 |
| 26 | 4281.2<br>5 | 4088.8<br>3 | 4088.8<br>3 | 3521.0<br>3 | 3152.6<br>2 | 2832.2<br>8 | 2706.5<br>8 | 2649.5<br>2 |
| 27 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3204.6<br>2 | 2856.8<br>1 | 2730.6<br>3 | 2666.9<br>0 |
| 28 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3204.6<br>2 | 2881.3<br>5 | 2754.6<br>9 | 2689.9<br>6 |
| 29 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3256.6<br>3 | 2905.8<br>8 | 2779.0<br>8 | 2713.0<br>2 |
| 30 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3256.6<br>3 | 2905.8<br>8 | 2779.0<br>8 | 2713.0<br>2 |
| 31 | 4369.4<br>9 | 4166.8<br>4 | 4166.8<br>5 | 3599.0<br>4 | 3308.6<br>4 | 2905.8<br>8 | 2779.0<br>8 | 2713.0<br>2 |

### 1.2.3.3. : Functiecomplement

Maandbedrag toegekend aan de hoofdverpleegkundige(n) met de loonschalen 1.78, 1.78a, 1.78s en 1.80 evenals de paramedische diensthoofden met dezelfde loonschalen en aan de verpleegkundige(n)-hoofd van dienst en ermee gelijk te stellen paramedici diensthoofden en geklasseerd in de schalen 1.79 en 1.00 die een baremieke anciënniteit van 18 jaar of meer behaald hebben.

Hetzelfde functiecomplement wordt toegekend aan de hoofdverpleegkundigen met loonschaal categorie 7 van het verpleegkundig personeel bepaald in de collectieve arbeidsovereenkomst van 7 december 2000 [*83.936*] met betrekking tot de harmonisatie van de baremieke weddeschalen voor het personeel van de sector van de thuisverpleging met de baremieke weddeschalen voor het personeel van de privé-ziekenhuizen die een baremieke anciënniteit van 18 jaar of meer behaald hebben.

Hetzelfde functiecomplement wordt toegekend aan de hoofdverpleegkundigen, de ermee gelijkgestelde paramedici / diensthoofden en de verpleegkundige coördinatoren die als dusdanig zijn aangesteld in de rusthuizen voor bejaarden, de rest- en verzorgingstehuizen en de dagverzorgingscentra, voor zover zij aan de baremieke anciënniteitsvoorwaarde van 18 jaar voldoen.

|       |
|-------|
| 82.98 |
|-------|

### 1.2.4. : Zorgkundigen

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

#### 1.2.4.1. : Met standplaatstoelage

| ANCIENNITEIT |         |
|--------------|---------|
| 0            | 2105.53 |
| 1            | 2258.10 |
| 2            | 2278.16 |
| 3            | 2298.21 |
| 4            | 2318.26 |
| 5            | 2312.75 |
| 6            | 2332.77 |
| 7            | 2352.82 |
| 8            | 2372.88 |
| 9            | 2392.93 |
| 10           | 2471.62 |
| 11           | 2495.67 |
| 12           | 2519.73 |
| 13           | 2543.78 |
| 14           | 2567.84 |
| 15           | 2591.89 |
| 16           | 2615.94 |
| 17           | 2621.71 |
| 18           | 2638.45 |
| 19           | 2662.51 |
| 20           | 2686.56 |
| 21           | 2710.62 |
| 22           | 2734.67 |
| 23           | 2758.73 |
| 24           | 2783.22 |
| 25           | 2807.74 |
| 26           | 2832.28 |
| 27           | 2856.81 |
| 28           | 2881.35 |
| 29           | 2905.88 |
| 30           | 2905.88 |
| 31           | 2905.88 |

#### 1.2.4.2. : Met haardtoelage

| ANCIENNITEIT |         |
|--------------|---------|
| 0            | 2156.73 |
| 1            | 2309.30 |
| 2            | 2329.36 |
| 3            | 2349.41 |
| 4            | 2369.46 |
| 5            | 2379.11 |
| 6            | 2380.61 |
| 7            | 2382.11 |
| 8            | 2398.48 |
| 9            | 2418.53 |
| 10           | 2497.22 |

|    |         |
|----|---------|
| 11 | 2521.27 |
| 12 | 2545.33 |
| 13 | 2569.38 |
| 14 | 2593.44 |
| 15 | 2617.49 |
| 16 | 2641.54 |
| 17 | 2647.31 |
| 18 | 2649.12 |
| 19 | 2662.51 |
| 20 | 2686.56 |
| 21 | 2710.62 |
| 22 | 2734.67 |
| 23 | 2758.73 |
| 24 | 2783.22 |
| 25 | 2807.74 |
| 26 | 2832.28 |
| 27 | 2856.81 |
| 28 | 2881.35 |
| 29 | 2905.88 |
| 30 | 2905.88 |
| 31 | 2905.88 |

### 1.3. : Gewaarborgd loon

Maandbedrag.

Dit loon omvat de haard- en standplaatsvergoeding.

|  |         |
|--|---------|
|  | 1829.76 |
|--|---------|