

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3300003: revalidatiecentra

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

Indexatie met 2% in 1/2022. In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

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

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

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

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

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

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

#### 1.1.1. : Uurloon met standplaatstoelage

| ANCIENNETEIT | LOONSCHAAL  |             |             |             |             |             |             |             |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|              | 1,12        | 1,14        | 1,22        | 1,26        | 1,3         | 1,4         | 1,54        | 1,59        |
| 0            | 11.683<br>2 | 11.870<br>5 | 12.523<br>0 | 12.768<br>5 | 16.339<br>4 | 13.901<br>6 | 15.147<br>2 | 16.037<br>5 |
| 1            | 12.634<br>1 | 12.634<br>1 | 13.506<br>2 | 13.751<br>7 | 14.126<br>4 | 14.928<br>8 | 16.174<br>4 | 16.899<br>8 |
| 2            | 12.698<br>7 | 12.973<br>3 | 13.628<br>9 | 13.880<br>9 | 14.255<br>6 | 14.928<br>8 | 16.174<br>4 | 16.899<br>8 |
| 3            | 12.763<br>4 | 13.092<br>8 | 13.751<br>6 | 14.010<br>2 | 14.384<br>9 | 15.010<br>5 | 16.420<br>9 | 17.146<br>2 |
| 4            | 12.828<br>0 | 13.212<br>4 | 13.874<br>4 | 14.139<br>4 | 14.514<br>1 | 15.010<br>5 | 16.420<br>9 | 17.146<br>2 |
| 5            | 12.892<br>6 | 13.331<br>9 | 13.997<br>1 | 14.268<br>6 | 14.643<br>4 | 15.256<br>9 | 16.667<br>5 | 17.392<br>7 |
| 6            | 12.957<br>2 | 13.451<br>5 | 14.119<br>8 | 14.397<br>9 | 14.772<br>6 | 15.256<br>9 | 16.667<br>5 | 17.392<br>7 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 7  | 13.021<br>9 | 13.571<br>0 | 14.242<br>5 | 14.527<br>1 | 14.901<br>8 | 15.503<br>4 | 16.888<br>6 | 17.639<br>3 |
| 8  | 13.086<br>5 | 13.690<br>6 | 14.365<br>3 | 14.656<br>3 | 14.999<br>8 | 15.503<br>4 | 16.888<br>6 | 17.639<br>3 |
| 9  | 13.151<br>1 | 13.810<br>1 | 14.488<br>0 | 14.785<br>6 | 15.009<br>4 | 15.750<br>0 | 16.995<br>6 | 17.887<br>6 |
| 10 | 13.549<br>1 | 14.265<br>8 | 14.991<br>1 | 15.127<br>6 | 15.522<br>1 | 16.078<br>7 | 17.324<br>3 | 18.222<br>7 |
| 11 | 13.613<br>7 | 14.411<br>1 | 15.007<br>9 | 15.282<br>6 | 15.652<br>4 | 16.407<br>3 | 17.653<br>0 | 18.557<br>9 |
| 12 | 13.678<br>3 | 14.556<br>4 | 15.123<br>3 | 15.437<br>6 | 15.807<br>4 | 16.407<br>3 | 17.653<br>0 | 18.557<br>9 |
| 13 | 13.743<br>0 | 14.701<br>8 | 15.271<br>9 | 15.592<br>7 | 15.962<br>4 | 16.736<br>0 | 17.985<br>2 | 18.893<br>1 |
| 14 | 13.807<br>6 | 14.847<br>1 | 15.420<br>5 | 15.747<br>7 | 16.117<br>4 | 16.736<br>0 | 17.985<br>2 | 18.893<br>1 |
| 15 | 13.872<br>2 | 14.992<br>4 | 15.569<br>1 | 15.902<br>7 | 16.272<br>5 | 16.899<br>9 | 18.320<br>4 | 19.228<br>3 |
| 16 | 13.936<br>8 | 15.007<br>7 | 15.717<br>7 | 16.057<br>7 | 16.427<br>5 | 16.899<br>9 | 18.320<br>4 | 19.228<br>3 |
| 17 | 14.001<br>5 | 15.118<br>1 | 15.866<br>3 | 16.212<br>7 | 16.582<br>5 | 17.228<br>4 | 18.655<br>6 | 19.563<br>4 |
| 18 | 14.066<br>1 | 15.263<br>4 | 16.014<br>9 | 16.367<br>8 | 16.737<br>5 | 17.228<br>4 | 18.655<br>6 | 19.563<br>4 |
| 19 | 14.130<br>7 | 15.408<br>8 | 16.163<br>5 | 16.522<br>8 | 16.887<br>0 | 17.557<br>1 | 18.990<br>8 | 19.898<br>6 |
| 20 | 14.195<br>4 | 15.554<br>1 | 16.312<br>1 | 16.677<br>8 | 16.898<br>6 | 17.557<br>1 | 18.990<br>8 | 19.898<br>6 |
| 21 | 14.260<br>0 | 15.699<br>4 | 16.460<br>7 | 16.832<br>9 | 17.037<br>6 | 17.887<br>4 | 19.326<br>0 | 20.233<br>8 |
| 22 | 14.324<br>6 | 15.844<br>7 | 16.609<br>3 | 16.894<br>1 | 17.192<br>6 | 17.887<br>4 | 19.326<br>0 | 20.233<br>8 |
| 23 | 14.389<br>3 | 15.990<br>1 | 16.757<br>9 | 16.977<br>9 | 17.347<br>7 | 18.222<br>6 | 19.661<br>1 | 20.569<br>0 |
| 24 | 14.453<br>9 | 16.135<br>4 | 16.888<br>0 | 17.132<br>9 | 17.502<br>7 | 18.222<br>6 | 19.661<br>1 | 20.569<br>0 |
| 25 | 14.518<br>5 | 16.280<br>7 | 16.899<br>1 | 17.288<br>0 | 17.657<br>7 | 18.557<br>8 | 19.996<br>3 | 20.904<br>1 |
| 26 | 14.583<br>2 | 16.426<br>0 | 17.038<br>7 | 17.443<br>0 | 17.813<br>1 | 18.557<br>8 | 19.996<br>3 | 20.904<br>1 |
| 27 | 14.647<br>8 | 16.571<br>4 | 17.187<br>3 | 17.598<br>0 | 17.971<br>2 | 18.892<br>9 | 20.331<br>5 | 21.239<br>3 |
| 28 | 14.647<br>8 | 16.716<br>7 | 17.335<br>9 | 17.753<br>0 | 18.129<br>3 | 18.892<br>9 | 20.331<br>5 | 21.239<br>3 |
| 29 | 14.647<br>8 | 16.862<br>1 | 17.484<br>5 | 17.910<br>3 | 18.287<br>4 | 19.228<br>1 | 20.666<br>6 | 21.574<br>5 |
| 30 | 14.647<br>8 | 16.862<br>1 | 17.484<br>5 | 17.910<br>3 | 18.287<br>4 | 19.228<br>1 | 20.666<br>6 | 21.574<br>5 |
| 31 | 14.647<br>8 | 16.862<br>1 | 17.484<br>5 | 17.910<br>3 | 18.287<br>4 | 19.563<br>3 | 21.001<br>8 | 21.909<br>7 |

### 1.1.2. : Uurloon met haardtoelage

| ANCIENNETEIT | LOONSCHAAL  |             |             |             |             |             |             |             |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|              | 1,12        | 1,14        | 1,22        | 1,26        | 1,3         | 1,4         | 1,54        | 1,59        |
| 0            | 12.013<br>1 | 12.200<br>4 | 12.852<br>9 | 13.098<br>4 | 13.473<br>0 | 14.231<br>5 | 15.350<br>7 | 16.202<br>5 |
| 1            | 12.964<br>0 | 12.964<br>0 | 13.836<br>1 | 14.081<br>6 | 14.456<br>3 | 15.258<br>7 | 16.339<br>4 | 17.064<br>8 |
| 2            | 13.028<br>6 | 13.303<br>2 | 13.958<br>8 | 14.210<br>8 | 14.585<br>5 | 15.258<br>7 | 16.339<br>4 | 17.064<br>8 |
| 3            | 13.093<br>3 | 13.422<br>7 | 14.081<br>5 | 14.340<br>1 | 14.714<br>8 | 15.340<br>5 | 16.585<br>9 | 17.146<br>2 |
| 4            | 13.157<br>9 | 13.542<br>3 | 14.204<br>3 | 14.469<br>3 | 14.844<br>0 | 15.340<br>5 | 16.585<br>9 | 17.146<br>2 |
| 5            | 13.222<br>5 | 13.661<br>8 | 14.327<br>0 | 14.598<br>5 | 14.973<br>3 | 15.421<br>9 | 16.832<br>5 | 17.392<br>7 |
| 6            | 13.287<br>1 | 13.781<br>4 | 14.449<br>7 | 14.727<br>8 | 15.102<br>5 | 15.421<br>9 | 16.832<br>5 | 17.392<br>7 |
| 7            | 13.351<br>8 | 13.900<br>9 | 14.572<br>4 | 14.857<br>0 | 15.231<br>7 | 15.668<br>4 | 17.053<br>6 | 17.639<br>3 |
| 8            | 13.416<br>4 | 14.020<br>5 | 14.695<br>2 | 14.986<br>2 | 15.329<br>7 | 15.668<br>4 | 17.053<br>6 | 17.639<br>3 |
| 9            | 13.481<br>0 | 14.140<br>0 | 14.817<br>9 | 15.115<br>5 | 15.339<br>4 | 15.915<br>0 | 17.072<br>1 | 17.887<br>6 |
| 10           | 13.879<br>0 | 14.595<br>7 | 15.321<br>0 | 15.349<br>3 | 15.522<br>1 | 16.243<br>7 | 17.324<br>3 | 18.222<br>7 |
| 11           | 13.943<br>6 | 14.741<br>0 | 15.337<br>8 | 15.360<br>9 | 15.817<br>4 | 16.572<br>3 | 17.653<br>0 | 18.557<br>9 |
| 12           | 14.008<br>2 | 14.886<br>3 | 15.349<br>0 | 15.602<br>6 | 15.972<br>4 | 16.572<br>3 | 17.653<br>0 | 18.557<br>9 |
| 13           | 14.072<br>9 | 15.031<br>7 | 15.436<br>9 | 15.757<br>7 | 16.127<br>4 | 16.901<br>0 | 17.985<br>2 | 18.893<br>1 |
| 14           | 14.137<br>5 | 15.177<br>0 | 15.585<br>5 | 15.912<br>7 | 16.282<br>4 | 16.901<br>0 | 17.985<br>2 | 18.893<br>1 |
| 15           | 14.202<br>1 | 15.322<br>3 | 15.734<br>1 | 16.067<br>7 | 16.437<br>5 | 17.064<br>9 | 18.320<br>4 | 19.228<br>3 |
| 16           | 14.266<br>7 | 15.337<br>6 | 15.882<br>7 | 16.222<br>7 | 16.592<br>5 | 17.064<br>9 | 18.320<br>4 | 19.228<br>3 |
| 17           | 14.331<br>4 | 15.348<br>6 | 16.031<br>3 | 16.377<br>7 | 16.747<br>5 | 17.228<br>4 | 18.655<br>6 | 19.563<br>4 |
| 18           | 14.396<br>0 | 15.428<br>4 | 16.179<br>9 | 16.532<br>8 | 16.902<br>5 | 17.228<br>4 | 18.655<br>6 | 19.563<br>4 |
| 19           | 14.460<br>6 | 15.573<br>8 | 16.328<br>5 | 16.687<br>8 | 17.052<br>0 | 17.557<br>1 | 18.990<br>8 | 19.898<br>6 |
| 20           | 14.525<br>3 | 15.719<br>1 | 16.477<br>1 | 16.842<br>8 | 17.063<br>6 | 17.557<br>1 | 18.990<br>8 | 19.898<br>6 |
| 21           | 14.589<br>9 | 15.864<br>4 | 16.625<br>7 | 16.997<br>9 | 17.075<br>2 | 17.887<br>4 | 19.326<br>0 | 20.233<br>8 |
| 22           | 14.654<br>5 | 16.009<br>7 | 16.774<br>3 | 17.059<br>1 | 17.192<br>6 | 17.887<br>4 | 19.326<br>0 | 20.233<br>8 |
| 23           | 14.719<br>2 | 16.155<br>1 | 16.922<br>9 | 17.070<br>7 | 17.347<br>7 | 18.222<br>6 | 19.661<br>1 | 20.569<br>0 |
| 24           | 14.783<br>8 | 16.300<br>4 | 17.053<br>0 | 17.132<br>9 | 17.502<br>7 | 18.222<br>6 | 19.661<br>1 | 20.569<br>0 |
| 25           | 14.848<br>4 | 16.445<br>7 | 17.064<br>1 | 17.288<br>0 | 17.657<br>7 | 18.557<br>8 | 19.996<br>3 | 20.904<br>1 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 26 | 14.913<br>1 | 16.591<br>0 | 17.075<br>3 | 17.443<br>0 | 17.813<br>1 | 18.557<br>8 | 19.996<br>3 | 20.904<br>1 |
| 27 | 14.977<br>7 | 16.736<br>4 | 17.187<br>3 | 17.598<br>0 | 17.971<br>2 | 18.892<br>9 | 20.331<br>5 | 21.239<br>3 |
| 28 | 14.977<br>7 | 16.881<br>7 | 17.335<br>9 | 17.753<br>0 | 18.129<br>3 | 18.892<br>9 | 20.331<br>5 | 21.239<br>3 |
| 29 | 14.977<br>7 | 17.027<br>1 | 17.484<br>5 | 17.910<br>3 | 18.287<br>4 | 19.228<br>1 | 20.666<br>6 | 21.574<br>5 |
| 30 | 14.977<br>7 | 17.027<br>1 | 17.484<br>5 | 17.910<br>3 | 18.287<br>4 | 19.228<br>1 | 20.666<br>6 | 21.574<br>5 |
| 31 | 14.977<br>7 | 17.027<br>1 | 17.484<br>5 | 17.910<br>3 | 18.287<br>4 | 19.563<br>3 | 21.001<br>8 | 21.909<br>7 |

## 1.2. : Werknemers die in hoofdzaak hoofdarbeid verrichten

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

### 1.2.1. : Administratief personeel

#### 1.2.1.1. : Maandloon met standplaatstoelage

| ANCIENNI<br>TEIT | LOONSCHAAL |         |         |         |                    |
|------------------|------------|---------|---------|---------|--------------------|
|                  | 1,22       | 1,4     | 1,5     | 1,47    | 1.55-1.61-<br>1.77 |
| 0                | 2062.11    | 2289.12 | 2143.17 | 2437.96 | 2537.08            |
| 1                | 2224.01    | 2458.26 | 2319.08 | 2586.71 | 2719.77            |
| 2                | 2244.22    | 2458.26 | 2338.67 | 2586.71 | 2719.77            |
| 3                | 2264.43    | 2471.73 | 2358.26 | 2627.30 | 2782.17            |
| 4                | 2284.63    | 2471.73 | 2377.85 | 2627.30 | 2782.17            |
| 5                | 2304.84    | 2512.30 | 2397.44 | 2681.43 | 2854.97            |
| 6                | 2325.06    | 2512.30 | 2444.80 | 2681.43 | 2854.97            |
| 7                | 2345.26    | 2552.89 | 2471.24 | 2781.33 | 3253.65            |
| 8                | 2365.47    | 2552.89 | 2512.35 | 2781.33 | 3253.65            |
| 9                | 2385.68    | 2593.50 | 2559.70 | 2870.76 | 3336.44            |
| 10               | 2468.52    | 2647.62 | 2661.19 | 2924.89 | 3391.64            |
| 11               | 2471.29    | 2701.74 | 2708.54 | 3021.36 | 3474.43            |
| 12               | 2490.30    | 2701.74 | 2755.90 | 3021.36 | 3474.43            |
| 13               | 2514.77    | 2755.87 | 2782.35 | 3117.95 | 3557.22            |
| 14               | 2539.24    | 2755.87 | 2823.44 | 3117.95 | 3557.22            |
| 15               | 2563.71    | 2782.85 | 2870.79 | 3214.55 | 3640.01            |
| 16               | 2588.18    | 2782.85 | 2918.15 | 3214.55 | 3925.20            |
| 17               | 2612.65    | 2836.94 | 2966.18 | 3311.15 | 4007.99            |
| 18               | 2637.12    | 2836.94 | 3014.47 | 3311.15 | 4007.99            |
| 19               | 2661.59    | 2891.06 | 3062.75 | 3407.74 | 4090.78            |
| 20               | 2686.06    | 2891.06 | 3111.04 | 3407.74 | 4090.78            |
| 21               | 2710.53    | 2945.46 | 3159.33 | 3504.34 | 4173.58            |
| 22               | 2735.00    | 2945.46 | 3207.62 | 3504.34 | 4173.58            |
| 23               | 2759.47    | 3000.65 | 3255.91 | 3600.94 | 4256.37            |
| 24               | 2780.90    | 3000.65 | 3304.19 | 3600.94 | 4256.37            |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 25 | 2782.73 | 3055.84 | 3352.48 | 3697.53 | 4339.16 |
| 26 | 2805.70 | 3055.84 | 3400.77 | 3697.53 | 4339.16 |
| 27 | 2830.18 | 3111.04 | 3449.06 | 3794.13 | 4421.95 |
| 28 | 2854.65 | 3111.04 | 3497.35 | 3794.13 | 4421.95 |
| 29 | 2879.11 | 3166.23 | 3545.63 | 3890.73 | 4421.95 |
| 30 | 2879.11 | 3166.23 | 3545.63 | 3890.73 | 4421.95 |
| 31 | 2879.11 | 3221.42 | 3545.63 | 3890.73 | 4421.95 |

### 1.2.1.2. : Maandloon met haardtoelage

| ANCIENNI<br>TEIT | LOONSCHAAL |         |         |         |                    |
|------------------|------------|---------|---------|---------|--------------------|
|                  | 1,22       | 1,4     | 1,5     | 1,47    | 1.55-1.61-<br>1.77 |
| 0                | 2116.45    | 2343.46 | 2197.51 | 2492.30 | 2564.24            |
| 1                | 2278.35    | 2519.37 | 2373.42 | 2613.87 | 2746.93            |
| 2                | 2298.56    | 2512.60 | 2393.01 | 2613.87 | 2746.93            |
| 3                | 2318.77    | 2526.07 | 2412.60 | 2654.46 | 2809.34            |
| 4                | 2338.97    | 2526.07 | 2432.19 | 2654.46 | 2809.34            |
| 5                | 2359.18    | 2539.46 | 2451.78 | 2708.59 | 2854.97            |
| 6                | 2379.40    | 2539.46 | 2499.14 | 2708.59 | 2854.97            |
| 7                | 2399.60    | 2580.05 | 2525.57 | 2808.49 | 3253.65            |
| 8                | 2419.81    | 2580.05 | 2539.51 | 2808.49 | 3253.65            |
| 9                | 2440.02    | 2620.66 | 2586.86 | 2870.76 | 3336.44            |
| 10               | 2522.86    | 2674.78 | 2688.35 | 2924.89 | 3391.64            |
| 11               | 2525.62    | 2728.90 | 2735.70 | 3021.36 | 3474.43            |
| 12               | 2527.46    | 2728.90 | 2783.06 | 3021.36 | 3474.43            |
| 13               | 2541.93    | 2783.03 | 2809.51 | 3117.95 | 3557.22            |
| 14               | 2566.40    | 2783.03 | 2823.44 | 3117.95 | 3557.22            |
| 15               | 2590.87    | 2810.02 | 2870.79 | 3214.55 | 3640.01            |
| 16               | 2615.34    | 2810.02 | 2918.15 | 3214.55 | 3925.20            |
| 17               | 2639.81    | 2836.94 | 2966.18 | 3311.15 | 4007.99            |
| 18               | 2664.28    | 2836.94 | 3014.47 | 3311.15 | 4007.99            |
| 19               | 2688.75    | 2891.06 | 3062.75 | 3407.74 | 4090.78            |
| 20               | 2713.22    | 2891.06 | 3111.04 | 3407.74 | 4090.78            |
| 21               | 2737.69    | 2945.46 | 3159.33 | 3504.34 | 4173.58            |
| 22               | 2762.16    | 2945.46 | 3207.62 | 3504.34 | 4173.58            |
| 23               | 2786.63    | 3000.65 | 3255.91 | 3600.94 | 4256.37            |
| 24               | 2808.06    | 3000.65 | 3304.19 | 3600.94 | 4256.37            |
| 25               | 2809.90    | 3055.84 | 3352.48 | 3697.53 | 4339.16            |
| 26               | 2811.73    | 3055.84 | 3400.77 | 3697.53 | 4339.16            |
| 27               | 2830.18    | 3111.04 | 3449.06 | 3794.13 | 4421.95            |
| 28               | 2854.65    | 3111.04 | 3497.35 | 3794.13 | 4421.95            |
| 29               | 2879.11    | 3166.23 | 3545.63 | 3890.73 | 4421.95            |
| 30               | 2879.11    | 3166.23 | 3545.63 | 3890.73 | 4421.95            |
| 31               | 2879.11    | 3221.42 | 3545.63 | 3890.73 | 4421.95            |

### 1.2.2. : Verzorgend en verplegend personeel

#### 1.2.2.1. : Maandloon met standplaatstoelage

| ANCIENNITE<br>IT | LOONSCHAAL         |           |           |         |
|------------------|--------------------|-----------|-----------|---------|
|                  | 1.55-1.61-<br>1.77 | 1.43-1.55 | 1.40-1.57 | 1,35    |
| 0                | 2537.08            | 2370.31   | 2289.12   | 2234.43 |
| 1                | 2719.77            | 2519.06   | 2458.26   | 2396.34 |
| 2                | 2719.77            | 2519.06   | 2458.26   | 2417.63 |
| 3                | 2782.17            | 2559.65   | 2471.73   | 2438.90 |
| 4                | 2782.17            | 2559.65   | 2471.73   | 2460.18 |
| 5                | 2854.97            | 2613.78   | 2512.30   | 2454.34 |
| 6                | 2854.97            | 2613.78   | 2512.30   | 2475.59 |
| 7                | 3253.65            | 2936.27   | 2809.88   | 2496.87 |
| 8                | 3253.65            | 2936.27   | 2809.88   | 2518.15 |
| 9                | 3336.44            | 3019.07   | 2850.49   | 2539.44 |
| 10               | 3391.64            | 3074.26   | 2904.61   | 2622.94 |
| 11               | 3474.43            | 3157.05   | 2959.28   | 2648.46 |
| 12               | 3474.43            | 3157.05   | 2959.28   | 2673.99 |
| 13               | 3557.22            | 3239.84   | 3014.47   | 2699.51 |
| 14               | 3557.22            | 3239.84   | 3014.47   | 2725.05 |
| 15               | 3640.01            | 3322.63   | 3069.66   | 2750.58 |
| 16               | 3925.20            | 3322.63   | 3069.66   | 2776.10 |
| 17               | 4007.99            | 3405.42   | 3124.86   | 2782.22 |
| 18               | 4007.99            | 3405.42   | 3124.86   | 2799.98 |
| 19               | 4090.78            | 3488.22   | 3180.05   | 2825.52 |
| 20               | 4090.78            | 3488.22   | 3180.05   | 2851.04 |
| 21               | 4173.58            | 3571.01   | 3235.24   | 2876.57 |
| 22               | 4173.58            | 3571.01   | 3235.24   | 2902.09 |
| 23               | 4256.37            | 3653.80   | 3290.43   | 2927.62 |
| 24               | 4256.37            | 3653.80   | 3290.43   | 2953.61 |
| 25               | 4339.16            | 3736.59   | 3345.63   | 2979.64 |
| 26               | 4339.16            | 3736.59   | 3345.63   | 3005.68 |
| 27               | 4421.95            | 3819.39   | 3400.82   | 3031.71 |
| 28               | 4421.95            | 3819.39   | 3400.82   | 3057.75 |
| 29               | 4421.95            | 3819.39   | 3456.01   | 3083.78 |
| 30               | 4421.95            | 3819.39   | 3456.01   | 3083.78 |
| 31               | 4421.95            | 3819.39   | 3511.20   | 3083.78 |

### 1.2.2.2. : Maandloon met haardtoelage

| ANCIENNITE<br>IT | LOONSCHAAL         |           |           |         |
|------------------|--------------------|-----------|-----------|---------|
|                  | 1.55-1.61-<br>1.77 | 1.43-1.55 | 1.40-1.57 | 1,35    |
| 0                | 2564.24            | 2424.65   | 2343.46   | 2288.77 |
| 1                | 2746.93            | 2546.22   | 2512.60   | 2450.68 |
| 2                | 2746.93            | 2546.22   | 2512.60   | 2471.97 |
| 3                | 2809.34            | 2586.81   | 2526.07   | 2493.24 |
| 4                | 2809.34            | 2586.81   | 2526.07   | 2514.52 |
| 5                | 2854.97            | 2640.94   | 2539.46   | 2524.76 |
| 6                | 2854.97            | 2640.94   | 2539.46   | 2526.36 |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 7  | 3253.65 | 2936.27 | 2812.04 | 2527.95 |
| 8  | 3253.65 | 2936.27 | 2812.04 | 2545.31 |
| 9  | 3336.44 | 3019.07 | 2850.49 | 2566.60 |
| 10 | 3391.64 | 3074.26 | 2904.61 | 2650.10 |
| 11 | 3474.43 | 3157.05 | 2959.28 | 2675.62 |
| 12 | 3474.43 | 3157.05 | 2959.28 | 2701.15 |
| 13 | 3557.22 | 3239.84 | 3014.47 | 2726.67 |
| 14 | 3557.22 | 3239.84 | 3014.47 | 2752.21 |
| 15 | 3640.01 | 3322.63 | 3069.66 | 2777.74 |
| 16 | 3925.20 | 3322.63 | 3069.66 | 2803.26 |
| 17 | 4007.99 | 3405.42 | 3124.86 | 2809.39 |
| 18 | 4007.99 | 3405.42 | 3124.86 | 2811.30 |
| 19 | 4090.78 | 3488.22 | 3180.05 | 2825.52 |
| 20 | 4090.78 | 3488.22 | 3180.05 | 2851.04 |
| 21 | 4173.58 | 3571.01 | 3235.24 | 2876.57 |
| 22 | 4173.58 | 3571.01 | 3235.24 | 2902.09 |
| 23 | 4256.37 | 3653.80 | 3290.43 | 2927.62 |
| 24 | 4256.37 | 3653.80 | 3290.43 | 2953.61 |
| 25 | 4339.16 | 3736.59 | 3345.63 | 2979.64 |
| 26 | 4339.16 | 3736.59 | 3345.63 | 3005.68 |
| 27 | 4421.95 | 3819.39 | 3400.82 | 3031.71 |
| 28 | 4421.95 | 3819.39 | 3400.82 | 3057.75 |
| 29 | 4421.95 | 3819.39 | 3456.01 | 3083.78 |
| 30 | 4421.95 | 3819.39 | 3456.01 | 3083.78 |
| 31 | 4421.95 | 3819.39 | 3511.20 | 3083.78 |

### 1.2.3. : Paramedisch personeel

#### 1.2.3.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | LOONSCHAAL     |
|--------------|----------------|
|              | 1.55-1.61-1.77 |
| 0            | 2537.08        |
| 1            | 2719.77        |
| 2            | 2719.77        |
| 3            | 2782.17        |
| 4            | 2782.17        |
| 5            | 2854.97        |
| 6            | 2854.97        |
| 7            | 3253.65        |
| 8            | 3253.65        |
| 9            | 3336.44        |
| 10           | 3391.64        |
| 11           | 3474.43        |
| 12           | 3474.43        |
| 13           | 3557.22        |
| 14           | 3557.22        |
| 15           | 3640.01        |
| 16           | 3925.20        |

|    |         |
|----|---------|
| 17 | 4007.99 |
| 18 | 4007.99 |
| 19 | 4090.78 |
| 20 | 4090.78 |
| 21 | 4173.58 |
| 22 | 4173.58 |
| 23 | 4256.37 |
| 24 | 4256.37 |
| 25 | 4339.16 |
| 26 | 4339.16 |
| 27 | 4421.95 |
| 28 | 4421.95 |
| 29 | 4421.95 |
| 30 | 4421.95 |
| 31 | 4421.95 |

### 1.2.3.2. : Maandloon met haardtoelage

| ANCIENNITEIT | LOONSCHAAL     |
|--------------|----------------|
|              | 1.55-1.61-1.77 |
| 0            | 2564.24        |
| 1            | 2746.93        |
| 2            | 2746.93        |
| 3            | 2809.34        |
| 4            | 2809.34        |
| 5            | 2854.97        |
| 6            | 2854.97        |
| 7            | 3253.65        |
| 8            | 3253.65        |
| 9            | 3336.44        |
| 10           | 3391.64        |
| 11           | 3474.43        |
| 12           | 3474.43        |
| 13           | 3557.22        |
| 14           | 3557.22        |
| 15           | 3640.01        |
| 16           | 3925.20        |
| 17           | 4007.99        |
| 18           | 4007.99        |
| 19           | 4090.78        |
| 20           | 4090.78        |
| 21           | 4173.58        |
| 22           | 4173.58        |
| 23           | 4256.37        |
| 24           | 4256.37        |
| 25           | 4339.16        |
| 26           | 4339.16        |
| 27           | 4421.95        |



|    |         |
|----|---------|
| 28 | 4421.95 |
| 29 | 4421.95 |
| 30 | 4421.95 |
| 31 | 4421.95 |

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

##### 1.2.4.1. : Maandloon met standplaatstoelage

| ANCIEN<br>NITEIT | LOONSCHAAL |         |           |                    |                                |         |
|------------------|------------|---------|-----------|--------------------|--------------------------------|---------|
|                  | 1,35       | 1,5     | 1.40-1.57 | 1.55-<br>1.61-1.77 | 1.55-<br>1.61-1.77<br>+ 2 jaar | 1,8     |
| 0                | 2234.43    | 2143.17 | 2289.12   | 2537.08            | 2719.77                        | 3380.14 |
| 1                | 2396.34    | 2319.08 | 2458.26   | 2719.77            | 2782.17                        | 3545.75 |
| 2                | 2417.63    | 2338.67 | 2458.26   | 2719.77            | 2782.17                        | 3545.75 |
| 3                | 2438.90    | 2358.26 | 2471.73   | 2782.17            | 2854.97                        | 3694.09 |
| 4                | 2460.18    | 2377.85 | 2471.73   | 2782.17            | 2854.97                        | 3694.09 |
| 5                | 2454.34    | 2397.44 | 2512.30   | 2854.97            | 3253.65                        | 3842.44 |
| 6                | 2475.59    | 2444.80 | 2512.30   | 2854.97            | 3253.65                        | 3842.44 |
| 7                | 2496.87    | 2471.24 | 2809.88   | 3253.65            | 3336.44                        | 3990.78 |
| 8                | 2518.15    | 2512.35 | 2809.88   | 3253.65            | 3391.64                        | 3990.78 |
| 9                | 2539.44    | 2559.70 | 2850.49   | 3336.44            | 3474.43                        | 4139.12 |
| 10               | 2622.94    | 2661.19 | 2904.61   | 3391.64            | 3474.43                        | 4194.32 |
| 11               | 2648.46    | 2708.54 | 2959.28   | 3474.43            | 3557.22                        | 4342.66 |
| 12               | 2673.99    | 2755.90 | 2959.28   | 3474.43            | 3557.22                        | 4342.66 |
| 13               | 2699.51    | 2782.35 | 3014.47   | 3557.22            | 3640.01                        | 4491.01 |
| 14               | 2725.05    | 2823.44 | 3014.47   | 3557.22            | 3925.20                        | 4491.01 |
| 15               | 2750.58    | 2870.79 | 3069.66   | 3640.01            | 4007.99                        | 4639.35 |
| 16               | 2776.10    | 2918.15 | 3069.66   | 3925.20            | 4007.99                        | 4639.35 |
| 17               | 2782.22    | 2966.18 | 3124.86   | 4007.99            | 4090.78                        | 4787.69 |
| 18               | 2799.98    | 3014.47 | 3124.86   | 4007.99            | 4090.78                        | 4787.69 |
| 19               | 2825.52    | 3062.75 | 3180.05   | 4090.78            | 4173.58                        | 4936.04 |
| 20               | 2851.04    | 3111.04 | 3180.05   | 4090.78            | 4173.58                        | 4936.04 |
| 21               | 2876.57    | 3159.33 | 3235.24   | 4173.58            | 4256.37                        | 5084.39 |
| 22               | 2902.09    | 3207.62 | 3235.24   | 4173.58            | 4256.37                        | 5084.39 |
| 23               | 2927.62    | 3255.91 | 3290.43   | 4256.37            | 4339.16                        | 5232.73 |
| 24               | 2953.61    | 3304.19 | 3290.43   | 4256.37            | 4339.16                        | 5232.73 |
| 25               | 2979.64    | 3352.48 | 3345.63   | 4339.16            | 4421.95                        | 5232.73 |
| 26               | 3005.68    | 3400.77 | 3345.63   | 4339.16            | 4421.95                        | 5232.73 |
| 27               | 3031.71    | 3449.06 | 3400.82   | 4421.95            | 4421.95                        | 5232.73 |
| 28               | 3057.75    | 3497.35 | 3400.82   | 4421.95            | 4421.95                        | 5232.73 |
| 29               | 3083.78    | 3545.63 | 3456.01   | 4421.95            | 4421.95                        | 5232.73 |
| 30               | 3083.78    | 3545.63 | 3456.01   | 4421.95            | 4421.95                        | 5232.73 |
| 31               | 3083.78    | 3545.63 | 3511.20   | 4421.95            | 4421.95                        | 5232.73 |

##### 1.2.4.2. : Maandloon met haardtoelage

| ANCIEN<br>NITEIT | LOONSCHAAL |         |           |                    |                                |         |
|------------------|------------|---------|-----------|--------------------|--------------------------------|---------|
|                  | 1,35       | 1,5     | 1.40-1.57 | 1.55-<br>1.61-1.77 | 1.55-<br>1.61-1.77<br>+ 2 jaar | 1,8     |
| 0                | 2288.77    | 2197.51 | 2343.46   | 2564.24            | 2746.93                        | 3380.14 |
| 1                | 2450.68    | 2373.42 | 2512.60   | 2746.93            | 2809.34                        | 3545.75 |
| 2                | 2471.97    | 2393.01 | 2512.60   | 2746.93            | 2809.34                        | 3545.75 |
| 3                | 2493.24    | 2412.60 | 2526.07   | 2809.34            | 2854.97                        | 3694.09 |
| 4                | 2514.52    | 2432.19 | 2526.07   | 2809.34            | 2854.97                        | 3694.09 |
| 5                | 2524.76    | 2451.78 | 2539.46   | 2854.97            | 3253.65                        | 3842.44 |
| 6                | 2526.36    | 2499.14 | 2539.46   | 2854.97            | 3253.65                        | 3842.44 |
| 7                | 2527.95    | 2525.57 | 2812.04   | 3253.65            | 3336.44                        | 3990.78 |
| 8                | 2545.31    | 2539.51 | 2812.04   | 3253.65            | 3391.64                        | 3990.78 |
| 9                | 2566.60    | 2586.86 | 2850.49   | 3336.44            | 3474.43                        | 4139.12 |
| 10               | 2650.10    | 2688.35 | 2904.61   | 3391.64            | 3474.43                        | 4194.32 |
| 11               | 2675.62    | 2735.70 | 2959.28   | 3474.43            | 3557.22                        | 4342.66 |
| 12               | 2701.15    | 2783.06 | 2959.28   | 3474.43            | 3557.22                        | 4342.66 |
| 13               | 2726.67    | 2809.51 | 3014.47   | 3557.22            | 3640.01                        | 4491.01 |
| 14               | 2752.21    | 2823.44 | 3014.47   | 3557.22            | 3925.20                        | 4491.01 |
| 15               | 2777.74    | 2870.79 | 3069.66   | 3640.01            | 4007.99                        | 4639.35 |
| 16               | 2803.26    | 2918.15 | 3069.66   | 3925.20            | 4007.99                        | 4639.35 |
| 17               | 2809.39    | 2966.18 | 3124.86   | 4007.99            | 4090.78                        | 4787.69 |
| 18               | 2811.30    | 3014.47 | 3124.86   | 4007.99            | 4090.78                        | 4787.69 |
| 19               | 2825.52    | 3062.75 | 3180.05   | 4090.78            | 4173.58                        | 4936.04 |
| 20               | 2851.04    | 3111.04 | 3180.05   | 4090.78            | 4173.58                        | 4936.04 |
| 21               | 2876.57    | 3159.33 | 3235.24   | 4173.58            | 4256.37                        | 5084.39 |
| 22               | 2902.09    | 3207.62 | 3235.24   | 4173.58            | 4256.37                        | 5084.39 |
| 23               | 2927.62    | 3255.91 | 3290.43   | 4256.37            | 4339.16                        | 5232.73 |
| 24               | 2953.61    | 3304.19 | 3290.43   | 4256.37            | 4339.16                        | 5232.73 |
| 25               | 2979.64    | 3352.48 | 3345.63   | 4339.16            | 4421.95                        | 5232.73 |
| 26               | 3005.68    | 3400.77 | 3345.63   | 4339.16            | 4421.95                        | 5232.73 |
| 27               | 3031.71    | 3449.06 | 3400.82   | 4421.95            | 4421.95                        | 5232.73 |
| 28               | 3057.75    | 3497.35 | 3400.82   | 4421.95            | 4421.95                        | 5232.73 |
| 29               | 3083.78    | 3545.63 | 3456.01   | 4421.95            | 4421.95                        | 5232.73 |
| 30               | 3083.78    | 3545.63 | 3456.01   | 4421.95            | 4421.95                        | 5232.73 |
| 31               | 3083.78    | 3545.63 | 3511.20   | 4421.95            | 4421.95                        | 5232.73 |

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

### 1.2.5.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | LOONSCHAAL |                |         |
|--------------|------------|----------------|---------|
|              | 1.40-1.57  | 1.55-1.61-1.77 | 1,8     |
| 0            | 2289.12    | 2537.08        | 3380.14 |
| 1            | 2458.26    | 2719.77        | 3545.75 |
| 2            | 2458.26    | 2719.77        | 3545.75 |
| 3            | 2471.73    | 2782.17        | 3694.09 |
| 4            | 2471.73    | 2782.17        | 3694.09 |
| 5            | 2512.30    | 2854.97        | 3842.44 |
| 6            | 2512.30    | 2854.97        | 3842.44 |

|    |         |         |         |
|----|---------|---------|---------|
| 7  | 2809.88 | 3253.65 | 3990.78 |
| 8  | 2809.88 | 3253.65 | 3990.78 |
| 9  | 2850.49 | 3336.44 | 4139.12 |
| 10 | 2904.61 | 3391.64 | 4194.32 |
| 11 | 2959.28 | 3474.43 | 4342.66 |
| 12 | 2959.28 | 3474.43 | 4342.66 |
| 13 | 3014.47 | 3557.22 | 4491.01 |
| 14 | 3014.47 | 3557.22 | 4491.01 |
| 15 | 3069.66 | 3640.01 | 4639.35 |
| 16 | 3069.66 | 3925.20 | 4639.35 |
| 17 | 3124.86 | 4007.99 | 4787.69 |
| 18 | 3124.86 | 4007.99 | 4787.69 |
| 19 | 3180.05 | 4090.78 | 4936.04 |
| 20 | 3180.05 | 4090.78 | 4936.04 |
| 21 | 3235.24 | 4173.58 | 5084.39 |
| 22 | 3235.24 | 4173.58 | 5084.39 |
| 23 | 3290.43 | 4256.37 | 5232.73 |
| 24 | 3290.43 | 4256.37 | 5232.73 |
| 25 | 3345.63 | 4339.16 | 5232.73 |
| 26 | 3345.63 | 4339.16 | 5232.73 |
| 27 | 3400.82 | 4421.95 | 5232.73 |
| 28 | 3400.82 | 4421.95 | 5232.73 |
| 29 | 3456.01 | 4421.95 | 5232.73 |
| 30 | 3456.01 | 4421.95 | 5232.73 |
| 31 | 3511.20 | 4421.95 | 5232.73 |

#### 1.2.5.2. : Maandloon met haardtoelage

| ANCIENNITEIT | LOONSCHAAL |                |         |
|--------------|------------|----------------|---------|
|              | 1.40-1.57  | 1.55-1.61-1.77 | 1,8     |
| 0            | 2343.46    | 2564.24        | 3380.14 |
| 1            | 2512.60    | 2746.93        | 3545.75 |
| 2            | 2512.60    | 2746.93        | 3545.75 |
| 3            | 2526.07    | 2809.34        | 3694.09 |
| 4            | 2526.07    | 2809.34        | 3694.09 |
| 5            | 2539.46    | 2854.97        | 3842.44 |
| 6            | 2539.46    | 2854.97        | 3842.44 |
| 7            | 2812.04    | 3253.65        | 3990.78 |
| 8            | 2812.04    | 3253.65        | 3990.78 |
| 9            | 2850.49    | 3336.44        | 4139.12 |
| 10           | 2904.61    | 3391.64        | 4194.32 |
| 11           | 2959.28    | 3474.43        | 4342.66 |
| 12           | 2959.28    | 3474.43        | 4342.66 |
| 13           | 3014.47    | 3557.22        | 4491.01 |
| 14           | 3014.47    | 3557.22        | 4491.01 |
| 15           | 3069.66    | 3640.01        | 4639.35 |
| 16           | 3069.66    | 3925.20        | 4639.35 |
| 17           | 3124.86    | 4007.99        | 4787.69 |

|    |         |         |         |
|----|---------|---------|---------|
| 18 | 3124.86 | 4007.99 | 4787.69 |
| 19 | 3180.05 | 4090.78 | 4936.04 |
| 20 | 3180.05 | 4090.78 | 4936.04 |
| 21 | 3235.24 | 4173.58 | 5084.39 |
| 22 | 3235.24 | 4173.58 | 5084.39 |
| 23 | 3290.43 | 4256.37 | 5232.73 |
| 24 | 3290.43 | 4256.37 | 5232.73 |
| 25 | 3345.63 | 4339.16 | 5232.73 |
| 26 | 3345.63 | 4339.16 | 5232.73 |
| 27 | 3400.82 | 4421.95 | 5232.73 |
| 28 | 3400.82 | 4421.95 | 5232.73 |
| 29 | 3456.01 | 4421.95 | 5232.73 |
| 30 | 3456.01 | 4421.95 | 5232.73 |
| 31 | 3511.20 | 4421.95 | 5232.73 |

### **1.2.6. : Zorgkundigen**

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

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

| ANCIENNITEIT |         |
|--------------|---------|
| 0            | 2234.43 |
| 1            | 2396.34 |
| 2            | 2417.63 |
| 3            | 2438.90 |
| 4            | 2460.18 |
| 5            | 2454.34 |
| 6            | 2475.59 |
| 7            | 2496.87 |
| 8            | 2518.15 |
| 9            | 2539.44 |
| 10           | 2622.94 |
| 11           | 2648.46 |
| 12           | 2673.99 |
| 13           | 2699.51 |
| 14           | 2725.05 |
| 15           | 2750.58 |
| 16           | 2776.10 |
| 17           | 2782.22 |
| 18           | 2799.98 |
| 19           | 2825.52 |

|    |         |
|----|---------|
| 20 | 2851.04 |
| 21 | 2876.57 |
| 22 | 2902.09 |
| 23 | 2927.62 |
| 24 | 2953.61 |
| 25 | 2979.64 |
| 26 | 3005.68 |
| 27 | 3031.71 |
| 28 | 3057.75 |
| 29 | 3083.78 |
| 30 | 3083.78 |
| 31 | 3083.78 |

#### 1.2.6.2. : Maandloon met haardtoelage

| ANCIENNITEIT |         |
|--------------|---------|
| 0            | 2288.77 |
| 1            | 2450.68 |
| 2            | 2471.97 |
| 3            | 2493.24 |
| 4            | 2514.52 |
| 5            | 2524.76 |
| 6            | 2526.36 |
| 7            | 2527.95 |
| 8            | 2545.31 |
| 9            | 2566.60 |
| 10           | 2650.10 |
| 11           | 2675.62 |
| 12           | 2701.15 |
| 13           | 2726.67 |
| 14           | 2752.21 |
| 15           | 2777.74 |
| 16           | 2803.26 |
| 17           | 2809.39 |
| 18           | 2811.30 |
| 19           | 2825.52 |
| 20           | 2851.04 |
| 21           | 2876.57 |
| 22           | 2902.09 |
| 23           | 2927.62 |
| 24           | 2953.61 |
| 25           | 2979.64 |
| 26           | 3005.68 |
| 27           | 3031.71 |
| 28           | 3057.75 |
| 29           | 3083.78 |
| 30           | 3083.78 |
| 31           | 3083.78 |

### **1.3. : Gewaarborgd minimumloon**

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

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

| SOORT PERSONEEL                                                                            |           |
|--------------------------------------------------------------------------------------------|-----------|
| Werkliedenpersoneel van eenentwintig jaar of ouder                                         | 11.7922   |
| Bediendenpersoneel van eenentwintig jaar of ouder dat volledige arbeidsprestaties verricht | 1941.7900 |

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

Percentages van het gewaarborgd minimumloon bepaald in tabel 1.3.1.

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