

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3190102: gehandicaptenzorg

Inwerkingtreding 01/07/2017 (Laatst bewerkt 13/10/2017)

Indexatie: basislonen x 1,3195 in 07/2017. In geval van indexatie in toepassing van de sectorale CAO's worden enkel de minimumlonen geïndexeerd.

**Deze sub-sector is geen officieel Paritair Subcomité (PSC). De onderstaande loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Subcomité (PSC 31901).**

Om de overeenstemmende bruto maandlonen te bepalen, worden de geïndexeerde baremieke bruto jaarlonen gedeeld door 12. Om de overeenstemmende bruto uurlonen te bepalen, worden de geïndexeerde baremieke bruto jaarlonen gedeeld door het getal 1976 (overeenkomend met een wekelijkse arbeidsduur van 38 uur x 52 weken).

Voor onderhavig loonbarema zijn er nooit jongerenlonen of aanvangsleeftijden geweest. Het loonbarema wordt verondersteld van toepassing te zijn zonder leeftijdsonderscheid. De NAR-CAO 50 is niet van toepassing.

## 1. MINIMUMLONEN: BAREMALONEN ZONDER HAARD- OF STANDPLAATSTOELAGE

### 1.1. FUNCTIEGROEP: LOGISTIEK PERSONEEL

| Anciënniteit<br>(in jaren) | Barema           |                                                         |                                                      |                  |                  |
|----------------------------|------------------|---------------------------------------------------------|------------------------------------------------------|------------------|------------------|
|                            | Klasse 4<br>(L4) | Klasse 3<br>(in dienst<br>voor<br>01/11/1993<br>) (L3a) | Klasse 3<br>(in dienst<br>na<br>01/11/1993<br>) (L3) | Klasse 2<br>(L2) | Klasse 1<br>(A1) |
| 0                          | 1644.01          | 1725.17                                                 | 1724.41                                              | 1873.44          | 2197.16          |
| 1                          | 1665.76          | 1795.16                                                 | 1795.16                                              | 1950.30          | 2239.01          |
| 2                          | 1687.47          | 1865.90                                                 | 1865.90                                              | 2027.15          | 2303.58          |
| 3                          | 1709.22          | 1936.65                                                 | 1936.65                                              | 2104.01          | 2390.92          |
| 4                          | 1734.78          | 2007.39                                                 | 2007.39                                              | 2180.87          | 2478.26          |
| 5                          | 1753.65          | 2007.39                                                 | 2007.39                                              | 2180.87          | 2478.26          |
| 6                          | 1821.92          | 2108.22                                                 | 2108.22                                              | 2290.41          | 2602.74          |
| 7                          | 1834.56          | 2108.22                                                 | 2108.22                                              | 2290.41          | 2741.08          |
| 8                          | 1909.05          | 2209.05                                                 | 2209.05                                              | 2399.95          | 2741.08          |
| 9                          | 1915.47          | 2209.05                                                 | 2209.05                                              | 2399.95          | 2812.84          |
| 10                         | 1996.19          | 2309.88                                                 | 2309.88                                              | 2509.50          | 2851.70          |
| 11                         | 1996.41          | 2309.88                                                 | 2309.88                                              | 2509.50          | 2884.57          |
| 12                         | 2083.33          | 2410.71                                                 | 2410.71                                              | 2619.04          | 2976.18          |
| 13                         | 2083.33          | 2410.71                                                 | 2410.71                                              | 2619.04          | 2976.18          |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 14 | 2170.46 | 2511.54 | 2511.54 | 2728.58 | 3100.66 |
| 15 | 2170.46 | 2511.54 | 2511.54 | 2728.58 | 3100.66 |
| 16 | 2257.60 | 2612.37 | 2612.37 | 2838.13 | 3275.10 |
| 17 | 2257.60 | 2612.37 | 2612.37 | 2838.13 | 3346.82 |
| 18 | 2344.74 | 2713.19 | 2713.19 | 2947.67 | 3449.52 |
| 19 | 2344.74 | 2713.19 | 2713.19 | 2947.67 | 3521.24 |
| 20 | 2431.87 | 2814.03 | 2814.03 | 3057.21 | 3521.24 |
| 21 | 2431.87 | 2814.03 | 2814.03 | 3057.21 | 3592.97 |
| 22 | 2519.01 | 2914.86 | 2914.86 | 3166.75 | 3598.59 |
| 23 | 2606.15 | 3015.68 | 3015.68 | 3276.30 | 3723.07 |
| 24 | 2693.28 | 3116.51 | 3116.51 | 3385.84 | 3847.55 |
| 25 | 2693.28 | 3116.51 | 3116.51 | 3385.84 | 3847.55 |
| 26 | 2693.28 | 3116.51 | 3116.51 | 3385.84 | 3847.55 |
| 27 | 2693.28 | 3116.51 | 3116.51 | 3385.84 | 3847.55 |

## 1.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in jaren) | Barema        |               |               |
|-------------------------|---------------|---------------|---------------|
|                         | Klasse 3 (A3) | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                       | 1724.41       | 1873.44       | 2197.16       |
| 1                       | 1795.16       | 1950.30       | 2239.01       |
| 2                       | 1865.90       | 2027.15       | 2303.58       |
| 3                       | 1936.65       | 2104.01       | 2390.92       |
| 4                       | 2007.39       | 2180.87       | 2478.26       |
| 5                       | 2007.39       | 2180.87       | 2478.26       |
| 6                       | 2108.22       | 2290.41       | 2602.74       |
| 7                       | 2108.22       | 2290.41       | 2741.08       |
| 8                       | 2209.05       | 2399.95       | 2741.08       |
| 9                       | 2209.05       | 2399.95       | 2812.84       |
| 10                      | 2309.88       | 2509.50       | 2851.70       |
| 11                      | 2309.88       | 2509.50       | 2884.57       |
| 12                      | 2410.71       | 2619.04       | 2976.18       |
| 13                      | 2410.71       | 2619.04       | 2976.18       |
| 14                      | 2511.54       | 2728.58       | 3100.66       |
| 15                      | 2511.54       | 2728.58       | 3100.66       |
| 16                      | 2612.37       | 2838.13       | 3275.10       |
| 17                      | 2612.37       | 2838.13       | 3346.82       |
| 18                      | 2713.19       | 2947.67       | 3449.52       |
| 19                      | 2713.19       | 2947.67       | 3521.24       |
| 20                      | 2814.03       | 3057.21       | 3521.24       |
| 21                      | 2814.03       | 3057.21       | 3592.97       |
| 22                      | 2914.86       | 3166.75       | 3598.59       |
| 23                      | 3015.68       | 3276.30       | 3723.07       |
| 24                      | 3116.51       | 3385.84       | 3847.55       |
| 25                      | 3116.51       | 3385.84       | 3847.55       |
| 26                      | 3116.51       | 3385.84       | 3847.55       |
| 27                      | 3116.51       | 3385.84       | 3847.55       |

### 1.3. FUNCTIEGROEP: BEGELEIDEND EN VERZORGEND PERSONEEL

| Anciënniteit<br>(in jaren) | Barema           |                    |                    |                                                   |                                  |
|----------------------------|------------------|--------------------|--------------------|---------------------------------------------------|----------------------------------|
|                            | Klasse 3<br>(B3) | Klasse 2B<br>(B2B) | Klasse 2A<br>(B2A) | Begeleiden<br>d<br>personeel<br>Klasse 1<br>(B1C) | Verzorgend<br>personeel<br>(MV2) |
| 0                          | 1757.74          | 1881.46            | 1954.07            | 2224.34                                           | 2062.96                          |
| 1                          | 1816.87          | 1917.74            | 1984.31            | 2266.70                                           | 2131.08                          |
| 2                          | 1887.85          | 1958.89            | 2051.77            | 2331.80                                           | 2214.50                          |
| 3                          | 1959.20          | 2032.69            | 2129.00            | 2419.65                                           | 2297.91                          |
| 4                          | 2029.94          | 2106.06            | 2205.85            | 2506.99                                           | 2380.88                          |
| 5                          | 2031.04          | 2106.50            | 2206.47            | 2507.88                                           | 2381.91                          |
| 6                          | 2131.87          | 2211.09            | 2316.02            | 2632.36                                           | 2500.16                          |
| 7                          | 2132.96          | 2211.93            | 2317.20            | 2633.24                                           | 2501.45                          |
| 8                          | 2233.79          | 2316.49            | 2426.75            | 2757.73                                           | 2619.70                          |
| 9                          | 2234.89          | 2317.62            | 2427.94            | 2758.88                                           | 2622.25                          |
| 10                         | 2335.72          | 2422.19            | 2537.48            | 2883.36                                           | 2740.51                          |
| 11                         | 2336.81          | 2423.32            | 2538.67            | 2884.72                                           | 2741.40                          |
| 12                         | 2437.64          | 2527.89            | 2648.20            | 3009.20                                           | 2859.65                          |
| 13                         | 2438.74          | 2529.02            | 2649.41            | 3010.55                                           | 2860.54                          |
| 14                         | 2539.57          | 2633.59            | 2758.95            | 3135.03                                           | 2978.80                          |
| 15                         | 2540.66          | 2634.72            | 2760.14            | 3136.39                                           | 2979.68                          |
| 16                         | 2641.49          | 2739.29            | 2869.68            | 3260.87                                           | 3097.94                          |
| 17                         | 2642.59          | 2740.42            | 2870.87            | 3262.22                                           | 3099.15                          |
| 18                         | 2743.42          | 2844.99            | 2980.42            | 3386.70                                           | 3217.41                          |
| 19                         | 2744.51          | 2846.13            | 2981.61            | 3388.05                                           | 3218.70                          |
| 20                         | 2845.34          | 2950.69            | 3091.15            | 3512.53                                           | 3336.95                          |
| 21                         | 2846.44          | 2951.82            | 3092.34            | 3513.88                                           | 3338.24                          |
| 22                         | 2947.27          | 3056.39            | 3201.88            | 3638.36                                           | 3456.50                          |
| 23                         | 3049.19          | 3162.09            | 3312.62            | 3764.20                                           | 3576.04                          |
| 24                         | 3150.02          | 3266.65            | 3422.16            | 3888.68                                           | 3694.30                          |
| 25                         | 3151.12          | 3267.79            | 3423.35            | 3890.03                                           | 3695.58                          |
| 26                         | 3151.12          | 3267.79            | 3423.35            | 3890.03                                           | 3695.58                          |
| 27                         | 3152.22          | 3268.92            | 3424.54            | 3891.38                                           | 3696.87                          |

### 1.4. FUNCTIEGROEP: SOCIAAL, PARAMEDISCH EN THERAPEUTISCH PERSONEEL

| Anciënniteit (in<br>jaren) | Barema                                                          |                                                                                                                     |                                                                                                   |
|----------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
|                            | Algemeen of<br>Bijzondere functie<br>(Jongerenwelzijn)<br>(MV1) | Diensthooft<br>paramedicus<br>vanaf 8 of meer<br>voltijdse<br>equivalenten<br>paramedici in de<br>voorziening (B1B) | Coördinator-<br>paramedicus<br>vanaf 3<br>diensthooften-<br>paramedici in de<br>voorziening (B1A) |
| 0                          | 2224.34                                                         | 2502.70                                                                                                             | 2752.84                                                                                           |
| 1                          | 2266.70                                                         | 2545.07                                                                                                             | 2795.20                                                                                           |
| 2                          | 2331.80                                                         | 2587.44                                                                                                             | 2837.53                                                                                           |

|    |         |         |         |
|----|---------|---------|---------|
| 3  | 2419.65 | 2629.76 | 2879.90 |
| 4  | 2506.99 | 2683.87 | 2879.90 |
| 5  | 2507.88 | 2702.37 | 2952.51 |
| 6  | 2632.36 | 2817.95 | 2952.51 |
| 7  | 2774.98 | 2818.84 | 3025.12 |
| 8  | 2774.98 | 2952.03 | 3091.45 |
| 9  | 2847.64 | 2952.92 | 3097.73 |
| 10 | 2886.50 | 3086.11 | 3231.76 |
| 11 | 2920.25 | 3087.00 | 3232.64 |
| 12 | 3011.86 | 3220.20 | 3372.06 |
| 13 | 3012.75 | 3221.22 | 3372.95 |
| 14 | 3137.23 | 3354.41 | 3512.37 |
| 15 | 3138.12 | 3355.86 | 3513.25 |
| 16 | 3315.61 | 3489.05 | 3652.67 |
| 17 | 3388.22 | 3490.50 | 3653.56 |
| 18 | 3492.19 | 3623.69 | 3794.25 |
| 19 | 3564.80 | 3625.14 | 3795.14 |
| 20 | 3564.80 | 3758.34 | 3934.56 |
| 21 | 3637.41 | 3759.78 | 3935.44 |
| 22 | 3643.03 | 3892.98 | 4074.86 |
| 23 | 3768.40 | 4027.62 | 4215.78 |
| 24 | 3892.88 | 4160.81 | 4355.20 |
| 25 | 3893.77 | 4162.26 | 4356.71 |
| 26 | 3893.77 | 4162.26 | 4356.71 |
| 27 | 3894.65 | 4163.71 | 4358.23 |

**1.5. FUNCTIEGROEP: DIENSTHOOFD MAATSCHAPPELIJK WERK Voorzieningen met 3 of meer voltijdse equivalenten maatschappelijk werk(st)ers of sociaal verpleegkundigen / HOOFDOPVOEDER / HOOFDBEGELEIDER**

| Anciënniteit (in jaren) | Barema  |
|-------------------------|---------|
|                         | (B1B)   |
| 0                       | 2502.70 |
| 1                       | 2545.07 |
| 2                       | 2587.44 |
| 3                       | 2629.76 |
| 4                       | 2683.87 |
| 5                       | 2702.37 |
| 6                       | 2817.95 |
| 7                       | 2818.84 |
| 8                       | 2952.03 |
| 9                       | 2952.92 |
| 10                      | 3086.11 |
| 11                      | 3087.00 |
| 12                      | 3220.20 |
| 13                      | 3221.22 |
| 14                      | 3354.41 |
| 15                      | 3355.86 |

|    |         |
|----|---------|
| 16 | 3489.05 |
| 17 | 3490.50 |
| 18 | 3623.69 |
| 19 | 3625.14 |
| 20 | 3758.34 |
| 21 | 3759.78 |
| 22 | 3892.98 |
| 23 | 4027.62 |
| 24 | 4160.81 |
| 25 | 4162.26 |
| 26 | 4162.26 |
| 27 | 4163.71 |

**1.6. FUNCTIEGROEP: OPVOEDER-GROEPSCHIEF / EERSTE BEGELEIDER**  
**(Jongerenwelzijn)**

| Anciënniteit (in jaren) | Barema  |
|-------------------------|---------|
|                         | (B1A)   |
| 0                       | 2752.84 |
| 1                       | 2795.20 |
| 2                       | 2837.53 |
| 3                       | 2879.90 |
| 4                       | 2879.90 |
| 5                       | 2952.51 |
| 6                       | 2952.51 |
| 7                       | 3025.12 |
| 8                       | 3091.45 |
| 9                       | 3097.73 |
| 10                      | 3231.76 |
| 11                      | 3232.64 |
| 12                      | 3372.06 |
| 13                      | 3372.95 |
| 14                      | 3512.37 |
| 15                      | 3513.25 |
| 16                      | 3652.67 |
| 17                      | 3653.56 |
| 18                      | 3794.25 |
| 19                      | 3795.14 |
| 20                      | 3934.56 |
| 21                      | 3935.44 |
| 22                      | 4074.86 |
| 23                      | 4215.78 |
| 24                      | 4355.20 |
| 25                      | 4356.71 |
| 26                      | 4356.71 |
| 27                      | 4358.23 |

**1.7. FUNCTIEGROEP: UNIVERSITAIEN**

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2873.11                                                                        |
| 1                       | 2959.18                                                                        |
| 2                       | 3045.28                                                                        |
| 3                       | 3131.39                                                                        |
| 4                       | 3235.78                                                                        |
| 5                       | 3368.03                                                                        |
| 6                       | 3368.03                                                                        |
| 7                       | 3500.24                                                                        |
| 8                       | 3500.24                                                                        |
| 9                       | 3632.45                                                                        |
| 10                      | 3641.38                                                                        |
| 11                      | 3764.66                                                                        |
| 12                      | 3803.17                                                                        |
| 13                      | 3896.87                                                                        |
| 14                      | 3964.96                                                                        |
| 15                      | 4029.08                                                                        |
| 16                      | 4126.75                                                                        |
| 17                      | 4161.33                                                                        |
| 18                      | 4288.53                                                                        |
| 19                      | 4293.54                                                                        |
| 20                      | 4450.32                                                                        |
| 21                      | 4454.02                                                                        |
| 22                      | 4612.11                                                                        |
| 23                      | 4773.90                                                                        |
| 24                      | 4931.99                                                                        |
| 25                      | 4931.99                                                                        |
| 26                      | 4931.99                                                                        |
| 27                      | 4931.99                                                                        |

## 1.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema            |                   |
|-------------------------|-------------------|-------------------|
|                         | Omnipractici (G1) | Specialisten (GS) |
| 0                       | 3450.26           | 4586.00           |
| 1                       | 3533.96           | 4586.00           |
| 2                       | 3617.66           | 4765.33           |
| 3                       | 3701.31           | 4765.33           |
| 4                       | 3701.31           | 4944.66           |
| 5                       | 3847.77           | 4944.66           |
| 6                       | 3847.77           | 5123.95           |
| 7                       | 3994.22           | 5123.95           |
| 8                       | 3994.22           | 5303.28           |
| 9                       | 4140.67           | 5303.28           |
| 10                      | 4140.67           | 5482.62           |

|    |         |         |
|----|---------|---------|
| 11 | 4287.12 | 5482.62 |
| 12 | 4287.12 | 5661.95 |
| 13 | 4433.58 | 5661.95 |
| 14 | 4433.58 | 5841.28 |
| 15 | 4579.99 | 5841.28 |
| 16 | 4579.99 | 6020.61 |
| 17 | 4726.44 | 6020.61 |
| 18 | 4726.44 | 6199.94 |
| 19 | 4872.90 | 6199.94 |
| 20 | 4872.90 | 6379.28 |
| 21 | 5019.35 | 6379.28 |
| 22 | 5019.35 | 6558.56 |
| 23 | 5165.80 | 6558.56 |
| 24 | 5165.80 | 6558.56 |
| 25 | 5165.80 | 6558.56 |
| 26 | 5165.80 | 6558.56 |
| 27 | 5165.80 | 6558.56 |

### 1.9. FUNCTIEGROEP: VERANTWOORDELIJKE OF DIRECTEUR

| Anciënniteit (in jaren) | Barema                                                                                                                                                                |                                                                                                                              |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
|                         | Verantwoordelijke diensten plaatsing in gezinnen / Verantwoordelijke diensten zelfstandig wonen / Directeur ambulante dienst vanaf 36 plaatsen (Jongerenwelzijn) (K5) | Verantwoordelijke diensten begeleid wonen / Verantwoordelijke residentiële voorziening tot 12 bedden (Jongerenwelzijn) (B1A) |
| 0                       | 2876.33                                                                                                                                                               | 2752.84                                                                                                                      |
| 1                       | 2959.30                                                                                                                                                               | 2795.20                                                                                                                      |
| 2                       | 3045.73                                                                                                                                                               | 2837.53                                                                                                                      |
| 3                       | 3132.16                                                                                                                                                               | 2879.90                                                                                                                      |
| 4                       | 3235.87                                                                                                                                                               | 2879.90                                                                                                                      |
| 5                       | 3370.70                                                                                                                                                               | 2952.51                                                                                                                      |
| 6                       | 3370.70                                                                                                                                                               | 2952.51                                                                                                                      |
| 7                       | 3508.98                                                                                                                                                               | 3025.12                                                                                                                      |
| 8                       | 3508.98                                                                                                                                                               | 3091.45                                                                                                                      |
| 9                       | 3647.27                                                                                                                                                               | 3097.73                                                                                                                      |
| 10                      | 3647.27                                                                                                                                                               | 3231.76                                                                                                                      |
| 11                      | 3820.13                                                                                                                                                               | 3232.64                                                                                                                      |
| 12                      | 3820.13                                                                                                                                                               | 3372.06                                                                                                                      |
| 13                      | 3975.70                                                                                                                                                               | 3372.95                                                                                                                      |
| 14                      | 3975.70                                                                                                                                                               | 3512.37                                                                                                                      |
| 15                      | 4131.27                                                                                                                                                               | 3513.25                                                                                                                      |
| 16                      | 4131.27                                                                                                                                                               | 3652.67                                                                                                                      |
| 17                      | 4304.12                                                                                                                                                               | 3653.56                                                                                                                      |
| 18                      | 4304.12                                                                                                                                                               | 3794.25                                                                                                                      |
| 19                      | 4304.12                                                                                                                                                               | 3795.14                                                                                                                      |

|    |         |         |
|----|---------|---------|
| 20 | 4459.69 | 3934.56 |
| 21 | 4459.69 | 3935.44 |
| 22 | 4632.55 | 4074.86 |
| 23 | 4805.41 | 4215.78 |
| 24 | 4943.69 | 4355.20 |
| 25 | 4943.69 | 4356.71 |
| 26 | 4943.69 | 4356.71 |
| 27 | 4943.69 | 4358.23 |

## 1.10. FUNCTIEGROEP: DIRECTEUR INSTELLINGEN

| Anciënniteit<br>(in jaren) | Barema                                                                                                                                                                                                                          |                                                        |                                                      |                                                                    |                                                                                                                                                                     |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | Directeur<br>instellingen<br>6-12<br>plaatsen /<br>Directeur<br>instellingen<br>13-29<br>plaatsen /<br>Onderdirecteur /<br>Directiemedewerker<br>afdeling met<br>erkenning<br>75-90<br>bedden of<br>150-179<br>plaatsen<br>(K5) | Directeur<br>instellingen<br>30-59<br>plaatsen<br>(K3) | Directeur<br>instellingen<br>60-89<br>bedden<br>(K2) | Directeur<br>instellingen<br>met 90 of<br>meer<br>plaatsen<br>(K1) | Administratief<br>medewerker van de<br>directie<br>voorziening<br>en met<br>erkenning<br>voor<br>minder dan<br>of gelijk<br>aan 90<br>bedden of<br>plaatsen<br>(A1) |
| 0                          | 2876.33                                                                                                                                                                                                                         | 2986.96                                                | 3093.63                                              | 3200.31                                                            | 2197.16                                                                                                                                                             |
| 1                          | 2959.30                                                                                                                                                                                                                         | 3073.12                                                | 3182.87                                              | 3292.63                                                            | 2239.01                                                                                                                                                             |
| 2                          | 3045.73                                                                                                                                                                                                                         | 3162.87                                                | 3275.83                                              | 3388.79                                                            | 2303.58                                                                                                                                                             |
| 3                          | 3132.16                                                                                                                                                                                                                         | 3252.62                                                | 3368.79                                              | 3484.95                                                            | 2390.92                                                                                                                                                             |
| 4                          | 3235.87                                                                                                                                                                                                                         | 3360.33                                                | 3480.34                                              | 3600.35                                                            | 2478.26                                                                                                                                                             |
| 5                          | 3370.70                                                                                                                                                                                                                         | 3500.34                                                | 3625.35                                              | 3750.36                                                            | 2478.26                                                                                                                                                             |
| 6                          | 3370.70                                                                                                                                                                                                                         | 3500.34                                                | 3625.35                                              | 3750.36                                                            | 2602.74                                                                                                                                                             |
| 7                          | 3508.98                                                                                                                                                                                                                         | 3643.94                                                | 3774.09                                              | 3904.23                                                            | 2741.08                                                                                                                                                             |
| 8                          | 3508.98                                                                                                                                                                                                                         | 3643.94                                                | 3774.09                                              | 3904.23                                                            | 2741.08                                                                                                                                                             |
| 9                          | 3647.27                                                                                                                                                                                                                         | 3787.55                                                | 3922.82                                              | 4058.09                                                            | 2812.84                                                                                                                                                             |
| 10                         | 3647.27                                                                                                                                                                                                                         | 3787.55                                                | 3922.82                                              | 4058.09                                                            | 2851.70                                                                                                                                                             |
| 11                         | 3820.13                                                                                                                                                                                                                         | 3967.05                                                | 4108.73                                              | 4250.41                                                            | 2884.57                                                                                                                                                             |
| 12                         | 3820.13                                                                                                                                                                                                                         | 3967.05                                                | 4108.73                                              | 4250.41                                                            | 2976.18                                                                                                                                                             |
| 13                         | 3975.70                                                                                                                                                                                                                         | 4128.61                                                | 4276.06                                              | 4423.51                                                            | 2976.18                                                                                                                                                             |
| 14                         | 3975.70                                                                                                                                                                                                                         | 4128.61                                                | 4276.06                                              | 4423.51                                                            | 3100.66                                                                                                                                                             |
| 15                         | 4131.27                                                                                                                                                                                                                         | 4290.16                                                | 4443.38                                              | 4596.60                                                            | 3100.66                                                                                                                                                             |
| 16                         | 4131.27                                                                                                                                                                                                                         | 4290.16                                                | 4443.38                                              | 4596.60                                                            | 3275.10                                                                                                                                                             |
| 17                         | 4304.12                                                                                                                                                                                                                         | 4469.67                                                | 4629.30                                              | 4788.93                                                            | 3346.82                                                                                                                                                             |
| 18                         | 4304.12                                                                                                                                                                                                                         | 4469.67                                                | 4629.30                                              | 4788.93                                                            | 3449.52                                                                                                                                                             |
| 19                         | 4304.12                                                                                                                                                                                                                         | 4469.67                                                | 4629.30                                              | 4788.93                                                            | 3521.24                                                                                                                                                             |
| 20                         | 4459.69                                                                                                                                                                                                                         | 4631.22                                                | 4796.62                                              | 4962.02                                                            | 3521.24                                                                                                                                                             |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 21 | 4459.69 | 4631.22 | 4796.62 | 4962.02 | 3592.97 |
| 22 | 4632.55 | 4810.72 | 4982.54 | 5154.35 | 3598.59 |
| 23 | 4805.41 | 4990.23 | 5168.45 | 5346.67 | 3723.07 |
| 24 | 4943.69 | 5133.83 | 5317.19 | 5500.53 | 3847.55 |
| 25 | 4943.69 | 5133.83 | 5317.19 | 5500.53 | 3847.55 |
| 26 | 4943.69 | 5133.83 | 5317.19 | 5500.53 | 3847.55 |
| 27 | 4943.69 | 5133.83 | 5317.19 | 5500.53 | 3847.55 |

## 2. MINIMUMLONEN: BAREMALONEN MET HAARDTOELAGE

### 2.1. FUNCTIEGROEP: LOGISTIEK PERSONEEL

| Anciënniteit<br>(in jaren) | Barema           |                                                         |                                                      |                  |                  |
|----------------------------|------------------|---------------------------------------------------------|------------------------------------------------------|------------------|------------------|
|                            | Klasse 4<br>(L4) | Klasse 3<br>(in dienst<br>voor<br>01/11/1993<br>) (L3a) | Klasse 3<br>(in dienst<br>na<br>01/11/1993<br>) (L3) | Klasse 2<br>(L2) | Klasse 1<br>(A1) |
| 0                          | 1744.41          | 1825.57                                                 | 1824.81                                              | 1973.84          | 2296.06          |
| 1                          | 1766.16          | 1895.56                                                 | 1895.56                                              | 2050.70          | 2296.06          |
| 2                          | 1787.87          | 1966.30                                                 | 1966.30                                              | 2127.55          | 2353.78          |
| 3                          | 1809.62          | 2037.05                                                 | 2037.05                                              | 2204.41          | 2441.12          |
| 4                          | 1835.18          | 2107.79                                                 | 2107.79                                              | 2281.27          | 2528.46          |
| 5                          | 1854.05          | 2107.79                                                 | 2107.79                                              | 2281.27          | 2528.46          |
| 6                          | 1922.32          | 2208.62                                                 | 2208.62                                              | 2340.61          | 2602.74          |
| 7                          | 1934.96          | 2208.62                                                 | 2208.62                                              | 2340.61          | 2741.08          |
| 8                          | 2009.45          | 2296.06                                                 | 2296.06                                              | 2450.15          | 2741.08          |
| 9                          | 2015.87          | 2296.06                                                 | 2296.06                                              | 2450.15          | 2812.84          |
| 10                         | 2096.59          | 2360.08                                                 | 2360.08                                              | 2541.81          | 2851.70          |
| 11                         | 2096.81          | 2360.08                                                 | 2360.08                                              | 2541.81          | 2884.57          |
| 12                         | 2183.73          | 2460.91                                                 | 2460.91                                              | 2619.04          | 2976.18          |
| 13                         | 2183.73          | 2460.91                                                 | 2460.91                                              | 2619.04          | 2976.18          |
| 14                         | 2270.86          | 2541.81                                                 | 2541.81                                              | 2728.58          | 3100.66          |
| 15                         | 2270.86          | 2541.81                                                 | 2541.81                                              | 2728.58          | 3100.66          |
| 16                         | 2307.80          | 2612.37                                                 | 2612.37                                              | 2838.13          | 3275.10          |
| 17                         | 2307.80          | 2612.37                                                 | 2612.37                                              | 2838.13          | 3346.82          |
| 18                         | 2394.94          | 2713.19                                                 | 2713.19                                              | 2947.67          | 3449.52          |
| 19                         | 2394.94          | 2713.19                                                 | 2713.19                                              | 2947.67          | 3521.24          |
| 20                         | 2482.07          | 2814.03                                                 | 2814.03                                              | 3057.21          | 3521.24          |
| 21                         | 2482.07          | 2814.03                                                 | 2814.03                                              | 3057.21          | 3592.97          |
| 22                         | 2541.81          | 2914.86                                                 | 2914.86                                              | 3166.75          | 3598.59          |
| 23                         | 2606.15          | 3015.68                                                 | 3015.68                                              | 3276.30          | 3723.07          |
| 24                         | 2693.28          | 3116.51                                                 | 3116.51                                              | 3385.84          | 3847.55          |
| 25                         | 2693.28          | 3116.51                                                 | 3116.51                                              | 3385.84          | 3847.55          |
| 26                         | 2693.28          | 3116.51                                                 | 3116.51                                              | 3385.84          | 3847.55          |
| 27                         | 2693.28          | 3116.51                                                 | 3116.51                                              | 3385.84          | 3847.55          |

### 2.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in jaren) | Barema        |               |               |
|-------------------------|---------------|---------------|---------------|
|                         | Klasse 3 (A3) | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                       | 1824.81       | 1973.84       | 2296.06       |
| 1                       | 1895.56       | 2050.70       | 2296.06       |
| 2                       | 1966.30       | 2127.55       | 2353.78       |
| 3                       | 2037.05       | 2204.41       | 2441.12       |
| 4                       | 2107.79       | 2281.27       | 2528.46       |
| 5                       | 2107.79       | 2281.27       | 2528.46       |
| 6                       | 2208.62       | 2340.61       | 2602.74       |
| 7                       | 2208.62       | 2340.61       | 2741.08       |
| 8                       | 2296.06       | 2450.15       | 2741.08       |
| 9                       | 2296.06       | 2450.15       | 2812.84       |
| 10                      | 2360.08       | 2541.81       | 2851.70       |
| 11                      | 2360.08       | 2541.81       | 2884.57       |
| 12                      | 2460.91       | 2619.04       | 2976.18       |
| 13                      | 2460.91       | 2619.04       | 2976.18       |
| 14                      | 2541.81       | 2728.58       | 3100.66       |
| 15                      | 2541.81       | 2728.58       | 3100.66       |
| 16                      | 2612.37       | 2838.13       | 3275.10       |
| 17                      | 2612.37       | 2838.13       | 3346.82       |
| 18                      | 2713.19       | 2947.67       | 3449.52       |
| 19                      | 2713.19       | 2947.67       | 3521.24       |
| 20                      | 2814.03       | 3057.21       | 3521.24       |
| 21                      | 2814.03       | 3057.21       | 3592.97       |
| 22                      | 2914.86       | 3166.75       | 3598.59       |
| 23                      | 3015.68       | 3276.30       | 3723.07       |
| 24                      | 3116.51       | 3385.84       | 3847.55       |
| 25                      | 3116.51       | 3385.84       | 3847.55       |
| 26                      | 3116.51       | 3385.84       | 3847.55       |
| 27                      | 3116.51       | 3385.84       | 3847.55       |

## 2.3. FUNCTIEGROEP: BEGELEIDEND EN VERZORGEND PERSONEEL

| Anciënniteit (in jaren) | Barema        |                 |                 |                                       |                            |
|-------------------------|---------------|-----------------|-----------------|---------------------------------------|----------------------------|
|                         | Klasse 3 (B3) | Klasse 2B (B2B) | Klasse 2A (B2A) | Begeleiden d personeel Klasse 1 (B1C) | Verzorgend personeel (MV2) |
| 0                       | 1858.14       | 1981.86         | 2054.47         | 2296.06                               | 2163.36                    |
| 1                       | 1917.27       | 2018.14         | 2084.71         | 2316.90                               | 2231.48                    |
| 2                       | 1988.25       | 2059.29         | 2152.17         | 2382.00                               | 2296.06                    |
| 3                       | 2059.60       | 2133.09         | 2229.40         | 2469.85                               | 2348.11                    |
| 4                       | 2130.34       | 2206.46         | 2296.06         | 2541.81                               | 2431.08                    |
| 5                       | 2131.44       | 2206.90         | 2296.06         | 2541.81                               | 2432.11                    |
| 6                       | 2232.27       | 2296.06         | 2366.22         | 2632.36                               | 2541.81                    |
| 7                       | 2233.36       | 2296.06         | 2367.40         | 2633.24                               | 2541.81                    |
| 8                       | 2296.06       | 2366.69         | 2476.95         | 2757.73                               | 2619.70                    |
| 9                       | 2296.06       | 2367.82         | 2478.14         | 2758.88                               | 2622.25                    |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 10 | 2385.92 | 2472.39 | 2541.81 | 2883.36 | 2740.51 |
| 11 | 2387.01 | 2473.52 | 2541.81 | 2884.72 | 2741.40 |
| 12 | 2487.84 | 2541.81 | 2648.20 | 3009.20 | 2859.65 |
| 13 | 2488.94 | 2541.81 | 2649.41 | 3010.55 | 2860.54 |
| 14 | 2541.81 | 2633.59 | 2758.95 | 3135.03 | 2978.80 |
| 15 | 2541.81 | 2634.72 | 2760.14 | 3136.39 | 2979.68 |
| 16 | 2641.49 | 2739.29 | 2869.68 | 3260.87 | 3097.94 |
| 17 | 2642.59 | 2740.42 | 2870.87 | 3262.22 | 3099.15 |
| 18 | 2743.42 | 2844.99 | 2980.42 | 3386.70 | 3217.41 |
| 19 | 2744.51 | 2846.13 | 2981.61 | 3388.05 | 3218.70 |
| 20 | 2845.34 | 2950.69 | 3091.15 | 3512.53 | 3336.95 |
| 21 | 2846.44 | 2951.82 | 3092.34 | 3513.88 | 3338.24 |
| 22 | 2947.27 | 3056.39 | 3201.88 | 3638.36 | 3456.50 |
| 23 | 3049.19 | 3162.09 | 3312.62 | 3764.20 | 3576.04 |
| 24 | 3150.02 | 3266.65 | 3422.16 | 3888.68 | 3694.30 |
| 25 | 3151.12 | 3267.79 | 3423.35 | 3890.03 | 3695.58 |
| 26 | 3151.12 | 3267.79 | 3423.35 | 3890.03 | 3695.58 |
| 27 | 3152.22 | 3268.92 | 3424.54 | 3891.38 | 3696.87 |

## 2.4. FUNCTIEGROEP: SOCIAAL, PARAMEDISCH EN THERAPEUTISCH PERSONEEL

| Anciënniteit (in jaren) | Barema                                                 |                                                                                                   |                                                                                  |
|-------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie (Jongerenwelzijn) (MV1) | Diensthooft paramedicus vanaf 8 of meer voltijdse equivalenten paramedici in de voorziening (B1B) | Coördinator-paramedicus vanaf 3 diensthooften-paramedici in de voorziening (B1A) |
| 0                       | 2296.06                                                | 2541.81                                                                                           | 2752.84                                                                          |
| 1                       | 2316.90                                                | 2545.07                                                                                           | 2795.20                                                                          |
| 2                       | 2382.00                                                | 2587.44                                                                                           | 2837.53                                                                          |
| 3                       | 2469.85                                                | 2629.76                                                                                           | 2879.90                                                                          |
| 4                       | 2541.81                                                | 2683.87                                                                                           | 2879.90                                                                          |
| 5                       | 2541.81                                                | 2702.37                                                                                           | 2952.51                                                                          |
| 6                       | 2632.36                                                | 2817.95                                                                                           | 2952.51                                                                          |
| 7                       | 2774.98                                                | 2818.84                                                                                           | 3025.12                                                                          |
| 8                       | 2774.98                                                | 2952.03                                                                                           | 3091.45                                                                          |
| 9                       | 2847.64                                                | 2952.92                                                                                           | 3097.73                                                                          |
| 10                      | 2886.50                                                | 3086.11                                                                                           | 3231.76                                                                          |
| 11                      | 2920.25                                                | 3087.00                                                                                           | 3232.64                                                                          |
| 12                      | 3011.86                                                | 3220.20                                                                                           | 3372.06                                                                          |
| 13                      | 3012.75                                                | 3221.22                                                                                           | 3372.95                                                                          |
| 14                      | 3137.23                                                | 3354.41                                                                                           | 3512.37                                                                          |
| 15                      | 3138.12                                                | 3355.86                                                                                           | 3513.25                                                                          |
| 16                      | 3315.61                                                | 3489.05                                                                                           | 3652.67                                                                          |
| 17                      | 3388.22                                                | 3490.50                                                                                           | 3653.56                                                                          |
| 18                      | 3492.19                                                | 3623.69                                                                                           | 3794.25                                                                          |
| 19                      | 3564.80                                                | 3625.14                                                                                           | 3795.14                                                                          |
| 20                      | 3564.80                                                | 3758.34                                                                                           | 3934.56                                                                          |

|    |         |         |         |
|----|---------|---------|---------|
| 21 | 3637.41 | 3759.78 | 3935.44 |
| 22 | 3643.03 | 3892.98 | 4074.86 |
| 23 | 3768.40 | 4027.62 | 4215.78 |
| 24 | 3892.88 | 4160.81 | 4355.20 |
| 25 | 3893.77 | 4162.26 | 4356.71 |
| 26 | 3893.77 | 4162.26 | 4356.71 |
| 27 | 3894.65 | 4163.71 | 4358.23 |

**2.5. FUNCTIEGROEP: DIENSTHOOFD MAATSCHAPPELIJK WERK Voorzieningen met 3 of meer voltijdse equivalenten maatschappelijk werk(st)ers of sociaal verpleegkundigen / HOOFDOPVOEDER / HOOFDBEGELEIDER**

| Anciënniteit (in jaren) | Barema  |
|-------------------------|---------|
|                         | (B1B)   |
| 0                       | 2541.81 |
| 1                       | 2545.07 |
| 2                       | 2587.44 |
| 3                       | 2629.76 |
| 4                       | 2683.87 |
| 5                       | 2702.37 |
| 6                       | 2817.95 |
| 7                       | 2818.84 |
| 8                       | 2952.03 |
| 9                       | 2952.92 |
| 10                      | 3086.11 |
| 11                      | 3087.00 |
| 12                      | 3220.20 |
| 13                      | 3221.22 |
| 14                      | 3354.41 |
| 15                      | 3355.86 |
| 16                      | 3489.05 |
| 17                      | 3490.50 |
| 18                      | 3623.69 |
| 19                      | 3625.14 |
| 20                      | 3758.34 |
| 21                      | 3759.78 |
| 22                      | 3892.98 |
| 23                      | 4027.62 |
| 24                      | 4160.81 |
| 25                      | 4162.26 |
| 26                      | 4162.26 |
| 27                      | 4163.71 |

**2.6. FUNCTIEGROEP: OPVOEDER-GROEPSCHIEF / EERSTE BEGELEIDER (Jongerenwelzijn)**

| Anciënniteit (in jaren) | Barema |
|-------------------------|--------|
|                         | (B1A)  |

|    |         |
|----|---------|
| 0  | 2752.84 |
| 1  | 2795.20 |
| 2  | 2837.53 |
| 3  | 2879.90 |
| 4  | 2879.90 |
| 5  | 2952.51 |
| 6  | 2952.51 |
| 7  | 3025.12 |
| 8  | 3091.45 |
| 9  | 3097.73 |
| 10 | 3231.76 |
| 11 | 3232.64 |
| 12 | 3372.06 |
| 13 | 3372.95 |
| 14 | 3512.37 |
| 15 | 3513.25 |
| 16 | 3652.67 |
| 17 | 3653.56 |
| 18 | 3794.25 |
| 19 | 3795.14 |
| 20 | 3934.56 |
| 21 | 3935.44 |
| 22 | 4074.86 |
| 23 | 4215.78 |
| 24 | 4355.20 |
| 25 | 4356.71 |
| 26 | 4356.71 |
| 27 | 4358.23 |

## 2.7. FUNCTIEGROEP: UNIVERSITAIREN

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2873.11                                                                        |
| 1                       | 2959.18                                                                        |
| 2                       | 3045.28                                                                        |
| 3                       | 3131.39                                                                        |
| 4                       | 3235.78                                                                        |
| 5                       | 3368.03                                                                        |
| 6                       | 3368.03                                                                        |
| 7                       | 3500.24                                                                        |
| 8                       | 3500.24                                                                        |
| 9                       | 3632.45                                                                        |
| 10                      | 3641.38                                                                        |
| 11                      | 3764.66                                                                        |
| 12                      | 3803.17                                                                        |
| 13                      | 3896.87                                                                        |

|    |         |
|----|---------|
| 14 | 3964.96 |
| 15 | 4029.08 |
| 16 | 4126.75 |
| 17 | 4161.33 |
| 18 | 4288.53 |
| 19 | 4293.54 |
| 20 | 4450.32 |
| 21 | 4454.02 |
| 22 | 4612.11 |
| 23 | 4773.90 |
| 24 | 4931.99 |
| 25 | 4931.99 |
| 26 | 4931.99 |
| 27 | 4931.99 |

## 2.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema             |                   |
|-------------------------|--------------------|-------------------|
|                         | Omnipracticci (G1) | Specialisten (GS) |
| 0                       | 3450.26            | 4586.00           |
| 1                       | 3533.96            | 4586.00           |
| 2                       | 3617.66            | 4765.33           |
| 3                       | 3701.31            | 4765.33           |
| 4                       | 3701.31            | 4944.66           |
| 5                       | 3847.77            | 4944.66           |
| 6                       | 3847.77            | 5123.95           |
| 7                       | 3994.22            | 5123.95           |
| 8                       | 3994.22            | 5303.28           |
| 9                       | 4140.67            | 5303.28           |
| 10                      | 4140.67            | 5482.62           |
| 11                      | 4287.12            | 5482.62           |
| 12                      | 4287.12            | 5661.95           |
| 13                      | 4433.58            | 5661.95           |
| 14                      | 4433.58            | 5841.28           |
| 15                      | 4579.99            | 5841.28           |
| 16                      | 4579.99            | 6020.61           |
| 17                      | 4726.44            | 6020.61           |
| 18                      | 4726.44            | 6199.94           |
| 19                      | 4872.90            | 6199.94           |
| 20                      | 4872.90            | 6379.28           |
| 21                      | 5019.35            | 6379.28           |
| 22                      | 5019.35            | 6558.56           |
| 23                      | 5165.80            | 6558.56           |
| 24                      | 5165.80            | 6558.56           |
| 25                      | 5165.80            | 6558.56           |
| 26                      | 5165.80            | 6558.56           |
| 27                      | 5165.80            | 6558.56           |

## 2.9. FUNCTIEGROEP: VERANTWOORDELIJKE OF DIRECTEUR

| Anciënniteit (in jaren) | Barema                                                                                                                                                                |                                                                                                                              |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
|                         | Verantwoordelijke diensten plaatsing in gezinnen / Verantwoordelijke diensten zelfstandig wonen / Directeur ambulante dienst vanaf 36 plaatsen (Jongerenwelzijn) (K5) | Verantwoordelijke diensten begeleid wonen / Verantwoordelijke residentiële voorziening tot 12 bedden (Jongerenwelzijn) (B1A) |
| 0                       | 2876.33                                                                                                                                                               | 2752.84                                                                                                                      |
| 1                       | 2959.30                                                                                                                                                               | 2795.20                                                                                                                      |
| 2                       | 3045.73                                                                                                                                                               | 2837.53                                                                                                                      |
| 3                       | 3132.16                                                                                                                                                               | 2879.90                                                                                                                      |
| 4                       | 3235.87                                                                                                                                                               | 2879.90                                                                                                                      |
| 5                       | 3370.70                                                                                                                                                               | 2952.51                                                                                                                      |
| 6                       | 3370.70                                                                                                                                                               | 2952.51                                                                                                                      |
| 7                       | 3508.98                                                                                                                                                               | 3025.12                                                                                                                      |
| 8                       | 3508.98                                                                                                                                                               | 3091.45                                                                                                                      |
| 9                       | 3647.27                                                                                                                                                               | 3097.73                                                                                                                      |
| 10                      | 3647.27                                                                                                                                                               | 3231.76                                                                                                                      |
| 11                      | 3820.13                                                                                                                                                               | 3232.64                                                                                                                      |
| 12                      | 3820.13                                                                                                                                                               | 3372.06                                                                                                                      |
| 13                      | 3975.70                                                                                                                                                               | 3372.95                                                                                                                      |
| 14                      | 3975.70                                                                                                                                                               | 3512.37                                                                                                                      |
| 15                      | 4131.27                                                                                                                                                               | 3513.25                                                                                                                      |
| 16                      | 4131.27                                                                                                                                                               | 3652.67                                                                                                                      |
| 17                      | 4304.12                                                                                                                                                               | 3653.56                                                                                                                      |
| 18                      | 4304.12                                                                                                                                                               | 3794.25                                                                                                                      |
| 19                      | 4304.12                                                                                                                                                               | 3795.14                                                                                                                      |
| 20                      | 4459.69                                                                                                                                                               | 3934.56                                                                                                                      |
| 21                      | 4459.69                                                                                                                                                               | 3935.44                                                                                                                      |
| 22                      | 4632.55                                                                                                                                                               | 4074.86                                                                                                                      |
| 23                      | 4805.41                                                                                                                                                               | 4215.78                                                                                                                      |
| 24                      | 4943.69                                                                                                                                                               | 4355.20                                                                                                                      |
| 25                      | 4943.69                                                                                                                                                               | 4356.71                                                                                                                      |
| 26                      | 4943.69                                                                                                                                                               | 4356.71                                                                                                                      |
| 27                      | 4943.69                                                                                                                                                               | 4358.23                                                                                                                      |

## 2.10. FUNCTIEGROEP: DIRECTEUR INSTELLINGEN

| Anciënniteit<br>(in jaren) | Barema                                                                                                                                                                                                                             |                                                        |                                                      |                                                                    |                                                                                                                                                                 |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | Directeur<br>instellingen<br>6-12<br>plaatsen /<br>Directeur<br>instellingen<br>13-29<br>plaatsen /<br>Onderdirecteur /<br>Directiemedewerker<br>afdeling<br>met<br>erkenning<br>75-90<br>bedden of<br>150-179<br>plaatsen<br>(K5) | Directeur<br>instellingen<br>30-59<br>plaatsen<br>(K3) | Directeur<br>instellingen<br>60-89<br>bedden<br>(K2) | Directeur<br>instellingen<br>met 90 of<br>meer<br>plaatsen<br>(K1) | Administratief<br>medewerker van de<br>directie<br>voorzieningen met<br>erkenning<br>voor<br>minder dan<br>of gelijk<br>aan 90<br>bedden of<br>plaatsen<br>(A1) |
| 0                          | 2876.33                                                                                                                                                                                                                            | 2986.96                                                | 3093.63                                              | 3200.31                                                            | 2296.06                                                                                                                                                         |
| 1                          | 2959.30                                                                                                                                                                                                                            | 3073.12                                                | 3182.87                                              | 3292.63                                                            | 2296.06                                                                                                                                                         |
| 2                          | 3045.73                                                                                                                                                                                                                            | 3162.87                                                | 3275.83                                              | 3388.79                                                            | 2353.78                                                                                                                                                         |
| 3                          | 3132.16                                                                                                                                                                                                                            | 3252.62                                                | 3368.79                                              | 3484.95                                                            | 2441.12                                                                                                                                                         |
| 4                          | 3235.87                                                                                                                                                                                                                            | 3360.33                                                | 3480.34                                              | 3600.35                                                            | 2528.46                                                                                                                                                         |
| 5                          | 3370.70                                                                                                                                                                                                                            | 3500.34                                                | 3625.35                                              | 3750.36                                                            | 2528.46                                                                                                                                                         |
| 6                          | 3370.70                                                                                                                                                                                                                            | 3500.34                                                | 3625.35                                              | 3750.36                                                            | 2602.74                                                                                                                                                         |
| 7                          | 3508.98                                                                                                                                                                                                                            | 3643.94                                                | 3774.09                                              | 3904.23                                                            | 2741.08                                                                                                                                                         |
| 8                          | 3508.98                                                                                                                                                                                                                            | 3643.94                                                | 3774.09                                              | 3904.23                                                            | 2741.08                                                                                                                                                         |
| 9                          | 3647.27                                                                                                                                                                                                                            | 3787.55                                                | 3922.82                                              | 4058.09                                                            | 2812.84                                                                                                                                                         |
| 10                         | 3647.27                                                                                                                                                                                                                            | 3787.55                                                | 3922.82                                              | 4058.09                                                            | 2851.70                                                                                                                                                         |
| 11                         | 3820.13                                                                                                                                                                                                                            | 3967.05                                                | 4108.73                                              | 4250.41                                                            | 2884.57                                                                                                                                                         |
| 12                         | 3820.13                                                                                                                                                                                                                            | 3967.05                                                | 4108.73                                              | 4250.41                                                            | 2976.18                                                                                                                                                         |
| 13                         | 3975.70                                                                                                                                                                                                                            | 4128.61                                                | 4276.06                                              | 4423.51                                                            | 2976.18                                                                                                                                                         |
| 14                         | 3975.70                                                                                                                                                                                                                            | 4128.61                                                | 4276.06                                              | 4423.51                                                            | 3100.66                                                                                                                                                         |
| 15                         | 4131.27                                                                                                                                                                                                                            | 4290.16                                                | 4443.38                                              | 4596.60                                                            | 3100.66                                                                                                                                                         |
| 16                         | 4131.27                                                                                                                                                                                                                            | 4290.16                                                | 4443.38                                              | 4596.60                                                            | 3275.10                                                                                                                                                         |
| 17                         | 4304.12                                                                                                                                                                                                                            | 4469.67                                                | 4629.30                                              | 4788.93                                                            | 3346.82                                                                                                                                                         |
| 18                         | 4304.12                                                                                                                                                                                                                            | 4469.67                                                | 4629.30                                              | 4788.93                                                            | 3449.52                                                                                                                                                         |
| 19                         | 4304.12                                                                                                                                                                                                                            | 4469.67                                                | 4629.30                                              | 4788.93                                                            | 3521.24                                                                                                                                                         |
| 20                         | 4459.69                                                                                                                                                                                                                            | 4631.22                                                | 4796.62                                              | 4962.02                                                            | 3521.24                                                                                                                                                         |
| 21                         | 4459.69                                                                                                                                                                                                                            | 4631.22                                                | 4796.62                                              | 4962.02                                                            | 3592.97                                                                                                                                                         |
| 22                         | 4632.55                                                                                                                                                                                                                            | 4810.72                                                | 4982.54                                              | 5154.35                                                            | 3598.59                                                                                                                                                         |
| 23                         | 4805.41                                                                                                                                                                                                                            | 4990.23                                                | 5168.45                                              | 5346.67                                                            | 3723.07                                                                                                                                                         |
| 24                         | 4943.69                                                                                                                                                                                                                            | 5133.83                                                | 5317.19                                              | 5500.53                                                            | 3847.55                                                                                                                                                         |
| 25                         | 4943.69                                                                                                                                                                                                                            | 5133.83                                                | 5317.19                                              | 5500.53                                                            | 3847.55                                                                                                                                                         |
| 26                         | 4943.69                                                                                                                                                                                                                            | 5133.83                                                | 5317.19                                              | 5500.53                                                            | 3847.55                                                                                                                                                         |
| 27                         | 4943.69                                                                                                                                                                                                                            | 5133.83                                                | 5317.19                                              | 5500.53                                                            | 3847.55                                                                                                                                                         |

### 3. MINIMUMLONEN: BAREMALONEN MET STANDPLAATSTOELAGE

### 3.1. FUNCTIEGROEP: LOGISTIEK PERSONEEL

| Anciënniteit<br>(in jaren) | Barema           |                                                         |                                                      |                  |                  |
|----------------------------|------------------|---------------------------------------------------------|------------------------------------------------------|------------------|------------------|
|                            | Klasse 4<br>(L4) | Klasse 3<br>(in dienst<br>voor<br>01/11/1993<br>) (L3a) | Klasse 3<br>(in dienst<br>na<br>01/11/1993<br>) (L3) | Klasse 2<br>(L2) | Klasse 1<br>(A1) |
| 0                          | 1694.21          | 1775.37                                                 | 1774.61                                              | 1923.64          | 2245.87          |
| 1                          | 1715.96          | 1845.36                                                 | 1845.36                                              | 2000.50          | 2264.11          |
| 2                          | 1737.67          | 1916.10                                                 | 1916.10                                              | 2077.35          | 2328.68          |
| 3                          | 1759.42          | 1986.85                                                 | 1986.85                                              | 2154.21          | 2416.02          |
| 4                          | 1784.98          | 2057.59                                                 | 2057.59                                              | 2231.07          | 2503.36          |
| 5                          | 1803.85          | 2057.59                                                 | 2057.59                                              | 2231.07          | 2503.36          |
| 6                          | 1872.12          | 2158.42                                                 | 2158.42                                              | 2315.51          | 2602.74          |
| 7                          | 1884.76          | 2158.42                                                 | 2158.42                                              | 2315.51          | 2741.08          |
| 8                          | 1959.25          | 2245.87                                                 | 2245.87                                              | 2425.05          | 2741.08          |
| 9                          | 1965.67          | 2245.87                                                 | 2245.87                                              | 2425.05          | 2812.84          |
| 10                         | 2046.39          | 2334.98                                                 | 2334.98                                              | 2516.71          | 2851.70          |
| 11                         | 2046.61          | 2334.98                                                 | 2334.98                                              | 2516.71          | 2884.57          |
| 12                         | 2133.53          | 2435.81                                                 | 2435.81                                              | 2619.04          | 2976.18          |
| 13                         | 2133.53          | 2435.81                                                 | 2435.81                                              | 2619.04          | 2976.18          |
| 14                         | 2220.66          | 2516.71                                                 | 2516.71                                              | 2728.58          | 3100.66          |
| 15                         | 2220.66          | 2516.71                                                 | 2516.71                                              | 2728.58          | 3100.66          |
| 16                         | 2282.70          | 2612.37                                                 | 2612.37                                              | 2838.13          | 3275.10          |
| 17                         | 2282.70          | 2612.37                                                 | 2612.37                                              | 2838.13          | 3346.82          |
| 18                         | 2369.84          | 2713.19                                                 | 2713.19                                              | 2947.67          | 3449.52          |
| 19                         | 2369.84          | 2713.19                                                 | 2713.19                                              | 2947.67          | 3521.24          |
| 20                         | 2456.97          | 2814.03                                                 | 2814.03                                              | 3057.21          | 3521.24          |
| 21                         | 2456.97          | 2814.03                                                 | 2814.03                                              | 3057.21          | 3592.97          |
| 22                         | 2519.01          | 2914.86                                                 | 2914.86                                              | 3166.75          | 3598.59          |
| 23                         | 2606.15          | 3015.68                                                 | 3015.68                                              | 3276.30          | 3723.07          |
| 24                         | 2693.28          | 3116.51                                                 | 3116.51                                              | 3385.84          | 3847.55          |
| 25                         | 2693.28          | 3116.51                                                 | 3116.51                                              | 3385.84          | 3847.55          |
| 26                         | 2693.28          | 3116.51                                                 | 3116.51                                              | 3385.84          | 3847.55          |
| 27                         | 2693.28          | 3116.51                                                 | 3116.51                                              | 3385.84          | 3847.55          |

### 3.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in<br>jaren) | Barema        |               |               |
|----------------------------|---------------|---------------|---------------|
|                            | Klasse 3 (A3) | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                          | 1774.61       | 1923.64       | 2245.87       |
| 1                          | 1845.36       | 2000.50       | 2264.11       |
| 2                          | 1916.10       | 2077.35       | 2328.68       |
| 3                          | 1986.85       | 2154.21       | 2416.02       |
| 4                          | 2057.59       | 2231.07       | 2503.36       |
| 5                          | 2057.59       | 2231.07       | 2503.36       |
| 6                          | 2158.42       | 2315.51       | 2602.74       |
| 7                          | 2158.42       | 2315.51       | 2741.08       |

|    |         |         |         |
|----|---------|---------|---------|
| 8  | 2245.87 | 2425.05 | 2741.08 |
| 9  | 2245.87 | 2425.05 | 2812.84 |
| 10 | 2334.98 | 2516.71 | 2851.70 |
| 11 | 2334.98 | 2516.71 | 2884.57 |
| 12 | 2435.81 | 2619.04 | 2976.18 |
| 13 | 2435.81 | 2619.04 | 2976.18 |
| 14 | 2516.71 | 2728.58 | 3100.66 |
| 15 | 2516.71 | 2728.58 | 3100.66 |
| 16 | 2612.37 | 2838.13 | 3275.10 |
| 17 | 2612.37 | 2838.13 | 3346.82 |
| 18 | 2713.19 | 2947.67 | 3449.52 |
| 19 | 2713.19 | 2947.67 | 3521.24 |
| 20 | 2814.03 | 3057.21 | 3521.24 |
| 21 | 2814.03 | 3057.21 | 3592.97 |
| 22 | 2914.86 | 3166.75 | 3598.59 |
| 23 | 3015.68 | 3276.30 | 3723.07 |
| 24 | 3116.51 | 3385.84 | 3847.55 |
| 25 | 3116.51 | 3385.84 | 3847.55 |
| 26 | 3116.51 | 3385.84 | 3847.55 |
| 27 | 3116.51 | 3385.84 | 3847.55 |

### 3.3. FUNCTIEGROEP: BEGELEIDEND EN VERZORGEND PERSONEEL

| Anciënniteit<br>(in jaren) | Barema           |                    |                    |                                                   |                                  |
|----------------------------|------------------|--------------------|--------------------|---------------------------------------------------|----------------------------------|
|                            | Klasse 3<br>(B3) | Klasse 2B<br>(B2B) | Klasse 2A<br>(B2A) | Begeleiden<br>d<br>personeel<br>Klasse 1<br>(B1C) | Verzorgend<br>personeel<br>(MV2) |
| 0                          | 1807.94          | 1931.66            | 2004.27            | 2249.44                                           | 2113.16                          |
| 1                          | 1867.07          | 1967.94            | 2034.51            | 2291.80                                           | 2181.28                          |
| 2                          | 1938.05          | 2009.09            | 2101.97            | 2356.90                                           | 2245.87                          |
| 3                          | 2009.40          | 2082.89            | 2179.20            | 2444.75                                           | 2323.01                          |
| 4                          | 2080.14          | 2156.26            | 2245.87            | 2516.71                                           | 2405.98                          |
| 5                          | 2081.24          | 2156.70            | 2245.87            | 2516.71                                           | 2407.01                          |
| 6                          | 2182.07          | 2245.87            | 2341.12            | 2632.36                                           | 2516.71                          |
| 7                          | 2183.16          | 2245.87            | 2342.30            | 2633.24                                           | 2516.71                          |
| 8                          | 2258.89          | 2341.59            | 2451.85            | 2757.73                                           | 2619.70                          |
| 9                          | 2259.99          | 2342.72            | 2453.04            | 2758.88                                           | 2622.25                          |
| 10                         | 2360.82          | 2447.29            | 2537.48            | 2883.36                                           | 2740.51                          |
| 11                         | 2361.91          | 2448.42            | 2538.67            | 2884.72                                           | 2741.40                          |
| 12                         | 2462.74          | 2527.89            | 2648.20            | 3009.20                                           | 2859.65                          |
| 13                         | 2463.84          | 2529.02            | 2649.41            | 3010.55                                           | 2860.54                          |
| 14                         | 2539.57          | 2633.59            | 2758.95            | 3135.03                                           | 2978.80                          |
| 15                         | 2540.66          | 2634.72            | 2760.14            | 3136.39                                           | 2979.68                          |
| 16                         | 2641.49          | 2739.29            | 2869.68            | 3260.87                                           | 3097.94                          |
| 17                         | 2642.59          | 2740.42            | 2870.87            | 3262.22                                           | 3099.15                          |
| 18                         | 2743.42          | 2844.99            | 2980.42            | 3386.70                                           | 3217.41                          |
| 19                         | 2744.51          | 2846.13            | 2981.61            | 3388.05                                           | 3218.70                          |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 20 | 2845.34 | 2950.69 | 3091.15 | 3512.53 | 3336.95 |
| 21 | 2846.44 | 2951.82 | 3092.34 | 3513.88 | 3338.24 |
| 22 | 2947.27 | 3056.39 | 3201.88 | 3638.36 | 3456.50 |
| 23 | 3049.19 | 3162.09 | 3312.62 | 3764.20 | 3576.04 |
| 24 | 3150.02 | 3266.65 | 3422.16 | 3888.68 | 3694.30 |
| 25 | 3151.12 | 3267.79 | 3423.35 | 3890.03 | 3695.58 |
| 26 | 3151.12 | 3267.79 | 3423.35 | 3890.03 | 3695.58 |
| 27 | 3152.22 | 3268.92 | 3424.54 | 3891.38 | 3696.87 |

### 3.4. FUNCTIEGROEP: SOCIAAL, PARAMEDISCH EN THERAPEUTISCH PERSONEEL

| Anciënniteit (in jaren) | Barema                                                 |                                                                                                   |                                                                                  |
|-------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie (Jongerenwelzijn) (MV1) | Diensthooft paramedicus vanaf 8 of meer voltijdse equivalenten paramedici in de voorziening (B1B) | Coördinator-paramedicus vanaf 3 diensthooften-paramedici in de voorziening (B1A) |
| 0                       | 2249.44                                                | 2516.71                                                                                           | 2752.84                                                                          |
| 1                       | 2291.80                                                | 2545.07                                                                                           | 2795.20                                                                          |
| 2                       | 2356.90                                                | 2587.44                                                                                           | 2837.53                                                                          |
| 3                       | 2444.75                                                | 2629.76                                                                                           | 2879.90                                                                          |
| 4                       | 2516.71                                                | 2683.87                                                                                           | 2879.90                                                                          |
| 5                       | 2516.71                                                | 2702.37                                                                                           | 2952.51                                                                          |
| 6                       | 2632.36                                                | 2817.95                                                                                           | 2952.51                                                                          |
| 7                       | 2774.98                                                | 2818.84                                                                                           | 3025.12                                                                          |
| 8                       | 2774.98                                                | 2952.03                                                                                           | 3091.45                                                                          |
| 9                       | 2847.64                                                | 2952.92                                                                                           | 3097.73                                                                          |
| 10                      | 2886.50                                                | 3086.11                                                                                           | 3231.76                                                                          |
| 11                      | 2920.25                                                | 3087.00                                                                                           | 3232.64                                                                          |
| 12                      | 3011.86                                                | 3220.20                                                                                           | 3372.06                                                                          |
| 13                      | 3012.75                                                | 3221.22                                                                                           | 3372.95                                                                          |
| 14                      | 3137.23                                                | 3354.41                                                                                           | 3512.37                                                                          |
| 15                      | 3138.12                                                | 3355.86                                                                                           | 3513.25                                                                          |
| 16                      | 3315.61                                                | 3489.05                                                                                           | 3652.67                                                                          |
| 17                      | 3388.22                                                | 3490.50                                                                                           | 3653.56                                                                          |
| 18                      | 3492.19                                                | 3623.69                                                                                           | 3794.25                                                                          |
| 19                      | 3564.80                                                | 3625.14                                                                                           | 3795.14                                                                          |
| 20                      | 3564.80                                                | 3758.34                                                                                           | 3934.56                                                                          |
| 21                      | 3637.41                                                | 3759.78                                                                                           | 3935.44                                                                          |
| 22                      | 3643.03                                                | 3892.98                                                                                           | 4074.86                                                                          |
| 23                      | 3768.40                                                | 4027.62                                                                                           | 4215.78                                                                          |
| 24                      | 3892.88                                                | 4160.81                                                                                           | 4355.20                                                                          |
| 25                      | 3893.77                                                | 4162.26                                                                                           | 4356.71                                                                          |
| 26                      | 3893.77                                                | 4162.26                                                                                           | 4356.71                                                                          |
| 27                      | 3894.65                                                | 4163.71                                                                                           | 4358.23                                                                          |

### 3.5. FUNCTIEGROEP: DIENSTHOOFD MAATSCHAPPELIJK WERK Voorzieningen met 3 of meer voltijdse equivalenten maatschappelijk werk(st)ers of sociaal verpleegkundigen /

## HOOFDOPVOEDER / HOOFDBEGELEIDER

| Anciënniteit (in jaren) | Barema  |
|-------------------------|---------|
|                         | (B1B)   |
| 0                       | 2516.71 |
| 1                       | 2545.07 |
| 2                       | 2587.44 |
| 3                       | 2629.76 |
| 4                       | 2683.87 |
| 5                       | 2702.37 |
| 6                       | 2817.95 |
| 7                       | 2818.84 |
| 8                       | 2952.03 |
| 9                       | 2952.92 |
| 10                      | 3086.11 |
| 11                      | 3087.00 |
| 12                      | 3220.20 |
| 13                      | 3221.22 |
| 14                      | 3354.41 |
| 15                      | 3355.86 |
| 16                      | 3489.05 |
| 17                      | 3490.50 |
| 18                      | 3623.69 |
| 19                      | 3625.14 |
| 20                      | 3758.34 |
| 21                      | 3759.78 |
| 22                      | 3892.98 |
| 23                      | 4027.62 |
| 24                      | 4160.81 |
| 25                      | 4162.26 |
| 26                      | 4162.26 |
| 27                      | 4163.71 |

### 3.6. FUNCTIEGROEP: OPVOEDER-GROEPSCHIEF / EERSTE BEGELEIDER (Jongerenwelzijn)

| Anciënniteit (in jaren) | Barema  |
|-------------------------|---------|
|                         | (B1A)   |
| 0                       | 2752.84 |
| 1                       | 2795.20 |
| 2                       | 2837.53 |
| 3                       | 2879.90 |
| 4                       | 2879.90 |
| 5                       | 2952.51 |
| 6                       | 2952.51 |
| 7                       | 3025.12 |
| 8                       | 3091.45 |
| 9                       | 3097.73 |

|    |         |
|----|---------|
| 10 | 3231.76 |
| 11 | 3232.64 |
| 12 | 3372.06 |
| 13 | 3372.95 |
| 14 | 3512.37 |
| 15 | 3513.25 |
| 16 | 3652.67 |
| 17 | 3653.56 |
| 18 | 3794.25 |
| 19 | 3795.14 |
| 20 | 3934.56 |
| 21 | 3935.44 |
| 22 | 4074.86 |
| 23 | 4215.78 |
| 24 | 4355.20 |
| 25 | 4356.71 |
| 26 | 4356.71 |
| 27 | 4358.23 |

### 3.7. FUNCTIEGROEP: UNIVERSITAIREN

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2873.11                                                                        |
| 1                       | 2959.18                                                                        |
| 2                       | 3045.28                                                                        |
| 3                       | 3131.39                                                                        |
| 4                       | 3235.78                                                                        |
| 5                       | 3368.03                                                                        |
| 6                       | 3368.03                                                                        |
| 7                       | 3500.24                                                                        |
| 8                       | 3500.24                                                                        |
| 9                       | 3632.45                                                                        |
| 10                      | 3641.38                                                                        |
| 11                      | 3764.66                                                                        |
| 12                      | 3803.17                                                                        |
| 13                      | 3896.87                                                                        |
| 14                      | 3964.96                                                                        |
| 15                      | 4029.08                                                                        |
| 16                      | 4126.75                                                                        |
| 17                      | 4161.33                                                                        |
| 18                      | 4288.53                                                                        |
| 19                      | 4293.54                                                                        |
| 20                      | 4450.32                                                                        |
| 21                      | 4454.02                                                                        |
| 22                      | 4612.11                                                                        |
| 23                      | 4773.90                                                                        |

|    |         |
|----|---------|
| 24 | 4931.99 |
| 25 | 4931.99 |
| 26 | 4931.99 |
| 27 | 4931.99 |

### 3.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema            |                   |
|-------------------------|-------------------|-------------------|
|                         | Omnipractici (G1) | Specialisten (GS) |
| 0                       | 3450.26           | 4586.00           |
| 1                       | 3533.96           | 4586.00           |
| 2                       | 3617.66           | 4765.33           |
| 3                       | 3701.31           | 4765.33           |
| 4                       | 3701.31           | 4944.66           |
| 5                       | 3847.77           | 4944.66           |
| 6                       | 3847.77           | 5123.95           |
| 7                       | 3994.22           | 5123.95           |
| 8                       | 3994.22           | 5303.28           |
| 9                       | 4140.67           | 5303.28           |
| 10                      | 4140.67           | 5482.62           |
| 11                      | 4287.12           | 5482.62           |
| 12                      | 4287.12           | 5661.95           |
| 13                      | 4433.58           | 5661.95           |
| 14                      | 4433.58           | 5841.28           |
| 15                      | 4579.99           | 5841.28           |
| 16                      | 4579.99           | 6020.61           |
| 17                      | 4726.44           | 6020.61           |
| 18                      | 4726.44           | 6199.94           |
| 19                      | 4872.90           | 6199.94           |
| 20                      | 4872.90           | 6379.28           |
| 21                      | 5019.35           | 6379.28           |
| 22                      | 5019.35           | 6558.56           |
| 23                      | 5165.80           | 6558.56           |
| 24                      | 5165.80           | 6558.56           |
| 25                      | 5165.80           | 6558.56           |
| 26                      | 5165.80           | 6558.56           |
| 27                      | 5165.80           | 6558.56           |

### 3.9. FUNCTIEGROEP: VERANTWOORDELIJKE OF DIRECTEUR

| Anciënniteit (in jaren) | Barema                                                                                                                                                                |                                                                                                                              |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
|                         | Verantwoordelijke diensten plaatsing in gezinnen / Verantwoordelijke diensten zelfstandig wonen / Directeur ambulante dienst vanaf 36 plaatsen (Jongerenwelzijn) (K5) | Verantwoordelijke diensten begeleid wonen / Verantwoordelijke residentiële voorziening tot 12 bedden (Jongerenwelzijn) (B1A) |
| 0                       | 2876.33                                                                                                                                                               | 2752.84                                                                                                                      |

|    |         |         |
|----|---------|---------|
| 1  | 2959.30 | 2795.20 |
| 2  | 3045.73 | 2837.53 |
| 3  | 3132.16 | 2879.90 |
| 4  | 3235.87 | 2879.90 |
| 5  | 3370.70 | 2952.51 |
| 6  | 3370.70 | 2952.51 |
| 7  | 3508.98 | 3025.12 |
| 8  | 3508.98 | 3091.45 |
| 9  | 3647.27 | 3097.73 |
| 10 | 3647.27 | 3231.76 |
| 11 | 3820.13 | 3232.64 |
| 12 | 3820.13 | 3372.06 |
| 13 | 3975.70 | 3372.95 |
| 14 | 3975.70 | 3512.37 |
| 15 | 4131.27 | 3513.25 |
| 16 | 4131.27 | 3652.67 |
| 17 | 4304.12 | 3653.56 |
| 18 | 4304.12 | 3794.25 |
| 19 | 4304.12 | 3795.14 |
| 20 | 4459.69 | 3934.56 |
| 21 | 4459.69 | 3935.44 |
| 22 | 4632.55 | 4074.86 |
| 23 | 4805.41 | 4215.78 |
| 24 | 4943.69 | 4355.20 |
| 25 | 4943.69 | 4356.71 |
| 26 | 4943.69 | 4356.71 |
| 27 | 4943.69 | 4358.23 |

### 3.10. FUNCTIEGROEP: DIRECTEUR INSTELLINGEN

| Anciënniteit<br>(in jaren) | Barema                                                                                                                                                                                                                          |                                                        |                                                      |                                                                    |                                                                                                                                                                     |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | Directeur<br>instellingen<br>6-12<br>plaatsen /<br>Directeur<br>instellingen<br>13-29<br>plaatsen /<br>Onderdirecteur /<br>Directiemedewerker<br>afdeling met<br>erkenning<br>75-90<br>bedden of<br>150-179<br>plaatsen<br>(K5) | Directeur<br>instellingen<br>30-59<br>plaatsen<br>(K3) | Directeur<br>instellingen<br>60-89<br>bedden<br>(K2) | Directeur<br>instellingen<br>met 90 of<br>meer<br>plaatsen<br>(K1) | Administratief<br>medewerker van de<br>directie<br>voorziening<br>en met<br>erkenning<br>voor<br>minder dan<br>of gelijk<br>aan 90<br>bedden of<br>plaatsen<br>(A1) |
| 0                          | 2876.33                                                                                                                                                                                                                         | 2986.96                                                | 3093.63                                              | 3200.31                                                            | 2245.87                                                                                                                                                             |
| 1                          | 2959.30                                                                                                                                                                                                                         | 3073.12                                                | 3182.87                                              | 3292.63                                                            | 2264.11                                                                                                                                                             |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 2  | 3045.73 | 3162.87 | 3275.83 | 3388.79 | 2328.68 |
| 3  | 3132.16 | 3252.62 | 3368.79 | 3484.95 | 2416.02 |
| 4  | 3235.87 | 3360.33 | 3480.34 | 3600.35 | 2503.36 |
| 5  | 3370.70 | 3500.34 | 3625.35 | 3750.36 | 2503.36 |
| 6  | 3370.70 | 3500.34 | 3625.35 | 3750.36 | 2602.74 |
| 7  | 3508.98 | 3643.94 | 3774.09 | 3904.23 | 2741.08 |
| 8  | 3508.98 | 3643.94 | 3774.09 | 3904.23 | 2741.08 |
| 9  | 3647.27 | 3787.55 | 3922.82 | 4058.09 | 2812.84 |
| 10 | 3647.27 | 3787.55 | 3922.82 | 4058.09 | 2851.70 |
| 11 | 3820.13 | 3967.05 | 4108.73 | 4250.41 | 2884.57 |
| 12 | 3820.13 | 3967.05 | 4108.73 | 4250.41 | 2976.18 |
| 13 | 3975.70 | 4128.61 | 4276.06 | 4423.51 | 2976.18 |
| 14 | 3975.70 | 4128.61 | 4276.06 | 4423.51 | 3100.66 |
| 15 | 4131.27 | 4290.16 | 4443.38 | 4596.60 | 3100.66 |
| 16 | 4131.27 | 4290.16 | 4443.38 | 4596.60 | 3275.10 |
| 17 | 4304.12 | 4469.67 | 4629.30 | 4788.93 | 3346.82 |
| 18 | 4304.12 | 4469.67 | 4629.30 | 4788.93 | 3449.52 |
| 19 | 4304.12 | 4469.67 | 4629.30 | 4788.93 | 3521.24 |
| 20 | 4459.69 | 4631.22 | 4796.62 | 4962.02 | 3521.24 |
| 21 | 4459.69 | 4631.22 | 4796.62 | 4962.02 | 3592.97 |
| 22 | 4632.55 | 4810.72 | 4982.54 | 5154.35 | 3598.59 |
| 23 | 4805.41 | 4990.23 | 5168.45 | 5346.67 | 3723.07 |
| 24 | 4943.69 | 5133.83 | 5317.19 | 5500.53 | 3847.55 |
| 25 | 4943.69 | 5133.83 | 5317.19 | 5500.53 | 3847.55 |
| 26 | 4943.69 | 5133.83 | 5317.19 | 5500.53 | 3847.55 |
| 27 | 4943.69 | 5133.83 | 5317.19 | 5500.53 | 3847.55 |

#### 4. MINIMUMLONEN: GEWAARBORGD MINIMUMLOON

De opklimming in loonschaal wordt toegepast vanaf het ogenblik dat het baremaloon het gewaarborgd minimum brutoloon bereikt of overschrijdt.

Berekeningsmodaliteiten van het gewaarborgd loon bij onregelmatige prestaties met variabel loon (toeslagen bij onregelmatige prestaties), in geval van feestdagen, met toekenning van gewaarborgd loon.

Het variabel loonelement zal berekend worden door omzetting in een gemiddeld uurloon. Dit gemiddeld uurloon wordt bekomen door de som van al het variabel loon voor effectieve onregelmatige prestaties die de werknemer tijdens het lopende kalenderjaar ontving, te delen door het aantal effectief gepresteerde arbeidsuren van de werknemer over dezelfde referteperiode. Het aldus berekend gemiddeld aanvullend uurloon wordt vermenigvuldigd met het aantal uren gewaarborgd loon waartoe deze werknemer gerechtigd is. Deze berekeningswijze staat derhalve neutraal ten opzichte van wijzigingen in de prestatieduur of in de baremieke weddeschalen van de gerechtigde werknemer. Dit gewaarborgd variabel loonelement zal, met het lopende kalenderjaar als referteperiode, jaarlijks in de vorm van een éénmalig bedrag samen met het loon van december worden uitbetaald. (CAO 27/02/2006, 80.333)

|                                           |         |
|-------------------------------------------|---------|
| Minimum bruto-maandloon (voltijdse basis) |         |
| incl. haard- of standplaatstoelage        | 1786.22 |