



Koning Albertlaan 95
9000 GENT

P.C. HORECA - 302

Inwerkingtreding: 1 januari 2023

Indexering +10,964 % zowel voor de schallonen als voor de reële lonen.

Schaallonen

38 uren/week

Functie-

jaren	CAT. I	CAT. II	CAT. III	CAT. IV	CAT. V	CAT. VI	CAT. VII	CAT. VIII	CAT. IX
0	14,1124	14,1124	14,1941	14,8177	15,6668	16,0813	18,2845	19,6986	20,9493
1	14,7451	14,7451	14,8815	15,5012	16,2304	16,7106	18,5117	19,9332	21,1931
2	15,0368	15,0368	15,1760	15,8645	16,5663	17,1105	18,7277	20,1585	21,4239
3	15,3114	15,3114	15,5028	16,1518	16,8280	17,4293	18,9452	20,3804	21,6504
4	15,5082	15,5082	15,7579	16,2998	17,0131	17,6757	19,1586	20,6042	21,8840
5	15,5082	15,5082	15,8646	16,5139	17,1209	17,8357	19,3778	20,8315	22,1176
6	15,5082	15,5082	15,9742	16,5139	17,2288	18,0014	19,5928	21,0544	22,3474
7	15,5082	15,5082	15,9742	16,7278	17,3362	18,1662	19,8142	21,2831	22,5832
8	15,5082	15,5082	15,9742	16,7278	17,4439	18,3271	20,0364	21,5135	22,8172
9	15,6479	15,6479	16,1145	16,8756	17,5963	18,4850	20,2153	21,7060	23,0221
10	15,6479	15,6479	16,1145	16,8801	17,6004	18,4922	20,2251	21,7163	23,0317
11	15,6479	15,6479	16,1145	16,8852	17,6051	18,4988	20,2350	21,7252	23,0416
12	15,6479	15,6479	16,1145	16,8893	17,6094	18,5055	20,2445	21,7352	23,0509
13	15,6479	15,6479	16,1145	16,8938	17,6139	18,5120	20,2488	21,7393	23,0553
14	15,7877	15,7877	16,2548	17,0377	17,7662	18,6704	20,4290	21,9341	23,2617
15	15,7877	15,7877	16,2548	17,0426	17,7703	18,6775	20,4400	21,9456	23,2735
16	15,7877	15,7877	16,2548	17,0426	17,7703	18,6775	20,4464	21,9519	23,2804
17	15,7877	15,7877	16,2548	17,0426	17,7703	18,6775	20,4528	21,9592	23,2869
18	15,7877	15,7877	16,2548	17,0426	17,7703	18,6775	20,4528	21,9592	23,2869
19	15,9276	15,9276	16,3953	17,1820	17,9182	18,8290	20,6228	22,1416	23,4825
20	15,9276	15,9276	16,3953	17,1820	17,9182	18,8290	20,6228	22,1416	23,4825
21	15,9276	15,9276	16,3953	17,1888	17,9259	18,8368	20,6278	22,1475	23,4884
22	15,9276	15,9276	16,3953	17,1888	17,9259	18,8368	20,6278	22,1475	23,4884
23	15,9276	15,9276	16,3953	17,1888	17,9259	18,8368	20,6340	22,1546	23,4953
24	16,0666	16,0666	16,5356	17,3287	18,0736	18,9884	20,8038	22,3375	23,6908
25	16,0666	16,0666	16,5356	17,3287	18,0736	18,9884	20,8038	22,3375	23,6908
26	16,0666	16,0666	16,5356	17,3356	18,0811	18,9957	20,8092	22,3429	23,6967
27	16,0666	16,0666	16,5356	17,3356	18,0811	18,9957	20,8092	22,3429	23,6967
28	16,0666	16,0666	16,5356	17,3356	18,0811	18,9957	20,8160	22,3494	23,7035
29	16,2068	16,2068	16,6761	17,4747	18,2288	19,1478	20,9846	22,5335	23,8988
30	16,2068	16,2068	16,6761	17,4747	18,2288	19,1478	20,9846	22,5335	23,8988
31	16,2068	16,2068	16,6761	17,4826	18,2360	19,1552	20,9902	22,5385	23,9050

32	16,2068	16,2068	16,6761	17,4826	18,2360	19,1552	20,9902	22,5385	23,9050
33	16,2068	16,2068	16,6761	17,4826	18,2360	19,1552	20,9971	22,5449	23,9117
34	16,3466	16,3466	16,8165	17,6217	18,3842	19,3065	21,1669	22,7283	24,1072
35	16,3466	16,3466	16,8165	17,6217	18,3842	19,3065	21,1669	22,7283	24,1072
36	16,3466	16,3466	16,8165	17,6291	18,3913	19,3147	21,1722	22,7342	24,1123
37	16,3466	16,3466	16,8165	17,6291	18,3913	19,3147	21,1722	22,7342	24,1123
38	16,3466	16,3466	16,8165	17,6291	18,3913	19,3147	21,1781	22,7405	24,1196
39	16,4859	16,4859	16,9569	17,7682	18,5390	19,4665	21,3478	22,9242	24,3151
40	16,4859	16,4859	16,9569	17,7682	18,5390	19,4665	21,3478	22,9242	24,3151
41	16,4859	16,4859	16,9569	17,7760	18,5467	19,4740	21,3532	22,9296	24,3203
42	16,4859	16,4859	16,9569	17,7760	18,5467	19,4740	21,3532	22,9296	24,3203
43	16,4859	16,4859	16,9569	17,7760	18,5467	19,4740	21,3592	22,9361	24,3275
44	16,6255	16,6255	17,0974	17,9150	18,6941	19,6252	21,5292	23,1197	24,5233
45	16,6255	16,6255	17,0974	17,9150	18,6941	19,6252	21,5292	23,1197	24,5233

Maandlonen

Functie- jaren

	CAT. I	CAT. II	CAT. III	CAT. IV	CAT. V	CAT. VI	CAT. VII	CAT. VIII	CAT. IX
0	2.323,84	2.323,84	2.337,29	2.439,98	2.579,80	2.648,05	3.010,85	3.243,70	3.449,65
1	2.428,03	2.428,03	2.450,49	2.552,53	2.672,60	2.751,68	3.048,26	3.282,33	3.489,80
2	2.476,06	2.476,06	2.498,98	2.612,35	2.727,92	2.817,53	3.083,83	3.319,43	3.527,80
3	2.521,28	2.521,28	2.552,79	2.659,66	2.771,01	2.870,02	3.119,64	3.355,97	3.565,10
4	2.553,68	2.553,68	2.594,80	2.684,03	2.801,49	2.910,60	3.154,78	3.392,82	3.603,56
5	2.553,68	2.553,68	2.612,37	2.719,29	2.819,24	2.936,94	3.190,88	3.430,25	3.642,03
6	2.553,68	2.553,68	2.630,42	2.719,29	2.837,01	2.964,23	3.226,28	3.466,96	3.679,87
7	2.553,68	2.553,68	2.630,42	2.754,51	2.854,69	2.991,37	3.262,74	3.504,62	3.718,70
8	2.553,68	2.553,68	2.630,42	2.754,51	2.872,43	3.017,86	3.299,33	3.542,55	3.757,23
9	2.576,69	2.576,69	2.653,52	2.778,85	2.897,52	3.043,86	3.328,78	3.574,25	3.790,97
10	2.576,69	2.576,69	2.653,52	2.779,59	2.898,20	3.045,05	3.330,40	3.575,95	3.792,55
11	2.576,69	2.576,69	2.653,52	2.780,43	2.898,97	3.046,13	3.332,03	3.577,41	3.794,18
12	2.576,69	2.576,69	2.653,52	2.781,10	2.899,68	3.047,24	3.333,59	3.579,06	3.795,71
13	2.576,69	2.576,69	2.653,52	2.781,84	2.900,42	3.048,31	3.334,30	3.579,74	3.796,44
14	2.599,71	2.599,71	2.676,62	2.805,54	2.925,50	3.074,39	3.363,97	3.611,81	3.830,43
15	2.599,71	2.599,71	2.676,62	2.806,35	2.926,17	3.075,56	3.365,79	3.613,71	3.832,37
16	2.599,71	2.599,71	2.676,62	2.806,35	2.926,17	3.075,56	3.366,84	3.614,74	3.833,50
17	2.599,71	2.599,71	2.676,62	2.806,35	2.926,17	3.075,56	3.367,89	3.615,95	3.834,57
18	2.599,71	2.599,71	2.676,62	2.806,35	2.926,17	3.075,56	3.367,89	3.615,95	3.834,57
19	2.622,74	2.622,74	2.699,76	2.829,30	2.950,53	3.100,51	3.395,89	3.645,98	3.866,78
20	2.622,74	2.622,74	2.699,76	2.829,30	2.950,53	3.100,51	3.395,89	3.645,98	3.866,78
21	2.622,74	2.622,74	2.699,76	2.830,42	2.951,80	3.101,79	3.396,71	3.646,95	3.867,75
22	2.622,74	2.622,74	2.699,76	2.830,42	2.951,80	3.101,79	3.396,71	3.646,95	3.867,75
23	2.622,74	2.622,74	2.699,76	2.830,42	2.951,80	3.101,79	3.397,73	3.648,12	3.868,89
24	2.645,63	2.645,63	2.722,86	2.853,46	2.976,12	3.126,76	3.425,69	3.678,24	3.901,08
25	2.645,63	2.645,63	2.722,86	2.853,46	2.976,12	3.126,76	3.425,69	3.678,24	3.901,08
26	2.645,63	2.645,63	2.722,86	2.854,59	2.977,35	3.127,96	3.426,58	3.679,13	3.902,06
27	2.645,63	2.645,63	2.722,86	2.854,59	2.977,35	3.127,96	3.426,58	3.679,13	3.902,06
28	2.645,63	2.645,63	2.722,86	2.854,59	2.977,35	3.127,96	3.427,70	3.680,20	3.903,17
29	2.668,72	2.668,72	2.746,00	2.877,50	3.001,67	3.153,00	3.455,46	3.710,51	3.935,33
30	2.668,72	2.668,72	2.746,00	2.877,50	3.001,67	3.153,00	3.455,46	3.710,51	3.935,33
31	2.668,72	2.668,72	2.746,00	2.878,80	3.002,86	3.154,22	3.456,38	3.711,34	3.936,36

32	2.668,72	2.668,72	2.746,00	2.878,80	3.002,86	3.154,22	3.456,38	3.711,34	3.936,36
33	2.668,72	2.668,72	2.746,00	2.878,80	3.002,86	3.154,22	3.457,52	3.712,39	3.937,46
34	2.691,74	2.691,74	2.769,12	2.901,71	3.027,26	3.179,14	3.485,48	3.742,59	3.969,65
35	2.691,74	2.691,74	2.769,12	2.901,71	3.027,26	3.179,14	3.485,48	3.742,59	3.969,65
36	2.691,74	2.691,74	2.769,12	2.902,92	3.028,43	3.180,49	3.486,35	3.743,56	3.970,49
37	2.691,74	2.691,74	2.769,12	2.902,92	3.028,43	3.180,49	3.486,35	3.743,56	3.970,49
38	2.691,74	2.691,74	2.769,12	2.902,92	3.028,43	3.180,49	3.487,33	3.744,60	3.971,69
39	2.714,68	2.714,68	2.792,24	2.925,83	3.052,75	3.205,48	3.515,27	3.774,85	4.003,88
40	2.714,68	2.714,68	2.792,24	2.925,83	3.052,75	3.205,48	3.515,27	3.774,85	4.003,88
41	2.714,68	2.714,68	2.792,24	2.927,11	3.054,02	3.206,72	3.516,16	3.775,74	4.004,74
42	2.714,68	2.714,68	2.792,24	2.927,11	3.054,02	3.206,72	3.516,16	3.775,74	4.004,74
43	2.714,68	2.714,68	2.792,24	2.927,11	3.054,02	3.206,72	3.517,15	3.776,81	4.005,93
44	2.737,66	2.737,66	2.815,37	2.950,00	3.078,29	3.231,61	3.545,14	3.807,04	4.038,17
45	2.737,66	2.737,66	2.815,37	2.950,00	3.078,29	3.231,61	3.545,14	3.807,04	4.038,17

(*) na 6 maanden of 130/156 effectief gewerkte dagen in dezelfde functie (5/6 dagen)

Vergoedingen

Kledijvergoedingen :

Leveren uniform	€ 2,04	Per arbeidsdag
Onderhoud en wassen	€ 2,04	Per arbeidsdag

Toeslag nachtarbeid :

per uur € 1,5040

Flexibiliteitstoeslag in cateringbedrijven :

Anciënniteit bij de werkgever in een flexibel systeem

	bij aanvang	vanaf 5 jaar	vanaf 10 jaar	vanaf 15 jaar
Werknemer met verschillende functies:	Toeslag per uur	Toeslag per uur	Toeslag per uur	Toeslag per uur
enkel cat. II	€ 0,1660	€ 0,2112	€ 0,2719	€ 0,3172
cat. III of IV	€ 0,2568	€ 0,3322	€ 0,4078	€ 0,4835
cat. V of hoger	€ 0,3020	€ 0,3777	€ 0,4527	€ 0,5286