



Koning Albertlaan 95
9000 GENT

P.C. VOOR DE GEZONDHEIDSINRICHTINGEN & -DIENSTEN 330

01.03.2020 - Vlaamse Gemeenschap (categorale ziekenhuizen en psychiatrische verzorgingstehuizen, ouderenzorg, beschut wonen, revalidatiecentra van de Gemeenschap).

Laatste aanpassing: 27.02.2020

PC 330.01 Paritair subcomité voor de federale gezondheidsdiensten

PC 330.01g Vlaamse Gemeenschap (categorale ziekenhuizen en psychiatrische verzorgingstehuizen, ouderenzorg, beschut wonen, revalidatiecentra van de Gemeenschap).

Inwerkingtreding: 1 maart 2020

Index 2 % volgens de Wet van 2 augustus 1971

Index OOB-barema's.

Indexcoëfficiënt : 1,7410

Index IFIC-doelbarema's.

Indexcoëfficiënt: 1,0404

Index functiecomplement voor sommige werknemers.

IFIC-barema's

Gewaarborgd minimumloon (haard- en standplaatstoelage inbegrepen)

Basis	Maand	Uur
12.863,77	1.866,32	11,3339

IFIC-barema's - fase 1 (Vlaamse geregionaliseerde sectoren)

Het IFIC-barema is de minimale loonschaal waarop de werknemer recht heeft en die wordt opgemaakt voor elke fase.

Bij het bereiken van het doelbarema stemt het IFIC barema overeen met het doelbarema.

Zolang het doelbarema niet is bereikt, wordt het IFIC barema gebaseerd op de combinatie van het startbarema en het doelbarema dat aan de werknemer is toegekend.

De IFIC-barema's - fase 1 moeten gevolgd worden

a) voor nieuwe werknemers in dienst vanaf 01.11.2019

b) voor werknemers (in dienst vóór 31.10.2019) die kiezen om in te stappen in IFIC

Om voor deze werknemers het IFIC-barema - fase 1 te berekenen moet volgende formule gebruikt worden:

$$[(\text{doelbarema IFIC} - \text{startbarema}) \times 18,25 \text{ \%}] + \text{startbarema}$$

(afroonden op 2 cijfers na de komma)

startbarema = de op de werknemer van toepassing zijnde loonschaal in de onderneming:

brutoloon

+haard-/of standplaatsvergoeding

+functiecomplement

+functietoeslag

+andere loonelementen indien voldoen aan de voorwaarden van artikel 7,§3 Loonmodelcao.

IFIC doelbarema's

	Cat. 4	Cat. 5	Cat. 6	Cat. 7	Cat. 8	Cat. 9
Anciënniteit						
0	1.980,70	1.991,32	2.021,15	2.062,17	2.109,04	2.167,61
1	2.017,04	2.035,24	2.067,75	2.111,62	2.160,91	2.220,72
2	2.051,27	2.069,48	2.104,53	2.151,12	2.202,73	2.263,71
3	2.083,47	2.101,68	2.139,16	2.188,36	2.242,18	2.304,25
4	2.113,73	2.131,93	2.171,72	2.223,39	2.279,32	2.342,42
5	2.142,12	2.160,32	2.202,30	2.256,33	2.314,24	2.378,32
6	2.168,73	2.194,52	2.238,57	2.294,82	2.354,63	2.419,62
7	2.193,65	2.219,44	2.265,45	2.323,81	2.385,41	2.451,24

8	2.216,97	2.242,76	2.290,61	2.350,96	2.414,25	2.480,90
9	2.238,76	2.264,56	2.314,15	2.376,38	2.441,26	2.508,64
10	2.259,12	2.284,92	2.336,15	2.400,14	2.466,51	2.534,60
11	2.278,13	2.311,50	2.364,28	2.429,93	2.497,71	2.566,45
12	2.295,85	2.329,23	2.383,44	2.450,66	2.519,76	2.589,11
13	2.312,37	2.345,75	2.401,33	2.469,99	2.540,32	2.610,26
14	2.327,77	2.361,15	2.417,98	2.488,02	2.559,52	2.629,98
15	2.342,11	2.375,48	2.433,51	2.504,83	2.577,40	2.648,36
16	2.351,58	2.392,55	2.451,57	2.523,98	2.601,65	2.669,81
17	2.360,39	2.401,35	2.461,31	2.534,73	2.617,16	2.682,70
18	2.368,55	2.409,51	2.470,36	2.544,70	2.631,59	2.694,68
19	2.376,14	2.417,10	2.478,75	2.553,97	2.645,02	2.705,81
20	2.383,18	2.424,14	2.486,55	2.562,58	2.657,50	2.716,15
21	2.389,71	2.438,26	2.501,36	2.578,15	2.676,69	2.733,34
22	2.395,76	2.444,32	2.508,07	2.585,57	2.687,47	2.742,26
23	2.401,38	2.449,93	2.514,29	2.592,45	2.697,49	2.750,53
24	2.406,59	2.455,14	2.520,06	2.598,83	2.706,78	2.758,20
25	2.411,42	2.459,96	2.525,41	2.604,74	2.715,40	2.765,32
26	2.415,89	2.472,03	2.537,96	2.617,80	2.731,00	2.779,51
27	2.420,03	2.476,17	2.542,55	2.622,89	2.738,43	2.785,64
28	2.423,88	2.480,01	2.546,82	2.627,60	2.745,32	2.791,31
29	2.427,44	2.483,57	2.550,76	2.631,96	2.751,71	2.796,57
30	2.430,74	2.486,87	2.554,42	2.636,01	2.757,63	2.801,45
31	2.433,79	2.497,46	2.565,35	2.647,29	2.770,67	2.813,50

32	2.436,62	2.500,29	2.568,48	2.650,76	2.775,76	2.817,68
33	2.439,24	2.502,91	2.571,38	2.653,98	2.780,47	2.821,56
34	2.441,66	2.505,34	2.574,07	2.656,95	2.784,85	2.825,16
35	2.443,91	2.507,58	2.576,57	2.659,71	2.788,90	2.828,48
	Cat. 10	Cat. 11	Cat. 12	Cat. 13	Cat. 14B	Cat. 14
Anciënniteit						
0	2.237,92	2.325,79	2.431,25	2.513,26	2.513,26	2.718,31
1	2.292,50	2.374,63	2.492,03	2.588,66	2.598,71	2.816,17
2	2.336,88	2.420,76	2.549,66	2.660,50	2.680,44	2.909,95
3	2.378,74	2.464,26	2.604,19	2.728,78	2.758,42	2.999,58
4	2.418,15	2.505,22	2.655,71	2.793,58	2.832,65	3.085,05
5	2.455,21	2.543,73	2.704,32	2.854,93	2.903,15	3.166,35
6	2.497,61	2.579,90	2.750,11	2.912,93	2.970,00	3.243,54
7	2.530,25	2.613,84	2.793,17	2.967,67	3.033,25	3.316,68
8	2.560,86	2.645,64	2.833,63	3.019,26	3.093,01	3.385,87
9	2.589,51	2.675,42	2.871,61	3.067,81	3.149,37	3.451,19
10	2.616,31	2.703,28	2.907,20	3.113,43	3.202,46	3.512,80
11	2.648,95	2.729,31	2.940,52	3.156,26	3.252,38	3.570,79
12	2.672,34	2.753,63	2.971,70	3.196,43	3.299,30	3.625,32
13	2.694,18	2.776,32	3.000,86	3.234,05	3.343,31	3.676,52
14	2.714,54	2.797,47	3.028,08	3.269,27	3.384,57	3.724,56
15	2.733,52	2.817,20	3.053,50	3.302,20	3.423,21	3.769,58
16	2.755,42	2.832,07	3.087,64	3.341,16	3.459,35	3.816,41

17	2.768,72	2.845,90	3.119,57	3.377,64	3.493,13	3.860,25
18	2.781,09	2.858,76	3.149,41	3.411,74	3.524,69	3.901,28
19	2.792,59	2.870,70	3.177,28	3.443,61	3.554,14	3.939,63
20	2.803,26	2.881,79	3.203,28	3.473,35	3.581,62	3.975,46
21	2.820,76	2.892,09	3.227,53	3.501,11	3.607,22	4.008,90
22	2.829,96	2.901,67	3.250,14	3.527,00	3.631,09	4.040,10
23	2.838,50	2.910,54	3.271,18	3.551,10	3.653,30	4.069,17
24	2.846,43	2.918,77	3.290,79	3.573,57	3.673,97	4.096,26
25	2.853,78	2.926,42	3.309,02	3.594,48	3.693,20	4.121,49
26	2.868,19	2.933,50	3.325,99	3.613,92	3.711,09	4.144,97
27	2.874,50	2.940,07	3.341,76	3.632,02	3.727,71	4.166,81
28	2.880,37	2.946,15	3.356,42	3.648,84	3.743,15	4.187,12
29	2.885,80	2.951,80	3.370,04	3.664,47	3.757,50	4.205,99
30	2.890,83	2.957,04	3.382,69	3.678,98	3.770,82	4.223,54
31	2.903,03	2.961,88	3.394,44	3.692,46	3.783,18	4.239,83
32	2.907,36	2.966,37	3.405,33	3.704,98	3.794,65	4.254,96
33	2.911,36	2.970,53	3.415,46	3.716,60	3.805,30	4.269,00
34	2.915,07	2.974,39	3.424,84	3.727,38	3.815,18	4.282,04
35	2.918,50	2.977,96	3.433,54	3.737,38	3.824,33	4.294,13
	Cat. 15	Cat. 16	Cat. 17	Cat. 18	Cat. 19	Cat. 20
Ancienniteit						
0	2.911,63	3.175,26	3.433,04	3.772,82	4.112,61	4.452,40
1	3.016,45	3.292,75	3.553,19	3.904,87	4.256,56	4.608,23

2	3.116,90	3.405,45	3.668,22	4.031,29	4.394,36	4.757,43
3	3.212,91	3.513,25	3.778,08	4.152,02	4.525,96	4.899,90
4	3.304,46	3.616,14	3.882,73	4.267,03	4.651,33	5.035,63
5	3.391,55	3.714,08	3.982,22	4.376,37	4.770,51	5.164,66
6	3.474,23	3.807,15	4.076,61	4.480,10	4.883,58	5.287,06
7	3.552,57	3.895,38	4.165,98	4.578,31	4.990,64	5.402,97
8	3.626,68	3.978,90	4.250,47	4.671,16	5.091,85	5.512,55
9	3.696,65	4.057,80	4.330,20	4.758,79	5.187,37	5.615,95
10	3.762,63	4.132,23	4.405,33	4.841,36	5.277,38	5.713,41
11	3.824,74	4.202,34	4.476,04	4.919,06	5.362,09	5.805,11
12	3.883,15	4.268,30	4.542,50	4.992,10	5.441,70	5.891,30
13	3.938,00	4.330,27	4.604,88	5.060,65	5.516,43	5.972,20
14	3.989,46	4.388,42	4.663,37	5.124,94	5.586,50	6.048,06
15	4.037,67	4.442,93	4.718,17	5.185,16	5.652,15	6.119,13
16	4.087,83	4.500,88	4.767,99	5.239,90	5.711,83	6.183,74
17	4.134,80	4.555,18	4.814,56	5.291,08	5.767,61	6.244,14
18	4.178,75	4.606,02	4.858,05	5.338,89	5.819,72	6.300,55
19	4.219,82	4.653,56	4.898,65	5.383,50	5.868,34	6.353,19
20	4.258,20	4.698,00	4.936,51	5.425,11	5.913,71	6.402,31
21	4.294,02	4.739,49	4.971,81	5.463,90	5.955,99	6.448,09
22	4.327,43	4.778,21	5.004,70	5.500,04	5.995,39	6.490,73
23	4.358,58	4.814,33	5.035,32	5.533,69	6.032,06	6.530,43
24	4.387,60	4.847,98	5.063,80	5.565,01	6.066,20	6.567,40
25	4.414,61	4.879,33	5.090,31	5.594,14	6.097,95	6.601,77

26	4.439,76	4.908,51	5.114,96	5.621,22	6.127,48	6.633,74
27	4.463,16	4.935,67	5.137,87	5.646,40	6.154,92	6.663,45
28	4.484,91	4.960,93	5.159,16	5.669,78	6.180,42	6.691,05
29	4.505,13	4.984,41	5.178,92	5.691,52	6.204,10	6.716,70
30	4.523,92	5.006,24	5.197,29	5.711,69	6.226,10	6.740,50
31	4.541,37	5.026,52	5.214,33	5.730,42	6.246,51	6.762,61
32	4.557,58	5.045,35	5.230,14	5.747,80	6.265,46	6.783,12
33	4.572,62	5.062,84	5.244,81	5.763,93	6.283,04	6.802,15
34	4.586,58	5.079,07	5.258,42	5.778,88	6.299,34	6.819,80
35	4.599,54	5.094,13	5.271,05	5.792,76	6.314,47	6.836,18

OOB-barema's

Gewaarborgd minimumloon (haard- en standplaatstoelage inbegrepen)

Basis	Maand	Uur
12.863,77	1.866,32	11,3339

38 uur/week

1/12

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	12.384,81	1.796,83	10,9119	104,44	52,22	
1	13.422,15	1.947,33	11,8259	104,44	52,22	
2	13.492,67	1.957,56	11,8880	104,44	52,22	
3	13.563,17	1.967,79	11,9501	104,44	52,22	
4	13.633,67	1.978,02	12,0123	104,44	52,22	
5	13.704,17	1.988,25	12,0744	104,44	52,22	
6	13.774,65	1.998,47	12,1365	104,44	52,22	
7	13.845,15	2.008,70	12,1986	104,44	52,22	

8	13.915,65	2.018,93	12,2607	104,44	52,22
9	13.986,18	2.029,16	12,3228	104,44	52,22
10	14.420,29	2.092,14	12,7053	104,44	52,22
11	14.490,76	2.102,37	12,7674	104,44	52,22
12	14.561,27	2.112,60	12,8295	104,44	52,22
13	14.631,79	2.122,83	12,8917	104,44	52,22
14	14.702,29	2.133,06	12,9538	104,44	52,22
15	14.772,79	2.143,29	13,0159	104,44	52,22
16	14.843,29	2.153,51	13,0780	104,44	52,22
17	14.913,80	2.163,74	13,1401	104,44	52,22
18	14.984,30	2.173,97	13,2023	104,44	52,22
19	15.054,80	2.184,20	13,2644	104,44	52,22
20	15.125,32	2.194,43	13,3265	104,44	52,22
21	15.195,82	2.204,66	13,3886	104,44	52,22
22	15.266,32	2.214,89	13,4507	104,44	52,22
23	15.336,83	2.225,12	13,5129	104,44	52,22
24	15.407,33	2.235,35	13,5750	104,44	52,22
25	15.477,83	2.245,58	13,6371	104,44	52,22
26	15.548,35	2.255,81	13,6992	104,44	52,22
27	15.618,85	2.266,03	13,7613	104,44	52,22
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	12.589,17	1.826,48	11,0920	104,44	52,22	
1	13.661,73	1.982,09	12,0370	104,44	52,22	
2	13.792,15	2.001,01	12,1519	104,44	52,22	
3	13.922,57	2.019,93	12,2668	104,44	52,22	
4	14.052,96	2.038,85	12,3817	104,44	52,22	
5	14.183,38	2.057,77	12,4966	104,44	52,22	
6	14.313,82	2.076,70	12,6115	104,44	52,22	
7	14.444,21	2.095,61	12,7264	104,44	52,22	
8	14.574,63	2.114,54	12,8413	104,44	52,22	
9	14.705,02	2.133,45	12,9562	104,44	52,22	
10	15.202,10	2.205,57	13,3942	104,44	52,22	
11	15.360,65	2.228,57	13,5339	104,44	52,22	
12	15.519,18	2.251,57	13,6735	104,44	52,22	
13	15.677,70	2.274,57	13,8132	104,44	52,22	
14	15.836,26	2.297,58	13,9529	104,44	52,22	
15	15.994,78	2.320,58	14,0926	104,44	52,22	
16	16.153,31	2.343,58	14,2322	83,87	31,65	
17	16.311,89	2.366,58	14,3720	62,59	26,11	
18	16.470,39	2.389,58	14,5116	52,22	26,11	
19	16.628,95	2.412,58	14,6513	52,22	26,11	
20	16.787,47	2.435,58	14,7910	52,22	26,11	

21	16.946,03	2.458,59	14,9307	52,22	26,11
22	17.104,53	2.481,58	15,0703	52,22	26,11
23	17.263,08	2.504,59	15,2100	52,22	26,11
24	17.421,61	2.527,59	15,3497	52,22	26,11
25	17.580,16	2.550,59	15,4894	52,22	26,11
26	17.738,67	2.573,59	15,6291	52,22	26,11
27	17.897,24	2.596,59	15,7688	52,22	26,11
28	18.055,77	2.619,59	15,9084	52,22	26,11
29	18.214,30	2.642,59	16,0481	52,22	26,11
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31					

1/22

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	13.300,93	1.929,74	11,7191	104,44	52,22	
1	14.373,51	2.085,36	12,6641	104,44	52,22	
2	14.507,37	2.104,78	12,7821	104,44	52,22	
3	14.641,26	2.124,20	12,9000	104,44	52,22	
4	14.775,12	2.143,62	13,0180	104,44	52,22	
5	14.908,99	2.163,05	13,1359	104,44	52,22	
6	15.042,90	2.182,47	13,2539	104,44	52,22	
7	15.176,74	2.201,89	13,3718	104,44	52,22	
8	15.310,62	2.221,32	13,4898	104,44	52,22	
9	15.444,49	2.240,74	13,6077	104,44	52,22	

10	15.993,32	2.320,36	14,0913	104,44	52,22
11	16.155,44	2.343,89	14,2341	83,58	31,36
12	16.317,54	2.367,40	14,3769	61,83	26,11
13	16.479,64	2.390,92	14,5198	52,22	26,11
14	16.641,74	2.414,44	14,6626	52,22	26,11
15	16.803,86	2.437,96	14,8054	52,22	26,11
16	16.965,96	2.461,48	14,9482	52,22	26,11
17	17.128,08	2.485,00	15,0911	52,22	26,11
18	17.290,15	2.508,51	15,2339	52,22	26,11
19	17.452,25	2.532,03	15,3767	52,22	26,11
20	17.614,40	2.555,56	15,5196	52,22	26,11
21	17.776,49	2.579,07	15,6624	52,22	26,11
22	17.938,57	2.602,59	15,8052	52,22	26,11
23	18.100,69	2.626,11	15,9480	52,22	26,11
24	18.262,79	2.649,63	16,0908	49,30	23,19
25	18.424,91	2.673,15	16,2337	27,54	1,43
26	18.586,98	2.696,66	16,3765	5,79	
27	18.749,10	2.720,18	16,5193		
28	18.911,20	2.743,70	16,6621		
29	19.073,30	2.767,22	16,8050		
30					
31					

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	13.568,72	1.968,60	11,9550	104,44	52,22	
1	14.641,31	2.124,21	12,9001	104,44	52,22	
2	14.782,31	2.144,67	13,0243	104,44	52,22	
3	14.923,29	2.165,12	13,1485	104,44	52,22	
4	15.064,24	2.185,57	13,2727	104,44	52,22	
5	15.205,24	2.206,03	13,3969	104,44	52,22	
6	15.346,22	2.226,48	13,5211	104,44	52,22	
7	15.487,20	2.246,93	13,6454	104,44	52,22	
8	15.628,17	2.267,39	13,7696	104,44	52,22	
9	15.769,18	2.287,85	13,8938	104,44	52,22	
10	16.322,25	2.368,09	14,3811	61,20	26,11	
11	16.491,32	2.392,62	14,5301	52,22	26,11	
12	16.660,45	2.417,15	14,6791	52,22	26,11	
13	16.829,57	2.441,69	14,8281	52,22	26,11	
14	16.998,68	2.466,23	14,9771	52,22	26,11	
15	17.167,79	2.490,76	15,1261	52,22	26,11	
16	17.336,90	2.515,30	15,2751	52,22	26,11	
17	17.505,99	2.539,83	15,4241	52,22	26,11	
18	17.675,13	2.564,37	15,5731	52,22	26,11	
19	17.844,24	2.588,90	15,7221	52,22	26,11	
20	18.013,33	2.613,43	15,8711	52,22	26,11	
21	18.182,47	2.637,97	16,0201	52,22	26,11	
22	18.351,56	2.662,51	16,1691	37,39	11,28	

23	18.520,70	2.687,04	16,3181	14,69
24	18.689,78	2.711,58	16,4671	
25	18.858,90	2.736,11	16,6161	
26	19.028,01	2.760,65	16,7651	
27	19.197,12	2.785,18	16,9141	
28	19.366,24	2.809,72	17,0631	
29	19.537,75	2.834,60	17,2142	
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	13.977,45	2.027,90	12,3152	104,44	52,22	
1	15.050,06	2.183,51	13,2602	104,44	52,22	
2	15.191,04	2.203,97	13,3844	104,44	52,22	
3	15.332,02	2.224,42	13,5086	104,44	52,22	
4	15.473,02	2.244,88	13,6329	104,44	52,22	
5	15.614,00	2.265,33	13,7571	104,44	52,22	
6	15.754,97	2.285,78	13,8813	104,44	52,22	
7	15.895,92	2.306,23	14,0055	104,44	52,22	
8	16.036,93	2.326,69	14,1297	99,49	47,27	
9	16.177,90	2.347,14	14,2539	80,57	28,35	
10	16.725,60	2.426,61	14,7365	52,22	26,11	
11	16.894,71	2.451,14	14,8855	52,22	26,11	

12	17.063,83	2.475,68	15,0345	52,22	26,11	
13	17.232,91	2.500,21	15,1834	52,22	26,11	
14	17.402,03	2.524,74	15,3325	52,22	26,11	
15	17.571,16	2.549,28	15,4815	52,22	26,11	
16	17.740,28	2.573,82	15,6305	52,22	26,11	
17	17.909,37	2.598,35	15,7795	52,22	26,11	
18	18.078,48	2.622,89	15,9285	52,22	26,11	
19	18.247,59	2.647,42	16,0775	51,34	25,23	
20	18.416,70	2.671,96	16,2265	28,64	2,53	
21	18.585,84	2.696,50	16,3755	5,95		
22	18.754,91	2.721,02	16,5244			
23	18.924,04	2.745,56	16,6735			
24	19.093,13	2.770,09	16,8224			
25	19.262,27	2.794,63	16,9715			
26	19.431,73	2.819,22	17,1208			
27	19.604,19	2.844,24	17,2727			
28	19.776,65	2.869,26	17,4247			
29	19.949,13	2.894,29	17,5766			
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	14.286,15	2.072,68	12,5871	104,44	52,22	

1	15.451,48	2.241,75	13,6139	104,44	52,22
2	15.581,27	2.260,58	13,7282	104,44	52,22
3	15.711,05	2.279,41	13,8426	104,44	52,22
4	15.840,84	2.298,24	13,9569	104,44	52,22
5	15.970,64	2.317,07	14,0713	104,44	52,22
6	16.284,35	2.362,59	14,3477	66,28	26,11
7	16.598,08	2.408,10	14,6241	52,22	26,11
8	16.911,77	2.453,62	14,9005	52,22	26,11
9	17.225,48	2.499,13	15,1769	52,22	26,11
10	17.897,79	2.596,67	15,7693	52,22	26,11
11	18.211,50	2.642,19	16,0457	52,22	26,11
12	18.525,23	2.687,70	16,3221	14,08	
13	18.838,94	2.733,22	16,5985		
14	19.152,63	2.778,73	16,8749		
15	19.467,28	2.824,38	17,1521		
16	19.787,18	2.870,79	17,4339		
17	20.107,07	2.917,20	17,7158		
18	20.426,97	2.963,61	17,9976		
19	20.746,88	3.010,03	18,2795		
20	21.066,78	3.056,44	18,5614		
21	21.386,64	3.102,85	18,8432		
22	21.706,55	3.149,26	19,1251		
23	22.026,46	3.195,67	19,4069		
24	22.346,36	3.242,08	19,6888		

25	22.666,24	3.288,49	19,9706
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26	22.986,15	3.334,91	20,2525
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27	23.306,06	3.381,32	20,5343
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28	23.625,94	3.427,73	20,8162
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29	23.945,85	3.474,14	21,0980
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1/35

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	14.442,55	2.095,37	12,7249	104,44	52,22
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1	15.515,16	2.250,99	13,6700	104,44	52,22
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2	15.656,16	2.271,45	13,7942	104,44	52,22
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3	15.797,11	2.291,90	13,9184	104,44	52,22
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4	15.938,09	2.312,35	14,0426	104,44	52,22
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5	16.079,09	2.332,81	14,1669	93,83	41,61
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6	16.220,07	2.353,26	14,2911	74,91	26,11
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7	16.361,05	2.373,72	14,4153	55,99	26,11
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8	16.502,05	2.394,17	14,5395	52,22	26,11
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9	16.643,03	2.414,63	14,6637	52,22	26,11
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10	17.196,23	2.494,89	15,1511	52,22	26,11
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11	17.365,29	2.519,41	15,3001	52,22	26,11
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12	17.534,43	2.543,95	15,4491	52,22	26,11
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13	17.703,51	2.568,48	15,5981	52,22	26,11
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14	17.872,65	2.593,02	15,7471	52,22	26,11
15	18.041,77	2.617,56	15,8961	52,22	26,11
16	18.210,85	2.642,09	16,0451	52,22	26,11
17	18.379,99	2.666,63	16,1941	33,57	7,46
18	18.549,08	2.691,16	16,3431	10,88	
19	18.718,22	2.715,70	16,4921		
20	18.887,31	2.740,23	16,6411		
21	19.056,42	2.764,77	16,7901		
22	19.225,53	2.789,30	16,9391		
23	19.394,64	2.813,84	17,0881		
24	19.566,81	2.838,82	17,2398		
25	19.739,24	2.863,83	17,3917		
26	19.911,73	2.888,86	17,5437		
27	20.084,18	2.913,88	17,6956		
28	20.256,69	2.938,91	17,8476		
29	20.429,15	2.963,93	17,9996		
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1/39

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	14.804,87	2.147,94	13,0442	104,44	52,22	
1	15.970,17	2.317,01	14,0709	104,44	52,22	
2	15.970,17	2.317,01	14,0709	104,44	52,22	

3	16.239,11	2.356,02	14,3078	72,35	26,11
4	16.239,11	2.356,02	14,3078	72,35	26,11
5	16.597,69	2.408,05	14,6238	52,22	26,11
6	16.597,69	2.408,05	14,6238	52,22	26,11
7	17.314,79	2.512,09	15,2556	52,22	26,11
8	17.314,79	2.512,09	15,2556	52,22	26,11
9	18.031,95	2.616,14	15,8875	52,22	26,11
10	18.390,48	2.668,15	16,2034	32,16	6,05
11	19.017,95	2.759,19	16,7562		
12	19.017,95	2.759,19	16,7562		
13	19.650,00	2.850,89	17,3131		
14	19.650,00	2.850,89	17,3131		
15	20.289,89	2.943,72	17,8769		
16	20.289,89	2.943,72	17,8769		
17	20.929,82	3.036,57	18,4407		
18	20.929,82	3.036,57	18,4407		
19	21.569,79	3.129,42	19,0046		
20	21.569,79	3.129,42	19,0046		
21	22.209,67	3.222,25	19,5683		
22	22.209,67	3.222,25	19,5683		
23	22.849,61	3.315,10	20,1322		
24	22.849,61	3.315,10	20,1322		
25	23.489,52	3.407,94	20,6960		
26	23.489,52	3.407,94	20,6960		

27	24.129,44	3.500,78	21,2598
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28	24.129,44	3.500,78	21,2598
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29	24.769,37	3.593,62	21,8236
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	14.804,85	2.147,94	13,0442	104,44	52,22	
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1	15.925,35	2.310,50	14,0314	104,44	52,22	
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2	15.925,35	2.310,50	14,0314	104,44	52,22	
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3	16.194,31	2.349,52	14,2684	78,37	26,15	
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4	16.194,31	2.349,52	14,2684	78,37	26,15	
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5	16.463,28	2.388,55	14,5053	52,22	26,11	
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6	16.463,28	2.388,55	14,5053	52,22	26,11	
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7	16.732,19	2.427,56	14,7423	52,22	26,11	
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8	16.732,19	2.427,56	14,7423	52,22	26,11	
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9	17.001,18	2.466,59	14,9793	52,22	26,11	
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10	17.359,71	2.518,60	15,2952	52,22	26,11	
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11	17.718,26	2.570,62	15,6111	52,22	26,11	
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12	17.718,26	2.570,62	15,6111	52,22	26,11	
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13	18.076,82	2.622,65	15,9270	52,22	26,11	
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14	18.076,82	2.622,65	15,9270	52,22	26,11	
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15	18.435,37	2.674,66	16,2429	26,14	0,03	
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16	18.435,37	2.674,66	16,2429	26,14	0,03
17	18.793,92	2.726,68	16,5588		
18	18.793,92	2.726,68	16,5588		
19	19.152,45	2.778,70	16,8747		
20	19.152,45	2.778,70	16,8747		
21	19.512,81	2.830,98	17,1922		
22	19.512,81	2.830,98	17,1922		
23	19.878,46	2.884,03	17,5144		
24	19.878,46	2.884,03	17,5144		
25	20.244,08	2.937,08	17,8365		
26	20.244,08	2.937,08	17,8365		
27	20.609,72	2.990,13	18,1587		
28	20.609,72	2.990,13	18,1587		
29	20.975,34	3.043,17	18,4808		
30	20.975,34	3.043,17	18,4808		
31	21.340,98	3.096,22	18,8030		

1/40-1/57

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	14.804,85	2.147,94	13,0442	104,44	52,22	
1	15.925,35	2.310,50	14,0314	104,44	52,22	
2	15.925,35	2.310,50	14,0314	104,44	52,22	
3	16.194,31	2.349,52	14,2684	78,37	26,15	
4	16.194,31	2.349,52	14,2684	78,37	26,15	

5	16.463,28	2.388,55	14,5053	52,22	26,11
6	16.463,28	2.388,55	14,5053	52,22	26,11
7	18.614,67	2.700,68	16,4009	2,08	
8	18.614,67	2.700,68	16,4009	2,08	
9	18.883,66	2.739,70	16,6379		
10	19.242,19	2.791,72	16,9538		
11	19.604,36	2.844,27	17,2729		
12	19.604,36	2.844,27	17,2729		
13	19.970,00	2.897,31	17,5950		
14	19.970,00	2.897,31	17,5950		
15	20.335,62	2.950,36	17,9172		
16	20.335,62	2.950,36	17,9172		
17	20.701,27	3.003,41	18,2393		
18	20.701,27	3.003,41	18,2393		
19	21.066,91	3.056,46	18,5615		
20	21.066,91	3.056,46	18,5615		
21	21.432,53	3.109,50	18,8836		
22	21.432,53	3.109,50	18,8836		
23	21.798,17	3.162,55	19,2058		
24	21.798,17	3.162,55	19,2058		
25	22.163,81	3.215,60	19,5279		
26	22.163,81	3.215,60	19,5279		
27	22.529,43	3.268,64	19,8501		
28	22.529,43	3.268,64	19,8501		

29	22.895,07	3.321,69	20,1722
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30	22.895,07	3.321,69	20,1722
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31	23.260,69	3.374,74	20,4944
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	15.342,70	2.225,97	13,5180	104,44	52,22	
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1	16.508,02	2.395,04	14,5448	52,22	26,11	
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2	16.508,02	2.395,04	14,5448	52,22	26,11	
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3	16.776,96	2.434,06	14,7817	52,22	26,11	
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4	16.776,96	2.434,06	14,7817	52,22	26,11	
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5	17.135,52	2.486,08	15,0976	52,22	26,11	
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6	17.135,52	2.486,08	15,0976	52,22	26,11	
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7	19.451,96	2.822,16	17,1386			
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8	19.451,96	2.822,16	17,1386			
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9	20.000,45	2.901,73	17,6219			
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10	20.366,06	2.954,78	17,9440			
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11	20.914,53	3.034,35	18,4272			
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12	20.914,53	3.034,35	18,4272			
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13	21.463,02	3.113,93	18,9105			
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14	21.463,02	3.113,93	18,9105			
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15	22.011,48	3.193,50	19,3937			
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16	22.011,48	3.193,50	19,3937			
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17	22.559,95	3.273,07	19,8770			
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18	22.559,95	3.273,07	19,8770
19	23.108,44	3.352,65	20,3602
20	23.108,44	3.352,65	20,3602
21	23.656,90	3.432,22	20,8435
22	23.656,90	3.432,22	20,8435
23	24.205,39	3.511,80	21,3267
24	24.205,39	3.511,80	21,3267
25	24.753,85	3.591,37	21,8099
26	24.753,85	3.591,37	21,8099
27	25.302,32	3.670,94	22,2932
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1/47

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	15.790,89	2.290,99	13,9129	104,44	52,22	
1	16.956,21	2.460,06	14,9397	52,22	26,11	
2	16.956,21	2.460,06	14,9397	52,22	26,11	
3	17.225,13	2.499,08	15,1766	52,22	26,11	
4	17.225,13	2.499,08	15,1766	52,22	26,11	
5	17.583,73	2.551,11	15,4925	52,22	26,11	
6	17.583,73	2.551,11	15,4925	52,22	26,11	

7	18.300,81	2.655,14	16,1243	44,20	18,09
8	18.300,81	2.655,14	16,1243	44,20	18,09
9	19.017,95	2.759,19	16,7562		
10	19.376,52	2.811,21	17,0721		
11	20.015,64	2.903,94	17,6352		
12	20.015,64	2.903,94	17,6352		
13	20.655,53	2.996,77	18,1990		
14	20.655,53	2.996,77	18,1990		
15	21.295,47	3.089,62	18,7629		
16	21.295,47	3.089,62	18,7629		
17	21.935,40	3.182,46	19,3267		
18	21.935,40	3.182,46	19,3267		
19	22.575,29	3.275,30	19,8905		
20	22.575,29	3.275,30	19,8905		
21	23.215,25	3.368,15	20,4543		
22	23.215,25	3.368,15	20,4543		
23	23.855,17	3.460,99	21,0181		
24	23.855,17	3.460,99	21,0181		
25	24.495,08	3.553,83	21,5820		
26	24.495,08	3.553,83	21,5820		
27	25.135,02	3.646,67	22,1458		
28	25.135,02	3.646,67	22,1458		
29	25.774,93	3.739,51	22,7096		
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1/50

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	13.837,99	2.007,66	12,1923	104,44	52,22	
1	15.003,31	2.176,73	13,2190	104,44	52,22	
2	15.133,11	2.195,56	13,3334	104,44	52,22	
3	15.262,88	2.214,39	13,4477	104,44	52,22	
4	15.392,65	2.233,22	13,5620	104,44	52,22	
5	15.522,45	2.252,05	13,6764	104,44	52,22	
6	15.836,18	2.297,57	13,9528	104,44	52,22	
7	16.149,89	2.343,08	14,2292	84,33	32,11	
8	16.463,60	2.388,59	14,5056	52,22	26,11	
9	16.777,29	2.434,11	14,7820	52,22	26,11	
10	17.449,62	2.531,65	15,3744	52,22	26,11	
11	17.763,33	2.577,16	15,6508	52,22	26,11	
12	18.077,07	2.622,68	15,9272	52,22	26,11	
13	18.390,77	2.668,19	16,2036	32,12	6,01	
14	18.704,46	2.713,71	16,4800			
15	19.018,17	2.759,22	16,7564			
16	19.331,90	2.804,74	17,0328			
17	19.650,05	2.850,89	17,3131			
18	19.969,96	2.897,31	17,5950			
19	20.289,81	2.943,71	17,8768			

20	20.609,74	2.990,13	18,1587
21	20.929,63	3.036,54	18,4405
22	21.249,53	3.082,95	18,7224
23	21.569,44	3.129,37	19,0042
24	21.889,32	3.175,78	19,2861
25	22.209,23	3.222,19	19,5680
26	22.529,11	3.268,60	19,8498
27	22.849,04	3.315,01	20,1317
28	23.168,90	3.361,42	20,4135
29	23.488,80	3.407,83	20,6953

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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	16.239,11	2.356,02	14,3078	72,35	26,11	
1	17.404,43	2.525,09	15,3346	52,22	26,11	
2	17.404,43	2.525,09	15,3346	52,22	26,11	
3	17.673,37	2.564,11	15,5715	52,22	26,11	
4	17.673,37	2.564,11	15,5715	52,22	26,11	
5	18.031,95	2.616,14	15,8875	52,22	26,11	
6	18.031,95	2.616,14	15,8875	52,22	26,11	
7	18.749,05	2.720,17	16,5193			
8	18.749,05	2.720,17	16,5193			

9	19.467,18	2.824,36	17,1520
10	19.832,80	2.877,41	17,4741
11	20.472,73	2.970,25	18,0380
12	20.472,73	2.970,25	18,0380
13	21.112,67	3.063,10	18,6018
14	21.112,67	3.063,10	18,6018
15	21.752,58	3.155,94	19,1656
16	21.752,58	3.155,94	19,1656
17	22.392,49	3.248,78	19,7294
18	22.392,49	3.248,78	19,7294
19	23.032,43	3.341,62	20,2932
20	23.032,43	3.341,62	20,2932
21	23.672,32	3.434,46	20,8570
22	23.672,32	3.434,46	20,8570
23	24.312,28	3.527,31	21,4209
24	24.312,28	3.527,31	21,4209
25	24.952,22	3.620,15	21,9847
26	24.952,22	3.620,15	21,9847
27	25.592,11	3.712,99	22,5485
28	25.592,11	3.712,99	22,5485
29	26.232,04	3.805,83	23,1123
30			
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	16.343,64	2.371,19	14,3999	58,33	26,11	
1	17.464,20	2.533,76	15,3872	52,22	26,11	
2	17.464,20	2.533,76	15,3872	52,22	26,11	
3	17.733,11	2.572,78	15,6242	52,22	26,11	
4	17.733,11	2.572,78	15,6242	52,22	26,11	
5	18.002,10	2.611,80	15,8612	52,22	26,11	
6	18.002,10	2.611,80	15,8612	52,22	26,11	
7	18.271,02	2.650,82	16,0981	48,20	22,08	
8	18.271,02	2.650,82	16,0981	48,20	22,08	
9	18.539,98	2.689,84	16,3351	12,10		
10	18.898,53	2.741,86	16,6510			
11	19.257,09	2.793,88	16,9669			
12	19.257,09	2.793,88	16,9669			
13	19.619,53	2.846,47	17,2862			
14	19.619,53	2.846,47	17,2862			
15	19.985,18	2.899,52	17,6084			
16	19.985,18	2.899,52	17,6084			
17	20.350,79	2.952,56	17,9305			
18	20.350,79	2.952,56	17,9305			
19	20.716,44	3.005,61	18,2527			
20	20.716,44	3.005,61	18,2527			
21	21.082,08	3.058,66	18,5748			

22	21.082,08	3.058,66	18,5748
23	21.447,70	3.111,70	18,8970
24	21.447,70	3.111,70	18,8970
25	21.813,34	3.164,75	19,2191
26	21.813,34	3.164,75	19,2191
27	22.178,98	3.217,80	19,5413
28	22.178,98	3.217,80	19,5413
29	22.544,58	3.270,84	19,8634
30	22.544,58	3.270,84	19,8634
31	22.910,22	3.323,89	20,1856

1/55-1/61-1/77

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	16.627,41	2.412,36	14,6500	52,22	26,11	
1	17.837,72	2.587,96	15,7163	52,22	26,11	
2	17.837,72	2.587,96	15,7163	52,22	26,11	
3	18.375,55	2.665,99	16,1902	34,17	8,06	
4	18.375,55	2.665,99	16,1902	34,17	8,06	
5	18.913,38	2.744,02	16,6641			
6	18.913,38	2.744,02	16,6641			
7	21.554,49	3.127,20	18,9911			
8	21.554,49	3.127,20	18,9911			
9	22.102,98	3.206,77	19,4743			
10	22.468,60	3.259,82	19,7965			

11	23.017,09	3.339,40	20,2797
12	23.017,09	3.339,40	20,2797
13	23.565,55	3.418,97	20,7630
14	23.565,55	3.418,97	20,7630
15	24.114,02	3.498,54	21,2462
16	26.003,29	3.772,64	22,9108
17	26.551,75	3.852,22	23,3940
18	26.551,75	3.852,22	23,3940
19	27.100,22	3.931,79	23,8773
20	27.100,22	3.931,79	23,8773
21	27.648,73	4.011,37	24,3605
22	27.648,73	4.011,37	24,3605
23	28.197,19	4.090,94	24,8438
24	28.197,19	4.090,94	24,8438
25	28.745,68	4.170,52	25,3270
26	28.745,68	4.170,52	25,3270
27	29.294,15	4.250,09	25,8103
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	17.837,72	2.587,96	15,7163	52,22	26,11
1	18.375,55	2.665,99	16,1902	34,17	8,06
2	18.375,55	2.665,99	16,1902	34,17	8,06
3	18.913,38	2.744,02	16,6641		
4	18.913,38	2.744,02	16,6641		
5	21.554,49	3.127,20	18,9911		
6	21.554,49	3.127,20	18,9911		
7	22.102,98	3.206,77	19,4743		
8	22.468,60	3.259,82	19,7965		
9	23.017,09	3.339,40	20,2797		
10	23.017,09	3.339,40	20,2797		
11	23.565,55	3.418,97	20,7630		
12	23.565,55	3.418,97	20,7630		
13	24.114,02	3.498,54	21,2462		
14	26.003,29	3.772,64	22,9108		
15	26.551,75	3.852,22	23,3940		
16	26.551,75	3.852,22	23,3940		
17	27.100,22	3.931,79	23,8773		
18	27.100,22	3.931,79	23,8773		
19	27.648,73	4.011,37	24,3605		
20	27.648,73	4.011,37	24,3605		
21	28.197,19	4.090,94	24,8438		
22	28.197,19	4.090,94	24,8438		
23	28.745,68	4.170,52	25,3270		

24	28.745,68	4.170,52	25,3270
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25	29.294,15	4.250,09	25,8103
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(1/58)

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	17.359,61	2.518,59	15,2951	52,22	26,11	
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1	18.524,91	2.687,66	16,3218	14,12		
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2	18.524,91	2.687,66	16,3218	14,12		
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3	18.793,87	2.726,68	16,5588			
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4	18.793,87	2.726,68	16,5588			
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5	19.152,40	2.778,69	16,8747			
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6	19.152,40	2.778,69	16,8747			
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7	19.878,56	2.884,05	17,5145			
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8	19.878,56	2.884,05	17,5145			
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9	20.609,89	2.990,15	18,1588			
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10	20.975,54	3.043,20	18,4810			
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11	21.615,45	3.136,04	19,0448			
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12	21.615,45	3.136,04	19,0448			
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13	22.255,36	3.228,88	19,6086
14	22.255,36	3.228,88	19,6086
15	22.895,30	3.321,73	20,1724
16	22.895,30	3.321,73	20,1724
17	23.535,21	3.414,57	20,7362
18	23.535,21	3.414,57	20,7362
19	24.175,12	3.507,41	21,3000
20	24.175,12	3.507,41	21,3000
21	24.815,06	3.600,25	21,8639
22	24.815,06	3.600,25	21,8639
23	25.454,97	3.693,09	22,4277
24	25.454,97	3.693,09	22,4277
25	26.094,91	3.785,94	22,9915
26	26.094,91	3.785,94	22,9915
27	26.734,85	3.878,78	23,5554
28	26.734,85	3.878,78	23,5554
29	27.374,73	3.971,62	24,1191
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1/59

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	17.314,77	2.512,08	15,2556	52,22	26,11	
1	18.435,30	2.674,65	16,2428	26,15	0,04	

2	18.435,30	2.674,65	16,2428	26,15	0,04
3	18.704,24	2.713,67	16,4798		
4	18.704,24	2.713,67	16,4798		
5	18.973,18	2.752,69	16,7168		
6	18.973,18	2.752,69	16,7168		
7	19.242,14	2.791,71	16,9537		
8	19.242,14	2.791,71	16,9537		
9	19.512,99	2.831,01	17,1924		
10	19.878,63	2.884,06	17,5145		
11	20.244,25	2.937,10	17,8367		
12	20.244,25	2.937,10	17,8367		
13	20.609,89	2.990,15	18,1588		
14	20.609,89	2.990,15	18,1588		
15	20.975,54	3.043,20	18,4810		
16	20.975,54	3.043,20	18,4810		
17	21.341,15	3.096,25	18,8031		
18	21.341,15	3.096,25	18,8031		
19	21.706,80	3.149,29	19,1253		
20	21.706,80	3.149,29	19,1253		
21	22.072,39	3.202,34	19,4474		
22	22.072,39	3.202,34	19,4474		
23	22.438,03	3.255,38	19,7695		
24	22.438,03	3.255,38	19,7695		
25	22.803,68	3.308,43	20,0917		

26	22.803,68	3.308,43	20,0917
27	23.169,29	3.361,48	20,4138
28	23.169,29	3.361,48	20,4138
29	23.534,94	3.414,53	20,7360
30	23.534,94	3.414,53	20,7360
31	23.900,60	3.467,58	21,0582

1/61-1/77

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	18.689,11	2.711,48	16,4665			
1	19.909,02	2.888,47	17,5413			
2	19.909,02	2.888,47	17,5413			
3	20.457,49	2.968,04	18,0245			
4	20.457,49	2.968,04	18,0245			
5	21.005,95	3.047,61	18,5078			
6	21.005,95	3.047,61	18,5078			
7	23.443,71	3.401,29	20,6556			
8	23.443,71	3.401,29	20,6556			
9	23.992,18	3.480,87	21,1389			
10	24.357,82	3.533,91	21,4610			
11	24.906,31	3.613,49	21,9443			
12	24.906,31	3.613,49	21,9443			
13	25.454,77	3.693,06	22,4275			
14	25.454,77	3.693,06	22,4275			

15	26.003,26	3.772,64	22,9108
16	26.003,26	3.772,64	22,9108
17	26.551,73	3.852,21	23,3940
18	26.551,73	3.852,21	23,3940
19	27.100,19	3.931,79	23,8772
20	27.100,19	3.931,79	23,8772
21	27.648,71	4.011,37	24,3605
22	27.648,71	4.011,37	24,3605
23	28.197,17	4.090,94	24,8438
24	28.197,17	4.090,94	24,8438
25	28.745,66	4.170,52	25,3270
26	28.745,66	4.170,52	25,3270
27	29.294,12	4.250,09	25,8103
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1/62

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	18.704,24	2.713,67	16,4798			
1	19.604,31	2.844,26	17,2728			
2	19.604,31	2.844,26	17,2728			
3	19.969,96	2.897,31	17,5950			

4	19.969,96	2.897,31	17,5950
5	20.701,29	3.003,41	18,2393
6	20.701,29	3.003,41	18,2393
7	21.432,63	3.109,52	18,8837
8	21.432,63	3.109,52	18,8837
9	22.072,56	3.202,36	19,4475
10	22.346,83	3.242,15	19,6892
11	22.986,77	3.335,00	20,2530
12	22.986,77	3.335,00	20,2530
13	23.626,68	3.427,84	20,8168
14	23.626,68	3.427,84	20,8168
15	24.266,59	3.520,68	21,3806
16	24.266,59	3.520,68	21,3806
17	24.906,53	3.613,52	21,9445
18	24.906,53	3.613,52	21,9445
19	25.546,47	3.706,37	22,5083
20	25.546,47	3.706,37	22,5083
21	26.186,36	3.799,20	23,0721
22	26.186,36	3.799,20	23,0721
23	26.826,29	3.892,05	23,6359
24	26.826,29	3.892,05	23,6359
25	27.466,23	3.984,89	24,1998
26	27.466,23	3.984,89	24,1998
27	28.106,12	4.077,73	24,7635

28	28.106,12	4.077,73	24,7635
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29	28.746,08	4.170,58	25,3274
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	19.421,54	2.817,74	17,1118			
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1	20.609,89	2.990,15	18,1588			
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2	20.609,89	2.990,15	18,1588			
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3	20.884,19	3.029,95	18,4005			
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4	20.884,19	3.029,95	18,4005			
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5	21.249,80	3.082,99	18,7226			
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6	21.249,80	3.082,99	18,7226			
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7	21.981,14	3.189,10	19,3670			
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8	21.981,14	3.189,10	19,3670			
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9	22.712,50	3.295,21	20,0114			
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10	23.078,12	3.348,25	20,3335			
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11	23.718,06	3.441,10	20,8973			
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12	23.718,06	3.441,10	20,8973			
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13	24.357,99	3.533,94	21,4612			
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14	24.357,99	3.533,94	21,4612			
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15	24.997,91	3.626,78	22,0250			
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16	24.997,91	3.626,78	22,0250			
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17	25.637,82	3.719,62	22,5888
18	25.637,82	3.719,62	22,5888
19	26.277,73	3.812,46	23,1526
20	26.277,73	3.812,46	23,1526
21	26.917,67	3.905,31	23,7164
22	26.917,67	3.905,31	23,7164
23	27.557,58	3.998,15	24,2802
24	27.557,58	3.998,15	24,2802
25	28.197,52	4.090,99	24,8441
26	28.197,52	4.090,99	24,8441
27	28.837,43	4.183,83	25,4079
28	28.837,43	4.183,83	25,4079
29	29.477,37	4.276,68	25,9717
30	29.477,37	4.276,68	25,9717
31	30.117,25	4.369,51	26,5355

1/78S

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	21.439,17	3.110,47	18,8895			124,42
1	22.288,06	3.233,63	19,6374			129,35
2	22.288,06	3.233,63	19,6374			129,35
3	22.908,46	3.323,64	20,1840			132,95
4	22.908,46	3.323,64	20,1840			132,95
5	23.528,84	3.413,64	20,7306			136,55

6	23.528,84	3.413,64	20,7306	136,55
7	24.149,24	3.503,65	21,2772	140,15
8	24.149,24	3.503,65	21,2772	140,15
9	24.769,62	3.593,66	21,8238	287,49
10	25.135,26	3.646,71	22,1460	291,74
11	25.755,64	3.736,71	22,6926	298,94
12	25.755,64	3.736,71	22,6926	298,94
13	26.376,04	3.826,72	23,2392	306,14
14	26.376,04	3.826,72	23,2392	306,14
15	26.996,45	3.916,73	23,7858	313,34
16	26.996,45	3.916,73	23,7858	313,34
17	27.616,83	4.006,74	24,3324	320,54
18	27.616,83	4.006,74	24,3324	480,81
19	28.237,20	4.096,75	24,8790	491,61
20	28.237,20	4.096,75	24,8790	491,61
21	28.857,61	4.186,76	25,4257	502,41
22	28.857,61	4.186,76	25,4257	502,41
23	29.477,99	4.276,77	25,9723	513,21
24	29.477,99	4.276,77	25,9723	513,21
25	30.098,39	4.366,77	26,5189	524,01
26	30.098,39	4.366,77	26,5189	524,01
27	30.718,79	4.456,78	27,0655	534,81
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	22.392,42	3.248,77	19,7294			129,95
1	23.489,55	3.407,94	20,6960			136,32
2	23.489,55	3.407,94	20,6960			136,32
3	24.472,30	3.550,52	21,5619			142,02
4	24.472,30	3.550,52	21,5619			142,02
5	25.455,02	3.693,10	22,4277			147,72
6	25.455,02	3.693,10	22,4277			147,72
7	26.437,77	3.835,68	23,2936			153,43
8	26.437,77	3.835,68	23,2936			153,43
9	27.420,49	3.978,26	24,1594			318,26
10	27.786,14	4.031,31	24,4816			322,50
11	28.768,89	4.173,89	25,3475			333,91
12	28.768,89	4.173,89	25,3475			333,91
13	29.751,61	4.316,46	26,2133			345,32
14	29.751,61	4.316,46	26,2133			345,32
15	30.734,36	4.459,04	27,0792			356,72
16	30.734,36	4.459,04	27,0792			356,72
17	31.717,08	4.601,62	27,9451			368,13
18	31.717,08	4.601,62	27,9451			552,19

19	32.699,83	4.744,20	28,8109	569,30
20	32.699,83	4.744,20	28,8109	569,30
21	33.682,61	4.886,79	29,6768	586,41
22	33.682,61	4.886,79	29,6768	586,41
23	34.665,33	5.029,36	30,5427	603,52
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	22.849,61	3.315,10	20,1322			
1	23.580,95	3.421,20	20,7765			
2	23.580,95	3.421,20	20,7765			
3	23.855,24	3.461,00	21,0182			
4	23.855,24	3.461,00	21,0182			
5	24.220,86	3.514,04	21,3403			
6	24.220,86	3.514,04	21,3403			
7	24.952,24	3.620,15	21,9847			

8	24.952,24	3.620,15	21,9847
9	25.683,55	3.726,26	22,6291
10	26.049,20	3.779,30	22,9512
11	26.689,11	3.872,15	23,5151
12	26.689,11	3.872,15	23,5151
13	27.329,05	3.964,99	24,0789
14	27.329,05	3.964,99	24,0789
15	27.968,93	4.057,83	24,6427
16	27.968,93	4.057,83	24,6427
17	28.608,87	4.150,67	25,2065
18	28.608,87	4.150,67	25,2065
19	29.248,83	4.243,52	25,7704
20	29.248,83	4.243,52	25,7704
21	29.888,72	4.336,36	26,3341
22	29.888,72	4.336,36	26,3341
23	30.528,66	4.429,20	26,8980
24	30.528,66	4.429,20	26,8980
25	31.168,57	4.522,04	27,4618
26	31.168,57	4.522,04	27,4618
27	31.808,48	4.614,88	28,0256
28	31.808,48	4.614,88	28,0256
29	32.448,42	4.707,72	28,5894
30	32.448,42	4.707,72	28,5894
31	33.088,33	4.800,57	29,1532

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	27.420,30	3.978,23	24,1593			
1	28.060,21	4.071,07	24,7231			
2	28.060,21	4.071,07	24,7231			
3	29.180,07	4.233,54	25,7098			
4	29.180,07	4.233,54	25,7098			
5	30.299,90	4.396,01	26,6964			
6	30.299,90	4.396,01	26,6964			
7	31.419,76	4.558,48	27,6831			
8	31.419,76	4.558,48	27,6831			
9	32.539,59	4.720,95	28,6698			
10	32.539,59	4.720,95	28,6698			
11	33.659,45	4.883,43	29,6564			
12	33.659,45	4.883,43	29,6564			
13	34.779,29	5.045,90	30,6431			
14	34.779,29	5.045,90	30,6431			
15	35.899,15	5.208,37	31,6298			
16	35.899,15	5.208,37	31,6298			
17	37.019,01	5.370,84	32,6164			
18	37.019,01	5.370,84	32,6164			
19	38.138,82	5.533,31	33,6031			
20	38.138,82	5.533,31	33,6031			

21	39.258,70	5.695,78	34,5898
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22	39.258,70	5.695,78	34,5898
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23	40.378,53	5.858,25	35,5764
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	29.400,99	4.265,59	25,9044
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1	29.400,99	4.265,59	25,9044
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2	30.040,93	4.358,44	26,4682
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3	30.040,93	4.358,44	26,4682
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4	31.023,68	4.501,02	27,3341
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5	31.023,68	4.501,02	27,3341
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6	32.006,40	4.643,60	28,2000
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7	32.006,40	4.643,60	28,2000
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8	32.989,12	4.786,17	29,0658
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9	32.989,12	4.786,17	29,0658
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10	33.971,85	4.928,75	29,9317
11	33.971,85	4.928,75	29,9317
12	34.954,60	5.071,33	30,7975
13	34.954,60	5.071,33	30,7975
14	35.937,35	5.213,91	31,6634
15	35.937,35	5.213,91	31,6634
16	36.920,07	5.356,49	32,5293
17	36.920,07	5.356,49	32,5293
18	37.902,77	5.499,06	33,3951
19	37.902,77	5.499,06	33,3951
20	38.885,52	5.641,64	34,2610
21	38.885,52	5.641,64	34,2610
22	39.868,27	5.784,22	35,1269
23	39.868,27	5.784,22	35,1269
24	40.851,02	5.926,80	35,9927
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	29.705,73	4.309,81	26,1729			
1	29.705,73	4.309,81	26,1729			
2	31.077,00	4.508,75	27,3811			
3	31.077,00	4.508,75	27,3811			
4	32.448,27	4.707,70	28,5893			
5	32.448,27	4.707,70	28,5893			
6	33.819,52	4.906,65	29,7975			
7	33.819,52	4.906,65	29,7975			
8	35.190,79	5.105,60	31,0057			
9	35.190,79	5.105,60	31,0057			
10	36.562,09	5.304,55	32,2139			
11	36.562,09	5.304,55	32,2139			
12	37.933,31	5.503,49	33,4220			
13	37.933,31	5.503,49	33,4220			
14	39.304,61	5.702,44	34,6302			
15	39.304,61	5.702,44	34,6302			
16	40.675,86	5.901,39	35,8384			
17	40.675,86	5.901,39	35,8384			
18	42.047,13	6.100,34	37,0466			
19	42.047,13	6.100,34	37,0466			
20	43.418,38	6.299,28	38,2548			
21	43.418,38	6.299,28	38,2548			
22	44.789,67	6.498,23	39,4630			

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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	30.619,88	4.442,43	26,9783			
1	31.259,82	4.535,28	27,5422			
2	31.259,82	4.535,28	27,5422			
3	32.379,65	4.697,75	28,5288			
4	32.379,65	4.697,75	28,5288			
5	33.499,49	4.860,22	29,5155			
6	33.499,49	4.860,22	29,5155			
7	34.619,37	5.022,69	30,5022			
8	34.619,37	5.022,69	30,5022			
9	35.739,18	5.185,16	31,4888			
10	35.739,18	5.185,16	31,4888			
11	36.859,04	5.347,63	32,4755			

12	36.859,04	5.347,63	32,4755
13	37.978,87	5.510,10	33,4622
14	37.978,87	5.510,10	33,4622
15	39.098,73	5.672,57	34,4488
16	39.098,73	5.672,57	34,4488
17	40.218,57	5.835,04	35,4355
18	40.218,57	5.835,04	35,4355
19	41.338,43	5.997,52	36,4222
20	41.338,43	5.997,52	36,4222
21	42.458,26	6.159,99	37,4088
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1/95

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	32.082,55	4.654,64	28,2671			

1	32.082,55	4.654,64	28,2671
2	33.453,80	4.853,59	29,4752
3	33.453,80	4.853,59	29,4752
4	34.825,10	5.052,54	30,6835
5	34.825,10	5.052,54	30,6835
6	36.196,37	5.251,49	31,8916
7	36.196,37	5.251,49	31,8916
8	37.567,62	5.450,44	33,0998
9	37.567,62	5.450,44	33,0998
10	38.938,89	5.649,38	34,3080
11	38.938,89	5.649,38	34,3080
12	40.310,14	5.848,33	35,5162
13	40.310,14	5.848,33	35,5162
14	41.681,41	6.047,28	36,7244
15	41.681,41	6.047,28	36,7244
16	43.052,66	6.246,22	37,9325
17	43.052,66	6.246,22	37,9325
18	44.423,96	6.445,18	39,1407
19	44.423,96	6.445,18	39,1407
20	45.795,18	6.644,12	40,3489
21	45.795,18	6.644,12	40,3489
22	47.166,48	6.843,07	41,5571
23	47.166,48	6.843,07	41,5571
24	48.537,75	7.042,02	42,7653

25	48.537,75	7.042,02	42,7653
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26	49.909,00	7.240,96	43,9735
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27	49.909,00	7.240,96	43,9735
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28	51.280,27	7.439,91	45,1817
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Vergoedingen

Haard- en standplaatstoelage (enkel voor de OOB-barema's)

Grenzen		Haardtoelagen		Standplaats	
Jaar	Maand	Jaar	Maand	Jaar	Maand
27.856,02	2.321,33	1.253,31	104,44	626,66	52,22
31.757,62	2.646,47	626,66	52,22	313,33	26,11

Funciecomplement voor de hoofdverpleegkundigen en diensthoofden

84,64 EUR

Vanaf 18 jaar anciënniteit. Per maand.

Enkel voor werknemers die de IFIC-barema's niet volgen.

Toeslagen voor onregelmatige prestaties

Zaterdagwerk	26%
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Dagprestaties op zondag	56%
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Onderbroken dienst	50%
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Dagprestaties op een feestdag	56%
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Nachtprestaties	35%
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Nachtprestaties op zon- of feestdag (serviceflats: 50 %)	56%
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Avondprestaties (19-20u) (niet voor serviceflats)	20%
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Jaarlijkse premie in september voor verpleegkundigen

Niet meer van toepassing in een ROB of RVT in Vlaanderen voor nieuwe erkenningen vanaf 02.09.2016.

Bijzondere beroepsbekwaamheid (BBK)	1.279,42 EUR
Bijzondere beroepstitel (BBT)	3.838,38 EUR
Vergoedingen (enkel voor serviceflats)	
Toeslagen voor onregelmatige prestaties	
Zaterdagwerk	26%
Dagprestaties op zondag	56%
Onderbroken dienst	50%
Dagprestaties op een feestdag	56%
Nachtprestaties	35%
Nachtprestaties op zon- of feestdag	50%