



Koning Albertlaan 95
9000 GENT

P.C. VOOR DE GEZONDHEIDSINRICHTINGEN & -DIENSTEN 330 Wijkgezondheidscentra

Inwerkingtreding: 1 maart 2020

Index 2 % volgens de Wet van 2 augustus 1971,

zowel voor de schallonen als voor de reële lonen.

Indexcoëfficiënt : 1,7410

Index functiecomplement voor sommige werknemers.

Index IFIC-doelbarema's.

Indexcoëfficiënt : 1,0404

IFIC-barema's

Niet voor psychiatrische verzorgingstehuizen.

Gewaarborgd minimumloon (haard- en standplaatstoelage inbegrepen)

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

IFIC-barema's - fase 1 (federale)

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 01.05.2018

b) voor werknemers (in dienst op 30.04.2018) die kiezen om in te stappen in IFIC (keuze tot 30.06.2018)

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 overeengekomen bij ondernemingscao of collectief akkoord.

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
Ancienniteit						
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
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Anciënniteit

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
28					
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31					

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

30

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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					

1/24

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	13.413,69	1.946,10	11,8184	104,44	52,22	

1	14.486,28	2.101,72	12,7635	104,44	52,22
2	14.627,28	2.122,17	12,8877	104,44	52,22
3	14.768,26	2.142,63	13,0119	104,44	52,22
4	14.909,23	2.163,08	13,1361	104,44	52,22
5	15.050,21	2.183,53	13,2603	104,44	52,22
6	15.191,19	2.203,99	13,3845	104,44	52,22
7	15.332,16	2.224,44	13,5088	104,44	52,22
8	15.473,17	2.244,90	13,6330	104,44	52,22
9	15.614,14	2.265,35	13,7572	104,44	52,22
10	16.165,34	2.345,32	14,2428	82,25	30,03
11	16.334,45	2.369,86	14,3918	59,56	26,11
12	16.503,56	2.394,39	14,5408	52,22	26,11
13	16.672,70	2.418,93	14,6899	52,22	26,11
14	16.841,79	2.443,46	14,8388	52,22	26,11
15	17.010,90	2.468,00	14,9878	52,22	26,11
16	17.179,99	2.492,53	15,1368	52,22	26,11
17	17.349,13	2.517,07	15,2858	52,22	26,11
18	17.518,24	2.541,60	15,4348	52,22	26,11
19	17.687,33	2.566,14	15,5838	52,22	26,11
20	17.856,44	2.590,67	15,7328	52,22	26,11
21	18.025,55	2.615,21	15,8818	52,22	26,11
22	18.194,69	2.639,75	16,0308	52,22	26,11
23	18.363,80	2.664,28	16,1798	35,74	9,63
24	18.532,89	2.688,81	16,3288	13,05	

25	18.701,98	2.713,35	16,4778
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26	18.871,14	2.737,89	16,6268
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27	19.040,23	2.762,42	16,7758
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28	19.209,34	2.786,96	16,9248
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29	19.378,43	2.811,49	17,0738
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1/26

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	13.568,72	1.968,60	11,9550	104,44	52,22
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1	14.641,31	2.124,21	12,9001	104,44	52,22
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2	14.782,31	2.144,67	13,0243	104,44	52,22
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3	14.923,29	2.165,12	13,1485	104,44	52,22
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4	15.064,24	2.185,57	13,2727	104,44	52,22
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5	15.205,24	2.206,03	13,3969	104,44	52,22
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6	15.346,22	2.226,48	13,5211	104,44	52,22
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7	15.487,20	2.246,93	13,6454	104,44	52,22
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8	15.628,17	2.267,39	13,7696	104,44	52,22
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9	15.769,18	2.287,85	13,8938	104,44	52,22
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10	16.322,25	2.368,09	14,3811	61,20	26,11
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11	16.491,32	2.392,62	14,5301	52,22	26,11
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12	16.660,45	2.417,15	14,6791	52,22	26,11
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13	16.829,57	2.441,69	14,8281	52,22	26,11
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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
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28	19.776,65	2.869,26	17,4247
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29	19.949,13	2.894,29	17,5766
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	14.286,15	2.072,68	12,5871	104,44	52,22	
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1	15.451,48	2.241,75	13,6139	104,44	52,22	
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2	15.581,27	2.260,58	13,7282	104,44	52,22	
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3	15.711,05	2.279,41	13,8426	104,44	52,22	
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4	15.840,84	2.298,24	13,9569	104,44	52,22	
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5	15.970,64	2.317,07	14,0713	104,44	52,22	
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6	16.284,35	2.362,59	14,3477	66,28	26,11	
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7	16.598,08	2.408,10	14,6241	52,22	26,11	
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8	16.911,77	2.453,62	14,9005	52,22	26,11	
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9	17.225,48	2.499,13	15,1769	52,22	26,11	
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10	17.897,79	2.596,67	15,7693	52,22	26,11	
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11	18.211,50	2.642,19	16,0457	52,22	26,11	
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12	18.525,23	2.687,70	16,3221	14,08		
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13	18.838,94	2.733,22	16,5985			
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14	19.152,63	2.778,73	16,8749			
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15	19.467,28	2.824,38	17,1521			
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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
26	22.986,15	3.334,91	20,2525
27	23.306,06	3.381,32	20,5343
28	23.625,94	3.427,73	20,8162
29	23.945,85	3.474,14	21,0980
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	14.442,55	2.095,37	12,7249	104,44	52,22	
1	15.515,16	2.250,99	13,6700	104,44	52,22	
2	15.656,16	2.271,45	13,7942	104,44	52,22	
3	15.797,11	2.291,90	13,9184	104,44	52,22	
4	15.938,09	2.312,35	14,0426	104,44	52,22	

5	16.079,09	2.332,81	14,1669	93,83	41,61
6	16.220,07	2.353,26	14,2911	74,91	26,11
7	16.361,05	2.373,72	14,4153	55,99	26,11
8	16.502,05	2.394,17	14,5395	52,22	26,11
9	16.643,03	2.414,63	14,6637	52,22	26,11
10	17.196,23	2.494,89	15,1511	52,22	26,11
11	17.365,29	2.519,41	15,3001	52,22	26,11
12	17.534,43	2.543,95	15,4491	52,22	26,11
13	17.703,51	2.568,48	15,5981	52,22	26,11
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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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
28	24.129,44	3.500,78	21,2598
29	24.769,37	3.593,62	21,8236
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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	16.732,19	2.427,56	14,7423	52,22	26,11
8	16.732,19	2.427,56	14,7423	52,22	26,11
9	17.001,18	2.466,59	14,9793	52,22	26,11
10	17.359,71	2.518,60	15,2952	52,22	26,11
11	17.718,26	2.570,62	15,6111	52,22	26,11
12	17.718,26	2.570,62	15,6111	52,22	26,11
13	18.076,82	2.622,65	15,9270	52,22	26,11
14	18.076,82	2.622,65	15,9270	52,22	26,11
15	18.435,37	2.674,66	16,2429	26,14	0,03
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

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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
30	22.895,07	3.321,69	20,1722
31	23.260,69	3.374,74	20,4944

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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	15.342,70	2.225,97	13,5180	104,44	52,22	
1	16.508,02	2.395,04	14,5448	52,22	26,11	
2	16.508,02	2.395,04	14,5448	52,22	26,11	
3	16.776,96	2.434,06	14,7817	52,22	26,11	
4	16.776,96	2.434,06	14,7817	52,22	26,11	
5	17.135,52	2.486,08	15,0976	52,22	26,11	
6	17.135,52	2.486,08	15,0976	52,22	26,11	
7	19.451,96	2.822,16	17,1386			
8	19.451,96	2.822,16	17,1386			

9	20.000,45	2.901,73	17,6219
10	20.366,06	2.954,78	17,9440
11	20.914,53	3.034,35	18,4272
12	20.914,53	3.034,35	18,4272
13	21.463,02	3.113,93	18,9105
14	21.463,02	3.113,93	18,9105
15	22.011,48	3.193,50	19,3937
16	22.011,48	3.193,50	19,3937
17	22.559,95	3.273,07	19,8770
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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29			
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	15.432,31	2.238,97	13,5970	104,44	52,22	
1	16.552,84	2.401,54	14,5843	52,22	26,11	
2	16.552,84	2.401,54	14,5843	52,22	26,11	
3	16.821,78	2.440,56	14,8212	52,22	26,11	
4	16.821,78	2.440,56	14,8212	52,22	26,11	
5	17.090,77	2.479,59	15,0582	52,22	26,11	
6	17.090,77	2.479,59	15,0582	52,22	26,11	
7	17.359,69	2.518,60	15,2952	52,22	26,11	
8	17.359,69	2.518,60	15,2952	52,22	26,11	
9	17.628,63	2.557,62	15,5321	52,22	26,11	
10	17.987,20	2.609,64	15,8480	52,22	26,11	
11	18.345,73	2.661,66	16,1639	38,17	12,06	
12	18.345,73	2.661,66	16,1639	38,17	12,06	
13	18.704,29	2.713,68	16,4798			
14	18.704,29	2.713,68	16,4798			
15	19.062,81	2.765,70	16,7957			
16	19.062,81	2.765,70	16,7957			
17	19.421,47	2.817,73	17,1117			
18	19.421,47	2.817,73	17,1117			
19	19.787,08	2.870,78	17,4339			
20	19.787,08	2.870,78	17,4339			
21	20.152,73	2.923,83	17,7560			

22	20.152,73	2.923,83	17,7560
23	20.518,35	2.976,87	18,0782
24	20.518,35	2.976,87	18,0782
25	20.883,96	3.029,91	18,4003
26	20.883,96	3.029,91	18,4003
27	21.249,61	3.082,96	18,7225
28	21.249,61	3.082,96	18,7225
29	21.615,25	3.136,01	19,0446
30	21.615,25	3.136,01	19,0446
31	21.980,87	3.189,06	19,3667

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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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31			

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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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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
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25	22.209,23	3.222,19	19,5680
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26	22.529,11	3.268,60	19,8498
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27	22.849,04	3.315,01	20,1317
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28	23.168,90	3.361,42	20,4135
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29	23.488,80	3.407,83	20,6953
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	16.239,11	2.356,02	14,3078	72,35	26,11	
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1	17.404,43	2.525,09	15,3346	52,22	26,11	
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2	17.404,43	2.525,09	15,3346	52,22	26,11	
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3	17.673,37	2.564,11	15,5715	52,22	26,11	
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4	17.673,37	2.564,11	15,5715	52,22	26,11	
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5	18.031,95	2.616,14	15,8875	52,22	26,11	
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6	18.031,95	2.616,14	15,8875	52,22	26,11	
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7	18.749,05	2.720,17	16,5193			
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8	18.749,05	2.720,17	16,5193			
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9	19.467,18	2.824,36	17,1520			
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10	19.832,80	2.877,41	17,4741			
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11	20.472,73	2.970,25	18,0380			
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12	20.472,73	2.970,25	18,0380			
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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
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31			

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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

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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
28			
29			
30			
31			

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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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
25	29.294,15	4.250,09	25,8103
26			
27			

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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	17.359,61	2.518,59	15,2951	52,22	26,11	
1	18.524,91	2.687,66	16,3218	14,12		
2	18.524,91	2.687,66	16,3218	14,12		
3	18.793,87	2.726,68	16,5588			
4	18.793,87	2.726,68	16,5588			
5	19.152,40	2.778,69	16,8747			
6	19.152,40	2.778,69	16,8747			
7	19.878,56	2.884,05	17,5145			
8	19.878,56	2.884,05	17,5145			
9	20.609,89	2.990,15	18,1588			
10	20.975,54	3.043,20	18,4810			
11	21.615,45	3.136,04	19,0448			
12	21.615,45	3.136,04	19,0448			
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
30			
31			

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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
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31	23.900,60	3.467,58	21,0582
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	18.689,11	2.711,48	16,4665
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1	19.909,02	2.888,47	17,5413
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2	19.909,02	2.888,47	17,5413
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3	20.457,49	2.968,04	18,0245
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4	20.457,49	2.968,04	18,0245
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5	21.005,95	3.047,61	18,5078
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6	21.005,95	3.047,61	18,5078
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7	23.443,71	3.401,29	20,6556
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8	23.443,71	3.401,29	20,6556
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9	23.992,18	3.480,87	21,1389
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10	24.357,82	3.533,91	21,4610
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11	24.906,31	3.613,49	21,9443
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12	24.906,31	3.613,49	21,9443
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13	25.454,77	3.693,06	22,4275
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14	25.454,77	3.693,06	22,4275
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15	26.003,26	3.772,64	22,9108
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16	26.003,26	3.772,64	22,9108
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17	26.551,73	3.852,21	23,3940
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18	26.551,73	3.852,21	23,3940
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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
28			
29			
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31			

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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
29	28.746,08	4.170,58	25,3274
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31			

Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	18.704,24	2.713,67	16,4798			
1	19.878,53	2.884,04	17,5144			
2	19.878,53	2.884,04	17,5144			
3	20.152,83	2.923,84	17,7561			
4	20.152,83	2.923,84	17,7561			
5	20.518,47	2.976,89	18,0783			
6	20.518,47	2.976,89	18,0783			
7	21.249,78	3.082,99	18,7226			
8	21.249,78	3.082,99	18,7226			
9	21.981,12	3.189,09	19,3670			
10	22.346,76	3.242,14	19,6891			
11	22.986,70	3.334,99	20,2530			
12	22.986,70	3.334,99	20,2530			
13	23.626,61	3.427,83	20,8168			
14	23.626,61	3.427,83	20,8168			
15	24.266,52	3.520,67	21,3806			
16	24.266,52	3.520,67	21,3806			
17	24.906,46	3.613,51	21,9444			
18	24.906,46	3.613,51	21,9444			
19	25.546,39	3.706,36	22,5082			
20	25.546,39	3.706,36	22,5082			

21	26.186,28	3.799,19	23,0720
22	26.186,28	3.799,19	23,0720
23	26.826,22	3.892,04	23,6359
24	26.826,22	3.892,04	23,6359
25	27.466,16	3.984,88	24,1997
26	27.466,16	3.984,88	24,1997
27	28.106,04	4.077,72	24,7635
28	28.106,04	4.077,72	24,7635
29	28.746,01	4.170,57	25,3273
30	28.746,01	4.170,57	25,3273
31	29.385,92	4.263,41	25,8911

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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	19.619,46	2.846,46	17,2862			
1	20.625,34	2.992,39	18,1724			
2	20.625,34	2.992,39	18,1724			
3	21.356,67	3.098,50	18,8168			
4	21.356,67	3.098,50	18,8168			
5	22.088,06	3.204,61	19,4612			
6	22.088,06	3.204,61	19,4612			
7	22.819,39	3.310,71	20,1055			
8	22.819,39	3.310,71	20,1055			
9	23.550,70	3.416,81	20,7499			

10	23.916,35	3.469,86	21,0720
11	24.647,68	3.575,97	21,7164
12	24.647,68	3.575,97	21,7164
13	25.379,04	3.682,08	22,3608
14	25.379,04	3.682,08	22,3608
15	26.110,38	3.788,18	23,0051
16	26.110,38	3.788,18	23,0051
17	26.841,71	3.894,28	23,6495
18	26.841,71	3.894,28	23,6495
19	27.573,07	4.000,39	24,2939
20	27.573,07	4.000,39	24,2939
21	28.304,41	4.106,50	24,9382
22	28.304,41	4.106,50	24,9382
23	29.035,77	4.212,61	25,5826
24	29.035,77	4.212,61	25,5826
25	29.767,10	4.318,71	26,2270
26	29.767,10	4.318,71	26,2270
27	30.498,44	4.424,82	26,8713
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	19.421,54	2.817,74	17,1118			
1	20.609,89	2.990,15	18,1588			
2	20.609,89	2.990,15	18,1588			
3	20.884,19	3.029,95	18,4005			
4	20.884,19	3.029,95	18,4005			
5	21.249,80	3.082,99	18,7226			
6	21.249,80	3.082,99	18,7226			
7	21.981,14	3.189,10	19,3670			
8	21.981,14	3.189,10	19,3670			
9	22.712,50	3.295,21	20,0114			
10	23.078,12	3.348,25	20,3335			
11	23.718,06	3.441,10	20,8973			
12	23.718,06	3.441,10	20,8973			
13	24.357,99	3.533,94	21,4612			
14	24.357,99	3.533,94	21,4612			
15	24.997,91	3.626,78	22,0250			
16	24.997,91	3.626,78	22,0250			
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

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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	21.615,32	3.136,02	19,0447			125,44

1	22.392,32	3.248,75	19,7293	129,95
2	22.392,32	3.248,75	19,7293	129,95
3	23.123,66	3.354,86	20,3736	134,19
4	23.123,66	3.354,86	20,3736	134,19
5	23.855,02	3.460,97	21,0180	138,44
6	23.855,02	3.460,97	21,0180	138,44
7	24.586,33	3.567,07	21,6623	142,68
8	24.586,33	3.567,07	21,6623	142,68
9	25.317,69	3.673,17	22,3067	293,85
10	25.683,33	3.726,22	22,6289	298,10
11	26.414,67	3.832,33	23,2732	306,59
12	26.414,67	3.832,33	23,2732	306,59
13	27.146,03	3.938,44	23,9176	315,08
14	27.146,03	3.938,44	23,9176	315,08
15	27.877,36	4.044,54	24,5620	323,56
16	27.877,36	4.044,54	24,5620	323,56
17	28.608,70	4.150,65	25,2063	332,05
18	28.608,70	4.150,65	25,2063	498,08
19	29.340,06	4.256,75	25,8507	510,81
20	29.340,06	4.256,75	25,8507	510,81
21	30.071,39	4.362,86	26,4951	523,54
22	30.071,39	4.362,86	26,4951	523,54
23	30.802,73	4.468,96	27,1394	536,28
24	30.802,73	4.468,96	27,1394	536,28

25	31.534,06	4.575,07	27,7838	549,01
26	31.534,06	4.575,07	27,7838	549,01
27	32.265,40	4.681,17	28,4282	561,74
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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	22.301,00	3.235,50	19,6488			
1	23.306,85	3.381,44	20,5350			
2	23.306,85	3.381,44	20,5350			

3	24.038,19	3.487,54	21,1794
4	24.038,19	3.487,54	21,1794
5	24.769,55	3.593,65	21,8238
6	24.769,55	3.593,65	21,8238
7	25.500,91	3.699,76	22,4682
8	25.500,91	3.699,76	22,4682
9	26.232,24	3.805,86	23,1125
10	26.597,88	3.858,91	23,4347
11	27.329,22	3.965,01	24,0790
12	27.329,22	3.965,01	24,0790
13	28.060,56	4.071,12	24,7234
14	28.060,56	4.071,12	24,7234
15	28.791,92	4.177,23	25,3678
16	28.791,92	4.177,23	25,3678
17	29.523,25	4.283,33	26,0121
18	29.523,25	4.283,33	26,0121
19	30.254,56	4.389,43	26,6565
20	30.254,56	4.389,43	26,6565
21	30.985,92	4.495,54	27,3009
22	30.985,92	4.495,54	27,3009
23	31.717,28	4.601,65	27,9452
24	31.717,28	4.601,65	27,9452
25	32.448,62	4.707,75	28,5896
26	32.448,62	4.707,75	28,5896

27	33.179,98	4.813,86	29,2340
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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

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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	27.420,30	3.978,23				
1	28.060,21	4.071,07				
2	28.060,21	4.071,07				
3	29.180,07	4.233,54				
4	29.180,07	4.233,54				

5	30.299,90	4.396,01
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6	30.299,90	4.396,01
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7	31.419,76	4.558,48
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8	31.419,76	4.558,48
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9	32.539,59	4.720,95
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10	32.539,59	4.720,95
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11	33.659,45	4.883,43
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12	33.659,45	4.883,43
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13	34.779,29	5.045,90
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14	34.779,29	5.045,90
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15	35.899,15	5.208,37
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16	35.899,15	5.208,37
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17	37.019,01	5.370,84
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18	37.019,01	5.370,84
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19	38.138,82	5.533,31
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20	38.138,82	5.533,31
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21	39.258,70	5.695,78
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22	39.258,70	5.695,78
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23	40.378,53	5.858,25
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	29.400,99	4.265,59				
1	29.400,99	4.265,59				
2	30.040,93	4.358,44				
3	30.040,93	4.358,44				
4	31.023,68	4.501,02				
5	31.023,68	4.501,02				
6	32.006,40	4.643,60				
7	32.006,40	4.643,60				
8	32.989,12	4.786,17				
9	32.989,12	4.786,17				
10	33.971,85	4.928,75				
11	33.971,85	4.928,75				
12	34.954,60	5.071,33				
13	34.954,60	5.071,33				
14	35.937,35	5.213,91				
15	35.937,35	5.213,91				
16	36.920,07	5.356,49				
17	36.920,07	5.356,49				

18	37.902,77	5.499,06
19	37.902,77	5.499,06
20	38.885,52	5.641,64
21	38.885,52	5.641,64
22	39.868,27	5.784,22
23	39.868,27	5.784,22
24	40.851,02	5.926,80
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	29.705,73	4.309,81				
1	29.705,73	4.309,81				
2	31.077,00	4.508,75				
3	31.077,00	4.508,75				
4	32.448,27	4.707,70				
5	32.448,27	4.707,70				
6	33.819,52	4.906,65				

7	33.819,52	4.906,65
8	35.190,79	5.105,60
9	35.190,79	5.105,60
10	36.562,09	5.304,55
11	36.562,09	5.304,55
12	37.933,31	5.503,49
13	37.933,31	5.503,49
14	39.304,61	5.702,44
15	39.304,61	5.702,44
16	40.675,86	5.901,39
17	40.675,86	5.901,39
18	42.047,13	6.100,34
19	42.047,13	6.100,34
20	43.418,38	6.299,28
21	43.418,38	6.299,28
22	44.789,67	6.498,23
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
0	30.619,88	4.442,43				
1	31.259,82	4.535,28				
2	31.259,82	4.535,28				
3	32.379,65	4.697,75				
4	32.379,65	4.697,75				
5	33.499,49	4.860,22				
6	33.499,49	4.860,22				
7	34.619,37	5.022,69				
8	34.619,37	5.022,69				
9	35.739,18	5.185,16				
10	35.739,18	5.185,16				
11	36.859,04	5.347,63				
12	36.859,04	5.347,63				
13	37.978,87	5.510,10				
14	37.978,87	5.510,10				
15	39.098,73	5.672,57				
16	39.098,73	5.672,57				
17	40.218,57	5.835,04				
18	40.218,57	5.835,04				
19	41.338,43	5.997,52				

20	41.338,43	5.997,52
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21	42.458,26	6.159,99
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Anc	Basis	Maand	Uur	Haard	Standplaats	Func. toeslag
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0	32.082,55	4.654,64
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1	32.082,55	4.654,64
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2	33.453,80	4.853,59
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3	33.453,80	4.853,59
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4	34.825,10	5.052,54
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5	34.825,10	5.052,54
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6	36.196,37	5.251,49
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7	36.196,37	5.251,49
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8	37.567,62	5.450,44
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9	37.567,62	5.450,44
10	38.938,89	5.649,38
11	38.938,89	5.649,38
12	40.310,14	5.848,33
13	40.310,14	5.848,33
14	41.681,41	6.047,28
15	41.681,41	6.047,28
16	43.052,66	6.246,22
17	43.052,66	6.246,22
18	44.423,96	6.445,18
19	44.423,96	6.445,18
20	45.795,18	6.644,12
21	45.795,18	6.644,12
22	47.166,48	6.843,07
23	47.166,48	6.843,07
24	48.537,75	7.042,02
25	48.537,75	7.042,02
26	49.909,00	7.240,96
27	49.909,00	7.240,96
28	51.280,27	7.439,91
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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

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	56%
Avondprestaties (19-20u)	20%

Funcietoeslag voor de hoofden

berekend hierboven bij relevante schalen (enkel voor de OOB-barema's)

< 9 jaar anciënniteit	4%
tussen 9 en 17 jaar anciënniteit	8%
vanaf 18 jaar anciënniteit	12%

Bijkomend functiecomplement voor de hoofdverpleegkundigen en diensthoofden

84,64 EUR

(enkel voor de OOB-barema's)

Vanaf 18 jaar anciënniteit. Per maand.

(relevante schalen 1.78S-1.79-1.80)

Jaarlijkse attractiviteitspremie

667,55 EUR

geïndexeerd bedrag van het forfaitair gedeelte

Jaarlijkse premie in september voor verpleegkundigen

Niet meer van toepassing op de categorale ziekenhuizen in Vlaanderen voor nieuwe erkenningen vanaf 02.09.2016.

Geen nieuwe toekenningen in ziekenhuizen vanaf 01.09.2018.

Bijzondere beroepsbekwaamheid (BBK)	1.279,42
Bijzondere beroepstitel (BBT)	3.838,38
