

# **Actuele Lonen en Vergoedingen**

## **Gehandicaptenzorg, jongerenwelzijn en welzijnswerk**

### **Inhoud**

#### **Funcieclassificatie**

#### **Gewaarborgd minimumloon**

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B2b  
B2a  
B1c  
B1b  
B1Abis  
B1a  
MV2  
MV1  
A2  
A1  
L1  
K5  
K3  
K2  
K1  
G1  
GS

#### **Vergoedingen onregelmatige prestaties en vakantieverblijven**

#### **Eindejaarspremie (uitvoering VIA-akkoord)**

#### **Vakbondspremie**

#### **Vervoersonkosten**

Openbaar vervoer  
Privé-vervoer (niet met fiets) vanaf 1.7.2009 (CAO 29.5.2009)  
Vervoerstussenkomst voor dienstopdrachten

## Functieclassificatie

Onderstaande tabel is hoofdzakelijk gebaseerd op de bijlage van de CAO (tot vaststelling van de loonbarema's en indexveranderlijke bedragen in euro) van 27.1.2003.

| Barema | Gehandicaptenzorg                                                                                  | Bijzondere jeugdbijstand                                                                           | Algemeen welzijnswerk                            | Sociale verhuurkantoren en verhuurdersbonden (vanaf 27.4.2004) |
|--------|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------------|
| L4     | logistiek personeel klasse 4                                                                       | logistiek personeel klasse 4                                                                       | logistiek personeel klasse 4                     | logistiek personeel klasse 4                                   |
| L3     | logistiek personeel klasse 3<br>(in dienst na 1.11.1993)                                           | logistiek personeel klasse 3                                                                       | logistiek personeel klasse 3                     | logistiek personeel klasse 3                                   |
| L2     | logistiek personeel klasse 2                                                                       | logistiek personeel klasse 2                                                                       | logistiek personeel klasse 2                     | logistiek personeel klasse 2                                   |
| A1     | administratief + logistiek<br>personeel klasse 1                                                   | administratief personeel<br>klasse 1                                                               | administratief + logistiek<br>personeel klasse 1 | administratief medewerker<br>klasse 1                          |
|        |                                                                                                    | - administratief klasse 2                                                                          | administratief personeel<br>klasse 2             | administratief medewerker<br>klasse 2                          |
| A2     | administratief klasse 2                                                                            | - administratief personeel<br>klasse 3 in dienst voor<br>1.12.1991 na 5 jaar<br>dienstanciënniteit |                                                  |                                                                |
| A3     | administratief personeel<br>klasse 3                                                               | administratief personeel<br>klasse 3                                                               | administratief personeel<br>klasse 3             | administratief medewerker<br>klasse 3                          |
| MV2    | gebrevetteerde<br>verpleegkundige                                                                  | gebrevetteerde<br>verpleegkundige                                                                  |                                                  |                                                                |
| B3     | begeleidend en verzorgend<br>personeel klasse 3                                                    | begeleidend personeel klasse<br>3                                                                  |                                                  |                                                                |
| B2B    | begeleidend en verzorgend<br>personeel klasse 2B                                                   | begeleidend personeel klasse<br>2B                                                                 | hulpverlener klasse 2B                           | (huurders)begeleider /<br>adviesverlener klasse 2B             |
| B2A    | begeleidend en verzorgend<br>personeel klasse 2A                                                   | begeleidend personeel klasse<br>2A                                                                 | hulpverlener klasse 2A                           | (huurders)begeleider /<br>adviesverlener klasse 2A             |
| B1C    | opvoedend personeel klasse<br>1                                                                    | begeleidend personeel klasse<br>1                                                                  | hulpverlener klasse 1                            | (huurders)begeleider /<br>adviesverlener klasse 1              |
| B1B    | - hoofdopvoeder<br>- diensthoofd<br>maatschappelijk werker<br>- diensthoofd paramedische<br>dienst | hoofdbegeleider                                                                                    | teambegeleider                                   |                                                                |

| Barema | Gehandicaptenzorg                                                                                                                                                                              | Bijzondere jeugdbijstand                                                                                                                                                                | Algemeen welzijnswerk                                                            | Sociale verhuurkantoren en verhuurdersbonden (vanaf 27.4.2004) |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------|
|        | - opvoeder-groepchef                                                                                                                                                                           | - eerste begeleider                                                                                                                                                                     | - verantwoordelijke                                                              | - coördinator huurdersbond                                     |
| B1A    | - verantwoordelijke ambulante dienst<br>- coördinator paramedische dienst                                                                                                                      | - verantwoordelijke                                                                                                                                                                     | - coördinator meerdere teams                                                     | - jurist                                                       |
| MV1    | sociaal, paramedisch en therapeutisch personeel                                                                                                                                                | verpleger A1<br>maatschappelijk assistent<br>graduaat orthopedagogie als bijzondere functie<br>begeleidend personeel<br>klasse1 voor 1.1.1995 in dienst van voorziening van categorie 7 |                                                                                  |                                                                |
| L1     | licentiaten en tandarts                                                                                                                                                                        | bijzondere functie met licentiaatdiploma                                                                                                                                                | hulpverlener waarvoor een universitair diploma gevraagd werd bij de sollicitatie |                                                                |
| K5     | onderdirecteur<br>directeur 13-29 bedden<br>directeur 6-12 bedden<br>verantwoordelijke of directeur diensten plaatsing in gezinnen<br>verantwoordelijke ambulante dienst<br>directiemedewerker | directeur 13 - 29<br>directeur voorziening 3,4,5,6 of 7<br>onderdirecteur                                                                                                               |                                                                                  |                                                                |
| K3     | directeur 30-59 bedden                                                                                                                                                                         | directeur 30 tot 59<br>directeur voorziening 7 + 300 plaatsingen                                                                                                                        |                                                                                  |                                                                |
| K2     | directeur 60-89 bedden                                                                                                                                                                         | directeur 60 tot 89                                                                                                                                                                     |                                                                                  |                                                                |
| K1     | directeur +90 bedden                                                                                                                                                                           | directeur van 90 en meer                                                                                                                                                                |                                                                                  |                                                                |
| G1     | geneesheer omnipracticus                                                                                                                                                                       |                                                                                                                                                                                         |                                                                                  |                                                                |
| GS     | geneesheer specialist                                                                                                                                                                          | geneesheer psychiater                                                                                                                                                                   |                                                                                  |                                                                |

## Gewaarborgd minimumloon

Vanaf 1.2.2026

| Maandloon | Uurloon |
|-----------|---------|
| 2349,95   | 14,271  |

**Loonschaal L4**  
**Index 117,17**

**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachturen |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 2.294,94  | 13,94   | 2,79                               | 13,94  | 6,97     | 2,79      |
| 1       | 2.323,55  | 14,11   | 2,82                               | 14,11  | 7,06     | 2,82      |
| 2       | 2.352,11  | 14,28   | 2,86                               | 14,28  | 7,14     | 2,86      |
| 3       | 2.380,72  | 14,46   | 2,89                               | 14,46  | 7,23     | 2,89      |
| 4       | 2.414,35  | 14,66   | 2,93                               | 14,66  | 7,33     | 2,93      |
| 5       | 2.439,18  | 14,81   | 2,96                               | 14,81  | 7,41     | 2,96      |
| 6       | 2.528,99  | 15,36   | 3,07                               | 15,36  | 7,68     | 3,07      |
| 7       | 2.545,62  | 15,46   | 3,09                               | 15,46  | 7,73     | 3,09      |
| 8       | 2.643,62  | 16,05   | 3,21                               | 16,05  | 8,03     | 3,21      |
| 9       | 2.652,06  | 16,11   | 3,22                               | 16,11  | 8,05     | 3,22      |
| 10      | 2.758,26  | 16,75   | 3,35                               | 16,75  | 8,38     | 3,35      |
| 11      | 2.758,56  | 16,75   | 3,35                               | 16,75  | 8,38     | 3,35      |
| 12      | 2.872,90  | 17,45   | 3,49                               | 17,45  | 8,72     | 3,49      |
| 13      | 2.872,90  | 17,45   | 3,49                               | 17,45  | 8,72     | 3,49      |
| 14      | 2.987,53  | 18,14   | 3,63                               | 18,14  | 9,07     | 3,63      |
| 15      | 2.987,53  | 18,14   | 3,63                               | 18,14  | 9,07     | 3,63      |
| 16      | 3.036,13  | 18,44   | 3,69                               | 18,44  | 9,22     | 3,69      |
| 17      | 3.036,13  | 18,44   | 3,69                               | 18,44  | 9,22     | 3,69      |
| 18      | 3.150,77  | 19,13   | 3,83                               | 19,13  | 9,57     | 3,83      |
| 19      | 3.150,77  | 19,13   | 3,83                               | 19,13  | 9,57     | 3,83      |
| 20      | 3.265,41  | 19,83   | 3,97                               | 19,83  | 9,92     | 3,97      |
| 21      | 3.265,41  | 19,83   | 3,97                               | 19,83  | 9,92     | 3,97      |
| 22      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06      |
| 23      | 3.428,64  | 20,82   | 4,16                               | 20,82  | 10,41    | 4,16      |
| 24      | 3.543,27  | 21,52   | 4,30                               | 21,52  | 10,76    | 4,30      |
| 25      | 3.549,70  | 21,56   | 4,31                               | 21,56  | 10,78    | 4,31      |
| 26      | 3.555,66  | 21,59   | 4,32                               | 21,59  | 10,80    | 4,32      |
| 27      | 3.561,18  | 21,63   | 4,33                               | 21,63  | 10,81    | 4,33      |
| 28      | 3.566,29  | 21,66   | 4,33                               | 21,66  | 10,83    | 4,33      |
| 29      | 3.571,02  | 21,69   | 4,34                               | 21,69  | 10,84    | 4,34      |
| 30      | 3.575,41  | 21,71   | 4,34                               | 21,71  | 10,86    | 4,34      |
| 31      | 3.579,47  | 21,74   | 4,35                               | 21,74  | 10,87    | 4,35      |
| 32      | 3.583,24  | 21,76   | 4,35                               | 21,76  | 10,88    | 4,35      |
| 33      | 3.586,72  | 21,78   | 4,36                               | 21,78  | 10,89    | 4,36      |
| 34      | 3.589,95  | 21,80   | 4,36                               | 21,80  | 10,90    | 4,36      |
| 35      | 3.592,93  | 21,82   | 4,36                               | 21,82  | 10,91    | 4,36      |

**Loonschaal L3**  
**Index 117,17**

**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 2.401,71  | 14,59   | 2,92                               | 14,59  | 7,29     | 2,92           |
| 1       | 2.493,78  | 15,14   | 3,03                               | 15,14  | 7,57     | 3,03           |
| 2       | 2.586,85  | 15,71   | 3,14                               | 15,71  | 7,85     | 3,14           |
| 3       | 2.679,93  | 16,27   | 3,26                               | 16,27  | 8,14     | 3,26           |
| 4       | 2.773,00  | 16,84   | 3,37                               | 16,84  | 8,42     | 3,37           |
| 5       | 2.773,00  | 16,84   | 3,37                               | 16,84  | 8,42     | 3,37           |
| 6       | 2.905,64  | 17,65   | 3,53                               | 17,65  | 8,82     | 3,53           |
| 7       | 2.905,64  | 17,65   | 3,53                               | 17,65  | 8,82     | 3,53           |
| 8       | 3.020,69  | 18,34   | 3,67                               | 18,34  | 9,17     | 3,67           |
| 9       | 3.020,69  | 18,34   | 3,67                               | 18,34  | 9,17     | 3,67           |
| 10      | 3.104,91  | 18,86   | 3,77                               | 18,86  | 9,43     | 3,77           |
| 11      | 3.104,91  | 18,86   | 3,77                               | 18,86  | 9,43     | 3,77           |
| 12      | 3.237,56  | 19,66   | 3,93                               | 19,66  | 9,83     | 3,93           |
| 13      | 3.237,56  | 19,66   | 3,93                               | 19,66  | 9,83     | 3,93           |
| 14      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06           |
| 15      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06           |
| 16      | 3.436,82  | 20,87   | 4,17                               | 20,87  | 10,44    | 4,17           |
| 17      | 3.436,82  | 20,87   | 4,17                               | 20,87  | 10,44    | 4,17           |
| 18      | 3.569,47  | 21,68   | 4,34                               | 21,68  | 10,84    | 4,34           |
| 19      | 3.569,47  | 21,68   | 4,34                               | 21,68  | 10,84    | 4,34           |
| 20      | 3.702,12  | 22,48   | 4,50                               | 22,48  | 11,24    | 4,50           |
| 21      | 3.702,12  | 22,48   | 4,50                               | 22,48  | 11,24    | 4,50           |
| 22      | 3.834,77  | 23,29   | 4,66                               | 23,29  | 11,64    | 4,66           |
| 23      | 3.967,42  | 24,09   | 4,82                               | 24,09  | 12,05    | 4,82           |
| 24      | 4.100,08  | 24,90   | 4,98                               | 24,90  | 12,45    | 4,98           |
| 25      | 4.107,51  | 24,94   | 4,99                               | 24,94  | 12,47    | 4,99           |
| 26      | 4.114,41  | 24,99   | 5,00                               | 24,99  | 12,49    | 5,00           |
| 27      | 4.120,79  | 25,03   | 5,01                               | 25,03  | 12,51    | 5,01           |
| 28      | 4.126,71  | 25,06   | 5,01                               | 25,06  | 12,53    | 5,01           |
| 29      | 4.132,19  | 25,09   | 5,02                               | 25,09  | 12,55    | 5,02           |
| 30      | 4.137,27  | 25,13   | 5,03                               | 25,13  | 12,56    | 5,03           |
| 31      | 4.141,97  | 25,15   | 5,03                               | 25,15  | 12,58    | 5,03           |
| 32      | 4.146,32  | 25,18   | 5,04                               | 25,18  | 12,59    | 5,04           |
| 33      | 4.150,35  | 25,20   | 5,04                               | 25,20  | 12,60    | 5,04           |
| 34      | 4.154,08  | 25,23   | 5,05                               | 25,23  | 12,61    | 5,05           |
| 35      | 4.157,54  | 25,25   | 5,05                               | 25,25  | 12,62    | 5,05           |

**Loonschaal L2**  
**Index 121,90**

**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 2.596,77  | 15,77   | 3,15                               | 15,77  | 7,88     | 3,15           |
| 1       | 2.697,88  | 16,38   | 3,28                               | 16,38  | 8,19     | 3,28           |
| 2       | 2.799,00  | 17,00   | 3,40                               | 17,00  | 8,50     | 3,40           |
| 3       | 2.900,11  | 17,61   | 3,52                               | 17,61  | 8,81     | 3,52           |
| 4       | 3.001,22  | 18,23   | 3,65                               | 18,23  | 9,11     | 3,65           |
| 5       | 3.001,22  | 18,23   | 3,65                               | 18,23  | 9,11     | 3,65           |
| 6       | 3.079,30  | 18,70   | 3,74                               | 18,70  | 9,35     | 3,74           |
| 7       | 3.079,30  | 18,70   | 3,74                               | 18,70  | 9,35     | 3,74           |
| 8       | 3.223,41  | 19,58   | 3,92                               | 19,58  | 9,79     | 3,92           |
| 9       | 3.223,41  | 19,58   | 3,92                               | 19,58  | 9,79     | 3,92           |
| 10      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06           |
| 11      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06           |
| 12      | 3.445,60  | 20,92   | 4,18                               | 20,92  | 10,46    | 4,18           |
| 13      | 3.445,60  | 20,92   | 4,18                               | 20,92  | 10,46    | 4,18           |
| 14      | 3.589,71  | 21,80   | 4,36                               | 21,80  | 10,90    | 4,36           |
| 15      | 3.589,71  | 21,80   | 4,36                               | 21,80  | 10,90    | 4,36           |
| 16      | 3.733,83  | 22,68   | 4,54                               | 22,68  | 11,34    | 4,54           |
| 17      | 3.733,83  | 22,68   | 4,54                               | 22,68  | 11,34    | 4,54           |
| 18      | 3.877,94  | 23,55   | 4,71                               | 23,55  | 11,78    | 4,71           |
| 19      | 3.877,94  | 23,55   | 4,71                               | 23,55  | 11,78    | 4,71           |
| 20      | 4.022,06  | 24,43   | 4,89                               | 24,43  | 12,21    | 4,89           |
| 21      | 4.022,06  | 24,43   | 4,89                               | 24,43  | 12,21    | 4,89           |
| 22      | 4.166,17  | 25,30   | 5,06                               | 25,30  | 12,65    | 5,06           |
| 23      | 4.310,29  | 26,18   | 5,24                               | 26,18  | 13,09    | 5,24           |
| 24      | 4.454,40  | 27,05   | 5,41                               | 27,05  | 13,53    | 5,41           |
| 25      | 4.462,48  | 27,10   | 5,42                               | 27,10  | 13,55    | 5,42           |
| 26      | 4.469,97  | 27,15   | 5,43                               | 27,15  | 13,57    | 5,43           |
| 27      | 4.476,91  | 27,19   | 5,44                               | 27,19  | 13,59    | 5,44           |
| 28      | 4.483,34  | 27,23   | 5,45                               | 27,23  | 13,61    | 5,45           |
| 29      | 4.489,29  | 27,26   | 5,45                               | 27,26  | 13,63    | 5,45           |
| 30      | 4.494,81  | 27,30   | 5,46                               | 27,30  | 13,65    | 5,46           |
| 31      | 4.499,91  | 27,33   | 5,47                               | 27,33  | 13,66    | 5,47           |
| 32      | 4.504,64  | 27,36   | 5,47                               | 27,36  | 13,68    | 5,47           |
| 33      | 4.509,02  | 27,38   | 5,48                               | 27,38  | 13,69    | 5,48           |
| 34      | 4.513,08  | 27,41   | 5,48                               | 27,41  | 13,70    | 5,48           |
| 35      | 4.516,83  | 27,43   | 5,49                               | 27,43  | 13,72    | 5,49           |

**Loonschaal B2b**  
**Index 121,90**

**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 2.607,32  | 15,83   | 3,17                               | 15,83  | 7,92     | 3,17           |
| 1       | 2.655,05  | 16,12   | 3,22                               | 16,12  | 8,06     | 3,22           |
| 2       | 2.709,19  | 16,45   | 3,29                               | 16,45  | 8,23     | 3,29           |
| 3       | 2.806,29  | 17,04   | 3,41                               | 17,04  | 8,52     | 3,41           |
| 4       | 2.902,80  | 17,63   | 3,53                               | 17,63  | 8,81     | 3,53           |
| 5       | 2.903,38  | 17,63   | 3,53                               | 17,63  | 8,82     | 3,53           |
| 6       | 3.020,69  | 18,34   | 3,67                               | 18,34  | 9,17     | 3,67           |
| 7       | 3.020,69  | 18,34   | 3,67                               | 18,34  | 9,17     | 3,67           |
| 8       | 3.113,60  | 18,91   | 3,78                               | 18,91  | 9,45     | 3,78           |
| 9       | 3.115,10  | 18,92   | 3,78                               | 18,92  | 9,46     | 3,78           |
| 10      | 3.252,66  | 19,75   | 3,95                               | 19,75  | 9,88     | 3,95           |
| 11      | 3.254,16  | 19,76   | 3,95                               | 19,76  | 9,88     | 3,95           |
| 12      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06           |
| 13      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06           |
| 14      | 3.464,74  | 21,04   | 4,21                               | 21,04  | 10,52    | 4,21           |
| 15      | 3.466,23  | 21,05   | 4,21                               | 21,05  | 10,53    | 4,21           |
| 16      | 3.603,80  | 21,89   | 4,38                               | 21,89  | 10,94    | 4,38           |
| 17      | 3.605,29  | 21,89   | 4,38                               | 21,89  | 10,95    | 4,38           |
| 18      | 3.742,86  | 22,73   | 4,55                               | 22,73  | 11,36    | 4,55           |
| 19      | 3.744,35  | 22,74   | 4,55                               | 22,74  | 11,37    | 4,55           |
| 20      | 3.881,92  | 23,57   | 4,71                               | 23,57  | 11,79    | 4,71           |
| 21      | 3.883,41  | 23,58   | 4,72                               | 23,58  | 11,79    | 4,72           |
| 22      | 4.020,97  | 24,42   | 4,88                               | 24,42  | 12,21    | 4,88           |
| 23      | 4.160,03  | 25,26   | 5,05                               | 25,26  | 12,63    | 5,05           |
| 24      | 4.297,60  | 26,10   | 5,22                               | 26,10  | 13,05    | 5,22           |
| 25      | 4.306,89  | 26,16   | 5,23                               | 26,16  | 13,08    | 5,23           |
| 26      | 4.314,12  | 26,20   | 5,24                               | 26,20  | 13,10    | 5,24           |
| 27      | 4.322,32  | 26,25   | 5,25                               | 26,25  | 13,12    | 5,25           |
| 28      | 4.328,52  | 26,29   | 5,26                               | 26,29  | 13,14    | 5,26           |
| 29      | 4.334,27  | 26,32   | 5,26                               | 26,32  | 13,16    | 5,26           |
| 30      | 4.339,60  | 26,35   | 5,27                               | 26,35  | 13,18    | 5,27           |
| 31      | 4.344,53  | 26,38   | 5,28                               | 26,38  | 13,19    | 5,28           |
| 32      | 4.349,09  | 26,41   | 5,28                               | 26,41  | 13,21    | 5,28           |
| 33      | 4.353,32  | 26,44   | 5,29                               | 26,44  | 13,22    | 5,29           |
| 34      | 4.357,24  | 26,46   | 5,29                               | 26,46  | 13,23    | 5,29           |
| 35      | 4.360,86  | 26,48   | 5,30                               | 26,48  | 13,24    | 5,30           |



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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 2.861,67  | 17,38   | 3,48                               | 17,38  | 8,69     | 3,48           |
| 1       | 2.931,51  | 17,80   | 3,56                               | 17,80  | 8,90     | 3,56           |
| 2       | 3.023,25  | 18,36   | 3,67                               | 18,36  | 9,18     | 3,67           |
| 3       | 3.119,11  | 18,94   | 3,79                               | 18,94  | 9,47     | 3,79           |
| 4       | 3.205,94  | 19,47   | 3,89                               | 19,47  | 9,73     | 3,89           |
| 5       | 3.247,39  | 19,72   | 3,94                               | 19,72  | 9,86     | 3,94           |
| 6       | 3.332,13  | 20,24   | 4,05                               | 20,24  | 10,12    | 4,05           |
| 7       | 3.370,09  | 20,47   | 4,09                               | 20,47  | 10,23    | 4,09           |
| 8       | 3.476,17  | 21,11   | 4,22                               | 21,11  | 10,56    | 4,22           |
| 9       | 3.510,08  | 21,32   | 4,26                               | 21,32  | 10,66    | 4,26           |
| 10      | 3.582,53  | 21,76   | 4,35                               | 21,76  | 10,88    | 4,35           |
| 11      | 3.611,89  | 21,93   | 4,39                               | 21,93  | 10,97    | 4,39           |
| 12      | 3.708,37  | 22,52   | 4,50                               | 22,52  | 11,26    | 4,50           |
| 13      | 3.735,03  | 22,68   | 4,54                               | 22,68  | 11,34    | 4,54           |
| 14      | 3.830,23  | 23,26   | 4,65                               | 23,26  | 11,63    | 4,65           |
| 15      | 3.853,72  | 23,40   | 4,68                               | 23,40  | 11,70    | 4,68           |
| 16      | 3.945,91  | 23,96   | 4,79                               | 23,96  | 11,98    | 4,79           |
| 17      | 3.966,54  | 24,09   | 4,82                               | 24,09  | 12,04    | 4,82           |
| 18      | 4.056,03  | 24,63   | 4,93                               | 24,63  | 12,32    | 4,93           |
| 19      | 4.074,12  | 24,74   | 4,95                               | 24,74  | 12,37    | 4,95           |
| 20      | 4.161,21  | 25,27   | 5,05                               | 25,27  | 12,64    | 5,05           |
| 21      | 4.177,04  | 25,37   | 5,07                               | 25,37  | 12,68    | 5,07           |
| 22      | 4.262,01  | 25,88   | 5,18                               | 25,88  | 12,94    | 5,18           |
| 23      | 4.358,07  | 26,47   | 5,29                               | 26,47  | 13,23    | 5,29           |
| 24      | 4.502,18  | 27,34   | 5,47                               | 27,34  | 13,67    | 5,47           |
| 25      | 4.511,91  | 27,40   | 5,48                               | 27,40  | 13,70    | 5,48           |
| 26      | 4.519,49  | 27,45   | 5,49                               | 27,45  | 13,72    | 5,49           |
| 27      | 4.528,08  | 27,50   | 5,50                               | 27,50  | 13,75    | 5,50           |
| 28      | 4.534,58  | 27,54   | 5,51                               | 27,54  | 13,77    | 5,51           |
| 29      | 4.540,60  | 27,57   | 5,51                               | 27,57  | 13,79    | 5,51           |
| 30      | 4.546,18  | 27,61   | 5,52                               | 27,61  | 13,80    | 5,52           |
| 31      | 4.551,34  | 27,64   | 5,53                               | 27,64  | 13,82    | 5,53           |
| 32      | 4.556,13  | 27,67   | 5,53                               | 27,67  | 13,83    | 5,53           |
| 33      | 4.560,56  | 27,70   | 5,54                               | 27,70  | 13,85    | 5,54           |
| 34      | 4.564,66  | 27,72   | 5,54                               | 27,72  | 13,86    | 5,54           |
| 35      | 4.568,46  | 27,74   | 5,55                               | 27,74  | 13,87    | 5,55           |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachtoren |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 3.138,70  | 19,06   | 3,81                               | 19,06  | 9,53     | 3,81      |
| 1       | 3.209,74  | 19,49   | 3,90                               | 19,49  | 9,75     | 3,90      |
| 2       | 3.307,04  | 20,08   | 4,02                               | 20,08  | 10,04    | 4,02      |
| 3       | 3.416,63  | 20,75   | 4,15                               | 20,75  | 10,37    | 4,15      |
| 4       | 3.513,49  | 21,34   | 4,27                               | 21,34  | 10,67    | 4,27      |
| 5       | 3.561,30  | 21,63   | 4,33                               | 21,63  | 10,81    | 4,33      |
| 6       | 3.665,32  | 22,26   | 4,45                               | 22,26  | 11,13    | 4,45      |
| 7       | 3.708,91  | 22,52   | 4,50                               | 22,52  | 11,26    | 4,50      |
| 8       | 3.830,20  | 23,26   | 4,65                               | 23,26  | 11,63    | 4,65      |
| 9       | 3.869,36  | 23,50   | 4,70                               | 23,50  | 11,75    | 4,70      |
| 10      | 3.986,20  | 24,21   | 4,84                               | 24,21  | 12,10    | 4,84      |
| 11      | 4.021,17  | 24,42   | 4,88                               | 24,42  | 12,21    | 4,88      |
| 12      | 4.133,85  | 25,10   | 5,02                               | 25,10  | 12,55    | 5,02      |
| 13      | 4.164,83  | 25,29   | 5,06                               | 25,29  | 12,65    | 5,06      |
| 14      | 4.273,68  | 25,95   | 5,19                               | 25,95  | 12,98    | 5,19      |
| 15      | 4.301,04  | 26,12   | 5,22                               | 26,12  | 13,06    | 5,22      |
| 16      | 4.409,18  | 26,78   | 5,36                               | 26,78  | 13,39    | 5,36      |
| 17      | 4.435,84  | 26,94   | 5,39                               | 26,94  | 13,47    | 5,39      |
| 18      | 4.540,57  | 27,57   | 5,51                               | 27,57  | 13,79    | 5,51      |
| 19      | 4.564,00  | 27,72   | 5,54                               | 27,72  | 13,86    | 5,54      |
| 20      | 4.665,67  | 28,33   | 5,67                               | 28,33  | 14,17    | 5,67      |
| 21      | 4.686,21  | 28,46   | 5,69                               | 28,46  | 14,23    | 5,69      |
| 22      | 4.786,62  | 29,07   | 5,81                               | 29,07  | 14,53    | 5,81      |
| 23      | 4.952,17  | 30,07   | 6,01                               | 30,07  | 15,04    | 6,01      |
| 24      | 5.115,93  | 31,07   | 6,21                               | 31,07  | 15,53    | 6,21      |
| 25      | 5.127,00  | 31,14   | 6,23                               | 31,14  | 15,57    | 6,23      |
| 26      | 5.135,60  | 31,19   | 6,24                               | 31,19  | 15,59    | 6,24      |
| 27      | 5.145,36  | 31,25   | 6,25                               | 31,25  | 15,62    | 6,25      |
| 28      | 5.152,75  | 31,29   | 6,26                               | 31,29  | 15,65    | 6,26      |
| 29      | 5.159,59  | 31,33   | 6,27                               | 31,33  | 15,67    | 6,27      |
| 30      | 5.165,93  | 31,37   | 6,27                               | 31,37  | 15,69    | 6,27      |
| 31      | 5.171,80  | 31,41   | 6,28                               | 31,41  | 15,70    | 6,28      |
| 32      | 5.177,23  | 31,44   | 6,29                               | 31,44  | 15,72    | 6,29      |
| 33      | 5.182,27  | 31,47   | 6,29                               | 31,47  | 15,74    | 6,29      |
| 34      | 5.186,93  | 31,50   | 6,30                               | 31,50  | 15,75    | 6,30      |
| 35      | 5.191,24  | 31,53   | 6,31                               | 31,53  | 15,76    | 6,31      |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 3.411,51  | 20,72   | 4,14                               | 20,72  | 10,36    | 4,14           |
| 1       | 3.475,26  | 21,10   | 4,22                               | 21,10  | 10,55    | 4,22           |
| 2       | 3.561,76  | 21,63   | 4,33                               | 21,63  | 10,82    | 4,33           |
| 3       | 3.645,63  | 22,14   | 4,43                               | 22,14  | 11,07    | 4,43           |
| 4       | 3.734,50  | 22,68   | 4,54                               | 22,68  | 11,34    | 4,54           |
| 5       | 3.797,70  | 23,06   | 4,61                               | 23,06  | 11,53    | 4,61           |
| 6       | 3.921,16  | 23,81   | 4,76                               | 23,81  | 11,91    | 4,76           |
| 7       | 3.967,80  | 24,10   | 4,82                               | 24,10  | 12,05    | 4,82           |
| 8       | 4.097,63  | 24,88   | 4,98                               | 24,88  | 12,44    | 4,98           |
| 9       | 4.139,35  | 25,14   | 5,03                               | 25,14  | 12,57    | 5,03           |
| 10      | 4.264,40  | 25,90   | 5,18                               | 25,90  | 12,95    | 5,18           |
| 11      | 4.301,50  | 26,12   | 5,22                               | 26,12  | 13,06    | 5,22           |
| 12      | 4.422,09  | 26,85   | 5,37                               | 26,85  | 13,43    | 5,37           |
| 13      | 4.455,01  | 27,05   | 5,41                               | 27,05  | 13,53    | 5,41           |
| 14      | 4.571,52  | 27,76   | 5,55                               | 27,76  | 13,88    | 5,55           |
| 15      | 4.600,81  | 27,94   | 5,59                               | 27,94  | 13,97    | 5,59           |
| 16      | 4.716,55  | 28,64   | 5,73                               | 28,64  | 14,32    | 5,73           |
| 17      | 4.745,11  | 28,82   | 5,76                               | 28,82  | 14,41    | 5,76           |
| 18      | 4.857,20  | 29,50   | 5,90                               | 29,50  | 14,75    | 5,90           |
| 19      | 4.882,29  | 29,65   | 5,93                               | 29,65  | 14,82    | 5,93           |
| 20      | 4.991,11  | 30,31   | 6,06                               | 30,31  | 15,16    | 6,06           |
| 21      | 5.013,11  | 30,44   | 6,09                               | 30,44  | 15,22    | 6,09           |
| 22      | 5.121,59  | 31,10   | 6,22                               | 31,10  | 15,55    | 6,22           |
| 23      | 5.298,73  | 32,18   | 6,44                               | 32,18  | 16,09    | 6,44           |
| 24      | 5.473,95  | 33,24   | 6,65                               | 33,24  | 16,62    | 6,65           |
| 25      | 5.485,79  | 33,31   | 6,66                               | 33,31  | 16,66    | 6,66           |
| 26      | 5.495,00  | 33,37   | 6,67                               | 33,37  | 16,69    | 6,67           |
| 27      | 5.505,44  | 33,43   | 6,69                               | 33,43  | 16,72    | 6,69           |
| 28      | 5.513,34  | 33,48   | 6,70                               | 33,48  | 16,74    | 6,70           |
| 29      | 5.520,66  | 33,53   | 6,71                               | 33,53  | 16,76    | 6,71           |
| 30      | 5.527,45  | 33,57   | 6,71                               | 33,57  | 16,78    | 6,71           |
| 31      | 5.533,73  | 33,61   | 6,72                               | 33,61  | 16,80    | 6,72           |
| 32      | 5.539,54  | 33,64   | 6,73                               | 33,64  | 16,82    | 6,73           |
| 33      | 5.544,93  | 33,67   | 6,73                               | 33,67  | 16,84    | 6,73           |
| 34      | 5.549,92  | 33,70   | 6,74                               | 33,70  | 16,85    | 6,74           |
| 35      | 5.554,53  | 33,73   | 6,75                               | 33,73  | 16,87    | 6,75           |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 3.621,62  | 21,99   | 4,40                               | 21,99  | 11,00    | 4,40           |
| 1       | 3.677,36  | 22,33   | 4,47                               | 22,33  | 11,17    | 4,47           |
| 2       | 3.733,04  | 22,67   | 4,53                               | 22,67  | 11,34    | 4,53           |
| 3       | 3.807,60  | 23,12   | 4,62                               | 23,12  | 11,56    | 4,62           |
| 4       | 3.861,44  | 23,45   | 4,69                               | 23,45  | 11,73    | 4,69           |
| 5       | 3.959,67  | 24,05   | 4,81                               | 24,05  | 12,02    | 4,81           |
| 6       | 4.008,29  | 24,34   | 4,87                               | 24,34  | 12,17    | 4,87           |
| 7       | 4.101,38  | 24,91   | 4,98                               | 24,91  | 12,45    | 4,98           |
| 8       | 4.187,91  | 25,43   | 5,09                               | 25,43  | 12,72    | 5,09           |
| 9       | 4.233,12  | 25,71   | 5,14                               | 25,71  | 12,85    | 5,14           |
| 10      | 4.358,71  | 26,47   | 5,29                               | 26,47  | 13,23    | 5,29           |
| 11      | 4.395,80  | 26,70   | 5,34                               | 26,70  | 13,35    | 5,34           |
| 12      | 4.520,43  | 27,45   | 5,49                               | 27,45  | 13,73    | 5,49           |
| 13      | 4.553,26  | 27,65   | 5,53                               | 27,65  | 13,83    | 5,53           |
| 14      | 4.673,80  | 28,38   | 5,68                               | 28,38  | 14,19    | 5,68           |
| 15      | 4.702,72  | 28,56   | 5,71                               | 28,56  | 14,28    | 5,71           |
| 16      | 4.822,50  | 29,29   | 5,86                               | 29,29  | 14,64    | 5,86           |
| 17      | 4.850,69  | 29,46   | 5,89                               | 29,46  | 14,73    | 5,89           |
| 18      | 4.991,70  | 30,31   | 6,06                               | 30,31  | 15,16    | 6,06           |
| 19      | 4.992,87  | 30,32   | 6,06                               | 30,32  | 15,16    | 6,06           |
| 20      | 5.176,29  | 31,44   | 6,29                               | 31,44  | 15,72    | 6,29           |
| 21      | 5.177,45  | 31,44   | 6,29                               | 31,44  | 15,72    | 6,29           |
| 22      | 5.360,87  | 32,56   | 6,51                               | 32,56  | 16,28    | 6,51           |
| 23      | 5.546,26  | 33,68   | 6,74                               | 33,68  | 16,84    | 6,74           |
| 24      | 5.729,68  | 34,80   | 6,96                               | 34,80  | 17,40    | 6,96           |
| 25      | 5.742,08  | 34,87   | 6,97                               | 34,87  | 17,44    | 6,97           |
| 26      | 5.751,71  | 34,93   | 6,99                               | 34,93  | 17,46    | 6,99           |
| 27      | 5.762,64  | 35,00   | 7,00                               | 35,00  | 17,50    | 7,00           |
| 28      | 5.770,91  | 35,05   | 7,01                               | 35,05  | 17,52    | 7,01           |
| 29      | 5.778,57  | 35,09   | 7,02                               | 35,09  | 17,55    | 7,02           |
| 30      | 5.785,68  | 35,14   | 7,03                               | 35,14  | 17,57    | 7,03           |
| 31      | 5.792,25  | 35,18   | 7,04                               | 35,18  | 17,59    | 7,04           |
| 32      | 5.798,34  | 35,21   | 7,04                               | 35,21  | 17,61    | 7,04           |
| 33      | 5.803,97  | 35,25   | 7,05                               | 35,25  | 17,62    | 7,05           |
| 34      | 5.809,20  | 35,28   | 7,06                               | 35,28  | 17,64    | 7,06           |
| 35      | 5.814,03  | 35,31   | 7,06                               | 35,31  | 17,65    | 7,06           |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachturen |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 3.738,56  | 22,70   | 4,54                               | 22,70  | 11,35    | 4,54      |
| 1       | 3.794,29  | 23,04   | 4,61                               | 23,04  | 11,52    | 4,61      |
| 2       | 3.866,10  | 23,48   | 4,70                               | 23,48  | 11,74    | 4,70      |
| 3       | 3.953,46  | 24,01   | 4,80                               | 24,01  | 12,00    | 4,80      |
| 4       | 4.010,63  | 24,36   | 4,87                               | 24,36  | 12,18    | 4,87      |
| 5       | 4.112,05  | 24,97   | 4,99                               | 24,97  | 12,49    | 4,99      |
| 6       | 4.163,73  | 25,29   | 5,06                               | 25,29  | 12,64    | 5,06      |
| 7       | 4.259,73  | 25,87   | 5,17                               | 25,87  | 12,93    | 5,17      |
| 8       | 4.349,02  | 26,41   | 5,28                               | 26,41  | 13,21    | 5,28      |
| 9       | 4.396,86  | 26,70   | 5,34                               | 26,70  | 13,35    | 5,34      |
| 10      | 4.524,93  | 27,48   | 5,50                               | 27,48  | 13,74    | 5,50      |
| 11      | 4.564,38  | 27,72   | 5,54                               | 27,72  | 13,86    | 5,54      |
| 12      | 4.691,23  | 28,49   | 5,70                               | 28,49  | 14,24    | 5,70      |
| 13      | 4.726,15  | 28,70   | 5,74                               | 28,70  | 14,35    | 5,74      |
| 14      | 4.848,66  | 29,45   | 5,89                               | 29,45  | 14,72    | 5,89      |
| 15      | 4.879,44  | 29,63   | 5,93                               | 29,63  | 14,82    | 5,93      |
| 16      | 5.001,50  | 30,37   | 6,07                               | 30,37  | 15,19    | 6,07      |
| 17      | 5.031,85  | 30,56   | 6,11                               | 30,56  | 15,28    | 6,11      |
| 18      | 5.150,82  | 31,28   | 6,26                               | 31,28  | 15,64    | 6,26      |
| 19      | 5.177,45  | 31,44   | 6,29                               | 31,44  | 15,72    | 6,29      |
| 20      | 5.293,22  | 32,15   | 6,43                               | 32,15  | 16,07    | 6,43      |
| 21      | 5.315,39  | 32,28   | 6,46                               | 32,28  | 16,14    | 6,46      |
| 22      | 5.477,81  | 33,27   | 6,65                               | 33,27  | 16,63    | 6,65      |
| 23      | 5.663,20  | 34,39   | 6,88                               | 34,39  | 17,20    | 6,88      |
| 24      | 5.846,62  | 35,51   | 7,10                               | 35,51  | 17,75    | 7,10      |
| 25      | 5.859,22  | 35,58   | 7,12                               | 35,58  | 17,79    | 7,12      |
| 26      | 5.869,05  | 35,64   | 7,13                               | 35,64  | 17,82    | 7,13      |
| 27      | 5.880,16  | 35,71   | 7,14                               | 35,71  | 17,85    | 7,14      |
| 28      | 5.888,61  | 35,76   | 7,15                               | 35,76  | 17,88    | 7,15      |
| 29      | 5.896,42  | 35,81   | 7,16                               | 35,81  | 17,90    | 7,16      |
| 30      | 5.903,67  | 35,85   | 7,17                               | 35,85  | 17,93    | 7,17      |
| 31      | 5.910,38  | 35,89   | 7,18                               | 35,89  | 17,95    | 7,18      |
| 32      | 5.916,59  | 35,93   | 7,19                               | 35,93  | 17,97    | 7,19      |
| 33      | 5.922,34  | 35,97   | 7,19                               | 35,97  | 17,98    | 7,19      |
| 34      | 5.927,67  | 36,00   | 7,20                               | 36,00  | 18,00    | 7,20      |
| 35      | 5.932,60  | 36,03   | 7,21                               | 36,03  | 18,01    | 7,21      |

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| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachtoren |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 2.846,10  | 17,28   | 3,46                               | 17,28  | 8,64     | 3,46      |
| 1       | 2.935,73  | 17,83   | 3,57                               | 17,83  | 8,91     | 3,57      |
| 2       | 3.020,69  | 18,34   | 3,67                               | 18,34  | 9,17     | 3,67      |
| 3       | 3.089,17  | 18,76   | 3,75                               | 18,76  | 9,38     | 3,75      |
| 4       | 3.198,32  | 19,42   | 3,88                               | 19,42  | 9,71     | 3,88      |
| 5       | 3.199,67  | 19,43   | 3,89                               | 19,43  | 9,72     | 3,89      |
| 6       | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06      |
| 7       | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06      |
| 8       | 3.446,47  | 20,93   | 4,19                               | 20,93  | 10,47    | 4,19      |
| 9       | 3.449,82  | 20,95   | 4,19                               | 20,95  | 10,48    | 4,19      |
| 10      | 3.605,40  | 21,90   | 4,38                               | 21,90  | 10,95    | 4,38      |
| 11      | 3.606,57  | 21,90   | 4,38                               | 21,90  | 10,95    | 4,38      |
| 12      | 3.762,15  | 22,85   | 4,57                               | 22,85  | 11,42    | 4,57      |
| 13      | 3.763,32  | 22,85   | 4,57                               | 22,85  | 11,43    | 4,57      |
| 14      | 3.918,90  | 23,80   | 4,76                               | 23,80  | 11,90    | 4,76      |
| 15      | 3.920,06  | 23,81   | 4,76                               | 23,81  | 11,90    | 4,76      |
| 16      | 4.075,64  | 24,75   | 4,95                               | 24,75  | 12,38    | 4,95      |
| 17      | 4.077,24  | 24,76   | 4,95                               | 24,76  | 12,38    | 4,95      |
| 18      | 4.232,82  | 25,71   | 5,14                               | 25,71  | 12,85    | 5,14      |
| 19      | 4.234,51  | 25,72   | 5,14                               | 25,72  | 12,86    | 5,14      |
| 20      | 4.390,09  | 26,66   | 5,33                               | 26,66  | 13,33    | 5,33      |
| 21      | 4.391,78  | 26,67   | 5,33                               | 26,67  | 13,34    | 5,33      |
| 22      | 4.547,36  | 27,62   | 5,52                               | 27,62  | 13,81    | 5,52      |
| 23      | 4.704,62  | 28,57   | 5,71                               | 28,57  | 14,29    | 5,71      |
| 24      | 4.860,20  | 29,52   | 5,90                               | 29,52  | 14,76    | 5,90      |
| 25      | 4.870,71  | 29,58   | 5,92                               | 29,58  | 14,79    | 5,92      |
| 26      | 4.878,88  | 29,63   | 5,93                               | 29,63  | 14,81    | 5,93      |
| 27      | 4.888,16  | 29,69   | 5,94                               | 29,69  | 14,84    | 5,94      |
| 28      | 4.895,18  | 29,73   | 5,95                               | 29,73  | 14,86    | 5,95      |
| 29      | 4.901,67  | 29,77   | 5,95                               | 29,77  | 14,88    | 5,95      |
| 30      | 4.907,70  | 29,80   | 5,96                               | 29,80  | 14,90    | 5,96      |
| 31      | 4.913,27  | 29,84   | 5,97                               | 29,84  | 14,92    | 5,97      |
| 32      | 4.918,44  | 29,87   | 5,97                               | 29,87  | 14,93    | 5,97      |
| 33      | 4.923,22  | 29,90   | 5,98                               | 29,90  | 14,95    | 5,98      |
| 34      | 4.927,65  | 29,93   | 5,99                               | 29,93  | 14,96    | 5,99      |
| 35      | 4.931,75  | 29,95   | 5,99                               | 29,95  | 14,97    | 5,99      |

**Loonschaal** **MV1**  
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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachturen |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 3.138,70  | 19,06   | 3,81                               | 19,06  | 9,53     | 3,81      |
| 1       | 3.209,74  | 19,49   | 3,90                               | 19,49  | 9,75     | 3,90      |
| 2       | 3.307,04  | 20,08   | 4,02                               | 20,08  | 10,04    | 4,02      |
| 3       | 3.416,63  | 20,75   | 4,15                               | 20,75  | 10,37    | 4,15      |
| 4       | 3.513,49  | 21,34   | 4,27                               | 21,34  | 10,67    | 4,27      |
| 5       | 3.561,30  | 21,63   | 4,33                               | 21,63  | 10,81    | 4,33      |
| 6       | 3.665,32  | 22,26   | 4,45                               | 22,26  | 11,13    | 4,45      |
| 7       | 3.800,69  | 23,08   | 4,62                               | 23,08  | 11,54    | 4,62      |
| 8       | 3.841,38  | 23,33   | 4,67                               | 23,33  | 11,66    | 4,67      |
| 9       | 3.926,83  | 23,85   | 4,77                               | 23,85  | 11,92    | 4,77      |
| 10      | 3.988,23  | 24,22   | 4,84                               | 24,22  | 12,11    | 4,84      |
| 11      | 4.044,18  | 24,56   | 4,91                               | 24,56  | 12,28    | 4,91      |
| 12      | 4.135,57  | 25,11   | 5,02                               | 25,11  | 12,56    | 5,02      |
| 13      | 4.166,26  | 25,30   | 5,06                               | 25,30  | 12,65    | 5,06      |
| 14      | 4.275,11  | 25,96   | 5,19                               | 25,96  | 12,98    | 5,19      |
| 15      | 4.302,16  | 26,13   | 5,23                               | 26,13  | 13,06    | 5,23      |
| 16      | 4.444,63  | 26,99   | 5,40                               | 26,99  | 13,50    | 5,40      |
| 17      | 4.517,43  | 27,43   | 5,49                               | 27,43  | 13,72    | 5,49      |
| 18      | 4.608,88  | 27,99   | 5,60                               | 27,99  | 13,99    | 5,60      |
| 19      | 4.689,84  | 28,48   | 5,70                               | 28,48  | 14,24    | 5,70      |
| 20      | 4.699,52  | 28,54   | 5,71                               | 28,54  | 14,27    | 5,71      |
| 21      | 4.785,37  | 29,06   | 5,81                               | 29,06  | 14,53    | 5,81      |
| 22      | 4.792,76  | 29,11   | 5,82                               | 29,11  | 14,55    | 5,82      |
| 23      | 4.957,69  | 30,11   | 6,02                               | 30,11  | 15,05    | 6,02      |
| 24      | 5.121,46  | 31,10   | 6,22                               | 31,10  | 15,55    | 6,22      |
| 25      | 5.131,92  | 31,17   | 6,23                               | 31,17  | 15,58    | 6,23      |
| 26      | 5.140,53  | 31,22   | 6,24                               | 31,22  | 15,61    | 6,24      |
| 27      | 5.149,68  | 31,27   | 6,25                               | 31,27  | 15,64    | 6,25      |
| 28      | 5.157,08  | 31,32   | 6,26                               | 31,32  | 15,66    | 6,26      |
| 29      | 5.163,92  | 31,36   | 6,27                               | 31,36  | 15,68    | 6,27      |
| 30      | 5.170,27  | 31,40   | 6,28                               | 31,40  | 15,70    | 6,28      |
| 31      | 5.176,14  | 31,43   | 6,29                               | 31,43  | 15,72    | 6,29      |
| 32      | 5.181,58  | 31,47   | 6,29                               | 31,47  | 15,73    | 6,29      |
| 33      | 5.186,62  | 31,50   | 6,30                               | 31,50  | 15,75    | 6,30      |
| 34      | 5.191,29  | 31,53   | 6,31                               | 31,53  | 15,76    | 6,31      |
| 35      | 5.195,60  | 31,55   | 6,31                               | 31,55  | 15,78    | 6,31      |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachtoren |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 2.596,77  | 15,77   | 3,15                               | 15,77  | 7,88     | 3,15      |
| 1       | 2.697,88  | 16,38   | 3,28                               | 16,38  | 8,19     | 3,28      |
| 2       | 2.799,00  | 17,00   | 3,40                               | 17,00  | 8,50     | 3,40      |
| 3       | 2.900,11  | 17,61   | 3,52                               | 17,61  | 8,81     | 3,52      |
| 4       | 3.001,22  | 18,23   | 3,65                               | 18,23  | 9,11     | 3,65      |
| 5       | 3.001,22  | 18,23   | 3,65                               | 18,23  | 9,11     | 3,65      |
| 6       | 3.079,30  | 18,70   | 3,74                               | 18,70  | 9,35     | 3,74      |
| 7       | 3.079,30  | 18,70   | 3,74                               | 18,70  | 9,35     | 3,74      |
| 8       | 3.223,41  | 19,58   | 3,92                               | 19,58  | 9,79     | 3,92      |
| 9       | 3.223,41  | 19,58   | 3,92                               | 19,58  | 9,79     | 3,92      |
| 10      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06      |
| 11      | 3.344,00  | 20,31   | 4,06                               | 20,31  | 10,15    | 4,06      |
| 12      | 3.445,60  | 20,92   | 4,18                               | 20,92  | 10,46    | 4,18      |
| 13      | 3.445,60  | 20,92   | 4,18                               | 20,92  | 10,46    | 4,18      |
| 14      | 3.589,71  | 21,80   | 4,36                               | 21,80  | 10,90    | 4,36      |
| 15      | 3.589,71  | 21,80   | 4,36                               | 21,80  | 10,90    | 4,36      |
| 16      | 3.733,83  | 22,68   | 4,54                               | 22,68  | 11,34    | 4,54      |
| 17      | 3.733,83  | 22,68   | 4,54                               | 22,68  | 11,34    | 4,54      |
| 18      | 3.877,94  | 23,55   | 4,71                               | 23,55  | 11,78    | 4,71      |
| 19      | 3.877,94  | 23,55   | 4,71                               | 23,55  | 11,78    | 4,71      |
| 20      | 4.022,06  | 24,43   | 4,89                               | 24,43  | 12,21    | 4,89      |
| 21      | 4.022,06  | 24,43   | 4,89                               | 24,43  | 12,21    | 4,89      |
| 22      | 4.166,17  | 25,30   | 5,06                               | 25,30  | 12,65    | 5,06      |
| 23      | 4.310,29  | 26,18   | 5,24                               | 26,18  | 13,09    | 5,24      |
| 24      | 4.454,40  | 27,05   | 5,41                               | 27,05  | 13,53    | 5,41      |
| 25      | 4.462,48  | 27,10   | 5,42                               | 27,10  | 13,55    | 5,42      |
| 26      | 4.469,97  | 27,15   | 5,43                               | 27,15  | 13,57    | 5,43      |
| 27      | 4.476,91  | 27,19   | 5,44                               | 27,19  | 13,59    | 5,44      |
| 28      | 4.483,34  | 27,23   | 5,45                               | 27,23  | 13,61    | 5,45      |
| 29      | 4.489,29  | 27,26   | 5,45                               | 27,26  | 13,63    | 5,45      |
| 30      | 4.494,81  | 27,30   | 5,46                               | 27,30  | 13,65    | 5,46      |
| 31      | 4.499,91  | 27,33   | 5,47                               | 27,33  | 13,66    | 5,47      |
| 32      | 4.504,64  | 27,36   | 5,47                               | 27,36  | 13,68    | 5,47      |
| 33      | 4.509,02  | 27,38   | 5,48                               | 27,38  | 13,69    | 5,48      |
| 34      | 4.513,08  | 27,41   | 5,48                               | 27,41  | 13,70    | 5,48      |
| 35      | 4.516,83  | 27,43   | 5,49                               | 27,43  | 13,72    | 5,49      |



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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 3.020,69  | 18,34   | 3,67                               | 18,34  | 9,17     | 3,67           |
| 1       | 3.020,69  | 18,34   | 3,67                               | 18,34  | 9,17     | 3,67           |
| 2       | 3.096,63  | 18,81   | 3,76                               | 18,81  | 9,40     | 3,76           |
| 3       | 3.211,53  | 19,50   | 3,90                               | 19,50  | 9,75     | 3,90           |
| 4       | 3.326,43  | 20,20   | 4,04                               | 20,20  | 10,10    | 4,04           |
| 5       | 3.326,43  | 20,20   | 4,04                               | 20,20  | 10,10    | 4,04           |
| 6       | 3.424,15  | 20,79   | 4,16                               | 20,79  | 10,40    | 4,16           |
| 7       | 3.606,15  | 21,90   | 4,38                               | 21,90  | 10,95    | 4,38           |
| 8       | 3.606,15  | 21,90   | 4,38                               | 21,90  | 10,95    | 4,38           |
| 9       | 3.700,57  | 22,47   | 4,49                               | 22,47  | 11,24    | 4,49           |
| 10      | 3.751,69  | 22,78   | 4,56                               | 22,78  | 11,39    | 4,56           |
| 11      | 3.794,93  | 23,05   | 4,61                               | 23,05  | 11,52    | 4,61           |
| 12      | 3.915,45  | 23,78   | 4,76                               | 23,78  | 11,89    | 4,76           |
| 13      | 3.915,45  | 23,78   | 4,76                               | 23,78  | 11,89    | 4,76           |
| 14      | 4.079,22  | 24,77   | 4,95                               | 24,77  | 12,39    | 4,95           |
| 15      | 4.079,22  | 24,77   | 4,95                               | 24,77  | 12,39    | 4,95           |
| 16      | 4.308,70  | 26,17   | 5,23                               | 26,17  | 13,08    | 5,23           |
| 17      | 4.403,07  | 26,74   | 5,35                               | 26,74  | 13,37    | 5,35           |
| 18      | 4.538,17  | 27,56   | 5,51                               | 27,56  | 13,78    | 5,51           |
| 19      | 4.632,54  | 28,13   | 5,63                               | 28,13  | 14,07    | 5,63           |
| 20      | 4.632,54  | 28,13   | 5,63                               | 28,13  | 14,07    | 5,63           |
| 21      | 4.726,90  | 28,71   | 5,74                               | 28,71  | 14,35    | 5,74           |
| 22      | 4.734,29  | 28,75   | 5,75                               | 28,75  | 14,38    | 5,75           |
| 23      | 4.898,05  | 29,75   | 5,95                               | 29,75  | 14,87    | 5,95           |
| 24      | 5.061,82  | 30,74   | 6,15                               | 30,74  | 15,37    | 6,15           |
| 25      | 5.071,00  | 30,80   | 6,16                               | 30,80  | 15,40    | 6,16           |
| 26      | 5.079,51  | 30,85   | 6,17                               | 30,85  | 15,42    | 6,17           |
| 27      | 5.087,40  | 30,90   | 6,18                               | 30,90  | 15,45    | 6,18           |
| 28      | 5.094,70  | 30,94   | 6,19                               | 30,94  | 15,47    | 6,19           |
| 29      | 5.101,46  | 30,98   | 6,20                               | 30,98  | 15,49    | 6,20           |
| 30      | 5.107,73  | 31,02   | 6,20                               | 31,02  | 15,51    | 6,20           |
| 31      | 5.113,54  | 31,05   | 6,21                               | 31,05  | 15,53    | 6,21           |
| 32      | 5.118,91  | 31,09   | 6,22                               | 31,09  | 15,54    | 6,22           |
| 33      | 5.123,89  | 31,12   | 6,22                               | 31,12  | 15,56    | 6,22           |
| 34      | 5.128,50  | 31,14   | 6,23                               | 31,14  | 15,57    | 6,23           |
| 35      | 5.132,76  | 31,17   | 6,23                               | 31,17  | 15,59    | 6,23           |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 3.781,06  | 22,96   | 4,59                               | 22,96  | 11,48    | 4,59           |
| 1       | 3.905,89  | 23,72   | 4,74                               | 23,72  | 11,86    | 4,74           |
| 2       | 4.027,92  | 24,46   | 4,89                               | 24,46  | 12,23    | 4,89           |
| 3       | 4.147,07  | 25,18   | 5,04                               | 25,18  | 12,59    | 5,04           |
| 4       | 4.275,17  | 25,96   | 5,19                               | 25,96  | 12,98    | 5,19           |
| 5       | 4.430,97  | 26,91   | 5,38                               | 26,91  | 13,45    | 5,38           |
| 6       | 4.473,13  | 27,16   | 5,43                               | 27,16  | 13,58    | 5,43           |
| 7       | 4.610,62  | 28,00   | 5,60                               | 28,00  | 14,00    | 5,60           |
| 8       | 4.659,74  | 28,30   | 5,66                               | 28,30  | 14,15    | 5,66           |
| 9       | 4.791,75  | 29,10   | 5,82                               | 29,10  | 14,55    | 5,82           |
| 10      | 4.841,30  | 29,40   | 5,88                               | 29,40  | 14,70    | 5,88           |
| 11      | 4.962,35  | 30,14   | 6,03                               | 30,14  | 15,07    | 6,03           |
| 12      | 5.026,08  | 30,52   | 6,10                               | 30,52  | 15,26    | 6,10           |
| 13      | 5.126,70  | 31,13   | 6,23                               | 31,13  | 15,57    | 6,23           |
| 14      | 5.216,28  | 31,68   | 6,34                               | 31,68  | 15,84    | 6,34           |
| 15      | 5.300,64  | 32,19   | 6,44                               | 32,19  | 16,10    | 6,44           |
| 16      | 5.429,13  | 32,97   | 6,59                               | 32,97  | 16,49    | 6,59           |
| 17      | 5.474,63  | 33,25   | 6,65                               | 33,25  | 16,62    | 6,65           |
| 18      | 5.641,98  | 34,26   | 6,85                               | 34,26  | 17,13    | 6,85           |
| 19      | 5.648,56  | 34,30   | 6,86                               | 34,30  | 17,15    | 6,86           |
| 20      | 5.854,83  | 35,56   | 7,11                               | 35,56  | 17,78    | 7,11           |
| 21      | 5.859,69  | 35,59   | 7,12                               | 35,59  | 17,79    | 7,12           |
| 22      | 6.067,68  | 36,85   | 7,37                               | 36,85  | 18,42    | 7,37           |
| 23      | 6.280,52  | 38,14   | 7,63                               | 38,14  | 19,07    | 7,63           |
| 24      | 6.488,51  | 39,40   | 7,88                               | 39,40  | 19,70    | 7,88           |
| 25      | 6.500,28  | 39,48   | 7,90                               | 39,48  | 19,74    | 7,90           |
| 26      | 6.511,19  | 39,54   | 7,91                               | 39,54  | 19,77    | 7,91           |
| 27      | 6.521,29  | 39,60   | 7,92                               | 39,60  | 19,80    | 7,92           |
| 28      | 6.530,66  | 39,66   | 7,93                               | 39,66  | 19,83    | 7,93           |
| 29      | 6.539,32  | 39,71   | 7,94                               | 39,71  | 19,86    | 7,94           |
| 30      | 6.547,36  | 39,76   | 7,95                               | 39,76  | 19,88    | 7,95           |
| 31      | 6.554,80  | 39,81   | 7,96                               | 39,81  | 19,90    | 7,96           |
| 32      | 6.561,69  | 39,85   | 7,97                               | 39,85  | 19,92    | 7,97           |
| 33      | 6.568,07  | 39,89   | 7,98                               | 39,89  | 19,94    | 7,98           |
| 34      | 6.573,98  | 39,92   | 7,98                               | 39,92  | 19,96    | 7,98           |
| 35      | 6.579,45  | 39,96   | 7,99                               | 39,96  | 19,98    | 7,99           |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachtoren |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 3.784,09  | 22,98   | 4,60                               | 22,98  | 11,49    | 4,60      |
| 1       | 3.893,25  | 23,64   | 4,73                               | 23,64  | 11,82    | 4,73      |
| 2       | 4.006,95  | 24,33   | 4,87                               | 24,33  | 12,17    | 4,87      |
| 3       | 4.120,65  | 25,02   | 5,00                               | 25,02  | 12,51    | 5,00      |
| 4       | 4.257,10  | 25,85   | 5,17                               | 25,85  | 12,93    | 5,17      |
| 5       | 4.434,48  | 26,93   | 5,39                               | 26,93  | 13,47    | 5,39      |
| 6       | 4.434,48  | 26,93   | 5,39                               | 26,93  | 13,47    | 5,39      |
| 7       | 4.616,41  | 28,03   | 5,61                               | 28,03  | 14,02    | 5,61      |
| 8       | 4.616,41  | 28,03   | 5,61                               | 28,03  | 14,02    | 5,61      |
| 9       | 4.798,33  | 29,14   | 5,83                               | 29,14  | 14,57    | 5,83      |
| 10      | 4.798,33  | 29,14   | 5,83                               | 29,14  | 14,57    | 5,83      |
| 11      | 5.025,74  | 30,52   | 6,10                               | 30,52  | 15,26    | 6,10      |
| 12      | 5.025,74  | 30,52   | 6,10                               | 30,52  | 15,26    | 6,10      |
| 13      | 5.230,41  | 31,76   | 6,35                               | 31,76  | 15,88    | 6,35      |
| 14      | 5.230,41  | 31,76   | 6,35                               | 31,76  | 15,88    | 6,35      |
| 15      | 5.435,08  | 33,01   | 6,60                               | 33,01  | 16,50    | 6,60      |
| 16      | 5.435,08  | 33,01   | 6,60                               | 33,01  | 16,50    | 6,60      |
| 17      | 5.662,49  | 34,39   | 6,88                               | 34,39  | 17,19    | 6,88      |
| 18      | 5.662,49  | 34,39   | 6,88                               | 34,39  | 17,19    | 6,88      |
| 19      | 5.662,49  | 34,39   | 6,88                               | 34,39  | 17,19    | 6,88      |
| 20      | 5.867,16  | 35,63   | 7,13                               | 35,63  | 17,82    | 7,13      |
| 21      | 5.867,16  | 35,63   | 7,13                               | 35,63  | 17,82    | 7,13      |
| 22      | 6.094,57  | 37,01   | 7,40                               | 37,01  | 18,51    | 7,40      |
| 23      | 6.321,98  | 38,39   | 7,68                               | 38,39  | 19,20    | 7,68      |
| 24      | 6.503,90  | 39,50   | 7,90                               | 39,50  | 19,75    | 7,90      |
| 25      | 6.515,70  | 39,57   | 7,91                               | 39,57  | 19,78    | 7,91      |
| 26      | 6.526,64  | 39,64   | 7,93                               | 39,64  | 19,82    | 7,93      |
| 27      | 6.536,77  | 39,70   | 7,94                               | 39,70  | 19,85    | 7,94      |
| 28      | 6.546,15  | 39,75   | 7,95                               | 39,75  | 19,88    | 7,95      |
| 29      | 6.554,84  | 39,81   | 7,96                               | 39,81  | 19,90    | 7,96      |
| 30      | 6.562,90  | 39,86   | 7,97                               | 39,86  | 19,93    | 7,97      |
| 31      | 6.570,35  | 39,90   | 7,98                               | 39,90  | 19,95    | 7,98      |
| 32      | 6.577,26  | 39,94   | 7,99                               | 39,94  | 19,97    | 7,99      |
| 33      | 6.583,65  | 39,98   | 8,00                               | 39,98  | 19,99    | 8,00      |
| 34      | 6.589,58  | 40,02   | 8,00                               | 40,02  | 20,01    | 8,00      |
| 35      | 6.595,06  | 40,05   | 8,01                               | 40,05  | 20,03    | 8,01      |

**Loonschaal K3**  
**Index 121,90**

**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachtoren |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 3.929,63  | 23,86   | 4,77                               | 23,86  | 11,93    | 4,77      |
| 1       | 4.042,99  | 24,55   | 4,91                               | 24,55  | 12,28    | 4,91      |
| 2       | 4.161,06  | 25,27   | 5,05                               | 25,27  | 12,63    | 5,05      |
| 3       | 4.279,14  | 25,99   | 5,20                               | 25,99  | 12,99    | 5,20      |
| 4       | 4.420,84  | 26,85   | 5,37                               | 26,85  | 13,42    | 5,37      |
| 5       | 4.605,04  | 27,97   | 5,59                               | 27,97  | 13,98    | 5,59      |
| 6       | 4.605,04  | 27,97   | 5,59                               | 27,97  | 13,98    | 5,59      |
| 7       | 4.793,96  | 29,11   | 5,82                               | 29,11  | 14,56    | 5,82      |
| 8       | 4.793,96  | 29,11   | 5,82                               | 29,11  | 14,56    | 5,82      |
| 9       | 4.982,89  | 30,26   | 6,05                               | 30,26  | 15,13    | 6,05      |
| 10      | 4.982,89  | 30,26   | 6,05                               | 30,26  | 15,13    | 6,05      |
| 11      | 5.219,04  | 31,69   | 6,34                               | 31,69  | 15,85    | 6,34      |
| 12      | 5.219,04  | 31,69   | 6,34                               | 31,69  | 15,85    | 6,34      |
| 13      | 5.431,58  | 32,99   | 6,60                               | 32,99  | 16,49    | 6,60      |
| 14      | 5.431,58  | 32,99   | 6,60                               | 32,99  | 16,49    | 6,60      |
| 15      | 5.644,12  | 34,28   | 6,86                               | 34,28  | 17,14    | 6,86      |
| 16      | 5.644,12  | 34,28   | 6,86                               | 34,28  | 17,14    | 6,86      |
| 17      | 5.880,28  | 35,71   | 7,14                               | 35,71  | 17,86    | 7,14      |
| 18      | 5.880,28  | 35,71   | 7,14                               | 35,71  | 17,86    | 7,14      |
| 19      | 5.880,28  | 35,71   | 7,14                               | 35,71  | 17,86    | 7,14      |
| 20      | 6.092,82  | 37,00   | 7,40                               | 37,00  | 18,50    | 7,40      |
| 21      | 6.092,82  | 37,00   | 7,40                               | 37,00  | 18,50    | 7,40      |
| 22      | 6.328,97  | 38,44   | 7,69                               | 38,44  | 19,22    | 7,69      |
| 23      | 6.565,13  | 39,87   | 7,97                               | 39,87  | 19,93    | 7,97      |
| 24      | 6.754,05  | 41,02   | 8,20                               | 41,02  | 20,51    | 8,20      |
| 25      | 6.766,31  | 41,09   | 8,22                               | 41,09  | 20,55    | 8,22      |
| 26      | 6.777,66  | 41,16   | 8,23                               | 41,16  | 20,58    | 8,23      |
| 27      | 6.788,18  | 41,22   | 8,24                               | 41,22  | 20,61    | 8,24      |
| 28      | 6.797,93  | 41,28   | 8,26                               | 41,28  | 20,64    | 8,26      |
| 29      | 6.806,95  | 41,34   | 8,27                               | 41,34  | 20,67    | 8,27      |
| 30      | 6.815,32  | 41,39   | 8,28                               | 41,39  | 20,69    | 8,28      |
| 31      | 6.823,06  | 41,44   | 8,29                               | 41,44  | 20,72    | 8,29      |
| 32      | 6.830,23  | 41,48   | 8,30                               | 41,48  | 20,74    | 8,30      |
| 33      | 6.836,87  | 41,52   | 8,30                               | 41,52  | 20,76    | 8,30      |
| 34      | 6.843,02  | 41,56   | 8,31                               | 41,56  | 20,78    | 8,31      |
| 35      | 6.848,71  | 41,59   | 8,32                               | 41,59  | 20,80    | 8,32      |

**Loonschaal K2**  
**Index 121,90**

**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 4.069,97  | 24,72   | 4,94                               | 24,72  | 12,36    | 4,94           |
| 1       | 4.187,38  | 25,43   | 5,09                               | 25,43  | 12,71    | 5,09           |
| 2       | 4.309,67  | 26,17   | 5,23                               | 26,17  | 13,09    | 5,23           |
| 3       | 4.431,97  | 26,91   | 5,38                               | 26,91  | 13,46    | 5,38           |
| 4       | 4.578,72  | 27,81   | 5,56                               | 27,81  | 13,90    | 5,56           |
| 5       | 4.769,50  | 28,96   | 5,79                               | 28,96  | 14,48    | 5,79           |
| 6       | 4.769,50  | 28,96   | 5,79                               | 28,96  | 14,48    | 5,79           |
| 7       | 4.965,17  | 30,15   | 6,03                               | 30,15  | 15,08    | 6,03           |
| 8       | 4.965,17  | 30,15   | 6,03                               | 30,15  | 15,08    | 6,03           |
| 9       | 5.160,85  | 31,34   | 6,27                               | 31,34  | 15,67    | 6,27           |
| 10      | 5.160,85  | 31,34   | 6,27                               | 31,34  | 15,67    | 6,27           |
| 11      | 5.405,43  | 32,83   | 6,57                               | 32,83  | 16,41    | 6,57           |
| 12      | 5.405,43  | 32,83   | 6,57                               | 32,83  | 16,41    | 6,57           |
| 13      | 5.625,57  | 34,16   | 6,83                               | 34,16  | 17,08    | 6,83           |
| 14      | 5.625,57  | 34,16   | 6,83                               | 34,16  | 17,08    | 6,83           |
| 15      | 5.845,70  | 35,50   | 7,10                               | 35,50  | 17,75    | 7,10           |
| 16      | 5.845,70  | 35,50   | 7,10                               | 35,50  | 17,75    | 7,10           |
| 17      | 6.090,29  | 36,99   | 7,40                               | 36,99  | 18,49    | 7,40           |
| 18      | 6.090,29  | 36,99   | 7,40                               | 36,99  | 18,49    | 7,40           |
| 19      | 6.090,29  | 36,99   | 7,40                               | 36,99  | 18,49    | 7,40           |
| 20      | 6.310,42  | 38,32   | 7,66                               | 38,32  | 19,16    | 7,66           |
| 21      | 6.310,42  | 38,32   | 7,66                               | 38,32  | 19,16    | 7,66           |
| 22      | 6.555,01  | 39,81   | 7,96                               | 39,81  | 19,90    | 7,96           |
| 23      | 6.799,60  | 41,29   | 8,26                               | 41,29  | 20,65    | 8,26           |
| 24      | 6.995,27  | 42,48   | 8,50                               | 42,48  | 21,24    | 8,50           |
| 25      | 7.007,96  | 42,56   | 8,51                               | 42,56  | 21,28    | 8,51           |
| 26      | 7.019,72  | 42,63   | 8,53                               | 42,63  | 21,31    | 8,53           |
| 27      | 7.030,62  | 42,70   | 8,54                               | 42,70  | 21,35    | 8,54           |
| 28      | 7.040,71  | 42,76   | 8,55                               | 42,76  | 21,38    | 8,55           |
| 29      | 7.050,06  | 42,81   | 8,56                               | 42,81  | 21,41    | 8,56           |
| 30      | 7.058,72  | 42,87   | 8,57                               | 42,87  | 21,43    | 8,57           |
| 31      | 7.066,74  | 42,92   | 8,58                               | 42,92  | 21,46    | 8,58           |
| 32      | 7.074,17  | 42,96   | 8,59                               | 42,96  | 21,48    | 8,59           |
| 33      | 7.081,05  | 43,00   | 8,60                               | 43,00  | 21,50    | 8,60           |
| 34      | 7.087,42  | 43,04   | 8,61                               | 43,04  | 21,52    | 8,61           |
| 35      | 7.093,31  | 43,08   | 8,62                               | 43,08  | 21,54    | 8,62           |

**Loonschaal** **K1**  
**Index** **121,90**

**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |           |
|---------|-----------|---------|------------------------------------|--------|----------|-----------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachturen |
|         |           |         | 20%                                | 100%   | 50%      | 20%       |
| 0 / 18j | 4.210,32  | 25,57   | 5,11                               | 25,57  | 12,78    | 5,11      |
| 1       | 4.331,77  | 26,31   | 5,26                               | 26,31  | 13,15    | 5,26      |
| 2       | 4.458,29  | 27,07   | 5,41                               | 27,07  | 13,54    | 5,41      |
| 3       | 4.584,79  | 27,84   | 5,57                               | 27,84  | 13,92    | 5,57      |
| 4       | 4.736,61  | 28,76   | 5,75                               | 28,76  | 14,38    | 5,75      |
| 5       | 4.933,97  | 29,96   | 5,99                               | 29,96  | 14,98    | 5,99      |
| 6       | 4.933,97  | 29,96   | 5,99                               | 29,96  | 14,98    | 5,99      |
| 7       | 5.136,39  | 31,19   | 6,24                               | 31,19  | 15,60    | 6,24      |
| 8       | 5.136,39  | 31,19   | 6,24                               | 31,19  | 15,60    | 6,24      |
| 9       | 5.338,80  | 32,42   | 6,48                               | 32,42  | 16,21    | 6,48      |
| 10      | 5.338,80  | 32,42   | 6,48                               | 32,42  | 16,21    | 6,48      |
| 11      | 5.591,83  | 33,96   | 6,79                               | 33,96  | 16,98    | 6,79      |
| 12      | 5.591,83  | 33,96   | 6,79                               | 33,96  | 16,98    | 6,79      |
| 13      | 5.819,55  | 35,34   | 7,07                               | 35,34  | 17,67    | 7,07      |
| 14      | 5.819,55  | 35,34   | 7,07                               | 35,34  | 17,67    | 7,07      |
| 15      | 6.047,27  | 36,72   | 7,34                               | 36,72  | 18,36    | 7,34      |
| 16      | 6.047,27  | 36,72   | 7,34                               | 36,72  | 18,36    | 7,34      |
| 17      | 6.300,30  | 38,26   | 7,65                               | 38,26  | 19,13    | 7,65      |
| 18      | 6.300,30  | 38,26   | 7,65                               | 38,26  | 19,13    | 7,65      |
| 19      | 6.300,30  | 38,26   | 7,65                               | 38,26  | 19,13    | 7,65      |
| 20      | 6.528,02  | 39,64   | 7,93                               | 39,64  | 19,82    | 7,93      |
| 21      | 6.528,02  | 39,64   | 7,93                               | 39,64  | 19,82    | 7,93      |
| 22      | 6.781,04  | 41,18   | 8,24                               | 41,18  | 20,59    | 8,24      |
| 23      | 7.034,07  | 42,72   | 8,54                               | 42,72  | 21,36    | 8,54      |
| 24      | 7.236,48  | 43,95   | 8,79                               | 43,95  | 21,97    | 8,79      |
| 25      | 7.249,61  | 44,03   | 8,81                               | 44,03  | 22,01    | 8,81      |
| 26      | 7.261,78  | 44,10   | 8,82                               | 44,10  | 22,05    | 8,82      |
| 27      | 7.273,05  | 44,17   | 8,83                               | 44,17  | 22,08    | 8,83      |
| 28      | 7.283,49  | 44,23   | 8,85                               | 44,23  | 22,12    | 8,85      |
| 29      | 7.293,16  | 44,29   | 8,86                               | 44,29  | 22,15    | 8,86      |
| 30      | 7.302,12  | 44,34   | 8,87                               | 44,34  | 22,17    | 8,87      |
| 31      | 7.310,42  | 44,40   | 8,88                               | 44,40  | 22,20    | 8,88      |
| 32      | 7.318,10  | 44,44   | 8,89                               | 44,44  | 22,22    | 8,89      |
| 33      | 7.325,22  | 44,49   | 8,90                               | 44,49  | 22,24    | 8,90      |
| 34      | 7.331,81  | 44,53   | 8,91                               | 44,53  | 22,26    | 8,91      |
| 35      | 7.337,91  | 44,56   | 8,91                               | 44,56  | 22,28    | 8,91      |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |                |
|---------|-----------|---------|------------------------------------|--------|----------|----------------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Zaterdag/Nacht |
|         |           |         | 20%                                | 100%   | 50%      | 20%            |
| 0 / 18j | 4.539,15  | 27,57   | 5,51                               | 27,57  | 13,78    | 5,51           |
| 1       | 4.649,26  | 28,23   | 5,65                               | 28,23  | 14,12    | 5,65           |
| 2       | 4.759,38  | 28,90   | 5,78                               | 28,90  | 14,45    | 5,78           |
| 3       | 4.869,44  | 29,57   | 5,91                               | 29,57  | 14,79    | 5,91           |
| 4       | 4.869,44  | 29,57   | 5,91                               | 29,57  | 14,79    | 5,91           |
| 5       | 5.062,11  | 30,74   | 6,15                               | 30,74  | 15,37    | 6,15           |
| 6       | 5.062,11  | 30,74   | 6,15                               | 30,74  | 15,37    | 6,15           |
| 7       | 5.254,78  | 31,91   | 6,38                               | 31,91  | 15,96    | 6,38           |
| 8       | 5.254,78  | 31,91   | 6,38                               | 31,91  | 15,96    | 6,38           |
| 9       | 5.447,46  | 33,08   | 6,62                               | 33,08  | 16,54    | 6,62           |
| 10      | 5.447,46  | 33,08   | 6,62                               | 33,08  | 16,54    | 6,62           |
| 11      | 5.640,13  | 34,25   | 6,85                               | 34,25  | 17,13    | 6,85           |
| 12      | 5.640,13  | 34,25   | 6,85                               | 34,25  | 17,13    | 6,85           |
| 13      | 5.832,80  | 35,42   | 7,08                               | 35,42  | 17,71    | 7,08           |
| 14      | 5.832,80  | 35,42   | 7,08                               | 35,42  | 17,71    | 7,08           |
| 15      | 6.025,42  | 36,59   | 7,32                               | 36,59  | 18,30    | 7,32           |
| 16      | 6.025,42  | 36,59   | 7,32                               | 36,59  | 18,30    | 7,32           |
| 17      | 6.218,09  | 37,76   | 7,55                               | 37,76  | 18,88    | 7,55           |
| 18      | 6.218,09  | 37,76   | 7,55                               | 37,76  | 18,88    | 7,55           |
| 19      | 6.410,76  | 38,93   | 7,79                               | 38,93  | 19,47    | 7,79           |
| 20      | 6.410,76  | 38,93   | 7,79                               | 38,93  | 19,47    | 7,79           |
| 21      | 6.603,44  | 40,10   | 8,02                               | 40,10  | 20,05    | 8,02           |
| 22      | 6.603,44  | 40,10   | 8,02                               | 40,10  | 20,05    | 8,02           |
| 23      | 6.796,11  | 41,27   | 8,25                               | 41,27  | 20,64    | 8,25           |
| 24      | 6.796,11  | 41,27   | 8,25                               | 41,27  | 20,64    | 8,25           |
| 25      | 6.808,44  | 41,35   | 8,27                               | 41,35  | 20,67    | 8,27           |
| 26      | 6.819,87  | 41,42   | 8,28                               | 41,42  | 20,71    | 8,28           |
| 27      | 6.830,45  | 41,48   | 8,30                               | 41,48  | 20,74    | 8,30           |
| 28      | 6.840,26  | 41,54   | 8,31                               | 41,54  | 20,77    | 8,31           |
| 29      | 6.849,34  | 41,60   | 8,32                               | 41,60  | 20,80    | 8,32           |
| 30      | 6.857,76  | 41,65   | 8,33                               | 41,65  | 20,82    | 8,33           |
| 31      | 6.865,55  | 41,69   | 8,34                               | 41,69  | 20,85    | 8,34           |
| 32      | 6.872,76  | 41,74   | 8,35                               | 41,74  | 20,87    | 8,35           |
| 33      | 6.879,44  | 41,78   | 8,36                               | 41,78  | 20,89    | 8,36           |
| 34      | 6.885,63  | 41,82   | 8,36                               | 41,82  | 20,91    | 8,36           |
| 35      | 6.891,36  | 41,85   | 8,37                               | 41,85  | 20,93    | 8,37           |

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**Vanaf 1.2.2026**

| Anc.    | Loon      |         | Toeslagen onregelmatige prestaties |        |          |         |
|---------|-----------|---------|------------------------------------|--------|----------|---------|
|         | Maandloon | Uurloon | Zaterdag / avond                   | Zondag | Feestdag | Nachten |
|         |           |         | 20%                                | 100%   | 50%      | 20%     |
| 0 / 18j | 6.033,32  | 36,64   | 7,33                               | 36,64  | 18,32    | 7,33    |
| 1       | 6.033,32  | 36,64   | 7,33                               | 36,64  | 18,32    | 7,33    |
| 2       | 6.269,25  | 38,07   | 7,61                               | 38,07  | 19,04    | 7,61    |
| 3       | 6.269,25  | 38,07   | 7,61                               | 38,07  | 19,04    | 7,61    |
| 4       | 6.505,18  | 39,51   | 7,90                               | 39,51  | 19,75    | 7,90    |
| 5       | 6.505,18  | 39,51   | 7,90                               | 39,51  | 19,75    | 7,90    |
| 6       | 6.741,05  | 40,94   | 8,19                               | 40,94  | 20,47    | 8,19    |
| 7       | 6.741,05  | 40,94   | 8,19                               | 40,94  | 20,47    | 8,19    |
| 8       | 6.976,98  | 42,37   | 8,47                               | 42,37  | 21,19    | 8,47    |
| 9       | 6.976,98  | 42,37   | 8,47                               | 42,37  | 21,19    | 8,47    |
| 10      | 7.212,91  | 43,80   | 8,76                               | 43,80  | 21,90    | 8,76    |
| 11      | 7.212,91  | 43,80   | 8,76                               | 43,80  | 21,90    | 8,76    |
| 12      | 7.448,84  | 45,24   | 9,05                               | 45,24  | 22,62    | 9,05    |
| 13      | 7.448,84  | 45,24   | 9,05                               | 45,24  | 22,62    | 9,05    |
| 14      | 7.684,77  | 46,67   | 9,33                               | 46,67  | 23,33    | 9,33    |
| 15      | 7.684,77  | 46,67   | 9,33                               | 46,67  | 23,33    | 9,33    |
| 16      | 7.920,70  | 48,10   | 9,62                               | 48,10  | 24,05    | 9,62    |
| 17      | 7.920,70  | 48,10   | 9,62                               | 48,10  | 24,05    | 9,62    |
| 18      | 8.156,62  | 49,53   | 9,91                               | 49,53  | 24,77    | 9,91    |
| 19      | 8.156,62  | 49,53   | 9,91                               | 49,53  | 24,77    | 9,91    |
| 20      | 8.392,55  | 50,97   | 10,19                              | 50,97  | 25,48    | 10,19   |
| 21      | 8.392,55  | 50,97   | 10,19                              | 50,97  | 25,48    | 10,19   |
| 22      | 8.628,43  | 52,40   | 10,48                              | 52,40  | 26,20    | 10,48   |
| 23      | 8.628,43  | 52,40   | 10,48                              | 52,40  | 26,20    | 10,48   |
| 24      | 8.628,43  | 52,40   | 10,48                              | 52,40  | 26,20    | 10,48   |
| 25      | 8.644,08  | 52,49   | 10,50                              | 52,49  | 26,25    | 10,50   |
| 26      | 8.658,58  | 52,58   | 10,52                              | 52,58  | 26,29    | 10,52   |
| 27      | 8.672,02  | 52,66   | 10,53                              | 52,66  | 26,33    | 10,53   |
| 28      | 8.684,47  | 52,74   | 10,55                              | 52,74  | 26,37    | 10,55   |
| 29      | 8.696,00  | 52,81   | 10,56                              | 52,81  | 26,40    | 10,56   |
| 30      | 8.706,69  | 52,87   | 10,57                              | 52,87  | 26,44    | 10,57   |
| 31      | 8.716,58  | 52,93   | 10,59                              | 52,93  | 26,47    | 10,59   |
| 32      | 8.725,75  | 52,99   | 10,60                              | 52,99  | 26,50    | 10,60   |
| 33      | 8.734,23  | 53,04   | 10,61                              | 53,04  | 26,52    | 10,61   |
| 34      | 8.742,08  | 53,09   | 10,62                              | 53,09  | 26,54    | 10,62   |
| 35      | 8.749,36  | 53,13   | 10,63                              | 53,13  | 26,57    | 10,63   |



## Vergoedingen onregelmatige prestaties en vakantieverblijven

### Weddesupplementen (1.10.2018)

|             | Nachtdienst | Zondagwerk | Feestdagwerk | Zaterdagwerk | Avondwerk | Vakantie<br>verblijf (*) |
|-------------|-------------|------------|--------------|--------------|-----------|--------------------------|
| Procentueel | 20%         | 100%       | 50%          | 20%          | 20%       |                          |
| Forfaitair  |             |            |              |              |           | 50,57                    |

(\*) De kampvergoeding is een officiële erkende forfaitaire onkostenvergoeding en is derhalve geen loon. Er dienen bijgevolg geen bijdragen voor sociale zekerheid of fiscale voorheffing op te worden ingehouden.

### Cumuleerbaarheid

|              | Nachtdienst | Zondagwerk | Feestdagwerk | Zaterdagwerk | Avondwerk |
|--------------|-------------|------------|--------------|--------------|-----------|
| Nachtdienst  | -           | X          | X            | 0            | 0(*)      |
| Zondagwerk   | X           | -          | 0            | -            | X         |
| Feestdagwerk | X           | 0          | -            | 0            | X         |
| Zaterdagwerk | 0           | -          | 0            | -            | X         |
| Avondwerk    | 0(*)        | X          | X            | X            | -         |

X = cumuleerbaar

0 = niet-cumuleerbaar (bij niet-cumuleerbaarheid wordt de hoogste loontoeslag die voor een betrokken arbeidsprestatie kan gelden toegekend)

(\*) niet-cumuleerbaar voor zover het om dezelfde arbeidsuren gaat.

## Eindejaarspremie (uitvoering VIA-akkoord)

*Het bedrag van de eindejaarspremie is samengesteld uit een vast geïndexeerd gedeelte en een procentueel gedeelte op het brutojaarloon van de werknemer.*

*Vanaf 2020 krijgen de werknemers een 13e maand.*

### Vast geïndexeerd gedeelte

2012: 618,51 euro

2013: 128,43 euro

2014: 128,56 euro

2015: 129,11 euro

2016: 130,54 euro

2017: 132,81 euro

2018: 135,36 euro

2019: 136,92 euro

### Procentueel gedeelte op het brutojaarloon

2012: 4,61%

vanaf 2013: 7,57%

## Vakbondspremie

*Het bedrag van de vakbondspremie is afhankelijk van de bijdrage die men aan de vakbond betaalt.*

### Voltijdse bijdrage

Vanaf 2018: 86,76 euro

Vanaf 2022: 90 euro

Vanaf 2023: 100 euro

Vanaf 2025: 110 euro

### Deeltijdse bijdrage

Vanaf 2018: 43,38 euro

Vanaf 2022: 45 euro

Vanaf 2023: 50 euro

Vanaf 2025: 55 euro

## Vervoersonkosten

### Openbaar vervoer

*Cao 19/11 (vervangt 19octies van 20.2.2009) van 23.4.2019 afgesloten in de nationale arbeidsraad*

*Treinvervoer is vanaf 1 september 2009 helemaal gratis. (CAO 29.5.2009: derdebetalingsregel) . Wat het a openbaar vervoer betreft, moet de werkgever een bijdrage betalen in de vervoersonkosten. In de tabel vind werkgeverstussenkomst (vanaf 1.2.2010)*

| Afstand                 | Werkgeversbijdrage voor wat het door de NMBS georganiseerd vervoer betreft (in €) |            |               |
|-------------------------|-----------------------------------------------------------------------------------|------------|---------------|
| Afstand woonplaats-werk | Verplichte werkgeverstegenkomst                                                   |            |               |
|                         | (71,8% gemiddeld — cao nr. 19/11)                                                 |            |               |
| enkel traject in km     | Jaarkaart                                                                         | Maandkaart | Halftijds (1) |
| 1,00                    | 330,00                                                                            | 33,00      | 11,00         |
| 2,00                    | 330,00                                                                            | 33,00      | 11,00         |
| 3,00                    | 330,00                                                                            | 33,00      | 11,00         |
| 4,00                    | 359,00                                                                            | 36,00      | 12,00         |
| 5,00                    | 388,00                                                                            | 39,00      | 13,00         |
| 6,00                    | 412,00                                                                            | 41,00      | 14,00         |
| 7,00                    | 438,00                                                                            | 44,00      | 15,00         |
| 8,00                    | 462,00                                                                            | 46,00      | 15,00         |
| 9,00                    | 487,00                                                                            | 48,00      | 16,00         |
| 10,00                   | 512,00                                                                            | 51,00      | 17,00         |
| 11,00                   | 537,00                                                                            | 53,00      | 18,00         |
| 12,00                   | 561,00                                                                            | 56,00      | 19,00         |
| 13,00                   | 586,00                                                                            | 58,00      | 20,00         |
| 14,00                   | 611,00                                                                            | 61,00      | 20,00         |
| 15,00                   | 636,00                                                                            | 63,00      | 21,00         |
| 16,00                   | 661,00                                                                            | 66,00      | 22,00         |
| 17,00                   | 685,00                                                                            | 68,00      | 23,00         |
| 18,00                   | 710,00                                                                            | 71,00      | 24,00         |
| 19,00                   | 735,00                                                                            | 73,00      | 24,00         |
| 20,00                   | 760,00                                                                            | 77,00      | 26,00         |
| 21,00                   | 784,00                                                                            | 79,00      | 27,00         |
| 22,00                   | 809,00                                                                            | 81,00      | 28,00         |
| 23,00                   | 833,00                                                                            | 84,00      | 29,00         |
| 24,00                   | 858,00                                                                            | 86,00      | 30,00         |
| 25,00                   | 883,00                                                                            | 89,00      | 30,00         |
| 26,00                   | 908,00                                                                            | 91,00      | 32,00         |
| 27,00                   | 933,00                                                                            | 93,00      | 32,00         |
| 28,00                   | 958,00                                                                            | 96,00      | 33,00         |
| 29,00                   | 982,00                                                                            | 98,00      | 34,00         |
| 30,00                   | 1.007,00                                                                          | 101,00     | 35,00         |
| 31-33                   | 1.048,00                                                                          | 105,00     | 36,00         |
| 34-36                   | 1.109,00                                                                          | 110,00     | 38,00         |
| 37-39                   | 1.170,00                                                                          | 117,00     | 40,00         |
| 40-42                   | 1.230,00                                                                          | 123,00     | 42,00         |
| 43-45                   | 1.292,00                                                                          | 129,00     | 44,00         |
| 46-48                   | 1.352,00                                                                          | 136,00     | 46,00         |
| 49-51                   | 1.413,00                                                                          | 142,00     | 48,00         |

|         |          |        |       |
|---------|----------|--------|-------|
| 52-54   | 1.456,00 | 146,00 | 50,00 |
| 55-57   | 1.500,00 | 150,00 | 51,00 |
| 58-60   | 1.542,00 | 154,00 | 53,00 |
| 61-65   | 1.601,00 | 160,00 | 55,00 |
| 66-70   | 1.673,00 | 167,00 | 57,00 |
| 71-75   | 1.744,00 | 174,00 | 59,00 |
| 76-80   | 1.817,00 | 182,00 | 62,00 |
| 81-85   | 1.889,00 | 189,00 | 64,00 |
| 86-90   | 1.962,00 | 196,00 | 66,00 |
| 91-95   | 2.034,00 | 204,00 | 69,00 |
| 96-100  | 2.106,00 | 211,00 | 71,00 |
| 101-105 | 2.178,00 | 217,00 | 74,00 |
| 106-110 | 2.250,00 | 224,00 | 77,00 |
| 111-115 | 2.323,00 | 233,00 | 80,00 |
| 116-120 | 2.395,00 | 240,00 | 82,00 |
| 121-125 | 2.467,00 | 247,00 | 85,00 |
| 126-130 | 2.539,00 | 254,00 | 87,00 |
| 131-135 | 2.612,00 | 261,00 | 90,00 |
| 136-140 | 2.684,00 | 268,00 | 92,00 |
| 141-145 | 2.755,00 | 275,00 | 94,00 |
| 146-150 | 2.856,00 | 286,00 | 97,00 |

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## Privé-vervoer (niet met fiets) vanaf 1.7.2009 (CAO 29.5.2009)

| Afstand woonplaats-werk | Verplichte werkgeverstegemoetkoming (80%) |                |                |
|-------------------------|-------------------------------------------|----------------|----------------|
|                         | Maandkaart                                | Per dag (5d/w) | Per dag (6d/w) |
| enkel traject in km     |                                           |                |                |
| 1,00                    | 14,64                                     | 0,68           | 0,56           |
| 2,00                    | 16,40                                     | 0,76           | 0,63           |
| 3,00                    | 17,84                                     | 0,82           | 0,69           |
| 4,00                    | 19,52                                     | 0,90           | 0,75           |
| 5,00                    | 20,80                                     | 0,96           | 0,80           |
| 6,00                    | 22,40                                     | 1,03           | 0,86           |
| 7,00                    | 24,00                                     | 1,11           | 0,92           |
| 8,00                    | 24,80                                     | 1,14           | 0,95           |
| 9,00                    | 26,40                                     | 1,22           | 1,02           |
| 10,00                   | 28,00                                     | 1,29           | 1,08           |
| 11,00                   | 29,60                                     | 1,37           | 1,14           |
| 12,00                   | 30,80                                     | 1,42           | 1,18           |
| 13,00                   | 32,00                                     | 1,48           | 1,23           |
| 14,00                   | 33,60                                     | 1,55           | 1,29           |
| 15,00                   | 34,80                                     | 1,61           | 1,34           |
| 16,00                   | 36,00                                     | 1,66           | 1,38           |
| 17,00                   | 38,00                                     | 1,75           | 1,46           |
| 18,00                   | 39,20                                     | 1,81           | 1,51           |
| 19,00                   | 40,80                                     | 1,88           | 1,57           |
| 20,00                   | 42,40                                     | 1,96           | 1,63           |
| 21,00                   | 43,20                                     | 1,99           | 1,66           |
| 22,00                   | 44,80                                     | 2,07           | 1,72           |
| 23,00                   | 46,40                                     | 2,14           | 1,78           |
| 24,00                   | 47,20                                     | 2,18           | 1,82           |
| 25,00                   | 49,60                                     | 2,29           | 1,91           |
| 26,00                   | 50,40                                     | 2,33           | 1,94           |
| 27,00                   | 52,00                                     | 2,40           | 2,00           |
| 28,00                   | 53,60                                     | 2,47           | 2,06           |
| 29,00                   | 54,40                                     | 2,51           | 2,09           |
| 30,00                   | 56,00                                     | 2,59           | 2,15           |
| 31-33                   | 58,40                                     | 2,70           | 2,25           |
| 34-36                   | 62,40                                     | 2,88           | 2,40           |
| 37-39                   | 65,60                                     | 3,03           | 2,52           |
| 40-42                   | 69,60                                     | 3,21           | 2,68           |
| 43-45                   | 72,80                                     | 3,36           | 2,80           |
| 46-48                   | 76,80                                     | 3,55           | 2,95           |
| 49-51                   | 80,80                                     | 3,73           | 3,11           |
| 52-54                   | 83,20                                     | 3,84           | 3,20           |
| 55-57                   | 85,60                                     | 3,95           | 3,29           |
| 58-60                   | 88,80                                     | 4,10           | 3,42           |
| 61-65                   | 92,00                                     | 4,25           | 3,54           |
| 66-70                   | 96,00                                     | 4,43           | 3,69           |
| 71-75                   | 100,80                                    | 4,65           | 3,88           |
| 76-80                   | 105,60                                    | 4,88           | 4,06           |
| 81-85                   | 109,60                                    | 5,06           | 4,22           |
| 86-90                   | 114,40                                    | 5,28           | 4,40           |
| 91-95                   | 118,40                                    | 5,47           | 4,55           |
| 96-100                  | 122,40                                    | 5,65           | 4,71           |



|         |        |      |      |
|---------|--------|------|------|
| 101-105 | 128,00 | 5,91 | 4,92 |
| 106-110 | 132,00 | 6,09 | 5,08 |
| 111-115 | 136,80 | 6,32 | 5,26 |
| 116-120 | 141,60 | 6,54 | 5,45 |
| 121-125 | 144,80 | 6,69 | 5,57 |
| 126-130 | 149,60 | 6,91 | 5,75 |
| 131-135 | 153,60 | 7,09 | 5,91 |
| 136-140 | 158,40 | 7,31 | 6,09 |
| 141-145 | 162,40 | 7,50 | 6,25 |
| 146-150 | 168,80 | 7,79 | 6,49 |

## Privévervoer met de fiets en dienstopdrachten

### Privé-vervoer met de fiets vanaf 1 juli 2009

CAO 29.6.2009

Vanaf 1 juli 2009: 0,15 euro/km

Vanaf 1 januari 2019: 0,24 euro/km

Vanaf 1 januari 2022: 0,25 euro/km

Vanaf 1 januari 2023: 0,27 euro/km

Vanaf 1 januari 2024: 0,35 euro/km

Vanaf 1 januari 2025: 0,36 euro/km

### Vervoerstussenkomst voor dienstopdrachten

*De werkgever komt tussen voor het gebruik van persoonlijke vervoermiddelen om dienstredenen.*

#### *Met de fiets*

Vanaf 1 juli 2009: 0,15 euro/km

Vanaf 1 januari 2019: 0,24 euro/km

Vanaf 1 januari 2022: 0,25 euro/km

Vanaf 1 januari 2023: 0,27 euro/km

Vanaf 1 januari 2024: 0,35 euro/km

Vanaf 1 januari 2025: 0,36 euro/km

#### *Met ander privé-vervoer*

| Periode         | Vergoeding    |
|-----------------|---------------|
| Vanaf 1.1.2025  | 0,4290 eur/km |
| Vanaf 1.4.2025  | 0,4320 eur/km |
| Vanaf 1.7.2025  | 0,4309 eur/km |
| Vanaf 1.10.2025 | 0,4312 eur/km |
| Vanaf 1.1.2026  | 0,4326 eur/km |