

## Inhoud

### Functieclassificatie

### Gewaarborgd minimumloon

#### Lonen:

L4  
L3  
L2  
A1  
A2  
MV2  
B2b  
B2a  
B1c  
B1b  
B1Abis  
B1a  
MV1  
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 dienststopdrachten

## 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)
<b>L4</b>	logistiek personeel klasse 4	logistiek personeel klasse 4	logistiek personeel klasse 4	logistiek personeel klasse 4
<b>L3</b>	logistiek personeel klasse 3 (in dienst na 1.11.1993)	logistiek personeel klasse 3	logistiek personeel klasse 3	logistiek personeel klasse 3
<b>L2</b>	logistiek personeel klasse 2	logistiek personeel klasse 2	logistiek personeel klasse 2	logistiek personeel klasse 2
<b>A1</b>	administratief + logistiek personeel klasse 1	administratief personeel klasse 1	administratief + logistiek personeel klasse 1	administratief medewerker klasse 1
<b>A2</b>	administratief klasse 2	- administratief klasse 2	administratief personeel klasse 2	administratief medewerker klasse 2
		- administratief personeel klasse 3 in dienst voor 1.12.1991 na 5 jaar dienstanciënniteit		
<b>A3</b>	administratief personeel klasse 3	administratief personeel klasse 3	administratief personeel klasse 3	administratief medewerker klasse 3
<b>MV2</b>	gebrevetteerde verpleegkundige	gebrevetteerde verpleegkundige		
<b>B3</b>	begeleidend en verzorgend personeel klasse 3	begeleidend personeel klasse 3		
<b>B2B</b>	begeleidend en verzorgend personeel klasse 2B	begeleidend personeel klasse 2B	hulpverlener klasse 2B	(huurders)begeleider / adviesverlener klasse 2B
<b>B2A</b>	begeleidend en verzorgend personeel klasse 2A	begeleidend personeel klasse 2A	hulpverlener klasse 2A	(huurders)begeleider / adviesverlener klasse 2A
<b>B1C</b>	opvoedend personeel klasse 1	begeleidend personeel klasse 1	hulpverlener klasse 1	(huurders)begeleider / adviesverlener klasse 1
<b>B1B</b>	- hoofdopvoeder			
	- diensthoofd maatschappelijk werker	hoofdbegeleider	teambegeleider	
	- diensthoofd paramedische dienst			

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



## Gewaarborgd minimumloon

Vanaf 1.6.2024

Maandloon	Uurloon
2258,77	13,7172

### Loonschaal L4 Arbeider

Index **117,17**

vanaf

**1.6.2024**

L4

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	13,3961	2,6266	13,1331	6,5666	2,6266
1	13,5631	2,6594	13,2969	6,6484	2,6594
2	13,7298	2,6921	13,4603	6,7302	2,6921
3	13,8968	2,7248	13,6241	6,8120	2,7248
4	14,0931	2,7633	13,8165	6,9083	2,7633
5	14,2380	2,7917	13,9586	6,9793	2,7917
6	14,7623	2,8945	14,4725	7,2363	2,8945
7	14,8594	2,9135	14,5677	7,2838	2,9135
8	15,4314	3,0257	15,1285	7,5643	3,0257
9	15,4807	3,0354	15,1768	7,5884	3,0354
10	16,1006	3,1569	15,7846	7,8923	3,1569
11	16,1023	3,1572	15,7862	7,8931	3,1572
12	16,7698	3,2881	16,4406	8,2203	3,2881
13	16,7698	3,2881	16,4406	8,2203	3,2881
14	17,4389	3,4193	17,0966	8,5483	3,4193
15	17,4389	3,4193	17,0966	8,5483	3,4193
16	17,7226	3,4749	17,3747	8,6874	3,4749
17	17,7226	3,4749	17,3747	8,6874	3,4749
18	18,3918	3,6061	18,0307	9,0154	3,6061
19	18,3918	3,6061	18,0307	9,0154	3,6061
20	19,0609	3,7374	18,6868	9,3434	3,7374
21	19,0609	3,7374	18,6868	9,3434	3,7374
22	19,5197	3,8273	19,1365	9,5683	3,8273
23	20,0138	3,9242	19,6209	9,8105	3,9242
24	20,6829	4,0554	20,2769	10,1385	4,0554
25	20,7204	4,0627	20,3137	10,1568	4,0627
26	20,7552	4,0696	20,3478	10,1739	4,0696
27	20,7874	4,0759	20,3794	10,1897	4,0759
28	20,8173	4,0817	20,4086	10,2043	4,0817
29	20,8449	4,0871	20,4357	10,2179	4,0871
30	20,8705	4,0922	20,4608	10,2304	4,0922
31	20,8942	4,0968	20,4841	10,2420	4,0968
32	20,9162	4,1011	20,5056	10,2528	4,1011
33	20,9365	4,1051	20,5255	10,2628	4,1051
34	20,9554	4,1088	20,5440	10,2720	4,1088
35	20,9728	4,1122	20,5611	10,2805	4,1122

### Loonschaal L3

Index **117,17**

vanaf

**1.6.2024**

L3

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht
		20%	100%	50%	20%
0 / 18j	2.308,52	2,8039	14,0193	7,0097	2,8039
1	2397,02	2,91	14,56	7,28	2,91
2	2.486,48	3,0200	15,1001	7,5500	3,0200
3	2.575,94	3,1287	15,6434	7,8217	3,1287
4	2.665,40	3,2373	16,1866	8,0933	3,2373
5	2.665,40	3,2373	16,1866	8,0933	3,2373
6	2.792,90	3,3922	16,9609	8,4805	3,3922
7	2.792,90	3,3922	16,9609	8,4805	3,3922
8	2.903,48	3,5265	17,6325	8,8162	3,5265
9	2.903,48	3,5265	17,6325	8,8162	3,5265
10	2.984,43	3,6248	18,1241	9,0620	3,6248
11	2.984,43	3,6248	18,1241	9,0620	3,6248
12	3.111,93	3,7797	18,8984	9,4492	3,7797
13	3.111,93	3,7797	18,8984	9,4492	3,7797
14	3.214,24	3,9039	19,5197	9,7598	3,9039
15	3.214,24	3,9039	19,5197	9,7598	3,9039
16	3.303,47	4,0123	20,0615	10,0308	4,0123
17	3.303,47	4,0123	20,0615	10,0308	4,0123
18	3.430,97	4,1672	20,8358	10,4179	4,1672
19	3.430,97	4,1672	20,8358	10,4179	4,1672
20	3.558,47	4,3220	21,6101	10,8051	4,3220
21	3.558,47	4,3220	21,6101	10,8051	4,3220
22	3.685,98	4,4769	22,3845	11,1922	4,4769
23	3.813,48	4,6318	23,1588	11,5794	4,6318
24	3.940,98	4,7866	23,9331	11,9665	4,7866
25	3.948,13	4,7953	23,9765	11,9883	4,7953
26	3.954,76	4,8033	24,0167	12,0084	4,8033
27	3.960,90	4,8108	24,0540	12,0270	4,8108
28	3.966,58	4,8177	24,0886	12,0443	4,8177
29	3.971,85	4,8241	24,1205	12,0603	4,8241
30	3.976,73	4,8300	24,1502	12,0751	4,8300
31	3.981,25	4,8355	24,1776	12,0888	4,8355
32	3.985,43	4,8406	24,2030	12,1015	4,8406
33	3.989,31	4,8453	24,2266	12,1133	4,8453
34	3.992,90	4,8497	24,2484	12,1242	4,8497
35	3.996,22	4,8537	24,2685	12,1343	4,8537

### Loonschaal L3

Index **117,17**

vanaf

**1.6.2024**

L3

Anc.	Loon		Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht	
		20%	100%	50%	20%	
0 / 18j	2.308,52	2,8039	14,0193	7,0097	2,8039	
1	2397,02	2,91	14,56	7,28	2,91	
2	2.486,48	3,0200	15,1001	7,5500	3,0200	
3	2.575,94	3,1287	15,6434	7,8217	3,1287	
4	2.665,40	3,2373	16,1866	8,0933	3,2373	
5	2.665,40	3,2373	16,1866	8,0933	3,2373	
6	2.792,90	3,3922	16,9609	8,4805	3,3922	
7	2.792,90	3,3922	16,9609	8,4805	3,3922	
8	2.903,48	3,5265	17,6325	8,8162	3,5265	
9	2.903,48	3,5265	17,6325	8,8162	3,5265	
10	2.984,43	3,6248	18,1241	9,0620	3,6248	
11	2.984,43	3,6248	18,1241	9,0620	3,6248	
12	3.111,93	3,7797	18,8984	9,4492	3,7797	
13	3.111,93	3,7797	18,8984	9,4492	3,7797	
14	3.214,24	3,9039	19,5197	9,7598	3,9039	
15	3.214,24	3,9039	19,5197	9,7598	3,9039	
16	3.303,47	4,0123	20,0615	10,0308	4,0123	
17	3.303,47	4,0123	20,0615	10,0308	4,0123	
18	3.430,97	4,1672	20,8358	10,4179	4,1672	
19	3.430,97	4,1672	20,8358	10,4179	4,1672	
20	3.558,47	4,3220	21,6101	10,8051	4,3220	
21	3.558,47	4,3220	21,6101	10,8051	4,3220	
22	3.685,98	4,4769	22,3845	11,1922	4,4769	
23	3.813,48	4,6318	23,1588	11,5794	4,6318	
24	3.940,98	4,7866	23,9331	11,9665	4,7866	
25	3.948,13	4,7953	23,9765	11,9883	4,7953	
26	3.954,76	4,8033	24,0167	12,0084	4,8033	
27	3.960,90	4,8108	24,0540	12,0270	4,8108	
28	3.966,58	4,8177	24,0886	12,0443	4,8177	
29	3.971,85	4,8241	24,1205	12,0603	4,8241	
30	3.976,73	4,8300	24,1502	12,0751	4,8300	
31	3.981,25	4,8355	24,1776	12,0888	4,8355	
32	3.985,43	4,8406	24,2030	12,1015	4,8406	
33	3.989,31	4,8453	24,2266	12,1133	4,8453	
34	3.992,90	4,8497	24,2484	12,1242	4,8497	
35	3.996,22	4,8537	24,2685	12,1343	4,8537	

### Loonschaal L3 Arbeider

Index **117,17**

vanaf

**1.6.2024**

L3

Anc.	Loon		Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen	
		20%	100%	50%	20%	
0 / 18j	14,0193	2,7488	13,7441	6,8721	2,7488	
1	14,5568	2,8542	14,2710	7,1355	2,8542	
2	15,1001	2,9607	14,8037	7,4018	2,9607	
3	15,6434	3,0673	15,3363	7,6681	3,0673	
4	16,1866	3,1738	15,8689	7,9344	3,1738	
5	16,1866	3,1738	15,8689	7,9344	3,1738	
6	16,9609	3,3256	16,6280	8,3140	3,3256	
7	16,9609	3,3256	16,6280	8,3140	3,3256	
8	17,6325	3,4573	17,2864	8,6432	3,4573	
9	17,6325	3,4573	17,2864	8,6432	3,4573	
10	18,1241	3,5537	17,7683	8,8842	3,5537	
11	18,1241	3,5537	17,7683	8,8842	3,5537	
12	18,8984	3,7055	18,5274	9,2637	3,7055	
13	18,8984	3,7055	18,5274	9,2637	3,7055	
14	19,5197	3,8273	19,1365	9,5683	3,8273	
15	19,5197	3,8273	19,1365	9,5683	3,8273	
16	20,0615	3,9335	19,6677	9,8339	3,9335	
17	20,0615	3,9335	19,6677	9,8339	3,9335	
18	20,8358	4,0854	20,4268	10,2134	4,0854	
19	20,8358	4,0854	20,4268	10,2134	4,0854	
20	21,6101	4,2372	21,1859	10,5930	4,2372	
21	21,6101	4,2372	21,1859	10,5930	4,2372	
22	22,3845	4,3890	21,9451	10,9725	4,3890	
23	23,1588	4,5408	22,7042	11,3521	4,5408	
24	23,9331	4,6927	23,4633	11,7316	4,6927	
25	23,9765	4,7012	23,5059	11,7529	4,7012	
26	24,0167	4,7091	23,5453	11,7727	4,7091	
27	24,0540	4,7164	23,5819	11,7909	4,7164	
28	24,0886	4,7231	23,6157	11,8079	4,7231	
29	24,1205	4,7294	23,6471	11,8235	4,7294	
30	24,1502	4,7352	23,6761	11,8381	4,7352	
31	24,1776	4,7406	23,7030	11,8515	4,7406	
32	24,2030	4,7456	23,7279	11,8640	4,7456	
33	24,2266	4,7502	23,7510	11,8755	4,7502	
34	24,2484	4,7545	23,7724	11,8862	4,7545	
35	24,2685	4,7584	23,7921	11,8961	4,7584	



**Loonschaal L2**

**Index 117,17**

**vanaf**

**1.6.2024**

L2

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht
		20%	100%	50%	20%
0 / 18j	2.496,01	3,0316	15,1580	7,5790	3,0316
1	2593,20	3,15	15,75	7,87	3,15
2	2.690,39	3,2677	16,3384	8,1692	3,2677
3	2.787,58	3,3857	16,9286	8,4643	3,3857
4	2.884,77	3,5038	17,5188	8,7594	3,5038
5	2.884,77	3,5038	17,5188	8,7594	3,5038
6	2.959,81	3,5949	17,9746	8,9873	3,5949
7	2.959,81	3,5949	17,9746	8,9873	3,5949
8	3.098,33	3,7632	18,8158	9,4079	3,7632
9	3.098,33	3,7632	18,8158	9,4079	3,7632
10	3.214,24	3,9039	19,5197	9,7598	3,9039
11	3.214,24	3,9039	19,5197	9,7598	3,9039
12	3.311,90	4,0226	20,1128	10,0564	4,0226
13	3.311,90	4,0226	20,1128	10,0564	4,0226
14	3.450,43	4,1908	20,9540	10,4770	4,1908
15	3.450,43	4,1908	20,9540	10,4770	4,1908
16	3.588,95	4,3590	21,7952	10,8976	4,3590
17	3.588,95	4,3590	21,7952	10,8976	4,3590
18	3.727,47	4,5273	22,6365	11,3182	4,5273
19	3.727,47	4,5273	22,6365	11,3182	4,5273
20	3.865,99	4,6955	23,4777	11,7388	4,6955
21	3.865,99	4,6955	23,4777	11,7388	4,6955
22	4.004,51	4,8638	24,3189	12,1595	4,8638
23	4.143,04	5,0320	25,1602	12,5801	5,0320
24	4.281,56	5,2003	26,0014	13,0007	5,2003
25	4.289,33	5,2097	26,0486	13,0243	5,2097
26	4.296,53	5,2185	26,0923	13,0461	5,2185
27	4.303,19	5,2266	26,1328	13,0664	5,2266
28	4.309,37	5,2341	26,1703	13,0851	5,2341
29	4.315,09	5,2410	26,2050	13,1025	5,2410
30	4.320,40	5,2474	26,2372	13,1186	5,2474
31	4.325,31	5,2534	26,2670	13,1335	5,2534
32	4.329,85	5,2589	26,2946	13,1473	5,2589
33	4.334,06	5,2640	26,3202	13,1601	5,2640
34	4.337,96	5,2688	26,3439	13,1719	5,2688
35	4.341,57	5,2732	26,3658	13,1829	5,2732

### Loonschaal L2 Arbeider

Index **117,17**

vanaf

**1.6.2024**

L2

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	15,1580	2,9721	14,8604	7,4302	2,9721
1	15,7482	3,0878	15,4390	7,7195	3,0878
2	16,3384	3,2035	16,0177	8,0088	3,2035
3	16,9286	3,3193	16,5963	8,2982	3,3193
4	17,5188	3,4350	17,1749	8,5875	3,4350
5	17,5188	3,4350	17,1749	8,5875	3,4350
6	17,9746	3,5243	17,6217	8,8109	3,5243
7	17,9746	3,5243	17,6217	8,8109	3,5243
8	18,8158	3,6893	18,4464	9,2232	3,6893
9	18,8158	3,6893	18,4464	9,2232	3,6893
10	19,5197	3,8273	19,1365	9,5683	3,8273
11	19,5197	3,8273	19,1365	9,5683	3,8273
12	20,1128	3,9436	19,7180	9,8590	3,9436
13	20,1128	3,9436	19,7180	9,8590	3,9436
14	20,9540	4,1085	20,5427	10,2713	4,1085
15	20,9540	4,1085	20,5427	10,2713	4,1085
16	21,7952	4,2735	21,3674	10,6837	4,2735
17	21,7952	4,2735	21,3674	10,6837	4,2735
18	22,6365	4,4384	22,1921	11,0961	4,4384
19	22,6365	4,4384	22,1921	11,0961	4,4384
20	23,4777	4,6034	23,0168	11,5084	4,6034
21	23,4777	4,6034	23,0168	11,5084	4,6034
22	24,3189	4,7683	23,8415	11,9208	4,7683
23	25,1602	4,9333	24,6663	12,3331	4,9333
24	26,0014	5,0982	25,4910	12,7455	5,0982
25	26,0486	5,1074	25,5372	12,7686	5,1074
26	26,0923	5,1160	25,5801	12,7900	5,1160
27	26,1328	5,1240	25,6198	12,8099	5,1240
28	26,1703	5,1313	25,6566	12,8283	5,1313
29	26,2050	5,1381	25,6906	12,8453	5,1381
30	26,2372	5,1444	25,7222	12,8611	5,1444
31	26,2670	5,1503	25,7514	12,8757	5,1503
32	26,2946	5,1557	25,7785	12,8892	5,1557
33	26,3202	5,1607	25,8036	12,9018	5,1607
34	26,3439	5,1654	25,8268	12,9134	5,1654
35	26,3658	5,1696	25,8482	12,9241	5,1696

## Loonschaal B2b

Index **117,17**

vanaf

**1.6.2024**

B2b

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht
		20%	100%	50%	20%
0 / 18j	2.506,15	3,0439	15,2195	7,6098	3,0439
1	2552,03	3,10	15,50	7,75	3,10
2	2.604,06	3,1628	15,8141	7,9071	3,1628
3	2.697,39	3,2762	16,3809	8,1905	3,2762
4	2.790,17	3,3889	16,9443	8,4722	3,3889
5	2.790,73	3,3895	16,9477	8,4739	3,3895
6	2.903,48	3,5265	17,6325	8,8162	3,5265
7	2.903,48	3,5265	17,6325	8,8162	3,5265
8	2.992,79	3,6350	18,1748	9,0874	3,6350
9	2.994,22	3,6367	18,1835	9,0918	3,6367
10	3.126,45	3,7973	18,9865	9,4933	3,7973
11	3.127,89	3,7991	18,9953	9,4976	3,7991
12	3.214,24	3,9039	19,5197	9,7598	3,9039
13	3.214,24	3,9039	19,5197	9,7598	3,9039
14	3.330,30	4,0449	20,2245	10,1122	4,0449
15	3.331,74	4,0466	20,2332	10,1166	4,0466
16	3.463,96	4,2072	21,0362	10,5181	4,2072
17	3.465,40	4,2090	21,0449	10,5225	4,2090
18	3.597,62	4,3696	21,8479	10,9240	4,3696
19	3.599,06	4,3713	21,8567	10,9283	4,3713
20	3.731,29	4,5319	22,6596	11,3298	4,5319
21	3.732,72	4,5337	22,6684	11,3342	4,5337
22	3.864,95	4,6943	23,4714	11,7357	4,6943
23	3.998,61	4,8566	24,2831	12,1415	4,8566
24	4.130,84	5,0172	25,0861	12,5430	5,0172
25	4.139,77	5,0281	25,1403	12,5702	5,0281
26	4.146,72	5,0365	25,1825	12,5913	5,0365
27	4.154,60	5,0461	25,2304	12,6152	5,0461
28	4.160,57	5,0533	25,2666	12,6333	5,0533
29	4.166,09	5,0600	25,3001	12,6501	5,0600
30	4.171,21	5,0662	25,3312	12,6656	5,0662
31	4.175,95	5,0720	25,3600	12,6800	5,0720
32	4.180,34	5,0773	25,3867	12,6933	5,0773
33	4.184,40	5,0823	25,4113	12,7057	5,0823
34	4.188,17	5,0868	25,4342	12,7171	5,0868
35	4.191,65	5,0911	25,4554	12,7277	5,0911

### Loonschaal B2b Arbeider

Index **117,17**

vanaf

**1.6.2024**

B2b

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	15,2195	2,9842	14,9208	7,4604	2,9842
1	15,4982	3,0388	15,1939	7,5970	3,0388
2	15,8141	3,1007	15,5037	7,7519	3,1007
3	16,3809	3,2119	16,0594	8,0297	3,2119
4	16,9443	3,3223	16,6117	8,3059	3,3223
5	16,9477	3,3230	16,6151	8,3075	3,3230
6	17,6325	3,4573	17,2864	8,6432	3,4573
7	17,6325	3,4573	17,2864	8,6432	3,4573
8	18,1748	3,5636	17,8181	8,9090	3,5636
9	18,1835	3,5653	17,8266	8,9133	3,5653
10	18,9865	3,7228	18,6138	9,3069	3,7228
11	18,9953	3,7245	18,6224	9,3112	3,7245
12	19,5197	3,8273	19,1365	9,5683	3,8273
13	19,5197	3,8273	19,1365	9,5683	3,8273
14	20,2245	3,9655	19,8275	9,9137	3,9655
15	20,2332	3,9672	19,8360	9,9180	3,9672
16	21,0362	4,1247	20,6233	10,3116	4,1247
17	21,0449	4,1264	20,6318	10,3159	4,1264
18	21,8479	4,2838	21,4191	10,7095	4,2838
19	21,8567	4,2855	21,4276	10,7138	4,2855
20	22,6596	4,4430	22,2148	11,1074	4,4430
21	22,6684	4,4447	22,2234	11,1117	4,4447
22	23,4714	4,6021	23,0106	11,5053	4,6021
23	24,2831	4,7613	23,8064	11,9032	4,7613
24	25,0861	4,9187	24,5936	12,2968	4,9187
25	25,1403	4,9294	24,6468	12,3234	4,9294
26	25,1825	4,9376	24,6882	12,3441	4,9376
27	25,2304	4,9470	24,7351	12,3676	4,9470
28	25,2666	4,9541	24,7706	12,3853	4,9541
29	25,3001	4,9607	24,8035	12,4018	4,9607
30	25,3312	4,9668	24,8340	12,4170	4,9668
31	25,3600	4,9724	24,8622	12,4311	4,9724
32	25,3867	4,9777	24,8883	12,4442	4,9777
33	25,4113	4,9825	24,9125	12,4563	4,9825
34	25,4342	4,9870	24,9349	12,4675	4,9870
35	25,4554	4,9911	24,9557	12,4778	4,9911

## Loonschaal B2a

Index **117,17**

vanaf

**1.6.2024**

B2a

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht
		20%	100%	50%	20%
0 / 18j	2.750,63	3,3408	16,7042	8,3521	3,3408
1	2817,76	3,42	17,11	8,56	3,42
2	2.905,94	3,5295	17,6474	8,8237	3,5295
3	2.998,08	3,6414	18,2070	9,1035	3,6414
4	3.081,54	3,7428	18,7138	9,3569	3,7428
5	3.121,39	3,7912	18,9558	9,4779	3,7912
6	3.202,84	3,8901	19,4504	9,7252	3,8901
7	3.239,33	3,9344	19,6720	9,8360	3,9344
8	3.341,28	4,0582	20,2912	10,1456	4,0582
9	3.373,88	4,0978	20,4892	10,2446	4,0978
10	3.443,52	4,1824	20,9121	10,4560	4,1824
11	3.471,74	4,2167	21,0834	10,5417	4,2167
12	3.564,48	4,3293	21,6466	10,8233	4,3293
13	3.590,11	4,3605	21,8023	10,9011	4,3605
14	3.681,61	4,4716	22,3579	11,1790	4,4716
15	3.704,19	4,4990	22,4951	11,2475	4,4990
16	3.792,80	4,6066	23,0332	11,5166	4,6066
17	3.812,63	4,6307	23,1536	11,5768	4,6307
18	3.898,65	4,7352	23,6760	11,8380	4,7352
19	3.916,04	4,7563	23,7816	11,8908	4,7563
20	3.999,75	4,8580	24,2900	12,1450	4,8580
21	4.014,96	4,8765	24,3824	12,1912	4,8765
22	4.096,63	4,9757	24,8783	12,4392	4,9757
23	4.188,96	5,0878	25,4390	12,7195	5,0878
24	4.327,48	5,2561	26,2803	13,1401	5,2561
25	4.336,84	5,2674	26,3371	13,1685	5,2674
26	4.344,12	5,2763	26,3813	13,1906	5,2763
27	4.352,38	5,2863	26,4314	13,2157	5,2863
28	4.358,63	5,2939	26,4694	13,2347	5,2939
29	4.364,41	5,3009	26,5045	13,2523	5,3009
30	4.369,78	5,3074	26,5371	13,2686	5,3074
31	4.374,74	5,3135	26,5673	13,2836	5,3135
32	4.379,34	5,3190	26,5952	13,2976	5,3190
33	4.383,60	5,3242	26,6210	13,3105	5,3242
34	4.387,54	5,3290	26,6450	13,3225	5,3290
35	4.391,19	5,3334	26,6671	13,3336	5,3334

**Loonschaal B1c**  
Index **117,17**

vanaf **1.6.2024**

B1c

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	18,3213	3,5923	17,9617	8,9808	3,5923
1	18,7360	3,6736	18,3682	9,1841	3,6736
2	19,3039	3,7850	18,9250	9,4625	3,7850
3	19,9437	3,9104	19,5522	9,7761	3,9104
4	20,5091	4,0213	20,1065	10,0532	4,0213
5	20,7881	4,0760	20,3801	10,1900	4,0760
6	21,3953	4,1951	20,9754	10,4877	4,1951
7	21,6498	4,2450	21,2248	10,6124	4,2450
8	22,3578	4,3838	21,9189	10,9594	4,3838
9	22,5864	4,4286	22,1430	11,0715	4,4286
10	23,2684	4,5623	22,8116	11,4058	4,5623
11	23,4725	4,6024	23,0118	11,5059	4,6024
12	24,1302	4,7313	23,6566	11,8283	4,7313
13	24,3111	4,7668	23,8339	11,9169	4,7668
14	24,9465	4,8914	24,4568	12,2284	4,8914
15	25,1062	4,9227	24,6133	12,3067	4,9227
16	25,7374	5,0464	25,2322	12,6161	5,0464
17	25,8930	5,0769	25,3847	12,6924	5,0769
18	26,5044	5,1968	25,9841	12,9920	5,1968
19	26,6411	5,2236	26,1182	13,0591	5,2236
20	27,2346	5,3400	26,7000	13,3500	5,3400
21	27,3545	5,3635	26,8176	13,4088	5,3635
22	27,9406	5,4784	27,3921	13,6961	5,4784
23	28,9070	5,6679	28,3395	14,1698	5,6679
24	29,8629	5,8553	29,2767	14,6384	5,8553
25	29,9275	5,8680	29,3400	14,6700	5,8680
26	29,9777	5,8779	29,3893	14,6946	5,8779
27	30,0347	5,8890	29,4451	14,7225	5,8890
28	30,0778	5,8975	29,4874	14,7437	5,8975
29	30,1177	5,9053	29,5265	14,7633	5,9053
30	30,1547	5,9126	29,5628	14,7814	5,9126
31	30,1890	5,9193	29,5964	14,7982	5,9193
32	30,2207	5,9255	29,6275	14,8137	5,9255
33	30,2501	5,9313	29,6563	14,8281	5,9313
34	30,2773	5,9366	29,6830	14,8415	5,9366
35	30,3025	5,9415	29,7077	14,8538	5,9415

## Loonschaal B1b

Index **117,17**

vanaf

**1.6.2024**

B1b

Anc.	Loon		Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht	
		20%	100%	50%	20%	
0 / 18j	3.279,13	3,9828	19,9138	9,9569	3,9828	
1	3340,41	4,06	20,29	10,14	4,06	
2	3.423,56	4,1582	20,7908	10,3954	4,1582	
3	3.504,17	4,2561	21,2804	10,6402	4,2561	
4	3.589,59	4,3598	21,7992	10,8996	4,3598	
5	3.650,34	4,4336	22,1680	11,0840	4,4336	
6	3.769,01	4,5777	22,8887	11,4444	4,5777	
7	3.813,84	4,6322	23,1610	11,5805	4,6322	
8	3.938,63	4,7838	23,9188	11,9594	4,7838	
9	3.978,74	4,8325	24,1624	12,0812	4,8325	
10	4.098,93	4,9785	24,8923	12,4461	4,9785	
11	4.134,59	5,0218	25,1088	12,5544	5,0218	
12	4.250,51	5,1626	25,8128	12,9064	5,1626	
13	4.282,15	5,2010	26,0049	13,0025	5,2010	
14	4.394,13	5,3370	26,6850	13,3425	5,3370	
15	4.422,29	5,3712	26,8560	13,4280	5,3712	
16	4.533,54	5,5063	27,5316	13,7658	5,5063	
17	4.560,99	5,5397	27,6983	13,8492	5,5397	
18	4.668,73	5,6705	28,3526	14,1763	5,6705	
19	4.692,85	5,6998	28,4991	14,2495	5,6998	
20	4.797,44	5,8268	29,1342	14,5671	5,8268	
21	4.818,59	5,8525	29,2627	14,6313	5,8525	
22	4.922,86	5,9792	29,8959	14,9480	5,9792	
23	5.093,12	6,1860	30,9299	15,4649	6,1860	
24	5.261,55	6,3905	31,9527	15,9764	6,3905	
25	5.272,93	6,4044	32,0219	16,0109	6,4044	
26	5.281,78	6,4151	32,0756	16,0378	6,4151	
27	5.291,82	6,4273	32,1365	16,0683	6,4273	
28	5.299,41	6,4365	32,1827	16,0913	6,4365	
29	5.306,45	6,4451	32,2254	16,1127	6,4451	
30	5.312,97	6,4530	32,2650	16,1325	6,4530	
31	5.319,01	6,4603	32,3017	16,1508	6,4603	
32	5.324,60	6,4671	32,3356	16,1678	6,4671	
33	5.329,77	6,4734	32,3670	16,1835	6,4734	
34	5.334,57	6,4792	32,3962	16,1981	6,4792	
35	5.339,00	6,4846	32,4231	16,2116	6,4846	

## Loonschaal B1a

Index **117,17**

vanaf

**1.6.2024**

B1a

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht
		20%	100%	50%	20%
0 / 18j	3.481,10	4,2281	21,1403	10,5701	4,2281
1	3534,67	4,29	21,47	10,73	4,29
2	3.588,19	4,3581	21,7906	10,8953	4,3581
3	3.659,86	4,4452	22,2259	11,1129	4,4452
4	3.711,60	4,5080	22,5401	11,2701	4,5080
5	3.806,02	4,6227	23,1135	11,5568	4,6227
6	3.852,76	4,6795	23,3973	11,6987	4,6795
7	3.942,23	4,7881	23,9407	11,9703	4,7881
8	4.025,41	4,8892	24,4458	12,2229	4,8892
9	4.068,87	4,9419	24,7097	12,3549	4,9419
10	4.189,58	5,0886	25,4428	12,7214	5,0886
11	4.225,24	5,1319	25,6593	12,8297	5,1319
12	4.345,03	5,2774	26,3868	13,1934	5,2774
13	4.376,58	5,3157	26,5784	13,2892	5,3157
14	4.492,45	5,4564	27,2821	13,6410	5,4564
15	4.520,25	5,4902	27,4509	13,7254	5,4902
16	4.635,37	5,6300	28,1500	14,0750	5,6300
17	4.662,48	5,6629	28,3146	14,1573	5,6629
18	4.798,01	5,8275	29,1377	14,5689	5,8275
19	4.799,13	5,8289	29,1445	14,5723	5,8289
20	4.975,44	6,0430	30,2152	15,1076	6,0430
21	4.976,55	6,0444	30,2220	15,1110	6,0444
22	5.152,86	6,2585	31,2927	15,6463	6,2585
23	5.331,06	6,4750	32,3748	16,1874	6,4750
24	5.507,36	6,6891	33,4455	16,7228	6,6891
25	5.519,27	6,7036	33,5178	16,7589	6,7036
26	5.528,53	6,7148	33,5741	16,7870	6,7148
27	5.539,04	6,7276	33,6379	16,8189	6,7276
28	5.546,99	6,7372	33,6862	16,8431	6,7372
29	5.554,35	6,7462	33,7309	16,8654	6,7462
30	5.561,18	6,7545	33,7723	16,8862	6,7545
31	5.567,50	6,7621	33,8107	16,9054	6,7621
32	5.573,35	6,7693	33,8463	16,9231	6,7693
33	5.578,77	6,7758	33,8791	16,9396	6,7758
34	5.583,79	6,7819	33,9096	16,9548	6,7819
35	5.588,43	6,7876	33,9378	16,9689	6,7876



## Loonschaal B1abis

Index **117,17**

vanaf

**1.6.2024**

B1abis

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	21,8228	4,2789	21,3945	10,6972	4,2789
1	22,1482	4,3427	21,7134	10,8567	4,3427
2	22,5673	4,4249	22,1244	11,0622	4,4249
3	23,0773	4,5249	22,6243	11,3121	4,5249
4	23,4110	4,5903	22,9515	11,4757	4,5903
5	24,0030	4,7064	23,5319	11,7659	4,7064
6	24,3047	4,7655	23,8276	11,9138	4,7655
7	24,8650	4,8754	24,3769	12,1885	4,8754
8	25,3863	4,9776	24,8879	12,4440	4,9776
9	25,6655	5,0323	25,1617	12,5809	5,0323
10	26,4131	5,1789	25,8946	12,9473	5,1789
11	26,6434	5,2241	26,1204	13,0602	5,2241
12	27,3838	5,3693	26,8463	13,4231	5,3693
13	27,5877	5,4092	27,0461	13,5231	5,4092
14	28,3028	5,5494	27,7472	13,8736	5,5494
15	28,4824	5,5847	27,9233	13,9617	5,5847
16	29,1949	5,7244	28,6218	14,3109	5,7244
17	29,3721	5,7591	28,7955	14,3978	5,7591
18	30,0666	5,8953	29,4764	14,7382	5,8953
19	30,2220	5,9258	29,6288	14,8144	5,9258
20	30,8978	6,0583	30,2913	15,1456	6,0583
21	31,0271	6,0836	30,4181	15,2090	6,0836
22	31,9752	6,2695	31,3476	15,6738	6,2695
23	33,0574	6,4817	32,4085	16,2043	6,4817
24	34,1281	6,6916	33,4581	16,7291	6,6916
25	34,2016	6,7061	33,5303	16,7651	6,7061
26	34,2590	6,7173	33,5865	16,7933	6,7173
27	34,3239	6,7300	33,6501	16,8251	6,7300
28	34,3732	6,7397	33,6984	16,8492	6,7397
29	34,4188	6,7486	33,7432	16,8716	6,7486
30	34,4611	6,7569	33,7846	16,8923	6,7569
31	34,5003	6,7646	33,8230	16,9115	6,7646
32	34,5365	6,7717	33,8586	16,9293	6,7717
33	34,5701	6,7783	33,8915	16,9457	6,7783
34	34,6012	6,7844	33,9220	16,9610	6,7844
35	34,6300	6,7900	33,9502	16,9751	6,7900

## Loonschaal MV2

Index **117,17**

vanaf

**1.6.2024**

MV2

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	16,6134	3,2575	16,2873	8,1436	3,2575
1	17,1365	3,3600	16,8001	8,4001	3,3600
2	17,6325	3,4573	17,2864	8,6432	3,4573
3	18,0322	3,5356	17,6782	8,8391	3,5356
4	18,6694	3,6606	18,3029	9,1514	3,6606
5	18,6772	3,6621	18,3106	9,1553	3,6621
6	19,5197	3,8273	19,1365	9,5683	3,8273
7	19,5197	3,8273	19,1365	9,5683	3,8273
8	20,1179	3,9446	19,7230	9,8615	3,9446
9	20,1374	3,9484	19,7421	9,8711	3,9484
10	21,0456	4,1265	20,6325	10,3162	4,1265
11	21,0524	4,1278	20,6392	10,3196	4,1278
12	21,9605	4,3059	21,5295	10,7647	4,3059
13	21,9674	4,3072	21,5361	10,7681	4,3072
14	22,8755	4,4853	22,4265	11,2132	4,4853
15	22,8823	4,4866	22,4331	11,2166	4,4866
16	23,7905	4,6647	23,3235	11,6617	4,6647
17	23,7998	4,6665	23,3326	11,6663	4,6665
18	24,7079	4,8446	24,2229	12,1115	4,8446
19	24,7178	4,8465	24,2326	12,1163	4,8465
20	25,6259	5,0246	25,1229	12,5615	5,0246
21	25,6358	5,0265	25,1326	12,5663	5,0265
22	26,5440	5,2046	26,0229	13,0115	5,2046
23	27,4620	5,3846	26,9229	13,4615	5,3846
24	28,3701	5,5626	27,8132	13,9066	5,5626
25	28,4315	5,5747	27,8734	13,9367	5,5747
26	28,4792	5,5840	27,9202	13,9601	5,5840
27	28,5333	5,5946	27,9732	13,9866	5,5946
28	28,5743	5,6027	28,0134	14,0067	5,6027
29	28,6122	5,6101	28,0506	14,0253	5,6101
30	28,6474	5,6170	28,0850	14,0425	5,6170
31	28,6799	5,6234	28,1170	14,0585	5,6234
32	28,7101	5,6293	28,1465	14,0733	5,6293
33	28,7380	5,6348	28,1739	14,0869	5,6348
34	28,7638	5,6398	28,1992	14,0996	5,6398
35	28,7878	5,6445	28,2227	14,1113	5,6445

**Loonschaal MV1**  
Index **117,17**

vanaf **1.6.2024**

MV1

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	18,3213	3,5923	17,9617	8,9808	3,5923
1	18,7360	3,6736	18,3682	9,1841	3,6736
2	19,3039	3,7850	18,9250	9,4625	3,7850
3	19,9437	3,9104	19,5522	9,7761	3,9104
4	20,5091	4,0213	20,1065	10,0532	4,0213
5	20,7881	4,0760	20,3801	10,1900	4,0760
6	21,3953	4,1951	20,9754	10,4877	4,1951
7	22,1855	4,3500	21,7500	10,8750	4,3500
8	22,4230	4,3966	21,9829	10,9914	4,3966
9	22,9218	4,4944	22,4719	11,2359	4,4944
10	23,2802	4,5646	22,8232	11,4116	4,5646
11	23,6068	4,6287	23,1434	11,5717	4,6287
12	24,1403	4,7333	23,6664	11,8332	4,7333
13	24,3194	4,7684	23,8420	11,9210	4,7684
14	24,9548	4,8930	24,4650	12,2325	4,8930
15	25,1127	4,9240	24,6198	12,3099	4,9240
16	25,9443	5,0870	25,4351	12,7175	5,0870
17	26,3693	5,1703	25,8517	12,9258	5,1703
18	26,9031	5,2750	26,3750	13,1875	5,2750
19	27,3757	5,3677	26,8383	13,4192	5,3677
20	27,4322	5,3787	26,8937	13,4469	5,3787
21	27,9333	5,4770	27,3850	13,6925	5,4770
22	27,9764	5,4855	27,4273	13,7136	5,4855
23	28,9392	5,6742	28,3711	14,1856	5,6742
24	29,8952	5,8617	29,3083	14,6542	5,8617
25	29,9562	5,8736	29,3682	14,6841	5,8736
26	30,0065	5,8835	29,4175	14,7087	5,8835
27	30,0599	5,8940	29,4698	14,7349	5,8940
28	30,1031	5,9024	29,5121	14,7561	5,9024
29	30,1430	5,9103	29,5513	14,7757	5,9103
30	30,1801	5,9175	29,5876	14,7938	5,9175
31	30,2144	5,9243	29,6213	14,8106	5,9243
32	30,2461	5,9305	29,6524	14,8262	5,9305
33	30,2755	5,9362	29,6812	14,8406	5,9362
34	30,3028	5,9416	29,7079	14,8540	5,9416
35	30,3280	5,9465	29,7326	14,8663	5,9465

## Loonschaal A2

Index **117,17**

vanaf

**1.6.2024**

A2

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	15,1580	2,9721	14,8604	7,4302	2,9721
1	15,7482	3,0878	15,4390	7,7195	3,0878
2	16,3384	3,2035	16,0177	8,0088	3,2035
3	16,9286	3,3193	16,5963	8,2982	3,3193
4	17,5188	3,4350	17,1749	8,5875	3,4350
5	17,5188	3,4350	17,1749	8,5875	3,4350
6	17,9746	3,5243	17,6217	8,8109	3,5243
7	17,9746	3,5243	17,6217	8,8109	3,5243
8	18,8158	3,6893	18,4464	9,2232	3,6893
9	18,8158	3,6893	18,4464	9,2232	3,6893
10	19,5197	3,8273	19,1365	9,5683	3,8273
11	19,5197	3,8273	19,1365	9,5683	3,8273
12	20,1128	3,9436	19,7180	9,8590	3,9436
13	20,1128	3,9436	19,7180	9,8590	3,9436
14	20,9540	4,1085	20,5427	10,2713	4,1085
15	20,9540	4,1085	20,5427	10,2713	4,1085
16	21,7952	4,2735	21,3674	10,6837	4,2735
17	21,7952	4,2735	21,3674	10,6837	4,2735
18	22,6365	4,4384	22,1921	11,0961	4,4384
19	22,6365	4,4384	22,1921	11,0961	4,4384
20	23,4777	4,6034	23,0168	11,5084	4,6034
21	23,4777	4,6034	23,0168	11,5084	4,6034
22	24,3189	4,7683	23,8415	11,9208	4,7683
23	25,1602	4,9333	24,6663	12,3331	4,9333
24	26,0014	5,0982	25,4910	12,7455	5,0982
25	26,0486	5,1074	25,5372	12,7686	5,1074
26	26,0923	5,1160	25,5801	12,7900	5,1160
27	26,1328	5,1240	25,6198	12,8099	5,1240
28	26,1703	5,1313	25,6566	12,8283	5,1313
29	26,2050	5,1381	25,6906	12,8453	5,1381
30	26,2372	5,1444	25,7222	12,8611	5,1444
31	26,2670	5,1503	25,7514	12,8757	5,1503
32	26,2946	5,1557	25,7785	12,8892	5,1557
33	26,3202	5,1607	25,8036	12,9018	5,1607
34	26,3439	5,1654	25,8268	12,9134	5,1654
35	26,3658	5,1696	25,8482	12,9241	5,1696

## Loonschaal A2 Arbeider

Index **117,17**

vanaf

**1.6.2024**

A2

Anc.	Loon		Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen	
		20%	100%	50%	20%	
0 / 18j	15,1580	2,9721	14,8604	7,4302	2,9721	
1	15,7482	3,0878	15,4390	7,7195	3,0878	
2	16,3384	3,2035	16,0177	8,0088	3,2035	
3	16,9286	3,3193	16,5963	8,2982	3,3193	
4	17,5188	3,4350	17,1749	8,5875	3,4350	
5	17,5188	3,4350	17,1749	8,5875	3,4350	
6	17,9746	3,5243	17,6217	8,8109	3,5243	
7	17,9746	3,5243	17,6217	8,8109	3,5243	
8	18,8158	3,6893	18,4464	9,2232	3,6893	
9	18,8158	3,6893	18,4464	9,2232	3,6893	
10	19,5197	3,8273	19,1365	9,5683	3,8273	
11	19,5197	3,8273	19,1365	9,5683	3,8273	
12	20,1128	3,9436	19,7180	9,8590	3,9436	
13	20,1128	3,9436	19,7180	9,8590	3,9436	
14	20,9540	4,1085	20,5427	10,2713	4,1085	
15	20,9540	4,1085	20,5427	10,2713	4,1085	
16	21,7952	4,2735	21,3674	10,6837	4,2735	
17	21,7952	4,2735	21,3674	10,6837	4,2735	
18	22,6365	4,4384	22,1921	11,0961	4,4384	
19	22,6365	4,4384	22,1921	11,0961	4,4384	
20	23,4777	4,6034	23,0168	11,5084	4,6034	
21	23,4777	4,6034	23,0168	11,5084	4,6034	
22	24,3189	4,7683	23,8415	11,9208	4,7683	
23	25,1602	4,9333	24,6663	12,3331	4,9333	
24	26,0014	5,0982	25,4910	12,7455	5,0982	
25	26,0486	5,1074	25,5372	12,7686	5,1074	
26	26,0923	5,1160	25,5801	12,7900	5,1160	
27	26,1328	5,1240	25,6198	12,8099	5,1240	
28	26,1703	5,1313	25,6566	12,8283	5,1313	
29	26,2050	5,1381	25,6906	12,8453	5,1381	
30	26,2372	5,1444	25,7222	12,8611	5,1444	
31	26,2670	5,1503	25,7514	12,8757	5,1503	
32	26,2946	5,1557	25,7785	12,8892	5,1557	
33	26,3202	5,1607	25,8036	12,9018	5,1607	
34	26,3439	5,1654	25,8268	12,9134	5,1654	
35	26,3658	5,1696	25,8482	12,9241	5,1696	

## Loonschaal A1

Index **117,17**

vanaf

**1.6.2024**

A1

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht
		20%	100%	50%	20%
0 / 18j	2.903,48	3,5265	17,6325	8,8162	3,5265
1	2903,48	3,53	17,63	8,82	3,53
2	2.976,47	3,6151	18,0757	9,0379	3,6151
3	3.086,91	3,7493	18,7464	9,3732	3,7493
4	3.197,35	3,8834	19,4171	9,7086	3,8834
5	3.197,35	3,8834	19,4171	9,7086	3,8834
6	3.291,29	3,9975	19,9876	9,9938	3,9975
7	3.466,22	4,2100	21,0499	10,5250	4,2100
8	3.466,22	4,2100	21,0499	10,5250	4,2100
9	3.556,98	4,3202	21,6011	10,8005	4,3202
10	3.606,11	4,3799	21,8995	10,9497	4,3799
11	3.647,67	4,4304	22,1519	11,0759	4,4304
12	3.763,53	4,5711	22,8554	11,4277	4,5711
13	3.763,53	4,5711	22,8554	11,4277	4,5711
14	3.920,94	4,7623	23,8114	11,9057	4,7623
15	3.920,94	4,7623	23,8114	11,9057	4,7623
16	4.141,52	5,0302	25,1509	12,5755	5,0302
17	4.232,22	5,1403	25,7017	12,8509	5,1403
18	4.362,08	5,2981	26,4904	13,2452	5,2981
19	4.452,78	5,4082	27,0412	13,5206	5,4082
20	4.452,78	5,4082	27,0412	13,5206	5,4082
21	4.543,48	5,5184	27,5920	13,7960	5,5184
22	4.550,58	5,5270	27,6351	13,8176	5,5270
23	4.708,00	5,7182	28,5911	14,2955	5,7182
24	4.865,41	5,9094	29,5470	14,7735	5,9094
25	4.874,24	5,9201	29,6006	14,8003	5,9201
26	4.882,42	5,9301	29,6503	14,8252	5,9301
27	4.889,99	5,9393	29,6963	14,8482	5,9393
28	4.897,01	5,9478	29,7390	14,8695	5,9478
29	4.903,52	5,9557	29,7784	14,8892	5,9557
30	4.909,54	5,9630	29,8150	14,9075	5,9630
31	4.915,12	5,9698	29,8489	14,9245	5,9698
32	4.920,29	5,9761	29,8803	14,9401	5,9761
33	4.925,07	5,9819	29,9093	14,9547	5,9819
34	4.929,50	5,9872	29,9362	14,9681	5,9872
35	4.933,60	5,9922	29,9611	14,9806	5,9922

## Loonschaal L1

Index **117,17**

vanaf

**1.6.2024**

L1

Anc.	Loon		Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht	
		20%	100%	50%	20%	
0 / 18j	3.634,35	4,4142	22,0710	11,0355	4,4142	
1	3754,33	4,56	22,80	11,40	4,56	
2	3.871,62	4,7024	23,5119	11,7559	4,7024	
3	3.986,15	4,8415	24,2074	12,1037	4,8415	
4	4.109,28	4,9910	24,9552	12,4776	4,9910	
5	4.259,04	5,1729	25,8646	12,9323	5,1729	
6	4.299,56	5,2221	26,1107	13,0554	5,2221	
7	4.431,72	5,3827	26,9133	13,4566	5,3827	
8	4.478,93	5,4400	27,2000	13,6000	5,4400	
9	4.605,82	5,5941	27,9705	13,9853	5,5941	
10	4.653,44	5,6520	28,2598	14,1299	5,6520	
11	4.769,80	5,7933	28,9664	14,4832	5,7933	
12	4.831,05	5,8677	29,3384	14,6692	5,8677	
13	4.927,78	5,9852	29,9258	14,9629	5,9852	
14	5.013,88	6,0897	30,4487	15,2243	6,0897	
15	5.094,96	6,1882	30,9411	15,4705	6,1882	
16	5.218,47	6,3382	31,6911	15,8456	6,3382	
17	5.262,20	6,3913	31,9567	15,9784	6,3913	
18	5.423,06	6,5867	32,9336	16,4668	6,5867	
19	5.429,39	6,5944	32,9720	16,4860	6,5944	
20	5.627,65	6,8352	34,1760	17,0880	6,8352	
21	5.632,32	6,8409	34,2044	17,1022	6,8409	
22	5.832,24	7,0837	35,4184	17,7092	7,0837	
23	6.036,82	7,3322	36,6609	18,3304	7,3322	
24	6.236,74	7,5750	37,8749	18,9375	7,5750	
25	6.248,05	7,5887	37,9436	18,9718	7,5887	
26	6.258,54	7,6015	38,0073	19,0037	7,6015	
27	6.268,25	7,6133	38,0663	19,0332	7,6133	
28	6.277,25	7,6242	38,1210	19,0605	7,6242	
29	6.285,58	7,6343	38,1716	19,0858	7,6343	
30	6.293,31	7,6437	38,2185	19,1092	7,6437	
31	6.300,46	7,6524	38,2619	19,1309	7,6524	
32	6.307,08	7,6604	38,3021	19,1511	7,6604	
33	6.313,21	7,6679	38,3393	19,1697	7,6679	
34	6.318,89	7,6748	38,3738	19,1869	7,6748	
35	6.324,15	7,6812	38,4058	19,2029	7,6812	

### Loonschaal K5

Index **117,17**

vanaf

**1.6.2024**

K5

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	22,0886	4,3310	21,6550	10,8275	4,3310
1	22,7258	4,4559	22,2797	11,1398	4,4559
2	23,3895	4,5861	22,9304	11,4652	4,5861
3	24,0532	4,7162	23,5811	11,7905	4,7162
4	24,8497	4,8724	24,3619	12,1809	4,8724
5	25,8851	5,0754	25,3770	12,6885	5,0754
6	25,8851	5,0754	25,3770	12,6885	5,0754
7	26,9470	5,2836	26,4181	13,2090	5,2836
8	26,9470	5,2836	26,4181	13,2090	5,2836
9	28,0090	5,4918	27,4592	13,7296	5,4918
10	28,0090	5,4918	27,4592	13,7296	5,4918
11	29,3364	5,7521	28,7606	14,3803	5,7521
12	29,3364	5,7521	28,7606	14,3803	5,7521
13	30,5311	5,9864	29,9318	14,9659	5,9864
14	30,5311	5,9864	29,9318	14,9659	5,9864
15	31,7258	6,2206	31,1031	15,5515	6,2206
16	31,7258	6,2206	31,1031	15,5515	6,2206
17	33,0533	6,4809	32,4044	16,2022	6,4809
18	33,0533	6,4809	32,4044	16,2022	6,4809
19	33,0533	6,4809	32,4044	16,2022	6,4809
20	34,2480	6,7151	33,5757	16,7878	6,7151
21	34,2480	6,7151	33,5757	16,7878	6,7151
22	35,5754	6,9754	34,8771	17,4385	6,9754
23	36,9028	7,2357	36,1785	18,0892	7,2357
24	37,9648	7,4439	37,2196	18,6098	7,4439
25	38,0337	7,4574	37,2871	18,6435	7,4574
26	38,0975	7,4699	37,3497	18,6748	7,4699
27	38,1566	7,4815	37,4076	18,7038	7,4815
28	38,2114	7,4923	37,4613	18,7307	7,4923
29	38,2621	7,5022	37,5111	18,7555	7,5022
30	38,3092	7,5114	37,5572	18,7786	7,5114
31	38,3527	7,5200	37,5998	18,7999	7,5200
32	38,3930	7,5279	37,6394	18,8197	7,5279
33	38,4303	7,5352	37,6759	18,8380	7,5352
34	38,4649	7,5420	37,7098	18,8549	7,5420
35	38,4969	7,5482	37,7412	18,8706	7,5482



**Loonschaal K3**  
**Index 117,17**

**vanaf 1.6.2024**

K3

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	22,9382	4,4976	22,4879	11,2440	4,4976
1	23,5998	4,6273	23,1366	11,5683	4,6273
2	24,2891	4,7625	23,8123	11,9062	4,7625
3	24,9783	4,8976	24,4880	12,2440	4,8976
4	25,8054	5,0598	25,2989	12,6494	5,0598
5	26,8807	5,2706	26,3530	13,1765	5,2706
6	26,8807	5,2706	26,3530	13,1765	5,2706
7	27,9835	5,4868	27,4342	13,7171	5,4868
8	27,9835	5,4868	27,4342	13,7171	5,4868
9	29,0863	5,7031	28,5153	14,2577	5,7031
10	29,0863	5,7031	28,5153	14,2577	5,7031
11	30,4648	5,9734	29,8668	14,9334	5,9734
12	30,4648	5,9734	29,8668	14,9334	5,9734
13	31,7054	6,2166	31,0830	15,5415	6,2166
14	31,7054	6,2166	31,0830	15,5415	6,2166
15	32,9461	6,4599	32,2993	16,1497	6,4599
16	32,9461	6,4599	32,2993	16,1497	6,4599
17	34,3246	6,7302	33,6508	16,8254	6,7302
18	34,3246	6,7302	33,6508	16,8254	6,7302
19	34,3246	6,7302	33,6508	16,8254	6,7302
20	35,5652	6,9734	34,8671	17,4335	6,9734
21	35,5652	6,9734	34,8671	17,4335	6,9734
22	36,9437	7,2437	36,2185	18,1092	7,2437
23	38,3222	7,5140	37,5699	18,7850	7,5140
24	39,4250	7,7302	38,6511	19,3255	7,7302
25	39,4965	7,7442	38,7212	19,3606	7,7442
26	39,5628	7,7572	38,7862	19,3931	7,7572
27	39,6242	7,7693	38,8464	19,4232	7,7693
28	39,6811	7,7804	38,9022	19,4511	7,7804
29	39,7338	7,7908	38,9538	19,4769	7,7908
30	39,7826	7,8003	39,0017	19,5008	7,8003
31	39,8278	7,8092	39,0460	19,5230	7,8092
32	39,8697	7,8174	39,0870	19,5435	7,8174
33	39,9084	7,8250	39,1250	19,5625	7,8250
34	39,9443	7,8320	39,1602	19,5801	7,8320
35	39,9775	7,8386	39,1928	19,5964	7,8386

## Loonschaal K2

Index **117,17**

vanaf

**1.6.2024**

K2

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht
		20%	100%	50%	20%
0 / 18j	3.912,05	4,7515	23,7574	11,8787	4,7515
1	4024,90	4,89	24,44	12,22	4,89
2	4.142,45	5,0313	25,1566	12,5783	5,0313
3	4.260,00	5,1741	25,8704	12,9352	5,1741
4	4.401,06	5,3454	26,7271	13,3635	5,3454
5	4.584,44	5,5681	27,8407	13,9204	5,5681
6	4.584,44	5,5681	27,8407	13,9204	5,5681
7	4.772,51	5,7966	28,9829	14,4914	5,7966
8	4.772,51	5,7966	28,9829	14,4914	5,7966
9	4.960,60	6,0250	30,1251	15,0625	6,0250
10	4.960,60	6,0250	30,1251	15,0625	6,0250
11	5.195,69	6,3106	31,5528	15,7764	6,3106
12	5.195,69	6,3106	31,5528	15,7764	6,3106
13	5.407,28	6,5675	32,8377	16,4189	6,5675
14	5.407,28	6,5675	32,8377	16,4189	6,5675
15	5.618,87	6,8245	34,1227	17,0614	6,8245
16	5.618,87	6,8245	34,1227	17,0614	6,8245
17	5.853,97	7,1101	35,5504	17,7752	7,1101
18	5.853,97	7,1101	35,5504	17,7752	7,1101
19	5.853,97	7,1101	35,5504	17,7752	7,1101
20	6.065,56	7,3671	36,8354	18,4177	7,3671
21	6.065,56	7,3671	36,8354	18,4177	7,3671
22	6.300,66	7,6526	38,2631	19,1315	7,6526
23	6.535,76	7,9382	39,6908	19,8454	7,9382
24	6.723,84	8,1666	40,8330	20,4165	8,1666
25	6.736,04	8,1814	40,9071	20,4536	8,1814
26	6.747,34	8,1952	40,9758	20,4879	8,1952
27	6.757,81	8,2079	41,0393	20,5197	8,2079
28	6.767,52	8,2197	41,0983	20,5491	8,2197
29	6.776,50	8,2306	41,1528	20,5764	8,2306
30	6.784,83	8,2407	41,2034	20,6017	8,2407
31	6.792,54	8,2500	41,2502	20,6251	8,2500
32	6.799,68	8,2587	41,2936	20,6468	8,2587
33	6.806,29	8,2667	41,3337	20,6669	8,2667
34	6.812,41	8,2742	41,3709	20,6855	8,2742
35	6.818,08	8,2811	41,4053	20,7027	8,2811

### Loonschaal K1

Index **117,17**

vanaf

**1.6.2024**

K1

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	24,5766	4,8188	24,0942	12,0471	4,8188
1	25,2856	4,9578	24,7892	12,3946	4,9578
2	26,0240	5,1026	25,5132	12,7566	5,1026
3	26,7625	5,2474	26,2372	13,1186	5,2474
4	27,6487	5,4212	27,1060	13,5530	5,4212
5	28,8007	5,6471	28,2354	14,1177	5,6471
6	28,8007	5,6471	28,2354	14,1177	5,6471
7	29,9823	5,8787	29,3937	14,6969	5,8787
8	29,9823	5,8787	29,3937	14,6969	5,8787
9	31,1638	6,1104	30,5521	15,2761	6,1104
10	31,1638	6,1104	30,5521	15,2761	6,1104
11	32,6408	6,4000	32,0001	16,0000	6,4000
12	32,6408	6,4000	32,0001	16,0000	6,4000
13	33,9701	6,6607	33,3033	16,6516	6,6607
14	33,9701	6,6607	33,3033	16,6516	6,6607
15	35,2993	6,9213	34,6064	17,3032	6,9213
16	35,2993	6,9213	34,6064	17,3032	6,9213
17	36,7763	7,2109	36,0544	18,0272	7,2109
18	36,7763	7,2109	36,0544	18,0272	7,2109
19	36,7763	7,2109	36,0544	18,0272	7,2109
20	38,1056	7,4715	37,3576	18,6788	7,4715
21	38,1056	7,4715	37,3576	18,6788	7,4715
22	39,5825	7,7611	38,8055	19,4028	7,7611
23	41,0595	8,0507	40,2535	20,1267	8,0507
24	42,2410	8,2824	41,4119	20,7059	8,2824
25	42,3177	8,2974	41,4870	20,7435	8,2974
26	42,3887	8,3113	41,5566	20,7783	8,3113
27	42,4545	8,3242	41,6211	20,8106	8,3242
28	42,5154	8,3362	41,6809	20,8404	8,3362
29	42,5719	8,3472	41,7362	20,8681	8,3472
30	42,6242	8,3575	41,7875	20,8938	8,3575
31	42,6726	8,3670	41,8350	20,9175	8,3670
32	42,7175	8,3758	41,8790	20,9395	8,3758
33	42,7590	8,3839	41,9197	20,9598	8,3839
34	42,7975	8,3915	41,9574	20,9787	8,3915
35	42,8331	8,3985	41,9923	20,9961	8,3985

**Loonschaal G1**  
Index **117,17**

vanaf **1.6.2024**

G1

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Maandloon	Zaterdag / avond	Zondag	Feestdag	Zaterdag/Nacht
		20%	100%	50%	20%
0 / 18j	4.363,02	5,2992	26,4961	13,2480	5,2992
1	4468,86	5,43	27,14	13,57	5,43
2	4.574,70	5,5563	27,7816	13,8908	5,5563
3	4.680,49	5,6848	28,4240	14,2120	5,6848
4	4.680,49	5,6848	28,4240	14,2120	5,6848
5	4.865,69	5,9097	29,5487	14,7743	5,9097
6	4.865,69	5,9097	29,5487	14,7743	5,9097
7	5.050,88	6,1347	30,6734	15,3367	6,1347
8	5.050,88	6,1347	30,6734	15,3367	6,1347
9	5.236,08	6,3596	31,7981	15,8990	6,3596
10	5.236,08	6,3596	31,7981	15,8990	6,3596
11	5.421,28	6,5845	32,9227	16,4614	6,5845
12	5.421,28	6,5845	32,9227	16,4614	6,5845
13	5.606,47	6,8095	34,0474	17,0237	6,8095
14	5.606,47	6,8095	34,0474	17,0237	6,8095
15	5.791,62	7,0344	35,1718	17,5859	7,0344
16	5.791,62	7,0344	35,1718	17,5859	7,0344
17	5.976,81	7,2593	36,2964	18,1482	7,2593
18	5.976,81	7,2593	36,2964	18,1482	7,2593
19	6.162,01	7,4842	37,4211	18,7106	7,4842
20	6.162,01	7,4842	37,4211	18,7106	7,4842
21	6.347,21	7,7092	38,5458	19,2729	7,7092
22	6.347,21	7,7092	38,5458	19,2729	7,7092
23	6.532,41	7,9341	39,6705	19,8352	7,9341
24	6.532,41	7,9341	39,6705	19,8352	7,9341
25	6.544,26	7,9485	39,7425	19,8712	7,9485
26	6.555,24	7,9618	39,8091	19,9046	7,9618
27	6.565,41	7,9742	39,8709	19,9355	7,9742
28	6.574,84	7,9856	39,9282	19,9641	7,9856
29	6.583,57	7,9962	39,9812	19,9906	7,9962
30	6.591,66	8,0061	40,0303	20,0152	8,0061
31	6.599,15	8,0152	40,0758	20,0379	8,0152
32	6.606,08	8,0236	40,1179	20,0590	8,0236
33	6.612,51	8,0314	40,1569	20,0785	8,0314
34	6.618,46	8,0386	40,1931	20,0965	8,0386
35	6.623,96	8,0453	40,2265	20,1132	8,0453

**Loonschaal GS**  
Index **117,17**

vanaf **1.6.2024**

GS

Anc.	Loon	Toeslagen onregelmatige prestaties			
	Uurloon	Zaterdag / avond	Zondag	Feestdag	Nachturen
		20%	100%	50%	20%
0 / 18j	35,2179	6,9053	34,5266	17,2633	6,9053
1	35,2179	6,9053	34,5266	17,2633	6,9053
2	36,5951	7,1753	35,8767	17,9384	7,1753
3	36,5951	7,1753	35,8767	17,9384	7,1753
4	37,9723	7,4454	37,2269	18,6134	7,4454
5	37,9723	7,4454	37,2269	18,6134	7,4454
6	39,3491	7,7153	38,5767	19,2883	7,7153
7	39,3491	7,7153	38,5767	19,2883	7,7153
8	40,7263	7,9854	39,9268	19,9634	7,9854
9	40,7263	7,9854	39,9268	19,9634	7,9854
10	42,1034	8,2554	41,2770	20,6385	8,2554
11	42,1034	8,2554	41,2770	20,6385	8,2554
12	43,4806	8,5254	42,6271	21,3135	8,5254
13	43,4806	8,5254	42,6271	21,3135	8,5254
14	44,8578	8,7954	43,9772	21,9886	8,7954
15	44,8578	8,7954	43,9772	21,9886	8,7954
16	46,2349	9,0655	45,3274	22,6637	9,0655
17	46,2349	9,0655	45,3274	22,6637	9,0655
18	47,6121	9,3355	46,6775	23,3388	9,3355
19	47,6121	9,3355	46,6775	23,3388	9,3355
20	48,9893	9,6055	48,0276	24,0138	9,6055
21	48,9893	9,6055	48,0276	24,0138	9,6055
22	50,3661	9,8755	49,3775	24,6887	9,8755
23	50,3661	9,8755	49,3775	24,6887	9,8755
24	50,3661	9,8755	49,3775	24,6887	9,8755
25	50,4575	9,8934	49,4670	24,7335	9,8934
26	50,5422	9,9100	49,5501	24,7750	9,9100
27	50,6206	9,9254	49,6270	24,8135	9,9254
28	50,6933	9,9396	49,6982	24,8491	9,9396
29	50,7606	9,9528	49,7642	24,8821	9,9528
30	50,8230	9,9651	49,8254	24,9127	9,9651
31	50,8807	9,9764	49,8820	24,9410	9,9764
32	50,9342	9,9869	49,9344	24,9672	9,9869
33	50,9837	9,9966	49,9829	24,9915	9,9966
34	51,0296	10,0056	50,0279	25,0139	10,0056
35	51,0720	10,0139	50,0695	25,0348	10,0139

## Vergoedingen onregelmatige prestaties en vakantieverblijven

### Weddesupplementen (1.10.2018)

	Nachtdienst	Zondagwerk	Feestdagwerk	Zaterdagwerk	Avondwerk	Vakantie verblijf (*)
Procentueel	20%	100%	50%	20%	20%	
Forfaitair						48,6

(\*) De kampvergoeding is een officieel 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**

2013: 37,18 euro  
Vanaf 2014: 75 euro  
Vanaf 2016: 80 euro  
Vanaf 2018: 86,76 euro

### **Deeltijdse bijdrage**

2013: 18,59 euro  
Vanaf 2014: 37,50 euro  
Vanaf 2016: 40 euro  
Vanaf 2018: 43,38 euro



## Vervoersonkosten

### Openbaar vervoer

*Cao 19/9 (vervangt 19oecties 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 ander openbaar vervoer betreft, moet de werkgever een bijdrage betalen in de vervoersonkosten. In de tabel vind je die werkgeverstussenkomst (vanaf 1.2.2010)*

Afstand in km	Maandtreinkaart	Treinkaart geldig voor 3 maanden	Treinkaart geldig voor een jaar	Treinkaart voor deeltijds werkenden
Heen	Maandelijks bijdrage van de werkgever	Driemaandelijks bijdrage van de werkgever	Jaarlijkse bijdrage van de werkgever	Bijdrage van de werkgever
0 - 3	30,8	86,4	309,6	10,6
4,0	33,6	94,4	336,8	11,5
5,0	36,4	102,4	364,8	12,4
6,0	38,8	108,8	388,0	13,2
7,0	40,8	115,2	411,2	14,0
8,0	43,2	121,6	434,4	14,8
9,0	45,6	128,0	457,6	15,6
10,0	48,0	134,4	480,8	16,4
11,0	50,4	140,8	504,0	17,2
12,0	52,8	148,0	527,2	18,0
13,0	55,2	154,4	551,2	18,8
14,0	57,6	160,8	574,4	19,6
15,0	60,0	167,2	597,6	20,4
16,0	62,4	173,6	620,8	21,2
17,0	64,8	180,0	644,0	22,0
18,0	66,4	187,2	667,2	22,8
19,0	68,8	193,6	690,4	23,6
20,0	71,2	200,0	713,6	24,4
21,0	73,6	206,4	737,6	25,2
22,0	76,0	212,8	760,8	26,0
23,0	78,4	219,2	784,0	26,8
24,0	80,8	225,6	807,2	27,6
25,0	83,2	232,8	830,4	28,4
26,0	85,6	239,2	853,6	29,2
27,0	88,0	245,6	876,8	30,0
28,0	90,4	252,0	900,0	30,8
27,0	71,0	201,0	716,0	25,0
28,0	74,0	206,0	736,0	25,0
29,0	92,0	258,4	924,0	31,6
30,0	94,4	264,8	947,2	32,4
31 - 33	98,4	276,0	984,8	33,6
34 - 36	104,0	292,0	1042,4	35,6
37 - 39	109,6	308,0	1099,2	37,6
40 - 42	116,0	324,0	1156,8	39,6
43 - 45	121,6	340,0	1213,6	41,6
46 - 48	127,2	356,0	1271,2	43,2
49 - 51	132,8	372,0	1328,0	45,6
52 - 54	136,8	383,2	1368,8	46,4
55 - 57	140,8	394,4	1409,6	48,0
58 - 60	144,8	406,4	1450,4	49,6

61 - 65	150,4	421,6	1504,8	51,2
66 - 70	157,6	440,0	1572,0	53,6
71 - 75	164,0	459,2	1640,0	56,0
76 - 80	171,2	478,4	1708,0	58,4
81 - 85	177,6	497,6	1776,0	60,8
86 - 90	184,0	516,0	1844,0	63,2
91 - 95	191,2	535,2	1912,0	64,8
96 - 100	197,6	554,4	1979,2	67,2
101 - 105	204,8	573,6	2047,2	
106 - 110	211,2	592,0	2115,2	
111 - 115	218,4	611,2	2183,2	
116 - 120	224,8	630,4	2251,2	
121 - 125	232,0	649,6	2319,2	
126 - 130	238,4	668,0	2386,4	
131 - 135	245,6	687,2	2454,4	
136 - 140	252,0	706,4	2522,4	
141 - 145	259,2	725,6	2590,4	
146 - 150	268,8	752,0	2685,6	

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

Afstand in km	Wekelijks	Maandelijks	Driemaandelijks	Jaarlijks
3,0	5,4	17,8	49,6	179,2
4,0	5,8	19,5	54,4	194,4
5,0	6,3	20,8	59,2	211,2
6,0	6,7	22,4	62,4	224,0
7,0	7,1	24,0	66,4	237,6
8,0	7,5	24,8	70,4	251,2
9,0	7,9	26,4	74,4	264,8
10,0	8,3	28,0	78,4	278,4
11,0	8,8	29,6	82,4	292,8
12,0	9,2	30,8	86,4	306,4
13,0	9,7	32,0	90,4	321,6
14,0	10,1	33,6	94,4	336,0
15,0	10,5	34,8	97,6	348,8
16,0	10,9	36,0	101,6	364,0
17,0	11,3	38,0	105,6	377,6
18,0	11,7	39,2	109,6	391,2
19,0	12,2	40,8	113,6	405,6
20,0	12,6	42,4	117,6	419,2
21,0	13,0	43,2	121,6	433,6
22,0	13,4	44,8	125,6	448,0
23,0	13,9	46,4	129,6	463,2
24,0	14,3	47,2	133,6	476,8
25,0	14,7	49,6	137,6	491,2
26,0	15,3	50,4	141,6	505,6
27,0	15,6	52,0	145,6	520,0
28,0	15,9	53,6	149,6	533,6
29,0	16,5	54,4	152,8	547,2
30,0	16,8	56,0	157,6	560,8
31 - 33	17,4	58,4	164,8	586,4
34 - 36	18,6	62,4	174,4	620,8
37 - 39	19,5	65,6	183,2	654,4
40 - 42	20,8	69,6	195,2	696,8
43 - 45	22,0	72,8	204,8	731,2
46 - 48	23,2	76,8	214,4	765,6
49 - 51	24,0	80,8	225,6	806,4
52 - 54	25,2	83,2	232,8	831,2
55 - 57	25,6	85,6	239,2	856,0
58 - 60	26,8	88,8	248,0	886,4
61 - 65	27,6	92,0	257,6	919,2
66 - 70	28,8	96,0	268,8	960,8
71 - 75	30,4	100,8	283,2	1012,0
76 - 80	32,0	105,6	294,4	1053,6
81 - 85	33,2	109,6	306,4	1095,2
86 - 90	34,4	114,4	320,0	1143,2
91 - 95	35,6	118,4	332,0	1184,8
96 - 100	36,8	122,4	344,0	1227,2
101 - 105	38,4	128,0	357,6	1277,6
106 - 110	39,6	132,0	369,6	1320,0
111 - 115	40,8	136,8	381,6	1362,4
116 - 120	42,4	141,6	394,4	1410,4

121 - 125	43,2	144,8	407,2	1452,8
126 - 130	44,8	149,6	419,2	1495,2
131 -135	46,4	153,6	430,4	1537,6
136 -140	47,2	158,4	442,4	1580,0
141 - 145	48,8	162,4	454,4	1622,4
146 - 150	50,4	168,8	473,6	1691,2
151 - 155	51,2	171,2	480,8	1716,8
156 - 160	52,8	176,0	492,0	1759,2
161 - 165	53,6	180,0	504,8	1801,6
166 - 170	55,2	184,8	516,8	1844,8
171 - 175	56,8	188,8	528,8	1887,2
176 - 180	58,4	193,6	540,8	1929,6
181 - 185	59,2	196,8	552,8	1972,8
186 - 190	60,8	202,4	566,4	2023,2
191 - 195	62,4	206,4	578,4	2066,4
196 - 200	63,2	211,2	590,4	2109,6

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

CAO 29.6.2009

Vanaf 1 juli 2009: 0,15 euro/km

Vanaf 1 januari 2011: 0,21 euro/km

Vanaf 1 januari 2013: 0,22 euro/km

Vanaf 1 januari 2017: 0,23 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

## Vervoerstussenkomst voor dienststopdrachten

*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 2011: 0,21 euro/km

Vanaf 1 januari 2013: 0,22 euro/km

Vanaf 1 januari 2017: 0,23 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

### Met ander privé-vervoer

*Hieronder vindt u de geactualiseerde bedragen van tussenkomst op basis van het KB van 18.1.1965 gewijzigd door het KB van 20.7.2000 (BS 15.8.2000) waarbij vanaf 1 september 2000 een vast forfaitair bedrag voor de vervoerontkosten werd voorzien ongeacht de fiscale PK van de wagen.*

Periode	Vergoeding	Referentie
1.9.2000 - 1.7.2001	10 BEF/km	KB 20.7.2000 BS 15.8.2000
1.7.2001 - 31.12.2001	10,63 BEF/km	MO 25.7.2001 BS 9.8.2001
1.1.2002 - 30.6.2002	0,2636 euro/km	MO 25.7.2001 BS 9.8.2001
1.7.2002 - 30.6.2003	0,2677 euro/km	
1.7.2003 - 30.6.2004	0,2754 euro/km	
1.7.2004 - 30.6.2005	0,2771 euro/km	
1.7.2005 - 30.6.2006	0,2841 euro/km	
1.7.2006 - 30.6.2007	0,2903 euro/km	
1.7.2007 - 30.6.2008	0,2940 euro/km	
1.7.2008 - 30.6.2009	0,3169 euro/km	KB 21.11.2008 BS 1.12.2008
1.7.2009 - 30.6.2010	0,3026 euro/km	MO 18.6.2009, BS 29.6.2009
1.7.2010 - 30.6.2011	0,3178 euro/km	MO 14.6.2010, BS 17.6.2010
1.7.2011 - 30.6.2011	0,3352 euro/km	MO nr 609 20.6.2011, BS 22.6.2011
1.7.2012 - 30.6.2013	0,3456 euro/km	MO nr 619 18.6.2012, BS 27.6.2012
1.7.2013 - 30.6.2014	0,3461 euro/km	MO nr 628 5.7.2013, BS 9.7.2013
1.7.2014 - 30.6.2015	0,3468 euro/km	MO nr 639 27.6.2014, BS 4.7.2014
1.7.2015 - 30.6.2016	0,3412 euro/km	MO nr 646 19.6.2015, BS 26.6.2015
1.7.2016 - 30.6.2017	0,3363 euro/km	MO nr 654 10.6.2016, BS 29.6.2016
1.7.2017 - 30.6.2018	0,3460 euro/km	MO nr 660 20.6.2017, BS 23.6.2017
1.7.2018-30.6.2019	0,3573 euro/km	MO nr 666 14.6.2018, BS 27.6..2018
1.7.2019-30.6.2020	0,3653 euro/km	MO 673 24.6.2019, BS 27.6.2019
1.7.2020-30.6.2020	0,3542 euro/km	MO 683 12.6.2020, BS
1.7.2021 - 30.6.2022	0,3707 euro/km	MO 695 8.6.2021, BS 17.6.2021