

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3300003: revalidatiecentra

Inwerkingtreding 01/03/2020 (Laatst bewerkt 10/12/2020)

Indexatie met 2% in 03/2020. In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

Met uitzondering van de revalidatiecentra die een dienst uitmaken van een ziekenhuis of een opvoedingsinstelling en als dusdanig onder de beheersverantwoordelijkheid van dit ziekenhuis of opvoedingsinstelling vallen.

De jongerenlonen voor onderhavig loonbarema werden opgeheven, hetgeen de wil van het comité aantoont om jongeren gelijke loonmogelijkheden als de oudere werknemers te bieden. Bijgevolg is de NAR-CAO 50 niet van toepassing.

**Deze sub-sector is geen officieel Paritair Subcomité (PSC). De onderstaande loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Comité (PC 330).**

### 1. UURSTELSEL (op weekbasis): 38u

#### 1.1. : Werknemers die in hoofdzaak handenarbeid verrichten

De bestaande jongerenlonen werden vanaf 01/01/2009 afgeschaft. Dit heeft als gevolg dat de CAO 50 van de NAR betreffende de waarborg van een gemiddeld minimum maandinkomen voor werknemers onder de 21 jaar, niet van toepassing is voor de sectorale minimumlonen (de CAO 50 is desgevallend nog van toepassing voor de studenten). NAR-CAO 43 betreffende het gewaarborgd gemiddeld minimum maandinkomen (GGMMI) is wel van kracht.

#### 1.1.1. : Uurloon met standplaatstoelage

| ANCIENNETEIT | LOONSCHAAL  |             |             |             |             |             |             |             |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|              | 1.12        | 1.14        | 1.22        | 1.26        | 1.30        | 1.40        | 1.54        | 1.59        |
| 0            | 11.229<br>0 | 11.409<br>1 | 12.036<br>2 | 12.272<br>1 | 15.704<br>3 | 13.361<br>3 | 14.558<br>5 | 15.414<br>2 |
| 1            | 12.143<br>0 | 12.143<br>0 | 12.981<br>2 | 13.217<br>2 | 13.577<br>3 | 14.348<br>5 | 15.545<br>8 | 16.243<br>0 |
| 2            | 12.205<br>1 | 12.469<br>0 | 13.099<br>2 | 13.341<br>4 | 13.701<br>5 | 14.348<br>5 | 15.545<br>8 | 16.243<br>0 |
| 3            | 12.267<br>2 | 12.583<br>9 | 13.217<br>1 | 13.465<br>6 | 13.825<br>7 | 14.427<br>2 | 15.782<br>8 | 16.479<br>8 |
| 4            | 12.329<br>4 | 12.698<br>8 | 13.335<br>1 | 13.589<br>8 | 13.950<br>0 | 14.427<br>2 | 15.782<br>8 | 16.479<br>8 |
| 5            | 12.391<br>5 | 12.813<br>7 | 13.453<br>0 | 13.714<br>0 | 14.074<br>2 | 14.663<br>9 | 16.019<br>8 | 16.716<br>8 |
| 6            | 12.453<br>6 | 12.928<br>6 | 13.571<br>0 | 13.838<br>2 | 14.198<br>4 | 14.663<br>9 | 16.019<br>8 | 16.716<br>8 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 7  | 12.515<br>7 | 13.043<br>5 | 13.688<br>9 | 13.962<br>5 | 14.322<br>6 | 14.900<br>9 | 16.232<br>2 | 16.953<br>7 |
| 8  | 12.577<br>8 | 13.158<br>4 | 13.806<br>9 | 14.086<br>7 | 14.416<br>7 | 14.900<br>9 | 16.232<br>2 | 16.953<br>7 |
| 9  | 12.639<br>9 | 13.273<br>3 | 13.924<br>8 | 14.210<br>9 | 14.426<br>1 | 15.137<br>9 | 16.335<br>1 | 17.192<br>4 |
| 10 | 13.022<br>4 | 13.711<br>3 | 14.408<br>4 | 14.539<br>7 | 14.918<br>9 | 15.453<br>8 | 16.651<br>0 | 17.514<br>5 |
| 11 | 13.084<br>5 | 13.851<br>0 | 14.424<br>6 | 14.688<br>7 | 15.044<br>1 | 15.769<br>7 | 16.966<br>9 | 17.836<br>7 |
| 12 | 13.146<br>6 | 13.990<br>6 | 14.535<br>5 | 14.837<br>7 | 15.193<br>1 | 15.769<br>7 | 16.966<br>9 | 17.836<br>7 |
| 13 | 13.208<br>8 | 14.130<br>3 | 14.678<br>4 | 14.986<br>7 | 15.342<br>0 | 16.085<br>6 | 17.286<br>2 | 18.158<br>8 |
| 14 | 13.270<br>9 | 14.270<br>0 | 14.821<br>2 | 15.135<br>7 | 15.491<br>1 | 16.085<br>6 | 17.286<br>2 | 18.158<br>8 |
| 15 | 13.333<br>0 | 14.409<br>7 | 14.964<br>0 | 15.284<br>7 | 15.640<br>1 | 16.243<br>1 | 17.608<br>4 | 18.481<br>0 |
| 16 | 13.395<br>1 | 14.424<br>4 | 15.106<br>8 | 15.433<br>7 | 15.789<br>1 | 16.243<br>1 | 17.608<br>4 | 18.481<br>0 |
| 17 | 13.457<br>2 | 14.530<br>6 | 15.249<br>7 | 15.582<br>7 | 15.938<br>1 | 16.558<br>8 | 17.930<br>5 | 18.803<br>1 |
| 18 | 13.519<br>4 | 14.670<br>2 | 15.392<br>5 | 15.731<br>7 | 16.087<br>1 | 16.558<br>8 | 17.930<br>5 | 18.803<br>1 |
| 19 | 13.581<br>5 | 14.809<br>9 | 15.535<br>3 | 15.880<br>7 | 16.230<br>7 | 16.874<br>7 | 18.252<br>7 | 19.125<br>3 |
| 20 | 13.643<br>6 | 14.949<br>6 | 15.678<br>2 | 16.029<br>7 | 16.241<br>9 | 16.874<br>7 | 18.252<br>7 | 19.125<br>3 |
| 21 | 13.705<br>7 | 15.089<br>3 | 15.821<br>0 | 16.178<br>7 | 16.375<br>5 | 17.192<br>2 | 18.574<br>8 | 19.447<br>4 |
| 22 | 13.767<br>8 | 15.228<br>9 | 15.963<br>8 | 16.237<br>6 | 16.524<br>4 | 17.192<br>2 | 18.574<br>8 | 19.447<br>4 |
| 23 | 13.830<br>0 | 15.368<br>6 | 16.106<br>6 | 16.318<br>1 | 16.673<br>5 | 17.514<br>4 | 18.897<br>0 | 19.769<br>5 |
| 24 | 13.892<br>1 | 15.508<br>3 | 16.231<br>6 | 16.467<br>1 | 16.822<br>4 | 17.514<br>4 | 18.897<br>0 | 19.769<br>5 |
| 25 | 13.954<br>2 | 15.648<br>0 | 16.242<br>4 | 16.616<br>1 | 16.971<br>5 | 17.836<br>5 | 19.219<br>1 | 20.091<br>7 |
| 26 | 14.016<br>3 | 15.787<br>7 | 16.376<br>5 | 16.765<br>1 | 17.120<br>8 | 17.836<br>5 | 19.219<br>1 | 20.091<br>7 |
| 27 | 14.078<br>4 | 15.927<br>4 | 16.519<br>3 | 16.914<br>1 | 17.272<br>7 | 18.158<br>7 | 19.541<br>3 | 20.413<br>8 |
| 28 | 14.078<br>4 | 16.067<br>0 | 16.662<br>1 | 17.063<br>1 | 17.424<br>7 | 18.158<br>7 | 19.541<br>3 | 20.413<br>8 |
| 29 | 14.078<br>4 | 16.206<br>7 | 16.805<br>0 | 17.214<br>2 | 17.576<br>6 | 18.480<br>8 | 19.863<br>4 | 20.736<br>0 |
| 30 | 14.078<br>4 | 16.206<br>7 | 16.805<br>0 | 17.214<br>2 | 17.576<br>6 | 18.480<br>8 | 19.863<br>4 | 20.736<br>0 |
| 31 | 14.078<br>4 | 16.206<br>7 | 16.805<br>0 | 17.214<br>2 | 17.576<br>6 | 18.803<br>0 | 20.185<br>6 | 21.058<br>2 |

### 1.1.2. : Uurloon met haardtoelage

| ANCIENNETEIT | LOONSCHAAL  |             |             |             |             |             |             |             |
|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|              | 1.12        | 1.14        | 1.22        | 1.26        | 1.30        | 1.40        | 1.54        | 1.59        |
| 0            | 11.546<br>2 | 11.726<br>3 | 12.353<br>4 | 12.589<br>3 | 12.949<br>5 | 13.678<br>5 | 14.754<br>1 | 15.572<br>7 |
| 1            | 12.460<br>2 | 12.460<br>2 | 13.298<br>4 | 13.534<br>4 | 13.894<br>5 | 14.665<br>7 | 15.704<br>3 | 16.401<br>6 |
| 2            | 12.522<br>3 | 12.786<br>2 | 13.416<br>4 | 13.658<br>6 | 14.018<br>7 | 14.665<br>7 | 15.704<br>3 | 16.401<br>6 |
| 3            | 12.584<br>4 | 12.901<br>1 | 13.534<br>3 | 13.782<br>8 | 14.142<br>9 | 14.744<br>3 | 15.941<br>3 | 16.479<br>8 |
| 4            | 12.646<br>6 | 13.016<br>0 | 13.652<br>3 | 13.907<br>0 | 14.267<br>2 | 14.744<br>3 | 15.941<br>3 | 16.479<br>8 |
| 5            | 12.708<br>7 | 13.130<br>9 | 13.770<br>2 | 14.031<br>2 | 14.391<br>4 | 14.822<br>4 | 16.178<br>3 | 16.716<br>8 |
| 6            | 12.770<br>8 | 13.245<br>8 | 13.888<br>2 | 14.155<br>4 | 14.515<br>6 | 14.822<br>4 | 16.178<br>3 | 16.716<br>8 |
| 7            | 12.832<br>9 | 13.360<br>7 | 14.006<br>1 | 14.279<br>7 | 14.639<br>8 | 15.059<br>4 | 16.390<br>8 | 16.953<br>7 |
| 8            | 12.895<br>0 | 13.475<br>6 | 14.124<br>1 | 14.403<br>9 | 14.733<br>9 | 15.059<br>4 | 16.390<br>8 | 16.953<br>7 |
| 9            | 12.957<br>1 | 13.590<br>5 | 14.242<br>0 | 14.528<br>1 | 14.743<br>2 | 15.296<br>4 | 16.408<br>6 | 17.192<br>4 |
| 10           | 13.339<br>6 | 14.028<br>5 | 14.725<br>6 | 14.752<br>7 | 14.918<br>8 | 15.612<br>3 | 16.651<br>0 | 17.514<br>5 |
| 11           | 13.401<br>7 | 14.168<br>2 | 14.741<br>7 | 14.764<br>0 | 15.202<br>6 | 15.928<br>2 | 16.966<br>9 | 17.836<br>7 |
| 12           | 13.463<br>8 | 14.307<br>8 | 14.752<br>4 | 14.996<br>2 | 15.351<br>6 | 15.928<br>2 | 16.966<br>9 | 17.836<br>7 |
| 13           | 13.526<br>0 | 14.447<br>5 | 14.836<br>9 | 15.145<br>2 | 15.500<br>5 | 16.244<br>1 | 17.286<br>2 | 18.158<br>8 |
| 14           | 13.588<br>1 | 14.587<br>2 | 14.979<br>7 | 15.294<br>2 | 15.649<br>6 | 16.244<br>1 | 17.286<br>2 | 18.158<br>8 |
| 15           | 13.650<br>2 | 14.726<br>9 | 15.122<br>5 | 15.443<br>2 | 15.798<br>6 | 16.401<br>6 | 17.608<br>4 | 18.481<br>0 |
| 16           | 13.712<br>3 | 14.741<br>5 | 15.265<br>3 | 15.592<br>2 | 15.947<br>6 | 16.401<br>6 | 17.608<br>4 | 18.481<br>0 |
| 17           | 13.774<br>4 | 14.752<br>1 | 15.408<br>2 | 15.741<br>2 | 16.096<br>6 | 16.558<br>8 | 17.930<br>5 | 18.803<br>1 |
| 18           | 13.836<br>6 | 14.828<br>7 | 15.551<br>0 | 15.890<br>2 | 16.245<br>6 | 16.558<br>8 | 17.930<br>5 | 18.803<br>1 |
| 19           | 13.898<br>7 | 14.968<br>4 | 15.693<br>8 | 16.039<br>2 | 16.389<br>3 | 16.874<br>7 | 18.252<br>7 | 19.125<br>3 |
| 20           | 13.960<br>8 | 15.108<br>1 | 15.836<br>7 | 16.188<br>2 | 16.400<br>5 | 16.874<br>7 | 18.252<br>7 | 19.125<br>3 |
| 21           | 14.022<br>9 | 15.247<br>8 | 15.979<br>5 | 16.337<br>2 | 16.411<br>6 | 17.192<br>2 | 18.574<br>8 | 19.447<br>4 |
| 22           | 14.085<br>0 | 15.387<br>4 | 16.122<br>3 | 16.396<br>1 | 16.524<br>4 | 17.192<br>2 | 18.574<br>8 | 19.447<br>4 |
| 23           | 14.147<br>2 | 15.527<br>1 | 16.265<br>1 | 16.407<br>3 | 16.673<br>5 | 17.514<br>4 | 18.897<br>0 | 19.769<br>5 |
| 24           | 14.209<br>3 | 15.666<br>8 | 16.390<br>2 | 16.467<br>1 | 16.822<br>4 | 17.514<br>4 | 18.897<br>0 | 19.769<br>5 |
| 25           | 14.271<br>4 | 15.806<br>5 | 16.401<br>0 | 16.616<br>1 | 16.971<br>5 | 17.836<br>5 | 19.219<br>1 | 20.091<br>7 |

|    |             |             |             |             |             |             |             |             |
|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 26 | 14.333<br>5 | 15.946<br>2 | 16.411<br>7 | 16.765<br>1 | 17.120<br>8 | 17.836<br>5 | 19.219<br>1 | 20.091<br>7 |
| 27 | 14.395<br>6 | 16.085<br>9 | 16.519<br>3 | 16.914<br>1 | 17.272<br>7 | 18.158<br>7 | 19.541<br>3 | 20.413<br>8 |
| 28 | 14.395<br>6 | 16.225<br>5 | 16.662<br>1 | 17.063<br>1 | 17.424<br>7 | 18.158<br>7 | 19.541<br>3 | 20.413<br>8 |
| 29 | 14.395<br>6 | 16.365<br>2 | 16.805<br>0 | 17.214<br>2 | 17.576<br>6 | 18.480<br>8 | 19.863<br>4 | 20.736<br>0 |
| 30 | 14.395<br>6 | 16.365<br>2 | 16.805<br>0 | 17.214<br>2 | 17.576<br>6 | 18.480<br>8 | 19.863<br>4 | 20.736<br>0 |
| 31 | 14.395<br>6 | 16.365<br>2 | 16.805<br>0 | 17.214<br>2 | 17.576<br>6 | 18.803<br>0 | 20.185<br>6 | 21.058<br>2 |

## 1.2. : Werknemers die in hoofdzaak hoofdarbeid verrichten

De bestaande jongerenlonen werden vanaf 01/01/2009 afgeschaft. Dit heeft als gevolg dat de CAO 50 van de NAR betreffende de waarborg van een gemiddeld minimum maandinkomen voor werknemers onder de 21 jaar, niet van toepassing is voor de sectorale minimumlonen (de CAO 50 is desgevallend nog van toepassing voor de studenten). NAR-CAO 43 betreffende het gewaarborgd gemiddeld minimummaandinkomen (GGMMI) is wel van kracht.

### 1.2.1. : Administratief personeel

#### 1.2.1.1. : Maandloon met standplaatstoelage

| ANCIENNI<br>TEIT | LOONSCHAAL |         |         |         |                    |
|------------------|------------|---------|---------|---------|--------------------|
|                  | 1.22       | 1.40    | 1.50    | 1.47    | 1.55-1.61-<br>1.77 |
| 0                | 1981.96    | 2200.16 | 2059.88 | 2343.21 | 2438.47            |
| 1                | 2137.58    | 2362.72 | 2228.95 | 2486.17 | 2614.07            |
| 2                | 2157.00    | 2362.72 | 2247.78 | 2486.17 | 2614.07            |
| 3                | 2176.42    | 2375.67 | 2266.61 | 2525.19 | 2674.05            |
| 4                | 2195.84    | 2375.67 | 2285.44 | 2525.19 | 2674.05            |
| 5                | 2215.27    | 2414.66 | 2304.27 | 2577.22 | 2744.02            |
| 6                | 2234.69    | 2414.66 | 2349.79 | 2577.22 | 2744.02            |
| 7                | 2254.11    | 2453.67 | 2375.19 | 2673.23 | 3127.20            |
| 8                | 2273.54    | 2453.67 | 2414.70 | 2673.23 | 3127.20            |
| 9                | 2292.96    | 2492.70 | 2460.22 | 2759.19 | 3206.77            |
| 10               | 2372.58    | 2544.71 | 2557.76 | 2811.21 | 3259.82            |
| 11               | 2375.25    | 2596.73 | 2603.27 | 2903.94 | 3339.40            |
| 12               | 2393.51    | 2596.73 | 2648.79 | 2903.94 | 3339.40            |
| 13               | 2417.03    | 2648.76 | 2674.20 | 2996.77 | 3418.97            |
| 14               | 2440.55    | 2648.76 | 2713.71 | 2996.77 | 3418.97            |
| 15               | 2464.07    | 2674.69 | 2759.22 | 3089.62 | 3498.54            |
| 16               | 2487.59    | 2674.69 | 2804.74 | 3089.62 | 3772.64            |
| 17               | 2511.11    | 2726.68 | 2850.89 | 3182.46 | 3852.22            |
| 18               | 2534.62    | 2726.68 | 2897.31 | 3182.46 | 3852.22            |
| 19               | 2558.14    | 2778.70 | 2943.71 | 3275.30 | 3931.79            |
| 20               | 2581.67    | 2778.70 | 2990.13 | 3275.30 | 3931.79            |
| 21               | 2605.18    | 2830.98 | 3036.54 | 3368.15 | 4011.37            |
| 22               | 2628.70    | 2830.98 | 3082.95 | 3368.15 | 4011.37            |
| 23               | 2652.22    | 2884.03 | 3129.37 | 3460.99 | 4090.94            |
| 24               | 2672.82    | 2884.03 | 3175.78 | 3460.99 | 4090.94            |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 25 | 2674.58 | 2937.08 | 3222.19 | 3553.83 | 4170.52 |
| 26 | 2696.66 | 2937.08 | 3268.60 | 3553.83 | 4170.52 |
| 27 | 2720.18 | 2990.13 | 3315.01 | 3646.67 | 4250.09 |
| 28 | 2743.70 | 2990.13 | 3361.42 | 3646.67 | 4250.09 |
| 29 | 2767.22 | 3043.17 | 3407.83 | 3739.51 | 4250.09 |
| 30 | 2767.22 | 3043.17 | 3407.83 | 3739.51 | 4250.09 |
| 31 | 2767.22 | 3096.22 | 3407.83 | 3739.51 | 4250.09 |

### 1.2.1.2. : Maandloon met haardtoelage

| ANCIENNI<br>TEIT | LOONSCHAAL |         |         |         |                    |
|------------------|------------|---------|---------|---------|--------------------|
|                  | 1.22       | 1.40    | 1.50    | 1.47    | 1.55-1.61-<br>1.77 |
| 0                | 2034.18    | 2252.38 | 2112.10 | 2395.43 | 2464.58            |
| 1                | 2189.80    | 2421.45 | 2281.17 | 2512.28 | 2640.18            |
| 2                | 2209.22    | 2414.94 | 2300.00 | 2512.28 | 2640.18            |
| 3                | 2228.64    | 2427.89 | 2318.83 | 2551.30 | 2700.16            |
| 4                | 2248.06    | 2427.89 | 2337.66 | 2551.30 | 2700.16            |
| 5                | 2267.49    | 2440.77 | 2356.49 | 2603.33 | 2744.02            |
| 6                | 2286.91    | 2440.77 | 2402.01 | 2603.33 | 2744.02            |
| 7                | 2306.33    | 2479.78 | 2427.41 | 2699.34 | 3127.20            |
| 8                | 2325.76    | 2479.78 | 2440.81 | 2699.34 | 3127.20            |
| 9                | 2345.18    | 2518.81 | 2486.33 | 2759.19 | 3206.77            |
| 10               | 2424.80    | 2570.82 | 2583.87 | 2811.21 | 3259.82            |
| 11               | 2427.47    | 2622.84 | 2629.38 | 2903.94 | 3339.40            |
| 12               | 2429.23    | 2622.84 | 2674.90 | 2903.94 | 3339.40            |
| 13               | 2443.14    | 2674.87 | 2700.31 | 2996.77 | 3418.97            |
| 14               | 2466.66    | 2674.87 | 2713.71 | 2996.77 | 3418.97            |
| 15               | 2490.18    | 2700.80 | 2759.22 | 3089.62 | 3498.54            |
| 16               | 2513.70    | 2700.80 | 2804.74 | 3089.62 | 3772.64            |
| 17               | 2537.22    | 2726.68 | 2850.89 | 3182.46 | 3852.22            |
| 18               | 2560.73    | 2726.68 | 2897.31 | 3182.46 | 3852.22            |
| 19               | 2584.25    | 2778.70 | 2943.71 | 3275.30 | 3931.79            |
| 20               | 2607.78    | 2778.70 | 2990.13 | 3275.30 | 3931.79            |
| 21               | 2631.29    | 2830.98 | 3036.54 | 3368.15 | 4011.37            |
| 22               | 2654.81    | 2830.98 | 3082.95 | 3368.15 | 4011.37            |
| 23               | 2678.33    | 2884.03 | 3129.37 | 3460.99 | 4090.94            |
| 24               | 2698.93    | 2884.03 | 3175.78 | 3460.99 | 4090.94            |
| 25               | 2700.69    | 2937.08 | 3222.19 | 3553.83 | 4170.52            |
| 26               | 2702.45    | 2937.08 | 3268.60 | 3553.83 | 4170.52            |
| 27               | 2720.18    | 2990.13 | 3315.01 | 3646.67 | 4250.09            |
| 28               | 2743.70    | 2990.13 | 3361.42 | 3646.67 | 4250.09            |
| 29               | 2767.22    | 3043.17 | 3407.83 | 3739.51 | 4250.09            |
| 30               | 2767.22    | 3043.17 | 3407.83 | 3739.51 | 4250.09            |
| 31               | 2767.22    | 3096.22 | 3407.83 | 3739.51 | 4250.09            |

### 1.2.2. : Verzorgend en verplegend personeel

#### 1.2.2.1. : Maandloon met standplaatstoelage

| ANCIENNITE<br>IT | LOONSCHAAL         |           |           |         |
|------------------|--------------------|-----------|-----------|---------|
|                  | 1.55-1.61-<br>1.77 | 1.43-1.55 | 1.40-1.57 | 1.35    |
| 0                | 2438.47            | 2278.19   | 2200.16   | 2147.59 |
| 1                | 2614.07            | 2421.15   | 2362.72   | 2303.21 |
| 2                | 2614.07            | 2421.15   | 2362.72   | 2323.67 |
| 3                | 2674.05            | 2460.17   | 2375.67   | 2344.12 |
| 4                | 2674.05            | 2460.17   | 2375.67   | 2364.57 |
| 5                | 2744.02            | 2512.19   | 2414.66   | 2358.96 |
| 6                | 2744.02            | 2512.19   | 2414.66   | 2379.37 |
| 7                | 3127.20            | 2822.16   | 2700.68   | 2399.83 |
| 8                | 3127.20            | 2822.16   | 2700.68   | 2420.28 |
| 9                | 3206.77            | 2901.73   | 2739.70   | 2440.74 |
| 10               | 3259.82            | 2954.78   | 2791.72   | 2521.00 |
| 11               | 3339.40            | 3034.35   | 2844.27   | 2545.52 |
| 12               | 3339.40            | 3034.35   | 2844.27   | 2570.06 |
| 13               | 3418.97            | 3113.93   | 2897.31   | 2594.59 |
| 14               | 3418.97            | 3113.93   | 2897.31   | 2619.13 |
| 15               | 3498.54            | 3193.50   | 2950.36   | 2643.67 |
| 16               | 3772.64            | 3193.50   | 2950.36   | 2668.20 |
| 17               | 3852.22            | 3273.07   | 3003.41   | 2674.09 |
| 18               | 3852.22            | 3273.07   | 3003.41   | 2691.16 |
| 19               | 3931.79            | 3352.65   | 3056.46   | 2715.70 |
| 20               | 3931.79            | 3352.65   | 3056.46   | 2740.23 |
| 21               | 4011.37            | 3432.22   | 3109.50   | 2764.77 |
| 22               | 4011.37            | 3432.22   | 3109.50   | 2789.30 |
| 23               | 4090.94            | 3511.80   | 3162.55   | 2813.84 |
| 24               | 4090.94            | 3511.80   | 3162.55   | 2838.82 |
| 25               | 4170.52            | 3591.37   | 3215.60   | 2863.83 |
| 26               | 4170.52            | 3591.37   | 3215.60   | 2888.86 |
| 27               | 4250.09            | 3670.94   | 3268.64   | 2913.88 |
| 28               | 4250.09            | 3670.94   | 3268.64   | 2938.91 |
| 29               | 4250.09            | 3670.94   | 3321.69   | 2963.93 |
| 30               | 4250.09            | 3670.94   | 3321.69   | 2963.93 |
| 31               | 4250.09            | 3670.94   | 3374.74   | 2963.93 |

### 1.2.2.2. : Maandloon met haardtoelage

| ANCIENNITE<br>IT | LOONSCHAAL         |           |           |         |
|------------------|--------------------|-----------|-----------|---------|
|                  | 1.55-1.61-<br>1.77 | 1.43-1.55 | 1.40-1.57 | 1.35    |
| 0                | 2464.58            | 2330.41   | 2252.38   | 2199.81 |
| 1                | 2640.18            | 2447.26   | 2414.94   | 2355.43 |
| 2                | 2640.18            | 2447.26   | 2414.94   | 2375.89 |
| 3                | 2700.16            | 2486.28   | 2427.89   | 2396.34 |
| 4                | 2700.16            | 2486.28   | 2427.89   | 2416.79 |
| 5                | 2744.02            | 2538.30   | 2440.77   | 2426.64 |
| 6                | 2744.02            | 2538.30   | 2440.77   | 2428.17 |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 7  | 3127.20 | 2822.16 | 2702.76 | 2429.71 |
| 8  | 3127.20 | 2822.16 | 2702.76 | 2446.39 |
| 9  | 3206.77 | 2901.73 | 2739.70 | 2466.85 |
| 10 | 3259.82 | 2954.78 | 2791.72 | 2547.11 |
| 11 | 3339.40 | 3034.35 | 2844.27 | 2571.63 |
| 12 | 3339.40 | 3034.35 | 2844.27 | 2596.17 |
| 13 | 3418.97 | 3113.93 | 2897.31 | 2620.70 |
| 14 | 3418.97 | 3113.93 | 2897.31 | 2645.24 |
| 15 | 3498.54 | 3193.50 | 2950.36 | 2669.78 |
| 16 | 3772.64 | 3193.50 | 2950.36 | 2694.31 |
| 17 | 3852.22 | 3273.07 | 3003.41 | 2700.20 |
| 18 | 3852.22 | 3273.07 | 3003.41 | 2702.04 |
| 19 | 3931.79 | 3352.65 | 3056.46 | 2715.70 |
| 20 | 3931.79 | 3352.65 | 3056.46 | 2740.23 |
| 21 | 4011.37 | 3432.22 | 3109.50 | 2764.77 |
| 22 | 4011.37 | 3432.22 | 3109.50 | 2789.30 |
| 23 | 4090.94 | 3511.80 | 3162.55 | 2813.84 |
| 24 | 4090.94 | 3511.80 | 3162.55 | 2838.82 |
| 25 | 4170.52 | 3591.37 | 3215.60 | 2863.83 |
| 26 | 4170.52 | 3591.37 | 3215.60 | 2888.86 |
| 27 | 4250.09 | 3670.94 | 3268.64 | 2913.88 |
| 28 | 4250.09 | 3670.94 | 3268.64 | 2938.91 |
| 29 | 4250.09 | 3670.94 | 3321.69 | 2963.93 |
| 30 | 4250.09 | 3670.94 | 3321.69 | 2963.93 |
| 31 | 4250.09 | 3670.94 | 3374.74 | 2963.93 |

### 1.2.3. : Paramedisch personeel

#### 1.2.3.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | LOONSCHAAL     |
|--------------|----------------|
|              | 1.55-1.61-1.77 |
| 0            | 2438.47        |
| 1            | 2614.07        |
| 2            | 2614.07        |
| 3            | 2674.05        |
| 4            | 2674.05        |
| 5            | 2744.02        |
| 6            | 2744.02        |
| 7            | 3127.20        |
| 8            | 3127.20        |
| 9            | 3206.77        |
| 10           | 3259.82        |
| 11           | 3339.40        |
| 12           | 3339.40        |
| 13           | 3418.97        |
| 14           | 3418.97        |
| 15           | 3498.54        |
| 16           | 3772.64        |

|    |         |
|----|---------|
| 17 | 3852.22 |
| 18 | 3852.22 |
| 19 | 3931.79 |
| 20 | 3931.79 |
| 21 | 4011.37 |
| 22 | 4011.37 |
| 23 | 4090.94 |
| 24 | 4090.94 |
| 25 | 4170.52 |
| 26 | 4170.52 |
| 27 | 4250.09 |
| 28 | 4250.09 |
| 29 | 4250.09 |
| 30 | 4250.09 |
| 31 | 4250.09 |

### 1.2.3.2. : Maandloon met haardtoelage

| ANCIENNITEIT | LOONSCHAAL     |
|--------------|----------------|
|              | 1.55-1.61-1.77 |
| 0            | 2464.58        |
| 1            | 2640.18        |
| 2            | 2640.18        |
| 3            | 2700.16        |
| 4            | 2700.16        |
| 5            | 2744.02        |
| 6            | 2744.02        |
| 7            | 3127.20        |
| 8            | 3127.20        |
| 9            | 3206.77        |
| 10           | 3259.82        |
| 11           | 3339.40        |
| 12           | 3339.40        |
| 13           | 3418.97        |
| 14           | 3418.97        |
| 15           | 3498.54        |
| 16           | 3772.64        |
| 17           | 3852.22        |
| 18           | 3852.22        |
| 19           | 3931.79        |
| 20           | 3931.79        |
| 21           | 4011.37        |
| 22           | 4011.37        |
| 23           | 4090.94        |
| 24           | 4090.94        |
| 25           | 4170.52        |
| 26           | 4170.52        |
| 27           | 4250.09        |



|    |         |
|----|---------|
| 28 | 4250.09 |
| 29 | 4250.09 |
| 30 | 4250.09 |
| 31 | 4250.09 |

#### 1.2.4. : Sociaal, psychologisch en pedagogisch personeel

##### 1.2.4.1. : Maandloon met standplaatstoelage

| ANCIEN<br>NITEIT | LOONSCHAAL |         |           |                    |                                |         |
|------------------|------------|---------|-----------|--------------------|--------------------------------|---------|
|                  | 1.35       | 1.50    | 1.40-1.57 | 1.55-<br>1.61-1.77 | 1.55-<br>1.61-1.77<br>+ 2 jaar | 1.80    |
| 0                | 2147.59    | 2059.88 | 2200.16   | 2438.47            | 2614.07                        | 3248.77 |
| 1                | 2303.21    | 2228.95 | 2362.72   | 2614.07            | 2674.05                        | 3407.94 |
| 2                | 2323.67    | 2247.78 | 2362.72   | 2614.07            | 2674.05                        | 3407.94 |
| 3                | 2344.12    | 2266.61 | 2375.67   | 2674.05            | 2744.02                        | 3550.52 |
| 4                | 2364.57    | 2285.44 | 2375.67   | 2674.05            | 2744.02                        | 3550.52 |
| 5                | 2358.96    | 2304.27 | 2414.66   | 2744.02            | 3127.20                        | 3693.10 |
| 6                | 2379.37    | 2349.79 | 2414.66   | 2744.02            | 3127.20                        | 3693.10 |
| 7                | 2399.83    | 2375.19 | 2700.68   | 3127.20            | 3206.77                        | 3835.68 |
| 8                | 2420.28    | 2414.70 | 2700.68   | 3127.20            | 3259.82                        | 3835.68 |
| 9                | 2440.74    | 2460.22 | 2739.70   | 3206.77            | 3339.40                        | 3978.26 |
| 10               | 2521.00    | 2557.76 | 2791.72   | 3259.82            | 3339.40                        | 4031.31 |
| 11               | 2545.52    | 2603.27 | 2844.27   | 3339.40            | 3418.97                        | 4173.89 |
| 12               | 2570.06    | 2648.79 | 2844.27   | 3339.40            | 3418.97                        | 4173.89 |
| 13               | 2594.59    | 2674.20 | 2897.31   | 3418.97            | 3498.54                        | 4316.46 |
| 14               | 2619.13    | 2713.71 | 2897.31   | 3418.97            | 3772.64                        | 4316.46 |
| 15               | 2643.67    | 2759.22 | 2950.36   | 3498.54            | 3852.22                        | 4459.04 |
| 16               | 2668.20    | 2804.74 | 2950.36   | 3772.64            | 3852.22                        | 4459.04 |
| 17               | 2674.09    | 2850.89 | 3003.41   | 3852.22            | 3931.79                        | 4601.62 |
| 18               | 2691.16    | 2897.31 | 3003.41   | 3852.22            | 3931.79                        | 4601.62 |
| 19               | 2715.70    | 2943.71 | 3056.46   | 3931.79            | 4011.37                        | 4744.20 |
| 20               | 2740.23    | 2990.13 | 3056.46   | 3931.79            | 4011.37                        | 4744.20 |
| 21               | 2764.77    | 3036.54 | 3109.50   | 4011.37            | 4090.94                        | 4886.79 |
| 22               | 2789.30    | 3082.95 | 3109.50   | 4011.37            | 4090.94                        | 4886.79 |
| 23               | 2813.84    | 3129.37 | 3162.55   | 4090.94            | 4170.52                        | 5029.36 |
| 24               | 2838.82    | 3175.78 | 3162.55   | 4090.94            | 4170.52                        | 5029.36 |
| 25               | 2863.83    | 3222.19 | 3215.60   | 4170.52            | 4250.09                        | 5029.36 |
| 26               | 2888.86    | 3268.60 | 3215.60   | 4170.52            | 4250.09                        | 5029.36 |
| 27               | 2913.88    | 3315.01 | 3268.64   | 4250.09            | 4250.09                        | 5029.36 |
| 28               | 2938.91    | 3361.42 | 3268.64   | 4250.09            | 4250.09                        | 5029.36 |
| 29               | 2963.93    | 3407.83 | 3321.69   | 4250.09            | 4250.09                        | 5029.36 |
| 30               | 2963.93    | 3407.83 | 3321.69   | 4250.09            | 4250.09                        | 5029.36 |
| 31               | 2963.93    | 3407.83 | 3374.74   | 4250.09            | 4250.09                        | 5029.36 |

##### 1.2.4.2. : Maandloon met haardtoelage

| ANCIEN<br>NITEIT | LOONSCHAAL |         |           |                    |                                |         |
|------------------|------------|---------|-----------|--------------------|--------------------------------|---------|
|                  | 1.35       | 1.50    | 1.40-1.57 | 1.55-<br>1.61-1.77 | 1.55-<br>1.61-1.77<br>+ 2 jaar | 1.80    |
| 0                | 2199.81    | 2112.10 | 2252.38   | 2464.58            | 2640.18                        | 3248.77 |
| 1                | 2355.43    | 2281.17 | 2414.94   | 2640.18            | 2700.16                        | 3407.94 |
| 2                | 2375.89    | 2300.00 | 2414.94   | 2640.18            | 2700.16                        | 3407.94 |
| 3                | 2396.34    | 2318.83 | 2427.89   | 2700.16            | 2744.02                        | 3550.52 |
| 4                | 2416.79    | 2337.66 | 2427.89   | 2700.16            | 2744.02                        | 3550.52 |
| 5                | 2426.64    | 2356.49 | 2440.77   | 2744.02            | 3127.20                        | 3693.10 |
| 6                | 2428.17    | 2402.01 | 2440.77   | 2744.02            | 3127.20                        | 3693.10 |
| 7                | 2429.71    | 2427.41 | 2702.76   | 3127.20            | 3206.77                        | 3835.68 |
| 8                | 2446.39    | 2440.81 | 2702.76   | 3127.20            | 3259.82                        | 3835.68 |
| 9                | 2466.85    | 2486.33 | 2739.70   | 3206.77            | 3339.40                        | 3978.26 |
| 10               | 2547.11    | 2583.87 | 2791.72   | 3259.82            | 3339.40                        | 4031.31 |
| 11               | 2571.63    | 2629.38 | 2844.27   | 3339.40            | 3418.97                        | 4173.89 |
| 12               | 2596.17    | 2674.90 | 2844.27   | 3339.40            | 3418.97                        | 4173.89 |
| 13               | 2620.70    | 2700.31 | 2897.31   | 3418.97            | 3498.54                        | 4316.46 |
| 14               | 2645.24    | 2713.71 | 2897.31   | 3418.97            | 3772.64                        | 4316.46 |
| 15               | 2669.78    | 2759.22 | 2950.36   | 3498.54            | 3852.22                        | 4459.04 |
| 16               | 2694.31    | 2804.74 | 2950.36   | 3772.64            | 3852.22                        | 4459.04 |
| 17               | 2700.20    | 2850.89 | 3003.41   | 3852.22            | 3931.79                        | 4601.62 |
| 18               | 2702.04    | 2897.31 | 3003.41   | 3852.22            | 3931.79                        | 4601.62 |
| 19               | 2715.70    | 2943.71 | 3056.46   | 3931.79            | 4011.37                        | 4744.20 |
| 20               | 2740.23    | 2990.13 | 3056.46   | 3931.79            | 4011.37                        | 4744.20 |
| 21               | 2764.77    | 3036.54 | 3109.50   | 4011.37            | 4090.94                        | 4886.79 |
| 22               | 2789.30    | 3082.95 | 3109.50   | 4011.37            | 4090.94                        | 4886.79 |
| 23               | 2813.84    | 3129.37 | 3162.55   | 4090.94            | 4170.52                        | 5029.36 |
| 24               | 2838.82    | 3175.78 | 3162.55   | 4090.94            | 4170.52                        | 5029.36 |
| 25               | 2863.83    | 3222.19 | 3215.60   | 4170.52            | 4250.09                        | 5029.36 |
| 26               | 2888.86    | 3268.60 | 3215.60   | 4170.52            | 4250.09                        | 5029.36 |
| 27               | 2913.88    | 3315.01 | 3268.64   | 4250.09            | 4250.09                        | 5029.36 |
| 28               | 2938.91    | 3361.42 | 3268.64   | 4250.09            | 4250.09                        | 5029.36 |
| 29               | 2963.93    | 3407.83 | 3321.69   | 4250.09            | 4250.09                        | 5029.36 |
| 30               | 2963.93    | 3407.83 | 3321.69   | 4250.09            | 4250.09                        | 5029.36 |
| 31               | 2963.93    | 3407.83 | 3374.74   | 4250.09            | 4250.09                        | 5029.36 |

## 1.2.5. : Personeel van de technisch-ondersteunende dienst en wetenschappelijk personeel

### 1.2.5.1. : Maandloon met standplaatstoelage

| ANCIENNITEIT | LOONSCHAAL |                |         |
|--------------|------------|----------------|---------|
|              | 1.40-1.57  | 1.55-1.61-1.77 | 1.80    |
| 0            | 2200.16    | 2438.47        | 3248.77 |
| 1            | 2362.72    | 2614.07        | 3407.94 |
| 2            | 2362.72    | 2614.07        | 3407.94 |
| 3            | 2375.67    | 2674.05        | 3550.52 |
| 4            | 2375.67    | 2674.05        | 3550.52 |
| 5            | 2414.66    | 2744.02        | 3693.10 |
| 6            | 2414.66    | 2744.02        | 3693.10 |

|    |         |         |         |
|----|---------|---------|---------|
| 7  | 2700.68 | 3127.20 | 3835.68 |
| 8  | 2700.68 | 3127.20 | 3835.68 |
| 9  | 2739.70 | 3206.77 | 3978.26 |
| 10 | 2791.72 | 3259.82 | 4031.31 |
| 11 | 2844.27 | 3339.40 | 4173.89 |
| 12 | 2844.27 | 3339.40 | 4173.89 |
| 13 | 2897.31 | 3418.97 | 4316.46 |
| 14 | 2897.31 | 3418.97 | 4316.46 |
| 15 | 2950.36 | 3498.54 | 4459.04 |
| 16 | 2950.36 | 3772.64 | 4459.04 |
| 17 | 3003.41 | 3852.22 | 4601.62 |
| 18 | 3003.41 | 3852.22 | 4601.62 |
| 19 | 3056.46 | 3931.79 | 4744.20 |
| 20 | 3056.46 | 3931.79 | 4744.20 |
| 21 | 3109.50 | 4011.37 | 4886.79 |
| 22 | 3109.50 | 4011.37 | 4886.79 |
| 23 | 3162.55 | 4090.94 | 5029.36 |
| 24 | 3162.55 | 4090.94 | 5029.36 |
| 25 | 3215.60 | 4170.52 | 5029.36 |
| 26 | 3215.60 | 4170.52 | 5029.36 |
| 27 | 3268.64 | 4250.09 | 5029.36 |
| 28 | 3268.64 | 4250.09 | 5029.36 |
| 29 | 3321.69 | 4250.09 | 5029.36 |
| 30 | 3321.69 | 4250.09 | 5029.36 |
| 31 | 3374.74 | 4250.09 | 5029.36 |

#### 1.2.5.2. : Maandloon met haardtoelage

| ANCIENNITEIT | LOONSCHAAL |                |         |
|--------------|------------|----------------|---------|
|              | 1.40-1.57  | 1.55-1.61-1.77 | 1.80    |
| 0            | 2252.38    | 2464.58        | 3248.77 |
| 1            | 2414.94    | 2640.18        | 3407.94 |
| 2            | 2414.94    | 2640.18        | 3407.94 |
| 3            | 2427.89    | 2700.16        | 3550.52 |
| 4            | 2427.89    | 2700.16        | 3550.52 |
| 5            | 2440.77    | 2744.02        | 3693.10 |
| 6            | 2440.77    | 2744.02        | 3693.10 |
| 7            | 2702.76    | 3127.20        | 3835.68 |
| 8            | 2702.76    | 3127.20        | 3835.68 |
| 9            | 2739.70    | 3206.77        | 3978.26 |
| 10           | 2791.72    | 3259.82        | 4031.31 |
| 11           | 2844.27    | 3339.40        | 4173.89 |
| 12           | 2844.27    | 3339.40        | 4173.89 |
| 13           | 2897.31    | 3418.97        | 4316.46 |
| 14           | 2897.31    | 3418.97        | 4316.46 |
| 15           | 2950.36    | 3498.54        | 4459.04 |
| 16           | 2950.36    | 3772.64        | 4459.04 |
| 17           | 3003.41    | 3852.22        | 4601.62 |

|    |         |         |         |
|----|---------|---------|---------|
| 18 | 3003.41 | 3852.22 | 4601.62 |
| 19 | 3056.46 | 3931.79 | 4744.20 |
| 20 | 3056.46 | 3931.79 | 4744.20 |
| 21 | 3109.50 | 4011.37 | 4886.79 |
| 22 | 3109.50 | 4011.37 | 4886.79 |
| 23 | 3162.55 | 4090.94 | 5029.36 |
| 24 | 3162.55 | 4090.94 | 5029.36 |
| 25 | 3215.60 | 4170.52 | 5029.36 |
| 26 | 3215.60 | 4170.52 | 5029.36 |
| 27 | 3268.64 | 4250.09 | 5029.36 |
| 28 | 3268.64 | 4250.09 | 5029.36 |
| 29 | 3321.69 | 4250.09 | 5029.36 |
| 30 | 3321.69 | 4250.09 | 5029.36 |
| 31 | 3374.74 | 4250.09 | 5029.36 |

### **1.2.6. : Zorgkundigen**

Het bestaande barema 1.35 wordt op uniforme wijze toegekend aan alle werknemers die beschikken over een definitieve registratie als zorgkundige (of, in voorkomend geval, beschikken over een voorlopige registratie als zorgkundige), zoals bepaald door het Koninklijk Besluit van 12 januari 2006 tot vaststelling van de verpleegkundige activiteiten die de zorgkundigen mogen uitvoeren en de voorwaarden waaronder de zorgkundigen deze handelingen mogen stellen, en door het Koninklijk Besluit van 12 januari 2006 tot vaststelling van de nadere regels om geregistreerd te worden als zorgkundige of in voorkomend geval, beschikken over een voorlopige registratie als zorgkundige, en die effectief de functie van zorgkundige uitoefenen zoals omschreven in de hogervermelde koninklijke besluiten.

#### **1.2.6.1. : Maandloon met standplaatstoelage**

| ANCIENNITEIT | 1.35    |
|--------------|---------|
| 0            | 2147.59 |
| 1            | 2303.21 |
| 2            | 2323.67 |
| 3            | 2344.12 |
| 4            | 2364.57 |
| 5            | 2358.96 |
| 6            | 2379.37 |
| 7            | 2399.83 |
| 8            | 2420.28 |
| 9            | 2440.74 |
| 10           | 2521.00 |
| 11           | 2545.52 |
| 12           | 2570.06 |
| 13           | 2594.59 |
| 14           | 2619.13 |
| 15           | 2643.67 |
| 16           | 2668.20 |
| 17           | 2674.09 |
| 18           | 2691.16 |
| 19           | 2715.70 |

|    |         |
|----|---------|
| 20 | 2740.23 |
| 21 | 2764.77 |
| 22 | 2789.30 |
| 23 | 2813.84 |
| 24 | 2838.82 |
| 25 | 2863.83 |
| 26 | 2888.86 |
| 27 | 2913.88 |
| 28 | 2938.91 |
| 29 | 2963.93 |
| 30 | 2963.93 |
| 31 | 2963.93 |

#### 1.2.6.2. : Maandloon met haardtoelage

| ANCIENNITEIT | 1.35    |
|--------------|---------|
| 0            | 2199.81 |
| 1            | 2355.43 |
| 2            | 2375.89 |
| 3            | 2396.34 |
| 4            | 2416.79 |
| 5            | 2426.64 |
| 6            | 2428.17 |
| 7            | 2429.71 |
| 8            | 2446.39 |
| 9            | 2466.85 |
| 10           | 2547.11 |
| 11           | 2571.63 |
| 12           | 2596.17 |
| 13           | 2620.70 |
| 14           | 2645.24 |
| 15           | 2669.78 |
| 16           | 2694.31 |
| 17           | 2700.20 |
| 18           | 2702.04 |
| 19           | 2715.70 |
| 20           | 2740.23 |
| 21           | 2764.77 |
| 22           | 2789.30 |
| 23           | 2813.84 |
| 24           | 2838.82 |
| 25           | 2863.83 |
| 26           | 2888.86 |
| 27           | 2913.88 |
| 28           | 2938.91 |
| 29           | 2963.93 |
| 30           | 2963.93 |
| 31           | 2963.93 |

### 1.3. : Gewaarborgd minimumloon

Voor het bediendenpersoneel dat met onvolledige dienstbetrekking is tewerkgesteld, wordt het gewaarborgd minimum maandloon berekend naar rato van de duur van de maandselijkse arbeidsprestaties.

#### 1.3.1. LEEFTIJD: Eenentwintig jaar of ouder

| SOORT PERSONEEL                                                                            |           |
|--------------------------------------------------------------------------------------------|-----------|
| Werkliedenpersoneel van eenentwintig jaar of ouder                                         | 11.3339   |
| Bediendenpersoneel van eenentwintig jaar of ouder dat volledige arbeidsprestaties verricht | 1866.3200 |

#### 1.3.2. LEEFTIJD: Minder dan eenentwintig jaar

Percentages van het gewaarborgd minimumloon bepaald in tabel 1.3.1.

| LEEFTIJD          |     |
|-------------------|-----|
| 20 jaar           | 95% |
| 19 jaar           | 90% |
| 18 jaar           | 85% |
| 17 jaar           | 80% |
| 16 jaar en jonger | 75% |