

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3190102: gehandicaptenzorg

Inwerkingtreding 01/09/2019 (Laatst bewerkt 20/10/2020)

Wijziging Functieclassificatie in 9/2019. In geval van indexatie in toepassing van de sectorale CAO's worden enkel de minimumlonen geïndexeerd.

Deze sub-sector is geen officieel Paritair Subcomité. De loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Sub-Comité (PSC 319.01).

Om de overeenstemmende bruto maandlonen te bepalen, worden de geïndexeerde baremieke bruto jaarlonen gedeeld door 12. Om de overeenstemmende bruto uurlonen te bepalen, worden de geïndexeerde baremieke bruto jaarlonen gedeeld door het getal 1976 (overeenkomend met een wekelijkse arbeidsduur van 38 uur x 52 weken).

## 1. MINIMUMLONEN: BAREMALONEN ZONDER HAARD- OF STANDPLAATSTOELAGE

### 1.1. FUNCTIEGROEP: LOGISTIEK PERSONEEL

| Anciënniteit<br>(in jaren) | Barema           |                                                         |                                                      |                  |                  |
|----------------------------|------------------|---------------------------------------------------------|------------------------------------------------------|------------------|------------------|
|                            | Klasse 4<br>(L4) | Klasse 3<br>(in dienst<br>voor<br>01/11/1993<br>) (L3a) | Klasse 3<br>(in dienst<br>na<br>01/11/1993<br>) (L3) | Klasse 2<br>(L2) | Klasse 1<br>(A1) |
| 0                          | 1676.91          | 1759.69                                                 | 1758.92                                              | 1910.92          | 2241.12          |
| 1                          | 1699.09          | 1831.07                                                 | 1831.07                                              | 1989.32          | 2283.80          |
| 2                          | 1721.23          | 1903.23                                                 | 1903.23                                              | 2067.71          | 2349.67          |
| 3                          | 1743.42          | 1975.40                                                 | 1975.40                                              | 2146.11          | 2438.76          |
| 4                          | 1769.49          | 2047.55                                                 | 2047.55                                              | 2224.50          | 2527.84          |
| 5                          | 1788.74          | 2047.55                                                 | 2047.55                                              | 2224.50          | 2527.84          |
| 6                          | 1858.37          | 2150.40                                                 | 2150.40                                              | 2336.24          | 2654.81          |
| 7                          | 1871.26          | 2150.40                                                 | 2150.40                                              | 2336.24          | 2795.92          |
| 8                          | 1947.25          | 2253.25                                                 | 2253.25                                              | 2447.97          | 2795.92          |
| 9                          | 1953.79          | 2253.25                                                 | 2253.25                                              | 2447.97          | 2869.12          |
| 10                         | 2036.13          | 2356.09                                                 | 2356.09                                              | 2559.71          | 2908.76          |
| 11                         | 2036.36          | 2356.09                                                 | 2356.09                                              | 2559.71          | 2942.28          |
| 12                         | 2125.01          | 2458.94                                                 | 2458.94                                              | 2671.44          | 3035.73          |
| 13                         | 2125.01          | 2458.94                                                 | 2458.94                                              | 2671.44          | 3035.73          |
| 14                         | 2213.89          | 2561.79                                                 | 2561.79                                              | 2783.18          | 3162.70          |
| 15                         | 2213.89          | 2561.79                                                 | 2561.79                                              | 2783.18          | 3162.70          |
| 16                         | 2302.77          | 2664.64                                                 | 2664.64                                              | 2894.91          | 3340.62          |
| 17                         | 2302.77          | 2664.64                                                 | 2664.64                                              | 2894.91          | 3413.78          |
| 18                         | 2391.65          | 2767.48                                                 | 2767.48                                              | 3006.65          | 3518.53          |
| 19                         | 2391.65          | 2767.48                                                 | 2767.48                                              | 3006.65          | 3591.69          |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 20 | 2480.53 | 2870.33 | 2870.33 | 3118.38 | 3591.69 |
| 21 | 2480.53 | 2870.33 | 2870.33 | 3118.38 | 3664.85 |
| 22 | 2569.41 | 2973.17 | 2973.17 | 3230.11 | 3670.58 |
| 23 | 2658.29 | 3076.02 | 3076.02 | 3341.85 | 3797.56 |
| 24 | 2747.17 | 3178.87 | 3178.87 | 3453.58 | 3924.53 |
| 25 | 2747.17 | 3178.87 | 3178.87 | 3453.58 | 3924.53 |
| 26 | 2747.17 | 3178.87 | 3178.87 | 3453.58 | 3924.53 |
| 27 | 2747.17 | 3178.87 | 3178.87 | 3453.58 | 3924.53 |

## 1.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in jaren) | Barema        |               |
|-------------------------|---------------|---------------|
|                         | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                       | 1910.92       | 2241.12       |
| 1                       | 1989.32       | 2283.80       |
| 2                       | 2067.71       | 2349.67       |
| 3                       | 2146.11       | 2438.76       |
| 4                       | 2224.50       | 2527.84       |
| 5                       | 2224.50       | 2527.84       |
| 6                       | 2336.24       | 2654.81       |
| 7                       | 2336.24       | 2795.92       |
| 8                       | 2447.97       | 2795.92       |
| 9                       | 2447.97       | 2869.12       |
| 10                      | 2559.71       | 2908.76       |
| 11                      | 2559.71       | 2942.28       |
| 12                      | 2671.44       | 3035.73       |
| 13                      | 2671.44       | 3035.73       |
| 14                      | 2783.18       | 3162.70       |
| 15                      | 2783.18       | 3162.70       |
| 16                      | 2894.91       | 3340.62       |
| 17                      | 2894.91       | 3413.78       |
| 18                      | 3006.65       | 3518.53       |
| 19                      | 3006.65       | 3591.69       |
| 20                      | 3118.38       | 3591.69       |
| 21                      | 3118.38       | 3664.85       |
| 22                      | 3230.11       | 3670.58       |
| 23                      | 3341.85       | 3797.56       |
| 24                      | 3453.58       | 3924.53       |
| 25                      | 3453.58       | 3924.53       |
| 26                      | 3453.58       | 3924.53       |
| 27                      | 3453.58       | 3924.53       |

## 1.3. FUNCTIEGROEP: BEGELEIDEND EN VERZORGEND PERSONEEL

| Anciënniteit (in jaren) | Barema          |                 |                                      |                            |
|-------------------------|-----------------|-----------------|--------------------------------------|----------------------------|
|                         | Klasse 2B (B2B) | Klasse 2A (B2A) | Begeleidend personeel Klasse 1 (B1C) | Verzorgend personeel (MV2) |
| 0                       | 1919.10         | 1993.16         | 2268.84                              | 2104.24                    |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 1  | 1956.11 | 2024.01 | 2312.05 | 2173.72 |
| 2  | 1998.08 | 2092.82 | 2378.45 | 2258.81 |
| 3  | 2073.36 | 2171.59 | 2468.07 | 2343.89 |
| 4  | 2148.19 | 2249.99 | 2557.15 | 2428.52 |
| 5  | 2148.65 | 2250.62 | 2558.05 | 2429.56 |
| 6  | 2255.33 | 2362.35 | 2685.02 | 2550.19 |
| 7  | 2256.18 | 2363.57 | 2685.93 | 2551.50 |
| 8  | 2362.84 | 2475.30 | 2812.90 | 2672.12 |
| 9  | 2363.99 | 2476.52 | 2814.08 | 2674.72 |
| 10 | 2470.65 | 2588.25 | 2941.05 | 2795.34 |
| 11 | 2471.81 | 2589.46 | 2942.43 | 2796.25 |
| 12 | 2578.47 | 2701.19 | 3069.40 | 2916.87 |
| 13 | 2579.62 | 2702.42 | 3070.78 | 2917.77 |
| 14 | 2686.28 | 2814.15 | 3197.75 | 3038.40 |
| 15 | 2687.44 | 2815.36 | 3199.14 | 3039.30 |
| 16 | 2794.10 | 2927.10 | 3326.11 | 3159.92 |
| 17 | 2795.25 | 2928.31 | 3327.49 | 3161.16 |
| 18 | 2901.91 | 3040.05 | 3454.46 | 3281.79 |
| 19 | 2903.07 | 3041.26 | 3455.84 | 3283.10 |
| 20 | 3009.73 | 3153.00 | 3582.81 | 3403.72 |
| 21 | 3010.88 | 3154.21 | 3584.19 | 3405.03 |
| 22 | 3117.54 | 3265.95 | 3711.16 | 3525.65 |
| 23 | 3225.35 | 3378.89 | 3839.51 | 3647.59 |
| 24 | 3332.01 | 3490.63 | 3966.48 | 3768.21 |
| 25 | 3333.17 | 3491.84 | 3967.86 | 3769.52 |
| 26 | 3333.17 | 3491.84 | 3967.86 | 3769.52 |
| 27 | 3334.33 | 3493.06 | 3969.24 | 3770.83 |

#### 1.4. FUNCTIEGROEP: SOCIAAL, PARAMEDISCH EN THERAPEUTISCH PERSONEEL

| Anciënniteit<br>(in jaren) | Barema                                                              |                                                                                                                           |                                                                                                         |                                                                                          |
|----------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
|                            | Algemeen of<br>Bijzondere<br>functie<br>(Jongerenwel<br>zijn) (MV1) | Diensthooft<br>paramedicus<br>vanaf 8 of<br>meer voltijdse<br>equivalenten<br>paramedici in<br>de<br>voorziening<br>(B1B) | Coördinator-<br>paramedicus<br>vanaf 3<br>diensthooften<br>-paramedici in<br>de<br>voorziening<br>(B1A) | Coördinator<br>meerdere<br>teams -cfr.<br>niveau<br>opvoeder-<br>groepschef<br>(B1A bis) |
| 0                          | 2268.84                                                             | 2552.77                                                                                                                   | 2807.92                                                                                                 | 2898.58                                                                                  |
| 1                          | 2312.05                                                             | 2595.99                                                                                                                   | 2851.13                                                                                                 | 2941.79                                                                                  |
| 2                          | 2378.45                                                             | 2639.21                                                                                                                   | 2894.30                                                                                                 | 2984.96                                                                                  |
| 3                          | 2468.07                                                             | 2682.38                                                                                                                   | 2937.52                                                                                                 | 3028.18                                                                                  |
| 4                          | 2557.15                                                             | 2737.57                                                                                                                   | 2937.52                                                                                                 | 3028.18                                                                                  |
| 5                          | 2558.05                                                             | 2756.44                                                                                                                   | 3011.58                                                                                                 | 3102.24                                                                                  |
| 6                          | 2685.02                                                             | 2874.33                                                                                                                   | 3011.58                                                                                                 | 3102.24                                                                                  |
| 7                          | 2830.51                                                             | 2875.24                                                                                                                   | 3085.65                                                                                                 | 3176.31                                                                                  |
| 8                          | 2830.51                                                             | 3011.10                                                                                                                   | 3153.30                                                                                                 | 3243.96                                                                                  |
| 9                          | 2904.61                                                             | 3012.00                                                                                                                   | 3159.71                                                                                                 | 3250.37                                                                                  |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 10 | 2944.25 | 3147.86 | 3296.42 | 3387.08 |
| 11 | 2978.68 | 3148.77 | 3297.32 | 3387.98 |
| 12 | 3072.12 | 3284.62 | 3439.53 | 3530.19 |
| 13 | 3073.03 | 3285.67 | 3440.43 | 3531.10 |
| 14 | 3200.00 | 3421.53 | 3582.64 | 3673.30 |
| 15 | 3200.91 | 3423.00 | 3583.55 | 3674.21 |
| 16 | 3381.95 | 3558.86 | 3725.75 | 3816.41 |
| 17 | 3456.01 | 3560.34 | 3726.66 | 3817.32 |
| 18 | 3562.06 | 3696.20 | 3870.16 | 3960.82 |
| 19 | 3636.13 | 3697.67 | 3871.07 | 3961.73 |
| 20 | 3636.13 | 3833.53 | 4013.28 | 4103.94 |
| 21 | 3710.19 | 3835.01 | 4014.18 | 4104.84 |
| 22 | 3715.92 | 3970.87 | 4156.39 | 4247.05 |
| 23 | 3843.80 | 4108.20 | 4300.13 | 4390.79 |
| 24 | 3970.77 | 4244.06 | 4442.34 | 4533.00 |
| 25 | 3971.67 | 4245.54 | 4443.88 | 4534.54 |
| 26 | 3971.67 | 4245.54 | 4443.88 | 4534.54 |
| 27 | 3972.58 | 4247.01 | 4445.42 | 4536.09 |

**1.5. FUNCTIEGROEP: DIENSTHOOFD MAATSCHAPPELIJK WERK Voorzieningen met 3 of meer voltijdse equivalenten maatschappelijk werk(st)ers of sociaal verpleegkundigen / HOOFDOPVOEDER / HOOFDBEGELEIDER**

| Anciënniteit (in jaren) | Barema  |
|-------------------------|---------|
|                         | (B1B)   |
| 0                       | 2552.77 |
| 1                       | 2595.99 |
| 2                       | 2639.21 |
| 3                       | 2682.38 |
| 4                       | 2737.57 |
| 5                       | 2756.44 |
| 6                       | 2874.33 |
| 7                       | 2875.24 |
| 8                       | 3011.10 |
| 9                       | 3012.00 |
| 10                      | 3147.86 |
| 11                      | 3148.77 |
| 12                      | 3284.62 |
| 13                      | 3285.67 |
| 14                      | 3421.53 |
| 15                      | 3423.00 |
| 16                      | 3558.86 |
| 17                      | 3560.34 |
| 18                      | 3696.20 |
| 19                      | 3697.67 |
| 20                      | 3833.53 |
| 21                      | 3835.01 |
| 22                      | 3970.87 |

|    |         |
|----|---------|
| 23 | 4108.20 |
| 24 | 4244.06 |
| 25 | 4245.54 |
| 26 | 4245.54 |
| 27 | 4247.01 |

# **1.6. FUNCTIEGROEP: OPVOEDER-GROEPSCHIEF / EERSTE BEGELEIDER** **(Jongerenwelzijn)**

| Anciënniteit (in jaren) | Barema  |           |
|-------------------------|---------|-----------|
|                         | (B1A)   | (B1A Bis) |
| 0                       | 2807.92 | 2898.58   |
| 1                       | 2851.13 | 2941.79   |
| 2                       | 2894.30 | 2984.96   |
| 3                       | 2937.52 | 3028.18   |
| 4                       | 2937.52 | 3028.18   |
| 5                       | 3011.58 | 3102.24   |
| 6                       | 3011.58 | 3102.24   |
| 7                       | 3085.65 | 3176.31   |
| 8                       | 3153.30 | 3243.96   |
| 9                       | 3159.71 | 3250.37   |
| 10                      | 3296.42 | 3387.08   |
| 11                      | 3297.32 | 3387.98   |
| 12                      | 3439.53 | 3530.19   |
| 13                      | 3440.43 | 3531.10   |
| 14                      | 3582.64 | 3673.30   |
| 15                      | 3583.55 | 3674.21   |
| 16                      | 3725.75 | 3816.41   |
| 17                      | 3726.66 | 3817.32   |
| 18                      | 3870.16 | 3960.82   |
| 19                      | 3871.07 | 3961.73   |
| 20                      | 4013.28 | 4103.94   |
| 21                      | 4014.18 | 4104.84   |
| 22                      | 4156.39 | 4247.05   |
| 23                      | 4300.13 | 4390.79   |
| 24                      | 4442.34 | 4533.00   |
| 25                      | 4443.88 | 4534.54   |
| 26                      | 4443.88 | 4534.54   |
| 27                      | 4445.42 | 4536.09   |

# **1.7. FUNCTIEGROEP: UNIVERSITAIEN**

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2930.60                                                                        |
| 1                       | 3018.38                                                                        |
| 2                       | 3106.21                                                                        |

|    |         |
|----|---------|
| 3  | 3194.04 |
| 4  | 3300.52 |
| 5  | 3435.42 |
| 6  | 3435.42 |
| 7  | 3570.27 |
| 8  | 3570.27 |
| 9  | 3705.13 |
| 10 | 3714.24 |
| 11 | 3839.98 |
| 12 | 3879.26 |
| 13 | 3974.83 |
| 14 | 4044.29 |
| 15 | 4109.69 |
| 16 | 4209.31 |
| 17 | 4244.59 |
| 18 | 4374.34 |
| 19 | 4379.44 |
| 20 | 4539.36 |
| 21 | 4543.13 |
| 22 | 4704.39 |
| 23 | 4869.41 |
| 24 | 5030.67 |
| 25 | 5030.67 |
| 26 | 5030.67 |
| 27 | 5030.67 |

## 1.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema             |                   |
|-------------------------|--------------------|-------------------|
|                         | Omnipracticci (G1) | Specialisten (GS) |
| 0                       | 3519.29            | 4677.75           |
| 1                       | 3604.66            | 4677.75           |
| 2                       | 3690.04            | 4860.67           |
| 3                       | 3775.37            | 4860.67           |
| 4                       | 3775.37            | 5043.59           |
| 5                       | 3924.75            | 5043.59           |
| 6                       | 3924.75            | 5226.47           |
| 7                       | 4074.13            | 5226.47           |
| 8                       | 4074.13            | 5409.39           |
| 9                       | 4223.52            | 5409.39           |
| 10                      | 4223.52            | 5592.31           |
| 11                      | 4372.90            | 5592.31           |
| 12                      | 4372.90            | 5775.23           |
| 13                      | 4522.28            | 5775.23           |
| 14                      | 4522.28            | 5958.15           |
| 15                      | 4671.62            | 5958.15           |
| 16                      | 4671.62            | 6141.07           |
| 17                      | 4821.01            | 6141.07           |

|    |         |         |
|----|---------|---------|
| 18 | 4821.01 | 6323.99 |
| 19 | 4970.39 | 6323.99 |
| 20 | 4970.39 | 6506.91 |
| 21 | 5119.77 | 6506.91 |
| 22 | 5119.77 | 6689.79 |
| 23 | 5269.16 | 6689.79 |
| 24 | 5269.16 | 6689.79 |
| 25 | 5269.16 | 6689.79 |
| 26 | 5269.16 | 6689.79 |
| 27 | 5269.16 | 6689.79 |

## 1.9. FUNCTIEGROEP: VERANTWOORDELIJKE OF DIRECTEUR

| Anciënniteit (in jaren) | Barema                                                                                                                                                                |                                                                                                                              |                                                                        |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
|                         | Verantwoordelijke diensten plaatsing in gezinnen / Verantwoordelijke diensten zelfstandig wonen / Directeur ambulante dienst vanaf 36 plaatsen (Jongerenwelzijn) (K5) | Verantwoordelijke diensten begeleid wonen / Verantwoordelijke residentiële voorziening tot 12 bedden (Jongerenwelzijn) (B1A) | Coördinator meerdere teams - cfr. niveau opvoeder-groepschef (B1a bis) |
| 0                       | 2933.88                                                                                                                                                               | 2807.92                                                                                                                      | 2898.58                                                                |
| 1                       | 3018.51                                                                                                                                                               | 2851.13                                                                                                                      | 2941.79                                                                |
| 2                       | 3106.67                                                                                                                                                               | 2894.30                                                                                                                      | 2984.96                                                                |
| 3                       | 3194.82                                                                                                                                                               | 2937.52                                                                                                                      | 3028.18                                                                |
| 4                       | 3300.61                                                                                                                                                               | 2937.52                                                                                                                      | 3028.18                                                                |
| 5                       | 3438.14                                                                                                                                                               | 3011.58                                                                                                                      | 3102.24                                                                |
| 6                       | 3438.14                                                                                                                                                               | 3011.58                                                                                                                      | 3102.24                                                                |
| 7                       | 3579.19                                                                                                                                                               | 3085.65                                                                                                                      | 3176.31                                                                |
| 8                       | 3579.19                                                                                                                                                               | 3153.30                                                                                                                      | 3243.96                                                                |
| 9                       | 3720.24                                                                                                                                                               | 3159.71                                                                                                                      | 3250.37                                                                |
| 10                      | 3720.24                                                                                                                                                               | 3296.42                                                                                                                      | 3387.08                                                                |
| 11                      | 3896.56                                                                                                                                                               | 3297.32                                                                                                                      | 3387.98                                                                |
| 12                      | 3896.56                                                                                                                                                               | 3439.53                                                                                                                      | 3530.19                                                                |
| 13                      | 4055.24                                                                                                                                                               | 3440.43                                                                                                                      | 3531.10                                                                |
| 14                      | 4055.24                                                                                                                                                               | 3582.64                                                                                                                      | 3673.30                                                                |
| 15                      | 4213.92                                                                                                                                                               | 3583.55                                                                                                                      | 3674.21                                                                |
| 16                      | 4213.92                                                                                                                                                               | 3725.75                                                                                                                      | 3816.41                                                                |
| 17                      | 4390.24                                                                                                                                                               | 3726.66                                                                                                                      | 3817.32                                                                |
| 18                      | 4390.24                                                                                                                                                               | 3870.16                                                                                                                      | 3960.82                                                                |
| 19                      | 4390.24                                                                                                                                                               | 3871.07                                                                                                                      | 3961.73                                                                |
| 20                      | 4548.92                                                                                                                                                               | 4013.28                                                                                                                      | 4103.94                                                                |
| 21                      | 4548.92                                                                                                                                                               | 4014.18                                                                                                                      | 4104.84                                                                |
| 22                      | 4725.24                                                                                                                                                               | 4156.39                                                                                                                      | 4247.05                                                                |
| 23                      | 4901.55                                                                                                                                                               | 4300.13                                                                                                                      | 4390.79                                                                |
| 24                      | 5042.60                                                                                                                                                               | 4442.34                                                                                                                      | 4533.00                                                                |

|    |         |         |         |
|----|---------|---------|---------|
| 25 | 5042.60 | 4443.88 | 4534.54 |
| 26 | 5042.60 | 4443.88 | 4534.54 |
| 27 | 5042.60 | 4445.42 | 4536.09 |

## 1.10. FUNCTIEGROEP: DIRECTEUR INSTELLINGEN

| Anciënniteit<br>(in jaren) | Barema                                                                                                                                                                                                                          |                                                        |                                                      |                                                                    |                                                                                                                                                                 |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | Directeur<br>instellingen<br>6-12<br>plaatsen /<br>Directeur<br>instellingen<br>13-29<br>plaatsen /<br>Onderdirecteur /<br>Directiemedewerker<br>afdeling met<br>erkenning<br>75-90<br>bedden of<br>150-179<br>plaatsen<br>(K5) | Directeur<br>instellingen<br>30-59<br>plaatsen<br>(K3) | Directeur<br>instellingen<br>60-89<br>bedden<br>(K2) | Directeur<br>instellingen<br>met 90 of<br>meer<br>plaatsen<br>(K1) | Administratief<br>medewerker van de<br>directie<br>voorzieningen met<br>erkenning<br>voor<br>minder dan<br>of gelijk<br>aan 90<br>bedden of<br>plaatsen<br>(A1) |
| 0                          | 2933.88                                                                                                                                                                                                                         | 3046.72                                                | 3155.53                                              | 3264.34                                                            | 2241.12                                                                                                                                                         |
| 1                          | 3018.51                                                                                                                                                                                                                         | 3134.61                                                | 3246.55                                              | 3358.51                                                            | 2283.80                                                                                                                                                         |
| 2                          | 3106.67                                                                                                                                                                                                                         | 3226.15                                                | 3341.37                                              | 3456.60                                                            | 2349.67                                                                                                                                                         |
| 3                          | 3194.82                                                                                                                                                                                                                         | 3317.70                                                | 3436.19                                              | 3554.68                                                            | 2438.76                                                                                                                                                         |
| 4                          | 3300.61                                                                                                                                                                                                                         | 3427.56                                                | 3549.97                                              | 3672.39                                                            | 2527.84                                                                                                                                                         |
| 5                          | 3438.14                                                                                                                                                                                                                         | 3570.37                                                | 3697.89                                              | 3825.40                                                            | 2527.84                                                                                                                                                         |
| 6                          | 3438.14                                                                                                                                                                                                                         | 3570.37                                                | 3697.89                                              | 3825.40                                                            | 2654.81                                                                                                                                                         |
| 7                          | 3579.19                                                                                                                                                                                                                         | 3716.85                                                | 3849.60                                              | 3982.34                                                            | 2795.92                                                                                                                                                         |
| 8                          | 3579.19                                                                                                                                                                                                                         | 3716.85                                                | 3849.60                                              | 3982.34                                                            | 2795.92                                                                                                                                                         |
| 9                          | 3720.24                                                                                                                                                                                                                         | 3863.33                                                | 4001.31                                              | 4139.28                                                            | 2869.12                                                                                                                                                         |
| 10                         | 3720.24                                                                                                                                                                                                                         | 3863.33                                                | 4001.31                                              | 4139.28                                                            | 2908.76                                                                                                                                                         |
| 11                         | 3896.56                                                                                                                                                                                                                         | 4046.42                                                | 4190.94                                              | 4335.45                                                            | 2942.28                                                                                                                                                         |
| 12                         | 3896.56                                                                                                                                                                                                                         | 4046.42                                                | 4190.94                                              | 4335.45                                                            | 3035.73                                                                                                                                                         |
| 13                         | 4055.24                                                                                                                                                                                                                         | 4211.21                                                | 4361.61                                              | 4512.01                                                            | 3035.73                                                                                                                                                         |
| 14                         | 4055.24                                                                                                                                                                                                                         | 4211.21                                                | 4361.61                                              | 4512.01                                                            | 3162.70                                                                                                                                                         |
| 15                         | 4213.92                                                                                                                                                                                                                         | 4376.00                                                | 4532.28                                              | 4688.57                                                            | 3162.70                                                                                                                                                         |
| 16                         | 4213.92                                                                                                                                                                                                                         | 4376.00                                                | 4532.28                                              | 4688.57                                                            | 3340.62                                                                                                                                                         |
| 17                         | 4390.24                                                                                                                                                                                                                         | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3413.78                                                                                                                                                         |
| 18                         | 4390.24                                                                                                                                                                                                                         | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3518.53                                                                                                                                                         |
| 19                         | 4390.24                                                                                                                                                                                                                         | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3591.69                                                                                                                                                         |
| 20                         | 4548.92                                                                                                                                                                                                                         | 4723.88                                                | 4892.59                                              | 5061.30                                                            | 3591.69                                                                                                                                                         |
| 21                         | 4548.92                                                                                                                                                                                                                         | 4723.88                                                | 4892.59                                              | 5061.30                                                            | 3664.85                                                                                                                                                         |
| 22                         | 4725.24                                                                                                                                                                                                                         | 4906.98                                                | 5082.22                                              | 5257.47                                                            | 3670.58                                                                                                                                                         |
| 23                         | 4901.55                                                                                                                                                                                                                         | 5090.07                                                | 5271.86                                              | 5453.65                                                            | 3797.56                                                                                                                                                         |
| 24                         | 5042.60                                                                                                                                                                                                                         | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |
| 25                         | 5042.60                                                                                                                                                                                                                         | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 26 | 5042.60 | 5236.55 | 5423.57 | 5610.59 | 3924.53 |
| 27 | 5042.60 | 5236.55 | 5423.57 | 5610.59 | 3924.53 |

## 2. MINIMUMLONEN: BAREMALONEN MET HAARDTOELAGE

### 2.1. FUNCTIEGROEP: LOGISTIEK PERSONEEL

| Anciënniteit<br>(in jaren) | Barema           |                                                         |                                                      |                  |                  |
|----------------------------|------------------|---------------------------------------------------------|------------------------------------------------------|------------------|------------------|
|                            | Klasse 4<br>(L4) | Klasse 3<br>(in dienst<br>voor<br>01/11/1993<br>) (L3a) | Klasse 3<br>(in dienst<br>na<br>01/11/1993<br>) (L3) | Klasse 2<br>(L2) | Klasse 1<br>(A1) |
| 0                          | 1779.31          | 1862.09                                                 | 1861.32                                              | 2013.32          | 2342.00          |
| 1                          | 1801.49          | 1933.47                                                 | 1933.47                                              | 2091.72          | 2342.00          |
| 2                          | 1823.63          | 2005.63                                                 | 2005.63                                              | 2170.11          | 2400.87          |
| 3                          | 1845.82          | 2077.80                                                 | 2077.80                                              | 2248.51          | 2489.96          |
| 4                          | 1871.89          | 2149.95                                                 | 2149.95                                              | 2326.90          | 2579.04          |
| 5                          | 1891.14          | 2149.95                                                 | 2149.95                                              | 2326.90          | 2579.04          |
| 6                          | 1960.77          | 2252.80                                                 | 2252.80                                              | 2387.44          | 2654.81          |
| 7                          | 1973.66          | 2252.80                                                 | 2252.80                                              | 2387.44          | 2795.92          |
| 8                          | 2049.65          | 2342.00                                                 | 2342.00                                              | 2499.17          | 2795.92          |
| 9                          | 2056.19          | 2342.00                                                 | 2342.00                                              | 2499.17          | 2869.12          |
| 10                         | 2138.53          | 2407.29                                                 | 2407.29                                              | 2592.67          | 2908.76          |
| 11                         | 2138.76          | 2407.29                                                 | 2407.29                                              | 2592.67          | 2942.28          |
| 12                         | 2227.41          | 2510.14                                                 | 2510.14                                              | 2671.44          | 3035.73          |
| 13                         | 2227.41          | 2510.14                                                 | 2510.14                                              | 2671.44          | 3035.73          |
| 14                         | 2316.29          | 2592.67                                                 | 2592.67                                              | 2783.18          | 3162.70          |
| 15                         | 2316.29          | 2592.67                                                 | 2592.67                                              | 2783.18          | 3162.70          |
| 16                         | 2353.97          | 2664.64                                                 | 2664.64                                              | 2894.91          | 3340.62          |
| 17                         | 2353.97          | 2664.64                                                 | 2664.64                                              | 2894.91          | 3413.78          |
| 18                         | 2442.85          | 2767.48                                                 | 2767.48                                              | 3006.65          | 3518.53          |
| 19                         | 2442.85          | 2767.48                                                 | 2767.48                                              | 3006.65          | 3591.69          |
| 20                         | 2531.73          | 2870.33                                                 | 2870.33                                              | 3118.38          | 3591.69          |
| 21                         | 2531.73          | 2870.33                                                 | 2870.33                                              | 3118.38          | 3664.85          |
| 22                         | 2592.67          | 2973.17                                                 | 2973.17                                              | 3230.11          | 3670.58          |
| 23                         | 2658.29          | 3076.02                                                 | 3076.02                                              | 3341.85          | 3797.56          |
| 24                         | 2747.17          | 3178.87                                                 | 3178.87                                              | 3453.58          | 3924.53          |
| 25                         | 2747.17          | 3178.87                                                 | 3178.87                                              | 3453.58          | 3924.53          |
| 26                         | 2747.17          | 3178.87                                                 | 3178.87                                              | 3453.58          | 3924.53          |
| 27                         | 2747.17          | 3178.87                                                 | 3178.87                                              | 3453.58          | 3924.53          |

### 2.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in jaren) | Barema        |               |
|-------------------------|---------------|---------------|
|                         | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                       | 2013.32       | 2342.00       |
| 1                       | 2091.72       | 2342.00       |
| 2                       | 2170.11       | 2400.87       |
| 3                       | 2248.51       | 2489.96       |

|    |         |         |
|----|---------|---------|
| 4  | 2326.90 | 2579.04 |
| 5  | 2326.90 | 2579.04 |
| 6  | 2387.44 | 2654.81 |
| 7  | 2387.44 | 2795.92 |
| 8  | 2499.17 | 2795.92 |
| 9  | 2499.17 | 2869.12 |
| 10 | 2592.67 | 2908.76 |
| 11 | 2592.67 | 2942.28 |
| 12 | 2671.44 | 3035.73 |
| 13 | 2671.44 | 3035.73 |
| 14 | 2783.18 | 3162.70 |
| 15 | 2783.18 | 3162.70 |
| 16 | 2894.91 | 3340.62 |
| 17 | 2894.91 | 3413.78 |
| 18 | 3006.65 | 3518.53 |
| 19 | 3006.65 | 3591.69 |
| 20 | 3118.38 | 3591.69 |
| 21 | 3118.38 | 3664.85 |
| 22 | 3230.11 | 3670.58 |
| 23 | 3341.85 | 3797.56 |
| 24 | 3453.58 | 3924.53 |
| 25 | 3453.58 | 3924.53 |
| 26 | 3453.58 | 3924.53 |
| 27 | 3453.58 | 3924.53 |

### 2.3. FUNCTIEGROEP: BEGELEIDEND EN VERZORGEND PERSONEEL

| Anciënniteit<br>(in jaren) | Barema             |                    |                                               |                                  |
|----------------------------|--------------------|--------------------|-----------------------------------------------|----------------------------------|
|                            | Klasse 2B<br>(B2B) | Klasse 2A<br>(B2A) | Begeleidend<br>personeel<br>Klasse 1<br>(B1C) | Verzorgend<br>personeel<br>(MV2) |
| 0                          | 2021.50            | 2095.56            | 2342.00                                       | 2206.64                          |
| 1                          | 2058.51            | 2126.41            | 2363.25                                       | 2276.12                          |
| 2                          | 2100.48            | 2195.22            | 2429.65                                       | 2342.00                          |
| 3                          | 2175.76            | 2273.99            | 2519.27                                       | 2395.09                          |
| 4                          | 2250.59            | 2342.00            | 2592.67                                       | 2479.72                          |
| 5                          | 2251.05            | 2342.00            | 2592.67                                       | 2480.76                          |
| 6                          | 2342.00            | 2413.55            | 2685.02                                       | 2592.67                          |
| 7                          | 2342.00            | 2414.77            | 2685.93                                       | 2592.67                          |
| 8                          | 2414.04            | 2526.50            | 2812.90                                       | 2672.12                          |
| 9                          | 2415.19            | 2527.72            | 2814.08                                       | 2674.72                          |
| 10                         | 2521.85            | 2592.67            | 2941.05                                       | 2795.34                          |
| 11                         | 2523.01            | 2592.67            | 2942.43                                       | 2796.25                          |
| 12                         | 2592.67            | 2701.19            | 3069.40                                       | 2916.87                          |
| 13                         | 2592.67            | 2702.42            | 3070.78                                       | 2917.77                          |
| 14                         | 2686.28            | 2814.15            | 3197.75                                       | 3038.40                          |
| 15                         | 2687.44            | 2815.36            | 3199.14                                       | 3039.30                          |
| 16                         | 2794.10            | 2927.10            | 3326.11                                       | 3159.92                          |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 17 | 2795.25 | 2928.31 | 3327.49 | 3161.16 |
| 18 | 2901.91 | 3040.05 | 3454.46 | 3281.79 |
| 19 | 2903.07 | 3041.26 | 3455.84 | 3283.10 |
| 20 | 3009.73 | 3153.00 | 3582.81 | 3403.72 |
| 21 | 3010.88 | 3154.21 | 3584.19 | 3405.03 |
| 22 | 3117.54 | 3265.95 | 3711.16 | 3525.65 |
| 23 | 3225.35 | 3378.89 | 3839.51 | 3647.59 |
| 24 | 3332.01 | 3490.63 | 3966.48 | 3768.21 |
| 25 | 3333.17 | 3491.84 | 3967.86 | 3769.52 |
| 26 | 3333.17 | 3491.84 | 3967.86 | 3769.52 |
| 27 | 3334.33 | 3493.06 | 3969.24 | 3770.83 |

## 2.4. FUNCTIEGROEP: SOCIAAL, PARAMEDISCH EN THERAPEUTISCH PERSONEEL

| Anciënniteit<br>(in jaren) | Barema                                                              |                                                                                                                           |                                                                                                         |                                                                                          |
|----------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
|                            | Algemeen of<br>Bijzondere<br>functie<br>(Jongerenwel<br>zijn) (MV1) | Diensthooft<br>paramedicus<br>vanaf 8 of<br>meer voltijdse<br>equivalenten<br>paramedici in<br>de<br>voorziening<br>(B1B) | Coördinator-<br>paramedicus<br>vanaf 3<br>diensthooften<br>-paramedici in<br>de<br>voorziening<br>(B1A) | Coördinator<br>meerdere<br>teams -cfr.<br>niveau<br>opvoeder-<br>groepschef<br>(B1A bis) |
| 0                          | 2342.00                                                             | 2592.67                                                                                                                   | 2807.92                                                                                                 | 2898.58                                                                                  |
| 1                          | 2363.25                                                             | 2595.99                                                                                                                   | 2851.13                                                                                                 | 2941.79                                                                                  |
| 2                          | 2429.65                                                             | 2639.21                                                                                                                   | 2894.30                                                                                                 | 2984.96                                                                                  |
| 3                          | 2519.27                                                             | 2682.38                                                                                                                   | 2937.52                                                                                                 | 3028.18                                                                                  |
| 4                          | 2592.67                                                             | 2737.57                                                                                                                   | 2937.52                                                                                                 | 3028.18                                                                                  |
| 5                          | 2592.67                                                             | 2756.44                                                                                                                   | 3011.58                                                                                                 | 3102.24                                                                                  |
| 6                          | 2685.02                                                             | 2874.33                                                                                                                   | 3011.58                                                                                                 | 3102.24                                                                                  |
| 7                          | 2830.51                                                             | 2875.24                                                                                                                   | 3085.65                                                                                                 | 3176.31                                                                                  |
| 8                          | 2830.51                                                             | 3011.10                                                                                                                   | 3153.30                                                                                                 | 3243.96                                                                                  |
| 9                          | 2904.61                                                             | 3012.00                                                                                                                   | 3159.71                                                                                                 | 3250.37                                                                                  |
| 10                         | 2944.25                                                             | 3147.86                                                                                                                   | 3296.42                                                                                                 | 3387.08                                                                                  |
| 11                         | 2978.68                                                             | 3148.77                                                                                                                   | 3297.32                                                                                                 | 3387.98                                                                                  |
| 12                         | 3072.12                                                             | 3284.62                                                                                                                   | 3439.53                                                                                                 | 3530.19                                                                                  |
| 13                         | 3073.03                                                             | 3285.67                                                                                                                   | 3440.43                                                                                                 | 3531.10                                                                                  |
| 14                         | 3200.00                                                             | 3421.53                                                                                                                   | 3582.64                                                                                                 | 3673.30                                                                                  |
| 15                         | 3200.91                                                             | 3423.00                                                                                                                   | 3583.55                                                                                                 | 3674.21                                                                                  |
| 16                         | 3381.95                                                             | 3558.86                                                                                                                   | 3725.75                                                                                                 | 3816.41                                                                                  |
| 17                         | 3456.01                                                             | 3560.34                                                                                                                   | 3726.66                                                                                                 | 3817.32                                                                                  |
| 18                         | 3562.06                                                             | 3696.20                                                                                                                   | 3870.16                                                                                                 | 3960.82                                                                                  |
| 19                         | 3636.13                                                             | 3697.67                                                                                                                   | 3871.07                                                                                                 | 3961.73                                                                                  |
| 20                         | 3636.13                                                             | 3833.53                                                                                                                   | 4013.28                                                                                                 | 4103.94                                                                                  |
| 21                         | 3710.19                                                             | 3835.01                                                                                                                   | 4014.18                                                                                                 | 4104.84                                                                                  |
| 22                         | 3715.92                                                             | 3970.87                                                                                                                   | 4156.39                                                                                                 | 4247.05                                                                                  |
| 23                         | 3843.80                                                             | 4108.20                                                                                                                   | 4300.13                                                                                                 | 4390.79                                                                                  |
| 24                         | 3970.77                                                             | 4244.06                                                                                                                   | 4442.34                                                                                                 | 4533.00                                                                                  |
| 25                         | 3971.67                                                             | 4245.54                                                                                                                   | 4443.88                                                                                                 | 4534.54                                                                                  |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 26 | 3971.67 | 4245.54 | 4443.88 | 4534.54 |
| 27 | 3972.58 | 4247.01 | 4445.42 | 4536.09 |

**2.5. FUNCTIEGROEP: DIENSTHOOFD MAATSCHAPPELIJK WERK Voorzieningen met 3 of meer voltijdse equivalenten maatschappelijk werk(st)ers of sociaal verpleegkundigen / HOOFDOPVOEDER / HOOFDBEGELEIDER**

| Anciënniteit (in jaren) | Barema  |
|-------------------------|---------|
|                         | (B1B)   |
| 0                       | 2592.67 |
| 1                       | 2595.99 |
| 2                       | 2639.21 |
| 3                       | 2682.38 |
| 4                       | 2737.57 |
| 5                       | 2756.44 |
| 6                       | 2874.33 |
| 7                       | 2875.24 |
| 8                       | 3011.10 |
| 9                       | 3012.00 |
| 10                      | 3147.86 |
| 11                      | 3148.77 |
| 12                      | 3284.62 |
| 13                      | 3285.67 |
| 14                      | 3421.53 |
| 15                      | 3423.00 |
| 16                      | 3558.86 |
| 17                      | 3560.34 |
| 18                      | 3696.20 |
| 19                      | 3697.67 |
| 20                      | 3833.53 |
| 21                      | 3835.01 |
| 22                      | 3970.87 |
| 23                      | 4108.20 |
| 24                      | 4244.06 |
| 25                      | 4245.54 |
| 26                      | 4245.54 |
| 27                      | 4247.01 |

**2.6. FUNCTIEGROEP: OPVOEDER-GROEPSCHIEF / EERSTE BEGELEIDER (Jongerenwelzijn)**

| Anciënniteit (in jaren) | Barema  |           |
|-------------------------|---------|-----------|
|                         | (B1A)   | (B1A Bis) |
| 0                       | 2807.92 | 2898.58   |
| 1                       | 2851.13 | 2941.79   |
| 2                       | 2894.30 | 2984.96   |
| 3                       | 2937.52 | 3028.18   |
| 4                       | 2937.52 | 3028.18   |

|    |         |         |
|----|---------|---------|
| 5  | 3011.58 | 3102.24 |
| 6  | 3011.58 | 3102.24 |
| 7  | 3085.65 | 3176.31 |
| 8  | 3153.30 | 3243.96 |
| 9  | 3159.71 | 3250.37 |
| 10 | 3296.42 | 3387.08 |
| 11 | 3297.32 | 3387.98 |
| 12 | 3439.53 | 3530.19 |
| 13 | 3440.43 | 3531.10 |
| 14 | 3582.64 | 3673.30 |
| 15 | 3583.55 | 3674.21 |
| 16 | 3725.75 | 3816.41 |
| 17 | 3726.66 | 3817.32 |
| 18 | 3870.16 | 3960.82 |
| 19 | 3871.07 | 3961.73 |
| 20 | 4013.28 | 4103.94 |
| 21 | 4014.18 | 4104.84 |
| 22 | 4156.39 | 4247.05 |
| 23 | 4300.13 | 4390.79 |
| 24 | 4442.34 | 4533.00 |
| 25 | 4443.88 | 4534.54 |
| 26 | 4443.88 | 4534.54 |
| 27 | 4445.42 | 4536.09 |

## 2.7. FUNCTIEGROEP: UNIVERSITAIREN

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2930.60                                                                        |
| 1                       | 3018.38                                                                        |
| 2                       | 3106.21                                                                        |
| 3                       | 3194.04                                                                        |
| 4                       | 3300.52                                                                        |
| 5                       | 3435.42                                                                        |
| 6                       | 3435.42                                                                        |
| 7                       | 3570.27                                                                        |
| 8                       | 3570.27                                                                        |
| 9                       | 3705.13                                                                        |
| 10                      | 3714.24                                                                        |
| 11                      | 3839.98                                                                        |
| 12                      | 3879.26                                                                        |
| 13                      | 3974.83                                                                        |
| 14                      | 4044.29                                                                        |
| 15                      | 4109.69                                                                        |
| 16                      | 4209.31                                                                        |
| 17                      | 4244.59                                                                        |
| 18                      | 4374.34                                                                        |

|    |         |
|----|---------|
| 19 | 4379.44 |
| 20 | 4539.36 |
| 21 | 4543.13 |
| 22 | 4704.39 |
| 23 | 4869.41 |
| 24 | 5030.67 |
| 25 | 5030.67 |
| 26 | 5030.67 |
| 27 | 5030.67 |

## 2.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema             |                   |
|-------------------------|--------------------|-------------------|
|                         | Omnipracticci (G1) | Specialisten (GS) |
| 0                       | 3519.29            | 4677.75           |
| 1                       | 3604.66            | 4677.75           |
| 2                       | 3690.04            | 4860.67           |
| 3                       | 3775.37            | 4860.67           |
| 4                       | 3775.37            | 5043.59           |
| 5                       | 3924.75            | 5043.59           |
| 6                       | 3924.75            | 5226.47           |
| 7                       | 4074.13            | 5226.47           |
| 8                       | 4074.13            | 5409.39           |
| 9                       | 4223.52            | 5409.39           |
| 10                      | 4223.52            | 5592.31           |
| 11                      | 4372.90            | 5592.31           |
| 12                      | 4372.90            | 5775.23           |
| 13                      | 4522.28            | 5775.23           |
| 14                      | 4522.28            | 5958.15           |
| 15                      | 4671.62            | 5958.15           |
| 16                      | 4671.62            | 6141.07           |
| 17                      | 4821.01            | 6141.07           |
| 18                      | 4821.01            | 6323.99           |
| 19                      | 4970.39            | 6323.99           |
| 20                      | 4970.39            | 6506.91           |
| 21                      | 5119.77            | 6506.91           |
| 22                      | 5119.77            | 6689.79           |
| 23                      | 5269.16            | 6689.79           |
| 24                      | 5269.16            | 6689.79           |
| 25                      | 5269.16            | 6689.79           |
| 26                      | 5269.16            | 6689.79           |
| 27                      | 5269.16            | 6689.79           |

## 2.9. FUNCTIEGROEP: VERANTWOORDELIJKE OF DIRECTEUR

| Anciënniteit (in jaren) | Barema                                                                                                                                                                |                                                                                                                              |                                                                        |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
|                         | Verantwoordelijke diensten plaatsing in gezinnen / Verantwoordelijke diensten zelfstandig wonen / Directeur ambulante dienst vanaf 36 plaatsen (Jongerenwelzijn) (K5) | Verantwoordelijke diensten begeleid wonen / Verantwoordelijke residentiële voorziening tot 12 bedden (Jongerenwelzijn) (B1A) | Coördinator meerdere teams - cfr. niveau opvoeder-groepschef (B1A bis) |
| 0                       | 2933.88                                                                                                                                                               | 2807.92                                                                                                                      | 2898.58                                                                |
| 1                       | 3018.51                                                                                                                                                               | 2851.13                                                                                                                      | 2941.79                                                                |
| 2                       | 3106.67                                                                                                                                                               | 2894.30                                                                                                                      | 2984.96                                                                |
| 3                       | 3194.82                                                                                                                                                               | 2937.52                                                                                                                      | 3028.18                                                                |
| 4                       | 3300.61                                                                                                                                                               | 2937.52                                                                                                                      | 3028.18                                                                |
| 5                       | 3438.14                                                                                                                                                               | 3011.58                                                                                                                      | 3102.24                                                                |
| 6                       | 3438.14                                                                                                                                                               | 3011.58                                                                                                                      | 3102.24                                                                |
| 7                       | 3579.19                                                                                                                                                               | 3085.65                                                                                                                      | 3176.31                                                                |
| 8                       | 3579.19                                                                                                                                                               | 3153.30                                                                                                                      | 3243.96                                                                |
| 9                       | 3720.24                                                                                                                                                               | 3159.71                                                                                                                      | 3250.37                                                                |
| 10                      | 3720.24                                                                                                                                                               | 3296.42                                                                                                                      | 3387.08                                                                |
| 11                      | 3896.56                                                                                                                                                               | 3297.32                                                                                                                      | 3387.98                                                                |
| 12                      | 3896.56                                                                                                                                                               | 3439.53                                                                                                                      | 3530.19                                                                |
| 13                      | 4055.24                                                                                                                                                               | 3440.43                                                                                                                      | 3531.10                                                                |
| 14                      | 4055.24                                                                                                                                                               | 3582.64                                                                                                                      | 3673.30                                                                |
| 15                      | 4213.92                                                                                                                                                               | 3583.55                                                                                                                      | 3674.21                                                                |
| 16                      | 4213.92                                                                                                                                                               | 3725.75                                                                                                                      | 3816.41                                                                |
| 17                      | 4390.24                                                                                                                                                               | 3726.66                                                                                                                      | 3817.32                                                                |
| 18                      | 4390.24                                                                                                                                                               | 3870.16                                                                                                                      | 3960.82                                                                |
| 19                      | 4390.24                                                                                                                                                               | 3871.07                                                                                                                      | 3961.73                                                                |
| 20                      | 4548.92                                                                                                                                                               | 4013.28                                                                                                                      | 4103.94                                                                |
| 21                      | 4548.92                                                                                                                                                               | 4014.18                                                                                                                      | 4104.84                                                                |
| 22                      | 4725.24                                                                                                                                                               | 4156.39                                                                                                                      | 4247.05                                                                |
| 23                      | 4901.55                                                                                                                                                               | 4300.13                                                                                                                      | 4390.79                                                                |
| 24                      | 5042.60                                                                                                                                                               | 4442.34                                                                                                                      | 4533.00                                                                |
| 25                      | 5042.60                                                                                                                                                               | 4443.88                                                                                                                      | 4534.54                                                                |
| 26                      | 5042.60                                                                                                                                                               | 4443.88                                                                                                                      | 4534.54                                                                |
| 27                      | 5042.60                                                                                                                                                               | 4445.42                                                                                                                      | 4536.09                                                                |

## 2.10. FUNCTIEGROEP: DIRECTEUR INSTELLINGEN

| Anciënniteit<br>(in jaren) | Barema                                                                                                                                                                                                                             |                                                        |                                                      |                                                                    |                                                                                                                                                                 |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | Directeur<br>instellingen<br>6-12<br>plaatsen /<br>Directeur<br>instellingen<br>13-29<br>plaatsen /<br>Onderdirecteur /<br>Directiemedewerker<br>afdeling<br>met<br>erkenning<br>75-90<br>bedden of<br>150-179<br>plaatsen<br>(K5) | Directeur<br>instellingen<br>30-59<br>plaatsen<br>(K3) | Directeur<br>instellingen<br>60-89<br>bedden<br>(K2) | Directeur<br>instellingen<br>met 90 of<br>meer<br>plaatsen<br>(K1) | Administratief<br>medewerker van de<br>directie<br>voorzieningen met<br>erkenning<br>voor<br>minder dan<br>of gelijk<br>aan 90<br>bedden of<br>plaatsen<br>(A1) |
| 0                          | 2933.88                                                                                                                                                                                                                            | 3046.72                                                | 3155.53                                              | 3264.34                                                            | 2342.00                                                                                                                                                         |
| 1                          | 3018.51                                                                                                                                                                                                                            | 3134.61                                                | 3246.55                                              | 3358.51                                                            | 2342.00                                                                                                                                                         |
| 2                          | 3106.67                                                                                                                                                                                                                            | 3226.15                                                | 3341.37                                              | 3456.60                                                            | 2400.87                                                                                                                                                         |
| 3                          | 3194.82                                                                                                                                                                                                                            | 3317.70                                                | 3436.19                                              | 3554.68                                                            | 2489.96                                                                                                                                                         |
| 4                          | 3300.61                                                                                                                                                                                                                            | 3427.56                                                | 3549.97                                              | 3672.39                                                            | 2579.04                                                                                                                                                         |
| 5                          | 3438.14                                                                                                                                                                                                                            | 3570.37                                                | 3697.89                                              | 3825.40                                                            | 2579.04                                                                                                                                                         |
| 6                          | 3438.14                                                                                                                                                                                                                            | 3570.37                                                | 3697.89                                              | 3825.40                                                            | 2654.81                                                                                                                                                         |
| 7                          | 3579.19                                                                                                                                                                                                                            | 3716.85                                                | 3849.60                                              | 3982.34                                                            | 2795.92                                                                                                                                                         |
| 8                          | 3579.19                                                                                                                                                                                                                            | 3716.85                                                | 3849.60                                              | 3982.34                                                            | 2795.92                                                                                                                                                         |
| 9                          | 3720.24                                                                                                                                                                                                                            | 3863.33                                                | 4001.31                                              | 4139.28                                                            | 2869.12                                                                                                                                                         |
| 10                         | 3720.24                                                                                                                                                                                                                            | 3863.33                                                | 4001.31                                              | 4139.28                                                            | 2908.76                                                                                                                                                         |
| 11                         | 3896.56                                                                                                                                                                                                                            | 4046.42                                                | 4190.94                                              | 4335.45                                                            | 2942.28                                                                                                                                                         |
| 12                         | 3896.56                                                                                                                                                                                                                            | 4046.42                                                | 4190.94                                              | 4335.45                                                            | 3035.73                                                                                                                                                         |
| 13                         | 4055.24                                                                                                                                                                                                                            | 4211.21                                                | 4361.61                                              | 4512.01                                                            | 3035.73                                                                                                                                                         |
| 14                         | 4055.24                                                                                                                                                                                                                            | 4211.21                                                | 4361.61                                              | 4512.01                                                            | 3162.70                                                                                                                                                         |
| 15                         | 4213.92                                                                                                                                                                                                                            | 4376.00                                                | 4532.28                                              | 4688.57                                                            | 3162.70                                                                                                                                                         |
| 16                         | 4213.92                                                                                                                                                                                                                            | 4376.00                                                | 4532.28                                              | 4688.57                                                            | 3340.62                                                                                                                                                         |
| 17                         | 4390.24                                                                                                                                                                                                                            | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3413.78                                                                                                                                                         |
| 18                         | 4390.24                                                                                                                                                                                                                            | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3518.53                                                                                                                                                         |
| 19                         | 4390.24                                                                                                                                                                                                                            | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3591.69                                                                                                                                                         |
| 20                         | 4548.92                                                                                                                                                                                                                            | 4723.88                                                | 4892.59                                              | 5061.30                                                            | 3591.69                                                                                                                                                         |
| 21                         | 4548.92                                                                                                                                                                                                                            | 4723.88                                                | 4892.59                                              | 5061.30                                                            | 3664.85                                                                                                                                                         |
| 22                         | 4725.24                                                                                                                                                                                                                            | 4906.98                                                | 5082.22                                              | 5257.47                                                            | 3670.58                                                                                                                                                         |
| 23                         | 4901.55                                                                                                                                                                                                                            | 5090.07                                                | 5271.86                                              | 5453.65                                                            | 3797.56                                                                                                                                                         |
| 24                         | 5042.60                                                                                                                                                                                                                            | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |
| 25                         | 5042.60                                                                                                                                                                                                                            | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |
| 26                         | 5042.60                                                                                                                                                                                                                            | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |
| 27                         | 5042.60                                                                                                                                                                                                                            | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |

### 3. MINIMUMLONEN: BAREMALONEN MET STANDPLAATSTOELAGE

### 3.1. FUNCTIEGROEP: LOGISTIEK PERSONEEL

| Anciënniteit<br>(in jaren) | Barema           |                                                         |                                                      |                  |                  |
|----------------------------|------------------|---------------------------------------------------------|------------------------------------------------------|------------------|------------------|
|                            | Klasse 4<br>(L4) | Klasse 3<br>(in dienst<br>voor<br>01/11/1993<br>) (L3a) | Klasse 3<br>(in dienst<br>na<br>01/11/1993<br>) (L3) | Klasse 2<br>(L2) | Klasse 1<br>(A1) |
| 0                          | 1728.11          | 1810.89                                                 | 1810.12                                              | 1962.12          | 2290.80          |
| 1                          | 1750.29          | 1882.27                                                 | 1882.27                                              | 2040.52          | 2309.40          |
| 2                          | 1772.43          | 1954.43                                                 | 1954.43                                              | 2118.91          | 2375.27          |
| 3                          | 1794.62          | 2026.60                                                 | 2026.60                                              | 2197.31          | 2464.36          |
| 4                          | 1820.69          | 2098.75                                                 | 2098.75                                              | 2275.70          | 2553.44          |
| 5                          | 1839.94          | 2098.75                                                 | 2098.75                                              | 2275.70          | 2553.44          |
| 6                          | 1909.57          | 2201.60                                                 | 2201.60                                              | 2361.84          | 2654.81          |
| 7                          | 1922.46          | 2201.60                                                 | 2201.60                                              | 2361.84          | 2795.92          |
| 8                          | 1998.45          | 2290.80                                                 | 2290.80                                              | 2473.57          | 2795.92          |
| 9                          | 2004.99          | 2290.80                                                 | 2290.80                                              | 2473.57          | 2869.12          |
| 10                         | 2087.33          | 2381.69                                                 | 2381.69                                              | 2567.07          | 2908.76          |
| 11                         | 2087.56          | 2381.69                                                 | 2381.69                                              | 2567.07          | 2942.28          |
| 12                         | 2176.21          | 2484.54                                                 | 2484.54                                              | 2671.44          | 3035.73          |
| 13                         | 2176.21          | 2484.54                                                 | 2484.54                                              | 2671.44          | 3035.73          |
| 14                         | 2265.09          | 2567.07                                                 | 2567.07                                              | 2783.18          | 3162.70          |
| 15                         | 2265.09          | 2567.07                                                 | 2567.07                                              | 2783.18          | 3162.70          |
| 16                         | 2328.37          | 2664.64                                                 | 2664.64                                              | 2894.91          | 3340.62          |
| 17                         | 2328.37          | 2664.64                                                 | 2664.64                                              | 2894.91          | 3413.78          |
| 18                         | 2417.25          | 2767.48                                                 | 2767.48                                              | 3006.65          | 3518.53          |
| 19                         | 2417.25          | 2767.48                                                 | 2767.48                                              | 3006.65          | 3591.69          |
| 20                         | 2506.13          | 2870.33                                                 | 2870.33                                              | 3118.38          | 3591.69          |
| 21                         | 2506.13          | 2870.33                                                 | 2870.33                                              | 3118.38          | 3664.85          |
| 22                         | 2569.41          | 2973.17                                                 | 2973.17                                              | 3230.11          | 3670.58          |
| 23                         | 2658.29          | 3076.02                                                 | 3076.02                                              | 3341.85          | 3797.56          |
| 24                         | 2747.17          | 3178.87                                                 | 3178.87                                              | 3453.58          | 3924.53          |
| 25                         | 2747.17          | 3178.87                                                 | 3178.87                                              | 3453.58          | 3924.53          |
| 26                         | 2747.17          | 3178.87                                                 | 3178.87                                              | 3453.58          | 3924.53          |
| 27                         | 2747.17          | 3178.87                                                 | 3178.87                                              | 3453.58          | 3924.53          |

### 3.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in jaren) | Barema        |               |
|-------------------------|---------------|---------------|
|                         | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                       | 1962.12       | 2290.80       |
| 1                       | 2040.52       | 2309.40       |
| 2                       | 2118.91       | 2375.27       |
| 3                       | 2197.31       | 2464.36       |
| 4                       | 2275.70       | 2553.44       |
| 5                       | 2275.70       | 2553.44       |
| 6                       | 2361.84       | 2654.81       |
| 7                       | 2361.84       | 2795.92       |

|    |         |         |
|----|---------|---------|
| 8  | 2473.57 | 2795.92 |
| 9  | 2473.57 | 2869.12 |
| 10 | 2567.07 | 2908.76 |
| 11 | 2567.07 | 2942.28 |
| 12 | 2671.44 | 3035.73 |
| 13 | 2671.44 | 3035.73 |
| 14 | 2783.18 | 3162.70 |
| 15 | 2783.18 | 3162.70 |
| 16 | 2894.91 | 3340.62 |
| 17 | 2894.91 | 3413.78 |
| 18 | 3006.65 | 3518.53 |
| 19 | 3006.65 | 3591.69 |
| 20 | 3118.38 | 3591.69 |
| 21 | 3118.38 | 3664.85 |
| 22 | 3230.11 | 3670.58 |
| 23 | 3341.85 | 3797.56 |
| 24 | 3453.58 | 3924.53 |
| 25 | 3453.58 | 3924.53 |
| 26 | 3453.58 | 3924.53 |
| 27 | 3453.58 | 3924.53 |

### 3.3. FUNCTIEGROEP: BEGELEIDEND EN VERZORGEND PERSONEEL

| Anciënniteit<br>(in jaren) | Barema             |                    |                                               |                                  |
|----------------------------|--------------------|--------------------|-----------------------------------------------|----------------------------------|
|                            | Klasse 2B<br>(B2B) | Klasse 2A<br>(B2A) | Begeleidend<br>personeel<br>Klasse 1<br>(B1C) | Verzorgend<br>personeel<br>(MV2) |
| 0                          | 1970.30            | 2044.36            | 2294.44                                       | 2155.44                          |
| 1                          | 2007.31            | 2075.21            | 2337.65                                       | 2224.92                          |
| 2                          | 2049.28            | 2144.02            | 2404.05                                       | 2290.80                          |
| 3                          | 2124.56            | 2222.79            | 2493.67                                       | 2369.49                          |
| 4                          | 2199.39            | 2290.80            | 2567.07                                       | 2454.12                          |
| 5                          | 2199.85            | 2290.80            | 2567.07                                       | 2455.16                          |
| 6                          | 2290.80            | 2387.95            | 2685.02                                       | 2567.07                          |
| 7                          | 2290.80            | 2389.17            | 2685.93                                       | 2567.07                          |
| 8                          | 2388.44            | 2500.90            | 2812.90                                       | 2672.12                          |
| 9                          | 2389.59            | 2502.12            | 2814.08                                       | 2674.72                          |
| 10                         | 2496.25            | 2588.25            | 2941.05                                       | 2795.34                          |
| 11                         | 2497.41            | 2589.46            | 2942.43                                       | 2796.25                          |
| 12                         | 2578.47            | 2701.19            | 3069.40                                       | 2916.87                          |
| 13                         | 2579.62            | 2702.42            | 3070.78                                       | 2917.77                          |
| 14                         | 2686.28            | 2814.15            | 3197.75                                       | 3038.40                          |
| 15                         | 2687.44            | 2815.36            | 3199.14                                       | 3039.30                          |
| 16                         | 2794.10            | 2927.10            | 3326.11                                       | 3159.92                          |
| 17                         | 2795.25            | 2928.31            | 3327.49                                       | 3161.16                          |
| 18                         | 2901.91            | 3040.05            | 3454.46                                       | 3281.79                          |
| 19                         | 2903.07            | 3041.26            | 3455.84                                       | 3283.10                          |
| 20                         | 3009.73            | 3153.00            | 3582.81                                       | 3403.72                          |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 21 | 3010.88 | 3154.21 | 3584.19 | 3405.03 |
| 22 | 3117.54 | 3265.95 | 3711.16 | 3525.65 |
| 23 | 3225.35 | 3378.89 | 3839.51 | 3647.59 |
| 24 | 3332.01 | 3490.63 | 3966.48 | 3768.21 |
| 25 | 3333.17 | 3491.84 | 3967.86 | 3769.52 |
| 26 | 3333.17 | 3491.84 | 3967.86 | 3769.52 |
| 27 | 3334.33 | 3493.06 | 3969.24 | 3770.83 |

### 3.4. FUNCTIEGROEP: SOCIAAL, PARAMEDISCH EN THERAPEUTISCH PERSONEEL

| Anciënniteit<br>(in jaren) | Barema                                                              |                                                                                                                           |                                                                                                         |                                                                                          |
|----------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
|                            | Algemeen of<br>Bijzondere<br>functie<br>(Jongerenwel<br>zijn) (MV1) | Diensthooft<br>paramedicus<br>vanaf 8 of<br>meer voltijdse<br>equivalenten<br>paramedici in<br>de<br>voorziening<br>(B1B) | Coördinator-<br>paramedicus<br>vanaf 3<br>diensthooften<br>-paramedici in<br>de<br>voorziening<br>(B1A) | Coördinator<br>meerdere<br>teams -cfr.<br>niveau<br>opvoeder-<br>groepschef<br>(B1a bis) |
| 0                          | 2294.44                                                             | 2567.07                                                                                                                   | 2807.92                                                                                                 | 2898.58                                                                                  |
| 1                          | 2337.65                                                             | 2595.99                                                                                                                   | 2851.13                                                                                                 | 2941.79                                                                                  |
| 2                          | 2404.05                                                             | 2639.21                                                                                                                   | 2894.30                                                                                                 | 2984.96                                                                                  |
| 3                          | 2493.67                                                             | 2682.38                                                                                                                   | 2937.52                                                                                                 | 3028.18                                                                                  |
| 4                          | 2567.07                                                             | 2737.57                                                                                                                   | 2937.52                                                                                                 | 3028.18                                                                                  |
| 5                          | 2567.07                                                             | 2756.44                                                                                                                   | 3011.58                                                                                                 | 3102.24                                                                                  |
| 6                          | 2685.02                                                             | 2874.33                                                                                                                   | 3011.58                                                                                                 | 3102.24                                                                                  |
| 7                          | 2830.51                                                             | 2875.24                                                                                                                   | 3085.65                                                                                                 | 3176.31                                                                                  |
| 8                          | 2830.51                                                             | 3011.10                                                                                                                   | 3153.30                                                                                                 | 3243.96                                                                                  |
| 9                          | 2904.61                                                             | 3012.00                                                                                                                   | 3159.71                                                                                                 | 3250.37                                                                                  |
| 10                         | 2944.25                                                             | 3147.86                                                                                                                   | 3296.42                                                                                                 | 3387.08                                                                                  |
| 11                         | 2978.68                                                             | 3148.77                                                                                                                   | 3297.32                                                                                                 | 3387.98                                                                                  |
| 12                         | 3072.12                                                             | 3284.62                                                                                                                   | 3439.53                                                                                                 | 3530.19                                                                                  |
| 13                         | 3073.03                                                             | 3285.67                                                                                                                   | 3440.43                                                                                                 | 3531.10                                                                                  |
| 14                         | 3200.00                                                             | 3421.53                                                                                                                   | 3582.64                                                                                                 | 3673.30                                                                                  |
| 15                         | 3200.91                                                             | 3423.00                                                                                                                   | 3583.55                                                                                                 | 3674.21                                                                                  |
| 16                         | 3381.95                                                             | 3558.86                                                                                                                   | 3725.75                                                                                                 | 3816.41                                                                                  |
| 17                         | 3456.01                                                             | 3560.34                                                                                                                   | 3726.66                                                                                                 | 3817.32                                                                                  |
| 18                         | 3562.06                                                             | 3696.20                                                                                                                   | 3870.16                                                                                                 | 3960.82                                                                                  |
| 19                         | 3636.13                                                             | 3697.67                                                                                                                   | 3871.07                                                                                                 | 3961.73                                                                                  |
| 20                         | 3636.13                                                             | 3833.53                                                                                                                   | 4013.28                                                                                                 | 4103.94                                                                                  |
| 21                         | 3710.19                                                             | 3835.01                                                                                                                   | 4014.18                                                                                                 | 4104.84                                                                                  |
| 22                         | 3715.92                                                             | 3970.87                                                                                                                   | 4156.39                                                                                                 | 4247.05                                                                                  |
| 23                         | 3843.80                                                             | 4108.20                                                                                                                   | 4300.13                                                                                                 | 4390.79                                                                                  |
| 24                         | 3970.77                                                             | 4244.06                                                                                                                   | 4442.34                                                                                                 | 4533.00                                                                                  |
| 25                         | 3971.67                                                             | 4245.54                                                                                                                   | 4443.88                                                                                                 | 4534.54                                                                                  |
| 26                         | 3971.67                                                             | 4245.54                                                                                                                   | 4443.88                                                                                                 | 4534.54                                                                                  |
| 27                         | 3972.58                                                             | 4247.01                                                                                                                   | 4445.42                                                                                                 | 4536.09                                                                                  |

### 3.5. FUNCTIEGROEP: DIENSTHOOFT MAATSCHAPPELIJK WERK Voorzieningen met 3 of meer voltijdse equivalenten maatschappelijk werk(st)ers of sociaal verpleegkundigen /

## HOOFDOPVOEDER / HOOFDBEGELEIDER

| Anciënniteit (in jaren) | Barema  |
|-------------------------|---------|
|                         | (B1B)   |
| 0                       | 2567.07 |
| 1                       | 2595.99 |
| 2                       | 2639.21 |
| 3                       | 2682.38 |
| 4                       | 2737.57 |
| 5                       | 2756.44 |
| 6                       | 2874.33 |
| 7                       | 2875.24 |
| 8                       | 3011.10 |
| 9                       | 3012.00 |
| 10                      | 3147.86 |
| 11                      | 3148.77 |
| 12                      | 3284.62 |
| 13                      | 3285.67 |
| 14                      | 3421.53 |
| 15                      | 3423.00 |
| 16                      | 3558.86 |
| 17                      | 3560.34 |
| 18                      | 3696.20 |
| 19                      | 3697.67 |
| 20                      | 3833.53 |
| 21                      | 3835.01 |
| 22                      | 3970.87 |
| 23                      | 4108.20 |
| 24                      | 4244.06 |
| 25                      | 4245.54 |
| 26                      | 4245.54 |
| 27                      | 4247.01 |

### 3.6. FUNCTIEGROEP: OPVOEDER-GROEPSCHIEF / EERSTE BEGELEIDER (Jongerenwelzijn)

| Anciënniteit (in jaren) | Barema  |           |
|-------------------------|---------|-----------|
|                         | (B1A)   | (B1A Bis) |
| 0                       | 2807.92 | 2898.58   |
| 1                       | 2851.13 | 2941.79   |
| 2                       | 2894.30 | 2984.96   |
| 3                       | 2937.52 | 3028.18   |
| 4                       | 2937.52 | 3028.18   |
| 5                       | 3011.58 | 3102.24   |
| 6                       | 3011.58 | 3102.24   |
| 7                       | 3085.65 | 3176.31   |
| 8                       | 3153.30 | 3243.96   |
| 9                       | 3159.71 | 3250.37   |

|    |         |         |
|----|---------|---------|
| 10 | 3296.42 | 3387.08 |
| 11 | 3297.32 | 3387.98 |
| 12 | 3439.53 | 3530.19 |
| 13 | 3440.43 | 3531.10 |
| 14 | 3582.64 | 3673.30 |
| 15 | 3583.55 | 3674.21 |
| 16 | 3725.75 | 3816.41 |
| 17 | 3726.66 | 3817.32 |
| 18 | 3870.16 | 3960.82 |
| 19 | 3871.07 | 3961.73 |
| 20 | 4013.28 | 4103.94 |
| 21 | 4014.18 | 4104.84 |
| 22 | 4156.39 | 4247.05 |
| 23 | 4300.13 | 4390.79 |
| 24 | 4442.34 | 4533.00 |
| 25 | 4443.88 | 4534.54 |
| 26 | 4443.88 | 4534.54 |
| 27 | 4445.42 | 4536.09 |

### 3.7. FUNCTIEGROEP: UNIVERSITAIREN

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2930.60                                                                        |
| 1                       | 3018.38                                                                        |
| 2                       | 3106.21                                                                        |
| 3                       | 3194.04                                                                        |
| 4                       | 3300.52                                                                        |
| 5                       | 3435.42                                                                        |
| 6                       | 3435.42                                                                        |
| 7                       | 3570.27                                                                        |
| 8                       | 3570.27                                                                        |
| 9                       | 3705.13                                                                        |
| 10                      | 3714.24                                                                        |
| 11                      | 3839.98                                                                        |
| 12                      | 3879.26                                                                        |
| 13                      | 3974.83                                                                        |
| 14                      | 4044.29                                                                        |
| 15                      | 4109.69                                                                        |
| 16                      | 4209.31                                                                        |
| 17                      | 4244.59                                                                        |
| 18                      | 4374.34                                                                        |
| 19                      | 4379.44                                                                        |
| 20                      | 4539.36                                                                        |
| 21                      | 4543.13                                                                        |
| 22                      | 4704.39                                                                        |
| 23                      | 4869.41                                                                        |

|    |         |
|----|---------|
| 24 | 5030.67 |
| 25 | 5030.67 |
| 26 | 5030.67 |
| 27 | 5030.67 |

### 3.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema             |                   |
|-------------------------|--------------------|-------------------|
|                         | Omnipracticci (G1) | Specialisten (GS) |
| 0                       | 3519.29            | 4677.75           |
| 1                       | 3604.66            | 4677.75           |
| 2                       | 3690.04            | 4860.67           |
| 3                       | 3775.37            | 4860.67           |
| 4                       | 3775.37            | 5043.59           |
| 5                       | 3924.75            | 5043.59           |
| 6                       | 3924.75            | 5226.47           |
| 7                       | 4074.13            | 5226.47           |
| 8                       | 4074.13            | 5409.39           |
| 9                       | 4223.52            | 5409.39           |
| 10                      | 4223.52            | 5592.31           |
| 11                      | 4372.90            | 5592.31           |
| 12                      | 4372.90            | 5775.23           |
| 13                      | 4522.28            | 5775.23           |
| 14                      | 4522.28            | 5958.15           |
| 15                      | 4671.62            | 5958.15           |
| 16                      | 4671.62            | 6141.07           |
| 17                      | 4821.01            | 6141.07           |
| 18                      | 4821.01            | 6323.99           |
| 19                      | 4970.39            | 6323.99           |
| 20                      | 4970.39            | 6506.91           |
| 21                      | 5119.77            | 6506.91           |
| 22                      | 5119.77            | 6689.79           |
| 23                      | 5269.16            | 6689.79           |
| 24                      | 5269.16            | 6689.79           |
| 25                      | 5269.16            | 6689.79           |
| 26                      | 5269.16            | 6689.79           |
| 27                      | 5269.16            | 6689.79           |

### 3.9. FUNCTIEGROEP: VERANTWOORDELIJKE OF DIRECTEUR

| Anciënniteit (in jaren) | Barema                                                                                                                                                                |                                                                                                                              |                                                                        |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
|                         | Verantwoordelijke diensten plaatsing in gezinnen / Verantwoordelijke diensten zelfstandig wonen / Directeur ambulante dienst vanaf 36 plaatsen (Jongerenwelzijn) (K5) | Verantwoordelijke diensten begeleid wonen / Verantwoordelijke residentiële voorziening tot 12 bedden (Jongerenwelzijn) (B1A) | Coördinator meerdere teams - cfr. niveau opvoeder-groepschef (B1a bis) |
| 0                       | 2933.88                                                                                                                                                               | 2807.92                                                                                                                      | 2898.58                                                                |
| 1                       | 3018.51                                                                                                                                                               | 2851.13                                                                                                                      | 2807.92                                                                |
| 2                       | 3106.67                                                                                                                                                               | 2894.30                                                                                                                      | 2851.13                                                                |
| 3                       | 3194.82                                                                                                                                                               | 2937.52                                                                                                                      | 2894.30                                                                |
| 4                       | 3300.61                                                                                                                                                               | 2937.52                                                                                                                      | 2937.52                                                                |
| 5                       | 3438.14                                                                                                                                                               | 3011.58                                                                                                                      | 2937.52                                                                |
| 6                       | 3438.14                                                                                                                                                               | 3011.58                                                                                                                      | 3011.58                                                                |
| 7                       | 3579.19                                                                                                                                                               | 3085.65                                                                                                                      | 3011.58                                                                |
| 8                       | 3579.19                                                                                                                                                               | 3153.30                                                                                                                      | 3085.65                                                                |
| 9                       | 3720.24                                                                                                                                                               | 3159.71                                                                                                                      | 3153.30                                                                |
| 10                      | 3720.24                                                                                                                                                               | 3296.42                                                                                                                      | 3159.71                                                                |
| 11                      | 3896.56                                                                                                                                                               | 3297.32                                                                                                                      | 3296.42                                                                |
| 12                      | 3896.56                                                                                                                                                               | 3439.53                                                                                                                      | 3297.32                                                                |
| 13                      | 4055.24                                                                                                                                                               | 3440.43                                                                                                                      | 3439.53                                                                |
| 14                      | 4055.24                                                                                                                                                               | 3582.64                                                                                                                      | 3440.43                                                                |
| 15                      | 4213.92                                                                                                                                                               | 3583.55                                                                                                                      | 3582.64                                                                |
| 16                      | 4213.92                                                                                                                                                               | 3725.75                                                                                                                      | 3583.55                                                                |
| 17                      | 4390.24                                                                                                                                                               | 3726.66                                                                                                                      | 3725.75                                                                |
| 18                      | 4390.24                                                                                                                                                               | 3870.16                                                                                                                      | 3726.66                                                                |
| 19                      | 4390.24                                                                                                                                                               | 3871.07                                                                                                                      | 3870.16                                                                |
| 20                      | 4548.92                                                                                                                                                               | 4013.28                                                                                                                      | 3871.07                                                                |
| 21                      | 4548.92                                                                                                                                                               | 4014.18                                                                                                                      | 4013.28                                                                |
| 22                      | 4725.24                                                                                                                                                               | 4156.39                                                                                                                      | 4014.18                                                                |
| 23                      | 4901.55                                                                                                                                                               | 4300.13                                                                                                                      | 4156.39                                                                |
| 24                      | 5042.60                                                                                                                                                               | 4442.34                                                                                                                      | 4300.13                                                                |
| 25                      | 5042.60                                                                                                                                                               | 4443.88                                                                                                                      | 4442.34                                                                |
| 26                      | 5042.60                                                                                                                                                               | 4443.88                                                                                                                      | 4443.88                                                                |
| 27                      | 5042.60                                                                                                                                                               | 4445.42                                                                                                                      | 4443.88                                                                |

### 3.10. FUNCTIEGROEP: DIRECTEUR INSTELLINGEN

| Anciënniteit<br>(in jaren) | Barema                                                                                                                                                                                                                             |                                                        |                                                      |                                                                    |                                                                                                                                                                 |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | Directeur<br>instellingen<br>6-12<br>plaatsen /<br>Directeur<br>instellingen<br>13-29<br>plaatsen /<br>Onderdirecteur /<br>Directiemedewerker<br>afdeling<br>met<br>erkenning<br>75-90<br>bedden of<br>150-179<br>plaatsen<br>(K5) | Directeur<br>instellingen<br>30-59<br>plaatsen<br>(K3) | Directeur<br>instellingen<br>60-89<br>bedden<br>(K2) | Directeur<br>instellingen<br>met 90 of<br>meer<br>plaatsen<br>(K1) | Administratief<br>medewerker van de<br>directie<br>voorzieningen met<br>erkenning<br>voor<br>minder dan<br>of gelijk<br>aan 90<br>bedden of<br>plaatsen<br>(A1) |
| 0                          | 2933.88                                                                                                                                                                                                                            | 3046.72                                                | 3155.53                                              | 3264.34                                                            | 2290.80                                                                                                                                                         |
| 1                          | 3018.51                                                                                                                                                                                                                            | 3134.61                                                | 3246.55                                              | 3358.51                                                            | 2309.40                                                                                                                                                         |
| 2                          | 3106.67                                                                                                                                                                                                                            | 3226.15                                                | 3341.37                                              | 3456.60                                                            | 2375.27                                                                                                                                                         |
| 3                          | 3194.82                                                                                                                                                                                                                            | 3317.70                                                | 3436.19                                              | 3554.68                                                            | 2464.36                                                                                                                                                         |
| 4                          | 3300.61                                                                                                                                                                                                                            | 3427.56                                                | 3549.97                                              | 3672.39                                                            | 2553.44                                                                                                                                                         |
| 5                          | 3438.14                                                                                                                                                                                                                            | 3570.37                                                | 3697.89                                              | 3825.40                                                            | 2553.44                                                                                                                                                         |
| 6                          | 3438.14                                                                                                                                                                                                                            | 3570.37                                                | 3697.89                                              | 3825.40                                                            | 2654.81                                                                                                                                                         |
| 7                          | 3579.19                                                                                                                                                                                                                            | 3716.85                                                | 3849.60                                              | 3982.34                                                            | 2795.92                                                                                                                                                         |
| 8                          | 3579.19                                                                                                                                                                                                                            | 3716.85                                                | 3849.60                                              | 3982.34                                                            | 2795.92                                                                                                                                                         |
| 9                          | 3720.24                                                                                                                                                                                                                            | 3863.33                                                | 4001.31                                              | 4139.28                                                            | 2869.12                                                                                                                                                         |
| 10                         | 3720.24                                                                                                                                                                                                                            | 3863.33                                                | 4001.31                                              | 4139.28                                                            | 2908.76                                                                                                                                                         |
| 11                         | 3896.56                                                                                                                                                                                                                            | 4046.42                                                | 4190.94                                              | 4335.45                                                            | 2942.28                                                                                                                                                         |
| 12                         | 3896.56                                                                                                                                                                                                                            | 4046.42                                                | 4190.94                                              | 4335.45                                                            | 3035.73                                                                                                                                                         |
| 13                         | 4055.24                                                                                                                                                                                                                            | 4211.21                                                | 4361.61                                              | 4512.01                                                            | 3035.73                                                                                                                                                         |
| 14                         | 4055.24                                                                                                                                                                                                                            | 4211.21                                                | 4361.61                                              | 4512.01                                                            | 3162.70                                                                                                                                                         |
| 15                         | 4213.92                                                                                                                                                                                                                            | 4376.00                                                | 4532.28                                              | 4688.57                                                            | 3162.70                                                                                                                                                         |
| 16                         | 4213.92                                                                                                                                                                                                                            | 4376.00                                                | 4532.28                                              | 4688.57                                                            | 3340.62                                                                                                                                                         |
| 17                         | 4390.24                                                                                                                                                                                                                            | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3413.78                                                                                                                                                         |
| 18                         | 4390.24                                                                                                                                                                                                                            | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3518.53                                                                                                                                                         |
| 19                         | 4390.24                                                                                                                                                                                                                            | 4559.09                                                | 4721.92                                              | 4884.74                                                            | 3591.69                                                                                                                                                         |
| 20                         | 4548.92                                                                                                                                                                                                                            | 4723.88                                                | 4892.59                                              | 5061.30                                                            | 3591.69                                                                                                                                                         |
| 21                         | 4548.92                                                                                                                                                                                                                            | 4723.88                                                | 4892.59                                              | 5061.30                                                            | 3664.85                                                                                                                                                         |
| 22                         | 4725.24                                                                                                                                                                                                                            | 4906.98                                                | 5082.22                                              | 5257.47                                                            | 3670.58                                                                                                                                                         |
| 23                         | 4901.55                                                                                                                                                                                                                            | 5090.07                                                | 5271.86                                              | 5453.65                                                            | 3797.56                                                                                                                                                         |
| 24                         | 5042.60                                                                                                                                                                                                                            | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |
| 25                         | 5042.60                                                                                                                                                                                                                            | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |
| 26                         | 5042.60                                                                                                                                                                                                                            | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |
| 27                         | 5042.60                                                                                                                                                                                                                            | 5236.55                                                | 5423.57                                              | 5610.59                                                            | 3924.53                                                                                                                                                         |

#### 4. MINIMUMLONEN: GEWAARBORGD MINIMUMLOON

De opklimming in loonschaal wordt toegepast vanaf het ogenblik dat het baremaloon het gewaarborgd minimum brutoloon bereikt of overschrijdt.

Berekeningsmodaliteiten van het gewaarborgd loon bij onregelmatige prestaties met variabel loon (toeslagen bij onregelmatige prestaties), in geval van feestdagen, met toekenning van gewaarborgd loon.

Het variabel loonelement zal berekend worden door omzetting in een gemiddeld uurloon. Dit gemiddeld uurloon wordt bekomen door de som van al het variabel loon voor effectieve onregelmatige prestaties die de werknemer tijdens het lopende kalenderjaar ontving, te delen door het aantal effectief gepresteerde arbeidsuren van de werknemer over dezelfde referteperiode. Het aldus berekend gemiddeld aanvullend uurloon wordt vermenigvuldigd met het aantal uren gewaarborgd loon waartoe deze werknemer gerechtigd is. Deze berekeningswijze staat derhalve neutraal ten opzichte van wijzigingen in de prestatieduur of in de baremieke weddeschalen van de gerechtigde werknemer. Dit gewaarborgd variabel loonelement zal, met het lopende kalenderjaar als referteperiode, jaarlijks in de vorm van een éénmalig bedrag samen met het loon van december worden uitbetaald. (CAO 27/02/2006, 80.333)

|                                           |         |
|-------------------------------------------|---------|
| Minimum bruto-maandloon (voltijdse basis) |         |
| incl. haard- of standplaatstoelage        | 1821.96 |