

# Minimumlonen per Paritair (Sub)Comité

## Paritair Comité 3190103: bijzondere jeugdbijstand

Inwerkingtreding 01/04/2020 (Laatst bewerkt 10/11/2020)

Indexatie: basislonen x 1,3728 in 04/2020. 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                          | 1710.42          | 1794.86                                                 | 1794.07                                              | 1949.12          | 2285.91          |
| 1                          | 1733.05          | 1867.67                                                 | 1867.67                                              | 2029.08          | 2329.45          |
| 2                          | 1755.64          | 1941.27                                                 | 1941.27                                              | 2109.04          | 2396.64          |
| 3                          | 1778.26          | 2014.88                                                 | 2014.88                                              | 2189.00          | 2487.50          |
| 4                          | 1804.86          | 2088.48                                                 | 2088.48                                              | 2268.96          | 2578.37          |
| 5                          | 1824.49          | 2088.48                                                 | 2088.48                                              | 2268.96          | 2578.37          |
| 6                          | 1895.51          | 2193.38                                                 | 2193.38                                              | 2382.93          | 2707.87          |
| 7                          | 1908.66          | 2193.38                                                 | 2193.38                                              | 2382.93          | 2851.80          |
| 8                          | 1986.17          | 2298.28                                                 | 2298.28                                              | 2496.90          | 2851.80          |
| 9                          | 1992.84          | 2298.28                                                 | 2298.28                                              | 2496.90          | 2926.47          |
| 10                         | 2076.82          | 2403.18                                                 | 2403.18                                              | 2610.87          | 2966.89          |
| 11                         | 2077.06          | 2403.18                                                 | 2403.18                                              | 2610.87          | 3001.09          |
| 12                         | 2167.48          | 2508.09                                                 | 2508.09                                              | 2724.83          | 3096.40          |
| 13                         | 2167.48          | 2508.09                                                 | 2508.09                                              | 2724.83          | 3096.40          |
| 14                         | 2258.14          | 2612.99                                                 | 2612.99                                              | 2838.80          | 3225.91          |
| 15                         | 2258.14          | 2612.99                                                 | 2612.99                                              | 2838.80          | 3225.91          |
| 16                         | 2348.79          | 2717.89                                                 | 2717.89                                              | 2952.77          | 3407.39          |
| 17                         | 2348.79          | 2717.89                                                 | 2717.89                                              | 2952.77          | 3482.01          |
| 18                         | 2439.45          | 2822.79                                                 | 2822.79                                              | 3066.74          | 3588.86          |
| 19                         | 2439.45          | 2822.79                                                 | 2822.79                                              | 3066.74          | 3663.48          |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 20 | 2530.11 | 2927.70 | 2927.70 | 3180.71 | 3663.48 |
| 21 | 2530.11 | 2927.70 | 2927.70 | 3180.71 | 3738.10 |
| 22 | 2620.76 | 3032.60 | 3032.60 | 3294.67 | 3743.95 |
| 23 | 2711.42 | 3137.50 | 3137.50 | 3408.64 | 3873.46 |
| 24 | 2802.07 | 3242.40 | 3242.40 | 3522.61 | 4002.97 |
| 25 | 2802.07 | 3242.40 | 3242.40 | 3522.61 | 4002.97 |
| 26 | 2802.07 | 3242.40 | 3242.40 | 3522.61 | 4002.97 |
| 27 | 2802.07 | 3242.40 | 3242.40 | 3522.61 | 4002.97 |

## 1.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in jaren) | Barema        |               |
|-------------------------|---------------|---------------|
|                         | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                       | 1949.12       | 2285.91       |
| 1                       | 2029.08       | 2329.45       |
| 2                       | 2109.04       | 2396.64       |
| 3                       | 2189.00       | 2487.50       |
| 4                       | 2268.96       | 2578.37       |
| 5                       | 2268.96       | 2578.37       |
| 6                       | 2382.93       | 2707.87       |
| 7                       | 2382.93       | 2851.80       |
| 8                       | 2496.90       | 2851.80       |
| 9                       | 2496.90       | 2926.47       |
| 10                      | 2610.87       | 2966.89       |
| 11                      | 2610.87       | 3001.09       |
| 12                      | 2724.83       | 3096.40       |
| 13                      | 2724.83       | 3096.40       |
| 14                      | 2838.80       | 3225.91       |
| 15                      | 2838.80       | 3225.91       |
| 16                      | 2952.77       | 3407.39       |
| 17                      | 2952.77       | 3482.01       |
| 18                      | 3066.74       | 3588.86       |
| 19                      | 3066.74       | 3663.48       |
| 20                      | 3180.71       | 3663.48       |
| 21                      | 3180.71       | 3738.10       |
| 22                      | 3294.67       | 3743.95       |
| 23                      | 3408.64       | 3873.46       |
| 24                      | 3522.61       | 4002.97       |
| 25                      | 3522.61       | 4002.97       |
| 26                      | 3522.61       | 4002.97       |
| 27                      | 3522.61       | 4002.97       |

## 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                       | 1957.45         | 2033.00         | 2314.19                              | 2146.29                    |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 1  | 1995.21 | 2064.47 | 2358.26 | 2217.17 |
| 2  | 2038.02 | 2134.65 | 2425.99 | 2303.95 |
| 3  | 2114.80 | 2214.99 | 2517.39 | 2390.74 |
| 4  | 2191.13 | 2294.96 | 2608.26 | 2477.06 |
| 5  | 2191.59 | 2295.60 | 2609.18 | 2478.12 |
| 6  | 2300.41 | 2409.57 | 2738.69 | 2601.16 |
| 7  | 2301.27 | 2410.81 | 2739.61 | 2602.49 |
| 8  | 2410.06 | 2524.77 | 2869.12 | 2725.52 |
| 9  | 2411.24 | 2526.01 | 2870.33 | 2728.17 |
| 10 | 2520.03 | 2639.98 | 2999.84 | 2851.21 |
| 11 | 2521.21 | 2641.22 | 3001.24 | 2852.13 |
| 12 | 2630.00 | 2755.18 | 3130.75 | 2975.17 |
| 13 | 2631.18 | 2756.43 | 3132.16 | 2976.09 |
| 14 | 2739.97 | 2870.40 | 3261.67 | 3099.12 |
| 15 | 2741.15 | 2871.63 | 3263.08 | 3100.05 |
| 16 | 2849.94 | 2985.60 | 3392.59 | 3223.08 |
| 17 | 2851.12 | 2986.84 | 3393.99 | 3224.34 |
| 18 | 2959.91 | 3100.81 | 3523.50 | 3347.38 |
| 19 | 2961.09 | 3102.05 | 3524.91 | 3348.72 |
| 20 | 3069.88 | 3216.01 | 3654.42 | 3471.75 |
| 21 | 3071.06 | 3217.25 | 3655.82 | 3473.08 |
| 22 | 3179.85 | 3331.22 | 3785.33 | 3596.12 |
| 23 | 3289.82 | 3446.43 | 3916.25 | 3720.49 |
| 24 | 3398.61 | 3560.39 | 4045.76 | 3843.52 |
| 25 | 3399.79 | 3561.63 | 4047.17 | 3844.86 |
| 26 | 3399.79 | 3561.63 | 4047.17 | 3844.86 |
| 27 | 3400.97 | 3562.87 | 4048.57 | 3846.20 |

#### 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>diensthooft-<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                          | 2314.19                                                             | 2603.80                                                                                                                   | 2864.04                                                                                               | 2956.51                                                                                  |
| 1                          | 2358.26                                                             | 2647.88                                                                                                                   | 2908.11                                                                                               | 3000.59                                                                                  |
| 2                          | 2425.99                                                             | 2691.96                                                                                                                   | 2952.15                                                                                               | 3044.62                                                                                  |
| 3                          | 2517.39                                                             | 2735.99                                                                                                                   | 2996.23                                                                                               | 3088.70                                                                                  |
| 4                          | 2608.26                                                             | 2792.28                                                                                                                   | 2996.23                                                                                               | 3088.70                                                                                  |
| 5                          | 2609.18                                                             | 2811.53                                                                                                                   | 3071.77                                                                                               | 3164.24                                                                                  |
| 6                          | 2738.69                                                             | 2931.78                                                                                                                   | 3071.77                                                                                               | 3164.24                                                                                  |
| 7                          | 2887.08                                                             | 2932.70                                                                                                                   | 3147.32                                                                                               | 3239.79                                                                                  |
| 8                          | 2887.08                                                             | 3071.28                                                                                                                   | 3216.33                                                                                               | 3308.80                                                                                  |
| 9                          | 2962.67                                                             | 3072.20                                                                                                                   | 3222.86                                                                                               | 3315.33                                                                                  |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 10 | 3003.09 | 3210.78 | 3362.30 | 3454.77 |
| 11 | 3038.21 | 3211.70 | 3363.22 | 3455.69 |
| 12 | 3133.52 | 3350.27 | 3508.27 | 3600.74 |
| 13 | 3134.45 | 3351.34 | 3509.20 | 3601.67 |
| 14 | 3263.96 | 3489.91 | 3654.25 | 3746.72 |
| 15 | 3264.88 | 3491.42 | 3655.17 | 3747.64 |
| 16 | 3449.54 | 3629.99 | 3800.22 | 3892.69 |
| 17 | 3525.08 | 3631.50 | 3801.14 | 3893.62 |
| 18 | 3633.25 | 3770.07 | 3947.51 | 4039.99 |
| 19 | 3708.80 | 3771.58 | 3948.44 | 4040.91 |
| 20 | 3708.80 | 3910.15 | 4093.49 | 4185.96 |
| 21 | 3784.34 | 3911.66 | 4094.41 | 4186.88 |
| 22 | 3790.19 | 4050.23 | 4239.46 | 4331.93 |
| 23 | 3920.62 | 4190.31 | 4386.07 | 4478.54 |
| 24 | 4050.13 | 4328.89 | 4531.12 | 4623.60 |
| 25 | 4051.05 | 4330.39 | 4532.70 | 4625.17 |
| 26 | 4051.05 | 4330.39 | 4532.70 | 4625.17 |
| 27 | 4051.97 | 4331.90 | 4534.27 | 4626.75 |

**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                       | 2603.80 |
| 1                       | 2647.88 |
| 2                       | 2691.96 |
| 3                       | 2735.99 |
| 4                       | 2792.28 |
| 5                       | 2811.53 |
| 6                       | 2931.78 |
| 7                       | 2932.70 |
| 8                       | 3071.28 |
| 9                       | 3072.20 |
| 10                      | 3210.78 |
| 11                      | 3211.70 |
| 12                      | 3350.27 |
| 13                      | 3351.34 |
| 14                      | 3489.91 |
| 15                      | 3491.42 |
| 16                      | 3629.99 |
| 17                      | 3631.50 |
| 18                      | 3770.07 |
| 19                      | 3771.58 |
| 20                      | 3910.15 |
| 21                      | 3911.66 |
| 22                      | 4050.23 |

|    |         |
|----|---------|
| 23 | 4190.31 |
| 24 | 4328.89 |
| 25 | 4330.39 |
| 26 | 4330.39 |
| 27 | 4331.90 |

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

| Anciënniteit (in jaren) | Barema  |           |
|-------------------------|---------|-----------|
|                         | (B1A)   | (B1A Bis) |
| 0                       | 2864.04 | 2956.51   |
| 1                       | 2908.11 | 3000.59   |
| 2                       | 2952.15 | 3044.62   |
| 3                       | 2996.23 | 3088.70   |
| 4                       | 2996.23 | 3088.70   |
| 5                       | 3071.77 | 3164.24   |
| 6                       | 3071.77 | 3164.24   |
| 7                       | 3147.32 | 3239.79   |
| 8                       | 3216.33 | 3308.80   |
| 9                       | 3222.86 | 3315.33   |
| 10                      | 3362.30 | 3454.77   |
| 11                      | 3363.22 | 3455.69   |
| 12                      | 3508.27 | 3600.74   |
| 13                      | 3509.20 | 3601.67   |
| 14                      | 3654.25 | 3746.72   |
| 15                      | 3655.17 | 3747.64   |
| 16                      | 3800.22 | 3892.69   |
| 17                      | 3801.14 | 3893.62   |
| 18                      | 3947.51 | 4039.99   |
| 19                      | 3948.44 | 4040.91   |
| 20                      | 4093.49 | 4185.96   |
| 21                      | 4094.41 | 4186.88   |
| 22                      | 4239.46 | 4331.93   |
| 23                      | 4386.07 | 4478.54   |
| 24                      | 4531.12 | 4623.60   |
| 25                      | 4532.70 | 4625.17   |
| 26                      | 4532.70 | 4625.17   |
| 27                      | 4534.27 | 4626.75   |

# **1.7. FUNCTIEGROEP: UNIVERSITAIEN**

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2989.17                                                                        |
| 1                       | 3078.71                                                                        |
| 2                       | 3168.29                                                                        |

|    |         |
|----|---------|
| 3  | 3257.88 |
| 4  | 3366.49 |
| 5  | 3504.08 |
| 6  | 3504.08 |
| 7  | 3641.63 |
| 8  | 3641.63 |
| 9  | 3779.18 |
| 10 | 3788.47 |
| 11 | 3916.73 |
| 12 | 3956.80 |
| 13 | 4054.28 |
| 14 | 4125.12 |
| 15 | 4191.83 |
| 16 | 4293.44 |
| 17 | 4329.42 |
| 18 | 4461.77 |
| 19 | 4466.97 |
| 20 | 4630.09 |
| 21 | 4633.94 |
| 22 | 4798.41 |
| 23 | 4966.74 |
| 24 | 5131.21 |
| 25 | 5131.21 |
| 26 | 5131.21 |
| 27 | 5131.21 |

## 1.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema             |                   |
|-------------------------|--------------------|-------------------|
|                         | Omnipracticci (G1) | Specialisten (GS) |
| 0                       | 3589.63            | 4771.25           |
| 1                       | 3676.71            | 4771.25           |
| 2                       | 3763.79            | 4957.82           |
| 3                       | 3850.83            | 4957.82           |
| 4                       | 3850.83            | 5144.40           |
| 5                       | 4003.19            | 5144.40           |
| 6                       | 4003.19            | 5330.93           |
| 7                       | 4155.56            | 5330.93           |
| 8                       | 4155.56            | 5517.51           |
| 9                       | 4307.93            | 5517.51           |
| 10                      | 4307.93            | 5704.08           |
| 11                      | 4460.30            | 5704.08           |
| 12                      | 4460.30            | 5890.66           |
| 13                      | 4612.67            | 5890.66           |
| 14                      | 4612.67            | 6077.23           |
| 15                      | 4764.99            | 6077.23           |
| 16                      | 4764.99            | 6263.81           |
| 17                      | 4917.36            | 6263.81           |

|    |         |         |
|----|---------|---------|
| 18 | 4917.36 | 6450.38 |
| 19 | 5069.73 | 6450.38 |
| 20 | 5069.73 | 6636.96 |
| 21 | 5222.10 | 6636.96 |
| 22 | 5222.10 | 6823.49 |
| 23 | 5374.47 | 6823.49 |
| 24 | 5374.47 | 6823.49 |
| 25 | 5374.47 | 6823.49 |
| 26 | 5374.47 | 6823.49 |
| 27 | 5374.47 | 6823.49 |

## 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                       | 2992.52                                                                                                                                                               | 2864.04                                                                                                                      | 2956.51                                                                |
| 1                       | 3078.84                                                                                                                                                               | 2908.11                                                                                                                      | 3000.59                                                                |
| 2                       | 3168.76                                                                                                                                                               | 2952.15                                                                                                                      | 3044.62                                                                |
| 3                       | 3258.68                                                                                                                                                               | 2996.23                                                                                                                      | 3088.70                                                                |
| 4                       | 3366.58                                                                                                                                                               | 2996.23                                                                                                                      | 3088.70                                                                |
| 5                       | 3506.86                                                                                                                                                               | 3071.77                                                                                                                      | 3164.24                                                                |
| 6                       | 3506.86                                                                                                                                                               | 3071.77                                                                                                                      | 3164.24                                                                |
| 7                       | 3650.73                                                                                                                                                               | 3147.32                                                                                                                      | 3239.79                                                                |
| 8                       | 3650.73                                                                                                                                                               | 3216.33                                                                                                                      | 3308.80                                                                |
| 9                       | 3794.60                                                                                                                                                               | 3222.86                                                                                                                      | 3315.33                                                                |
| 10                      | 3794.60                                                                                                                                                               | 3362.30                                                                                                                      | 3454.77                                                                |
| 11                      | 3974.44                                                                                                                                                               | 3363.22                                                                                                                      | 3455.69                                                                |
| 12                      | 3974.44                                                                                                                                                               | 3508.27                                                                                                                      | 3600.74                                                                |
| 13                      | 4136.29                                                                                                                                                               | 3509.20                                                                                                                      | 3601.67                                                                |
| 14                      | 4136.29                                                                                                                                                               | 3654.25                                                                                                                      | 3746.72                                                                |
| 15                      | 4298.15                                                                                                                                                               | 3655.17                                                                                                                      | 3747.64                                                                |
| 16                      | 4298.15                                                                                                                                                               | 3800.22                                                                                                                      | 3892.69                                                                |
| 17                      | 4477.98                                                                                                                                                               | 3801.14                                                                                                                      | 3893.62                                                                |
| 18                      | 4477.98                                                                                                                                                               | 3947.51                                                                                                                      | 4039.99                                                                |
| 19                      | 4477.98                                                                                                                                                               | 3948.44                                                                                                                      | 4040.91                                                                |
| 20                      | 4639.84                                                                                                                                                               | 4093.49                                                                                                                      | 4185.96                                                                |
| 21                      | 4639.84                                                                                                                                                               | 4094.41                                                                                                                      | 4186.88                                                                |
| 22                      | 4819.68                                                                                                                                                               | 4239.46                                                                                                                      | 4331.93                                                                |
| 23                      | 4999.52                                                                                                                                                               | 4386.07                                                                                                                      | 4478.54                                                                |
| 24                      | 5143.39                                                                                                                                                               | 4531.12                                                                                                                      | 4623.60                                                                |

|    |         |         |         |
|----|---------|---------|---------|
| 25 | 5143.39 | 4532.70 | 4625.17 |
| 26 | 5143.39 | 4532.70 | 4625.17 |
| 27 | 5143.39 | 4534.27 | 4626.75 |

## 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                          | 2992.52                                                                                                                                                                                                                         | 3107.61                                                | 3218.60                                              | 3329.58                                                            | 2285.91                                                                                                                                                         |
| 1                          | 3078.84                                                                                                                                                                                                                         | 3197.26                                                | 3311.44                                              | 3425.63                                                            | 2329.45                                                                                                                                                         |
| 2                          | 3168.76                                                                                                                                                                                                                         | 3290.63                                                | 3408.16                                              | 3525.68                                                            | 2396.64                                                                                                                                                         |
| 3                          | 3258.68                                                                                                                                                                                                                         | 3384.01                                                | 3504.87                                              | 3625.72                                                            | 2487.50                                                                                                                                                         |
| 4                          | 3366.58                                                                                                                                                                                                                         | 3496.07                                                | 3620.92                                              | 3745.79                                                            | 2578.37                                                                                                                                                         |
| 5                          | 3506.86                                                                                                                                                                                                                         | 3641.73                                                | 3771.80                                              | 3901.86                                                            | 2578.37                                                                                                                                                         |
| 6                          | 3506.86                                                                                                                                                                                                                         | 3641.73                                                | 3771.80                                              | 3901.86                                                            | 2707.87                                                                                                                                                         |
| 7                          | 3650.73                                                                                                                                                                                                                         | 3791.14                                                | 3926.54                                              | 4061.93                                                            | 2851.80                                                                                                                                                         |
| 8                          | 3650.73                                                                                                                                                                                                                         | 3791.14                                                | 3926.54                                              | 4061.93                                                            | 2851.80                                                                                                                                                         |
| 9                          | 3794.60                                                                                                                                                                                                                         | 3940.54                                                | 4081.28                                              | 4222.01                                                            | 2926.47                                                                                                                                                         |
| 10                         | 3794.60                                                                                                                                                                                                                         | 3940.54                                                | 4081.28                                              | 4222.01                                                            | 2966.89                                                                                                                                                         |
| 11                         | 3974.44                                                                                                                                                                                                                         | 4127.30                                                | 4274.70                                              | 4422.10                                                            | 3001.09                                                                                                                                                         |
| 12                         | 3974.44                                                                                                                                                                                                                         | 4127.30                                                | 4274.70                                              | 4422.10                                                            | 3096.40                                                                                                                                                         |
| 13                         | 4136.29                                                                                                                                                                                                                         | 4295.38                                                | 4448.79                                              | 4602.19                                                            | 3096.40                                                                                                                                                         |
| 14                         | 4136.29                                                                                                                                                                                                                         | 4295.38                                                | 4448.79                                              | 4602.19                                                            | 3225.91                                                                                                                                                         |
| 15                         | 4298.15                                                                                                                                                                                                                         | 4463.46                                                | 4622.87                                              | 4782.28                                                            | 3225.91                                                                                                                                                         |
| 16                         | 4298.15                                                                                                                                                                                                                         | 4463.46                                                | 4622.87                                              | 4782.28                                                            | 3407.39                                                                                                                                                         |
| 17                         | 4477.98                                                                                                                                                                                                                         | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3482.01                                                                                                                                                         |
| 18                         | 4477.98                                                                                                                                                                                                                         | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3588.86                                                                                                                                                         |
| 19                         | 4477.98                                                                                                                                                                                                                         | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3663.48                                                                                                                                                         |
| 20                         | 4639.84                                                                                                                                                                                                                         | 4818.29                                                | 4990.38                                              | 5162.46                                                            | 3663.48                                                                                                                                                         |
| 21                         | 4639.84                                                                                                                                                                                                                         | 4818.29                                                | 4990.38                                              | 5162.46                                                            | 3738.10                                                                                                                                                         |
| 22                         | 4819.68                                                                                                                                                                                                                         | 5005.05                                                | 5183.80                                              | 5362.55                                                            | 3743.95                                                                                                                                                         |
| 23                         | 4999.52                                                                                                                                                                                                                         | 5191.81                                                | 5377.23                                              | 5562.65                                                            | 3873.46                                                                                                                                                         |
| 24                         | 5143.39                                                                                                                                                                                                                         | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |
| 25                         | 5143.39                                                                                                                                                                                                                         | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 26 | 5143.39 | 5341.21 | 5531.97 | 5722.72 | 4002.97 |
| 27 | 5143.39 | 5341.21 | 5531.97 | 5722.72 | 4002.97 |

## 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                          | 1814.87          | 1899.31                                                 | 1898.52                                              | 2053.57          | 2388.81          |
| 1                          | 1837.50          | 1972.12                                                 | 1972.12                                              | 2133.53          | 2388.81          |
| 2                          | 1860.09          | 2045.72                                                 | 2045.72                                              | 2213.49          | 2448.86          |
| 3                          | 1882.71          | 2119.33                                                 | 2119.33                                              | 2293.45          | 2539.72          |
| 4                          | 1909.31          | 2192.93                                                 | 2192.93                                              | 2373.41          | 2630.59          |
| 5                          | 1928.94          | 2192.93                                                 | 2192.93                                              | 2373.41          | 2630.59          |
| 6                          | 1999.96          | 2297.83                                                 | 2297.83                                              | 2435.15          | 2707.87          |
| 7                          | 2013.11          | 2297.83                                                 | 2297.83                                              | 2435.15          | 2851.80          |
| 8                          | 2090.62          | 2388.81                                                 | 2388.81                                              | 2549.12          | 2851.80          |
| 9                          | 2097.29          | 2388.81                                                 | 2388.81                                              | 2549.12          | 2926.47          |
| 10                         | 2181.27          | 2455.40                                                 | 2455.40                                              | 2644.49          | 2966.89          |
| 11                         | 2181.51          | 2455.40                                                 | 2455.40                                              | 2644.49          | 3001.09          |
| 12                         | 2271.93          | 2560.31                                                 | 2560.31                                              | 2724.83          | 3096.40          |
| 13                         | 2271.93          | 2560.31                                                 | 2560.31                                              | 2724.83          | 3096.40          |
| 14                         | 2362.59          | 2644.49                                                 | 2644.49                                              | 2838.80          | 3225.91          |
| 15                         | 2362.59          | 2644.49                                                 | 2644.49                                              | 2838.80          | 3225.91          |
| 16                         | 2401.01          | 2717.89                                                 | 2717.89                                              | 2952.77          | 3407.39          |
| 17                         | 2401.01          | 2717.89                                                 | 2717.89                                              | 2952.77          | 3482.01          |
| 18                         | 2491.67          | 2822.79                                                 | 2822.79                                              | 3066.74          | 3588.86          |
| 19                         | 2491.67          | 2822.79                                                 | 2822.79                                              | 3066.74          | 3663.48          |
| 20                         | 2582.33          | 2927.70                                                 | 2927.70                                              | 3180.71          | 3663.48          |
| 21                         | 2582.33          | 2927.70                                                 | 2927.70                                              | 3180.71          | 3738.10          |
| 22                         | 2644.49          | 3032.60                                                 | 3032.60                                              | 3294.67          | 3743.95          |
| 23                         | 2711.42          | 3137.50                                                 | 3137.50                                              | 3408.64          | 3873.46          |
| 24                         | 2802.07          | 3242.40                                                 | 3242.40                                              | 3522.61          | 4002.97          |
| 25                         | 2802.07          | 3242.40                                                 | 3242.40                                              | 3522.61          | 4002.97          |
| 26                         | 2802.07          | 3242.40                                                 | 3242.40                                              | 3522.61          | 4002.97          |
| 27                         | 2802.07          | 3242.40                                                 | 3242.40                                              | 3522.61          | 4002.97          |

### 2.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in jaren) | Barema        |               |
|-------------------------|---------------|---------------|
|                         | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                       | 2053.57       | 2388.81       |
| 1                       | 2133.53       | 2388.81       |
| 2                       | 2213.49       | 2448.86       |
| 3                       | 2293.45       | 2539.72       |

|    |         |         |
|----|---------|---------|
| 4  | 2373.41 | 2630.59 |
| 5  | 2373.41 | 2630.59 |
| 6  | 2435.15 | 2707.87 |
| 7  | 2435.15 | 2851.80 |
| 8  | 2549.12 | 2851.80 |
| 9  | 2549.12 | 2926.47 |
| 10 | 2644.49 | 2966.89 |
| 11 | 2644.49 | 3001.09 |
| 12 | 2724.83 | 3096.40 |
| 13 | 2724.83 | 3096.40 |
| 14 | 2838.80 | 3225.91 |
| 15 | 2838.80 | 3225.91 |
| 16 | 2952.77 | 3407.39 |
| 17 | 2952.77 | 3482.01 |
| 18 | 3066.74 | 3588.86 |
| 19 | 3066.74 | 3663.48 |
| 20 | 3180.71 | 3663.48 |
| 21 | 3180.71 | 3738.10 |
| 22 | 3294.67 | 3743.95 |
| 23 | 3408.64 | 3873.46 |
| 24 | 3522.61 | 4002.97 |
| 25 | 3522.61 | 4002.97 |
| 26 | 3522.61 | 4002.97 |
| 27 | 3522.61 | 4002.97 |

### 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                          | 2061.90            | 2137.45            | 2388.81                                       | 2250.74                          |
| 1                          | 2099.66            | 2168.92            | 2410.48                                       | 2321.62                          |
| 2                          | 2142.47            | 2239.10            | 2478.21                                       | 2388.81                          |
| 3                          | 2219.25            | 2319.44            | 2569.61                                       | 2442.96                          |
| 4                          | 2295.58            | 2388.81            | 2644.49                                       | 2529.28                          |
| 5                          | 2296.04            | 2388.81            | 2644.49                                       | 2530.34                          |
| 6                          | 2388.81            | 2461.79            | 2738.69                                       | 2644.49                          |
| 7                          | 2388.81            | 2463.03            | 2739.61                                       | 2644.49                          |
| 8                          | 2462.28            | 2576.99            | 2869.12                                       | 2725.52                          |
| 9                          | 2463.46            | 2578.23            | 2870.33                                       | 2728.17                          |
| 10                         | 2572.25            | 2644.49            | 2999.84                                       | 2851.21                          |
| 11                         | 2573.43            | 2644.49            | 3001.24                                       | 2852.13                          |
| 12                         | 2644.49            | 2755.18            | 3130.75                                       | 2975.17                          |
| 13                         | 2644.49            | 2756.43            | 3132.16                                       | 2976.09                          |
| 14                         | 2739.97            | 2870.40            | 3261.67                                       | 3099.12                          |
| 15                         | 2741.15            | 2871.63            | 3263.08                                       | 3100.05                          |
| 16                         | 2849.94            | 2985.60            | 3392.59                                       | 3223.08                          |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 17 | 2851.12 | 2986.84 | 3393.99 | 3224.34 |
| 18 | 2959.91 | 3100.81 | 3523.50 | 3347.38 |
| 19 | 2961.09 | 3102.05 | 3524.91 | 3348.72 |
| 20 | 3069.88 | 3216.01 | 3654.42 | 3471.75 |
| 21 | 3071.06 | 3217.25 | 3655.82 | 3473.08 |
| 22 | 3179.85 | 3331.22 | 3785.33 | 3596.12 |
| 23 | 3289.82 | 3446.43 | 3916.25 | 3720.49 |
| 24 | 3398.61 | 3560.39 | 4045.76 | 3843.52 |
| 25 | 3399.79 | 3561.63 | 4047.17 | 3844.86 |
| 26 | 3399.79 | 3561.63 | 4047.17 | 3844.86 |
| 27 | 3400.97 | 3562.87 | 4048.57 | 3846.20 |

## 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                          | 2388.81                                                             | 2644.49                                                                                                                   | 2864.04                                                                                                 | 2956.51                                                                                  |
| 1                          | 2410.48                                                             | 2647.88                                                                                                                   | 2908.11                                                                                                 | 3000.59                                                                                  |
| 2                          | 2478.21                                                             | 2691.96                                                                                                                   | 2952.15                                                                                                 | 3044.62                                                                                  |
| 3                          | 2569.61                                                             | 2735.99                                                                                                                   | 2996.23                                                                                                 | 3088.70                                                                                  |
| 4                          | 2644.49                                                             | 2792.28                                                                                                                   | 2996.23                                                                                                 | 3088.70                                                                                  |
| 5                          | 2644.49                                                             | 2811.53                                                                                                                   | 3071.77                                                                                                 | 3164.24                                                                                  |
| 6                          | 2738.69                                                             | 2931.78                                                                                                                   | 3071.77                                                                                                 | 3164.24                                                                                  |
| 7                          | 2887.08                                                             | 2932.70                                                                                                                   | 3147.32                                                                                                 | 3239.79                                                                                  |
| 8                          | 2887.08                                                             | 3071.28                                                                                                                   | 3216.33                                                                                                 | 3308.80                                                                                  |
| 9                          | 2962.67                                                             | 3072.20                                                                                                                   | 3222.86                                                                                                 | 3315.33                                                                                  |
| 10                         | 3003.09                                                             | 3210.78                                                                                                                   | 3362.30                                                                                                 | 3454.77                                                                                  |
| 11                         | 3038.21                                                             | 3211.70                                                                                                                   | 3363.22                                                                                                 | 3455.69                                                                                  |
| 12                         | 3133.52                                                             | 3350.27                                                                                                                   | 3508.27                                                                                                 | 3600.74                                                                                  |
| 13                         | 3134.45                                                             | 3351.34                                                                                                                   | 3509.20                                                                                                 | 3601.67                                                                                  |
| 14                         | 3263.96                                                             | 3489.91                                                                                                                   | 3654.25                                                                                                 | 3746.72                                                                                  |
| 15                         | 3264.88                                                             | 3491.42                                                                                                                   | 3655.17                                                                                                 | 3747.64                                                                                  |
| 16                         | 3449.54                                                             | 3629.99                                                                                                                   | 3800.22                                                                                                 | 3892.69                                                                                  |
| 17                         | 3525.08                                                             | 3631.50                                                                                                                   | 3801.14                                                                                                 | 3893.62                                                                                  |
| 18                         | 3633.25                                                             | 3770.07                                                                                                                   | 3947.51                                                                                                 | 4039.99                                                                                  |
| 19                         | 3708.80                                                             | 3771.58                                                                                                                   | 3948.44                                                                                                 | 4040.91                                                                                  |
| 20                         | 3708.80                                                             | 3910.15                                                                                                                   | 4093.49                                                                                                 | 4185.96                                                                                  |
| 21                         | 3784.34                                                             | 3911.66                                                                                                                   | 4094.41                                                                                                 | 4186.88                                                                                  |
| 22                         | 3790.19                                                             | 4050.23                                                                                                                   | 4239.46                                                                                                 | 4331.93                                                                                  |
| 23                         | 3920.62                                                             | 4190.31                                                                                                                   | 4386.07                                                                                                 | 4478.54                                                                                  |
| 24                         | 4050.13                                                             | 4328.89                                                                                                                   | 4531.12                                                                                                 | 4623.60                                                                                  |
| 25                         | 4051.05                                                             | 4330.39                                                                                                                   | 4532.70                                                                                                 | 4625.17                                                                                  |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 26 | 4051.05 | 4330.39 | 4532.70 | 4625.17 |
| 27 | 4051.97 | 4331.90 | 4534.27 | 4626.75 |

**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                       | 2644.49 |
| 1                       | 2647.88 |
| 2                       | 2691.96 |
| 3                       | 2735.99 |
| 4                       | 2792.28 |
| 5                       | 2811.53 |
| 6                       | 2931.78 |
| 7                       | 2932.70 |
| 8                       | 3071.28 |
| 9                       | 3072.20 |
| 10                      | 3210.78 |
| 11                      | 3211.70 |
| 12                      | 3350.27 |
| 13                      | 3351.34 |
| 14                      | 3489.91 |
| 15                      | 3491.42 |
| 16                      | 3629.99 |
| 17                      | 3631.50 |
| 18                      | 3770.07 |
| 19                      | 3771.58 |
| 20                      | 3910.15 |
| 21                      | 3911.66 |
| 22                      | 4050.23 |
| 23                      | 4190.31 |
| 24                      | 4328.89 |
| 25                      | 4330.39 |
| 26                      | 4330.39 |
| 27                      | 4331.90 |

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

| Anciënniteit (in jaren) | Barema  |           |
|-------------------------|---------|-----------|
|                         | (B1A)   | (B1A Bis) |
| 0                       | 2864.04 | 2956.51   |
| 1                       | 2908.11 | 3000.59   |
| 2                       | 2952.15 | 3044.62   |
| 3                       | 2996.23 | 3088.70   |
| 4                       | 2996.23 | 3088.70   |

|    |         |         |
|----|---------|---------|
| 5  | 3071.77 | 3164.24 |
| 6  | 3071.77 | 3164.24 |
| 7  | 3147.32 | 3239.79 |
| 8  | 3216.33 | 3308.80 |
| 9  | 3222.86 | 3315.33 |
| 10 | 3362.30 | 3454.77 |
| 11 | 3363.22 | 3455.69 |
| 12 | 3508.27 | 3600.74 |
| 13 | 3509.20 | 3601.67 |
| 14 | 3654.25 | 3746.72 |
| 15 | 3655.17 | 3747.64 |
| 16 | 3800.22 | 3892.69 |
| 17 | 3801.14 | 3893.62 |
| 18 | 3947.51 | 4039.99 |
| 19 | 3948.44 | 4040.91 |
| 20 | 4093.49 | 4185.96 |
| 21 | 4094.41 | 4186.88 |
| 22 | 4239.46 | 4331.93 |
| 23 | 4386.07 | 4478.54 |
| 24 | 4531.12 | 4623.60 |
| 25 | 4532.70 | 4625.17 |
| 26 | 4532.70 | 4625.17 |
| 27 | 4534.27 | 4626.75 |

## 2.7. FUNCTIEGROEP: UNIVERSITAIREN

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2989.17                                                                        |
| 1                       | 3078.71                                                                        |
| 2                       | 3168.29                                                                        |
| 3                       | 3257.88                                                                        |
| 4                       | 3366.49                                                                        |
| 5                       | 3504.08                                                                        |
| 6                       | 3504.08                                                                        |
| 7                       | 3641.63                                                                        |
| 8                       | 3641.63                                                                        |
| 9                       | 3779.18                                                                        |
| 10                      | 3788.47                                                                        |
| 11                      | 3916.73                                                                        |
| 12                      | 3956.80                                                                        |
| 13                      | 4054.28                                                                        |
| 14                      | 4125.12                                                                        |
| 15                      | 4191.83                                                                        |
| 16                      | 4293.44                                                                        |
| 17                      | 4329.42                                                                        |
| 18                      | 4461.77                                                                        |

|    |         |
|----|---------|
| 19 | 4466.97 |
| 20 | 4630.09 |
| 21 | 4633.94 |
| 22 | 4798.41 |
| 23 | 4966.74 |
| 24 | 5131.21 |
| 25 | 5131.21 |
| 26 | 5131.21 |
| 27 | 5131.21 |

## 2.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema             |                   |
|-------------------------|--------------------|-------------------|
|                         | Omnipracticci (G1) | Specialisten (GS) |
| 0                       | 3589.63            | 4771.25           |
| 1                       | 3676.71            | 4771.25           |
| 2                       | 3763.79            | 4957.82           |
| 3                       | 3850.83            | 4957.82           |
| 4                       | 3850.83            | 5144.40           |
| 5                       | 4003.19            | 5144.40           |
| 6                       | 4003.19            | 5330.93           |
| 7                       | 4155.56            | 5330.93           |
| 8                       | 4155.56            | 5517.51           |
| 9                       | 4307.93            | 5517.51           |
| 10                      | 4307.93            | 5704.08           |
| 11                      | 4460.30            | 5704.08           |
| 12                      | 4460.30            | 5890.66           |
| 13                      | 4612.67            | 5890.66           |
| 14                      | 4612.67            | 6077.23           |
| 15                      | 4764.99            | 6077.23           |
| 16                      | 4764.99            | 6263.81           |
| 17                      | 4917.36            | 6263.81           |
| 18                      | 4917.36            | 6450.38           |
| 19                      | 5069.73            | 6450.38           |
| 20                      | 5069.73            | 6636.96           |
| 21                      | 5222.10            | 6636.96           |
| 22                      | 5222.10            | 6823.49           |
| 23                      | 5374.47            | 6823.49           |
| 24                      | 5374.47            | 6823.49           |
| 25                      | 5374.47            | 6823.49           |
| 26                      | 5374.47            | 6823.49           |
| 27                      | 5374.47            | 6823.49           |

## 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                       | 2992.52                                                                                                                                                               | 2864.04                                                                                                                      | 2956.51                                                                |
| 1                       | 3078.84                                                                                                                                                               | 2908.11                                                                                                                      | 3000.59                                                                |
| 2                       | 3168.76                                                                                                                                                               | 2952.15                                                                                                                      | 3044.62                                                                |
| 3                       | 3258.68                                                                                                                                                               | 2996.23                                                                                                                      | 3088.70                                                                |
| 4                       | 3366.58                                                                                                                                                               | 2996.23                                                                                                                      | 3088.70                                                                |
| 5                       | 3506.86                                                                                                                                                               | 3071.77                                                                                                                      | 3164.24                                                                |
| 6                       | 3506.86                                                                                                                                                               | 3071.77                                                                                                                      | 3164.24                                                                |
| 7                       | 3650.73                                                                                                                                                               | 3147.32                                                                                                                      | 3239.79                                                                |
| 8                       | 3650.73                                                                                                                                                               | 3216.33                                                                                                                      | 3308.80                                                                |
| 9                       | 3794.60                                                                                                                                                               | 3222.86                                                                                                                      | 3315.33                                                                |
| 10                      | 3794.60                                                                                                                                                               | 3362.30                                                                                                                      | 3454.77                                                                |
| 11                      | 3974.44                                                                                                                                                               | 3363.22                                                                                                                      | 3455.69                                                                |
| 12                      | 3974.44                                                                                                                                                               | 3508.27                                                                                                                      | 3600.74                                                                |
| 13                      | 4136.29                                                                                                                                                               | 3509.20                                                                                                                      | 3601.67                                                                |
| 14                      | 4136.29                                                                                                                                                               | 3654.25                                                                                                                      | 3746.72                                                                |
| 15                      | 4298.15                                                                                                                                                               | 3655.17                                                                                                                      | 3747.64                                                                |
| 16                      | 4298.15                                                                                                                                                               | 3800.22                                                                                                                      | 3892.69                                                                |
| 17                      | 4477.98                                                                                                                                                               | 3801.14                                                                                                                      | 3893.62                                                                |
| 18                      | 4477.98                                                                                                                                                               | 3947.51                                                                                                                      | 4039.99                                                                |
| 19                      | 4477.98                                                                                                                                                               | 3948.44                                                                                                                      | 4040.91                                                                |
| 20                      | 4639.84                                                                                                                                                               | 4093.49                                                                                                                      | 4185.96                                                                |
| 21                      | 4639.84                                                                                                                                                               | 4094.41                                                                                                                      | 4186.88                                                                |
| 22                      | 4819.68                                                                                                                                                               | 4239.46                                                                                                                      | 4331.93                                                                |
| 23                      | 4999.52                                                                                                                                                               | 4386.07                                                                                                                      | 4478.54                                                                |
| 24                      | 5143.39                                                                                                                                                               | 4531.12                                                                                                                      | 4623.60                                                                |
| 25                      | 5143.39                                                                                                                                                               | 4532.70                                                                                                                      | 4625.17                                                                |
| 26                      | 5143.39                                                                                                                                                               | 4532.70                                                                                                                      | 4625.17                                                                |
| 27                      | 5143.39                                                                                                                                                               | 4534.27                                                                                                                      | 4626.75                                                                |

## 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                          | 2992.52                                                                                                                                                                                                                            | 3107.61                                                | 3218.60                                              | 3329.58                                                            | 2388.81                                                                                                                                                         |
| 1                          | 3078.84                                                                                                                                                                                                                            | 3197.26                                                | 3311.44                                              | 3425.63                                                            | 2388.81                                                                                                                                                         |
| 2                          | 3168.76                                                                                                                                                                                                                            | 3290.63                                                | 3408.16                                              | 3525.68                                                            | 2448.86                                                                                                                                                         |
| 3                          | 3258.68                                                                                                                                                                                                                            | 3384.01                                                | 3504.87                                              | 3625.72                                                            | 2539.72                                                                                                                                                         |
| 4                          | 3366.58                                                                                                                                                                                                                            | 3496.07                                                | 3620.92                                              | 3745.79                                                            | 2630.59                                                                                                                                                         |
| 5                          | 3506.86                                                                                                                                                                                                                            | 3641.73                                                | 3771.80                                              | 3901.86                                                            | 2630.59                                                                                                                                                         |
| 6                          | 3506.86                                                                                                                                                                                                                            | 3641.73                                                | 3771.80                                              | 3901.86                                                            | 2707.87                                                                                                                                                         |
| 7                          | 3650.73                                                                                                                                                                                                                            | 3791.14                                                | 3926.54                                              | 4061.93                                                            | 2851.80                                                                                                                                                         |
| 8                          | 3650.73                                                                                                                                                                                                                            | 3791.14                                                | 3926.54                                              | 4061.93                                                            | 2851.80                                                                                                                                                         |
| 9                          | 3794.60                                                                                                                                                                                                                            | 3940.54                                                | 4081.28                                              | 4222.01                                                            | 2926.47                                                                                                                                                         |
| 10                         | 3794.60                                                                                                                                                                                                                            | 3940.54                                                | 4081.28                                              | 4222.01                                                            | 2966.89                                                                                                                                                         |
| 11                         | 3974.44                                                                                                                                                                                                                            | 4127.30                                                | 4274.70                                              | 4422.10                                                            | 3001.09                                                                                                                                                         |
| 12                         | 3974.44                                                                                                                                                                                                                            | 4127.30                                                | 4274.70                                              | 4422.10                                                            | 3096.40                                                                                                                                                         |
| 13                         | 4136.29                                                                                                                                                                                                                            | 4295.38                                                | 4448.79                                              | 4602.19                                                            | 3096.40                                                                                                                                                         |
| 14                         | 4136.29                                                                                                                                                                                                                            | 4295.38                                                | 4448.79                                              | 4602.19                                                            | 3225.91                                                                                                                                                         |
| 15                         | 4298.15                                                                                                                                                                                                                            | 4463.46                                                | 4622.87                                              | 4782.28                                                            | 3225.91                                                                                                                                                         |
| 16                         | 4298.15                                                                                                                                                                                                                            | 4463.46                                                | 4622.87                                              | 4782.28                                                            | 3407.39                                                                                                                                                         |
| 17                         | 4477.98                                                                                                                                                                                                                            | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3482.01                                                                                                                                                         |
| 18                         | 4477.98                                                                                                                                                                                                                            | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3588.86                                                                                                                                                         |
| 19                         | 4477.98                                                                                                                                                                                                                            | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3663.48                                                                                                                                                         |
| 20                         | 4639.84                                                                                                                                                                                                                            | 4818.29                                                | 4990.38                                              | 5162.46                                                            | 3663.48                                                                                                                                                         |
| 21                         | 4639.84                                                                                                                                                                                                                            | 4818.29                                                | 4990.38                                              | 5162.46                                                            | 3738.10                                                                                                                                                         |
| 22                         | 4819.68                                                                                                                                                                                                                            | 5005.05                                                | 5183.80                                              | 5362.55                                                            | 3743.95                                                                                                                                                         |
| 23                         | 4999.52                                                                                                                                                                                                                            | 5191.81                                                | 5377.23                                              | 5562.65                                                            | 3873.46                                                                                                                                                         |
| 24                         | 5143.39                                                                                                                                                                                                                            | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |
| 25                         | 5143.39                                                                                                                                                                                                                            | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |
| 26                         | 5143.39                                                                                                                                                                                                                            | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |
| 27                         | 5143.39                                                                                                                                                                                                                            | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |

### 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                          | 1762.64          | 1847.08                                                 | 1846.29                                              | 2001.34          | 2336.59          |
| 1                          | 1785.27          | 1919.89                                                 | 1919.89                                              | 2081.30          | 2355.56          |
| 2                          | 1807.86          | 1993.49                                                 | 1993.49                                              | 2161.26          | 2422.75          |
| 3                          | 1830.48          | 2067.10                                                 | 2067.10                                              | 2241.22          | 2513.61          |
| 4                          | 1857.08          | 2140.70                                                 | 2140.70                                              | 2321.18          | 2604.48          |
| 5                          | 1876.71          | 2140.70                                                 | 2140.70                                              | 2321.18          | 2604.48          |
| 6                          | 1947.73          | 2245.60                                                 | 2245.60                                              | 2409.04          | 2707.87          |
| 7                          | 1960.88          | 2245.60                                                 | 2245.60                                              | 2409.04          | 2851.80          |
| 8                          | 2038.39          | 2336.59                                                 | 2336.59                                              | 2523.01          | 2851.80          |
| 9                          | 2045.06          | 2336.59                                                 | 2336.59                                              | 2523.01          | 2926.47          |
| 10                         | 2129.04          | 2429.29                                                 | 2429.29                                              | 2618.37          | 2966.89          |
| 11                         | 2129.28          | 2429.29                                                 | 2429.29                                              | 2618.37          | 3001.09          |
| 12                         | 2219.70          | 2534.20                                                 | 2534.20                                              | 2724.83          | 3096.40          |
| 13                         | 2219.70          | 2534.20                                                 | 2534.20                                              | 2724.83          | 3096.40          |
| 14                         | 2310.36          | 2618.37                                                 | 2618.37                                              | 2838.80          | 3225.91          |
| 15                         | 2310.36          | 2618.37                                                 | 2618.37                                              | 2838.80          | 3225.91          |
| 16                         | 2374.90          | 2717.89                                                 | 2717.89                                              | 2952.77          | 3407.39          |
| 17                         | 2374.90          | 2717.89                                                 | 2717.89                                              | 2952.77          | 3482.01          |
| 18                         | 2465.56          | 2822.79                                                 | 2822.79                                              | 3066.74          | 3588.86          |
| 19                         | 2465.56          | 2822.79                                                 | 2822.79                                              | 3066.74          | 3663.48          |
| 20                         | 2556.22          | 2927.70                                                 | 2927.70                                              | 3180.71          | 3663.48          |
| 21                         | 2556.22          | 2927.70                                                 | 2927.70                                              | 3180.71          | 3738.10          |
| 22                         | 2620.76          | 3032.60                                                 | 3032.60                                              | 3294.67          | 3743.95          |
| 23                         | 2711.42          | 3137.50                                                 | 3137.50                                              | 3408.64          | 3873.46          |
| 24                         | 2802.07          | 3242.40                                                 | 3242.40                                              | 3522.61          | 4002.97          |
| 25                         | 2802.07          | 3242.40                                                 | 3242.40                                              | 3522.61          | 4002.97          |
| 26                         | 2802.07          | 3242.40                                                 | 3242.40                                              | 3522.61          | 4002.97          |
| 27                         | 2802.07          | 3242.40                                                 | 3242.40                                              | 3522.61          | 4002.97          |

### 3.2. FUNCTIEGROEP: ADMINISTRATIEF PERSONEEL

| Anciënniteit (in jaren) | Barema        |               |
|-------------------------|---------------|---------------|
|                         | Klasse 2 (A2) | Klasse 1 (A1) |
| 0                       | 2001.34       | 2336.59       |
| 1                       | 2081.30       | 2355.56       |
| 2                       | 2161.26       | 2422.75       |
| 3                       | 2241.22       | 2513.61       |
| 4                       | 2321.18       | 2604.48       |
| 5                       | 2321.18       | 2604.48       |
| 6                       | 2409.04       | 2707.87       |
| 7                       | 2409.04       | 2851.80       |

|    |         |         |
|----|---------|---------|
| 8  | 2523.01 | 2851.80 |
| 9  | 2523.01 | 2926.47 |
| 10 | 2618.37 | 2966.89 |
| 11 | 2618.37 | 3001.09 |
| 12 | 2724.83 | 3096.40 |
| 13 | 2724.83 | 3096.40 |
| 14 | 2838.80 | 3225.91 |
| 15 | 2838.80 | 3225.91 |
| 16 | 2952.77 | 3407.39 |
| 17 | 2952.77 | 3482.01 |
| 18 | 3066.74 | 3588.86 |
| 19 | 3066.74 | 3663.48 |
| 20 | 3180.71 | 3663.48 |
| 21 | 3180.71 | 3738.10 |
| 22 | 3294.67 | 3743.95 |
| 23 | 3408.64 | 3873.46 |
| 24 | 3522.61 | 4002.97 |
| 25 | 3522.61 | 4002.97 |
| 26 | 3522.61 | 4002.97 |
| 27 | 3522.61 | 4002.97 |

### 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                          | 2009.67            | 2085.22            | 2340.30                                       | 2198.51                          |
| 1                          | 2047.43            | 2116.69            | 2384.37                                       | 2269.39                          |
| 2                          | 2090.24            | 2186.87            | 2452.10                                       | 2336.59                          |
| 3                          | 2167.02            | 2267.21            | 2543.50                                       | 2416.85                          |
| 4                          | 2243.35            | 2336.59            | 2618.37                                       | 2503.17                          |
| 5                          | 2243.81            | 2336.59            | 2618.37                                       | 2504.23                          |
| 6                          | 2336.59            | 2435.68            | 2738.69                                       | 2618.37                          |
| 7                          | 2336.59            | 2436.92            | 2739.61                                       | 2618.37                          |
| 8                          | 2436.17            | 2550.88            | 2869.12                                       | 2725.52                          |
| 9                          | 2437.35            | 2552.12            | 2870.33                                       | 2728.17                          |
| 10                         | 2546.14            | 2639.98            | 2999.84                                       | 2851.21                          |
| 11                         | 2547.32            | 2641.22            | 3001.24                                       | 2852.13                          |
| 12                         | 2630.00            | 2755.18            | 3130.75                                       | 2975.17                          |
| 13                         | 2631.18            | 2756.43            | 3132.16                                       | 2976.09                          |
| 14                         | 2739.97            | 2870.40            | 3261.67                                       | 3099.12                          |
| 15                         | 2741.15            | 2871.63            | 3263.08                                       | 3100.05                          |
| 16                         | 2849.94            | 2985.60            | 3392.59                                       | 3223.08                          |
| 17                         | 2851.12            | 2986.84            | 3393.99                                       | 3224.34                          |
| 18                         | 2959.91            | 3100.81            | 3523.50                                       | 3347.38                          |
| 19                         | 2961.09            | 3102.05            | 3524.91                                       | 3348.72                          |
| 20                         | 3069.88            | 3216.01            | 3654.42                                       | 3471.75                          |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 21 | 3071.06 | 3217.25 | 3655.82 | 3473.08 |
| 22 | 3179.85 | 3331.22 | 3785.33 | 3596.12 |
| 23 | 3289.82 | 3446.43 | 3916.25 | 3720.49 |
| 24 | 3398.61 | 3560.39 | 4045.76 | 3843.52 |
| 25 | 3399.79 | 3561.63 | 4047.17 | 3844.86 |
| 26 | 3399.79 | 3561.63 | 4047.17 | 3844.86 |
| 27 | 3400.97 | 3562.87 | 4048.57 | 3846.20 |

### 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                          | 2340.30                                                             | 2618.37                                                                                                                   | 2864.04                                                                                                 | 2956.51                                                                                  |
| 1                          | 2384.37                                                             | 2647.88                                                                                                                   | 2908.11                                                                                                 | 3000.59                                                                                  |
| 2                          | 2452.10                                                             | 2691.96                                                                                                                   | 2952.15                                                                                                 | 3044.62                                                                                  |
| 3                          | 2543.50                                                             | 2735.99                                                                                                                   | 2996.23                                                                                                 | 3088.70                                                                                  |
| 4                          | 2618.37                                                             | 2792.28                                                                                                                   | 2996.23                                                                                                 | 3088.70                                                                                  |
| 5                          | 2618.37                                                             | 2811.53                                                                                                                   | 3071.77                                                                                                 | 3164.24                                                                                  |
| 6                          | 2738.69                                                             | 2931.78                                                                                                                   | 3071.77                                                                                                 | 3164.24                                                                                  |
| 7                          | 2887.08                                                             | 2932.70                                                                                                                   | 3147.32                                                                                                 | 3239.79                                                                                  |
| 8                          | 2887.08                                                             | 3071.28                                                                                                                   | 3216.33                                                                                                 | 3308.80                                                                                  |
| 9                          | 2962.67                                                             | 3072.20                                                                                                                   | 3222.86                                                                                                 | 3315.33                                                                                  |
| 10                         | 3003.09                                                             | 3210.78                                                                                                                   | 3362.30                                                                                                 | 3454.77                                                                                  |
| 11                         | 3038.21                                                             | 3211.70                                                                                                                   | 3363.22                                                                                                 | 3455.69                                                                                  |
| 12                         | 3133.52                                                             | 3350.27                                                                                                                   | 3508.27                                                                                                 | 3600.74                                                                                  |
| 13                         | 3134.45                                                             | 3351.34                                                                                                                   | 3509.20                                                                                                 | 3601.67                                                                                  |
| 14                         | 3263.96                                                             | 3489.91                                                                                                                   | 3654.25                                                                                                 | 3746.72                                                                                  |
| 15                         | 3264.88                                                             | 3491.42                                                                                                                   | 3655.17                                                                                                 | 3747.64                                                                                  |
| 16                         | 3449.54                                                             | 3629.99                                                                                                                   | 3800.22                                                                                                 | 3892.69                                                                                  |
| 17                         | 3525.08                                                             | 3631.50                                                                                                                   | 3801.14                                                                                                 | 3893.62                                                                                  |
| 18                         | 3633.25                                                             | 3770.07                                                                                                                   | 3947.51                                                                                                 | 4039.99                                                                                  |
| 19                         | 3708.80                                                             | 3771.58                                                                                                                   | 3948.44                                                                                                 | 4040.91                                                                                  |
| 20                         | 3708.80                                                             | 3910.15                                                                                                                   | 4093.49                                                                                                 | 4185.96                                                                                  |
| 21                         | 3784.34                                                             | 3911.66                                                                                                                   | 4094.41                                                                                                 | 4186.88                                                                                  |
| 22                         | 3790.19                                                             | 4050.23                                                                                                                   | 4239.46                                                                                                 | 4331.93                                                                                  |
| 23                         | 3920.62                                                             | 4190.31                                                                                                                   | 4386.07                                                                                                 | 4478.54                                                                                  |
| 24                         | 4050.13                                                             | 4328.89                                                                                                                   | 4531.12                                                                                                 | 4623.60                                                                                  |
| 25                         | 4051.05                                                             | 4330.39                                                                                                                   | 4532.70                                                                                                 | 4625.17                                                                                  |
| 26                         | 4051.05                                                             | 4330.39                                                                                                                   | 4532.70                                                                                                 | 4625.17                                                                                  |
| 27                         | 4051.97                                                             | 4331.90                                                                                                                   | 4534.27                                                                                                 | 4626.75                                                                                  |

### 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                       | 2618.37 |
| 1                       | 2647.88 |
| 2                       | 2691.96 |
| 3                       | 2735.99 |
| 4                       | 2792.28 |
| 5                       | 2811.53 |
| 6                       | 2931.78 |
| 7                       | 2932.70 |
| 8                       | 3071.28 |
| 9                       | 3072.20 |
| 10                      | 3210.78 |
| 11                      | 3211.70 |
| 12                      | 3350.27 |
| 13                      | 3351.34 |
| 14                      | 3489.91 |
| 15                      | 3491.42 |
| 16                      | 3629.99 |
| 17                      | 3631.50 |
| 18                      | 3770.07 |
| 19                      | 3771.58 |
| 20                      | 3910.15 |
| 21                      | 3911.66 |
| 22                      | 4050.23 |
| 23                      | 4190.31 |
| 24                      | 4328.89 |
| 25                      | 4330.39 |
| 26                      | 4330.39 |
| 27                      | 4331.90 |

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

| Anciënniteit (in jaren) | Barema  |           |
|-------------------------|---------|-----------|
|                         | (B1A)   | (B1A Bis) |
| 0                       | 2864.04 | 2956.51   |
| 1                       | 2908.11 | 3000.59   |
| 2                       | 2952.15 | 3044.62   |
| 3                       | 2996.23 | 3088.70   |
| 4                       | 2996.23 | 3088.70   |
| 5                       | 3071.77 | 3164.24   |
| 6                       | 3071.77 | 3164.24   |
| 7                       | 3147.32 | 3239.79   |
| 8                       | 3216.33 | 3308.80   |
| 9                       | 3222.86 | 3315.33   |

|    |         |         |
|----|---------|---------|
| 10 | 3362.30 | 3454.77 |
| 11 | 3363.22 | 3455.69 |
| 12 | 3508.27 | 3600.74 |
| 13 | 3509.20 | 3601.67 |
| 14 | 3654.25 | 3746.72 |
| 15 | 3655.17 | 3747.64 |
| 16 | 3800.22 | 3892.69 |
| 17 | 3801.14 | 3893.62 |
| 18 | 3947.51 | 4039.99 |
| 19 | 3948.44 | 4040.91 |
| 20 | 4093.49 | 4185.96 |
| 21 | 4094.41 | 4186.88 |
| 22 | 4239.46 | 4331.93 |
| 23 | 4386.07 | 4478.54 |
| 24 | 4531.12 | 4623.60 |
| 25 | 4532.70 | 4625.17 |
| 26 | 4532.70 | 4625.17 |
| 27 | 4534.27 | 4626.75 |

### 3.7. FUNCTIEGROEP: UNIVERSITAIREN

| Anciënniteit (in jaren) | Barema                                                                         |
|-------------------------|--------------------------------------------------------------------------------|
|                         | Algemeen of Bijzondere functie met universitair diploma (Jongerenwelzijn) (L1) |
| 0                       | 2989.17                                                                        |
| 1                       | 3078.71                                                                        |
| 2                       | 3168.29                                                                        |
| 3                       | 3257.88                                                                        |
| 4                       | 3366.49                                                                        |
| 5                       | 3504.08                                                                        |
| 6                       | 3504.08                                                                        |
| 7                       | 3641.63                                                                        |
| 8                       | 3641.63                                                                        |
| 9                       | 3779.18                                                                        |
| 10                      | 3788.47                                                                        |
| 11                      | 3916.73                                                                        |
| 12                      | 3956.80                                                                        |
| 13                      | 4054.28                                                                        |
| 14                      | 4125.12                                                                        |
| 15                      | 4191.83                                                                        |
| 16                      | 4293.44                                                                        |
| 17                      | 4329.42                                                                        |
| 18                      | 4461.77                                                                        |
| 19                      | 4466.97                                                                        |
| 20                      | 4630.09                                                                        |
| 21                      | 4633.94                                                                        |
| 22                      | 4798.41                                                                        |
| 23                      | 4966.74                                                                        |

|    |         |
|----|---------|
| 24 | 5131.21 |
| 25 | 5131.21 |
| 26 | 5131.21 |
| 27 | 5131.21 |

### 3.8. FUNCTIEGROEP: GENEESHEREN

| Anciënniteit (in jaren) | Barema           |                   |
|-------------------------|------------------|-------------------|
|                         | Omnipratici (G1) | Specialisten (GS) |
| 0                       | 3589.63          | 4771.25           |
| 1                       | 3676.71          | 4771.25           |
| 2                       | 3763.79          | 4957.82           |
| 3                       | 3850.83          | 4957.82           |
| 4                       | 3850.83          | 5144.40           |
| 5                       | 4003.19          | 5144.40           |
| 6                       | 4003.19          | 5330.93           |
| 7                       | 4155.56          | 5330.93           |
| 8                       | 4155.56          | 5517.51           |
| 9                       | 4307.93          | 5517.51           |
| 10                      | 4307.93          | 5704.08           |
| 11                      | 4460.30          | 5704.08           |
| 12                      | 4460.30          | 5890.66           |
| 13                      | 4612.67          | 5890.66           |
| 14                      | 4612.67          | 6077.23           |
| 15                      | 4764.99          | 6077.23           |
| 16                      | 4764.99          | 6263.81           |
| 17                      | 4917.36          | 6263.81           |
| 18                      | 4917.36          | 6450.38           |
| 19                      | 5069.73          | 6450.38           |
| 20                      | 5069.73          | 6636.96           |
| 21                      | 5222.10          | 6636.96           |
| 22                      | 5222.10          | 6823.49           |
| 23                      | 5374.47          | 6823.49           |
| 24                      | 5374.47          | 6823.49           |
| 25                      | 5374.47          | 6823.49           |
| 26                      | 5374.47          | 6823.49           |
| 27                      | 5374.47          | 6823.49           |

### 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                       | 2992.52                                                                                                                                                               | 2864.04                                                                                                                      | 2956.51                                                                |
| 1                       | 3078.84                                                                                                                                                               | 2908.11                                                                                                                      | 2864.04                                                                |
| 2                       | 3168.76                                                                                                                                                               | 2952.15                                                                                                                      | 2908.11                                                                |
| 3                       | 3258.68                                                                                                                                                               | 2996.23                                                                                                                      | 2952.15                                                                |
| 4                       | 3366.58                                                                                                                                                               | 2996.23                                                                                                                      | 2996.23                                                                |
| 5                       | 3506.86                                                                                                                                                               | 3071.77                                                                                                                      | 2996.23                                                                |
| 6                       | 3506.86                                                                                                                                                               | 3071.77                                                                                                                      | 3071.77                                                                |
| 7                       | 3650.73                                                                                                                                                               | 3147.32                                                                                                                      | 3071.77                                                                |
| 8                       | 3650.73                                                                                                                                                               | 3216.33                                                                                                                      | 3147.32                                                                |
| 9                       | 3794.60                                                                                                                                                               | 3222.86                                                                                                                      | 3216.33                                                                |
| 10                      | 3794.60                                                                                                                                                               | 3362.30                                                                                                                      | 3222.86                                                                |
| 11                      | 3974.44                                                                                                                                                               | 3363.22                                                                                                                      | 3362.30                                                                |
| 12                      | 3974.44                                                                                                                                                               | 3508.27                                                                                                                      | 3363.22                                                                |
| 13                      | 4136.29                                                                                                                                                               | 3509.20                                                                                                                      | 3508.27                                                                |
| 14                      | 4136.29                                                                                                                                                               | 3654.25                                                                                                                      | 3509.20                                                                |
| 15                      | 4298.15                                                                                                                                                               | 3655.17                                                                                                                      | 3654.25                                                                |
| 16                      | 4298.15                                                                                                                                                               | 3800.22                                                                                                                      | 3655.17                                                                |
| 17                      | 4477.98                                                                                                                                                               | 3801.14                                                                                                                      | 3800.22                                                                |
| 18                      | 4477.98                                                                                                                                                               | 3947.51                                                                                                                      | 3801.14                                                                |
| 19                      | 4477.98                                                                                                                                                               | 3948.44                                                                                                                      | 3947.51                                                                |
| 20                      | 4639.84                                                                                                                                                               | 4093.49                                                                                                                      | 3948.44                                                                |
| 21                      | 4639.84                                                                                                                                                               | 4094.41                                                                                                                      | 4093.49                                                                |
| 22                      | 4819.68                                                                                                                                                               | 4239.46                                                                                                                      | 4094.41                                                                |
| 23                      | 4999.52                                                                                                                                                               | 4386.07                                                                                                                      | 4239.46                                                                |
| 24                      | 5143.39                                                                                                                                                               | 4531.12                                                                                                                      | 4386.07                                                                |
| 25                      | 5143.39                                                                                                                                                               | 4532.70                                                                                                                      | 4531.12                                                                |
| 26                      | 5143.39                                                                                                                                                               | 4532.70                                                                                                                      | 4532.70                                                                |
| 27                      | 5143.39                                                                                                                                                               | 4534.27                                                                                                                      | 4532.70                                                                |

### 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                          | 2992.52                                                                                                                                                                                                                            | 3107.61                                                | 3218.60                                              | 3329.58                                                            | 2336.59                                                                                                                                                         |
| 1                          | 3078.84                                                                                                                                                                                                                            | 3197.26                                                | 3311.44                                              | 3425.63                                                            | 2355.56                                                                                                                                                         |
| 2                          | 3168.76                                                                                                                                                                                                                            | 3290.63                                                | 3408.16                                              | 3525.68                                                            | 2422.75                                                                                                                                                         |
| 3                          | 3258.68                                                                                                                                                                                                                            | 3384.01                                                | 3504.87                                              | 3625.72                                                            | 2513.61                                                                                                                                                         |
| 4                          | 3366.58                                                                                                                                                                                                                            | 3496.07                                                | 3620.92                                              | 3745.79                                                            | 2604.48                                                                                                                                                         |
| 5                          | 3506.86                                                                                                                                                                                                                            | 3641.73                                                | 3771.80                                              | 3901.86                                                            | 2604.48                                                                                                                                                         |
| 6                          | 3506.86                                                                                                                                                                                                                            | 3641.73                                                | 3771.80                                              | 3901.86                                                            | 2707.87                                                                                                                                                         |
| 7                          | 3650.73                                                                                                                                                                                                                            | 3791.14                                                | 3926.54                                              | 4061.93                                                            | 2851.80                                                                                                                                                         |
| 8                          | 3650.73                                                                                                                                                                                                                            | 3791.14                                                | 3926.54                                              | 4061.93                                                            | 2851.80                                                                                                                                                         |
| 9                          | 3794.60                                                                                                                                                                                                                            | 3940.54                                                | 4081.28                                              | 4222.01                                                            | 2926.47                                                                                                                                                         |
| 10                         | 3794.60                                                                                                                                                                                                                            | 3940.54                                                | 4081.28                                              | 4222.01                                                            | 2966.89                                                                                                                                                         |
| 11                         | 3974.44                                                                                                                                                                                                                            | 4127.30                                                | 4274.70                                              | 4422.10                                                            | 3001.09                                                                                                                                                         |
| 12                         | 3974.44                                                                                                                                                                                                                            | 4127.30                                                | 4274.70                                              | 4422.10                                                            | 3096.40                                                                                                                                                         |
| 13                         | 4136.29                                                                                                                                                                                                                            | 4295.38                                                | 4448.79                                              | 4602.19                                                            | 3096.40                                                                                                                                                         |
| 14                         | 4136.29                                                                                                                                                                                                                            | 4295.38                                                | 4448.79                                              | 4602.19                                                            | 3225.91                                                                                                                                                         |
| 15                         | 4298.15                                                                                                                                                                                                                            | 4463.46                                                | 4622.87                                              | 4782.28                                                            | 3225.91                                                                                                                                                         |
| 16                         | 4298.15                                                                                                                                                                                                                            | 4463.46                                                | 4622.87                                              | 4782.28                                                            | 3407.39                                                                                                                                                         |
| 17                         | 4477.98                                                                                                                                                                                                                            | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3482.01                                                                                                                                                         |
| 18                         | 4477.98                                                                                                                                                                                                                            | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3588.86                                                                                                                                                         |
| 19                         | 4477.98                                                                                                                                                                                                                            | 4650.22                                                | 4816.29                                              | 4982.37                                                            | 3663.48                                                                                                                                                         |
| 20                         | 4639.84                                                                                                                                                                                                                            | 4818.29                                                | 4990.38                                              | 5162.46                                                            | 3663.48                                                                                                                                                         |
| 21                         | 4639.84                                                                                                                                                                                                                            | 4818.29                                                | 4990.38                                              | 5162.46                                                            | 3738.10                                                                                                                                                         |
| 22                         | 4819.68                                                                                                                                                                                                                            | 5005.05                                                | 5183.80                                              | 5362.55                                                            | 3743.95                                                                                                                                                         |
| 23                         | 4999.52                                                                                                                                                                                                                            | 5191.81                                                | 5377.23                                              | 5562.65                                                            | 3873.46                                                                                                                                                         |
| 24                         | 5143.39                                                                                                                                                                                                                            | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |
| 25                         | 5143.39                                                                                                                                                                                                                            | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |
| 26                         | 5143.39                                                                                                                                                                                                                            | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |
| 27                         | 5143.39                                                                                                                                                                                                                            | 5341.21                                                | 5531.97                                              | 5722.72                                                            | 4002.97                                                                                                                                                         |

#### 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        | 1858.38 |