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**Sous Commission paritaire des établissements et services d'éducation et  
d'hébergement de la Communauté française, de la Région wallonne et de la  
Communauté germanophone**

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**Convention collective de travail du 8 décembre 2005 modifiant et  
complétant la convention collective de travail du 2 juillet 2001  
concernant le statut pécuniaire du personnel  
(enregistrée le 27 juillet 2004 sous le n° 72096/CO/31902).**

**CHAPITRE I<sup>er</sup> - *Champ d'application.***

Article 1<sup>er</sup>. La présente convention collective de travail est applicable aux travailleurs et aux employeurs des établissements et services résidentiels, d'accueil de jour et de placement familial pour personnes handicapées, qui **ressortissent** à la Sous-Commission paritaire des établissements et services d'éducation et d'hébergement de la Communauté française, de la Région wallonne, de la Communauté germanophone, ou la Commission communautaire française de la Région de Bruxelles-Capitale, qui sont agréés et/ou subventionnés par l'Agence wallonne pour l'intégration des personnes handicapées, ainsi qu'au travailleurs et aux employeurs des établissements et services exerçant les mêmes activités et qui ne sont ni agréés ni subventionnés et dont l'activité principale se situe en Région wallonne.

Art. 2. On entend par travailleurs :

- les employées et employés,
- les ouvrières et ouvriers.

**CHAPITRE II - *Modifications.***

Art. 3. L'article 7. de la Convention collective de travail du 2 juillet 2001 est ainsi complété :

« A partir du 1<sup>er</sup> janvier 2006, les barèmes (échelles barémiques) repris à l'annexe I de la présente convention sont applicables, aux travailleurs visés aux articles 1 et 2 et qui sont engagés dans les institutions et services pour personnes handicapées dans le cadre de l'accueil, de l'hébergement, des aides à la vie journalière ou de l'aide précoce, ou des services d'accompagnement. »

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NEERLEGGING-DÉPÔT

09 - 08 2006

REGISTR.-ENREGISTR.

11-08-2006

NR. 80.537  
N° 60/319

Art. 4. L'article 10.§2. de la Convention collective de travail du 2 juillet 2004 est ainsi complété :

« - 0 € soit 0 FB à partir du 1<sup>er</sup> janvier 2006. »

#### CHAPITRE IV - *Dispositif.*

Art. 5. Les barèmes (échelles **barémiques**) repris à l'article 3 de la présente Convention collective de travail sont publiés à 100 p.c. au 1<sup>er</sup> janvier 1990.

#### CHAPITRE V - *Dispositions finales.*

Art. 6. La présente convention collective de travail entre en vigueur le 1<sup>er</sup> janvier 2006 et est conclue pour une durée indéterminée.

Elle peut être dénoncée par l'une des parties signataires par lettre recommandée adressée au président de la Commission paritaire des maisons d'éducation et d'hébergement, moyennant le respect d'un préavis de trois mois.

e

Paritair Subcomité voor de opvoedings- en huisvestingsinrichtingen en -  
diensten van de Franse Gemeenschap, het Waalse Gewest en de Duitstalige  
Gemeenschap

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Collectieve arbeidsovereenkomst van 8 december 2005 **tot** wijziging en  
aanvulling van de collectieve arbeidsovereenkomst van 2 juli 2001  
**betreffende** het **geldelijk** statuut van het personeel  
(geregistreerd op 27 juli 2004 onder het **nummer 72096/CO/31902**).

**HOOFDSTUK I - Toepassingsgebied.**

Artikel 1. Deze collectieve arbeidsovereenkomst is van toepassing op de **werknemers** en op de werkgevers van de residentiële inrichtingen en diensten, dagopvang en pleegzorg voor personen met een handicap, die ressorteren onder het paritair subcomité voor de opvoedings- en huisvestingsinrichtingen en -diensten van de Franse Gemeenschap, het Waalse Gewest, de Duitstalige Gemeenschap of de Franse Gemeenschapscommissie van het Brussels Hoofdstedelijk Gewest, die erkend en/of gesubsidieerd worden door "l'Agence wallonne pour l'intégration des personnes handicapées", en op de werknemers en werkgevers van de inrichtingen en diensten die dezelfde activiteiten uitoefenen en niet erkende of gesubsidieerd worden en waarvan de hoofdactiviteit zich in het Waalse Gewest bevindt.

Art. 2. Onder werknemers wordt verstaan:

- De mannelijke en vrouwelijke bedienden;
- De werklieden en werksters.

**HOOFDSTUK II - Wijzigingen.**

Art. 3. Artikel 7 van de collectieve arbeidsovereenkomst van 2 juli 2001 wordt als volgt aangevuld:

"Vanaf 1 januari 2006 zijn de loonschalen (baremieke loonschalen), opgenomen als bijlage I bij deze overeenkomst, van toepassing op de werknemers bedoeld in de artikelen 1 en 2 en die zijn aangeworven in de inrichtingen en diensten voor personen met een handicap in het kader van opvang, huisvesting, hulp in het dagelijkse leven of vroegtijdige hulpverlening of begeleidingsdiensten."

NEERLEGGING-DÉPÔT  
09-01-2006

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REGISTR.-ENREGISTR.

11-08-2006

NR.  
N°

80.533/Co/319.02

Art. 4. Artikel 10 §2 van de **collectieve** arbeidsovereenkomst van 2 juli 2004 wordt als volgt aangevuld:

" - 0 € hetzij 0 BEF vanaf 1 januari 2006."

#### **HOOFDSTUK IV - Voorziening.**

Art. 5. De loonschalen (baremieke loonschalen) opgenomen in artikel 3 van deze coUectieve arbeidsovereenkomst worden aan 100 pct. bekendgemaakt op 1 januari 1990.

#### **HOOFDSTUK V - Slotbepalingen.**

Art. 6. Deze coUectieve arbeidsovereenkomst wordt van kracht op 1 januari 2006 en is gesloten voor onbepaalde duur.

Zij kan door elk van de ondertekenende partijen worden opgezegd, via een aangetekende brief gericht aan de voorzitter van het **paritair** comité voor de opvoedings- en huisvestingsinrichtingen, mits een opzeggingstermijn van drie maanden wordt nageleefd.

Annexe I à la Convention collective de travail du 8 décembre 2005  
concernant le statut pécuniaire du personnel

Barèmes applicables à partir du 1<sup>er</sup> janvier 2006.

Montant à	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.
N° de la fonction	1		2		3	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	13.169,24	531.246	13.169,24	531.246	13.169,24	531.246
1	14.231,22	574.086	14.231,22	574.086	14.231,22	574.086
2	14.363,74	579.432	14.363,74	579.432	14.363,74	579.432
3	14.496,32	584.780	14.496,32	584.780	14.496,32	584.780
4	14.628,84	590.126	14.628,84	590.126	14.628,84	590.126
5	14.761,39	595.473	14.761,39	595.473	14.761,39	595.473
6	14.893,96	600.821	14.893,96	600.821	14.893,96	600.821
7	15.026,49	606.167	15.026,49	606.167	15.026,49	606.167
8	15.159,04	611.514	15.159,04	611.514	15.159,04	611.514
9	15.291,58	616.861	15.291,58	616.861	15.291,58	616.861
10	15.834,99	638.782	15.834,99	638.782	15.834,99	638.782
11	15.995,50	645.257	15.995,50	645.257	15.995,50	645.257
12	16.155,99	651.731	16.155,99	651.731	16.155,99	651.731
13	16.316,48	658.205	16.316,48	658.205	16.316,48	658.205
14	16.476,99	664.680	16.476,99	664.680	16.476,99	664.680
15	16.637,50	671.155	16.637,50	671.155	16.637,50	671.155
16	16.797,98	677.629	16.797,98	677.629	16.797,98	677.629
17	16.958,50	684.104	16.958,50	684.104	16.958,50	684.104
18	17.118,98	690.578	17.118,98	690.578	17.118,98	690.578
19	17.279,47	697.052	17.279,47	697.052	17.279,47	697.052
20	17.440,00	703.528	17.440,00	703.528	17.440,00	703.528

21	17.600,49	710.002	17.600,49	710.002	17.600,49	710.002
22	17.760,98	716.476	17.760,98	716.476	17.760,98	716.476
23	17.921,49	722.951	17.921,49	722.951	17.921,49	722.951
24	18.081,97	729.425	18.081,97	729.425	18.081,97	729.425
25	18.242,48	735.900	18.242,48	735.900	18.242,48	735.900
26	18.402,97	742.374	18.402,97	742.374	18.402,97	742.374
27	18.563,48	748.849	18.563,48	748.849	18.563,48	748.849
28	18.723,97	755.323	18.723,97	755.323	18.723,97	755.323
29	18.884,48	761.798	18.884,48	761.798	18.884,48	761.798
30	18.884,48	761.798	18.884,48	761.798	18.884,48	761.798
31	18.884,48	761.798	18.884,48	761.798	18.884,48	761.798

Montant à	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.
N° de la fonction	4		5		6	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	13.434,39	541.942	13.434,39	541.942	13.434,39	541.942
1	14.496,37	584.782	14.496,37	584.782	14.496,37	584.782
2	14.635,96	590.413	14.635,96	590.413	14.635,96	590.413
3	14.775,54	596.044	14.775,54	596.044	14.775,54	596.044
4	14.915,11	601.674	14.915,11	601.674	14.915,11	601.674
5	15.054,70	607.305	15.054,70	607.305	15.054,70	607.305
6	15.194,29	612.936	15.194,29	612.936	15.194,29	612.936
7	15.333,88	618.567	15.333,88	618.567	15.333,88	618.567
8	15.473,46	624.198	15.473,46	624.198	15.473,46	624.198
9	15.613,05	629.829	15.613,05	629.829	15.613,05	629.829
10	16.160,65	651.919	16.160,65	651.919	16.160,65	651.919
11	16.328,05	658.672	16.328,05	658.672	16.328,05	658.672
12	16.495,50	665.427	16.495,50	665.427	16.495,50	665.427
13	16.662,96	672.182	16.662,96	672.182	16.662,96	672.182
14	16.830,38	678.936	16.830,38	678.936	16.830,38	678.936
15	16.997,84	685.691	16.997,84	685.691	16.997,84	685.691
16	17.165,26	692.445	17.165,26	692.445	17.165,26	692.445
17	17.332,69	699.199	17.332,69	699.199	17.332,69	699.199
18	17.500,14	705.954	17.500,14	705.954	17.500,14	705.954
19	17.667,57	712.708	17.667,57	712.708	17.667,57	712.708
20	17.835,00	719.462	17.835,00	719.462	17.835,00	719.462
21	18.002,45	726.217	18.002,45	726.217	18.002,45	726.217
22	18.169,88	732.971	18.169,88	732.971	18.169,88	732.971
23	18.337,33	739.726	18.337,33	739.726	18.337,33	739.726
24	18.504,76	746.480	18.504,76	746.480	18.504,76	746.480

25	18.672,18	753.234	18.672,18	753.234	18.672,18	753.234
26	18.839,64	759.989	18.839,64	759.989	18.839,64	759.989
27	19.007,06	766.743	19.007,06	766.743	19.007,06	766.743
28	19.174,51	773.498	19.174,51	773.498	19.174,51	773.498
29	19.344,32	780.348	19.344,32	780.348	19.344,32	780.348
30	19.344,32	780.348	19.344,32	780.348	19.344,32	780.348
31	19.344,32	780.348	19.344,32	780.348	19.344,32	780.348

Montant à	100p.c.	100p.c.	100 p.c.	100p.c.	100p.c.	100p.c.
N° de la fonction	7		8		9	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	13.434,39	541.942	14.144,73	570.597	14.299,56	576.843
1	14.496,37	584.782	15.298,50	617.140	15.361,57	619.684
2	14.635,96	590.413	15.427,01	622.324	15.501,15	625.315
3	14.775,54	596.044	15.555,49	627.507	15.640,72	630.945
4	14.915,11	601.674	15.684,02	632.692	15.780,31	636.576
5	15.054,70	607.305	15.812,53	637.876	15.919,90	642.207
6	15.194,29	612.936	16.123,12	650.405	16.133,85	650.838
7	15.333,88	618.567	16.433,75	662.936	16.199,07	653.469
8	15.473,46	624.198	16.744,34	675.465	16.338,66	659.100
9	15.613,05	629.829	17.054,95	687.995	16.478,25	664.731
10	16.160,65	651.919	17.720,59	714.847	17.025,97	686.826
11	16.328,05	658.672	18.031,20	727.377	17.193,37	693.579
12	16.495,50	665.427	18.341,82	739.907	17.360,83	700.334
13	16.662,96	672.182	18.652,43	752.437	17.528,25	707.088
14	16.830,38	678.936	18.963,01	764.966	17.695,71	713.843
15	16.997,84	685.691	19.274,54	777.533	17.863,16	720.598
16	17.165,26	692.445	19.591,27	790.310	18.030,56	727.351
17	17.332,69	699.199	19.908,01	803.087	18.198,01	734.106
18	17.500,14	705.954	20.224,74	815.864	18.365,44	740.860
19	17.667,57	712.708	20.541,47	828.641	18.532,89	747.615
20	17.835,00	719.462	20.858,21	841.418	18.700,32	754.369
21	18.002,45	726.217	21.174,92	854.194	18.867,75	761.123
22	18.169,88	732.971	21.491,65	866.971	19.035,20	767.878
23	18.337,33	739.726	21.808,38	879.748	19.202,63	774.632
24	18.504,76	746.480	22.125,12	892.525	19.373,08	781.508

25	18.672,18	753.234	22.441,83	905.301	19.543,83	788.396
26	18.839,64	759.989	22.758,58	918.079	19.714,60	795.285
27	19.007,06	766.743	23.075,32	930.856	19.885,35	802.173
28	19.174,51	773.498	23.392,03	943.632	20.056,15	809.063
29	19.344,32	780.348	23.708,76	956.409	20.226,90	815.951
30	19.344,32	780.348	23.708,76	956.409	20.226,90	815.951
31	19.344,32	780.348	23.708,76	956.409	20.226,90	815.951

Montant à N° de la fonction	100p.c.		100p.c.		100p.c.		100p.c.	
	10		11		12			
	€	Fr.	€	Fr.	€	Fr.		
Ancienneté								
0	14.299,56	576.843	14.658,28	591.313	15.190,82	612.796		
1	15.361,57	619.684	15.767,69	636.067	16.344,59	659.339		
2	15.501,15	625.315	15.767,69	636.067	16.344,59	659.339		
3	15.640,72	630.945	16.033,98	646.809	16.610,87	670.081		
4	15.780,31	636.576	16.033,98	646.809	16.610,87	670.081		
5	15.919,90	642.207	16.300,29	657.552	16.965,86	684.401		
6	16.133,85	650.838	16.300,29	657.552	16.965,86	684.401		
7	16.199,07	653.469	16.566,55	668.293	19.259,37	776.921		
8	16.338,66	659.100	16.566,55	668.293	19.259,37	776.921		
9	16.478,25	664.731	16.832,86	679.036	19.802,43	798.828		
10	17.025,97	686.826	17.187,85	693.356	20.164,43	813.431		
11	17.193,37	693.579	17.542,85	707.677	20.707,46	835.337		
12	17.360,83	700.334	17.542,85	707.677	20.707,46	835.337		
13	17.528,25	707.088	17.897,86	721.998	21.250,52	857.244		
14	17.695,71	713.843	17.897,86	721.998	21.250,52	857.244		
15	17.863,16	720.598	18.252,85	736.318	21.793,56	879.150		
16	18.030,56	727.351	18.252,85	736.318	21.793,56	879.150		
17	18.198,01	734.106	18.607,85	750.639	22.336,59	901.056		
18	18.365,44	740.860	18.607,85	750.639	22.336,59	901.056		
19	18.532,89	747.615	18.962,84	764.959	22.879,66	922.963		
20	18.700,32	754.369	18.962,84	764.959	22.879,66	922.963		
21	18.867,75	761.123	19.319,63	779.352	23.422,69	944.869		
22	19.035,20	767.878	19.319,63	779.352	23.422,69	944.869		
23	19.202,63	774.632	19.681,66	793.956	23.965,75	966.776		
24	19.373,08	781.508	19.681,66	793.956	23.965,75	966.776		



25	19.543,83	788.396	20.043,65	808.559	24.508,79	988.682
26	19.714,60	795.285	20.043,65	808.559	24.508,79	988.682
27	19.885,35	802.173	20.405,68	823.163	25.051,82	1.010.588
28	20.056,15	809.063	20.405,68	823.163	25.051,82	1.010.588
29	20.226,90	815.951	20.767,68	837.766	25.051,82	1.010.588
30	20.226,90	815.951	20.767,68	837.766	25.051,82	1.010.588
31	20.226,90	815.951	21.129,70	852.370	25.051,82	1.010.588

Montant à	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.
N° de la fonction	13		14		15	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	15.190,82	612.796	15.190,82	612.796	15.190,82	612.796
1	16.344,59	659.339	16.344,59	659.339	16.344,59	659.339
2	16.344,59	659.339	16.344,59	659.339	16.344,59	659.339
3	16.610,87	670.081	16.610,87	670.081	16.610,87	670.081
4	16.610,87	670.081	16.610,87	670.081	16.610,87	670.081
5	16.965,86	684.401	16.965,86	684.401	16.965,86	684.401
6	16.965,86	684.401	16.965,86	684.401	16.965,86	684.401
7	19.259,37	776.921	19.259,37	776.921	19.259,37	776.921
8	19.259,37	776.921	19.259,37	776.921	19.259,37	776.921
9	19.802,43	798.828	19.802,43	798.828	19.802,43	798.828
10	20.164,43	813.431	20.164,43	813.431	20.164,43	813.431
11	20.707,46	835.337	20.707,46	835.337	20.707,46	835.337
12	20.707,46	835.337	20.707,46	835.337	20.707,46	835.337
13	21.250,52	857.244	21.250,52	857.244	21.250,52	857.244
14	21.250,52	857.244	21.250,52	857.244	21.250,52	857.244
15	21.793,56	879.150	21.793,56	879.150	21.793,56	879.150
16	21.793,56	879.150	21.793,56	879.150	21.793,56	879.150
17	22.336,59	901.056	22.336,59	901.056	22.336,59	901.056
18	22.336,59	901.056	22.336,59	901.056	22.336,59	901.056
19	22.879,66	922.963	22.879,66	922.963	22.879,66	922.963
20	22.879,66	922.963	22.879,66	922.963	22.879,66	922.963
21	23.422,69	944.869	23.422,69	944.869	23.422,69	944.869
22	23.422,69	944.869	23.422,69	944.869	23.422,69	944.869
23	23.965,75	966.776	23.965,75	966.776	23.965,75	966.776
24	23.965,75	966.776	23.965,75	966.776	23.965,75	966.776

25	24.508,79	988.682	24.508,79	988.682	24.508,79	988.682
26	24.508,79	988.682	24.508,79	988.682	24.508,79	988.682
27	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588
28	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588
29	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588
30	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588
31	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588

Montant à	100p.c.	100 p.c.	100p.c.	100p.c.	100p.c.	100p.c.
N° de la fonction	16		17		18	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	15.634,57	630.697	13.701,00	552.697	16.462,78	664.107
1	16.788,34	677.240	14.854,77	599.240	17.661,12	712.448
2	16.788,34	677.240	14.983,28	604.424	17.661,12	712.448
3	17.054,60	687.981	15.111,76	609.607	18.193,62	733.929
4	17.054,60	687.981	15.240,27	614.791	18.193,62	733.929
5	17.409,64	702.303	15.368,78	619.975	18.726,12	755.410
6	17.409,64	702.303	15.679,39	632.505	18.726,12	755.410
7	18.119,63	730.944	15.990,00	645.035	21.341,10	860.898
8	18.119,63	730.944	16.300,61	657.565	21.341,10	860.898
9	18.829,67	759.587	16.611,20	670.094	21.884,14	882.804
10	19.184,68	773.908	17.276,86	696.947	22.246,14	897.407
11	19.817,48	799.435	17.587,48	709.477	22.789,20	919.314
12	19.817,48	799.435	17.898,09	722.007	22.789,20	919.314
13	20.451,04	824.993	18.208,70	734.537	23.332,23	941.220
14	20.451,04	824.993	18.519,28	747.066	23.332,23	941.220
15	21.084,63	850.552	18.829,89	759.596	23.875,27	963.126
16	21.084,63	850.552	19.140,50	772.126	25.745,85	1.038.585
17	21.718,22	876.111	19.455,50	784.833	26.288,89	1.060.491
18	21.718,22	876.111	19.772,24	797.610	26.288,89	1.060.491
19	22.351,79	901.669	20.088,94	810.386	26.831,92	1.082.397
20	22.351,79	901.669	20.405,70	823.164	26.831,92	1.082.397
21	22.985,41	927.229	20.722,41	835.940	27.374,98	1.104.304
22	22.985,41	927.229	21.039,14	848.717	27.374,98	1.104.304
23	23.619,00	952.788	21.355,90	861.495	27.918,02	1.126.210
24	23.619,00	952.788	21.672,61	874.271	27.918,02	1.126.210

25	24.252,56	978.346	21.989,35	887.048	28.461,08	1.148.117
26	24.252,56	978.346	22.306,05	899.824	28.461,08	1.148.117
27	24.886,15	1.003.905	22.622,81	912.602	29.004,11	1.170.023
28	24.886,15	1.003.905	22.939,52	925.378	29.004,11	1.170.023
29	25.519,75	1.029.464	23.256,25	938.155	29.004,11	1.170.023
30	25.519,75	1.029.464	23.256,25	938.155	29.004,11	1.170.023
31	25.519,75	1.029.464	23.256,25	938.155	29.004,11	1.170.023

Montant à	100p.c.		100p.c.		100p.c.	
N° de la fonction	19		20		21	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	16.462,78	664.107	18.504,09	746.453	19.425,21	783.611
1	17.661,12	712.448	19.711,92	795.177	20.421,15	823.787
2	17.661,12	712.448	19.711,92	795.177	20.421,15	823.787
3	18.193,62	733.929	20.254,96	817.083	21.145,24	852.997
4	18.193,62	733.929	20.254,96	817.083	21.145,24	852.997
5	18.726,12	755.410	20.797,99	838.989	21.869,37	882.208
6	18.726,12	755.410	20.797,99	838.989	21.869,37	882.208
7	21.341,10	860.898	23.211,61	936.354	22.593,46	911.418
8	21.341,10	860.898	23.211,61	936.354	22.593,46	911.418
9	21.884,14	882.804	23.754,64	958.260	23.317,53	940.627
10	22.246,14	897.407	24.116,67	972.864	23.679,56	955.231
11	22.789,20	919.314	24.659,73	994.771	24.403,65	984.441
12	22.789,20	919.314	24.659,73	994.771	24.403,65	984.441
13	23.332,23	941.220	25.202,76	1.016.677	25.127,78	1.013.652
14	23.332,23	941.220	25.202,76	1.016.677	25.127,78	1.013.652
15	23.875,27	963.126	25.745,82	1.038.584	25.851,87	1.042.862
16	25.745,85	1.038.585	25.745,82	1.038.584	25.851,87	1.042.862
17	26.288,89	1.060.491	26.288,86	1.060.490	26.575,97	1.072.072
18	26.288,89	1.060.491	26.288,86	1.060.490	26.575,97	1.072.072
19	26.831,92	1.082.397	26.831,90	1.082.396	27.300,09	1.101.283
20	26.831,92	1.082.397	26.831,90	1.082.396	27.300,09	1.101.283
21	27.374,98	1.104.304	27.374,96	1.104.303	28.024,19	1.130.493
22	27.374,98	1.104.304	27.374,96	1.104.303	28.024,19	1.130.493
23	27.918,02	1.126.210	27.917,99	1.126.209	28.748,29	1.159.703
24	27.918,02	1.126.210	27.917,99	1.126.209	28.748,29	1.159.703

25	28.461,08	1.148.117	28.461,05	1.148.116	29.472,38	1.188.913
26	28.461,08	1.148.117	28.461,05	1.148.116	29.472,38	1.188.913
27	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123
28	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123
29	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123
30	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123
31	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123

Montant à	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.
N° de la fonction	22		23		24	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	21.226,92	856.292	21.226,92	856.292	22.170,73	894.365
1	22.067,41	890.197	22.067,41	890.197	23.257,00	938.185
2	22.067,41	890.197	22.067,41	890.197	23.257,00	938.185
3	22.681,66	914.976	22.681,66	914.976	24.230,01	977.436
4	22.681,66	914.976	22.681,66	914.976	24.230,01	977.436
5	23.295,89	939.754	23.295,89	939.754	25.203,01	1.016.687
6	23.295,89	939.754	23.295,89	939.754	25.203,01	1.016.687
7	23.910,15	964.533	23.910,15	964.533	26.176,02	1.055.938
8	23.910,15	964.533	23.910,15	964.533	26.176,02	1.055.938
9	24.524,38	989.311	24.524,38	989.311	27.149,03	1.095.189
10	24.886,40	1.003.915	24.886,40	1.003.915	27.511,05	1.109.793
11	25.500,66	1.028.694	25.500,66	1.028.694	28.484,06	1.149.044
12	25.500,66	1.028.694	25.500,66	1.028.694	28.484,06	1.149.044
13	26.114,91	1.053.473	26.114,91	1.053.473	29.457,06	1.188.295
14	26.114,91	1.053.473	26.114,91	1.053.473	29.457,06	1.188.295
15	26.729,17	1.078.252	26.729,17	1.078.252	30.430,07	1.227.546
16	26.729,17	1.078.252	26.729,17	1.078.252	30.430,07	1.227.546
17	27.343,40	1.103.030	27.343,40	1.103.030	31.403,08	1.266.797
18	27.343,40	1.103.030	27.343,40	1.103.030	31.403,08	1.266.797
19	27.957,63	1.127.808	27.957,63	1.127.808	32.376,08	1.306.048
20	27.957,63	1.127.808	27.957,63	1.127.808	32.376,08	1.306.048
21	28.571,91	1.152.588	28.571,91	1.152.588	33.349,12	1.345.300
22	28.571,91	1.152.588	28.571,91	1.152.588	33.349,12	1.345.300
23	29.186,14	1.177.366	29.186,14	1.177.366	34.322,12	1.384.551
24	29.186,14	1.177.366	29.186,14	1.177.366	34.322,12	1.384.551

25	29.800,40	1.202.145	29.800,40	1.202.145	34.322,12	1.384.551
26	29.800,40	1.202.145	29.800,40	1.202.145	34.322,12	1.384.551
27	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551
28	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551
29	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551
30	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551
31	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551

Montant à	100p.c.	100p.c.	100p.c.	100 p.c.	100 p.c.	100p.c.
N° de la fonction	25		26		27	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	22.170,73	894.365	22.170,73	894.365	22.170,73	894.365
1	23.257,00	938.185	23.257,00	938.185	23.257,00	938.185
2	23.257,00	938.185	23.257,00	938.185	23.257,00	938.185
3	24.230,01	977.436	24.230,01	977.436	24.230,01	977.436
4	24.230,01	977.436	24.230,01	977.436	24.230,01	977.436
5	25.203,01	1.016.687	25.203,01	1.016.687	25.203,01	1.016.687
6	25.203,01	1.016.687	25.203,01	1.016.687	25.203,01	1.016.687
7	26.176,02	1.055.938	26.176,02	1.055.938	26.176,02	1.055.938
8	26.176,02	1.055.938	26.176,02	1.055.938	26.176,02	1.055.938
9	27.149,03	1.095.189	27.149,03	1.095.189	27.149,03	1.095.189
10	27.511,05	1.109.793	27.511,05	1.109.793	27.511,05	1.109.793
11	28.484,06	1.149.044	28.484,06	1.149.044	28.484,06	1.149.044
12	28.484,06	1.149.044	28.484,06	1.149.044	28.484,06	1.149.044
13	29.457,06	1.188.295	29.457,06	1.188.295	29.457,06	1.188.295
14	29.457,06	1.188.295	29.457,06	1.188.295	29.457,06	1.188.295
15	30.430,07	1.227.546	30.430,07	1.227.546	30.430,07	1.227.546
16	30.430,07	1.227.546	30.430,07	1.227.546	30.430,07	1.227.546
17	31.403,08	1.266.797	31.403,08	1.266.797	31.403,08	1.266.797
18	31.403,08	1.266.797	31.403,08	1.266.797	31.403,08	1.266.797
19	32.376,08	1.306.048	32.376,08	1.306.048	32.376,08	1.306.048
20	32.376,08	1.306.048	32.376,08	1.306.048	32.376,08	1.306.048
21	33.349,12	1.345.300	33.349,12	1.345.300	33.349,12	1.345.300
22	33.349,12	1.345.300	33.349,12	1.345.300	33.349,12	1.345.300
23	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
24	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551

25	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
26	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
27	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
28	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
29	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
30	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
31	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551

Montant à	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.	100p.c.
N° de la fonction	28		29		30	
	€	Fr.	€	Fr.	€	Fr.
Ancienneté						
0	23.981,00	967.391	27.601,41	1.113.438	25.633,43	1.034.050
1	24.614,59	992.950	28.235,00	1.138.997	26.260,77	1.059.357
2	24.614,59	992.950	28.235,00	1.138.997	26.888,12	1.084.664
3	25.587,59	1.032.201	29.207,98	1.178.247	27.515,46	1.109.971
4	25.587,59	1.032.201	29.207,98	1.178.247	27.515,46	1.109.971
5	26.560,60	1.071.452	30.181,01	1.217.499	28.613,28	1.154.257
6	26.560,60	1.071.452	30.181,01	1.217.499	28.613,28	1.154.257
7	27.533,61	1.110.703	31.154,02	1.256.750	29.711,10	1.198.543
8	27.533,61	1.110.703	31.154,02	1.256.750	29.711,10	1.198.543
9	28.506,62	1.149.954	32.127,03	1.296.001	30.808,93	1.242.829
10	28.506,62	1.149.954	32.127,03	1.296.001	30.808,93	1.242.829
11	29.479,62	1.189.205	33.100,06	1.335.253	31.906,75	1.287.115
12	29.479,62	1.189.205	33.100,06	1.335.253	31.906,75	1.287.115
13	30.452,63	1.228.456	34.073,04	1.374.503	33.004,57	1.331.401
14	30.452,63	1.228.456	34.073,04	1.374.503	33.004,57	1.331.401
15	31.425,66	1.267.708	35.046,05	1.413.754	34.102,39	1.375.687
16	31.425,66	1.267.708	35.046,05	1.413.754	34.102,39	1.375.687
17	32.398,67	1.306.959	36.019,05	1.453.005	35.200,21	1.419.973
18	32.398,67	1.306.959	36.019,05	1.453.005	35.200,21	1.419.973
19	33.371,65	1.346.209	36.992,08	1.492.257	36.298,03	1.464.259
20	33.371,65	1.346.209	36.992,08	1.492.257	36.298,03	1.464.259
21	34.344,66	1.385.460	37.965,09	1.531.508	37.395,85	1.508.545
22	34.344,66	1.385.460	37.965,09	1.531.508	37.395,85	1.508.545
23	35.317,69	1.424.712	38.938,07	1.570.758	38.493,67	1.552.831
24	35.317,69	1.424.712	38.938,07	1.570.758	38.493,67	1.552.831

25	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
26	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
27	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
28	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
29	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
30	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
31	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831

Montant à	100p.c.	100p.c.
N° de la fonction	31	
	€	Fr.
Ancienneté		
0	34.147,18	1.377.494
1	34.147,18	1.377.494
2	35.491,51	1.431.724
3	35.491,51	1.431.724
4	36.835,84	1.485.954
5	36.835,84	1.485.954
6	38.180,16	1.540.184
7	38.180,16	1.540.184
8	39.524,49	1.594.414
9	39.524,49	1.594.414
10	40.868,82	1.648.644
11	40.868,82	1.648.644
12	42.213,14	1.702.874
13	42.213,14	1.702.874
14	43.557,47	1.757.104
15	43.557,47	1.757.104
16	44.901,80	1.811.334
17	44.901,80	1.811.334
18	46.246,12	1.865.564
19	46.246,12	1.865.564
20	47.590,45	1.919.794
21	47.590,45	1.919.794
22	48.934,78	1.974.024
23	48.934,78	1.974.024
24	48.934,78	1.974.024

2

25	48.934,78	1.974.024
26	48.934,78	1.974.024
27	48.934,78	1.974.024
28	48.934,78	1.974.024
29	48.934,78	1.974.024
30	48.934,78	1.974.024
31	48.934,78	1.974.024



Bijlage I bij de collectieve arbeidsovereenkomst van 8 december 2005 betreffende het  
geldelijk statuut van het personeel

Loonschalen van toepassing vanaf 1 januari 2006.

Bedrag aan	100pct.	100pct.	100pct.	100pct.	100pct.	100pct.
Nr. van de functie	1		2		3	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	13.169,24	531.246	13.169,24	531.246	13.169,24	531.246
1	14.231,22	574.086	14.231,22	574.086	14.231,22	574.086
2	14.363,74	579.432	14.363,74	579.432	14.363,74	579.432
3	14.496,32	584.780	14.496,32	584.780	14.496,32	584.780
4	14.628,84	590.126	14.628,84	590.126	14.628,84	590.126
5	14.761,39	595.473	14.761,39	595.473	14.761,39	595.473
6	14.893,96	600.821	14.893,96	600.821	14.893,96	600.821
7	15.026,49	606.167	15.026,49	606.167	15.026,49	606.167
8	15.159,04	611.514	15.159,04	611.514	15.159,04	611.514
9	15.291,58	616.861	15.291,58	616.861	15.291,58	616.861
10	15.834,99	638.782	15.834,99	638.782	15.834,99	638.782
11	15.995,50	645.257	15.995,50	645.257	15.995,50	645.257
12	16.155,99	651.731	16.155,99	651.731	16.155,99	651.731
13	16.316,48	658.205	16.316,48	658.205	16.316,48	658.205
14	16.476,99	664.680	16.476,99	664.680	16.476,99	664.680
15	16.637,50	671.155	16.637,50	671.155	16.637,50	671.155
16	16.797,98	677.629	16.797,98	677.629	16.797,98	677.629
17	16.958,50	684.104	16.958,50	684.104	16.958,50	684.104
18	17.118,98	690.578	17.118,98	690.578	17.118,98	690.578
19	17.279,47	697.052	17.279,47	697.052	17.279,47	697.052
20	17.440,00	703.528	17.440,00	703.528	17.440,00	703.528

21	<b>17.600,49</b>	710.002	<b>17.600,49</b>	710.002	17.600,49	710.002
22	17.760,98	716.476	17.760,98	716.476	17.760,98	716.476
23	<b>17.921,49</b>	722.951	17.921,49	722.951	17.921,49	722.951
24	18.081,97	729.425	18.081,97	729.425	18.081,97	729.425
25	18.242,48	735.900	18.242,48	735.900	18.242,48	735.900
26	18.402,97	742.374	<b>18.402,97</b>	742.374	<b>18.402,97</b>	742.374
27	18.563,48	748.849	18.563,48	748.849	18.563,48	748.849
28	18.723,97	755.323	18.723,97	755.323	18.723,97	755.323
29	18.884,48	761.798	18.884,48	761.798	18.884,48	761.798
30	18.884,48	761.798	18.884,48	761.798	18.884,48	761.798
31	18.884,48	761.798	18.884,48	761.798	18.884,48	761.798

Bedrag aan	100pct.	100 pct.	100pct.	100pct.	100pct.	100pct.
Nr. van de functie	4		5		6	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	<b>13.434,39</b>	541.942	13.434,39	541.942	13.434,39	541.942
1	<b>14.496,37</b>	584.782	14.496,37	584.782	14.496,37	584.782
2	14.635,96	590.413	14.635,96	590.413	14.635,96	590.413
3	14.775,54	596.044	14.775,54	596.044	14.775,54	596.044
4	14.915,11	601.674	14.915,11	601.674	<b>14.915,11</b>	601.674
5	<b>15.054,70</b>	607.305	15.054,70	607.305	15.054,70	607.305
6	15.194,29	612.936	<b>15.194,29</b>	612.936	<b>15.194,29</b>	612.936
7	15.333,88	618.567	15.333,88	618.567	<b>15.333,88</b>	618.567
8	15.473,46	624.198	15.473,46	624.198	<b>15.473,46</b>	624.198
9	15.613,05	629.829	15.613,05	629.829	15.613,05	629.829
10	16.160,65	651.919	16.160,65	651.919	16.160,65	651.919
11	16.328,05	658.672	16.328,05	658.672	16.328,05	658.672
12	16.495,50	665.427	16.495,50	665.427	16.495,50	665.427
13	16.662,96	672.182	<b>16.662,96</b>	672.182	<b>16.662,96</b>	672.182
14	16.830,38	678.936	16.830,38	678.936	16.830,38	678.936
15	16.997,84	685.691	16.997,84	685.691	16.997,84	685.691
16	17.165,26	692.445	17.165,26	692.445	17.165,26	692.445
17	17.332,69	699.199	<b>17.332,69</b>	699.199	17.332,69	699.199
18	<b>17.500,14</b>	705.954	<b>17.500,14</b>	705.954	<b>17.500,14</b>	705.954
19	17.667,57	712.708	17.667,57	712.708	17.667,57	712.708
20	17.835,00	719.462	17.835,00	719.462	17.835,00	719.462
21	18.002,45	726.217	18.002,45	726.217	18.002,45	726.217
22	18.169,88	732.971	18.169,88	732.971	18.169,88	732.971
23	18.337,33	739.726	<b>18.337,33</b>	739.726	18.337,33	739.726
24	18.504,76	746.480	<b>18.504,76</b>	746.480	<b>18.504,76</b>	746.480

25	18.672,18	753.234	18.672,18	753.234	18.672,18	753.234
26	18.839,64	759.989	18.839,64	759.989	18.839,64	759.989
27	19.007,06	766.743	19.007,06	766.743	19.007,06	766.743
28	19.174,51	773.498	19.174,51	773.498	19.174,51	773.498
29	19.344,32	780.348	19.344,32	780.348	19.344,32	780.348
30	19.344,32	780.348	19.344,32	780.348	19.344,32	780.348
31	19.344,32	780.348	19.344,32	780.348	19.344,32	780.348

Bedrag aan	100 pct.	100 pct.	100 pct.	100 pct.	100 pct.	100 pct.
Nr. van de functie	7		8		9	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	13.434,39	541.942	14.144,73	570.597	14.299,56	576.843
1	14.496,37	584.782	15.298,50	617.140	15.361,57	619.684
2	14.635,96	590.413	15.427,01	622.324	15.501,15	625.315
3	14.775,54	596.044	15.555,49	627.507	15.640,72	630.945
4	14.915,11	601.674	15.684,02	632.692	15.780,31	636.576
5	15.054,70	607.305	15.812,53	637.876	15.919,90	642.207
6	15.194,29	612.936	16.123,12	650.405	16.133,85	650.838
7	15.333,88	618.567	16.433,75	662.936	16.199,07	653.469
8	15.473,46	624.198	16.744,34	675.465	16.338,66	659.100
9	15.613,05	629.829	17.054,95	687.995	16.478,25	664.731
10	16.160,65	651.919	17.720,59	714.847	17.025,97	686.826
11	16.328,05	658.672	18.031,20	727.377	17.193,37	693.579
12	16.495,50	665.427	18.341,82	739.907	17.360,83	700.334
13	16.662,96	672.182	18.652,43	752.437	17.528,25	707.088
14	16.830,38	678.936	18.963,01	764.966	17.695,71	713.843
15	16.997,84	685.691	19.274,54	777.533	17.863,16	720.598
16	17.165,26	692.445	19.591,27	790.310	18.030,56	727.351
17	17.332,69	699.199	19.908,01	803.087	18.198,01	734.106
18	17.500,14	705.954	20.224,74	815.864	18.365,44	740.860
19	17.667,57	712.708	20.541,47	828.641	18.532,89	747.615
20	17.835,00	719.462	20.858,21	841.418	18.700,32	754.369
21	18.002,45	726.217	21.174,92	854.194	18.867,75	761.123
22	18.169,88	732.971	21.491,65	866.971	19.035,20	767.878
23	18.337,33	739.726	21.808,38	879.748	19.202,63	774.632
24	18.504,76	746.480	22.125,12	892.525	19.373,08	781.508

25	18.672,18	753.234	22.441,83	905.301	19.543,83	788.396
26	18.839,64	759.989	22.758,58	918.079	19.714,60	795.285
27	19.007,06	766.743	23.075,32	930.856	19.885,35	802.173
28	19.174,51	773.498	23.392,03	943.632	20.056,15	809.063
29	19.344,32	780.348	23.708,76	956.409	20.226,90	815.951
30	19.344,32	780.348	23.708,76	956.409	20.226,90	815.951
31	19.344,32	780.348	23.708,76	956.409	20.226,90	815.951

Bedrag aan	100pct.	100pct.	100pct.	100pct.	100pct.	100pct.
Nr. van de functie	10		11		12	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	14.299,56	576.843	14.658,28	591.313	15.190,82	612.796
1	15.361,57	619.684	15.767,69	636.067	16.344,59	659.339
2	15.501,15	625.315	15.767,69	636.067	16.344,59	659.339
3	15.640,72	630.945	16.033,98	646.809	16.610,87	670.081
4	15.780,31	636.576	16.033,98	646.809	16.610,87	670.081
5	15.919,90	642.207	16.300,29	657.552	16.965,86	684.401
6	16.133,85	650.838	16.300,29	657.552	16.965,86	684.401
7	16.199,07	653.469	16.566,55	668.293	19.259,37	776.921
8	16.338,66	659.100	16.566,55	668.293	19.259,37	776.921
9	16.478,25	664.731	16.832,86	679.036	19.802,43	798.828
10	17.025,97	686.826	17.187,85	693.356	20.164,43	813.431
11	17.193,37	693.579	17.542,85	707.677	20.707,46	835.337
12	17.360,83	700.334	17.542,85	707.677	20.707,46	835.337
13	17.528,25	707.088	17.897,86	721.998	21.250,52	857.244
14	17.695,71	713.843	17.897,86	721.998	21.250,52	857.244
15	17.863,16	720.598	18.252,85	736.318	21.793,56	879.150
16	18.030,56	727.351	18.252,85	736.318	21.793,56	879.150
17	18.198,01	734.106	18.607,85	750.639	22.336,59	901.056
18	18.365,44	740.860	18.607,85	750.639	22.336,59	901.056
19	18.532,89	747.615	18.962,84	764.959	22.879,66	922.963
20	18.700,32	754.369	18.962,84	764.959	22.879,66	922.963
21	18.867,75	761.123	19.319,63	779.352	23.422,69	944.869
22	19.035,20	767.878	19.319,63	779.352	23.422,69	944.869
23	19.202,63	774.632	19.681,66	793.956	23.965,75	966.776
24	19.373,08	781.508	19.681,66	793.956	23.965,75	966.776

25	19.543,83	788.396	20.043,65	808.559	24.508,79	988.682
26	19.714,60	795.285	20.043,65	808.559	24.508,79	988.682
27	19.885,35	802.173	20.405,68	823.163	25.051,82	1.010.588
28	20.056,15	809.063	20.405,68	823.163	25.051,82	1.010.588
29	20.226,90	815.951	20.767,68	837.766	25.051,82	1.010.588
30	20.226,90	815.951	20.767,68	837.766	25.051,82	1.010.588
31	20.226,90	815.951	21.129,70	852.370	25.051,82	1.010.588

Bedrag aan	100pct.	100pct.	100pct.	100pct.	100pct.	100pct.
Nr. van de functie	13		14		15	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	15.190,82	612.796	15.190,82	612.796	15.190,82	612.796
1	16.344,59	659.339	16.344,59	659.339	16.344,59	659.339
2	16.344,59	659.339	16.344,59	659.339	16.344,59	659.339
3	16.610,87	670.081	16.610,87	670.081	16.610,87	670.081
4	16.610,87	670.081	16.610,87	670.081	16.610,87	670.081
5	16.965,86	684.401	16.965,86	684.401	16.965,86	684.401
6	16.965,86	684.401	16.965,86	684.401	16.965,86	684.401
7	19.259,37	776.921	19.259,37	776.921	19.259,37	776.921
8	19.259,37	776.921	19.259,37	776.921	19.259,37	776.921
9	19.802,43	798.828	19.802,43	798.828	19.802,43	798.828
10	20.164,43	813.431	20.164,43	813.431	20.164,43	813.431
11	20.707,46	835.337	20.707,46	835.337	20.707,46	835.337
12	20.707,46	835.337	20.707,46	835.337	20.707,46	835.337
13	21.250,52	857.244	21.250,52	857.244	21.250,52	857.244
14	21.250,52	857.244	21.250,52	857.244	21.250,52	857.244
15	21.793,56	879.150	21.793,56	879.150	21.793,56	879.150
16	21.793,56	879.150	21.793,56	879.150	21.793,56	879.150
17	22.336,59	901.056	22.336,59	901.056	22.336,59	901.056
18	22.336,59	901.056	22.336,59	901.056	22.336,59	901.056
19	22.879,66	922.963	22.879,66	922.963	22.879,66	922.963
20	22.879,66	922.963	22.879,66	922.963	22.879,66	922.963
21	23.422,69	944.869	23.422,69	944.869	23.422,69	944.869
22	23.422,69	944.869	23.422,69	944.869	23.422,69	944.869
23	23.965,75	966.776	23.965,75	966.776	23.965,75	966.776
24	23.965,75	966.776	23.965,75	966.776	23.965,75	966.776

25	24.508,79	988.682	24.508,79	988.682	24.508,79	988.682
26	24.508,79	988.682	24.508,79	988.682	24.508,79	988.682
27	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588
28	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588
29	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588
30	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588
31	25.051,82	1.010.588	25.051,82	1.010.588	25.051,82	1.010.588

Bedrag aan	100pct.	100pct.	100pct.	100 pct.	100pct.	100pct.
Nr. van de functie	16		17		18	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	15.634,57	630.697	13.701,00	552.697	16.462,78	664.107
1	16.788,34	677.240	14.854,77	599.240	17.661,12	712.448
2	16.788,34	677.240	14.983,28	604.424	17.661,12	712.448
3	17.054,60	687.981	15.111,76	609.607	18.193,62	733.929
4	17.054,60	687.981	15.240,27	614.791	18.193,62	733.929
5	17.409,64	702.303	15.368,78	619.975	18.726,12	755.410
6	17.409,64	702.303	15.679,39	632.505	18.726,12	755.410
7	18.119,63	730.944	15.990,00	645.035	21.341,10	860.898
8	18.119,63	730.944	16.300,61	657.565	21.341,10	860.898
9	18.829,67	759.587	16.611,20	670.094	21.884,14	882.804
10	19.184,68	773.908	17.276,86	696.947	22.246,14	897.407
11	19.817,48	799.435	17.587,48	709.477	22.789,20	919.314
12	19.817,48	799.435	17.898,09	722.007	22.789,20	919.314
13	20.451,04	824.993	18.208,70	734.537	23.332,23	941.220
14	20.451,04	824.993	18.519,28	747.066	23.332,23	941.220
15	21.084,63	850.552	18.829,89	759.596	23.875,27	963.126
16	21.084,63	850.552	19.140,50	772.126	25.745,85	1.038.585
17	21.718,22	876.111	19.455,50	784.833	26.288,89	1.060.491
18	21.718,22	876.111	19.772,24	797.610	26.288,89	1.060.491
19	22.351,79	901.669	20.088,94	810.386	26.831,92	1.082.397
20	22.351,79	901.669	20.405,70	823.164	26.831,92	1.082.397
21	22.985,41	927.229	20.722,41	835.940	27.374,98	1.104.304
22	22.985,41	927.229	21.039,14	848.717	27.374,98	1.104.304
23	23.619,00	952.788	21.355,90	861.495	27.918,02	1.126.210
24	23.619,00	952.788	21.672,61	874.271	27.918,02	1.126.210

25	24.252,56	978.346	21.989,35	887.048	28.461,08	1.148.117
26	<b>24.252,56</b>	978.346	22.306,05	899.824	28.461,08	1.148.117
27	24.886,15	1.003.905	22.622,81	912.602	29.004,11	1.170.023
28	24.886,15	1.003.905	22.939,52	925.378	29.004,11	1.170.023
29	25.519,75	1.029.464	23.256,25	938.155	29.004,11	1.170.023
30	25.519,75	1.029.464	23.256,25	938.155	29.004,11	1.170.023
31	25.519,75	1.029.464	23.256,25	938.155	29.004,11	1.170.023

Bedrag aan	100pct.	100pct.	100pct.	100pct.	100pct.	100pct.
Nr. van de functie	19		20		21	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	16.462,78	664.107	18.504,09	746.453	19.425,21	783.611
1	17.661,12	712.448	19.711,92	795.177	20.421,15	823.787
2	17.661,12	712.448	19.711,92	795.177	20.421,15	823.787
3	18.193,62	733.929	<b>20.254,96</b>	817.083	21.145,24	852.997
4	18.193,62	733.929	20.254,96	817.083	21.145,24	852.997
5	18.726,12	755.410	20.797,99	838.989	<b>21.869,37</b>	882.208
6	18.726,12	755.410	20.797,99	838.989	<b>21.869,37</b>	882.208
7	21.341,10	860.898	23.211,61	936.354	22.593,46	911.418
8	21.341,10	860.898	23.211,61	936.354	22.593,46	911.418
9	21.884,14	882.804	23.754,64	958.260	23.317,53	940.627
10	22.246,14	897.407	24.116,67	972.864	23.679,56	955.231
11	22.789,20	919.314	24.659,73	994.771	24.403,65	984.441
12	22.789,20	919.314	24.659,73	994.771	24.403,65	984.441
13	23.332,23	941.220	25.202,76	1.016.677	25.127,78	1.013.652
14	23.332,23	941.220	25.202,76	1.016.677	25.127,78	1.013.652
15	23.875,27	963.126	25.745,82	1.038.584	25.851,87	1.042.862
16	25.745,85	1.038.585	25.745,82	1.038.584	25.851,87	1.042.862
17	26.288,89	1.060.491	26.288,86	1.060.490	26.575,97	1.072.072
18	26.288,89	1.060.491	26.288,86	1.060.490	26.575,97	1.072.072
19	26.831,92	1.082.397	26.831,90	1.082.396	27.300,09	1.101.283
20	26.831,92	1.082.397	26.831,90	1.082.396	27.300,09	1.101.283
21	<b>27.374,98</b>	1.104.304	<b>27.374,96</b>	1.104.303	<b>28.024,19</b>	1.130.493
22	<b>27.374,98</b>	1.104.304	27.374,96	1.104.303	28.024,19	1.130.493
23	27.918,02	1.126.210	27.917,99	1.126.209	28.748,29	1.159.703
24	27.918,02	1.126.210	27.917,99	1.126.209	28.748,29	1.159.703

2

25	28.461,08	1.148.117	28.461,05	1.148.116	29.472,38	1.188.913
26	28.461,08	1.148.117	28.461,05	1.148.116	29.472,38	1.188.913
27	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123
28	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123
29	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123
30	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123
31	29.004,11	1.170.023	29.004,09	1.170.022	30.196,48	1.218.123

Bedrag aan	100pct.	100pct.	100pct.	100pct.	100pct.	100pct.
Nr. van de functie	22		23		24	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	21.226,92	856.292	21.226,92	856.292	22.170,73	894.365
1	22.067,41	890.197	22.067,41	890.197	23.257,00	938.185
2	22.067,41	890.197	22.067,41	890.197	23.257,00	938.185
3	22.681,66	914.976	22.681,66	914.976	24.230,01	977.436
4	22.681,66	914.976	22.681,66	914.976	24.230,01	977.436
5	23.295,89	939.754	23.295,89	939.754	25.203,01	1.016.687
6	23.295,89	939.754	23.295,89	939.754	25.203,01	1.016.687
7	23.910,15	964.533	23.910,15	964.533	26.176,02	1.055.938
8	23.910,15	964.533	23.910,15	964.533	26.176,02	1.055.938
9	24.524,38	989.311	24.524,38	989.311	27.149,03	1.095.189
10	24.886,40	1.003.915	24.886,40	1.003.915	27.511,05	1.109.793
11	25.500,66	1.028.694	25.500,66	1.028.694	28.484,06	1.149.044
12	25.500,66	1.028.694	25.500,66	1.028.694	28.484,06	1.149.044
13	26.114,91	1.053.473	26.114,91	1.053.473	29.457,06	1.188.295
14	26.114,91	1.053.473	26.114,91	1.053.473	29.457,06	1.188.295
15	26.729,17	1.078.252	26.729,17	1.078.252	30.430,07	1.227.546
16	26.729,17	1.078.252	26.729,17	1.078.252	30.430,07	1.227.546
17	27.343,40	1.103.030	27.343,40	1.103.030	31.403,08	1.266.797
18	27.343,40	1.103.030	27.343,40	1.103.030	31.403,08	1.266.797
19	27.957,63	1.127.808	27.957,63	1.127.808	32.376,08	1.306.048
20	27.957,63	1.127.808	27.957,63	1.127.808	32.376,08	1.306.048
21	28.571,91	1.152.588	28.571,91	1.152.588	33.349,12	1.345.300
22	28.571,91	1.152.588	28.571,91	1.152.588	33.349,12	1.345.300
23	29.186,14	1.177.366	29.186,14	1.177.366	34.322,12	1.384.551
24	29.186,14	1.177.366	29.186,14	1.177.366	34.322,12	1.384.551



25	29.800,40	1.202.145	29.800,40	1.202.145	34.322,12	1.384.551
26	29.800,40	1.202.145	29.800,40	1.202.145	34.322,12	1.384.551
27	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551
28	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551
29	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551
30	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551
31	30.414,65	1.226.924	30.414,65	1.226.924	34.322,12	1.384.551

Bedrag aan	100pct.	100pct.	100pct.	100pct.	100pct.	100pct.
Nr. van de functie	25		26		27	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	22.170,73	894.365	22.170,73	894.365	22.170,73	894.365
1	23.257,00	938.185	23.257,00	938.185	23.257,00	938.185
2	23.257,00	938.185	23.257,00	938.185	23.257,00	938.185
3	24.230,01	977.436	24.230,01	977.436	24.230,01	977.436
4	24.230,01	977.436	24.230,01	977.436	24.230,01	977.436
5	25.203,01	1.016.687	25.203,01	1.016.687	25.203,01	1.016.687
6	25.203,01	1.016.687	25.203,01	1.016.687	25.203,01	1.016.687
7	26.176,02	1.055.938	26.176,02	1.055.938	26.176,02	1.055.938
8	26.176,02	1.055.938	26.176,02	1.055.938	26.176,02	1.055.938
9	27.149,03	1.095.189	27.149,03	1.095.189	27.149,03	1.095.189
10	27.511,05	1.109.793	27.511,05	1.109.793	27.511,05	1.109.793
11	28.484,06	1.149.044	28.484,06	1.149.044	28.484,06	1.149.044
12	28.484,06	1.149.044	28.484,06	1.149.044	28.484,06	1.149.044
13	29.457,06	1.188.295	29.457,06	1.188.295	29.457,06	1.188.295
14	29.457,06	1.188.295	29.457,06	1.188.295	29.457,06	1.188.295
15	30.430,07	1.227.546	30.430,07	1.227.546	30.430,07	1.227.546
16	30.430,07	1.227.546	30.430,07	1.227.546	30.430,07	1.227.546
17	31.403,08	1.266.797	31.403,08	1.266.797	31.403,08	1.266.797
18	31.403,08	1.266.797	31.403,08	1.266.797	31.403,08	1.266.797
19	32.376,08	1.306.048	32.376,08	1.306.048	32.376,08	1.306.048
20	32.376,08	1.306.048	32.376,08	1.306.048	32.376,08	1.306.048
21	33.349,12	1.345.300	33.349,12	1.345.300	33.349,12	1.345.300
22	33.349,12	1.345.300	33.349,12	1.345.300	33.349,12	1.345.300
23	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
24	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551

20

25	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
26	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
27	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
28	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
29	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
30	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551
31	34.322,12	1.384.551	34.322,12	1.384.551	34.322,12	1.384.551

Bedrag aan	100pct.	100pct.	100pct.	100pct.	100pct.	100pct.
Nr. van de functie	28		29		30	
	€	Fr.	€	Fr.	€	Fr.
Anciënniteit						
0	23.981,00	967.391	27.601,41	1.113.438	25.633,43	1.034.050
1	24.614,59	992.950	28.235,00	1.138.997	26.260,77	1.059.357
2	24.614,59	992.950	28.235,00	1.138.997	26.888,12	1.084.664
3	25.587,59	1.032.201	29.207,98	1.178.247	27.515,46	1.109.971
4	25.587,59	1.032.201	29.207,98	1.178.247	27.515,46	1.109.971
5	26.560,60	1.071.452	30.181,01	1.217.499	28.613,28	1.154.257
6	26.560,60	1.071.452	30.181,01	1.217.499	28.613,28	1.154.257
7	27.533,61	1.110.703	31.154,02	1.256.750	29.711,10	1.198.543
8	27.533,61	1.110.703	31.154,02	1.256.750	29.711,10	1.198.543
9	28.506,62	1.149.954	32.127,03	1.296.001	30.808,93	1.242.829
10	28.506,62	1.149.954	32.127,03	1.296.001	30.808,93	1.242.829
11	29.479,62	1.189.205	33.100,06	1.335.253	31.906,75	1.287.115
12	29.479,62	1.189.205	33.100,06	1.335.253	31.906,75	1.287.115
13	30.452,63	1.228.456	34.073,04	1.374.503	33.004,57	1.331.401
14	30.452,63	1.228.456	34.073,04	1.374.503	33.004,57	1.331.401
15	31.425,66	1.267.708	35.046,05	1.413.754	34.102,39	1.375.687
16	31.425,66	1.267.708	35.046,05	1.413.754	34.102,39	1.375.687
17	32.398,67	1.306.959	36.019,05	1.453.005	35.200,21	1.419.973
18	32.398,67	1.306.959	36.019,05	1.453.005	35.200,21	1.419.973
19	33.371,65	1.346.209	36.992,08	1.492.257	36.298,03	1.464.259
20	33.371,65	1.346.209	36.992,08	1.492.257	36.298,03	1.464.259
21	34.344,66	1.385.460	37.965,09	1.531.508	37.395,85	1.508.545
22	34.344,66	1.385.460	37.965,09	1.531.508	37.395,85	1.508.545
23	35.317,69	1.424.712	38.938,07	1.570.758	38.493,67	1.552.831
24	35.317,69	1.424.712	38.938,07	1.570.758	38.493,67	1.552.831

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25	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
26	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
27	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
28	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
29	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
30	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831
31	36.290,69	1.463.963	39.911,11	1.610.010	38.493,67	1.552.831

Bedrag aan	100pct.	100pct.
Nr. van de functie	31	
	€	Fr.
Anciënniteit		
0	34.147,18	1.377.494
1	34.147,18	1.377.494
2	35.491,51	1.431.724
3	35.491,51	1.431.724
4	36.835,84	1.485.954
5	36.835,84	1.485.954
6	38.180,16	1.540.184
7	38.180,16	1.540.184
8	39.524,49	1.594.414
9	39.524,49	1.594.414
10	40.868,82	1.648.644
11	40.868,82	1.648.644
12	42.213,14	1.702.874
13	42.213,14	1.702.874
14	43.557,47	1.757.104
15	43.557,47	1.757.104
16	44.901,80	1.811.334
17	44.901,80	1.811.334
18	46.246,12	1.865.564
19	46.246,12	1.865.564
20	47.590,45	1.919.794
21	47.590,45	1.919.794
22	48.934,78	1.974.024
23	48.934,78	1.974.024
24	48.934,78	1.974.024

25	48.934,78	1.974.024
26	48.934,78	1.974.024
27	48.934,78	1.974.024
28	48.934,78	1.974.024
29	48.934,78	1.974.024
30	48.934,78	1.974.024
31	48.934,78	1.974.024