

**BAREMA'S VOOR DE BEDIENDEN**  
van toepassing vanaf 1 november 2023  
en geldig voor de schijf:

**BAREMES DU PERSONEL EMPLOYE**  
applicables à partir du 1er novembre 2023  
et valables pour la tranche

125.52

128.03

130.59

BETAALBAAR 13 KEER PER JAAR

PAYABLES 13 FOIS PAR AN

ERVARING EXPERIENCE	CAT. 1	CAT. 2	CAT. 3	CAT. 4A	CAT. 4B	CAT. 4B+5%					
0	3,204.47	0	3,263.76								
1	3,214.12	1	3,273.39								
2	3,223.82	2	3,283.06	2	3,429.64						
3	3,233.59	3	3,292.75	3	3,439.36	3	3,591.61	3	3,838.69	3	4,030.62
4	3,278.25	4	3,343.75	4	3,498.92	4	3,659.06	4	3,913.01	4	4,108.66
5	3,322.99	5	3,393.57	5	3,558.03	5	3,727.56	5	3,988.87	5	4,188.31
6	3,369.64	6	3,444.31	6	3,618.02	6	3,796.01	6	4,065.86	6	4,269.15
7	3,412.69	7	3,494.24	7	3,677.37	7	3,864.48	7	4,143.37	7	4,350.54
8	3,457.46	8	3,544.67	8	3,737.46	8	3,933.66	8	4,223.21	8	4,434.37
9	3,502.03	9	3,595.35	9	3,797.92	9	4,003.03	9	4,304.00	9	4,519.20
10	3,545.91	10	3,645.59	10	3,858.80	10	4,074.93	10	4,385.97	10	4,605.27
11	3,590.92	11	3,696.34	11	3,919.03	11	4,146.82	11	4,467.65	11	4,691.03
12	3,635.87	12	3,747.62	12	3,979.98	12	4,220.46	12	4,549.28	12	4,776.74
13	3,680.42	13	3,798.18	13	4,042.85	13	4,294.18	13	4,632.15	13	4,863.76
14	3,725.35	14	3,849.72	14	4,105.72	14	4,369.76	14	4,715.12	14	4,950.88
15	3,770.35	15	3,901.09	15	4,169.79	15	4,444.70	15	4,798.30	15	5,038.22
16	3,815.26	16	3,914.41	16	4,235.13	16	4,520.28	16	4,882.09	16	5,126.19
17	3,860.23	17	3,928.88	17	4,296.21	17	4,596.02	17	4,965.08	17	5,213.33
18		18	3,942.31	18	4,342.04	18	4,672.31	18	5,047.48	18	5,299.85
19		19	3,956.47	19	4,383.64	19	4,748.98	19	5,131.03	19	5,387.58
20		20	3,970.88	20	4,426.23	20	4,802.00	20	5,189.53	20	5,449.01
21		21	3,985.93	21	4,468.61	21	4,853.24	21	5,248.73	21	5,511.17
22		22	4,001.00	22	4,510.75	22	4,905.06	22	5,308.00	22	5,573.40
23		23	4,015.64	23	4,552.89	23	4,957.26	23	5,366.68	23	5,635.01
24		24	4,030.51	24	4,595.64	24	5,009.41	24	5,425.75	24	5,697.04
25		25	4,087.79	25	4,638.82	25	5,061.03	25	5,485.58	25	5,759.86
26		26	4,145.78	26	4,681.35	26	5,113.34	26	5,544.22	26	5,821.43
27		27	4,161.01	27	4,724.24	27	5,165.70	27	5,602.92	27	5,883.07
28		28	4,177.64	28	4,767.52	28	5,217.76	28	5,662.92	28	5,946.07
29		29	4,192.86	29	4,810.35	29	5,270.28	29	5,721.29	29	6,007.35
30		30	4,209.25	30	4,852.84	30	5,314.85	30	5,772.67	30	6,061.30
31		31	4,225.85	31	4,883.79	31	5,360.75	31	5,823.68	31	6,114.86
32		32	4,242.64	32	4,914.24	32	5,403.96	32	5,874.88	32	6,168.62
33		33	4,259.47	33	4,944.88	33	5,448.93	33	5,926.40	33	6,222.72
34		34	4,275.99	34	4,975.61	34	5,493.66	34	5,977.26	34	6,276.12
35		35	4,292.55	35	5,005.76	35	5,528.26	35	6,015.32	35	6,316.09
36		36	4,309.08	36	5,035.66	36	5,562.78	36	6,052.76	36	6,355.40
37		37	4,325.63	37	5,065.61	37	5,597.51	37	6,090.87	37	6,395.41
38		38	4,342.13	38	5,095.49	38	5,632.02	38	6,128.50	38	6,434.93
39		39	4,358.70	39	5,125.47	39	5,666.54	39	6,166.50	39	6,474.83

Raffinaderijpremie/Prime de Raffinerie Type I  
Raffinaderijpremie/Prime de Raffinerie Type II

0.8553  
0.3240

EUR/u  
EUR/u

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**BAREMES DU PERSONEL EMPLOYE**  
applicables à partir du 1er novembre 2023  
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BETAALBAAR 14 KEER PER JAAR

PAYABLES 14 FOIS PAR AN

ERVARING EXPERIENCE	CAT. 1	CAT. 2	CAT. 3	CAT. 4A	CAT. 4B	CAT. 4B+5%					
0	2,975.58	0	3,030.63								
1	2,984.54	1	3,039.58								
2	2,993.55	2	3,048.56	2	3,184.67						
3	3,002.62	3	3,057.55	3	3,193.69	3	3,335.07	3	3,564.50	3	3,742.73
4	3,044.09	4	3,104.91	4	3,249.00	4	3,397.70	4	3,633.51	4	3,815.19
5	3,085.63	5	3,151.17	5	3,303.89	5	3,461.31	5	3,703.95	5	3,889.15
6	3,128.95	6	3,198.29	6	3,359.59	6	3,524.87	6	3,775.44	6	3,964.21
7	3,168.93	7	3,244.65	7	3,414.70	7	3,588.45	7	3,847.42	7	4,039.79
8	3,210.50	8	3,291.48	8	3,470.50	8	3,652.68	8	3,921.55	8	4,117.63
9	3,251.89	9	3,338.54	9	3,526.64	9	3,717.10	9	3,996.57	9	4,196.40
10	3,292.63	10	3,385.19	10	3,583.17	10	3,783.86	10	4,072.69	10	4,276.32
11	3,334.43	11	3,432.32	11	3,639.10	11	3,850.62	11	4,148.53	11	4,355.96
12	3,376.17	12	3,479.93	12	3,695.70	12	3,919.00	12	4,224.33	12	4,435.55
13	3,417.53	13	3,526.88	13	3,754.08	13	3,987.45	13	4,301.28	13	4,516.34
14	3,459.25	14	3,574.74	14	3,812.45	14	4,057.63	14	4,378.33	14	4,597.25
15	3,501.04	15	3,622.44	15	3,871.95	15	4,127.22	15	4,455.56	15	4,678.34
16	3,542.74	16	3,634.81	16	3,932.62	16	4,197.40	16	4,533.37	16	4,760.04
17	3,584.50	17	3,648.25	17	3,989.34	17	4,267.73	17	4,610.43	17	4,840.95
18		18	3,660.72	18	4,031.89	18	4,338.57	18	4,686.95	18	4,921.30
19		19	3,673.87	19	4,070.52	19	4,409.77	19	4,764.53	19	5,002.76
20		20	3,687.25	20	4,110.07	20	4,459.00	20	4,818.85	20	5,059.79
21		21	3,701.22	21	4,149.42	21	4,506.58	21	4,873.82	21	5,117.51
22		22	3,715.21	22	4,188.55	22	4,554.70	22	4,928.86	22	5,175.30
23		23	3,728.81	23	4,227.68	23	4,603.17	23	4,983.35	23	5,232.52
24		24	3,742.62	24	4,267.38	24	4,651.60	24	5,038.20	24	5,290.11
25		25	3,795.81	25	4,307.48	25	4,699.53	25	5,093.75	25	5,348.44
26		26	3,849.65	26	4,346.97	26	4,748.10	26	5,148.20	26	5,405.61
27		27	3,863.80	27	4,386.79	27	4,796.72	27	5,202.71	27	5,462.85
28		28	3,879.24	28	4,426.98	28	4,845.06	28	5,258.43	28	5,521.35
29		29	3,893.37	29	4,466.75	29	4,893.83	29	5,312.63	29	5,578.26
30		30	3,908.59	30	4,506.21	30	4,935.22	30	5,360.34	30	5,628.36
31		31	3,924.00	31	4,534.95	31	4,977.84	31	5,407.70	31	5,678.09
32		32	3,939.59	32	4,563.22	32	5,017.96	32	5,455.25	32	5,728.01
33		33	3,955.22	33	4,591.67	33	5,059.72	33	5,503.09	33	5,778.24
34		34	3,970.56	34	4,620.21	34	5,101.26	34	5,550.31	34	5,827.83
35		35	3,985.94	35	4,648.21	35	5,133.38	35	5,585.65	35	5,864.93
36		36	4,001.29	36	4,675.97	36	5,165.44	36	5,620.42	36	5,901.44
37		37	4,016.66	37	4,703.78	37	5,197.69	37	5,655.81	37	5,938.60
38		38	4,031.98	38	4,731.53	38	5,229.73	38	5,690.75	38	5,975.29
39		39	4,047.36	39	4,759.37	39	5,261.79	39	5,726.04	39	6,012.34