



Koning Albertlaan 95  
9000 GENT

## P.C. VOOR DE GROTE KLEINHANDELSZAKEN 311

Inwerkingtreding: 1 november 2023

Index 2 % zowel voor de schaallonen als voor de reële lonen.

Index minimum flexi-loon.

Schaallonen  
35 uur/week  
Bedienden

### Cat. 1

|          | aanvangswedde | na 1 jaar | na 2 jaar | na 3 jaar | na 4 jaar |
|----------|---------------|-----------|-----------|-----------|-----------|
| ervaring | maandloon     | maandloon | maandloon | maandloon | maandloon |
| 0        | 2.029,97      | 2.048,98  | 2.067,40  | 2.086,12  | 2.104,81  |
| 1        | 2.039,48      | 2.058,33  | 2.077,03  | 2.095,44  | 2.114,50  |
| 2        | 2.048,98      | 2.067,40  | 2.086,12  | 2.104,81  | 2.123,84  |
| 3        | 2.058,33      | 2.077,03  | 2.095,44  | 2.114,50  | 2.133,03  |
| 4        | 2.067,40      | 2.086,12  | 2.104,81  | 2.123,84  | 2.138,09  |
| 5        | 2.077,03      | 2.095,44  | 2.114,50  | 2.133,03  | 2.151,69  |
| 6        | 2.086,12      | 2.104,81  | 2.123,84  | 2.138,09  | 2.161,06  |
| 7        | 2.095,44      | 2.114,50  | 2.133,03  | 2.151,69  | 2.170,47  |
| 8        | 2.104,81      | 2.123,84  | 2.138,09  | 2.161,06  | 2.179,62  |
| 9        | 2.114,50      | 2.133,03  | 2.151,69  | 2.170,47  | 2.188,95  |
| 10       | 2.123,84      | 2.138,09  | 2.161,06  | 2.179,62  | 2.198,43  |
| 11       | 2.133,03      | 2.151,69  | 2.170,47  | 2.188,95  | 2.205,78  |
| 12       | 2.138,09      | 2.161,06  | 2.179,62  | 2.198,43  | 2.205,78  |
| 13       | 2.151,69      | 2.170,47  | 2.188,95  | 2.205,78  | 2.205,78  |
| 14       | 2.161,06      | 2.179,62  | 2.198,43  | 2.205,78  | 2.205,78  |
| 15       | 2.170,47      | 2.188,95  | 2.205,78  | 2.205,78  | 2.210,98  |
| 16       | 2.179,62      | 2.198,43  | 2.205,78  | 2.205,78  | 2.219,59  |
| 17       | 2.188,95      | 2.205,78  | 2.205,78  | 2.210,98  |           |
| 18       | 2.198,43      | 2.205,78  | 2.205,78  |           |           |
| 19       | 2.205,78      | 2.205,78  |           |           |           |
| 20       | 2.205,78      |           |           |           |           |

### Cat. 1

|                 | na 5 jaar        | na 6 jaar        | na 7 jaar        | na 8 jaar        | na 9 jaar        |
|-----------------|------------------|------------------|------------------|------------------|------------------|
| <b>ervaring</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> |
| 0               | 2.123,84         | 2.138,09         | 2.161,06         | 2.179,62         | 2.198,43         |
| 1               | 2.133,03         | 2.151,69         | 2.170,47         | 2.188,95         | 2.205,78         |
| 2               | 2.138,09         | 2.161,06         | 2.179,62         | 2.198,43         | 2.205,78         |
| 3               | 2.151,69         | 2.170,47         | 2.188,95         | 2.205,78         | 2.205,78         |
| 4               | 2.161,06         | 2.179,62         | 2.198,43         | 2.205,78         | 2.205,78         |
| 5               | 2.170,47         | 2.188,95         | 2.205,78         | 2.205,78         | 2.210,98         |
| 6               | 2.179,62         | 2.198,43         | 2.205,78         | 2.205,78         | 2.219,59         |
| 7               | 2.188,95         | 2.205,78         | 2.205,78         | 2.210,98         | 2.228,22         |
| 8               | 2.198,43         | 2.205,78         | 2.205,78         | 2.219,59         | 2.236,96         |
| 9               | 2.205,78         | 2.205,78         | 2.210,98         | 2.228,22         | 2.245,20         |
| 10              | 2.205,78         | 2.205,78         | 2.219,59         | 2.236,96         | 2.253,67         |
| 11              | 2.205,78         | 2.210,98         | 2.228,22         | 2.245,20         | 2.261,96         |
| 12              | 2.205,78         | 2.219,59         | 2.236,96         | 2.253,67         |                  |
| 13              | 2.210,98         | 2.228,22         | 2.245,20         |                  |                  |
| 14              | 2.219,59         | 2.236,96         |                  |                  |                  |
| 15              | 2.228,22         |                  |                  |                  |                  |

**Cat. 1**

|                 | na 10 jaar       | na 11 jaar       | na 12 jaar       | na 13 jaar       | na 14 jaar       |
|-----------------|------------------|------------------|------------------|------------------|------------------|
| <b>ervaring</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> |
| 0               | 2.205,78         | 2.205,78         | 2.219,59         | 2.236,96         | 2.253,67         |
| 1               | 2.205,78         | 2.210,98         | 2.228,22         | 2.245,20         | 2.261,96         |
| 2               | 2.205,78         | 2.219,59         | 2.236,96         | 2.253,67         | 2.270,38         |
| 3               | 2.210,98         | 2.228,22         | 2.245,20         | 2.261,96         | 2.278,75         |
| 4               | 2.219,59         | 2.236,96         | 2.253,67         | 2.270,38         | 2.286,75         |
| 5               | 2.228,22         | 2.245,20         | 2.261,96         | 2.278,75         | 2.294,95         |
| 6               | 2.236,96         | 2.253,67         | 2.270,38         | 2.286,75         | 2.303,36         |
| 7               | 2.245,20         | 2.261,96         | 2.278,75         | 2.294,95         |                  |
| 8               | 2.253,67         | 2.270,38         | 2.286,75         |                  |                  |
| 9               | 2.261,96         | 2.278,75         |                  |                  |                  |
| 10              | 2.270,38         |                  |                  |                  |                  |

**Cat. 1**

|                 | na 15 jaar       | na 16 jaar       | na 17 jaar       | na 18 jaar       | na 19 jaar       |
|-----------------|------------------|------------------|------------------|------------------|------------------|
| <b>ervaring</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> |
| 0               | 2.270,38         | 2.286,75         | 2.303,36         | 2.319,64         | 2.336,60         |
| 1               | 2.278,75         | 2.294,95         | 2.311,54         | 2.328,39         | 2.344,71         |
| 2               | 2.286,75         | 2.303,36         | 2.319,64         | 2.336,60         |                  |

|   |          |          |          |
|---|----------|----------|----------|
| 3 | 2.294,95 | 2.311,54 | 2.328,39 |
| 4 | 2.303,36 | 2.319,64 |          |
| 5 | 2.311,54 |          |          |

| ervaring | Cat. 1     |               | Cat. 2    |           |           |
|----------|------------|---------------|-----------|-----------|-----------|
|          | na 20 jaar | aanvangswedde | na 1 jaar | na 2 jaar | na 3 jaar |
|          | maandloon  | maandloon     | maandloon | maandloon | maandloon |
| 0        | 2.353,06   | 2.129,98      | 2.153,91  | 2.177,82  | 2.201,80  |
| 1        |            | 2.142,12      | 2.165,78  | 2.189,92  | 2.205,78  |
| 2        |            | 2.153,91      | 2.177,82  | 2.201,80  | 2.205,78  |
| 3        |            | 2.165,78      | 2.189,92  | 2.205,78  | 2.205,78  |
| 4        |            | 2.177,82      | 2.201,80  | 2.205,78  | 2.215,35  |
| 5        |            | 2.189,92      | 2.205,78  | 2.205,78  | 2.226,15  |
| 6        |            | 2.201,80      | 2.205,78  | 2.215,35  | 2.237,38  |
| 7        |            | 2.205,78      | 2.205,78  | 2.226,15  | 2.248,23  |
| 8        |            | 2.205,78      | 2.215,35  | 2.237,38  | 2.258,71  |
| 9        |            | 2.205,78      | 2.226,15  | 2.248,23  | 2.269,31  |
| 10       |            | 2.215,35      | 2.237,38  | 2.258,71  | 2.279,76  |
| 11       |            | 2.226,15      | 2.248,23  | 2.269,31  | 2.290,51  |
| 12       |            | 2.237,38      | 2.258,71  | 2.279,76  | 2.301,40  |
| 13       |            | 2.248,23      | 2.269,31  | 2.290,51  | 2.311,78  |
| 14       |            | 2.258,71      | 2.279,76  | 2.301,40  | 2.322,47  |
| 15       |            | 2.269,31      | 2.290,51  | 2.311,78  | 2.333,27  |
| 16       |            | 2.279,76      | 2.301,40  | 2.322,47  | 2.343,77  |
| 17       |            | 2.290,51      | 2.311,78  | 2.333,27  | 2.354,30  |
| 18       |            | 2.301,40      | 2.322,47  | 2.343,77  |           |
| 19       |            | 2.311,78      | 2.333,27  |           |           |
| 20       |            | 2.322,47      |           |           |           |

| ervaring | Cat. 2    |           |           |           |           |
|----------|-----------|-----------|-----------|-----------|-----------|
|          | na 4 jaar | na 5 jaar | na 6 jaar | na 7 jaar | na 8 jaar |
|          | maandloon | maandloon | maandloon | maandloon | maandloon |
| 0        | 2.205,78  | 2.215,35  | 2.237,38  | 2.258,71  | 2.279,76  |
| 1        | 2.205,78  | 2.226,15  | 2.248,23  | 2.269,31  | 2.290,51  |
| 2        | 2.215,35  | 2.237,38  | 2.258,71  | 2.279,76  | 2.301,40  |
| 3        | 2.226,15  | 2.248,23  | 2.269,31  | 2.290,51  | 2.311,78  |
| 4        | 2.237,38  | 2.258,71  | 2.279,76  | 2.301,40  | 2.322,47  |
| 5        | 2.248,23  | 2.269,31  | 2.290,51  | 2.311,78  | 2.333,27  |
| 6        | 2.258,71  | 2.279,76  | 2.301,40  | 2.322,47  | 2.343,77  |
| 7        | 2.269,31  | 2.290,51  | 2.311,78  | 2.333,27  | 2.354,30  |

**07.11.23**

|    |          |          |          |          |          |
|----|----------|----------|----------|----------|----------|
| 8  | 2.279,76 | 2.301,40 | 2.322,47 | 2.343,77 | 2.365,21 |
| 9  | 2.290,51 | 2.311,78 | 2.333,27 | 2.354,30 | 2.376,08 |
| 10 | 2.301,40 | 2.322,47 | 2.343,77 | 2.365,21 | 2.386,94 |
| 11 | 2.311,78 | 2.333,27 | 2.354,30 | 2.376,08 | 2.397,61 |
| 12 | 2.322,47 | 2.343,77 | 2.365,21 | 2.386,94 | 2.408,53 |
| 13 | 2.333,27 | 2.354,30 | 2.376,08 | 2.397,61 |          |
| 14 | 2.343,77 | 2.365,21 | 2.386,94 |          |          |
| 15 | 2.354,30 | 2.376,08 |          |          |          |
| 16 | 2.365,21 |          |          |          |          |

**Cat. 2**

|          | na 9 jaar | na 10 jaar | na 11 jaar | na 12 jaar | na 13 jaar |
|----------|-----------|------------|------------|------------|------------|
| ervaring | maandloon | maandloon  | maandloon  | maandloon  | maandloon  |
| 0        | 2.301,40  | 2.322,47   | 2.343,77   | 2.365,21   | 2.386,94   |
| 1        | 2.311,78  | 2.333,27   | 2.354,30   | 2.376,08   | 2.397,61   |
| 2        | 2.322,47  | 2.343,77   | 2.365,21   | 2.386,94   | 2.408,53   |
| 3        | 2.333,27  | 2.354,30   | 2.376,08   | 2.397,61   | 2.419,51   |
| 4        | 2.343,77  | 2.365,21   | 2.386,94   | 2.408,53   | 2.430,09   |
| 5        | 2.354,30  | 2.376,08   | 2.397,61   | 2.419,51   | 2.441,06   |
| 6        | 2.365,21  | 2.386,94   | 2.408,53   | 2.430,09   | 2.451,75   |
| 7        | 2.376,08  | 2.397,61   | 2.419,51   | 2.441,06   | 2.462,82   |
| 8        | 2.386,94  | 2.408,53   | 2.430,09   | 2.451,75   |            |
| 9        | 2.397,61  | 2.419,51   | 2.441,06   |            |            |
| 10       | 2.408,53  | 2.430,09   |            |            |            |
| 11       | 2.419,51  |            |            |            |            |

**Cat. 2**

|          | na 14 jaar | na 15 jaar | na 16 jaar | na 17 jaar | na 18 jaar |
|----------|------------|------------|------------|------------|------------|
| ervaring | maandloon  | maandloon  | maandloon  | maandloon  | maandloon  |
| 0        | 2.408,53   | 2.430,09   | 2.451,75   | 2.473,66   | 2.495,51   |
| 1        | 2.419,51   | 2.441,06   | 2.462,82   | 2.484,47   | 2.506,77   |
| 2        | 2.430,09   | 2.451,75   | 2.473,66   | 2.495,51   | 2.517,69   |
| 3        | 2.441,06   | 2.462,82   | 2.484,47   | 2.506,77   |            |
| 4        | 2.451,75   | 2.473,66   | 2.495,51   |            |            |
| 5        | 2.462,82   | 2.484,47   |            |            |            |
| 6        | 2.473,66   |            |            |            |            |

**Cat. 2**

**Cat. 2 bis**

|          | na 19 jaar | na 20 jaar | aanvangswedde | na 1 jaar | na 2 jaar |
|----------|------------|------------|---------------|-----------|-----------|
| ervaring | maandloon  | maandloon  | maandloon     | maandloon | maandloon |

|    |          |          |          |          |          |
|----|----------|----------|----------|----------|----------|
| 0  | 2.517,69 | 2.539,68 | 2.174,90 | 2.198,83 | 2.222,73 |
| 1  | 2.528,64 |          | 2.187,05 | 2.210,69 | 2.234,87 |
| 2  |          |          | 2.198,83 | 2.222,73 | 2.246,71 |
| 3  |          |          | 2.210,69 | 2.234,87 | 2.250,73 |
| 4  |          |          | 2.222,73 | 2.246,71 | 2.250,73 |
| 5  |          |          | 2.234,87 | 2.250,73 | 2.250,73 |
| 6  |          |          | 2.246,71 | 2.250,73 | 2.260,23 |
| 7  |          |          | 2.250,73 | 2.250,73 | 2.271,00 |
| 8  |          |          | 2.250,73 | 2.260,23 | 2.282,27 |
| 9  |          |          | 2.250,73 | 2.271,00 | 2.293,13 |
| 10 |          |          | 2.260,23 | 2.282,27 | 2.303,63 |
| 11 |          |          | 2.271,00 | 2.293,13 | 2.314,22 |
| 12 |          |          | 2.282,27 | 2.303,63 | 2.324,62 |
| 13 |          |          | 2.293,13 | 2.314,22 | 2.335,46 |
| 14 |          |          | 2.303,63 | 2.324,62 | 2.346,29 |
| 15 |          |          | 2.314,22 | 2.335,46 | 2.356,70 |
| 16 |          |          | 2.324,62 | 2.346,29 | 2.367,43 |
| 17 |          |          | 2.335,46 | 2.356,70 | 2.378,16 |
| 18 |          |          | 2.346,29 | 2.367,43 | 2.388,73 |
| 19 |          |          | 2.356,70 | 2.378,16 |          |
| 20 |          |          | 2.367,43 |          |          |

**Cat. 2 bis**

|          | na 3 jaar | na 4 jaar | na 5 jaar | na 6 jaar | na 7 jaar |
|----------|-----------|-----------|-----------|-----------|-----------|
| ervaring | maandloon | maandloon | maandloon | maandloon | maandloon |
| 0        | 2.246,71  | 2.250,73  | 2.260,23  | 2.282,27  | 2.303,63  |
| 1        | 2.250,73  | 2.250,73  | 2.271,00  | 2.293,13  | 2.314,22  |
| 2        | 2.250,73  | 2.260,23  | 2.282,27  | 2.303,63  | 2.324,62  |
| 3        | 2.250,73  | 2.271,00  | 2.293,13  | 2.314,22  | 2.335,46  |
| 4        | 2.260,23  | 2.282,27  | 2.303,63  | 2.324,62  | 2.346,29  |
| 5        | 2.271,00  | 2.293,13  | 2.314,22  | 2.335,46  | 2.356,70  |
| 6        | 2.282,27  | 2.303,63  | 2.324,62  | 2.346,29  | 2.367,43  |
| 7        | 2.293,13  | 2.314,22  | 2.335,46  | 2.356,70  | 2.378,16  |
| 8        | 2.303,63  | 2.324,62  | 2.346,29  | 2.367,43  | 2.388,73  |
| 9        | 2.314,22  | 2.335,46  | 2.356,70  | 2.378,16  | 2.399,22  |
| 10       | 2.324,62  | 2.346,29  | 2.367,43  | 2.388,73  | 2.410,16  |
| 11       | 2.335,46  | 2.356,70  | 2.378,16  | 2.399,22  | 2.420,98  |
| 12       | 2.346,29  | 2.367,43  | 2.388,73  | 2.410,16  | 2.431,88  |
| 13       | 2.356,70  | 2.378,16  | 2.399,22  | 2.420,98  | 2.442,52  |

|    |          |          |          |          |
|----|----------|----------|----------|----------|
| 14 | 2.367,43 | 2.388,73 | 2.410,16 | 2.431,88 |
| 15 | 2.378,16 | 2.399,22 | 2.420,98 |          |
| 16 | 2.388,73 | 2.410,16 |          |          |
| 17 | 2.399,22 |          |          |          |

**Cat. 2 bis**

|          | na 8 jaar | na 9 jaar | na 10 jaar | na 11 jaar | na 12 jaar |
|----------|-----------|-----------|------------|------------|------------|
| ervaring | maandloon | maandloon | maandloon  | maandloon  | maandloon  |
| 0        | 2.324,62  | 2.346,29  | 2.367,43   | 2.388,73   | 2.410,16   |
| 1        | 2.335,46  | 2.356,70  | 2.378,16   | 2.399,22   | 2.420,98   |
| 2        | 2.346,29  | 2.367,43  | 2.388,73   | 2.410,16   | 2.431,88   |
| 3        | 2.356,70  | 2.378,16  | 2.399,22   | 2.420,98   | 2.442,52   |
| 4        | 2.367,43  | 2.388,73  | 2.410,16   | 2.431,88   | 2.453,44   |
| 5        | 2.378,16  | 2.399,22  | 2.420,98   | 2.442,52   | 2.464,39   |
| 6        | 2.388,73  | 2.410,16  | 2.431,88   | 2.453,44   | 2.475,01   |
| 7        | 2.399,22  | 2.420,98  | 2.442,52   | 2.464,39   | 2.486,00   |
| 8        | 2.410,16  | 2.431,88  | 2.453,44   | 2.475,01   | 2.496,67   |
| 9        | 2.420,98  | 2.442,52  | 2.464,39   | 2.486,00   |            |
| 10       | 2.431,88  | 2.453,44  | 2.475,01   |            |            |
| 11       | 2.442,52  | 2.464,39  |            |            |            |
| 12       | 2.453,44  |           |            |            |            |

**Cat. 2 bis**

|          | na 13 jaar | na 14 jaar | na 15 jaar | na 16 jaar | na 17 jaar |
|----------|------------|------------|------------|------------|------------|
| ervaring | maandloon  | maandloon  | maandloon  | maandloon  | maandloon  |
| 0        | 2.431,88   | 2.453,44   | 2.475,01   | 2.496,67   | 2.518,58   |
| 1        | 2.442,52   | 2.464,39   | 2.486,00   | 2.507,81   | 2.529,33   |
| 2        | 2.453,44   | 2.475,01   | 2.496,67   | 2.518,58   | 2.540,33   |
| 3        | 2.464,39   | 2.486,00   | 2.507,81   | 2.529,33   | 2.551,64   |
| 4        | 2.475,01   | 2.496,67   | 2.518,58   | 2.540,33   |            |
| 5        | 2.486,00   | 2.507,81   | 2.529,33   |            |            |
| 6        | 2.496,67   | 2.518,58   |            |            |            |
| 7        | 2.507,81   |            |            |            |            |

**Cat. 2 bis**

**Cat. 3**

|          | na 18 jaar | na 19 jaar | na 20 jaar | aanvangswedde | na 1 jaar |
|----------|------------|------------|------------|---------------|-----------|
| ervaring | maandloon  | maandloon  | maandloon  | maandloon     | maandloon |
| 0        | 2.540,33   | 2.562,58   | 2.584,54   | 2.230,17      | 2.257,59  |
| 1        | 2.551,64   | 2.573,58   |            | 2.244,17      | 2.271,13  |
| 2        | 2.562,58   |            |            | 2.257,59      | 2.284,59  |

|    |          |          |
|----|----------|----------|
| 3  | 2.271,13 | 2.298,02 |
| 4  | 2.284,59 | 2.311,30 |
| 5  | 2.298,02 | 2.324,79 |
| 6  | 2.311,30 | 2.338,27 |
| 7  | 2.324,79 | 2.351,67 |
| 8  | 2.338,27 | 2.365,49 |
| 9  | 2.351,67 | 2.378,90 |
| 10 | 2.365,49 | 2.392,79 |
| 11 | 2.378,90 | 2.406,36 |
| 12 | 2.392,79 | 2.420,16 |
| 13 | 2.406,36 | 2.434,07 |
| 14 | 2.420,16 | 2.447,58 |
| 15 | 2.434,07 | 2.461,54 |
| 16 | 2.447,58 | 2.475,10 |
| 17 | 2.461,54 | 2.488,70 |
| 18 | 2.475,10 | 2.502,91 |
| 19 | 2.488,70 | 2.516,73 |
| 20 | 2.502,91 |          |

**Cat. 3**

|          | na 2 jaar | na 3 jaar | na 4 jaar | na 5 jaar | na 6 jaar |
|----------|-----------|-----------|-----------|-----------|-----------|
| ervaring | maandloon | maandloon | maandloon | maandloon | maandloon |
| 0        | 2.284,59  | 2.311,30  | 2.338,27  | 2.365,49  | 2.392,79  |
| 1        | 2.298,02  | 2.324,79  | 2.351,67  | 2.378,90  | 2.406,36  |
| 2        | 2.311,30  | 2.338,27  | 2.365,49  | 2.392,79  | 2.420,16  |
| 3        | 2.324,79  | 2.351,67  | 2.378,90  | 2.406,36  | 2.434,07  |
| 4        | 2.338,27  | 2.365,49  | 2.392,79  | 2.420,16  | 2.447,58  |
| 5        | 2.351,67  | 2.378,90  | 2.406,36  | 2.434,07  | 2.461,54  |
| 6        | 2.365,49  | 2.392,79  | 2.420,16  | 2.447,58  | 2.475,10  |
| 7        | 2.378,90  | 2.406,36  | 2.434,07  | 2.461,54  | 2.488,70  |
| 8        | 2.392,79  | 2.420,16  | 2.447,58  | 2.475,10  | 2.502,91  |
| 9        | 2.406,36  | 2.434,07  | 2.461,54  | 2.488,70  | 2.516,73  |
| 10       | 2.420,16  | 2.447,58  | 2.475,10  | 2.502,91  | 2.530,84  |
| 11       | 2.434,07  | 2.461,54  | 2.488,70  | 2.516,73  | 2.544,80  |
| 12       | 2.447,58  | 2.475,10  | 2.502,91  | 2.530,84  | 2.558,66  |
| 13       | 2.461,54  | 2.488,70  | 2.516,73  | 2.544,80  | 2.572,85  |
| 14       | 2.475,10  | 2.502,91  | 2.530,84  | 2.558,66  | 2.586,98  |
| 15       | 2.488,70  | 2.516,73  | 2.544,80  | 2.572,85  |           |
| 16       | 2.502,91  | 2.530,84  | 2.558,66  |           |           |

|                 |                   |                   |                   |                   |                      |
|-----------------|-------------------|-------------------|-------------------|-------------------|----------------------|
| 17              | 2.516,73          | 2.544,80          |                   |                   |                      |
| 18              | 2.530,84          |                   |                   |                   |                      |
| <b>Cat. 3</b>   |                   |                   |                   |                   |                      |
|                 | <b>na 7 jaar</b>  | <b>na 8 jaar</b>  | <b>na 9 jaar</b>  | <b>na 10 jaar</b> | <b>na 11 jaar</b>    |
| <b>ervaring</b> | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>     |
| 0               | 2.420,16          | 2.447,58          | 2.475,10          | 2.502,91          | 2.530,84             |
| 1               | 2.434,07          | 2.461,54          | 2.488,70          | 2.516,73          | 2.544,80             |
| 2               | 2.447,58          | 2.475,10          | 2.502,91          | 2.530,84          | 2.558,66             |
| 3               | 2.461,54          | 2.488,70          | 2.516,73          | 2.544,80          | 2.572,85             |
| 4               | 2.475,10          | 2.502,91          | 2.530,84          | 2.558,66          | 2.586,98             |
| 5               | 2.488,70          | 2.516,73          | 2.544,80          | 2.572,85          | 2.600,65             |
| 6               | 2.502,91          | 2.530,84          | 2.558,66          | 2.586,98          | 2.614,83             |
| 7               | 2.516,73          | 2.544,80          | 2.572,85          | 2.600,65          | 2.628,65             |
| 8               | 2.530,84          | 2.558,66          | 2.586,98          | 2.614,83          | 2.642,90             |
| 9               | 2.544,80          | 2.572,85          | 2.600,65          | 2.628,65          | 2.656,67             |
| 10              | 2.558,66          | 2.586,98          | 2.614,83          | 2.642,90          |                      |
| 11              | 2.572,85          | 2.600,65          | 2.628,65          |                   |                      |
| 12              | 2.586,98          | 2.614,83          |                   |                   |                      |
| 13              | 2.600,65          |                   |                   |                   |                      |
| <b>Cat. 3</b>   |                   |                   |                   |                   |                      |
|                 | <b>na 12 jaar</b> | <b>na 13 jaar</b> | <b>na 14 jaar</b> | <b>na 15 jaar</b> | <b>na 16 jaar</b>    |
| <b>ervaring</b> | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>     |
| 0               | 2.558,66          | 2.586,98          | 2.614,83          | 2.642,90          | 2.670,82             |
| 1               | 2.572,85          | 2.600,65          | 2.628,65          | 2.656,67          | 2.684,63             |
| 2               | 2.586,98          | 2.614,83          | 2.642,90          | 2.670,82          | 2.698,65             |
| 3               | 2.600,65          | 2.628,65          | 2.656,67          | 2.684,63          | 2.712,62             |
| 4               | 2.614,83          | 2.642,90          | 2.670,82          | 2.698,65          | 2.726,84             |
| 5               | 2.628,65          | 2.656,67          | 2.684,63          | 2.712,62          |                      |
| 6               | 2.642,90          | 2.670,82          | 2.698,65          |                   |                      |
| 7               | 2.656,67          | 2.684,63          |                   |                   |                      |
| 8               | 2.670,82          |                   |                   |                   |                      |
| <b>Cat. 3</b>   |                   |                   | <b>Cat. 4</b>     |                   |                      |
|                 | <b>na 17 jaar</b> | <b>na 18 jaar</b> | <b>na 19 jaar</b> | <b>na 20 jaar</b> | <b>aanvangswedde</b> |
| <b>ervaring</b> | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>  | <b>maandloon</b>     |
| 0               | 2.698,65          | 2.726,84          | 2.754,72          | 2.782,72          | 2.400,55             |
| 1               | 2.712,62          | 2.740,65          | 2.768,70          |                   | 2.418,09             |
| 2               | 2.726,84          | 2.754,72          |                   |                   | 2.435,43             |



|    |          |          |
|----|----------|----------|
| 3  | 2.740,65 | 2.453,01 |
| 4  |          | 2.470,47 |
| 5  |          | 2.487,71 |
| 6  |          | 2.505,47 |
| 7  |          | 2.523,34 |
| 8  |          | 2.541,25 |
| 9  |          | 2.558,66 |
| 10 |          | 2.576,60 |
| 11 |          | 2.594,37 |
| 12 |          | 2.611,88 |
| 13 |          | 2.629,75 |
| 14 |          | 2.647,57 |
| 15 |          | 2.665,32 |
| 16 |          | 2.683,29 |
| 17 |          | 2.700,97 |
| 18 |          | 2.718,60 |
| 19 |          | 2.736,46 |
| 20 |          | 2.754,33 |

**Cat. 4**

|          | na 1 jaar | na 2 jaar | na 3 jaar | na 4 jaar | na 5 jaar |
|----------|-----------|-----------|-----------|-----------|-----------|
| ervaring | maandloon | maandloon | maandloon | maandloon | maandloon |
| 0        | 2.435,43  | 2.470,47  | 2.505,47  | 2.541,25  | 2.576,60  |
| 1        | 2.453,01  | 2.487,71  | 2.523,34  | 2.558,66  | 2.594,37  |
| 2        | 2.470,47  | 2.505,47  | 2.541,25  | 2.576,60  | 2.611,88  |
| 3        | 2.487,71  | 2.523,34  | 2.558,66  | 2.594,37  | 2.629,75  |
| 4        | 2.505,47  | 2.541,25  | 2.576,60  | 2.611,88  | 2.647,57  |
| 5        | 2.523,34  | 2.558,66  | 2.594,37  | 2.629,75  | 2.665,32  |
| 6        | 2.541,25  | 2.576,60  | 2.611,88  | 2.647,57  | 2.683,29  |
| 7        | 2.558,66  | 2.594,37  | 2.629,75  | 2.665,32  | 2.700,97  |
| 8        | 2.576,60  | 2.611,88  | 2.647,57  | 2.683,29  | 2.718,60  |
| 9        | 2.594,37  | 2.629,75  | 2.665,32  | 2.700,97  | 2.736,46  |
| 10       | 2.611,88  | 2.647,57  | 2.683,29  | 2.718,60  | 2.754,33  |
| 11       | 2.629,75  | 2.665,32  | 2.700,97  | 2.736,46  | 2.771,91  |
| 12       | 2.647,57  | 2.683,29  | 2.718,60  | 2.754,33  | 2.789,59  |
| 13       | 2.665,32  | 2.700,97  | 2.736,46  | 2.771,91  | 2.807,63  |
| 14       | 2.683,29  | 2.718,60  | 2.754,33  | 2.789,59  | 2.825,29  |
| 15       | 2.700,97  | 2.736,46  | 2.771,91  | 2.807,63  | 2.842,90  |
| 16       | 2.718,60  | 2.754,33  | 2.789,59  | 2.825,29  |           |

|    |          |          |          |
|----|----------|----------|----------|
| 17 | 2.736,46 | 2.771,91 | 2.807,63 |
| 18 | 2.754,33 | 2.789,59 |          |
| 19 | 2.771,91 |          |          |

**Cat. 4**

|          | na 6 jaar | na 7 jaar | na 8 jaar | na 9 jaar | na 10 jaar |
|----------|-----------|-----------|-----------|-----------|------------|
| ervaring | maandloon | maandloon | maandloon | maandloon | maandloon  |
| 0        | 2.611,88  | 2.647,57  | 2.683,29  | 2.718,60  | 2.754,33   |
| 1        | 2.629,75  | 2.665,32  | 2.700,97  | 2.736,46  | 2.771,91   |
| 2        | 2.647,57  | 2.683,29  | 2.718,60  | 2.754,33  | 2.789,59   |
| 3        | 2.665,32  | 2.700,97  | 2.736,46  | 2.771,91  | 2.807,63   |
| 4        | 2.683,29  | 2.718,60  | 2.754,33  | 2.789,59  | 2.825,29   |
| 5        | 2.700,97  | 2.736,46  | 2.771,91  | 2.807,63  | 2.842,90   |
| 6        | 2.718,60  | 2.754,33  | 2.789,59  | 2.825,29  | 2.860,78   |
| 7        | 2.736,46  | 2.771,91  | 2.807,63  | 2.842,90  | 2.878,55   |
| 8        | 2.754,33  | 2.789,59  | 2.825,29  | 2.860,78  | 2.896,37   |
| 9        | 2.771,91  | 2.807,63  | 2.842,90  | 2.878,55  | 2.913,97   |
| 10       | 2.789,59  | 2.825,29  | 2.860,78  | 2.896,37  | 2.931,55   |
| 11       | 2.807,63  | 2.842,90  | 2.878,55  | 2.913,97  |            |
| 12       | 2.825,29  | 2.860,78  | 2.896,37  |           |            |
| 13       | 2.842,90  | 2.878,55  |           |           |            |
| 14       | 2.860,78  |           |           |           |            |

**Cat. 4**

|          | na 11 jaar | na 12 jaar | na 13 jaar | na 14 jaar | na 15 jaar |
|----------|------------|------------|------------|------------|------------|
| ervaring | maandloon  | maandloon  | maandloon  | maandloon  | maandloon  |
| 0        | 2.789,59   | 2.825,29   | 2.860,78   | 2.896,37   | 2.931,55   |
| 1        | 2.807,63   | 2.842,90   | 2.878,55   | 2.913,97   | 2.949,45   |
| 2        | 2.825,29   | 2.860,78   | 2.896,37   | 2.931,55   | 2.967,29   |
| 3        | 2.842,90   | 2.878,55   | 2.913,97   | 2.949,45   | 2.985,01   |
| 4        | 2.860,78   | 2.896,37   | 2.931,55   | 2.967,29   | 3.002,86   |
| 5        | 2.878,55   | 2.913,97   | 2.949,45   | 2.985,01   | 3.020,67   |
| 6        | 2.896,37   | 2.931,55   | 2.967,29   | 3.002,86   |            |
| 7        | 2.913,97   | 2.949,45   | 2.985,01   |            |            |
| 8        | 2.931,55   | 2.967,29   |            |            |            |
| 9        | 2.949,45   |            |            |            |            |

**Cat. 4**

|          | na 16 jaar | na 17 jaar | na 18 jaar | na 19 jaar | na 20 jaar |
|----------|------------|------------|------------|------------|------------|
| ervaring | maandloon  | maandloon  | maandloon  | maandloon  | maandloon  |

|   |          |          |          |          |          |
|---|----------|----------|----------|----------|----------|
| 0 | 2.967,29 | 3.002,86 | 3.038,43 | 3.073,44 | 3.108,42 |
| 1 | 2.985,01 | 3.020,67 | 3.056,02 | 3.105,93 |          |
| 2 | 3.002,86 | 3.038,43 | 3.073,44 |          |          |
| 3 | 3.020,67 | 3.056,02 |          |          |          |
| 4 | 3.038,43 |          |          |          |          |

**Cat. 5**

|                 | <b>aanvangswedde</b> | <b>na 1 jaar</b> | <b>na 2 jaar</b> | <b>na 3 jaar</b> | <b>na 4 jaar</b> |
|-----------------|----------------------|------------------|------------------|------------------|------------------|
| <b>ervaring</b> | <b>maandloon</b>     | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> |
| 0               | 2.667,03             | 2.713,14         | 2.759,13         | 2.805,22         | 2.851,44         |
| 1               | 2.689,93             | 2.736,13         | 2.782,39         | 2.828,41         | 2.874,52         |
| 2               | 2.713,14             | 2.759,13         | 2.805,22         | 2.851,44         | 2.897,48         |
| 3               | 2.736,13             | 2.782,39         | 2.828,41         | 2.874,52         | 2.920,54         |
| 4               | 2.759,13             | 2.805,22         | 2.851,44         | 2.897,48         | 2.943,63         |
| 5               | 2.782,39             | 2.828,41         | 2.874,52         | 2.920,54         | 2.966,61         |
| 6               | 2.805,22             | 2.851,44         | 2.897,48         | 2.943,63         | 2.989,52         |
| 7               | 2.828,41             | 2.874,52         | 2.920,54         | 2.966,61         | 3.012,65         |
| 8               | 2.851,44             | 2.897,48         | 2.943,63         | 2.989,52         | 3.035,55         |
| 9               | 2.874,52             | 2.920,54         | 2.966,61         | 3.012,65         | 3.058,67         |
| 10              | 2.897,48             | 2.943,63         | 2.989,52         | 3.035,55         | 3.081,30         |
| 11              | 2.920,54             | 2.966,61         | 3.012,65         | 3.058,67         | 3.103,75         |
| 12              | 2.943,63             | 2.989,52         | 3.035,55         | 3.081,30         | 3.126,42         |
| 13              | 2.966,61             | 3.012,65         | 3.058,67         | 3.103,75         | 3.148,92         |
| 14              | 2.989,52             | 3.035,55         | 3.081,30         | 3.126,42         | 3.171,64         |
| 15              | 3.012,65             | 3.058,67         | 3.103,75         | 3.148,92         | 3.194,20         |
| 16              | 3.035,55             | 3.081,30         | 3.126,42         | 3.171,64         | 3.216,75         |
| 17              | 3.058,67             | 3.103,75         | 3.148,92         | 3.194,20         |                  |
| 18              | 3.081,30             | 3.126,42         | 3.171,64         |                  |                  |
| 19              | 3.103,75             | 3.148,92         |                  |                  |                  |
| 20              | 3.126,42             |                  |                  |                  |                  |

**Cat. 5**

|                 | <b>na 5 jaar</b> | <b>na 6 jaar</b> | <b>na 7 jaar</b> | <b>na 8 jaar</b> | <b>na 9 jaar</b> |
|-----------------|------------------|------------------|------------------|------------------|------------------|
| <b>ervaring</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> |
| 0               | 2.897,48         | 2.943,63         | 2.989,52         | 3.035,55         | 3.081,30         |
| 1               | 2.920,54         | 2.966,61         | 3.012,65         | 3.058,67         | 3.103,75         |
| 2               | 2.943,63         | 2.989,52         | 3.035,55         | 3.081,30         | 3.126,42         |
| 3               | 2.966,61         | 3.012,65         | 3.058,67         | 3.103,75         | 3.148,92         |
| 4               | 2.989,52         | 3.035,55         | 3.081,30         | 3.126,42         | 3.171,64         |
| 5               | 3.012,65         | 3.058,67         | 3.103,75         | 3.148,92         | 3.194,20         |

|    |          |          |          |          |          |
|----|----------|----------|----------|----------|----------|
| 6  | 3.035,55 | 3.081,30 | 3.126,42 | 3.171,64 | 3.216,75 |
| 7  | 3.058,67 | 3.103,75 | 3.148,92 | 3.194,20 | 3.239,19 |
| 8  | 3.081,30 | 3.126,42 | 3.171,64 | 3.216,75 | 3.261,49 |
| 9  | 3.103,75 | 3.148,92 | 3.194,20 | 3.239,19 | 3.283,40 |
| 10 | 3.126,42 | 3.171,64 | 3.216,75 | 3.261,49 | 3.305,55 |
| 11 | 3.148,92 | 3.194,20 | 3.239,19 | 3.283,40 | 3.327,61 |
| 12 | 3.171,64 | 3.216,75 | 3.261,49 | 3.305,55 |          |
| 13 | 3.194,20 | 3.239,19 | 3.283,40 |          |          |
| 14 | 3.216,75 | 3.261,49 |          |          |          |
| 15 | 3.239,19 |          |          |          |          |

**Cat. 5**

|          | na 10 jaar | na 11 jaar | na 12 jaar | na 13 jaar | na 14 jaar |
|----------|------------|------------|------------|------------|------------|
| ervaring | maandloon  | maandloon  | maandloon  | maandloon  | maandloon  |
| 0        | 3.126,42   | 3.171,64   | 3.216,75   | 3.261,49   | 3.305,55   |
| 1        | 3.148,92   | 3.194,20   | 3.239,19   | 3.283,40   | 3.327,61   |
| 2        | 3.171,64   | 3.216,75   | 3.261,49   | 3.305,55   | 3.349,79   |
| 3        | 3.194,20   | 3.239,19   | 3.283,40   | 3.327,61   | 3.372,08   |
| 4        | 3.216,75   | 3.261,49   | 3.305,55   | 3.349,79   | 3.394,09   |
| 5        | 3.239,19   | 3.283,40   | 3.327,61   | 3.372,08   | 3.416,31   |
| 6        | 3.261,49   | 3.305,55   | 3.349,79   | 3.394,09   | 3.438,41   |
| 7        | 3.283,40   | 3.327,61   | 3.372,08   | 3.416,31   |            |
| 8        | 3.305,55   | 3.349,79   | 3.394,09   |            |            |
| 9        | 3.327,61   | 3.372,08   |            |            |            |
| 10       | 3.349,79   |            |            |            |            |

**Cat. 5**

|          | na 15 jaar | na 16 jaar | na 17 jaar | na 18 jaar | na 19 jaar |
|----------|------------|------------|------------|------------|------------|
| ervaring | maandloon  | maandloon  | maandloon  | maandloon  | maandloon  |
| 0        | 3.349,79   | 3.394,09   | 3.438,41   | 3.482,80   | 3.526,91   |
| 1        | 3.372,08   | 3.416,31   | 3.460,57   | 3.504,79   | 3.549,30   |
| 2        | 3.394,09   | 3.438,41   | 3.482,80   | 3.526,91   |            |
| 3        | 3.416,31   | 3.460,57   | 3.504,79   |            |            |
| 4        | 3.438,41   | 3.482,80   |            |            |            |
| 5        | 3.460,57   |            |            |            |            |

**Cat. 5**

**na 20 jaar**

| ervaring | maandloon |
|----------|-----------|
| 0        | 3.570,77  |

Arbeiders

**07.11.23**

| Cat. 1         | Cat. 2         | Cat. 3         | Cat. 4         | Cat. 5         | Cat. 6         |
|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>uurloon</b> | <b>uurloon</b> | <b>uurloon</b> | <b>uurloon</b> | <b>uurloon</b> | <b>uurloon</b> |
| 14,5485        | 14,8045        | 15,3670        | 16,2580        | 17,6430        | 18,5470        |

Studentenloon bedienden

|                 | Cat. 1           | Cat. 2           | Cat. 2 bis       | Cat. 2           | Cat. 4           | Cat. 5           |
|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <b>leeftijd</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> | <b>maandloon</b> |
| 20              | 2.017,58         | 2.117,59         | 2.162,51         | 2.217,78         | 2.388,16         | 2.654,64         |
| 19              | 2.005,18         | 2.105,19         | 2.150,11         | 2.205,38         | 2.375,76         | 2.642,24         |
| 18              | 1.992,79         | 2.092,80         | 2.137,72         | 2.192,99         | 2.363,37         | 2.629,85         |
| 17              | 1.930,81         | 2.030,82         | 2.075,74         | 2.131,01         | 2.301,39         | 2.567,87         |
| 16              | 1.906,02         | 2.006,03         | 2.050,95         | 2.106,22         | 2.276,60         | 2.543,08         |

Studentenloon arbeiders

|                 | Cat. 1         | Cat. 2         | Cat. 3         | Cat. 4         | Cat. 5         | Cat. 6         |
|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>leeftijd</b> | <b>uurloon</b> | <b>uurloon</b> | <b>uurloon</b> | <b>uurloon</b> | <b>uurloon</b> | <b>uurloon</b> |
| 20              | 14,4690        | 14,7250        | 15,2875        | 16,1785        | 17,5635        | 18,4675        |
| 19              | 14,3900        | 14,6460        | 15,2085        | 16,0995        | 17,4845        | 18,3885        |
| 18              | 14,3105        | 14,5665        | 15,1290        | 16,0200        | 17,4050        | 18,3090        |
| 17              | 13,9125        | 14,1685        | 14,7310        | 15,6220        | 17,0070        | 17,9110        |
| 16              | 13,7540        | 14,0100        | 14,5725        | 15,4635        | 16,8485        | 17,7525        |

Gewaarbord gemiddeld minimummaandinkomen

Let op! Controleer het GGMMI (CAO nr. 43)

| <b>leeftijd</b> | <b>bediende (maandloon)</b> | <b>Arbeider (uurloon)</b> |
|-----------------|-----------------------------|---------------------------|
| 21              | 2.083,08                    | 13,7360                   |
| 20              | 2.015,92                    | 13,2915                   |
| 19              | 1.977,48                    | 13,0380                   |
| 18              | 1.977,48                    | 13,0380                   |
| 17              | 1.669,34                    | 11,0080                   |
| 16              | 1.536,10                    | 10,1270                   |

Flexi-loon

De vergoeding flexi-job = flexiloon + 7,67 % flexivakantiegeld.

Het flexivakantiegeld (= 7,67% van het flexiloon) moet samen met het flexiloon worden uitbetaald.

|   | <b>uurloon</b>    |
|---|-------------------|
| Minimum flexi-loon  | 11,19 EUR         |
| Minimum vergoeding flexi-job inclusief flexivakantiegeld    | 12,05 EUR         |
| Vergoedingen  |                   |
| Jaarpremie  |                   |
| jaarlijkse premies in juni                                  | <b>jaarpremie</b> |
| bedrag juni (huidig bedrag 2024 onder voorbehoud van index) | 310,85 EUR        |
| bedrag juni (prognose 2024)                                 | 310,85 EUR        |

**07.11.23**

bedrag juni

70,00 EUR

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Bestaanszekerheid ten laste van de werkgever

3,00 EUR

Arbeiders. Gedeeltelijke werkloosheid. Per dag.