



Koning Albertlaan 95
9000 GENT

P.C. HORECA - 302.00a

Inwerkingtreding: 1 oktober 2022

CAO-verhoging 0,4 % zowel voor de schallonen als voor de reële lonen.

Schaallonen

38 uren/week

Functie-

jaren	CAT. I	CAT. II	CAT. III	CAT. IV	CAT. V	CAT. VI	CAT. VII	CAT. VIII	CAT. IX
0	12,718	12,718	12,7916	13,3536	14,1188	14,4924	16,4779	17,7522	18,8794
1	13,2882	13,2882	13,4111	13,9696	14,6267	15,0595	16,6826	17,9637	19,0991
2	13,5511	13,5511	13,6765	14,297	14,9294	15,4199	16,8773	18,1667	19,3071
3	13,7985	13,7985	13,971	14,5559	15,1653	15,7072	17,0733	18,3667	19,5112
4	13,9759	13,9759	14,2009	14,6893	15,3321	15,9292	17,2656	18,5684	19,7217
5	13,9759	13,9759	14,2971	14,8822	15,4292	16,0734	17,4631	18,7732	19,9322
6	13,9759	13,9759	14,3958	14,8822	15,5265	16,2227	17,6569	18,9741	20,1393
7	13,9759	13,9759	14,3958	15,075	15,6233	16,3713	17,8564	19,1802	20,3518
8	13,9759	13,9759	14,3958	15,075	15,7203	16,5163	18,0567	19,3878	20,5627
9	14,1018	14,1018	14,5223	15,2082	15,8577	16,6586	18,2179	19,5613	20,7474
10	14,1018	14,1018	14,5223	15,2122	15,8614	16,665	18,2267	19,5706	20,756
11	14,1018	14,1018	14,5223	15,2168	15,8656	16,671	18,2356	19,5786	20,7649
12	14,1018	14,1018	14,5223	15,2205	15,8695	16,677	18,2442	19,5876	20,7733
13	14,1018	14,1018	14,5223	15,2246	15,8735	16,6829	18,2481	19,5913	20,7773
14	14,2278	14,2278	14,6487	15,3543	16,0108	16,8256	18,4105	19,7669	20,9633
15	14,2278	14,2278	14,6487	15,3587	16,0145	16,832	18,4204	19,7772	20,9739
16	14,2278	14,2278	14,6487	15,3587	16,0145	16,832	18,4262	19,7829	20,9801
17	14,2278	14,2278	14,6487	15,3587	16,0145	16,832	18,4319	19,7895	20,986
18	14,2278	14,2278	14,6487	15,3587	16,0145	16,832	18,4319	19,7895	20,986
19	14,3538	14,3538	14,7753	15,4843	16,1478	16,9686	18,5851	19,9539	21,1623
20	14,3538	14,3538	14,7753	15,4843	16,1478	16,9686	18,5851	19,9539	21,1623
21	14,3538	14,3538	14,7753	15,4904	16,1547	16,9756	18,5896	19,9592	21,1676
22	14,3538	14,3538	14,7753	15,4904	16,1547	16,9756	18,5896	19,9592	21,1676
23	14,3538	14,3538	14,7753	15,4904	16,1547	16,9756	18,5952	19,9656	21,1738
24	14,4791	14,4791	14,9018	15,6165	16,2878	17,1122	18,7482	20,1304	21,35
25	14,4791	14,4791	14,9018	15,6165	16,2878	17,1122	18,7482	20,1304	21,35
26	14,4791	14,4791	14,9018	15,6227	16,2946	17,1188	18,7531	20,1353	21,3553
27	14,4791	14,4791	14,9018	15,6227	16,2946	17,1188	18,7531	20,1353	21,3553
28	14,4791	14,4791	14,9018	15,6227	16,2946	17,1188	18,7592	20,1411	21,3614
29	14,6055	14,6055	15,0284	15,7481	16,4277	17,2559	18,9112	20,307	21,5374
30	14,6055	14,6055	15,0284	15,7481	16,4277	17,2559	18,9112	20,307	21,5374
31	14,6055	14,6055	15,0284	15,7552	16,4342	17,2625	18,9162	20,3115	21,543

32	14,6055	14,6055	15,0284	15,7552	16,4342	17,2625	18,9162	20,3115	21,543
33	14,6055	14,6055	15,0284	15,7552	16,4342	17,2625	18,9224	20,3173	21,5491
34	14,7314	14,7314	15,1549	15,8806	16,5677	17,3989	19,0755	20,4826	21,7252
35	14,7314	14,7314	15,1549	15,8806	16,5677	17,3989	19,0755	20,4826	21,7252
36	14,7314	14,7314	15,1549	15,8872	16,5741	17,4063	19,0802	20,4879	21,7298
37	14,7314	14,7314	15,1549	15,8872	16,5741	17,4063	19,0802	20,4879	21,7298
38	14,7314	14,7314	15,1549	15,8872	16,5741	17,4063	19,0856	20,4936	21,7364
39	14,857	14,857	15,2814	16,0126	16,7072	17,5431	19,2385	20,6591	21,9126
40	14,857	14,857	15,2814	16,0126	16,7072	17,5431	19,2385	20,6591	21,9126
41	14,857	14,857	15,2814	16,0196	16,7142	17,5498	19,2434	20,664	21,9173
42	14,857	14,857	15,2814	16,0196	16,7142	17,5498	19,2434	20,664	21,9173
43	14,857	14,857	15,2814	16,0196	16,7142	17,5498	19,2488	20,6699	21,9238
44	14,9828	14,9828	15,4081	16,1449	16,847	17,6861	19,402	20,8353	22,1002
45	14,9828	14,9828	15,4081	16,1449	16,847	17,6861	19,402	20,8353	22,1002

Maandlonen

Functie-jaren

	CAT. I	CAT. II	CAT. III	CAT. IV	CAT. V	CAT. VI	CAT. VII	CAT. VIII	CAT. IX
0	2.094,23	2.094,23	2.106,35	2.198,89	2.324,89	2.386,41	2.713,36	2.923,19	3.108,81
1	2.188,12	2.188,12	2.208,36	2.300,33	2.408,53	2.479,80	2.747,07	2.958,02	3.144,98
2	2.231,41	2.231,41	2.252,06	2.354,24	2.458,37	2.539,14	2.779,13	2.991,45	3.179,23
3	2.272,15	2.272,15	2.300,56	2.396,87	2.497,22	2.586,45	2.811,40	3.024,38	3.212,84
4	2.301,36	2.301,36	2.338,41	2.418,84	2.524,68	2.623,01	2.843,07	3.057,60	3.247,51
5	2.301,36	2.301,36	2.354,25	2.450,60	2.540,67	2.646,75	2.875,59	3.091,32	3.282,17
6	2.301,36	2.301,36	2.370,51	2.450,60	2.556,70	2.671,34	2.907,50	3.124,40	3.316,27
7	2.301,36	2.301,36	2.370,51	2.482,35	2.572,64	2.695,81	2.940,35	3.158,34	3.351,26
8	2.301,36	2.301,36	2.370,51	2.482,35	2.588,61	2.719,68	2.973,34	3.192,52	3.385,99
9	2.322,10	2.322,10	2.391,34	2.504,28	2.611,23	2.743,12	2.999,88	3.221,09	3.416,40
10	2.322,10	2.322,10	2.391,34	2.504,94	2.611,84	2.744,17	3.001,33	3.222,62	3.417,82
11	2.322,10	2.322,10	2.391,34	2.505,70	2.612,53	2.745,16	3.002,79	3.223,94	3.419,29
12	2.322,10	2.322,10	2.391,34	2.506,31	2.613,18	2.746,14	3.004,21	3.225,42	3.420,67
13	2.322,10	2.322,10	2.391,34	2.506,98	2.613,84	2.747,12	3.004,85	3.226,03	3.421,33
14	2.342,84	2.342,84	2.412,15	2.528,34	2.636,44	2.770,61	3.031,59	3.254,95	3.451,96
15	2.342,84	2.342,84	2.412,15	2.529,06	2.637,05	2.771,67	3.033,22	3.256,64	3.453,70
16	2.342,84	2.342,84	2.412,15	2.529,06	2.637,05	2.771,67	3.034,18	3.257,58	3.454,72
17	2.342,84	2.342,84	2.412,15	2.529,06	2.637,05	2.771,67	3.035,12	3.258,67	3.455,69
18	2.342,84	2.342,84	2.412,15	2.529,06	2.637,05	2.771,67	3.035,12	3.258,67	3.455,69
19	2.363,59	2.363,59	2.433,00	2.549,75	2.659,00	2.794,16	3.060,35	3.285,74	3.484,72
20	2.363,59	2.363,59	2.433,00	2.549,75	2.659,00	2.794,16	3.060,35	3.285,74	3.484,72
21	2.363,59	2.363,59	2.433,00	2.550,75	2.660,14	2.795,31	3.061,09	3.286,61	3.485,60
22	2.363,59	2.363,59	2.433,00	2.550,75	2.660,14	2.795,31	3.061,09	3.286,61	3.485,60
23	2.363,59	2.363,59	2.433,00	2.550,75	2.660,14	2.795,31	3.062,01	3.287,67	3.486,62
24	2.384,22	2.384,22	2.453,83	2.571,52	2.682,06	2.817,81	3.087,20	3.314,80	3.515,63
25	2.384,22	2.384,22	2.453,83	2.571,52	2.682,06	2.817,81	3.087,20	3.314,80	3.515,63
26	2.384,22	2.384,22	2.453,83	2.572,54	2.683,18	2.818,89	3.088,01	3.315,61	3.516,50
27	2.384,22	2.384,22	2.453,83	2.572,54	2.683,18	2.818,89	3.088,01	3.315,61	3.516,50
28	2.384,22	2.384,22	2.453,83	2.572,54	2.683,18	2.818,89	3.089,01	3.316,57	3.517,51
29	2.405,04	2.405,04	2.474,68	2.593,19	2.705,09	2.841,47	3.114,04	3.343,88	3.546,49
30	2.405,04	2.405,04	2.474,68	2.593,19	2.705,09	2.841,47	3.114,04	3.343,88	3.546,49
31	2.405,04	2.405,04	2.474,68	2.594,36	2.706,16	2.842,56	3.114,87	3.344,63	3.547,41

32	2.405,04	2.405,04	2.474,68	2.594,36	2.706,16	2.842,56	3.114,87	3.344,63	3.547,41
33	2.405,04	2.405,04	2.474,68	2.594,36	2.706,16	2.842,56	3.115,89	3.345,58	3.548,42
34	2.425,77	2.425,77	2.495,51	2.615,00	2.728,15	2.865,02	3.141,10	3.372,80	3.577,41
35	2.425,77	2.425,77	2.495,51	2.615,00	2.728,15	2.865,02	3.141,10	3.372,80	3.577,41
36	2.425,77	2.425,77	2.495,51	2.616,09	2.729,20	2.866,24	3.141,87	3.373,67	3.578,17
37	2.425,77	2.425,77	2.495,51	2.616,09	2.729,20	2.866,24	3.141,87	3.373,67	3.578,17
38	2.425,77	2.425,77	2.495,51	2.616,09	2.729,20	2.866,24	3.142,76	3.374,61	3.579,26
39	2.446,45	2.446,45	2.516,34	2.636,74	2.751,12	2.888,76	3.167,94	3.401,86	3.608,27
40	2.446,45	2.446,45	2.516,34	2.636,74	2.751,12	2.888,76	3.167,94	3.401,86	3.608,27
41	2.446,45	2.446,45	2.516,34	2.637,89	2.752,27	2.889,87	3.168,75	3.402,67	3.609,05
42	2.446,45	2.446,45	2.516,34	2.637,89	2.752,27	2.889,87	3.168,75	3.402,67	3.609,05
43	2.446,45	2.446,45	2.516,34	2.637,89	2.752,27	2.889,87	3.169,63	3.403,64	3.610,12
44	2.467,17	2.467,17	2.537,20	2.658,53	2.774,14	2.912,31	3.194,86	3.430,88	3.639,16
45	2.467,17	2.467,17	2.537,20	2.658,53	2.774,14	2.912,31	3.194,86	3.430,88	3.639,16

(*) na 6 maanden of 130/156 effectief gewerkte dagen in dezelfde functie (5/6 dagen)

Vergoedingen

Kledijvergoedingen :

Leveren uniform	€ 1,84	Per arbeidsdag
Onderhoud en wassen	€ 1,84	Per arbeidsdag

Toeslag nachtarbeid :

per uur € 1,3554

Flexibiliteitstoeslag in cateringbedrijven :

Anciënniteit bij de werkgever in een flexibel systeem

	bij aanvang	vanaf 5 jaar	vanaf 10 jaar	vanaf 15 jaar
Werknemer met verschillende functies:	Toeslag per uur	Toeslag per uur	Toeslag per uur	Toeslag per uur
enkel cat. II	0,1496 EUR	0,1903 EUR	0,2450 EUR	0,2859 EUR
cat. III of IV	0,2314 EUR	0,2994 EUR	0,3675 EUR	0,4357 EUR
cat. V of hoger	0,2722 EUR	0,3404 EUR	0,4080 EUR	0,4764 EUR