

scale			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	H2	H1	P	SA
grade			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	H2	H1	P	SA
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15			2.618	2.618	2.618	2.618	2.618	2.618	2.693	3.072	3.377	3.226	4.332	5.247	6.002	6.305	6.836	7.405	8.025	8.815	6.648	7.405	2.770	-
			2.618	2.618	2.618	2.618	2.618	2.618	2.770	3.226	3.539	3.377	4.494	5.401	6.156	6.457	7.025	7.605	8.281	9.094	6.836	7.605	3.226	-
			2.618	2.618	2.618	2.618	2.618	2.618	2.920	3.377	3.720	3.539	4.640	5.551	6.305	6.648	7.214	7.813	8.546	9.382	7.025	7.813	3.377	2.618
			2.618	2.618	2.618	2.618	2.618	2.770	3.072	3.539	3.877	3.720	4.786	5.705	6.457	6.836	7.405	8.025	8.815	9.680	7.214	8.025	3.539	2.618
			2.618	2.618	2.618	2.618	2.693	2.846	3.149	3.636	4.036	3.877	4.929	5.849	6.648	7.025	7.605	8.281	9.094	9.993	7.405	8.281	-	2.846
			2.618	2.618	2.618	2.618	2.770	2.920	3.226	3.720	4.185	4.036	5.090	6.002	6.836	7.214	7.813	8.546	9.382	10.306	7.605	8.546	-	-
			2.618	2.618	2.618	2.693	2.846	2.995	3.298	3.796	4.332	4.185	5.247	6.156	7.025	7.405	8.025	8.815	9.680	10.635	7.813	8.815	-	-
			-	2.618	2.693	2.770	2.920	3.072	3.377	3.877	4.494	4.332	5.401	6.305	7.214	7.605	8.281	9.094	9.993	10.975	8.025	9.094	-	-
			-	-	2.770	2.846	2.995	3.149	3.456	3.963	4.640	4.494	5.551	6.457	7.305	7.813	8.546	9.382	10.306	11.325	8.281	9.382	-	-
			-	-	2.846	2.920	3.072	3.226	3.539	4.036	-	4.640	5.705	6.648	-	8.025	8.815	9.680	10.635	11.686	8.546	9.680	-	-
			-	-	-	2.995	3.149	3.298	3.636	4.103	-	4.786	5.849	6.737	-	-	-	-	-	-	8.815	9.993	-	-
			-	-	-	-	-	-	-	-	-	4.929	5.929	-	-	-	-	-	-	-	9.094	10.306	-	-
			-	-	-	-	-	-	-	-	-	5.090	-	-	-	-	-	-	-	-	9.382	10.635	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9.680	10.975	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11.325	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11.686	-	-
pay classification and job classification (UFO)												Lecturer 4 Researcher 4	Lecturer 3 Researcher 3	Lecturer 2 Researcher 2	Lecturer 1 Researcher 1	Associate professor 1			Dean 2	Dean 1	Professor 2	Professor 1	PHD candidate	Student assistant
disability pay scale per 1 July 2024			statutory minimum wage p/hr per 1 July 2024			contributions and franchises per 1 January 20234						various amounts per 2024						youth salary scale (per 1 August 2023 +9%)						
	% WML	salary	age	%	amount	contribution	premium employee	premium employer		franchise	max salary per year	minimum holiday allowance (Aug)	€ 209,45	per mnth		age/scale	1	2	3	4	5	min HA	py	
												year-end bonus	8,30%			15	1.309	1.335	-	-	-	-	1.256,76	
												minimum (Jan)	€ 2.250,00	per year		16	1.309	1.335	1.362	1.389	-	-	1.256,76	
0	100	2.269,97	15	30,0	4,10	OP/NP en Anw comp	8,10	18,90	27,00	17.550	137.800	waarde verlofuur	0,704%			17	1.309	1.335	1.362	1.389	1.445	1.256,76		
1	105	2.383,47	16	34,5	4,72	Vut/VPL	0,00	0,00	0,00	-	-	first aid allowance (index 1-1-20)	€ 13,07	per mnth		18	1.571	1.602	1.634	1.667	1.734	1.508,04		
2	110	2.496,96	17	39,5	5,40	AAOP	0,15	0,35	0,50	26.800	-	BHV allowance (index 1-1-20)	€ 288	per year		19	1.833	1.870	1.907	1.945	2.023	1.759,44		
3	115	2.610,46	18	50,0	6,84							PAM allowance (index 1-1-20)	€ 288	per year		20	2.095	2.137	2.180	2.224	2.313	2.010,72		
4	120	2.723,96	19	60,0	8,21	Aof (WIA-basis)	0,00	7,54	7,54	-	71.628													
			20	80,0	10,94	UFO	0,00	0,68	0,68	-	71.628	next indexation: 1 jan 2026												
			≥ 21	100,0	13,68	ZVW	0,00	6,57	6,57	-	71.628													
						WKO (Kinderopvang)	0,00	0,50	0,50	-	71.628													
The accrual percentage of pension is personal. On the personal 'uniform pension overview' (UPO) every employee can find the accrual percentage, which applies. *maximum premium daily wage for premium payments = € 274,44 (€ 71628 per year over 261 days) maximum wage for social security payments (WW / ZW / WAO / WIA) = € 282,95																								

