

| trede \ schaal                                                                                                                                                                        |       |          | 1                                        | 2     | 3      | 4                                                    | 5            | 6            | 7        | 8         | 9             | 10                                               | 11                      | 12                      | 13                       | 14       | 15    | 16                                      | 17     | 18       | H2       | H1            | P             | SA           |                   |  |  |  |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------|------------------------------------------|-------|--------|------------------------------------------------------|--------------|--------------|----------|-----------|---------------|--------------------------------------------------|-------------------------|-------------------------|--------------------------|----------|-------|-----------------------------------------|--------|----------|----------|---------------|---------------|--------------|-------------------|--|--|--|--|
| 0<br>1<br>2<br>3<br>4<br>5<br>6<br>7<br>8<br>9<br>10<br>11<br>12<br>13<br>14<br>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        | -             | -            |                   |  |  |  |  |
| functieniveau matrix onderwijs en onderzoek UFO                                                                                                                                       |       |          |                                          |       |        |                                                      |              |              |          |           |               | Docent 4 Onderz. 4                               | Docent 3 Onderz. 3 UD 2 | Docent 2 Onderz. 2 UD 1 | Docent 1 Onderz. 1 UHD 2 | UHD 1    |       |                                         |        | Decaan 2 | Decaan 1 | Hoog-leraar 2 | Hoog-leraar 1 | Promo-vendus | Student-assistent |  |  |  |  |
| arbeidsgehandicapten per 1 jan 2024                                                                                                                                                   |       |          | wettelijk minimum uurloon per 1 jan 2024 |       |        | bijdragepercentages en franchises per 1 januari 2024 |              |              |          |           |               | diverse bedragen 2024                            |                         |                         |                          |          |       | jeugdsalarisschalen (per 1 aug 23 + 9%) |        |          |          |               |               |              |                   |  |  |  |  |
|                                                                                                                                                                                       | % WML | salaris  | leeftijd                                 | %     | bedrag | premie                                               | % werk-nemer | % werk-gever | afdracht | franchise | max jaarloon* | minimum vakantieuitkering (aug) € 209,45 per mnd |                         |                         |                          | leeftijd | 1     | 2                                       | 3      | 4        | 5        | min. VU pj    |               |              |                   |  |  |  |  |
|                                                                                                                                                                                       |       |          |                                          |       |        |                                                      |              |              |          |           |               | eindejaarsuitkering 8,30%                        |                         |                         |                          | 15       | 1.309 | 1.335                                   | -      | -        | -        | 1.256,76      |               |              |                   |  |  |  |  |
|                                                                                                                                                                                       |       |          |                                          |       |        |                                                      |              |              |          |           |               | minimumbedrag (jan) € 2.250,00 per jaar          |                         |                         |                          | 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     | -         | -             | EHBO toelage (index 1-1-23) € 13,07 per mnd      |                         |                         |                          | 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    | -             | basistoelage BHV (index 1-1-23) € 288 per jaar   |                         |                         |                          | 19       | 1.833 | 1.870                                   | 1.907  | 1.945    | 2.023    | 1.759,44      |               |              |                   |  |  |  |  |
| 3                                                                                                                                                                                     | 115   | 2.610,46 | 18                                       | 50,0  | 6,84   |                                                      |              |              |          |           |               | basistoelage PAM (index 1-1-23) € 288 per jaar   |                         |                         |                          | 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        | eerst volgende indexatie BHV/PAM: 1 jan 2026     |                         |                         |                          |          |       |                                         |        |          |          |               |               |              |                   |  |  |  |  |
|                                                                                                                                                                                       |       |          | 20                                       | 80,0  | 10,94  | UFO                                                  | 0,00         | 0,68         | 0,68     | -         | 71.628        |                                                  |                         |                         |                          |          |       |                                         |        |          |          |               |               |              |                   |  |  |  |  |
|                                                                                                                                                                                       |       |          | ≥ 21                                     | 100,0 | 13,68  | ZVW                                                  | 0,00         | 6,57         | 6,57     | -         | 71.628        |                                                  |                         |                         |                          |          |       |                                         |        |          |          |               |               |              |                   |  |  |  |  |
|                                                                                                                                                                                       |       |          |                                          |       |        | WKO (Kinderopvang)                                   | 0,00         | 0,50         | 0,50     | -         | 71.628        |                                                  |                         |                         |                          |          |       |                                         |        |          |          |               |               |              |                   |  |  |  |  |
| Het opbouwpercentage pensioen is persoonsafhankelijk. Op het persoonlijk 'uniform pensioen overzicht' (UPO) kan iedere medewerker het opbouwpercentage vinden, wat van toepassing is. |       |          |                                          |       |        |                                                      |              |              |          |           |               |                                                  |                         |                         |                          |          |       |                                         |        |          |          |               |               |              |                   |  |  |  |  |
| * maximum premiedagloon voor premieafdracht = € 274,44 (€ 71628 per jaar over 261 dagen)                                                                                              |       |          |                                          |       |        |                                                      |              |              |          |           |               |                                                  |                         |                         |                          |          |       |                                         |        |          |          |               |               |              |                   |  |  |  |  |
| maximum inkomensdagloon voor uitkeringen (WW/ZW/WAO/WIA) = € 282,95                                                                                                                   |       |          |                                          |       |        |                                                      |              |              |          |           |               |                                                  |                         |                         |                          |          |       |                                         |        |          |          |               |               |              |                   |  |  |  |  |

