

**BAREMA'S VOOR DE BEDIENDEN**  
van toepassing vanaf 1 januari 2026  
en geldig voor de schijf:

**BAREMES DU PERSONEL EMPLOYE**  
applicables à partir du 1er janvier 2026  
et valables pour la tranche

98.25

100.21

102.22

BETAALBAAR 13 KEER PER JAAR

PAYABLES 13 FOIS PAR AN

| ERVARING<br>EXPERIENCE | CAT.<br>1 | CAT.<br>2 | CAT.<br>3 | CAT.<br>4A | CAT.<br>4B | CAT.<br>4B+5% |          |    |          |    |          |
|------------------------|-----------|-----------|-----------|------------|------------|---------------|----------|----|----------|----|----------|
| 0                      | 3,400.61  | 0         | 3,463.53  |            |            |               |          |    |          |    |          |
| 1                      | 3,410.85  | 1         | 3,473.75  |            |            |               |          |    |          |    |          |
| 2                      | 3,421.15  | 2         | 3,484.00  | 2          | 3,639.55   |               |          |    |          |    |          |
| 3                      | 3,431.51  | 3         | 3,494.30  | 3          | 3,649.88   | 3             | 3,811.44 | 3  | 4,073.65 | 3  | 4,277.33 |
| 4                      | 3,478.91  | 4         | 3,548.42  | 4          | 3,713.09   | 4             | 3,883.02 | 4  | 4,152.52 | 4  | 4,360.15 |
| 5                      | 3,526.38  | 5         | 3,601.28  | 5          | 3,775.81   | 5             | 3,955.71 | 5  | 4,233.02 | 5  | 4,444.67 |
| 6                      | 3,575.89  | 6         | 3,655.13  | 6          | 3,839.47   | 6             | 4,028.36 | 6  | 4,314.72 | 6  | 4,530.46 |
| 7                      | 3,621.57  | 7         | 3,708.11  | 7          | 3,902.46   | 7             | 4,101.02 | 7  | 4,396.98 | 7  | 4,616.83 |
| 8                      | 3,669.08  | 8         | 3,761.63  | 8          | 3,966.22   | 8             | 4,174.43 | 8  | 4,481.70 | 8  | 4,705.79 |
| 9                      | 3,716.38  | 9         | 3,815.42  | 9          | 4,030.39   | 9             | 4,248.05 | 9  | 4,567.44 | 9  | 4,795.81 |
| 10                     | 3,762.95  | 10        | 3,868.73  | 10         | 4,094.99   | 10            | 4,324.35 | 10 | 4,654.42 | 10 | 4,887.14 |
| 11                     | 3,810.71  | 11        | 3,922.59  | 11         | 4,158.91   | 11            | 4,400.65 | 11 | 4,741.10 | 11 | 4,978.16 |
| 12                     | 3,858.42  | 12        | 3,977.00  | 12         | 4,223.59   | 12            | 4,478.79 | 12 | 4,827.74 | 12 | 5,069.13 |
| 13                     | 3,905.69  | 13        | 4,030.65  | 13         | 4,290.30   | 13            | 4,557.01 | 13 | 4,915.68 | 13 | 5,161.46 |
| 14                     | 3,953.38  | 14        | 4,085.34  | 14         | 4,357.02   | 14            | 4,637.23 | 14 | 5,003.72 | 14 | 5,253.91 |
| 15                     | 4,001.13  | 15        | 4,139.86  | 15         | 4,425.02   | 15            | 4,716.75 | 15 | 5,092.00 | 15 | 5,346.60 |
| 16                     | 4,048.79  | 16        | 4,154.00  | 16         | 4,494.35   | 16            | 4,796.96 | 16 | 5,180.91 | 16 | 5,439.96 |
| 17                     | 4,096.50  | 17        | 4,169.36  | 17         | 4,559.17   | 17            | 4,877.33 | 17 | 5,268.98 | 17 | 5,532.43 |
| 18                     |           | 18        | 4,183.61  | 18         | 4,607.81   | 18            | 4,958.30 | 18 | 5,356.43 | 18 | 5,624.25 |
| 19                     |           | 19        | 4,198.64  | 19         | 4,651.95   | 19            | 5,039.66 | 19 | 5,445.09 | 19 | 5,717.34 |
| 20                     |           | 20        | 4,213.94  | 20         | 4,697.15   | 20            | 5,095.92 | 20 | 5,507.17 | 20 | 5,782.53 |
| 21                     |           | 21        | 4,229.90  | 21         | 4,742.12   | 21            | 5,150.30 | 21 | 5,569.99 | 21 | 5,848.49 |
| 22                     |           | 22        | 4,245.89  | 22         | 4,786.85   | 22            | 5,205.28 | 22 | 5,632.89 | 22 | 5,914.53 |
| 23                     |           | 23        | 4,261.43  | 23         | 4,831.57   | 23            | 5,260.69 | 23 | 5,695.16 | 23 | 5,979.92 |
| 24                     |           | 24        | 4,277.21  | 24         | 4,876.93   | 24            | 5,316.03 | 24 | 5,757.86 | 24 | 6,045.75 |
| 25                     |           | 25        | 4,338.00  | 25         | 4,922.75   | 25            | 5,370.81 | 25 | 5,821.34 | 25 | 6,112.41 |
| 26                     |           | 26        | 4,399.54  | 26         | 4,967.89   | 26            | 5,426.32 | 26 | 5,883.56 | 26 | 6,177.74 |
| 27                     |           | 27        | 4,415.69  | 27         | 5,013.39   | 27            | 5,481.88 | 27 | 5,945.87 | 27 | 6,243.16 |
| 28                     |           | 28        | 4,433.34  | 28         | 5,059.33   | 28            | 5,537.13 | 28 | 6,009.53 | 28 | 6,310.01 |
| 29                     |           | 29        | 4,449.50  | 29         | 5,104.78   | 29            | 5,592.86 | 29 | 6,071.48 | 29 | 6,375.05 |
| 30                     |           | 30        | 4,466.90  | 30         | 5,149.88   | 30            | 5,640.16 | 30 | 6,126.00 | 30 | 6,432.30 |
| 31                     |           | 31        | 4,484.51  | 31         | 5,182.72   | 31            | 5,688.88 | 31 | 6,180.13 | 31 | 6,489.14 |
| 32                     |           | 32        | 4,502.32  | 32         | 5,215.03   | 32            | 5,734.73 | 32 | 6,234.47 | 32 | 6,546.19 |
| 33                     |           | 33        | 4,520.18  | 33         | 5,247.55   | 33            | 5,782.45 | 33 | 6,289.15 | 33 | 6,603.61 |
| 34                     |           | 34        | 4,537.71  | 34         | 5,280.15   | 34            | 5,829.91 | 34 | 6,343.13 | 34 | 6,660.29 |
| 35                     |           | 35        | 4,555.29  | 35         | 5,312.16   | 35            | 5,866.64 | 35 | 6,383.51 | 35 | 6,702.69 |
| 36                     |           | 36        | 4,572.83  | 36         | 5,343.88   | 36            | 5,903.27 | 36 | 6,423.25 | 36 | 6,744.41 |
| 37                     |           | 37        | 4,590.39  | 37         | 5,375.67   | 37            | 5,940.12 | 37 | 6,463.68 | 37 | 6,786.86 |
| 38                     |           | 38        | 4,607.90  | 38         | 5,407.38   | 38            | 5,976.74 | 38 | 6,503.61 | 38 | 6,828.79 |
| 39                     |           | 39        | 4,625.49  | 39         | 5,439.19   | 39            | 6,013.38 | 39 | 6,543.94 | 39 | 6,871.14 |

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

0.9077  
0.3438

EUR/u  
EUR/u

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**van toepassing vanaf 1 januari 2026**  
**en geldig voor de schijf:**

**BAREMES DU PERSONEL EMPLOYE**  
**applicables à partir du 1er janvier 2026**  
**et valables pour la tranche**

98.25

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**BETAALBAAR 14 KEER PER JAAR**

**PAYABLES 14 FOIS PAR AN**

| ERVARING<br>EXPERIENCE | CAT.<br>1 |    | CAT.<br>2 |    | CAT.<br>3 |    | CAT.<br>4A |    | CAT.<br>4B |    | CAT.<br>4B+5% |
|------------------------|-----------|----|-----------|----|-----------|----|------------|----|------------|----|---------------|
| 0                      | 3,157.71  | 0  | 3,216.14  |    |           |    |            |    |            |    |               |
| 1                      | 3,167.22  | 1  | 3,225.63  |    |           |    |            |    |            |    |               |
| 2                      | 3,176.78  | 2  | 3,235.14  | 2  | 3,379.58  |    |            |    |            |    |               |
| 3                      | 3,186.40  | 3  | 3,244.71  | 3  | 3,389.17  | 3  | 3,539.19   | 3  | 3,782.68   | 3  | 3,971.81      |
| 4                      | 3,230.42  | 4  | 3,294.96  | 4  | 3,447.87  | 4  | 3,605.66   | 4  | 3,855.91   | 4  | 4,048.71      |
| 5                      | 3,274.50  | 5  | 3,344.05  | 5  | 3,506.11  | 5  | 3,673.16   | 5  | 3,930.66   | 5  | 4,127.19      |
| 6                      | 3,320.47  | 6  | 3,394.05  | 6  | 3,565.22  | 6  | 3,740.62   | 6  | 4,006.53   | 6  | 4,206.86      |
| 7                      | 3,362.89  | 7  | 3,443.25  | 7  | 3,623.71  | 7  | 3,808.09   | 7  | 4,082.91   | 7  | 4,287.06      |
| 8                      | 3,407.00  | 8  | 3,492.94  | 8  | 3,682.92  | 8  | 3,876.26   | 8  | 4,161.58   | 8  | 4,369.66      |
| 9                      | 3,450.92  | 9  | 3,542.89  | 9  | 3,742.51  | 9  | 3,944.62   | 9  | 4,241.19   | 9  | 4,453.25      |
| 10                     | 3,494.17  | 10 | 3,592.39  | 10 | 3,802.49  | 10 | 4,015.47   | 10 | 4,321.96   | 10 | 4,538.06      |
| 11                     | 3,538.52  | 11 | 3,642.41  | 11 | 3,861.85  | 11 | 4,086.32   | 11 | 4,402.45   | 11 | 4,622.57      |
| 12                     | 3,582.82  | 12 | 3,692.93  | 12 | 3,921.91  | 12 | 4,158.88   | 12 | 4,482.90   | 12 | 4,707.05      |
| 13                     | 3,626.71  | 13 | 3,742.75  | 13 | 3,983.85  | 13 | 4,231.51   | 13 | 4,564.56   | 13 | 4,792.79      |
| 14                     | 3,671.00  | 14 | 3,793.53  | 14 | 4,045.80  | 14 | 4,306.00   | 14 | 4,646.31   | 14 | 4,878.63      |
| 15                     | 3,715.34  | 15 | 3,844.16  | 15 | 4,108.95  | 15 | 4,379.84   | 15 | 4,728.29   | 15 | 4,964.70      |
| 16                     | 3,759.59  | 16 | 3,857.29  | 16 | 4,173.33  | 16 | 4,454.32   | 16 | 4,810.85   | 16 | 5,051.39      |
| 17                     | 3,803.89  | 17 | 3,871.55  | 17 | 4,233.52  | 17 | 4,528.95   | 17 | 4,892.62   | 17 | 5,137.25      |
| 18                     |           | 18 | 3,884.78  | 18 | 4,278.68  | 18 | 4,604.14   | 18 | 4,973.83   | 18 | 5,222.52      |
| 19                     |           | 19 | 3,898.74  | 19 | 4,319.67  | 19 | 4,679.68   | 19 | 5,056.16   | 19 | 5,308.97      |
| 20                     |           | 20 | 3,912.94  | 20 | 4,361.64  | 20 | 4,731.93   | 20 | 5,113.80   | 20 | 5,369.49      |
| 21                     |           | 21 | 3,927.76  | 21 | 4,403.40  | 21 | 4,782.42   | 21 | 5,172.13   | 21 | 5,430.74      |
| 22                     |           | 22 | 3,942.61  | 22 | 4,444.93  | 22 | 4,833.47   | 22 | 5,230.54   | 22 | 5,492.07      |
| 23                     |           | 23 | 3,957.04  | 23 | 4,486.46  | 23 | 4,884.93   | 23 | 5,288.36   | 23 | 5,552.78      |
| 24                     |           | 24 | 3,971.70  | 24 | 4,528.58  | 24 | 4,936.31   | 24 | 5,346.58   | 24 | 5,613.91      |
| 25                     |           | 25 | 4,028.14  | 25 | 4,571.13  | 25 | 4,987.18   | 25 | 5,405.53   | 25 | 5,675.81      |
| 26                     |           | 26 | 4,085.29  | 26 | 4,613.04  | 26 | 5,038.73   | 26 | 5,463.31   | 26 | 5,736.48      |
| 27                     |           | 27 | 4,100.28  | 27 | 4,655.29  | 27 | 5,090.32   | 27 | 5,521.17   | 27 | 5,797.23      |
| 28                     |           | 28 | 4,116.67  | 28 | 4,697.95  | 28 | 5,141.62   | 28 | 5,580.28   | 28 | 5,859.29      |
| 29                     |           | 29 | 4,131.68  | 29 | 4,740.15  | 29 | 5,193.37   | 29 | 5,637.80   | 29 | 5,919.69      |
| 30                     |           | 30 | 4,147.84  | 30 | 4,782.03  | 30 | 5,237.29   | 30 | 5,688.43   | 30 | 5,972.85      |
| 31                     |           | 31 | 4,164.19  | 31 | 4,812.53  | 31 | 5,282.53   | 31 | 5,738.69   | 31 | 6,025.62      |
| 32                     |           | 32 | 4,180.73  | 32 | 4,842.53  | 32 | 5,325.11   | 32 | 5,789.15   | 32 | 6,078.61      |
| 33                     |           | 33 | 4,197.31  | 33 | 4,872.73  | 33 | 5,369.42   | 33 | 5,839.93   | 33 | 6,131.93      |
| 34                     |           | 34 | 4,213.59  | 34 | 4,903.00  | 34 | 5,413.49   | 34 | 5,890.05   | 34 | 6,184.55      |
| 35                     |           | 35 | 4,229.91  | 35 | 4,932.72  | 35 | 5,447.59   | 35 | 5,927.55   | 35 | 6,223.93      |
| 36                     |           | 36 | 4,246.20  | 36 | 4,962.17  | 36 | 5,481.61   | 36 | 5,964.45   | 36 | 6,262.67      |
| 37                     |           | 37 | 4,262.51  | 37 | 4,991.69  | 37 | 5,515.83   | 37 | 6,001.99   | 37 | 6,302.09      |
| 38                     |           | 38 | 4,278.76  | 38 | 5,021.14  | 38 | 5,549.83   | 38 | 6,039.07   | 38 | 6,341.02      |
| 39                     |           | 39 | 4,295.10  | 39 | 5,050.68  | 39 | 5,583.85   | 39 | 6,076.52   | 39 | 6,380.35      |