

STARTBEDRAGEN DIENEND ALS VERGELIJKINGSBASIS MET DE VLAAMSE JAARBASIS

Federale schaal	1. A11 - organieke inschaling A111				2. A12 - organieke inschaling A112				3. A21 - organieke inschaling A112				4. A21 - organieke inschaling A112				5. A22 - organieke inschaling A113			
Tussentijdse verhoging 2 jaar	258				258				196				196				196			
Schaalbonificatie	516				516				392				392				392			
Maximumbedrag	3.000				3.000				3.000				800				3.000			
	44.360				44.360				44.360				44.360				44.360			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
0	21.880	2	25.396	0	23880	2	27.396	0	25880	2	29.272	0	25880	2	27.072	0	28880	2	32.272	
1	22.325	3	25.841	1	24325	3	27.841	1	26360	3	29.752	1	26360	3	27.552	1	29360	3	32.752	
2	22.770	4	26.286	2	24770	4	28.286	2	26840	4	30.232	2	26840	4	28.032	2	29840	4	33.232	
3	23.215	5	26.731	3	25215	5	28.731	3	27320	5	30.712	3	27320	5	28.512	3	30320	5	33.712	
4	23.660	6	27.176	4	25660	6	29.176	4	27800	6	31.192	4	27800	6	28.992	4	30800	6	34.192	
5	24.150	7	27.666	5	26105	7	29.621	5	28280	7	31.672	5	28280	7	29.472	5	31280	7	34.672	
6	24.550	8	28.066	6	26550	8	30.066	6	28760	8	32.152	6	28760	8	29.952	6	31760	8	35.152	
7	24.995	9	28.511	7	26995	9	30.511	7	29240	9	32.632	7	29240	9	30.432	7	32240	9	35.632	
8	25.440	10	28.956	8	27440	10	30.956	8	29720	10	33.112	8	29720	10	30.912	8	32720	10	36.112	
9	25.885	11	29.401	9	27885	11	31.401	9	30200	11	33.592	9	30200	11	31.392	9	33200	11	36.592	
10	26.330	12	29.846	10	28330	12	31.846	10	30680	12	34.072	10	30680	12	31.872	10	33680	12	37.072	
11	26.775	13	30.291	11	28775	13	32.291	11	31160	13	34.552	11	31160	13	32.352	11	34160	13	37.552	
12	27.220	14	30.736	12	29220	14	32.736	12	31640	14	35.032	12	31640	14	32.832	12	34640	14	38.032	
13	27.665	15	31.181	13	29665	15	33.181	13	32120	15	35.512	13	32120	15	33.312	13	35120	15	38.512	
14	28.110	16	31.626	14	30110	16	33.626	14	32600	16	35.992	14	32600	16	33.792	14	35600	16	38.992	
15	28.555	17	32.071	15	30555	17	34.071	15	33080	17	36.472	15	33080	17	34.272	15	36080	17	39.472	
16	29.000	18	32.516	16	31000	18	34.516	16	33560	18	36.952	16	33560	18	34.752	16	36560	18	39.952	
17	29.445	19	32.961	17	31445	19	34.961	17	34040	19	37.432	17	34040	19	35.232	17	37040	19	40.432	
18	29.890	20	33.406	18	31890	20	35.406	18	34520	20	37.912	18	34520	20	35.712	18	37520	20	40.912	
19	30.335	21	33.851	19	32335	21	35.851	19	35000	21	38.392	19	35000	21	36.192	19	38000	21	41.392	
20	30.780	22	34.296	20	32780	22	36.296	20	35480	22	38.872	20	35480	22	36.672	20	38480	22	41.872	
21	31.225	23	34.741	21	33225	23	36.741	21	35960	23	39.352	21	35960	23	37.152	21	38960	23	42.352	
22	31.670	24	35.186	22	33670	24	37.186	22	36440	24	39.832	22	36440	24	37.632	22	39440	24	42.832	
23	32.115	25	35.631	23	34115	25	37.631	23	36920	25	40.312	23	36920	25	38.112	23	39920	25	43.312	
24	32.560	26	36.076	24	34560	26	38.076	24	37400	26	40.792	24	37400	26	38.592	24	40400	26	43.792	
25	33.005	27	36.521	25	35005	27	38.521	25	37880	27	41.272	25	37880	27	39.072	25	40880	27	44.272	
26	33.450	28	36.966	26	35450	28	38.966	26	38360	28	41.752	26	38360	28	39.552	26	41360	28	44.752	
27	33.895	29	37.411	27	35895	29	39.411													

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	6. A23 - organieke inschaling A114				7. A21 + WC - 1453 organieke inschaling A112				8. A22 + WC 1453 - organieke inschaling A113				9. A31 - organieke inschaling A211				10. A32 - organieke inschaling A212			
Federale schaal	196				196				196				206				206			
Tussentijdse verhoging 2 jaar	392				392				392				412				412			
Schaalbonificatie	3.000				3.000				3.000				3.000				3.000			
Maximumbedrag	44.360				45.813				45.813				51.360				51.360			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
	0	31880	2	35.272	0	25880	2	30.725	0	28880	2	33.725	0	32380	2	35.792	0	35880	2	39.292
	1	32360	3	35.752	1	26360	3	31.205	1	29360	3	34.205	1	32900	3	36.312	1	36400	3	39.812
	2	32840	4	36.232	2	26840	4	31.685	2	29840	4	34.685	2	33420	4	36.832	2	36920	4	40.332
	3	33320	5	36.712	3	27320	5	32.165	3	30320	5	35.165	3	33940	5	37.352	3	37440	5	40.852
	4	33800	6	37.192	4	27800	6	32.645	4	30800	6	35.645	4	34460	6	37.872	4	37960	6	41.372
	5	34280	7	37.672	5	28280	7	33.125	5	31280	7	36.125	5	34980	7	38.392	5	38480	7	41.892
	6	34760	8	38.152	6	28760	8	33.605	6	31760	8	36.605	6	35500	8	38.912	6	39000	8	42.412
	7	35240	9	38.632	7	29240	9	34.085	7	32240	9	37.085	7	36020	9	39.432	7	39520	9	42.932
	8	35720	10	39.112	8	29720	10	34.565	8	32720	10	37.565	8	36540	10	39.952	8	40040	10	43.452
	9	36200	11	39.592	9	30200	11	35.045	9	33200	11	38.045	9	37060	11	40.472	9	40560	11	43.972
	10	36680	12	40.072	10	30680	12	35.525	10	33680	12	38.525	10	37580	12	40.992	10	41080	12	44.492
	11	37160	13	40.552	11	31160	13	36.005	11	34160	13	39.005	11	38100	13	41.512	11	41600	13	45.012
	12	37640	14	41.032	12	31640	14	36.485	12	34640	14	39.485	12	38620	14	42.032	12	42120	14	45.532
	13	38120	15	41.512	13	32120	15	36.965	13	35120	15	39.965	13	39140	15	42.552	13	42640	15	46.052
	14	38600	16	41.992	14	32600	16	37.445	14	35600	16	40.445	14	39660	16	43.072	14	43160	16	46.572
	15	39080	17	42.472	15	33080	17	37.925	15	36080	17	40.925	15	40180	17	43.592	15	43680	17	47.092
	16	39560	18	42.952	16	33560	18	38.405	16	36560	18	41.405	16	40700	18	44.112	16	44200	18	47.612
	17	40040	19	43.432	17	34040	19	38.885	17	37040	19	41.885	17	41220	19	44.632	17	44720	19	48.132
	18	40520	20	43.912	18	34520	20	39.365	18	37520	20	42.365	18	41740	20	45.152	18	45240	20	48.652
	19	41000	21	44.360	19	35000	21	39.845	19	38000	21	42.845	19	42260	21	45.672	19	45760	21	49.172
	20	41480	22	44.360	20	35480	22	40.325	20	38480	22	43.325	20	42780	22	46.192	20	46280	22	49.692
	21	41960	23	44.360	21	35960	23	40.805	21	38960	23	43.805	21	43300	23	46.712	21	46800	23	50.212
	22	42440	24	44.360	22	36440	24	41.285	22	39440	24	44.285	22	43820	24	47.232	22	47320	24	50.732
	23	42920	25	44.360	23	36920	25	41.765	23	39920	25	44.765	23	44340	25	47.752	23	47840	25	51.252
	24	43400	26	44.360	24	37400	26	42.245	24	40400	26	45.245	24	44860	26	48.272	24	48360	26	51.360
	25	43880	27	44.360	25	37880	27	42.725	25	40880	27	45.725								
	26	44360	28	44.360	26	38360	28	43.205	26	41360	28	45.813								

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	11. A32 - organieke inschaling A212				12. A33 - organieke inschaling A212				13. A41 - organieke inschaling A213				14. A42 - organieke inschaling A213				15. A43 - organieke inschaling A213			
Federale schaal	206				206				256				256				256			
Tussentijdse verhoging	412				412				512				512				512			
2 jaar	800				3.000				2.000				2.000				2.000			
Schaalbonificatie																				
Maximumbedrag	51.360				51.360				58.990				58.990				58.990			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
0	35880	2	37.092	0	38880	2	42.292	0	39570	2	42.082	0	42570	2	45.082	0	45570	2	48.082	
1	36400	3	37.612	1	39400	3	42.812	1	40180	3	42.692	1	43180	3	45.692	1	46180	3	48.692	
2	36920	4	38.132	2	39920	4	43.332	2	40790	4	43.302	2	43790	4	46.302	2	46790	4	49.302	
3	37440	5	38.652	3	40440	5	43.852	3	41400	5	43.912	3	44400	5	46.912	3	47400	5	49.912	
4	37960	6	39.172	4	40960	6	44.372	4	42010	6	44.522	4	45010	6	47.522	4	48010	6	50.522	
5	38480	7	39.692	5	41480	7	44.892	5	42620	7	45.132	5	45620	7	48.132	5	48620	7	51.132	
6	39000	8	40.212	6	42000	8	45.412	6	43230	8	45.742	6	46230	8	48.742	6	49230	8	51.742	
7	39520	9	40.732	7	42520	9	45.932	7	43840	9	46.352	7	46840	9	49.352	7	49840	9	52.352	
8	40040	10	41.252	8	43040	10	46.452	8	44450	10	46.962	8	47450	10	49.962	8	50450	10	52.962	
9	40560	11	41.772	9	43560	11	46.972	9	45060	11	47.572	9	48060	11	50.572	9	51060	11	53.572	
10	41080	12	42.292	10	44080	12	47.492	10	45670	12	48.182	10	48670	12	51.182	10	51670	12	54.182	
11	41600	13	42.812	11	44600	13	48.012	11	46280	13	48.792	11	49280	13	51.792	11	52280	13	54.792	
12	42120	14	43.332	12	45120	14	48.532	12	46890	14	49.402	12	49890	14	52.402	12	52890	14	55.402	
13	42640	15	43.852	13	45640	15	49.052	13	47500	15	50.012	13	50500	15	53.012	13	53500	15	56.012	
14	43160	16	44.372	14	46160	16	49.572	14	48110	16	50.622	14	51110	16	53.622	14	54110	16	56.622	
15	43680	17	44.892	15	46680	17	50.092	15	48720	17	51.232	15	51720	17	54.232	15	54720	17	57.232	
16	44200	18	45.412	16	47200	18	50.612	16	49330	18	51.842	16	52330	18	54.842	16	55330	18	57.842	
17	44720	19	45.932	17	47720	19	51.132	17	49940	19	52.452	17	52940	19	55.452	17	55940	19	58.452	
18	45240	20	46.452	18	48240	20	51.360	18	50550	20	53.062	18	53550	20	56.062	18	56550	20	58.990	
19	45760	21	46.972	19	48760	21	51.360	19	51160	21	53.672	19	54160	21	56.672	19	57160	21	58.990	
20	46280	22	47.492	20	49280	22	51.360	20	51770	22	54.282	20	54770	22	57.282	20	57770	22	58.990	
21	46800	23	48.012	21	49800	23	51.360	21	52380	23	54.892	21	55380	23	57.892	21	58380	23	58.990	
22	47320	24	48.532	22	50320	24	51.360	22	52990	24	55.502	22	55990	24	58.502	22	58990	24	58.990	
23	47840	25	49.052	23	50840	25	51.360	23		25		23		25		23		25		
24	48360	26	49.572	24	51360	26	51.360	24		26		24		26		24		26		

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	16. BA1/BT1/BF1 - organieke inschaling B111				17. BA2/BT2/BF2 - organieke inschaling B113				18. BA2/BT2/BF2 - organieke inschaling B113				19. BA3/BT3/BF3 - organieke inschaling B211				20. BA3/BT3/BF3 - organieke inschaling B211			
Federale schaal	270				270				270				270				270			
Tussentijdse verhoging	540				540				540				540				540			
2 jaar	2.000				2.000				500				2.000				500			
Schaalbonificatie																				
Maximumbedrag	33.124				33.124				33.124				33.124				33.124			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
0	16804	2	19.344	0	18663	2	21.203	0	18663	2	19.703	0	20903	2	23.443	0	20903	2	21.943	
1	17057	3	19.597	1	19283	3	21.823	1	19283	3	20.323	1	21523	3	24.063	1	21523	3	22.563	
2	17310	4	19.850	2	19903	4	22.443	2	19903	4	20.943	2	22143	4	24.683	2	22143	4	23.183	
3	17563	5	20.103	3	20523	5	23.063	3	20523	5	21.563	3	22763	5	25.303	3	22763	5	23.803	
4	17563	6	20.103	4	20523	6	23.063	4	20523	6	21.563	4	22763	6	25.303	4	22763	6	23.803	
5	17856	7	20.396	5	21316	7	23.856	5	21316	7	22.356	5	23556	7	26.096	5	23556	7	24.596	
6	17856	8	20.396	6	21316	8	23.856	6	21316	8	22.356	6	23556	8	26.096	6	23556	8	24.596	
7	18247	9	20.787	7	22109	9	24.649	7	22109	9	23.149	7	24349	9	26.889	7	24349	9	25.389	
8	18247	10	20.787	8	22109	10	24.649	8	22109	10	23.149	8	24349	10	26.889	8	24349	10	25.389	
9	18920	11	21.460	9	22902	11	25.442	9	22902	11	23.942	9	25142	11	27.682	9	25142	11	26.182	
10	18920	12	21.460	10	22902	12	25.442	10	22902	12	23.942	10	25142	12	27.682	10	25142	12	26.182	
11	19593	13	22.133	11	23695	13	26.235	11	23695	13	24.735	11	25935	13	28.475	11	25935	13	26.975	
12	19593	14	22.133	12	23695	14	26.235	12	23695	14	24.735	12	25935	14	28.475	12	25935	14	26.975	
13	20218	15	22.758	13	24488	15	27.028	13	24488	15	25.528	13	26728	15	29.268	13	26728	15	27.768	
14	20218	16	22.758	14	24488	16	27.028	14	24488	16	25.528	14	26728	16	29.268	14	26728	16	27.768	
15	20843	17	23.383	15	25281	17	27.821	15	25281	17	26.321	15	27521	17	30.061	15	27521	17	28.561	
16	20843	18	23.383	16	25281	18	27.821	16	25281	18	26.321	16	27521	18	30.061	16	27521	18	28.561	
17	21468	19	24.008	17	26074	19	28.614	17	26074	19	27.114	17	28314	19	30.854	17	28314	19	29.354	
18	21468	20	24.008	18	26074	20	28.614	18	26074	20	27.114	18	28314	20	30.854	18	28314	20	29.354	
19	22093	21	24.633	19	26992	21	29.532	19	26992	21	28.032	19	29232	21	31.772	19	29232	21	30.272	
20	22093	22	24.633	20	26992	22	29.532	20	26992	22	28.032	20	29232	22	31.772	20	29232	22	30.272	
21	22718	23	25.258	21	27910	23	30.450	21	27910	23	28.950	21	30150	23	32.690	21	30150	23	31.190	
22	22718	24	25.258	22	27910	24	30.450	22	27910	24	28.950	22	30150	24	32.690	22	30150	24	31.190	
23	23343	25	25.883	23	28828	25	31.368	23	28828	25	29.868	23	31068	25	33.124	23	31068	25	33.124	
24	23343	26	25.883	24	28828	26	31.368	24	28828	26	29.868	24	31068	26	33.124	24	31068	26	33.124	
25	23968	27	26.508	25	29342	27	31.882	25	29342	27	30.382	25	31582	27	33.124	25	31582	27	33.124	
26	23968	28	26.508	26	29342	28	31.882	26	29342	28	30.382	26	31582	28	33.124	26	31582	28	33.124	
27	24593	29	27.133	27	29856	29	32.396	27	29856	29	30.896	27	32096	29	33.124	27	32096	29	33.124	
28	24593	30	27.133	28	29856	30	32.396	28	29856	30	30.896	28	32096	30	33.124	28	32096	30	33.124	
29	25218	31	27.758	29	30370	31	32.910	29	30370	31	31.410	29	32610	31	33.124	29	32610	31	33.124	
30		32		30	30370	32	32.910	30	30370	32	31.410	30	32610	32	33.124	30	32610	32	33.124	
31		33		31	30884	33	33.124	31	30884	33	31.924	31	33.124	33	33.124	31	33.124	33	33.124	

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Federale schaal	21. B1 - organieke inschaling B121				22. B12 - organieke inschaling B221				23. B13 - organieke inschaling B222				24. BF4 - organieke inschaling B311				25. BF4 + WC 1338 - organieke inschaling B311			
Tussentijdse verhoging 2 jaar	256				256				256				270				270			
Schaalbonificatie	512				512				512				540				540			
Maximumbedrag	2.500				500				500				500				500			
Geld anc / Jaarbasis	35.196				35.196				35.196				35.624				36.962			
	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
0	17274	2	20.286	0	21731	2	22.743	0	24531	2	25.543	0	23403	2	24.443	0	23403	2	25.781	
1	17527	3	20.539	1	22103	3	23.143	1	24903	3	25.915	1	24023	3	25.063	1	24023	3	26.401	
2	17780	4	20.792	2	22475	4	23.487	2	25275	4	26.287	2	24643	4	25.683	2	24643	4	27.021	
3	18033	5	21.045	3	22847	5	23.887	3	25647	5	26.659	3	25263	5	26.303	3	25263	5	27.641	
4	18033	6	21.045	4	22847	6	23.859	4	25647	6	26.659	4	25263	6	26.303	4	25263	6	27.641	
5	18326	7	21.338	5	23140	7	24.180	5	25940	7	26.952	5	26056	7	27.096	5	26056	7	28.434	
6	18326	8	21.338	6	23140	8	24.152	6	25940	8	26.952	6	26056	8	27.096	6	26056	8	28.434	
7	18717	9	21.729	7	23433	9	24.473	7	26233	9	27.245	7	26849	9	27.889	7	26849	9	29.227	
8	18717	10	21.729	8	23433	10	24.445	8	26233	10	27.245	8	26849	10	27.889	8	26849	10	29.227	
9	19390	11	22.402	9	24106	11	25.146	9	26906	11	27.918	9	27642	11	28.682	9	27642	11	30.020	
10	19390	12	22.402	10	24106	12	25.118	10	26906	12	27.918	10	27642	12	28.682	10	27642	12	30.020	
11	20063	13	23.075	11	24779	13	25.819	11	27579	13	28.591	11	28435	13	29.475	11	28435	13	30.813	
12	20063	14	23.075	12	24779	14	25.791	12	27579	14	28.591	12	28435	14	29.475	12	28435	14	30.813	
13	20688	15	23.700	13	25452	15	26.492	13	28252	15	29.264	13	29228	15	30.268	13	29228	15	31.606	
14	20688	16	23.700	14	25452	16	26.464	14	28252	16	29.264	14	29228	16	30.268	14	29228	16	31.606	
15	21313	17	24.325	15	26444	17	27.484	15	29244	17	30.256	15	30021	17	31.061	15	30021	17	32.399	
16	21313	18	24.325	16	26444	18	27.456	16	29244	18	30.256	16	30021	18	31.061	16	30021	18	32.399	
17	21938	19	24.950	17	27188	19	28.228	17	29988	19	31.000	17	30814	19	31.854	17	30814	19	33.192	
18	21938	20	24.950	18	27188	20	28.200	18	29988	20	31.000	18	30814	20	31.854	18	30814	20	33.192	
19	22563	21	25.575	19	27932	21	28.972	19	30732	21	31.744	19	31732	21	32.772	19	31732	21	34.110	
20	22563	22	25.575	20	27932	22	28.944	20	30732	22	31.744	20	31732	22	32.772	20	31732	22	34.110	
21	23188	23	26.200	21	28676	23	29.716	21	31476	23	32.488	21	32650	23	33.690	21	32650	23	35.028	
22	23188	24	26.200	22	28676	24	29.688	22	31476	24	32.488	22	32650	24	33.690	22	32650	24	35.028	
23	23813	25	26.825	23	29420	25	30.460	23	32220	25	33.124	23	33568	25	34.608	23	33568	25	35.946	
24	23813	26	26.825	24	29420	26	30.432	24	32220	26	33.232	24	33568	26	34.608	24	33568	26	35.946	
25	24438	27	27.450	25	30164	27	31.204	25	32964	27	33.976	25	34082	27	35.122	25	34082	27	36.460	
26	24438	28	27.450	26	30164	28	31.176	26	32964	28	33.976	26	34082	28	35.122	26	34082	28	36.460	
27	25063	29	28.075	27	30908	29	31.948	27	33708	29	34.720	27	34596	29	35.624	27	34596	29	36.962	
28	25063	30	28.075	28	30908	30	31920	28	33708	30	34720	28	34596	30	35.624	28	34596	30	36.962	
29	25688	31	28700	29	31652	31	32692	29	34452	31	35196	29	35110	31	35.624	29	35110	31	36.962	
30		32		30	31652	32	32664	30	34452	32	35196	30	35110	32	35.624	30	35110	32	36.962	
31		33		31	32396	33	33436	31	35196	33	35196	31	35624	33	35.624	31	35624	33	36.962	

STARTBEDRAGEN DIENEND ALS VERGELIJKINGSBASIS MET DE VLAAMSE JAARBASIS

	26. CA/CT 1 - organieke inschaling C111				27. CA/CT 2 - organieke inschaling C112				28. CA/CT 3 - organieke inschaling C113				29. CA/CT 1 - organieke inschaling C111				30. CA/CT 2 - organieke inschaling C112			
Federale schaal	200				200				200				200				200			
Tussentijdse verhoging	400				400				400				400				400			
Schaalbonificatie	1.700				1.700				1.700				500				500			
Maximumbedrag	27.167				27.167				27.167				27.167				27.167			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
0	14274	2	16.374	0	15905	2	18.005	0	17991	2	20.091	0	14274	2	15.174	0	15905	2	16.805	
1	14542	3	16.642	1	16173	3	18.273	1	18258	3	20.358	1	14542	3	15.442	1	16173	3	17.073	
2	14809	4	16.909	2	16440	4	18.540	2	18526	4	20.626	2	14809	4	15.709	2	16440	4	17.340	
3	15076	5	17.176	3	16707	5	18.807	3	18793	5	20.893	3	15076	5	15.976	3	16707	5	17.607	
4	15076	6	17.176	4	16707	6	18.807	4	18793	6	20.893	4	15076	6	15.976	4	16707	6	17.607	
5	15432	7	17.532	5	17064	7	19.164	5	19149	7	21.249	5	15432	7	16.332	5	17064	7	17.964	
6	15432	8	17.532	6	17064	8	19.164	6	19149	8	21.249	6	15432	8	16.332	6	17064	8	17.964	
7	15789	9	17.889	7	17420	9	19.520	7	19506	9	21.606	7	15789	9	16.689	7	17420	9	18.320	
8	15789	10	17.889	8	17420	10	19.520	8	19506	10	21.606	8	15789	10	16.689	8	17420	10	18.320	
9	16412	11	18.512	9	18133	11	20.233	9	20218	11	22.318	9	16412	11	17.312	9	18133	11	19.033	
10	16412	12	18.512	10	18133	12	20.233	10	20218	12	22.318	10	16412	12	17.312	10	18133	12	19.033	
11	17036	13	19.136	11	18845	13	20.945	11	20931	13	23.031	11	17036	13	17.936	11	18845	13	19.745	
12	17036	14	19.136	12	18845	14	20.945	12	20931	14	23.031	12	17036	14	17.936	12	18845	14	19.745	
13	17660	15	19.760	13	19469	15	21.569	13	21554	15	23.654	13	17660	15	18.560	13	19469	15	20.369	
14	17660	16	19.760	14	19469	16	21.569	14	21554	16	23.654	14	17660	16	18.560	14	19469	16	20.369	
15	18283	17	20.383	15	20093	17	22.193	15	22178	17	24.278	15	18283	17	19.183	15	20093	17	20.993	
16	18283	18	20.383	16	20093	18	22.193	16	22178	18	24.278	16	18283	18	19.183	16	20093	18	20.993	
17	18907	19	21.007	17	20716	19	22.816	17	22802	19	24.902	17	18907	19	19.807	17	20716	19	21.616	
18	18907	20	21.007	18	20716	20	22.816	18	22802	20	24.902	18	18907	20	19.807	18	20716	20	21.616	
19	19530	21	21.630	19	21340	21	23.440	19	23425	21	25.525	19	19530	21	20.430	19	21340	21	22.240	
20	19530	22	21.630	20	21340	22	23.440	20	23425	22	25.525	20	19530	22	20.430	20	21340	22	22.240	
21	20154	23	22.254	21	21963	23	24.063	21	24049	23	26.149	21	20154	23	21.054	21	21963	23	22.863	
22	20154	24	22.254	22	21963	24	24.063	22	24049	24	26.149	22	20154	24	21.054	22	21963	24	22.863	
23	20778	25	22.878	23	22587	25	24.687	23	24672	25	26.772	23	20778	25	21.678	23	22587	25	23.487	
24	20778	26	22.878	24	22587	26	24.687	24	24672	26	26.772	24	20778	26	21.678	24	22587	26	23.487	
25	21401	27	23.501	25	23211	27	25.311	25	25296	27	27.167	25	21401	27	22.301	25	23211	27	24.111	
26	21401	28	23.501	26	23211	28	25.311	26	25296	28	27.167	26	21401	28	22.301	26	23211	28	24.111	
27	22025	29	24.125	27	23834	29	25.934	27	25920	29	27.167	27	22025	29	22.925	27	23834	29	24.734	
28	22025	30	24.125	28	23834	30	25.934	28	25920	30	27.167	28	22025	30	22.925	28	23834	30	24.734	
29	22649	31	24.749	29	24458	31	26.558	29	26543	31	27.167	29	22649	31	23.549	29	24458	31	25.358	
								30	26.543	32	27.167	30				30			32	
								31	27.167	33	27.167	31				31			33	

STARTBEDRAGEN DIENEND ALS VERGELIJKINGSBASIS MET DE VLAAMSE JAARBASIS

Federale schaal	31. CA/CT 3 - organieke inschaling C113				32. CF 1 - organieke inschaling C111				33. CF 2 - organieke inschaling C112				34. CF 3 - organieke inschaling C113				35. 22 B - organieke inschaling C113			
	200				200				200				200							
Tussentijdse verhoging	200				200				200				200							
2 jaar	400				400				400				400							
Schaalbonificatie	500				1.700				1.700				500							
Maximumbedrag	27.167				28.018				28.018				28.018							
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
0	17991	2	18.891	0	15125	2	17.225	0	16757	2	18.857	0	18842	2	19.742	31	28044	33	28.044	
1	18258	3	19.158	1	15393	3	17.493	1	17024	3	19.124	1	19110	3	20.010					
2	18526	4	19.426	2	15660	4	17.760	2	17291	4	19.391	2	19377	4	20.277					
3	18793	5	19.693	3	15927	5	18.027	3	17559	5	19.659	3	19644	5	20.544					
4	18793	6	19.693	4	15927	6	18.027	4	17559	6	19.659	4	19644	6	20.544					
5	19149	7	20.049	5	16284	7	18.384	5	17915	7	20.015	5	20000	7	20.900					
6	19149	8	20.049	6	16284	8	18.384	6	17915	8	20.015	6	20000	8	20.900					
7	19506	9	20.406	7	16640	9	18.740	7	18271	9	20.371	7	20357	9	21.257					
8	19506	10	20.406	8	16640	10	18.740	8	18271	10	20.371	8	20357	10	21.257					
9	20218	11	21.118	9	17264	11	19.364	9	18984	11	21.084	9	21069	11	21.969					
10	20218	12	21.118	10	17264	12	19.364	10	18984	12	21.084	10	21069	12	21.969					
11	20931	13	21.831	11	17887	13	19.987	11	19697	13	21.797	11	21782	13	22.682					
12	20931	14	21.831	12	17887	14	19.987	12	19697	14	21.797	12	21782	14	22.682					
13	21554	15	22.454	13	18511	15	20.611	13	20320	15	22.420	13	22406	15	23.306					
14	21554	16	22.454	14	18511	16	20.611	14	20320	16	22.420	14	22406	16	23.306					
15	22178	17	23.078	15	19135	17	21.235	15	20944	17	23.044	15	23029	17	23.929					
16	22178	18	23.078	16	19135	18	21.235	16	20944	18	23.044	16	23029	18	23.929					
17	22802	19	23.702	17	19758	19	21.858	17	21567	19	23.667	17	23653	19	24.553					
18	22802	20	23.702	18	19758	20	21.858	18	21567	20	23.667	18	23653	20	24.553					
19	23425	21	24.325	19	20382	21	22.482	19	22191	21	24.291	19	24277	21	25.177					
20	23425	22	24.325	20	20382	22	22.482	20	22191	22	24.291	20	24277	22	25.177					
21	24049	23	24.949	21	21005	23	23.105	21	22815	23	24.915	21	24900	23	25.800					
22	24049	24	24.949	22	21005	24	23.105	22	22815	24	24.915	22	24900	24	25.800					
23	24672	25	25.572	23	21629	25	23.729	23	23438	25	25.538	23	25524	25	26.424					
24	24672	26	25.572	24	21629	26	23.729	24	23438	26	25.538	24	25524	26	26.424					
25	25296	27	26.196	25	22253	27	24.353	25	24062	27	26.162	25	26147	27	27.047					
26	25296	28	26.196	26	22253	28	24.353	26	24062	28	26.162	26	26147	28	27.047					
27	25920	29	26.820	27	22876	29	24.976	27	24686	29	26.786	27	26771	29	27.671					
28	25920	30	26.820	28	22876	30	24.976	28	24686	30	26.786	28	26771	30	27.671					
29	26543	31	27.167	29	23500	31	25.600	29	25309	31	27.409	29	27395	31	28.018					
30	26.543	32	27.167									30	27.395	32	28.018					
31	27.167	33	27.167									31	28.018	33	28.018					

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Federale schaal	36. DA 1 - organieke inschaling D111				37. DA 2 - organieke inschaling D111				38. DA 3 - organieke inschaling D112				39. DA 4 - organieke inschaling D113			
Tussentijdse verhoging	122				122				122				122			
2 jaar	244				244				244				244			
Schaalbonificatie	1.000				1.000				1.000				1.000			
Maximumbedrag	20.583				20.583				20.583				28.018			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
0	12952	2	14.196	0	13896	2	15.140	0	14400	2	15.644	0	15400	2	16.644	
1	13092	3	14.336	1	14037	3	15.281	1	14619	3	15.863	1	15619	3	16.863	
2	13232	4	14.476	2	14177	4	15.421	2	14838	4	16.082	2	15838	4	17.082	
3	13372	5	14.616	3	14317	5	15.561	3	15056	5	16.300	3	16056	5	17.300	
4	13372	6	14.616	4	14317	6	15.561	4	15056	6	16.300	4	16056	6	17.300	
5	13567	7	14.811	5	14530	7	15.774	5	15315	7	16.559	5	16315	7	17.559	
6	13567	8	14.811	6	14530	8	15.774	6	15315	8	16.559	6	16315	8	17.559	
7	13762	9	15.006	7	14744	9	15.988	7	15574	9	16.818	7	16574	9	17.818	
8	13762	10	15.006	8	14744	10	15.988	8	15574	10	16.818	8	16574	10	17.818	
9	13956	11	15.200	9	14957	11	16.201	9	15833	11	17.077	9	16833	11	18.077	
10	13956	12	15.200	10	14957	12	16.201	10	15833	12	17.077	10	16833	12	18.077	
11	14151	13	15.395	11	15171	13	16.415	11	16092	13	17.336	11	17092	13	18.336	
12	14151	14	15.395	12	15171	14	16.415	12	16092	14	17.336	12	17092	14	18.336	
13	14346	15	15.590	13	15384	15	16.628	13	16442	15	17.686	13	17442	15	18.686	
14	14346	16	15.590	14	15384	16	16.628	14	16442	16	17.686	14	17442	16	18.686	
15	14670	17	15.914	15	15733	17	16.977	15	16791	17	18.035	15	17791	17	19.035	
16	14670	18	15.914	16	15733	18	16.977	16	16791	18	18.035	16	17791	18	19.035	
17	14994	19	16.238	17	16082	19	17.326	17	17140	19	18.384	17	18140	19	19.384	
18	14994	20	16.238	18	16082	20	17.326	18	17140	20	18.384	18	18140	20	19.384	
19	15318	21	16.562	19	16431	21	17.675	19	17489	21	18.733	19	18489	21	19.733	
20	15318	22	16.562	20	16431	22	17.675	20	17489	22	18.733	20	18489	22	19.733	
21	15642	23	16.886	21	16780	23	18.024	21	17838	23	19.082	21	18838	23	20.082	
22	15642	24	16.886	22	16780	24	18.024	22	17838	24	19.082	22	18838	24	20.082	
23	15966	25	17.210	23	17129	25	18.373	23	18167	25	19.411	23	19187	25	20.431	
24	15966	26	17.210	24	17129	26	18.373	24	18167	26	19.411	24	19187	26	20.431	
25	16290	27	17.534	25	17479	27	18.723	25	18536	27	19.780	25	19536	27	20.583	
26	16290	28	17.534	26	17479	28	18.723	26	18536	28	19.780	26	19536	28	20.583	
27	16614	29	17.858	27	17828	29	19.072	27	18885	29	20.129	27	19885	29	20.583	
28	16614	30	17.858	28	17828	30	19.072	28	18885	30	20.129	28	19885	30	20.583	
29	16939	31	18.183	29	18177	31	19.421	29	19234	31	20.478	29	20234	31	20.583	
								30	19.234	32	20.478	30	20.234	32	20.583	
								31	19.583	33	20.583	31	20.583	33	20.583	

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Federale schaal	40. DT 1 - organieke inschaling D111				41. DT 2 - organieke inschaling D111				42. DT 3 - organieke inschaling D112				43. DT 4 - organieke inschaling D113				44. DT 5 - organieke inschaling D211			
	27				180				180				180				180			
Tussentijdse verhoging 2 jaar	54				360				360				360				360			
Schaalbonificatie	1.000				1.000				1.000				1.000				1.000			
Maximumbedrag	23.802				23.802				23.802				23.802				23.802			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
0	12951	2	14.005	0	13269	2	14.629	0	14077	2	15.437	0	15333	2	16.693	0	18548	2	19.308	
1	13062	3	14.116	1	13409	3	14.769	1	14296	3	15.656	1	15552	3	16.912	1	18767	3	19.527	
2	13173	4	14.227	2	13549	4	14.909	2	14514	4	15.874	2	15771	4	17.131	2	18986	4	19.746	
3	13284	5	14.338	3	13689	5	15.049	3	14733	5	16.093	3	15989	5	17.349	3	19204	5	19.964	
4	13284	6	14.338	4	13689	6	15.049	4	14733	6	16.093	4	15989	6	17.349	4	19204	6	19.964	
5	13343	7	14.397	5	13910	7	15.270	5	14947	7	16.307	5	16256	7	17.616	5	19471	7	20.231	
6	13343	8	14.397	6	13910	8	15.270	6	14947	8	16.307	6	16256	8	17.616	6	19471	8	20.231	
7	13403	9	14.457	7	14131	9	15.491	7	15160	9	16.520	7	16523	9	17.883	7	19738	9	20.498	
8	13403	10	14.457	8	14131	10	15.491	8	15160	10	16.520	8	16523	10	17.883	8	19738	10	20.498	
9	13462	11	14.516	9	14353	11	15.713	9	15374	11	16.734	9	16790	11	18.150	9	20005	11	20.765	
10	13462	12	14.516	10	14353	12	15.713	10	15374	12	16.734	10	16790	12	18.150	10	20005	12	20.765	
11	13521	13	14.575	11	14574	13	15.934	11	15587	13	16.947	11	17056	13	18.416	11	20272	13	21.032	
12	13521	14	14.575	12	14574	14	15.934	12	15587	14	16.947	12	17056	14	18.416	12	20272	14	21.032	
13	13581	15	14.635	13	14795	15	16.155	13	15801	15	17.161	13	17405	15	18.765	13	20625	15	21.385	
14	13581	16	14.635	14	14795	16	16.155	14	15801	16	17.161	14	17405	16	18.765	14	20625	16	21.385	
15	13640	17	14.694	15	15144	17	16.504	15	16150	17	17.510	15	17754	17	19.114	15	20978	17	21.738	
16	13640	18	14.694	16	15144	18	16.504	16	16150	18	17.510	16	17754	18	19.114	16	20978	18	21.738	
17	13700	19	14.754	17	15493	19	16.853	17	16499	19	17.859	17	18104	19	19.464	17	21331	19	22.091	
18	13700	20	14.754	18	15493	20	16.853	18	16499	20	17.859	18	18104	20	19.464	18	21331	20	22.091	
19	13759	21	14.813	19	15842	21	17.202	19	16848	21	18.208	19	18453	21	19.813	19	21684	21	22.444	
20	13759	22	14.813	20	15842	22	17.202	20	16848	22	18.208	20	18453	22	19.813	20	21684	22	22.444	
21	13818	23	14.872	21	16191	23	17.551	21	17197	23	18.557	21	18802	23	20.162	21	22037	23	22.797	
22	13818	24	14.872	22	16191	24	17.551	22	17197	24	18.557	22	18802	24	20.162	22	22037	24	22.797	
23	13878	25	14.932	23	16541	25	17.901	23	17546	25	18.906	23	19151	25	20.511	23	22390	25	23.150	
24	13878	26	14.932	24	16541	26	17.901	24	17546	26	18.906	24	19151	26	20.511	24	22390	26	23.150	
25	14005	27	15.059	25	16890	27	18.250	25	17895	27	19.255	25	19500	27	20.860	25	22743	27	23.503	
26	14005	28	15.059	26	16890	28	18.250	26	17895	28	19.255	26	19500	28	20.860	26	22743	28	23.503	
27	14132	29	15.186	27	17239	29	18.599	27	18244	29	19.604	27	19849	29	21.209	27	23096	29	23.802	
				28	17239	30	18.599	28	18244	30	19.604	28	19849	30	21.209	28	23096	30	23.802	
				29	17588	31	18.948	29	18593	31	19.953	29	20198	31	21.558	29	23449	31	23.802	
												30	20198	32	21.558	30	23449	32	23.802	
												31	20547	33	21.907	31	23802	33	23.802	

STARTBEDRAGEN DIENEND ALS VERGELIJKINGSBASIS MET DE VLAAMSE JAARBASIS

Federale schaal	45. DF 1 - organieke inschaling D121				46. DF 2 - organieke inschaling D122				47. BF 2 - organieke inschaling D122				48. BF 4 + WC 1503 - organieke inschaling B311			
Tussentijdse verhoging 2 jaar	122				122				270				270			
Schaalbonificatie	244				244				540				540			
Maximumbedrag	1.000				400				2.500				500			
	20.583				20.583				33.124				37.127			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
	0	14400	2	15.644	0	15400	2	16.044	0	18663	2	21.703	0	23403	2	25.946
	1	14619	3	15.863	1	15619	3	16.263	1	19283	3	22.323	1	24023	3	26.566
	2	14838	4	16.082	2	15838	4	16.482	2	19903	4	22.943	2	24643	4	27.186
	3	15056	5	16.300	3	16056	5	16.700	3	20523	5	23.563	3	25263	5	27.806
	4	15056	6	16.300	4	16056	6	16.700	4	20523	6	23.563	4	25263	6	27.806
	5	15315	7	16.559	5	16315	7	16.959	5	21316	7	24.356	5	26056	7	28.599
	6	15315	8	16.559	6	16315	8	16.959	6	21316	8	24.356	6	26056	8	28.599
	7	15574	9	16.818	7	16574	9	17.218	7	22109	9	25.149	7	26849	9	29.392
	8	15574	10	16.818	8	16574	10	17.218	8	22109	10	25.149	8	26849	10	29.392
	9	15833	11	17.077	9	16833	11	17.477	9	22902	11	25.942	9	27642	11	30.185
	10	15833	12	17.077	10	16833	12	17.477	10	22902	12	25.942	10	27642	12	30.185
	11	16092	13	17.336	11	17092	13	17.736	11	23695	13	26.735	11	28435	13	30.978
	12	16092	14	17.336	12	17092	14	17.736	12	23695	14	26.735	12	28435	14	30.978
	13	16442	15	17.686	13	17442	15	18.086	13	24488	15	27.528	13	29228	15	31.771
	14	16442	16	17.686	14	17442	16	18.086	14	24488	16	27.528	14	29228	16	31.771
	15	16791	17	18.035	15	17791	17	18.435	15	25281	17	28.321	15	30021	17	32.564
	16	16791	18	18.035	16	17791	18	18.435	16	25281	18	28.321	16	30021	18	32.564
	17	17140	19	18.384	17	18140	19	18.784	17	26074	19	29.114	17	30814	19	33.357
	18	17140	20	18.384	18	18140	20	18.784	18	26074	20	29.114	18	30814	20	33.357
	19	17489	21	18.733	19	18489	21	19.133	19	26992	21	30.032	19	31732	21	34.275
	20	17489	22	18.733	20	18489	22	19.133	20	26992	22	30.032	20	31732	22	34.275
	21	17838	23	19.082	21	18838	23	19.482	21	27910	23	30.950	21	32650	23	35.193
	22	17838	24	19.082	22	18838	24	19.482	22	27910	24	30.950	22	32650	24	35.193
	23	18187	25	19.431	23	19187	25	19.831	23	28828	25	31.868	23	33568	25	36.111
	24	18187	26	19.431	24	19187	26	19.831	24	28828	26	31.868	24	33568	26	36.111
	25	18536	27	19.780	25	19536	27	20.180	25	29342	27	32.382	25	34082	27	36.625
	26	18536	28	19.780	26	19536	28	20.180	26	29342	28	32.382	26	34082	28	36.625
	27	18885	29	20.129	27	19885	29	20.529	27	29856	29	32.896	27	34596	29	37.127
	28	18885	30	20.129	28	19885	30	20.529	28	29856	30	32.896	28	34596	30	37.127
	29	19234	31	20.478	29	20234	31	20.583	29	30370	31	33.124	29	35110	31	37.127
	30	19.234	32	20.478	30	20.234	32	20.583	30	30370	32	33.124	30	35110	32	37.127
	31	19.583	33	20.583	31	20.583	33	20.583	31	30884	33	33.124	31	35624	33	37.127

STARTBEDRAGEN DIENEND ALS VERGELIJKINGSBASIS MET DE VLAAMSE JAARBASIS

Federale schaal	49. DA 1 - organieke inschaling D111				50. DA 3 - organieke inschaling D112				51. DT1 schoonmaak - organieke inschaling D111				52. DT1 schoonmaak - organieke inschaling D111			
Tussentijdse verhoging	122				122				27				27			
2 jaar	244				244				54				54			
Schaalbonificatie	400				400				200				800			
Maximumbedrag	20.583				20.583				23.802				23.802			
Geld anc / Jaarbasis	31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018		31/12/2016		31/12/2018	
	0	12952	2	13.596	0	14400	2	15.044	0	12951	2	13.205	0	12951	2	13.805
	1	13092	3	13.736	1	14619	3	15.263	1	13062	3	13.316	1	13062	3	13.916
	2	13232	4	13.876	2	14838	4	15.482	2	13173	4	13.427	2	13173	4	14.027
	3	13372	5	14.016	3	15056	5	15.700	3	13284	5	13.538	3	13284	5	14.138
	4	13372	6	14.016	4	15056	6	15.700	4	13284	6	13.538	4	13284	6	14.138
	5	13567	7	14.211	5	15315	7	15.959	5	13343	7	13.597	5	13343	7	14.197
	6	13567	8	14.211	6	15315	8	15.959	6	13343	8	13.597	6	13343	8	14.197
	7	13762	9	14.406	7	15574	9	16.218	7	13403	9	13.657	7	13403	9	14.257
	8	13762	10	14.406	8	15574	10	16.218	8	13403	10	13.657	8	13403	10	14.257
	9	13956	11	14.600	9	15833	11	16.477	9	13462	11	13.716	9	13462	11	14.316
	10	13956	12	14.600	10	15833	12	16.477	10	13462	12	13.716	10	13462	12	14.316
	11	14151	13	14.795	11	16092	13	16.736	11	13521	13	13.775	11	13521	13	14.375
	12	14151	14	14.795	12	16092	14	16.736	12	13521	14	13.775	12	13521	14	14.375
	13	14346	15	14.990	13	16442	15	17.086	13	13581	15	13.835	13	13581	15	14.435
	14	14346	16	14.990	14	16442	16	17.086	14	13581	16	13.835	14	13581	16	14.435
	15	14670	17	15.314	15	16791	17	17.435	15	13640	17	13.894	15	13640	17	14.494
	16	14670	18	15.314	16	16791	18	17.435	16	13640	18	13.894	16	13640	18	14.494
	17	14994	19	15.638	17	17140	19	17.784	17	13700	19	13.954	17	13700	19	14.554
	18	14994	20	15.638	18	17140	20	17.784	18	13700	20	13.954	18	13700	20	14.554
	19	15318	21	15.962	19	17489	21	18.133	19	13759	21	14.013	19	13759	21	14.613
	20	15318	22	15.962	20	17489	22	18.133	20	13759	22	14.013	20	13759	22	14.613
	21	15642	23	16.286	21	17838	23	18.482	21	13818	23	14.072	21	13818	23	14.672
	22	15642	24	16.286	22	17838	24	18.482	22	13818	24	14.072	22	13818	24	14.672
	23	15966	25	16.610	23	18167	25	18.811	23	13878	25	14.132	23	13878	25	14.732
	24	15966	26	16.610	24	18167	26	18.811	24	13878	26	14.132	24	13878	26	14.732
	25	16290	27	16.934	25	18536	27	19.180	25	14005	27	14.259	25	14005	27	14.859
	26	16290	28	16.934	26	18536	28	19.180	26	14005	28	14.259	26	14005	28	14.859
	27	16614	29	17.258	27	18885	29	19.529	27	14132	29	14.386	27	14132	29	14.986
	28	16614	30	17.258	28	18885	30	19.529	28		30		28		30	
	29	16939	31	17.583	29	19234	31	19.878	29		31		29		31	
	30		32		30	19.234	32	19.878	30		32		30		32	
	31		33		31	19.583	33	20.583	31		33		31		33	

Gezien om te worden gevoegd bij het besluit van de Vlaamse Regering van tot wijziging van het Vlaams personeelsstatuut van 13 januari 2006, wat betreft de overheveling vanaf 1 januari 2019 van personeelsleden van de federale overheid naar de Vlaamse overheid naar aanleiding van een staatshervorming

Brussel,

De minister-president van de Vlaamse Regering

Geert BOURGEOIS

De Vlaamse minister van Binnenlands Bestuur, Inburgering, Wonen, Gelijke Kansen en Armoedebestrijding

Liesbeth HOMANS