





Code	A211 A119 / A251 A281 / A291	A212 A118 / A284	A213 A253	A214 A224 / A283 / A221 P	A215	A218	A221 A129 / A280 A292	A222 A128	A231 / A222 P	A232	A241 A148	A252 A287	A261	A262	A263	A265	A265T	A266	A268	A269
aantal	1/1 x 1.000	2/1 x 1.150	2/1 x 1.000	1/3 x 1.500	1/1 x 1.050	2/2 x 1.290	3/1 x 1.000	1/1 x 1.100	2/1 x 1.350	1/1 x 950	1/1 x 1.050	3/1 x 1.000	1/3 x 1.850	1/3 x 2.600	1/3 x 2.650	1/3 x 1.900	2/1 x 5.000	1/3 x 2.000	1/3 x 2.500	1/3 x 3.800
frequentie	1/1 x 1.050	1/1 x 1.100	1/1 x 1.050	1/3 x 2.050	1/1 x 950	1/2 x 1.280	1/3 x 2.050	1/1 x 1.150	1/1 x 1.300	2/1 x 1.000	2/1 x 1.000	4/3 x 2.250	2/3 x 1.900	1/3 x 2.650	1/3 x 2.600	1/3 x 1.850	1/1 x 2.050	1/3 x 2.050	1/3 x 2.450	1/3 x 3.700
bedrag	1/1 x 1.000	1/3 x 2.050	1/3 x 1.700	1/3 x 1.950	1/1 x 1.000	8/2 x 1.290	1/3 x 1.950	1/1 x 1.100	1/3 x 2.300	1/3 x 2.050	1/3 x 1.950	1/3 x 2.300	1/3 x 1.850	1/3 x 2.600	1/3 x 2.650	1/3 x 1.900	1/3 x 1.950	1/3 x 1.950	1/3 x 2.500	1/3 x 2.200
	1/3 x 1.950	1/3 x 1.950	1/3 x 1.750	1/3 x 2.000	1/3 x 2.000		1/3 x 2.000	1/3 x 2.000	1/3 x 2.400	1/3 x 1.950	1/3 x 2.050	1/3 x 2.200	1/3 x 1.900	1/3 x 2.650	1/3 x 2.600	1/3 x 1.850		1/3 x 2.000	1/3 x 2.450	
	1/3 x 2.050	1/3 x 2.000	1/3 x 1.800	1/3 x 2.050	1/3 x 2.050		1/3 x 2.050	1/3 x 2.050	1/3 x 2.350	1/3 x 2.050	2/3 x 2.000	1/3 x 3.300	1/3 x 1.850	1/3 x 2.600	1/3 x 2.650	2/3 x 1.900		1/3 x 2.050	1/3 x 2.500	
	1/3 x 2.000	1/3 x 2.050	1/3 x 1.700	1/3 x 1.950	1/3 x 1.950		1/3 x 1.950	1/3 x 1.950	1/3 x 2.450	1/3 x 2.000	2/3 x 1.750		2/3 x 1.900	1/3 x 2.650	1/3 x 2.600	2/3 x 1.850		1/3 x 1.950	1/3 x 2.450	
	1/3 x 1.950	1/3 x 2.450	1/3 x 2.250	1/3 x 2.550	1/3 x 2.050		1/3 x 2.050	1/3 x 2.000	1/3 x 2.350	1/3 x 1.950	1/3 x 1.800			1/3 x 2.600	1/3 x 2.650	1/3 x 1.900		1/3 x 2.050	1/3 x 2.500	
	1/3 x 1.800	1/3 x 2.550	1/3 x 2.300	1/3 x 2.500	1/3 x 1.950		1/3 x 750	1/3 x 2.050	1/3 x 2.400	1/3 x 2.050				1/3 x 2.650	1/3 x 2.600	1/3 x 1.850		1/3 x 2.000	1/3 x 2.450	
geldelijke anciënniteit	1/3 x 1.750	1/3 x 2.450	1/3 x 2.200		1/3 x 1.750			1/3 x 1.950	1/3 x 250	1/3 x 1.500								1/3 x 1.950		
	1/3 x 1.700				1/3 x 1.800			1/3 x 1.250										1/3 x 2.050		
0	29.380	30.880	38.280	42.780	35.280	31.550	37.030	39.180	43.530	48.080	40.630	32.780	31.780	36.330	39.530	35.780	40.530	37.780	34.880	42530
1	30.380	32.030	39.280	42.780	36.330	31.550	38.030	40.280	44.880	49.030	41.680	33.780	31.780	36.330	39.530	35.780	45.530	37.780	34.880	42530
2	31.430	33.180	40.280	42.780	37.280	32.840	39.030	41.430	46.230	50.030	42.680	34.780	31.780	36.330	39.530	35.780	50.530	37.780	34.880	42530
3	32.430	34.280	41.330	44.280	38.280	32.840	40.030	42.530	47.530	51.030	43.680	35.780	33.630	38.930	42.180	37.680	52.580	39.780	37.380	46330
4	32.430	34.280	41.330	44.280	38.280	34.130	40.030	42.530	47.530	51.030	43.680	35.780	33.630	38.930	42.180	37.680	52.580	39.780	37.380	46330
5	32.430	34.280	41.330	44.280	38.280	34.130	40.030	42.530	47.530	51.030	43.680	35.780	33.630	38.930	42.180	37.680	52.580	39.780	37.380	46330
6	34.380	36.330	43.030	46.330	40.280	35.410	42.080	44.530	49.830	53.080	45.630	38.030	35.530	41.580	44.780	39.530	54.530	41.830	39.830	50030
7	34.380	36.330	43.030	46.330	40.280	35.410	42.080	44.530	49.830	53.080	45.630	38.030	35.530	41.580	44.780	39.530		41.830	39.830	50030
8	34.380	36.330	43.030	46.330	40.280	36.700	42.080	44.530	49.830	53.080	45.630	38.030	35.530	41.580	44.780	39.530		41.830	39.830	50030
9	36.430	38.280	44.780	48.280	42.330	36.700	44.030	46.580	52.230	55.030	47.680	40.280	37.430	44.180	47.430	41.430		43.780	42.330	52230
10	36.430	38.280	44.780	48.280	42.330	37.990	44.030	46.580	52.230	55.030	47.680	40.280	37.430	44.180	47.430	41.430		43.780	42.330	
11	36.430	38.280	44.780	48.280	42.330	37.990	44.030	46.580	52.230	55.030	47.680	40.280	37.430	44.180	47.430	41.430		43.780	42.330	
12	38.430	40.280	46.580	50.280	44.280	39.280	46.030	48.530	54.580	57.080	49.680	42.530	39.280	46.830	50.030	43.280		45.780	44.780	
13	38.430	40.280	46.580	50.280	44.280	39.280	46.030	48.530	54.580	57.080	49.680	42.530	39.280	46.830	50.030	43.280		45.780	44.780	
14	38.430	40.280	46.580	50.280	44.280	40.570	46.030	48.530	54.580	57.080	49.680	42.530	39.280	46.830	50.030	43.280		45.780	44.780	
15	40.380	42.330	48.280	52.330	46.330	40.570	48.080	50.530	57.030	59.080	51.680	44.780	41.180	49.430	52.680	45.180		47.830	47.280	
16	40.380	42.330	48.280	52.330	46.330	41.860	48.080	50.530	57.030	59.080	51.680	44.780	41.180	49.430	52.680	45.180		47.830	47.280	
17	40.380	42.330	48.280	52.330	46.330	41.860	48.080	50.530	57.030	59.080	51.680	44.780	41.180	49.430	52.680	45.180		47.830	47.280	
18	42.180	44.780	50.530	54.280	48.280	43.150	50.030	52.580	59.380	61.030	53.430	47.080	43.030	52.080	55.280	47.080		49.780	49.730	
19	42.180	44.780	50.530	54.280	48.280	43.150	50.030	52.580	59.380	61.030	53.430	47.080	43.030	52.080	55.280	47.080		49.780	49.730	
20	42.180	44.780	50.530	54.280	48.280	44.440	50.030	52.580	59.380	61.030	53.430	47.080	43.030	52.080	55.280	47.080		49.780	49.730	
21	43.930	47.330	52.830	56.830	50.030	44.440	52.080	54.530	61.780	63.080	55.180	49.280	44.930	54.680	57.930	48.930		51.830	52.230	
22	43.930	47.330	52.830	56.830	50.030	45.730	52.080	54.530	61.780	63.080	55.180	49.280	44.930	54.680	57.930	48.930		51.830	52.230	
23	43.930	47.330	52.830	56.830	50.030		52.080	54.530	61.780	63.080	55.180	49.280	44.930	54.680	57.930	48.930		51.830	52.230	
24	45.630	49.780	55.030	59.330	51.830		52.830	55.780	62.030	64.580	56.980	52.580	46.830	57.330	60.530	50.780		53.830	54.680	
25																50.780		53.830		
26																50.780		53.830		
27																52.680		55.780		
28																52.680		55.780		
29																52.680		55.780		
30																54.530		57.830		

Code	A270	A271	A272	A282	A285	A286 A216	A287	A288	A293	A293 SH	A294	A294 SH	A295	A295 SH	A296	A296 SH	A297	A297 SH	A298 SH	A299 SH	A311	A361	A365	A365T	A366	A366T	A411 A315	
aantal	1/3 x 3.350	1/1 x 1.300	1/1 x 1.200	2/1 x 1.250	1/3 x 2.500	1/3 x 1.800	3/1 x 1.000	1/3 x 1.600	2/1 x 750	14/1 x 520	2/1 x 500	2/1 x 520	2/1 x 1000	17/1 x 520	2/1 x 500	1/1 x 520	2/1 x 750	22/1 x 610	5/1 x 610	22/1 x 610	1/3 x 1.500	1/3 x 3.800	1/3 x 2.300	1/3 x 2.000	1/3 x 2.400	3/3 x 5.000	1/3 x 2.050	
frequentie	1/3 x 3.400	2/1 x 1.250	2/1 x 1.250	1/1 x 1.300	2/3 x 2.250	1/3 x 1.700	4/3 x 2.250	1/3 x 2.050	1/1 x 1050	1/1 x 870	1/1 x 1500	1/1 x 610	1/1 x 900	1/1 x 909	1/1 x 1950	1/1 x 630	1/1 x 850	1/1 x 810	1/1 x 810	1/3 x 2.200	1/3 x 3.700	1/3 x 2.200	1/3 x 2.050	1/3 x 2.350	1/3 x 2.000	1/3 x 2.000		
bedrag	1/3 x 3.350	4/3 x 2.000	1/3 x 2.000	1/3 x 1.950	1/3 x 2.300	1/3 x 1.750	1/3 x 2.300	1/3 x 1.950	1/3 x 1500	1/1 x 170	3/3 x 1500	1/1 x 430	1/3 x 1100	1/1 x 131	1/3 x 2050	1/1 x 930	1/3 x 1700		1/1 x 410		1/3 x 2.300	1/3 x 3.800	3/3 x 2.250	1/3 x 1.950	3/3 x 2.400	1/3 x 2.000	1/3 x 2.400	
	2/3 x 3.400	3/3 x 1.250	1/3 x 1.950	1/3 x 2.000	1/3 x 2.200	1/3 x 1.800	1/3 x 2.200	1/3 x 2.050	1/3 x 1600	1/1 x 520	1/3 x 2500	1/1 x 520	2/3 x 1500	1/1 x 520	1/3 x 1500	1/2 x 520	1/3 x 1600		15/1 x 610		3/3 x 2.250	1/3 x 3.750	1/3 x 2.300	1/3 x 2.050	2/3 x 2.350	1/3 x 2.000	1/3 x 2.400	
	1/3 x 4.100		1/3 x 2.000	1/3 x 2.050	1/3 x 2.300	1/3 x 1.700	1/3 x 3.300	1/3 x 2.000	1/3 x 1700	1/1 x 1910	1/3 x 2000	1/1 x 550	1/3 x 1800	1/1 x 1099	1/3 x 1700	1/1 x 550	1/3 x 1700		1/2 x 60		1/3 x 1.000	1/3 x 3.700	1/3 x 2.200	1/3 x 2.000	1/3 x 2.400	1/3 x 2.000	2/3 x 2.500	
			1/3 x 1.950	1/3 x 1.950	2/3 x 1.000	1/3 x 1.800		1/3 x 1.950	1/3 x 2000	1/3 x 1600	1/3 x 1700	1/1 x 490	1/3 x 1500	1/2 x 461	1/3 x 1800	1/1 x 490	1/3 x 1600				1/3 x 950	1/3 x 3.800	1/3 x 2.300	1/3 x 1.950	1/3 x 2.350			
			1/3 x 2.000	1/3 x 2.050	1/3 x 2.250	1/3 x 2.250	1/3 x 1.700	1/3 x 2600	1/3 x 1700	1/3 x 1800	7/1 x 520	1/3 x 1700	1/3 x 1800	1/1 x 1339	2/3 x 1750	7/1 x 520	1/3 x 1800						2/3 x 2.250	1/3 x 2.050	1/3 x 2.400			
			1/3 x 1.000	1/3 x 2.000	1/3 x 2.200	1/3 x 2.200	1/3 x 1.600	1/3 x 1600	1/3 x 1600		1/1 x 1370	1/3 x 1350		1/3 x 1100	1/1 x 670	1/3 x 1750								2/3 x 2.000				
				1/3 x 950					1/3 x 900			1/1 x 1810				1/1 x 370	1/3 x 1700											
											1/1 x 1810					1/1 x 520												
											1/3 x 1700					1/1 x 610												
											1/3 x 1800					1/1 x 430												
																1/1 x 520												
																1/1 x 750												
geldelijke anciënniteit																1/1 x 290												
																1/1 x 520												
																1/1 x 540												
0	40.830	25.480	35.430	38.280	38.280	45.780	32.780	48.680	31.430	32.630	35.280	36.130	38.280	38.531	41.680	39.130	33.430	39.820	42.820	45.820	51.580	42.530	39.280	43.780	44.530	47.830	55780	
1	40.830	26.780	36.630	39.530	38.280	45.780	33.780	48.680	32.180	33.150	35.780	36.650	39.280	39.051	42.180	39.650	34.180	40.430	43.430	46.430	51.580	42.530	39.280	43.780	44.530	47.830	55780	
2	40.830	28.030	37.880	40.780	38.280	45.780	34.780	48.680	32.930	33.670	36.280	37.170	40.280	39.571	42.680	40.280	34.930	41.040	44.040	47.040	51.580	42.530	39.280	43.780	44.530	47.830	55780	
3	44.180	29.280	39.130	42.080	40.780	47.580	35.780	50.280	33.980	34.190	37.780	37.780	41.180	40.091	44.630	41.210	35.780	41.650	44.650	47.650	53.080	46.330	41.580	45.780	46.930	52.830	57830	
4	44.180	29.280	39.130	42.080	40.780	47.580	35.780	50.280	33.980	34.710	37.780	38.210	41.180	40.611	44.630	41.210	35.780	42.260	45.260	48.260	53.080	46.330	41.580	45.780	46.930	52.830	57830	
5	44.180	29.280	39.130	42.080	40.780	47.580	35.780	50.280	33.980	35.230	37.780	38.730	41.180	41.131	44.630	41.730	35.780	42.870	45.870	48.870	53.080	46.330	41.580	45.780	46.930	52.830	57830	
6	47.580	31.280	41.130	44.030	43.030	49.280	38.030	52.330	35.480	35.750	39.280	39.280	42.280	41.651	46.680	42.280	37.480	43.480	46.680	49.480	55.280	50.030	43.780	47.830	49.280	57.830	59830	
7	47.580	31.280	41.130	44.030	43.030	49.280	38.030	52.330	35.480	36.270	39.280	39.770	42.280	42.171	46.680	42.770	37.480	44.090	47.090	50.090	55.280	50.030	43.780	47.830	49.280	57.830	59830	
8	47.580	31.280	41.130	44.030	43.030	49.280	38.030	52.330	35.480	36.790	39.280	40.290	42.280	42.691	46.680	43.290	37.480	44.700	47.700	50.700	55.280	50.030	43.780	47.830	49.280	57.830	59830	
9	50.930	33.280	43.080	46.030	45.280	51.030	40.280	54.280	37.080	37.310	40.780	40.810	43.780	43.211	48.180	43.810	39.080	45.310	48.310	51.310	57.580	53.830	46.030	49.780	51.680	62.830	62080	
10	50.930	33.280	43.080	46.030	45.280	51.030	40.280	54.280	37.080	37.830	40.780	41.330	43.780	43.731	48.180	44.330	39.080	45.920	48.920	51.920	57.580	53.830	46.030	49.780	51.680	62.830	62080	
11	50.930	33.280	43.080	46.030	45.280	51.030	40.280	54.280	37.080	38.350	40.780	41.850	43.780	44.251	48.180	44.850	39.080	46.530	49.530	52.530	57.580	53.830	46.030	49.780	51.680	62.830	62080	
12	54.330	35.280	45.080	48.080	47.580	52.830	42.530	56.330	38.780	38.870	42.280	42.370	45.280	44.771	49.880	45.370	40.780	47.140	50.140	53.140	59.830	57.580	48.280	51.830	54.080	65.580	64330	
13	54.330	35.280	45.080	48.080	47.580	52.830	42.530	56.330	38.780	39.390	42.280	42.890	45.280	45.291	49.880	45.890	40.780	47.750	50.750	53.750	59.830	57.580	48.280	51.830	54.080	65.580	64330	
14	54.330	35.280	45.080	48.080	47.580	52.830	42.530	56.330	38.780	39.910	42.280	43.410	45.280	45.811	49.880	46.410	40.780	48.360	51.360	54.360	59.830	57.580	48.280	51.830	54.080	65.580	64330	
15	57.730	37.280	47.080	50.030	49.780	54.530	44.780	58.330	40.780	40.780	44.780	44.780	47.080	46.331	51.680	47.080	42.380	48.970	51.970	54.970	62.080	61.280	50.530	53.830	56.480	68.330	66580	
16	57.730	37.280	47.080	50.030	49.780	54.530	44.780	58.330	40.780	40.950	44.780	44.780	47.080	46.851	51.680	47.450	42.380	49.580	52.580	55.580	62.080	61.280	50.530	53.830	56.480	68.330	66580	
17	57.730	37.280	47.080	50.030	49.780	54.530	44.780	58.330	40.780	41.470	44.780	44.970	47.080	47.371	51.680	47.970	42.380	50.190	53.190	56.190	62.080	61.280	50.530	53.830	56.480	68.330	66580	
18	61.830	38.530	49.030	52.080	52.080	56.330	47.080	60.280	43.380	43.380	46.780	46.780	48.580	48.280	53.430	48.580	44.180	50.800	53.800	56.800	64.330	65.080	52.830	55.780	58.830	68.830		
19		38.530	49.030	52.080	52.080	56.330	47.080	60.280	43.380	43.380	46.780	46.780	48.580	48.411	53.430	49.010	44.180	51.410	54.410	57.410	64.330		52.830	55.780	58.830	68.830		
20		38.530	49.030	52.080	52.080	56.330	47.080	60.280	43.380	43.380	46.780	46.780	48.580	48.931	53.430	49.530	44.180	52.020	55.020	58.020	64.330		52.830	55.780	58.830	68.830		
21		39.780	51.030	54.080	53.080	58.580	49.280	61.980	44.980	44.980	48.480	48.480	50.280	50.030	55.180	50.280	45.930	52.630	55.630	58.630	65.330		55.030	57.830	61.180	71330		
22		39.780	51.030	54.080	53																							







**BIJLAGE 5bis - DIENSTEN VAN DE VLAAMSE OVERHEID TABEL VAN DE SALARISSCHALEN**  
**vanaf 01-01-2023**

Gezien om te worden gevoegd bij besluit van de Vlaamse Regering  
tot wijziging van het Vlaams personeelsstatuut van 13 januari 2006  
wat betreft de modernisering van het hr-beleid, beloningsbeleid en prestatie management

Brussel,

De minister-president van de Vlaamse Regering

Jan JAMBON

De Vlaamse minister van Binnenlands Bestuur, Bestuurszaken,  
Inburgering en Gelijke Kansen

Gwendolyn RUTTEN