

scale			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	H2	H1	P	SA											
0			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	-											
1			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			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											
3			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											
4			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											
5			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	-	-											
6			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	-	-											
7			-	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	-	-											
8			-	-	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	-	-											
9			-	-	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	-	-											
10			-	-	-	2.995	3.149	3.298	3.636	4.103	-	4.786	5.849	6.737	-	-	-	-	-	-	8.815	9.993	-	-											
11			-	-	-	-	-	-	-	-	-	4.929	5.929	-	-	-	-	-	-	-	9.094	10.306	-	-											
12			-	-	-	-	-	-	-	-	-	5.090	-	-	-	-	-	-	-	-	9.382	10.635	-	-											
13			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9.680	10.975	-	-											
14			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11.325	-	-											
15			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	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 Jan 2024			statutory minimum wage per hour per 1 Jan 2024				contributions and franchises per 1 January 2024						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	year-end bonus	€ 8,30%	minimum (Jan)	€ 2.250,00 per year	waarde verlofjaar	0,704%	first aid allowance (index 1-1-20)	€ 13,07 per mnth	BHV allowance (index 1-1-20)	€ 288 per year	PAM allowance (index 1-1-20)	€ 288 per year	age/scale	1	2	3	4	5	min HA py			
0	100	13,27	15	30,0	3,98	OP/NP en Anw comp	8,10	18,90	27,00	17.550	137.800															15	1.309	1.335	-	-	-	-	1.256,76		
1	105	13,93	16	34,5	4,58	Vut/VPL	0,00	0,00	0,00	-	-															16	1.309	1.335	1.362	1.389	-	-	1.256,76		
2	110	14,60	17	39,5	5,24	AAOP	0,15	0,35	0,50	26.800	-															17	1.309	1.335	1.362	1.389	1.445	-	1.256,76		
3	115	15,26	18	50,0	6,64																						18	1.571	1.602	1.634	1.667	1.734	-	1.508,04	
4	120	15,92	19	60,0	7,96	Aof (WIA-basis)	0,00	7,54	7,54	-	71.628																19	1.833	1.870	1.907	1.945	2.023	-	1.759,44	
			20	80,0	10,62	UFO	0,00	0,68	0,68	-	71.628																	20	2.095	2.137	2.180	2.224	2.313	-	2.010,72
			≥ 21	100,0	13,27	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) = € 274,44																																			

