

scale		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	H2	H1	P	SA
0		2.715	2.741	2.767	2.793	2.819	2.844	2.870	3.186	3.502	3.345	4.492	5.441	6.224	6.538	7.089	7.679	8.322	9.141	6.894	7.679	2.872	-
1		2.741	2.767	2.793	2.819	2.844	2.870	2.896	3.345	3.670	3.502	4.660	5.601	6.384	6.696	7.285	7.886	8.587	9.430	7.089	7.886	3.345	-
2		2.767	2.793	2.819	2.844	2.870	2.896	3.028	3.502	3.858	3.670	4.812	5.756	6.538	6.894	7.481	8.102	8.862	9.729	7.285	8.102	3.502	2.715
3		2.793	2.819	2.844	2.870	2.896	2.922	3.186	3.670	4.020	3.858	4.963	5.916	6.696	7.089	7.679	8.322	9.141	10.038	7.481	8.322	3.670	2.715
4		2.819	2.844	2.870	2.896	2.922	2.951	3.266	3.771	4.185	4.020	5.111	6.065	6.894	7.285	7.886	8.587	9.430	10.363	7.679	8.587	-	2.951
5		2.844	2.870	2.896	2.922	2.948	3.028	3.345	3.858	4.340	4.185	5.278	6.224	7.089	7.481	8.102	8.862	9.729	10.687	7.886	8.862	-	-
6		2.870	2.896	2.922	2.948	2.974	3.106	3.420	3.936	4.492	4.340	5.441	6.384	7.285	7.679	8.322	9.141	10.038	11.028	8.102	9.141	-	-
7		-	2.922	2.948	2.974	3.028	3.186	3.502	4.020	4.660	4.492	5.601	6.538	7.481	7.886	8.587	9.430	10.363	11.381	8.322	9.430	-	-
8		-	-	2.974	3.000	3.106	3.266	3.584	4.110	4.812	4.660	5.756	6.696	7.575	8.102	8.862	9.729	10.687	11.744	8.587	9.729	-	-
9		-	-	3.000	3.028	3.186	3.345	3.670	4.185	-	4.812	5.916	6.894	-	8.322	9.141	10.038	11.028	12.118	8.862	10.038	-	-
10		-	-	-	3.106	3.266	3.420	3.771	4.255	-	4.963	6.065	6.986	-	-	-	-	-	-	9.141	10.363	-	-
11		-	-	-	-	-	-	-	-	-	5.111	6.148	-	-	-	-	-	-	-	9.430	10.687	-	-
12		-	-	-	-	-	-	-	-	-	5.278	-	-	-	-	-	-	-	-	9.729	11.028	-	-
13		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10.038	11.381	-	-
14		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11.744	-	-
15		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12.118	-	-
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 July 2024		statutory minimum wage p/hr per 1 July 2024					contributions and franchises per 1 January 20234						various amounts per 2024					youth salary scale (per 1 September 24 lapsed)					
	% WML	salary	age	%	amount	contribution	premium employee	premium employer		franchise	max salary per year	minimum holiday allowance (Sept)	€ 217,20	per mnth	age/scale	1	2	3	4	5	min HA py		
												year-end bonus	8,30%		15								
												minimum (Jan)	€ 2.250,00	per year	16								
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 verlof	0,704%		17								
1	105	2.383,47	16	34,5	4,72	Vut/VPL	0,00	0,00	0,00	-	-	first aid allowance (index 1-1-20)	€ 13,07	per mnth	18								
2	110	2.496,96	17	39,5	5,40	AAOP	0,15	0,35	0,50	26.800	-	BHV allowance (index 1-1-20)	€ 288	per year	19								
3	115	2.610,46	18	50,0	6,84							PAM allowance (index 1-1-20)	€ 288	per year	20								
4	120	2.723,96	19	60,0	8,21	Aof (WIA-basis)	0,00	7,54	7,54	-	71.628												
			20	80,0	10,94	UFO	0,00	0,68	0,68	-	71.628	next indexation: 1 jan 2026											
			≥ 21	100,0	13,68	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) = € 282,95																							

