

grade	scale	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	H2	H1	
0		2.897	2.923	2.951	2.977	3.004	3.029	3.057	3.382	3.708	3.546	4.728	5.705	6.512	6.835	7.403	8.011	8.673	9.517	7.202	8.011	
1		2.923	2.951	2.977	3.004	3.029	3.057	3.084	3.546	3.881	3.708	4.901	5.870	6.677	6.998	7.605	8.224	8.946	9.814	7.403	8.224	
2		2.951	2.977	3.004	3.029	3.057	3.084	3.219	3.708	4.075	3.881	5.057	6.030	6.835	7.202	7.807	8.447	9.230	10.123	7.605	8.447	
3		2.977	3.004	3.029	3.057	3.084	3.110	3.382	3.881	4.241	4.075	5.213	6.195	6.998	7.403	8.011	8.673	9.517	10.441	7.807	8.673	
4		3.004	3.029	3.057	3.084	3.110	3.141	3.465	3.985	4.412	4.241	5.365	6.349	7.202	7.605	8.224	8.946	9.814	10.776	8.011	8.946	
5		3.029	3.057	3.084	3.110	3.137	3.219	3.546	4.075	4.571	4.412	5.538	6.512	7.403	7.807	8.447	9.230	10.123	11.110	8.224	9.230	
6		3.057	3.084	3.110	3.137	3.164	3.300	3.623	4.155	4.728	4.571	5.705	6.677	7.605	8.011	8.673	9.517	10.441	11.461	8.447	9.517	
7		-	3.110	3.137	3.164	3.219	3.382	3.708	4.241	4.901	4.728	5.870	6.835	7.807	8.224	8.946	9.814	10.776	11.825	8.673	9.814	
8		-	-	3.164	3.191	3.300	3.465	3.792	4.334	5.057	4.901	6.030	6.998	7.904	8.447	9.230	10.123	11.110	12.198	8.946	10.123	
9		-	-	3.191	3.219	3.382	3.546	3.881	4.412	-	5.057	6.195	7.202	-	8.673	9.517	10.441	11.461	12.584	9.230	10.441	
10		-	-	-	3.300	3.465	3.623	3.985	4.484	-	5.213	6.349	7.297	-	-	-	-	-	-	9.517	10.776	
11		-	-	-	-	-	-	-	-	-	5.365	6.433	-	-	-	-	-	-	-	9.814	11.110	
12		-	-	-	-	-	-	-	-	-	5.538	-	-	-	-	-	-	-	-	10.123	11.461	
13		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10.441	11.825	
14		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12.198	
15		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12.584	
pay classification and job classification (UFO)												Lecturer 4 Researcher 4	Lecturer 3 Researcher 3 Assistant Professor 2	Lecturer 2 Researcher 2 Assistant Professor 1	Lecturer 1 Researcher 1 Associate Professor 2	Associate professor 1			Dean 2	Dean 1	Professor 2	Professor 1

disability pay scale per Jan 1, 2026		statutory minimum wage p/hr per Jan 1, 2026				contributions and franchises per January 1, 2026						various amounts per 2026							
% WML	salary	age	%	amount	contribution	premium employee	premium employer		franchise	max salary per year									
0	100	2.431,56	15	30,0	4,41	OP/NP en Anw comp	8,13	18,97	27,10	19.200	137.800	minimum holiday allowance (Jan)	€	231,76	per mnth				
1	105	2.553,14	16	34,5	5,07	Vut/VPL	0,00	0,00	0,00	-	-	year-end bonus		8,30%					
2	110	2.674,72	17	39,5	5,81	AAOP	0,21	0,49	0,70	29.700	-	minimum (Jan)	€	2.250,00	per year				
3	115	2.796,30	18	50,0	7,36							value hour in selection model		0,704%					
4	120	2.917,88	19	60,0	8,83	Aof (WIA-basis)	0,00	7,63	7,63	-	79.409	first aid allowance (index 1-1-26)	€	15,55	per mnth				
			20	80,0	11,77	UFO	0,00	0,68	0,68	-	79.409	BHV allowance (index 1-1-26)	€	343	per year				
			≥ 21	100,0	14,71	ZVW	0,00	6,10	6,10	-	79.409	PAM allowance (index 1-1-26)	€	343	per year				
						WKO (Child care)	0,00	0,50	0,50	-	79.409	internship allowance MBO	€	227,00	per mnth				
												internship allowance HBO/WO	€	390,00	per mnth				
												next indexation: 1 jan 2029							
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 = € 304,25 (€ 79409,25 per year over 261 days)																			
maximum wage for social security payments (WW / ZW / WAO / WIA) = € 304,25																			

