

Appendices

APPENDIX A

Salary scales 1 to 5	2
Salary scales 6 to 10	3
Salary scales 11 to 14	4
Salary scales 15 to 18	5

APPENDIX Aa

Salary scales 5M to 10M	6
Salary scales for nurses	7

APPENDIX B

Salary scale for medical interns (scale 11a)	8
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APPENDIX C

Salary scales of academic medical specialists	9
---	---

APPENDIX D

Salary scale for students and researchers in training	10
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APPENDIX Da

Salary scale for Jobs and Jobs Quota (Work Disabled Persons) Act	11
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APPENDIX E

Minimum holiday allowance	11
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APPENDIX F

Sums of substitution bonus for regular scales (appendix A)	12
Sums of substitution bonus scales for middle groups	13

APPENDIX G

Allowances for trainees	13
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APPENDIX A

Salary scales 1 to 5

Monthly amounts in euros on the basis of full working hours.

scale					salary	salary	salary
1	2	3	4	5	1-11-'23	1-5-'24	1-7-'25
					€	€	€
0	0	0	0	0	2.475	2.574	2.651
1	1	1	1		2.499	2.599	2.677
	2	2	2	1	2.570	2.673	2.753
	3	3	3	2	2.653	2.759	2.842
	4	4	4	3	2.744	2.854	2.940
		5	5	4	2.819	2.932	3.020
		6	6	5	2.901	3.017	3.108
		7	7	6	2.975	3.094	3.187
			8	7	3.052	3.174	3.269
			9	8	3.130	3.255	3.353
				9	3.202	3.330	3.430
				10	3.280	3.411	3.513



Salary scales 6 to 10

Monthly amounts in euros on the basis of full working hours.

scale					salary 1-11-'23 €	salary 1-5-'24 €	salary 1-7-'25 €
6	7	8	9	10			
0					2.499	2.599	2.677
1					2.570	2.673	2.753
2					2.744	2.854	2.940
	0				2.819	2.932	3.020
3	1				2.901	3.017	3.108
4					2.975	3.094	3.187
5	2				3.052	3.174	3.269
6					3.130	3.255	3.353
7	3	0			3.202	3.330	3.430
8	4				3.280	3.411	3.513
9	5	1		0	3.359	3.493	3.598
10	6				3.434	3.571	3.678
	7	2	0	1	3.514	3.655	3.765
	8				3.595	3.739	3.851
	9	3	1	2	3.677	3.824	3.939
	10	4			3.772	3.923	4.041
		5	2	3	3.864	4.019	4.140
		6			3.943	4.101	4.224
		7	3	4	4.026	4.187	4.313
		8			4.110	4.274	4.402
		9	4	5	4.187	4.354	4.485
		10			4.259	4.429	4.562
			5	6	4.344	4.518	4.654
			6	7	4.498	4.678	4.818
			7	8	4.664	4.851	4.997
			8	9	4.817	5.010	5.160
				10	4.967	5.166	5.321
				11	5.120	5.325	5.485
				12	5.292	5.504	5.669



Salary scales 11 to 14

Monthly amounts in euros on the basis of full working hours.

scale				salary	salary	salary
11	12	13	14	1-11-'23 €	1-5-'24 €	1-7-'25 €
0				4.498	4.678	4.818
1				4.664	4.851	4.997
2				4.817	5.010	5.160
3				4.967	5.166	5.321
4				5.120	5.325	5.485
5				5.292	5.504	5.669
6	0			5.459	5.677	5.847
7	1			5.614	5.839	6.014
8	2			5.766	5.997	6.177
9	3			5.926	6.163	6.348
10	4			6.077	6.320	6.510
11				6.156	6.402	6.594
	5	0		6.239	6.485	6.677
	6	1		6.392	6.638	6.830
	7	2	0	6.540	6.786	6.978
	8	3	1	6.699	6.945	7.137
	9	4	2	6.894	7.140	7.332
	10			6.986	7.232	7.424
		5	3	7.086	7.332	7.524
		6	4	7.281	7.527	7.719
		7	5	7.478	7.724	7.916
		8		7.570	7.816	8.008
			6	7.672	7.918	8.110
			7	7.879	8.125	8.317
			8	8.089	8.335	8.527
			9	8.309	8.555	8.747



Salary scales 15 to 18

Monthly amounts in euros on the basis of full working hours.

scale				salary	salary	salary
15	16	17	18	1-11-'23 €	1-5-'24 €	1-7-'25 €
0				7.086	7.332	7.524
1				7.281	7.527	7.719
2				7.478	7.724	7.916
				7.570	7.816	8.008
3	0			7.672	7.918	8.110
4	1			7.879	8.125	8.317
5	2			8.089	8.335	8.527
6	3	0		8.309	8.555	8.747
7	4	1		8.573	8.819	9.011
8	5	2		8.839	9.085	9.277
9	6	3	0	9.115	9.361	9.553
	7	4	1	9.427	9.673	9.865
	8	5	2	9.758	10.004	10.196
	9	6	3	10.107	10.353	10.545
		7	4	10.461	10.707	10.899
		8	5	10.833	11.079	11.271
		9	6	11.213	11.459	11.651
			7	11.606	11.852	12.044
			8	12.008	12.254	12.446
			9	12.427	12.673	12.865



APPENDIX Aa

Salary scales 5M to 10M

Monthly amounts in euros on the basis of full working hours.

scale						salary	salary	salary
5M	6M	7M	8M	9M	10M	1-11-'23	1-5-'24	1-7-'25
						€	€	€
0						2.408	2.504	2.579
1						2.517	2.618	2.697
2	0					2.593	2.697	2.778
3	1					2.778	2.889	2.976
4		0				2.861	2.975	3.064
5	2	1				2.945	3.063	3.155
6	3					3.027	3.148	3.242
7	4	2				3.109	3.233	3.330
8	5					3.194	3.322	3.422
9	6	3	0			3.270	3.401	3.503
10	7	4				3.352	3.486	3.591
	8	5	1			3.437	3.574	3.681
	9	6				3.517	3.658	3.768
		7	2	0		3.602	3.746	3.858
		8				3.687	3.834	3.949
		9	3	1	0	3.774	3.925	4.043
		10	4			3.874	4.029	4.150
		11	5	2	1	3.970	4.129	4.253
		12	6			4.052	4.214	4.340
			7	3	2	4.139	4.305	4.434
			8			4.228	4.397	4.529
			9	4	3	4.310	4.482	4.616
			10			4.384	4.559	4.696
			11	5	4	4.473	4.652	4.792
			12	6	5	4.631	4.816	4.960
				7	6	4.802	4.994	5.144
				8	7	4.960	5.158	5.313
				9	8	5.115	5.320	5.480
				10	9	5.272	5.483	5.647
					10	5.451	5.669	5.839
					11	5.625	5.850	6.026
					12	5.789	6.021	6.202



Salary scales for nurses

Monthly amounts in euros on the basis of full working hours.

scale				salary	salary	salary
8aM	8M	9aM	9M	1-11-'23 €	1-5-'24 €	1-7-'25 €
	0			3.270	3.401	3.503
				3.352	3.486	3.591
0	1			3.437	3.574	3.681
1				3.517	3.658	3.768
2	2		0	3.602	3.746	3.858
				3.687	3.834	3.949
3	3	0	1	3.774	3.925	4.043
4	4	1		3.874	4.029	4.150
5	5	2	2	3.970	4.129	4.253
6	6			4.052	4.214	4.340
7	7	3	3	4.139	4.305	4.434
8	8			4.228	4.397	4.529
9	9	4	4	4.310	4.482	4.616
	10			4.384	4.559	4.696
	11	5	5	4.473	4.652	4.792
	12	6	6	4.631	4.816	4.960
		7	7	4.802	4.994	5.144
		8	8	4.960	5.158	5.313
			9	5.115	5.320	5.480
			10	5.272	5.483	5.647



APPENDIX B

Salary scale for medical interns (scale 11a)

Monthly amounts in euros on the basis of full working hours.

scale	salary	salary	salary
11a	1-11-'23	1-5-'24	1-7-'25
	€	€	€
0	4.187	4.354	4.485
1	4.344	4.518	4.654
2	4.498	4.678	4.818
3	4.664	4.851	4.997
4	4.817	5.010	5.160
5	4.967	5.166	5.321
6	5.120	5.325	5.485
7	5.292	5.504	5.669
8	5.459	5.677	5.847
9	5.614	5.839	6.014
10	5.766	5.997	6.177



APPENDIX C

Salary scales of academic medical specialists

Monthly amounts in euros on the basis of full working hours.

Medical Specialist (MS)			
scale	salary 1-11-'23 €	salary 1-5-'24 €	salary 1-7-'25 €
0	7.028	7.274	7.466
1	7.635	7.881	8.073
2	8.392	8.638	8.830

University Medical Specialist (UMS)			
scale	salary 1-11-'23 €	salary 1-5-'24 €	salary 1-7-'25 €
0	9.288	9.534	9.726
1	9.817	10.063	10.255
2	10.340	10.586	10.778
3	10.874	11.120	11.312
4	11.402	11.648	11.840
5	11.932	12.178	12.370
6	12.460	12.706	12.898
7	12.993	13.239	13.431
8	13.521	13.767	13.959

Professor/Medical Specialist (H/MS)			
scale	salary 1-11-'23 €	salary 1-5-'24 €	salary 1-7-'25 €
0	11.787	12.033	12.225
1	12.199	12.445	12.637
2	12.606	12.852	13.044
3	13.015	13.261	13.453
4	13.430	13.676	13.868
5	13.836	14.082	14.274
6	14.244	14.490	14.682
7	14.649	14.895	15.087

HoProfessor, Professor/Department head (H,H/A)			
scale	salary 1-11-'23 €	salary 1-5-'24 €	salary 1-7-'25 €
0	13.759	14.005	14.197
1	14.239	14.485	14.677
2	14.719	14.965	15.157
3	15.190	15.436	15.628
4	15.669	15.915	16.107
5	16.153	16.399	16.591
6	16.628	16.874	17.066
7	17.102	17.348	17.540



APPENDIX D

Salary scale for students and researchers in training

Monthly amounts in euros on the basis of full working hours.

Pre-clinical training period		
1-11-'23	1-5-'24	1-7-'25
€	€	€
450	450	450

Expenses compensation for interns		
1-11-'23	1-3-'24	1-7-'25
€	€	€
100	120	120

Clinical period			
scale A	salary	salary	salary
	1-11-'23	1-5-'24	1-7-'25
	€	€	€
eerste jaar	1.637	1.702	1.753
tweede jaar	2.029	2.110	2.173
derde jaar	2.272	2.363	2.434
vierde jaar	2.472	2.571	2.648

Clinical period			
scale B	salary	salary	salary
	1-11-'23	1-5-'24	1-7-'25
	€	€	€
eerste jaar	1.390	1.446	1.489
tweede jaar	1.539	1.601	1.649
derde jaar	1.798	1.870	1.926

If the amount in the scale is lower than the minimum wage associated with the age of the student, this minimum wage is paid instead.

For trainees aged 21 years and older, a minimum wage of € 14 per hour applies. This means that these trainees receive a salary of at least € 2,184 based on a full-time working period.

Researchers in training			
scale	salary	salary	salary
	1-11-'23	1-5-'24	1-7-'25
	€	€	€
0	2.901	3.017	3.108
1	3.359	3.493	3.598
2	3.514	3.655	3.765
3	3.677	3.824	3.939



APPENDIX Da

Salary scale for Jobs and Jobs Quota (Work Disabled Persons) Act

Based on Article 4.2, paragraph 6, the monthly minimum wage determined by the Ministry of Social Affairs and Employment applies to people aged 21 and older, including the six-monthly increase.

nr.	minimum wage
1	100,0%
2	102,5%
3	105,0%
4	107,5%
5	110,0%
6	112,5%
7	115,0%
8	117,5%
9	120,0%

APPENDIX E

Minimum holiday allowance

Monthly amounts in euros on the basis of full working hours.

date	€
1-11-'23	206,66
1-5-'24	214,93
1-7-'25	221,38



APPENDIX F

Sums of substitution bonus for regular scales (appendix A)

Monthly amounts in euros on the basis of full working hours.

scale	1-11-'23 €	1-5-'24 €	1-7-'25 €
3	136	142	146
4	140	146	150
5	144	150	154
6	148	154	159
7	165	171	177
8	187	194	200
9	208	217	223
10	216	225	232
11	266	277	285
12	311	323	332
13	345	358	367
14	371	384	393
15	405	417	427
16	444	457	466
17	488	500	510
18	539	551	560

MS	386	398	407
UMS	570	583	592
H/MS	661	673	683
H,H/A	772	784	793



Sums of substitution bonus scales for middle groups

Monthly amounts in euros on the basis of full working hours.

scale	1-11-'23 €	1-5-'24 €	1-7-'25 €
5M	144	150	154
6M	153	159	164
7M	173	180	185
8aM	194	201	207
8M	198	205	212
9aM	218	227	234
9M	222	231	238
10M	239	249	256

APPENDIX G

Allowances for trainees

Monthly amounts in euros on the basis of full working hours.

datum	€
1-11-'23	394
1-5-'24	410
1-7-'25	422

