



SECTORAAL LOONBAREMA IN DE HORECA PC 302

VANAF 1 JANUARI 2026

INDEX: 2,189%

ANC.	CAT I		CAT II		CAT III		CAT IV		CAT V		CAT VI		CAT VII		CAT VIII		CAT IX	
	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand
0	15,2097	2504,53	15,2097	2504,53	15,2977	2519,02	15,9698	2629,69	16,8849	2780,38	17,3317	2853,95	19,7061	3244,94	21,2302	3495,90	22,5781	3717,86
1	15,8915	2616,80	15,8915	2616,80	16,0385	2641,01	16,7065	2751,00	17,4923	2880,40	18,0099	2965,63	19,9511	3285,28	21,4830	3537,53	22,8409	3761,13
2	16,2059	2668,57	16,2059	2668,57	16,3560	2693,29	17,0980	2815,47	17,8544	2940,02	18,4408	3036,58	20,1838	3323,60	21,7258	3577,51	23,0896	3802,09
3	16,5019	2717,31	16,5019	2717,31	16,7081	2751,27	17,4076	2866,45	18,1364	2986,46	18,7845	3093,18	20,4182	3362,20	21,9650	3616,90	23,3337	3842,28
4	16,7139	2752,22	16,7139	2752,22	16,9831	2796,55	17,5671	2892,71	18,3359	3019,31	19,0501	3136,92	20,6482	3400,07	22,2062	3656,62	23,5855	3883,74
5	16,7139	2752,22	16,7139	2752,22	17,0981	2815,49	17,7978	2930,70	18,4521	3038,44	19,2225	3165,30	20,8844	3438,96	22,4511	3696,95	23,8373	3925,21
6	16,7139	2752,22	16,7139	2752,22	17,2162	2834,93	17,7978	2930,70	18,5684	3057,60	19,4010	3194,70	21,1161	3477,12	22,6914	3736,52	24,0849	3965,98
7	16,7139	2752,22	16,7139	2752,22	17,2162	2834,93	18,0284	2968,68	18,6841	3076,65	19,5786	3223,94	21,3547	3516,41	22,9379	3777,11	24,3391	4007,84
8	16,7139	2752,22	16,7139	2752,22	17,2162	2834,93	18,0284	2968,68	18,8001	3095,75	19,7520	3252,49	21,5943	3555,86	23,1862	3817,99	24,5913	4049,37
9	16,8646	2777,04	16,8646	2777,04	17,3674	2859,83	18,1877	2994,91	18,9644	3122,80	19,9223	3280,54	21,7870	3587,59	23,3936	3852,14	24,8121	4085,72
10	16,8646	2777,04	16,8646	2777,04	17,3674	2859,83	18,1925	2995,70	18,9688	3123,53	19,9299	3281,79	21,7976	3589,34	23,4048	3853,99	24,8224	4087,42
11	16,8646	2777,04	16,8646	2777,04	17,3674	2859,83	18,1980	2996,61	18,9739	3124,37	19,9371	3282,97	21,8083	3591,10	23,4144	3855,57	24,8332	4089,20
12	16,8646	2777,04	16,8646	2777,04	17,3674	2859,83	18,2025	2997,34	18,9785	3125,13	19,9443	3284,16	21,8186	3592,79	23,4252	3857,35	24,8431	4090,83
13	16,8646	2777,04	16,8646	2777,04	17,3674	2859,83	18,2073	2998,13	18,9833	3125,92	19,9514	3285,33	21,8232	3593,55	23,4295	3858,06	24,8479	4091,62
14	17,0152	2801,84	17,0152	2801,84	17,5187	2884,74	18,3624	3023,67	19,1475	3152,95	20,1220	3313,42	22,0174	3625,53	23,6395	3892,64	25,0703	4128,24
15	17,0152	2801,84	17,0152	2801,84	17,5187	2884,74	18,3677	3024,55	19,1520	3153,69	20,1297	3314,69	22,0293	3627,49	23,6518	3894,66	25,0830	4130,33
16	17,0152	2801,84	17,0152	2801,84	17,5187	2884,74	18,3677	3024,55	19,1520	3153,69	20,1297	3314,69	22,0361	3628,61	23,6586	3895,78	25,0905	4131,57
17	17,0152	2801,84	17,0152	2801,84	17,5187	2884,74	18,3677	3024,55	19,1520	3153,69	20,1297	3314,69	22,0430	3629,75	23,6666	3897,10	25,0975	4132,72



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	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand
18	17,0152	2801,84	17,0152	2801,84	17,5187	2884,74	18,3677	3024,55	19,1520	3153,69	20,1297	3314,69	22,0430	3629,75	23,6666	3897,10	25,0975	4132,72
19	17,1660	2826,67	17,1660	2826,67	17,6700	2909,66	18,5179	3049,28	19,3114	3179,94	20,2930	3341,58	22,2262	3659,91	23,8631	3929,46	25,3082	4167,42
20	17,1660	2826,67	17,1660	2826,67	17,6700	2909,66	18,5179	3049,28	19,3114	3179,94	20,2930	3341,58	22,2262	3659,91	23,8631	3929,46	25,3082	4167,42
21	17,1660	2826,67	17,1660	2826,67	17,6700	2909,66	18,5252	3050,48	19,3195	3181,28	20,3014	3342,96	22,2316	3660,80	23,8695	3930,51	25,3146	4168,47
22	17,1660	2826,67	17,1660	2826,67	17,6700	2909,66	18,5252	3050,48	19,3195	3181,28	20,3014	3342,96	22,2316	3660,80	23,8695	3930,51	25,3146	4168,47
23	17,1660	2826,67	17,1660	2826,67	17,6700	2909,66	18,5252	3050,48	19,3195	3181,28	20,3014	3342,96	22,2383	3661,91	23,8771	3931,76	25,3221	4169,70
24	17,3157	2851,32	17,3157	2851,32	17,8213	2934,57	18,6760	3075,31	19,4788	3207,51	20,4648	3369,87	22,4213	3692,04	24,0743	3964,23	25,5327	4204,38
25	17,3157	2851,32	17,3157	2851,32	17,8213	2934,57	18,6760	3075,31	19,4788	3207,51	20,4648	3369,87	22,4213	3692,04	24,0743	3964,23	25,5327	4204,38
26	17,3157	2851,32	17,3157	2851,32	17,8213	2934,57	18,6834	3076,53	19,4869	3208,84	20,4725	3371,14	22,4271	3692,99	24,0801	3965,19	25,5391	4205,44
27	17,3157	2851,32	17,3157	2851,32	17,8213	2934,57	18,6834	3076,53	19,4869	3208,84	20,4725	3371,14	22,4271	3692,99	24,0801	3965,19	25,5391	4205,44
28	17,3157	2851,32	17,3157	2851,32	17,8213	2934,57	18,6834	3076,53	19,4869	3208,84	20,4725	3371,14	22,4344	3694,20	24,0871	3966,34	25,5464	4206,64
29	17,4669	2876,22	17,4669	2876,22	17,9727	2959,50	18,8333	3101,22	19,6461	3235,06	20,6366	3398,16	22,6162	3724,13	24,2855	3999,01	25,7568	4241,28
30	17,4669	2876,22	17,4669	2876,22	17,9727	2959,50	18,8333	3101,22	19,6461	3235,06	20,6366	3398,16	22,6162	3724,13	24,2855	3999,01	25,7568	4241,28
31	17,4669	2876,22	17,4669	2876,22	17,9727	2959,50	18,8418	3102,62	19,6538	3236,32	20,6444	3399,44	22,6222	3725,12	24,2909	3999,90	25,7637	4242,42
32	17,4669	2876,22	17,4669	2876,22	17,9727	2959,50	18,8418	3102,62	19,6538	3236,32	20,6444	3399,44	22,6222	3725,12	24,2909	3999,90	25,7637	4242,42
33	17,4669	2876,22	17,4669	2876,22	17,9727	2959,50	18,8418	3102,62	19,6538	3236,32	20,6444	3399,44	22,6295	3726,32	24,2978	4001,04	25,7708	4243,59
34	17,6175	2901,01	17,6175	2901,01	18,1239	2984,40	18,9918	3127,32	19,8135	3262,62	20,8076	3426,32	22,8127	3756,49	24,4954	4033,57	25,9816	4278,30
35	17,6175	2901,01	17,6175	2901,01	18,1239	2984,40	18,9918	3127,32	19,8135	3262,62	20,8076	3426,32	22,8127	3756,49	24,4954	4033,57	25,9816	4278,30



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	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand	uur	maand
36	17,6175	2901,01	17,6175	2901,01	18,1239	2984,40	18,9998	3128,63	19,8213	3263,91	20,8165	3427,78	22,8184	3757,43	24,5018	4034,63	25,9871	4279,21
37	17,6175	2901,01	17,6175	2901,01	18,1239	2984,40	18,9998	3128,63	19,8213	3263,91	20,8165	3427,78	22,8184	3757,43	24,5018	4034,63	25,9871	4279,21
38	17,6175	2901,01	17,6175	2901,01	18,1239	2984,40	18,9998	3128,63	19,8213	3263,91	20,8165	3427,78	22,8247	3758,47	24,5086	4035,75	25,9949	4280,49
39	17,7677	2925,75	17,7677	2925,75	18,2753	3009,33	19,1497	3153,32	19,9804	3290,10	20,9800	3454,71	23,0076	3788,58	24,7065	4068,34	26,2057	4315,20
40	17,7677	2925,75	17,7677	2925,75	18,2753	3009,33	19,1497	3153,32	19,9804	3290,10	20,9800	3454,71	23,0076	3788,58	24,7065	4068,34	26,2057	4315,20
41	17,7677	2925,75	17,7677	2925,75	18,2753	3009,33	19,1581	3154,70	19,9887	3291,47	20,9881	3456,04	23,0135	3789,55	24,7124	4069,31	26,2113	4316,13
42	17,7677	2925,75	17,7677	2925,75	18,2753	3009,33	19,1581	3154,70	19,9887	3291,47	20,9881	3456,04	23,0135	3789,55	24,7124	4069,31	26,2113	4316,13
43	17,7677	2925,75	17,7677	2925,75	18,2753	3009,33	19,1581	3154,70	19,9887	3291,47	20,9881	3456,04	23,0199	3790,61	24,7193	4070,44	26,2189	4317,38
44	17,9181	2950,51	17,9181	2950,51	18,4267	3034,26	19,3079	3179,37	20,1476	3317,64	21,1510	3482,86	23,2031	3820,78	24,9173	4103,05	26,4301	4352,15
45	17,9181	2950,51	17,9181	2950,51	18,4267	3034,26	19,3079	3179,37	20,1476	3317,64	21,1510	3482,86	23,2031	3820,78	24,9173	4103,05	26,4301	4352,15

Arbeidskledij

- Aanschaf: €2,20 per arbeidsdag
- Onderhoud: €2,20 per arbeidsdag

Nachtarbeid

- €1,6209 per gepresteerd uur

Flexibiliteitstoeslag

Anciënniteit	CAT II	CAT III en IV	CAT V en hoger
-5 jaar	0,1788	0,2767	0,3255
5-10 jaar	0,2277	0,3581	0,407
10-15 jaar	0,2931	0,4395	0,488
+15 jaar	0,3418	0,5211	0,5697