

**BA Pay Scale/Employes/bedienden****Salary - COLI included**

Salaire indexe/Salaris - geïndexeerd

Index 1-Dec-23 **2.0399**  
 Delphi **1.014**

|              |       | STEP 1      | STEP 2      | STEP 3      | STEP 4      | STEP 5       | STEP 6       | STEP 7       | STEP 8       | STEP 9       | STEP 10      |
|--------------|-------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>BA-1</b>  | Year  | € 26,730.77 | € 27,945.54 | € 29,160.30 | € 30,375.07 | € 31,589.83  | € 32,804.60  | € 34,019.36  | € 35,234.12  | € 36,448.89  | € 37,663.65  |
|              | Month | € 2,227.56  | € 2,328.79  | € 2,430.03  | € 2,531.26  | € 2,632.49   | € 2,733.72   | € 2,834.95   | € 2,936.18   | € 3,037.41   | € 3,138.64   |
| <b>BA-2</b>  | Year  | € 29,306.75 | € 30,638.67 | € 31,970.59 | € 33,302.51 | € 34,634.44  | € 35,966.36  | € 37,298.28  | € 38,630.20  | € 39,962.12  | € 41,294.05  |
|              | Month | € 2,442.23  | € 2,553.22  | € 2,664.22  | € 2,775.21  | € 2,886.20   | € 2,997.20   | € 3,108.19   | € 3,219.18   | € 3,330.18   | € 3,441.17   |
| <b>BA-3</b>  | Year  | € 32,128.95 | € 33,588.95 | € 35,048.96 | € 36,508.96 | € 37,968.96  | € 39,428.96  | € 40,888.96  | € 42,348.96  | € 43,808.96  | € 45,268.96  |
|              | Month | € 2,677.41  | € 2,799.08  | € 2,920.75  | € 3,042.41  | € 3,164.08   | € 3,285.75   | € 3,407.41   | € 3,529.08   | € 3,650.75   | € 3,772.41   |
| <b>BA-4</b>  | Year  | € 35,218.73 | € 36,819.22 | € 38,419.72 | € 40,020.21 | € 41,620.70  | € 43,221.19  | € 44,821.68  | € 46,422.17  | € 48,022.66  | € 49,623.15  |
|              | Month | € 2,934.89  | € 3,068.27  | € 3,201.64  | € 3,335.02  | € 3,468.39   | € 3,601.77   | € 3,735.14   | € 3,868.51   | € 4,001.89   | € 4,135.26   |
| <b>BA-5</b>  | Year  | € 38,601.91 | € 40,356.29 | € 42,110.67 | € 43,865.06 | € 45,619.44  | € 47,373.82  | € 49,128.21  | € 50,882.59  | € 52,636.98  | € 54,391.36  |
|              | Month | € 3,216.83  | € 3,363.02  | € 3,509.22  | € 3,655.42  | € 3,801.62   | € 3,947.82   | € 4,094.02   | € 4,240.22   | € 4,386.41   | € 4,532.61   |
| <b>BA-6</b>  | Year  | € 42,307.76 | € 44,230.43 | € 46,153.10 | € 48,075.78 | € 49,998.45  | € 51,921.12  | € 53,843.80  | € 55,766.47  | € 57,689.14  | € 59,611.82  |
|              | Month | € 3,525.65  | € 3,685.87  | € 3,846.09  | € 4,006.31  | € 4,166.54   | € 4,326.76   | € 4,486.98   | € 4,647.21   | € 4,807.43   | € 4,967.65   |
| <b>BA-7</b>  | Year  | € 46,365.08 | € 48,472.42 | € 50,579.77 | € 52,687.12 | € 54,794.46  | € 56,901.81  | € 59,009.15  | € 61,116.50  | € 63,223.84  | € 65,331.19  |
|              | Month | € 3,863.76  | € 4,039.37  | € 4,214.98  | € 4,390.59  | € 4,566.21   | € 4,741.82   | € 4,917.43   | € 5,093.04   | € 5,268.65   | € 5,444.27   |
| <b>BA-8</b>  | Year  | € 50,808.62 | € 53,118.02 | € 55,427.41 | € 57,736.80 | € 60,046.19  | € 62,355.59  | € 64,664.98  | € 66,974.37  | € 69,283.77  | € 71,593.16  |
|              | Month | € 4,234.05  | € 4,426.50  | € 4,618.95  | € 4,811.40  | € 5,003.85   | € 5,196.30   | € 5,388.75   | € 5,581.20   | € 5,773.65   | € 5,966.10   |
| <b>BA-9</b>  | Year  | € 55,676.12 | € 58,206.43 | € 60,736.73 | € 63,267.03 | € 65,797.34  | € 68,327.64  | € 70,857.95  | € 73,388.25  | € 75,918.55  | € 78,448.86  |
|              | Month | € 4,639.68  | € 4,850.54  | € 5,061.39  | € 5,272.25  | € 5,483.11   | € 5,693.97   | € 5,904.83   | € 6,115.69   | € 6,326.55   | € 6,537.40   |
| <b>BA-10</b> | Year  | € 61,004.80 | € 63,777.36 | € 66,549.93 | € 69,322.49 | € 72,095.05  | € 74,867.61  | € 77,640.17  | € 80,412.73  | € 83,185.30  | € 85,957.86  |
|              | Month | € 5,083.73  | € 5,314.78  | € 5,545.83  | € 5,776.87  | € 6,007.92   | € 6,238.97   | € 6,470.01   | € 6,701.06   | € 6,932.11   | € 7,163.15   |
| <b>BA-11</b> | Year  | € 66,839.84 | € 69,877.99 | € 72,916.14 | € 75,954.30 | € 78,992.45  | € 82,030.60  | € 85,068.75  | € 88,106.90  | € 91,145.06  | € 94,183.21  |
|              | Month | € 5,569.99  | € 5,823.17  | € 6,076.35  | € 6,329.52  | € 6,582.70   | € 6,835.88   | € 7,089.06   | € 7,342.24   | € 7,595.42   | € 7,848.60   |
| <b>BA-12</b> | Year  | € 73,230.88 | € 76,559.44 | € 79,888.01 | € 83,216.57 | € 86,545.14  | € 89,873.70  | € 93,202.26  | € 96,530.83  | € 99,859.39  | € 103,187.95 |
|              | Month | € 6,102.57  | € 6,379.95  | € 6,657.33  | € 6,934.71  | € 7,212.09   | € 7,489.47   | € 7,766.86   | € 8,044.24   | € 8,321.62   | € 8,599.00   |
| <b>BA-13</b> | Year  | € 80,229.55 | € 83,876.33 | € 87,523.10 | € 91,169.88 | € 94,816.65  | € 98,463.43  | € 102,110.20 | € 105,756.98 | € 109,403.75 | € 113,050.53 |
|              | Month | € 6,685.80  | € 6,989.69  | € 7,293.59  | € 7,597.49  | € 7,901.39   | € 8,205.29   | € 8,509.18   | € 8,813.08   | € 9,116.98   | € 9,420.88   |
| <b>BA-14</b> | Year  | € 87,893.94 | € 91,889.20 | € 95,884.47 | € 99,879.74 | € 103,875.01 | € 107,870.28 | € 111,865.55 | € 115,860.82 | € 119,856.09 | € 123,851.36 |
|              | Month | € 7,324.49  | € 7,657.43  | € 7,990.37  | € 8,323.31  | € 8,656.25   | € 8,989.19   | € 9,322.13   | € 9,655.07   | € 9,988.01   | € 10,320.95  |

Approved by Dominique Fagnart, HR Officer, BENELUX HRSC (CPAC)  
 Date: 1 December 2023

