

# Bijlage B\_2

## Berekeningen ivm WAB

gerekend met salarisbedragen 1-10-2019

| situatie | Inpassing | bruto mnd salaris | loonsom zonder ikb |       | loonsom met ikb |   | KOSTEN       |              |
|----------|-----------|-------------------|--------------------|-------|-----------------|---|--------------|--------------|
|          |           |                   | loonsom zonder ikb | ikb   | loonsom met ikb | max. ww is 2 jaar<br>ww =1 mnd per gewerkt jaar | en transitie | en transitie |
| 1        | 9.0       | 2.675             | 43.110             | 5.345 | 48.455          | 33.554  | 892          | 892          |
| 2        | 9.5       | 3.245             | 52.378             | 6.483 | 58.861          | 40.392  | 892          | 80.792       |
| 3        | 9.11      | 3.929             | 63.673             | 7.849 | 71.522          | 28.430  | 41.702       | 92.246       |
| 4        | 6.11      | 2.818             | 45.429             | 5.630 | 51.059          | 60.701  | 29.369       | 61.640       |

## tarieven zijn gebaseerd op tarieven fase B d.d. 24-09-2019

| Payroll: | 1 jaar Inhuur | omrekenfactor nu | aanname:na 1-1-2020 | transitie (1) | transitie (2) | transitie (3) |
|----------|---------------|------------------|---------------------|---------------|---------------|---------------|
| loonsom  | 1,65          | 20%              |                     |               |               |               |
| 9.0      | 48.455        | 79.951           | 95.941              | 892           | 1.783         | 2.675         |
| 9.5      | 58.861        | 97.121           | 116.545             | 1.082         | 2.163         | 3.245         |
| 9.11     | 71.522        | 118.011          | 141.613             | 1.310         | 2.619         | 3.929         |
| 6.11     | 51.059        | 84.247           | 101.096             | 939           | 1.878         | 2.817         |

| Start | bruto mnd | 8%     | nog in onderhandeling | wel/geen transitievergoeding |
|-------|-----------|--------|-----------------------|------------------------------|
| 9.0   | 32.100    | 62.274 | 67.255                |                              |
| 9.5   | 38.940    | 75.544 | 81.587                |                              |
| 9.11  | 47.148    | 91.467 | 98.784                |                              |

| 6.11      | 33.816 | 65.603  | 70.851                |                              |
|-----------|--------|---|-----------------------|------------------------------|
| bruto mnd | 2,65   | 8% <td>nog in onderhandeling</td> <td>wel/geen transitievergoeding</td> | nog in onderhandeling | wel/geen transitievergoeding |
| 9.0       | 32.100 | 85.065  | 91.870                |                              |
| 9.5       | 38.940 | 103.191   | 111.446               |                              |
| 9.11      | 47.148 | 124.942   | 134.937               |                              |

6.11 33.816 89.612 96.780

alle andere detachings en uitzendbureau werken met uurlonen.

BMC verwacht opslagpercentage 8%  
Yer geeft aan geen opslag te verwachten