



Vereniging
Hogescholen



Agreement in principle regarding collective agreement higher professional education (*cao-hbo*) 2021-2022

Introduction

The employers' organisation *Vereniging Hogescholen* on the one hand and the trade unions *Algemene Onderwijsbond*, *FNV Overheid*, the *FvOv* and *CNV Onderwijs* on the other hand entered into an agreement in principle, on 14 September 2021, regarding the terms of employment for the universities of applied sciences in the sector higher professional education (*hbo*).

- I Duration and salary development
- II Work pressure
- III Corona and facilitating working from home for short and longer periods of time
- IV Maintaining vitality and capacity among all categories of employees
- V Technical aspects

The arrangements below are included in the preamble of the collective agreement for higher professional education (*cao-hbo*). Social partners wish to communicate the aim of these arrangements as effectively as possible. At the same time, these arrangements constitute a full agreement between trade unions and employers as contract parties; consequently trade unions and employers may call each other to account where meeting their mutual obligations is concerned.

I Duration and salary development

The duration of the collective agreement for higher professional education (*cao hbo*) 2021-2022 extends from 1 January 2021 to 1 April 2022.

In November 2021, a one-time allowance amounting to € 880 gross is paid. This amount is pensionable. The reference date for this payment is 1 November 2021. The employee who works part-time is entitled to a payment pro rata the part-time factor.

As from 1 February 2022 the salaries are increased by 2 %.

In this collective agreement arrangement the parties to the collective agreement wish to achieve both space and peace and quiet in the context of the terms of employment for employees and universities of applied sciences by laying down arrangements for a longer period of time, up to and including April 2023, which period extends beyond the duration of this collective agreement.

Due to uncertainties about the total sum of the Governmental Contribution (*Rijksbijdrage*) for improvement of the terms of employment in 2022 and 2023, about the development of the *ABP* pension contribution and about the release of Purchase Preliminary Pension (*Inkoop Voorlopig Pensioen*) contributions in 2023, the parties to the collective agreement do not contract beyond April 2022. At the same time, the parties to the collective agreement allocate, in advance, both the space that will become available for the terms of employment in 2022 and 2023 and the release of Purchase Preliminary Pension (*Inkoop Voorlopig Pensioen*) contributions for improvement of the terms of employment. Financial setbacks as a result of the arrangements made in 2022 will be set off against these.

II Work pressure

The workload in higher professional education has been a matter of serious concern for both employees and employers. The corona crisis and the digitisation of activities demand further action in terms of the work pressure issue.

Reviewing and enhancing existing workload plans

Universities of applied sciences have reached agreements with the participation council (*PMR*) about workload policy. The arrangements were made in the period before corona. Universities of applied sciences will review and adapt the policy plans, with a view to corona, in consultation with the *PMR*. The following subjects will be addressed in the enhanced workload plans:

- the organisation of working on screen, as described in the working conditions catalogue for higher professional education (*Arbocatalogus hbo*), including arrangements about the number of hours spent on screen and a proper workplace;
- the availability of workplaces for working online at the university of applied sciences;
- the right not to be available, including not being available by email and telephone;
- further details on private time and breaks that must be respected.

Work pressure as important criterion when education is redesigned after corona

Universities of applied sciences will tackle work pressure at the source by reviewing the redesigning of education against principles of teachability, organisability, studyability and affordability. This is aimed at preventing the workload at the 'front end' instead of fighting it at the 'back end'.

Realistic task assignments

In order to push back work pressure in higher professional education, the universities of applied sciences will work with realistic task assignments. This means that task assignments – taking into consideration the time, capacity and means available – can be performed in a realistic way, within the contracted working hours. A vital element in the context of workload reduction is a realistic task allocation, both on an individual level and on a team level. When the tasks are allocated, the following issues, amongst others, must be taken into consideration: teaching, including preparatory work and work afterwards, keeping up-to-date with developments in the area of expertise and replacement, for example in the event of illness and professional development.

The *PMR* will assess, before April 2022, whether the policy of the university of applied sciences complies with this.

III Corona and facilitating working from home for short and longer periods of time

Every university of applied sciences must arrange, in consultation with the *PMR*, for employees to be able to work from home in a responsible manner. To this end means will be provided to set up a workplace that complies with the rules laid down under the Working Conditions Act (*Arbo*). The arrangement provides a reimbursement of costs incurred by working from home.

The parties to the collective agreement will request Zestor, the higher professional education labour market fund (*hbo-arbeidsmarktfonds*), to analyse, as soon as possible, the existing arrangements for working from home, also in relation to the post-corona situation, the statutory provisions and the recommendations of the Social and Economic Council (*SER-advies*). Further to the results of the analysis, the parties to the collective agreement will examine whether any arrangements in the form of framework guidelines for working from home are required.

For one year, in the period of September 2021 up to and including September 2022, the parties to the collective agreement will collect and take stock of the experiences that universities of applied sciences have in practice when providing education during and after corona.

IV Maintaining vitality and capacity among all categories of employees

In May 2021, the *CAOP* conducted, on the instruction of the parties to the collective agreement, a sector analysis of the vitality and sustainable employability of employees in higher professional education.

The parties to the collective agreement aim at taking measures that may result in the required staff formation and that promote the vitality of the various categories of employees. Starting lecturers must be properly facilitated, supervised and trained both to enable them to properly familiarise themselves with the subject matter and to retain them for the education sector.

For employees who are part of the middle group of the staff formation, several instruments will be used to decrease the workload. These instruments broadly affect all employees, but are especially important for this middle group.

Older employees, who, now that the statutory retirement age is at a more advanced age, have not been able to prepare adequately, require arrangements to vitalise them in order for them to reach the statutory retirement age in good health or, possibly, to be able to retire gradually.

The parties to the collective agreement make a temporary arrangement, until 2025 at the latest, to properly support the inflow of new employees and to diminish the work pressure. The arrangement intends to facilitate older employees so that their qualities can be retained for education and they can reach the statutory retirement in as vital a way as ever.

The parties to the collective agreement will do their utmost best to finalise this arrangement before 1 April 2022.

Starting lecturers

The parties to the collective agreement will instruct Zestor, the higher professional education labour market fund (*hbo-arbeidsmarktfonds*), to conduct an investigation into the acquisition, selection and supervision of starting lecturers.

The results of the investigation have to be delivered on 1 April 2022 at the latest.

The parties to the collective agreement discuss the results of the investigation and possible recommendations.

Employees being the middle group of the staff formation

Universities of applied sciences will tackle work pressure at the source by redesigning education and reviewing the curriculum against the principles of teachability, organisability, studyability and affordability. This is aimed at preventing the workload at the 'front end' instead of fighting it at the 'back end'. With a view to the vitality of this group of employees, the sum granted as an allowance for birth leave will explicitly be taken into consideration.

Older employees

Vitality pact: the desirability, feasibility and affordability will be investigated during the term of the collective agreement.

The investigation will include the results of the sector analysis, arrangements agreed on in other education sectors, experiences with arrangements at universities of applied sciences, research by associated professors and publications on similar arrangements at other organisations. The distinction between structural and temporary arrangements will also be taken into consideration.

The parties to the collective agreement aim to have the results of this investigation available on 1 April 2022 in order to facilitate decision making before the start of the new academic year.

V Technical aspects

Early Retirement Scheme (Regeling Vervroegde Uittreding (RVU))

Employers can make use of the RVU levy being eased in accordance with the Lump Sum Act (*Wet bedrag ineens*), RVU and leave saving. To this purpose a 'can provision' may be included in the collective agreement.

Technical adaptation salary structure

As from 1 February 2022 the initial salary of salary scale 1 will be increased to € 1,800 gross.

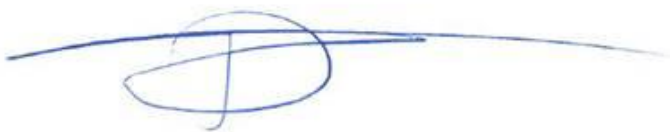
Parties will submit this agreement in principle to their members with a positive recommendation.

Thus agreed on 14 September 2021

J. Houterman (Vereniging Hogescholen, chairman employers' delegation)



D. van der Zweep (Algemene Onderwijsbond, chairman employees' delegation)



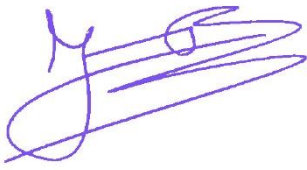
G. Karssenbergh (FvOv)



R. van Driel (CNV Onderwijs)



J. Boersma (FNV)

A handwritten signature in blue ink, appearing to be 'J. Boersma', with a large, stylized flourish extending from the bottom of the 'J'.