Outcome negotiations on collective agreement for universities of applied sciences 2027

11 November 2026

On 11 November negotiations between the employers' organization Association of Universities of Applied Sciences (*Vereniging Hogescholen*) on the one hand and the trade unions General Union of Educational Personnel (*Algemene Onderwijsbond* (*AOB*)), National Federation of Christian Trade Unions in the Netherlands (*CNV Onderwijs*), Dutch Trade Union Confederation Education & Research (*FNV Onderwijs & Onderzoek*) and Federation of Trade Unions in Education (*Federatie van Onderwijsvakorganisaties* (*FvOv*)) on the other resulted in an agreement on a new collective agreement for universities of applied sciences (*cao hbo*). Both delegations will submit the outcome to their members, with the recommendation to vote in favour.

Background

Against a backdrop of declining numbers of students and falling revenues, parties to the collective agreement have discussed the development of collective employment terms and conditions. Following a period of intensive collective agreement negotiations, parties to the collective agreement have deliberately opted for concise collective agreement terms for 2027, with a focus on careful salary development. This provides room for responsible maintenance of purchasing power. At the same time, this provides stability and peace of mind for employees and institutions that are fully engaged in organizational developments and addressing the consequences of the declining numbers of students and falling revenues. Parties to the collective agreement remain vigilant regarding potential budget cuts that could affect higher professional education and, each within their own sphere of responsibility, are committed to ensuring a strong and future-proof sector.

Duration

The collective agreement has a term of 12 months, from 1 January until 31 December 2027.

Salary trends

As from 1 January 2026 salaries are increased by 3.5%.
Employees who are employed on 1 February 2027 receive a one-off payment to the amount of € 375 gross when in full-time employment. Part-time employees receive a pro rata payment. This one-off payment is pensionable. Article H-1 will be amended in the sense that employees on unpaid leave will also be entitled to one-off payments.

At their request, employees may waive the one-off gross payment if this payment should have a negative impact on their benefits or allowances.

Due to the increase in the statutory minimum wage and any further increase during the term of the collective agreement, the lowest steps in scales 1 and 2 have been raised.

3. Leave arrangements and family

Parties to the collective agreement place great store by striking a good work-life balance and by employment terms and conditions that support employees at different stages of their lives. Therefore, parties have agreed to extend the existing supplements to statutory parental benefits.

Benefits during pregnancy and maternity leave, adoption and foster care leave, and the five weeks' supplementary maternity leave will be supplemented to 100% of the employee's own salary, without the maximum daily wage limit applied by the Employee Insurance Agency (*Uitvoeringsinstituut Werknemersverzekeringen (UWV)*). In addition, during the nine weeks of paid parental leave in the first year following the child's birth, 75% of the employee's salary will continue to be paid, without the *UWV's* maximum daily wage limit being applicable. Furthermore, parties agree that, when the employee takes unpaid parental leave, the full pension contribution (including the employee's share) will be paid by the employer. Through these agreements, parties to the collective agreement facilitate support for employees with childcare responsibilities.
Article J-10 of the collective agreement will be amended to reflect this.

4. Informal Care
In the 2026 collective agreement, parties to the collective agreement reached comprehensive agreements on informal care. Universities of applied sciences and Zestor are currently implementing these to improve support for and knowledge of informal care. A knowledge network and training programme, for example, have been set up involving advisers from universities of applied sciences who act as internal contact persons for informal carers. On Informal Care Day, 10 November, Zestor also launched a website containing relevant information and knowhow on how to be able to combine work and (informal) care within higher professional education. The website is meant for staff, contact persons for informal care and supervisors.
The recommendations on informal care by the Social and Economic Council (*Sociaal-Economische Raad* (*SER*)) are now available. Parties to the collective agreement have agreed, for the time being, to await the government's response to this advice and to discuss its impact on the collective agreement for universities of applied sciences at a later stage. Unfortunately, the government has not yet provided a substantive response to the report.

5. Professionalization
Parties to the collective agreement endorse the importance of professional development and training aimed at ensuring the sustainable employability of employees. Employers encourage employees to make effective use of the facilities provided to this purpose in the collective agreement. Any obstacles, such as those relating to time and planning, will be removed as much as possible.

Parties wish to gain a better understanding of how professionalization is implemented within universities of applied sciences. Parties to the collective agreement have commissioned Zestor to investigate this. The allocation of resources for professionalization will be examined in terms of time and money, the number of employees making use of professionalization opportunities, the balanced distribution across employees and teams over a longer period, the relation between individual and collective learning, and the way in which professionalization takes shape in practice, such as on-the-job learning. Parties to the collective agreement will discuss the findings of the report together and will consider, further to these findings, whether the current collective agreement provisions on professionalization need to be amended.

Provisions will be added to article V-1 paragraph 2 in the sense that professionalization and the allocation of the funds set aside for the purpose of professionalization will be the subject of a qualitative discussion in local consultations. To this end, insight will be provided into how these funds are utilized and what bottlenecks can be identified.

The above will be processed in the collective agreement, in article V-1 paragraph 2, which will then read as follows (the parts in italics are new):

Collective Agreement article V-1 paragraph 2

Professionalization, the developments regarding the professionalization plan *and the allocation of resources reserved to that purpose* will be *subject of a qualitative discussion* in the local consultations between CA parties. During these consultations insight is provided *in the way in which resources are allocated and it is discussed how their spending relates to budgeted resources.* An item for consideration in these developments is whether an individual employee can actually make use of, for instance, training facilities over an extended period of time, without there being an automatic entitlement. The CA parties will place these developments on the agenda on a regular basis and evaluate them in the CA consultations. Based on the outcome of the evaluation, it will be determined in the CA consultations whether the monitoring agreement will be continued.

6. Salary transparency

The collective agreement and the salary table (please refer to appendix 1) will include a clarification on the statutory minimum salary per month for full-time employment, including the relevant formula.

Under the Pay Transparency Act (*Wet Loontransparantie*), employees may obtain information about their own pay level and about the average pay levels of employees performing the same or equivalent duties, broken down by gender. Employees should preferably submit such a request to their supervisors so that the appropriate clarification and context can be outlined. The employee may also request the information confidentially from a central point within the organisation, such as the HR department. During the term of the collective agreement, parties to the agreement will assess whether amendments are required to a subsequent collective agreement to comply with the Pay Transparency Act (*Wet Loontransparantie*). In that event Zestor's recommendations on equal pay in higher professional education will be taken into account.

7. Work pressure and time table scheduling

Parties to the collective agreement have agreed on realistic job assignments in article G-4, including setting up local committees. Parties agree that as long as a university of applied sciences has failed to comply and has not implemented a local committee in accordance with article G-4 paragraph 3, employees may directly address the independent, national committee for educational disputes to have their individual job assignment reviewed.

Parties have clarified the provisions in chapter G of the collective agreement on working hours as well as on working hours regulations. The new provisions are included in appendix 2. Article J-3 will be cancelled as it is now integrated in chapter G.

Parties to the collective agreement agree that the implementation of article G-4 on realistic job assignments policy will be monitored in the employee (satisfaction) survey (*medewerkers (tevredenheids)onderzoek* (*MTO*)). To this purpose the questions listed in appendix 3 will be included in all *MTO*'*s*.

8. Work-related care

The agreements on the care scheme included in appendix XIV of the collective agreement for higher professional education are renewed until 31 December 2027. The care scheme includes a group health insurance and a package of work-related care arrangements addressing health, vitality, sustainable employability and career development. Parties to the collective agreement wish to continue the care scheme for a period of four to five years, in so far as this is compatible with the procurement terms for a care provider.

9. Job evaluation
Parties to the collective agreement continue the current investigation into job evaluation and will discuss the finding during the term of the present collective agreement. Both relevant developments in other sectors, such as the State and the university medical centres (*universitair medisch centra* (*umc*'s) and the termination of FUWASYS will form part of these discussions. On the basis of the findings, parties to the collective agreements will consider which follow-up agreements are advisable.

10. Legislation and social agreement
During the term of the present collective agreement, the consequences of various legislative procedures for the collective agreement for universities of applied sciences will be assessed, such as the Flexible Workers (Increased Security) Act (*Wet meer zekerheid flexwerkers*), the Act on Leave (*Verlofwet*) and the Pay Transparency Act (*Wet Loontransparantie*). Parties to the collective agreement will hold consultations on the consequences of a possible social agreement for the collective agreement for universities of applied sciences and its financial consequences.

11. Clarifications
Parties to the collective agreement have agreed on the following clarifications. Per clarification the relevant article – or part of it – in the collective agreement is cited with the new text *in italics*:

11.1 Temporary increase in number of working hours (article D-6)
Parties to the collective agreement clarify that article D-6 is intended to cover extra temporary duties. Therefore, the words 'of an incidental and/or regular nature' are deleted and the word 'temporary' is inserted in the phrase 'extra duties'.

Article D-6 Increase in contractual number of working hours
If the employee is charged, upon agreement, with extra *temporary* duties next to their existing duties, the full-time equivalent may be temporarily increased, for the duration of these extra duties, commencing on the day that the employee is actually charged with these duties. The employee will be informed in writing about this temporary increase in the number of working hours.

11.2 Long-service bonus (article H-5 paragraph 2)
Parties to the collective agreement clarify that valid years of service commuted at the General Pension Fund for Public Employees (*Algemeen Burgerlijk Pensioenfonds* (*ABP*)) are included for the calculation of a long-service bonus.

Article H-5 lid 2
When an employee has been employed by the employer for 25, 40 or 50 years, the employer will grant the employee a bonus of 50%, 100% and 100% of their monthly income respectively.
The number of *ABP* pensionable years of service will determine when such a service anniversary has been reached. If the employee has commuted any *ABP* pensionable years of service or has not accrued these or only partially accrued these during a particular period on account of their age, full-time equivalent or duration of their employment, the years will, however, be fully taken into account for the calculation when a service anniversary has been reached.

11.3 Extraordinary allowance (article H-4) and labour market allowance (article H-6)

Articles H-4 and H-6 will clarify that the extraordinary allowance and labour market allowance are intended to show appreciation for individual employees for reasons of their exceptional performance, circumstances or labour market considerations and not as a generic award.

Article H-4 Extraordinary allowance
The employer may grant the *individual* employee who has reached the maximum of the job grade associated with their position a permanent allowance of at the most 15% of their salary on the following grounds:
a extraordinary skill, suitability and diligence;
b other circumstances which the employer considers to be of sufficient importance.
The allowance is not granted generically to a specific (job grade) group or employee category.

Article H-6 Labour market allowance
1. The employer may grant the *individual* employee an allowance for reasons relating to the labour market if the position is impossible or difficult to fill without the allowance or in the context of employee retention. At the moment the allowance is granted, arrangements will be made with respect to the duration of the allowance.
2. Any granting of allowances for reasons relating to the labour market must be accounted for annually in the annual social report.

11.4 Continuing to work after reaching the state pension age (article Q-1 paragraph 3)
The wording of article Q-1 paragraph 3 will clarify that employees are allowed to complete the series of lectures or the school year; this will not apply, however, for employees who are unable to perform their duties or if the duties have already been completed.

Article Q-1 paragraph 3:
A year before the employee reaches the state pension age, employer and employee will enter into consultations on the retirement date. In this situation the employee is entitled to:
a. finish the series of lectures or the school year (if required until ultimately 1 September) if the date they reach the state pension age is between 1 January and 1 July;
b. finish the calendar year if the date they reach the state pension age is between 1 September and 31 December.
The above does not apply for employees who cannot perform their duties due to circumstances beyond the employer's control or if the activities, objectively seen, have already been completed.
An employee who agrees after 1 July to finish the series of lectures or the calendar year is entitled to do this under continuation of the existing employment contract and possibly with a reduction of working hours. The accrual of pension rights will be continued during this period.

11.5 Ombuds officer (article U-2 paragraph 4)
The wording of article U-2 lid 4 will clarify that the appointment of the person who is to hold the position of ombuds officer takes place with the *PMR*'s consent.

Article A-2 paragraph 4
Access will be provided, at the latest on 1 January 2027, to an independent ombuds officer. Instituting the ombuds officer, *appointing the person who holds the position of ombuds officer* and drafting the regulations take place with the consent of the *PMR*. The ombuds officer is provided with the facilities required for performing their duties.

11.6 Short-term special leave (article J-9)
The wording of article J-9 will clarify that the employee is granted short-term special leave if their duties and/or working days coincide with one or more of the grounds mentioned for short-term special leave.

Article J-9 Short-term special leave
The employer will grant the employee short-term special leave without loss of income, subject to the provisions of paragraph 2 of this article, in so far as the employee's duties *and/or the working day agreed on* coincide with one or more of the following circumstances:

11.7 Partial incapacity for work (article Q-6)
The wording of article Q-6 will clarify that this provision does not apply for those employees who work for the university of applied sciences and who have decided not to participate in the group disability insurance although the university does offer it.

Article Q-6 Partial incapacity for work
The employees who is considered to be incapacitated for work for 35% or less after 1 January 2026, is entitled to an employment contract at their own university of applied sciences for the total residual earning capacity as determined by the *UWV*. The employer guarantees, in this context, group disability insurance covering at least 80% of the salary difference for at least 10 years. If the university of applied sciences has not taken out group disability insurance with this coverage, or if the employee is not covered by this insurance in any other way, the employee's employment contract cannot be terminated on grounds of incapacity for work and the employee retains 100% of their salary and their salary prospects.
This provision does not apply for employees employed by a university of applied sciences that offers a group disability insurance where the employees themselves have decided not to participate in the insurance.

11.8 Employment contract (article C-3 new paragraph 5 and contract format)
Paragraph 5 will be added to article C-3 and the contract format is modified accordingly in the sense that employer and employee agree in advance in the event of the employee's staying abroad for more than one month.

Artikel C-3 new paragraph 5 and contract format:
In the event of a stay abroad of more than one month, employer and employee reach an agreement in advance, in accordance with article 7:655 Netherlands Civil Code (Burgerlijk Wetboek).

11.9 Reduction in working hours for older staff (article M-2-a)
Parties to the collective agreement agree to clarify the wording of article M-2-a to make it reflect parties' intentions in a more appropriate way.

Article M-2-a:
1. The employee who has reached the state pension age minus ten years and who has an employment agreement of 0.4 FTE or more and five consecutive years of employment at a university of applied sciences as meant in this CA, at a moment of their own discretion – unless the organization's interest should dictate otherwise – may determine

- to reduce their working hours in recognizable part-days by a fixed percentage to a maximum of 20% of the annual assignment agreed upon

- for a period of a maximum of five years.

2. The employee will pay a contribution on the monthly salary in relation to the reduction of working hours referred to in paragraph 1 amounting to:
- 45% in the period between ten and five years before the state pension age;
- 25% in the period between five and zero years before the state pension age.

3. Contrary to the percentages referred to in paragraph 3, the employee in scales 1 up to and including 7 is subject to a contribution on the monthly salary amounting to:
- 35% in the period between ten and five years before the state pension age
- 20% in the period between five and zero years before the state pension age

4. Apart from the possibilities referred to in the above paragraphs of the present article, the employee may opt for reducing their working hours, for a period of five years, with a maximum of 20%. This is subject to the condition that the employee will remain employable for a minimum of 0.4 FTEs. This reduction of working hours is unpaid, the accrual of pension takes place on the basis of the original weekly working hours and distribution of contributions.

5. Where the periods of a maximum of five years referred to in paragraph 1 and paragraph 4 overlap, the reduction of working hours remains unchanged, after the first of these selected option expires, for the remaining period for the option referred to either in paragraph 1 or in paragraph 4.

6. The employee undertakes, in writing, to leave employment after the period of a maximum of five years referred to in paragraph 1 and/or paragraph 4 for the number of weekly working hours equivalent to the reduction(s) of working hours enjoyed over that period. Pension accrual will be adapted to the new weekly working hours.

7. During illness in the second year of illness the percentage of the employee's contribution as meant in paragraphs 3, 4 and 5 will be reduced to zero.

8. A reduction in working hours as referred to in paragraphs 3, 4 and 5 will not be considered as a reduction in working hours for the calculation of benefits and allowances pursuant to other decisions. All claims related to the monthly salary and the full-time equivalent will in that case be calculated on the basis of the monthly salary that the employee would have received if they had not made use of the scheme.

9. The employee who makes use of the Reduction of Working Hours for Older Staff scheme will not be entitled to the sustainable employability hours under article M-1-e.

10. The employee who makes use of the Reduction of Working Hours for Older Staff scheme will not be permitted to generate new income from work or business during the number of hours by which the agreed annual assignment has been reduced.

11. Participation in the Reduction of Working Hours for Older Staff scheme does not affect the holiday allowance and the year-end bonus.

12. The employee accrues leave on the basis of working hours minus the reduction in working hours under the Reduction of Working Hours for Older Staff scheme.

12. In conclusion

The scope provided up to and including 2027 for employment terms and conditions has been fully utilized with these agreements. Parties to the collective agreement agree that if the scope for employment terms and conditions development made available by the government in 2027 turns out to be be wider or narrower than currently anticipated, they will settle this in the salary arrangements in the 2028 collective agreement.

Agreed on Wednesday 11 November 2026.

J. Nooren (*Vereniging Hogescholen*, chair employers' delegation)

D. van der Zweep (*Algemene Onderwijsbond*, chair employees' delegation)
R. van Driel (*CNV*)
A. Ruiters (*FNV*)
M. Mosselman (*FvOv*)

Appendix 1 – Salary structure as from 1 March 2027

	Aanlooptrede	Trede 0	Trede 1	Trede 2	Trede 3	Trede 4	Trede 5	Trede 6	Trede 7	Trede 8	Trede 9	Trede 10
Schaal 1	€ -	€ 2.687,78	€ 2.721,78	€ 2.795,69	€ 2.869,61	€ 2.943,53	€ -	€ -	€ -	€ -	€ -	€ -
Schaal 2	€ -	€ 2.687,78	€ 2.769,62	€ 2.860,10	€ 2.950,58	€ 3.041,05	€ 3.131,53	€ 3.222,01	€ -	€ -	€ -	€ -
Schaal 3	€ -	€ 2.712,88	€ 2.810,69	€ 2.908,50	€ 3.006,31	€ 3.104,12	€ 3.201,93	€ 3.299,74	€ 3.397,55	€ 3.495,36	€ -	€ -
Schaal 4	€ -	€ 2.742,25	€ 2.841,73	€ 2.941,22	€ 3.040,71	€ 3.140,19	€ 3.239,68	€ 3.339,16	€ 3.438,65	€ 3.538,13	€ 3.637,62	€ -
Schaal 5	€ -	€ 2.791,43	€ 2.897,17	€ 3.002,90	€ 3.108,64	€ 3.214,37	€ 3.320,11	€ 3.425,85	€ 3.531,58	€ 3.637,32	€ 3.743,05	€ -
Schaal 6	€ 2.750,27	€ 2.867,85	€ 2.985,43	€ 3.103,01	€ 3.220,58	€ 3.338,16	€ 3.455,74	€ 3.573,32	€ 3.690,90	€ 3.808,47	€ 3.926,05	€ -
Schaal 7	€ 3.053,92	€ 3.171,32	€ 3.288,72	€ 3.406,12	€ 3.523,51	€ 3.640,91	€ 3.758,31	€ 3.875,71	€ 3.993,11	€ 4.110,51	€ 4.227,91	€ -
Schaal 8	€ 3.470,68	€ 3.599,23	€ 3.727,77	€ 3.856,31	€ 3.984,86	€ 4.113,40	€ 4.241,95	€ 4.370,49	€ 4.499,03	€ 4.627,58	€ 4.756,12	€ -
Schaal 9	€ 3.625,38	€ 3.796,35	€ 3.967,32	€ 4.138,29	€ 4.309,26	€ 4.480,23	€ 4.651,20	€ 4.822,17	€ 4.993,15	€ 5.164,12	€ 5.335,09	€ -
Schaal 10	€ 3.766,59	€ 3.960,47	€ 4.154,35	€ 4.348,23	€ 4.542,11	€ 4.735,98	€ 4.929,86	€ 5.123,74	€ 5.317,62	€ 5.511,50	€ 5.705,38	€ 5.899,25
Schaal 11	€ 4.582,61	€ 4.794,30	€ 5.005,98	€ 5.217,67	€ 5.429,35	€ 5.641,04	€ 5.852,72	€ 6.064,41	€ 6.276,10	€ 6.487,78	€ 6.699,47	€ 6.911,15
Schaal 12	€ 5.779,21	€ 5.962,76	€ 6.146,32	€ 6.329,88	€ 6.513,43	€ 6.696,99	€ 6.880,54	€ 7.064,10	€ 7.247,65	€ 7.431,21	€ 7.614,77	€ 7.798,32
Schaal 13	€ 6.526,75	€ 6.688,08	€ 6.849,40	€ 7.010,73	€ 7.172,05	€ 7.333,38	€ 7.494,70	€ 7.656,03	€ 7.817,35	€ 7.978,68	€ 8.140,00	€ 8.301,32
Schaal 14	€ 6.823,39	€ 7.020,52	€ 7.217,66	€ 7.414,80	€ 7.611,94	€ 7.809,07	€ 8.006,21	€ 8.203,35	€ 8.400,48	€ 8.597,62	€ 8.794,76	€ 8.991,89
Schaal 15	€ 7.388,25	€ 7.614,61	€ 7.840,97	€ 8.067,33	€ 8.293,69	€ 8.520,05	€ 8.746,41	€ 8.972,77	€ 9.199,13	€ 9.425,49	€ 9.651,85	€ 9.878,21
Schaal 16	€ 7.999,89	€ 8.254,81	€ 8.509,72	€ 8.764,64	€ 9.019,56	€ 9.274,47	€ 9.529,39	€ 9.784,30	€ 10.039,22	€ 10.294,14	€ 10.549,05	€ 10.803,97
Schaal 17	€ 8.657,00	€ 8.949,28	€ 9.241,55	€ 9.533,83	€ 9.826,10	€ 10.118,38	€ 10.410,65	€ 10.702,93	€ 10.995,20	€ 11.287,47	€ 11.579,75	€ 11.872,02
Schaal 18	€ 9.509,82	€ 9.831,39	€ 10.152,95	€ 10.474,52	€ 10.796,09	€ 11.117,65	€ 11.439,22	€ 11.760,78	€ 12.082,35	€ 12.403,91	€ 12.725,48	€ 13.047,05

	Aanlooptrede	MIN	MAX	Norm%
Schaal 1	€ -	€ 2.687,78	€ 2.943,53	2,51%
Schaal 2	€ -	€ 2.687,78	€ 3.222,01	2,81%
Schaal 3	€ -	€ 2.712,88	€ 3.495,36	2,80%
Schaal 4	€ -	€ 2.742,25	€ 3.637,62	2,73%
Schaal 5	€ -	€ 2.791,43	€ 3.743,05	2,82%
Schaal 6	€ 2.750,27	€ 2.867,85	€ 3.926,05	2,99%
Schaal 7	€ 3.053,92	€ 3.171,32	€ 4.227,91	2,78%
Schaal 8	€ 3.470,68	€ 3.599,23	€ 4.756,12	2,70%
Schaal 9	€ 3.625,38	€ 3.796,35	€ 5.335,09	3,20%
Schaal 10	€ 3.766,59	€ 3.960,47	€ 5.899,25	3,29%
Schaal 11	€ 4.582,61	€ 4.794,30	€ 6.911,15	3,06%
Schaal 12	€ 5.779,21	€ 5.962,76	€ 7.798,32	2,35%
Schaal 13	€ 6.526,75	€ 6.688,08	€ 8.301,32	1,94%
Schaal 14	€ 6.823,39	€ 7.020,52	€ 8.991,89	2,19%
Schaal 15	€ 7.388,25	€ 7.614,61	€ 9.878,21	2,29%
Schaal 16	€ 7.999,89	€ 8.254,81	€ 10.803,97	2,36%
Schaal 17	€ 8.657,00	€ 8.949,28	€ 11.872,02	2,46%
Schaal 18	€ 9.509,82	€ 9.831,39	€ 13.047,05	2,46%

Student-assistenten

ingangsdatum 1-3-2027

€ 2.867,85
€ 2.985,43
€ 3.103,01

Minimum vakantie-uitkering per maand

Ingangsdatum 1-3-2027

€ 229,43

Minimum vakantie-uitkering per jaar

Ingangsdatum 1-3-2027

€ 2.753,14

Berekening Wettelijk Minimumloon irt loonschaal cao hbo

Ter toelichting bij bovenstaande tabel de formule om het Wettelijk Minimumloon te berekenen:

$$\frac{\text{Minimumuurloon X Werkbare dagen per jaar X arbeidsuren per dag (verschillend per modaliteit*)}}{\text{12 maanden}} = \text{Minimummaandloon}$$

* Het aantal uren per dag per modaliteit:

8 Bij 40-urige modaliteit
7,6 Bij 38-urige modaliteit
7,2 Bij 36-urige modaliteit

Bij een parttime aanstelling geldt het bovenstaande naar rato van het dienstverband.
De uitkomsten van deze formule zijn verwerkt in de loontabel die van toepassing is per 1 maart 2027.

- Bedragen en percentage: 2.356,97 >> 2,356.97 / 2,5% >> 2.5%
- schaal=scale
- aanlooptrede=initial step
- trede=step
- studentassistent=student assistent
- ingangsdatum=commencement date
- minimum vakantie-uitkering=minimum holiday allowance

Calculation statutory minimum wages in salary scales of the collective agreement for universities of applied sciences.

In explanation of the above table, below the formula to calculate the Statutory Minimum Wages (*Wettelijk Minimumloon*):

$$\frac{\text{Minimum hourly wage X Workable days per year X working hours per day (differ per modality*)}}{\text{12 months}}$$

= minimum monthly salary

* The number of hours per day per modality:

8	For 40-hour modality
7.6	For 38-hour modality
7.2	For 36-hour modality

The above applies pro rata for parttime employment per modality.
The outcomes of this formula are processed in the salary table that applies as from 1 March 2027.

Appendix 2 – Articles Time table scheduling and Working hours

The articles J-3, G-2, G-3 and G-4 paragraph 2 are amended as follows:

J-3 IS CANCELLED

Article G-2 Working hours regulations
1. The employer and the *PMR* agree on working hours regulations. Within this framework, further arrangements are made on the basis of the provisions of chapters G and J.
2. Duties to be performed are spread evenly over the year or the over term of the contract respectively.
3. The working hours regulations specify how the mandatory breaks required pursuant to the Working Hours Act (*Arbeidstijdenwet*) are scheduled. As a rule, the lunch break is timetabled between 12:00 and 1:30 p.m.

Article G-3 Working day and Working hours schedule
1. A standard working day consists of eight working hours, where possible consecutive hours, with sufficient periods of rest in between.
2. The working week generally consists of eight-hour days or four-hour half-days.
3. The working hours schedule must comply with the provisions in the Working Hours Act (*Arbeidstijdenwet*). The periods of rest laid down by law as referred to in the Working Hours Act (*Arbeidstijdenwet*) do not qualify as working hours. The coffee or tea breaks qualify as working hours without any obligation to work.
4. Based on the actual working hours per week that apply for the employee and after consultations with the employee, the employer determines the daily working hours, thereby taking into account the employee's preferences and in keeping with the nature of the work. As a rule, the employee is not expected to work more than eight hours per day.
5. The employer sets out in writing which days and parts of the day the employee performs their duties. The days or parts of the days in question can be altered in mutual consultation. The employee receives written confirmation of any changes.

G-4 paragraph 2
The employer ensures that the employee's total workload is in accordance with the weekly working hours. The duties are performed in accordance with the Working Hours Act (*Arbeidstijdenwet*) and the working hours regulations of the university of applied sciences as well as with the provisions in this chapter.

Appendix 3 – *MTO* questions in view of implementation of article G-4

In employee surveys (*Medewerkers(tevredenheids)onderzoek* (*MTO*)) queries are included that answer the following questions:

1. Can your job assignment be realistically carried out within the scope of your weekly working hours?
2. Is your workload spread evenly over the year?
3. Does your job assignment allow sufficient time for:
   a. Keeping up to date with developments in your field?
   b. Replacing colleagues in the event of their illness and their professionalization?
   c. In the case of teaching staff: preparation and follow-up?
4. Has the workload of the team and the number of *FTE*'s for the team been subject of discussion in your team?

Parties to the collective agreement agree to draft these questions in consultation with a Zestor investigator so that the responses can be added up to provide an overview the whole sector, which overview can then be presented and discussed at the collective agreement negotiating table. Once the questions have been finalized, all employers will incorporate them into the *MTO* on a permanent basis.