



AOB Algemene Onderwijsbond



CNV Onderwijs



Agreement in principle regarding collective agreement higher professional education (*cao-hbo*) 2023-2024

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 28 June 2023, regarding the terms and conditions of employment for the universities of applied sciences in the sector higher professional education (*hbo*).

1. Duration

The collective agreement for higher professional education (*cao-hbo*) has a duration of 15 months, starting from 1 April 2023 until 30 June 2024.

2. Salary development

Starting from 1 July 2023, the amounts in scales 1 up to and including 10 structurally rise by 150 euros gross. The amounts in scales 11 and 12 structurally rise by 100 euros gross. The maximums of job grades 11 and 12 then additionally rise by one extra step. Employees who have already been assigned to the maximum of these two job grades, receive the new maximum as from 1 July. For scale 11 parties have added an extra start-up step at the bottom.

The increased amounts in scales 1 up to and including 12 consequently rise as well, starting by 6.36% from 1 July. Scales 13 and up receive a pay rise of 6.36%.

Depending on the scale to which an employee is assigned, the employee will thus receive a pay rise between 13.8% and 6.36%. These measures will result in pay rises amounting to 11.33% and 10.45% respectively for employees who are assigned at the maximum amounts of scales 11 and 12.

The pay rises are paid, at the latest and with retroactive effect, together with the salary due for September 2023.

Together with the salary for September, all employees who are employed by a university of applied sciences at that moment receive a nonrecurring pensionable benefit amounting to € 833 gross pro rata their employment.

The new salary table is attached in appendix 1.

3. Insuring reduction in income in case of partial incapacity for work

For employees who have become ill on or following 1 March 2020 and who have been declared partially incapacitated for work, the universities of applied sciences guarantee an employment contract for at least 50% residual earning capacity as determined by the Employee Insurance Agency (*Uitvoeringsinstituut Werknemersverzekeringen – UWV*), unless these employees come under a collective shortfall insurance supplementary to the Work and Income (Capacity for Work) Act (*WIA-hiaatverzekering*) at a minimum of 70% of the most recently earned salary. Employers may charge the costs of this purely collective insurance to the Decentralised Means for Employment Conditions (*Decentrale Arbeidsvoorwaarden Middelen – DAM*). In the local consultations more detailed arrangements can be agreed on with regard to the distribution of

contributions between employer/employee.

4. Work pressure

A definition of workload is added to the collective agreement; it is clarified that there is no obligation to work during coffee or tea breaks, which are part of the working hours.

Parties have agreed on arrangements that should contribute to the workload being compatible with the weekly working hours. The employee may have the job assignment tested on an individual basis.

The new collective agreement texts have been added in appendix 2.

5. Vitality

5.1. Arrangements for starters and sustainable employability hours

In order to facilitate a proper start for starters, each university of applied sciences lays down, in writing, an induction policy that meets the professionalisation required and that provides for sufficient induction training for the new employee to have a 'soft' landing within the university of applied sciences and for the (sustainable) employability of the new employee.

Apart from the requirement that each university of applied sciences should have a written induction policy, starters will also receive, from now on, 45 sustainable employability hours.

Employees who are employed for less than 0.4 FTE will also receive, from now on, sustainable employability hours pro rata their contract. The new collective agreement texts have been added in appendix 3. Both the scope of the induction phase and the professional maturity of the starting employee are taken into account when the tasks are divided (please refer to appendix 2).

5.2. Post-birth leave

For the duration of the additional post-birth leave, the benefit in the context of the Work and Care Act (*Wet Arbeid en Zorg*) at the amount of 70% of the salary per day is supplemented to 100% of the salary per day, maximised at the statutory (maximum) daily wages. All claims related to the salary and the weekly working hours are calculated on the basis of the salary that the employee would have received if he did not make use of the additional post-birth leave. This supplement may be increased in the local consultations about the funds available for Decentralised Means for Employment Conditions (*DAM - Decentrale Arbeidsvoorwaarden Middelen*).

5.3. Extending the options menu

The options menu for terms and conditions of employment is extended by the option to purchase and sell leave to a maximum of 90 hours. This will have an effect on the input of time sources and on choosing time goals and money goals (please refer to appendix 4). During the term of the collective agreement parties will investigate a further extension of the options menu.

5.4. Extending the Decrease in Working Time for Elderly Employees (WS - Werktijdvermindering Senioren)

Employees are offered the possibility to extend the present WS arrangements by a maximum of 20%, unpaid and without loss of pension rights, on the basis of the original weekly working hours and distribution of contributions (please refer to appendix 5).

6. Assignment of lecturers to salary scales

Parties include the following provision in the preamble of the collective agreement:

"In order to be able to fulfil the social mission of the higher professional education, broadly composed positions of lecturers are required. Apart from teaching, applied research will be incorporated in higher professional education more and more often. Young researchers will have to be given a place in the job classification system of universities of applied sciences. To facilitate these developments, new arrangements

have been agreed on concerning the distinguishing criteria for assigning the pay scales for the position of lecturer.

CA parties are aware that there are positions within the universities of applied sciences that, at the moment, have the job title 'lecturer' whereas the new distinguishing criteria for this position are not met. These positions do not come under the arrangements that have been agreed on for the position of fully qualified lecturer as referred to in the new article F-2 paragraph 4. In order to avoid future misunderstandings, a distinguishing job title will apply for lecturers as from 1 October 2023 at the latest.

Parties agree that the arrangements concerning the position of lecturer should be evaluated before 1 September 2025. Should the arrangement laid down in article F-2 result in an increase in the formation for positions with teaching tasks without a full and transferable basic teaching qualification (Basiskwalificatie Didactische Bekwaamheid (BDB)) - in this qualification the basic qualification Administering Examinations (Basiskwalificatie Examinering (BKE)) is integrated, as referred to in the protocol concerning mutual acknowledgement basic teaching qualifications, or an equivalent programme) – being required therefor, then the provisions of article F-3 paragraph 3 of the collective agreement for universities of applied sciences 2022-2023 (cao-hbo 2022-2023) will take effect again as from the next collective agreement, unless parties should agree on other arrangements.

As from 1 September 2023 the present article F-2 paragraph 3, which includes the provisions concerning the master requirement, will be replaced by new provisions in keeping with the above.”

Article F-2 is amended, an article F-3 is added, please refer to appendix 7 for these texts.

7. Employment contract D-3 and working after retirement (General Old Age Pensions Act – AOW)

7.1. Article D-3 Employment contract for a definite period of time with the prospect of an employment contract for an indefinite period of time

Article D-3 is amended. Structural work (continuity in the job offer) is in principle performed on the basis of an employment contract for an indefinite period of time or on the basis of an employment contract for a definite period of time with the prospect of an employment contract for an indefinite period of time. Starting point for a contract for a definite period of time with the prospect of an employment contract for an indefinite period of time is that, after a temporary employment contract for one year, the employee is entitled to a permanent contract, unless the employee should appear to be performing inadequately or there should be compelling business interests to preclude the conversion, either on the level of the university of applied sciences or on the level of the degree programme, to be demonstrated by the employer. If the employee cannot be assessed as a result of long-term absence, for example due to illness, the temporary employment contract can be renewed for a maximum period of one year.

7.2. Working after the state pension age

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 school year when the date he reaches the state pension age is between 1 January and 1 July;
- b. finish the calendar year when the date he reaches the state pension age is between 1 September and 31 December.

For employees who have reached the state pension age, the provisions of the Working beyond State Pension Age Act (*Wet Doorwerken na AOW-gerechtigde leeftijd*) apply with respect to incapacity for work, continued payment of salary in case of incapacity for work, transition payment, working hours adjustment and temporary employment contracts.

8. Miscellaneous amendments of the collective agreement

8.1. Concurrence periodic salary increase and promotion

The following text is added to article N-2, assessment system, paragraph 2.

Upon concurrence of the annual salary increase referred to in article H-3 and a salary increase in the context of a promotion, the employee will first receive the salary increase in the old scale and then the promotion, in which a periodic salary increase in the new scale is included.

8.2. Relocation expenses scheme

The second paragraph in article I-2 is brought into line with the provisions of paragraph 1. Reducing the travel distance by 60% is leading.

8.3. Reservist paragraph

It has been agreed that reservist activities are permitted as ancillary activities. The right to leave when an employee is deployed as a reservist and when he is trained to become a reservist is included in article J-9. In case of (longer) unpaid leave because of deployment as or training for reservist, the employer pays the employer's share of the pension contributions. The salary that is paid by the Ministry of Defence during the employee's deployment as a reservist will be supplemented by the employer to 100% of the original salary.

8.4. Professional Doctorate and PHD

The Professional Doctorate and PhD are added to article D-5 and in the employment contract format.

8.5. Travelling expenses

Chapter I will include a scheme for travelling expenses, which is to be agreed on with the *PMR* on university of applied sciences level, including the amount of the reimbursements and a netting scheme. These reimbursements may be increased in local consultations about the Decentralised Means for Employment Conditions (*Decentrale Arbeidsvoorwaarden Middelen – DAM*).

8.6. Internship arrangements

Universities of applied sciences lay down internship regulations, in consultation with the *PMR*, including reimbursement of expenses and a realistic internship reimbursement.

8.7. Labour market allowance

A labour market allowance pursuant to article H-6 may also be granted during the term of the employment contract in the context of employee retention.

8.8 Netting scheme contribution Kunstenbond

The *Kunstenbond* is added to the list of organisations in appendix IV Trade Union Contribution Scheme.

8.9 Redundancy Committee

The temporary character of the Sectoral redundancy committee in case of dismissal on economic grounds referred to in article S-1 becomes permanent.

8.10 Social safety

Parties think it is important that social safety should be adequately secured. The social safety is secured, in consultation with the *PMR*, at university level, for example by appointing an ombuds official. To this purpose, the market labour fund for higher professional education, Zestor, has drafted a Factsheet Social Safety at universities of applied sciences that can be used in this context.

9. Savings Balance Sustainable Employability hours

The current collective agreement states that the hours saved must be used up before 1 September 2023. Parties reaffirm the arrangements agreed upon before (please refer to appendix 6), i.e. that employees are given more time and that the hours can be paid out. In the calendar years 2023, 2024 and 2025 employees are not only entitled to take these hours but they are also entitled, apart from the possibility to have holiday hours paid out in the options menu, to have 45 sustainable employability hours paid out out of the savings balance. In case of retirement or at the end of employment, the employee can take, prior to departure, the hours still due all at once.

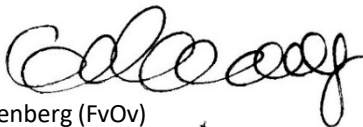
Thus agreed upon on Wednesday 28 June 2023,



E. Schaper (Vereniging Hogescholen, chairman employers' delegation)



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



G. Karssenberg (FvOv)



R. van Driel (CNV Onderwijs)



T. Schrijver (FNV)

- Appendix 1: Salary table applicable as from 01-07-2023
- Appendix 2: New collective agreement provisions on workload and breaks
- Appendix 3: New collective agreement provisions on starters and sustainable employability hours
- Appendix 4: Adjustments to options menu
- Appendix 5: New collective agreement provisions on extending the Reduction in Working Hours for Older Staff (*WS - Werkijdvermindering Senioren*)
- Appendix 6: New collective agreement provisions on savings of sustainable employability hours
- Appendix 7: New texts for articles F-2 and F-3

Appendix 1 – Salary table as from 1 July 2023

Scale	Norm %	Minimum	Maximum	Initial salaries		
1	2.7%	€ 2,216.97	€ 2,435.74			
2	3.1%	€ 2,216.97	€ 2,666.18			
3	3.0%	€ 2,244.88	€ 2,892.37			
4	2.9%	€ 2,290.19	€ 3,037.96			
5	3.0%	€ 2,375.25	€ 3,185.00			
6	2.8%	€ 2,417.47	€ 3,309.49	€ 2,355.23		
7	2.6%	€ 2,724.20	€ 3,631.83	€ 2,657.78		
8	2.5%	€ 3,091.78	€ 4,085.57	€ 3,018.24		
9	3.4%	€ 3,370.00	€ 4,582.91	€ 3,152.28	€ 3,261.11	
10	3.4%	€ 3,370.00	€ 5,019.73	€ 3,152.28	€ 3,261.11	
11	2.8%	€ 4,234.28	€ 5,936.77	€ 3,896.33	€ 4,002.45	€ 4,118.36
12	2.2%	€ 5,122.09	€ 6,698.86	€ 4,901.51	€ 5,011.79	
13	2.2%	€ 5,745.15	€ 6,997.66	€ 5,492.11	€ 5,619.34	
14	2.4%	€ 6,030.72	€ 7,687.55	€ 5,740.93	€ 5,886.52	
15	2.5%	€ 6,541.05	€ 8,445.29	€ 6,050.52	€ 6,214.52	€ 6,377.09
16	2.7%	€ 7,090.99	€ 9,280.75	€ 6,517.04	€ 6,707.87	€ 6,900.12
17	2.8%	€ 7,687.55	€ 10,198.22	€ 7,041.50	€ 7,256.37	€ 7,472.67
18	2.8%	€ 8,445.29	€ 11,207.58	€ 7,735.60	€ 7,971.68	€ 8,209.18

Appendix 2: CA text workload and breaks

Chapter A Definitions

Definition Workload is the amount of work that the employee needs to perform

Chapter G Working days and working hours and workload

Article G-3 Maximum working day

1. A working day consists of a maximum of ten hours, consecutive hours where possible, with sufficient periods of rest in between. The periods of rest prescribed by law, as referred to in the Working Hours Act (*Arbeidstijdenwet*), do not qualify as working hours. Coffee or tea breaks qualify as working hours, without there being any obligation to perform any work.
2. The employer will determine the daily working hours in consultation with the employee, based on the principle that work is to be performed for no more than eight hours in a day.

New article G-4 Employability with the text from article G-2, paragraph 4. Article G-2, paragraph 4 is deleted, the text is incorporated in the first paragraph of the article cited below. The other articles remain as they are.

1. Realistic job assignments will be applied, both on an individual level and on team level, in planning and performance of the work to be done. This means that it must be feasible to perform job assignments realistically – considering the available time, capacity and means – within the weekly working hours. This applies both for the planning of the assigned tasks and for possible adjustments, in mutual consultation, of the assigned tasks (type and/or scope) during the academic year. When the tasks are assigned, keeping up-to-date with developments in the area of expertise, amongst others, and replacement, for example in case of illness and professionalisation, must be taken into account and furthermore, where teaching staff is concerned, teaching, including preparation and follow-up.
2. The employer ensures that the total workload of the employee will be in accordance with the weekly working hours. The work will be performed in accordance with the working hours scheme of the university of applied sciences.
3. The employee may have the individual task assignments tested, at any time, by an independent committee, which the employer sets up with the consent of the *PMR*.
4. Agreements concerning workload policies in which, amongst others, the above and any changes therein are effected, will be submitted to the *PMR* for its consent, at the level at which the policy is adopted. The policy with respect to the realistically assigned tasks will be applied no later than 1 April 2022.
5. Regarding the realistically assigned tasks the following starting points apply:
 - a. The curriculum for teaching staff will be determined with due consideration for the criteria with regard to feasibility in terms of studyability, teachability, affordability and practicability. Team members will be involved in the development, planning and implementation of the curriculum and there is room for possible training/supervision. Without prejudice to the statutory participation in decision-making, the teams involved are entitled to consultation; the results will be laid down in the workload policy;
 - b. Both the total workload of the team and the net FTEs available for the team are discussed with the team, whereby possible discrepancies will be solved. If the total number of FTEs is not sufficient, this will also be discussed with the team, as well as the option to increase the FTEs, which activities should be performed differently or should not be performed anymore;
 - c. There must be a realistic task assignment. The employee's workload will be compatible with his weekly working hours and is spread proportionately over the year. When tasks are assigned to starting employees, their professional maturity is taken into account;
 - d. The employee will have the possibility to have individual task assignments tested by an independent complaints committee. This committee's regulations state that the advice is

- compelling, that it is subject to a time limit and that testing has no suspensive effect;
- e. Universities of applied sciences will initiate a process to monitor the implementation of points 1 up to and including 5 with due care.

Renumbering the old article G-3 to article G-4, etc. Text preamble

The text under heading Realistic task assignments will be as follows:

In order to reduce the workload in higher professional education, universities of applied sciences will work with realistic task assignments. This means that it must be feasible to perform job assignments realistically – considering the available time, capacity and means – within the weekly working hours. A vital element in the context of workload reduction is a realistic task assignment both on an individual level and on team level. When the tasks are assigned, it must be taken into account, amongst other things, whether the employee has teaching tasks, including preparation and follow-up, that he has to keep up-to-date with developments in the area of expertise and that he may have to be available for replacement, for example in case of illness and professionalisation. During the term of the collective agreement the *PMR* tests if the adjustment of the university of applied sciences' policy is consistent with the provisions of article G-4. Working with realistic task assignments applies to all employees.

Appendix 3: New collective agreement provisions on starters and sustainable employability hours

Preamble

Starters

Higher professional education is an attractive sector to be working for and it wishes to remain so. Therefore, it is of the utmost importance to have employees commit themselves to the university of applied sciences, to attract new employees and to offer them a good start. To promote this good start, each university of applied sciences drafts an induction policy that meets the required standards for professionalisation and a proper job induction for the employee to have a 'soft' landing within the university of applied sciences and for the (sustainable) employability of the new employee. The *PMR* grants consent for the policy in accordance with article M-1 and the policy allows space for its implementation within the context of the university in question.

Article M-1-a

The employee can use the sustainable employability hours for the following spending purposes:
an extra spending purpose is added:

- Using hours to supplement the facilities described in the introduction policy within the university of applied sciences during the first three years of employment.

Article M-1-b

1. The employee who has an employment agreement is entitled to the scheme for sustainable employability.
2. The employee who has a full-time employment agreement has a basic entitlement to 45 sustainable employability hours per year.
3. For part-time employees the entitlement is pro rata the weekly working hours.
4. The employer ensures that this basic entitlement to sustainable employability hours is exempted in the annual assignment.

Article M-1-c Entitlement to extra sustainable employability hours

1. The employee who has reached the state pension age minus ten years and who been employed by a university of applied sciences referred to in this collective agreement for a period of five consecutive years, is entitled to an additional 45 sustainable employability hours on an annual basis.
2. For part-time employees the entitlement is pro rata the weekly working hours.

Article M-1-e

In consultation with and with the consent of the *PMR*, the employer will formulate a policy for the induction training of newly employed employees, will lay this policy down in writing and will actively communicate it to employees. The policy will contain provisions guaranteeing that newly employed employees will be given adequate induction training over a period of a maximum of three years, that new employees will be given hours for this and that they will be enabled to develop professionally. The colleague or colleagues providing the induction training will also be facilitated in terms of time. Apart from being facilitated for professionalisation, the new employee will in any case be given hours for sustainable employability, pro rata the weekly working hours, as described in articles M-1-a and M-1-b. Article O-5 applies.

In the first year, the starting teacher will be given the opportunity to start the required professionalisation such as, at least, the basic teaching qualification (*Basiskwalificatie Didactische Bekwaamheid (BDB)*) or preparation for it. Following consultations with the team, the employer will determine assignment of tasks, taking into account the scope of the induction procedure and the professional maturity of the starting teacher.

Appendix 4: Adjustments to options menu

Preamble

CA parties investigate adjustments to the options menu for terms and conditions of employment. In anticipation of this, the options menu for terms and conditions for employment is adjusted with respect to some points.

Time sources:

– the hours to be worked that exceed the standard annual workload agreed upon. As a rule, these will be the available hours over and above the statutory days' holiday and the scheduled day/hours off, subject to a maximum number of 90 hours per year. Neither the hours that have been taken as leisure time referred to in article M-1 nor the entitlement to reduction in working hours for older staff referred to in article M-2 are included in this number. The saving referred to in article M-1-d can be used – in part or as a whole – as time source.

Time goals:

- sabbatical leave;
- extension parental leave;
- study leave (for studies that are not job-related);
- additional hours' leave up to a maximum of 90 hours a year.

Money goals:

- additional income during parental leave;
- employee's childcare contribution;
- contribution towards study costs (for studies that are not job-related);
- accrual of *ABP* old age pension based on the *ABP* regulations;
- accrual of wages under the life-course savings scheme;
- money up to a maximum equivalent of 90 hours a year;
- electric bicycle.

Appendix 5: New collective agreement provisions on extension Reduction in Working Hours for Older Staff scheme

Article M-2-a General

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, may determine, once-only and at a moment of his own discretion (unless the organisation's interest should dictate otherwise), for the possibility
 - to reduce his working hours, in recognizable parts of the day, 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 undertakes, in writing, to leave employment after the maximum period of five years referred to in paragraph 1 for the number of working hours equal to the reduction of working hours.
3. The employee pays a contribution of 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
4. Contrary to the percentages in paragraph 3, a contribution of the monthly salary in relation to the reduction of working hours referred to in paragraph 1 applies for the employee in scales 1 up to and including 7 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
5. Apart from the possibilities referred to in the above paragraphs of the present article, the employee may opt for reducing his working hours, for a period of five years, with an additional maximum 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.
6. During incapacity for work, the percentage of the employee's contribution will be reduced to zero in the second year of the incapacity for work.
7. A reduction in working hours as referred to in paragraphs 2 and 3 will not be considered incomplete 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 be calculated in that case on the basis of the monthly salary that the employee would have received if he had not made use of the scheme.
8. The employee who makes use of the Reduction of Working Hours for Older Staff scheme will not be entitled to the sustainable employability hours in conformity with article M-1-c.
9. 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.
10. 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.

Appendix 6: New collective agreement provisions on savings of sustainable employability hours

Article M-1-d Sustainable employability savings will read as follows:

1. As from 1 September 2020 the possibility to save sustainable employability hours is ended.
2. Accrued savings dating back to the period before 1 September 2020 are to be spent in the period until 31 December 2025, as much as possible, on purposes related to sustainable employability.
3. Sustainable employability hours are processed in the annual assignment. The employee remains in control.
4. The employee may opt for having the sustainable employability hours savings paid out, in whole or in part, to a maximum of 45 hours per year, during the years 2023, 2024 and 2025.
5. The employee may opt to take out the sustainable employability hours prior to the state pension date. In that event arrangements are to be agreed on with the manager and to be laid down in writing.
6. Alternative ways will be offered for using the accrued sustainable employability hours that are left on 31 December 2025, in conformity with the options menu for terms and conditions of employment. This includes the possibility to save extra pension in the context of the new pension agreement. In the unlikely event this arrangement results in unforeseen effects or situations and/or special circumstances, CA parties will consult each other during the term of the CA to consider what the impact is of the effects, situations and/or circumstances referred to above for the present CA.

Addition to Chapter L. Options Menu

Time sources

- Without prejudice to the previous source, the savings referred to in article M-1-d can be converted into money, as a whole or in part, at a maximum of 45 hours per year. Apart from that, the savings can be taken out in time, as a whole or in part, at the end of employment.

Appendix 7 – New texts articles F-2 and F-3

Article F-2

Positions and job evaluation.

1. The position of the employee is classified by the employer into one of the job categories 1 up to and including 18, on the basis of the job evaluation system *fuwa-hbo* or the Hay method. These job categories also represent salary groups.
2. The positions will be classified into job categories in accordance with the job levels specified in the 'Conversion File for Universities of Applied Sciences' (*Conversiebestand Hoger Beroepsonderwijs*). The summary of the Conversion File is in the job matrix, which specifies these levels and which is included in appendix IX to this CA.
3. The employee may at any time raise objections to his job evaluation. The 'National objection procedure for job evaluations in universities of applied sciences' (*Landelijke bezwarenreglement functieordenen hbo*) applies and is included in appendix V.
4. As from 1 September 2023 positions which include teaching tasks (*position of lecturer), for which having obtained a full and transferable basic teaching qualification (*Basiskwalificatie Didactische Bekwaamheid (BDB)*) (in this qualification the basic qualification for administering examinations (*Basiskwalificatie Examinering (BKE)*) is integrated) is required - or comparable job requirements** - must be ranked at least in pay scale 11.
5. As soon as possible, but ultimately 1 September 2025, all positions of lecturers in pay scale 10 must be reassessed. Lecturers who are expected, in their present performance of tasks, to fulfil a role in the development of education and/or who perform tasks for which the full and transferable basic teaching qualification (*Basiskwalificatie Didactische Bekwaamheid (BDB)*) (in this qualification the basic qualification for administering examinations (*Basiskwalificatie Examinering (BKE)*) is integrated) is required - or comparable job requirements** - are ranked in pay scale 11. CA parties have drafted the table in appendix XX as distinguishing criteria therefor.
6. Positions that do not meet the criteria referred to in the previous paragraph will be given a job title different from "lecturer". Parties determine before 1 October 2023 which distinguishing job titles would be suitable therefor.

Article F-3

PhD Candidates and Professional Doctorates

1. Employees who have been appointed as a PhD candidate or nominated for a professional doctorate in pay scale 10 can be assigned teaching support tasks, to a maximum of 10% of their weekly working hours, without article F-2 being applicable.
2. This 10% may not include a role as an assessor and/or examiner.
3. It is required for the application of the present article that the supporting tasks are always directly related to the employee's own research subject.

* At many universities of applied sciences the job title is "docent/onderzoeker" (lecturer/researcher)

**A specific example would be educational studies, where having a teaching qualification is mandatory.

Appendix XX

	Scale 10	Scale 11
Education and implementation	<ul style="list-style-type: none"> • Supervises students in learning process • Prepares and teaches lectures 	<ul style="list-style-type: none"> • Supervises lecturers • Supervises graduating students • Supervises graduation internships

Assessment and examination	<ul style="list-style-type: none"> Assesses tests which do not require any interpretation (e.g. multiple choice, arithmetic test) 	<ul style="list-style-type: none"> Assesses students Develops tests Drafts answer protocols
	<ul style="list-style-type: none"> Acts as a second pair of eyes in oral tests 	<ul style="list-style-type: none"> Assesses tests, including interpretation Acts as an assessor in oral tests
Educational development	<ul style="list-style-type: none"> Provides feedback on the educational programmes developed 	<ul style="list-style-type: none"> Develops educational programmes
Educational coordination, organisation and quality assurance	<ul style="list-style-type: none"> Provides feedback 	<ul style="list-style-type: none"> Develops and implements
Required knowledge and skills	<ul style="list-style-type: none"> Educational skills 	<ul style="list-style-type: none"> Full and transferable <i>BDB</i> (in which the <i>BKE</i> is integrated) Or comparable

Please note: An employee does not have to fulfil all criteria in order to qualify for pay scale 11. The main rule that should be applied: the heaviest structural tasks count.