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# Vitality Pact

Will you be reaching the AOW state pension age within five years and would you like to start working less? In that case, the Vitality Pact is a possible option. If you take part in the Vitality Pact, you will reduce the number of working hours per week while maintaining your pension accrual. This brochure tells you more about this scheme and what it means for you.

## What is the Vitality Pact?

The Vitality Pact is a component of the new Collective Labour Agreement for Dutch Universities (CAO-NU). This Collective Labour Agreement stipulates that as of 1 January 2019, all universities will introduce a Vitality Pact. The text of this brochure is based on Article 6.17 to 6.20 of the CAO-NU. No rights can be derived from the contents of this brochure. The text of the Collective Labour Agreement shall take precedence.

The University of Twente offers you the possibility, once you are within five years of the state pension age, of retaining your full pension accrual while reducing your working hours by 0.2 FTE and your salary to 85% of your original salary, or a reduction of 0.4 FTE and to 70% of your original salary (if you currently work full-time). If you work part-time, the scheme applies pro rata. The University of Twente compensates for part of your income and your pension accrual is not affected.

Alternative	% that you work	% of the salary that you receive	Pension accrual
Alternative A	80%	85%	100%
Alternative B	60%	70%	100%

## When can you participate in the Vitality Pact?

You can participate in the Vitality Pact if:

- you will reach the AOW state pension age within five years;
- you have been employed by the University of Twente for at least 10 years;
- your working week will be at least 16 hours after entering into the Vitality Pact;
- you are not making use of a regulation for senior staff.

## What are the advantages of the Vitality Pact?

- The scheme will initially be introduced for a limited period: from 1 January 2019 to 1 July 2020. During this period, you can join the Vitality Pact.
- If you join on 1 July 2020, it will continue until you have reached the AOW state pension age. If your employment is terminated for a different reason, the Vitality Pact will come to an end earlier.
- If you opt for the Vitality Pact with 80% of working hours, you can choose after a year to extend the scheme and work only 60% of your full-time hours. You must, however, continue to work at least 16 hours.

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- You can only participate after your accumulated leave from the multi-year savings model (e.g. sabbatical) has been taken in full and the number of hours of leave has been reduced to a maximum of one year's credit in relation to the number of holiday hours to which you are entitled annually on the basis of your original employment contract.
- If you participate in the Vitality Pact, you will not get those hours back. This is because the financial resources released will be used for recruitment and promotion within the University.

You can find an overview of all the binding conditions in the CAO-NU, Article 6.17 to 6.20.

## Financial aspects of participation in the Vitality Pact

### Salary

Your salary will be reduced. In addition, bonuses will be calculated on the basis of the reduced salary, with the exception of a bonus for a government service or university anniversary. The official working hours per week are not affected. You are granted special leave for the hours that you do not work.

### Your pension

You will accrue your full pension on the original working hours. Together, we will also continue to pay the pension contribution on the original working hours. Do you want to supplement your income during the period that you make use of the Vitality Pact? In that case, you can opt to join the ABP Multi-Option Pension (KeuzePensioen) fund. You will then use part of the pension to supplement your income. You decide whether and how much pension you want to use (a minimum of 10%). However, there is no obligation to do this. There are conditions attached to taking up the ABP Multi-Option Pension. You can find these conditions on [www.abp.nl](http://www.abp.nl).

### Leave

The number of hours of annual leave will be reduced to the legal minimum for the remaining number of working days. In addition, you will accrue extra leave each week because you are working somewhat more than the part-time factor of your new working week.

The table below shows your annual holiday entitlement in the case of participation in the scheme as well as the number of hours that you work under the new arrangement.

Alternative A 20% special leave	Extent of current employment	Old working week	Extent of new working week	Hours of new working week	Annual holiday entitlement
	1.00	38	0.80	32	199
	0.95	36	0.76	30	188
	0.84	32	0.67	26.5	168
	0.79	30	0.63	25	157
	0.74	28	0.59	23.5	147
	0.63	24	0.51	20	126
	0.53	20	0.42	16.5	105
	0.50	19	0.40	16	100

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Alternative B 40% special leave	1.00	38	0.60	24	149
	0.95	36	0.57	22.5	141
	0.84	32	0.51	20	126
	0.79	30	0.47	18.5	118
	0.74	28	0.44	17.5	110
	0.68	26	0.41	16	102

### Additional income

If you take part in the Vitality Pact, you are not allowed to engage in any new paid ancillary activities or expand your existing ancillary activities. If you already have additional income on top of your contract of employment with the University, you can continue to receive this. Before you take part in the Vitality Pact, we have to have approved this additional income by means of the Ancillary Activities web application.

### Understanding your financial future

We think it is important for you to be aware of the personal consequences of participation in the Vitality Pact. We therefore offer you the chance to gain an understanding of your financial situation through the FinBase agency.

### No additional workload

We want to ensure that neither you nor your colleagues experience a greater workload as a result of your participation in the Vitality Pact. We therefore ensure that your tasks are reduced in line with the reduction in the hours that you work. The organization of the new working week and the transfer of some of your tasks will therefore be arranged in consultation between you and your manager. You will draw up a new work roster together. The financial resources released will be used within the faculty or service department to promote recruitment or promotion.

### What if I suffer from a long-term illness after joining the Vitality Pact?

If you suffer from a long-term illness after joining the Vitality Pact, your participation in the pact will end after nine months of occupational disability. The reduction due to occupational disability will then be based on your salary prior to taking part in the Vitality Pact.

### Examples of monthly salary calculations

The sample calculations below show the effect on your gross and net salary in the case of participation in alternative A or B of the Vitality Pact.

		Alternative A 80/85/100	Alternative B 60/70/100
Full-time monthly salary	<b>Scale 7</b>		
Gross	€3,025	€2,571	€2,118
Net	€2,197	€1,943	€1,690
Full-time monthly salary	<b>Scale 10</b>		

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Gross	€4,274	€3,633	€2,992
Net	€2,842	€2,483	€2,125
Full-time monthly salary	<b>Scale 13</b>		
Gross	€6,133	€ 5.213	€4,293
Net	€3,675	€3,276	€2,763
This refers to a standard calculation based on the salary that applies as of 1 February 2019 and the tax brackets and social security contributions for 2019, as far as they are known, and without bonuses or additional deductions such as IPAP (loss-of-income insurance in the event you become unable to work). No rights can be derived from these calculation examples.			

### How do I apply for the Vitality Pact?

If you wish to take part, you need to submit your request three months before you want to start, using the appropriate registration form. You will receive a response within one month. A request will be approved, unless there are serious business interests involved. It is also possible that you will be able to take part at a later time, for example at the start of a new academic year.

### Questions

Do you still have questions about the Vitality Pact? Do not hesitate to contact your manager or HR adviser.