

Chapter 13 Studies and other arrangements between parties

ARTICLE 13.1 TEMPORARY EMPLOYMENT OF FOREIGN TOP RESEARCHER

Once a year the WVOI negotiators will be informed as to what extent article 1.2 paragraph 2 has been applied. In 2008 the application of the provision will be assessed.

ARTICLE 13.2 INVESTING IN WORK AND CAREER

1. The Professional Development Plan as referred to in article 6.4 is the 'new name' for the Personal Development Plan (POP). This new name symbolises a stronger relationship between personal development, development of the organisation and development in and of the profession. The link between personal development goals and organisational goal is strengthened in the agreements between supervisor and employee about individual development.
2. The Professional Development Plan (POP) is an instrument that will give a stronger impulse to the joint investment in employability for the duration of this collective labour agreement.
3. POP is one of the means of increasing the employability of individual employees. In order to expand the POP and improve the employees' development, a work conference for managers and a workshop for employees are being developed on equal terms.
The work conference for managers spans the entire WVOI and is not noncommittal. The time when and the way in which the workshop for employees will be held is linked to the development of the organisation and will be determined at a local level.
4. Deployment of means: in their annual social report employers will report annually on the means that were employed to stimulate their employees' development, with a target amount of at least 1,2% of the total wage and salary.

ARTIKEL 13.3 PHASE-OF-LIFE PERSONNEL POLICY

1. For the duration of the CAO-OI a joint study will be conducted on a personnel policy that takes account of employees' phase of life. The rationale behind this policy is that employees can be employed effectively and in good health and can actively shape their career (employability) in every phase of their life.
2. The objective of the study is to formulate a personnel policy before the end of the duration of the CAO-OI which aims to encourage employees to take active control of their career in every phase of their life. This policy will substitute the current age-based schemes, such as the 60+ scheme, the age hours²¹, the irregular hours' scheme 55+ and the 2007 Seniority Scheme. The time an employee has worked for the organisation may be a contemporary starting point for this policy.
3. In developing the new policy, the same financial room is available as for the current policy (equality). Developments in the field of life-course will be included in developing the phase-of-life personnel policy.
4. The study will be concluded on 1 January 2010 at the latest.

ARTICLE 13.4 TENURE TRACK

1. Parties agree to include a provisional article for the "tenure track" for the duration of the CAO-OI.
2. "Tenure track" is understood to mean: "an employment contract for a definite period of time of no more than six years with a talented academic holding a doctor's degree in order to determine whether a permanent employment contract shall be entered into with the person concerned.
3. Parties will evaluate the experiment before the end of this Collective Labour Agreement.²²

²¹ See also article 14.6.

²² See also article 2.6 en appendix 8.

ARTICLE 13.5 WORKING AFTER THE AGE OF 65

1. For the duration of the CAO-OI the parties will jointly conduct research in order to identify and remove bottlenecks in the CAO-OI and adjacent regulations that impede work after the age of 65.
2. The principle remains that every employment shall end upon reaching the age of 65 (this being the age one becomes entitled to an old-age pension). There is no need for a general Collective Labour Agreement provision about employees continuing to work after the age of 65.
3. For the duration of the CAO-OI, if a case occurs, employers may experiment with employing someone over the age of 65 for a specifically described task or assignment which must be demonstrably relevant to the organisation's interests.
4. After the conclusion of the research, parties will jointly determine which Collective Labour Agreement stipulations apply in those specific incidences and which have to be changed.
5. The thus determined model can be applied as of 1 January 2009.
6. Parties will evaluate the application before the end of the duration of this Collective Labour Agreement.

ARTICLE 13.6 SIZE OF STANDARD WORKING WEEK

1. For the duration of the CAO-OI, employers will conduct a study to determine if and to what extent reconsidering the standard size of a working week will offer a more structural solution to the problem of great lakes of accumulated leave.
2. In this connection, it will also be looked into whether task contracts are a usable alternative for certain groups of personnel
3. Employers will involve trade unions in their considerations. The study may lead to agreements in the new CAO-OI.

ARTICLE 13.7 STATUS QUO OF CURRENT AGREEMENTS.

In the previous and current OI Collective Labour Agreement various studies were agreed to. The state of affairs of the current studies is as follows.

1. On 1 July 2003 the Position Level Matrix (Functie Niveau Matrix; FNM) became effective. Parties have also adopted a 'Complaint Regulation Job Evaluation FNM' for research institutes, for which a joint complaints advice committee at WVOI-level was established with an independent chairman. This committee's advice in disputes will be by unanimity. The employer shall accept this advice unless reasonableness and fairness dictate otherwise. The complaints advice committee is established for the duration of the introduction period, but will continue to exist until 1 July 2008. The functioning of the complaints advice committee will be evaluated before 1 July 2008.
2. As for the amendments of fiscal rules for *saving vacation days* for pre-pension, the appropriate regulations in this Collective Labour Agreement are adjusted as of 1 October 2003. They now comply with the decision requested from the State Secretary of Finance and given in a letter dated 30 October 2003. His decision, subsequently officially explained in more detail in e-mail dated 15 December 2003, is the following:
 - Leave saved in the years 2001-2003 can be used for pre-pension until 1 January 2007, at the latest.
 - Leave saved in years before 2001 can also be used for pre-pension after 1 January 2007.
 - As of 1 October 2003 leave can no longer be saved for pre-pension.

ARTICLE 13.8 ALLOCATION OF BUDGETS

1. It has been agreed that SOP/SROI budgets and the "The Years Count" budget, as a rule, go towards covering expenditure on employee participation in the current SROI.
2. In principle, the Quality Policy Budget should either be earmarked for the employee's right laid down in article 6.4, to receive professional career consultation once every 5 years or for the purpose of employability.
3. If monies remain from any of the relevant budgets, a proposal for their allocation shall be made by the organization in the Local consultation.
4. Finally, parties have agreed that, if the SOP/SROI and the Years Count budgets are not adequate for covering the costs of participation in the SROI, the Quality Policy budget can be used.

5. An account will be given of the spending of the specified budgets in the Local Consultation. As from 1 March 2001 the decentralised labour conditions monies will be indexed, in compliance with the modifications to the currently agreed OI Collective Labour Agreement wages. In addition, general discounts and bonuses concerning the P section of financing shall also make headway into this indexation.
6. The expenditures for child-care in 2001 shall, insofar as they were for the account of the decentralised terms of employment monies, be scrapped from this. This sum will be structurally factored into the lump sum of the different organizations as from 1 January 2002.
7. The costs resulting from the implementation of the Work and Care Act in chapter 5 of this Collective Labour Agreement, shall – insofar as these exceed the schemes in this act – for the time being be for the account of the decentralised terms of employment monies.
8. The means currently allocated by the Ministry of Education, Culture and Science for labour market policy for the OI-sector/Research Institutes Sector will be added to the lump sums of the institutes and will then be fully placed at the disposal of SoFoKleS.