

Chapter 6 Training, employability and career development

ARTICLE 6.1 POINTS OF DEPARTURE FOR TRAINING

1. The employee has a right and an obligation to training.
2. Two types of training exist:
 - a. Training in the framework of a proper exercise of the current or (demonstrable) future function;
 - b. Training in the framework of broadening employability in the organization or elsewhere.

ARTICLE 6.2 REMUNERATION AND LEAVE

Taking into account the stipulation in article 6.3, the following remuneration and leave scheme applies:

1. For training as referred to in article 6.1, paragraph 2, subparagraph a full study leave is granted and study expenses are reimbursed fully.
2. For training as referred to in article 6.1, paragraph 2, subparagraph b at least 50% study leave is granted and study expenses are reimbursed for at least 50%.
3. If the training as referred to in article 6.1, paragraph 2, subparagraph b takes place in the interest of the organisation, full study leave is granted and study expenses are reimbursed for 100%.

ARTICLE 6.3 PROCEDURE

1. Annually employer and employee will make an arrangement on the necessary and desired training. This arrangement can be made in the framework of a performance or assessment interview, or at any other time.
2. Both the employer and employee can take the initiative and suggest training.
3. The aim is to reach agreement. If no agreement can be reached, the employer may:
 - Impose an obligation to training as meant in article 6.1 paragraph 2 sub a
 - Decide not to grant permission for training/payment:
In both cases the decision is open to objection or to appeal in the sense of the General Administrative Law Act (Awb). (The corresponding, relevant procedure also applies to employers under civil law).

ARTICLE 6.4 CAREER DEVELOPMENT

1. At least once every 5 years the employer and employee shall agree on a plan for the required and desirable development of the employee within or outside the organization's department. This Professional Development Plan (POP) – which includes arrangements on the necessary investment in time and money in conformity with articles 6.1 and 6.2 – shall be in writing. Progress and (re)adjustments shall be discussed in the annual performance or assessment interview.
2. Once every 5 years employee is entitled to a professional advice on his career development. The employee may indicate in a performance and assessment interview when he wishes to make use of this right. The results of this advice will be incorporated in a Professional Development Plan to be drawn up in conformity with paragraph 1 of this article.
3. In imitation of the arrangements made in the framework of paragraph 1 of this article the employee may be transferred to another function for a maximum period of 2 years, or be assigned tasks to gain specific experience. Prior to this, written arrangements will be made as to the objective, term, coaching and assessment of the period of experience and the follow-up to this. During the career placement, the employee is entitled to the salary connected with the function, unless the extent of the training element occasions otherwise. Following the termination of the career placement, the employee is entitled to a function equivalent to what he had at the time that the career placement started. As from that moment the employee is also entitled to the salary that he would have received, had he not received a career placement.
4. Within the framework of employability, agreements have been reached that are aimed at supporting OIOs in their career orientation and in particular in the fields of training and developing competences (see article 12.5 paragraph 5).

5. In order to encourage employees over the age of 45 to continue to actively participate in working life, they are given the opportunity to use age-related leave hours for activities in which they can gain new knowledge and experience.
6. In agreement with the Works Council the employer may formulate supplementary policy with respect to career options.

ARTICLE 6.5 FURTHER RULES

In pursuance of the provision in this chapter the employer can determine further rules.