

## Chapter 6 – Training and professional development

### Article 6.1 General

Professional development and long-lasting employability is in the interest of both employer and employee. For this purpose, the employers will make 2% of the wage sum available annually. In their Annual Social Report, the employers report on the means that have been allocated to stimulate their employees' development during the reporting year.

### Article 6.2 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 work.
  - b. Training in the framework of broadening employability in the organisation or elsewhere. As a rule, 50% study leave is granted and 50% of the study expenses are reimbursed for training. Deviations from these percentages are possible if reasons are given why another percentage is more appropriate in view of the employer and employee's interests. Furthermore, it is possible to prioritise either the percentage of study leave or the percentage of study expenses. If the training takes places in the organisation's interest, full study leave is granted and study expenses are reimbursed for 100%.

### Article 6.3 Procedure

1. Every year, employer and employee will make arrangements as to the necessary and desired training. These arrangement can be made in the context of a performance or assessment interview, or at any other time.
2. Both the employer and employee may initiate and propose 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 6.2, paragraph 2, below a
  - Decide not to grant permission for training/payment.
4. For employees employers under a civil-law employment contract the employer will set up a complaints procedure. For civil servants, the objections procedure in Awb applies.

### Article 6.4 Professional development

1. The employee and employer will make arrangements each year with regard to the required and desired professional development of the employee within or outside the organisation. The employee's professional development interview can be combined with their assessment interview.
2. The plan on the necessary investment in time and money referred to in article 6.2 shall be in writing.
3. Once every five years, the employee is entitled to a professional advice on his career development.

### Article 6.5 Career placements

1. Pursuant to the development arrangements, employees may agree to a placement, prior to which written arrangements will be made as to the objective, term, coaching and assessment of the period of experience and their follow-up.
2. The aim of the career placement is the gaining of specific experience by filling another position or performing other work.
3. Career placement is for a term of two years.
4. During the career placement, employees are entitled to the salary connected with the function, unless the extent of the training element occasions otherwise.

5. After the career placement, employees are entitled to a position equivalent to the one they held when the career placement started.
6. After the career placement, employees are entitled to the salary that they would have received if career placement had not taken place.

#### **Article 6.6 Demotion**

1. Within the framework of the agreements that are made concerning the professional development of employees, employers and employees may agree that employees may fill a position that is valued at a lower level than their current position, as suits the life stage and development stage that they are in. In that case, the salary scale of the lower job level will come to apply to the employee.
2. Upon demotion, employees are placed in the newly applicable salary scale on the step closest to their salary in the 'old' salary scale.
3. If the remuneration in the new salary scale is lower than the 'old' remuneration, employees will be compensated for this for a maximum of two years:
  - In the first year two thirds of the difference will be compensated.
  - In the second year one third of the difference will be compensated.
4. The employee who voluntarily and with the employer's permission opt for demotion within 10 years preceding their AOW entitlement age may make use of the possibility that ABP offers to continue their pension accrual at the salary level belonging to their former position.

#### **Article 6.7 Further rules**

The employer may make further rules to implement this article.