



# Vitality Pact

**TU/e**

EINDHOVEN  
UNIVERSITY OF  
TECHNOLOGY



# 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 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 6.13 to 6.16 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 TU/e 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 (in case of full-time employment). If you work part-time, the scheme applies pro rata. The TU/e compensates for part of your income in which 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 TU/e 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.

- You can only participate after your accumulated leave from the choice leave saving 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 cannot stop in between and you will participate until the end of your employment contract at the latest until you have reached the AOW state pension age.

## What are the advantages of the Vitality Pact?

- If you opt for the Vitality Pact with 80% of working hours, you can choose after minimal 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. Reverse changeover is not possible.

You can find an overview of all the binding conditions in the cao-NU, Article 6.13 to 6.16.

## 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

You waive all non-statutory leave-hours and retain an entitlement of 5 times the remaining number of working hours per week. 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. This amount is reduced by the collective office closing days.

### Alternative A: 20% special leave

Scope of current employment contract	Part-time factor for new working week (number of working hours)	Scope of new working week	Annual leave balance
1.0 FTE	0.80 FTE (30.40 hours)	32.0 hours	228 hours
0.9 FTE	0.72 FTE (27.36 hours)	28.8 hours	205 hours
0.8 FTE	0.64 FTE (24.32 hours)	25.6 hours	182 hours
0.7 FTE	0.56 FTE (21.28 hours)	22.4 hours	159 hours
0.6 FTE	0.48 FTE (18.24 hours)	19.2 hours	137 hours
0.5 FTE	0.40 FTE (15.20 hours)	16.0 hours	114 hours

Participation in alternative A is not possible if scope is smaller than 0.5 FTE.

### Variant B: 40% special leave

Scope of current employment contract	Part-time factor for new working week (number of working hours)	Scope of new working week	Annual leave balance
1.0 FTE	0.60 FTE (22.80 hours)	24.0 hours	171 hours
0.9 FTE	0.54 FTE (20.52 hours)	21.6 hours	154 hours
0.8 FTE	0.48 FTE (18.24 hours)	19.2 hours	137 hours
0.7 FTE	0.42 FTE (15.96 hours)	16.8 hours	120 hours

Participation in alternative B is not possible if scope is smaller than 0.66 FTE.

## 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, you must have received the approval of your manager for these ancillary activities.

## 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. Therefore it must be ensured 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 be arranged in consultation between you and your manager. You will draw up a new work roster together.

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

If you suffer from a long-term illness during 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	€ 3.144	€ 2.672,40	€ 2.200,80
Net	€ 2.330	€ 2.055	€ 1.779
Full-time monthly salary	<b>scale 10</b>		
Gross	€ 4.402	€ 3.741,70	€ 3.081,40
Net	€ 2.915	€ 2.579	€ 2.233
Full-time monthly salary	<b>scale 13</b>		
Gross	€ 6.317	€ 5.369,45	€ 4.421,90
Net	€ 3.797	€ 3.325	€ 2.841

This refers to a standard calculation based on the salary that applies as of 1 June 2020 and the tax brackets and social security contributions for 2020, 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 that is available at HR services of your department. 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 HR adviser.

*This information has been updated on November 1, 2021.*

## FAQ Vitality Pact

### 1. What is the Vitality pact?

The Vitality Pact is a scheme that aims to contribute to the health, happiness and productivity of university employees so they can continue working until they reach retirement age. The change in staffing also benefits recruitment and promotion.

The basic principle of the scheme is that it is neutral from a budgetary point of view and that implementation of the scheme does not lead to a disproportionate increase in workload.

### 2. When does the Vitality Pact take effect?

You can join the scheme on or after January 1, 2019.

### 3. How long will the scheme apply?

The regulation will continue to apply until you have reached the AOW state pension age. If your employment is terminated for a different reason, then your participation in the Vitality Pact will also end. This applies for example if you decide to make full use of the ABP Multi-Option Pension plan (KeuzePensioen). The Vitality Pact will also end in the event of long-term complete occupational disability, in which case the scheme will end after 9 months.

### 4. At what age may I take part in the Vitality Pact?

If at the moment of entering the scheme you are five years away from reaching **AOW state pension age**, then you may join.

### 5. Can the TU/e deny a request?

Yes we can, but we only refuse participation in the scheme on the grounds of compelling business interests or if there is an unacceptable increase in your or your colleagues' workload. It is also possible that you will be able to take part at a later time. This may be the case for example during times when there are serious operational management issues due to unfilled vacancies. In this case we may postpone your participation until the beginning of the next academic year at the latest.

### 6. Which variants are there to choose from?

Option A: 80% work - 85% salary - 100% pension accrual

Option B: 60% work - 70% salary - 100% pension accrual

### 7. Which conditions apply to participation?

- You have been employed by the TU/e for at least 10 years;
- Your working week will be at least 16 hours after entering into the Vitality Pact;
- You may not participate in a regulation for senior staff.
- If you join the Vitality Pact before December 31 2021, it will continue to apply until you have reached the AOW state pension age. If your employment is terminated for a different reason, then your participation in the Vitality Pact will also end. This applies for example if you decide to make full use of the ABP Multi-Option Pension plan (KeuzePensioen).
- Have you decided to opt for the Vitality Pact with 80% of your working hours? If so, 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.
- 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 binding conditions in the cao-NU, Articles 6.13 to 6.16.

**8. Is it possible to switch between variants in the meantime?**

Yes, if you participate in the 80-85-100 variant, then you may switch to the 60-70-100 variant after minimally 1 year. You must, however, continue to work at least 16 hours. This is because the financial resources released will be used for recruitment and promotion within the university.

**9. Will the Vitality Pact affect my bonuses?**

Yes. Because your salary will be reduced, bonuses will be calculated based on the reduced salary (85 to 70% respectively). There is an exception: the bonus for a service anniversary or university anniversary.

**10. I work part-time. Can I then participate in the scheme?**

Yes, you may. There is, however, a lower limit. You must continue to work at least 16 hours per week.

**11. When participating in the Vitality Pact, will I be allowed to perform ancillary work elsewhere?**

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, you must have received the approval of your manager for these ancillary activities.

**12. Will participation in the Vitality Pact affect your pension accrual? And what is the distribution of the pension contribution?**

The distribution of the pension contribution (30% employee and 70% employer) remains intact and is calculated over 100% of the original salary plus salary allowances and bonuses. This means your pension contribution remains the same. You will accrue your full pension.

**13. Can I supplement my income during the period that I participate in the Vitality Pact?**

You may opt to take full or partial retirement with the ABP Multi-Option Pension (KeuzePensioen) scheme. 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).

**14. Is there a minimum participation period?**

Participation remains in effect until the employee leaves employment or at least until the AOW State Pension Age.

**15. How and where can I register?**

If you wish to take part, you need to submit your request three months before you want to start. You will receive a response within one month. A request will be approved, unless there are compelling reasons not to, including business interests or if there's an unacceptable increase in your or your colleagues' workload. 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.

To register: Please contact HR services of your service/department for the registration form.

**16. I participate in the Senior Staff Scheme; can I also join the Vitality Pact?**

No, if you participate in the Senior Staff Scheme 2006" (Article B11 and B12, Collective Labour Agreement of Dutch Universities) then you may not join the Vitality Pact.

**17. What if I suffer from a long-term illness during joining the Vitality Pact?**

What happens if I become ill and 100% occupationally disabled during 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 joining the Vitality Pact.

**18. I still have accumulated leave for a sabbatical, can I take this while I'm taking part in the Vitality Pact?**

No, all accumulated leave must be taken before the commencement date.

**19. I still have excessive unused leave; can I take this while I'm taking part in the Vitality Pact?**

No, all accumulated leave in the Optional Model of Employment Conditions must be taken before the commencement date. Also, the leave balance at the start of the Vitality Pact may not be more than an annual balance in the context of your original employment contract.

**20. Can I take out pension while I'm participating in the Vitality Pact?**

Yes, you can take out a pension in addition to participating in the Vitality Pact within 5 years of your AOW state pension age. For more information: [www.abp.nl](http://www.abp.nl).

**21. What if I want to retire earlier?**

You can resign at any time, subject to the notice period, and start taking out your pension.

**22. How many days of leave do I accrue during the Vitality Pact?**

The number of hours of annual leave will be reduced to 5 times the remaining working hours per week. In addition, you will accrue extra leave each week because you are working a little 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. From this the collective closing days will be deducted.

Option A 20% special leave	Extent of current employment	Former working week	Extent of new working week	Hours of new working week	Annual holiday entitlement
	1.00	38.0	0.80	32.0	228
	0.90	34.2	0.72	28.8	205
	0.80	30.4	0.64	25.6	182
	0.70	26.6	0.56	22.4	159
	0.60	22.8	0.48	19.2	137
	0.50	19.0	0.40	16.0	114
Option B 40% special leave	1.00	38.0	0.60	24.0	171
	0.90	34.2	0.54	21.6	154
	0.80	30.4	0.48	19.2	137
	0.70	26.6	0.42	16.8	120



**23. What steps are involved in scheduling my new working week?**

Agreements about your new remit will be made in consultation with your supervisor. When you join the Vitality Pact, we ensure that your tasks are reduced in line with the reduction in the hours that you work. This is to prevent that participation for you leads to an additional workload. Nor should it generate more work for your colleagues. 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 schedule together. The financial resources released will be used within the faculty or service department to promote recruitment or promotion.

**24. I want to work 4 days instead of 3 days at the Option B variant, is this allowed?**

No, it is not possible to deviate from the standard work pattern. In the Option B variant it is only possible to work three days of 8 hours (in case of full-time employment).

**25. An expansion of the number of working hours within one year before participation in this scheme will not be taken into account for the purpose of applying the Vitality Pact Scheme. Does this also apply to diminution of the number of working hours within one year before participation in this scheme?**

No, it does not apply to that. The fact that in the Vitality Pact Scheme is recorded that the expansion of the number of working hours within one year before participation in this scheme will not be taken into account for the purpose of applying the Vitality Pact Scheme has to do with the fact that it is not the intention that people who already work 4 or 3 days by increasing working time just before participation in the Vitality Pact Scheme end up at the same amount of working hours after participation in the Vitality Pact Scheme. The meaning of the Vitality Pact Scheme is precisely to enable elderly people to continue to work healthy and vitally at favorable terms by working less hours until the state pensionable age.

**26. Can I keep on using the choice flexible working hours when I participate in the Vitality Pact Scheme?**

No, it is not possible to keep on using the choice flexible working hours when you participate in the Vitality Pact Scheme. Appendix F of the cao NU is leading. At the four-day variant you work 1.6 hours per week more and at the three-day variant you work 1.2 hours per week more (article 6.13 section 3 sub c and section 4 sub c cao NU).

**27. If I participate in saving for long-term leave for taking immediately before early retirement (as of 1-1-2016 it is no longer possible to begin participating in this scheme) can I participate in the Vitality Pact Scheme?**

On the grounds of article 6.15 section 4 cao NU participation in the Vitality Pact Scheme will only be possible once the long-term accumulated leave, as referred to in article 5.5 of the cao NU, has been taken in full. Saving leave for taking immediately before early retirement is also included here.

So it is not possible to participate in the Vitality Pact Scheme if you are saving leave or if you have been saving leave for taking immediately before early retirement. You have to take in full this long-term accumulated leave first before you can participate in the Vitality Pact Scheme.

**28. When I participate in the Vitality Pact Scheme and I become unemployed, do I receive WW (unemployment benefit) and BWNU about the scope of the salary of the old employment contract or about the scope of the salary of the four or three days variant I have chosen?**

You receive WW (unemployment benefit) and BWNU about the scope of the salary of the chosen variant of 4 or 3 days. WW and BWNU salary is namely linked to the social insurance pay (SV-pay) and at the Vitality Pact Scheme the actual earned salary declines and through this also the SV-pay and so also the height of a possibly WW benefit.

**29. Is it allowed to work 9 hours a day instead of 8 hours?**

No, it isn't. You are only allowed to work 8 hours a day. The Vitality Pact is a scheme that aims to contribute to the health, happiness and productivity of university employees so they can continue working until they reach retirement age. Working 9 hours a day is considered as too stressful in this respect.