



Negotiations outcome *cao hbo* 2024-2025

Negotiations between *Vereniging Hogescholen* and the trade unions *Algemene Onderwijsbond (AOb)*, *FNV Onderwijs & Onderzoek*, *FvOv* and *CNV Onderwijs* resulted, on Thursday 13 June 2024, in employment terms and conditions for the sector higher professional education (*hbo*). Both delegations submit the outcome of these negotiations to their members with the recommendation to vote in favour.

Background

In the previous collective agreement (CA) for higher professional education (*cao-hbo*), dated 28 June 2023, various agreements were made. Such as arrangements to decrease work pressure, to assign lecturers to pay-scales and to implement a written induction policy for new employees. Although hard work has been done to implement the agreements, the universities of applied sciences need more time to effect the arrangements in full and, moreover, to put the measures in place in everyday practice. Therefore, CA parties have decided to allow the universities of applied sciences more time to implement the 2023-2024 CA through aiming at a CA with low-key policy actions.

1. Duration

The collective agreement (CA) for higher professional education (*cao-hbo*) has a duration of 18 months, starting from 1 July 2024 until 31 December 2025.

2. Salary development

Starting from 1 July 2024, the salaries rise by 3%. After this, the salaries will rise by 4% starting from 1 January 2025.

Together with the salary for October 2024, all employees who are employed by a university of applied sciences on 1 October 2024 receive a nonrecurring pensionable benefit amounting to € 485 gross pro rata their employment. Together with the salary of October 2025, all employees receive a nonrecurring pensionable benefit amounting to € 485 gross pro rata their employment.

The new salary table is attached in the appendix.

3. Working groups

3.1.1. Balance in salary structure

CA parties find that the current salary structure shows imbalances. During the term of this CA, a working group will investigate which adjustments are required to restore the balance in the salary structure.

3.1.2. Job evaluation

Apart from the balance in the salary structure, the working group will address the operation, application and maintenance of the job evaluation systems *fuwa-hbo* and the Hay method. An annual evaluation meeting will be scheduled for the system administrators and the CA parties.

3.2.1. Inclusive CA

A working group will jointly formulate an assignment for Zestor, market labour fund for higher professional education, to investigate in what way the CA can be made more inclusive in terms of text and content. This investigation will make use of a gender-diverse focus group, composed in a balanced way, that includes different groups of employees of universities of applied sciences.

3.2.2. Social safety

CA parties think it is important that social safety should be adequately secured. In the previous CA, it was agreed that social safety would be secured at university level in consultation with the *PMR*. The working group will jointly map out the current reporting structure and the provisions for social safety or have this mapped out. The desirability and feasibility of possible adjustments will be investigated, such as the university-wide introduction of an ombuds official.

4. Work pressure

Zestor, market labour fund for higher professional education, will be requested to investigate the implementation of the workload arrangements agreed on in the CA 2023-2024, appendix 2, as described in article G-4 of that CA.

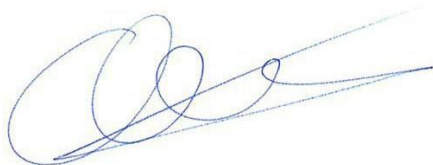
5. Trade union membership fee

CA parties attach great value to representative trade unions as representatives of the employees. Each October, trade unions organise the 'month of the trade union'. Any employee who becomes a member during this month is reimbursed € 100 by the employer for the first year's membership upon submitting proof of registration stating the membership fee.

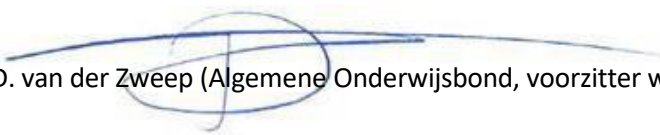
In conclusion

In view of the salary development, the scope for employment benefits currently envisaged has been fully used until the end of 2025. Parties agree that if the scope that is made available by the Cabinet in 2025 for employment benefit development should be higher or lower than currently foreseen, it will be set off in the CA 2026 salary agreements.


Thus agreed upon on Thursday 13 June 2024,




E. Schaper (Vereniging Hogescholen, voorzitter werkgeversdelegatie)



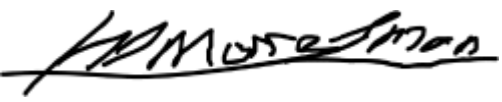
D. van der Zweep (Algemene Onderwijsbond, voorzitter werknemersdelegatie)



R. van Driel (CNV Onderwijs)



I. Daoudi (FNV)



M. Mosselman (FvOv)

APPENDIX Salary table as per 1-7-2024 and as per 1-1-2025

Salary table as per 1 July 2024

Scale	Standard %	Min	Max	Initial salary		
1	2.7%	€ 2,283.48	€ 2,508.81			
2	3.1%	€ 2,283.48	€ 2,746.16			
3	3.0%	€ 2,312.23	€ 2,979.14			
4	2.9%	€ 2,358.90	€ 3,129.10			
5	3.0%	€ 2,446.51	€ 3,280.55			
6	2.8%	€ 2,490.00	€ 3,408.78	€ 2,425.88		
7	2.6%	€ 2,805.93	€ 3,740.78	€ 2,737.52		
8	2.5%	€ 3,184.53	€ 4,208.14	€ 3,108.79		
9	3.4%	€ 3,471.10	€ 4,720.40	€ 3,246.85	€ 3,358.95	
10	3.4%	€ 3,471.10	€ 5,170.32	€ 3,246.85	€ 3,358.95	
11	2.8%	€ 4,361.31	€ 6,114.87	€ 4,013.22	€ 4,122.52	€ 4,241.92
12	2.2%	€ 5,275.76	€ 6,899.83	€ 5,048.55	€ 5,162.15	
13	2.2%	€ 5,917.50	€ 7,207.59	€ 5,656.87	€ 5,787.92	
14	2.4%	€ 6,211.64	€ 7,918.17	€ 5,913.15	€ 6,063.11	
15	2.5%	€ 6,737.28	€ 8,698.65	€ 6,232.04	€ 6,400.95	€ 6,568.40
16	2.7%	€ 7,303.72	€ 9,559.17	€ 6,712.55	€ 6,909.11	€ 7,107.12
17	2.8%	€ 7,918.17	€ 10,504.17	€ 7,252.75	€ 7,474.06	€ 7,696.85
18	2.8%	€ 8,698.65	€ 11,543.81	€ 7,967.67	€ 8,210.83	€ 8,455.45

Salary table as per 1 January 2025

Scale	Standard %	Min	Max	Initial salary		
1	2.7%	€ 2,374.82	€ 2,609.16			
2	3.1%	€ 2,374.82	€ 2,856.01			
3	3.0%	€ 2,404.72	€ 3,098.31			
4	2.9%	€ 2,453.25	€ 3,254.27			
5	3.0%	€ 2,544.37	€ 3,411.77			
6	2.8%	€ 2,589.60	€ 3,545.13	€ 2,522.92		
7	2.6%	€ 2,918.17	€ 3,890.41	€ 2,847.02		
8	2.5%	€ 3,311.92	€ 4,376.46	€ 3,233.14		
9	3.4%	€ 3,609.94	€ 4,909.21	€ 3,376.72	€ 3,493.30	
10	3.4%	€ 3,609.94	€ 5,377.13	€ 3,376.72	€ 3,493.30	
11	2.8%	€ 4,535.76	€ 6,359.47	€ 4,173.75	€ 4,287.42	€ 4,411.59
12	2.2%	€ 5,486.79	€ 7,175.82	€ 5,250.49	€ 5,368.63	
13	2.2%	€ 6,154.20	€ 7,495.89	€ 5,883.15	€ 6,019.44	
14	2.4%	€ 6,460.11	€ 8,234.90	€ 6,149.68	€ 6,305.64	
15	2.5%	€ 7,006.77	€ 9,046.60	€ 6,481.32	€ 6,656.99	€ 6,831.14
16	2.7%	€ 7,595.87	€ 9,941.54	€ 6,981.05	€ 7,185.47	€ 7,391.41
17	2.8%	€ 8,234.90	€ 10,924.34	€ 7,542.86	€ 7,773.02	€ 8,004.72
18	2.8%	€ 9,046.60	€ 12,005.56	€ 8,286.38	€ 8,539.26	€ 8,793.67