

Outcome negotiations on new collective agreement higher professional education (*cao-hbo*)

On Thursday 13 June 2024, negotiations between the *Vereniging Hogescholen* and the trade unions *Algemene Onderwijsbond (AOB)*, *FNV Onderwijs & Onderzoek, FvOv* and *CNV Onderwijs* resulted in a new collective agreement for the sector higher professional education with a duration of 18 months, starting from 1 July 2024 until 31 December 2025. Both delegations will submit the negotiation results to the members with the recommendation to vote in favour. Maurice Limmen, chairman of the Netherlands Association of Universities of Applied Sciences (*Vereniging Hogescholen*): "We have a fine outcome of the negotiations. We offer our colleagues a pay rise in line with the salary trends in other collective agreements. This is how higher professional education stays in the picture as an attractive employer. In addition, the longer term of the collective agreement enables us to work carefully together with the unions on previously reached agreements."

In terms of salary development, parties to the collective agreement have agreed to raise salaries by 3% on 1 July 2024 and by 4% on 1 January 2025. In addition, in October 2024 and October 2025, all employees receive a nonrecurring pensionable benefit amounting to € 485 gross pro rata their employment. Employees who join a union in October will be reimbursed €100 for their first year's membership fee.

During the term of the collective agreement, parties have agreed to address jointly a number of topics in working groups or in studies: balance in the salary structure, job evaluation, a more inclusive collective agreement, social safety and the monitoring of work pressure agreements. The current collective agreement was entered into a year ago and is in force until 1 July 2024. The 2023-2024 collective agreement includes arrangements on a number of major themes, such as workload reduction arrangements, pay scale assignment for lecturers and the introduction of a written training policy for new employees. Universities of applied sciences have been working hard over the past year to implement these arrangements, but need time to put the measures in place and to effect the measures in everyday practice. This is why parties to the collective agreement have decided to give the universities of applied sciences more time to implement the arrangements laid down in the 2023-2024 collective agreement and not to introduce too many new policies. The negotiations outcome will be submitted to the members of the Netherlands Association of Universities of Applied Sciences (*Vereniging Hogescholen*) on Friday, 5 July 2024. If both those members and the members of the unions agree to the results achieved, the new collective agreement will formally take effect.

Questions?

Please contact [Arnaud Stadermann](#), coordinator employment conditions. Employees of academies of applied sciences who have individual questions may contact their own institutes.

Appendix:

[Onderhandelingsresultaat cao hbo 2024-2025](#)

Negotiations outcome *cao hbo* 2024-2025