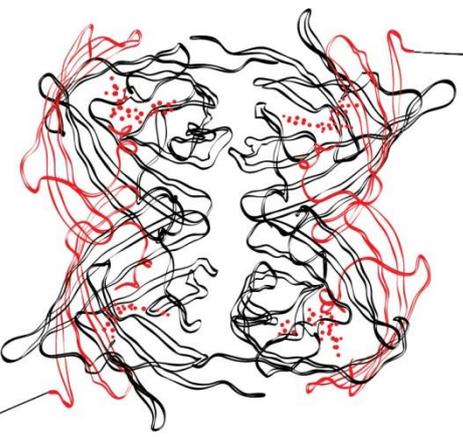
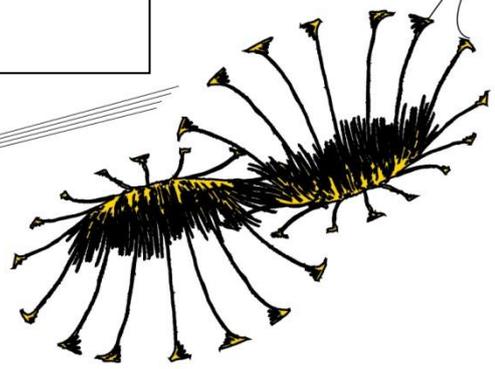


**General conditions
student on call-worker**



**Kenmerk: 4416
Datum: 31 december 2019**

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1 General

You are employed by the University of Twente as a student on-call worker for the ad-hoc performance of services. The employment has been entered into accordance with Article 2.3 paragraph 12 of the Collective Labour Agreement Dutch Universities. You are obliged to comply with a request for the performance of services. This is referred to as an obligation to appear (verschijnplicht).

2 Salary

You will be paid per hour. The level of the hourly salary depends on the work that you carry out. We calculate the hourly salary by dividing the gross monthly salary associated with the work by 165. If you work unusual hours (all hours on Saturdays, Sundays or holiday days and all hours on Monday through Friday between 20:00 and 7:00), we will include the supplement for irregular hours in your (average) gross salary. Payment takes place on a monthly basis. You must keep a record of the hours and days worked via the web application UT-flex.

3 Holiday leave

You are entitled to holiday leave as referred to in Article 4.7 paragraph 1 of the Collective Labour Agreement Dutch Universities pro rata the number of hours worked. As a rule, the UT will calculate the entitlement to holiday leave upon commencement of the employment and subsequently upon commencement of each calendar year. The entitlement to and taking up of leave are subsequently recorded in a digital leave card. Because it is not known in advance how many hours a student on-call worker will work in a calendar year, another method has been opted for in UT-flex: you receive your holiday leave not in the form of paid time off, but in the form of a supplement to your gross hourly pay. The level of this supplement is 11.72 %.

4 Holiday allowance

The holiday allowance is calculated monthly and amounts to 8% of the actual monthly salary. Normally, the UT pays out the holiday allowance in the month of May. UT-flex pays out the allowance monthly, together with the salary payment.

5 End-of-year bonus

The end-of-year bonus is calculated monthly and amounts to 8.3% of the actual monthly salary. Normally, the UT pays out the end-of-year bonus in the month of December. UT-flex pays out the bonus monthly, together with the salary payment.

6 Compensation of transition payment

You also receive a compensation for transition payment. The amount of the compensation can be found on your salary specification. This means that you are not entitled to a transition payment on termination of your employment contract. UT-flex pays out the compensation of transition payment monthly, together with the salary payment.

7 Pension fond, social security

During your employment, you will accrue pension with the ABP pension fund. As a result of your employment, you are subject to the Healthcare Insurance Act. This means you are legally obliged to take out Dutch healthcare insurance (basic insurance).

8 Reporting sick

If you are unable to work due to illness, you must report this before 10 am to your manager.

9 End of employment

The employment contract is entered into in the form of a non-recurring temporary employment contract for the duration of the study. This employment will end by operation of law when you are no longer registered as a student at the university or if you have discontinued your study. If you have a permanent position as a student on-call worker, this employment will end at your request once you are no longer registered as a student at the university.