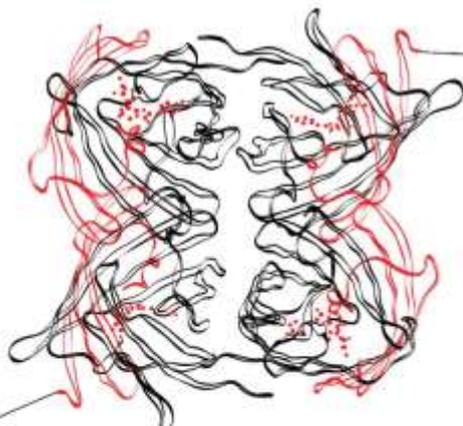
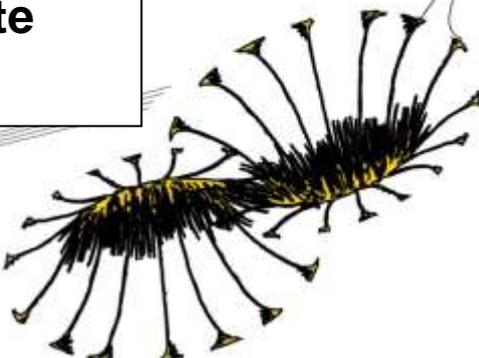




**Remuneration and compensation  
scheme for roles in university  
bodies University of Twente**



**Reference: EB OUT - 6269**  
**Adopted by the Executive Board: 25**  
**March 2024**  
Latest amended 1 September 2024 for  
the year in office 2024-2025



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These scheme sets out reimbursements and/or compensation for some roles within university bodies of the University of Twente. For each role, the remuneration and/or compensation is shown, which the relevant person and/or section receives for the time and effort put into that role. Following this regulation are explanatory notes and the overview of allowances and compensations.

## **SECTION 1        GENERAL**

### ***Article 1 Terms and definitions***

The following terms and definitions apply to these regulations:

- a. *Executive Board*: Executive Board of the University of Twente
- b. *Compensation organisational component of the unit*: reimbursement for a organisational component of the unit for the time the employee spends on the role in a committee as referred to in these regulations
- c. *Employee*: a person in the employment of the university
- d. *Student*: the person registered as a student at the university
- e. *University*: University of Twente (UT)
- f. *Examination Board*: *The Board as stipulated in article 7.12 of the legislation;*
- g. *Student Assessor*: *the student as referred to in Article 18 paragraph 4 BBR;*
- h. *Attendance fee*: Reimbursements that the student receives per year in office members of participation bodies receive per year in office for fulfilling the role of adviser in a university body
- i. *Full-time employment*: employment of 38 hours per week
- j. *WHW*: : Higher Education and Scientific Research Act
- k. *Year in office student assessor*: Year in office student assessor: The student assessor shall be appointed by the Executive Board for a term of one year, following nomination by the Faculty Board. Usually the period is from 1 September of a calendar year to 1 September of the following calendar year;
- l. *The term of office Examination Board members*: the term for which the member of the examination committee was appointed. The term of office is defined in the faculty regulations.

## **SECTION 2        EXAMINATION BOARD**

### ***Article 2 Compensation organisational component of the faculty***

1. For employees who are members of an examination board, the part of the faculty to which a member of the examination board belongs shall receive a compensation of 5% of that member's personnel costs based on full-time employment.

2. For the employee who is chair of the examination board, the part of the faculty to which the chair of the examination board belongs shall receive an additional compensation of 5% of the personnel costs of that member based on full-time employment.
3. The compensation stated in paragraphs 1 and 2 will be charged to the faculty.

### **SECTION 3          STUDENT ADVISOR ROLES IN UNIVERSITY BODIES**

#### ***Article 3 Reimbursement student assessor faculty board***

1. Students who are student assessors to the Faculty Board under Article 18(4) of the Administrative and Management regulations (BBR) shall receive attendance fee pay per year in office.
2. The fee mentioned in paragraph 1 shall be paid by the faculty to which the student assessor belongs. The amount of the fee is included in the compensation and fees overview attached to these regulations.

### **SECTION 4          FINAL PROVISIONS**

#### ***Article 4 Final provisions***

1. If the employee or student is only a member of a participation body during part of the year in office, the compensation of reimbursement will be paid in proportion to the number of months served.
2. In exceptional cases, the Executive Board may decide to deviate from this provision.
3. In cases which have not been foreseen by these regulations, the Executive Board is empowered to make decisions.
4. Indexation of the reimbursements mentioned in these regulations will take place annually based on the Collective Labour Agreement for Dutch universities and these will be modified in the overview of reimbursements for roles in university bodies.
5. These regulations shall enter into force on 1 April 2024 and were adopted by the Executive Board on 25 March 2024.

# **Explanatory notes to the remuneration and compensation scheme for roles in university bodies UT**

## **Section 2 Examination Board**

### Article 2

- Paragraph 1 and 2: The (additional) compensation to the organisational component of the faculty is calculated based on the gross salary scale of the employee in question, in addition to social security contributions based on full employment.
- Compensation for the organisational component of the faculty of 5% of the personnel costs in the case of full-time employment means that the organisational component will be compensated for 80 hours for a member of an Examination Board and 160 hours per year for the member who chairs the Examination Board. This compensation applies to both full-time and part-time employees and is calculated based on full employment of 1600 effective hours per year.

## **Section 3 Student advisors**

### Article 3

- Paragraph 1: The attendance fee for the student assessor is untaxed. The amounts are paid net.

# Overview of remuneration and compensation of roles in university bodies UT

Overview Remunerations and compensation roles in university bodies UT			
Year in office 2024-2025			
Role	Attendance fee	Per year in office rounded in €	Compensation organisational component of the faculty (in % gross salary plus social charges surcharge)
<b>Examination Board</b>			
Member Examination Board (art. 2 lid 1)			compensation 5%
Chair Examination Board (art. 2 lid 2)			additional compensation 5 %
<b>Student advisors</b>			
Student assessor (art. 3 lid 1)	Attendance fee	6137 (511/m)	