



Lunch discussion:

*“Employment conditions
for PhDs at the UT”*

PhD Network University of Twente (P-NUT)



Program:

- 12.35-12.40: **Welcome & Introduction**
- 12.40-13.05: **Training & Supervision Plan and Yearly evaluation**
- Introduction by Netty Kollen (PA&O CTW)
- Discussion
- 13.05-13.30: **PhD employment issues & rights**
- Introduction by Marianne Scholten (Union consultant)
- Discussion
- 13.30-13.45: **Questions / Remarks (about PhD)**



“Training & Supervision Plan (TSP) and yearly evaluation”

Netty Kollen (PA&O CTW)



Training and Supervision Plan

- Why?
- CAO art. 6.8
- For employer and employee



Form

1. Employment University
2. Research plan
3. Training plan
4. Teaching and other duties
5. Supervision plan

http://www.utwente.nl/pao/info_voor/aio/



Form

6. Research facilities
7. Reports
8. Appraisal interviews and annual interviews
9. Schedule
10. Adjustments to the plan
11. Signature



Annual interview

- Why?
- CAO art. 6.6
- For employee and employer



Form

1. Employment
2. Progress report
3. Functioning
4. Agreements
5. Adjustment Training and Supervision Plan
6. Signatures

http://www.utwente.nl/pao/info_voor/aio/



Discussion

- Did you ever see the forms for:
 - Training- and Supervision Plan
 - Yearly evaluation
- What are the benefits of the Training- and Supervision Plan?
- Do all PhDs have the yearly interview and is it useful?



Discussion

- What happens with the forms?
- What improvements could be made to the forms normally used?



“PhD employment issues & rights”

Marianne Scholten (Union consultant)



Union Consultant

- Who I am
- What I do
- Where to find me



Rights Doctoral Candidates

- Basically: CAO-NU → Collective Labour Agreement of Dutch Universities
- Additional and further detailed: Regulations for employees at the University of Twente

<http://www.utwente.nl/p-nut/Links/>



Possible problems

- Training and guidance plan is not applied or not sufficiently
- Conflict about your work / assessment / consultation interview
- After 3 years you have been told that “you will not make it”
- Reorganisation



What if?

- Objections / complaints procedure
- Vertrouwenspersoon /
Vertrouwenspersoon ongewenst gedrag/
Trusted representative
- Vakbondsconsulent / Union Consultant



Discussion

- "My Training & Supervision Plan is my guarantee for a successful PhD."
- "As a doctorate I do not need to be member of a union. Everything has been taken care of!"



Information

- [Contact Union consultant AbvakaboFNV at UT](#)
- <http://www.abvakabofnv.nl/>
- [Collective Labour Agreement \(CAO\) of Dutch universities 1 january 2006 to 31 august 2007](#)
- [Personeelsvertrouwenspersonen](#)
- [Vertrouwenspersonen ongewenst gedrag](#)
- [Bezwaar en beroep \(objections\)](#)
- [Klachten \(complaints\)](#)



Questions / Remarks

(Anything..)



University of Twente
The Netherlands

Thanks for your input!