

Annual Report

E.U.R.O.P.A. 2016.

Erasmus University Rotterdam Personnel Matters Consultation Meeting



PREFACE

After a turbulent 2015, in which particularly the reorganisation of the USC demanded a lot of attention, 2016 was a much calmer year. In the summer of 2015, I took over the role of Chairperson when Jan Sirks retired. I felt completely at home in this role in 2016.

In the discussions regarding the work-related expenses scheme and employment condition funds at the end of 2015 and early 2016, the theme of 'mobility' was further addressed and elaborated, after this had already taken shape in 2014 and 2015 following the redeployment investigations in the framework of various reorganisations. Voluntary mobility was realised through the introduction of a career coach and personal career budgets were set. This was all done in good cooperation with the employer. Although discussions were regularly 'intense', in keeping with Rotterdam's traditional way of working, good relationships came first.

It is expected that 2017 will be another 'calm' year, but also a year in which to take yet more useful measures. We are also looking particularly towards the design of our desired ombudsman position and the development of policy to address the issue of 'work pressure'. We will also be working closely with the University Council so that we can reach good agreements with EUR.

Roel Pieterman

(Chairperson)

GENERAL

The CLA states that issues regarding the legal status of employees at a university should be discussed in the Local Consultation. EUROPA (Erasmus University Rotterdam Personnel Matters Consultation Meeting) is the local consultation for Erasmus University. The CLA also states that EUROPA has a number of specific authorities, including regarding travel and subsistence expenses, the payment of business travel, regulations regarding the provision of bonuses for special employment performance, the Terms of Employment Options Model and regulations regarding carrying out ancillary activities.

EUROPA also plays an important role in reorganisations and a social policy framework was agreed with the Executive Board. During reorganisations, additional agreements are made where necessary regarding the social measures taken, in which the starting point is that any negative consequences for individual employees should be limited as far as possible. Various framework provisions have been incorporated in the CLA, which can or must be further elaborated at institution level. For instance, there are responsibilities for developing policy for employee groups that are at a distance from the labour market and regarding the influx and career policy for women. EUROPA monitors this and considers this together with the Executive Board. Finally, it is important that funds are available at institution level to spend on (decentralised) employment conditions. EUROPA takes the decision regarding the allocation of these funds. These funds are allocated to areas including employment conditions and policy that aims to increase employee employability.

Further details about the local consultation at EUR can be found on the www.eur.nl/europa website.

EUROPA comprises representatives of the four trade unions that are involved in the CLA negotiations, namely:

Mr. R. Pieterman (Chairperson, member of VAWO)

Mr. J.P.J.M. Essers (member FNV Overheid)

Ms. J. Klerks (external consultant ACHOP)

Ms. S. Marsman (external consultant CNV Publieke Zaak) until 1 September 2016

Ms. W. Pijnacker (external consultant CNV Publieke Zaak) from 1 September 2016

Mr. R. Plug (external consultant FNV Overheid)

Mr. G. Touburg (member of VAWO)

Ms. A. J. Veerman (external member of ACHOP)

Ms. M. Vos-Hessels (member of CNV Publieke Zaak)

EUROPA is supported from the Administrative Legal Affairs department by Ms. P. C. E. de Jong-De Geus (secretary).

The Consultation Meeting is chaired by Mr. B. J. H. Straatman, Member of the Executive Board. He is advised in this by Ms T. van der Brugge, HR Unit Manager. The official support is provided from the Administrative Legal Affairs department by Ms. P. C. E. de Jong-De Geus.

EUROPA met nine times in 2016. The consultation meeting took place eight times. The following subjects were addressed:

Employment conditions' funds

EUR introduced the fiscal work-related expenses scheme in 2016. The scheme entails that no more than 1.2% of the total fiscal salary from EUR may be spent on untaxed benefits, allowances and provisions for employees. Various employment condition provisions fall under this scheme.

EUROPA has been focusing on the elaboration of this. For instance, the subsistence allowance has been retained and a new bicycle plan has been established. EUROPA also ensured that untaxed benefits and allowances, together with the previous years' surplus, were used for employee mobility, including the appointment of a career counsellor and the release of funds for the "Career Budget".

At the end of the year, it appeared that there was still a surplus of available resources. This surplus amounts to approximately 1 million and enabled a contribution to be made to the additional employee bonus of 100 Euro in the December salary payment. A policy will be produced in 2017 regarding the practical use of this surplus.

Realised in 2016

	Begroting 2016	Begroting 2016 +	Besteding 2016
Beschikbaar budget = % rijksbijdrage	2.210.000,00	2.210.000,00	2.845.524,64
Restant budget mobiliteit 2015		635.524,64	
		2.845.524,64	
Opgenomen Allocatiemodel (decentraal)			
ADSL	290.000,00	290.000,00	236.847,25
Ouderschapsverlof	31.000,00	31.000,00	31.000,00
	321.000,00	321.000,00	267.847,25
Bestemming (194000)			
DIES	583.000,00	583.000,00	803.194,16
Kerstpakketten	200.000,00	200.000,00	174.399,52
Sportkaart	17.000,00	17.000,00	23.760,00
Compenstatieregeling faculteiten	45.000,00	45.000,00	39.950,00
Vakbondscontributie			19.807,25
Fietsvergoeding			9.290,25
Reintegratie werk-naar-werk	200.000,00	200.000,00	42.813,39
Vitaal@work			16.600,00
Totaal	1.045.000,00	1.045.000,00	1.129.814,57
Mobiliteit			
Loopbaanportal	30.000,00	160.000,00	43.942,10
Loopbaanadviseur	100.000,00	153.259,65	179.721,14
Loopbaanactiviteiten	30.000,00	58.857,35	25.111,41
Loopbaanbeleid OBP	-	20.000,00	20.000,00
Training	-	98.471,00	20.348,76
Communicatie	15.000,00	89.936,64	26.245,80
Overige/personele inhuur	-	75.000,00	26.159,80
Carriere budget	660.000,00	815.000,00	30.423,54
Totaal investering mobiliteit	835.000,00	1.470.524,64	371.952,55
Overig	9.000,00	9.000,00	-
Totaal begroot/besteed	2.210.000,00	2.845.524,64	1.769.614,37

EUROPA has kept its finger on the pulse regarding the allocation of funds throughout the year.

Reorganisations

Faculty of Philosophy: Communications within the faculty regarding this reorganisation did not run flawlessly. The "work to work" process was used for two members of the support staff. In the 317th meeting, EUROPA approved the abridged reorganisation procedure, where the social policy framework was applicable.

USC ER&S: EUROPA worked closely with the relevant service committees. The service committees had concerns regarding work pressure and the changes to UFO profiles. The further embedding of OS at USC ran without significant problems.

LAW: The reorganisation of secretarial support was supposed to run according to the abridged procedure, but circumstances meant that this took over a year. EUROPA approved the proposed personnel plan.

Renewed P&D pilot

After a pilot was started at USC in 2015, this was extended to the General Management Directorate in 2016.

EUROPA discussed the USC P&D evaluation and the introduction of the new P&D within EUR. The following points arose:

- Only a small section of the pilot was implemented for academic staff.
- The report stated that, in accordance with the regulation, managers should discuss the assessment of employees with other managers. This is to ensure that the assessment is as careful, reliable and identical as possible. EUROPA stated that the privacy of the discussed employees should be safeguarded in this.
- In relation to the P&D cycle, focused and balanced control of both the results as well as development is needed. **Managers and employees are also both responsible for good implementation and for the follow-up to the agreements made.**
- The five-point system used led to various questions. EUROPA discussed whether there were sufficient opportunities to make a distinction between employees who are 'satisfactory' and others who stand out.

EUROPA approved the university-wide introduction of the renewed P&D cycle.

Academic integrity oath for PhD students (and other employees)

Academic staff is obliged to take an integrity oath. EUROPA asked a question regarding the added value of this. Legally, this falls under the obligation of good employership. The VSNU Integrity Code also offers clear frameworks. EUROPA stated that, if EUR is going to adhere to the oath, a clear regulation should be developed that is harmonised with the participation in decision-making.

The abridged reorganisation procedure

The abridged reorganisation procedure is a regulation ensuring that there are no serious legal status consequences for an employee involved in a reorganisation. This enables a reorganisation to be organised more quickly. The regulation for this procedure ended at the end of 2015. It was agreed that this should be evaluated before drawing up a new regulation. The evaluation took place in the spring. EUROPA has indicated that it wishes to be involved in a decision to apply the abridged procedure to a reorganisation. We have also advocated that an abridged procedure should not take longer than six months. EUROPA has approved a new regulation incorporating these and other requirements.

Training courses

EUROPA asked for an overview of the allocation of funds for training courses, distributed across academic and support staff. This was partly following employee complaints that they were unable to follow any training courses, because no training budget was available. The request partly also resulted from the new regulation for the personal career budget. Insight into the extent to which this was used resulted in questions regarding the use of standard training budgets.

According to the Executive Board, 3% of the EUR net salary amount is intended for standard training courses.

Restriction of temporary employment contracts

It was agreed in the 2015-2016 CLA that, nationally, temporary contracts may not exceed 22% of the total workforce. EUROPA considered the EUR outcome of fewer than 20% to be extremely surprising. It was agreed that this situation should continue to be monitored. Also independently of the CLA agreement, EUROPA will continue to work hard towards the highest possible job security for its employees. In accordance with CLA agreements, the positions of tutors and those of 4 years or longer, are no longer incorporated in the overview. Our joining the University Council's Sustainable Workforce Working Group at the end of 2016 ensured that this theme has received a broader support base.

Ombudsman role

For the reorganisation of USC, EUROPA has enlisted the support of an ombudsman, Ms. B. Peters. The position was evaluated after the end of the reorganisation and it became clear that Ms. Peters' input was valuable. For this reason, EUROPA is a major proponent of continuing this position within EUR. EUROPA is again acting together with the University Council in this. In 2016, our objective led to EUR conducting an investigation into those related provisions that are already in place - such as the confidential advisor. The 'total picture' will be evaluated in 2017 and a decision will be taken as to the position of an ombudsman function within the entire EUR.

Regulations

EUROPA has the impression that not all regulations regarding personnel have been adopted by them. They requested a total overview of the number of personnel regulations. The location of these regulations should also be made clearer for employees. This was to be arranged by HR following the introduction of an intranet in April 2017.

Participation Act

The number of employees with a disability is lagging behind the number required by the act. EUROPA has expressed its concern about this.