



## HvA JobService B.V.

### HvA JobService post-contractual unemployment and incapacity for work benefit

As an employee of HvA JobService, under certain conditions and depending on the place where you have been assigned to work, you may be entitled to a supplement to any statutory unemployment, sickness or incapacity for work benefit that you may need to claim. The right to any such supplement is determined by the regulations laid down in the terms of employment of the HBO council (the employers' organisation of the universities of applied sciences) as these may apply from time to time.

HvA JobService follows these regulations as if it were the employer as meant in the regulations and you were the employee in question. You can find more information about the regulations (only in Dutch) at <https://www.verenighogescholen.nl/kennisbank/cao-s-en-arbeidsvoorwaarden/artikelen/werkloosheids-ziekte-en-arbeidsongeschiktheidregelingen>

For these supplementary regulations, HvA JobService needs certain information from you, such as a copy of your benefit slips and payslips. You must also be cooperating in any re-integration agreements made. HvA JobService also expects you to provide any relevant information (at its request or on your own initiative) that is relevant to your being awarded a post-contractual benefit.

The post-contractual benefits are for:

#### **Unemployment**

As an ex-employee of HvA JobService, you may be entitled to claim Statutory Unemployment Benefit (WW). In this case, you may also be entitled to a supplementary benefit under the terms of the Non-Statutory Unemployment Regulation of the Universities of applied sciences (BWRHBO).

Statutory Unemployment Benefit (WW) is administered by the government's Employee Insurance Administration Agency (UWV), the Post-Contractual Unemployment Benefit (BWRHBO) is administered by HvA JobService.

The supplementary benefits are linked to the statutory benefits: if you are not receiving Statutory Unemployment Benefit, you are not eligible for Post-Contractual Unemployment Benefit. Moreover, there are a number of obligations you must fulfil. For example, you have an obligation to seek work, and you must inform the UWV and HvA JobService if you have any other income. Full details of your obligations can be found in the Unemployment Insurance Act and the BWRHBO. This Act and the BWNU also contain the sanctions that may be imposed if you fail to meet your obligations.

Whether or not you are entitled to a post-contractual benefit is determined by the BWRHBO. The BWRHBO benefit may comprise two parts: a supplementary benefit and a consecutive benefit. The **supplementary** benefit is paid on top of the Statutory Unemployment Benefit. In the first six months you are entitled to 75% of your latest income. Secondly your right to a supplementary benefit is determined by whether your final salary is higher than the maximum daily wage limit for Statutory Unemployment Benefit. The term of the supplementary benefit

is equal to the term of the Statutory Unemployment Benefit. The **consecutive** benefit may be awarded after the expiry of the Statutory Unemployment Benefit. Your right to a consecutive benefit depends on your age and your length of service in the education sector. The term of the consecutive benefit is subject to a maximum and also depends on your age. In addition to the supplementary and consecutive benefits, the BWNU regulations also allow for a **shortfall** benefit.

To apply for this, you must meet the relevant conditions. If you have any questions or would like more information, please contact [bureau@hvajobservice.nl](mailto:bureau@hvajobservice.nl)

If you intend to make use of one of these regulations, you must submit your application to HvA JobService within **seven working days** of the start of your Statutory Unemployment Benefit.

### **Incapacity for work**

If, as an employee or ex-employee of HvA JobService, you become incapacitated for work, you may be entitled to claim a supplementary benefit under the terms of the Sickness and Disability Scheme for the Universities of applied sciences (ZAHBO). The right to such a benefit may apply during or after your term of employment and is subject to a number of conditions and obligations which are laid down in the Sickness and Disability Scheme for the Universities of applied sciences (ZAHBO).

If you wish to claim a supplement to your Incapacity for Work Benefit, it is important that HvA JobService has taken out a collective 'Return to Work (Partial Capacity for Work) Regulations (WGA) shortfall insurance, Enhanced' on your behalf, as it is under this insurance that you may be entitled to a supplement to the Incapacity for Work Benefit. If this is the case, you should notify Nationale Nederlanden yourself of your incapacity for work.



## HvA JobService B.V.

### Declaration of consent for provision of information to employer in post-contractual period

To reach a correct decision concerning any post-contractual benefits, HvA JobService B.V. needs certain information from you.

1. If you wish to claim one of the post-contractual benefits, you must notify HvA JobService of this within seven working days of the start of your statutory benefit from the UWV;
2. Your notification must include a copy of evidence of your right to a statutory benefit from the UWV;

HvA JobService subsequently requires you to submit a copy of your UWV benefit slip each month.<sup>1</sup>

- Once HvA JobService has received your data, it will assess your eligibility for a post-contractual benefit;
- In the event of a positive assessment, you will receive your first post-contractual benefit payment in the following month, on the basis of your benefit slip issued by the UWV.

Finally, we would like to draw your attention to the following:

1. If you wish to claim the so-called shortfall benefit, you must apply for this three months before it is due to commence (i.e. in the 21st month of your Unemployment Benefit);
2. To receive this benefit, you must consent to HvA JobService hiring a third party to help you return to the labour market;
3. If you wish to claim a consecutive benefit, you should notify HvA JobService of this six months before the end of your shortfall benefit. To process your application for consecutive benefit, we need more information from you. During this six-month period HvA JobService will request this information from you and assess your application.
4. If you wish to claim a supplement to your sickness or incapacity for work benefit, your application will need to be individually assessed for eligibility.
5. HvA JobService has taken out a collective 'Return to Work (Partial Capacity for Work) Regulations (WGA) shortfall insurance, Enhanced', under which you may be entitled to a supplementary benefit. If this is the case, you should notify Nationale Nederlanden yourself of your incapacity for work;

By signing this letter you indicate your consent to the above procedure(s). You also give explicit consent to the necessary processing of your personal data required for payment of a post-contractual benefit.

Date:.....

Name and signature of employee:

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*HvA JobService is aware that it may not gather personal data concerning you from other organisations without a legitimate basis for doing so. It may only do so if this is compatible with the purpose for which the data are gathered. In this situation HvA JobService B.V. needs these data to process your application for a post-contractual benefit and the payment of any such benefit. You can find the privacy policy and statement of HvA JobService (in Dutch only) at [www.HvAjobservice.nl](http://www.HvAjobservice.nl)*