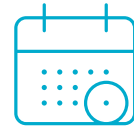
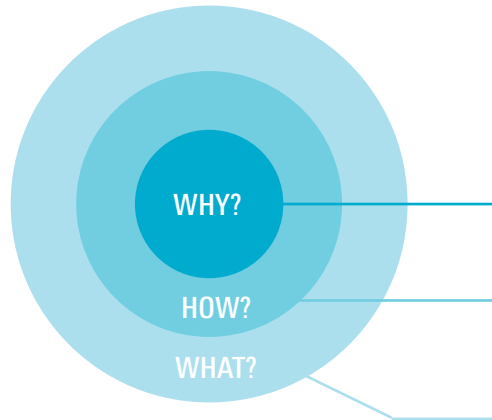


# CONTINUOUS REDUNDANCY PLAN

## YOUR JOB MATTERS. AND SO DO YOU.



### CONTINUOUS REDUNDANCY PLAN 1 DECEMBER 2022 – 31 DECEMBER 2024

Organisational adjustment and change are a continuous process. This can affect functions and tasks.

University of Twente is actively committed to maintain employment and offers preconditions and facilities to maintain your own value on the labour market (long-term employability).

A continuous redundancy plan that includes agreements on employment, legal status and terms of employment.



WHY DOES UNIVERSITY OF TWENTE HAVE A CONTINUOUS REDUNDANCY PLAN?

University of Twente (UT) aims to be a good employer. Even in a world in which adaptation and change are continuous processes. UT therefore makes efforts to apply an active employment policy and long-term employability. The Continuous Redundancy Plan is designed to limit possible consequences of changes in the organisation for employees.

HOW WAS THE CONTINUOUS REDUNDANCY PLAN DEVELOPED?

The Continuous Redundancy Plan is the result of negotiations between the Executive Board (CvB), local unions and the employee participation body at UT (OPUT). It complements the social policy as written in the Collective Labour Agreement for Dutch Universities (CAO NU).

HOW TO MAINTAIN MY LONG-TERM EMPLOYABILITY?

University of Twente strives for a culture in which it is natural to keep developing yourself. This is facilitated by, amongst others, the Career Development Center (CDC), online courses through GoodHabitZ and, of course, annual reviews (FJUT).

WHERE CAN I ASK QUESTIONS?

Feel free to contact your manager or HR-advisor in case you have any questions.