

CLA for PostNL

1 April 2022 up to and
including 31 March 2024

*English translation of the Dutch text of the PostNL collective labour
agreement 2022-2024 (cao voor PostNL 2022-2024)*





Contents

Contents	2
Reader's guide	3
1. This Collective Labour Agreement (CLA)	4
2 Employment contract	7
3 Obligations of the employer and the employee	9
4 Length of the working week and working hours	13
5 Holidays and leave	17
6 Position and remuneration	22
7 Allowances and supplements	28
8 Other reimbursements, payments and allowances	33
9 Choices in employment conditions	44
10 Fit for work	47
11 Facilities	50
12 Pension	55
13 Trade union contribution and trade union facilities	57
14 Arrangements between parties to the CLA	59
15 Definitions	61
16 Appendices	66

Disclaimer

This is an English translation of the Dutch text of the PostNL collective labour agreement 2022-2024 (cao voor PostNL 2022-2024). The translation of this text was prepared with utmost care. However, PostNL cannot accept any liability for errors or omissions in this translation or for the direct or indirect consequences of acts or omissions based on this translation. No rights of any nature whatsoever may be derived from the compilation and content of the translation. Disputes with regard to this agreement may only be submitted to the competent Dutch court. In the event of any dispute with regard to the interpretation of the translated text, the original Dutch text of the PostNL collective labour agreement 2022-2024 shall prevail.



Reader's guide

As an [employee](#), you take centre stage in this [CLA](#). The texts were written from the position of the employee (m/f/x). In this CLA, the employee is referred to with you. [All definitions](#) can be found in Chapter 14.

The CLA has 3 types of arrangements:

1. arrangements that apply to everyone
2. arrangements that apply to **Group A**
3. arrangements that apply to **Group B**.

In the case of deviating arrangements, it is clearly stated to which group they apply. In [Article 1.2](#) you can find which companies fall under which group.

The CLA was written with the employee in [full-time employment](#) as a starting point. Do you work [part-time](#)? Then your salary and holiday hours are derived from this.

Do you have any questions or comments about the CLA? Please contact the [HR Service Desk](#) or the representative of your trade union.



1. This Collective Labour Agreement (CLA)

1.1 Parties to the CLA

The parties to the CLA are:

1. PostNL N.V.

PostNL N.V. represents the following companies:

- Koninklijke PostNL B.V. in The Hague
- PostNL Holding B.V. in The Hague
- PostNL Pakketten Benelux B.V. in The Hague
- PostNL TGN B.V. in The Hague
- PostNL Transport B.V. in The Hague
- G3 Worldwide Mail N.V. in The Hague
- PostNL Real Estate B.V. in The Hague
- PostNL Data Solutions B.V. in The Hague
- PostNL Customer Excellence B.V. in The Hague
- PostNL Cross Border Solutions B.V. in The Hague

and

2. the following trade unions:

- Bond van Post Personeel, in Tilburg
- CNV Publieke Diensten, part of CNV Connectief, in Utrecht

1.2 Scope

1. This [CLA](#) applies to you:
 - if you are employed by the [employer](#);
 - and if you have been classified in one of the salary scales in this [CLA](#).
2. This CLA does not apply to you in the following cases:
 - You have an employment contract for a definite period of 3 months or less. Is the employer going to conclude another employment contract for the same work with you within 3 months after this period? And does the total duration of the employment contracts amount to more than 6 months as a result? From that moment on, this CLA will also apply to you. Holiday work and additional work to absorb peak pressure are not included in the 6-month period.
 - Your employment contract stipulates that the [CLA for Saturday deliverers](#) applies to you.
 - Your employment contract stipulates that the [CLA for mail deliverers](#) applies to you.
3. The CLA has 3 types of arrangements:
 - arrangements that apply to everyone
 - arrangements that apply to **Group A**
 - arrangements that apply to **Group B**.

In the case of deviating arrangements, it is clearly stated to which group these apply.
4. You are part of **Group A** if you are employed by:
 - Koninklijke PostNL B.V.
 - PostNL TGN B.V.
 - PostNL Holding B.V.
 - PostNL Real Estate B.V.
 - PostNL Data Solutions B.V.
 - PostNL Customer Excellence B.V.
 - PostNL Cross Border Solutions B.V.



5. You are part of **Group B** if you are employed by:
 - PostNL Pakketten Benelux B.V.
 - PostNL Transport B.V.
 - G3 Worldwide Mail N.V.
6. Do you work for the employer as a temporary agency worker? In derogation from the applicable CLA for Temporary Agency Workers, you will receive a salary, allowances and supplements in accordance with this CLA.

1.3 Duration

1. This CLA runs from 1 April 2022 to 31 March 2024 inclusive.
2. This CLA will be registered as a collective labour agreement. This CLA replaces all previous versions of the CLA for PostNL. Remaining in effect of the previous versions of the CLA for PostNL is excluded. You can no longer rely on them.

1.4 Collective salary adjustment and one-off payment

1. As from 1 April 2022, your monthly salary will be increased as follows:

Scales 1 and 2	4.5%
Scales 3 through 7	4.0%
Scales 8 through 13	2.5%

Payment of this salary increase will take place with retroactive effect in December 2022. You will only receive the salary increase if you are actually employed by the employer at the time the salary increase is paid (December 2022).

As from 1 June 2023, 1 September 2023 and 1 January 2024, your monthly salary will be increased as follows:

Commencement date	Salary increase
1 June 2023	2.0%
1 September 2023	2.0%
1 January 2024	1.0%

Is there an increase in the salary and the minimum wage at the same time? In that case, the employer will first apply the collective salary increase. Does a step in the salary table fall below the minimum wage applicable to it? In that case, the minimum wage amount will apply.

2. In February 2023, you will receive a one-off gross payment of 1.5% of the annual salary. Your annual salary is calculated based on the monthly salaries from January 2022 to December 2022, including additional hours and holiday allowance. Did you enter the employment after January 2022? Then your annual salary will be calculated pro rata, based on the number of months you were employed in 2022. You will receive the one-off payment if you are employed on the reference date of 14 February 2023.

1.5 Nature of the CLA

1. This is a minimum CLA. This means that the employer may deviate positively from the arrangements in this CLA.
2. The employer may not deviate from the times and percentages as provided for in [Article 7.1.2, paragraph 3](#) (allowance for working at unusual times for Koninklijke PostNL's Operations business unit).

1.6 Amounts in the CLA

All amounts in this CLA are gross amounts, unless stated otherwise.



1.7 Deduction of social security contributions and taxes on payments, reimbursements and allowances

Are income tax, national insurance contributions and the employee's share of other social insurance contributions payable over a payment, reimbursement or allowance? In that case, they will be for your account.



2 Employment contract

2.1 The individual employment contract

1. You will receive an employment contract for a definite or an indefinite period. On entry into employment, you will receive a signed copy of your individual employment contract. Your employment contract meets the requirements of [Book 7, article 655 of the Dutch Civil Code](#).
2. Your individual employment contract states that this [CLA](#) applies to you. You will find this CLA on [Mijn PostNL](#). At your request, the [HR Service Desk](#) will send you the CLA.

2.2 Employment contracts with a minimum and maximum number of hours

1. The [employer](#) exercises caution in the use of employment contracts with a minimum and maximum number of hours.
2. The following conditions apply to employment contracts with a minimum and maximum number of hours:
 - The minimum number of hours is 35 hours per month.
 - The hours will be divided over periods of 3 or more consecutive hours.
 - The maximum number of hours exceeds the minimum number of hours by no more than 50%.
3. Have you not performed any [work](#)? And have you been employed for six months or less with an employment contract with a minimum and maximum number of hours? Then you will not receive any wages for the hours above the minimum number of hours in your employment contract.

2.3 Probationary period

1. Do you have an employment contract for 6 months or less? In that case, no probationary period applies to you.
2. Do you have an employment contract for more than 6 months? In derogation from the statutory probationary period, a probationary period not exceeding 2 months applies to both you and the employer.
3. The probationary period is stated in the signed copy of your individual employment contract.

2.4 Notice periods of an employment contract for an indefinite period for the employer

1. Does the employer want to terminate the employment contract with you? In that case, this is only possible [in writing](#). The notice period commences on the first day of the month following the month in which the employer gave notice of termination. In that case, the following notice periods apply:

Duration of the employment contract	Notice period
Less than 5 years	1 month
5 years or more and less than 15 years	3 months
15 years or more	6 months

2. The duration of your employment contract on the day on which the employer gives notice of termination determines the length of the notice period. For the calculation of the duration of the employment contract, the successive employment contracts with the employer will be added up.

Example 1

If the employer gives notice of termination on 17 February and you will have been employed by the employer for 5 years on 1 March, a notice period of 1 month will apply for the employer, because you have been employed for 4



years on the day of termination by giving notice. Your employment contract will then continue up to and including 31 March. This will be your last working day.

Example 2

If the employer gives notice of termination on 17 February and you have been employed for 5 years on 1 February, a notice period of 3 months will apply for the employer, because you have been employed for 5 years on the day of termination by giving notice. Your employment contract will then continue up to and including 31 May. This will be your last working day.

3. The employer may agree a longer notice period with you in your employment contract. In that case, the notice period for the employer will be the same as that for you. However, the notice period of the employer will never be shorter than the notice period referred to in paragraph 1 of this article.

2.5 Notice periods of an employment contract for an indefinite period for the employee

Do you want to terminate your employment contract? In that case, a notice period of 1 month will apply. You can only give notice of termination [in writing](#). The notice period commences on the first day of the month following the month in which you gave notice of termination.

Example

If you give notice of termination on 17 February and you have a notice period of 1 month, your employment contract will end on 31 March. This will be your last working day.

2.6 Termination of the employment contract for a definite period

1. Do you have an employment contract for a definite period? In that case, your employment contract will end [by operation of law](#). This means that your employment contract ends automatically:
 - a. at the time stated in your employment contract;
 - b. upon termination of the work or project for which you have been hired;
 - c. or upon the return of the temporarily absent [employee](#) whom you have replaced.
2. You or the employer may terminate an employment contract for a definite period prematurely. This will always be done [in writing](#), with due observance of the statutory notice period of at least 1 month. The notice period commences on the first day of the month following the month in which you gave notice of termination.

Example

If you give notice of termination on 17 February, your employment contract will end on 31 March.

2.7 Termination of the employment contract after 104 weeks of incapacity for work

1. Are you unable to perform your job because of incapacity for work? In that case, the employer will terminate the employment contract 104 weeks after the commencement of your incapacity for work.
2. Prior to the termination of your employment contract, a careful investigation into the possibility of reassigning you to a suitable position within the employer's company will be carried out first.
3. Are you incapacitated for work and [entitled to a state pension \(AOW\)](#)? In that case, your employment contract will be terminated after the expiry of the period stipulated in the Dutch [Working Beyond State Pension Age Act](#).
4. Will you have been employed with the employer for 25, 40 or 50 years within six months of reaching 104 weeks of incapacity for work? In that case, the employer will, at your [written](#) request, postpone the termination of your employment contract until the first day of the month following the month in which you celebrate your anniversary.



2.8 Termination of the employment contract on reaching the state pension age

1. Your employment contract ends [by operation of law](#) on the last day of the month in which you reach the [state pension age](#). This means that your employment contract ends automatically.
2. Immediately after reaching the state pension age, the employer may enter into an employment contract for a definite period with you in accordance with the [Working Beyond State Pension Age Act](#).

3 Obligations of the employer and the employee

3.1 Good employment practices

1. With regard to the [employer](#), good employment practices refer to everything the employer does and refrains from doing what a good employer should do and refrain from doing in similar circumstances.
2. The employer creates a positive working environment in which open communication, mutual respect and trust are key. The employer encourages you and offers you the leeway to enter into an open dialogue with your manager regarding (among other things) personal development, the balance between work and private life, career changes, and what you need from your manager to achieve this. Based on your personal stage of life, it may be useful - with a view to your sustainable employability - to mark time or to take a step aside, a step back or a step ahead in your career. The employer is open to a dialogue with you about such career changes and to (customised) solutions that promote your sustainable employability. In this way, good employment practices are put into effect.
3. You represent the interests of the company as a good employee. This means that, as an [employee](#), you do your work on the instructions of the employer in the best possible way. In addition, you are personally responsible for preventing absenteeism.

3.2 Provision of personal data to third parties

1. The employer will only pass on your personal data to third parties if this is in line with the purpose for which this data was originally collected. Such provision may not be contrary to the [General Data Protection Regulation](#).
2. The employer will first consult with the [employee participation body](#) if the provision of data to third parties is necessary for communication to groups of employees. This includes your name, address, town/city, postcode, and similar information. Do you have any objections to such provision? If this is the case, you can report this to the [HR Service Desk](#). The employer will not provide your personal data then.

3.3 Compliance with reasonable instructions

1. You comply with reasonable instructions from the employer.
2. If the employer considers it necessary, you will also perform work other than your usual work. Or you will work at a different [place of employment](#). This has to concern a reasonable assignment of - as a rule - a temporary nature. This will be discussed with you in advance.

3.4 New products and/or services

Are you part of **Group A** and do you work at Sorting or Delivery? In that case, the employer may also deploy you for new initiatives and tests to investigate the commercial and operational possibilities of new products and services. These have to lead to additional turnover for the employer and additional work for the employees. These new products and services also require access to the Mijn Werk app via a smartphone on the street.



3.5 Employability under exceptional circumstances pursuant to the Dutch Postal Act

1. The Dutch government ensures that sending and receiving post remains accessible and affordable for everyone in the Netherlands. The government has designated the employer to implement the basic postal services package in the Netherlands. This is called the universal postal service (*universele postdienst*, UPD). The Postal Act sets out requirements that the employer has to meet as a universal postal service provider. For example, placing sufficient letterboxes, but also requirements to ensure that postal transport is guaranteed in exceptional circumstances.
2. Pursuant to the Postal Act, the employer may therefore oblige you to continue to do your job in the event of exceptional circumstances. This concerns the performance of work related to (part of) the universal postal service.
3. The employer may also oblige you to perform other work if this work also relates to the performance of (part of) the universal postal service. Or to work in a location other than your usual [place of employment](#).

3.6 Work clothes

While at work, you always wear the work clothes that the employer provides to you free of charge. You can read all the information and terms and conditions about (wearing) work clothes on [Mijn PostNL](#). You are personally responsible for keeping the clothes clean. The costs of cleaning will be borne by you.

3.7 Confidentiality

You do not share any information about the company or customers and other (business) relations if the employer has indicated that this information is subject to a duty of confidentiality. Matters of which you can suspect that they are confidential are also covered by this duty of confidentiality.

3.8 Ancillary activities

1. Do you have any paid or unpaid ancillary activities in addition to your work for the employer? If this is the case, you have to report this to the employer upon commencement of your employment. Are you already employed? Then you have to report the ancillary activities before you start performing them.
2. You are not permitted to perform any ancillary activities if they:
 - compete with the activities of the employer;
 - are incompatible with your [position](#) with the employer;
 - are too burdensome for you in combination with your position with the employer;
 - harm the interests or the good reputation of the employer;
 - or are contrary to the Dutch [Working Hours Act](#).

Do you doubt whether the ancillary activities to be performed by you conflict with these criteria? In that case, you can ask the employer for permission for these ancillary activities. The employer will inform you of its decision [in writing](#) and with statement of reasons within 4 weeks.

3.9 Industrial and intellectual property rights

1. Have you achieved any results as part of your employment contract with the employer or thanks to company-specific knowledge and skills that you acquired at the employer? In that case, all industrial and intellectual property rights (IP rights) to these results will belong to the employer (automatically, pursuant to the law).

Examples of IP rights are:

- patent rights
- copyrights
- database rights
- trademark rights

You will therefore transfer all IP rights to the aforementioned results (or your share therein) and provide them to the employer if the employer so requests.



2. You immediately inform the employer [in writing](#) as soon as a result has been achieved. Results include in any event:
 - inventions
 - drawings
 - models
 - working methods
 - software
 - data files
 - literary, scientific or artistic works
3. The employer is entitled to create IP rights to your results, to dispose of these IP rights and to enforce them, both in and outside the Netherlands. At the request of the employer, you will cooperate in this. If you incur any costs in doing so, the employer will reimburse these costs.
4. At your request, the employer may waive its claim to the IP rights and the results in writing. The employer may attach further conditions to this waiver.
5. If the employer obtains a patent on a result achieved by you, you will receive a fair compensation for this.
6. Have results been achieved in collaboration with other persons who do not fall under this [CLA](#)? Then you will provide your cooperation to ensure that these persons:
 - transfer their share in such results and the IP rights thereto to the employer on reasonable conditions;
 - cooperate in the creation, disposal and enforcement of these IP rights by the employer. The employer offers you the cooperation and support required for this purpose.

3.10 Disciplinary measures

1. Do you fail to meet your obligations under your employment contract? In that case, the employer may impose the following disciplinary measures on you:
 - a warning or reprimand
 - a suspension (as part of this measure, the employer may suspend [your monthly income](#))
 - removing you from your [position](#) and/or classifying you into a lower position, temporarily or otherwise
 - dismissal
2. Are you (temporarily) removed from your position and/or are you classified into a lower position? In that case, the employer may decide that this will coincide with the awarding of a salary scale that is lower than the salary scale applicable to you at that time.
3. Are you, in the employer's opinion, breaking one or more of the following rules?
 - Ancillary activities ([Article 3.8](#))
 - Safety, health and well-being at work ([Article 10.6](#))
 - Rehabilitation obligations ([Article 11.7](#))
 - The [Group Policy on sickness](#)

If you are, the employer may impose the following disciplinary measures on you:

- a. a [written](#) warning;
- b. limitation of the continued payment of your monthly income during incapacity for work to the statutory minimum wage applicable to you;
- c. writing off up to 16 holiday hours from your holiday balance. Are you a part-time employee? Then the maximum will be determined pro rata.

3.11 Conscientious objections

1. Do you have serious conscientious objections to your [job](#) or any part of it? If this is the case, you can inform the employer of your objections. Is the employer convinced that you have serious conscientious objections? If that is the case, the employer will make efforts to find a suitable solution for you, within reasonable limits.
2. Has no suitable solution been found for you within 3 months? And are you still unwilling to perform the work in question after these 3 months? Then the employer may terminate your employment contract.
3. Paragraphs 1 and 2 of this article do not apply:



- if your objections already existed when you started in your job and you did not object at that time;
- and if, at the start of your job, you could reasonably expect your objections to impede your performance, and yet you did not inform the employer about your objections.

3.12 Right of complaint

Do you think that your interests have disproportionately been affected negatively by the employer? Then you can submit a complaint to the employer. You can read what you can complain about and how this works in the [Group Policy on complaints](#). This group policy was adopted in consultation with the [employee participation body](#). Before the employer takes a decision on the complaint, it requests advice from the Complaints Committee.

4 Length of the working week and working hours

4.1 Exceptions

Are you a driver of a car with a load capacity of more than 500 kilograms? In that case, the following subjects in this [CLA](#) do not apply to you:

- [length of the working week](#)
- [rest period](#)
- [breaks](#)
- hours of [work](#) per week

With respect to these subjects, the Dutch [Working Hours \(Transport\) Decree](#) applies to you.

4.2 Full-time employment

1. Are you part of **Group A**? And do you have a [full-time job](#)? In that case, a working week of 37 hours on average will apply to you.
2. Are you part of **Group B**? And do you have a [full-time job](#)? In that case, a working week of 39.25 hours on average will apply to you.

4.3 Maximum number of working hours per shift

1. Your [working hours](#) per [shift](#) may not exceed 9.5 hours. Are you part of **Group B**? In that case, the [employer](#) may increase your working hours per shift to a maximum of 10.5 hours. This can only be done in consultation between you and the employer, and on a voluntary basis.
2. Your working hours in your [roster](#) are no more than 45 hours per week.
3. The employer may lay down rules for the maximum amount of time you are allowed to spend on certain work associated with your [position](#).

4.4 Rules for working hours

1. Your shifts will be recorded in a [roster](#). This roster may apply for a period of three months, six months or one year, with the total number of hours corresponding with the average [full-time working hours](#). Do you have a full-time job? If this is the case, the [working hours](#) in your roster will be at least 30 hours per week and no more than 45 hours per week.
2. The employer adopts the [working hours scheme](#) after obtaining consent from the [employee participation body](#). Does the employer want to amend or cancel the working hours scheme? Then this will also be done in consultation with the employee participation body.

4.5 Deviations from working hours

1. The employer may deviate from the working hours as described in the articles:
 - Maximum number of [working hours](#) per [shift](#) ([Article 4.3, paragraph 1](#))
 - Working hours during [night shifts](#) ([Article 4.6, paragraph 1](#))
 - [Rest period](#) ([Article 4.7, paragraphs 1 and 2](#))The employer may only deviate from these provisions for urgent reasons of business interest.
2. Does the employer deviate? In that case, you will work a 14-hour shift per [day](#) or per night shift no more than once every consecutive period of 2 weeks, on the condition, however, that you have an uninterrupted rest period of at least 36 hours during a period of 7 x 24 hours.
3. Has the employer deviated from the working hours per shift? In that case, the employer will inform the [employee participation body](#) afterwards.

4.6 Night shift

1. Do you work a [night shift](#)? In that case, your [working hours](#) will not exceed 9 hours per shift. Do you work at Collecting, Sorting or Delivery? In that case, the employer may, for a maximum of 2 weeks, extend your night shifts to no more than 10 hours in the period around Christmas and New Year's Day.
2. You can [work](#) a maximum of 6 consecutive night shifts.
3. You can work a maximum of 140 night shifts in any period of 52 consecutive weeks. Or you work a maximum of 38 hours between 00.00 and 06.00 hours in any period of 2 consecutive weeks.
4. Are you 55 years of age or older? Then you are not obliged to work a night shift if 3 hours or more of the working hours in this shift are between 00.00 and 06.00 hours.

4.7 Rest period

1. Every consecutive period of 24 hours, you have an uninterrupted [rest period](#) of at least 11 hours. The employer may shorten your rest period to at least 8 hours once every consecutive period of 7 x 24 hours, on the condition that you do not have to travel to or from work during these 8 hours.
2. Did you work a [night shift](#) that ended after 02.00 hours? Then your rest period will be at least 14 hours. The employer may shorten your rest period to at least 8 hours once every consecutive period of 7 x 24 hours, on the condition that you do not have to travel to or from work during these 8 hours. Have you worked at least 3 night shifts in succession? And have you not worked a night shift immediately afterwards? Then your uninterrupted rest period after the last night shift will be at least 48 hours.
3. The employer aims to include an uninterrupted rest period of 48 hours in every consecutive period of 7 x 24 hours, meaning that you will have a five-day working week. Are you part of **Group A** and do you work at Collecting, Sorting or Delivery? In consultation with you, the employer may then, for a maximum period of 2 weeks, reduce your uninterrupted rest period in the period around Christmas and New Year's Day to an uninterrupted rest period of at least 36 hours per 7 x 24 hours instead of the normal rest period of 48 hours.

4.8 Break

1. Do your [working hours](#) in a consecutive [shift](#) exceed 5.5 hours? Then you are entitled to a [break](#) of at least 30 minutes.
2. Do your working hours in a consecutive shift exceed 8 hours? Then you are entitled to a 45-minute break, of which at least 30 minutes without interruption.
3. Are the interruptions in the working hours of your shift shorter than 15 minutes? In that case, these interruptions count as working time.
4. Are there any interruptions of 15 minutes or longer? The employer will then decide in which cases the interruptions - by way of exception - also count as working time.
5. There are two situations in which you may not be given a break:
 - You work in a solitary [position](#) where replacement during breaks causes organisational problems.
 - You must always be available if the nature of your work so requires.
6. Breaks count as working hours if you meet all of the following conditions:
 - You are part of **Group A**.
 - At least 3.5 hours of the working hours in your shift are between 00.00 and 06.00 hours.
 - Your break of an hour or less falls between 22.00 and 06.00 hours.

4.9 Sundays and public holidays

1. You do not have to work on Sundays and [public holidays](#). The employer may deviate from this if - in its opinion - the business interest makes this unavoidable. In that case, the following applies:
 - a. You work no more than 13 Sundays per 6-month period. You are entitled to at least 26 free Sundays per year. Do you work at Collecting, Sorting, Delivery, TGN or IMEC? In that case, the employer may, in consultation with you, reduce the number of 26 free Sundays to at least 13 free Sundays per year.
 - b. You will be limited in your Sunday rest as little as possible. As far as possible, the employer gives you the opportunity to visit your church on Sunday. This also applies to the church holidays applicable to you.



- c. Do you belong to a church where the weekly rest day falls on a [day](#) other than Sunday? In that case, these provisions will also apply to you. However, you must request this from the employer.
 - d. You can ask the employer to take as much account as possible of religious holidays that apply to you when scheduling the work. Or the employer enables you to take holidays as far as possible.
2. Does a [public holiday](#) fall on a day on which you have to work? And do you have a day off as a result? In that case, your [monthly income](#) will continue to be paid.
 3. Do you generally not have your uninterrupted weekly [rest period](#) on Saturdays or Sundays? In that case, public holidays may coincide with your rest period. As a result, do you structurally have to work more than a colleague who does have his uninterrupted weekly rest period on Saturdays and Sundays? In that case, a compensation scheme applies for each business unit.

4.10 Additional hours

Do you work, on the instructions of the employer, more hours than stated in your employment contract? And do you not work more than the number of [full-time working hours](#)? In that case, the extra hours worked will be regarded as additional hours. For payment of additional hours, see [Article 6.11](#)

4.11 Overtime

1. Overtime is defined as [work](#) that you perform on the instructions of the employer and by which the [full-time working hours](#) are exceeded.
2. Do you work full-time? If this is the case, the work that you perform on the instructions of the employer and by which your scheduled number of working hours is exceeded will also be regarded as overtime.
3. Has there been a change in the [roster](#) for you? Or have your working hours not been fixed in advance for you? In that case, the employer will determine during which period you have worked longer or shorter than the number of working hours that apply to you for that period.
Did you work longer? Then you have accrued plus hours. Did you work shorter? Then you have accrued minus hours. The employer will set off minus hours against any plus hours from the following period(s). Do you still have minus hours at the end of payment periods 3 and 9? In that case, they will lapse at that time.
4. Are you not yet 55 years old? If the employer considers it necessary, you are obliged to:
 - work longer than the working hours agreed with you;
 - be available for work if necessary.

For the overtime allowance, see [Article 7.2.1](#).

4.12 Working hours including overtime

Does an unforeseen situation occur? Or does the nature of your work require you to deviate from your [roster](#) occasionally and for a short time? In that case, the following will apply:

- You work no more than 12 hours a day.
- You work no more than 9 hours per [night shift](#) in the event of a night shift with 3 night hours or more. In the event of a night shift with less than 3 night hours, you work no more than 10 hours per night shift. In both cases, [Article 5:9, paragraphs 1 and 3 of the Working Hours Act \(Dutch ATW\)](#) apply.
- You work no more than 54 hours a week. [Article 5:9, paragraph 1 ATW](#) applies in this respect. Do you work at Collecting, Sorting or Delivery? In consultation with you, the employer may then, for a maximum of 2 weeks, extend the maximum [working hours](#) to 60 hours in the period around Christmas and New Year's Day.

4.13 On-call duty

The employer will establish an [on-call duty](#) within the framework of the [Working Hours Act \(Article 5:9 ATW\)](#), subject to the condition that you cannot perform 7 x 24 hours consecutive on-call duty more than once per period of 4 weeks.



4.14 Reduction of working hours for employees aged 60 and over

1. Are you 60, 61 or 62 years old? Do you not perform any paid ancillary activities? And do you want to work shorter per shift? In that case, you may be eligible for a half-hour reduction of the [working hours](#) per shift. Your [monthly income](#) will remain unchanged despite the reduction.
2. Are you 63 years or older? Do you not perform any paid ancillary activities? And do you want to work shorter per shift? In that case, you may be eligible for a one-hour reduction of the working hours per shift. Your monthly income will remain unchanged despite the reduction.

Age	Reduction per shift
60, 61 or 62 years	0.5 hours
63 years or older	1 hour

3. Is a reduction of working hours in the [shift](#) not possible for organisational reasons? In that case, the employer may agree another compensation in time off with you.
4. This scheme applies to you if you:
 - have a full-time job;
 - have a [part-time job](#) and a shift equal to that of an [employee](#) with full-time employment.



5 Holidays and leave

5.1 Holidays

5.1.1 Holiday accrual (statutory holiday hours and holiday hours over and above the statutory minimum)

1. You will accrue holidays per day during the calendar year.
2. Do you have [full-time working hours](#)? And have you been employed with the [employer](#) for a full calendar year? Then you accrue 195 holiday hours. Your [monthly income](#) will continue to be paid when you take the holiday hours. Allowances included in your monthly income will continue to be paid during your holiday based on the average amount paid in the 13 weeks immediately preceding the time you take your holiday hours. Is the outcome unreasonably high or low? Then the employer uses the average amount paid over 12 months as the starting point. These 195 holiday hours consist of statutory holiday hours and holiday hours over and above the statutory minimum:
 - **Group A:** 148 statutory holiday hours plus 47 holiday hours over and above the statutory minimum
 - **Group B:** 157 statutory holiday hours plus 38 holiday hours over and above the statutory minimum
 Your statutory holiday hours are equal to 4 times your agreed number of working hours per week.
3. Are you not yet 19 years of age in the relevant calendar year? Or 35 years or older? In that case, you are entitled to extra holiday hours over and above the statutory minimum (age-related hours). The following table shows you how many extra holiday hours you will then get.

Your age	Additional age-related hours over and above the statutory
Under 19 years	16
19 to 34 years	-
35 to 44 years	8
45 to 49 years	16
50 to 54 years	24
55 to 59 years	39
60 years or older	47

4. Do you work [part-time](#)? In that case, you will accrue your holiday hours (over and above the statutory minimum) pro rata.

Example 1

Are you part of **Group A** and do you have an employment contract of 24 hours, for example? Then you calculate your statutory holiday hours as follows: you divide 24 by 37 and then multiply this by 148. Are you part of **Group B**? Then you divide 24 by 39.25 and then multiply this by 157.

Example 2

Are you part of **Group A**, are you 36 years old and do you have an employment contract of 24 hours, for example? Then you calculate your holiday hours over and above the statutory minimum as follows: you divide 24 by 37 and then multiply this by 55 (47 holiday hours over and above the statutory minimum plus 8 extra age-related hours over and above the statutory minimum). Are you part of **Group B**? Then you divide 24 by 39.25 and then multiply this by 46 (38 holiday hours over and above the statutory minimum plus 8 extra age-related hours over and above the statutory minimum).

The table below provides a complete overview of the number of holiday hours in the case of an employment contract of 24 hours.



<i>Your age</i>	<i>Group A</i>	<i>Group A</i>	<i>Group B</i>	<i>Group B</i>
	<i>Statutory holiday hours</i>	<i>Holiday hours over and above the statutory minimum</i>	<i>Statutory holiday hours</i>	<i>Holiday hours over and above the statutory minimum</i>
<i>Under 19 years</i>	96	41	96	34
<i>19 to 34 years</i>	96	31	96	24
<i>35 to 44 years</i>	96	36	96	29
<i>45 to 49 years</i>	96	41	96	34
<i>50 to 54 years</i>	96	47	96	38
<i>55 to 59 years</i>	96	56	96	48
<i>60 years or older</i>	96	61	96	52

- The employer will calculate and round up your holiday hours.

5.1.2 Accrual of holiday hours if you do not work

- Did you not work in a period and did you not receive any [monthly income](#) as a result? If this is the case, you will not accrue any holiday hours over this period.
- Do you fall under the conditions of [Book 7, article 635 of the Dutch Civil Code](#)? Then you will accrue holiday hours over the period during which you did not work.

5.1.3 Holidays upon commencement or termination of the employment in the course of the calendar year

- Did you join the employer in the course of the calendar year? In that case, the employer will determine your holiday hours in proportion to the number of holiday hours to which you would be entitled if you had been employed throughout the calendar year.
- Do you leave the employer in the course of the calendar year? In that case, you are entitled to holiday hours in proportion to the part of the calendar year during which you were employed.
- Did your employment contract last less than 2 months? In that case, you are entitled to holiday hours for the number of days during which you were actually employed by the employer.

5.1.4 Taking holiday hours

- You take your holidays in hours. For example, do you work 6 hours on a [day](#) on which you want to take a holiday? In that case, the employer will debit your holiday balance for 6 hours.
- The basic principle is that you take sufficient holidays every year. The employer determines the starting date and end date of your holiday, in accordance with your wishes. You have to submit your wishes to the employer in [writing](#). The employer may deviate from your wishes if there are serious reasons for doing so. Does the employer deviate from your wishes? In that case, the employer will have to state and explain its serious reasons in its written response. Did the employer not respond to your request within two weeks? Then your holiday has been determined according to your wishes.
- In general, you have the right to take 3 consecutive weeks of holiday once a year, on the condition, however, that the business interest does not dictate otherwise. If you want, you can also take the Saturday preceding these 3 consecutive weeks as a holiday.
- For the holiday planning of a business unit or department, the employer may set a date before which you must have submitted your wishes in writing. The employer will then respond within two weeks after the set date. Then you will know whether your holiday has been determined in accordance with your wishes.



5.1.5 Holidays coinciding with other days on which no work is performed

Has your holiday been determined by the employer? And in this period, are you also entitled to one day or more of special leave for death, attending a marriage of relatives by blood or marriage in the first or second degree, or moving house? Then this day/these days will not be regarded as holidays.

5.1.6 Lapsing and becoming time-barred of holiday hours

1. Have you not taken all statutory holiday hours in a calendar year? In that case, these will lapse on 1 July of the following calendar year. Has the employer not or not entirely determined the holiday in the relevant calendar year? Then the employer will determine this as far as possible before 1 July of the subsequent calendar year.
2. Holiday hours over and above the statutory minimum are time-barred 5 years after the last day of the calendar year in which they were accrued. Has the employer not or not entirely determined the holiday in the relevant calendar year? Then the employer will determine this as far as possible in the subsequent calendar year.

5.1.7 Retention of holiday hours upon commencement of employment

Do you still have holiday hours that you did not take at your previous employer? And can you demonstrate this when you join the employer? In that case, the employer will determine these holiday hours, after consultation with you. You will not receive continued payment of your [monthly income](#) over these holiday hours.

5.1.8 Termination of the employment contract and holiday hours

1. Have you taken more holiday hours than you were entitled to when your employment contract ends? In that case, the holiday hours taken in excess will be set off and/or recovered on the basis of the [hourly salary](#) applicable to you. This will not happen if the employment contract ends because you died.
2. Have you not yet taken all holiday hours when your employment contract ends? In that case, the employer will pay out those hours to you on the basis of the hourly salary applicable to you. However, the employer will not pay out the remaining holiday hours if it determines the remaining holiday hours before the end of the employment contract.

5.2 Special leave

5.2.1 Short-term and long-term special leave

1. The granting of paid special leave is subject to the following conditions:
 - a. Your request for leave has to be related to an event or celebration for which special leave applies.
 - b. The event takes place on a [day](#) on which you should have been working.
 - c. Leave for an event that takes place on several days will only be granted on consecutive calendar days.
 - d. You can demonstrate the event.
2. Special leave is granted for the following events:

When you have to give official notice of an intended marriage or a registered partnership	1 day
When you enter into a notarial cohabitation contract	1 day
When you are getting married or entering into a registered partnership	4 days (these days may be taken spread over a period of 7 consecutive calendar days.)
When you attend a marriage or registered partnership of relatives by blood or marriage in the first or second degree .	1 day
- On your 25th, 40th, 50th and 60th wedding anniversary	1 day
- On the 25th, 40th, 50th and 60th wedding anniversary of your parents, stepparents or parents-in-law, children or stepchildren	
- On your 25th, 40th and 50th business anniversary or that of your partner, parents, stepparents or parents-in-law, children or stepchildren	



To search for a home in the event of a transfer	2 days
When moving house	2 days (once per calendar year)

3. Special leave in the event of death will be granted in the following cases:

On the death of your partner , parents, stepparents, parents-in-law, children, stepchildren or children by marriage	4 days
In the event of the death of relatives by blood or marriage in the second degree	2 days
In the event of the death of relatives by blood or marriage in the third or fourth degree	1 day
If in the event of the death of relatives by blood or marriage in the second, third or fourth degree you are tasked with arranging the funeral, the estate, or both	4 days

4. Are you granted special leave for several days in the event of death? In derogation from paragraph 1, under c of this article, you will then receive this leave on those days on which you should have been working.
5. In accordance with paragraph 3, you may receive no more than 4 days of special leave in the event of death. What, for example, if a parent dies and you are also tasked with arranging the funeral? In that case, you will receive a total of 4 days of special leave. And if, in the event of the death of a blood relative in the second degree, you are also tasked with arranging the funeral? In that case, you will also receive a total of 4 days of special leave.
6. Are you faced with the death of a loved one? Then go to Mijn PostNL for the bereavement protocol.

5.2.2 Visit to a GP/medical specialist

Do you need to visit the GP or a medical specialist? The basic principle is that you do this outside working hours. Is that not possible? In that case, you will be granted special leave for the working hours reasonably required for this purpose.

5.2.3 Leave in accordance with the Work and Care Act (WAZO)

The following schemes apply to you with regard to leave in the context of the Dutch [Work and Care Act](#):

- pregnancy leave and maternity leave
- leave in the event of adoption and long-term foster care
- emergency leave and short-term leave of absence
- birth leave
- parental leave
- short-term care leave
- long-term care leave

5.2.4 Parental leave

In addition to the statutory regulations for parental leave in the [Work and Care Act](#), the following supplementary arrangements apply:

- a. The accrual of your pension will be continued on the basis of the agreed working hours immediately preceding your leave, as included in the [Pension Scheme Rules](#) of Stichting Pensioenfond PostNL. The pension premium during the period of the leave will be for the employer's account and will be paid to Stichting Pensioenfond PostNL.
- b. Are you following a study programme in the interest of the company during your parental leave? In that case, the employer will fully reimburse the costs during the leave, on the condition that you complete the study programme successfully. In all other respects, the [Group Policy on Training Facilities](#) applies.



5.2.5 Transition leave

1. Are you or will you be in gender transition? Then, during your employment, you are entitled to transition leave for the necessary medical and non-medical treatments and any recovery time.
2. You are entitled to a maximum of 24 weeks of transition leave over a 10-year period. The 10-year period starts on the first day of your transition leave.
3. During the transition leave, the employer will continue to pay your [monthly income](#).
4. You can take transition leave in parts. You apply for transition leave to your manager at least eight weeks before the leave starts. Please send the following information along with your application:
 - the time of commencement, extent and (probable) duration of the leave,
 - the distribution of hours over the week (if applicable), and
 - a (non-medical) statement from the attending physician.
5. Transition leave is not regarded as sickness, so you do not have to report sick to your manager. Does the gender transition involve medical treatment (e.g. surgery)? And are you unable to work as a result? If so, this will be regarded as sickness and Article 11.4 of this CLA will apply. The period of sickness does not count towards the duration of transition leave.

5.2.6 Paid and unpaid leave in other cases

Is there another reason for leave? Then you can submit a request to the employer. Under certain conditions, the employer may grant you leave with or without continued payment of the [monthly income](#).



6 Position and remuneration

6.1 Payment of monthly income

1. The [employer](#) will transfer your [monthly income](#) to you no later than on the 23rd of the calendar month, into the bank account indicated by you.
2. If you die, the employer will transfer the full [monthly salary](#) in the month of death, including the allowances and supplements until the date of death.

6.2 Holiday allowance

Every year, you will receive a holiday allowance in the month of May. The holiday allowance is calculated annually over the period from 1 June up to and including 31 May. The holiday allowance is accrued per month by reserving 8% of the [monthly income](#) received.

6.3 Use of salary

1. You can use part of your salary for purposes specified by the employer. Your salary will be reduced by the amount you choose yourself. You will find more information and the conditions in [Chapter 9 Choices in employment conditions](#).
2. This reduction will not affect the calculation of:
 - holiday allowance ([Article 6.2](#))
 - personal allowance ([Article 6.8, paragraph 2](#))
 - the relative salary position to be determined above the [final salary](#) for employees in salary scales 10 through 13 ([Article 6.9, paragraph 6](#))
 - temporary special allowance ([Article 7.1.1](#))
 - allowance for working at unusual times ([t.o.t.](#)) ([Article 7.1.2](#))
 - allowance for [t.o.t.](#) phase-out scheme (guaranteed allowance) ([Article 7.1.3](#))
 - overtime allowance ([Article 7.2.1](#))
 - supplement for [on-call duty](#) ([Article 7.2.2](#))
 - supplement for [waiting time](#) ([Article 7.2.3](#))
 - supplement for working on [public holidays](#) ([Article 7.2.4](#))
 - supplement for acting as a substitute in a higher position ([Article 7.2.5](#))
 - supplement for telephone accessibility ([Article 7.2.6](#))

6.4 Determination of salary

1. Are you 21 years of age or older? In that case, the scale years of the salary scale will apply to you. The employer normally classifies your salary in the lowest step of the scale-year part in which your [position](#) is classified. Do you have experience in a similar position? The employer may then classify you in a higher step.
2. Are you not yet 21 years of age? Then the employer will classify your salary in the step that belongs to your age.
3. Paragraphs 1 and 2 do not apply to recent graduates from universities of applied science (hbo) and universities; a separate remuneration scheme applies to these employees. More information can be found in the Remuneration scheme for recent graduates from universities of applied science (hbo) and universities ([Appendix 3](#)).
4. Do you not yet have the knowledge and skills required for the full performance of your job? In that case, the employer may - in derogation from paragraph 1 - temporarily classify you in a lower salary scale, for a maximum period of 1 year. This limitation in time does not apply:
 - if you fall under the remuneration scheme for recent graduates from universities of applied science (hbo) and universities ([Appendix 3](#));
 - for groups of employees for which the employer, in consultation with the [trade unions](#), has adopted a scheme. You regularly have progress interviews with your manager. In these interviews, the manager establishes whether you have the knowledge and skills required for the full performance of your job. Is that the case? Then the



employer will award you the salary scale that belongs to your job level. Does the allocation of a lower salary scale apply to groups of employees? The employer will then adopt a scheme for this, in consultation with the trade unions.

- The salary scales can be found in the salary table in Appendix 1 (**Group A**) and in Appendix 2 (**Group B**). The amounts specified in the salary scales are gross [monthly salaries](#) and apply for a [full-time employment](#).

6.5 Performance-based contract

- Have you been classified in salary scale 7 or higher? In that case, you can opt for a performance-based contract before the start of each calendar year, provided that the employer agrees to your choice for a performance-based contract.
- Do you have a performance-based contract? In that case, the following articles of this [CLA](#) will not apply to you:
 - [full-time employment](#) ([Article 4.2](#))
 - allowance for working at unusual times ([t.o.t.](#)) ([Article 7.1.2](#))
 - allowance for t.o.t. phase-out scheme (guaranteed allowance) ([Article 7.1.3](#))
 - overtime allowance ([Article 7.2.1](#))
 - supplement for [on-call duty](#) ([Article 7.2.2](#))
 - supplement for [waiting time](#) ([Article 7.2.3](#))
 - supplement for working on public holidays ([Article 7.2.4](#))
 - supplement for acting as a substitute in a higher position ([Article 7.2.5](#))
 - supplement for telephone accessibility ([Article 7.2.6](#))

The temporary special allowance ([Article 7.1.1](#)) may be granted, though.

- Do you regularly work at unusual times, according to the employer? In derogation from paragraph 2, you may then be eligible for:
 - allowance for working at unusual times (t.o.t.) ([Article 7.1.2](#))
 - allowance for t.o.t. phase-out scheme (guaranteed allowance) ([Article 7.1.3](#))
- Are you part of **Group A** and do you have a performance-based contract? In that case, you will receive a fixed monthly allowance and a variable bonus. Are you part of **Group B** and do you have a performance-based contract? In that case, you will only receive a variable bonus. The allowance and the variable bonus are not part of the [monthly income](#). The allowance is regarded as variable pensionable income.
- The amount of the monthly allowance and the variable bonus is as follows:

	Group A	Group B
Fixed monthly allowance	6% of the monthly salary	-
Variable maximum bonus	3% of the annual salary	3% of the annual salary

- The amount of the bonus depends on the score that you obtain at your assessment. The following graduated scale applies:

Assessment	Bonus percentage
Development	1%
Successful	2%
Exceptionally	3%

- You will receive the variable bonus at the same time as the monthly salary for the month of April following the assessment year.
- Are you part of **Group A** and do you have a performance-based contract? In that case, the employer will calculate your holiday allowance over your monthly (performance-based contract) allowance and your variable bonus as well. Are you part of **Group B** and do you have a performance-based contract? In that case, the employer will calculate your holiday allowance over your variable bonus as well.
- Do you have a performance-based contract? In that case, you can purchase a maximum of 7 days off every calendar year. You have to indicate this by no later than 15 December prior to the calendar year for which you purchase the days. In consultation with your manager, this number may be increased to a maximum of 12 days.



An extra day off will cost you 0.38% of your annual salary that applies for a [full-time employment](#). The employer will set off the days you purchase against your variable bonus. Have you received no or insufficient variable bonus? In that case, the employer will set off the purchased days against your monthly salary of the month of April following the calendar year in which you submitted the request for the purchase of days.

6.6 Professional maturity

1. Are you 18 years or older? And do you receive an age-related salary? In that case, your manager may consider you a mature professional after 6 months.
2. When have you achieved professional maturity? Your manager looks at your knowledge and skills. He checks whether you can perform your [job](#) completely and independently. Is that the case? Then you fall under the professionally mature employees. The assessment will be based on the job description for your position.
3. Have you achieved professional maturity? Then you will receive the initial salary (= step 0) in the scale-year part of your salary scale. Do you have experience in a similar position? The employer may then classify you in a higher step. When doing so, the employer will only take the years of experience from the age of 18 into account.
4. If you have achieved professional maturity, you will receive the initial salary from the month following the month in which you were considered professionally mature. If, for example, you were considered professionally mature in March, you will receive the corresponding initial salary from April onwards.

6.7 Annual salary adjustment for employees in salary scales 1 through 9

1. Have you been classified in salary scales 1 through 9? In that case, the employer will annually award you the next step in the salary scale. This is done every year and stops if you have reached the [final salary](#) of your salary scale.
2. Have you been classified in salary scales 1 through 4? The employer will not award you the next step in the salary scale if the qualification of your performance is "not positive". The employer gives reasons why the qualification of your performance is "not positive".
3. The awarding of one or more steps in the salary scale will take effect on 1 April of the year following the assessment year. Did you join the employer before 1 December? In that case, the employer will award you the annual step in the salary scale as from 1 April of the following year.
4. The adjustment of the age-related salary takes effect on the first day of the month in which your birthday falls. The employer will award you the initial salary of the salary scale no later than when you have turned 21. This adjustment also takes effect on the first day of the month in which your birthday falls.
5. Did the employer award you the initial salary of the salary scale in the previous year before 1 December, because you have achieved professional maturity or turned 21? Then you will receive the next step in the salary scale as from 1 April of the following year.

6.8 Employee job performance in salary scales 1 through 9

1. The employer may annually award you 1 or 2 extra steps from the initial salary in the salary scale. This depends on the employer's opinion on how you perform your [job](#).
2. Have you reached your [final salary](#) in the salary scale? In that case, the employer may grant you a personal allowance on top of the final salary. This is only possible in exceptional cases, on the basis of how you perform your job. The employer will grant the personal allowance per year in steps of 2% of the final salary up to a maximum of:
 - 6% if you are classified in salary scales 1 through 5;
 - 8% if you are classified in salary scales 6 through 9.
3. Did you achieve a "not positive" (salary scales 1 through 4) or "development required" (salary scales 5 through 9) score at your annual assessment? In that case, the personal allowance will be phased out in steps of 2% of the final salary.
4. Are you between 50 and 54 years of age and have you received the personal allowance without interruption for at least 5 years? In that case, the allowance will be phased out in steps of 1% to no more than half the percentage of the allowance achieved by you. Are you 55 years or older and have you received the personal allowance without interruption for at least 5 years? In that case, the allowance will not be phased out (any further).



6.9 Annual salary adjustment for employees in salary scales 10 through 13

1. Have you been classified in salary scales 10 through 13? In that case, the employer will grant you an annual increase based on your assessment. The increase depends on the assessment and the position in the salary scale. The relative salary position (RSP) in the salary scale is the actual salary, expressed as a percentage of the [final salary](#) in the relevant salary scale.
2. The employer uses the following table for your annual increase:

Position in the salary scale	Annual percentage increase after an assessment	
	Development required	Successful year
Less than 80%	1.5%	3%
80% to 90%	1.25%	2.5%
90% to 100%	1%	2%

3. Did you achieve an "extraordinary good year" score? In that case, you will receive an additional increase on top of the annual increase that is part of a "successful year" score. Each year, the employer determines a budget per salary scale for the extra increase. The budget is 0.5% per salary scale over the sum of the salaries of the employees in the relevant scale on 1 September prior to the date of the annual salary adjustment.
4. The employer determines the actual increases based on the budget determined per salary scale and the total number of "extraordinary good year" scores in this salary scale. The additional increases awarded are part of the RSP to be newly determined for you.
5. The maximum RSP to be achieved compared to the final salary is:
 - 100% for a "development required" or "successful year" score
 - 110% for an "extraordinary good year" score
6. Did you achieve a "development required" score at your annual assessment? In that case, the salary amount above the final salary in the salary scale (position in the salary scale above 100) will annually be phased out in steps of 2% of the final salary.
7. Are you between 50 and 54 years of age and have you received a salary amount in excess of the final salary in the salary scale without interruption for at least 5 years? In that case, the final salary will annually be phased out in steps of 1% of the final salary to no more than half of the position achieved by you in relation to the final salary. Are you 55 years or older and have you received a salary amount in excess of the final salary in the salary scale without interruption for at least 5 years? In that case, this will not be phased out (any further).
8. The salary increases will take effect on 1 April of the year following the assessment year. Did you join the employer before 1 December of that year? In that case, the employer will grant you the annual increase in the salary scale as from 1 April of the subsequent year.

6.10 Transition to a higher salary scale

1. Do you have an age-related salary? In that case, the employer will award you the age-related salary from the higher salary scale in the event of a transition to a higher salary scale.
2. Have you been classified in the scale-years part of the salary scale? In that case, the employer will take the difference between the initial salaries from the old and the new salary scales as a starting point for determining the scale increase. The increase amounts to half this difference. The following rules apply here:
 - In salary scales 1 through 9, classification takes place by rounding off the sum of the old salary and the increase to the next higher amount in the new salary scale.
 - In salary scales 10 through 13, classification takes place without rounding off.
3. Does your assessment coincide with your transition to a higher salary scale? In that case, the transition to the higher salary scale will be effected first, and then the salary increase based on your assessment score.
4. Are you moving up to a higher salary scale? Then your personal allowance or your RSP above the final salary will lapse and you will be classified based on your final salary. Have you not yet reached the [final salary](#) in the new salary scale? In that case, the employer will take the amount of this personal allowance or your RSP above the

final salary into account when classifying you into the new salary scale. Your new salary will be at least as high as your salary from your old salary scale, including the personal allowance or your RSP above the final salary.

6.11 Payment of additional hours

1. For an additional hour worked, you will receive the [hourly salary](#) that applies to you. You will also accrue holiday hours and holiday allowance over additional hours.
2. The additional hours also count towards:
 - the result-related bonus ([Article 8.8](#))
 - the determination of the basis for the calculation of continued payment during sickness ([Article 11.4](#))
 - the salary supplement for purchasing an additional conditional pension because of the change in legislation for early retirement, pre-pension and life-course savings schemes (Dutch VPL) ([Article 12.9](#))
 - the pension as referred to in the [Pension Scheme Rules](#) of Stichting Pensioenfonds PostNL.
3. The following articles may also apply to additional hours:
 - overtime allowance ([Article 4.11, paragraph 3](#))
 - allowance for working at unusual times ([t.o.t.](#)) ([Article 7.1.2](#))

6.12 Contract size at Sorting

Do you work as a mail deliverer or as a preparer at Sorting? And is your contract size less than 15 hours a week?

Then [Book 7, article 628a of the Dutch Civil Code](#) applies. This means, among other things, the following:

- Have you been scheduled for a [shift](#) of less than 3 hours? In that case, the size of your shift will be clearly established in advance. You will then be paid the hours for which you have actually been scheduled.
- Does your shift end, at the employer's initiative, at an earlier time than stated on your [roster](#)? Then you will be paid for at least 3 hours.

6.13 Variable remuneration

1. Do you have a commercial [position](#) that involves quantifiable turnover targets? In that case, the employer may apply a variable remuneration system. This applies as a supplement to the articles:
 - Determination of salary upon commencement of employment ([Article 6.4](#))
 - Professional maturity ([Article 6.6](#))
 - Annual salary adjustment for employees in salary scales 1 through 9 ([Article 6.7](#))
 - Employee job performance in salary scales 1 through 9 ([Article 6.8](#))
 - Annual salary adjustment for employees in salary scales 10 through 13 ([Article 6.9](#))
 - Transition to a higher salary scale ([Article 6.10](#))
2. Do you fall under a variable remuneration system? In that case, you will not be eligible for allowances and supplements as referred to in the articles:
 - allowance for working at unusual times ([t.o.t.](#)) ([Article 7.1.2](#))
 - allowance for t.o.t. phase-out scheme (guaranteed allowance) ([Article 7.1.3](#))
 - overtime allowance ([Article 7.2.1](#))
 - supplement for [on-call duty](#) ([Article 7.2.2](#))
 - supplement for [waiting time](#) ([Article 7.2.3](#))
 - supplement for working on public holidays ([Article 7.2.4](#))
3. The variable remuneration is not part of your [monthly income](#).

6.14 Job evaluation

1. Jobs are evaluated according to the Analytical Comparisons method or a sub-method derived therefrom. The employer also uses Hay Management Consultants' "Hay job valuation method" for standardising salary scale 13, solely in order to ensure alignment with positions above the CLA.
2. The employer will determine the job content to be evaluated on the basis of the job description. The employer then informs you of your job content. The employer will inform you [in writing](#) about the job level and the



considerations that led to this job level. Do you object to this classification? If this is the case, you can ask the employer to provide a further explanation. Do you still object after this further explanation? In that case, you can ask the Advisory Committee for objections against job evaluations to provide the employer with an opinion on the job level. Based on the opinion of this committee, the employer will reconsider its previous decision. After reconsidering, the employer will take a final decision on the job evaluation. More information can be found in the [Group regulation on job evaluation objections procedure](#).

3. The job evaluation is performed by means of a comparison with standard positions. A standard position is a position for which both the job content and the job evaluation have been established. The employer agrees the description of the Analytical Comparisons method and the standard positions with the [trade unions](#). The standard positions have been included in the job evaluation grid. The standard positions and the description of the job evaluation method are available to you for inspection.
4. Does the job evaluation of your [position](#) result in a higher salary scale? And do you have sufficient knowledge and skills required for the full performance of the job? If that is the case, the employer will place you in this higher salary scale, with effect from the date on which the employer has determined the new job content.
5. Does the job evaluation of your job result in a lower salary scale? In that case, you will keep the salary scale in which you have been classified. You will also keep your entitlements to the annual salary adjustment. This will continue until you reach the [final salary](#) in your salary scale.

6.15 Participation Act target group

1. Are you an employee for whom it has been established that you are unable to earn the minimum wage with a full-time job? Do you have possibilities for participation in the labour force, though? And are you part of the target group for wage cost subsidy under the Dutch Participation Act? A separate salary scale will then apply to you, in addition to the existing salary table in this CLA. In that case, [Article 6.4](#) of the CLA (Determination of salary upon commencement of employment) will not apply to you.
2. This separate salary scale starts at 100% of the minimum wage that applies to you. This minimum wage depends on your age. And ends at a maximum of 120% of the minimum wage.
3. The (minimum) hourly wage applicable to you is based on the full-time employment applicable to the business unit where you are employed.
4. Are you an "adult" (21 years or older) according to the Dutch Minimum Wage Act? Then you will start on step 0 of the salary scale. Are you not yet an "adult" according to the Minimum Wage Act? In that case, a percentage of the "adult" minimum wage applies to you.
5. The annual salary adjustment (step increase) is made in accordance with [Article 6.7](#) and [Article 6.9](#) of this CLA. The salaries change on the date on which the minimum wage also changes.
6. The salary scale below applies to you:

Salary scale for Participation Act target group

Step	Percentage of the statutory minimum wage
0	100%
1	102.5%
2	105%
3	107.5%
4	110%
5	112.5%
6	115%
7	117.5%
8	120%



7 Allowances and supplements

7.1 Allowances

7.1.1 Temporary special allowance

Based on the business interest, the [employer](#) may temporarily grant you or groups of employees a special allowance.

7.1.2 Allowance for working at unusual times (t.o.t.)

- You will receive an allowance for working at unusual times ([t.o.t.](#)) if you meet the following conditions:
 - You have been classified in salary scales 1 through 10.
 - And – other than by way of overtime – you regularly have to work at unusual times.
- The t.o.t. consists of a percentage of the [hourly salary](#) that applies to you. This percentage depends on the business unit or the employer at which you work.
- Do you work at Operations of Koninklijke PostNL B.V., at PostNL TGN B.V. or the IMEC business unit? Then the t.o.t. percentage per hour is:

Hours	0-6	6-8	8-18	18-22	22-24
Monday through	40%	20%	-	20%	40%
Saturday	40%	20%	-	40%	40%
Sunday	100%	100%	100%	100%	100%

- Did you perform any [work](#) on Monday, Tuesday, Wednesday, Thursday and/or Friday between 06.00 and 08.00 hours? In that case, you will only receive the allowance if the work has started before 07.00 hours.
 - Did you perform any work on Monday, Tuesday, Wednesday, Thursday and/or Friday between 18.00 and 22.00 hours? In that case, you will only receive the allowance if the work has ended after 19.00 hours.
 - Has the work started at 24.00 hours at the latest and does the [shift](#) end between 06.00 hours and 08.00 hours at the latest? Then the percentage of the allowance on Monday through Friday for the hours between 06.00 and 08.00 will be 25% instead of 20% per hour.
- Are you part of **Group A**, but are you not working at Operations of Koninklijke PostNL B.V., at PostNL TGN B.V., or the IMEC business unit? Then the t.o.t. percentage per hour is:

Hours	0-6	6-8	8-18	18-22	22-24
Monday through	40%	20%	-	20%	40%
Saturday	40%	40%	40%	40%	40%
Sunday	100%	100%	100%	100%	100%

- Are you part of **Group B**? Then the t.o.t. percentage per hour is:

Hours	0-6	6-21	21-22	22-24
Monday through	30%	-	-	20%
Saturday	40%	40%	40%	40%
Sunday	100%	100%	100%	100%

- Do you temporarily have another [position](#) for reasons of business interest, to which no or less t.o.t. is attached? For example, because you are doing a job training? Then you will receive a maximum of 6 full payment periods of continued payment of the t.o.t. associated with your normal position. This also applies if, on the basis of a social



indication, you temporarily have a partial duty or another position to which no or less t.o.t. is attached. The t.o.t. will continue to be paid based on the amount of the average t.o.t. paid over the 13 weeks immediately preceding your training or your first day in another position. Is the outcome unreasonably high or low? Then the employer will take the amount of the average t.o.t. paid over 12 months as a starting point.

7.1.3 Allowance for t.o.t. phase-out scheme (guaranteed allowance)

1. Do you permanently have considerably less income because the [t.o.t.](#) is terminated or reduced as a result of a reorganisation or transition to another [position](#) because your old position no longer exists? Then you will receive a guaranteed allowance.
2. Do you choose not to work [night shifts](#) (any longer), as a result of a reorganisation or otherwise? In that case, you will not receive a guaranteed allowance, or an existing guaranteed allowance will be reduced by the amount of t.o.t. that will lapse as a result of the discontinuation of night shifts.
3. You are eligible for a guaranteed allowance:
 - a. if you have received t.o.t. without interruption for at least 2 years immediately prior to the termination or reduction of the t.o.t.;
 - b. and if, because of the total or partial loss of the t.o.t., you permanently have less income of at least 3% of your [monthly income](#), excluding the t.o.t.

The scheme also applies to a reorganisation in which the t.o.t. is reduced on a step-by-step basis and where the standard of 3% per step of the reorganisation is not achieved for every single step, but is achieved for the entire reorganisation period.

4. The employer will grant the guaranteed allowance for a maximum of one-fourth of the time during which you received the t.o.t. without interruption, with a maximum of 48 months. The guaranteed period consists of 4 equal parts.
5. Are you not yet 55 years old? In that case, the employer first calculates what your average t.o.t. amount was in the 12 payment periods immediately preceding the date on which you stop working at unusual times or start working less at unusual times. The employer will then determine your new t.o.t. Over the difference, you will receive the guaranteed allowance according to the table below:

Guaranteed	Guaranteed allowance
First period	80%
Second period	60%
Third period	40%
Fourth period	20%

6. Are you 55 years of age or older? If you meet the conditions of this phase-out scheme, you will receive the full t.o.t. In that case, the condition of 3% reduction of your income as a result of the total or partial loss of the t.o.t. will not apply to you. The employer first calculates your average t.o.t. amount in the 12 payment periods immediately preceding the date on which the continued payment commences.
7. Are you 55 years or older and do you already receive a guaranteed allowance? In that case, this guaranteed allowance will not be phased out (any further).
8. In consultation with the [employee participation body](#), the employer may also grant the fixed amount of the guaranteed allowance to groups of employees as a one-off lump sum.
9. In other exceptional situations, the employer may also grant you the guaranteed allowance. This concerns cases in which you yourself do not have any influence on the loss or reduction of the t.o.t.
10. Will your agreed working hours be reduced? In that case, the employer will reduce the guaranteed allowance in proportion to your working hours. Do you voluntarily move to a different position or are you going to have a different work pattern at your initiative? In that case, the employer will adjust the fixed guaranteed allowance by reducing it by the amount of t.o.t. that will lapse as a result of the changed circumstance. This applies to all employees who receive a guaranteed allowance.



7.1.4 Variable pensionable income

1. The variable pensionable income is regulated in the [Pension Scheme Rules of Stichting Pensioenfonds PostNL](#) (pension scheme rules 2020 and pension scheme rules 2001).
2. The following allowances fall under the variable pensionable income:
 - the fixed monthly performance-based contract allowance ([Article 6.5](#))
 - personal allowance ([Article 6.8, paragraph 2](#))
 - the relative salary position to be determined above the [final salary](#) for employees in salary scales 10 through 13 ([Article 6.9, paragraph 5](#))
 - temporary special allowance ([Article 7.1.1](#))
 - allowance for working at unusual times (t.o.t.) ([Article 7.1.2](#))
 - allowance for t.o.t. phase-out scheme (guaranteed allowance) ([Article 7.1.3](#))

7.2 Supplements

7.2.1 Overtime allowance

1. Have you been classified in salary scales 1 through 10? If your working hours are exceeded by half an hour or more, you will receive an overtime allowance.
2. When determining the number of overtime hours worked during a period, the following hours are also regarded as hours worked:
 - The hours during which you were sick during that period.
 - The hours during which you took time off in lieu, holiday or special leave.
3. The overtime allowance consists of:
 - Time off in lieu, equal to the number of hours you have worked as overtime.
 - And a cash allowance for every hour you have worked as overtime. This allowance is a percentage of the [hourly salary](#) that applies to you. Different percentages apply for **Group A** and **Group B**.

For **Group A**, this percentage is:

Days and times	Overtime allowance, allowance in cash
Monday 06.00 hours until Saturday 18.00 hours	40%
Saturday 18.00 hours until Monday 06.00 hours	100%
Public holidays	200%
The day following a public holiday from 00.00 to 06.00 hours	200%

For **Group B**, this percentage is:

Days and times	Overtime allowance, allowance in cash
Monday 00.00 hours until Friday 24.00 hours	40%
Saturday 00.00 hours until Saturday 18.00 hours	50%
Saturday 18.00 hours until Monday 00.00 hours	100%
Public holidays	200%
The day following a public holiday from 00.00 to 06.00 hours	200%

4. The employer grants the time off in lieu as soon as possible, but no later than in the 6th calendar month after the month in which you have worked overtime. The employer will take your wishes into account as far as possible.
5. Does the employer believe that the business interest opposes the granting of time off in lieu? If this is the case, you will be reimbursed in cash. In that case, you will receive the [hourly salary](#) applicable to you for each hour worked as overtime.



6. Have you been classified in salary scale 11, 12 or 13? And did you work overtime on a public holiday or before 06.00 hours on the day following a public holiday? In that case, in derogation from paragraph 3, you will only receive a supplement of 200% of the hourly salary that applies to you.

7.2.2 On-call duty

1. You will receive a supplement for [on-call duty](#) if you meet the following conditions:
 - You have been classified in salary scales 1 through 10.
 - And you have been scheduled for on-call duty.
2. The employer makes the following distinction for the amount of the supplement:
 - On-call duty with standard restraint: on-call duty during which you are required to be available so that you can reach work within half an hour after being called on.
 - On-call duty with strict restraint: on-call duty during which you are required to stay at home.
3. The supplement for on-call duty is a percentage of the [hourly salary](#) that applies to you. The percentage per hour is:

	Monday through Friday	Saturday	Sunday or public holiday
In the case of standard restraint	5%	10%	13%
In the case of strict restraint	10%	15%	18%

4. Have you been classified in salary scales 1 through 10? And did you perform any [work](#) during the on-call duty? In that case, the employer will reimburse you as follows:
 - Time off in lieu, equal to the number of hours you worked during the on-call duty, including travel time.
 - A cash supplement for each hour you worked during the on-call duty, including travel time. This supplement is a percentage of the hourly salary that applies to you. This percentage is:

Days and times	Percentage for the reimbursement in cash
Monday 06.00 hours until Saturday 18.00 hours	50%
Saturday 18.00 hours until Monday 06.00 hours	100%
Public holidays	200%
The day following a public holiday from 00.00 to 06.00 hours	200%

This supplement is granted in addition to the supplement for on-call duty ([Article 7.2.2, paragraph 3](#)).

5. In consultation with you, the employer will determine when you will take the time off in lieu as time off. Does the employer believe that the business interest opposes the granting of time off in lieu? If this is the case, you will be reimbursed in cash. For each hour, you will receive once the hourly salary that applies to you.
6. Do you only have to be available by telephone? In that case, this article does not apply, but the supplement for telephone accessibility ([Article 7.2.6](#)) does apply.

7.2.3 Supplement for waiting time

1. You are eligible for a supplement for [waiting time](#) if you meet the following conditions:
 - You are part of **Group A**.
 - You have been classified in salary scales 1 through 7.
 - And you have to travel longer because, on the instructions of the employer, you work in a place other than your [place of employment](#).

This supplement for waiting time does not apply if you have to attend training courses or training programmes.



2. The length of the waiting time is calculated as follows:
The total of the basic time per [day](#) is determined. The basic time per day is the time between the time of your departure from home and your arrival at home after the end of your work, less 1 hour. Do you have a trip with an overnight stay? In that case, the place where you spend the night will be regarded as "home".
You deduct from the basic time:
 - the total [working time](#) (the daily working time is equal to the working time set for that day)
 - the break time
 - the overtime to be reimbursed
 - and/or the number of additional hours to be reimbursed
3. The employer calculates the supplement for waiting time by granting time of in lieu equal to the number of waiting time hours. When doing so, the employer will take your wishes into account as far as possible.
4. Does the employer believe that the business interest opposes the granting of time off in lieu? If this is the case, you will be reimbursed in cash. In that case, the employer will pay the [hourly salary](#) applicable to you for each hour of waiting time.

7.2.4 Supplement for working on public holidays

1. Did you work on a [public holiday](#)? And this was not overtime? If both conditions are met, you will receive a supplement of 100% of your [hourly salary](#) applicable to you for each hour worked. You will receive this supplement on top of any [t.o.t.](#) Did you work on a public holiday that falls on a day other than a Saturday or a Sunday? In that case, you will also receive time off in lieu equal to the number of hours worked.
2. Did you work after 18.00 hours on Christmas Eve or on New Year's Eve? And this was not overtime? And did you finish your work after 19.00 hours? After 18.00 hours, you will also receive a supplement of 100% of the hourly salary that applies to you. You will receive this supplement on top of any t.o.t.
3. Did you work before 06.00 hours on the [day](#) following a public holiday? And this was not overtime? Until 06.00 hours, you will also receive a supplement of 100% of the hourly salary that applies to you. You will receive this supplement on top of any t.o.t.

7.2.5 Supplement for acting as a substitute in a higher position

1. Do you act as a substitute in a [position](#) that has been classified in a higher salary scale, including all responsibilities that come with that position? If this is the case, you will receive a supplement for the duration of that substitution. This supplement is 5% of the [hourly salary](#) that applies to you.
2. You will not receive a supplement for acting as a substitute in a higher position in the following cases:
 - The substitution of the higher position has been included in your job description.
 - You are acting as a substitute in the higher position as part of any training or in the context of career policy.
 - You acted as a substitute in the position for less than 30 consecutive calendar days.
3. Are brief substitutions part of your fixed work or job pattern? And have these substitutions not been included in the determination of the job level? If you act as a substitute for at least 4 consecutive working days, you will receive the supplement. Even if you act as a substitute in different positions during that period.

7.2.6 Supplement for telephone accessibility

You will receive a supplement for telephone accessibility if you meet the following conditions:

- You have been classified in salary scales 1 through 10.
- And, on the instructions of the employer, you have been accessible by telephone outside the working hours applicable to you, to take action by telephone and to act if circumstances so require.

The supplement is € 5.67 gross per consecutive period of no more than 24 hours.

Does this scheme apply to you? Then the rules for [on-call duty](#) will not apply to you.



8 Other reimbursements, payments and allowances

8.1 Commuting allowance

1. Every month, you will be reimbursed for the costs of travelling between your home and your place of employment. The way in which you travel is irrelevant in this respect. You will not receive an allowance for that part of commuting for which the employer provides transport.
2. The employer determines your commuting allowance on the basis of the following principles:
 - you will receive a commuting allowance from 6 kilometres single trip up to a maximum of 70 kilometres single trip for no more than 4 days a week. The starting point here is € 0.19 net per kilometre. This will be € 0.21 net per kilometre from 1 February 2023 and € 0.22 net per kilometre from 1 January 2024. When calculating the allowance, the maximum number of workable days per year for tax purposes is taken into account.
 - the distance between your home and your [place of employment](#) will be determined by the employer on the basis of a route planner agreed between the parties, in accordance with the shortest route;
 - the commuting allowance will be calculated by the employer over the fixed number of days per week on which you travel the commuting distance. Are you working in a rotation pattern, as a result of which you travel on a varying number of days per week? When determining the fixed number of travel days, the commuting allowance will then be based on the average number of travel days per month.

Below you will find an explanation of the calculation of the commuting allowance and the table showing the amount of the fixed commuting allowance.

Explanation of calculation of commuting allowance

In the case of a table of 5 days, the employer may calculate a tax-free allowance over no more than 214 days per year. At PostNL, the commuting allowance is set at a maximum of 4 days.

For each month, the employer calculates the number of days for which you receive the commuting allowance as follows:

$$214 \times 4/5 = 171.2 \text{ days per year. That is per month: } 171.2/12 = 14.3 \text{ days}$$

The method of calculating the commuting allowance is as follows:

From 1 April 2022

Number of kilometres for a one-way trip (with a maximum of 70 km) x 2 x 0.19 eurocents x 214/5 x number of travel days per week (with a maximum of 4) /12 months

From 1 February 2023

Number of kilometres for a one-way trip (with a maximum of 70 km) x 2 x 0.21 eurocents x 214/5 x number of travel days per week (with a maximum of 4) /12 months

From 1 January 2024

Number of kilometres for a one-way trip (with a maximum of 70 km) x 2 x 0.22 eurocents x 214/5 x number of travel days per week (with a maximum of 4) /12 months

Example

The distance between your home and your place of employment is 20 kilometres for a one-way trip.

You work 4 days a week. The calculation of your commuting allowance will then be:

From 1 April 2022

$$20 \text{ kilometres} \times 2 \times 0.19 \times 42.8 \text{ (214/5)} \times 4 \text{ (maximum number of travel days)} / 12 = 108.43 \text{ euro per month}$$



From 1 February 2023

$20 \text{ kilometres} \times 2 \times 0.21 \times 42.8 (214/5) \times 4 (\text{maximum number of travel days}) / 12 = 119.84 \text{ euro per month}$

From 1 January 2024

$20 \text{ kilometres} \times 2 \times 0.22 \times 42.8 (214/5) \times 4 (\text{maximum number of travel days}) / 12 = 125.55 \text{ euro per month}$

Commuting allowance from 1 April 2022

One-way commuting distance in kilometres	Number of days in the week that usually involve travel.			
	1	2	3	4 or more
6	€ 8.13	€ 16.26	€ 24.40	€ 32.53
7	€ 9.49	€ 18.97	€ 28.46	€ 37.95
8	€ 10.84	€ 21.69	€ 32.53	€ 43.37
9	€ 12.20	€ 24.40	€ 36.59	€ 48.79
10	€ 13.55	€ 27.11	€ 40.66	€ 54.21
11	€ 14.91	€ 29.82	€ 44.73	€ 59.63
12	€ 16.26	€ 32.53	€ 48.79	€ 65.06
13	€ 17.62	€ 35.24	€ 52.86	€ 70.48
14	€ 18.97	€ 37.95	€ 56.92	€ 75.90
15	€ 20.33	€ 40.66	€ 60.99	€ 81.32
16	€ 21.69	€ 43.37	€ 65.06	€ 86.74
17	€ 23.04	€ 46.08	€ 69.12	€ 92.16
18	€ 24.40	€ 48.79	€ 73.19	€ 97.58
19	€ 25.75	€ 51.50	€ 77.25	€ 103.01
20	€ 27.11	€ 54.21	€ 81.32	€ 108.43
21	€ 28.46	€ 56.92	€ 85.39	€ 113.85
22	€ 29.82	€ 59.63	€ 89.45	€ 119.27
23	€ 31.17	€ 62.35	€ 93.52	€ 124.69
24	€ 32.53	€ 65.06	€ 97.58	€ 130.11
25	€ 33.88	€ 67.77	€ 101.65	€ 135.53
26	€ 35.24	€ 70.48	€ 105.72	€ 140.95
27	€ 36.59	€ 73.19	€ 109.78	€ 146.38
28	€ 37.95	€ 75.90	€ 113.85	€ 151.80
29	€ 39.30	€ 78.61	€ 117.91	€ 157.22
30	€ 40.66	€ 81.32	€ 121.98	€ 162.64
31	€ 42.02	€ 84.03	€ 126.05	€ 168.06
32	€ 43.37	€ 86.74	€ 130.11	€ 173.48
33	€ 44.73	€ 89.45	€ 134.18	€ 178.90
34	€ 46.08	€ 92.16	€ 138.24	€ 184.33
35	€ 47.44	€ 94.87	€ 142.31	€ 189.75
36	€ 48.79	€ 97.58	€ 146.38	€ 195.17



37	€ 50.15	€ 100.29	€ 150.44	€ 200.59
38	€ 51.50	€ 103.01	€ 154.51	€ 206.01
39	€ 52.86	€ 105.72	€ 158.57	€ 211.43
40	€ 54.21	€ 108.43	€ 162.64	€ 216.85
41	€ 55.57	€ 111.14	€ 166.71	€ 222.27
42	€ 56.92	€ 113.85	€ 170.77	€ 227.70
43	€ 58.28	€ 116.56	€ 174.84	€ 233.12
44	€ 59.63	€ 119.27	€ 178.90	€ 238.54
45	€ 60.99	€ 121.98	€ 182.97	€ 243.96
46	€ 62.35	€ 124.69	€ 187.04	€ 249.38
47	€ 63.70	€ 127.40	€ 191.10	€ 254.80
48	€ 65.06	€ 130.11	€ 195.17	€ 260.22
49	€ 66.41	€ 132.82	€ 199.23	€ 265.65
50	€ 67.77	€ 135.53	€ 203.30	€ 271.07
51	€ 69.12	€ 138.24	€ 207.37	€ 276.49
52	€ 70.48	€ 140.95	€ 211.43	€ 281.91
53	€ 71.83	€ 143.67	€ 215.50	€ 287.33
54	€ 73.19	€ 146.38	€ 219.56	€ 292.75
55	€ 74.54	€ 149.09	€ 223.63	€ 298.17
56	€ 75.90	€ 151.80	€ 227.70	€ 303.59
57	€ 77.25	€ 154.51	€ 231.76	€ 309.02
58	€ 78.61	€ 157.22	€ 235.83	€ 314.44
59	€ 79.96	€ 159.93	€ 239.89	€ 319.86
60	€ 81.32	€ 162.64	€ 243.96	€ 325.28
61	€ 82.68	€ 165.35	€ 248.03	€ 330.70
62	€ 84.03	€ 168.06	€ 252.09	€ 336.12
63	€ 85.39	€ 170.77	€ 256.16	€ 341.54
64	€ 86.74	€ 173.48	€ 260.22	€ 346.97
65	€ 88.10	€ 176.19	€ 264.29	€ 352.39
66	€ 89.45	€ 178.90	€ 268.36	€ 357.81
67	€ 90.81	€ 181.61	€ 272.42	€ 363.23
68	€ 92.16	€ 184.33	€ 276.49	€ 368.65
69	€ 93.52	€ 187.04	€ 280.55	€ 374.07
70	€ 94.87	€ 189.75	€ 284.62	€ 379.49



Commuting allowance from 1 February 2023

One-way commuting distance in kilometres	Number of days in the week that usually involve travel.			
	1	2	3	4 or more
6	€ 8.99	€ 17.98	€ 26.96	€ 35.95
7	€ 10.49	€ 20.97	€ 31.46	€ 41.94
8	€ 11.98	€ 23.97	€ 35.95	€ 47.94
9	€ 13.48	€ 26.96	€ 40.45	€ 53.93
10	€ 14.98	€ 29.96	€ 44.94	€ 59.92
11	€ 16.48	€ 32.96	€ 49.43	€ 65.91
12	€ 17.98	€ 35.95	€ 53.93	€ 71.90
13	€ 19.47	€ 38.95	€ 58.42	€ 77.90
14	€ 20.97	€ 41.94	€ 62.92	€ 83.89
15	€ 22.47	€ 44.94	€ 67.41	€ 89.88
16	€ 23.97	€ 47.94	€ 71.90	€ 95.87
17	€ 25.47	€ 50.93	€ 76.40	€ 101.86
18	€ 26.96	€ 53.93	€ 80.89	€ 107.86
19	€ 28.46	€ 56.92	€ 85.39	€ 113.85
20	€ 29.96	€ 59.92	€ 89.88	€ 119.84
21	€ 31.46	€ 62.92	€ 94.37	€ 125.83
22	€ 32.96	€ 65.91	€ 98.87	€ 131.82
23	€ 34.45	€ 68.91	€ 103.36	€ 137.82
24	€ 35.95	€ 71.90	€ 107.86	€ 143.81
25	€ 37.45	€ 74.90	€ 112.35	€ 149.80
26	€ 38.95	€ 77.90	€ 116.84	€ 155.79
27	€ 40.45	€ 80.89	€ 121.34	€ 161.78
28	€ 41.94	€ 83.89	€ 125.83	€ 167.78
29	€ 43.44	€ 86.88	€ 130.33	€ 173.77
30	€ 44.94	€ 89.88	€ 134.82	€ 179.76
31	€ 46.44	€ 92.88	€ 139.31	€ 185.75
32	€ 47.94	€ 95.87	€ 143.81	€ 191.74
33	€ 49.43	€ 98.87	€ 148.30	€ 197.74
34	€ 50.93	€ 101.86	€ 152.80	€ 203.73
35	€ 52.43	€ 104.86	€ 157.29	€ 209.72
36	€ 53.93	€ 107.86	€ 161.78	€ 215.71
37	€ 55.43	€ 110.85	€ 166.28	€ 221.70
38	€ 56.92	€ 113.85	€ 170.77	€ 227.70
39	€ 58.42	€ 116.84	€ 175.27	€ 233.69
40	€ 59.92	€ 119.84	€ 179.76	€ 239.68



41	€ 61.42	€ 122.84	€ 184.25	€ 245.67
42	€ 62.92	€ 125.83	€ 188.75	€ 251.66
43	€ 64.41	€ 128.83	€ 193.24	€ 257.66
44	€ 65.91	€ 131.82	€ 197.74	€ 263.65
45	€ 67.41	€ 134.82	€ 202.23	€ 269.64
46	€ 68.91	€ 137.82	€ 206.72	€ 275.63
47	€ 70.41	€ 140.81	€ 211.22	€ 281.62
48	€ 71.90	€ 143.81	€ 215.71	€ 287.62
49	€ 73.40	€ 146.80	€ 220.21	€ 293.61
50	€ 74.90	€ 149.80	€ 224.70	€ 299.60
51	€ 76.40	€ 152.80	€ 229.19	€ 305.59
52	€ 77.90	€ 155.79	€ 233.69	€ 311.58
53	€ 79.39	€ 158.79	€ 238.18	€ 317.58
54	€ 80.89	€ 161.78	€ 242.68	€ 323.57
55	€ 82.39	€ 164.78	€ 247.17	€ 329.56
56	€ 83.89	€ 167.78	€ 251.66	€ 335.55
57	€ 85.39	€ 170.77	€ 256.16	€ 341.54
58	€ 86.88	€ 173.77	€ 260.65	€ 347.54
59	€ 88.38	€ 176.76	€ 265.15	€ 353.53
60	€ 89.88	€ 179.76	€ 269.64	€ 359.52
61	€ 91.38	€ 182.76	€ 274.13	€ 365.51
62	€ 92.88	€ 185.75	€ 278.63	€ 371.50
63	€ 94.37	€ 188.75	€ 283.12	€ 377.50
64	€ 95.87	€ 191.74	€ 287.62	€ 383.49
65	€ 97.37	€ 194.74	€ 292.11	€ 389.48
66	€ 98.87	€ 197.74	€ 296.60	€ 395.47
67	€ 100.37	€ 200.73	€ 301.10	€ 401.46
68	€ 101.86	€ 203.73	€ 305.59	€ 407.46
69	€ 103.36	€ 206.72	€ 310.09	€ 413.45
70	€ 104.86	€ 209.72	€ 314.58	€ 419.44



Commuting allowance from 1 January 2024

One-way commuting distance in kilometres	Number of days in the week that usually involve travel.			
	1	2	3	4 or more
6	€ 9.42	€ 18.83	€ 28.25	€ 37.66
7	€ 10.99	€ 21.97	€ 32.96	€ 43.94
8	€ 12.55	€ 25.11	€ 37.66	€ 50.22
9	€ 14.12	€ 28.25	€ 42.37	€ 56.50
10	€ 15.69	€ 31.39	€ 47.08	€ 62.77
11	€ 17.26	€ 34.53	€ 51.79	€ 69.05
12	€ 18.83	€ 37.66	€ 56.50	€ 75.33
13	€ 20.40	€ 40.80	€ 61.20	€ 81.61
14	€ 21.97	€ 43.94	€ 65.91	€ 87.88
15	€ 23.54	€ 47.08	€ 70.62	€ 94.16
16	€ 25.11	€ 50.22	€ 75.33	€ 100.44
17	€ 26.68	€ 53.36	€ 80.04	€ 106.71
18	€ 28.25	€ 56.50	€ 84.74	€ 112.99
19	€ 29.82	€ 59.63	€ 89.45	€ 119.27
20	€ 31.39	€ 62.77	€ 94.16	€ 125.55
21	€ 32.96	€ 65.91	€ 98.87	€ 131.82
22	€ 34.53	€ 69.05	€ 103.58	€ 138.10
23	€ 36.09	€ 72.19	€ 108.28	€ 144.38
24	€ 37.66	€ 75.33	€ 112.99	€ 150.66
25	€ 39.23	€ 78.47	€ 117.70	€ 156.93
26	€ 40.80	€ 81.61	€ 122.41	€ 163.21
27	€ 42.37	€ 84.74	€ 127.12	€ 169.49
28	€ 43.94	€ 87.88	€ 131.82	€ 175.77
29	€ 45.51	€ 91.02	€ 136.53	€ 182.04
30	€ 47.08	€ 94.16	€ 141.24	€ 188.32
31	€ 48.65	€ 97.30	€ 145.95	€ 194.60
32	€ 50.22	€ 100.44	€ 150.66	€ 200.87
33	€ 51.79	€ 103.58	€ 155.36	€ 207.15
34	€ 53.36	€ 106.71	€ 160.07	€ 213.43
35	€ 54.93	€ 109.85	€ 164.78	€ 219.71
36	€ 56.50	€ 112.99	€ 169.49	€ 225.98
37	€ 58.07	€ 116.13	€ 174.20	€ 232.26
38	€ 59.63	€ 119.27	€ 178.90	€ 238.54
39	€ 61.20	€ 122.41	€ 183.61	€ 244.82
40	€ 62.77	€ 125.55	€ 188.32	€ 251.09
41	€ 64.34	€ 128.69	€ 193.03	€ 257.37



42	€ 65.91	€ 131.82	€ 197.74	€ 263.65
43	€ 67.48	€ 134.96	€ 202.44	€ 269.93
44	€ 69.05	€ 138.10	€ 207.15	€ 276.20
45	€ 70.62	€ 141.24	€ 211.86	€ 282.48
46	€ 72.19	€ 144.38	€ 216.57	€ 288.76
47	€ 73.76	€ 147.52	€ 221.28	€ 295.03
48	€ 75.33	€ 150.66	€ 225.98	€ 301.31
49	€ 76.90	€ 153.79	€ 230.69	€ 307.59
50	€ 78.47	€ 156.93	€ 235.40	€ 313.87
51	€ 80.04	€ 160.07	€ 240.11	€ 320.14
52	€ 81.61	€ 163.21	€ 244.82	€ 326.42
53	€ 83.17	€ 166.35	€ 249.52	€ 332.70
54	€ 84.74	€ 169.49	€ 254.23	€ 338.98
55	€ 86.31	€ 172.63	€ 258.94	€ 345.25
56	€ 87.88	€ 175.77	€ 263.65	€ 351.53
57	€ 89.45	€ 178.90	€ 268.36	€ 357.81
58	€ 91.02	€ 182.04	€ 273.06	€ 364.09
59	€ 92.59	€ 185.18	€ 277.77	€ 370.36
60	€ 94.16	€ 188.32	€ 282.48	€ 376.64
61	€ 95.73	€ 191.46	€ 287.19	€ 382.92
62	€ 97.30	€ 194.60	€ 291.90	€ 389.19
63	€ 98.87	€ 197.74	€ 296.60	€ 395.47
64	€ 100.44	€ 200.87	€ 301.31	€ 401.75
65	€ 102.01	€ 204.01	€ 306.02	€ 408.03
66	€ 103.58	€ 207.15	€ 310.73	€ 414.30
67	€ 105.15	€ 210.29	€ 315.44	€ 420.58
68	€ 106.71	€ 213.43	€ 320.14	€ 426.86
69	€ 108.28	€ 216.57	€ 324.85	€ 433.14
70	€ 109.85	€ 219.71	€ 329.56	€ 439.41

3. In the following 2 situations, you will be eligible for an additional commuting allowance:
 - a. Your working time has been interrupted by more than 1.5 hours because of the way in which your work is organised. As a result, you travel more than once a day between your home and the place of employment and back.
 - b. You have to work an extra day on the instructions of the employer. As a result, you travel more days between your home and the place of employment than you receive the commuting allowance for.
 You receive the additional commuting allowance on top of the commuting allowance based on paragraphs 1 and 2 of this article.
4. The employer determines your additional commuting allowance pursuant to paragraph 3 on the basis of the following principles:
 - You will receive the additional commuting allowance from 6 kilometres single trip up to a maximum of 70 kilometres single trip.
 - The distance between your home and your place of employment will be determined by the employer on the basis of a route planner agreed between the parties, in accordance with the shortest route.



The amount of the additional commuting allowance will be € 0.19 per kilometre from April 2022, € 0.21 per kilometre from 1 February 2023 and € 0.22 per kilometre from 1 January 2024.

To receive the additional allowance, you have to submit an expense claim. The employer indicates how you can submit the claim.

5. Are you not travelling to your place of employment for a full calendar month? In that case, you will no longer receive any commuting allowance with effect from the month following that full calendar month. You will receive the allowance again from the day on which you are going to travel to your place of employment again. In the period during which you do not receive a commuting allowance, you cannot submit an expense claim for an additional commuting allowance pursuant to paragraph 3.
6. Are your other travel expenses in the calendar year excessive from a tax point of view? In that case, the employer will treat them as a reimbursement of commuting expenses. The employer will do this up to the maximum amount that may be reimbursed tax-free for commuting in the calendar year.

8.2 Smartphone reimbursement

1. The employer determines which jobs require you to use a smartphone for a proper performance of the job. Do you have to use a smartphone for work at least 1 day per calendar month, on the instructions of the employer? If this is the case, you arrange for a suitable smartphone with data bundle and a cover yourself. You will receive a monthly reimbursement for this. You choose from the following options:
 - a. You use your own smartphone with data bundle that is suitable for the requested work.
 - b. You purchase a smartphone with subscription from a provider with whom the employer has made arrangements.
 - c. You purchase a prepaid package from a provider with whom the employer has made arrangements.At the employer's expense, you can once-only order a phone cover with a net worth of € 15. It is your personal responsibility to prevent damage to the smartphone.
2. The amount of the monthly reimbursement depends on your choice from the options specified in paragraph 1 of this article. This reimbursement covers the range of the provider with whom the employer has made arrangements. In the event of future changes in the costs, the employer will adjust the reimbursement so that it will continue to cover the costs. You can find the current reimbursements on [Mijn PostNL](#).
3. You will receive the reimbursement after the end of the calendar month in which you worked at least 1 day. If you use the smartphone for the first time, you will receive an advance payment in the month in which you start. The employer will set off this advance if you leave the employment.
4. Are you incapacitated for work, on holiday or on leave? And have you not worked at least 1 day in a calendar month as a result? In that case, you will also receive the monthly reimbursement.
5. The employer evaluates annually whether or not the use of the smartphone and the associated reimbursement will be continued for new products and services. This evaluation will concern:
 - experiences and bottlenecks in practice;
 - the monthly reimbursement: the employer checks the reimbursement against the offer of providers and the tax laws and regulations;
 - the one-off payment for the protective cover: the employer checks whether the cover works well and is useful in practice.
6. Do you have or are you provided by your employer with a mobile phone or smartphone as a business asset for your work? Then you are not entitled to the smartphone reimbursement, even if you do not use the asset.
7. Do you already receive the reimbursement of telephone expenses from [Article 8.3](#)? In that case, you are not entitled to a smartphone reimbursement.

8.3 Reimbursement scheme for telephone costs

Does the employer believe that it is necessary for the proper performance of your [job](#) that you make use of a (fixed-line) telephone at home? Then you will receive a monthly reimbursement of € 11.34 net.

Do you already receive the smartphone reimbursement from [Article 8.2](#)? If so, you are not entitled to the reimbursement of telephone costs.



8.4 Reimbursement scheme for meals in the case of overtime

1. Do you work overtime for 2 hours or more a [day](#)? And as a result, are you unable to have a meal at home at the usual time? In that case, the employer will reimburse you for the reasonable costs of a meal. This does not apply if the employer provides a meal.
2. The employer may also grant you a meal allowance in situations similar to overtime. In that case, the same conditions apply.

8.5 Removal expenses reimbursement scheme

1. Have you been transferred in the interest of the company? And as a result, have you moved house within 1 year? In that case, you will receive an allowance for the costs of the removal:
 - if, according to the employer, the removal is necessary;
 - or if it concerns a move as a result of which you are going to live more than 30 kilometres closer to the place where you work.

The 1-year period commences at the time of your transfer. In special cases, the employer may extend this period.
2. The employer will grant you the allowance if it has approved your new place of residence. The following are included in the allowance for the costs of your removal:
 - the transport costs of your household effects, including the costs of packing and unpacking;
 - a lump-sum payment for all other costs associated with your removal.

Your personal situation	The amount of the lump-sum payment
You had your own household before you moved and brought it with you to your new home	twice your gross monthly salary , plus the percentage of the holiday allowance
In all other cases	three fourths of your gross monthly salary, plus the percentage of the holiday allowance

For the calculation of the lump-sum payment, your monthly salary will be set at least at the maximum of salary scale 6 and at no more than the maximum of salary scale 12. Are you a part-time employee? In that case, the employer will determine this lump-sum payment pro rata.

3. Have you moved house within 1 year as a result of your entry into employment? In that case, you will receive an allowance for the transport costs of your household effects, including the costs of packing and unpacking. The period of 1 year commences on the date of entry into employment. In special cases, the employer may extend this period. The employer may determine whether, and if so up to what amount, you will also receive a lump-sum payment for the other costs associated with the necessary removal. The lump-sum payment is capped at the maximum of salary scale 12.

Is your employment contract terminated at your request within 2 years of entry into employment? Or because of facts or circumstances that can be attributed to you? In that case, the employer may have you repay all or part of the allowance that you received upon entry into employment.
4. In special cases, the employer may grant an allowance for the removal costs without there being any transfer or entry into employment. The employer will then determine the amount of the allowance. The allowance will be capped at the maximum of salary scale 12.
5. Do you have your own household and have you not yet moved? And do you live temporarily in a boarding house in or near your new place of employment? Then the employer will fully reimburse the associated costs during the period in which you live in the boarding house. This scheme only applies to the period during which you are eligible for the allowance for removal expenses.
 - a. During the period in which you live in a boarding house, you will be reimbursed for the costs of travelling to and from to your place of residence once a week on the basis of the costs of 2nd class public transport.
 - b. Do you not opt for temporary residence in a boarding house? But you choose to travel from your home to the place of employment every day? In that case, the employer will reimburse the associated costs on the basis of the costs of 2nd class public transport, with the allowance you would receive according to the commuting reimbursement scheme as the minimum.



- c. Does the employer believe that you cannot use public transport? In that case, you will receive a kilometre allowance according to the [Group policy on reimbursement for travel and accommodation expenses](#) in the event of business travel in the Netherlands.

8.6 Driver card and forklift truck certificate

1. The employer will reimburse you for the costs of applying for and renewing your driver card, as referred to in the [Working Hours \(Transport\) Decree](#).
2. Do you have to obtain and/or maintain your forklift truck certificate periodically on the instructions of the employer? Or do you want to maintain your forklift truck certificate periodically yourself? In that case, the employer will only reimburse the costs if it does not offer this training itself.

8.7 Anniversary bonus

1. Have you been employed by the employer for 25, 40 or 50 years? In that case, you will receive a bonus from the employer according to the following table:

Number of years in service	Amount of the bonus
25	once the gross monthly salary
40	1.5 times the gross monthly salary
50	1.5 times the gross monthly salary

This bonus is paid out net. The employer will calculate the anniversary bonus based on the monthly salary applicable to you on your anniversary date.

2. Has your [full-time employment](#) been converted into part-time employment or vice versa during your 25, 40 or 50 years of employment? In that case, the employer will calculate the amount of the anniversary bonus pro rata. This also applies if your part-time employment has been changed during your 25, 40 or 50 years of employment.

8.8 Result-related bonus

1. The following definitions apply to the result-related bonus:
 - a. Financial year: the period to which PostNL's financial reporting relates.
 - b. Normalised EBIT: PostNL's operating income before deduction of interest and tax.
 - c. Customer satisfaction score: the opinion on customer satisfaction as indicated on the board of management's score card in PostNL's annual report.
2. You are entitled to a result-related bonus if you meet the following 3 conditions:
 - You are employed in the month in which the employer pays the result-related bonus.
 - You were employed in the financial year.
 - You meet the conditions of this article.
3. Did you leave the employment before the employer pays the result-related bonus? And were you employed for at least 6 months in the financial year? Then you are entitled to a result-related bonus. In that case, you can ask the employer [in writing](#) for payment of the result-related bonus. The employer will only pay the bonus if you have submitted your written request within 3 months after the bonus was made payable. For your request, you use the form you received at the time you left the employment.
4. Were you employed in the financial year, regardless of the number of days? And did you leave the employment before the employer pays the result-related bonus? In that case, you will also be entitled to a result-related bonus if your employment contract has ended for the following reasons:
 - retirement
 - incapacity for work
 - death
 - or the application of the Social Plan

The employer will automatically pay you the result-related bonus.



5. Has your employment contract been terminated because of culpable conduct on your part? Or has the employer taken steps against you to terminate the employment contract for that reason? In or prior to the month of payment of the result-related bonus? In that case, you are not entitled to a result-related bonus.
6. The result-related bonus consists of three components:
 - achieving the target of the customer satisfaction score
 - achieving the Normalised EBIT target
 - exceeding the Normalised EBIT target

If the customer satisfaction score and the Normalised EBIT target are achieved, the payment percentage is 1% for each separate component.

If the Normalised EBIT target is exceeded by a maximum of 3% of the external turnover, between 0% and 1% will be awarded in proportion to this excess. The employer adds up the payment percentages ensuing from these components.

Targets	Payout percentage of result-dependent bonus
Customer satisfaction score	not achieved = 0%; achieved = 1 %
Normalised EBIT	not achieved = 0%; achieved= 1 %
Exceeding Normalised EBIT	Between 0% and 1% depending on the amount of the excess
Payout percentage of the bonus:	Sum of the 3 percentages above

7. The employer calculates your result-related bonus as follows: the total of the [monthly salaries](#) paid to you in the financial year (with a maximum of 12 months) multiplied by the payout percentage. The additional hours paid in the financial year are also included in the calculation.
8. You will receive the result-related bonus in June, provided that the General Meeting of Shareholders has adopted the annual accounts.
9. Is there a drastic change in the structure or financial profile of the company? Then the parties to the CLA will consult on adjusting the boundaries for the rule.

8.9 Reimbursement scheme for professional expenses for medical reasons

1. Do you have to incur professional expenses for a C1, C or C1E driving licence or a CE driving licence with code 95 due to medical reasons? And is that necessary for the performance of your position? In that case, the employer will reimburse you for the following professional costs:
 - Application for a health declaration with the Dutch Central Office for Motor Vehicle Driver Testing CBR
 - Basic rate for an examination by a medical specialist if the Occupational Health and Safety Service or GP is not permitted to conduct the examination and insofar as the examination by a medical specialist has been made obligatory by the Netherlands Vehicle Authority RDW or the CBR
 - The additional renewal of the C1, C or C1E driving licence or CE driving licence with code 95 due to medical reasons.
2. Do you want to be eligible for compensation of professional expenses? In that case, you need to have the approval of your manager prior to incurring the professional expenses. You have to submit an expense claim for the reimbursement of professional expenses. The employer indicates how you can submit the claim.

8.10 Homeworking allowance

Do you fully work from home for at least 2 of your working days? And do you have a properly working internet connection that can be used for video calling? Then you may be eligible for a fixed homeworking allowance of € 45 net per month. Your commuting allowance ([Article 8.1](#)) will be adjusted to reflect the number of days on which you are still travelling to your workplace.



9 Choices in employment conditions

9.1 Choices in employment conditions

There are three different schemes for making choices in your employment conditions:

1. the CLA à la carte scheme ([Article 9.2](#))
2. purchasing holiday hours over and above the statutory minimum ([Article 9.3](#))
3. selling holiday hours over and above the statutory minimum ([Article 9.4](#))

9.2 CLA à la carte scheme

9.2.1 Target group

You have the option to use employment conditions (sources) from this [CLA](#) for specific purposes. What employment conditions you can use and for what purposes can be found in this scheme. During your probationary period, you cannot use the CLA à la carte scheme.

9.2.2 Sources

You can use the following source hours:

- a. holiday hours over and above the statutory minimum Per calendar year, you can use no more holiday hours than twice the number of your agreed working hours per week
- b. additional hours ([Article 4.10](#))
- c. hours off in lieu ([Article 7.2.1](#))

9.2.3 Purposes

You can use saved source hours for the following purposes:

- a. individual pension savings (IPS) as referred to in the [Pension Scheme Rules](#) of Stichting Pensioenfonds PostNL
- b. long-term special leave
- c. parental leave ([Articles 5.2.3](#) and [5.2.4](#))

9.2.4 Participation

You can apply for the CLA à la carte scheme via Mijn HR at [Mijn PostNL](#). Your participation starts on the first day of the month following the time of your application.

9.2.5 Saving

1. Do you choose to save holiday hours over and above the statutory minimum? Then you specify how many hours you save from your annual budget. If desired, you can supplement your annual budget with unused holiday hours over and above the statutory minimum from previous years, up to a maximum of two weeks in total.
2. Do you choose to save additional hours and/or hours off in lieu? Then you will automatically save all those hours.
3. You always choose the sources from which you want to save hours for the period of 1 calendar year. Do you not change your choice in any way? Then your choice will be automatically extended for the next calendar year.
4. Have there been any changes in your personal circumstances? Only then can you adjust your sources and/or purposes in the interim. You apply for this via Mijn HR at [Mijn PostNL](#).
5. Do you want to stop saving for a while? That is possible, but you can only stop saving your additional hours and/or your hours off in lieu then. You apply for this via Mijn HR at [Mijn PostNL](#). Saving ends on the first day of the month following the date on which the payroll administration received your request. You can only stop saving holiday hours over and above the statutory minimum per calendar year.



9.2.6 Recording and maximum number of source hours

1. The [employer](#) records the sources you have chosen in hours and minutes.
2. Has there been a change in the number of source hours you saved? If this is the case, you will receive an overview of the number of source hours after the emoluments period has ended.
3. At the end of every calendar year, you may have saved up to 100 times your agreed working hours per week. This concerns the total of the source hours saved plus any unused holiday hours. Have you saved more? In that case, the employer will pay out the hours saved in excess at the [hourly salary](#) that applies to you.

9.2.7 Use of source hours

1. Individual Pension Savings (IPS)
 - a. Do you want to use source hours for IPS? If this is the case, you indicate no later than on 1 December of every calendar year which source hours you want to use for this purpose. Stichting Pensioenfonds PostNL has determined your annual savings limit for you. You are personally responsible for ensuring that all IPS payments remain within this savings limit.
 - b. The employer will convert the source hours used by you at the [hourly salary](#) applicable to you at the time of the IPS payment. This payment will be made at the same time as the salary payment in December.
2. Long-term leave

Do you want to use source hours for long-term leave? Then you can do that once every 5 years. You inform your manager no later than 4 months before your leave that you want to take long-term leave. The employer agrees with your request to the extent permitted by the business interest. The leave will take at least 4 weeks and no more than 26 consecutive weeks. During the long-term leave, you will receive the hourly salary that applies to you at that time.

Do you want to use source hours for long-term leave prior to your retirement? You inform your manager no later than 4 months before your leave that you want to take long-term leave and retire afterwards. The employer will agree to your request if the leave amounts to a maximum of 100 consecutive weeks, including any unused holiday hours.
3. Parental leave
 - a. Do you want to use source hours for full or partial continued payment of your [monthly salary](#) during your parental leave? If this is the case, you indicate in [writing](#) to the employer, at least 2 months before the start of your parental leave, how many source hours you want to use.
 - b. Special short-term and long-term leave ([Article 5.2.3](#)) and parental leave ([Article 5.2.4](#)) will apply.

9.2.8 Termination of employment contract

Does your employment contract end? And do you still have source hours? In that case, the employer will pay them out to you at the [hourly salary](#) that applies to you.

9.3 Purchasing holiday hours over and above the statutory minimum

1. Have you been classified in salary scales 7 through 13? Or does the remuneration scheme for recent graduates from universities of applied science (hbo) and universities ([Appendix 3](#)) apply to you? In that case, you can submit a request to the employer for purchasing holiday hours over and above the statutory minimum once every year.
2. The following rules apply when purchasing holiday hours over and above the statutory minimum:
 - a. You can purchase no more holiday hours than the number of hours that you work on average per week.
 - b. You can purchase holiday hours once every year. You request this from the employer in [writing](#). You do this in November at the latest for the subsequent calendar year.
 - c. Do you have more holiday hours in November than the annual balance in holiday hours awarded on the basis of this [CLA](#)? In that case, you cannot purchase holiday hours for the subsequent calendar year. An exception to this is the CLA à la carte scheme.
 - d. The value of a holiday hour is equal to your [hourly salary](#) plus 8% holiday allowance.



3. Did you submit your application by November of the year at the latest? In that case, the employer will set off your purchase of the holiday hours in January of the subsequent year, against the [monthly salary](#) applicable on 1 January.
4. In January, the employer credits the purchased holiday hours to your holiday card. Holiday hours are credited on the basis of whole hours.
5. Did you not take your purchased holiday hours before 31 December of the calendar year? Then your purchased holiday hours will lapse.

9.4 Selling holiday hours over and above the statutory minimum

1. Have you been classified in salary scales 7 through 13? Or does the remuneration scheme for recent graduates from universities of applied science (hbo) and universities ([Appendix 3](#)) apply to you? In that case, you can submit an annual request to the employer to sell holiday hours over and above the statutory minimum.
2. The following rules apply to the sale of holiday hours over and above the statutory minimum:
 - a. You can only sell holiday hours for attending a (work-relevant) training course. You apply for this at the employer [in writing](#).
 - b. You sell your holiday hours in whole hours. You can sell the holiday hours over and above the statutory minimum up to the maximum amount of the training programme. You will receive an allowance for the holiday hours sold.
 - c. The value of a holiday hour is equal to the [hourly salary](#) that applies to you, plus 8% holiday allowance.
 - d. The employer will determine the gross allowance based on the number of holiday hours you want to sell.
 - e. The employer will settle the gross allowance in a tax-efficient manner with you up to the costs of the training programme, insofar as this is possible under tax laws and regulations.
 - f. The employer will debit your sold holiday hours from your holiday card in whole hours. This is done in the month following the month in which the employer approved your application. The oldest holiday hours are debited first.
 - g. The employer asks you to send the proof of payment and the invoice along with your written application. What if you do not do this? In that case, the employer will reject your application for selling holiday hours.



10 Fit for work

10.1 Age-conscious personnel policy

What is the purpose of the age-conscious personnel policy? To ensure that employees will be able to keep working if their age increases.

PostNL has an age-conscious personnel policy in place, which is aimed at:

- a. making the best possible use of your talents, your knowledge and your experience throughout your career;
- b. and preventing unnecessary premature departure from the organisation.

In this chapter you can read how PostNL and [trade unions](#) implement this policy.

Prevention and customisation

How does the [employer](#) implement the age-conscious personnel policy? By creating good conditions, and thus avoiding any bottlenecks. This requires constant attention for a proper alignment between your job content and your personal situation. Individual customisation is at the heart of the age-conscious personnel policy. This was chosen because qualities, work capacity, wishes, opinions and ambitions vary from one person to another. And may change at different ages and in different career stages. If your personal situation so requires, the employer will make efforts to deploy you in a different [position](#) and/or at other working hours by means of an individual tailored approach. The employer expects you to make an active and solution-oriented contribution to this process. You have the option to use the Mobility facilities.

10.2 Facilities

1. You and the employer are jointly responsible for your being and remaining employable.
2. The employer's responsibility is as follows:
 - Your employability is part of your performance reviews and assessment interviews. And above all, what needs to be done to maintain your employability.
 - Is there a risk of a disruption in the balance between the workload and your personal work capacity? And is there a clear indication for this? For example, does this emerge from your sickness record/history? If this is the case, you can have the Occupational Health and Safety Service conduct a personal work capacity examination, especially if you are a little older. You will do this in consultation with your manager. The Occupational Health and Safety Service measures your workload by means of a personal work capacity examination. A fitness test tailored to your [position](#) may be part of this examination.
 - Does the advice of the Occupational Health and Safety Service show that something needs to be done? In consultation with your manager, you will then look for a customised solution. Examples include work (time) adjustment, other work, adjustment of your work capacity, or combinations of these.
 - The employer encourages you to keep educating yourself and participate in (further) schooling, do an internship, and gain experience outside your own job.
 - At your request, Mobility can draw up personal development and career advice once every 3 years. The employer will pay the associated costs. Does this development and career advice recommend any training? In that case, the employer will facilitate this training in accordance with the [Company Policy on Training Facilities](#).
3. The employer expects you to take your part of the responsibility as follows:
 - You will follow training courses that you agree with your manager based on the development and career advice. You follow these courses as well as you can and participate in any tests and exams.
 - You will not ignore your manager's advice to obtain personal development and career advice without stating reasons.
 - You will provide up to 1 day of your own time to obtain personal development and career advice.
 - You have the personal work capacity examination conducted in your own time.



10.3 Working conditions

1. The employer makes efforts to provide working conditions that enable you to keep working healthily for as long as possible.
2. The employer's policy on safety, health and well-being is based on, among other things:
 - the risk inventory and evaluation (RI&E) in the areas of safety, health and well-being within the organisation;
 - the agreed forecast and rehabilitation plans. These plans focus on improving the counselling and rehabilitation of employees who are incapacitated for work. The parties to the CLA discuss the conclusions of the evaluation during the regular consultations.
3. The employer acknowledges the right of you and your colleagues to a healthy, clean and safe workplace. A good quality of work and an inspiring work environment make work attractive. In that sense, good working conditions contribute to your employability. The employer therefore attaches great importance to proper compliance with the laws and regulations (such as, for example, the Working Conditions Act) in the area of working conditions and their enforcement. This is why the employer takes negative signals from you about maintenance and cleaning of the work environment very seriously and aims for a more intensive monitoring of existing checks on cleaning and workplace maintenance. The results and any follow-up actions will be discussed with the competent employee participation body.

10.4 Mitigating measures

1. Are you 55 years of age or older? In support of the aforementioned policy, the following general workload-mitigating measures have been included in this [CLA](#):
 - no obligation to work [night shifts](#) (see [Article 4.6, paragraph 5](#))
 - no obligation to work overtime (see [Article 4.11, paragraph 4](#)).
 - no phase-out of any (phase-out) [t.o.t.](#) (see [Article 7.1.3](#))
2. In addition to paragraph 1, the employer awards you time off for a number of positions and specific activities.
3. Are you 60 years of age or older? Do you have an employment contract for an indefinite period for at least 32 hours per week? And do you have an operational position with a maximum job level of scale 5 (but you do not work in a supporting position) or do you work as a first-line manager with a maximum job level of scale 7? Then, under certain conditions, the Sustainable Employability scheme may apply to you. Sustainable Employability is a scheme set up to enable older employees to stay vital and continue working longer, by voluntarily reducing their working hours without loss of salary and pension accrual. This will enable older employees to reach their retirement age in a sound and healthy manner. In [Appendix 4](#) to this CLA you can read when you are eligible for participation in the Sustainable Employability scheme and under what conditions.
4. Does the RI&E or your individual situation show that measures are needed to make the work associated with your specific [position](#) lighter? If this is the case, the employer may decide to:
 - extend the number of positions to which mitigating measures currently apply;
 - adjust the mitigating measures.

The employer will make arrangements about this with the [employee participation body](#) or directly with you for individual situations.

10.5 Periodic reporting

The employer discusses the age-conscious personnel policy with the [employee participation body](#) at least once a year. This is part of the social reporting as referred to in [Article 31b of the Dutch Works Councils Act](#).

10.6 Safety, health and well-being at work

1. The employer will ensure:
 - safe working conditions in the organisation
 - the protection of your health
 - the promotion of your well-being in connection with your work
2. You have a number of responsibilities in this respect:
 - You behave with due care to avoid any dangers to yourself and others.



- You comply with the safety regulations and other rules, guidelines and instructions on safety, health and well-being that have been adopted by the employer and about which the employer has informed you.
 - You use the security and safety equipment prescribed by the employer.
3. The employer cannot oblige you to perform work if the situation does not meet the statutory and/or company regulations on safety.
 4. Do you receive a reimbursement from the employer for the use of your own resources instead of a business asset in the performance of your work? Then you are obliged to ensure that this resource is in such a state of repair that it does not entail any unnecessary burden or safety risks while you are working.
 5. Does the employer have any doubts as to whether you can still handle the workload properly? For example, on the basis of your sickness record/history? In that case, the employer may register you with the Occupational Health and Safety Service for a personal work capacity examination.

10.7 Instructions and regulations

1. The employer informs you of the regulations, guidelines, directions and instructions that you have follow during your work.
2. You can read the [written](#) instructions and regulations at a freely accessible location in the company.

10.8 Participation in information, instruction and training programmes

1. You will actively participate in the information, instruction and training programmes offered. Does the employer believe that these should take place outside [working hours](#) so as not to impede the work processes? In that case, [Article 7.2.1](#) will apply, while you will receive half of the allowance stated therein.
2. On the basis of the Works Councils Act or the Working Conditions Act, the employer consults with the [employee participation body](#) on the design and implementation of information, instruction and training programmes.

10.9 Early retirement scheme

When an employee reaches the state pension age within 3 years, the employee may be eligible for participation in the Early Retirement scheme (ERS scheme) under a temporary amendment to the Dutch Payroll Tax Act. The ERS scheme has been temporarily eased as part of the 2019 Pension Agreement. PostNL wants to take advantage of this easing and is offering from 1 February 2023, during the remaining term of this [CLA](#), the ERS scheme to specific groups of employees. Early retirement is a scheme to enable older employees who can no longer work vitally to voluntarily stop working earlier than their state pension age, within the applicable tax options. In [Appendix 5](#) you can read when you are eligible for participation in the Early Retirement scheme and under what conditions.



11 Facilities

11.1 Group accident insurance

The [employer](#) has taken out accident insurance with 24-hour cover for you. The employer pays for this insurance.

11.2 Prevention

1. The employer will take care of proper working conditions in accordance with the applicable laws and regulations.
2. The employer pursues an active policy to prevent you from becoming sick because of your work. This includes the following:
 - a. The employer records and analyses absenteeism. The employer discusses the outcomes with the [employee representative body](#) at least once every year.
 - b. The employer discusses the development of the number of people starting to claim a benefit under the Work and Income (Capacity for Work) Act (WIA) with the [trade unions](#) twice a year. This is done on the basis of an analysis conducted by the Occupational Health and Safety Service, among other things. These discussions are aimed at assessing the effectiveness of the policy pursued and improving it where necessary.
 - c. The employer conducts research into the quality of the work and the working conditions. If necessary, the employer will implement improvements on the basis of this research. In training courses for managers, the employer devotes attention to the prevention of sickness because of your work.
 - d. As an [employee](#), you take a proactive attitude to prevent yourself from becoming sick because of your work. You actively participate in prevention programmes offered by the employer.

Articles 11.3 through 11.8 apply to the [employee](#) who is incapacitated for work within the meaning of [Book 7, article 629 of the Dutch Civil Code](#). The provisions of the Dutch Civil Code apply, unless otherwise provided for in this chapter.

11.3 Health and work

1. You have a right to care intended to protect and promote your health in relation to your work and working conditions. And you can ask for this.
2. Does the employer want to know if you are unable to work due to incapacity for work, to what extent and until when? In that case, the employer may ask a doctor of the Occupational Health and Safety Service to examine you. The employer will inform you of this [in writing](#) and with statement of reasons. You are obliged to cooperate in this examination. You will be informed of the results of the examination by the doctor as soon as possible. The doctor will inform the employer about the options for your employability.
3. Have you incurred travel and accommodation expenses for the examination by the doctor? In that case, the employer will reimburse these costs in accordance with the [Group Policy on reimbursement of travel and accommodation expenses](#) incurred in connection with business travel in the Netherlands.

11.4 Continued payment of wages during sickness

1. Are you unable to work because of sickness? Then you are incapacitated for work. The employer will continue to pay your [monthly income](#) for a maximum of 104 weeks in accordance with the table below, on the basis of your monthly income in your original [position](#) if you had not been sick.

Continued payment of wages during sickness

<i>Calculated from the 1st day of sickness:</i>	<i>Percentage of the monthly income</i>
The 1 st period of 26 weeks	100%
The 2 nd period of 26 weeks	100%
The 3 rd period of 26 weeks	90%



The 4 th period of 26 weeks	80%
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- Are you not cooperating in your rehabilitation in a result-oriented manner, in accordance with the Dutch [Eligibility for Permanent Incapacity Benefit \(Restrictions\) Act](#)? In that case, the employer will pay your monthly income for a maximum of 104 weeks in accordance with the table below.

Continued payment of wages during sickness

<i>Calculated from the 1st day of sickness:</i>	<i>Percentage of the monthly income</i>
The 1 st period of 26 weeks	100%
The 2 nd period of 26 weeks	90%
The 3 rd period of 26 weeks	80%
The 4 th period of 26 weeks	70%

- Are you incapacitated for work due to an industrial accident? Then the tables in paragraphs 1 and 2 do not apply to you. In that case, the employer will continue to pay your full monthly income. This will be done for a maximum of 104 weeks, calculated from your first day of sickness, on the basis of your original position.
- Are you incapacitated for work and [entitled to a state pension \(AOW\)](#)? In that case, the maximum period of continued salary payment of 104 weeks does not apply to you. The employer pays your monthly income in full for the period stipulated in the [Working Beyond State Pension Age Act](#). These payments will only be continued as long as you are employed.
- Are you incapacitated for work and do you work as part of your rehabilitation? In that case, you will receive the [hourly salary](#) applicable to you for the productive hours you work, plus any applicable allowances and supplements. The employer deducts the income you earned somewhere else as part of your rehabilitation from this amount.
- Have you been paid additional hours? If this is the case, the continued payment in the event of sickness will also apply to your additional hours. In that case, as from your first day of sickness, the employer will increase your monthly income by the average number of additional hours paid in the 13 weeks immediately preceding your first day of sickness. The employer will make this calculation using the hourly salary that applies to you. Is the outcome unreasonably high or low? In that case, as from your first day of sickness, the employer will take the average number of paid additional hours for the 12 months immediately preceding your first day of sickness as a basis.
- Have you been paid [t.o.t.](#)? In that case, continued payment in the event of sickness also applies to your t.o.t. The t.o.t. will continue to be paid based on the amount of the average t.o.t. paid over the 13 weeks immediately preceding your first day of sickness. Is the outcome unreasonably high or low? In that case, as from your first day of sickness, the employer will take the average amount of t.o.t. paid in the 12 months immediately preceding your first day of sickness as a basis.
- The continued payment of wages pursuant to this article will only be made for as long as you are employed.
- Has the Employee Insurance Agency UWV extended the maximum period for continued payment of wages of 104 weeks? In that case, the employer will continue to pay your monthly income. This applies to the period by which the UWV has extended the continued payment of wages. You will then receive the same percentage of continued payment as you received immediately prior to the extension by the UWV.

11.5 Continued payment of wages during pregnancy leave and maternity leave

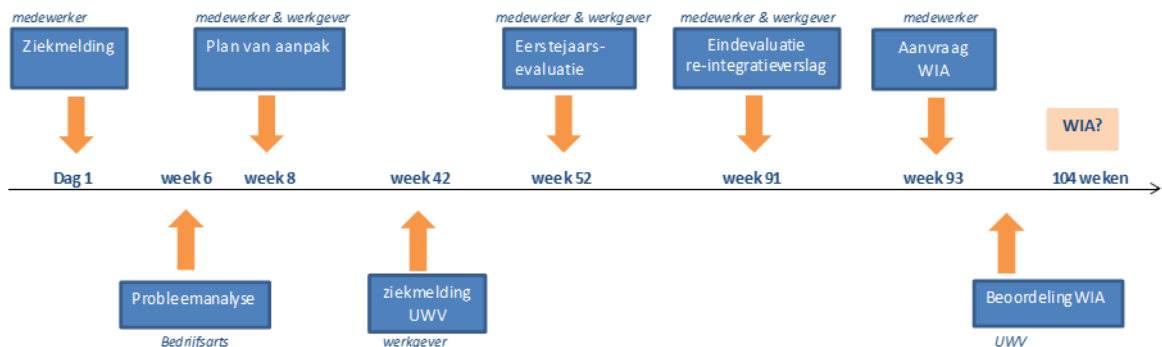
Are you on pregnancy leave or maternity leave? In that case, the employer will continue to pay your [monthly income](#). Allowances included in monthly income will continue to be paid during your pregnancy leave or maternity leave based on the average amount paid in the 13 weeks immediately preceding the starting date of your leave. Is the outcome unreasonably high or low? Then the employer uses the average amount paid over 12 months as the starting point.

11.6 Reducing, suspending or cancelling the continued payment of wages

1. Do you also receive a benefit under the Sickness Benefits Act (ZW), Work and Care Act (WAZO), Invalidation Insurance Act (WAO), Disablement Assistance Act for Handicapped Young Persons (Wajong), Work and Income (Capacity for Work) Act (WIA), Old and Partially Disabled Unemployed Workers Income Scheme Act (IOAW) or Older Unemployed Persons Income Scheme Act (IOW) during 104 weeks of incapacity for work? In that case, the employer will deduct this benefit from the continued payment of wages, as set out in [Article 11.4](#).
2. The employer is not obliged to continue to pay your [monthly income](#) during sickness if there is no statutory obligation to do so.
3. There will be no continued payment of wages in the event of sickness in the following cases:
 - a. Rules on penalties by PostNL or pursuant to the ZW, WAO, Wajong, WIA, Unemployment Insurance Act (WW), Supplementary Benefits Act (TW) or IOAW, IOW apply. Or a rule on penalties pursuant to Book 7, Title 10 of the Dutch Civil Code applies.
 - b. The employer is able to recover the loss of salary from a third party and, despite a request from the employer, you do not provide the information required for that purpose.
 - c. You refuse to apply for a benefit under the ZW, WAO, WAZO, WIA or WW, though you are entitled to this.
 - d. You do not authorise the implementing bodies to transfer any benefit under the ZW, WAO, WAZO, Wajong, WIA or WW to the employer.
 - e. You do not actively cooperate in your own recovery and/or rehabilitation without providing valid reasons for not doing so.
 - f. You do not avail yourself of an opportunity offered by the employer for early (para)medical treatment without providing valid reasons for not doing so.

11.7 Rehabilitation obligations

1. You and the employer are both responsible for active cooperation in your recovery and rehabilitation process. In order to give substance to these responsibilities, the [Eligibility for Permanent Invalidation Benefit \(Restrictions\) Act](#) lays down the following obligations and time limits.



2. Within these periods, you and the employer will make arrangements and draw up plans together. The purpose of this is to limit the duration of your absence and to work on returning to your own position as soon as possible. Or, if that is no longer possible, to another suitable position within or outside PostNL.
3. Have you been sick for at least 13 weeks? Or is it already clear that, due to incapacity for work, you probably will not return to your original position? If this is the case, the employer will register you with Mobility. Mobility draws up a rehabilitation agreement with you. This agreement contains a targeted rehabilitation process and the efforts the employer expects from you during your rehabilitation. The period during which you work on the basis of occupational therapy or limited employment will be included in the period of 13 weeks.
4. Are you partially fit for work and are you a suitable candidate for a vacancy? In that case, the [Group Policy on the filling of vacancies](#) will apply.
5. Is an early (para)medical treatment recommended as part of your recovery and rehabilitation process? In that case, you will be obliged to cooperate. This can take place through an accelerated intervention process and/or



waiting list assistance by the Occupational Health and Safety Service or other qualified service providers. Your insurer will pay the associated costs. Is this not (entirely) possible? In that case, the employer will pay the (remaining) amount.

6. Are you incapacitated for work and [entitled to a state pension \(AOW\)](#)? In that case, paragraphs 2, 3 and 4 of this article do not apply to you, and paragraph 1 does not fully apply to you either. The employer no longer needs to look for a suitable position outside PostNL, and you and the employer do not need to draw up an action plan for rehabilitation.
7. Do you disagree with the results of the examination by the doctor or the acts/omissions on the part of the employer during the first 104 weeks of sickness? Then you can request an expert opinion from the Employee Insurance Administration Agency (UWV).

11.8 Financial measures in the event of rehabilitation

1. The employer will pay the costs of support and training courses. The employer will reimburse the associated travel and accommodation expenses. The [Group Policy on travel and accommodation expenses incurred in connection with business travel in the Netherlands](#) applies in this regard.
2. Do you need to move for a suitable position? In that case, the reimbursement scheme for removal costs under this [CLA](#) applies.
 - Do you have your own household? In addition to the removal expenses reimbursement scheme under this CLA, you will receive an allowance for the removal costs of € 6,806.70 gross.
 - Do you not have your own household? In addition to the removal expenses reimbursement scheme under this CLA, you will receive an allowance for the removal costs of € 3,403.35 gross.
 - Do you temporarily have double housing costs? In that case, you will also receive an allowance for the costs of double housing and the cost of maintaining two homes during the period in which you have double housing costs. You will receive the allowance for higher housing costs for a maximum of 12 months. The employer calculates the allowance on the basis of the difference with your original housing costs. The maximum allowance is € 147.48 gross per month. This allowance will be phased out to € 0 in 5 equal annual steps.
3. Has the travel time from your home to your new [place of employment](#) increased for a suitable position? And have you been classified in salary scales 1 through 10? Then you will receive a temporary allowance. The employer calculates the increase in your travel time by reducing the new travel time from your home to the new place of employment by the original travel time from your home to your original place of employment. For the purpose of this calculation, the employer assumes that you travel in the usual way.
 - Did you work 4 hours or more on a day? In that case, the employer will set your original travel time at a minimum of 45 minutes.
 - Did you work less than 4 hours on a day? In that case, the employer will set your original travel time at a minimum of 30 minutes. You will receive the allowance at the [hourly salary](#) applicable to you.
 - The employer will determine the allowance once only. This means that the amount of the allowance will not change in the event of future changes in your salary. You will receive the allowance for a maximum of 24 months. In the first 12 months, you will receive 100% of the allowance and then 50%. Do the circumstances under which the allowance was awarded change? In that case, the employer may stop the allowance.
4. Have you accepted a new position within or outside PostNL in accordance with your action plan? And do you receive a lower salary per hour in this new position than the hourly salary applicable to you? Then you will receive a supplement to your [monthly salary](#), which will be calculated as follows:
 - The employer will first calculate the difference between the hourly salary applicable to you and the lower hourly salary in your new position. Is this difference more than 30% of the hourly salary that applies to you? If this is the case, the employer will take no more than that 30% as a starting point.
 - The employer will multiply this difference in hourly salary by the agreed new working hours. Is the number of your new working hours higher than that of your original working hours? Then the employer will multiply the difference in salary per hour by the originally agreed working hours.
 - The employer will determine the supplement for 18 months. Has your rehabilitation been completed before 104 weeks of incapacity for work? Or will your employment contract with the employer be terminated before you have been incapacitated for work for 104 weeks? In that case, the employer will extend the period of 18 months by each calendar month that your employment contract is terminated earlier.



5. Did you start the assistance for rehabilitation outside PostNL during your employment contract? In that case, the employer will pay the costs of this assistance until no later than 1 year after the date on which your employment contract has ended.
6. Have you been placed with another employer outside PostNL as part of your rehabilitation? And were you dismissed there – but not for cause – within the probationary period? In that case, you will be entitled to assistance by Mobility (again). The assistance will last for a maximum of 12 months and will apply from the date of dismissal during the probationary period.
7. Are you incapacitated for work and [entitled to a state pension \(AOW\)](#)? In that case, paragraphs 5 and 6 of this article do not apply to you.

11.9 Death benefit

1. If you die, your surviving dependants will receive a death benefit. This benefit is 3 times the [monthly income](#) applicable on the day of your death. By surviving dependants we mean: the person or persons who are eligible for a death benefit under the [Sickness Benefits Act](#).
2. Do your surviving dependants receive a benefit because of your death on the basis of a legally prescribed health insurance or occupational disability insurance? Then the employer will reduce the death benefit by the amount paid out from this insurance.
3. Have you been paid additional hours? In that case, the employer will calculate the monthly income based on the average number of hours paid during the 3 months immediately preceding the date of death.



12 Pension

12.1 Inclusion of pension scheme rules in this CLA

1. As soon as you meet the conditions for joining, you will participate in the employer's pension scheme.
2. The employer's pension scheme is administered by Stichting Pensioenfonds PostNL.
3. Articles 12.2 through 12.11 below are intended to summarise the pension scheme. These articles have been elaborated in full detail in the Pension Scheme Rules and the Pension Implementation Agreement. The detailed elaboration in the Pension Scheme Rules is the guiding principle.
4. Amendments to the pension agreement or the administration agreement (with an impact on the pension agreement) are made between the social partners and form part of the CLA.

12.2 Registration with the pension fund

The [employer](#) registers you with Stichting Pensioenfonds PostNL. Participation in the pension scheme is obligatory.

12.3 Accrual of old-age pension

The (maximum) accrual percentage for the old-age pension is 1.875% of the [pension base](#).

12.4 Surviving dependants' pension

The accrual of your surviving dependants' pension is 63% of the old-age pension to be achieved. This is entirely within the range between the minimum premium of 21.7% and the maximum premium of 29.2% of the [pension bases](#). ([see Article 12.7 for this](#)).

12.5 Deductible

1. As from 1 January 2022, the [deductible](#) is € 15,859.53 on an annual basis. As from 1 January 2023, it is € 17,488.72. Are you a part-time employee? In that case, the employer will determine your deductible in proportion to your agreed working hours. Did you receive any payment for additional hours in the relevant period? In that case, these additional hours will be included in the calculation of your deductible.
2. The deductible changes every calendar year, based on the total percentage used to adjust the state pension (AOW) benefit from the start of the previous calendar year. Does this result in a decrease of the deductible? In that case, the parties to the CLA will consult on this subject.
3. Does the development of the state pension (AOW) require a different adjustment of the deductible? In that case, the parties to the CLA may agree on this when negotiating a subsequent CLA.

12.6 Retirement date

1. Your retirement date is no later than the first day of the month following the month in which you reach the age of 68.
 - Would you like to retire earlier? Then you can advance the retirement date, at the earliest to the first day of the month following the month in which you reach the age of 60. In that case, the pension fund will advance the date of your pension in an actuarially neutral manner.
 - Do you want to retire earlier than five years before the [state pension age](#) applicable to you? This is possible, but only if your employment income decreases equally.
2. You will have to notify the employer [in writing](#) of the retirement date you have chosen. You will do this at least 3 months before the (desired) retirement date. You also indicate whether you will retire in full or in part.
3. Do you want to retire later than the first day of the month following the month in which you reached the state pension age? Then you have to ask the employer in writing for permission. You will do this at least 3 months before reaching the state pension age. You also indicate whether you will retire in full or in part.



4. Does the employer agree in writing to your retiring later? In that case, your employment contract will end [by operation of law](#) in accordance with [Article 2.8](#) of this CLA. The employer may then enter into a new employment contract (for a definite period) with you.
5. This employment contract is subject to the conditions of employment that are part of the position that you hold from the state pension age. The [Working Beyond State Pension Age Act](#) also applies to the new employment contract.

12.7 Pension premium

The [Pension Scheme Rules](#) of Stichting Pensioenfonds PostNL stipulate that the pension premium paid by the employer can move within a range of at least 21.7% and no more than 29.2% of the [pension bases](#). As an [employee](#), you pay an employee's contribution to the pension premium (see [Article 12.9](#)).

12.8 Reduction and increase of pension entitlements to be accrued

1. The pension legislation regulates how much premium is required to be able to pay the pension entitlements.
2. Does the relevant year require a higher premium than the maximum of 29.2% of the [pension bases](#)? And is the premium not enough to pay the pension accrual? The pension fund will then purchase your pension entitlements on the basis of the maximum premium of 29.2% of the pension bases. Your pension entitlements to be accrued in that year will therefore be lower.
3. Does the relevant year require a lower premium than the minimum of 21.7% of the pension bases? The pension fund will then purchase your pension entitlements on the basis of the minimum premium of 21.7% of the pension bases to the extent permitted by the law. Your pension entitlements to be accrued in that year will therefore be higher.

12.9 Your pension contribution

1. Your contribution to the costs of the pension scheme is 6% of the [pension base](#).
2. The employer deducts your contribution from your [monthly income](#). The employer pays this contribution to Stichting Pensioenfonds PostNL.
3. Until 31 March 2022, your own contribution will remain 6%.
4. Are there any drastic changes in the pension or tax laws? And/or a substantial deterioration of the operating result compared to the current outlook (up to and including 31 March 2022)? Then the parties to the CLA will enter into consultations, if necessary.

12.10 Premium system

The current premium system is based on expected return with fund-specific parameters.

12.11 Unpaid leave

1. Do you take unpaid leave for longer than one calendar month? In that case, you can continue the pension accrual over the unpaid leave at your own expense. Do you want to continue the pension accrual at your own expense? Then you will pay both the employee's contribution as stated in [Article 12.9](#) and the employer's portion of the pension contribution over the unpaid leave.
2. The risk covers from the pension scheme rules (death and disability) will be continued during unpaid leave. For this you will owe a contribution which is determined by Stichting Pensioenfonds PostNL.
3. You can continue the Surviving Dependents Act (ANW) shortfall insurance at your own expense during the unpaid leave.

13 Trade union contribution and trade union facilities

13.1 Trade union contribution

1. The trade unions receive a joint annual contribution from the [employer](#) for trade union work in the employer's organisation. This contribution is € 14.46 net, multiplied by the average number of employees of the employers who have been included as [parties to this CLA](#) in that year.
2. The employer will fix the amount of the contribution to the [trade unions](#) every year. Every year, the trade unions communicate their number of members as at 1 January to the employer by means of an auditor's report. They have to do this before 1 March of every calendar year. Before 1 May of that year, the employer will transfer the trade union contribution for the previous year to the joint trade unions.

13.2 Trade union facilities

1. The employer offers the following trade union facilities:
 - a. An annual budget for [trade unions](#) for their trade union work. The budget is 1.5 days for every 10 members the trade union has working at the employer. Trade union leave, as regulated in [Article 13.3](#), is not covered by this budget.
 - b. A meeting room for the meeting of the board of a local, regional or national group (including corporate groups) at the request of trade unions. The employer will make this room available free of charge.
 - c. The use of telephone and photocopying equipment for the management of local, regional and national groups (including corporate groups), provided that such use is within reasonable limits.
 - d. The use of publication boards by trade unions to bring newsletters, pamphlets, publications and/or other documents to the attention of employees for the benefit of good and balanced employment relationships within PostNL's organisation. PostNL acknowledges the freedom of expression of trade unions and will provide cooperation in this regard. PostNL reserves the right to refuse or remove publications that are disrespectful, inflammatory or otherwise contrary to the rules of conduct applicable within PostNL.
2. These trade union facilities will only be provided by the employer if:
 - these activities do not impede the existing communication and consultation structures. Nor may they interfere with these structures;
 - the progress of the work in the organisation is not harmed by these activities;
 - each year, the trade unions provide the employer with a [written](#) statement of the trade union members who can use the allocated budget.
3. Is normal consultation between the employer and the unions lacking? For example, when trade unions call for a strike. In that case, the employer may discontinue the trade union facilities.

13.3 Trade union leave

1. Do you want to attend a meeting of your trade union as an official representative? In that case, the employer will grant you trade union leave without loss of your [monthly income](#) if:
 - a. it concerns a meeting of official bodies mentioned in the articles of association of your trade union, such as union congresses, union council, general assembly or equivalent bodies;
 - b. the employer is of the opinion that the work permits this trade union leave;
 - c. and the employer has received a [written](#) request for this from your trade union in good time.
2. Do you want to attend meetings of departmental boards or similar bodies? In that case, the employer will allow you to take holidays for this purpose if:
 - a. the employer is of the opinion that the work permits this holiday;
 - b. and you have submitted a written request for taking holidays for this purpose in good time.
3. Are you a member of one of the [trade unions](#) that are parties to this CLA? And do you want leave to attend training sessions and educational meetings organised by your trade union? The employer will grant you trade union leave without loss of your monthly income if:



- a. the employer is of the opinion that the work permits this trade union leave;
- b. and the employer has received a written request for this from your trade union in good time.
4. For each trade union, this trade union leave is no more than 2 days per 2 years for every 10 members the trade union has working at the employer.
5. The employer determines how trade union members record their hours of absence.

13.4 Protection of trade union officials

1. Are you a board member of local, regional or national groups (including corporate groups)? If this is the case, the employer guarantees that your position within the organisation will not be affected by your actions as a board member. In other words, the employer will only expect you to comply with your employment contract.
2. Are you dismissed? In that case, the employer will apply the same standards to you as to employees who do not have a position within the trade union.



14 Arrangements between parties to the CLA

14.1 Compliance with the CLA

The parties to the CLA have agreed with each other to comply with this [CLA](#) in good faith.

14.2 Termination of the CLA

1. Does one of the parties to the CLA fail to terminate the [CLA in writing](#)? In that case, the CLA will automatically be extended, each time by a period of one year.
2. A termination of the CLA is valid if notice of termination was given at least 3 months before the end of the term. All parties to the CLA will receive a written confirmation of the termination.

14.3 Interim changes

Are there any drastic changes in general socio-economic conditions in the Netherlands? In that case, both the [employer](#) and the [trade unions](#) may propose interim changes during the term of this [CLA](#).

14.4 Disputes regarding the interpretation of the CLA

1. Do the employer and [trade unions](#) have a dispute about the interpretation of the [CLA](#)? Then they will seek a solution in proper consultation.
2. The party that disagrees with the interpretation of the CLA will inform the other party of this [in writing](#). Did the parties fail to reach an agreement on the resolution of the dispute within 2 months? In that case, the parties will submit the dispute for advice to an interpretation committee, which will be jointly composed for this dispute. The interpretation committee will deliver its opinion to the parties to the dispute.

14.5 Informing trade unions

1. The employer will inform the [trade unions](#) about the general course of affairs in the organisation at least twice a year.
2. When doing so, the employer pays particular attention to developments relating to human resources, organisational, commercial, financial-economic and technical policies.

14.6 Arrangements for personnel policy and employment

1. The employer consults with the [employee participation body](#) on topics in the fields of personnel policy and employment. These subjects have been regulated in the [Group Policies](#).
This concerns the following subjects:
 - filling of vacancies
 - assessment system
 - training facilities
2. In consultation with the [trade unions](#), the employer has set up Stichting PostNL Opleidings- en Ontwikkelingsfonds Post en Koeriers (Stichting PostNL Mail and Couriers Training and Development Fund). The objective of this training and development fund is:
 - promoting further education, retraining and training for employees;
 - and creating financial and administrative conditions that lead to their realisation.

14.7 Diversity

The employer wants the composition of the staff to reflect the working population in the Netherlands. To achieve this, the employer applies the diversity policy. For more information, see [Mijn PostNL](#).



14.8 Reorganisation

1. The employer aims to prevent involuntary dismissal as far as possible. However, there may be developments that result in jobs ceasing to exist and the contents of the work changing. Where necessary, the employer will implement an active retraining and additional training policy to find suitable solutions for you. Examples include transfer or employment in another sector at the same level wherever possible. The employer expects you to cooperate in this policy.
2. The employer requests an opinion on an intended reorganisation as referred to in [Article 25, paragraph 1, under b, c, d, e and f of the Works Councils Act](#). The employer does this at an early stage, so that the employer will be able to consider the views of the [employee participation body](#) when taking a decision.
3. Is this a reorganisation for which the employer has to consult the highest level of the employee representation body? If this is the case, the employer will also inform the [trade unions](#).
4. Is this an intended reorganisation as referred to in [Article 25, paragraph 1, under b, c, d, e and f of the Works Councils Act](#)? In that case, the employer will provide the employee participation body and the trade unions with an overview of:
 - the reasons for the intended reorganisation;
 - the consequences of the reorganisation;
 - and the measures the employer considers taking as a result.
5. The employer mainly discusses the organisational and economic aspects with the employee participation body. The trade unions mainly deal with the aspects that have to do with far-reaching consequences for employment and material employment conditions.
6. PostNL's Social Plan is intended to absorb the adverse consequences of an intended reorganisation. Are the results of applying the Social Plan unacceptable, according to the parties to the CLA? If so, the parties to the CLA will enter into consultations on this matter.
7. The parties to the CLA provide each other with reports and recommendations on the intended reorganisation. Does the employer or the unions consider this information to be confidential? If so, the parties to the CLA will treat this information confidentially. In that case, disclosure will only take place if both parties agree to this.
8. Are you involved in an intended reorganisation? Then you will be informed as well and as early as possible of the intended reorganisation and the decision-making process in this regard.

14.9 Joint ventures/merger

1. Is the employer considering a merger within the meaning of the SER Merger Code 2015? In that case, the employer will consider the social consequences when taking its decision.
2. The employer informs the [trade unions](#), the [employee participation body](#) and the employees about the intended measures of the merger plans. It will do this at an early stage, but only if any duty of confidentiality makes this possible.
3. Subsequently, the employer will discuss with the trade unions and employee participation body what the possible consequences of the merger are for the employees and what measures the employer intends to take.
4. The employee participation body mainly deals with the organisational and economic aspects. The trade unions mainly deal with the aspects that have to do with far-reaching consequences for employment and material employment conditions.



15 Definitions

Employee entitled to a state pension (AOW)

You are an employee entitled to a state pension if, after reaching the legal state pension age, you have entered into a (new) employment contract (for a definite period) with the employer and fall within the [scope](#) of this CLA. The state pension age is based on [Article 7a of the Dutch General Old Age Pensions Act](#). The [Working Beyond State Pension Age Act](#) applies to an employee entitled to a state pension.

Labour

Any physical or mental effort that the employer requires of you. This does not include commuting.

Working hours

Working hours are the hours during which you perform work on the instructions of the employer.

ATB

The Dutch [Working Hours Decree \(ATB\)](#)

Transport ATB

The Dutch [Working Hours \(Transport\) Decree](#)

ATW

The Dutch [Working Hours Act \(ATW\)](#)

Day

The time between 00.00 and 24.00 hours.

Part-time

You work part-time if you work less than the full-time working hours per week. Your salary and holiday hours have then been adjusted pro rata to your individual working hours under your employment contract.

Example

You are part of **Group A** and you have an employment contract for 24 hours per week. You then calculate your salary as follows: you divide 24 by 37 and then multiply it by the salary from the salary table. Are you part of **Group B**? Then you divide 24 by 39.25 and then multiply it by the salary from the salary table.

CLA

Collective Labour Agreement (CLA): this document including appendices.

Shift

A period without interruptions during which work is performed. A shift is located between two consecutive uninterrupted rest periods.

Final salary

The maximum salary in the salary scale (1 through 13) in which the employee has been classified. For salary scales 1 through 9, this is the final step of the salary scale. For salary scale 10 and above, this is 100% RSP (relative salary position).

Public holiday(s)

- New Year's Day
- Easter Sunday and Easter Monday
- Ascension Day
- Whit Sunday and Whit Monday
- Christmas Day and Boxing Day
- the day on which the birthday of the head of state is celebrated (currently: King's Day, 27 April)
- once every 5 years (if the year can be divided by 5): Liberation Day



Deductible

You do not accrue a pension and you will not pay a pension premium over part of your salary. This part is called the deductible.

Position

The set of activities that you perform for and on the instructions of the employer.

HR Service Desk

HR Service Desk provides you with an answer to all your questions related to personnel affairs and payroll administration. You can find a lot of information about personnel affairs yourself on Mijn PostNL. If you cannot find on Mijn PostNL what you are looking for, please contact HR Service Desk. You can do this by telephone (088-8684000) or by email. Use the digital contact form on Mijn PostNL for this purpose.

Annual salary

12 times the monthly salary of January, plus 8% holiday allowance.

Monthly income

Your monthly salary, increased by the following allowances:

- personal allowance ([Article 6.8, paragraph 2](#))
- temporary special allowance ([Article 7.1.1](#))
- allowance for working at unusual times (t.o.t.) ([Article 7.1.2](#))
- allowance for t.o.t. phase-out scheme (guaranteed allowance) ([Article 7.1.3](#))
- the relative salary position to be determined above the final salary for employees in salary scales 10 through 13 ([Article 6.9, paragraph 5](#))

Allowances are not part of the monthly income.

Monthly salary

The salary amount determined for you within the salary scale in which you have been classified.

Employee

You are an employee within the meaning of this CLA if you fall under the scope of this CLA.

Employee participation body

The competent body of employees that represents the interests of the employees and the company and that has been set up in accordance with the [Works Councils Act](#).

Night shift

A shift in which you work more than 1 hour between 00.00 and 06.00 hours.

Life expectancy tables

Life expectancy tables describe the mortality and survival pattern in the population. Based on (annual) mortality quotients by age (group), the tables provide information on the number of people still alive, the number of deceased, and life expectancy. Statistics Netherlands publishes two types of survival tables on StatLine: period tables by average age on 1 January, and period tables by age last birthday. In this report, the calculation methods of both tables are being dealt with.

Partner

Partner is understood to mean:

- your spouse
- your registered partner
- the person with whom you cohabit as a life partner without being married

Break

A consecutive period of at least 15 minutes during which you interrupt your work and during which you have no obligation whatsoever with regard to the stipulated work.

Pension base

The monthly income plus variable pensionable income plus the percentage of the holiday allowance and minus the



applicable [deductible](#).

Pension scheme rules

The applicable [Pension Scheme Rules of Stichting Pensioenfonds PostNL \(pension scheme rules 2022 / 2023 and pension scheme rules 2001\)](#).

Place of employment

The place where or from which you generally perform your work.

Roster

A roster indicating the successive shifts for the employee.

Rest period

The time during which you do not work and that lies between 2 successive shifts.

Salary

The salary amount determined for you within the salary scale in which you have been classified.

Hourly salary

The gross amount that you receive for one hour of work. You can find your hourly salary on your salary slip.

Examples

*If you are part of **Group A**, full-time employment is 37 hours per week on average. The hourly salary is calculated by dividing your gross monthly salary by 160.9.*

*If you are part of **Group B**, full-time employment is 39.25 hours per week on average. The hourly salary is calculated by dividing your gross monthly salary by 170.6.*

In writing/written

If this CLA states that you, the employer or the trade unions have to do something in writing, this can be done by means of a letter or by email. For example, when you enter into or terminate your employment contract. Messages via WhatsApp, Twitter, Facebook and the like are not covered by this definition.

T.o.t.

Allowance for working at unusual times.

Hourly salary

The gross amount that you receive for one hour of work. You can find your hourly salary on your salary slip.

Examples

*If you are part of **Group A**, full-time employment is 37 hours per week on average. The hourly salary is calculated by dividing your gross monthly salary by 160.9.*

*If you are part of **Group B**, full-time employment is 39.25 hours per week on average. The hourly salary is calculated by dividing your gross monthly salary by 170.6.*

Trade unions

Every trade union that is a party to this CLA. You can find the names of the trade unions at [parties to the CLA](#).

By operation of law

Your employment contract for a definite period ends by operation of law. This means that your employment contract ends automatically, and you and the employer therefore do not have to do anything about this.

Full-time employment

The working hours applicable to a full-time job. If you are part of **Group A**, full-time employment is 37 hours per week on average. If you are part of **Group B**, full-time employment is 39.25 hours per week on average.



On-call duty

The time during the rest period during which you are required to be available for working on call in the event of unforeseen circumstances.

Waiting period

The waiting period is the period during which you are not entirely free from any involvement with the employer, insofar as you are not working or on on-call duty.

Employer

PostNL N.V. and the following companies it represents:

- Koninklijke PostNL B.V. in The Hague
- PostNL Holding B.V. in The Hague
- PostNL Pakketten Benelux B.V. in The Hague
- PostNL TGN B.V. in The Hague
- PostNL Transport B.V. in The Hague
- G3 Worldwide Mail N.V. in The Hague
- PostNL Real Estate B.V. in The Hague
- PostNL Data Solutions B.V. in The Hague
- PostNL Customer Excellence B.V. in The Hague
- PostNL Cross Border Solutions B.V.

Working hours scheme

The working hours determined by the employer for employees or groups of employees.

CLA for PostNL 2022-2024



Agreed and signed by the parties on 25 January 2023, in The Hague

For PostNL N.V.,

HR Mail NL Director

J. Veldstra

On behalf of the trade unions,

Bond van Post Personeel in Tilburg,

J. Bol

G. van Rijn

L. Tuk

A. Wesdorp

CNV Publieke Diensten, part of CNV Connectief, in Utrecht

A. Zwaagstra

C. Bruin

P. Kragten

S. Goldberg



CLA for PostNL 2022-2024



Appendix 1 Salary tables for Group A (based on 37 hours per week on average)

Monthly salaries as from **1 April 2022** for **Group A** (Koninklijke PostNL B.V., PostNL Holding B.V., PostNL Real Estate B.V., PostNL TGN B.V., PostNL Data Solutions B.V., PostNL Customer Excellence B.V., and PostNL Cross Border Solutions B.V.)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.259,42	€ 1.281,09	€ 1.323,37	€ 1.377,25	€ 1.439,23								
18	€ 1.421,15	€ 1.445,96	€ 1.493,42	€ 1.554,09	€ 1.678,11								
19	€ 1.559,17	€ 1.586,15	€ 1.638,34	€ 1.705,03	€ 1.841,10	€ 1.956,47							
20	€ 1.696,16	€ 1.725,25	€ 1.782,27	€ 1.854,79	€ 2.002,77	€ 2.128,29	€ 2.369,98						
schaaljaren													
0		€ 1.880,82	€ 1.957,38	€ 2.113,52	€ 2.246,02	€ 2.501,02	€ 2.670,52	€ 2.919,00	€ 3.633,29	€ 4.073,89	€ 4.617,43	€ 5.290,24	
1	€ 1.879,07	€ 1.879,07	€ 1.927,85	€ 2.041,04	€ 2.203,94	€ 2.342,05	€ 2.724,64	€ 2.908,98	€ 3.179,41				
2	€ 1.879,45	€ 1.911,73	€ 1.974,92	€ 2.132,35	€ 2.302,33	€ 2.446,91	€ 2.792,25	€ 2.985,50	€ 3.275,07				
3	€ 1.950,33	€ 1.984,61	€ 2.052,00	€ 2.195,97	€ 2.365,22	€ 2.509,85	€ 2.859,86	€ 3.062,68	€ 3.371,40				
4	€ 1.990,62	€ 2.036,32	€ 2.113,48	€ 2.258,84	€ 2.428,19	€ 2.572,76	€ 2.927,43	€ 3.137,25	€ 3.466,36				
5	€ 2.031,66	€ 2.088,71	€ 2.175,66	€ 2.320,43	€ 2.490,42	€ 2.635,66	€ 2.995,05	€ 3.211,11	€ 3.562,04				
6	€ 2.074,63	€ 2.140,45	€ 2.238,53	€ 2.384,02	€ 2.553,35	€ 2.697,87	€ 3.062,00	€ 3.286,29	€ 3.657,04				
7	€ 2.116,23	€ 2.193,55	€ 2.300,75	€ 2.446,91	€ 2.616,26	€ 2.760,78	€ 3.129,58	€ 3.362,17	€ 3.752,66				
8	€ 2.159,26	€ 2.245,92	€ 2.362,91	€ 2.508,52	€ 2.678,50	€ 2.823,74	€ 3.197,22	€ 3.438,01	€ 3.848,26				
9	€ 2.200,92	€ 2.296,99	€ 2.425,71	€ 2.572,07	€ 2.741,38	€ 2.885,96	€ 3.262,75	€ 3.512,53	€ 3.944,57				
10	€ 2.244,60	€ 2.350,12	€ 2.487,93	€ 2.634,99	€ 2.804,31	€ 2.948,86	€ 3.330,38	€ 3.586,42	€ 4.039,59				
11	€ 2.286,91	€ 2.401,15	€ 2.549,45	€ 2.696,55	€ 2.866,54	€ 3.011,79	€ 3.397,99	€ 3.661,64	€ 4.135,22				
12		€ 2.454,19	€ 2.612,96	€ 2.760,15	€ 2.929,43	€ 3.074,03	€ 3.464,93	€ 3.737,48	€ 4.230,24				
13			€ 2.674,46	€ 2.823,05	€ 2.992,34	€ 3.136,95	€ 3.532,52	€ 3.813,35	€ 4.325,90				
14					€ 3.199,82		€ 3.887,90	€ 4.422,17	€ 5.006,62	€ 5.769,81	€ 6.713,74	€ 7.876,03	

CLA for PostNL 2022-2024



Monthly salaries as from **1 June 2023** for **Group A** (Koninklijke PostNL B.V., PostNL Holding B.V., PostNL Real Estate B.V., PostNL TGN B.V., PostNL Data Solutions B.V., PostNL Customer Excellence B.V., and PostNL Cross Border Solutions B.V.)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.284,61	€ 1.306,71	€ 1.349,84	€ 1.404,80	€ 1.468,01								
18	€ 1.449,57	€ 1.474,88	€ 1.523,29	€ 1.585,17	€ 1.711,67								
19	€ 1.590,35	€ 1.617,87	€ 1.671,11	€ 1.739,13	€ 1.877,92	€ 1.995,60							
20	€ 1.730,08	€ 1.759,76	€ 1.817,92	€ 1.891,89	€ 2.042,83	€ 2.170,86	€ 2.417,38						
schaaljaren													
0		€ 1.918,44	€ 1.996,53	€ 2.155,79	€ 2.290,94	€ 2.551,04	€ 2.723,93	€ 2.977,38	€ 3.705,96	€ 4.155,37	€ 4.709,78	€ 5.396,04	
1	€ 1.916,65	€ 1.916,65	€ 1.966,41	€ 2.081,86	€ 2.248,02	€ 2.388,89	€ 2.779,13	€ 2.967,16	€ 3.243,00				
2	€ 1.917,04	€ 1.949,96	€ 2.014,42	€ 2.175,00	€ 2.348,38	€ 2.495,85	€ 2.848,10	€ 3.045,21	€ 3.340,57				
3	€ 1.989,34	€ 2.024,30	€ 2.093,04	€ 2.239,89	€ 2.412,52	€ 2.560,05	€ 2.917,06	€ 3.123,93	€ 3.438,83				
4	€ 2.030,43	€ 2.077,05	€ 2.155,75	€ 2.304,02	€ 2.476,75	€ 2.624,22	€ 2.985,98	€ 3.200,00	€ 3.535,69				
5	€ 2.072,29	€ 2.130,48	€ 2.219,17	€ 2.366,84	€ 2.540,23	€ 2.688,37	€ 3.054,95	€ 3.275,33	€ 3.633,28				
6	€ 2.116,12	€ 2.183,26	€ 2.283,30	€ 2.431,70	€ 2.604,42	€ 2.751,83	€ 3.123,24	€ 3.352,02	€ 3.730,18				
7	€ 2.158,55	€ 2.237,42	€ 2.346,77	€ 2.495,85	€ 2.668,59	€ 2.816,00	€ 3.192,17	€ 3.429,41	€ 3.827,71				
8	€ 2.202,45	€ 2.290,84	€ 2.410,17	€ 2.558,69	€ 2.732,07	€ 2.880,21	€ 3.261,16	€ 3.506,77	€ 3.925,23				
9	€ 2.244,94	€ 2.342,93	€ 2.474,22	€ 2.623,51	€ 2.796,21	€ 2.943,68	€ 3.328,01	€ 3.582,78	€ 4.023,46				
10	€ 2.289,49	€ 2.397,12	€ 2.537,69	€ 2.687,69	€ 2.860,40	€ 3.007,84	€ 3.396,99	€ 3.658,15	€ 4.120,38				
11	€ 2.332,65	€ 2.449,17	€ 2.600,44	€ 2.750,48	€ 2.923,87	€ 3.072,03	€ 3.465,95	€ 3.734,87	€ 4.217,92				
12		€ 2.503,27	€ 2.665,22	€ 2.815,35	€ 2.988,02	€ 3.135,51	€ 3.534,23	€ 3.812,23	€ 4.314,84				
13			€ 2.727,95	€ 2.879,51	€ 3.052,19	€ 3.199,69	€ 3.603,17	€ 3.889,62	€ 4.412,42				
14					€ 3.263,82		€ 3.965,66	€ 4.510,61	€ 5.106,75	€ 5.885,21	€ 6.848,01	€ 8.033,55	

CLA for PostNL 2022-2024



Monthly salaries as from **1 September 2023** for **Group A** (Koninklijke PostNL B.V., PostNL Holding B.V., PostNL Real Estate B.V., PostNL TGN B.V., PostNL Data Solutions B.V., PostNL Customer Excellence B.V., and PostNL Cross Border Solutions B.V.)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.310,30	€ 1.332,84	€ 1.376,84	€ 1.432,90	€ 1.497,37								
18	€ 1.478,56	€ 1.504,38	€ 1.553,76	€ 1.616,87	€ 1.745,90								
19	€ 1.622,16	€ 1.650,23	€ 1.704,53	€ 1.773,91	€ 1.915,48	€ 2.035,51							
20	€ 1.764,68	€ 1.794,96	€ 1.854,28	€ 1.929,73	€ 2.083,69	€ 2.214,28	€ 2.465,73						
schaaljaren													
0		€ 1.956,81	€ 2.036,46	€ 2.198,91	€ 2.336,76	€ 2.602,06	€ 2.778,41	€ 3.036,93	€ 3.780,08	€ 4.238,48	€ 4.803,98	€ 5.503,96	
1	€ 1.954,98	€ 1.954,98	€ 2.005,74	€ 2.123,50	€ 2.292,98	€ 2.436,67	€ 2.834,71	€ 3.026,50	€ 3.307,86				
2	€ 1.955,38	€ 1.988,96	€ 2.054,71	€ 2.218,50	€ 2.395,35	€ 2.545,77	€ 2.905,06	€ 3.106,11	€ 3.407,38				
3	€ 2.029,13	€ 2.064,79	€ 2.134,90	€ 2.284,69	€ 2.460,77	€ 2.611,25	€ 2.975,40	€ 3.186,41	€ 3.507,61				
4	€ 2.071,04	€ 2.118,59	€ 2.198,87	€ 2.350,10	€ 2.526,29	€ 2.676,70	€ 3.045,70	€ 3.264,00	€ 3.606,40				
5	€ 2.113,74	€ 2.173,09	€ 2.263,55	€ 2.414,18	€ 2.591,03	€ 2.742,14	€ 3.116,05	€ 3.340,84	€ 3.705,95				
6	€ 2.158,44	€ 2.226,93	€ 2.328,97	€ 2.480,33	€ 2.656,51	€ 2.806,87	€ 3.185,70	€ 3.419,06	€ 3.804,78				
7	€ 2.201,72	€ 2.282,17	€ 2.393,71	€ 2.545,77	€ 2.721,96	€ 2.872,32	€ 3.256,01	€ 3.498,00	€ 3.904,26				
8	€ 2.246,50	€ 2.336,66	€ 2.458,37	€ 2.609,86	€ 2.786,71	€ 2.937,81	€ 3.326,38	€ 3.576,91	€ 4.003,73				
9	€ 2.289,84	€ 2.389,79	€ 2.523,70	€ 2.675,98	€ 2.852,13	€ 3.002,55	€ 3.394,57	€ 3.654,44	€ 4.103,93				
10	€ 2.335,28	€ 2.445,06	€ 2.588,44	€ 2.741,44	€ 2.917,61	€ 3.068,00	€ 3.464,93	€ 3.731,31	€ 4.202,79				
11	€ 2.379,30	€ 2.498,15	€ 2.652,45	€ 2.805,49	€ 2.982,35	€ 3.133,47	€ 3.535,27	€ 3.809,57	€ 4.302,28				
12		€ 2.553,34	€ 2.718,52	€ 2.871,66	€ 3.047,78	€ 3.198,22	€ 3.604,91	€ 3.888,47	€ 4.401,14				
13			€ 2.782,51	€ 2.937,10	€ 3.113,23	€ 3.263,68	€ 3.675,23	€ 3.967,41	€ 4.500,67				
14					€ 3.329,10		€ 4.044,97	€ 4.600,82	€ 5.208,89	€ 6.002,91	€ 6.984,97	€ 8.194,22	

CLA for PostNL 2022-2024



Monthly salaries as from **1 January 2024** for **Group A** (Koninklijke PostNL B.V., PostNL Holding B.V., PostNL Real Estate B.V., PostNL TGN B.V., PostNL Data Solutions B.V., PostNL Customer Excellence B.V., and PostNL Cross Border Solutions B.V.)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.323,40	€ 1.346,17	€ 1.390,61	€ 1.447,23	€ 1.512,34								
18	€ 1.493,35	€ 1.519,42	€ 1.569,30	€ 1.633,04	€ 1.763,36								
19	€ 1.638,38	€ 1.666,73	€ 1.721,58	€ 1.791,65	€ 1.934,63	€ 2.055,87							
20	€ 1.782,33	€ 1.812,91	€ 1.872,82	€ 1.949,03	€ 2.104,53	€ 2.236,42	€ 2.490,39						
schaaljaren													
0		€ 1.976,38	€ 2.056,82	€ 2.220,90	€ 2.360,13	€ 2.628,08	€ 2.806,19	€ 3.067,30	€ 3.817,88	€ 4.280,86	€ 4.852,02	€ 5.559,00	
1	€ 1.974,53	€ 1.974,53	€ 2.025,80	€ 2.144,74	€ 2.315,91	€ 2.461,04	€ 2.863,06	€ 3.056,77	€ 3.340,94				
2	€ 1.974,93	€ 2.008,85	€ 2.075,26	€ 2.240,69	€ 2.419,30	€ 2.571,23	€ 2.934,11	€ 3.137,17	€ 3.441,45				
3	€ 2.049,42	€ 2.085,44	€ 2.156,25	€ 2.307,54	€ 2.485,38	€ 2.637,36	€ 3.005,15	€ 3.218,27	€ 3.542,69				
4	€ 2.091,75	€ 2.139,78	€ 2.220,86	€ 2.373,60	€ 2.551,55	€ 2.703,47	€ 3.076,16	€ 3.296,64	€ 3.642,46				
5	€ 2.134,88	€ 2.194,82	€ 2.286,19	€ 2.438,32	€ 2.616,94	€ 2.769,56	€ 3.147,21	€ 3.374,25	€ 3.743,01				
6	€ 2.180,02	€ 2.249,20	€ 2.352,26	€ 2.505,13	€ 2.683,08	€ 2.834,94	€ 3.217,56	€ 3.453,25	€ 3.842,83				
7	€ 2.223,74	€ 2.304,99	€ 2.417,65	€ 2.571,23	€ 2.749,18	€ 2.901,04	€ 3.288,57	€ 3.532,98	€ 3.943,30				
8	€ 2.268,97	€ 2.360,03	€ 2.482,95	€ 2.635,96	€ 2.814,58	€ 2.967,19	€ 3.359,64	€ 3.612,68	€ 4.043,77				
9	€ 2.312,74	€ 2.413,69	€ 2.548,94	€ 2.702,74	€ 2.880,65	€ 3.032,58	€ 3.428,52	€ 3.690,98	€ 4.144,97				
10	€ 2.358,63	€ 2.469,51	€ 2.614,32	€ 2.768,85	€ 2.946,79	€ 3.098,68	€ 3.499,58	€ 3.768,62	€ 4.244,82				
11	€ 2.403,09	€ 2.523,13	€ 2.678,97	€ 2.833,54	€ 3.012,17	€ 3.164,80	€ 3.570,62	€ 3.847,67	€ 4.345,30				
12		€ 2.578,87	€ 2.745,71	€ 2.900,38	€ 3.078,26	€ 3.230,20	€ 3.640,96	€ 3.927,35	€ 4.445,15				
13			€ 2.810,34	€ 2.966,47	€ 3.144,36	€ 3.296,32	€ 3.711,98	€ 4.007,08	€ 4.545,68				
14					€ 3.362,39		€ 4.085,42	€ 4.646,83	€ 5.260,98	€ 6.062,94	€ 7.054,82	€ 8.276,16	

CLA for PostNL 2022-2024



Appendix 2 Salary tables for Group B (based on 39.25 hours per week on average)

Monthly salaries as from **1 April 2022** for **Group B** (PostNL Pakketten Benelux B.V., PostNL Transport B.V., and G3 Worldwide Mail N.V.)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.335,36	€ 1.358,29	€ 1.403,18	€ 1.460,31	€ -								
18	€ 1.506,89	€ 1.533,11	€ 1.583,45	€ 1.647,79	€ 1.779,29								
19	€ 1.653,16	€ 1.681,76	€ 1.737,14	€ 1.807,82	€ 1.952,04	€ 2.074,40							
20	€ 1.798,41	€ 1.829,31	€ 1.889,72	€ 1.966,60	€ 2.123,54	€ 2.256,60	€ 2.512,85						
schaaljaren													
0	€ 1.897,87	€ 1.930,51	€ 1.994,25	€ 2.075,37	€ 2.240,98	€ 2.381,38	€ 2.651,82	€ 2.831,55	€ 3.095,01	€ 3.852,29	€ 4.319,48	€ 4.895,80	€ 5.609,19
1	€ 1.992,40	€ 1.992,40	€ 2.044,09	€ 2.164,09	€ 2.336,82	€ 2.483,25	€ 2.888,93	€ 3.084,36	€ 3.371,11				
2	€ 1.992,75	€ 2.026,98	€ 2.093,92	€ 2.260,92	€ 2.441,16	€ 2.594,40	€ 2.960,62	€ 3.165,46	€ 3.472,51				
3	€ 2.067,93	€ 2.104,19	€ 2.175,67	€ 2.328,31	€ 2.507,84	€ 2.661,14	€ 3.032,27	€ 3.247,31	€ 3.574,67				
4	€ 2.110,63	€ 2.159,06	€ 2.240,91	€ 2.395,00	€ 2.574,56	€ 2.727,87	€ 3.103,92	€ 3.326,37	€ 3.675,32				
5	€ 2.154,12	€ 2.214,60	€ 2.306,83	€ 2.460,28	€ 2.640,55	€ 2.794,53	€ 3.175,58	€ 3.404,69	€ 3.776,76				
6	€ 2.199,65	€ 2.269,48	€ 2.373,49	€ 2.527,74	€ 2.707,23	€ 2.860,54	€ 3.246,57	€ 3.484,41	€ 3.877,44				
7	€ 2.243,82	€ 2.325,75	€ 2.439,42	€ 2.594,40	€ 2.773,96	€ 2.927,22	€ 3.318,27	€ 3.564,84	€ 3.978,86				
8	€ 2.289,46	€ 2.381,28	€ 2.505,35	€ 2.659,71	€ 2.839,96	€ 2.993,90	€ 3.389,95	€ 3.645,28	€ 4.080,28				
9	€ 2.333,60	€ 2.435,47	€ 2.571,97	€ 2.727,13	€ 2.906,69	€ 3.059,95	€ 3.459,47	€ 3.724,30	€ 4.182,41				
10	€ 2.379,92	€ 2.491,71	€ 2.637,95	€ 2.793,85	€ 2.973,38	€ 3.126,60	€ 3.531,15	€ 3.802,64	€ 4.283,11				
11	€ 2.424,76	€ 2.545,93	€ 2.703,15	€ 2.859,06	€ 3.039,38	€ 3.193,35	€ 3.602,83	€ 3.882,37	€ 4.384,54				
12		€ 2.602,14	€ 2.770,50	€ 2.926,53	€ 3.106,04	€ 3.259,39	€ 3.673,79	€ 3.962,79	€ 4.485,26				
13			€ 2.835,70	€ 2.993,26	€ 3.172,74	€ 3.326,06	€ 3.745,44	€ 4.043,29	€ 4.586,68				
14					€ 3.392,80		€ 4.122,23	€ 4.688,80	€ 5.308,43	€ 6.117,68	€ 7.118,52	€ 8.350,87	

CLA for PostNL 2022-2024



Monthly salaries as from **1 June 2023** for **Group B** (PostNL Pakketten Benelux B.V., PostNL Transport B.V., and G3 Worldwide Mail N.V.)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.362,07	€ 1.385,46	€ 1.431,24	€ 1.489,52	€ -								
18	€ 1.537,03	€ 1.563,77	€ 1.615,12	€ 1.680,75	€ 1.814,88								
19	€ 1.686,22	€ 1.715,40	€ 1.771,88	€ 1.843,98	€ 1.991,08	€ 2.115,89							
20	€ 1.834,38	€ 1.865,90	€ 1.927,51	€ 2.005,93	€ 2.166,01	€ 2.301,73	€ 2.563,11						
schaaljaren													
0	€ 1.935,83	€ 1.969,12	€ 2.034,14	€ 2.116,88	€ 2.285,80	€ 2.429,01	€ 2.704,86	€ 2.888,18	€ 3.156,91	€ 3.929,34	€ 4.405,87	€ 4.993,72	€ 5.721,37
1	€ 2.032,25	€ 2.032,25	€ 2.084,97	€ 2.207,37	€ 2.383,56	€ 2.532,92	€ 2.946,71	€ 3.146,05	€ 3.438,53				
2	€ 2.032,61	€ 2.067,52	€ 2.135,80	€ 2.306,14	€ 2.489,98	€ 2.646,29	€ 3.019,83	€ 3.228,77	€ 3.541,96				
3	€ 2.109,29	€ 2.146,27	€ 2.219,18	€ 2.374,88	€ 2.558,00	€ 2.714,36	€ 3.092,92	€ 3.312,26	€ 3.646,16				
4	€ 2.152,84	€ 2.202,24	€ 2.285,73	€ 2.442,90	€ 2.626,05	€ 2.782,43	€ 3.166,00	€ 3.392,90	€ 3.748,83				
5	€ 2.197,20	€ 2.258,89	€ 2.352,97	€ 2.509,49	€ 2.693,36	€ 2.850,42	€ 3.239,09	€ 3.472,78	€ 3.852,30				
6	€ 2.243,64	€ 2.314,87	€ 2.420,96	€ 2.578,29	€ 2.761,37	€ 2.917,75	€ 3.311,50	€ 3.554,10	€ 3.954,99				
7	€ 2.288,70	€ 2.372,27	€ 2.488,21	€ 2.646,29	€ 2.829,44	€ 2.985,76	€ 3.384,64	€ 3.636,14	€ 4.058,44				
8	€ 2.335,25	€ 2.428,91	€ 2.555,46	€ 2.712,90	€ 2.896,76	€ 3.053,78	€ 3.457,75	€ 3.718,19	€ 4.161,89				
9	€ 2.380,27	€ 2.484,18	€ 2.623,41	€ 2.781,67	€ 2.964,82	€ 3.121,15	€ 3.528,66	€ 3.798,79	€ 4.266,06				
10	€ 2.427,52	€ 2.541,54	€ 2.690,71	€ 2.849,73	€ 3.032,85	€ 3.189,13	€ 3.601,77	€ 3.878,69	€ 4.368,77				
11	€ 2.473,26	€ 2.596,85	€ 2.757,21	€ 2.916,24	€ 3.100,17	€ 3.257,22	€ 3.674,89	€ 3.960,02	€ 4.472,23				
12		€ 2.654,18	€ 2.825,91	€ 2.985,06	€ 3.168,16	€ 3.324,58	€ 3.747,27	€ 4.042,05	€ 4.574,97				
13			€ 2.892,41	€ 3.053,13	€ 3.236,19	€ 3.392,58	€ 3.820,35	€ 4.124,16	€ 4.678,41				
14					€ 3.460,66		€ 4.204,67	€ 4.782,58	€ 5.414,60	€ 6.240,03	€ 7.260,89	€ 8.517,89	

CLA for PostNL 2022-2024



Monthly salaries as from **1 September 2023** for **Group B** (PostNL Pakketten Benelux B.V., PostNL Transport B.V., and G3 Worldwide Mail N.V.)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.389,31	€ 1.413,17	€ 1.459,86	€ 1.519,31	€ -								
18	€ 1.567,77	€ 1.595,05	€ 1.647,42	€ 1.714,37	€ 1.851,18								
19	€ 1.719,94	€ 1.749,71	€ 1.807,32	€ 1.880,86	€ 2.030,90	€ 2.158,21							
20	€ 1.871,07	€ 1.903,22	€ 1.966,06	€ 2.046,05	€ 2.209,33	€ 2.347,76	€ 2.614,37						
schaaljaren													
0	€ 1.974,55	€ 2.008,50	€ 2.074,82	€ 2.159,22	€ 2.331,52	€ 2.477,59	€ 2.758,96	€ 2.945,94	€ 3.220,05	€ 4.007,93	€ 4.493,99	€ 5.093,59	€ 5.835,80
1	€ 2.072,90	€ 2.072,90	€ 2.126,67	€ 2.251,52	€ 2.431,23	€ 2.583,58	€ 3.005,64	€ 3.208,97	€ 3.507,30				
2	€ 2.073,26	€ 2.108,87	€ 2.178,52	€ 2.352,26	€ 2.539,78	€ 2.699,22	€ 3.080,23	€ 3.293,35	€ 3.612,80				
3	€ 2.151,48	€ 2.189,20	€ 2.263,56	€ 2.422,38	€ 2.609,16	€ 2.768,65	€ 3.154,78	€ 3.378,51	€ 3.719,08				
4	€ 2.195,90	€ 2.246,28	€ 2.331,44	€ 2.491,76	€ 2.678,57	€ 2.838,08	€ 3.229,32	€ 3.460,76	€ 3.823,81				
5	€ 2.241,14	€ 2.304,07	€ 2.400,03	€ 2.559,68	€ 2.747,23	€ 2.907,43	€ 3.303,87	€ 3.542,24	€ 3.929,35				
6	€ 2.288,51	€ 2.361,17	€ 2.469,38	€ 2.629,86	€ 2.816,60	€ 2.976,11	€ 3.377,73	€ 3.625,18	€ 4.034,09				
7	€ 2.334,47	€ 2.419,72	€ 2.537,97	€ 2.699,22	€ 2.886,03	€ 3.045,48	€ 3.452,33	€ 3.708,86	€ 4.139,61				
8	€ 2.381,96	€ 2.477,49	€ 2.606,57	€ 2.767,16	€ 2.954,70	€ 3.114,86	€ 3.526,91	€ 3.792,55	€ 4.245,13				
9	€ 2.427,88	€ 2.533,86	€ 2.675,88	€ 2.837,30	€ 3.024,12	€ 3.183,57	€ 3.599,23	€ 3.874,77	€ 4.351,38				
10	€ 2.476,07	€ 2.592,37	€ 2.744,52	€ 2.906,72	€ 3.093,51	€ 3.252,91	€ 3.673,81	€ 3.956,26	€ 4.456,15				
11	€ 2.522,73	€ 2.648,79	€ 2.812,35	€ 2.974,56	€ 3.162,17	€ 3.322,36	€ 3.748,39	€ 4.039,22	€ 4.561,67				
12		€ 2.707,26	€ 2.882,43	€ 3.044,76	€ 3.231,52	€ 3.391,07	€ 3.822,22	€ 4.122,89	€ 4.666,47				
13			€ 2.950,26	€ 3.114,19	€ 3.300,91	€ 3.460,43	€ 3.896,76	€ 4.206,64	€ 4.771,98				
14					€ 3.529,87		€ 4.288,76	€ 4.878,23	€ 5.522,89	€ 6.364,83	€ 7.406,11	€ 8.688,25	

CLA for PostNL 2022-2024



Monthly salaries as from **1 January 2024** for **Group B** (PostNL Pakketten Benelux B.V., PostNL Transport B.V., and G3 Worldwide Mail N.V.)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.403,20	€ 1.427,30	€ 1.474,46	€ 1.534,50	€ -								
18	€ 1.583,45	€ 1.611,00	€ 1.663,89	€ 1.731,51	€ 1.869,69								
19	€ 1.737,14	€ 1.767,21	€ 1.825,39	€ 1.899,67	€ 2.051,21	€ 2.179,79							
20	€ 1.889,78	€ 1.922,25	€ 1.985,72	€ 2.066,51	€ 2.231,42	€ 2.371,24	€ 2.640,51						
schaaljaren													
0	€ 1.994,30	€ 2.028,59	€ 2.095,57	€ 2.180,81	€ 2.354,84	€ 2.502,37	€ 2.786,55	€ 2.975,40	€ 3.252,25	€ 4.048,01	€ 4.538,93	€ 5.144,53	€ 5.894,16
1	€ 2.093,63	€ 2.093,63	€ 2.147,94	€ 2.274,04	€ 2.455,54	€ 2.609,42	€ 3.035,70	€ 3.241,06	€ 3.542,37				
2	€ 2.093,99	€ 2.129,96	€ 2.200,31	€ 2.375,78	€ 2.565,18	€ 2.726,21	€ 3.111,03	€ 3.326,28	€ 3.648,93				
3	€ 2.172,99	€ 2.211,09	€ 2.286,20	€ 2.446,60	€ 2.635,25	€ 2.796,34	€ 3.186,33	€ 3.412,30	€ 3.756,27				
4	€ 2.217,86	€ 2.268,74	€ 2.354,75	€ 2.516,68	€ 2.705,36	€ 2.866,46	€ 3.261,61	€ 3.495,37	€ 3.862,05				
5	€ 2.263,55	€ 2.327,11	€ 2.424,03	€ 2.585,28	€ 2.774,70	€ 2.936,50	€ 3.336,91	€ 3.577,66	€ 3.968,64				
6	€ 2.311,40	€ 2.384,78	€ 2.494,07	€ 2.656,16	€ 2.844,77	€ 3.005,87	€ 3.411,51	€ 3.661,43	€ 4.074,43				
7	€ 2.357,81	€ 2.443,92	€ 2.563,35	€ 2.726,21	€ 2.914,89	€ 3.075,93	€ 3.486,85	€ 3.745,95	€ 4.181,01				
8	€ 2.405,78	€ 2.502,26	€ 2.632,64	€ 2.794,83	€ 2.984,25	€ 3.146,01	€ 3.562,18	€ 3.830,48	€ 4.287,58				
9	€ 2.452,16	€ 2.559,20	€ 2.702,64	€ 2.865,67	€ 3.054,36	€ 3.215,41	€ 3.635,22	€ 3.913,52	€ 4.394,89				
10	€ 2.500,83	€ 2.618,29	€ 2.771,97	€ 2.935,79	€ 3.124,45	€ 3.285,44	€ 3.710,55	€ 3.995,82	€ 4.500,71				
11	€ 2.547,96	€ 2.675,28	€ 2.840,47	€ 3.004,31	€ 3.193,79	€ 3.355,58	€ 3.785,87	€ 4.079,61	€ 4.607,29				
12		€ 2.734,33	€ 2.911,25	€ 3.075,21	€ 3.263,84	€ 3.424,98	€ 3.860,44	€ 4.164,12	€ 4.713,13				
13			€ 2.979,76	€ 3.145,33	€ 3.333,92	€ 3.495,03	€ 3.935,73	€ 4.248,71	€ 4.819,70				
14					€ 3.565,17		€ 4.331,65	€ 4.927,01	€ 5.578,12	€ 6.428,48	€ 7.480,17	€ 8.775,13	



Appendix 3 Remuneration scheme for recent graduates from universities of applied science (hbo) and universities

1 Entry into employment

Have you recently completed a higher professional or academic education? And did you join the employer without any relevant work experience, in the context of management development for a career path? In that case, a separate remuneration scheme applies to you.

You will then be awarded a salary scale of at least the initial salary of scale 7. For a period of 24 months after the month of entry into employment, the level of your remuneration does not depend on the level of the position performed. The [employer](#) informs you [in writing](#) from which date you have been assigned a salary scale and this separate remuneration scheme no longer applies.

You will not be eligible for the allowances and supplements referred to in this [CLA](#) that have been specified in Chapter 7, with the exception of Article 7.1.2 (allowance for working at unusual times).

2 Annual salary adjustment

With regard to the annual salary adjustment, the following articles do not apply to you:

- Annual salary adjustment for employees in salary scales 1 through 9 ([Article 6.7](#))
- Employee job performance in salary scales 1 through 9 ([Article 6.8](#))
- Annual salary adjustment for employees in salary scales 10 through 13 ([Article 6.9](#))

Instead, your annual salary adjustment will take place on 1 April of the year following the assessment year. Salary adjustments are subject to set percentage increases. The percentage increase is a percentage of the actual salary and depends on the assessment (of your potential).

Assessment score	Percentage increase
Development required	0% to 2%
Successful year	4 to 6%
Exceptionally good year	6 to 8%

Did you join the employer before 1 December? In that case, the employer will award the annual increase in the salary scale as from 1 April of the following year.

3 Salary classification after the end of the remuneration scheme

1. Following the period of 24 months after the month of your entry into employment, you will be classified in the salary scale corresponding to the level of the position performed on that date.
2. [Article 6.10, paragraph 2](#) (Transition to a higher salary scale) does not apply to the classification in the salary scale.
 - Classification in salary scales 1 through 9 is effected at the level of the next higher amount in the salary scale.
 - Classification in salary scales 10 through 13 is effected without rounding off.
3. The annual salary adjustment on 1 April will still take place in accordance with Appendix 3, Article 2 (Annual salary adjustment for graduates of universities of applied science (hbo) and universities). However, the employer will implement the annual salary adjustment no more than twice.



Appendix 4 Sustainable Employability scheme

During the term of the CLA, specific groups of employees can participate in the Sustainable Employability scheme. Sustainable Employability is a scheme set up to enable older employees to stay vital and continue working longer, by voluntarily reducing their working hours without loss of salary and pension accrual. This will enable older employees to reach their retirement age in a sound and healthy manner. Below you can read when you are eligible for participation in the Sustainable Employability scheme and under what conditions.

1. Conditions for participation

You may participate in the Sustainable Employability scheme if you meet the following conditions:

- a. You are 60 years of age or older or you turn 60 during the term of the CLA.
- b. You have a minimum contract size of 32 hours per week
- c. You will use the Sustainable Employability scheme for at least 2 years and no more than 5 years. The scheme ends no later than on the day on which your employment ends by operation of law because you reach the state pension age.
- d. You have an operational position with a maximum job level of scale 5 (but you do not work in a supporting position) or you work as a first-line manager with a maximum job level of scale 7. In alphabetical order, these are the following positions at the start of the CLA:

Position		
All-round Sorting Employee	Sorting Employee	Senior Shift leader
All-round Operations Employee	Sorting Assistant	Shift Leader
All-round Operations Employee	Operations Employee	Splitter
Assistant Declarant	Operator	Collecting Team Coach
Assistant Traffic Leader	Parcel Deliverer	Delivery Team Leader
Driver	Parcel Driver	Sorting Team Leader
Delivery Driver	Mail Deliverer	Transport Team Leader
Driver Coach	Process Supervisor	Execution Team Leader
TGN Driver	Process Manager	Preparation Team Leader
Declarant	Business Desk Process Expert	IMEC Technical Operator
Bicycle Deliverer	Collecting Process Expert	Technical Operator (HSM)
Courier Driver	Sorting Process Expert	Traffic Leader
Acceptance Employee	Parcels Process Manager	Preparer
Expedition Employee (stacker)	Registration Employee	
Plan Desk Employee	Revenue Protection Employee	

2. Maximum number of participants

1. During the term of the CLA, the Sustainable Employability scheme is open for up to 75 employees.
2. Of the 75 places, 40 places are available for employees working at Parcels & Logistics and employees working at IMEC, and 35 places for employees working at MailNL.
3. If all available places for this scheme have been used before the end of the term of the CLA for PostNL, 75 more places will be made available. Should all available places be filled before the end of the CLA term, another 75 places will be made available.



3. Scheduling

1. Would you like to participate in the Sustainable Employability scheme? In that case, the employer will provide you with clarity about the scheduling prior to participation. However, future changes in the roster or working hours schemes may affect your roster, even if you participate in the Sustainable Employability scheme.
2. The employer aims - with the exception of PostNL Transport B.V. - to schedule you for 3 days per working week, unless other arrangements are made in consultation with you. You can indicate your preference for the days on which you will work. Because of legislation and regulations and operational frameworks at PostNL Transport B.V., customised solutions with regard to the scheduling are in place there for employees participating in the Sustainable Employability scheme.
3. As a result of changed circumstances that result in the employer no longer being able to comply with the scheduling for 3 days per working week, the employer may, in consultation with the trade unions, make other arrangements regarding the scheduling.

4. Financial advice

Are you interested in participating in the Sustainable Employability scheme? In that case, it is possible to follow financial advice classes. If you are seriously interested in participating in the Sustainable Employability scheme, individual financial advice is possible.

5. Recording of arrangements when participating in the Sustainable Employability scheme

1. Do you opt for participation in the Sustainable Employability scheme? If you do, you and the employer will make the following arrangements in a termination agreement. You set the commencement date of your old-age pension. The commencement date of your old-age pension will be no later than the first day of the month following the month in which you reached the state pension age applicable to you. Your employment contract ends by mutual consent on the set commencement date of your old-age pension.
2. As from the date on which you become a participant in the Sustainable Employability scheme until the commencement date of your old-age pension, your employment contract will be amended as follows, depending on the choice you make to work 60% or 80% of your current working hours:
 - a. Your current working hours will be reduced to 60% or 80% of your original agreed working hours. You will continue to perform your usual work during the newly agreed working hours.
 - b. During your participation in the Sustainable Employability scheme, you will receive 80% (if you work 60% of your original agreed working hours) or 90% (if you work 80% of your original agreed working hours) of the monthly income, including holiday allowance, over your original agreed working hours.
 - c. The employer will continue your pension accrual over a maximum of 80% (if you work 60% of your original agreed working hours) or 90% (if you work 80% of your original agreed working hours) of the pension base applicable to your original agreed working hours. However, the employer will only be able to continue your pension accrual up to the pension accrual permissible for tax purposes. Do you also accrue a pension anywhere other than just at the employer? Or will you be accruing a pension anywhere else during your participation in the Sustainable Employability scheme? In that case, you will be obliged to report this pension accrual to the employer in connection with the pension accrual permissible for tax purposes.
 - d. The employee's pension contribution remains 6%, but will be calculated over the lower pensionable salary based on 80% (if you work 60% of your original agreed working hours) or 90% (if you work 80% of your original agreed working hours) of the monthly income on your original agreed working hours.
 - e. During your participation in the Sustainable Employability scheme, the employer will continue your other employment conditions for 60% (if you work 60% of your original agreed working hours) or 80% (if you work 80% of your original agreed working hours) of your original agreed working hours. This applies, for example, to the accrual of holiday hours.



- f. Do you receive a one-off payment during your participation in the Sustainable Employability scheme? In that case, this one-off payment will be calculated over 80% (if you work 60% of your original agreed working hours) or 90% (if you work 80% of your original agreed working hours) of the monthly salary on your original agreed working hours. Examples of this are the payment of any result-related bonus and the anniversary bonus.
3. As from the date on which you become a participant in the Sustainable Employability scheme until the set commencement date of your old-age pension, the following measures will no longer apply to you:
 - a. reduction of working time from the age of 60 and 63 years or older ([Article 4.14](#))
 - b. holiday hours in the context of age-related increases ([Article 5.1.1, paragraphs 3 and 4](#))
 - c. if applicable: Hours off in lieu
4. You cannot terminate your participation in the Sustainable Employability scheme prematurely. Are you declared redundant by the employer as a result of a reorganisation? At the employer's initiative, your participation in the Sustainable Employability scheme will then end prematurely. In that case, the end date of your participation in the Sustainable Employability scheme will be equal to the end date of your employment contract as a result of the reorganisation. This means that your employment contract ends on an earlier date than the set retirement date that was initially agreed with you in the context of the Sustainable Employability scheme. The PostNL Social Plan will then apply to you. The payments from the Social Plan are based on 100% of your monthly income based on your original contract size, i.e. the monthly income that you earned before participation in the Sustainable Employability scheme.
5. Are you leaving the company because of reaching the set commencement date of your old-age pension, as agreed with you in the context of the Sustainable Employability scheme? In that case, there is no entitlement to the transition payment or any other form of (fair) compensation. The termination agreement will not include any transition payment or other payment.

6. Incapacitated for work

If you become incapacitated for work during your participation in the Sustainable Employability scheme, the original contract size will not be restored. However, during the maximum obligation to continue to pay salary applicable to the employer in connection with incapacity for work, in derogation from Article 11.4, paragraphs 1 and 2 of the CLA for PostNL, the monthly income will not be phased out in accordance with the graduated scale. You will therefore receive 100% continued payment of the agreed 80% (if you work 60% of your original agreed working hours) or 90% (if you work 80% of your original agreed working hours) monthly income. In that case, you will have to cooperate in a result-oriented manner in rehabilitation efforts under the Eligibility for Permanent Invalidity Benefit (Restrictions) Act. In the event of termination of your employment contract because of incapacity for work, the employer will calculate a transition payment over the agreed 80% (if you work 60% of your original agreed working hours) or 90% (if you work 80% of your original agreed working hours) monthly income.

7. Other arrangements between the parties

1. Re-allocation and workload

The Sustainable Employability scheme should not lead to an increased workload. In that context, the employer will re-allocate 100% of the contract hours that have become vacant in the context of participation in the Sustainable Employability scheme at Parcels & Logistics. When re-allocating these hours, the employer will consider the regular temporary workforce at the relevant location and determine where the re-allocation will take place. The fixed staffing within Parcels and Logistics will remain the same. The employer regularly informs the employee participation body about the progress of this arrangement. The employer regularly informs the employee participation body about the progress of this arrangement.
2. Concurrence

You cannot make use of the Sustainable Employability scheme if you choose to participate in the Early Retirement scheme (ERS scheme) or are already participating in the ERS scheme.



Appendix 5 Early Retirement scheme (ERS scheme)

From 1 February 2023 and throughout the rest of the term of the CLA, specific groups of employees may participate in the Early Retirement scheme (ERS scheme). Early Retirement is a scheme to enable older employees who can no longer continue to work vitally, within the applicable tax options, to voluntarily stop working before they reach the state pension age. Below you can read when you are eligible for participation in the Early Retirement scheme and under what conditions.

1. Conditions for participation

1. You can participate in the Early Retirement scheme from 1 February 2023, during the term of this CLA, if you meet the following conditions:
 - a. You will reach the state pension age applicable to you within no more than 3 years.
 - b. You have an operational position with a maximum job level of scale 5 (but you do not work in a supporting position) or you work as a first-line manager with a maximum job level of scale 7. In alphabetical order, these are the following positions at the start of the CLA:

Position		
All-round Sorting Employee	Sorting Employee	Senior Shift Leader
All-round Operations Employee	Sorting Assistant	Shift Leader
All-round Operations Employee	Operations Employee	Splitter
Assistant Declarant	Operator	Collecting Team Coach
Assistant Traffic Leader	Parcel Deliverer	Delivery Team Leader
Driver	Parcel Driver	Sorting Team Leader
Delivery Driver	Mail Deliverer	Transport Team Leader
Driver Coach	Process Supervisor	Execution Team Leader
TGN Driver	Process Manager	Preparation Team Leader
Declarant	Business Desk Process Expert	IMEC Technical Operator
Bicycle Deliverer	Collecting Process Expert	Technical Operator (HSM)
Courier Driver	Sorting Process Expert	Traffic Leader
Acceptance Employee	Parcels Process Manager	Preparer
Expedition Employee (stacker)	Registration Employee	
Plan Desk Employee	Revenue Protection Employee	

- c. You have the required minimum number of years of service:
 - I. You work as a Mail Deliverer or as a Sorting Employee (at Pakketten Benelux B.V.) and have at least 20 years of service at (a legal predecessor of) PostNL.
 - II. You are employed in one of the other positions referred to in paragraph b and have at least 35 years of service at (a legal predecessor of) PostNL.
- d. You submit a written request for participation in the ERS scheme at least 3 and no more than 9 months before the desired end date of your employment contract.
- e. Concurrence: you cannot make use of the ERS scheme if you opt for or are already participating in the Sustainable Employability scheme (Appendix 4).

2. Maximum number of participants

1. During the term of the CLA, the ERS scheme is open for up to 100 employees.



2. Of the 100 places, 60 places are available for employees working in the position of Mail Deliverer or as a Sorting Employee (at Pakketten Benelux B.V.), and 40 places are available for employees working in the other positions mentioned in Article 1 under b.
3. If all available places for this scheme have been used before the end of the term of the CLA for PostNL, the parties will enter into consultations.

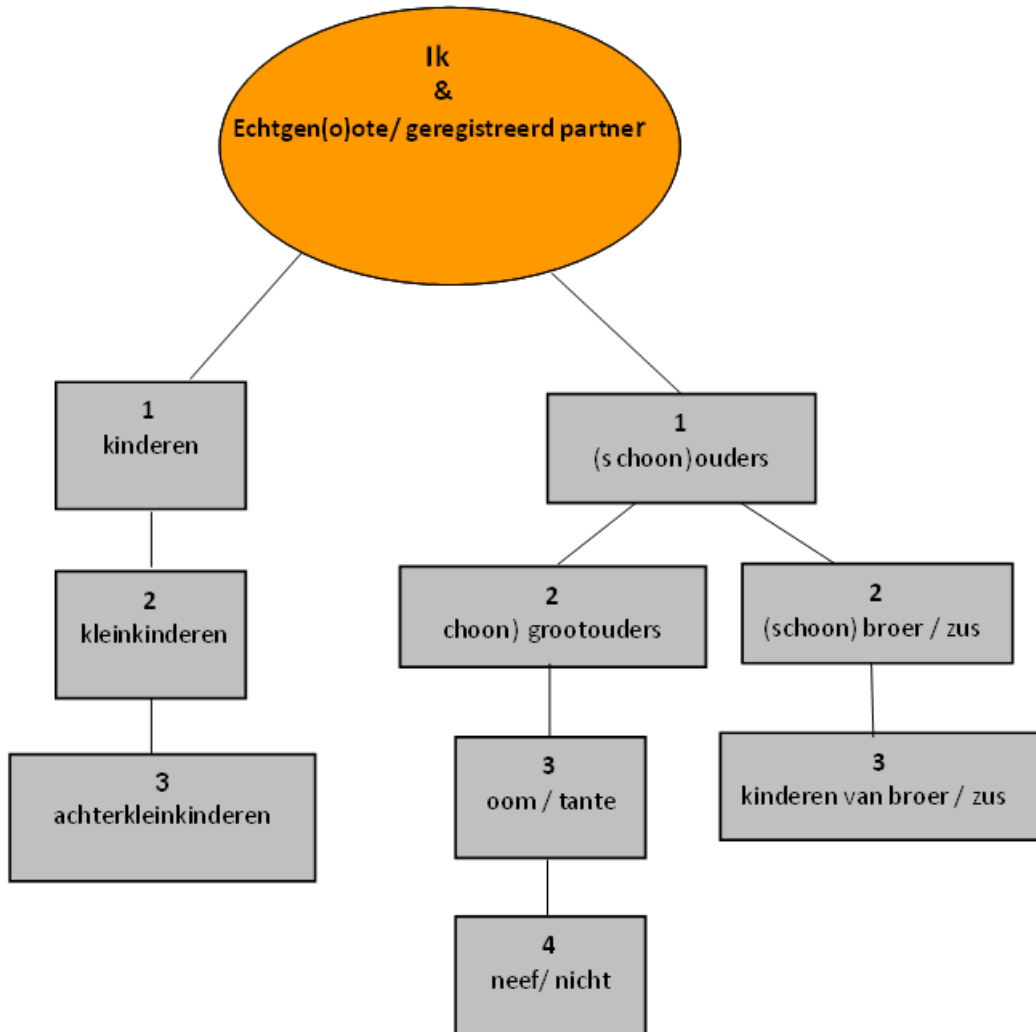
3. Recording of arrangements when participating in the ERS scheme

Do you opt for participation in the ERS scheme? If you do, you and the employer will make the following arrangements in a termination agreement:

- a. You set the end date of your employment contract. The end date is at least 3 months and no more than 9 months after your request for participation in the ERS scheme. If there are multiple applications with the same end date, an alternative end date for your employment contract will be considered in consultation with you.
- b. Your employment contract ends at your own request on the termination date. You will receive a one-off payment based on 85% of the gross minimum wage per month. The amount of the payment is calculated based on the number of months between the end date and the last day of the month in which you reach the state pension age applicable to you. Do you work part-time? In that case, the one-off payment is calculated pro rata. Payment will be made in one lump sum after the termination date.
- c. Besides the ERS scheme, you are not entitled to any other termination arrangement (e.g. based on the Social Plan), the transition payment, or any other form of compensation.



Appendix 6 Degrees of kinship



First degree:	Second degree:	Third degree:	Fourth degree:
spouse	grandparents	aunt	cousin
parents	grandparents-in-law	uncle	cousin
parents-in-law	sister	children of sister	
children	brother	children of brother	
	grandchildren	great-grandchildren	
	sister-in-law		
	brother-in-law		