

CLA for PostNL



1 April 2024 up to and including
30 June 2026

Unofficial English translation of the Dutch text of the collective labour agreement for PostNL 2024-2026 (cao voor PostNL 2024-2026). In case of any discrepancies or disputes, the Dutch original prevails



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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 as '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 will 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 will be derived from this full-time employment.

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)

Article 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
- PostNL Transport Services 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, in Utrecht
- FNV, in Utrecht

Article 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 will the total duration of the employment contracts be 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.
- PostNL Transport Services 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.

Article 1.3 Duration

1. This CLA runs from 1 April 2024 to 30 June 2026.
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. Rights arising from provisions of previous collective labour agreements (CLAs) lapse with the entry into force of this CLA. Instead, the rights arising from the provisions of this collective labour agreement apply. Where it gives fewer entitlements, the current CLA takes precedence over the previous CLA(s).

Article 1.4 Collective salary adjustment

1. Your **monthly salary** will be increased from 1 July 2024, 1 January 2025, 1 July 2025 and 1 January 2026 as follows:

Commencement date	Salary increase
1 July 2024	2.5%
1 January 2025	1.5%
1 July 2025	1.5%
1 January 2026	1.5%

Payment of the salary increase from 1 July 2024 will take place with retroactive effect. You will only receive the subsequent payment of the salary increase if you are actually employed by the employer at the time of payment of the salary increase (December 2024).

If a salary increase coincides with an increase of the minimum wage, the employer will apply the collective salary increase first. If a step in the salary table falls below the minimum wage applicable to it, the minimum wage amount will apply.

2. A new pay structure will be introduced from 1 January 2025. In this new pay structure:
 - the scale steps below the statutory minimum wage will lapse and the starting salary of scale 1 will become equal to the statutory minimum wage;
 - the starting salaries of the first five salary scales will be rebalanced;
 - and junior employees aged 18 or over will receive the starting salary.

Have you been classified in salary scales 1 to 5? Then from 1 January 2025, your grading in the steps will be redetermined based on the new classification in force from then on.

Article 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 is not permitted to deviate from the times and percentages as provided for in **Article 7.1.2, paragraph 3** (allowance for working at irregular times for Koninklijke PostNL's Operations business unit).

Article 1.6 Amounts in the CLA

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

Article 1.7 Deduction of social insurance contributions and taxes from payments, reimbursements and allowances

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

2. Employment contract

Article 2.1 The individual employment contract

1. You will receive an employment contract for a definite period or an indefinite period. Upon commencement of employment, you will receive a signed copy of your individual employment contract. Your employment contract meets the requirements of Section 655 of Book 7 of the Dutch Civil Code.
2. Your individual employment contract states that this CLA applies to you. You will also find this CLA on Mijn PostNL. At your request, the HR Service Desk will send you the CLA.

Article 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 6 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.

Article 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 that case, 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.

Article 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 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 will have been employed for 5 years on the day of 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 equal to yours. However, the notice period of the employer will never be shorter than the notice period referred to in paragraph 1 of this article.

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 **in writing**. The notice period commences on the first day of the month following the month in which you gave notice.

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.

Article 2.6 Termination of an 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 must 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.

Example

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

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

1. Are you unable to do 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 by the employer for 25, 40 or 50 years within 6 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.

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

1. Your employment contract will end **by operation of law** on the last day of the month in

which you reach **state pension age**. This means that your employment contract ends automatically.

2. Immediately after reaching 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

Article 3.1 Good employment practices

1. With regard to the **employer**, good employment practices means that 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 opportunity to enter into an open dialogue with your manager regarding, among other things, personal development, work-life balance, 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 forward 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.

Article 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 these data were originally collected. Such provision may not be contrary to the **Personal Data Protection Act**.
2. The employer will first consult with the **works council** 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 so, you can report this to the **HR Service Desk**. The employer will then not provide your personal data.

Article 3.3 Compliance with reasonable instructions

1. You will 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 must concern reasonable instructions of – as a rule – a temporary nature. This will be discussed with you in advance.

Article 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.

Article 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 at a location other than your usual **place of employment**.

Article 3.6 Work clothes

If you wear work clothes, you always wear them while at work. Work clothes are provided to you by the employer free of charge. You can read all information and terms and conditions with regard to (wearing) work clothes on **Mijn PostNL**.

You are personally responsible for keeping the clothes clean. The costs of cleaning will be borne by you.

Article 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 in nature are also covered by this duty of confidentiality.

Article 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 it 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 may not perform any ancillary activities if they:
 - compete with 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**.

Are you unsure 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.

Article 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.

You must 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.
- 2. The employer is entitled to create IP rights to your results, to enjoy 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.
- 3. 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 such waiver.
- 4. If the employer obtains a patent on a result achieved by you, you will receive a fair compensation for this.
- 5. Have results been achieved in collaboration with other persons who do not fall under this **CLA**? Then you will cooperate 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, enjoyment and enforcement of these IP rights by the employer. The employer will offer you the cooperation and support required for this purpose.

Article 3.10 Disciplinary measures

1. Have you failed 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. Have you (temporarily) been removed from your position and/or 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 that applies 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. limiting the continued payment of your monthly income during incapacity for work to the statutory minimum wage that applies to you;
- c. debiting up to 16 holiday hours from your holiday balance. Are you a part-time employee? If so, the maximum will be set pro rata.

Article 3.11 Conscientious objections

1. Do you have serious conscientious objections to your **job** or any part of it? If so, you can inform the employer of your objections. Is the employer convinced that you have serious conscientious objections? In that 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? In that case, 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 have reasonably expected your objections to impede your performance, and yet you did not inform the employer about your objections.

Article 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 **works council**. Before the employer takes a decision on the complaint, it will request advice from the Complaints Committee.

4. Length of the working week and working hours

Article 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:

- working hours
- rest period
- breaks
- hours of work per week.

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

Article 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.

Article 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 do not exceed 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.

Article 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 employment. 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 **works council**. If the employer wants to amend or cancel the working hours scheme, this will also be done in consultation with the works council.

Article 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. If the employer deviates, you will work a 14-hour shift per **day** or per night shift no more than once during every consecutive period of 2 weeks, on the condition, however, that you have an uninterrupted rest period of at least 36 hours in 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 **works council** afterwards.

Article 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 a maximum of 10 hours in the period around Christmas and New Year's Day.

Do you work at Transport? In consultation with you, the employer may then extend your night shifts to a maximum of 12 hours.

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 12 am and 6 am 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 12 am and 6 am.

Article 4.7 Rest period

1. Every consecutive period of 24 hours, you must 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 2 am? 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.

Article 4.8 Breaks

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 12 am and 6 am.
 - Your break of an hour or less falls between 10 pm and 6 am.

Article 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 will give you the opportunity to visit your church on Sunday. This also applies to the church holidays that apply 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 will enable 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 their uninterrupted weekly rest period on Saturdays and Sundays? In that case, a compensation scheme applies for each business unit.

Article 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 **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](#)

Article 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 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 under 55 years of age? 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](#).

Article 4.12 Working hours including overtime

Has an unforeseen situation occurred? 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 Dutch Working Hours Act \(ATW\)](#) applies.
- You work no more than 54 hours a week. [Article 5:9, paragraph 1 ATW](#) applies in this case. 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.

Article 4.13 On-call duty/standby duty

The employer will establish an [on-call duty/standby duty](#) within the framework of the [Working Hours Act \(Article 5:9 ATW\)](#). In doing so, the aim is to ensure that you have 7 consecutive days of 24-hour on-call duty/standby duty no more than once per 4-week period.

Article 4.14 Reduction of working hours for employees aged 60 and over (Ceases to apply on 1 January 2026)

1. Are you 60, 61 or 62 years old? Do you not perform any paid ancillary activities? And do you want to work shorter shifts? In that case, you may be eligible for a reduction in [working hours](#) of 30 minutes 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 shifts? In that case, you may be eligible for a reduction in working hours of one hour 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. This option will lapse on 1 July 2025. From that date, reduction of working hours will only be possible on a shift-by-shift basis in line with the purpose of this scheme: to reduce the daily workload.
4. Until 1 July 2025, 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** in full-time employment.

From 1 July 2025, this scheme will apply to you if you work a shift in which your working hours are at least 7 hours (excluding the reduction of working hours).

Article 4.15 Reduction of working hours for employees aged 61 and over (Applies from 1 January 2026)

1. Are you 61, 62 or 63 years old? Do you not perform any paid ancillary activities? And do you want to work shorter shifts? In that case, you may be eligible for a reduction in **working hours** of 30 minutes per shift. Your **monthly income** will remain unchanged despite the reduction.
2. Are you aged 64 or over? Do you not perform any paid ancillary activities? And do you want to work shorter shifts? In that case, you may be eligible for a reduction in working hours of one hour per shift. Your monthly income will remain unchanged despite the reduction.

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

If you turned 60 or 63 in 2025 and received a reduction in working hours of 0.5 hours or 1 hour respectively under Article 4.14, you will retain your entitlement to this reduction from 1 January 2026, even if you turn 61 or 64 in the course of 2026.

3. This scheme applies to you if you work a shift in which your working hours are at least 7 hours (excluding the reduction in working time).

5. Holidays and leave

Article 5.1 Holidays

Article 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 work **full-time**? And have you been employed with the **employer** for a full calendar year? Then you will 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. If the outcome is unreasonably high or low, the employer will use 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 are you 35 years or older? Then you are entitled to extra holiday hours over and above the statutory minimum. The following table shows you how many extra holiday hours you will get.

The number of extra holiday hours you get for 2024 are:

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

The number of extra holiday hours you get for 2025 are:

Your age	Extra holiday hours over and above the
Under 19 years	8
between 19 and 34 years	-
between 35 and 44 years	-
between 45 and 49 years	8

between 50 and 54 years	16
between 55 and 59 years	31
60 years or older	39

The number of extra holiday hours you get for 2026 are:

Your age	Extra holiday hours over and above the
Under 19 years	-
between 19 and 34 years	-
between 35 and 44 years	-
between 45 and 49 years	-
between 50 and 54 years	8
between 55 and 59 years	23
60 years or older	31

- 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 for 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 for 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 holiday 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 holiday hours over and above the statutory minimum).

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

Article 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? In that case, you will not accrue any holiday hours over this period.
- Do you fall under the conditions of **Section 635 of Book 7** of the **Dutch Civil Code**? In that case, you will accrue holiday hours over the period during which you did not work.

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

1. 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.
2. If you leave the employment in the course of the calendar year, you are entitled to holiday hours in proportion to the part of the calendar year during which you were employed.
3. 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.

Article 5.1.4 Taking holidays

1. You can 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.
2. The basic principle is that you take sufficient holidays every year. The employer will determine 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. If the employer deviates from your wishes, the employer will have to state and explain its serious reasons in its written response. If the employer does not respond to your request within two weeks, then your holiday has been determined according to your wishes.
3. 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.
4. 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 according to your wishes.

Article 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.

Article 5.1.6 Lapsing and expiry 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 expire 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? The employer will determine this as far as possible in the subsequent calendar year.

Article 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.

Article 5.1.8 Termination of the employment contract and holidays

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** that applies 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 that applies 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.

Article 5.2 Special leave

Article 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 over 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 cohabitation contract before a civil-law notary	1 day

When you are getting married or enter into a registered partnership	4 days (These days may be spread over a period of 7 consecutive calendar days, if necessary.)
When you attend a marriage or registered partnership of relatives by blood or marriage in the <u>first or second degree</u>	1 day
- On your 25th, 40th, 50th and 60th wedding anniversary - On the 25th, 40th, 50th and 60th wedding anniversary of your parents, stepparents, parents-in-law, children or stepchildren - On your 25th, 40th and 50th business anniversary or that of your partner, parents, stepparents, parents-in-law, children or stepchildren	1 day
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:

In the event of 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 <u>second degree</u>	2 days
In the event of the death of relatives by blood or marriage in the <u>third or fourth degree</u>	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

- 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.
- In accordance with paragraph 3, you may receive no more than 4 days of special leave in the event of death. For example, what 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](#).

Article 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.

Article 5.2.3 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 should apply for transition leave to your manager at least 8 weeks before the leave starts. Send the following information along with your application:
 - the time of commencement, the extent and the (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 then apply. The period of sickness does not count towards the duration of transition leave.

Article 5.2.4 Commissioning-parent leave

1. A commissioning parent is the person who becomes a parent of a child born to a surrogate mother. Are you or will you become a commissioning parent? Then, during your employment, you can apply to your manager for taking commissioning-parent leave.
2. From 1 December 2024, you can take commissioning-parent leave for a maximum of 6 weeks over a 26-week period. The 26-week period will begin 4 weeks before the surrogate mother's expected delivery date.
3. During the commissioning-parent leave, the employer will continue to pay your monthly income.

4. You can take commissioning-parent leave in parts. You should apply for commissioning-parent leave to your manager at least 6 weeks before the surrogate mother's expected delivery date. Send the following information along with your application:
 - documents showing the surrogate motherhood construction and surrogate mother's expected delivery date. Personal data of the surrogate mother are anonymised;
 - the time of commencement, the extent and the (probable) duration of the leave;
 - the distribution of hours over the week (if applicable).Your manager can only reject the request for taking the leave in parts (within the aforementioned 26 weeks) because of compelling business or service interests. If applicable, your manager will respond within 2 weeks of your request.
5. Concurrence with Work and Care Act (WAZO) schemes such as pregnancy leave and maternity leave, adoption leave and foster care leave, and additional birth leave for the same child is excluded.
6. If the bill 'Child, Surrogacy and Parentage Act' is passed, this article will be amended, if and where necessary, to comply with the law.

Article 5.2.5 Leave in accordance with the Dutch 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.

Article 5.2.6 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 Pensioenfondsen PostNL. The pension premium during the period of the leave will be for the employer's account and will be paid to Stichting Pensioenfondsen 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.

Article 5.2.7 Paid and unpaid leave in other cases

Is there another reason for taking leave? In that case, 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

Article 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.

Article 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.

Article 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 to 13 (**Article 6.9, paragraph 6**);
 - temporary special allowance (**Article 7.1.1**);
 - allowance for working at irregular times (t.o.t.) (**Article 7.1.2**);
 - allowance for t.o.t. phase-out scheme (guaranteed allowance) (**Article 7.1.3**), lapses on 1 April 2025;
 - allowance for t.o.t. phase-out scheme (phasing-out allowance) (**Article 7.1.4**), applies from 1 April 2025;
 - overtime allowance (**Article 7.2.1**);
 - supplement for on-call duty (**Article 7.2.2**), lapses on 1 December 2024;
 - supplement for standby duty (**Article 7.2.3**), applies from 1 December 2024;

- supplement for waiting time ([Article 7.2.4](#));
- supplement for working on public holidays ([Article 7.2.5](#));
- supplement for acting as a substitute in a higher position ([Article 7.2.6](#));
- supplement for telephone accessibility ([Article 7.2.7](#)).

Article 6.4 Determination of salary

1. Are you 21 years of age or older in 2024? Or will you be 18 years of age or older after 1 January 2025? In that case, the scale-years part of the salary scale will apply to you. The employer will normally classify your salary in the lowest step of the scale-years part in which your [position](#) is classified. Do you have experience in a similar position? Then the employer may classify you in a higher step.
2. Are you not yet 21 years of age in 2024? Or are you under 18 years of age after 1 January 2025? 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 research universities and universities of applied sciences; a separate remuneration scheme applies to these employees. More information can be found in the Remuneration scheme for recent graduates from research universities and universities of applied sciences ([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 research universities and universities of applied sciences ([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 you manager. In these interviews, the manager establishes whether you have the knowledge and skills required for the full performance of your job. If you do, the employer will award you the salary scale that belongs to your job level. Does the awarding 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.

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

Article 6.5 Performance-based contract

1. 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 irregular times (t.o.t.) ([Article 7.1.2](#));
- allowance for t.o.t. phase-out scheme (guaranteed allowance) ([Article 7.1.3](#)), lapses on 1 April 2025;
- allowance for t.o.t. phase-out scheme (phasing-out allowance) ([Article 7.1.4](#)), applies from 1 April 2025;
- overtime allowance ([Article 7.2.1](#));
- supplement for on-call duty ([Article 7.2.2](#)), lapses on 1 December 2024;
- supplement for standby duty ([Article 7.2.3](#)), applies from 1 December 2024;
- supplement for waiting time ([Article 7.2.4](#));
- supplement for working on public holidays ([Article 7.2.5](#));
- supplement for acting as a substitute in a higher position ([Article 7.2.6](#));
- supplement for telephone accessibility ([Article 7.2.7](#)).

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

- Do you regularly work at irregular times, according to the employer? If you have a performance-based contract, you may then – in derogation from paragraph 2 – be eligible for:
 - allowance for working at irregular times (t.o.t.) ([Article 7.1.2](#));
 - allowance for t.o.t. phase-out scheme (guaranteed allowance) ([Article 7.1.3](#)), lapses on 1 April 2025;
 - allowance for t.o.t. phase-out scheme (phasing-out allowance) ([Article 7.1.4](#)), applies from 1 April 2025.
- 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	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%

7. You will receive the variable bonus at the same time as the monthly salary for the month of April following the assessment year.
8. 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.
9. 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.

Article 6.6 Professional maturity (ceases to apply on 1 January 2025)

1. Are you 18 years of age 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 will look at your knowledge and skills. He will check whether you can perform your **job** completely and independently. If you can, 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? Then the employer may 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.

Article 6.7 Annual salary adjustment for employees in salary scales 1 to 9

1. Have you been classified in salary scales 1 to 9? In that case, the employer will annually award you the next step in the salary scale. This is done every year and stops once you have reached the **final salary** of your salary scale.
2. Have you been classified in salary scales 1 to 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 will give 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 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. Until 1 January 2025, the employer will award you the initial salary of the salary scale no later than when you reach the age of 21. From 1 January 2025, the employer will award you the initial salary when you reach the age of 18. 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 before 1 December 2024, because you have achieved professional maturity or reached the age of 21? Then you will receive the next step in the salary scale from 1 April 2025.
6. Did the employer award you the initial salary of the salary scale from 2025 before 1 December because you reached the age of 18? Then you will receive the next step in the salary scale from 1 April of the following year.

Article 6.8 Employee job performance in salary scales 1 to 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, based on 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 to 5;
 - 8% if you are classified in salary scales 6 to 9.
3. Did you achieve a 'not positive' (salary scales 1 to 4) or 'development required' (salary scales 5 to 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 of 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).

Article 6.9 Annual salary adjustment for employees in salary scales 10 to 13

1. Have you been classified in salary scales 10 to 13? In that case, the employer will grant you an annual increase based on your assessment. The increase will depend 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 'exceptionally 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 will determine the actual increases based on the budget determined per salary scale and the total number of 'exceptionally 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 'exceptionally 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 from 1 April of the subsequent year.

Article 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 will amount to half of this difference. The following rules apply here:
 - In salary scales 1 to 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 to 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.

Article 6.11 Payment of additional hours

1. For each 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 irregular times ([t.o.t.](#)) ([Article 7.1.2](#)).

Article 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 [Section 628a of Book 7 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 has been clearly determined in advance. You will be paid for the hours for which you have actually been scheduled.
- If your shift ends, at the employer's initiative, at an earlier time than stated on your [roster](#), you will be paid for at least 3 hours.

Article 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](#)) (Ceases to apply on 1 January 2025);
 - annual salary adjustment for employees in salary scales 1 to 9 ([Article 6.7](#));
 - employee job performance in salary scales 1 to 9 ([Article 6.8](#));
 - annual salary adjustment for employees in salary scales 10 to 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 irregular times (t.o.t.) (Article 7.1.2);
 - allowance for t.o.t. phase-out scheme (guaranteed allowance) (Article 7.1.3), lapses on 1 April 2025;
 - allowance for t.o.t. phase-out scheme (phasing-out allowance) (Article 7.1.4), applies from 1 April 2025;
 - overtime allowance (Article 7.2.1);
 - supplement for on-call duty (Article 7.2.2), lapses on 1 December 2024;
 - supplement for standby duty (Article 7.2.3), applies from 1 December 2025;
 - supplement for waiting time (Article 7.2.4);
 - supplement for working on public holidays (Article 7.2.5).
3. The variable remuneration is not part of your monthly income.

Article 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 will then inform 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. If you object to this classification, you can ask the employer to provide a further explanation. If you still object after this further explanation, 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 the 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. Has the job evaluation of your position resulted in a higher salary scale? And do you have sufficient knowledge and skills required for the full performance of the position? If so, 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. Has the job evaluation of your job resulted 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. Paragraphs 4 and 5 do not apply when the position changes as a result of a reorganisation.

Article 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 still have possibilities for participation in the labour force? 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. Moreover, **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 that applies 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

Article 7.1 Allowances

Article 7.1.1 Temporary special allowance

Based on the business interest, the **employer** may temporarily grant you or groups of employees a special allowance.

Article 7.1.2 Allowance for working at irregular times (t.o.t.)

1. You will receive **t.o.t.** if you meet the following conditions:
 - You have been classified in salary scales 1 to 10.
 - And – other than by way of overtime – you regularly have to work at irregular times.
2. 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.
3. Do you work at the Operations unit of Koninklijke PostNL B.V., at PostNL TGN B.V. or at the IMEC business unit? In that case, the t.o.t. percentage per hour is:

Hours	0–6	6–8	8–18	18–22	22–24
Monday–Friday	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 6 am and 8 am? In that case, you will only receive the allowance if the work started before 7 am.
 - Did you perform any work on Monday, Tuesday, Wednesday, Thursday and/or Friday between 6 pm and 10 pm? In that case, you will only receive the allowance if the work ended after 7 pm.
 - Did the work start at 12 am at the latest, and does the shift end between 6 am and 8 am at the latest? In that case, the percentage of the allowance on Monday to Friday for the hours between 6 and 8 pm will be 25% instead of 20% per hour.
4. Are you part of **Group A**, but are you not working at the Operations unit of Koninklijke PostNL B.V., at PostNL TGN B.V. or at the IMEC business unit? In that case, the t.o.t. percentage per hour is:

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

5. Are you part of **Group B**? In that case, the t.o.t. percentage per hour is:

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

6. Do you temporarily have another **position** for reasons of business interest, but this position involves no or less t.o.t.? 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 which involves no or less 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 training or your first day in another position. If the outcome is 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.

Article 7.1.3 Allowance for t.o.t. phase-out scheme (guaranteed allowance) (Ceases to apply on 1 April 2025)

1. Do you permanently have considerably less income because the **t.o.t.** is terminated or reduced as a result of a reorganisation or a 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** or to no longer work night shifts, 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 reorganisations 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 will first calculate what your average t.o.t. amount was in the 12 payment periods immediately preceding the date on which you stop working at irregular times or start working less at irregular times. The employer will then determine your new t.o.t. You will receive the guaranteed allowance over the difference 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 will first calculate 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 of age 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 **works council**, 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. Are you voluntarily moving 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.

Article 7.1.4 Allowance for t.o.t phase-out scheme (phasing-out allowance) (Applies from 1 April 2025)

1. Do you permanently have considerably less income because the **t.o.t.** is terminated or reduced as a result of a reorganisation or a transition to another **position** because your old position no longer exists? Then you will receive a phasing-out allowance.
2. Do you choose not to work **night shifts** or to no longer work night shifts, as a result of a reorganisation or otherwise? In that case, you will not receive a phasing-out allowance, or an existing phasing-out 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 phasing-out allowance:
 - a. if you have received t.o.t. without interruption for at least 5 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 reorganisations 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 phasing-out allowance for a maximum of one-fourth of the time during which you received the t.o.t. without interruption, with a maximum of 24 months. The phasing-out period will consist of 4 equal parts.
5. The employer will first calculate what your average t.o.t. amount was in the 12 payment periods immediately preceding the date on which you stop working at irregular times or start working less at irregular times. The employer will then determine your new t.o.t. You will receive the phasing-out allowance over the difference according to the table below:

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

6. Are you 55 years of age or older on 1 April 2025? And did you become entitled to the guaranteed allowance under Article 7.1.3 before that date? In that case, this guaranteed allowance will not be phased out (any further). However, paragraphs 2 and 10 of this scheme will continue to apply to the guaranteed allowance.
7. Do you reach the age of 55 after 1 April 2025? And did you become entitled to the guaranteed allowance under Article 7.1.3 before that date? Then, based on Article 7.1.3, paragraph 5, it will be phased out further while maintaining the already established guaranteed period. Paragraph 7 of article 7.1.3 no longer applies. However, paragraphs 2 and 10 of this scheme will continue to apply to the guaranteed allowance.
8. In consultation with the **works council**, the employer may also grant the fixed amount of the phasing-out allowance to groups of employees as a one-off lump sum.
9. The employer may grant you the phasing-out allowance in other exceptional situations as well. 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 phasing-out allowance in proportion to your working hours. Are you voluntarily moving 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 phasing-out 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 phasing-out allowance.

Article 7.1.5 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 to 13 (Article 6.9, paragraph 5);
- temporary special allowance (Article 7.1.1);
- allowance for working at irregular times (t.o.t.) (Article 7.1.2);
- allowance for t.o.t. phase-out scheme (guaranteed allowance) (Article 7.1.3), lapses on 1 April 2025;
- allowance for t.o.t. phase-out scheme (phasing-out allowance) (Article 7.1.4), applies from 1 April 2025.

Article 7.2 Supplements

Article 7.2.1 Overtime allowance

1. Have you been classified in salary scales 1 to 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, holidays or special leave.
3. The overtime allowance consists of:
 - time off in lieu, equal to the number of hours you have worked overtime;
 - and a cash supplement for every hour you have worked 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, cash supplement
Monday 6 am until Saturday 6 pm	40%
Saturday 6 pm until Monday 6 am	100%
Public holidays	200%
The day following a public holiday from 12 am to 6 am	200%

For Group B, this percentage is:

Days and times	Overtime allowance, cash supplement
Monday 12 am until Saturday 12 am	40%
Saturday 12 am until Saturday 6 pm	50%
Saturday 6 pm until Monday 12 am	100%
Public holidays	200%
The day following a public holiday from 12 am to 6 am	200%

4. The employer will grant the time off in lieu as soon as possible, but no later than in the sixth calendar month after the month in which you worked overtime. In doing so, 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? In that case, you will be reimbursed in cash. You will receive the **hourly salary** that applies to you for each hour of overtime.
6. Have you been classified in salary scales 11, 12 or 13? And did you work overtime on a public holiday or before 6 am 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.

Article 7.2.2 On-call duty (Ceases to apply on 1 December 2024)

1. You will receive a supplement for **on-call duty** if you meet the following conditions:
 - You have been classified in salary scales 1 to 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 to 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 to 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 cash supplement
Monday 6 am until Saturday 6 pm	50%
Saturday 6 pm until Monday 6 am	100%
Public holidays	200%
The day following a public holiday from 12 am to 6 am	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? In that case, you will be reimbursed in cash. For each hour worked, you will receive 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 7.2.7](#)) does apply.

Article 7.2.3 Standby duty (Applies from 1 December 2024)

1. You will receive a supplement for **standby duty** if you are scheduled for this.
2. The supplement for standby duty consists of a daily reimbursement for each day the standby duty is scheduled and an hourly reimbursement for the number of hours scheduled on that day.

	Monday to Friday	Saturday	Sunday or public holiday
Daily reimbursement	€ 20.00	€ 30.00	€ 40.00
Hourly reimbursement	€ 2.00	€ 2.00	€ 2.00

3. Did you perform **work** during the standby 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 standby duty, including travel time;
- a cash supplement for each hour you worked during the standby duty, including any travel time. This supplement is a percentage of the hourly salary that applies to you. This percentage is:

Days and times	Percentage for the cash supplement
Monday 6 am until Saturday 6 pm	50%
Saturday 6 pm until Monday 6 am	100%
Public holidays	200%
The day following a public holiday from 12 am to 6 am	200%

This supplement is granted in addition to the supplement for standby duty ([Article 7.2.2, paragraph 2](#)).

4. 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? In that case, you will be reimbursed in cash. For each hour worked, you will receive the hourly salary that applies to you.
5. Do you only have to be available by telephone? In that case, this article does not apply, but the supplement for telephone accessibility ([Article 7.2.7](#)) does apply.

Article 7.2.4 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 to 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 should 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 will calculate the supplement for waiting time by granting time off in lieu equal to the number of waiting time hours. In 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? In that case, you will be reimbursed in cash. The employer will pay the **hourly salary** that applies to you for each hour of waiting time.

Article 7.2.5 supplement for working on public holidays

1. Did you work on a **public holiday**? And this was not overtime? For each hour worked, you will then 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**. 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 6 pm on Christmas Eve or on New Year's Eve? And this was not overtime? And did you finish your work after 7 pm? After 6 pm, 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 6 am on the **day** following a public holiday? And this was not overtime? Until 6 pm, 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**.

Article 7.2.6 Supplement for acting as a substitute in a higher position

1. Are you acting as a substitute in a **position** that has been classified in a higher salary scale, including all responsibilities that come with this 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.

Article 7.2.7 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 to 10.
- And, on the instructions of the employer, you have to be accessible by telephone outside the working hours that apply to you, in order to take action by telephone and to act if circumstances so require.

The supplement is €5.67 gross per consecutive period of up to 24 hours. From 1 December 2024, the supplement will be €6.25 gross per consecutive period of up to 24 hours.

Does this scheme apply to you? Then the rules for **on-call duty/standby duty** do not apply to you.

8. Other reimbursements, payments and allowances

Article 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 €0.22 net per kilometre. 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 the calculation of commuting allowance

Number of kilometres for a single 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 single trip.

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

20 kilometres x 2 x 0.22 x 42.8 (214/5) x 4 (maximum number of travel days) / 12 = 125.55 euro per month

Commuting allowance table

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:

- Your working time has been interrupted by more than 1.5 hours because of the way your work is organised. As a result, you travel more than once a day between your home and the place of employment and back.
- You have to work an extra day on the instructions of the employer, and you do not yet receive an allowance based on 4/5 travel days. 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 is €0.22 per kilometre.

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

- 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.
- 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.

Article 8.2 Smartphone reimbursement

1. The employer determines which positions require the use of a smartphone for a proper performance of the position. Do you have to use a smartphone for your work at least 1 day per calendar month, on the instructions of the employer? If this is the case, you will arrange for a suitable smartphone with data bundle and a cover yourself. You will receive a monthly reimbursement for this. You can choose from the following options:
 - a. You use your own smartphone with data bundle that is suitable for the required 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, a single time only, order a phone cover with a net value 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 are using 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 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 will evaluate 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 will check the reimbursement against the offer of providers and the tax laws and regulations;
 - the one-off payment for the protective cover: the employer will check whether the cover works well and is useful in practice.
6. Do you have or does your employer provide you 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 telephone expenses reimbursement from [Article 8.3](#)? In that case, you are not entitled to a smartphone reimbursement.

Article 8.3 Telephone expenses reimbursement scheme (Ceases to apply on 1 December 2024)

Does the employer believe that it is necessary for proper performance of your **position** 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 telephone expenses reimbursement.

Article 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 comparable to overtime. In that case, the same conditions apply.

Article 8.5 Reimbursement of removal expenses (Ceases to apply on 1 December 2024)

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 removal 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 will commence at the time of your transfer. In special cases, the employer may extend this period.

2. Have you been transferred in the interest of the company? Is the distance from your home to your **place of employment** more than 30 kilometres? And are you not moving, because the company does not consider this necessary? In that case, you will receive a commuting allowance for a maximum period of 3 years. This allowance is based on the costs of 2nd-class public transport, up to a maximum of the costs of an annual season ticket for public transport. The allowance that would be granted on the basis of the commuting allowance reimbursement scheme applies as a minimum in this respect.

This commuting allowance lapsed on 1 January 2020. Do you receive this allowance, but has the period of 3 years not yet elapsed? Or was this allowance granted to you in 2019? In that case, you will retain this allowance until the period of 3 years has elapsed if this allowance is higher than the commuting allowance that applies to you pursuant to Article 8.1 of this CLA. Has the period of 3 years elapsed? In that case, you will only

receive a commuting allowance pursuant to Article 8.1 of this CLA.

This paragraph ceased to apply on 1 January 2023.

3. 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-quarters 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.

4. 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.

5. 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.
6. 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? In that case, the employer will fully reimburse the associated costs during the period in which you live

in the boarding house. This scheme only applies for 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 your place of residence once a week on the basis of the costs of 2nd-class public transport.
 - b. If you do not opt for temporary residence in a boarding house, but prefer travelling from your home to the place of employment every day, the employer will reimburse the associated costs on the basis of the costs of 2nd-class public transport. The allowance you would receive according to the commuting reimbursement scheme will be set as the minimum for this.
 - 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.
7. This article ceases to apply on 1 December 2024. However, if you:
- a. were transferred in the interest of the company after 1 December 2023;
 - a. move with approval of the employer within 1 year of transfer;
 - b. and meet the other conditions listed in this article;
- then you can still rely on this article until 1 December 2025 at the latest.

Article 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 Dutch [Working Hours \(Transport\) Decree](#).
2. Do you have to obtain and/or periodically maintain your forklift truck certificate 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.

Article 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 of service	Amount of the bonus
25	1 time 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. Was your **full-time employment** 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 was changed during your 25, 40 or 50 years of employment.

Article 8.8 Result-related bonus (ceases to apply on 1 January 2025, except for paragraph 8)

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 employment before the employer pays the result-related bonus? And were you employed for at least 6 months in the fiscal year? In that case, you are entitled to a result-related bonus, and 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 should use the form you received at the time you left employment.
4. Were you employed in the financial year, regardless of the number of days? And did you leave 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 any culpable conduct on your part? Or has the employer taken steps against you to terminate the employment contract for that reason? And did this happen 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 customer satisfaction target;
- 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 will be 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-related bonus
Customer satisfaction score	not achieved = 0%; achieved = 1%
Normalised EBIT	not achieved = 0%; achieved = 1%
Exceeding the Normalised EBIT	Between 0% and 1%, depending on the amount of the excess
Payout percentage of the bonus:	Sum of the 3 above percentages

7. The employer will calculate 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 Annual General Meeting of Shareholders has adopted the annual accounts.
9. Is there a drastic change in the structure or financial profile of the company? In that case, the parties to the CLA will consult on adjusting the boundaries for the rule.

Article 8.9 Result-related bonus (applies from 1 January 2025)

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/NPS 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 employment before the employer pays the result-related bonus? And were you employed for at least 6 months in the fiscal year? In that case, you are entitled to a result-related bonus, and 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 should use the form you received at the time you left employment.
4. Were you employed in the financial year, regardless of the number of days? And did you leave 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 any culpable conduct on your part? Or has the employer taken steps against you to terminate the employment contract for that reason? And did this happen 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 two components:
- achieving the customer satisfaction target/NPS target;
 - achieving the Normalised EBIT target.

If the NPS target and/or Normalised EBIT target is met, the payout percentage is 0.8% for customer satisfaction (NPS) and 1.2% for Normalised EBIT%. If the target is not met, but the result achieved is equal to or above the threshold, a pro-rata payout percentage applies. If the result achieved is below the threshold, no payment will be made. The employer adds up the payment percentages ensuing from these components.

Targets	Payout percentage of result-related bonus
Customer satisfaction/NPS	Threshold met = 0.2%; target met = 0.8%; between threshold and target = pro rata between 0.2% and 0.8%
Normalised EBIT	Threshold met = 0.3%; target met= 1.2%; between threshold and target = pro rata between 0.3% and 1.2%
Payout percentage of the bonus:	Sum of the above percentages

7. The employer will calculate 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 Annual General Meeting of Shareholders has adopted the annual accounts.
9. Is there a drastic change in the structure or financial profile of the company? In that case, the parties to the CLA will consult on adjusting the boundaries for the rule.

Article 8.10 Reimbursement scheme for professional expenses for medical reasons

1. Do you have to incur professional costs for a C1, C or C1E driving licence or a CE driving licence with code 95 for 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 extension 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 reimbursement of professional expenses? In that case, you need to have the approval of your manager prior to incurring the professional costs. You have to submit an expense claim for the reimbursement of professional expenses. The employer will indicate how you can submit the claim.

Article 8.11 Homeworking allowance

Do you fully work from home on at least 2 of your working days? And do you have a properly working Internet connection that can be used for video calls? 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 place of work.

9. Choices in employment conditions

Article 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](#)).

Article 9.2 CLA à la carte scheme

Article 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.

Article 9.2.2 Sources

You can use the following source hours:

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

Article 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](#)).

Article 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.

Article 9.2.5 Saving

1. If you choose to save holiday hours over and above the statutory minimum, you must specify how many hours you want to 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. If you choose to save additional hours and/or hours off in lieu, you will automatically save all those hours.
3. You will always choose the sources from which you want to save hours for the period of 1 calendar year. If you do not change your choice in any way, your choice will automatically be 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 can 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. You can apply for this via Mijn HR at [Mijn PostNL](#). Saving will end 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.

Article 9.2.6 Recording and maximum number of source hours

1. The **employer** will record 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.

Article 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 must indicate no later than 1 December of each calendar year which source hours you wish to use for this purpose. Stichting Pensioenfonds PostNL has determined for you what savings limit you have each year. 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? You can do that once every 5 years. You must inform your manager no later than 4 months before the start of your leave that you want to take long-term leave. The employer will agree with your request to the extent permitted by the business interest. The leave will have a duration of 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 must inform your manager no later than 4 months before your leave that you want to take long-term leave and retire immediately after the end of this leave. 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 must 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.

Article 9.2.8 Termination of employment contract

Is your employment contract set to end? And do you have any source hours left? In that case, the employer will pay them out to you at the **hourly salary** that applies to you.

Article 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 research universities and universities of applied sciences (**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 can request this from the employer **in writing**. This should be done 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 under this **CLA**? In that case, you cannot purchase any 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 will credit 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? In that case, your purchased holiday hours will lapse.

Article 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 research universities and universities of applied sciences (**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 can request this from the employer **in writing**.
 - b. You must 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 a reimbursement 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 reimbursement on the basis of the number of holiday hours you want to sell.
 - e. The employer will settle the gross reimbursement in a tax-efficient manner with you up to a maximum of 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 will be done in the month following the month in which the employer approved your application. The oldest holiday hours are debited first.
 - g. The employer will ask 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

Article 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 when they get older.

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. Moreover, these 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 facilities of the career coach.

Article 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 will measure 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 will encourage you to keep educating yourself and participate in (further) schooling, do an internship and gain experience outside your own position.
 - At your request, PostNL 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 will 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 will have the personal work capacity examination conducted in your own time.

Article 10.3 Working conditions

1. The employer will make efforts to provide working conditions that enable you to keep working in good health for as long as possible.
2. The employer's policy on safety, health and well-being is based on, among other things:
 - the hazard identification and risk assessment (HIRA) 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 working 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 Dutch 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 works council.

Article 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);
 - possibly no phasing out of the **t.o.t.** allowance (see Article 7.1.3 and Article 7.1.4, paragraphs 6 and 7);
 - the option of reducing working hours for employees from 60 years of age, and from 61 years of age as from 1 January 2026 (see Articles 4.14 and 4.15).
2. 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 with partial retention of salary and pension accrual. This will enable older employees to reach their retirement age in a proper 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.
3. Does the HIRA 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 **works council** or directly with you for individual situations.

Article 10.5 Periodic reporting

The employer will discuss the age-conscious personnel policy with the **works council** at least once a year. This is part of the social reporting as referred to in **Article 31b of the Dutch Works Councils Act**.

Article 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 will behave with due care to avoid any dangers to yourself and others.
 - You will 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 will 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.

Article 10.7 Instructions and regulations

1. The employer will inform you of the regulations, guidelines, directions and instructions that you must follow during your work.
2. You can read the **written** instructions and regulations at a freely accessible location in the company.

Article 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, with you receiving half of the allowance stated therein.
2. On the basis of the Works Councils Act or the Working Conditions Act, the employer will consult with the **works council** on the design and implementation of information, instruction and training programmes.

Article 10.9 Early Retirement Scheme

When an employee reaches 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 relaxed as part of the 2019 Pension Agreement. PostNL wants to make use of the relaxation and is offering up to 25 employees the opportunity to use the ERS scheme. Early retirement is only possible for older employees for whom it is not physically possible to reach retirement age fit and in good health. In [Appendix 5](#), you can read when you are eligible for participation in the Early Retirement Scheme and under what conditions.

11. Facilities

Article 11.1 Group insurance

1. The **employer** has taken out accident insurance with 24-hour coverage for you. The employer pays for this insurance.
2. The employer has taken out WIA shortfall insurance for you. This insurance is voluntary and can be terminated by you. The insurance premium is deducted from your salary.
3. The employer has joined the Private Supplement WW (Unemployment Benefit Scheme) and WGA (Return to Work (Partially Disabled Persons) Scheme) (PAWW scheme) as compensation for the cuts in WW and WGA benefits. Participation in this insurance is mandatory, and the insurance premium will be deducted from your salary.

Article 11.2 Prevention

1. The employer will ensure 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 results with the **works council** at least once a 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 up to and including 11.8 apply to **employees** who are incapacitated for work within the meaning of **Section 629 of Book 7 of the Dutch Civil Code**. The provisions of the Dutch Civil Code apply, unless otherwise provided for in this chapter.*

Article 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.

Article 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 tables below, on the basis of your monthly income in your original **position** if you had not been sick. You will receive at least the statutory minimum wage applicable to you for at least the first 52 weeks.

Until 1 January 2025, the table below applies to the continued payment of your monthly income:

Continued payment of wages during sickness

<i>Calculated from the first 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%

From 1 January 2025, the table below will apply:

Continued payment of wages during sickness

<i>Calculated from the first 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	90%
The 4 th period of 26 weeks	90%

2. 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 first 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%

3. 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.
4. 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 will continue to pay your full monthly income for the period stipulated in the Dutch [Working Beyond State Pension Age Act](#). These payments will only be continued for as long as you are employed.
5. 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 will deduct the income you earned somewhere else as part of your rehabilitation from this amount.
6. Have you been paid additional hours? In that case, the continued payment in the event of sickness will also apply to your additional hours. In that case, 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. If the outcome is unreasonably high or low, 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.

7. 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. If the outcome is unreasonably high or low, 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.
8. The continued payment of wages pursuant to this article will only be made for as long as you are employed.
9. 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 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 UWV.

Article 11.5 Continued payment of wages during pregnancy leave and maternity leave

Are you on pregnancy leave or maternity leave? If so, 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. If the outcome is unreasonably high or low, the employer will use the average amount paid over 12 months as the starting point.

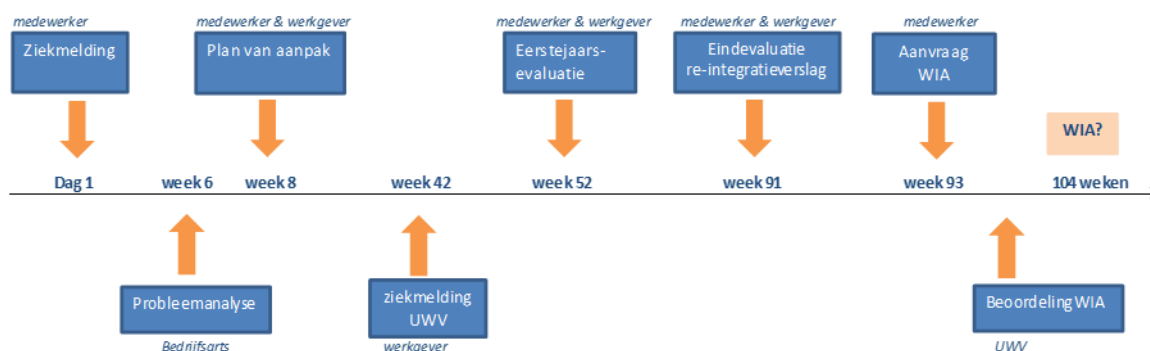
Article 11.6 Reduction, suspension or cancellation of the continued payment of wages

1. Do you also receive a benefit under the Dutch Sickness Benefits Act (ZW), Work and Care Act (WAZO), Invalidity 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 the 104 weeks of incapacity for work? If so, 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 of PostNL or pursuant to the ZW, WAO, Wajong, WIA, Unemployment Insurance Act (WW), Supplementary Benefits Act (TW), IOAW or 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, but 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, even 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 medical or paramedical treatment, without providing valid reasons for not doing so.

Article 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 Dutch [Eligibility for Permanent Invalidity Benefit \(Restrictions\) Act](#) lays down the following obligations and periods.



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 52 weeks at maximum? Or is it already clear that, due to incapacity for work, you will probably not return to your original position? Then the employer will register you with the rehabilitation consultant. The rehabilitation consultant

will draw up a rehabilitation plan with you. This plan will contain a targeted rehabilitation process and the efforts the employer expects from you during your rehabilitation. When determining the period for registration with the rehabilitation consultant, the period during which you are employed on the basis of occupational therapy or limited employment will be included.

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 medical or paramedical treatment recommended as part of your recovery and rehabilitation process? In that case, you will be obliged to cooperate. This may 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? If so, you can request an expert opinion from the Employee Insurance Agency (UWV).

Article 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, you will receive an allowance for the costs of the removal. These are:
 - 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. The amount of the lump-sum payment depends on your personal situation:

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	€7,750 net

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 will calculate 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 will calculate 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 will assume 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** that applies 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. You will receive 100% of the allowance in the first 12 months and 50% thereafter. If the circumstances under which the allowance was granted change, 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 hourly salary in this new position than the hourly salary that applies 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 is your employment contract with the employer 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 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 (again) be entitled to assistance by PostNL. 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.

Article 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 Dutch **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

Social partners have agreed on a new pension scheme under the Future Pensions Act with an envisaged effective date of 1 January 2026. When this new pension scheme takes effect, the arrangements in the Collective Labour Agreement for PostNL 2024–2026 will no longer apply. The arrangements as expressed in this chapter under Articles 3, 4, 7, 8, 10 and 11, paragraph 3, will lapse once the new pension scheme enters into effect. The new pension scheme has been elaborated in more detail in the Future Pensions Act Transition Plan 1 July 2024. This scheme will be laid down in new pension scheme rules, and these rules will prevail from the entry into effect of the new scheme. The new pension scheme will be incorporated into the text of the next CLA after the new pension scheme enters into effect.

Article 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 up to and including 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 Administration 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.

Article 12.2 Registration with the pension fund

The **employer** will register you with Stichting Pensioenfonds PostNL. Participation in the pension scheme is obligatory.

Article 12.3 Accrual of old-age pension

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

Article 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).

Article 12.5 Deductible

1. The deductible is set annually. As from 1 January 2024, the deductible is €18,799.03 on an annual basis. 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 hold consultations 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.

Article 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 that applies to you? This is possible, but only if your employment income decreases equally.
2. You should notify the employer in writing of the retirement date you have chosen. You should do this at least 3 months before the (desired) retirement date. You should 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 state pension age? Then you have to ask the employer in writing for permission. You should do this at least 3 months before reaching state pension age. You should also indicate whether you will retire in full or in part.
4. Does the employer consent 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 employment conditions that are part of the position that you hold from state pension age. The Dutch Working Beyond State Pension Age Act also applies to the new employment contract.

Article 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**).

Article 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 law. Your pension entitlements to be accrued in that year will therefore be higher.

Article 12.9 Your pension contribution

1. Your contribution to the costs of the pension scheme is 6% of the **pension base**. From 1 January 2026, your contribution will be 7% of the pension base.
2. The employer deducts your contribution from your **monthly income**. The employer pays this contribution to Stichting Pensioenfonds PostNL.
3. 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? Then the parties to the CLA will enter into consultations, if necessary.

Article 12.10 Premium system

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

Article 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 share of the pension contribution over the unpaid leave.

2. The risk cover 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

Article 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.

Article 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 may 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.

Article 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 a union congress, union council, general meeting 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 purpose 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.

Article 13.4 Protection of trade union representatives

1. Are you a board member of local, regional or national groups (including corporate groups)? Or do you represent your trade union as an employee? In that case, the employer guarantees that your position within the organisation will not be affected by your actions as a member or representative of your trade union. In other words, the employer will only expect you to comply with your employment contract.
2. If you are dismissed, 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

Article 14.1 Compliance with the CLA

The parties to the CLA have agreed with each other to comply with this CLA in good faith.

Article 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.

Article 14.3 Interim changes

Are there any drastic changes in general socio-economic conditions in the Netherlands? Or do arrangements made in this CLA lead to unacceptable outcomes due to changes in laws and regulations, for example? In that case, both the employer and the trade unions may propose interim changes during the term of this CLA.

Article 14.4 Disputes regarding the interpretation of the CLA

1. If the employer and trade unions have a dispute about the interpretation of the CLA, they will seek a solution in close 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 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.

Article 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 will pay particular attention to developments relating to human resources, organisational, commercial, economic and technical policies.

Article 14.6 Arrangements on personnel policy and employment

1. The employer consults with the **works council** 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 Opleidings- en Ontwikkelingsfonds Post en Koeriers (Stichting Mail and Couriers Training and Development Fund). The objective of this training and development fund is:
 - promoting further training, retraining and training for employees;
 - and creating financial and administrative conditions that lead to their realisation.

Article 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**.

Article 14.8 Reorganisations

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 further 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 will request an opinion on an intended reorganisation as referred to in **Section 25, subsection 1, under b, c, d, e and f of the Dutch Works Councils Act**. The employer will do this at an early stage, so that the employer will be able to consider the views of the **works council** when taking a decision.
3. Does it concern 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** about this.
4. Does it concern an intended reorganisation as referred to in **Section 25, subsection 1, under b, c, d, e and f of the Works Councils Act**? In that case, the employer will provide the works council and the trade unions with an overview of:

- the reasons for the intended reorganisation;
 - the consequences of the reorganisation;
 - and the measures the employer is considering taking as a result.
5. The employer will mainly discuss the organisational and economic aspects with the works council. The trade unions will 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 will 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.

Article 14.9 Joint venture/merger

1. Is the employer considering a merger within the meaning of the SER Resolution concerning the Merger Code 2015? In that case, the employer will consider the social consequences when taking its decision.
2. The employer will inform the **trade unions**, the **works council** and the employees about the intended measures of the merger plans. The employer 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 the works council what the possible consequences of the merger are for the employees and what measures the employer intends to take.
4. The works council will mainly deal with the organisational and economic aspects. The trade unions will mainly deal with the aspects that have to do with far-reaching consequences for employment and material employment conditions.

15. Definitions

Phasing-out allowance

The allowance that you receive if you permanently receive 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.

Employee entitled to a state pension (AOW)

You are an employee entitled to a state pension (AOW) if, after reaching 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 [Section 7a of the Dutch General Old Age Pensions Act](#). The Dutch [Working Beyond State Pension Age Act](#) applies to employees entitled to a state pension.

Work

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)**

Standby duty

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

CLA

Collective Labour Agreement: this document including appendices.

Day

The time between 12 am and 12 am the following day.

Part-time

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

Example

You are part of Group A and have an employment contract for 24 hours per week. You then calculate your salary as follows: you

divide 24 by 37 and then multiply this by the salary from the salary table. Are you part of Group B? Then you divide 24 by 39.25 and then multiply this by the salary from the salary table.

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;
- once every 5 years (if the year can be divided by 5): Liberation Day.

Deductible

You do not accrue a pension and do 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.

Guaranteed allowance

The allowance that you receive if you permanently receive 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.

HR Service Desk

The HR Service Desk will provide 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 what you are looking for on Mijn PostNL, please contact the 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 irregular times (t.o.t.) (Article 7.1.2);
- allowance for t.o.t. phase-out scheme (guaranteed allowance) (Article 7.1.3), lapses on 1 April 2025;
- allowance for t.o.t. phase-out scheme (phasing-out allowance) (Article 7.1.4), applies from 1 April 2025;
- 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.

Works council

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 Dutch Works Councils Act.

Night shift

A shift in which you work more than 1 hour between 12 am and 6 am.

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 are the most recent version of these rules as posted on the website of Stichting Pensioenfonds PostNL.

Place of employment

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

Roster

A schedule 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 payslip.

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 an email. For example, when entering into or terminating your employment contract. Messages via WhatsApp, Twitter, Facebook and the like are not covered by this definition.

T.o.t.

Allowance for working at irregular times.

Hourly wage

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

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 under the **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 will end automatically, and therefore without you and the employer having 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 at which you are required to be available for working on call in the event of unforeseen circumstances.

Waiting time

The waiting time is the period during which you are not entirely free from any involvement with the employer, insofar as you do not work or are 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;
- PostNL Transport Services 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.

Agreed and signed by the parties on 13 November 2024, in The Hague, the Netherlands

For PostNL N.V.,

CHRO PostNL

J. Veldstra

On behalf of the trade unions,

Bond van Post Personeel in Tilburg,

J. Bol

G. van Rijn

CNV in Utrecht,

J. Schot

FNV in Utrecht,

L.R. Slagter

16. Appendices

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

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

Salaristabel 37 uur 1 juli 2024

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17 €	1.356,39 €	1.380,52 €	1.425,57 €	1.483,50									
18 €	1.530,16 €	1.557,51 €	1.609,00 €	1.673,36 €	1.806,91								
19 €	1.679,80 €	1.708,76 €	1.765,07 €	1.835,87 €	1.982,29 €	2.107,79							
20 €	1.826,22 €	1.858,40 €	1.919,54 €	1.998,38 €	2.157,67 €	2.292,83 €	2.551,87						
schaaljaren													
0			WML	WML	€ 2.276,74 €	2.418,33 €	2.693,47 €	2.876,89 €	3.143,99 €	3.913,09 €	4.387,74 €	4.973,42 €	5.697,47
1	WML	WML	WML	WML	€ 2.373,28 €	2.522,91 €	2.934,82 €	3.132,72 €	3.423,95				
2	WML	WML	WML	€ 2.296,04 €	2.479,47 €	2.635,54 €	3.007,22 €	3.214,78 €	3.526,93				
3	WML	WML	€ 2.210,77 €	2.365,23 €	2.547,05 €	2.703,12 €	3.079,63 €	3.298,45 €	3.631,51				
4	WML	WML	€ 2.276,74 €	2.432,81 €	2.614,63 €	2.770,70 €	3.153,64 €	3.378,90 €	3.732,88				
5	WML	€ 2.249,38 €	2.342,70 €	2.498,78 €	2.682,20 €	2.838,28 €	3.226,05 €	3.459,35 €	3.835,86				
6 €	2.234,90 €	2.305,70 €	2.410,28 €	2.567,96 €	2.749,78 €	2.905,85 €	3.298,45 €	3.539,80 €	3.938,83				
7 €	2.279,95 €	2.362,01 €	2.477,86 €	2.635,54 €	2.817,36 €	2.973,43 €	3.370,86 €	3.621,86 €	4.041,81				
8 €	2.325,01 €	2.418,33 €	2.545,44 €	2.701,51 €	2.884,94 €	3.041,01 €	3.443,26 €	3.702,31 €	4.144,78				
9 €	2.370,06 €	2.474,64 €	2.613,02 €	2.770,70 €	2.952,52 €	3.108,59 €	3.514,06 €	3.782,76 €	4.249,37				
10 €	2.418,33 €	2.530,96 €	2.678,99 €	2.838,28 €	3.020,09 €	3.176,17 €	3.586,46 €	3.863,21 €	4.350,74				
11 €	2.463,38 €	2.585,66 €	2.746,56 €	2.904,25 €	3.087,67 €	3.243,74 €	3.660,48 €	3.943,66 €	4.453,71				
12		€ 2.643,59 €	2.814,14 €	2.973,43 €	3.155,25 €	3.311,32 €	3.731,27 €	4.025,72 €	4.556,69				
13			€ 2.880,11 €	3.041,01 €	3.222,83 €	3.378,90 €	3.805,29 €	4.107,78 €	4.659,66				
14						€ 3.446,48		€ 4.188,23 €	4.762,64 €	5.391,76 €	6.213,96 €	7.230,85 €	8.482,65

Monthly salaries from **1 January 2025** for **Group A** (Koninklijke PostNL B.V., PostNL Holding B.V., PostNL TGN B.V., PostNL Transport Services B.V., PostNL Real Estate B.V., PostNL Data Solutions B.V., PostNL Customer Excellence B.V. and PostNL Cross Border Solutions B.V.)

Salaristabel 37 uur 1 januari 2025 (voordat deze wordt opgeschoond o.b.v. artikel 1.4 lid 2)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
16 €	1.809,80 €	1.826,54 €	1.902,48 €	2.028,63									
17 €	2.036,03 €	2.054,85 €	2.140,29 €	2.282,21									
18	Vervalt	Vervalt	Vervalt	Vervalt									
19	Vervalt	Vervalt	Vervalt	Vervalt									
20	Vervalt	Vervalt	Vervalt	Vervalt									
schaaljaren													
0			Vervalt	Vervalt	Vervalt	€ 2.455,33	€ 2.733,69	€ 2.920,34	€ 3.190,65	€ 3.971,01	€ 4.453,71	€ 5.047,43	€ 5.782,75
1	Vervalt	Vervalt	Vervalt	Vervalt	€ 2.408,67	€ 2.561,53	€ 2.978,26	€ 3.179,38	€ 3.475,44				
2	Vervalt	Vervalt	Vervalt	€ 2.329,83	€ 2.516,48	€ 2.675,77	€ 3.052,27	€ 3.263,05	€ 3.580,03				
3	Vervalt	Vervalt	Vervalt	€ 2.400,63	€ 2.585,66	€ 2.743,35	€ 3.126,29	€ 3.348,33	€ 3.686,22				
4	Vervalt	Vervalt	€ 2.310,52	€ 2.469,82	€ 2.653,24	€ 2.812,53	€ 3.200,30	€ 3.430,39	€ 3.789,20				
5 €	2.262,25	€ 2.283,17	€ 2.378,10	€ 2.535,78	€ 2.722,43	€ 2.880,11	€ 3.274,32	€ 3.510,84	€ 3.893,78				
6 €	2.288,00	€ 2.339,49	€ 2.445,68	€ 2.606,58	€ 2.791,62	€ 2.949,30	€ 3.348,33	€ 3.592,90	€ 3.998,37				
7 €	2.313,74	€ 2.397,41	€ 2.514,87	€ 2.675,77	€ 2.859,19	€ 3.018,48	€ 3.420,73	€ 3.676,57	€ 4.102,95				
8 €	2.360,40	€ 2.455,33	€ 2.584,05	€ 2.741,74	€ 2.928,38	€ 3.086,06	€ 3.494,75	€ 3.758,62	€ 4.207,54				
9 €	2.405,46	€ 2.511,65	€ 2.651,63	€ 2.812,53	€ 2.997,57	€ 3.155,25	€ 3.567,15	€ 3.839,07	€ 4.313,73				
10 €	2.455,33	€ 2.569,57	€ 2.719,21	€ 2.880,11	€ 3.065,15	€ 3.224,44	€ 3.639,56	€ 3.921,13	€ 4.416,71				
11 €	2.500,39	€ 2.624,28	€ 2.788,40	€ 2.947,69	€ 3.134,33	€ 3.292,01	€ 3.715,18	€ 4.003,19	€ 4.521,29				
12		€ 2.683,81	€ 2.855,98	€ 3.018,48	€ 3.201,91	€ 3.361,20	€ 3.787,59	€ 4.086,86	€ 4.624,27				
13			€ 2.923,55	€ 3.086,06	€ 3.271,10	€ 3.430,39	€ 3.861,60	€ 4.168,92	€ 4.728,85				
14					€ 3.497,97		€ 4.250,98	€ 4.833,44	€ 5.472,21	€ 6.307,28	€ 7.338,65	€ 8.609,76	

Monthly salaries from **1 January 2025** for **Group A** (Koninklijke PostNL B.V., PostNL Holding B.V., PostNL TGN B.V., PostNL Transport Services B.V., PostNL Real Estate B.V., PostNL Data Solutions B.V., PostNL Customer Excellence B.V. and PostNL Cross Border Solutions B.V.)

Salaristabel 37 uur 1 januari 2025 (nadat deze is opgeschoond o.b.v. artikel 1.4 lid 2)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
16 €	1.809,80 €	1.826,54 €	1.902,48 €	2.028,63									
17 €	2.036,03 €	2.054,85 €	2.140,29 €	2.282,21									
schaaljaren													
0 €	2.262,25 €	2.283,17 €	2.310,52 €	2.329,83 €	2.408,67 €	2.455,33 €	2.733,69 €	2.920,34 €	3.190,65 €	3.971,01 €	4.453,71 €	5.047,43 €	5.782,75
1 €	2.288,00 €	2.339,49 €	2.378,10 €	2.400,63 €	2.516,48 €	2.561,53 €	2.978,26 €	3.179,38 €	3.475,44				
2 €	2.313,74 €	2.397,41 €	2.445,68 €	2.469,82 €	2.585,66 €	2.675,77 €	3.052,27 €	3.263,05 €	3.580,03				
3 €	2.360,40 €	2.455,33 €	2.514,87 €	2.535,78 €	2.653,24 €	2.743,35 €	3.126,29 €	3.348,33 €	3.686,22				
4 €	2.405,46 €	2.511,65 €	2.584,05 €	2.606,58 €	2.722,43 €	2.812,53 €	3.200,30 €	3.430,39 €	3.789,20				
5 €	2.455,33 €	2.569,57 €	2.651,63 €	2.675,77 €	2.791,62 €	2.880,11 €	3.274,32 €	3.510,84 €	3.893,78				
6 €	2.500,39 €	2.624,28 €	2.719,21 €	2.741,74 €	2.859,19 €	2.949,30 €	3.348,33 €	3.592,90 €	3.998,37				
7		€ 2.683,81	€ 2.788,40	€ 2.812,53	€ 2.928,38	€ 3.018,48	€ 3.420,73	€ 3.676,57	€ 4.102,95				
8			€ 2.855,98	€ 2.880,11	€ 2.997,57	€ 3.086,06	€ 3.494,75	€ 3.758,62	€ 4.207,54				
9			€ 2.923,55	€ 2.947,69	€ 3.065,15	€ 3.155,25	€ 3.567,15	€ 3.839,07	€ 4.313,73				
10				€ 3.018,48	€ 3.134,33	€ 3.224,44	€ 3.639,56	€ 3.921,13	€ 4.416,71				
11				€ 3.086,06	€ 3.201,91	€ 3.292,01	€ 3.715,18	€ 4.003,19	€ 4.521,29				
12					€ 3.271,10	€ 3.361,20	€ 3.787,59	€ 4.086,86	€ 4.624,27				
13						€ 3.430,39	€ 3.861,60	€ 4.168,92	€ 4.728,85				
14							€ 3.497,97	€ 4.250,98	€ 4.833,44	€ 5.472,21	€ 6.307,28	€ 7.338,65	€ 8.609,76

Monthly salaries from **1 July 2025** for **Group A** (Koninklijke PostNL B.V., PostNL Holding B.V., PostNL TGN B.V., PostNL Transport Services B.V., PostNL Real Estate B.V., PostNL Data Solutions B.V., PostNL Customer Excellence B.V. and PostNL Cross Border Solutions B.V.)

Salaristabel 37 uur 1 juli 2025

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdsgroepen													
16	€ 1.836,83	€ 1.853,57	€ 1.930,80	€ 2.059,52									
17	€ 2.066,44	€ 2.085,26	€ 2.172,15	€ 2.316,96									
schaalgroepen													
0	€ 2.296,04	€ 2.316,96	€ 2.345,92	€ 2.365,23	€ 2.444,07	€ 2.492,34	€ 2.773,92	€ 2.963,78	€ 3.238,92	€ 4.030,55	€ 4.521,29	€ 5.123,06	€ 5.869,63
1	€ 2.321,79	€ 2.374,88	€ 2.413,50	€ 2.436,03	€ 2.553,48	€ 2.600,14	€ 3.023,31	€ 3.227,65	€ 3.526,93				
2	€ 2.349,14	€ 2.432,81	€ 2.482,69	€ 2.506,82	€ 2.624,28	€ 2.715,99	€ 3.097,33	€ 3.311,32	€ 3.633,12				
3	€ 2.395,80	€ 2.492,34	€ 2.551,87	€ 2.574,40	€ 2.693,47	€ 2.785,18	€ 3.172,95	€ 3.398,21	€ 3.740,93				
4	€ 2.440,85	€ 2.548,66	€ 2.622,67	€ 2.645,20	€ 2.762,65	€ 2.854,37	€ 3.248,57	€ 3.481,88	€ 3.845,51				
5	€ 2.492,34	€ 2.608,19	€ 2.691,86	€ 2.715,99	€ 2.833,45	€ 2.923,55	€ 3.324,19	€ 3.563,94	€ 3.951,70				
6	€ 2.537,39	€ 2.662,90	€ 2.759,44	€ 2.783,57	€ 2.902,64	€ 2.992,74	€ 3.398,21	€ 3.645,99	€ 4.057,90				
7		€ 2.724,04	€ 2.830,23	€ 2.854,37	€ 2.971,82	€ 3.063,54	€ 3.472,22	€ 3.731,27	€ 4.164,09				
8			€ 2.899,42	€ 2.923,55	€ 3.042,62	€ 3.132,72	€ 3.547,85	€ 3.814,94	€ 4.270,29				
9			€ 2.967,00	€ 2.991,13	€ 3.111,81	€ 3.201,91	€ 3.620,25	€ 3.897,00	€ 4.378,09				
10				€ 3.063,54	€ 3.180,99	€ 3.272,71	€ 3.694,26	€ 3.980,67	€ 4.482,67				
11				€ 3.132,72	€ 3.250,18	€ 3.341,89	€ 3.771,50	€ 4.062,73	€ 4.588,87				
12					€ 3.319,37	€ 3.411,08	€ 3.843,90	€ 4.148,00	€ 4.693,45				
13						€ 3.481,88	€ 3.919,52	€ 4.231,67	€ 4.799,65				
14						€ 3.551,06		€ 4.315,34	€ 4.905,84	€ 5.554,27	€ 6.402,21	€ 7.448,06	€ 8.738,48

Monthly salaries from **1 January 2026** for **Group A** (Koninklijke PostNL B.V., PostNL Holding B.V., PostNL TGN B.V., PostNL Transport Services B.V., PostNL Real Estate B.V., PostNL Data Solutions B.V., PostNL Customer Excellence B.V. and PostNL Cross Border Solutions B.V.)

Salaristabel 37 uur 1 januari 2026

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
16 €	1.863,87 €	1.881,89 €	1.960,41 €	2.090,41									
17 €	2.096,85 €	2.117,12 €	2.205,46 €	2.351,71									
schaaljaren													
0 €	2.329,83 €	2.352,36 €	2.381,32 €	2.400,63 €	2.481,08 €	2.529,35 €	2.815,75 €	3.008,83 €	3.287,19 €	4.091,69 €	4.588,87 €	5.200,29 €	5.958,13
1 €	2.357,19 €	2.410,28 €	2.450,51 €	2.473,03 €	2.592,10 €	2.638,76 €	3.068,36 €	3.275,92 €	3.580,03				
2 €	2.384,54 €	2.469,82 €	2.519,69 €	2.543,83 €	2.662,90 €	2.756,22 €	3.143,99 €	3.361,20 €	3.687,83				
3 €	2.431,20 €	2.529,35 €	2.590,49 €	2.613,02 €	2.733,69 €	2.827,01 €	3.221,22 €	3.449,70 €	3.797,24				
4 €	2.477,86 €	2.587,27 €	2.661,29 €	2.685,42 €	2.804,49 €	2.897,81 €	3.296,84 €	3.533,36 €	3.903,43				
5 €	2.529,35 €	2.646,81 €	2.732,08 €	2.756,22 €	2.875,28 €	2.967,00 €	3.374,07 €	3.617,03 €	4.011,24				
6 €	2.576,01 €	2.703,12 €	2.801,27 €	2.825,40 €	2.946,08 €	3.037,79 €	3.449,70 €	3.700,70 €	4.119,04				
7	€	2.764,26 €	2.872,07 €	2.897,81 €	3.016,88 €	3.110,20 €	3.523,71 €	3.787,59 €	4.226,84				
8			€	2.942,86 €	2.967,00 €	3.087,67 €	3.179,38 €	3.600,94 €	3.872,86 €	4.334,65			
9			€	3.012,05 €	3.036,18 €	3.158,47 €	3.250,18 €	3.674,96 €	3.954,92 €	4.444,06			
10				€	3.110,20 €	3.229,26 €	3.322,59 €	3.748,97 €	4.040,20 €	4.550,25			
11				€	3.179,38 €	3.298,45 €	3.391,77 €	3.827,81 €	4.123,87 €	4.658,06			
12					€	3.369,25 €	3.462,57 €	3.901,83 €	4.210,75 €	4.764,25			
13						€	3.533,36 €	3.979,06 €	4.294,42 €	4.872,05			
14						€	3.604,16	€	4.379,70 €	4.979,86 €	5.637,94 €	6.498,75 €	7.559,08 € 8.868,81

Appendix 2 Salary tables for Group B

(based on 39.25 hours per week on average)

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

Salaristabel 39,25 uur 1 juli 2024

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
17	€ 1.438,16	€ 1.463,75	€ 1.511,52	€ 1.572,93									
18	€ 1.622,41	€ 1.651,41	€ 1.706,00	€ 1.774,24	€ 1.915,84								
19	€ 1.781,06	€ 1.811,77	€ 1.871,48	€ 1.946,55	€ 2.101,79	€ 2.234,86							
20	€ 1.936,31	€ 1.970,43	€ 2.035,26	€ 2.118,85	€ 2.287,75	€ 2.431,05	€ 2.705,72						
schaaljaren													
0	WML	WML	WML	WML	€ 2.413,99	€ 2.564,12	€ 2.855,84	€ 3.050,33	€ 3.333,52	€ 4.148,99	€ 4.652,26	€ 5.273,25	€ 6.040,95
1	WML	WML	WML	WML	€ 2.516,35	€ 2.675,01	€ 3.111,74	€ 3.321,58	€ 3.630,37				
2	WML	WML	WML	€ 2.434,46	€ 2.628,95	€ 2.794,43	€ 3.188,51	€ 3.408,59	€ 3.739,55				
3	WML	WML	€ 2.344,04	€ 2.507,82	€ 2.700,60	€ 2.866,08	€ 3.265,28	€ 3.497,30	€ 3.850,44				
4	WML	WML	€ 2.413,99	€ 2.579,47	€ 2.772,25	€ 2.937,73	€ 3.343,76	€ 3.582,60	€ 3.957,92				
5	WML	€ 2.384,99	€ 2.483,94	€ 2.649,42	€ 2.843,90	€ 3.009,38	€ 3.420,53	€ 3.667,90	€ 4.067,10				
6	€ 2.369,63	€ 2.444,70	€ 2.555,59	€ 2.722,78	€ 2.915,55	€ 3.081,04	€ 3.497,30	€ 3.753,20	€ 4.176,29				
7	€ 2.417,40	€ 2.504,41	€ 2.627,24	€ 2.794,43	€ 2.987,21	€ 3.152,69	€ 3.574,07	€ 3.840,21	€ 4.285,47				
8	€ 2.465,17	€ 2.564,12	€ 2.698,89	€ 2.864,37	€ 3.058,86	€ 3.224,34	€ 3.650,84	€ 3.925,51	€ 4.394,66				
9	€ 2.512,94	€ 2.623,83	€ 2.770,54	€ 2.937,73	€ 3.130,51	€ 3.295,99	€ 3.725,90	€ 4.010,81	€ 4.505,55				
10	€ 2.564,12	€ 2.683,54	€ 2.840,49	€ 3.009,38	€ 3.202,16	€ 3.367,64	€ 3.802,67	€ 4.096,11	€ 4.613,02				
11	€ 2.611,89	€ 2.741,54	€ 2.912,14	€ 3.079,33	€ 3.273,81	€ 3.439,30	€ 3.881,15	€ 4.181,41	€ 4.722,21				
12		€ 2.802,96	€ 2.983,79	€ 3.152,69	€ 3.345,47	€ 3.510,95	€ 3.956,21	€ 4.268,41	€ 4.831,39				
13			€ 3.053,74	€ 3.224,34	€ 3.417,12	€ 3.582,60	€ 4.034,69	€ 4.355,42	€ 4.940,58				
14						€ 3.654,25		€ 4.440,72	€ 5.049,76	€ 5.716,81	€ 6.588,57	€ 7.666,76	€ 8.994,03

Monthly salaries from **1 January 2025** for **Group B** (PostNL Pakketten Benelux B.V., PostNL Transport B.V. and G3 Worldwide Mail N.V.)

Salaristabel 39,25 uur 1 januari 2025 (voordat deze wordt opgeschoond o.b.v. artikel 1.4 lid 2)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
16	€ 1.918,91	€ 1.936,65	€ 2.017,17	€ 2.150,92									
17	€ 2.158,77	€ 2.178,73	€ 2.269,32	€ 2.419,79									
18	Vervalt	Vervalt	Vervalt	Vervalt									
19	Vervalt	Vervalt	Vervalt	Vervalt									
20	Vervalt	Vervalt	Vervalt	Vervalt									
schaaljaren													
0	Vervalt	Vervalt	Vervalt	Vervalt	Vervalt	€ 2.603,36	€ 2.898,49	€ 3.096,39	€ 3.383,00	€ 4.210,41	€ 4.722,21	€ 5.351,72	€ 6.131,36
1	Vervalt	Vervalt	Vervalt	Vervalt	€ 2.553,88	€ 2.715,95	€ 3.157,81	€ 3.371,06	€ 3.684,96				
2	Vervalt	Vervalt	Vervalt	€ 2.470,29	€ 2.668,18	€ 2.837,08	€ 3.236,28	€ 3.459,77	€ 3.795,85				
3	Vervalt	Vervalt	Vervalt	€ 2.545,35	€ 2.741,54	€ 2.908,73	€ 3.314,76	€ 3.550,19	€ 3.908,45				
4	Vervalt	Vervalt	€ 2.449,82	€ 2.618,71	€ 2.813,19	€ 2.982,09	€ 3.393,23	€ 3.637,19	€ 4.017,63				
5	€ 2.398,64	€ 2.420,81	€ 2.521,47	€ 2.688,66	€ 2.886,55	€ 3.053,74	€ 3.471,71	€ 3.722,49	€ 4.128,52				
6	€ 2.425,93	€ 2.480,52	€ 2.593,12	€ 2.763,72	€ 2.959,91	€ 3.127,10	€ 3.550,19	€ 3.809,50	€ 4.239,41				
7	€ 2.453,23	€ 2.541,94	€ 2.666,48	€ 2.837,08	€ 3.031,56	€ 3.200,46	€ 3.626,96	€ 3.898,21	€ 4.350,30				
8	€ 2.502,70	€ 2.603,36	€ 2.739,84	€ 2.907,02	€ 3.104,92	€ 3.272,11	€ 3.705,43	€ 3.985,22	€ 4.461,19				
9	€ 2.550,47	€ 2.663,07	€ 2.811,49	€ 2.982,09	€ 3.178,28	€ 3.345,47	€ 3.782,20	€ 4.070,52	€ 4.573,79				
10	€ 2.603,36	€ 2.724,48	€ 2.883,14	€ 3.053,74	€ 3.249,93	€ 3.418,82	€ 3.858,97	€ 4.157,52	€ 4.682,97				
11	€ 2.651,12	€ 2.782,49	€ 2.956,50	€ 3.125,39	€ 3.323,29	€ 3.490,48	€ 3.939,15	€ 4.244,53	€ 4.793,86				
12		€ 2.845,61	€ 3.028,15	€ 3.200,46	€ 3.394,94	€ 3.563,83	€ 4.015,92	€ 4.333,24	€ 4.903,04				
13			€ 3.099,80	€ 3.272,11	€ 3.468,30	€ 3.637,19	€ 4.094,40	€ 4.420,25	€ 5.013,93				
14					€ 3.708,84		€ 4.507,25	€ 5.124,82	€ 5.802,11	€ 6.687,52	€ 7.781,07	€ 9.128,81	

Monthly salaries from **1 January 2025** for **Group B** (PostNL Pakketten Benelux B.V., PostNL Transport B.V. and G3 Worldwide Mail N.V.)

Salaristabel 39,25 uur 1 januari 2025 (nadat deze is opgeschoond o.b.v. artikel 1.4 lid 2)

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
16 €	1.918,91 €	1.936,65 €	2.017,17 €	2.150,92									
17 €	2.158,77 €	2.178,73 €	2.269,32 €	2.419,79									
schaaljaren													
0 €	2.398,64 €	2.420,81 €	2.449,82 €	2.470,29 €	2.553,88 €	2.603,36 €	2.898,49 €	3.096,39 €	3.383,00 €	4.210,41 €	4.722,21 €	5.351,72 €	6.131,36
1 €	2.425,93 €	2.480,52 €	2.521,47 €	2.545,35 €	2.668,18 €	2.715,95 €	3.157,81 €	3.371,06 €	3.684,96				
2 €	2.453,23 €	2.541,94 €	2.593,12 €	2.618,71 €	2.741,54 €	2.837,08 €	3.236,28 €	3.459,77 €	3.795,85				
3 €	2.502,70 €	2.603,36 €	2.666,48 €	2.688,66 €	2.813,19 €	2.908,73 €	3.314,76 €	3.550,19 €	3.908,45				
4 €	2.550,47 €	2.663,07 €	2.739,84 €	2.763,72 €	2.886,55 €	2.982,09 €	3.393,23 €	3.637,19 €	4.017,63				
5 €	2.603,36 €	2.724,48 €	2.811,49 €	2.837,08 €	2.959,91 €	3.053,74 €	3.471,71 €	3.722,49 €	4.128,52				
6 €	2.651,12 €	2.782,49 €	2.883,14 €	2.907,02 €	3.031,56 €	3.127,10 €	3.550,19 €	3.809,50 €	4.239,41				
7	€ 2.845,61	€ 2.956,50	€ 2.982,09	€ 3.104,92	€ 3.200,46	€ 3.626,96	€ 3.898,21	€ 4.350,30					
8		€ 3.028,15	€ 3.053,74	€ 3.178,28	€ 3.272,11	€ 3.705,43	€ 3.985,22	€ 4.461,19					
9		€ 3.099,80	€ 3.125,39	€ 3.249,93	€ 3.345,47	€ 3.782,20	€ 4.070,52	€ 4.573,79					
10			€ 3.200,46	€ 3.323,29	€ 3.418,82	€ 3.858,97	€ 4.157,52	€ 4.682,97					
11			€ 3.272,11	€ 3.394,94	€ 3.490,48	€ 3.939,15	€ 4.244,53	€ 4.793,86					
12				€ 3.468,30	€ 3.563,83	€ 4.015,92	€ 4.333,24	€ 4.903,04					
13					€ 3.637,19	€ 4.094,40	€ 4.420,25	€ 5.013,93					
14					€ 3.708,84		€ 4.507,25	€ 5.124,82	€ 5.802,11	€ 6.687,52	€ 7.781,07	€ 9.128,81	

Monthly salaries from **1 July 2025** for **Group B** (PostNL Pakketten Benelux B.V., PostNL Transport B.V. and G3 Worldwide Mail N.V.)

Salaristabel 39,25 uur 1 juli 2025

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdsgroepen													
16	€ 1.947,57	€ 1.965,31	€ 2.047,20	€ 2.183,68									
17	€ 2.191,02	€ 2.210,98	€ 2.303,10	€ 2.456,64									
schaalgroepen													
0	€ 2.434,46	€ 2.456,64	€ 2.487,35	€ 2.507,82	€ 2.591,41	€ 2.642,59	€ 2.941,14	€ 3.142,45	€ 3.434,18	€ 4.273,53	€ 4.793,86	€ 5.431,90	€ 6.223,49
1	€ 2.461,76	€ 2.518,06	€ 2.559,00	€ 2.582,88	€ 2.707,42	€ 2.756,90	€ 3.205,57	€ 3.422,24	€ 3.739,55				
2	€ 2.490,76	€ 2.579,47	€ 2.632,36	€ 2.657,95	€ 2.782,49	€ 2.879,73	€ 3.284,05	€ 3.510,95	€ 3.852,15				
3	€ 2.540,23	€ 2.642,59	€ 2.705,72	€ 2.729,60	€ 2.855,84	€ 2.953,09	€ 3.364,23	€ 3.603,07	€ 3.966,45				
4	€ 2.588,00	€ 2.702,30	€ 2.780,78	€ 2.804,66	€ 2.929,20	€ 3.026,44	€ 3.444,41	€ 3.691,78	€ 4.077,34				
5	€ 2.642,59	€ 2.765,43	€ 2.854,14	€ 2.879,73	€ 3.004,27	€ 3.099,80	€ 3.524,60	€ 3.778,79	€ 4.189,94				
6	€ 2.690,36	€ 2.823,43	€ 2.925,79	€ 2.951,38	€ 3.077,62	€ 3.173,16	€ 3.603,07	€ 3.865,80	€ 4.302,53				
7		€ 2.888,26	€ 3.000,85	€ 3.026,44	€ 3.150,98	€ 3.248,22	€ 3.681,55	€ 3.956,21	€ 4.415,13				
8			€ 3.074,21	€ 3.099,80	€ 3.226,05	€ 3.321,58	€ 3.761,73	€ 4.044,93	€ 4.527,72				
9			€ 3.145,86	€ 3.171,45	€ 3.299,40	€ 3.394,94	€ 3.838,50	€ 4.131,93	€ 4.642,03				
10				€ 3.248,22	€ 3.372,76	€ 3.470,00	€ 3.916,98	€ 4.220,64	€ 4.752,92				
11				€ 3.321,58	€ 3.446,12	€ 3.543,36	€ 3.998,86	€ 4.307,65	€ 4.865,51				
12					€ 3.519,48	€ 3.616,72	€ 4.075,63	€ 4.398,07	€ 4.976,40				
13						€ 3.691,78	€ 4.155,82	€ 4.486,78	€ 5.089,00				
14						€ 3.765,14		€ 4.575,49	€ 5.201,59	€ 5.889,11	€ 6.788,17	€ 7.897,07	€ 9.265,29

Monthly salaries from **1 January 2026** for **Group B** (PostNL Pakketten Benelux B.V., PostNL Transport B.V. and G3 Worldwide Mail N.V.)

Salaristabel 39,25 uur 1 januari 2026

schalen	1	2	3	4	5	6	7	8	9	10	11	12	13
leeftijdjaren													
16 €	1.976,23 €	1.995,34 €	2.078,59 €	2.216,44									
17 €	2.223,26 €	2.244,75 €	2.338,41 €	2.493,49									
schaaljaren													
0 €	2.470,29 €	2.494,17 €	2.524,88 €	2.545,35 €	2.630,65 €	2.681,83 €	2.985,50 €	3.190,22 €	3.485,36 €	4.338,36 €	4.865,51 €	5.513,79 €	6.317,32
1 €	2.499,29 €	2.555,59 €	2.598,24 €	2.622,12 €	2.748,37 €	2.797,84 €	3.253,34 €	3.473,42 €	3.795,85				
2 €	2.528,29 €	2.618,71 €	2.671,60 €	2.697,19 €	2.823,43 €	2.922,38 €	3.333,52 €	3.563,83 €	3.910,15				
3 €	2.577,77 €	2.681,83 €	2.746,66 €	2.770,54 €	2.898,49 €	2.997,44 €	3.415,41 €	3.657,66 €	4.026,16				
4 €	2.627,24 €	2.743,25 €	2.821,72 €	2.847,31 €	2.973,56 €	3.072,51 €	3.495,59 €	3.746,38 €	4.138,76				
5 €	2.681,83 €	2.806,37 €	2.896,79 €	2.922,38 €	3.048,62 €	3.145,86 €	3.577,48 €	3.835,09 €	4.253,06				
6 €	2.731,31 €	2.866,08 €	2.970,15 €	2.995,74 €	3.123,69 €	3.220,93 €	3.657,66 €	3.923,80 €	4.367,36				
7	€ 2.930,91	€ 3.045,21	€ 3.072,51	€ 3.198,75	€ 3.297,70	€ 3.736,14	€ 4.015,92	€ 4.481,66					
8		€ 3.120,27	€ 3.145,86	€ 3.273,81	€ 3.371,06	€ 3.818,03	€ 4.106,34	€ 4.595,96					
9		€ 3.193,63	€ 3.219,22	€ 3.348,88	€ 3.446,12	€ 3.896,50	€ 4.193,35	€ 4.711,97					
10			€ 3.297,70	€ 3.423,94	€ 3.522,89	€ 3.974,98	€ 4.283,77	€ 4.824,57					
11			€ 3.371,06	€ 3.497,30	€ 3.596,25	€ 4.058,57	€ 4.372,48	€ 4.938,87					
12				€ 3.572,36	€ 3.671,31	€ 4.137,05	€ 4.464,60	€ 5.051,47					
13					€ 3.746,38	€ 4.218,94	€ 4.553,31	€ 5.165,77					
14					€ 3.821,44		€ 4.643,73	€ 5.280,07	€ 5.977,82	€ 6.890,53	€ 8.014,79	€ 9.403,47	

Appendix 3 Remuneration scheme for recent graduates from research universities and universities of applied sciences

Article 1 Entry into employment

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

You will 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 will not depend on the level of the position performed. The employer will inform you in writing of the date from which you have been awarded 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 irregular times).

Article 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 to 9 (Article 6.7);
- employee job performance in salary scales 1 to 9 (Article 6.8);
- annual salary adjustment for employees in salary scales 10 to 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 fixed percentage increases. The increase percentage 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 grant you the annual increase in the salary scale from 1 April of the subsequent year.

Article 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 to 9 is effected at the level of the next higher amount in the salary scale.
 - Classification in salary scales 10 to 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 research universities and universities of applied sciences). 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 with partial retention of salary and pension accrual. This will enable older employees to reach their retirement age in a proper and healthy manner. Below, you can read when you are eligible for participation in the Sustainable Employability scheme and under what conditions.

Article 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.
- 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 will end no later than on the day on which your employment ends by operation of law because you reach 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) Driver TGN	Plan Desk Employee	Engineering Project Team Member
All-round Operations Employee	Sorting Employee	Registration Employee
All-round Sorting Employee	Sorting Assistant	Revenue Protection Employee
All-round Registration Employee	Operations Employee	Shift Leader (IMEC)
Assistant Declarant	Parcel Deliverer	Splitter
Assistant Traffic Leader	Parcel Driver	Collecting Team Coach
Driver	Mail Deliverer	Transport Team Coach/Leader
Delivery Driver	Mail Distributor (-PB)	Execution Team Leader
Driver Coach	Process Supervisor	IMEC Technical Operator
Bicycle Deliverer	Business Desk Process Expert	Technical Operator (HSM)
Logistics Coach	Collecting Process Expert	Traffic Leader
Logistics Supervisor	Sorting Process Expert	Preparer

Acceptance Employee	Parcels Process Manager	
Expedition Employee (Stacker)	Production Worker	

Article 2 Maximum number of participants

1. During the term of the CLA, the Sustainable Employability scheme is open to a maximum of 100 employees.
2. Of the 100 places, 50 places are available for employees working at E-Commerce and employees working at IMEC, and 50 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.

Article 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 (for 60% of the working hours) or 4 days (for 80% of the working hours) 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 or 4 days per working week, the employer may, in consultation with the trade unions, make other arrangements regarding the scheduling.

Article 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.

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

1. Do you opt for participation in the Sustainable Employability scheme? If so, 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 will end 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 will remain the [percentage specified in Article 12.9](#) 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 over 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, for 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 over 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 hours from the age of 60 and 63 years or older ([Articles 4.14 and 4.15](#));

- 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 will end on an earlier date than the set commencement date of your old-age pension 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 employment 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.

Article 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 as prescribed by 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.

Article 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 will regularly inform the works council about the progress of this arrangement. The employer will regularly inform the works council 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)

Up to 25 employees can participate in the Early Retirement scheme (ERS scheme). Early Retirement is a scheme for older employees for whom it is not possible to reach retirement age fit and in good health. Below, you can read when you are eligible for participation in the Early Retirement scheme and under what conditions.

Article 1 Conditions for participation

1. You may participate in the Early Retirement scheme 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) Driver TGN	Plan Desk Employee	Engineering Project Team Member
All-round Operations Employee	Sorting Employee	Registration Employee
All-round Sorting Employee	Sorting Assistant	Revenue Protection Employee
All-round Registration Employee	Operations Employee	Shift Leader (IMEC)
Assistant Declarant	Parcel Deliverer	Splitter
Assistant Traffic Leader	Parcel Driver	Collecting Team Coach
Driver	Mail Deliverer	Transport Team Coach/Leader
Delivery Driver	Mail Distributor (-PB)	Execution Team Leader
Driver Coach	Process Supervisor	IMEC Technical Operator
Bicycle Deliverer	Business Desk Process Expert	Technical Operator (HSM)
Logistics Coach	Collecting Process Expert	Traffic Leader
Logistics Supervisor	Sorting Process Expert	Preparer
Acceptance Employee	Parcels Process Manager	
Expedition Employee (Stacker)	Production Worker	

- c. You meet the stipulated minimum of 35 years of service at PostNL or a legal predecessor of PostNL.
 - d. You submitted a request for participation in the ERS scheme, in writing and with statement of reasons, by no later than 1 February 2025.

- 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).

Article 2 Maximum number of participants

1. The ERS scheme is open to a maximum of 25 employees.
2. Due to the limited number of places available and the purpose of this scheme, an ERS committee will assess the requests submitted. Based on the motivation given, information obtained and discussions with, for example, the employee and their manager, the ERS committee will decide whether the submitted request for use of the ERS scheme is the only possibility to reach the retirement date fit and in good health. In April 2025, this scheme will be evaluated and it will be decided whether additional places will be made available.

Article 3 ERS Committee

1. The ERS committee consists of three members: an independent chair chosen jointly by the parties, a lawyer and an HR employee. The committee is assisted by a secretary.
2. The ERS committee is tasked with reviewing requests for use of the ERS scheme.
3. To carry out its task, the ERS committee may inspect any information (including documents and correspondence) related to the request. The committee is also authorised to consult other persons involved besides the employee.
4. The decision of the ERS committee is taken by majority vote.
5. For the purpose of the evaluation, the ERS committee will prepare a report.

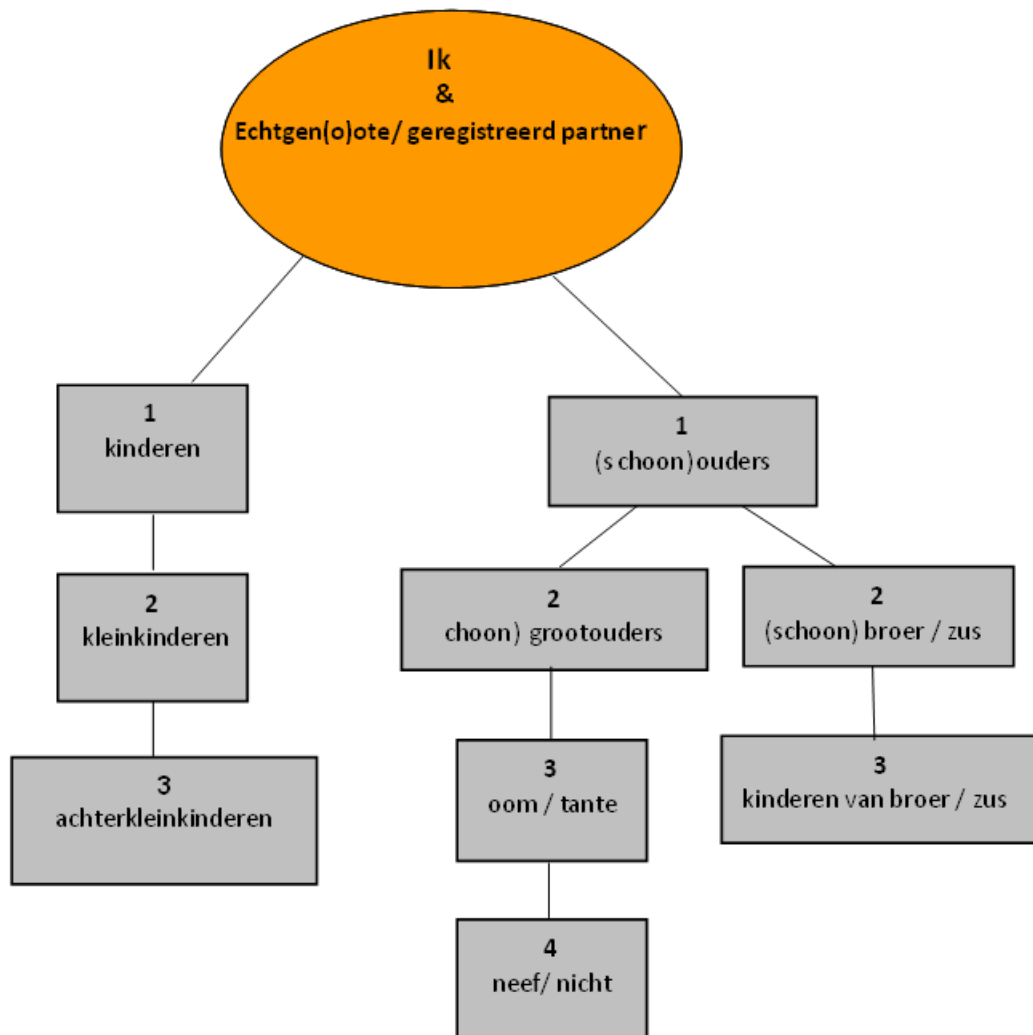
Article 4 Recording of arrangements when participating in the ERS scheme

Are you eligible for participation in the ERS scheme? If so, 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 after your request for participation in the ERS scheme, but no later than 31 December 2025. 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 will end 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 will be 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 will be 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	female cousin
parents	grandparents-in-law	uncle	male cousin
parents-in-law	sister	sister's children	
children	brother	brother's children	
	grandchildren	great-grandchildren	
	sister-in-law		
	brother-in-law		

