

 VRIJE UNIVERSITEIT AMSTERDAM HRM, Arbo & Milieu	Complete the form and make sure it is signed by all relevant parties. Then scan the form, save it in PDF format and send it by email to: servicedesk.hrm@vu.nl	11/2025 Vitality Pact Application form to start participation Vitaliteitspact Aanvraagformulier voor deelname

Surname, initials	
Date of birth	
Faculty or service department	
Employee number	

Information	- Collective labour agreement Article 6.13 to 6.16 and Annex F - VU.nl > Vitality Pact
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Participation start date	01 - . . . - 2 . . .
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Participation in the Vitality Pact always starts on the first day of a calendar month. Please make sure that the fully signed form is received by the HR Service Desk **no later than two months before the start** of the contract.

☐	Variant A: 20% special leave (participation in variant A is not possible if working hours are fewer than 0.5 FTE)			
	Choose your current number of hours of work	The number of hours of your current employment contract will be	The number of hours of your new working week will be	The new annual holiday leave credit
☐	1.0 FTE	0.80 FTE	32 hours	228 hours
☐	0.95 FTE	0.76 FTE	30.5 hours*	221 hours
☐	0.9 FTE	0.72 FTE	29 hours*	215 hours
☐	0.85 FTE	0.68 FTE	27.5 hours*	208 hours
☐	0.8 FTE	0.64 FTE	26 hours*	202 hours
☐	0.75 FTE	0.60 FTE	24 hours	171 hours
☐	0.7 FTE	0.56 FTE	22.5 hours*	165 hours
☐	0.65 FTE	0.52 FTE	21 hours*	158 hours
☐	0.6 FTE	0.48 FTE	19.5 hours*	150 hours
☐	0.55 FTE	0.44 FTE	18 hours*	144 hours
☐	0.5 FTE	0.40 FTE	16 hours	114 hours
* With respect to Annex F of the CLA, these choices have been rounded off to half or whole hours for reasons of a systems technical nature. The small surplus is 'returned' in additional holiday leave credit.				

☐	Variant B: 40% special leave (participation in variant B is not possible if working hours are fewer than 0.66 FTE)			
	Choose your current number of hours of work	The number of hours of your current employment contract will be	The number of hours of your new working week will be	The new annual holiday leave credit
☐	1.0 FTE	0.60 FTE	24 hours	171 hours
☐	0.95 FTE	0.57 FTE	23 hours*	172 hours
☐	0.9 FTE	0.54 FTE	22 hours*	173 hours
☐	0.85 FTE	0.51 FTE	20.5 hours*	150 hours
☐	0.8 FTE	0.48 FTE	19.5 hours*	150 hours
☐	0.75 FTE	0.45 FTE	18 hours	128 hours
☐	0.7 FTE	0.42 FTE	17 hours*	120 hours
* With respect to Annex F of the CLA, these choices have been rounded off to half or whole hours for reasons of a systems technical nature. The small surplus is 'returned' in additional holiday leave credit.				

New work schedule during period of leave							
If hours are the same for each week in the monthly schedule, fill in the schedule for the first week only If each week is different in the monthly schedule, fill in each weekly schedule separately in the appropriate column.							
first week		second week		third week		fourth week	
Monday	hours	Monday	hours	Monday	hours	Monday	hours
Tuesday	hours	Tuesday	hours	Tuesday	hours	Tuesday	hours
Wednesday	hours	Wednesday	hours	Wednesday	hours	Wednesday	hours
Thursday	hours	Thursday	hours	Thursday	hours	Thursday	hours
Friday	hours	Friday	hours	Friday	hours	Friday	hours
total	hours	total	hours	total	hours	total	hours
Employee's signature							
The employee hereby declares: • that the intention to participate in the Vitality Pact has been discussed with the manager at least 3 months before the desired starting date; • not to be more than five years from the state pension age; • to have been employed by VU Amsterdam for a continuous period of at least 10 years immediately prior to the desired start date; • not to work fewer than 16 hours per week through participation in the Vitality Pact; • to have taken any leave balance from long-term leave accrual (CLA Article 5.5) in full in order to participate in the Vitality Pact; • to have reduced any excessive holiday balance to a maximum holiday credit equalling the number of holiday hours to which he is entitled on the basis of the number of hours of work under his employment contract; • not to participate in the senior staff scheme referred to in Article 8.20 and 8.21 of the CLA; • that in the event of changes to the number of commuting days, he will complete a new commuting statement digitally; • not to accept any new paid ancillary activities; • that by participating in the Vitality Pact, he retains an employment contract with a number of hours of work that is at least 50% of the employment contract that existed at the age of 58 and 50% of the employment contract that existed in the calendar year prior to participation; • be aware that participation in the Vitality Pact does not change the division of the pension deduction between the employer and the employee. The payment of the pension premium by both the employer and the employee will be made on the basis of the same ratio as before participation in the Vitality Pact. As a result, the pension premium to be withheld from the employee's salary will remain the same while the salary decreases. The new net salary will therefore be proportionally lower; • in the event of a change of grading to salary scale 8 (or higher) or a change to salary scale 7 (or lower), to contact the HR Service Desk before the effective date of the change.							
date		signature					

Employer's signature			
Manager	name	date	signature
HR Advisor	name	date	signature