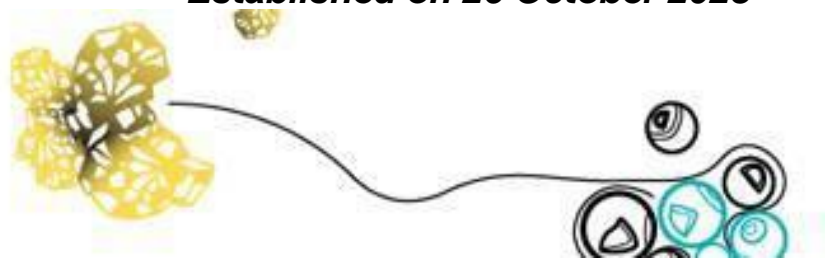
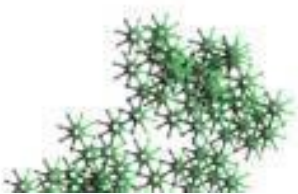




**September 2022 - September 2023
Annual report of the University of Twente's
Disputes Committee**

Established on 26 October 2023



University of Twente's Disputes Committee

The University of Twente's Disputes Committee (hereafter referred to as 'the Disputes Committee') commenced its activities on 1 November 2020. The members of this Disputes Committee are professionals, do not work for the university and are tasked with investigating and handling disputes. The Disputes Committee then presents its recommendations concerning the dispute to the Executive Board, which will ultimately reach a decision on the matter.

During this reporting cycle, the following committee members were active:

- Mr B. van Beek
- Ms J. Höfte-Nijen Twilhaar
- Mr B. Schröder
- Mr G.A. Vermeulen

During the 2022/2023 academic year, there were changes to the composition of the Disputes Committee.

Mr Schröder informed us in 2022 that he wished to terminate his appointment as a member of the Disputes Committee. After being notified of this decision, it was discussed whether or not there was a need to recruit a new committee member. In this, the factors that were considered included the current number of committee members and the number of cases generally submitted to the Disputes Committee. In light of the small number of disputes, it was decided in consultation with the Executive Board not to appoint a new committee member. In the event that a new committee member is required in the future, then a new member can be appointed ad hoc.

The secretary, Ms V. Trifunovic LLB, professionally supported the Disputes Committee in 2022/2023.

Disputes Procedure Regulations

The Disputes Procedure Regulations of University of Twente, which were adopted by the Executive Board on 1 November 2020 and which took effect retroactively from 1 January 2020, applies to the working practice of the Disputes Committee. This document is based on the Sectoral regulation on disputes for Dutch universities and contains further procedural/administrative rules within the meaning of Article H.4 (3) of the Collective Labour Agreement (CAO) for Dutch Universities and Article 2 (4) of the Sectoral regulation on disputes for Dutch universities.

Handling of disputes in 2022/2023

In the period between 1 September 2022 and 1 September 2023, no disputes were submitted by employees to the Disputes Committee for review and recommendation.

Summary of the Disputes Committee's activities

The table reflects the work performed by the Disputes Committee in figures. For the sake of completeness, the table also shows the figures since 2020, the year in which the Disputes Committee in its current form began to advise the Executive Board on disputes.

Table: Quantitative overview of the Disputes Committee's activities

	2022/2023	2021/2022	2020
New disputes	0	4*	0***
Issued recommendations on disputes	0	2	0
Withdrawal of disputes	0	1	0
After settling the dispute	0	1	0
Without settling the dispute	0	0	0
Termination of disputes procedure (no recommendation/not withdrawn by complainant)	0	2**	0
Still ongoing (expected to be handled the following year)	0	0	0

* Reporting applies for a longer period compared to the year before and the year after.

** Two disputes have not been investigated by the Disputes Committee because they were in reference to matters that do not fall under the purview of the Disputes committee.

***Zero new disputes were submitted in 2020. For more information about this please see https://www.utwente.nl/uc/fe6e9c87a01026bfc2b00e42ca70268ad81018072a68900/Jaarverslag%202020_g_e_schillencommissie.pdf

Other items

The Disputes Committee did not take on any disputes in 2022/2023. The lack of new disputes is assumed to be caused by the limited number of the type of disputes that may be taken on by the committee. This is due to the fact that the disputes procedure states which topics the Disputes Committee is permitted to rule on. This limits the scope of the competency of the Disputes Committee.

Another possible reason for the lack of new disputes may be that disputes are solved internally or that they are submitted to another body.

To increase awareness among employees of the existence of the Disputes Committee, an extra information bulletin was uploaded to the staff portal in 2022. Staff can review information about the disputes procedure and the Disputes Committee itself on the updated HR service page of the University of Twente. The regulation was determined by the University of Twente, and the information about the Disputes Committee is periodically updated by the secretary of the disputes committee.

Every six months there is a meeting for all officials within the support structure. This is a broad consultation in which the officials get to know each other and each other's roles and discuss developments/dilemmas. The secretary of the Disputes Committee is taking part in this consultation structure to improve connection with the support structure.

In 2022, the performance of the Sectoral disputes procedure was evaluated by the Universities of the Netherlands (UNL). The evaluation showed that the regulation in the Collective Labour Agreement remains unchanged and will be reassessed in five years.