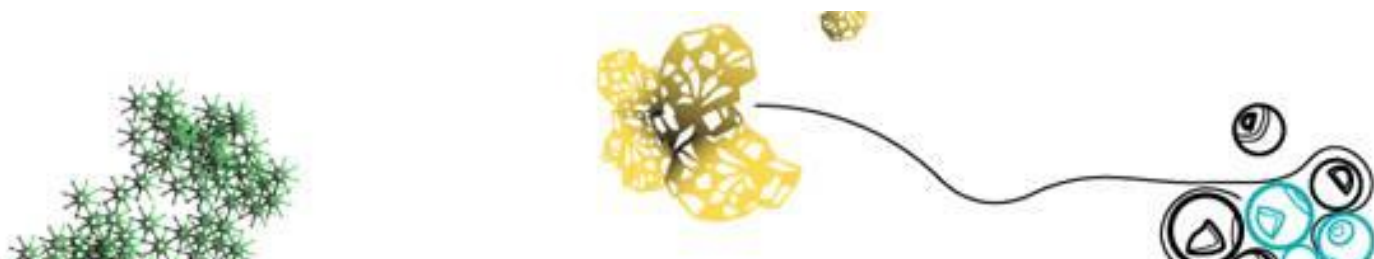




2021/2022 Annual Report University of Twente Disputes Committee

Established on 26 October 2022



University of Twente Disputes Committee

The University of Twente Disputes Committee (hereinafter referred to as ‘the disputes committee’) commenced its activities on 1 November 2020. The members of this disputes committee are experts who are not connected to the University.

On 1 January 2021, the committee consisted of the following members:

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

In 2021/2022, a number of changes were made to the composition of the disputes committee.

The secretary, Ms V. Trifunovic LLB, professionally supported the disputes committee in 2021/2022.

Disputes Procedure Regulations

The Disputes Procedure Regulations of the University of Twente, which were adopted by the Executive Board on 1 November 2020 and took effect on 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.

Dispute resolution in 2021/2022

New disputes submitted in 2021/2022

In the period between 1 January 2021 and 1 September 2022, four disputes were submitted to the disputes committee for review and recommendation by an employee.

Dispute 2021-01 was in reference to salary. The request pertains to the amount of the net salary, and the fact that the individual in question did not qualify for a reimbursement of the extraterritorial costs.

Dispute 2021-02 was in reference to the transfer of positions within the organisation. The request pertains to the decision by the employer to change the organisation/manager.

Dispute 2021-03 was in reference to salary. The request pertains to the decision by the employer to change the salary.

Dispute 2022-04 pertains to adherence to leave agreements. The request pertains to the applied expiration date for the leave balance of the previous years.

Issue of recommendations 2021/2022 and disputes handling by the Executive Board

The disputes committee handled two disputes in 2021/2022. One of these was subsequently withdrawn by the employee. The disputes committee issued a recommendation to the Executive Board in respect of a dispute.

Dispute 2022-4 was in reference to adherence to leave agreements, which was handled in 2022. The disputes committee advised the employer that it was not able to arrive at a decision or conclusion regarding the disputed matter in a reasonable and fair manner. In respect of the dispute, the disputes committee advised the employer about the decision to be made.

Withdrawal of disputes

In 2021/2022 one case was later withdrawn by the employee.

Dispute 2021-3 was later withdrawn by the respective applicant. A settlement was reached in this case.

Termination of disputes procedure

In 2021/2022, two cases were not handled by the disputes committee.

Dispute 2021-01 and dispute 2021-02 related to matters that fall outside the purview of the disputes committee.

Summary of the disputes committee's activities

The table represents the 2021/2022 activities of the disputes committee in figures. For the sake of completeness, the table also provides 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*

	2021/2022	2020
New disputes	4*	0***
Recommendations on disputes issued	2	0
Withdrawal of disputes	1	0
After reaching a settlement	1	0
Without reaching a settlement	0	0
Termination of disputes procedure (no recommendation/not withdrawn by complainant)	2**	0
Still ongoing (handling expected the following year)	0	0

* Applies for a longer period than the year before.

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

No new disputes were submitted in 2020. For more information about this please see https://www.utwente.nl/uc/fe6e9c87a01026bfc2b00e42ca70268ad81018072a68900/Jaarverslag%202020_ge schillencommissie.pdf

Other

In reference to a proposal to change the timeline of the reporting, the decision was made for the disputes committee to link its annual report to the academic year. The initiative for this change comes from the Executive Board's desire to equalise the timeline of the reporting of all assisting bodies within the University of Twente. As a result, the disputes committee's reporting period, as a one-off occasion, covers the period from 1 January 2021 to 1 September 2022. The basic principle remains that the disputes committee is independent and responsible for the contents of its annual report and determines these itself.

To increase awareness among employees of the existence of the disputes committee, an extra information bulletin was uploaded to the staff portal in 2021. Staff can review information about the disputes procedure and the disputes committee on the updated HR service page of the University of Twente. The regulation was determined by the University of Twente, the information about the disputes committee is periodically updated by the secretary of the disputes committee.

For a better connection within the auxiliary structure there is a semi-annual meeting of all officials. 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.

In mid-2022, the performance of the Sectoral regulation on disputes for Dutch Universities was evaluated. The evaluation showed that the regulation in the Collective Labour Agreement remains unchanged and will be reassessed in five years.