

Elaboration of the Executive Board's decision

Measure to stop hiring students via student jobs.

Inducement

Following the UT financial situation, following the strategic deliberation on 09-07-2024 and the discussion with the University Council on 10-07-2024, the Executive Board announced a number of [immediate measures](#) that must be implemented immediately.

Measure

The Executive Board has decided to **immediately** (dated 10-07-2024) put a stop to the use of Student Jobs (student assistants and student on-call workers).

The measure stops hiring students means that from now on, NO new agreements / contracts / employment contracts may be concluded with both **student assistant** and **student on-call workers**.

Approval

Only after approval from the Faculty Board(s), Scientific Director (Institute) or Service Director (Services) is deployment still possible in exceptional cases. This means that (in principle) no new use of student jobs are possible.

- I. For the faculties and institutes, there can be both student assistants and student on-call workers.
- II. For the services, only on-call students are used.

Current liabilities Student assistants

Existing commitments with students for the first quartile must be honored.

- In the case of student assistants with whom agreements have been made or promises have been made, but who do not yet have an employment contract, it can be decided not to comply with these commitments and not to offer a contract. This must be communicated to the student in question.
- Students with a current employment contract that has already commenced must be respected. If the agreements continue beyond the first quartile, an employment contract can only be terminated by mutual agreement. If the student is still in the probationary period, a probationary dismissal (see below) may be possible, followed by a new contract with a shorter term. This will have to be assessed on a student-by-student basis.
- Student assistants who have an employment contract that will take effect in the future must be complied with. In certain cases, for example if it concerns a first employment

contract with a probationary period clause, a probationary dismissal (see below) is possible and the unit may choose to terminate the employment contract during the probationary period, for economic reasons. This will have to be assessed on a student-by-student basis.

Probationary dismissal

If the unit is considering terminating an employment contract during the probationary period, it is advised to contact HR-centraal in advance to assess whether a probationary dismissal can be granted.

Current obligations Student on-call workers

Student on-call workers have an appointment as an on-call worker at Driessen. In this case, the call can be stopped almost immediately.

One side note: if the call is withdrawn/changed within 4 days before the start of the work, the on-call worker is entitled to Driessen's salary for these hours and Driessen may pass these hours on to the UT.

Implementation of the measure

The existing procedure for applying for student assistants will remain unchanged. However, the Executive Board considers it advisable to limit the number of approvers for student assistants and to inform and instruct the approvers about this.