

cao

Golfbranche

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Negotiation Result 2024-2025 Version 2

Duration

The CLA has a duration from January 1, 2024, to December 31, 2025.

Development of New Salary and Job Structure:

In practice, the current salary and job structure often deviates from what is stated in the CLA. Therefore, during the term of the CLA, social partners will develop an adjusted salary/job structure that contributes to making the sector attractive for both new and current employees. The goal is to realize a function and salary structure that aligns with the reality and the roles across various golf courses, aiming to implement this new structure by January 1, 2025, in the CLA.

This will involve using benchmark data from recent research conducted on behalf of the social fund. The objective is to improve the salary structure to better match the average compensation level in the Netherlands and in comparable sectors such as Hospitality, Gardening, and Recreation.

The expected approach includes:

- Forming a representative working group of employers and employees.
- Comparing the current compensation practices to the desired future perspective.
- Drafting a proposal for changes.
- Having the proposal assessed by a Specialist in Job Evaluation.
- Discussing these outcomes at the CLA negotiation table.
- Publishing interim amendments to the CLA (including a transition arrangement) with an aim for January 1, 2025.

Wage Development:

From January 1, 2024, the statutory minimum wage will increase by approximately 15%. This increase will significantly impact the existing salary structure within the CLA, causing imbalances.

To establish a new and sustainable salary structure, the first steps in this CLA include:

1. Expanding the prospects within the scales.
2. Increasing the periodic steps.
3. Individual salary increases.

1. Expanding the Prospects within the Scales:

It's important for employees to have opportunities for development and quicker progression within their scale. Therefore, particularly scales 23 and 4 will be adjusted from January 1, 2024. This adjustment aims to align the salary scales with those in adjacent sectors mentioned above, increasing the scale's perspective/final salary by percentages between 5% and 21% depending on the scale.

2. Increasing the Periodic Step:

The periodic step will increase from 1% to 2% per year, with the number of evaluation criteria reduced from 4 to 3. This change will be effective from January 1, 2025 (for evaluations over the year 2024).

<i>Performance Evaluation:</i>	<i>Percentage Salary Development Until Final Salary is Reached</i>
Below job level	0%
At job level	2%
Above job level	At least 2%

3. Collective Salary Increase:

In addition to adjusting the scales and the periodic step, employees will receive a collective salary increase of at least 5% on January 1, 2024, and 3% on January 1, 2025. The actual salary increase will depend on the salary as of December 31, 2023, but will be at least 5% and up to 15% in 2024 due to the statutory minimum wage increase.

Two scenarios are possible depending on the employee's salary on December 31, 2023, compared to the starting salary in the salary structure as of January 1, 2024:

1. If the employee's actual salary is below the starting salary in the structure after the collective increase, the employee will be entitled to the starting salary of the scale associated with their role as per January 1, 2024.
2. If the actual salary is above the starting salary of the scale, the employee is entitled to a 5% increase as of January 1, 2024.

The following action plan (for 2024) applies:

1. Determine the actual gross salary of the employee on December 31, 2023 (on a full-time basis).
2. Apply the agreed 5% (for 2024) collective salary increase.
3. Then check if this new salary is below the starting salary in the salary table as of January 1, 2024, for the job group associated with the employee's position. If this is the case, then the starting salary becomes the new salary of the employee.
4. Apply the evaluation periodic based on the method described in the CLA 2022-2023, Art. 11.4. See below for a copy of the table:

<i>Appraisal Outcome</i>	<i>Percentage Salary Development Until Final Salary is Reached in the Job Group</i>
Insufficient	0%
Normal	0,5%
Good	1,0%
Excellent	1,5%

Travel Expense Reimbursement

The current CLA (art. 14) provides a model regulation for commuting reimbursement, which will be converted into a minimum* regulation for employers. This means:

- The fiscal rate for the year (2024 = €0.23 per km)
- A maximum daily reimbursement of €7.50
- The first 5 km (per trip) are at the employee's expense

*employers may exceed this minimum standard, but those already doing so cannot simply switch to the minimum standard without adjustment.

Pension

The latest implementation date for the updated pension schemes (due to new pension legislation) is January 1, 2028. Social partners will investigate the implications for the current schemes in the CLA. To clarify these implications, data from the sector's employee base is required.

When requesting data for the collection of premiums for the social fund, additional information required for pension calculations is solicited. Moreover, we are moving the data request to Q1 2024 so that the correct information is available in time to clarify the consequences.

Sector Attractiveness

Several good initiatives across the sector successfully recruit and retain new employees. The CLA already offers many possibilities for flexibility and arrangements to highlight these initiatives. During the CLA term, efforts will include:

- Collecting and sharing best practices.
- Increasing awareness of current initiatives (e.g., GoodHabitZ and IKB).
- Publishing a website for the social fund including a digital help desk for