

**Regulations on Assignment to a Salary Scale in the Event of Employment or Promotion**  
(see also Article 3.5 of the Collective Labour Agreement for Dutch Universities (*CAO Nederlandse Universiteiten (CAO NU)*))

**Academic staff**

1. The provisions of the relevant parts of FLOW will apply when assigning academic staff to a salary scale.

**Assigning support and management staff to a salary scale**

2. In principle, support and management staff will be assigned to the job profile, level and salary scale applicable to them in line with the rules of the University Job Classification System. When assigning a member of staff to a salary scale when they enter the employment of UU, the mandatory may deviate from the main rule, subject to the following conditions:
  - a. The deviation has been substantiated in writing and the document in question can be found in the personnel file of the individual in question;
  - b. The deviation may be based on labour market considerations, age, relevant work experience or pay ratios in the department in question, etc.;
  - c. It is possible to deviate from the age assignment for under-22-year-olds in scales 1 to 5, on the understanding that a higher assignment is possible but not a lower one.

*These regulations will enter into effect on 4 October 2006, and supersede all previous regulations.*