

Regulations on the payment of compensation for damage to or the theft of personal belongings

(See also the Collective Labour Agreement for Dutch Universities (*CAO Nederlandse Universiteiten (CAO NU)*), Article 1.17)

(Regarding illness or occupational disability, see the Regulations on Additional Entitlement in the Event of an Occupational Disability Caused by Work, which forms part of Article 7.2 of the collective labour agreement, and the sickness and disability scheme of the Dutch universities (*Ziekte- en arbeidsongeschiktheidsregeling Nederlandse Universiteiten (ZANU)*)

Compensation amount

If the personal belongings of an employee are damaged in the performance of their duties and the university is liable, the employee will receive compensation equal to the residual market value of the personal belongings in question, which residual market value is to be calculated equitably.

Exceptions to the compensation amount

Damage to/theft of clothing

- a. If clothing is damaged or stolen, compensation will only be paid if:
 1. the clothing is less than three years old, and
 2. if applicable, the work clothing required was being worn, and
 3. the relevant safety regulations have been observed.
- b. The compensation due will be established by dividing the purchase price by 36 months. This outcome will then be multiplied by the number of months between the purchase date and the date of the theft or damage. The difference between this amount and the purchase price will be compensated.
- c. The costs of repairing or cleaning clothing will be covered in full.

Private vehicles

- a. Damage to or the theft of private vehicles will only be compensated if:
 1. the private vehicle in question was being used by an employee in direct connection with their professional duties, with the explicit permission of or on the instructions of his/her manager, and
 2. no public transport or university car was possible or available, and
 3. the legal requirements applicable to private vehicles had been met.
- b. UU will not be liable for damage to or the theft of parked private vehicles, even if parked in UU car parks.

Money, cheques and other cash equivalents

Compensation will not be paid if money, cheques and other cash equivalents, such as transport tickets, are stolen.

Procedure

1. If an employee wishes to be considered eligible for the payment of compensation, they must:
 - a. report the theft or damage to their manager;
 - b. report the theft to the police;
 - c. submit their claim for compensation to the mandatary in writing.
 2. When submitting their claim for compensation to the mandatary, the employee must state how the theft occurred and/or how the damage happened;
 3. When submitting the claim for compensation, the following documents must generally be submitted:
 - a. Invoices showing both the purchase price and the purchase date;
 - b. A declaration showing that the employee cannot obtain compensation for the damage sustained in any other way (via insurance, for example).
- In the event of theft, compensation will not be paid until the employee has declared that they will pay back the compensation received to UU if their belongings are returned, whether via the police or otherwise.

Hardship provision

The mandatary may deviate from these regulations in a positive sense in cases that the mandatary believes are not provided for by these regulations.

These regulations will take effect on 1 March 2003 and supersede the previous regulations of the same name.

