



Impact of the state pension age for participation in the WS scheme

This document will outline the effects and options available to you if you make use of the Decrease in Working Hours for Senior Citizens Scheme (*Regeling Werktijdvermindering Senioren, WS*) under the Collective Labour Agreement for Universities of Applied Sciences (CAO-HBO) and in the event that this scheme should end before you reach the state pension age.

State pension age

The State pension age is calculated on the basis of the 2019 Pension Agreement. De State pension age is fixed until 2026:

- In 2021: 66 years and 4 months.
- In 2022: 66 years and 7 months.
- In 2023: 66 years and 10 months.
- In 2024 until 2026: 67 years.

If you were born after 31 December 1959, then your exact state pension age is not yet known. However, it will be 67 at the very least. You will be informed when you will be entitled to receive your state pension 5 years in advance.

You will receive your state pension from the day that you have reached the pensionable age. The state pension age depends on your date of birth. Please visit the website of the Sociale Verzekeringsbank (SVB) to calculate your state pension age: [Your aow pension age](#).

The Collective Labour Agreement for Universities of Applied Sciences (CAO HBO) stipulates the following:

Article Q-1 paragraph 2 sub b: The employment contract will end without notice of termination being required when the employee reaches state pension age, unless the employer and employee have agreed otherwise.

With regard to the provisions of the CAO HBO, the state pension age of 67 adopted most recently must be assumed.

ABP and state pension regulations

The pension regulations of the ABP do not include an amendment given that entitlement to state pension arises later. The pension regulations already stipulated that all participants had the option to choose when they wished to retire, with the retirement option ranging between the age of 60 and 70.

WS Scheme and state pension

The WS scheme under the CAO HBO provides the option of reducing working hours at a reduction of your salary if you have reached state pension age minus 10 years, if you have an employment contract worth at least 0.4 FTE and you have worked in the higher education sector for five consecutive years. The AUAS bases its information on the maximum state pension age most recently adopted, which is 67 (reference date November 2019).

You will have to one-off option to choose to reduce working hours by up to 20% for a maximum of five years. Upon completion of participation, you will be obliged to retire for the remainder of the reduced working hours. [Article M-2-a paragraph 2 CAO HBO: The employee will be obliged to



terminate employment in writing following the period referred to in Article M-2-a paragraph 1 of up to 5 years for the hours that are at least equal to the decrease in working hours.

If, at that point, you have not yet reached state pension age, you will be able to supplement the decrease in income by using your ABP Multi-Option Pension.

Multi-Option Pension and state pension

If you were born after 1949 (namely in 1950 or later) then the ABP Multi-Option Pension applies. You will be able to retire from the first day of the month in which you turn 60 up to no later than 5 years after your state pension age. Using your personal [MijnABP](#) page, you will be able to review the financial implications of retiring earlier or later. For more information on the Multi-Option Pension and the conditions, please visit www.abp.nl-keuzepensioen (Dutch).