



PostNL and trade unions conclude agreement on new social plan

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PostNL and the trade unions FNV, Bond van Post Personeel (BVPP) and CNV have reached an agreement on a new social plan with the consent of their members. The social plan will take effect on 1 September 2021 and will end on 31 August 2024. The plan applies to all employees covered by the PostNL collective labour agreement and contains the agreements that will apply in the event of a reorganisation at PostNL.

Herna Verhagen, CEO of PostNL: 'I am happy that the members of the trade unions have agreed to the plan and that we have reached an agreement with all parties involved. PostNL continues to adapt to all the developments in the postal and parcel market. Digitalisation is playing an increasingly important role in this respect. That is why we continue to adapt and innovate PostNL. The social plan is primarily aimed at encouraging our colleagues, many of whom have been with us for years, to keep developing themselves. This creates opportunities and more security in times of change.'

From job to job

An important part of the social plan is the transfer bonus. This bonus is intended to encourage colleagues to continue their

development and, for example, to switch to another job within one of PostNL's growing divisions. Employees who qualify for this can receive a bonus of up to €3,500. To maintain their chances in the labour market, PostNL employees can also use the counselling provided by Mobility, PostNL's mobility programme. They will then receive very intensive job-to-job counselling. New is the training budget of a maximum of €2,500.

Senior staff scheme

It has also been agreed that employees can make use of a voluntary senior staff scheme. This scheme allows an employee to retire early if they reach state pension age within five years and have been employed by PostNL for at least 25 years.

Source: [PostNL](#)