Hiring someone with a disability?

Under the job agreement, employers must appoint more employees with an occupational disability

. We regularly receive questions from our members about determining the position and

the associated salary. In order to support you in this, the VO Council and the PO

Council have listed the important background information and the various steps for you.

Background

Brief description of the job agreement

A better prospect of a regular job for people with an occupational disability and as many

people as possible who participate in society. That is the aim of the Participation Act, which

came into effect in January 2015. In the run-up to the Participation Act, the social partners have agreed to create

125,000 extra jobs for people with an occupational disability by 2023. This agreement is

laid down in the Job Agreement and Quota for the Disabled Persons Act. These laws give pupils in

secondary special education/practice education more opportunities for a place in the regular

labor market. In addition, primary and secondary education also fulfill their social role

and exemplary function in this way. In proportion to the size of government/education staff, the

ultimate objective for primary education is to create a total of 4020 jobs by the end of 2023. For secondary

education, this concerns 2640 jobs.

Because employers in the government sector in particular did not achieve their targets for the Job Agreement

, while the overall target was amply achieved, State Secretary van Ark

indicated at the end of 2018 that she wants to simplify the Job Agreement Act. The simplification of the

Job Agreement Act means that the quota scheme will be suspended until January 1, 2022. Employers who do not

meet the interim targets of the job agreement will not have to pay a tax until 2022.

In addition, the distinction between the government and the market disappears. Jobs created by government employers

through the procurement of services are therefore counted among government employers.

Despite the removal of the separation between the government and the market, the government remains

responsible for the creation of 25,000 jobs. Primary and secondary education therefore continue to be

responsible for 4020 and 2640 jobs respectively.

Target audience

The target audience includes:

Wajongers with capacity to work, people with a Wsw indication and with a Wiw and ID job.

People who fall under the Participation Act and who cannot independently

earn the statutory minimum wage (WML). These are people of whom UWV has determined that they belong to the

Job Appointment target group.

People with an occupational disability who fall under the target group of the Participation Act, of whom

it has been established in the workplace through a validated wage value method that they have a wage

value under the WML, are included in the

target group register without assessment by UWV and belong to the job agreement target group.

(Former) pupils of secondary special education (VSO) and practical education

(PrO) schools who have registered with UWV in writing via the ABA form. They are

included in the target group register without assessment.

Target group

register Everyone who belongs to the target group is listed in the target group register. UWV manages this register and

updates it regularly. Wajongers with capacity to work, people with a Wsw indication and with a

unemployment benefit and ID job are included in the target group register in one go. For people who fall under the

Participation Act and who cannot independently earn the statutory minimum wage, the UWV

assesses whether they can be included in the register. An exception is the so-called

Practical Route. People with an occupational disability who fall under the target group of the Participation Act, of

whom it has been established in the workplace through a validated wage value method that they have a wage

value under the WML, are included in the target group register without assessment by UWV and

1 More information about the various methods can be found at:

https://www.blikopwerk.nl/werkgever/bepalen‐loonwaarde

will belong to the job agreement target group. (Former) pupils of secondary special

education (VSO) and practical education (PrO) schools who have registered

with UWV in writing via the ABA form. They are included in the target group register without assessment.

Employers can check via the employer portal of UWV (based on BSN) whether an employee or

applicant is included in the target group register. An employer can also

see, based on his payroll tax number, which employees he already employs are

included in the target group register.

Specific agreements per collective labor agreement on the classification of

secondary education

The collective labor agreement for secondary education includes a job category for employees with a

distance to the labor market. The gross monthly wage for that group is set at at least the

statutory minimum (youth) wage level.

Primary education

In the context of the job agreement, a separate wage scale has been included in the collective labor agreement for primary

education, which is based on the WML.

category in all cases

jobDepending on his or her capacities, activities and the possibilities in the

school organization, an employee can also fulfill a regular position with the necessary adjustments or

in reduction of hours. In that case, the employee is not classified in the WML scale,

but in the scale/function category appropriate to his or her performance. This article

discusses the different steps of determining the position and salary.

DETERMINING WAGE VALUE

How is the wage value determined?

The wage value must be determined on the basis of a validated wage value method. The

wage value of an employee who belongs to the target group is determined by

comparing his or her work performance with the work performance of an average employee with a similar

education and experience who does not belong to the target group. The wage value is determined by

a certified expert and generally follows a number of fixed steps, which

may differ slightly depending on the method used1.

1. The first step is to determine which tasks the potential employee from the target group performs.

At this stage, it doesn't matter what the position in which he or she works is called and

how much is earned from it.

2. The wage value expert then looks for a position where at least 60% of those tasks

are also performed. This can be a position within the organization where the employee works,

but also outside it. This function is called the standard function and the

associated wage is the norm wage. Both form the yardstick for the work performance and wage value

of the potential employee from the target group.

3. Finally, in a workplace survey/interview with the employer, the potential employee

from the target group and any job coach/work supervisor, it is determined (in

percentages) for each performed task how the employee from the target group performs compared to a colleague who does not have a

disability ( and) and performs the same task. The sum of the percentages of all performed

tasks is a substantiation for determining the wage value.

Labor

It is possible that an employee from the target group, as a result of his or her disability(s), has a lower

labor productivity per hour than a colleague without disability(s). If the work performance in money

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expressed as lower than the WML, the employer can apply for a wage dispensation from the UWV (applies to

Wajongerswith work capacity). In those cases, the municipality can use a wage cost subsidy (applies

to the other target groups).

What if the salary is higher than the statutory minimum wage?

At schools it happens that the employee who is included in the target group

register is placed in a different scale than that of the WML. Employees who are included in the target group

register and who have started to earn more than WML, remain in the target group register and therefore continue to

count towards the job agreement. The employer can therefore continue to use the instruments that

on the basis of legislation and regulations.

Good employment

practices Finally, the following point of attention. An employee who falls under the job agreement, if he or she

grows in the position and functions well, will be scaled over time to a regular salary. This is

in line with the principle of good employment practices and the idea of ​​the job agreement.the organization is

therefore that the function offered is of added value and that it is

performed properly.

Project Baanbrekers

The VO-raad and PO-Raad make a joint effort to provide additional support to school boards by means

of the Baanbrekers project. Project Baanbrekers helps to realize a job agreement. More

information about the Trailblazers project and how to register for the project can be found here.

1 More information about the different methodologies can be found at:

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