

Appendix to TU Delft Regulations on Flexible Working Hours and Times 2014

TU Delft Table for Flexible Working Hours

Size of appointment in FTE (average number of hours per week)	Options available with regard to flexible working hours	[Holiday hours] plus / minus hours of leave per year
1,0 fte (average working week 38 hours)	40 hours (plus-variant) 38 hours (baseline-variant) 36 hours (minus-variant)*	[232] plus 96 hours [232] [232] minus 96 hours*
0,9 fte (average working week 34,2 hours)	36 hours (plus-variant) 34 hours (minus-variant)	[209] plus 86,4 hours [209] minus 9,6 hours
0,8 fte (average working week 30,4 hours)	32 hours (plus-variant) 30 hours (minus-variant)	[186] plus 76,8 hours [186] minus 19,2 hours
0,7 fte (average working week 26,6 hours)	28 hours (plus-variant) 26 hours (minus-variant)	[163] plus 67,2 hours [163] minus 28,8 uren
0,6 fte (average working week 22,8 hours)	24 hours (plus-variant) 22 hours (minus-variant)	[140] plus 57,6 hours [140] minus 38,4 hours
0,5 fte (average working week 19 hours)	19 hours (baseline-variant)	[116]
0,4 fte (average working week 15,2 hours)	15,2 hours (baseline-variant)	[93]
0,3 fte (average working week 11,4 hours)	11,4 hours (baseline-variant)	[70]
0,2 fte (average working week 7,6 hours)	7,6 hours (baseline-variant)	[47]
0,1 fte (average working week 3,8 hours)	3,8 hours (baseline-variant)	[24]

* Employee is legally entitled to at least four times the employee's applicable weekly working hours paid holiday leave per calendar year. There should be no deviation from this. This means that even with the minus-variant employees should have a leave entitlement remaining of at least $4 * 36 = 144$ hours per year. It depends on the circumstances of each individual case whether a minus variant at 1.0 FTE is possible and desirable.

Example: A possibly agreement under this min-variant is that employees will still work 38 hours per week for 4 weeks per year instead of 36 hours. This means $4 * 2 = 8$ hours more work on an annual basis and less reduction for holiday hours, i.e. a leave reduction of 88 hours (instead of 96 hours as shown in the table), thus meeting the minimum requirement of 144 hours per year.