



Guideline Demotion in Role

Examples

January 2026



Shopper II (B) to shopper*

Example 2 Shopper B (24 years old).

Karim is Shopper II and is appointed as Shopper classified in VGL scale A as of period 6-2026. The transition year starts in p6-2026. Karim is 24 years old at the start of the transition year.

- **Hourly wage period 6 2026:** €14.85* This is the hourly wage at the start of the transition year. During the transition year, Karim retains the right to be awarded a (possible) function year according to scale B, and his hourly wage goes to €15.50*.
- **After the transition year,** it will be determined by period 6 of 2027 whether the hourly wage of €15.50* fits within Salary scale A corresponding to his age.
- That is not the case; therefore, Karim receives an hourly wage of €14.71* and a personal allowance (PT) of €0.79*. **Total (hourly wage + PT) €15.50*.**
- This PT is treated according to the guideline demotion in role level. Karim receives a PT that is simultaneously reduced by 2/3 of the amount of the wage adjustment at the time of the wage adjustment (collective increase based on the applicable CAO or other agreement).
- **Example:** a general increase of 2%: €14.71 x 2% = €0.29. Karim's hourly wage increases by €0.29 to €15, and the PT is reduced by €0.29*2/3 = €0.20 cents. The new PT then becomes (€0.79 - €0.20 =) €0.59.

Total (hourly wage + PT) = €15.59.

Groep	A	B
Leeftijd/ functie jaren		
15	€ 4,67	
16	€ 5,38	€ 6,57
17	€ 6,16	€ 7,38
18	€ 7,36	€ 7,98
19	€ 8,83	€ 8,86
20	€ 11,77	€ 11,84
21/0	€ 14,71	€ 14,85
1	€ 14,71	€ 15,50
2		€ 15,72
3		€ 15,94
4		€ 16,16
5		€ 16,60

1 function year in transition year

*This example shows how the guideline for demotion in role works. You cannot derive any rights from the mentioned amounts or wage tables, as these may change due to future adjustments in the VGL CAO. Your actual hourly wage and situation at the end of the transition year determine whether you receive a personal allowance and how much it is.

** During the transition year, the employee receives the general salary increase, (possible) standard step, and/or years of service according to the old current scale.

2 ***The table and example are based on the hourly wages of period 1 in 2026, including the temporary increase until March 2026.



Guideline Demotion in Role

- When applying the guideline, the salary and other employment conditions remain unchanged for 1 year after starting in the new role.
- After that, it is assessed whether the hourly wage fits within the new role scale; if not, a personal allowance follows
- Personal allowance:
 - Age at the start of the transition year determines the (possible) reduction of the allowance
 - No indexation, but vacation allowance and pension accrual over the allowance
 - Individual increases based on evaluation, promotion, etc., are deducted from the personal allowance

Jonger dan 35 jaar	De persoonlijke toeslag wordt gelijktijdig met de loonaanpassing* met 2/3 van het bedrag van de loonaanpassing van het nieuwe periodesalaris afgebouwd.
35 t/m 44 jaar	De persoonlijke toeslag wordt gelijktijdig met de loonaanpassing* met 1/2 van het bedrag van de loonaanpassing van het nieuwe periodesalaris afgebouwd.
45 t/m 49 jaar	De persoonlijke toeslag wordt gelijktijdig met de loonaanpassing* met 1/3 van het bedrag van de loonaanpassing van het nieuwe periodesalaris afgebouwd.
50 t/m 55 jaar	De persoonlijke toeslag wordt vastgesteld en wordt niet afgebouwd.
56 jaar en ouder	Er wordt geen persoonlijke toeslag vastgesteld, het salaris blijft geïndexeerd.