

# › END OF EMPLOYMENT CONTRACT

# End of Employment Contract

---

## What can you find in this chapter?

This chapter of the TNO Terms and Conditions of Employment explains why your employment contract at TNO ends and the attendant regulations and conditions, such as notice period, probationary period and references.

We also focus on the payment to surviving dependants upon death.

## Index

- **End of your employment contract**
- **Notice period**
- **Probationary period**
- **References**
- **Payment upon death**

# End of your employment contract

version 2.0 / 1 January 2022

## Your employment contract at TNO ends:

- if you or TNO gives notice in writing with mutual agreement (including a settlement agreement);
- if TNO gives notice in writing, after permission from the UWV. This permission is not needed in the event of instant dismissal or dismissal during the probationary period;
- if the district court dissolves the employment contract;
- by default without notice being required in the case of:
  - a contract for a fixed term and on the date as stated in your employment contract
  - reaching the pensionable age applicable to you; When there may be mutual value creation, it is possible for employees to continue working beyond the age at which they become eligible for the state pension. This requires written permission from TNO/the employer, after which a new contract of employment will be offered.
  - the start of temporary old-age pension
  - death.

## Notice period

version 3.0 / 1 February 2018

TNO uses the notice period as contained in the [Dutch Civil Code](#).

# Probationary period

version 2.0 / 1 January 2018

TNO uses the [statutory](#) allowed maximum probationary period, within which both TNO and you may end the employment contract with immediate effect.

# References

version 1.0 / 1 July 2016

If you leave TNO, you may receive a reference upon request.

## Payment upon death

version 1.0 / 1 July 2016

Upon your death TNO will continue to pay your salary until the first of the month following that of your death.

The widow, widower or partner with whom there is a lasting partnership exists will receive as soon as possible a net payment of three times the gross monthly salary including holiday pay and 13<sup>th</sup> month.

If the deceased leave behind no widow, widower or partner as stated, this payment will be for one's own minor children and foster children.

If there should be none of these, TNO may pay out the amount in whole or in part to others that were dependent on the deceased for their livelihood or for payment of the costs of burial or cremation, if the estate of the deceased is inadequate to pay these costs.