

› **END OF EMPLOYMENT CONTRACT**

End of Employment Contract

What will 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 death benefit for surviving relatives

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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 3.1 / 14 July 2023

TNO uses the notice period as contained in the Dutch Civil Code ([art. 7:672](#)) unless otherwise agreed in writing with you.

Probationary period

version 3.1 / 14 July 2023

TNO uses the statutory allowed maximum probationary period, within which both TNO and you may end the employment contract with immediate effect. ([Art. 7:652 Dutch Civil Code](#)).

References

version 1.0 / 1 July 2016

If you leave TNO, you may receive a reference upon [request](#).

Payment upon death

version 1.1 / 14 July 2023

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

The widow, widower or partner with whom there is a lasting partnership exists, a net death benefit of three times the gross monthly salary including any (fixed) salary supplements, holiday pay and 13th month is granted.

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 in favor of 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.

In all cases, the benefit will be paid out to the deceased's account as soon as possible.