



There is a wide range of pension schemes and administrators among the participating employers. The pension agreements in the CLA Banks 2023-2024 implement the **Future Pensions Act** (Wet toekomst pensioenen, Wtp). This is based on the legal frameworks applicable to various pension scheme types. The pension agreements in the CLA come into effect on 1 April 2024. As part of the agreements, the CLA parties have prepared a guide in the form of a ‘ten-step plan’.

## Ten-step plan for the pension transition

### 1 Minimum framework in the CLA

Each employer will have to assess whether and how to adapt its pension scheme to the Wtp. The employer does this in consultation with the employee representation (right of consent), unless the employer is affiliated to a pension fund. In that case, different rules apply to the pension transition.

The pension agreements in CLA are the minimum framework. If the pension transition leads to a change in the individual employment contract, this is only possible with the individual employee’s consent.

### 2 Transition plan

A transition plan will be drawn up to transfer one or more existing pension schemes to the new system. This plan sets out the choices for the pension transition. The CLA parties can request the transition plan.

### 3 Types of scheme

There are three contract types: the flexible contribution scheme, the solidarity-based contribution scheme and the contribution-administration agreement. An important consideration here is the degree of collectivity and/or individual freedom of choice for employees.

### 4 Flat contribution

The fiscally-permissible maximum flat contribution is 30% of the pension base, excluding risk premiums and administration fees. In the new system, an expected pension outcome of 75% of the average salary in 40 accrual years can also be tax-facilitated with this contribution. In the CLA Banks, a minimum contribution rate of 17% of the pension base applies to the employer as of 1/4/2024 and 18% as of 1/1/2028. In consultation with the employee representation, the employer will make additional contribution arrangements in which there may also be a personal contribution for the employee.

### 5 Deductible

The minimum tax deductible (2024: €17,545) is applied so that members can accrue pension over a tax-optimal base and no distinction is made between higher or lower salaried employees.

### 6 Transitional right

For existing employees, the choice can be made to make use of the (statutory) transitional right. In that case, the existing pension scheme will remain in force for them and no transition plan will be required. For new employees, a flat contribution will have to be applied no later than 1/1/2028.

### 7 Compensation

If the flat contribution is also introduced for existing employees, compensation may be required. Groups of employees disadvantaged by the pension transition should be compensated adequately and cost-neutrally. This is expected to mainly affect employees in the age group of 40 and above.

Compensation is offered as standard (within the maximum tax frameworks) in the form of an additional pension contribution. Employees may be given the option to use this compensation for purposes other than pension.

### 8 Surviving dependants’ pension

A minimum level of risk cover for the surviving dependants’ pension in case of death before the retirement date has been agreed in the CLA Banks. The partner’s pension is at least 28% of the salary and the orphan’s pension is at least 14% of the salary (for a half-orphan).

In consultation with the employee representation, the employer can make higher contribution arrangements for the surviving dependants’ pension.

### 9 Conscious choices

The employer facilitates professional pension advice and provides insight into the consequences of choices.

As in the current pension system, employees are advised to be well aware of the consequences and any individual choices they make and the possible implications for their pension provision.

### 10 Professional support

The employee representation and/or individual employees are made aware of the importance of professional support in such a transition and are specifically referred to the trade unions as having the necessary expertise in the matter.

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