

Welcome to the Van Heeckeren Groep

WERKOPAMELAND
vacatures
AMELAND

Handbook hotel

Companies within the Van Heeckeren groep

RIXT
proeflokaal
A M E L A N D

THE SUNSET
beachclub
A M E L A N D

VANHEECKEREN
grandcafe
A M E L A N D

VANHEECKEREN
hotel
A M E L A N D

VANHEECKEREN
ameland
APARTMENTS & SUITES

THE HARBOUR
ameland

Het grootste horeca bedrijf op Ameland



In the summer we have about 250 employees.
During high season you work more hours,
when the island is busy.

In the winter we have about around 80 permanent
employees and often work less and/or do other
work.

We need most people in the high season and during
school vacations, but in addition we organize big
events and weddings (when it is extra fun to work!).



Welcome to the most beautiful Wadden
Island in the Netherlands: Ameland!



Check out our 5 companies and locations at:
<https://werkopameland.nl/bedrijven-3/>

We have staff accommodation options in Nes,
Ballum and Hollum, so you can stay as close to your
work as possible.

Let us know if you would like to take advantage of
this, and we will arrange the schedule and inform
you of the fee you will pay for this.

The season

- On Sunday, January 8, we toast the new year
- We kick off each season with a season opening party
- Good Friday and Easter weekend: 7 April to 9 April 2023
- Spring break: 25 Feb to 5 March 2023
- King's Day: 27 April 2023
- May vacations: 29 April to 7 May 2023
- Ascension: 18 May 2023
- Whitsun weekend: 26 to 29 May 2023
- Lycurgus volleyball tournament: 3 and 4 June 2023
- Ameland Beach Rugby Festival: 9 - 11 June 2023
- Beach Volleyball: 23 - 25 June 2023
- Summer vacation (different per region) from July 8 to Sept. 3, 2023
- Fall break (different per region) Oct 14 through Oct 29, 2023
- Between mud and sand: 21 Oct 2023
- Art Month and expedition Ameland: all weekends in November
- We conclude each season with a season closing party
- Adventure run: from Friday 16 Dec until Sunday 18 Dec 2023
- Christmas vacations: from Friday 23 Dec to 7 Jan 2024





Big weddings and events

- Saturday, May 13, a corporate event with 185 guests at The Sunset
- Saturday, May 20 a wedding with 53 guests at The Sunset
- Saturday, June 3 a wedding with 92 guests at The Sunset
- Friday, June 9, a wedding with 103 guests at The Sunset
- Saturday, June 10, a wedding and corporate event with 130 guests at The Sunset
- Thursday, June 15, a company party with 65 guests at The Harbour
- Saturday, June 17, a wedding with 50 guests at The Sunset
- Friday, June 30, a wedding with 100 guests at The Sunset
- Saturday, July 1 a wedding with 50 guests at The Sunset
- Thursday, July 6, a pre-wedding drink with 110 guests at The Harbour
- Friday, July 7, a wedding and pre-wedding drinks with 110 guests at Van Heeckeren Grandcafe and The Sunset
- Friday, July 14 a wedding with 50 guests at The Sunset
- Friday, July 14 a pre-wedding drink with 85 guests at Van Heeckeren Grandcafe
- Saturday, July 15, a wedding with 85 guests at The Sunset
- Saturday, July 22 a wedding with 70 guests at The Sunset
- Saturday Aug 12 a wedding with 46 guests at The Sunset
- Wednesday, Aug. 16 a wedding with 60 guests at The Sunset
- Friday 25 Aug a wedding with 100 guests at The Sunset
- Saturday, Aug. 26 a wedding with 95 guests at The Sunset
- Friday Sept 1 a wedding with 80 guests at The Sunset
- Saturday, Sept. 2 a wedding with 60 guests at The Sunset
- Saturday, Sept. 9 a wedding with 65 guests at The Sunset
- Thursday, Sept. 14 a wedding with 20 guests at The Sunset
- Friday Sept 15 a wedding with 40 guests at The Sunset
- Saturday, Sept. 23 a wedding with 70 guests at The Sunset

Concept & culture



Our target audience consists mainly of young adults and couples who visit the island as tourists



- We are hospitality trendsetters
- With businesses in A-locations
- We focus on a fine & personal experience and fast service
- Ibiza inspired us



- You can learn fast & work all-round with us
- We work informally and authentically
- No day is the same: flexibility is required 😊



54 Rooms

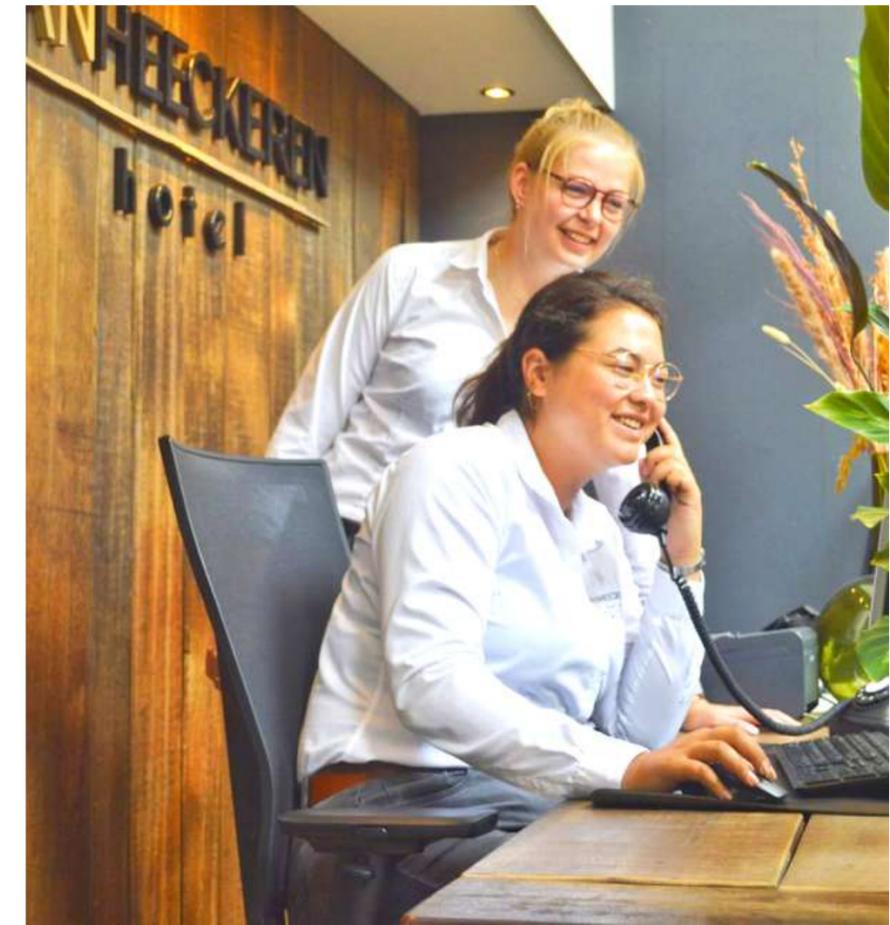
29 Apartments

4 Locations

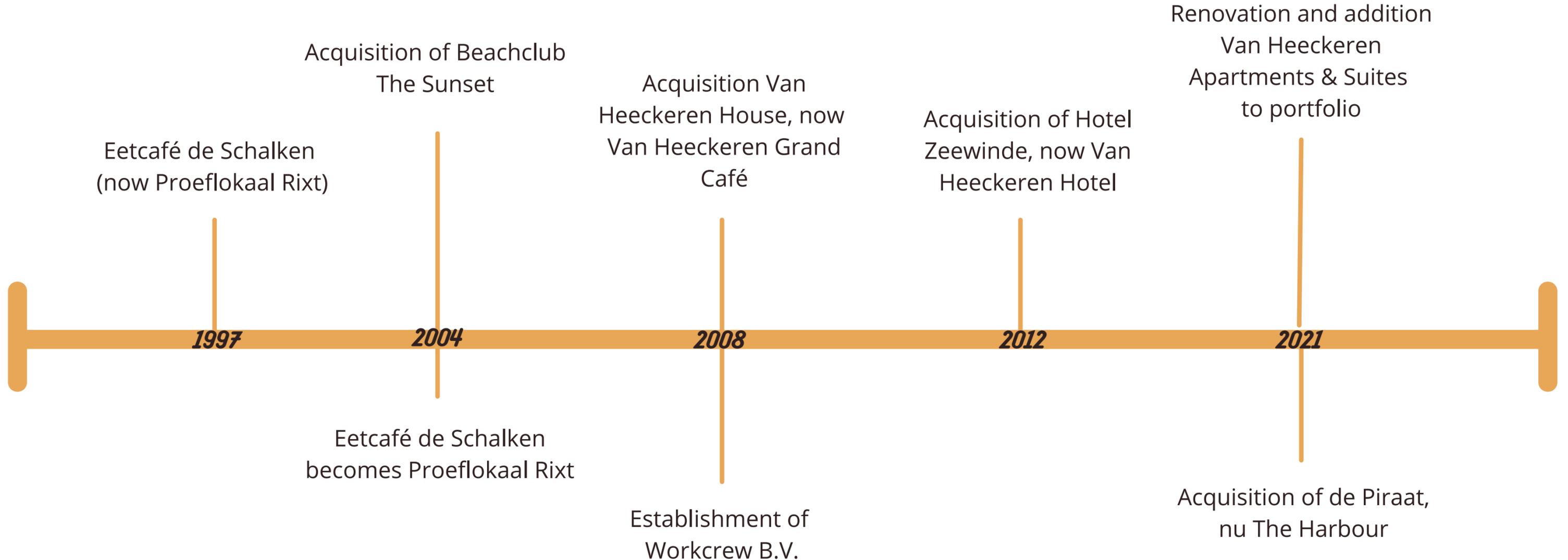
24 Jaccuzzis

30 Colleagues

1 Team



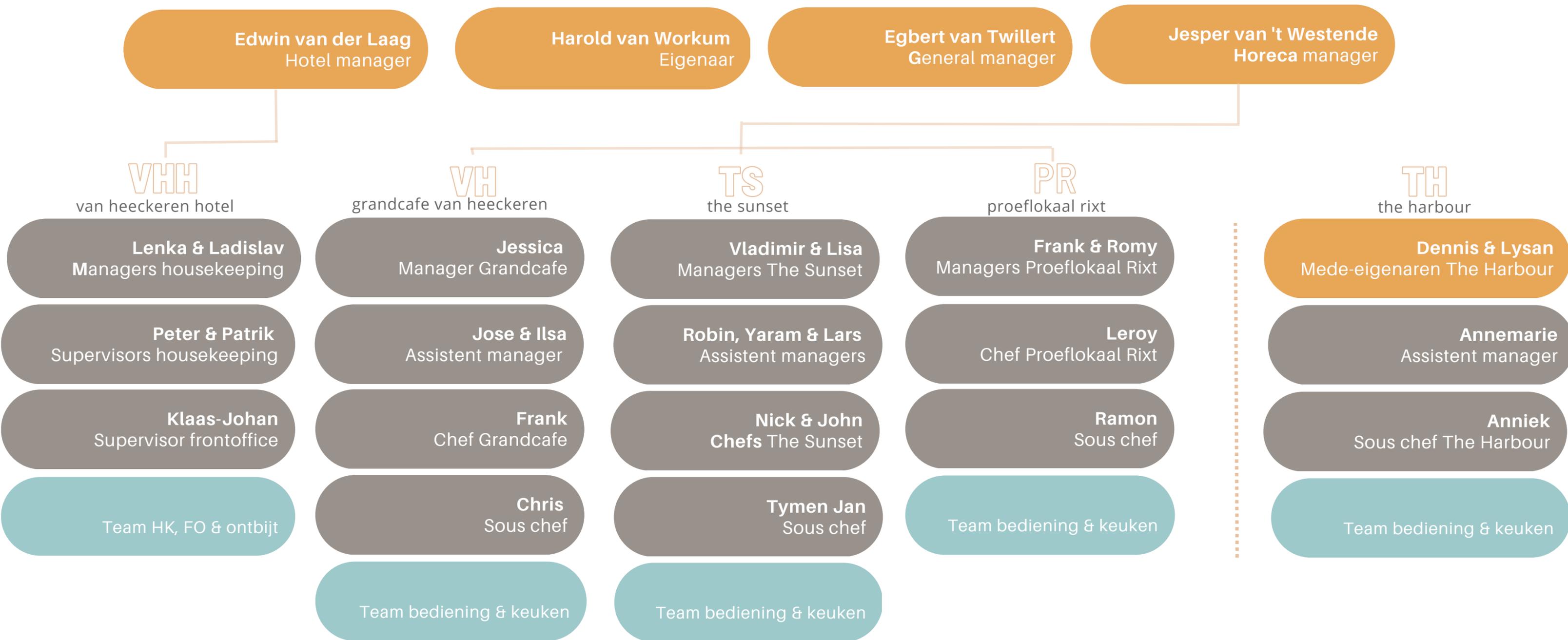
A piece of history



ORGANIGRAM

Van Heeckeren Groep

THE EXECUTIVE BOARD



BACKOFFICE & FACILITIES



Click on the hyperlinks to go to the documents!

Belangrijk

1

Your employment contract

To create your contract, we need your ID card and payroll deduction choice. We will send you instructions by email to digitally sign your contract.

Your signed contract can be found in your NMBRS ESS account.

2

The hospitality CLA and the employment conditions regulations

3

This handbook

And, of course, any department or location procedures

We also rely on your common sense

4

Reporting changes

You are required to provide information and changes regarding:

Your marital status, your family composition, your address, your phone number, your email address, and your bank account. You enter these changes yourself on your NMBRS account.

5

Pension

We are obliged to let you participate in the pension scheme of the Pension Fund for the Hotel and Catering Industry. This organization has a clear, accessible and well-organized website.

This handbook, together with your employment agreement and the Labor Conditions Regulations of Royal Catering Netherlands and the Collective Bargaining Agreement (CAO), form the basis for your employment with Work Crew B.V. By signing your employment contract you agree with the terms and conditions as stated in the employment contract, the Koninklijk Horeca Nederland employment conditions regulations, the CAO and this handbook.



So..

- 1 Once you arrive to the island, we will try to pick you up from where the ferry arrives 🚢
- 2 You sign your employment agreement and house rental agreement
- 3 We make an appointment for you at the municipality to register you as a citizen
- 4 You can't work yet, until a letter arrives to your mailbox with your BSN in it (should take about 48 hours, check your mailbox regularly!)
- 5 You notify us immediately, we arrange the paperwork, and after signing again you can start working

And...

- 6 You arrange a digiD code (<https://www.digid.nl/en/apply-or-activate-digid>) with this code you can arrange all official matters online pertaining to the government, official institutions, insurances and pension fund
- 7 A Dutch bank account should now be arranged by you. We advise using BUNQ but there are more options, please inform us of your new IBAN
- 8 Your Dutch medical insurance should also be arranged, and paid by you. You are legally obliged and responsible for your own medical insurance, both on and off the job, in the Netherlands. If you don't take this, you have to pay all medical assistance by yourself on the spot
- 9 You can apply for a wagenborg pass as a registered citizen in Ameland You can go to the main office of wagenborg (the ferryline company)
- 10 A bit overwhelmed? 😊 You have many colleagues who can advise and help you, or you can contact us



Code of conduct

In general

Naturally, you always behave in a respectful, correct, friendly and service-oriented manner to guests, colleagues, supervisors and third parties.

You wear representative clothing and grooming that suits your position.

Inappropriate behavior

Within our company, aggression, (sexual) harassment, discrimination, bullying and other undesirable behavior - at whatever level - is not accepted.

Confidential advisor

An external confidential advisor is available for complaints about aggression, violence, discrimination, (sexual) harassment and other undesirable behavior.

For more info or contact:
[click here](#)
call 088 5500 600 or email
vertrouwenspersoon@hr5.nl

Alcohol & drugs

Consuming alcoholic beverages or drugs during working hours as well as being under the influence of alcohol or drugs (any kind of narcotics) at the start of your work is not permitted.

It is also prohibited to have any type of drugs with you

But also

Smoking and parking

If you want to smoke, of course you do it outside and out of sight of the guests, so not in or near the premises and with the approval of your supervisor.

Smoking can only be done in your consulted breaks and don't forget your smintje 😊

Coming to work by car? Park in the public parking lot.

Refreshments

Coffee, tea, soft drinks and water may be consumed during your shift.

Do not give away food, drinks, discounts or other products without permission from your supervisor.

Telephones

Private use of your phone is allowed during your break out of guest views. You do not carry your phone with you during your shift (in the drawer or with your own belongings).

You do not (on social media) make negative or inaccurate statements about the company but mostly tag us in your fun posts!

Gooooood vibes only 😊

And don't forget

You do not discuss your complaints with guests, but with your supervisor, the employer or the confidant.

Do not take company property (ipods, walkie-talkies and tips) take home.

This includes food and beverages. We may check your bag.



Working hours and breaks



15 minutes before your shift starts, you are already ready in your work clothes, report to your supervisor for a briefing so you can start shining! ☆☆☆

Being late can happen once due to unforeseen circumstances, let your supervisor know immediately. Coming late more often is a no-go and you will have a warning to deal with.

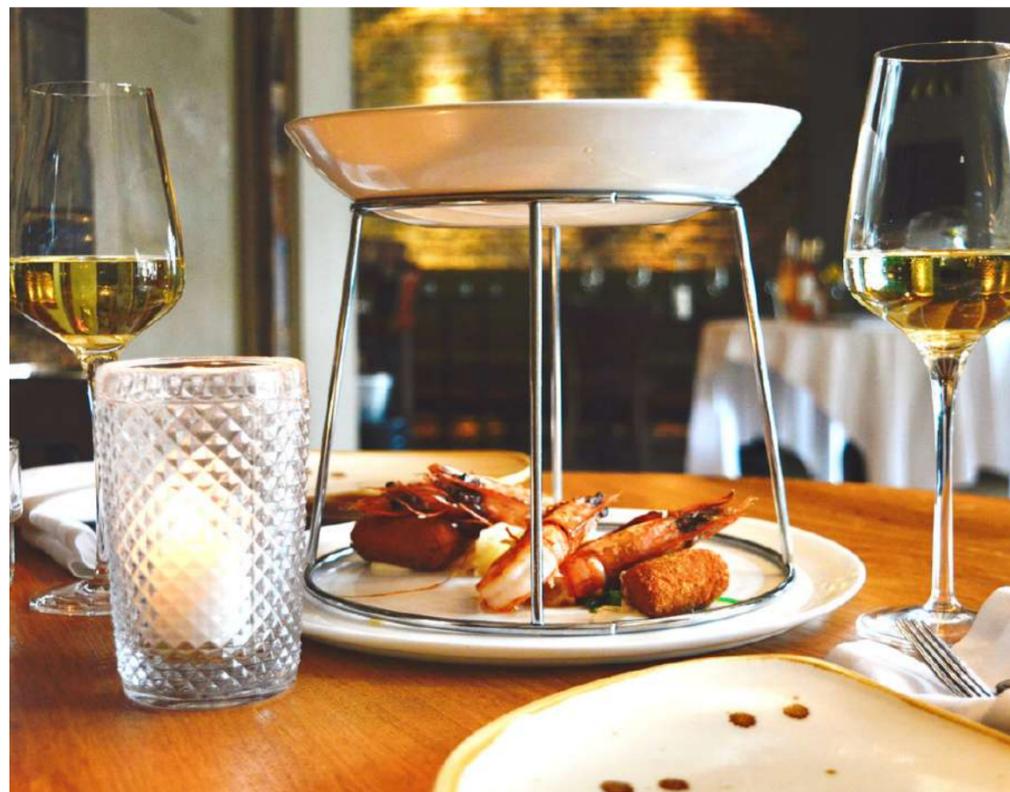
After multiple warnings we will have to say goodbye



We publish your working hours in the [Consilio scheduling program](#), the preceding week.

This schedule can be deviated from in case of illness, leave or busy work.

Of course, you always arrive on time and keep to the schedule.



Breaks are required by law and also necessary to continue throughout the day. Therefore, always take your breaks.

The time of the break is determined in consultation with your immediate supervisor.

Breaks are spent in the designated area. Keep your break room clean and tidy and clean up any food leftovers immediately.

You are required to use the staff toilet.



#workhardplayhard en #teamwork

We zijn een zeer hecht team en een sociale club en hier zijn we erg trots op.

Persoonlijke relaties tussen collega's mogen de kwaliteit van het werk niet negatief beïnvloeden.

Bovendien moet worden voorkomen dat persoonlijke relaties de sfeer op de werkvloer of de verhoudingen tussen alle collega's onderling negatief beïnvloedt.



“

Looking good,
feeling great 😊

It is important to look proper.
Therefore, maintain good personal hygiene and a presentable look.

You will be given a blouse or polo shirt on loan. In the hotel, you will wear your own neat jeans and shoes. You may not wear the company shirt outside the company. You will make sure your clothes look neat and clean.

Coats, bags and other property not needed in the workplace will be stored out of sight of guests.

The company is not reliable for any loss or damages of personal belongings. You must also be able to identify yourself while at work (this is required by law).



Guest contact



Tips and gifts

Tips, which you receive from the guests, you put into the tip jar. These tips are distributed to the entire team.

If you receive anything from a guest or third parties, report it to your supervisor.

Your employer may check your bag.



Family and friends

Family, friends or acquaintances can visit the company, but are visiting the company as regular guests.

Family, friends or acquaintances must pay in the usual way and will not receive any discount, other than any discount that may also apply to regular guests.



Lost and found

Found objects or money in or around the company should be handed over to the immediate supervisor.

This should include the name of the finder, the place, date and time it was found.

In the hotel we have a friends & family rate, ask the front desk for the possibilities!



Complaints

It is very important how you deal with complaints.

Good complaint solutions can ensure that the guest still leaves the door satisfied and thus less bad reviews.

See next page!



COMPLAINTS

L

Listen. Listen carefully to the complaint, and do not interrupt the guest in this regard. Many guests find it important to be able to tell their complete story. Listening well to them often makes up for a lot.

E

Emphasize. Repeat the problem and let the guest know you understand. This makes the guest feel valued and the guest feels that you are actually addressing it.

A

Apologize. Offer your apologies.

R

React. Respond to the complaint by saying you are going to discuss it with the manager right away and come back immediately with a solution. Then discuss the problem with your manager, who will come back with an appropriate solution.

N

Notify. Discuss the solution with the guest and make sure the guest is satisfied with it. Should the guest not be satisfied with this solution have your supervisor resolve it.

Not fun, but sometimes it's part of the job! Remember the LEARN model to help you with this.

Our safety guidelines

First a summary, and then more detail.
You will have to go through it! 😊



Safety

Safety regulations apply in the company, designed to prevent fires or accidents. You are obliged to follow them strictly. You are also required to report health or safety hazards to your immediate supervisor as soon as possible.

Dangerous situations must be clearly marked and/or closed off.

Company emergency response worker

Employees are trained to provide assistance in the event of emergencies and calamities as in-house emergency response (FAFS) personnel.

We make sure that an emergency officer is always present.

Occupational accident

In the event of a workplace accident, always alert the company emergency worker immediately.

Do not leave the victim alone and, if necessary, have someone apply first aid as soon as possible.

When in doubt, always call an ambulance.

A first aid kit is available at every location.

Fire

In the event of a fire, do not panic or take unnecessary risks. Immediately alert your immediate supervisor and/or strike the nearest fire alarm.

The safety of guests and employees is paramount. In the event of an evacuation, follow the instructions of the company emergency worker.

Never go home without permission, otherwise we will not know if everyone is safe.

CLOTHING

You are required to wear the prescribed personal protective equipment which is linked to a particular place (for example, the kitchen) or to certain work activities.

The work clothing for colleagues working in the kitchen consists of a chef's jacket, chef's pants, a chef's hat, good sturdy shoes and an apron. The clothing should be completely closed and the sleeves should cover the entire arm in the places where there is a chance of hot substances or hot objects getting on the body. Also because of hygiene, chef's clothing should always be completely closed

Wearing rings and other jewelry are prohibited for co-workers working in the kitchen and is strongly discouraged for co-workers working in service and other personnel. If your supervisor asks you not to wear a specific piece of jewelry, you will have to follow this instruction.

Wearing long earrings or possibly sharp rings and the like is not permitted. Open shoes and shorts are not allowed, and hair must be worn completely up at all times.

EQUIPMENT

It is forbidden to touch equipment or other items without prior instruction and permission from supervisors. If you are under 18, you may operate equipment only after instruction by and under the supervision of a supervisor. Also, the use of kitchen knives is allowed only after explanation from the supervisor. Using proper (cutting) technique is very important for the safety of young workers.

There is also equipment that should not be operated/used at all by workers under the age of 18. This is equipment that, if used improperly, can pose a danger to the young worker's own health, the health of others or the environment. These include, in particular, the deep fryer, the meat slicer and the cleaning with hazardous substances of the grill and steamer.

If you discover any irregularities and/or defects in equipment or surroundings that may endanger your own safety or the safety of others, you should immediately turn off this equipment. Furthermore, you must unplug the equipment and/or close the gas valve. In addition, a bill on the equipment should be used to warn your colleagues. Indicate on this bill that the equipment may no longer be used. Subsequently, the supervisor should always be informed immediately.

A carbonation bottle, if the "head" of the bottle is damaged, can turn into a dangerous projectile. Therefore, always make sure that carbon dioxide bottles are fixed and therefore impossible to topple over. Breathing carbon dioxide can be deadly. The cellars of the various companies are equipped with carbon dioxide suction. Despite this, do not enter the basement if you detect or suspect a leak. Alert your supervisor and management immediately.

If you work with chemicals (for example, cleaning agents) you should carefully review and follow the labeling of the product before use. Safety data sheets of hazardous substances are available within companies.

The same applies to (propane) gas cylinders as to carbon dioxide cylinders. In addition, (propane) gas bottles are also subject to fire hazards. Therefore, ensure that these bottles are always tightly closed. In addition, these bottles should never be stored in or against the premises.

SPACES

Within businesses, all walkways, stairs, doors, etcetera, should be free of obstructions across their entire width. Many areas (especially the "wet" areas such as the kitchen and dishwashing area) may have slippery floors. Keep this in mind, be warned and always wear closed shoes with non-slip soles (no slippery soles). Spilled oil and/or chemicals should be cleaned up immediately.

On the terraces in the various companies we have some outdoor fireplaces for atmosphere and warmth. This is "open fire" with all its dangers. The following rules must therefore be observed:

The employee should be familiar with the location and operation of various rescue equipment, such as fire extinguishers, fire blankets and first aid kits. These are indicated in the emergency plans within the various companies.



Do not wear (easily) flammable clothing. Never try to pass a fireplace/fire. Serve from the left and/or right. Walk around! Never pass drinks and/or food over the fire. Walk around! Never stand with your back to the fireplace/fire. Always keep an eye on the fire and alert guests (especially those with children) to the dangers. If guests start "playing" with the fire, throwing materials on the fire or other irresponsible behavior, turn off the fireplace immediately!

EMERGENCIES

Safety for yourself and guests is a top priority. It is important that guests stay safe in our establishments and that you can work safely.

Everyone must be mindful of dangerous situations. Reckless and dangerous behavior is not accepted.

Do not panic and always concern yourself, your colleagues and guests first.

All executives are company first responders.

The company emergency response workers are trained to act appropriately in situations of an accident.

So always warn your supervisor and the management in case of an accident. Your supervisor will then instruct you on what to do.

Do not leave the victim alone and, if necessary, have someone apply first aid as soon as possible. When in doubt, always call the doctor or an ambulance.

Do not panic & do not take unnecessary risks.

Our company first responders are trained to act appropriately in situations of a fire.

Always warn your supervisor and management in the event of a fire.

Your supervisor will then instruct you on what to do.

If possible, try to extinguish the fire using the fire hose reel or one of the fire extinguishers.

You must know where in the building the emergency exits are located.



AND ALSO



To prevent fire, **never** empty ashtrays before leaving the premises in the evening or when closing.

All trash and scrap paper should be removed from the premises in the evening.

All "open" fires (fireplaces and candles) should be out before leaving the premises **check 2 times!**.

Never place trash cans, containers, scrap paper or gas bottles in or against the premises.

Never cover heat sources or lamps with clothing, trays or other items.

You always disinfect and wash your hands:

- At the start of your shift
- After using the restroom and cleaning
- After touching trash bags and/or trash containers
- After working with raw products.

Always work according to the HACCP. You will find these in the companies and you are required to be aware of these standards and work according to them.

During your shift it is forbidden to touch (domestic) animals (e.g. dogs and cats). So no touching, petting and/or feeding.

Finally, we ask you to be mindful of the following specific hazards:

- Wet & slippery floors
- Hot/hot products and appliances (e.g., coffee, tea, deep fryer)
- Sharp knives and other sharp objects
- (Hazardous) kitchen equipment (e.g. slicer, salamander, deep fryer and grill)
- 'Bottles' under pressure (e.g. carbon dioxide bottles, gas bottles and whipped cream kiddies)
- (Broken) glassware and crockery (have a separate bucket for this; don't throw it in the trash!)

Taking leave of absence



A visit to a doctor, dentist or specialist should in principle take place in your own time. Should this not be possible, the employer will give you paid leave for a short period of time, under certain conditions.

If you work part-time, you are expected to schedule said visits outside of your working hours.

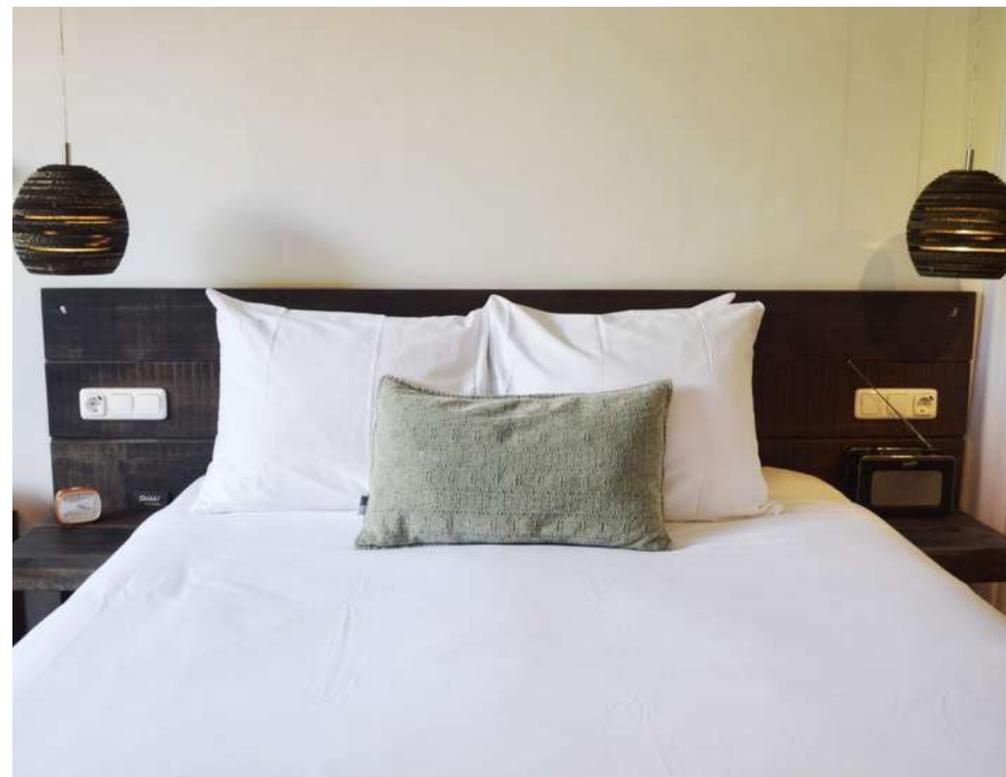


When you want to take vacation days, you must request this in Consilio no later than 14 days before the vacation date.

The sooner you request this the better!

We will always try to accommodate this request.

If this is not possible due to company organizational reasons, your vacation request may be refused. You can then submit a new request.

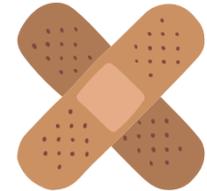


If you are unable to come to work due to illness, report this **in person to your immediate supervisor** well before the start of working hours. This is no later than 7:30 a.m. for a day shift and 9:00 a.m. for an evening shift.

When you are better, you must also report this immediately in the same way as you are required to report sick.

The following pages concern our sick leave protocol

A bit more boring to read: but important!



Calling in sick

As you saw on the previous page, you report sick in person to your immediate supervisor. You do this by phone or by whatsapp so you can be sure the message has been received.

You also indicate what is going on in summary (details are not required) and when you expect to be able to return to work. Management may ask you to see a local GP for a medical certificate.

Reachability

During your sick leave, you remain available to your employer, as well as to the occupational health and safety service, which is called in in case of prolonged or frequent sick leave.

If you are not staying at home, or need to go to the hospital for admission, notify your employer no later than 24 hours.



Occupational Health and Safety Service

If the occupational health and safety service or the management asks you for information about your absence (for example, about its duration), you must comply with this request. If you are unable to do so, for example due to hospitalization, you must ensure that someone else can do this for you. You only have to provide (substantive) medical information to the company doctor personally.

(Telephone) consultation

When you receive a call from the occupational health and safety service for the consultation hour, you are obliged to cooperate. If you are unable to attend, inform the occupational health and safety service by telephone as soon as possible. If you return to work, you do not have to attend the consultation, but you can cancel the appointment.



Continuation of sick leave protocol



Cooperation

You are obliged during your sick leave to cooperate with a medical examination by or on behalf of the occupational health and safety service. You are also obliged to cooperate in activities aimed at recovery and a (responsible) return to work as soon as possible. Examples of such activities are occupational therapy, training, partial return to work and work adjustment.

Reachability

During your sick leave, you remain available to your employer, as well as to the occupational health and safety service, which is called in in case of prolonged or frequent sick leave. If you are not staying at home, or need to go to the hospital for admission, notify your employer no later than 24 hours.

Healing & resumption

During your illness, behave in such a way that your healing is not impeded. As soon as you are able to do so, you should resume all or part of your work. Report this to your supervisor and the HR department. They will ensure that the occupational health and safety service is informed.

Staying abroad

All of the foregoing rules also apply to sick reports from abroad. This means, for example, that you report sickness abroad in the manner explained earlier. If you want to go abroad for a multi-day stay during your illness, you need permission from the occupational health and safety service and your employer.

Als de arbodienst en/of de directie een overtreding van deze afspraken constateert, dan kun je hier een officiële waarschuwing voor ontvangen.

Week 51 - Maandag
19-12-2022

Van Heeckeren Hotel - Housekeeping

Print date: 22-12-2022 14:33

Hotel

From	Till	Function	Employee	From	Till	Break	Paraph (E)	Paraph (M)
09:00	17:00	HKASMN						
10:30	16:00	HOUMED						
10:30	16:00	HOUMED						
10:30	16:00	HOUMED						
10:30	16:00	HOUMED						
10:30	16:00	HOUMED						

The Sunset

From	Till	Function	Employee	From	Till	Break	Paraph (E)	Paraph (M)
08:30	10:30	HOUMED						
08:30	10:30	HOUMED						

Van Heeckeren Grandcafe

From	Till	Function	Employee	From	Till	Break	Paraph (E)	Paraph (M)
09:30	10:30	HOUMED						
09:30	10:30	HOUMED						

The Harbour

From	Till	Function	Employee	From	Till	Break	Paraph (E)	Paraph (M)
08:30	09:30	HOUMED						
08:30	09:30	HOUMED						

Not Planned

From	Till	Function	Employee	From	Till	Break	Paraph (E)	Paraph (M)

Hours registration 🕒

Your start time, end time and break time in minutes are filled in daily on our so-called timesheets.

The starting supervisor mails these to urenstaat@vhgroep.nl at the beginning of the shift.

HR enters your hours worked in your Consilio account, where you check them weekly. In case of questions or errors, contact the HR department. After 2 months, the right to declare hours worked expires.

We work with a plus- and minus hours administration for employments with fixed hours, you can ask Egbert for the balance.

Compensation

You will be graded based on your position, experience and age.
Function group 2 is for service assistants (breakfast) and housekeeping.
Function group 3 is for waiters (with experience) and receptionists without experience.

Function group 4 is for receptionists with experience
Function group 5 for assistant floor managers and supervisors.



We work with thirteen four-week periods per year.
The salary will be paid per four-week period, one week after the end of the period, to the IBAN number you provided.
One day after the deposit of your salary, we will debit your rent by direct debit, or you will receive an invoice for this.

Secondary conditions & extras

Staff meals are served at the companies between 4 and 5:30 pm. You are also welcome on your day off, allergies please let us know in advance.

Tips can be picked up at the HR office, keep in mind that this is always +/- a month later. You can authorize someone to pick it up for you, but HR must be informed about this in advance.

With your VH pass you can order drinks and snacks on our terraces outside working hours at a 20% discount. Employee discount is only for you as an employee and not for your family, friends or other acquaintances.

If you engage as an ambassador (this means that you recommend friends or family to come and work with us) then as an ambassador you will earn €100 on your VH pass. The conditions are that the trial period must be successfully passed, and they must stay longer periods of time or come back more often.

In season we work with different bonus systems, feel free to ask us for more info!



Learning & development

As an employer, we offer you the opportunity to develop further through study and training. By study, we mean any kind of training to which you attach importance and which is also in the interest of the company.

At our discretion, the allocation and amount of a study fee will be granted. In addition, the study fee will only be reimbursed if you pass the relevant study.

You are required to repay all or part of the tuition in the following situations:

- 100% if you are unsuccessful
- 100% if your employment is terminated within 0-12 months of the study end date
- 50% upon termination of your employment within 12-24 months after the study end date
- 0% if your employment is terminated after 24 months from the study end date.

Through the Ameland Academy you can study, work and live independently on Ameland in a paid way. Become a (self-employed) cook, a hostess or host. Get a recognized mbo diploma level 2 in one year instead of two years. Or get an mbo diploma level 3 in two years. Check for more info: <https://www.waddenacademy.com/>

You are required to attend courses and training to which you are invited. If you attend a course and training on a day that is not your working day, this time can be compensated later by mutual agreement.

You can also arrange your own courses through the STAP budget. Check for more info: <https://www.rijksoverheid.nl/onderwerpen/leven-lang-ontwikkelen/leven-lang-ontwikkelen-financiele-regelingen/stap-budget>

In case of refund, the amount due will be offset against your final bill. However, if this is not sufficient, arrangements will be made.

If we terminate your employment because of poor performance in your position, or for an urgent reason, the same repayment arrangement applies as if you resigned.

Are you doing a hospitality related or hotel school education and are you looking for an adventurous, fun and above all educational MBO or HBO internship?

Come do an internship with us! Please contact us for the possibilities!

Travel & transportation



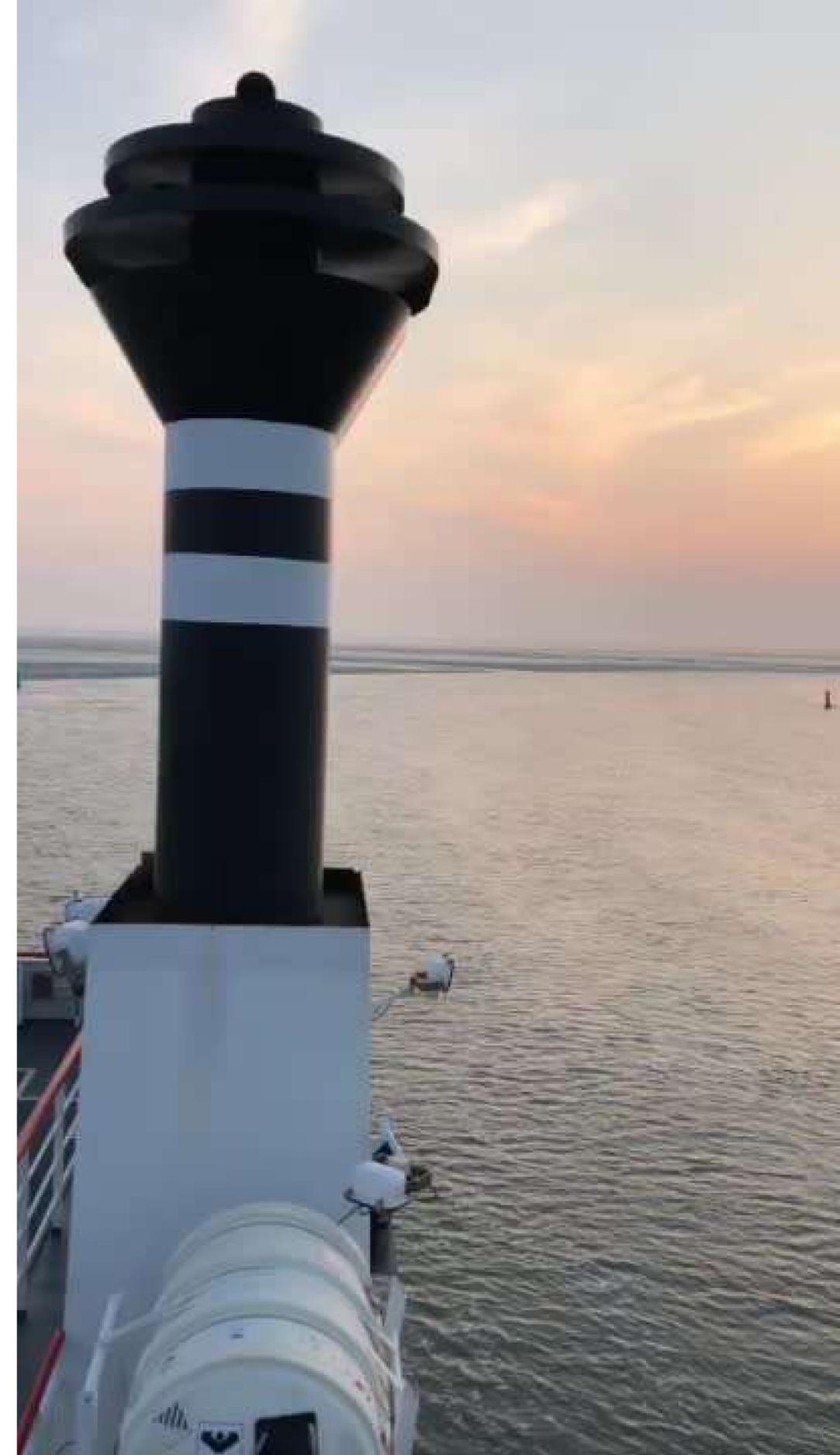
We can pay for your travel to get here. You will have to travel on a budget/second class. We do not pay for your car to go on the ferry, but it is possible to bring your car. You keep your receipts and when you arrive you submit the tickets. We pay half of the amount back to you with your first salary payment, and the other half when you finalize your contract until November 1st 2023. The ferry leaves from a town called 'Holwerd' and here you can find information regarding the ferry:

<https://www.wpd.nl/ameland/afvaartenoverzicht>

We also give you the option to rent one of our e-bikes for €1 per day, this gives you a lot of freedom on the island. We also sell second hand regular bikes for €75 which we can buy back for €50 when you leave (and it's in good order).

You may be provided with a company car to perform your job .

Company cars may only be used for work-related trips and not for private trips.





*And now
it's time to shine*

For questions you can always contact
your immediate supervisor and the HR department.

In your labor agreement, you sign for having read this document.