

Loonwaarde

The loonwaarde indicates to what extent you can accomplish a job compared to someone else doing the same job without support and guidance from IBN. We measure this at your workplace, often without you noticing.

When assessing loonwaarde, we consider:

- Work pace: Do you work quickly, at a normal pace, or slowly?
- Quality: Do you make few errors or does your work require frequent checks?
- Employability: Can you work independently, or do you need assistance?

After the measurement we hold a review meeting with you, your trajectregisseur, your teamleader and a loonwaardemeter (a municipal employee). This meeting is called a loonwaardegesprek.

During this review meeting, we talk about your work, your pace, quality, and employability. Following the meeting, we determine your loonwaarde, expressed as a percentage. This percentage is important for IBN and the municipality for wage subsidy purposes. Your salary remains unaffected by the loonwaarde.

The loonwaardemeter also wants to know what you need for your next step, whether it's within one of IBN's companies or elsewhere. Together, we explore how IBN can support you in achieving your goals.

Examples of loonwaardemetingen:

- Example 1: You have one hour to clean two classrooms. If you complete this task within the hour, it counts as 100%. If it takes you 1.5 hours, your loonwaarde is 75%.
- Example 2: You work in production at IBN. A regular employee independently packs 100 boxes per hour without errors, rated at 100%. Another employee performs the same task but requires twice the time, packing 50 boxes per hour with two errors. This person's loonwaarde is 50%.