

PROFESSIONAL IMMERSION CONVENTION

Between

Mr.

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.....

Duly authorized by the company

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Street n°

.....

Town

postal code

and

Mr.

.....

Street n°

.....

Town

postal code

the following has been agreed:

Article 1

The worker is hired as an on-the-job trainee from until

..... inclusive.

Article 2

This convention defines the procedures for carrying out the traineeship in the company to be carried out by the trainee. The purpose of the immersion of the trainee in the company is to provide him/her with training for the acquisition of certain skills or aptitudes by providing services at work.

This convention is not subject to the provisions of the law of 3 July 1978 on employment contracts.

Article 3

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Only the social documents drawn up in compliance with the provisions relative to the use of languages in Belgium can have legal effect.

The traineeship programme is as follows:

- nature and objectives of the traineeship:

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- tasks to be carried out by the trainee:

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- person responsible for the traineeship who will supervise the trainee and facilitate the trainee's learning programme and/or his/her integration in the company:

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Article 4

The place where the traineeship will be carried out is located at:

.....

The parties recognize and accept that the place of work is not an essential condition of this convention and therefore it can be unilaterally modified by the company in view of its needs.

Article 5

The trainee will be present in the company hours per week in keeping with the following schedule: 1

Monday: from to and from to

Tuesday: from to and from to

Wednesday: from to and from to

Thursday: from to and from to

Friday: from to and from to

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Saturday: from to and from to

Sunday: from to and from to

Article 6

The trainee is compensated by the company at a rate of € per month. If the compensation cannot be set at the time of the conclusion of this convention, the type and basis of calculation are set as follows:

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.....

Any other compensation, other than the gross salary mentioned here above or required by the law, a royal decree or a collective labour agreement, is simply a donation. It can be awarded or suppressed for reasons that the employer reserves the right to determine itself and for which no justification need be given to the trainee. As concerns that compensation, the trainee can under no circumstances argue the general application thereof, nor refer to any right whatsoever.

Article 7

The company undertakes to:

- offer the trainee activities similar to those exercised in the profession and not to limit the traineeship to the fulfilment of exclusively operative tasks;
- to provide the trainee with the instruments required for the proper execution of the tasks entrusted to him/her;
- to insure the trainee for accidents that could occur in the execution of the traineeship or on the way to work.

Article 8

The trainee must respect the working hours of the traineeship and the instructions given, and must show a willingness to acquire and increase his/her skills and aptitudes.

In case of absence, the trainee undertakes to inform the company, by telephone if necessary, on the first working day of that absence. No compensation will be due for the days of absence, be they justified or not.

If the trainee has the advantage of social benefits, he/she undertakes to inform the authorities concerned of the existence of this convention.

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Article 9

This convention automatically ends at the term indicated, without notice or compensation.

It terminates early without any compensation in the following cases:

- termination by mutual agreement;
- serious misconduct by one of the parties;
- presence of circumstances beyond the control of one of the parties;
- in the event of death of one of the parties;
- by giving notice of calendar days, starting the day following the day on which the notification becomes effective or by means of payment of corresponding compensation.

Article 10

The trainee authorizes the employer to make all payments concerning him/her, of any kind whatsoever, to the account:

IBAN:

BIC:

Any expenses will not be deducted from the amounts for which payments are made.

Article 11

The trainee declares that he/she has received a copy of this contract and a copy of the work regulations in application in the company and declares that he/she accepts the provisions and conditions of those work regulations.

Article 12

The following is also agreed:

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Established in duplicateon.....

Translation without legal value

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