

Educació

No reglada

INDIVIDUAL TRAINING PLAN OR LEAVE (PIF)

Concept

The Individual Training Leave (PIF) is a paid leave, or a right of workers, which allows them to be absent from the workplace in order to undertake official training with the aim of improving their professional qualifications.

Length of time

The PIF may have a maximum duration of up to 200 working hours per calendar year or academic year per worker, or the limit established by the applicable regulations.

Regulatory framework

The PIF is mainly regulated by:

- The Workers' Statute.
- The Vocational Training for Employment System.
- FUNDAE (management, funding and control).
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Training requirements

- The training must be official and officially recognised (university degrees, vocational training, professional certificates or other official accreditations).
- It may be delivered in a face-to-face, distance or blended format.
- Mandatory training required by the company and internal training are excluded.

Obligations of the parties

- Worker: to request the leave and provide evidence of attendance and successful completion of the training.
- Company: to authorise the leave (which may be denied for duly justified organisational reasons) and to manage the subsidy, where applicable.

Monitoring and control

- The Administration may carry out monitoring actions to verify compliance with the requirements and the correct application of the PIF.

Funding

Free of charge for both the worker and the company.

The PIF beneficiary continues to receive their usual salary as if they were working normally. The company may offset the salary cost corresponding to the worker's hours of absence, through bonuses on Social Security contributions.

