

**Press release**

**NFU is making a final offer with a permanent salary increase of 8.25% over three years accompanied by agreements on reducing the workload**

**Utrecht, September 19 – Today the board of the Netherlands Federation of University Medical Centres (NFU) presented a final offer to the trade unions. The NFU is offering a permanent salary increase of 8.25% in a three-year collective labour agreement for the 70,000 employees at the eight university medical centres (UMCs) and calls on the unions to come to an agreement quickly.**

“With this offer, we want to show our appreciation for all employees in the UMCs. They provide an invaluable contribution to the health of today and tomorrow in terms of patient care, training, education, scientific research and its support. We have enormous respect for their work. We listened closely to the wishes and concerns of our employees and those of the unions. That is why we are presenting today a fair and balanced final offer,” said Leon van Halder, chair of the NFU-CAO delegation on behalf of the joint UMCs.

**Agreement to reduce workload as well**

The talks to create a new CAO have lasted half a year. Together with the trade unions, we searched intensively in formal and informal ways for a CAO that all parties could accept. Our discussions focussed on salary increases as well as reducing the workload. Since the informal explorations have not led to a resumption of the negotiations, the NFU board is presenting a final offer of a salary increase of 2.5% in 2018, 2.75% in 2019 and 3% in 2020, each time taking effect from August 1 of that year. The NFU is including an extensive package of proposed measures to reduce the workload as well. Reduction of regulatory pressure and registration burden are key elements of this.

The NFU calls on the unions now to come to an agreement quickly, in the interests of the employees and patient care.

Read here the complete [final offer](#) and the [letter to the unions](#).