



Cao-negotiations of umc's started constructively with an initial exploration

Today (November 27) the collective labour agreement (cao) delegation of the NFU and the unions met to discuss the cao for employees of the university medical centres. During the constructive consultation, the parties started by exploring the themes they consider important for this new cao. The cao-delegation clarified its own starting point on behalf of the umc's. The unions did the same, and the formal written letter of commitment for some of them will follow.

The next meeting is planned for December 11, at which the cao-delegation will flesh out its commitment along with an initial response to the unions' commitment. Using open consultations and realistic expectations, the umc's and the unions will try to realise feasible solutions. We want to arrive together at proposals that are acceptable for all parties.

The umcs' vision

The umc's want to produce a future-proof employment conditions package for all umc employees given the current societal context:

- The meaningful work that employees do and their passion for patients, research and education must go hand in hand with a suitable wage and an appropriate benefits package.
- Dialogue sessions are currently being held (delayed by pressure from COVID) with employees in the umc's to determine together what is needed now and in the future to continue working proudly, happily and safely while remaining fit. This offers input for a good cao.

The reality:

- Healthcare is having to deal with the impact of the greying population on care, the dilemma of constantly rising costs of specialist medical care and the necessity to restrain expenses.
- In addition, there are the financial consequences of the COVID-19 crisis on the finances of the umc's and the uncertain economic times resulting from this unprecedented crisis.

We see that in the coming years the healthcare sector – more than other sectors – will retain a high level of job security. The demand for healthcare professionals continues to grow. Unfortunately, the financial flexibility is limited at the moment. The cao will have to align with and fit in these financial limitations. The NFU considers a robust cao, that reflects the world around us, to be in the interest of all umc employees.

The cao-delegation is looking forward to a sound and constructive consultation on December 11.