

Umc's and unions working towards acceptable cao for all parties

The cao-delegation of the NFU and the unions held their fifth meeting concerning a new collective labour agreement (cao) for employees of the university medical centres (umc's) on 23 February 2021. The umc's and the unions have explored the content of many proposals shuttling back and forth. We have come closer together on a number of points, while more elaboration is required for others. However, regarding the topics of salary and generational policy for sustainable employability, the standpoints are currently far apart.

The cao-delegation understands the unions' call for a salary increase for everyone. Karen Kruijthof, director of Amsterdam UMC and member of the cao-delegation explained, "Given the current economic conditions, the corona crisis and the caretaker status of the Cabinet, it is unfortunately really difficult to find financial leeway for a generic and structural salary increase alongside the previously proposed improvement by the NFU for the middle groups (extending scales 7 through 9 for nursing care professionals, clinical positions (supportive and co-management) and analysts, and increasing the basis for TOD)."

Gabriël Zwart, director of Maastricht UMC+ and also member of the cao-delegation added, "The Minister of Medical Affairs has unfortunately chosen to postpone the implementation of the motion adopted by the House of Representatives concerning better working conditions for healthcare personnel for the attention of the next Cabinet. The umc's are aiming for sustained purchasing power and offering a competitive salary compared to other care institutions. We also want to respond to the necessity to make a difference for certain professions in our organisations through differentiated interventions in terms of compensation."

Karen Kruijthof concluded, "Jointly, thus together with the unions, we are working towards an acceptable cao for all parties. That is a short-term cao with improvements to the current cao. Aspects that we do not yet agree on are: extra salary for all employees and the generational policy, with the umc's striving for sustainable employability for all ages and not just the elderly. That is why we call it a generations' policy. In the interests of our employees, we shall continue working with the unions to arrive at responsible agreements."

Continuation

The next meeting of the cao-delegation and the unions' representatives is planned for Friday, March 12.