

## Cao proposal sent to the unions

Dear colleagues,

Last Friday (February 5), the cao-delegation of the NFU sent a proposal for the most important changes in the new cao to the unions.

As you know, there is little financial leeway available due to the consequences of the COVID-19 crisis, the economically uncertain times, and the rising pension premiums that the umc's are primarily paying from their own pockets. The current caretaker cabinet is not making any additional funds available for better working conditions for healthcare workers and is postponing this decision until the next cabinet has been formed. That is why we are focussing on a short-term cao with improvements to parts of the current cao and a targeted wage increase for nursing care professionals, clinical positions (supportive and co-management) and analysts.

Scales 7, 8 and 9 of staff in these job families will be extended with two incremental pay rises. These groups were chosen because a number of aspects coincide in them, like dead-end jobs, limited career advancement possibilities, scarcity, and tendency to underappreciation in terms of salary compared with other jobs despite the increasing complexity of patients and technological developments.

A summary of the proposal is attached as an appendix. If you would like to read the full text, click [here](#). We realise that questions may arise about the proposal. That is why a FAQ was prepared and is regularly added to. Keep an eye on the NFU website and your intranet.

On Tuesday, February 23, we shall be discussing this proposal with the unions.

If you have any questions or suggestions, send an e-mail to [caoumc@nfu.nl](mailto:caoumc@nfu.nl).

On behalf of the NFU cao-delegation,

Karen Kruijthof, manager

Gabriel Zwart, manager

Gys Driessen, HRM director

Jeanneke van Meulebrouck, HRM director

*Appendix: summary*