

# Targeted improvements in salary, development and vitality

## SALARY PERSPECTIVE

Improved salary perspective for jobs that deserve special attention now. The 4 job families: care and nursing, clinical co-management, clinical support and analytics.



- The end of salary scales 7, 8, 8a, 8b, 9, 9a and 9b of these jobs will be extended by two additional incremental pay rises. Employees who reached the end of their scale a year or longer ago on 1 July 2021 will receive their first incremental pay rise on 1 July 2021 and their second one on 1 July 2022.
- This extension is structural, so employees who have not yet reached the end of their scale can also look forward to an increase in salary.

## OTHER FINANCIAL IMPROVEMENTS



- The maximum basis for calculating the bonus for irregular shifts (TOD) will rise from scale 7, incremental pay rise 10 (€3280) to scale 10, incremental pay rise 8 (€4067).
- Employees in scale 11 who work irregular shifts will also be eligible for TOD.
- Employees in scale 11 or higher working on-call and stand-by shifts will also receive a BAD bonus.
- From 1 April 2021, employees will receive a compensation for working at home of €2 net per day.
- All employees will be exempt again in 2021 from paying the premium for the continued WW and WGA benefits.

## PROFESSIONAL DEVELOPMENT



- Career wishes: umc's will provide money and time for training and development. Development can include conference visits, membership of professional organisations and registration in quality registers.
- Increasing nurses' say in specialist and professional development.
- When assigning a salary scale, take the internship year and relevant work experience into account.
- Interns from MBO and HBO programmes with mandatory internships will receive an internship compensation.

## VITALITY

- Right to at least 14 hours of rest after a night shift.
- Expansion of individual choices model with option to exchange money for free time.

## LOOK AHEAD: ANTICIPATED IMPROVEMENT IN 2021



- Revision of the Care and Nursing job structure.
- Sector analysis (via Arbeidsmarktfonds SoFoKLeS with employees' organisations) aimed at increasing sustainable employability of all employees.
- Study into building up a vitality budget for flexibly disposable free time.
- Updating and clarifying labour terms and conditions for academic medical specialists.