

Cao UMC negotiation gets follow-up after elections and SER advisory report

On March 12 the cao-delegation of the NFU and the unions held their sixth meeting to discuss a new cao for UMC employees. The unions are not prepared to take their joint wage demands from the table. Agreement can mostly be reached for the other substantive points proposed by the five unions and the NFU. The cao-delegation of the NFU and the unions will continue their negotiations after the elections and after the publication of the SER advisory report about the labour market problems in the healthcare sector. If the government agrees to award more money, the UMCs will use it immediately to improve the work conditions of their personnel.

Gabriël Zwart, director of Maastricht UMC+ and member of the cao-delegation, explained, “We weighed all aspects against our broad responsibility as major employers in the areas of healthcare, education and research. We are also responsible for the continuity of the care of patients, pleasant and safe work conditions for all our employees, and employment opportunities. Therefore, only once there is more financial leeway available can we discuss a structural, generic wage increase on top of the package of substantive changes. We want to keep talking with the unions and hold another meeting as soon as possible after the elections and after the publication of the SER advisory report about the labour market problems in the healthcare sector.”

Karen Kruijthof, director of Amsterdam UMC and member of the cao-delegation, added, “We have strongly [urged](#) the politicians in The Hague to implement the motions that have already been passed to make more money available for the healthcare sector and personnel. As UMCs we feel it is extremely important to include all of the substantive points that are now on the table in the new cao. The substantive points derive from the five submissions from the unions and the dialogue sessions that the UMCs held. We think it’s a pity that we cannot already implement the substantive changes (for example, pay raises for the healthcare professionals in scales 7 through 9 and now also scale 10) since we have to wait for the expected approval of more wage leeway from the government. Then we shall resume the discussion of the structural wage demand as quickly as possible. We need the support of the unions for that. But we are keeping these substantive proposals on the table so that we can continue talking – once the government has approved the disbursement of more money. One important point is that we shall use all of the money for improving the labour conditions of our staff.”

Continuation

The cao-delegation of the NFU will invite the unions to a follow-up meeting as soon as there is more clarification about the consequences of the House of Representatives election and the advisory report about the labour market problems in the healthcare sector.