

## Cao-delegation appeal sent to the scouts

**On March 12, during the latest cao-negotiation round, it was decided to continue the talks between the NFU and the unions after the elections and after the publication of the advisory report from the Social and Economic Council (SER) about the labour market problems in the healthcare sector. The cao-delegation from the NFU sent the previously prepared [open letter](#) requesting additional investment in healthcare to the new scouts of the House of Representatives.**

Now the elections to the House of Representatives are over, and the search for a new government has started. The SER advisory report, which advises the government about compensation in the healthcare sector, is expected to appear in early April. Gabriël Zwart, director of the Maastricht UMC+, emphasised on behalf of the cao-delegation that it is important to keep drawing the attention of politicians to this message. "Certainly now that the formation of a new government is gradually gaining momentum. A motion for a salary rise for healthcare personnel was passed in October last year, but it is up to the new government to put it into effect."

Karen Kruijthof, director of Amsterdam UMC and also a member of the cao-delegation, added, "On the most substantive points of a new cao, we have already pretty much reached an agreement with the unions. The only point we cannot agree on involves a generic and structural salary rise for all UMC personnel. We simply do not have the money for that without the government's support. The government will have to act on its words. We shall immediately use the promise of more money from the government for further improvement of our staff's working conditions."

### **Pension**

The cao-delegation has noticed that an incorrect idea about pensions may have arisen. There has been an aim for a long time to create a level playing field for pensions: the same rules for UMCs and the rest of the healthcare sector. Along with a difference in pension funds (NFU is associated with ABP while the rest of the healthcare sector is with PFZW) and differences in their arrangement, there is also a difference in premiums and the distribution of premiums between employer and employee. The premium distribution at ABP is 70% employer and 30% employee, while in the rest of the healthcare sector, this is 50%-50%. To be clear, the cao-delegation stresses that we are not talking now about adjusting the premium distribution. If this situation should change due to developments in the future, then any agreed higher pension contribution by employees would be compensated in their salary.