



## NFU and NU'91 conclude cao-agreement

Date 16-9-2021

**On Thursday, 16 September 2021, the NFU and NU'91, the professional organisation for nurses, auxiliary care personnel and related professions, signed the agreement for the Cao umc 2022-2023. The NFU expressly invites the other unions to join with this cao-agreement.**

Stella Salden, chair of NU'91 explained. "This cao-agreement is an important first step in eliminating the salary backlogs and providing a structural improvement in the appreciation and compensation of nurses and auxiliary care personnel. It is also in the view of NU'91 a recognition of the responsibilities, burden and risks of the caring profession. It's a first step being taken towards a separate set of employment conditions regulations for nurses and auxiliary care personnel, something that NU'91 has been working on for 30 years. This opens the door for better and fair employment conditions and salaries in the various sectors in the healthcare profession."

NFU-chair Margriet Schneider added, "We are delighted that we have now managed to conclude a cao, and it remains our clear goal to include as many unions as possible in this agreement. This is an unusual situation, but we believe that this is an essential step that we must take now to restore calm in the umcs and to work towards a balanced wage structure. When additional funding is made available by the government in The Hague for healthcare workers, it will of course be devoted in full to our employees."

### **Substantial improvements**

Gabriël Zwart, director of Maastricht UMC+ and cao-negotiator, said, "We started these cao-negotiations with five different proposal letters from the unions. This showed that the unions placed their emphasis on different aspects. Based on dialogue sessions with our employees and the unions' proposal letters, we sat together at the cao-table and came up with substantial points. We were able to reach agreement with the unions on many points. These points are clearly evident in the new cao; they offer a range of substantial improvements for all umc employees."

### **Imbalance**

"Based on the feedback we received in the cao information meetings in the umcs, we decided to expand the final offer to include all auxiliary care personnel in the proposed wage increase for the middle groups in direct patient care," clarified Karen Kruijthof, director of Amsterdam UMC and cao-negotiator. "We are counting on solidarity among the umc employees because these middle groups in patient care are demonstrably lagging behind and deserve support to catch up. It is only fair to correct this imbalance. The emotions can sometimes run high, but this cao is a step in the right direction towards a balanced wage structure. Our appeal to the umc employees is: keep respecting each other's opinion and viewpoint. It would be respectful to colleagues to await the outcome of the members' consultation of the other unions before committing to and preparing possible actions."

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