

NFU makes final offer for two-year Cao umc

Targeted improvements in wages, development and vitality

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On 5 September 2021, the NFU presented a final offer to the unions. With this step, the NFU and the umcs were taking the responsibility to break through the impasse of the stalled cao-negotiations. It was not possible to wait any longer for the Cabinet. Healthcare workers deserve better wages and good labour conditions, especially now.

NFU-chair Margriet Schneider explained. "The past year and a half was an unusually stressful period because of the COVID-19 crisis, in terms of work pressure and financially. Our people have made an incredibly huge contribution, as researchers, trainers, in the lab and providing support. And especially that crucial group working at the centre of care: the nurses. We want to use the limited financial leeway we have for those job families with the greatest arrears compared to the outside world: the nursing and clinical support personnel. The SER advisory report, '[Working for the care sector](#)', is also clear about that: more money for the middle groups, with the greatest scarcity and pressure."

"We don't want to and can't wait any longer for the government, given yet another delay in the formation of a new Cabinet. That is why we are now making a final offer with improvements to the current cao, about which we and the unions were mostly agreed. We are also offering a targeted wage increase for the group with the greatest arrears and a limited general wage increase for the rest of the umc employees."

Important points of final offer

Because the parties have not been successful in revising the current cao for 2021, it will remain in force unchanged to the end of 2021. The NFU's final offer contains specific content and financial improvements for a new cao umc extending from 1 January 2022 until the end of 2023.

To compensate for the later implementation of the previously proposed improvements for 2021, a one-off bonus will be awarded. The most important points are:

Vitality

- After a night shift, the right in principle to at least 14 hours of rest.
- No late and night shifts during pregnancy and in the period after childbirth
- Expansion of individual choices model with option to exchange money for free time.

Salary improvements for middle groups in patient care in 2022

- Employees in the nursing and care, clinical support, clinical co-management and analytics job families in the salary scales 7 through 10 plus doctors' assistants will receive a one-off bonus of 3.5% of their gross annual salary in January 2022, if they have been in their position for at least half a year. See the explanation above. For example: a nurse earning a gross monthly salary of €3,000 will receive a bonus of €1,260 gross.



- These employees will receive a structural wage increase of 3.5% from 1 August 2022
- In these positions, the top of scales 7 - 10 will be extended by 2 additional incremental pay rises.

Salary improvement for other employees in 2022

All umc employees who have been working there for at least half a year on 31 December 2021 will receive a one-off bonus in January 2022 of €750 gross (for a full-time position) and a structural wage increase of 1% from 1 August 2022. See the explanation above.

Salary improvement 2023

In 2023 the wage increase will be based on the government's contribution to labour cost development (overheidsbijdrage voor arbeidskostenontwikkeling, OVA). This is based on the average salary increase in the market. As soon as the Ministry of Health, Welfare and Sport (VWS) and the Cabinet provide the umcs and the healthcare sector with additional funding for labour conditions, then additional agreements will be made between the cao parties.

Improved basis for calculating the bonus for irregular shifts (TOD, Toelage onregelmatige diensten)

The TOD is based on the current salary, in 2022 to a maximum of the salary in scale 10.8. In 2023 the calculation basis will be increased again to the top of scale 10 (10.12).

The complete final offer of the NFU is included in the appendix. It contains a large number of agreements about training, vitality and having more of a say. They were already the topic of extensive discussions with the unions.

Positive recommendation

A total of five employees' organisations were involved in the negotiations about the cao umc. Karen Kruijthof, cao-negotiator and director of Amsterdam UMC said, "We are appealing to the unions to understand and accept our final offer, precisely because of the current situation. We trust that they will present it to their members with a positive recommendation." Gabriël Zwart, also cao-negotiator and director of Maastricht UMC+ added, "For the middle groups in patient care, we are taking the right steps in terms of wage increases, extensions of salary scales, and higher basis for calculating the bonus for irregular shifts. This will compensate for some of the arrears. It remains an urgent matter that the government must make additional funding available, as stated in the SER advisory report. Then we can determine together how best to use it."

Further communication for umc employees will follow later this week. Questions can be sent to caoumc@nfu.nl.
