



## FAQ about the supplemented cao-agreement 12-11-2021

Datum 16-11-2021

### 1. Why has the [cao agreement](#) previously agreed with NU'91 been supplemented?

In September, the Cabinet provided [additional funding](#) for the healthcare sector. With this money, more can be done for **all** umc employees. Plus the action plan for relieving work pressure was made more concrete. The basis remained the closing of the gap in salaries for the middle groups in patient care\*; we call this differentiated compensation.

### 2. Which unions signed this agreement?

The NFU and the FNV, CNV, FBZ, LAD and NU'91 unions reached agreement on additional points for the cao umc on 12 November 2021. The unions are presenting the supplemented cao-agreement to their members with the recommendation to accept it.

### 3. Actions were announced for 25 November 2021. Will they still take place?

No. Since the NFU and the FNV, CNV, FBZ, LAD and NU'91 unions reached an agreement on 12 November 2021 regarding additional points for the cao umc and the unions have presented the supplemented cao-agreement to their members with the recommendation to accept it, the announced actions have been cancelled.

### 4. When does the new cao take effect?

The supplemented agreement will be implemented in a new cao from 1 January 2022.

### 5. I fall in the middle groups in patient care\*. What does this agreement mean for me?

- 2021: from 1 August 2021 your salary will be increased permanently by 3.5%. This will be paid out with retroactive effect in January 2022.
- 2022: from 1 January 2022 your salary will be increased permanently by 3.5%.
- 2023: mid-2022 the Cao-parties will meet to discuss the wage increase for 2023. To compensate for inflation, the wage increase for 2023 will at least be the same as the rate of inflation. The date of implementation for the wage increase for these groups of employees is 1 January 2023.

The wage increases from 1 August 2021 will be calculated with retroactive effect and paid out in January 2022. This includes employees who left between August 2021 and January 2022.

Furthermore, the end of scales 7 - 10 is being extended by two extra incremental pay levels, and the basis for calculating the Bonus for working irregular shifts will be raised so the calculation is based on your salary up to a maximum of standard scale 10 incremental pay level 8. From 1 January 2023 this basis will be increased again to the end of standard scale 10 (incremental pay level 12). Read more about this in the [supplemented cao-agreement](#).

\*these are employees in the nursing and care, clinical support, clinical (co-)management and analysis job families in scales 7 - 10, plus doctors' assistants and careers in scales 5 and 6. In addition, scales 7, 8 and 9 of the middle groups in patient care will be extended by two extra incremental pay levels from 1 January 2022.



## **6. I fall in the scales 1 - 10 group (not in the middle groups in patient care). What does this agreement mean for me?**

- 2021: from 1 August 2021 your salary will be increased permanently by 2%, with a minimum of € 75 gross per month (on a full-time basis). This will be paid out with retroactive effect in January 2022.
- 2022: per 1 August 2022 your salary will be increased permanently by 2%, with a minimum of € 61 gross per month (on a full-time basis).
- 2023: mid-2022 the cao-parties will meet to discuss the wage increase for 2023. To compensate for inflation, the wage increase for 2023 will at least be the same as the rate of inflation. The wage increases will be calculated and paid out with retroactive effect from 1 August 2021 in January 2022. This includes employees who left between August 2021 and January 2022.

## **7. I fall in the scale 11 or higher group. What does this agreement mean for me?**

- 2021: from 1 August 2021 your salary will be increased permanently by 1% plus 1% to a maximum of € 46 per month (on a full-time basis). This will be paid out with retroactive effect in January 2022.
- 2022: from 1 August 2022 your salary will be increased permanently by 1% plus 1% to a maximum of € 46 per month (on a full-time basis).
- 2023: mid-2022 the cao-parties will meet to discuss the wage increase for 2023. To compensate for inflation, the wage increase for 2023 will at least be the same as the rate of inflation.

## **8. What will change in terms of work pressure?**

The umcs want to make every effort to reduce the work pressure. The following agreements were concluded in the cao-agreement:

- Every day off is a free day. An employee does not have to be on standby.
- Limiting the ability to move shifts around means the rosters are set.
- Teams will arrange their own rosters as the new norm.
- The period of rest after an on-call or standby at night shift is extended to at least 8 hours.
- The period of rest after a night shift is at least 14 hours.
- Choice of no late shifts or night shifts when pregnant and in the period after the birth.
- Expansion of the individual choices model that allows salary to be exchanged for time off.
- If the employer changes a roster less than 72 hours before the roster was planned to start, the employer pays a compensation for the rearranged shifts. This measure is being incorporated in the cao.

In addition, each umc has its own package of measures to reduce the work pressure.

## **9. How will the generational policy be implemented?**

The umcs have noted that there are different challenges for the various generations. That is why a central generational policy is being incorporated in the cao which states that the umcs must have at least a policy for the group of young professionals at the start of their career and starting families, or for the group of experienced professionals who have to balance caring for their family, parents and work, or for the group of extremely experienced and older professionals.

For older employees an arduous occupations policy (RVU) will be implemented that derives from the MDIEU sector analysis.



**10. Are there more aspects in which the umcs are investing?**

Yes. The umcs will also invest in training, professional development and more authority for employees, among other options.

The complete overview is available in the [supplemented Cao umc 2022-2023](#).

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