



## **NFU and NU'91 agree on additions to cao-agreement, other unions join in**

Date 12-11-2021

**On November 11, the NFU and the unions FNV, CNV, FBZ, LAD and NU'91 reached agreement on additional points for the Cao umc. The unions will present the supplemented cao-agreement to their members and recommend that they accept it, so there should be no more actions.**

The basis is founded on reducing the work pressure and raising the salaries of the middle groups in patient care. This is in line with the recommendations presented in the [SER advisory report](#) published this spring. A salary rise was agreed that was not the same for everyone. Previously, a cao-agreement was concluded with NU'91, and now the additional points have been agreed with all the unions.

In the supplemented cao-agreement, improvements were arranged for all umc employees in salary, work pressure reduction, generational policy, training and professional development.

Cao-negotiators Karen Kruijthof, director of Amsterdam UMC, and Gabriël Zwart, director of Maastricht UMC+, are pleased with the result. "We greatly appreciate the enormous amount of work and dedication of our people. We want to pay attention to looking after their health and well-being, giving them suitable compensation, and promoting balance in the salaries of the middle groups in patient care. There was already a sound cao to build on. It has now been supplemented with improvements for all umc employees. This cao meets the wishes of our employees."

### **What does the new cao offer?**

#### **Reducing work pressure**

The umcs want to make every effort to reduce the work pressure. The following commitments were made 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.
- No late shifts or night shifts for pregnant staff 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.



## Salary

### Employees in one of the scales 1 - 10 who are not working in the middle groups in patient care

- 2021: from 1 August 2021 the salary is permanently raised by 2%, with a minimum increase of € 75 gross per month (on a full-time basis). This will be paid with retroactive effect in January 2022.
- 2022: from 1 August 2022 the salary will be raised by 2%, with a minimum increase of € 61 gross per month (on a full-time basis).
- 2023: in mid-2022 the cao-parties will meet to discuss the salary rise for 2023. To compensate for the price increase, the salary rise for 2023 will at least match the consumer price index (CPI) according to the estimate on the government's Budget Day in 2022, and the parties will jointly decide how to resolve any potential hindrances.

From 1 January 2022 the minimum hourly wage is € 14 gross.

### Employees in one of the middle groups in patient care\*

- 2021: on 1 August 2021 the salary will be raised by 3.5%. This will be paid out in January 2022 with retroactive effect.
- 2022: on 1 January 2022 the salary will be raised by 3.5%.
- 2023: in mid-2022 the cao parties will discuss the salary rise for 2023. To compensate for the price increase, the salary rise for 2023 will at least match the consumer price index (CPI) according to the estimate on the government's Budget Day in 2022, and the parties will jointly decide how to resolve any potential hindrances. The starting date for the salary rise for these groups of employees will be 1 January 2023.

Scales 7 - 10 will also be extended by two additional incremental pay levels, and the basis for the bonus for working irregular shifts will be raised so the calculation uses the actual salary to a maximum of the regular scale 10 pay level 8. From 1 January 2023 this basis will be increased again to the end of the standard scale 10 (pay level 12). More details about the Cao umc are available on the NFU [website](#).

*\*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 from 1 January 2022 by adding two incremental pay levels.*

### Employees in scale 11 and higher

- 2021: from 1 August 2021 salaries will be increased by 1% + 1% to a maximum of € 46 per month (on a full-time basis). This will be paid out in January 2022 with retroactive effect.
- 2022: from 1 August 2022 salaries will be increased by 1% + 1% to a maximum of € 46 per month (on a full-time basis).
- 2023: in mid-2022 the cao-parties will discuss the salary rise for 2023. To compensate for the price increase, the salary rise for 2023 will at least match the consumer price index (CPI) according to the estimate on the government's Budget Day in 2022, and the parties will jointly decide how to resolve any potential hindrances.



### **Generational policy**

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 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.

The umcs will also invest in training, professional development and more authority for employees. Read all of the details in the [supplemented cao-agreement](#).

### **Disclaimer**

*The greatest possible attention and care has been taken with the information in this document. Nevertheless, it is possible that errors and/or shortcomings may occur in the text.*

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