



Physically demanding occupations regulations and generational policy

Every day we read reports about the scarcity of workers for the job market, especially in the healthcare sector. That is why it is important to ensure that everyone working in healthcare remains healthy and enjoys their work, so they continue working there. In the cao umc 2022-2023, agreements were therefore made about the generational policy and physically demanding occupations regulations. Details are given below.

Physically demanding occupations regulations

The government acknowledges that in some professions, the instruments for sustainable employability are inadequate. Older employees have not always been able to prepare properly for having to work longer before retiring due to the raising of the state retirement age. That is why it was agreed in the [pension agreement of June 2019](#) that employers with older employees can reach agreements about stopping work earlier. This is a temporary measure lasting until 31 December 2025.

In the cao umc 2022-2023 it was agreed that the umcs would elaborate this agreement with the unions. The NFU and the unions reached an agreement on 20 May 2022 about the [Physically demanding occupations regulations](#). This will be incorporated in appendix Q of the cao. The regulations take effect on 1 November 2022 and run through 31 December 2025.

Who these regulations are for

- Employees born between 1956 and 1961;
- who in the period from 1 November 2022 through 31 December 2025 are three years or less from their state retirement age; [use this to calculate your state retirement age](#);
- have worked at least 20 years in healthcare; this could be in an UMC, or in combination with years worked in another healthcare institution;
- work in a position being paid up through salary scale 11, this is included in [the appendix to the regulations](#).

In the umcs this list will be elaborated further with the job position titles used in each one that fall within the set frameworks.

If these regulations apply to you, then you can:

- stop working at most three years before reaching the state retirement age
- during the period until you reach the state retirement age, you will receive a benefit linked to the pension. In 2022 the maximum benefit is €1,874 gross per month. You will receive this benefit in proportion to the number of years worked.

If you are participating in this scheme on 31 December 2025, then it continues until the moment you reach state retirement age.

Important to know

It is not permitted to perform paid work in addition to receiving this benefit (salaried employment, freelancer or entrepreneur). If you work somewhere else, then you will have to resign from that job to participate in this scheme.

If you want to participate in this scheme, it is best to explore the financial consequences of participation in detail and to look at the possibility of a multi-option pension.

Next step and process

Within the umcs the physically demanding occupations regulations will be elaborated further and processes for implementing the regulations documented. Once there is more clarity about how to register for the scheme, your umc will inform you of the details.



Generational policy

Three schemes are being set up to support the vitality of different generations:

1. for the group of young professionals at the start of their career and starting families;
2. for the group of experienced professionals who are balancing care for their family, parents and work;
3. for the group of extremely experienced and older professionals.

Each umc chooses locally to apply at least one of these three schemes. Preparing the schemes is done jointly together with the unions.

In the Landelijk Overleg Academische Ziekenhuizen (LOAZ; National Consultative Committee of University Hospitals and the Unions) of 20 May 2022, the NFU and the unions agreed to establish a joint working group to discuss both the approach and the content of the three schemes. Further information will be provided as it becomes available.