



NFU presents a salary proposal for umc employees

On Tuesday, 29 November 2022, during a discussion with the unions, the NFU presented a proposal for the realistic fulfilment of the salary agreements in the current collective labour agreement (cao). It involved a one-off payment of €1000 in 2022 and a permanent wage increase of 5% from 1 January 2023 for all employees of the umcs. This will allow the employees to retain their purchasing power for 2022 and 2023. The unions rejected the proposal. The parties left the meeting without a concrete result.

The cao specifies that wages must be linked to inflation, but we can also discuss difficulties arising. No one could have anticipated that the world would change so quickly. The NFU is disappointed that the unions do not want to resolve the tabled difficulties. 'The unions are ignoring the fact that there is a crisis and are unwilling to include the compensation offered by the government,' said Gabriël Zwart, one of the negotiators on behalf of the NFU. With this proposal, the NFU wanted to give the employees clarity as soon as possible.

During the discussions, the unions refused to move from a demand of 11.3%, and referred to the cao's specification. The NFU produced calculations to show that such a percentage would have serious consequences for work availability and work pressure, now and in the future. The umcs will only be receiving partial compensation for the current level of inflation from the government and healthcare insurers; this amounts to about 4%. The umcs must continue to be able to conduct responsible personnel policies for the coming years. This is in the employees' interests, patients' interests and the interests of healthcare in general. 'Meeting this demand is socially irresponsible for the healthcare sector,' added Karen Kruijthof, another negotiator on behalf of the NFU. Maintaining purchasing power has been the NFU's policy for many years.

The NFU will produce a follow-up within two weeks and is always prepared to continue the talks. The umcs will also focus on this topic in the coming period.