



NFU final offer Cao umc 2018-2020 19-9-2018

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THEMA Duration, margin and salary

1. Duration

The CAO has a duration of 3 years (1 January 2018 to 1 January 2021).

2. Salary

- From 1 August 2018 a permanent salary increase of 2.5% will take effect.
- From 1 August 2019 a permanent salary increase of 2.75% will take effect.
- From 1 August 2020 a permanent salary increase of 3.0% will take effect.

3. Conversion of personal budget into salary

The personal budget does not meet the original objective set for it and will be terminated from 1 January 2019.

Employees who currently receive a personal budget will have their salaries and salary scales permanently raised by 0.92% from 1 January 2019. Academic medical specialists listed in chapter 15 are exempt.

Employees have until 1 January 2021 to make use of the possibilities in the CAO for any unused personal budget. This also applies to the already accrued balance of academic medical specialists. The supplementary personal budget remains unchanged, including the possibilities of using it. Conversion of personal budget into permanent salary also affects the pension, holiday pay, year-end bonus and other salary-related additions.

This conversion is macrobudget neutral for the employer. A transparent calculation will be presented with the underlying figures.

4. Interns

Along with retaining the current compensation system, interns will receive compensation for expenses amounting to €100 gross per month from 1 January 2019 for the period that they are following an internship in an UMC.

5. Indexation compensation of trainee allowance

The trainee allowance specified in appendix G is indexed from 2018 in agreement with the permanent salary increases deriving from the CAO.



THEMA Vitality

6. Approach to workload and extension of leave

Workload is experienced everywhere as a problem. The UMCs feel responsible for taking steps to reduce the workload together with their employees. The UMCs envisage five avenues:

- The UMCs invest in good working conditions and the prevention of absenteeism/lost days.
- Extending leave arrangements from 1 January 2019:
 - o The right to paid (70%) short-term carer's leave as defined in article 7.3.4 is extended from 3 to 4 weeks per year. For essential care of immediate family members, including partner, child or parent, the right to carer's leave is granted for a maximum of 12 weeks per year, again for a payment of 70%.
 - o During maternity/paternity leave and carer's leave (long-term) in the sense of the WaZo [Work and Care Act], the accrual of pension rights continues in full according to the standard division of the premium.
- The UMCs commit to qualitative and quantitative objectives regarding the lessening of regulatory, registration and reporting pressure so care employees have more time for care.
- The UMCs will continue with job differentiation and removing non-care tasks from the job description for care employees.
- The UMCs will expand the possibilities for employees to regulate their own working hours, for example by conducting experiments with self-scheduling and team scheduling. Exploring the principles of healthy scheduling will form part of this.

In addition to the five avenues mentioned above, there is a proposal to make SoFoKleS funds [Social fund for the knowledge sector] available for experiments to reduce the workload, which can be suggested by people on the workforce and later scaled up.

7. Balanced distribution of shifts

Examination of the balanced distribution and remuneration of shifts

During the duration of the CAO, best practices will be explored in the areas of self-scheduling, team scheduling and healthy scheduling. Experiences both inside and outside the UMCs will be considered. This examination will also look at possibilities to catch up on sleep after being on duty during a stand-by shift and how and in what way can the balanced distribution of shifts over the generations be stimulated. It can also focus on recommendations from labour regulations concerning working in shifts. Recovery leave could also be included. The examination will be concluded by 1 January 2020 at the latest, resulting in clear recommendations for implementation. It is proposed to set up the examination and fund it through the Labour Market Fund or SoFoKleS.

Rescheduled shifts

There is a willingness to compensate sudden calls to duty (within 24 hours and the shift does not overlap by more than half with the original shift). It is important that the offered compensation is not combined with already existing initiatives in the UMCs and does not hinder self-scheduling or team scheduling, but rather stimulates them. Existing practices in the UMCs will be documented before such ideas are elaborated in the LOAZ.



8. Generation policy

A generation policy will be drawn up and monitored in all UMCs and addressed in the local consultations. Discussions of the generation policy will cover the extent to which use is made of existing instruments, such as:

- Temporary reduction in working hours with a maximum of 184 hours per year and continued accrual of pension rights
- Use of additional personal budget to reduce the standard annual hours;
- Awareness and use of an early retirement transitional scheme for employees employed before 2006 (conditional purchasing arrangement of former employment hours); for this ABP arrangement, UMCs pay 2.6% of the salary. The additional accrual of pension rights can be used for early (partial) retirement;
- Awareness of and ability to use (semi-)retirement.

This consultation at the local level can lead to the creation of supplementary policy and/or agreements at the local level to improve the sustainable employability of employees. In this context pilots could be set up and monitored. The agreements to be concluded will take into account reallocation, possible adjustment of production and other aspects of the workload (experienced).

THEMA Adjusting CAO to legal framework

9. Adjusting CAO to legal framework

There are some changes in the law necessitating changes in the CAO.

They concern:

- A. Normalising the legal position of civil servants
- B. Transition compensation
- C. Working past the retirement age

A. Normalising the legal position of civil servants

For 20 years, the UMC CAO has consisted of stipulations for private and public UMCs.

The A-chapters, A-articles and A-paragraphs of the UMC CAO for the UMC employees of VUmc and Radboudumc will be declared fully applicable to the public-law UMCs when the Normalising the legal position of civil servants Act (WNRA) comes into force (1 January 2020). The underlying principle is that from 1 January 2020 the same rights and obligations will apply to all UMC personnel. The A-stipulations will replace their equivalent under the official regulations, ensuring a uniform CAO for all employees.

In addition, the first *tenure track* employment may extend for a period of at least 60 months (as an exception to article 2.4.2a par. 2). Thereafter, a decision will be taken about employing the person for an indefinite period.

The CAO text will be rewritten in 2019 by the CAO parties to create an integrated CAO text that will be WNRA- and civil code (BW)-proof from 1 January 2020 and uniform for all UMC employees. The aim is to bring out a new version of the UMC CAO on the date of the normalising of the legal position of civil servants.



B. Adjusting BWUMC and concurrence with transition compensation

In the social policy to be implemented when there are changes in an organisation, a key element is supervising employees from work to work. If a job is terminated due to reorganisation or another reason and the employee has a right to a transition compensation according to the civil code, there is no accumulation of financial arrangements.

In that respect, from the normalising of the legal position of civil servants (from 1 January 2020), the transition compensation they are entitled to after the termination of employment will be paid out. The right to BWUMC becomes effective as soon as the amount of the paid-out transition compensation is exceeded. This will be arranged by reducing the right to non-statutory payments to null or not paying it out until the moment when the sum of all reductions equals the gross transition compensation paid.

The following also applies:

- the entry age (age on first day of unemployment) for the subsequent payment until retirement age is set at 56 years from 1 January 2020. This means the duration of payment of at least 10 years is retained;
- the premium for compensation of the so-called third WW/WGA year [unemployment insurance act/return to work (partially disabled) regulations], which has revived old WW/WGA rights, is paid by the employer according to national agreements with trade unions.

The pseudo-WW premium will be collected from 1 January 2020 based on the benefit costs in the previous year. The employees will be kept informed about this annually.

C. Working past the retirement age

From 1 January 2016 the legal rules changed to allow employees to continue working past the set retirement age. The CAO complies with this by implementing changes in the CAO regarding the following topics:

- Continued payment of wages during illness: the continued payment of wages during illness to old-age pensioners is extended to 13 weeks.
- The prohibition against termination of employment during illness is reduced to 13 weeks instead of 2 years.
- The period of notice becomes one month for both the employee and employer.
- The legal chain rule will be expanded to a maximum of six temporary contracts over a maximum of four years. This concerns employment contracts arranged after reaching retirement age.

In line with this technical adjustment, the following CAO amendments apply to old-age pensioners:

- Old-age pensioners are excluded from the sliding allowance and the permanent allowance for working no or fewer shifts;
- Old-age pensioners do not receive TVO (allowance for working unsociable hours) or guarantee allowance;
- Articles 3.1 through 3.5 of the UMC CAO do not apply to old-age pensioners.



THEMA Other agreements

10. Job market

A. Inclusive job market

The job creation scheme for people with labour restrictions does not cover the entire group of unemployed people with difficulty finding work, and UMCs want to promote an inclusive job market and diversity.

A successful placement depends entirely on having the right person in the right place with the right supervision.

For employees included in the target-group register for whom the employer also receives a wage subsidy on the grounds of the Participation Act, a separate salary scale will be arranged alongside the existing pay structure. This salary scale starts with the minimum wage and has eight equal increases to reach a maximum of 120% of the minimum wage. This group does not undergo job evaluations, and has individually tailored work in terms of effort, productivity and required support and supervision. Handicapped young persons can be placed in a higher salary scale if a reference job standard applies to the work they are doing.

B. Equal playing field regarding pensions

The parties commit to the aim of realising an equal playing field regarding pensions with the general hospitals. Further agreements will be made, depending partly on the standpoint of the other parties involved.

Changes to the pension fund, agreements and premium can only be done with agreement in the LOAZ.

C. BIG re-registration

Once every 5 years, employees working in an article 3 BIG-profession (healthcare professional) must re-register. The UMCs are prepared to support and facilitate this procedure, if possible and desired, to re-register employees working in an article 3 BIG-profession without direct care tasks.

11. Labour relations/reporting ancillary jobs

NFU would like to have uniform regulations in UMCs concerning the reporting of ancillary jobs. An inventory of agreements and differences between the UMCs will have to be carried out before new proposals can be presented in the LOAZ. The starting point remains that ancillary jobs must not negatively affect the interests of the UMC and proper carrying out of the main job.

12. CAO app

The UMC CAO app will be updated to reflect the new CAO. This concerns the Dutch and English versions. Financing will come from the job market fund SoFoKleS.
