



**Fédération Européenne
des Médecins Salariés**
European Federation
of Salaried Doctors

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De LAD is lid van
de federatie KNMG

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The past 6 months has been a busy yet effective period. Our association has almost 30,000 members including junior doctors, interns and pharmacists. Our membership figures increase due to alliances with other medical associations.

Our negotiations lead to Collective Labour Agreements for most of our members, and we have spent a lot of time on our pension topic.

Pension contributions under attack!

The turmoil concerning the effects of a new pension law, which no longer allows fiscal advantages for annual gross incomes over 100,000 euro, regrettably continues. Employers in the university hospitals have agreed shortly before the summer holidays to fully compensate it's staff involved. However, at the other side of the spectrum, the employers' organisations of general hospitals and in mental health care, persevere in their refusal to repair the consequences of this utter unfairness.

So, FMS (Federation Medical Specialists) and LAD continue their efforts and pursue negotiations, in close co-operation with the members affected. At present, both organisations are jointly preparing protest meetings in several hospitals to persuade employers to fully compensate. The protest will take place just before or after the summer holiday. Meanwhile, 10 general hospitals decided to (partly) compensate its staff involved.

Furthermore actions in the mental health care sector, in close interaction with our members, are also in preparation.

Negotiating Collective Labour Agreements

Intensive negotiations resulted in a new CLA disability care. In this sector 160,000 workers are employed. The CLA has a duration until 31 December 2016. The salary per January 1, 2016 is structurally increased by 1.4%. In addition, a one-off lump sum of 0.6% was paid in January 2016. A new guarantee and income protection settlement was introduced for employees fired due to a reorganization or reduction of work. Fixed-term contracts will be converted into permanent jobs when the work is structural. Zero-hour contracts are only possible in exceptional cases.

Just before the holidays a new CLA juvenile was reached after 11 rounds of negotiations. The intensive negotiations lead to proper arrangements on work and income, which is very important in times when job losses due to economic cuts are reality. Since January 2016 employees get a structural salary increase of 1,85%. Employers increase the annual budget for training and career from 1% to at least 1.5 % (of the total payroll).

According a general agreement from January 2016 the salaries for the members in university hospitals should be increased with 1.4%. Should, because they didn't receive it up till now. This time the trade unions are together pressuring the employers' organisation.

Last March we started negotiations for a new CLA Universities. The current CLA will end per July 2016. Sustainable use of staff, increasing temporary contracts and improving the perspective of employees in the sector are subject in the negotiations.

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