

# Agreement in principle

## The FIQ obtains significant and remarkable gains

### OVERLAPPING OF SHIFTS PAID

For certain professionals, 15 minutes paid per overlapping period.

### 2% PREMIUM

For those not directly affected by the overlapping of shifts.

### REDUCTION OF 40% IN INDEPENDENT LABOUR

National reduction target in the utilization rate of independent labour by 2015.

### PAYMENT OF OVERTIME FOR NURSE CLINICIANS

In the centre of activities where services are provided 24 hours a day, 7 days a week.

### GREATER ACCESSIBILITY TO THE JOB TITLE OF LICENSED PRACTICAL NURSE TEAM LEADER

### ARRANGEMENT OF WORK TIME

National parameters in order that the local parties can agree on different arrangements on the 3 shifts.

### SIGNIFICANT INCREASE IN PREMIUMS

| Premiums       | Basic              | Minimum availability of 16 days/28 days |
|----------------|--------------------|---|
| Evening        | 4%                 | Between 6 and 8%                        |
| Night          | Between 11 and 14% | Between 12 and 16%                      |
| Critical care* | Between 10 and 12% | Between 12 and 14%                      |

\*Critical care: Emergency, intensive care, neonatal unit, major burn unit, coronary care unit

The details on the whole agreement in principle?  
Check the FIQ en Action which will be available soon.  
Attend your local general assembly.

