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Factsheet for case **DE-2020-27/592**

Sectoral agreement on bonus for elder care workers

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Country	Germany, applies nationwide
Time period	Temporary, 01 July 2020 - 31 July 2020
Type	Bipartite collective agreement
Category	Support for essential services – Remuneration and rewards for workers in essential services
Case created	14 April 2020 (updated 05 May 2020)

Background information

Wages and working conditions of health care workers and a strong labour shortage have been a matter of concern for long; in 2018 government even set up an expert commission to address these problems. Industrial relations are poorly developed, a sectoral collective agreement is not in place; a statutory minimum wage is set by a sectoral minimum wage commission composed of various stakeholders. Major church-related organisations, NGO and private employers do not engage in collective bargaining; employers criticize the underfinancing of the statutory health insurance.

Against this background the new sectoral agreement on a COVID-19 bonus for health care workers is a very new development. Some NGO founded the employer organisation BVAP for changing employment relations in the sector by engaging in collective bargaining. Wage negotiations with the United Services Union ver.di are ongoing since late 2019. Business organisations are highly critical of the new agreement saying that they do not see where the money shall come from.

The collective bargaining partners BVAP and ver.di wish for their agreements - this one as well as future ones - to be extended by the labour minister.

Content of measure

The agreement covers skilled and unskilled care workers as well as workers in managerial positions in residential care homes and in ambulant care. They shall be paid an extra €1,500 bonus in July 2020 on top

of their monthly wage as compensation for the very strong burden they carry because of COVID-19. Part time workers shall receive the bonus depending on the number of hours worked. Trainees in vocational training shall receive 900 Euro extra.

The agreement is independent of the collective bargaining partners' ongoing negotiations of a sectoral wage agreement. The bonus shall be paid on top of and shall have no impact on the level of the wage.

Use of measure

The application of the measure has not started yet.

Actors, target groups and funding

Actors	Target groups	Funding
Social partners jointly	Employees	Companies Employer

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Other

Agreement settled by the newly founded federal association of employers in the health care sector (Bundesverband der Arbeitgeber in der Pflegebranche, BVAP) - members are a.o. the Arbeiterwohlfahrt (AWO) and the Arbeitersamariterbund (ASB) - and the United Services Union (Vereinte Dienstleistungsgewerkschaft, ver.di)

Sectors and occupations

This case is sector-specific (only private sector).

Economic area	Sector (NACE level 2)
Q - Human Health And Social Work Activities	Q86 Human health activities
	Q87 Residential care activities

This case is occupation-specific.

Occupation (ISCO level 2)

Health professionals

Sources

- 06 April 2020: Sectoral agreement on bonus for elder care workers (www.arbeitgeber-pflege.de)