



What regulates nurses' wages in Iceland? the past, present and the future

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The past 100 years

- Ongoing (gender) challenge
- Similar emphasis
 - Working environment + working hours
 - Equal pay in comparison with other professions
- 1998 nurses resign
- 2001 strike
- 2008 nurses didn't work overtime
- 2013 nurses resign
- 2015 Legislation -> ruling of court of arbitration
- 2019 March -> Arbitration ends



And then...

- Some changes though ...
 - 5 collective agreements
 - 1998 - Institutional agreements



Present

- Nurses' salaries are not controlled by supply and demand
- The nurses' labor market is not a typical competitive market - rather an imperfect competition
- Nurses wages are often lower than people in other professions with similar education and responsibilities
- Employers are few
- 94% of nurses work for the general sector
- Nurses the largest healthcare profession + the largest union of women in Iceland



Present

- Other factors available instead of raising the basic salaries:
 - Extra payments for shifts
 - Overtime
 - Flexible working hours
- A reluctance to raise the salaries significantly despite the shortage
- Employers need to take any measures to balance the supply and demand to secure the services that needs to be provided
- Gender divided labour market (98% women)
- How do we evaluate traditional women's work?



Reports

Hjúkrunarfræðingar óskast til starfa!

Vinumarkaður hjúkrunarfræðinga

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Gunnar Helgason, sviðsstjóri kjara- og réttindasviðs

Helga Ólaf, ritstjóri

The Icelandic nurses' labour market



Febrúar 2017

Independent audit of State Accounts

Stjórnarráðgjafi



Hjúkrunarfræðingar
Mönnun, menntun og starfsumhverfi

Óctober 2017





From the nurses point of view

Frá sjónarhóli hjúkrunarfræðinga

Könnun á viðhorfi, ánægju og ýmsum þáttum sem snerta starf hjúkrunarfræðinga

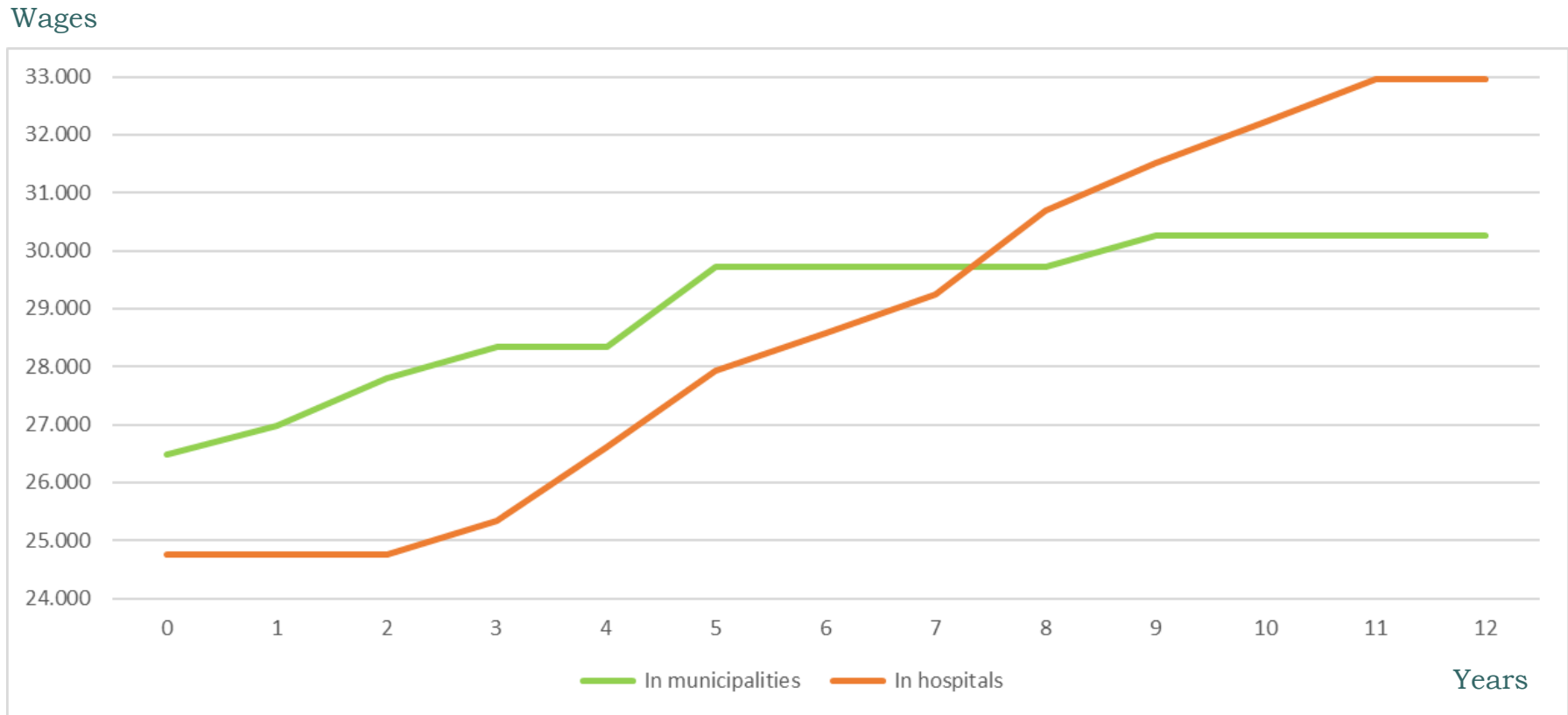
- Survey among all employed nurses < 70yrs
- November 2017
- 74% response rate
- Nurses perspective: job satisfaction, working environment, stress related factors, colleague and professional support, morale, professional development, wages & terms satisfaction, etc.

Comparison with other professions

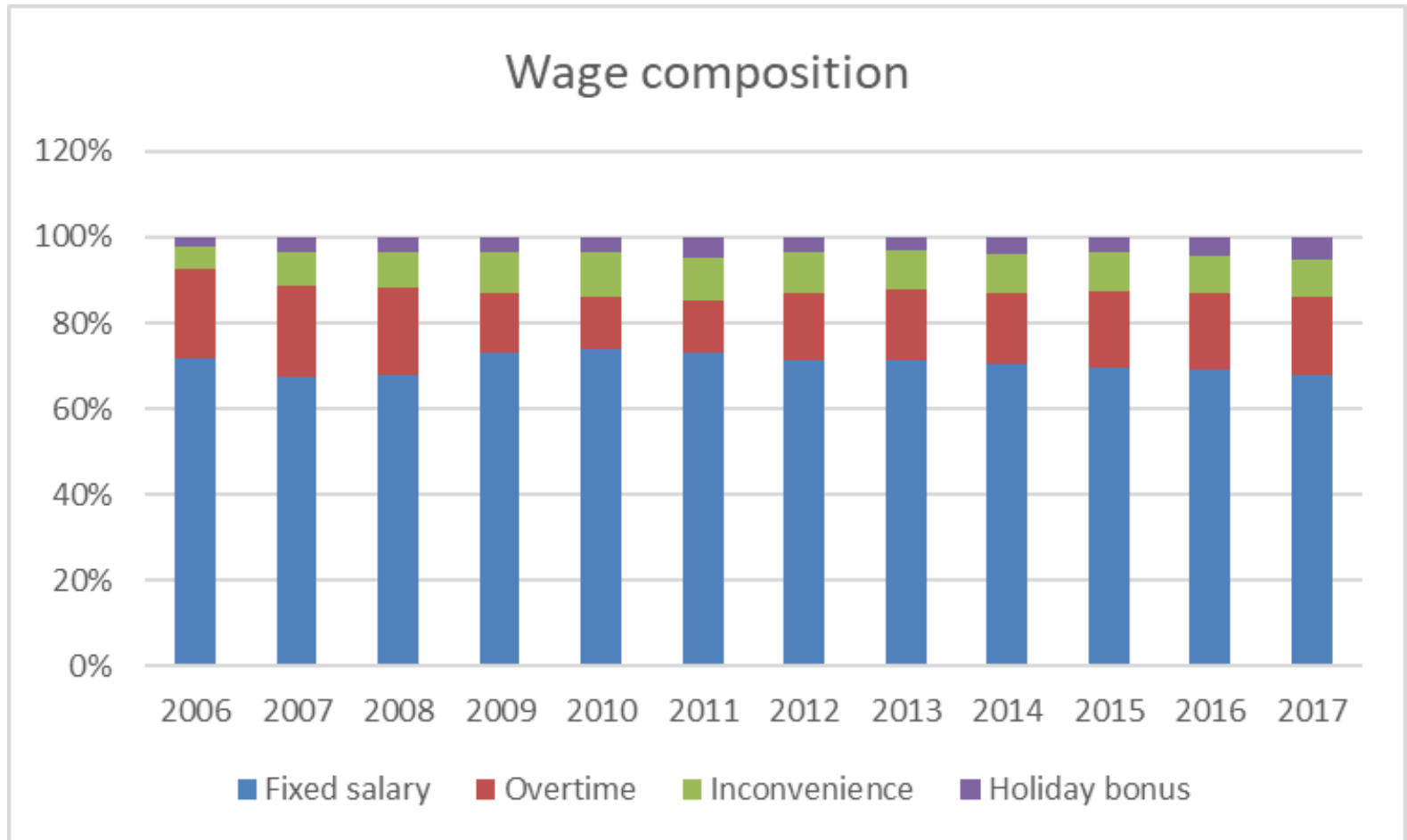
	Wage for daytime work	DKK	Difference%	Total wage	DKK	Difference %
Nurses	559.401 kr.	33.298 DKK		786.991 kr.	46.845 DKK	
Doctors	950.134 kr.	56.556 DKK	70%	1.481.785 kr.	88.201 DKK	88%
Radiologists	536.379 kr.	31.927 DKK	-4%	779.834 kr.	46.419 DKK	-1%
Midwives	571.237 kr.	34.002 DKK	2%	843.260 kr.	50.194 DKK	7%
Teachers	580.575 kr.	34.558 DKK	4%	796.706 kr.	47.423 DKK	1%
Buisness and economists	676.300 kr.	40.256 DKK	21%	824.315 kr.	49.066 DKK	5%
Lawyers	649.177 kr.	38.641 DKK	16%	756.141 kr.	45.008 DKK	-4%
Capinet staff	659.972 kr.	39.284 DKK	18%	760.019 kr.	45.239 DKK	-3%
Engineers	677.079 kr.	55.957 DKK	21%	834.969 kr.	49.701 DKK	6%
*Overtime and shiftwork explains around 30% of nurses wage						



The course for pay agreed on for basic nurses in municipalities and hospitals (DKK per. month).



Nurses' wage composition in Iceland






Future

- Arbitration ends in March 2018
- Finish 27 institutional agreements
- Preparation for the forthcoming negotiations
- *Equal pay certification* - same salary for comparable and equally valuable jobs
- More nurses into the healthcare
- Working environment, work-related stress, rest
- Increase the job percentage
- decrease the overtime!

“It’s 2017,
it’s time to man up”

 CBS THIS
MORNING

RICE OVER INTELLIGENCE REPORTS USED TO SPY ON TRUMP ADVISERS

WCC

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