



FOM Personnel News

December 2016 - number 6

Foundation for Fundamental Research on Matter
PO Box 3021, 3502 GA Utrecht

telephone +31 30 600 12 11
fax +31 30 601 44 06

<http://www.fom.nl>

For additional information please contact us via cpd@fom.nl, or international-office@fom.nl.

English translation

In the event of an inconsistency with the written Dutch text of this FOM Personnel News, the written Dutch text prevails, unless explicitly stated otherwise.





***** Transformation FOM a fact: FOM --> NWO with effect from
1 January 2017 *****



The Governing Board of FOM [has](#) decided to transform FOM into the NWO-institutes organisation on 21 December. A milestone has thus been reached in the history of FOM: as of 1 January FOM as such will no longer exist. More information on the transition can be found in previous editions of the Personnel News and on www.fom.nl/transition.

MyFOM-People will be available after the transition. The application will be given a new name: NWO I People.

FOM highly appreciates the effort of the COR to supply a solid advice on such short notice and would like to thank everybody involved very much.



***** Social Plan Transition *****



At the end of October 2016 the employers NWO, FOM, CWI and NIOZ and the unions have come to an agreement in principle on the social plan for the transition to the new NWO. The members have given their formal approval to the social plan, so now it can be signed by both the unions and employers. You can find the social plan on the [website of nieuw.nwo.nl](http://websiteofnieuw.nwo.nl).
Password: transitie.

The social plan is valid until 1 January 2019 and applies to the placing of employees in the domain organisation and the office of the NWO Institutes organisation and to the placing of institute employees within the Institutes organisation. The social plan does not apply to the merging of NWO and ZonMw as per 1 January 2019.



***** Bicycle regulation *****



It is still possible to purchase a bicycle under favourable financial conditions. In agreement with the Central Works Council the bicycle regulation will be continued unaltered in 2017. The bicycle regulation for 2017 is as follows:

- the maximum amount to be reimbursed in AVOM for the purchase of a bicycle is € 450;
- the bicycle is to be used for commuting;
- participation is possible once every three years.

To clarify the AVOM reimbursement procedure: FOM does not supply an extra net reimbursement but pays part of the salary net instead of gross which means that as an employee you do not need to pay tax regarding this part of your salary.

You can participate in this regulation by filling in [this form](#).





***** Joost Weber temporary Head of the Central Personnel Department *****



Renée-Andrée Koornstra LLM, Head of the FOM's Central Personnel Department (CPD), [has been appointed director HRM Health and Safety & Environment](#) at the VU University Amsterdam. Renée-Andrée Koornstra was in FOM's and NWO's service for 26 years, of which 10 years as Head of the CPD. This position will be temporary filled by Drs.ing. Joost Weber.



***** Digital newsletter Dutch Physics News launched *****



[The first edition of Dutch Physics News](#), a digital, monthly newsletter, has been launched. The newsletter (in English only) targets the Dutch physics community. It contains news on events, research programmes and developments in FOM and NWO.

FOM expres

Due to the NWO transition the magazine FOM expres will no longer be published any more. All FOM expres news will from now on be published via the digital newsletter Dutch Physics News.

(Un)subscribe

Information on (un)subscribing from/to Dutch Physics News: www.fom.nl/newsletter



***** FOM OFFICE CLOSED BETWEEN CHRISTMAS AND NEW YEAR *****



The FOM Office will be closed from Friday 23 December 2016 to Sunday 1 January 2017. Sickness and recovery notifications can be reported via e-mail: ziekmelding@fom.nl

*Your colleagues of the FOM Office wish you pleasant
December Holidays !*



Centrale OndernemingsRaad
Stichting FOM

COR FOM advises concerning transition NWO

In December the COR FOM has thrice given advice on the transition towards NWO. The advice we have given is too elaborate to render it here in detail in the Personnel News, so if you are interested to read it you can request insight from our official secretary, cor@fom.nl. A glimpse can be found here though:

- On 7 December the COR advised on, amongst others, the concept statutes of the institutes foundation NWO-I, the intended successor of FOM. We advised to include **the training of PhD students** (one of the key functions of NWO-I) **in the statutes**. The COR considers it an important function and responsibility of NWO-I to centrally organise trainings for PhD students both on the short and long-term.
- Secondly, **on 13 December the COR FOM has advised positively concerning the proposal to designate a number of (mostly executive) functions as key-functions within the NWO offices (Utrecht and The Hague)**. The key-officers are offered an executive management course concentrating on talent development, leadership, culture and the strengthening of mutual connections. The COR hopes that the executives will offer a positive contribution to the new NWO.
- The third advice, also issued on 13 December, concerned the organisational design (the executive structure) of the Office NWO-I, NWO Domains and Operational Management and the new Office Board of Directors. **The COR can agree with the broad outlines, but the plans as yet are not very much developed. For this reason the COR thinks it too early to formally place employees in offices in January 2017**. She therefore advises to formally place employees when the plans have been more fully developed and the names of executives are known. As the office employees really would like to know where they stand, the COR has requested to informally inform the employees what they may (in all probability) expect.

Summarised in the words of the COR chair Joep Peters *"As far as we are concerned, all the people that have contributed to the preparation of the transition have done a good job. We hope that with this the transition will be a success not only for physics in the Netherlands but for all academic research. Let the grand collaboration begin!"*

Who will represent the FOM employees after 1 January 2017?

The current COR-FOM will continue to be your direct contact point for the moment, because the legislative term for all works councils have been extended within FOM. In 2017 the works councils of Nikhef, AMOLF, DIFFER and ARCNL will be allocated a seat in the (first preliminary) new COR NWO. Two more seats will be available in the COR NWO for the coming two years intended for



FOM employers from university workgroups. Office NWO-I employees will get a seat in the OR NWO and also the COR NWO. The OR NWO will become the works council for Office employees of both Utrecht and The Hague. The elections have been planned for Spring 2017. The current e-mail address will remain unchanged: cor@fom.nl, we will also keep posting the latest news on the www.fom.nl website.



The COR FOM wants to wish you all a merry Christmas and happy and healthy 2017!

Would you like to know more about the COR and its members?

Please check www.fom.nl/centralworkscouncil

Email: cor@fom.nl

