



## FOM Personnel News

### November 2016 - number 5

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](mailto:cpd@fom.nl), or [international-office@fom.nl](mailto: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.*





## \*\*\* New NWO – the embedding of FOM on schedule \*\*\*



2017 is approaching fast and with that the transition to the new NWO too. Stan Gielen and Caroline Visser will make up the Governing Board of NWO as of 1 October 2016 to be joined in January by the Domain chairs. By now the revised NWO act has been adopted by the Dutch House of Representatives and Senate. This was an important step to be taken in order to really kick-off. 2017 will obviously be a transitional year: the organisation will take shape more and more and the domains will arrange that the granting instruments will be synchronised. As mentioned before, FOM and NWO will announce changes in the financing instruments well in advance (circa six months). At present, the works council is examining the plans.

### **Continuity in granting instruments and contacts**

For the moment, the current instruments employed by FOM and NWO will remain unchanged. As of 1 January, the new domains will issue calls, and the domain boards will make the decisions on granting. The employees of the FOM office will follow their work as much as possible, just as their NWO and STW colleagues. This means that your contacts will remain unchanged and that the transition will interfere as little as possible with the regular processes. All FOM employees will, however, receive a new e-mail address @nwo.nl

### **Placement procedure**

The placement procedure for the employees of the FOM office will be initiated at the beginning of 2017. At present, the works council is examining the plans. As the NWO institutes will merge at a later date into the institutes organisation, and because ZonMw will join the new NWO only as per 1 January 2019, the placing of employees will take place at three separate moments. All other FOM employees (i.e. outside the FOM office) will remain in FOM's service that will continue as of 1 January 2017 under the new name of NWO-I.

### **New NWO: new organisation and new board structure**

The organisation of NWO will be set up in a more efficient and transparent manner. The current nine divisions of NWO will be clustered into four domains: Exact and Natural Sciences (ENS), Applied and Engineering Sciences (AES), Social Sciences and Humanities (SSH) and Health Research and Development (ZonMw). Furthermore, the institutes will form an NWO Institutes Organisation. With effect from 1 January 2017 the organisation will start with the new organisation structure. The future Executive Board of NWO will function as a collegiate board and will be responsible for the integral strategy and programming of the organisation and the allocation of the budget across the domains and institutes. These changes will enable NWO to position itself more strategically, to increase its decisiveness and organisational capabilities, to deploy funds more flexibly, and to increasingly work with a single coherent programming.

FOM will be divided into three parts: one of them (*granting*) will be placed within the ENS domain, the second part will be placed within the management division of the new NWO, and the third part, supporting the institutes and university workgroups, will be transformed into the NWO-institutes organisation. The NWO Institutes NSCR, NIOZ, CWI, ASTRON and SRON will merge into this institutes organisation as of 1 January 2018.

For more information on the transition, please check the FOM website.

### **More information**

More information about the NWO Transition can be found on the [FOM website](#).





### \*\*\* Social Plan Transition \*\*\*



On 27 October 2016 the employers (NWO, FOM, CWI and NIOZ) and the unions negotiated on the social plan for the transition to the new NWO. An agreement in principle has been concluded with the unions. In the coming weeks the unions will present the text to their members. As soon as the latter have given their formal approval then the social plan can be signed by both the unions and employers. You can find the social plan on the website of [nieuw.nwo.nl](http://nieuw.nwo.nl).

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.



### \*\*\* Negotiations CLA before 1 January 2017 \*\*\*



The WVOI employers and unions have met for the first time, in order to negotiate on the Collective Labour Agreement for the Research Institutes (Cao-OI/CLA-RI). The present CLA is valid until 1 January 2017. The employers have shared their input for the CLA with the unions and the latter have given their first response. Parties intend to come to a result before 1 January 2017.



### \*\*\* Selling annual leave hours Deduction trade union contribution from gross salary 2016 \*\*\*



It is possible to sell 120 hours of annual leave per annum by means of AVOM - Customized conditions of employment - (for part-timers this is in proportion to the number of working hours). It is possible to sell 120 hours of annual leave per annum by means of AVOM - Customized conditions of employment - (for part-timers this is in proportion to the number of working hours). If you want to sell annual leave hours you can easily and quickly arrange this through MyFOM-People, the portal for all FOM-employees. You can also still arrange this on paper. You will need to download a copy of the AVOM form '[Purchasing and paying out holiday hours](#)' from the FOM-website). Submit the completed and signed form to your personnel officer (institute employees) or to the payroll administration of the FOM office (FOM office staff and university locations).

**If you want annual leave hours of 2016 to be paid out before the end of the year then your request must be in possession of FOM's payroll administration before 1 December 2016.**

The AVOM regulation also offers you the possibility to deduct your trade union contribution from your gross salary. Just download the AVOM form '[Trade Union Contribution](#)' from the FOM website, complete and sign it and then submit it together with the relevant documents to your personnel officer (institute staff) or send it to the payroll administration of the FOM office (staff at FOM office and university locations).

If you submit the form and the necessary documents before **1 December 2016**, then the deduction will be made from the salary payment of December 2016. For forms received after this date, the amount will be deducted from the salary for January 2017. However, the deadline for submitting the forms is **4 January 2017**. We would like to point out to you that in principal your annual leave should be taken in the calendar year to which it is allotted. The Collective Labour Agreement determines that, as a rule, not more than 80 annual leave hours can be transferred to the next year in case of full-time employment.



**\*\*\* New premiums OHRA Health insurance as per 1 January 2017 \*\*\***



FOM has a collective contract with OHRA for health insurance. This means that we monthly acquit the premium with your salary and pay it to OHRA, but it also includes that, as an employee, you receive a discount on the basic insurance premiums and additional insurance premiums of the OHRA Health insurance.

**Premiums**

The premiums for the OHRA Health insurance for 2017 were recently announced. Healthcare costs are increasing because better but ever more expensive medicines and treatments become available and because of the expansion of the basic insurance. This has caused OHRA to increase their premium. The premiums of the additional insurances have also slightly increased, the premiums of the dental insurances have remained the same.

The premiums are as follows including the three percent yearly prepayment discount:

Type of insurance	Net premium 2017 (per month)	Net premium 2016 (per month)
<u>Basic insurance</u>	€ 100.31	€ 93.01
<u>Additional insurances:</u>		
OHRA Strong	€ 6.06	€ 5.53
OHRA Additional	€ 9.78	€ 9.78
OHRA Extra Additional	€ 18.59	€ 18.20
OHRA Extensive*	€ 35.87	€ 34.49
<i>* Incl. the FOM agreement for reimbursement glasses/contact lenses of € 150 per calendar year</i>		
<u>Dental insurances:</u>		
OHRA TeethStrong	€ 8,83	€ 8,83
OHRA PerfectTeeth € 250	€ 14,14	€ 14,14
OHRA PerfectTeeth € 500	€ 25,53	€ 25,53

The amount that you have to pay yourself before you receive any reimbursement (compulsory own risk), has been set by the government at € 385,- for the year 2017, which equals that of the year 2016. You can opt to pay this own risk in monthly terms to OHRA on the condition to report this to OHRA before 1 January 2017. You can also opt for a higher own risk against a lower premium.

**Switch to OHRA**

If you want to switch to OHRA Health insurance it is possible to do so until 31 January 2017. Your OHRA Health insurance will then be effective retroactively from 1 January 2017 onwards. Do not forget to cancel your current health insurance in writing, however, no later than 31 December 2016 (some insurance companies may have other terms of notice).

For further information please use the collective FOM-OHRA website:

[www.ohracollectief.nl/sfom](http://www.ohracollectief.nl/sfom) or contact OHRA: phone number: +31 26 400 48 48





Centrale OndernemingsRaad  
Stichting FOM

### Transition NWO and Social Plan

On 4 November the COR FOM received most of the requests for advice on the transition NWO and is currently hard at work to arrive at judicious advices. It concerns advice on the transformation of FOM into NWO-I, the organisational design of NWO-I and NWO-D, including the division of authorities, and the designation of key functions. Where possible the COR aligns its advice with the (central) works councils of NWO, NIOZ, CWOI and ZonMw.

We have also received the Social Plan. This plan does not require the works council's advice as it only concerns the employers and unions. The COR-FOM has had a critical look at this plan though, and has provided input beforehand. This input has resulted in the inclusion of a relocation costs compensation. The COR thinks it very important that the possible results of the transition for the employees are well considered and covered.

### The legislative term of the FOM works councils extended, elections first quarter 2017

The regular elections for all FOM works councils were planned for December 2016. They have been postponed, however, with regard to the NWO transition. The extension of the legislative term is supported with the approval of a large majority of employees, the director FOM, the institute managers and unions.

At this moment we are negotiating with the future Executive Board of NWO concerning the new participation structure after 1 January 2017. Most likely there will first be a temporary COR NWO. We strive to organise elections in March 2017 for the present works councils and to start with (amongst others) a new COR NWO from 1 April onwards. We will have more information soon!

### Exciting months

The coming months will be very exciting for part of the FOM employees, especially those at the FOM office. If you have questions, remarks of concerns regarding the transition please do not hesitate to contact your own COR FOM representative! If you do not know who this is please check: [www.fom.nl/cor](http://www.fom.nl/cor). You can also mail us at [cor@fom.nl](mailto:cor@fom.nl) also for non-transition matters of course.



### Contact COR

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

Please check [www.fom.nl/centralworkscouncil](http://www.fom.nl/centralworkscouncil)

Email: [cor@fom.nl](mailto:cor@fom.nl)

Credits: Shutterstock

