



Link to PDF (Dutch version): www.nwo-i.nl/insidenl

Link to PDF (English version): www.nwo-i.nl/insideeng

New name for Personnel News: Inside NWO-I



“Personnel News NWO-I” has been renamed “Inside NWO-I” and will from now on appear ten times a year as a digital newsletter (it was previously a PDF). The newsletter is addressed to all NWO-I staff and features items such as practical employer information, a calendar of NWO-I events, a scientific highlight and news from the Central Works Council (COR NWO).

Merger news: find questions & answers in the FAQs

NWO institutes ASTRON, CWI, NIOZ, NSCR and SRON are to merge with NWO-I, the Institutes Organisation of NWO, with effect from 1 January 2018. What does this mean for the staff of these institutes? A list of questions & answers is available in the FAQ section on the NWO-I website.

Read more: www.nwo-i.nl/merger



[Read more >](#)

Merger news: boards have approved merger NWO institutes



The merger had of course been foreseen but now the boards have formally approved it as well. In October and November 2017, the boards of ASTRON, CWI, NIOZ, NSCR, SRON and NWO-I decided to merge. With this step, the decision-making process concerning the legal merger has been successfully completed. Fittingly, the milestone was celebrated with cake at the NWO-I office.

Read more: you will find the article below in this PDF.

[Read more >](#)

Liz van Dijk, head of P&O at NWO-I, on the merger

One of over forty colleagues at the NWO-I office who supports the Institutes, is Liz van Dijk, head of P&O. She talks about the merger preparations from P&O's perspective. "We have drawn up an extensive list of Frequently Asked Questions (FAQs). But I know that there are many individual questions, concerning topics such as leave entitlements, retaining job grades and salary scales, and collective discounts."



Read more: you will find the article below in this PDF.

[Read more >](#)

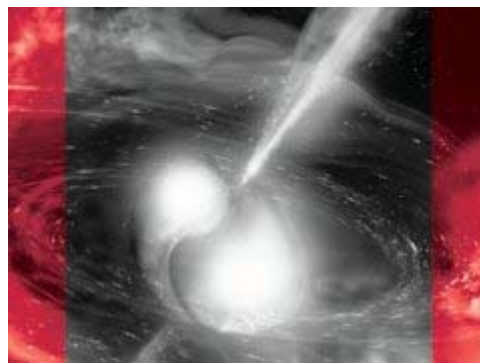
Guess & win: the total number of staff in grams of chocolate!



How many staff will NWO-I employ in total after the merger on 1 January 2018? An overview to get you started: NWO-I includes office staff in Utrecht, institute staff at AMOLF, ARCNL, DIFFER and Nikhef, and physics researchers in workgroups at 11 Dutch universities. After the merger, these staff will be joined by those of the ASTRON, CWI, NIOZ, NSCR and SRON institutes. Guess the total number of staff to win the equivalent in grams of chocolate! Send your answer to info-nwoi@nwo.nl before 1 January 2018.

Highlight at Nikhef: LIGO and Virgo detect first gravitational waves from merging neutron stars

On 16 October, Nikhef was one of the parties to announce that scientists had for the first time detected both gravitational waves – ripples in spacetime – and light from the spectacular collision of two neutron stars. Many Nikhef partners and Dutch media organisations had travelled to the Amsterdam institute to celebrate this milestone. Jo van den Brand (Nikhef/VU Amsterdam) was one of the speakers at the international press conference given from Washington.



Read more: www.nikhef.nl

Read more >

News from the Central Works Council (COR NWO)



The Central Works Council (COR NWO) defends the interests of all NWO and NWO-I staff in discussions with the Executive Board. We discuss and advise on matters that concern all or most organisational units. This newsletter gives a brief summary of what we are doing: institutes' merger as from 1 January 2018, harmonising of implementation regulations (IR) and leadership programme.

Read more: you will find the article below in this PDF.

www.nwo-i.nl/centralworkscouncil

Read more >

Subscribe to/unsubscribe from this newsletter

You cannot subscribe to or unsubscribe from this newsletter (despite the buttons at the top and bottom of this newsletter). This newsletter is sent out by the Personnel Department of NWO-I to all NWO-I employees. The employees of the institutes ASTRON, CWI, NIOZ, NSCR en SRON will receive this newsletter through their P&O department and as from 1 January 2018 from the Personnel Department of NWO-I. Other interested parties can read the newsletter on the [NWO-I website](#).

19 NWO-I salary pay day

Dec
2017

About NWO-I
NWO-I, the Institutes Organisation of NWO, is an independent foundation belonging to NWO. The AMOLF, ARCNL, DIFFER and Nikhef institutes form part of NWO-I. As from 1 January 2018, the remaining five NWO institutes will join NWO-I. These are ASTRON, CWI, NIOZ, NSCR and SRON. The 200-plus workgroups in which physics research

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takes place at Dutch universities and knowledge institutes are also part of NWO-I.

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Volg NWO:



Merger news: boards have agreed upon merger NWO Institutes



The merger had been foreseen off course, but now the boards have formally agreed upon it. In October and November 2017, the boards of ASTRON, CWI, NIOZ, NSCR, SRON and NWO-I decided to merge. With this step, the decision-making process concerning the legal merger has been successfully completed. On 31 December 2017, the solicitor will execute the merger deed, upon which the merger will be a fact on 1 January 2018. Fittingly, the milestone was celebrated with cake at the NWO-I office.

In the spring of 2017, all foundation boards of NWO-I and the aforementioned institutes took an intended decision to merge. That intended decision was submitted to the works councils, and these issued a positive advice. The proposal to merge was subsequently deposited at the relevant Chambers of Commerce and the statements of no appeal were received from the relevant courts in August.

Since 1 February 2017, NWO has had a new structure. In addition to a granting organisation with an executive board and three domains (Science, Applied and Engineering Sciences, and Social Sciences and Humanities) there is a separate institutes organisation for NWO (NWO-I).

NWO-I, in full: Netherlands Foundation of Scientific Research Institutes (NWO-I), has arisen from

the Foundation for Fundamental Research on Matter (FOM) and now contains the former FOM institutes AMOLF, ARCNL, DIFFER and Nikhef, as well as more than 200 university workgroups from the former FOM projects. With effect from 1 January 2018, the other NWO-I institutes will therefore merge with NWO-I: ASTRON, CWI, NIOZ, NSCR and SRON.



Liz van Dijk, head of P&O at NWO-I, about the merger



At the NWO-I office in Utrecht, more than forty colleagues work behind the scenes in the departments of Personnel & Organisation (P&O), Legal Affairs, Finances, Strategic Support and Communications, providing support to the NWO Institutes Organisation. In each newsletter, we would like to introduce you to one of these colleagues. Liz van Dijk, head of P&O at NWO-I, starts us off by talking about the merger preparations from P&O's perspective.

Before becoming head of P&O at NWO-I on 1 April this year, Liz van Dijk worked for several years as a corporate lawyer at what was then still FOM. Besides giving legal advice, conducting collective labour agreement negotiations and maintaining contacts with the P&O advisers in the institutes, she was closely involved with the NWO transition. The transition/merger is also central to her current role as head of P&O. 'In preparation for the new organisation as from 1 January 2018, I regularly meet with the P&O advisers in both the current and the new institutes. We discuss matters such as a centralised training programme, but the merger is a major topic. The institutes ask me questions and provide feedback on the subject, but they also exchange a lot of information between themselves.'

Questions from the institutes

To answer the key questions from staff concerning the merger, NWO-I has drawn up an extensive list of Frequently Asked Questions (FAQs) which it has posted on the NWO-I website. 'We expect the FAQ section to answer most of the questions, but it's not exhaustive', says Liz. 'We know that there are many more individual questions, concerning topics such as leave entitlements, retaining job grades and salary scales, and collective discounts. We can't give a ready-made answer to every question. We aim to answer everyone's individual questions as fully as possible via the P&O advisers at the institutes themselves. And, where possible, we will expand the FAQs as much as we can.'

Final preparations for the merger

There are only a few weeks left before the merger between NWO-I and the five institutes takes effect. What remains to be done from P&O's perspective? Liz: 'We are working hard to bring together the four different sets of implementation regulations (IR) to make sure everyone gets the same arrangements in terms of working conditions. In addition, we need to ensure that all staff receive the correct salary in January from a central NWO-I environment.' Liz adds that NWO-I is working with the institutes to prepare correspondence for staff who are changing employer. 'The staff of ASTRON, SRON and NSCR are changing from a civil service appointment to an employment contract (employee status). This was already the case for NIOZ and CWI. The new staff of NWO-I will receive information that applies to their individual situation.'

The P&O department at NWO-I still has a lot of work to do before the merger takes effect. Liz is positive: 'The merger offers ample opportunities to strengthen future cooperation between the institutes. We are supporting the institutes here at P&O NWO-I, and the P&O advisers at the institutes will also continue to play their role as before. Even after the merger, institute staff will be able to take their questions to their own P&O adviser and the NWO-I office.'

Photo: Joost Weber



News from the Central Works Council (COR NWO)



The Central Works Council (COR NWO) defends the interests of all NWO and NWO-I staff in discussions with the Executive Board. We discuss and advise on matters that concern all or most organisational units. This newsletter gives a brief summary of what we are doing.

Institutes' merger with effect from 1 January 2018

The Central Works Council (COR NWO) is following the merger developments closely. ASTRON, CWI, NIOZ, NSCR and SRON will merge with NWO-I with effect from 1 January 2018. COR NWO has repeatedly insisted on clear information for the staff of these institutes. A list of Frequently

Asked Questions (FAQs) has now been drawn up and made available on the website www.nwo-i.nl.

Harmonisation of Implementation Regulations (IR): work in progress

COR NWO is discussing proposals for a single new set of implementation regulations (IR) with the employers. The IR regulates matters such as travel expenses for commuting, business travel and thesis printing costs, as well as grievance procedures. There are currently four sets of regulations (NWO, NWO-I, NIOZ and CWI). In view of the merger, these will be merged into a single NWO set. This is a complex puzzle, but the discussions have been constructive. COR NWO will be asked to approve the new IR.

Leadership programme: good idea, but must be evaluated

In October, COR NWO approved a training programme for managers throughout NWO. The programme is intended to contribute to a common leadership style and the creation of a shared new NWO culture (a single NWO). COR NWO considers this a good idea. Following questions from COR NWO, the executive board has promised to evaluate the programme after a year. COR NWO has recommended that the objectives be formulated in a clear and measurable manner. It would also like NWO-I to contribute sufficiently to the creation of a new NWO culture.

More information

For further information on COR NWO, see the [NWO-I website](#).