



Personnel News

February 2017 - Number 1

Netherlands Foundation of Scientific Research Institutes

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English translation

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





***** FOM PERSONNEL NEWS RENAMED PERSONNEL NEWS *****



As of 1 January 2017 the Foundation for Fundamental Research on Matter (FOM) has, together with other NWO-sections, transitioned into a new organisation. The 'FOM Personnel News' is hence renamed into 'Personnel News'.

The Office has been split into three parts: one part (grant funding) is now part of the NWO Domain Science (ENW), another has transferred to the new NWO's business administration. Finally, the Institutes (AMOLF, ARCNL, DIFFER and Nikhef) together with the section supporting the Institutes and university workgroups form the third part, the Institutes Organisation, abbreviated NWO-I. The NWO Institutes NSCR, NIOZ, ASTRON, CWI and SRON will merge as of January 2018 with this Institutes Organisation. More information on the transition to the new NWO can be found on www.fom.nl/transitie.



***** ORDER YOUR BOOK! *****



Do not forget to order your (free) copy of *Strings, mirrors and cellotape*, a book on 70 years of Dutch physics! Also available in Dutch.

You can order your copy with the code found in the personal letter that you received about 2 weeks ago. Order through [this link](#).



***** DIGITAL QUESTIONNAIRE FOR EMPLOYEES OVER 45 YEARS OF AGE *****



Were you 45 years old or over on 1 January 2017? Then, in the first half of February, you will be asked to partake in a digital questionnaire regarding the consequences of the exchange of the CLA's age related regulations. The CLA-IR contained several regulations directed at the employability of older employees, such as the 60+ regulation, age-related hours and the Senior Staff Scheme (SROI). As of January 2012 these regulations are being phased out/abolished and exchanged for structural pay rise.

The questionnaire has been agreed upon by the CLA parties and will be executed by SoFoKles in order to ensure anonymity. SoFoKles is the Social Fund for the Knowledge sector that executes projects and surveys and also subsidises activities in the academic labour market.

You will receive a personal invitation from SoFoKles in your work mail requesting to partake in this questionnaire. The WVOI-employers and trade unions would very much appreciate it if you fill in the questionnaire, which will take about ten minutes.

If this message raises any questions, please contact [Astrid Tiemessen](#) or [Lydia van der Vlist](#).



***** DIGITAL NEWSLETTER DUTCH PHYSICS NEWS *****



The second issue of our digital newsletter [Dutch Physics News](#) is published. The digital, monthly newsletter contains news on events, research programmes and developments about NWO. You can [sign up](#) to receive the newsletter on the NWO website.





*** NEGOTIATOR'S RESULT CLA 2017 ***



18 January 2017

On Friday 13 January 2017 a negotiator's result was reached at the CLA-negotiations regarding the new CLA-IR, with the duration of 1 January 2017 till 1 January 2018.

The most important agreements that were reached are:

- The wages will be structurally increased with 1.6 percent as of 1 January 2017.
- The budget for training and development will be increased with 0.8 percent from 1.2 percent to 2.0 percent of the wage bill.
- The reduction of the duration of the 'WW' and the accrual of the 'WW' and 'WGA' will be repaired in accordance with the agreements made in the Social Plan of April 2013. The employers will bear the costs.
- A retrenchment of the BWOI has simultaneously been agreed upon from 1 January onwards; a transitional arrangement of six years will apply to current employees, during which nothing will change in the first four years.
- The so-called 'AOW-gap' will be repaired for the employee entitled to a BWOI-allocation up until the first day of the month in which he/she will turn 65. The BWOI entitlement continues up until the moment one reaches the AOW entitlement age.
- The career budget and bonus arrangement from BWOI articles 7A and 7AB will lapse as of 1 January 2018. This on behalf of the transition compensation, mentioned in the Dutch Dismissal Law, that applies to all employees that fall under the CLA-IR, as of January 2018.
- An umbrella provision is incorporated in the CLA that offers an opportunity to employers to form a 'Generation pact'; certain preconditions have been included in the provision to which the Generation pact should comply.

Furthermore, agreements have been made on non-material issues or adaptations within the CLA that have a more technical character.

The trade unions AC/FBZ, CNV Government, FNV Government and the VAWO/CMHF will present the result to their members and will inform everyone in February whether there is a definitive CLA.



The first meeting of the new COR NWO

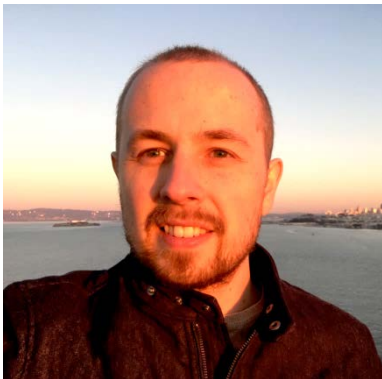
A new NWO also means a new participation structure:

- There will be one works council (OR) for both the employees of NWO Utrecht and The Hague. This works council consists of 8 seats, 1 of these is intended for the Netherlands Foundation of Scientific Research Institutes (NWO-I) and one guest seat for the works council ZonMw. The latter seat means that its representative can partake in the discussions but cannot partake in the decision-making.
- On top of that, there will be one central works council (COR) for the entire NWO, consisting of 17 seats. A total of 9 of these seats is allocated to the (future) institutes. The institutes will maintain their own works council. The seats of the works councils of CWI, NIOZ and ZonMw will still be, for the moment, guest seats.

Both the new OR and COR have started in January and provisionally consists of members of the present works councils until the elections.

On 19 January the new COR NWO met for the first time. The reaction of the AB NWO on the advice on key functions and the organisational design were discussed amongst others. The COR also set up a checklist with issues and key focus points for 2017.

New executive board COR NWO



Casper Rutjes, chair COR NWO

The NWO Central Works Council has elected a new Executive Board: Casper Rutjes (NWO-I PhD at CWI) is chair. Astrid Hajema-Van Esch (NWO Works Council) is vice chair and Sjoerd Wouda (AMOLF Works Council) is secretary.

COR-elections NWO-I-employees university groups on 16 May 2017

The election date for the NWO-I-employees of the university workgroups (BUW) to be directly elected, has been set at 16 May 2017. There are two seats available for the employees of the university workgroups within the new COR NWO. A deputy will also be elected at the same time.

Are you interested to broaden your scope beyond your own research and to join in the discussions regarding the realisation of the new NWO? Would you like to represent your NWO-I-colleagues at universities and promote their interests in the COR NWO? Would you also like to learn new skills?

If so, contact one of the present COR-members to learn more about the OR and what will be expected of you (and why you should stand for election)! The main language of the COR is Dutch. All of those electable will automatically receive a call at the end of March.

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

Please check [Central Works Council](#)

Email: cor@nwo.nl

We need you to join the COR NWO

Make NWO great!



**Be electable! Elections May 16th
register before April 24th**

