



## Personnel News

### May 2017 - Number 3

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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.





**\*\*\* Merger NWO Institutes: provisional decision has been taken \*\*\***



In the April edition of 'Personnel News NWO-I' you could read that the preparations for the merger between ASTRON, CWI, NIOZ, NSCR, SRON and NWO-I are in full progress. At the end of April the boards took a provisional decision and on 5 May the NWO Central Works Council (COR NWO) and the works councils of all NWO institutes received a request for advice about this. The works councils were requested to issue their advice no later than 16 June.

Steps to be taken in the merger

Before the merger becomes a fact with effect from 1 January 2018, three project teams will work on the following subjects: 'Further realisation of NWO-I' concerns the design with respect to positions and FTEs of the NWO-I office and the micro design of the front and back offices of the institutes based on the approved service model of the institute's office. 'Legal integration' focuses on the legal merger between the five institutes and NWO-I. 'Harmonisation Implementation Regulations' is about further elaboration of certain collective labour agreement articles. NWO-I, CWI and NIOZ each have their own package of Implementation Regulations. For ASTRON, SRON and NSCR the NWO Implementation Regulations currently apply. In this project the Implementation Regulations will be harmonised.

Coordination merger

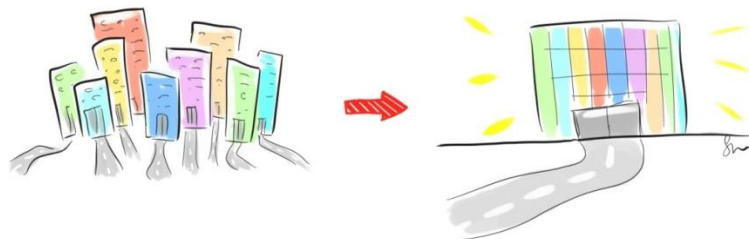
The NWO executive board has the final responsibility for the integration of the institutes and NWO-I. The boards of NWO-I and the merging institutes are also involved in the decision-making process about the merger.

A taskforce has been appointed that consists of a member of the NWO executive board (Caroline Visser), the director of the Institutes Organisation NWO-I (Christa Hooijer), an institute director on behalf of the institutes (Henk Brinkhuis, NIOZ) and Roeland Stolk (Berenschot) who will act as secretary on behalf of the transition office. This task force consults closely with the institute directors and directs the three project teams (see previous paragraph).

Informing employees of the institutes

The directors of institutes will each give (or have already given) a presentation about the merger to all of their employees. Furthermore, all employees will receive the document 'Frequently Asked Questions merger NWO institutes'. Over the next few months up-to-date information about the merger will also be made available via [www.nwo-i.nl](http://www.nwo-i.nl).

Integratie vd Instituten





## \*\*\* Collective occupational disability insurance Loyalis \*\*\*



\* *Have you already concluded a collective occupational disability insurance with Loyalis? Then the following information does not apply to you.*

As an employer, NWO-I wants you to be fully aware of the financial risks that you will incur in the event of occupational disability. Whoever becomes ill and therefore possibly incapacitated for work, falls under the rules of the Dutch Work and Income (Capacity for Work) Act (Dutch acronym WIA). In recent years, the Dutch government has severely reduced the social benefits paid via the WIA. As a result of this the income of people who are incapacitated for work can fall to the level of income support. With an occupational disability insurance you are guaranteed an additional income.

NWO-I has concluded a contract with the insurance company Loyalis for an insurance that prevents a considerable loss of income in the case of occupational disability. The occupational disability insurance of Loyalis is for everybody who works for an employer that is a member of WVOI (NWO, NWO-I, CWI, NIOZ and KB).

If you apply for the insurance within six months of your employment contract commencing then you will always be accepted for the insurance without the need for a medical examination. After that period a medical examination will be required.

*N.B.: Employees who were insured under NWO-D and who have transferred to NWO-I do not need to re-apply for the insurance; the insurance will automatically be converted to an NWO-I contract.*

### **Special offer: extra possibility to conclude an insurance without the need for a medical examination**

Until 17 July 2017, Loyalis is offering everybody who has worked at NWO-I for more than six months the possibility to conclude this insurance without the need for a medical examination.

### **What does the insurance cost?**

Due to the collective contract with Loyalis the discount on the monthly premium is at least 20%. And as we deduct the premium from your gross salary, you pay even less from your net salary. In most cases you pay no more than 10 euros per month. Via the website of Loyalis you can first of all calculate your premium so that you know exactly what it will cost.

### **Concluding the insurance**

You can conclude the insurance yourself online. For people with a long-term illness several additional conditions apply. These can be found on the website of Loyalis (in Dutch only) under the questions and answers: "Ik ben ziek en verzuim, maar ben nog niet verzekerd" (I am ill and absent from work but not yet insured).

You are of course free to contact other insurers and to request a calculation of the premium or a quotation. You are free to decide whether or not you want to conclude such an insurance.

### **Further information: see Annex**

In the annex (at the bottom of this PDF) you will find a brochure from Loyalis with more information about the occupational disability insurance (available in Dutch only).

### **Questions?**

Go to [www.loyalis.nl/wvoi](http://www.loyalis.nl/wvoi) or phone the Customer Service Desk of Loyalis, +31 45 579 61 11 (open Monday to Friday from 08.00 to 17.30 hours).





### \*\*\* Short films about your pension: MijnABP \*\*\*



Via MijnABP.nl you can arrange your own pension details online. For example, you can plan your pension or change your preferences. To help participants make use of the website [www.mijnABP.nl](http://www.mijnABP.nl), ABP has made a webpage available with short instruction films. These simple films tackle the following subjects, retirement, survivors' pension, partner pension, and digital post. The films are only available in Dutch and can be found via:

[www.abp.nl/mijnabp/wat\\_kan\\_ik\\_met\\_mijn\\_abp](http://www.abp.nl/mijnabp/wat_kan_ik_met_mijn_abp)

### \*\*\* News from the COR \*\*\*

#### **New term of office, new COR members!**

In June a new two-year period of office for the NWO Central Works Council (COR NWO) starts. In the COR, Janou Koskamp (Utrecht University) and Guus van der Borg (University of Groningen) will represent the NWO-I employees in the university workgroups. Lydia van der Vlist will represent the employees of the NWO-I Office. The works councils of DIFFER, AMOLF, Nikhef and ARCNL each have a seat in the COR NWO as well. It is not yet known who will represent them. The COR NWO has 17 seats in total. Due to the transition of NWO, the COR NWO will gather once every two weeks this year, and each month a meeting with the NWO executive board will take place.



#### **Advice about the expansion of NWO-I**

On 5 May, the COR – just like several local works councils – received a request to issue an advice about the merger of ASTRON, CWI, NIOZ, NSCR, and SRON with NWO-I. In addition, the COR has been asked to issue an advice about the changes in the organisation that are associated with this merger. The COR has appointed a temporary committee to harmonise the advice received from all the works councils as much as possible.

#### **Courses for PhDs**

At present, NWO-I still has a high-quality provision of courses for PhDs in the area of career orientation and personal development. The COR believes it is important that this continues to be the case. The training of researchers, and preparing PhDs for their PhD graduation in particular, is after all an important task of NWO-I. Furthermore, the COR is of the opinion that the same training conditions should apply to all PhDs within NWO-I. The COR will discuss this subject with the NWO executive board.

#### **Harmonising Implementation Regulations: a big job**

The intention is to harmonise the Implementation Regulations of NWO, NWO-I, NIOZ and CWI this autumn so that everybody has the same secondary employment conditions in the new NWO with effect from 1 January 2018. The COR NWO must approve the new Implementation Regulations. The COR has therefore established a temporary committee that will compare all of the regulations.

#### **Contact details COR**

Would you like to know more about the COR and the COR members? Then visit [www.fom.nl/cor](http://www.fom.nl/cor).

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





# Arbeidsongeschiktheidsverzekering

## WVOI (NWO, NWO-I, CWI, NIOZ en KB)

Regel het voordelig via uw werkgever!



werkegeversvereniging onderzoekinstellingen



MINIMAAL  
**20%**  
KORTING

Met veel inzet draagt u bij aan de Nederlandse en internationale kenniseconomie. Een hele uitdaging. Maar wat als op een dag werken (deels) niet meer lukt? Bijvoorbeeld door ernstige fysieke klachten of stress. Als u langdurig uit de running raakt, heeft dat veel impact, ook op uw inkomen. Gelukkig kunt u geldzorgen voorkomen.

### Altijd genoeg inkomen bij arbeidsongeschiktheid

In uw cao en pensioenregeling is al het een ander geregeld voor het geval u arbeidsongeschikt wordt. Toch is dat vaak niet genoeg om te blijven wonen en leven zoals u dat nu gewend bent. Daarvoor kunt u zelf iets extra's regelen. Met de arbeidsongeschiktheidsverzekering van Loyalis vult u uw inkomen optimaal én voordelig aan, mocht werken niet meer lukken.

### Voordelig verzekerd via uw werkgever

U regelt alleen wat u echt nodig hebt en door het contract dat uw werkgever heeft met Loyalis profiteert u van minimaal 20% collectiviteitskorting. Zo bent u altijd verzekerd van 70% van uw inkomen, ongeacht de duur van uw arbeidsongeschiktheid. Een hele zorg minder.

### Uw voordelen

- ✓ Minstens 70% inkomen gegarandeerd tot AOW-leeftijd
- ✓ Minstens 20% premiekorting én belastingvoordeel
- ✓ Sluit aan op de WIA, uw cao en pensioenregeling
- ✓ U blijft (deels) pensioen opbouwen
- ✓ Extra inkomenszekerheid bij hypotheekaanvraag
- ✓ Géén medische vragen binnen 6 maanden na indienstreding (of tijdens een actieperiode)

Meer weten? Ga naar [www.loyalis.nl/wvoi](http://www.loyalis.nl/wvoi)

# Wat kost de AOV en wat levert het u op?

Via uw werkgever profiteert u van minimaal 20% collectiviteitskorting. Doorgaans betaalt u nog geen tien euro netto per maand. En het levert u tot uw AOW-leeftijd een flinke inkomensaanvulling op bij arbeidsongeschiktheid en ontslag (zie oranje).



## Vragen?

Bel met onze Klantenservice.  
**045 579 61 11.**  
(op werkdagen van 8 tot 17.30 uur).

## Voorbeeld van een uitkering bij gedeeltelijk arbeidsongeschiktheid (35%-80%) zonder werk



## Voorbeeld van een uitkering bij duurzame en volledige arbeidsongeschiktheid (80%-100%)



Deze grafieken zijn een vereenvoudigde weergave van de werkelijkheid. Ze zijn gebaseerd op een inkomen beneden het maximum dagloon (zie [www.uwv.nl](http://www.uwv.nl))

## Rekenvoorbeelden

### Maandinkomen € 2000 bruto

Netto premie-indicatie per maand € 7,- bij 20% korting.  
Hiervoor wordt een uitkering verzekerd van maximaal € 939 bruto per maand.

### Maandinkomen € 4000 bruto

Netto premie-indicatie per maand € 16,- bij 20% korting.  
Hiervoor wordt een uitkering verzekerd van maximaal € 2.339 bruto per maand.

### Maandinkomen € 6000 bruto

Netto premie-indicatie per maand € 18,- bij 20% korting.  
Hiervoor wordt een uitkering verzekerd van maximaal € 3.739 bruto per maand.

## Hoe regelt u het?

Op [www.loyalis.nl/wvoi](http://www.loyalis.nl/wvoi) vindt u alle informatie. U kunt heel eenvoudig online uw premie berekenen en de verzekering aanvragen.

## Meer weten?

Ga naar [www.loyalis.nl/wvoi](http://www.loyalis.nl/wvoi)

## Waarom Loyalis?

Wij zijn een verzekeraar die voortkomt uit de wereld van pensioen en sociale zekerheid en werken nauw samen met diverse werkgevers in het onderwijs. Wij kennen hun cao en pensioenregeling. De verzekering sluit dan ook perfect aan op wat er al voor u is geregeld.

**Nu regelen, voor altijd een zorg minder.**

# Loyalis

Loyalis Verzekeringen  
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6401 JR Heerlen

Onderdeel van apg Groep