



FOM Personnel News

January 2015 number 1

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

email: cpd@fom.nl

telephone +31 (0)30 600 12 11
fax +31 (0)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.



**** Cao for Research 2015 final agreement****



The unions CNV Public Affairs, VAWO / CMHF and AC FBZ have agreed on 9 January 2015 with the new Collective Labour Agreement Research Centres (CAO). The Agreement is thus final! [See here the signed agreement \(in Dutch\)](#).

The agreement will be elaborated in new collective text. Key elements of the agreement are a term from 1 January 2015 to 31 December 2015 and a structural wage increase of 3.1 percent from 1 January 2015. [Here are the new salary tables by 1 January 2015](#).

The structural wage increase of 3.1 percent is made up of a wage increase of 2.3 percent, consisting of 0.7 percent that was released from the previously agreed abolition of age-related schemes and the employer's part that is released by the reduction of the pension contribution of 0.8 percent.

Any worker who was employed on 31 December 2014 and who is still in service on 1 January 2015 will receive this January an allowance of € 300.00 gross in proportion to the scope of employment.

During the term of this Cao a study is conducted on the implementation of the 'Work and security law' (Wet Werk en Zekerheid) in the collective agreement and its consequences for the statutory unemployment arrangement 'BWOI'. The results of this study will be implemented in the next collective bargaining agreement.

As a result of modernization of the text, the new collective agreement will also simplify a number of issues (for example in respect of overtime compensation). More customization can be provided: for all employees the number of AVOM holiday hours increased from 80 to 120 hours. The possibility of further raising this up to 178 hours will be decided in consultation with the Works Council.





**** BICYCLE PLAN****



The fiscal bicycle plan will expire by 1 January 2015. The AVOM bicycle plan will now be negotiated with the Central Works Council. For a period of three months, until the text of the collective labour agreement (Cao) is adjusted accordingly and a plan has been agreed with the Central Works Council, the bicycle plan will be suspended. As soon as we have more information, we will certainly let you know.



**** Organisational changes NWO ****



Section 1.2.3 of the 2025 Vision for Science of the government concerns organisational changes of NWO. There is a widespread feeling, especially with non-scientists that have come to interact with NWO in recent years, that NWO is a complex organisation, and that it is difficult to initiate multidisciplinary programmes that involve various divisions ('gebieden') within NWO. In fact, we have also experienced this at FOM. In order to initiate changes within NWO, the government had a report drawn up by an external advisor, Mr. Koos van der Steenhoven. His report, which was published together with the Vision on Science, advises a radical 'tipping' of the NWO-organisation, by abolishing discipline-oriented organisations such as FOM or the Chemistry and Life Science divisions. Instead, the new organisation should be organised along several broad themes, such as 'science for science', 'science for innovation' etc.

Quite a few organisations have released statements in this debate. See e.g. [FOM's website](#) for a statement on the Van der Steenhoven report by FOM, the official NWO statement, or that of the [Royal Academy KNAW](#). The KNAW also had a [webpage](#) for comments. Furthermore the VSNU and Spinoza laureates have written to the ministry about their concerns.

These are clearly turbulent times at FOM because of these developments. We would like to thank many of you for their support or for offering to help out. At present we are working hard behind the scenes with our colleagues and with many organisations to come up with an alternative plan. The final text in section 1.2.3 of the Vision on Science does announce changes in the NWO-structure, but also seems to provide scope for alternative plans, that would allow for a better balance between a more transparent organisation and the need to have scientists in the lead within the organisation, to have the expertise of the disciplines, their needs and their (business) partners within the organisation, and to have broadly acknowledged best practices such as those of FOM incorporated within the new NWO.

We think it very unfortunate the way the explicit recommendation of Van der Steenhoven to abolish FOM came in the news without any warning and without any apparent consideration for the impact of this communication on FOM personnel. In the meanwhile, it is clear that there are no concrete plans for drastic steps in the immediate future and that FOM



personnel should not have concerns about their job in the future. It is clear that changes in the NWO organisation will have an impact on FOM, and FOM is likely to become more integrated into NWO, but we are increasingly confident that this will be done in a prudent manner, aimed at retaining best practices. We will obviously keep you posted if there are important new developments!

Read more: [On 'Prinsjesdag' \(Budget Day\) Science Guide published an essay FOM director Wim van Saarloos wrote about the Dutch science system](#) (in Dutch only).





Start of the COR 2015-2016

The results of the elections for the Central Works Council (COR) in the research groups at universities have been established and the works councils of AMOLF, Nikhef, DIFFER and the FOM-office have decided who will participate in the COR. The members of the COR 2015-2016 are:

Naam	Represents
Pavel Antonov	AMOLF
Janis Beckert	Twente
Ben Elzendoorn	DIFFER
Han Genuit	DIFFER
Hilde de Gier	Groningen
Robert Hart	Nikhef
Jan Just Keijser	Nikhef
Victor Land	FOM-Office
Joep Peters	Utrecht and Wageningen
Casper Rutjes	Amsterdam (CWI, VU, UvA, KNAW)
Jan Visser	Nikhef
Sjoerd Vogels	Nijmegen and Eindhoven
Marc de Voogd	Leiden
Sjoerd Wouda	AMOLF
Vacancy	Delft and Rotterdam

On 13 and 14 January the COR-members will have a training and the first COR-meeting will take place on 27 January. Then the allocation of duties will be established.

We would very much like to welcome an enthusiastic FOM-employee from Delft, who is willing to represent his or her colleagues in the COR for the coming two years. Interested? Send an e-mail to cor@fom.nl

Contact the COR

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

See www.fom.nl/centralworkscouncil

Email: cor@fom.nl

Twitter: [@FOM_COR](https://twitter.com/FOM_COR)