



FOM Personnel News

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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.



***** ORGANISATIONAL CHANGES NWO - STATE OF AFFAIRS *****



At the beginning of February a General Consultation took place between Minister Bussemaker and State Secretary Dekker with the Parliamentary Standing Committee for Education, Culture and Science. The report of this was [published \(in Dutch\) on Science Guide](#). Dekker appeared to take a firm stand on the necessary changes at NWO which makes it again rather unclear as to what extent he is willing to meet the criticism on the report by Van der Steenhoven, which advised to tilt the NWO organisation. He also called into question the position of the institutes.

A workgroup consisting of three members of the General Board of NWO, three division chairpersons (including FOM/N chair Niek Lopes Cardozo) and a chairperson of one of the institutes have since been working on a concrete plan for the revision of NWO's structure, led by independent chair Douwe Breimer. Hence a new, more constructive phase has been entered. It will take until the beginning of April before the workgroup will present a plan.

We are still confident that we can reach the distant goal regarding NWO in which characteristics of FOM can be recognised: a larger natural sciences domain in which FOM is integrated but with our good practices clearly recognisable and upgraded. Put differently: transformation into an organisation that we want to put our heart into and with ample opportunity for commitment to bèta science with passion and drive.



***** BICYCLE REGULATION *****



The fiscal bicycle regulation has expired as of 1 January 2015. As of this date the bicycle regulation is therefore no longer elaborated on in the cao. Taking into consideration the appreciation of FOM-employees for this employment condition, we have decided, with the consent of the COR, to continue the bicycle regulation with a few adjustments. It is therefore still possible to purchase a bicycle under favourable financial terms.

It has been agreed upon with the COR that the height of the purchase amount of the bicycle will be aligned on a yearly basis. In 2015 the bicycle regulation is as follows:

- the maximum amount to be reimbursed in AVOM for the purchase of a bicycle is €450;
- the bicycle is to be used for commuting;
- participation is possible once every three years.

To clarify the AVOM reimbursement procedure: FOM does not supply an extra net reimbursement, but pays part of the salary net instead of gross which means that as an employee you do not need to pay tax regarding this part of your salary.

You can participate in this regulation by filling in the form on this [page](#).



***** TAX RETURN 2014 FOR EMPLOYEES PARTICIPATING IN
LOYALIS'S DISABILITY INSURANCE *****



Every employee can take out an individual disability insurance in addition to statutory and non-statutory provisions for disability. This is an individual choice depending on the need of the employee. Disability insurance is offered by many insurance companies. FOM has concluded a collective contract with Loyalis which gives you a reduction of the premium.

Premiums for Disability Insurance are tax deductible. FOM has agreed with Loyalis that the payment of premiums will be arranged through the employer. As we settle the premium on a monthly basis with your gross income the tax advantage is immediate. You should therefore not state this premium in your tax return.

You can check your payslip: the premium supplement IP is deducted from your gross salary and before the payroll tax is calculated.



***** THE NEW COLLECTIVE LABOUR AGREEMENT FOR
RESEARCH CENTRES 2015 AVAILABLE *****



The new cao for Research Centres, valid for the period of 1 January up to 31 December 2015, is available through our [website](#). It contains the changes following the recent cao-agreement and adjustments as a result of the modernisation of the text.



***** ARBOLUNCHES AT UNIVERSITY WORKGROUPS *****



Again the central Health & Safety officer together with the Central Works Council will arrange (free) arbolunches, for FOM colleagues working at university workgroups, at different venues in 2015.

FOM and the COR share the opinion that safety, health and well-being at the workplace are very important for FOM colleagues! The arbolunch is an informal gathering that gives FOM employees the opportunity to make a better acquaintance with the central Health and Safety officer and COR representative. What kind of issues can be raised with the COR or the FOM respectively? What does a safe and healthy workplace entail? And how may FOM help you with questions regarding safety, health and well-being at the university you work at?

This lunch also offers an excellent opportunity to meet other FOM colleagues at the university.

During the first six months of 2015 we will visit the following universities:

- Eindhoven Technical University
- Wageningen University
- national research institute for mathematics and computer science in Amsterdam.

You will be informed in time by your COR delegate concerning the date and venue of the arbolunch.



COR agrees to the Bicycle Regulation 2015

In February the COR has agreed to the FOM Bicycle Regulation 2015 that replaces the fiscal Bicycle Regulation that has lapsed as of 1 January 2015. You will find more information on the conditions and applicability earlier in this Personnel News. . At the COR's request this regulation is retroactive as of 1 January 2015.



Graduate Schools, working conditions policy and performance interviews

The COR has discussed with the director of FOM the arrangements that FOM wants to make with the graduate schools of several universities. Another item on the COR agenda is the working conditions policy 2015. The COR has also been asked to agree to the adjustment in procedure regarding performance interviews. The aim is that managers may include feedback into the performance interview from the employee's surroundings. It has been agreed with the COR that this is only possible after the employer's consent.

Organisational changes NWO and National Science Agenda

In February the COR has met the director of FOM and discussed the recent developments concerning NWO's organisational changes, the National Science Agenda and topsectors. The COR very much appreciates these consultations with the director and the open communication concerning these topics. As of the start of this year the COR also has held consultations with the COR of NWO and work councils of CWI and NOIZ. We will closely monitor the developments.

COR elections in Delft! Perhaps also in Twente?

On 14 April interim elections will be held in Delft for the COR. There is one candidate so we are happy that FOM employees at Delft will soon be represented again in the COR!

There is still a COR position open in Twente. Are you a FOM employee in Twente and interested in COR membership, please contact 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