



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 *****



FOM employees have twice received an update through email regarding the current state of affairs concerning the [organisational changes](#) since the last appearance of the FOM-Personnel News.

On Monday 8 June the steering group Transition NWO has met again after the earlier appointment of [Wim van Saarloos](#) as 'programme director transition NWO'. During this second meeting the subsequent timeframe and approach have been discussed. It has been agreed upon that Wim van Saarloos will work out a plan of action for the transition commissioned by the steering group. This plan of action will be implemented in September and should provide a complete description of the task NWO is facing, including a roadmap towards the new organisation. The aim is that the introduction of the Board of Directors and structure based on domains, including the associated financial instruments, will take its course by the end of 2016. The set-up of these financial instruments, and the set-up of the institutes' part via a separate trajectory, will be further assessed in scheduled interviews with the different organisational units.

Technical chair and programme manager

Roelof de Wijkersloot, former chair of the Board of Governors of the Radboud University Nijmegen, has been appointed technical chair of the steering group. Jasper Reijnders, until recently business manager at ARCNL, will lead the process together with Wim van Saarloos as programme manager Transition. Jasper has had experience with FOM, NWO-institutes and multidisciplinary cooperation within NWO and with universities and companies.

Commitment employees essential

The organisational change will affect nearly all divisions of NWO and will be executed carefully but also diligently. Wim van Saarloos aims to establish as much consensus for the transition as possible: "Success depends on the commitment of employees and, if possible, stakeholders involved, such as scientists in boards and councils." He would like to appeal to colleagues, who are interested to contribute to this process, to come forward to him (w.vansaarloos@nwo.nl) or Jasper Reijnders (j.reijnders@nwo.nl). The programme organisation wishes to communicate in an open and transparent manner regarding the process's progress.



***** SPORTS DAY FRIDAY 11 SEPTEMBER *****



Save the date! The annual sports day will be organised by Nikhef on Friday 11 September in Amsterdam. More info will follow through the means of the contact persons of the institutes and website.



***** ENGLISH TRANSLATION IMPLEMENTATION REGULATIONS (UVR)
ON FOM WEBSITE *****



The text of the Implementation Regulations, valid from 1 July 2014 to 30 June 2017, has been translated into English and can be found here: [link](#).



***** CHANGES COLLECTIVE LABOUR AGREEMENT (CLA)
RESEARCH INSTITUTIONS *****



The CLA Research Institutions is midway its duration. As of 1 January 2016 a new CLA needs to be agreed upon with the unions. A number of major changes in the labour law will lead to changes in the CLA. It concerns, amongst others, changes regarding the probationary period and temporary contracts.

Meanwhile the meetings with the unions have started. The CLA parties are also exploring the possibilities for an adjustment in the non-statutory unemployment regulation (BWOI), in the changed legislation for WW-benefits, in changes in dismissal law and the increased pensionable age.



The COR closely follows FOM's and NWO's changes

Despite much uncertainty one thing is clear: FOM-employees will sooner or later have to deal with the consequences of the organisational changes NWO in one way or the other. So what does the COR do? Well it has established a separate commission that regularly and informally meets with the director of FOM. There is close alignment with other FOM works councils, especially that of the FOM-office because this is the place where probably most radical changes will take place. Furthermore there are regular meetings with the works councils of NWO, CWI and NIOZ that are, of course, also concerned in these organisational changes. The COR will work on a vision paper containing a number of priorities during a training in June. We will keep you informed but do not hesitate to contact your own COR representative if you have any questions or remarks!

Advice interim-director FOM

The COR has advised positively on the proposed decision of the Executive Board to appoint Christa Hooijer as interim-director FOM. The COR met with Christa Hooijer on 26 May. The COR has confidence in her looking after the interests of FOM and FOM-employees in the coming transition period and hopes for a continuance of open exchange of information and pleasant cooperation.

Pension, performance appraisal and alcohol at work

What do these issues have in common? They are all items on the COR's agenda. The COR has agreed to a change in the Appraisal and Assessment forms. The regulation is now more directed towards 'development' and the forms are much more user-friendly. At the urgent request of the COR an addition has been made, amongst others, that the employee's consent is needed if a manager wishes to consult the direct surroundings of the employee.. The COR has also consented with an adapted version of the Pension Regulation Centraal Beheer 2014. On top of that, the COR is discussing a regulation for FOM-employees concerning the use of alcohol, drugs and medicine at work.

Wish to know more or join the discussion?

Would you like to actively contribute to the COR? This is possible if you are a FOM employee at Delft/Rotterdam or Twente as there are still two vacancies. Interested? Mail to cor@fom.nl. We post our news on the website a week after our meetings www.fom.nl/cor. Wish to be kept informed? Subscribe to our COR-mailing. You will receive the COR-agenda items and established reports.

Contact the COR

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

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