



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.



*** MANAGEMENT STARTS WITH A GOOD CONVERSATION ***



New forms for performance evaluations in use!

The guidelines and the evaluation form were in need of revision. With the approval of the Central Works Council and the input of managers, the Central Personnel Department has developed a new, user-friendly form*) to increase the quality of the performance evaluation and in order to make it more attractive and easier to make the report. These forms are now available online. English versions will be available shortly. For example, the new form provides space for SMART agreements, space for feedback from the employee's immediate work environment, and is more focused on talent development than was the case in the past.

Each performance evaluation is different and holding a good performance evaluation requires a skill that managers must continue to work on. Therefore Schouten & Nelissen in collaboration with FOM have developed a tailored one-day training programme in which managers can practice interview techniques with an actor and familiarise themselves with the revised form. On 2 July the first of these training days took place with all institute directors and management team members of FOM. All other managers will soon receive an invitation for this training day in the autumn. Joost Frenken, director of ARCNL, emphasises the usefulness of this training: *"All through the day we talk with our staff, but in these conversations a lot of things remain undiscussed. The annual performance evaluation is a fantastic 'instrument' for on the one hand paying the compliments that you do not get around to enough during the rest of the year and on the other side also bringing up the difficult subjects that you or your employee would otherwise avoid."*

*) For PhD researchers the current system will continue to be used.

Would you like to know more about this subject? Then please contact your personnel officer.





On 7 July Wim van Saarloos held an information session on the NWO transition (in Dutch). You can check on this through <http://livestream.com/accounts/8495176/events/4178664>. Wim explained the background of the transition and the process. In recent weeks, along with Jasper Reijnders who supports him, he talked with many people from different parts of NWO. This summer they are going to make a plan. Late August this will be in the NWO Transition Steering Group and we will hear more. We will keep you informed.

Below is a brief summary of the initial findings from discussions on the financing instruments in the new NWO.

On 30 June, Wim van Saarloos presented his initial findings from talks that he is conducting with the NWO divisions, the general management and the institutes to the NWO transition steering group. Changes to the NWO Act were also discussed at the meeting held on 30 June. Some modification of the act is necessary to accommodate the future set-up of NWO, which will have a collegial governing board that is fully responsible for NWO, four members of which will also have executive responsibility for one of the NWO divisions as division chairman. NWO is in close contact with the Ministry of Education, Culture and Science about the time frame for this change.

An important discussion topic on 30 June was the basic range of general funding opportunities across NWO and its domains. The steering group has established a principle stating that in its new set-up NWO will work with a basic range of generic funding instruments. The aim is to make the differences between types of NWO funding clear and transparent for the scientific community and also to facilitate collaboration between the scientific disciplines and between the domains. NWO's range of funding arrangements has to demonstrate more clarity and transparency for external partners as well, such as ministries, the business sector, NGOs and civil society. Wim van Saarloos will share the proposal for generic funding instruments with the divisions following the steering group meeting on 24 August.

In the new set-up, each domain will have grants for individuals, grants for projects, grants for programmes (i.e. associated projects) and strategic funding instruments (i.e. by theme and for collaboration with partners). The programmes and strategic funding instruments in particular will help to create partnerships between researchers and facilitate themes and strategic directions that transcend the domains.

The budget allocation and evaluation criteria for funding instruments are to a certain extent adapted to the specific characteristics of the scientific field of domains and disciplines. Indeed, the primary principle therefore holds that diversity of specification and evaluation should not stand in the way of collaboration across the domains.

The colleagues of the FOM Office wish everyone a pleasant summer!

