



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 ***



Developments organisational changes NWO and FOM

On 7 October the Steering Group will discuss the Organisational Plan for the NWO transition, which includes FOM. A concept version has been studied from 24 August by the boards and directors. It is expected that the final version of the summary of this plan will be ready mid-October. The Organisation Plan describes several work groups that will prepare the various organisational changes. A special point of interest is the division of the FOM organisation into a granting part and an institute part, and for the role of the various local works councils within NWO.

In 2016 there will be no changes to the financial instruments. As soon as more information becomes available it will be posted on a special web page with all relevant and topical information on the transition.



*** FOM YOUNG SCIENTISTS' DAY - 10 DECEMBER 2015 ***



On Thursday 10 December 2015 FOM will organise the fifth edition of the FOM Young Scientists' Day at Casa 400 in Amsterdam. Both FOM PhDs and FOM postdocs are invited to attend. Participation is free of charge. Participants can look forward to a programme aimed at developing and acquiring the personal skills and knowledge needed to successfully complete a PhD and embark upon a professional career. Besides workshops, former FOM employees will be present to talk about their careers. This autumn all FOM postdocs and PhDs will receive an invitation detailing the programme.



*** SPORTS DAY FRIDAY 11 SEPTEMBER ***



FOM kindly thanks Nikhef for organising the sports day! Again it was an wonderful event with participants from all of FOM's sections and some NWO colleagues as well. The excellent organisation and fantastic weather made it a great day, but especially the fair play of all colleagues as well!





*** NEW FOM REGULATIONS ON THE USE OF ALCOHOL, DRUGS AND MEDICINES (ADM) ***



In consultation with the Central Works Council FOM has formulated a new regulation on the use of alcohol, drugs and medicines. This regulation will be in place from 1 October 2015 onwards. The (Dutch) regulation can be found on the FOM website under 'Regeling gebruik Alcohol, Drugs en Medicijnen' (ADM).

The reasoning for this regulation is the fact that alcohol and drug use might have a negative influence on our employees' functioning and health. The basic notion is that the use of alcohol and/or drugs cannot coincide with workplace activities such as working with heavy machinery, scientific set-ups or working with hazardous substances. But substance abuse can also influence decision making which in case of large (financial) decisions can also create risks for the organisation and all directly involved. In implementing this regulation FOM wants to prevent the negative influences of the use of alcohol, drugs and medicines on accidents, material and immaterial damages, decreasing quality of services, illness and sick leave.

As employer FOM has to provide a safe and healthy work environment. Regulating alcohol, drug and medicine use therefore also contributes to better working conditions. The first step is coaching employees at risk, thereby preventing harm to employee and employer as well, and signaling dysfunctional behaviour as a result of substance addiction at the earliest opportunity.

This regulation also includes that employees confront their colleague's irresponsible use of alcohol, for instance when having drinks or at a business trip. Every employee has his/her own responsibility for misbehaving in this way. In short, the regulations aim at the interests of both the individual employee and the organisation as a whole (including economic and safety aspects as well as image) where the starting point is to preserve the employee for the organisation.



*** ENGLISH TRANSLATION CLA ON FOM'S WEBSITE AND PRINTED VERSION ***



The text of the Collective Labour Agreement for Research Centres has been translated into English and can be consulted on the FOM's website via [this link](#). You can request a printed version of the CLA either in Dutch or English by sending a mail with your request to CPD@FOM.nl.



*** SECONDMENT ALLOWANCES AND 24 HOURS REIMBURSEMENTS FOR FOREIGN TRAVEL UPDATED ***



As of 1 June 2015 the secondment allowances have been recalculated. You may find the current amounts on the [FOM website](#) in the Implementation Regulations, IR-8.

The 24 hours reimbursements for foreign travel are modified twice a year. You can always find the current amounts on the FOM-website in the Implementation Regulations, appendix 1. For further information please contact: Renee Spigt (email: renee.spigt@fom.nl).



*** COLLECTIVE LABOUR AGREEMENTS ***



As of 1 January 2016 our current collective labour agreement (CLA) expires and a new CLA needs to be agreed upon with the unions. Last summer unexpectedly the government made a binding agreement with a number of unions about wage increases and reversals of pension contributions for the



public sector. The trigger was breaking the 'zero line' for wages under pressure from collective action by, for example, the police. The largest union, the FNV, disagrees with the arrangements between the government and the other unions and thereupon filed a lawsuit. Besides a number of large government employers also educational institutions and the Employers' Association of Research Institutes (WVOI) were summoned by the FNV. The employees at the research institutions actually have already had a pay rise in 2015. The negotiations between the WVOI and the unions about the new Cao-OI are now under pressure by this lawsuit. The verdict in this lawsuit is expected on 1 October. The Cao -proposals for the negotiations with the unions will be determined thereafter.



*** **WEBINAR ABP SURVIVING DEPENDANTS PENSION 7 OCTOBER** ***



We would like to point out the new webinar from ABP. The theme of this is 'ABP survivor's pension'. For clarity, a webinar is a live broadcast seminar where you will be handed information. You can see the ABP webinar online and it is interactive: you can ask questions via one on one chat to a pension expert from ABP. You can do this from your own computer/laptop. You must register for this up front.

This webinar focuses on the survivors' pension. How do you ensure that your dependents are financially well taken care of? What can you do? What happens to your pension after death?

The webinar will take place on **Wednesday, 7 October at 20.30 hours**. Sign up now via this [weblink](#). ABP has a series of webinars planned for 2015 and 2016. They will include topics such as retirement, disability and ABP pension scheme. Keep an eye on the website www.abp.nl.



*** **Responsible DISCLOSURE (FOR REPORTING WEAKNESSES)** ***



At FOM we consider it important to properly secure our systems (such as the FOM website). Despite our efforts to secure our systems, it is possible for weaknesses occur. If you discover a weakness, we would like to know about it so we can take the necessary steps to address it as quickly as possible. We would like to work with you in order to improve the security of our data and systems. Via our [contact page](#) on fom.nl you can find our [responsible disclosure policy](#).





Transition NWO and FOM

In the past few months the COR has closely monitored the intended transition of FOM to a new NWO-organisation. Wherever possible, the COR has engaged in dialogues with several parties concerned, such as the programme director transition Wim van Saarloos, but also with work councils of other organisations, such as that of the Centre of Mathematics and Computer Science (CWI). The COR's aim with this is to keep informed of all the changes and to actively partake in brainstorming and deciding on how the new NW-organisation needs to be set up. The COR has received a formal request for an opinion on FOM's intention to cooperate with the transition towards a new organisation. Though the COR is favourably inclined towards the transition process, the interests of FOM employees are our highest priority. The consequences for the FOM personnel is thus far unclear. The COR is actively obtaining information on the smartest measures and how to safeguard the interests of the FOM employees in the best possible way.

Policy Alcohol and medicine at work

In the last six months FOM's new policy towards the use of alcohol, drugs and medicine in the workplace has been a frequent item on the agenda of COR and FOM's meetings. We have of course elaborately discussed the balance between safety in the workplace on the one hand and sufficient leeway for festive activities and the preservation of an employee's privacy on the other. In September we have consented to a fourth concept of the regulation. We are of the opinion that the ultimate setting out of the policy provides clear and practicable guidelines.

Wish to know more or join the discussion?

Would you like to represent your university in the COR? This is possible if you are a FOM employee at Delft/Rotterdam or Twente as there are still vacancies. Interested? Mail to cor@fom.nl.

We post our news on the website about a week after our meetings www.fom.nl/cor. Do you like to be kept informed even more? Subscribe to our COR-mailing. You will receive the COR-agenda items and established reports.

Contact COR

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

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