



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.





*** DEVELOPMENTS TRANSITION NWO ***



The steering group Transition NWO has established the leaders of the workgroups, their assignments and their composition. You will find all this information on the Transition-website www.nieuwnwo.nl

The kick-off is planned on 2 December, two away days are planned on 5 and 6 January 2016.

Members of the workgroups will regularly discuss the progress amongst themselves and other colleagues and may ask their input. At the start of 2016, the workgroups will submit their results of this 'planning phase' to the transition office, together with a plan for the follow-up phase (design phase, after that there will be an implementation phase.).



*** SELLING ANNUAL LEAVE HOURS *** *** DEDUCTION TRADE UNION CONTRIBUTION FROM GROSS SALARY 2015 ***



It is possible to sell 120 hours of annual leave per annum by means of AVOM - Customized conditions of employment - (for part-timers this is in proportion to the number of working hours).

If you want to sell annual leave hours you can easily and quickly arrange this through MyFOM-People, the portal for all FOM-employees. You can also still arrange this on paper. You will need to download a copy of the AVOM form 'Purchasing and paying out holiday hours' from the FOM-website. Submit the completed and signed form to your personnel officer (institute employees) or to the payroll administration of the FOM office (FOM office staff and university locations).

If you want annual leave hours of 2015 to be paid out before the end of the year then your request must be in possession of FOM's payroll administration before 1 December 2015.

The AVOM regulation also offers you the possibility to deduct your trade union contribution from your gross salary. Just download the AVOM form 'Trade Union Contribution' from the FOM website, complete and sign it and then submit it together with the relevant documents to your personnel officer (institute staff) or send it to the payroll administration of the FOM office (staff at FOM office and university locations).

If you submit the form and the necessary documents before 1 December 2015, then the deduction will be made from the salary payment of December 2015. For forms received after this date, the amount will be deducted from the salary for January 2016. However, the deadline for submitting the forms is 3 January 2016.

We would like to point out to you that in principal your annual leave should be taken in the calendar year to which it is allotted. The collective labour agreement determines that, as a rule, not more than 80 annual leave hours can be transferred to the next year in case of full-time employment.





*** WEBINARS ABP ***



The ABP regularly organises webinars concerning pension issues. There have already been several webinars concerning, for example, surviving dependants pension and the ABP choice pension. One webinar also paid attention to the question: "Have you taken care of your pension?"

You can still view these webinars. Should you want to orientate further or if you are interested in one of the themes you can still watch the webinars through this [link](#) or through the website www.abp.nl



*** NEGOTIATIONS CLA before 1 January 2016 ***



In the past months, the Employers' Association of Research Institutes (WVOI) and trade unions have formally come together to discuss the Collective Labour Agreement for Research Centres (Cao-OI). The CLA is valid until 1 January 2016. Parties intend to come to a result before 1 January 2016.



*** NEW PREMIUMS OHRA HEALTH INSURANCE AS PER 1 JANUARY 2016 ***



FOM has a collective contract with OHRA for health insurance. This means that we monthly acquit the premium with your salary and pay it to OHRA, but it also includes that as an employee you receive a discount on the basic insurance premiums and additional insurance premiums of the OHRA Health insurance.

A conscious approach to health and a healthy lifestyle is important to OHRA. As from 1 January 2016 anyone who participates in the OHRA health insurance as basic insurance will receive the free module OHRA Health. This supplies a compensation for a sports medical advice and a compensation for a follow-up session of the Personal Health Check (formerly NIPED). Anyone who already participates in the collective health insurance will be automatically notified via OHRA.

Premiums

The premiums for the OHRA Health insurance for 2016 were recently announced. Because of changes in the 'Algemene Wet Bijzondere Ziektekosten' OHRA has increased the basic insurance premium with 4,2 percent. The premiums of the additional insurances have also slightly increased.

The premiums are as follows including the 3 percent yearly prepayment discount:



Type of insurance	Net premium 2016 (per month)	Net premium 2015 (per month)
<u>Basic insurance:</u>	€ 88.92	€ 85.36
<u>Additional insurances:</u>		
OHRA Strong	€ 5.58	€ 5.24
OHRA Additional	€ 9.54	€ 9.10
OHRA Extra Additional	€ 18.57	€ 17.18
OHRA Extensive*	€ 35.54	€ 32.21
* Including the FOM agreement for reimbursement glasses/contact lenses of € 150 per calendar year		
<u>Dental insurances:</u>		
OHRA Teeth Strong	€ 9.22	€ 8.97
OHRA Perfect Teeth € 250	€ 14.53	€ 14.32
OHRA Perfect Teeth € 500	€ 26.28	€ 25.49

The amount that you have to pay yourself before you receive any reimbursement (compulsory own risk), has been set by the government at € 375 for the year 2016 (2015: € 360). You can opt to pay this own risk in monthly terms to OHRA on the condition to report this to OHRA before 1 January 2016. You can also opt for a higher own risk against a lower premium.

Switch to OHRA

If you want to switch to OHRA Health insurance it is possible to do so until 31 January 2016. Your OHRA Health insurance will then be effective retroactively from 1 January 2016 onwards. Do not forget to cancel your current health insurance in writing, however, no later than 31 December 2015 (some insurance companies may have other terms of notice).

For further information please use the collective FOM-OHRA website:
www.ohracollectief.nl/sfom or contact OHRA: phone number: +31 26 400 48 48.



***** FOM WILL SWITCH TO UBW IN 2016: THE NEW FINANCIAL SYSTEM:
 SUBMIT INVOICES BEFORE 1 DECEMBER 2015 *****



At the start of 2016 FOM will switch to the new financial system Unit4 Business World (UBW). Due to the switch to this new system, FOM will not execute any payments between 18 December and 15 January.

On 17 December, FOM will pay all posted and approved invoices and bills. We will not transfer outstanding invoices and bills in the new system.



Important issues for you as employee

Do you still want to submit an **invoices** or have a bill paid? Please make sure to submit these before 1 December.

Do you need an advance for a foreign business trip in January? Please make sure to apply for this before 1 December.

The salary payment will take place on 18 December.

Innovation Financial Processes (VFP)

FOM has been working on the introduction of a new financial system for quite some time within the context of the project Innovation Financial Processes. Aim is to modernise the financial and budgetary processes and, wherever possible, to simplify and standardise. The new processes and procedures will be supported by Unit4 Business World.



*** FOM OFFICE CLOSED BETWEEN CHRISTMAS AND NEW YEAR ***



The FOM Office will be closed from Thursday 24 December 2015 to Friday 1 January 2016. Sickness and recovery notifications can be reported via e-mail: ziekmelding@fom.nl



Your FOM Office colleagues wish you Happy Holidays!





Centrale OndernemingsRaad
Stichting FOM

First partial advice Action Plan transition NWO- workgroups

In an extra meeting, the COR has determined the first partial advice on the Plan of Action Transition NWO, concerning the establishment of transition workgroups. The COR is enthusiastic about the idea of personnel participation in the workgroups and hopes that the formulation of the assignment leaves room for 'bottom-up' ideas and initiatives. The COR advises to include representatives of science, technique and industry in the workgroups and to include the mutual NWO-divisions and the connection with the field in the formulation of the assignment. The COR also advises to assign the responsibility for the NWO vision on PhD students and postdocs, who, after all, are responsible for a large part of the results of scientific research, in one of the workgroups.

Contact COR

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

Please check www.fom.nl/centralworkscouncil

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