



FOM Personnel News

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Foundation for Fundamental Research on Matter
PO Box 3021, 3502 GA Utrecht

telephone +31 30 600 12 11
fax +31 30 601 44 06

email: cpd@fom.nl

<http://www.fom.nl>

For additional information please contact us via cpd@fom.nl, or international-office@fom.nl.

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.





*** FOM'S 70TH ANNIVERSARY – SAVE THE DATE –
16 SEPTEMBER 2016***



On Friday 16 September we will celebrate FOM's 70th anniversary!
All FOM-employees (with partner) are cordially invited at 18.30 hrs at the Rijtuigenloods in Amersfoort. The official invitation will be sent in June.



*** Organisational changes NWO ***



The national science council, NWO, is presently in transition towards a new structure. The aim of new NWO is to be more effective and more focused on collaboration, to respond more flexibly to developments in science and to strengthen collaboration within science and with society. The present disciplines and foundations will be clustered into four domains, including the domain 'Natural and Mathematical Sciences'. The NWO Institutes will be organised as a separate unit.

This means the current FOM organisation will be split in two. The *granting* part, together with the NWO disciplines Chemical Sciences, Astronomy, Mathematics, ICT, and Earth and Life Sciences, will form the new domain 'Natural and Mathematical Sciences'. The part of FOM that now supports the FOM Institutes will serve as a model for and become part of the new NWO organisation unit that will support all NWO Institutes.

Transition Updates on the FOM website

The transition office, led by Wim van Saarloos, keeps the scientific community informed about the process with regular Transition Updates. The latest (third) update includes news about:

- process to Integral main design renewed NWO;
- new domain names.
- composition of the appointment advisory committee, established by the Ministry of Education, Culture and Science, for the appointment of the members of the Executive Board.

Please refer to the [FOM website](#) for these Transition Updates, as well as more general information about the NWO Transition.

Culture scan

The earlier announced questionnaire for the culture scan has been filled in by both employees at the FOM Office and at the institutes. The questionnaire will not be sent to BUW employees. We have opted not to do this as the response from the institutes was considerably low and we expect this to be the same for university workgroups. However, you can always turn to your FOM contact person, or info@fom.nl, should you have questions, worries or requests regarding the transition of FOM and NWO.





*** New CLA texts on website ***



The agreements made in the last CLA agreement (end of 2015) have been integrated into the text of the CLA-IR. The complete text of the CLA-IR can be found in both Dutch and English at the FOM website.



*** Bicycle regulation ***



It is still possible to purchase a bicycle under favourable financial conditions. In agreement with the Central Works Council the bicycle regulation will be continued unaltered in 2016. The bicycle regulation for 2016 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 [this form](#): link



*** Payment of declarations ***



All reimbursements for costs incurred and declared by you as a FOM employee will be transferred to the same bank account as your FOM salary. In short, it is impossible to transfer reimbursements to another bank account.



*** Bicycle racing with all NWO/FOM colleagues ***



In connection with the developments towards a #newNWO, the idea emerged with some sporty FOM employees to set up a cycling team consisting of 'racing cyclists' from **all** FOM/NWO Institutes and FOM Office. The idea is to train once every three weeks as of this spring (in the Randstad region but, for example, also in Dwingeloo ;-), with the aim to

partake in the Dam tot Dam cycling classic for instance (18 September 2016) or a tour somewhere else in the Netherlands. In case of sufficient interest, we will examine the possibility to organise cycling wear (with all our logos on them!). Are you interested to join? Please send an email to wielrennen@fom.nl



Centrale OndernemingsRaad
Stichting FOM

NWO transition: recommendations on profiles for the new Board of Directors and the Plan of Action

The Central Works Council (COR) has made recommendations concerning the two job profiles for the newly to be formed NWO Board of Directors. It concerns the profile for the chair and the member with the portfolio for Management and Finance.

In December, the COR has furthermore given an advice on the Plan of Action for NWO's transition. In the latter, the COR has also elaborated, at the request of FOM's director, on a number of specific subjects, such as, the formation of the institutes-organisation, the bèta-domain and the future employee participation. Would you like to know more about the COR's advice, you can obtain this by sending an email to cor@fom.nl

Twice as many COR-meetings AND regular coordination with other Works Councils

Considering the rapid developments on the subject of NWO's transition, the COR has decided to double the meeting-frequency in 2016. In this way we can discuss and take timely decisions regarding the transition.

Also weekly meetings are arranged in 2016 between the Works Councils of NWO, OR NIOZ, OR CWI and ZonMw. We strive to give our forthcoming transition recommendations as one combined employee participation.

Joint Works Councils day on 16 February



Members of all works councils within the newly to be formed NWO were invited for an away day. For FOM this included all works council members from the FOM- Office, Nikhef, AMOLF, DIFFER, ARCNL and of course the Central Works Council. Also council members within the NWO organisation were present, i.e. those of NIOZ, CWI and ZonMw.

Wim van Saarloos gave more information on the updates and we together discussed current developments. It was a very successful day which will probably get a follow-up.



Contact COR

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

Please check www.fom.nl/centralworkscouncil

Email: cor@fom.nl

Twitter: @FOM_COR

