

## **FOM Personnel News**

### **September 2016 - number 4**

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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.*





## \*\*\* Transitional changes NWO \*\*\*



### **Board transfer NWO with effect from 1 October 2016**

The board transfer at the Netherlands Organisation for Scientific Research (NWO) will take place on 1 October 2016. The current Governing Board will then transfer the governance responsibility to the new chair Professor Stan Gielen and Drs. Caroline Visser. They will jointly form the Governing Board until the new entire Executive Board assumes its responsibilities with effect from 1 January 2017. The change of governance is part of the transition towards a new NWO.

FOM wishes to express its thanks to the departing members of the Governing Board of NWO for their drive and skill in their work for Dutch science over the past few years. The Governing Board has initiated the radical innovation process of NWO that is nearing its completion with the effort of many in and outside the organisation. FOM looks forward with great confidence to the renewed NWO, in which FOM will be integrated, and wishes the new board members Stan Gielen en Caroline Visser the best of luck.

At the start of July NWO announced the names of all members of the new Executive Board. With effect from January 2017 the Executive Board will, besides the chair Stan Gielen, have a member for Operations and Finances and four scientific members, each of whom will chair one of the future domain boards. The four scientific members are: Professor Ineke Braakman, Professor Wim van den Doel, Professor Jeroen Geurts and Professor Jaap Schouten. Caroline Visser will be the board member with the portfolio Operations and Finances.

### **Flying start**

In order to give the new board a flying start the current board, led by Professor Jos Engelen, has in good consultation with the new directors agreed to formally transfer its responsibilities to Stan Gielen and Caroline Visser with effect from 1 October 2016. "Over the past few months we have been working hard on a new NWO," says Engelen. "The appointment of the new board is a logical step in that process. We think that it is in NWO's best interest if the new board can start as soon as possible."

Stan Gielen and Caroline Visser will form the Governing Board until the entire Executive Board assumes its responsibilities with effect from 1 January 2017. The current NWO board will remain involved in the organisation until 1 January 2017 and will be available to contribute to a smooth transfer. "The new board is rapidly preparing for the transfer of governance," says Gielen. "We are delighted that we can switch to the 'new NWO' in such good consultation."

### **New NWO: new organisation and new board structure**

The organisation of NWO will be set up in a more efficient and transparent manner. The current nine divisions of NWO will be clustered into four domains: Exact and Natural Sciences (ENS), Applied and Engineering Sciences (AES), Social Sciences and Humanities (SSH) and Health Research and Development (ZonMw). Furthermore, the institutes will form an NWO Institutes Organisation. With effect from 1 January 2017 the organisation will start with the new organisation structure and the members of the new Executive Board will assume their responsibilities. After an amendment to the NWO Act, Ineke Braakman, Jaap Schouten and Wim van den Doel will become the domain chairs of ENS, AES and SSH. Geurts will start on 1 January 2017 as the chair of the independent ZonMw, which is expected to be integrated as the fourth domain within NWO by the start of 2019. The future Executive Board of NWO will function as a collegiate board and will be responsible for the integral strategy and programming of the organisation and the allocation of the budget across the domains and institutes. These changes will enable NWO to position itself more



strategically, to increase its decisiveness and organisational capabilities, to deploy funds more flexibly, and to increasingly work with a single coherent programming.

### **Other news regarding the transition**

#### *Continuity*

As mentioned before, we will announce changes in the financing instruments well in advance (circa six months). For the moment, the current instruments employed by FOM and NWO will remain unchanged. As of 1 January, the new domains will issue calls, and the domain boards will make the decisions on granting. The employees of the FOM office will follow their work as much as possible, just as their NWO and STW colleagues. This means that your contacts will remain unchanged and that the transition will interfere as little as possible with the regular processes.

#### *Implementation*

During the past summer months, hard work has gone into the detail design for the new organisation. The proposals for these are now with the Steering Committee and will next be sent to the work councils.

FOM will be divided into three parts: one of them (*granting*) will be placed within the ENS domain, the second part will be placed within the management division of the new NWO, and the third part, supporting the institutes and university workgroups, will be transformed into the NWO-institutes organisation.

#### *Procurement procedure*

The procurement procedure for the employees of the FOM office will be initiated at the end of the year. At present, consultation takes place with the unions concerning the procedure. As the NWO institutes will merge at a later date with the institutes organisation, and because ZonMw will join the new NWO only as per 1 January 2019, the placing of employees will take place at three separate moments.

#### *Work councils and employee organisations*

The work councils have given their advice on the main integral design of the new organisation and will concern themselves with the procurement procedure now.

### **More information**

More information about the NWO Transition can be found on the [FOM website](#).



**\*\*\* CAR INSURANCE AT A DISCOUNT \*\*\***



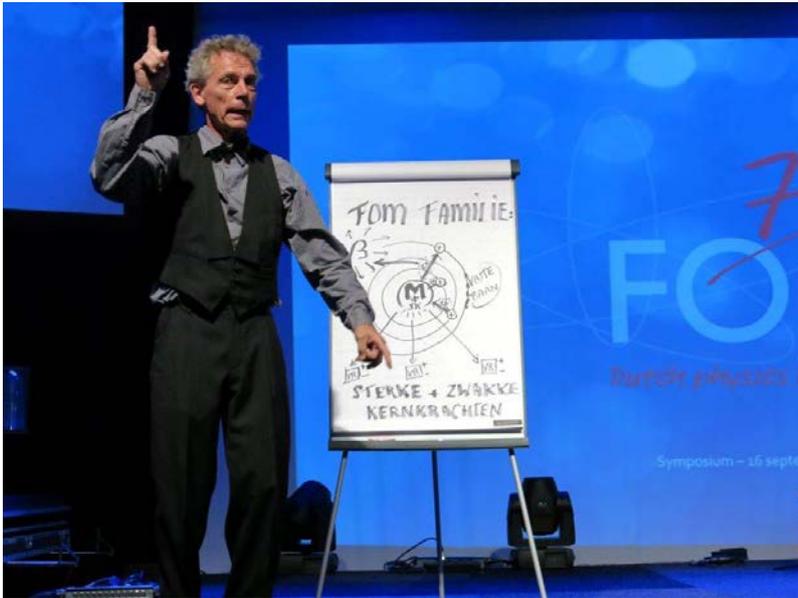
Great news: we have managed to increase the collective discount with 10% for a new car insurance with OHRA. This means that you, as a FOM employee, can safely hit the road while being insured at a lower rate. OHRA offers basic coverage for car insurance. By concluding extra coverages, you can manage the amount you pay on insurance/coverage. If you opt for a higher deductible, then you pay less premium.

You can arrange everything online regarding your car insurance, such as changing your coverage or registration number.

If you want to know more about OHRA's car insurance or want to calculate your premium, please visit: <https://www.ohracollectief.nl/sfom/68/1/0/>.



\*\*\* FOM70 DUTCH PHYSICS FOREVER \*\*\*



It was a packed house at the Rijtuigenloods in Amersfoort, where FOM celebrated its 70-year anniversary. In the presence of (former) board members, employees, group leaders, committee members, (former) FOM office staff and future colleagues in the new NWO, ARCNL CEO Joost Frenken made sure as chairman that the program proceeded according to plan. Alaska Unlimited theater duo monitored time tightly with an hourglass. Despite the fact that FOM ceases to exist per 1 January 2017 and will merge into the new

NWO organization, it turned out to be a festive symposium with a silver lining, because the speakers spoke one by one about the successes FOM has achieved over the past 70 years. Also an enthusiastic forward to the new opportunities and collaboration chances that FOM will have in the new NWO was not missing.





\*\*\* FOM70 POWER TO THE FUTURE \*\*\*



The assignment to the party committee was clear. FOM will celebrate a great 70<sup>th</sup> birthday on September 16. A feast with all the trimmings. And that it was! Food and drink, and with more than 800 attendees for everyone plenty of choice. A great performance of the Voice of Holland winner Jennie Lena and the smashing hits of 2 Brothers on the 4<sup>th</sup> Floor to entertain the audience. Fortunately there were plenty of classic trains to unwind in, sing along, play a game, have your palm read, or to bring the oxygen level stable. The photos selected

for the final of the FOM Doppler photo competition were on display. After counting the votes, the three winners received their prizes. This is the picture of the winner.



You will find a further report in the FOM expres. Thanks to the whole party committee for organizing this great day!

Photos party: Esther van Putten





### \*\*\* CONTRIBUTION IN COSTS OF EMPLOYMENT \*\*\*



All employees, regardless of their part-time factor, receive a so-called monthly contribution for the costs of employment of € 15 net. What is the purpose of this contribution?

This contribution serves to reduce the administrative burden for both employees and FOM. This amount is intended as a contribution towards the costs of different items related to job performance in the broadest sense. Examples are: costs related to the use of a bike for commuting, or the use of public transport, sportclub-membership costs or other sports related expenses in order to improve employee vitality, parking costs, small refreshments during business trips, magazine/journal subscriptions or membership costs for a professional organisation, or in short: those costs that are otherwise not compensated. These particular costs cannot therefore be claimed separately. The manager is responsible for paying attention to this while signing claims. We trust in good faith that all concerned will deal with this prudently.

The compensation ceases after two months of illness.

The payroll department will pay you the contribution automatically with the salary, so you do not have to apply for it.





\*\*\* CYCLING #NIEUWNWO COMPANY TEAM \*\*\*



On Sunday 18 September, 24 #nieuwNWO cyclists partook in the 'Dam tot Dam Fiets Classic 2016' in Amsterdam. What follows here is a short account by Renée-Andrée Koornstra from the Central Personnel's Department: "In the past six months we trained with an ever varying group of cyclists, but now, for the first time, we were complete: colleagues from the NWO office, ASTRON, SRON, DIFFER, AMOLF, UvA, VU, TUD, RU, STW ,CWI, NSCR and FOM appeared in cyclist outfits complete with logos at the start of the race in Amsterdam in order to cycle 105 kilometres together as one team.



It was a beautiful day, the sun was shining, no flat tires, and just one small accident, we propped each other up, sheltered each other from the wind, lost nobody and arrived together at the finish line! In short an excellent preparation for the Grand Départ on 1 January 2017." Would you like to partake as well? There will be a cooling down session for which you can register at [wielrennen@fom.nl](mailto:wielrennen@fom.nl)





Centrale OndernemingsRaad  
Stichting FOM



### **The work councils want to extend term of office**

FOM becomes NWO-I as per 1 January 2017. The FOM work councils have the intention to postpone the elections (planned for this December) with a maximum of 6 months until elections have been held for the new participation councils within the new NWO. We are of the opinion that this is in the best interest of FOM employees in the transition period after January 2017. Would you like to have more information? Please contact your local work council (representative).

### **The new NWO: Social Plan, management structure and design**

The Central Work Council FOM (COR) has discussed the concept Social Plan together with the other work councils under the NWO umbrella and together have offered several improvements. The employers will conclude the Social Plan with the unions. The employment guarantee until 1 January 2019 will be confirmed in this. The work councils will shortly receive requests for advice regarding the management structure within the new NWO and the detail design of the new NWO. We will discuss these requests independently but also together with the other work councils under the NWO umbrella.

### **What will NWO do for young researchers? And more ...**

Of course the Central Work Council (COR) has been employed with many more things in the past months. We have agreed with the commissioning of the digital health and safety system LabServant. This system increases the safety and knowledge concerning the safety at FOM institutes. The COR has also set up an initiative proposal and discussed it with FOM's director. In it the COR pleads for the employment of young researchers by NWO-I. There are indications however, that NWO as an employer for young university researchers cannot count on broad support. The COR proposes that NWO should at least make efforts to create a healthy working environment for young researchers. Certain requirements could be made on the quality of the working environment and the guidance of PhD students when financing research. You can find a news summary at [www.fom.nl/cor](http://www.fom.nl/cor).

### **Contact COR**

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

Please check [www.fom.nl/centralworkscouncil](http://www.fom.nl/centralworkscouncil)

Email: [cor@fom.nl](mailto:cor@fom.nl)

