



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.





*** FOM 70! ***



Today is the day that FOM celebrates its 70th birthday! A memorable moment. All employees will receive a thank you for their efforts for physics in the Netherlands this Monday. This is not just any present: the cake is for now, the Doppet is linked to the preparations for the personnel party to be held on 16 September 2016. Please note, there is a prize to be won ... We look forward to receiving beautiful submissions and to a fabulous party!



*** **Transitional changes NWO** ***



The NWO-transition steering group has determined the integral main plan for the new NWO on 23 March, the so-called [Integral Plan](#). The initial Planning Phase of the transition is herewith at an end. The Design phase will presently commence. The detailed design of the organisation will be realised in this phase and the organisation will prepare itself for the Grand Départ on 1 January 2017.

You can find more information on the transition on the [FOM website](#). Here, you will also find Transition Updates and the short updates that are shared by the transition office with the scientific relations.

Background information

The national science council, NWO, is presently in transition towards a new structure. The aim of the 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 'Exact and Natural Sciences'. The NWO Institutes will be organised as a separate unit.

This implies that 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 'Exact and Natural 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.



*** Annual Reports: FOM in 2015 ***



The FOM Annual Reports have been published. The FOM Yearbook 2015 gives a general overview of the FOM activities in the past year, such as the highlights from research. FOM's yearbook motto 2015 is 'It is costly wisdom that is bought by experience'. This quote is by the English didactic Roger Asham (b. 1515-d. 1568). The yearbook also contains



a series of duo-interview in which FOM-people tell about the experiences they transmit to each other. The financial developments are described in the FOM Financial Annual Report 2015. If you would like to receive a hardcopy of the Yearbook 2015 or the Financial Annual Report 2015, please contact [Béatrice Bullinga](#).

> [Website](#)



***** Net salary somewhat lower *****



The net wages of April 2016 can be a little lower than the previous months of this year. This is caused by an increase of the ABP premium as a result of the low coverage and changed tax rates. These tax rates became definite at the end of 2015 and it was too late then for the Tax Authority to adapt these charts and calculation rules as per 1 January. We have calculated the wages in the first months with a tariff that was too low. As of 1 April 2016, we will use the higher tax and the higher ABP premium for the calculation of wages. The combination of both these increases results in a lower net salary.



***** New amounts Tariff Schedules (24 hour compensation) *****



The tariff schedules in appendix I of the Implementation Regulations FOM (24 hours compensation) have been adapted to the amounts established by the Ministry of Interior and Kingdom Relations as per 1 April 2016. You can always consult the current amounts of the tariff schedule on the FOM website. Further information can be requested from [Renée Spigt](#).

Save the date: June 3rd 2016

FOM sports day 2016

You've got the ENERGY!!

Are you ready to give all your energy for the last FOM sports day?



Join the energetic sports day organized by DIFFER - the energy research institute!

When: June 3rd 2016
Where: Eindhoven
Register as: - complete team
- individual
- referee
- volunteer

Info: www.differ.nl/sportsday
Contact: sportsday@differ.nl

 **DIFFER**
Dutch Institute for Fundamental Energy Research

The FOM sportsday will be held at the Student Sports Centre on the campus of the Eindhoven University of Technology
Onze Lieve Vrouwenstraat 1, 5612 AW Eindhoven



Another 70 successful years

FOM has turned 70! We have turned 70! Incredibly old come to think of it ... Organisations seldom get this old with an average lifespan of 13 years. In order to last this long you really must have something to say, and that we did and still do! The Netherlands was rubble clearing and everything needed to be build up, such as the scientific organisation for example, especially that of Physics. This worked really well, for the Netherlands was not the worst with all the new technological development. From a broken country, we have in 70 years' time grown into one of the most prosperous and well-organised countries in the world. It seems to go well everywhere and certainly in the field of physics too. It is therefore a sad thing to know that FOM will cease to exist as an independent organisation. Better than anyone else though, we realise that as long as people will invest in science there will always be change, innovation and progress. More than ever the magic word is collaboration. This can concern large scientific collaborations, as can be seen with the gravitational waves, but also many multidisciplinary collaborations. Physics can be combined everywhere and more progress can be made by combining disciplines. Let us agree to seize this opportunity and add another 70 successful years!

On behalf of the COR

Joep Peters, chair

Latest new COR FOM

Besides the joyous occasion of FOM's 70th birthday, the current affairs are not at a standstill for the COR. For an overview of the FOM issues of 2015, we would like to refer to the COR annual report 2015 to be found on our website.

The COR remains closely involved with the development of graduate schools at Dutch universities. The COR considers it important that all FOM PhD's meet the same conditions in order to be eligible for their doctoral degree. The COR wishes to anticipate beyond this year and to form an impression what the role of graduate school, will be after FOM has ceased to exist.

We are currently working on two requests for advice concerning health and safety matters. This concerns the so-called Arbo-annual plan 2016 and the intention to use LabSafety software to give digital safety education and courses within the FOM-institutes and the FOM-office.

The OCCASION transition will of course remain the most important topic on our COR-agenda. We are currently discussing (together with the work councils of NWO, NIOZ, CWI and ZonMw) a request for advice concerning the integral plan. We will pay attention to both the interests of FOM



and physics in the new organisation and the interests of the employees. We are aware that these are tense times for some of our colleagues. We are involved in the selection process of the new NWO directors. Besides that, we have also been asked to consent with the intention to close a deal with the unions concerning the Social Plan and the intention to harmonise, in the long-term, the Implementation Regulations of the several NWO parties involved. There is also a request to consent with the intention to aim towards one single health and safety service for both the newly to be formed NWO domain organisation and the office of the NWO institutes organisation. Of course, we do our utmost to inform you as best and clearly as we can. Please contact us for further questions and comments!

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

