



NWO Transition update #6 – Continuity vital during Design phase

The Steering Group Transition NWO met on 11 May. In this meeting, the members discussed the possible risks and bottlenecks during the transition. They decided to appoint a Taskforce Continuity that will safeguard the continuity of the transition process and the organisation of NWO until the Grand Départ (1 January 2017). In this update you can read all about this taskforce and the other subjects discussed.

‘Taskforce Continuity’ to address the risks and bottlenecks

Now that the Grand Départ is approaching, the operational affairs of the existing NWO-organisation and the preparations for the transition are increasingly overlapping with each other. If the transition is to proceed successfully then we need to safeguard the continuity by signalling and tackling bottlenecks in good time.

The Programme office Transition has therefore produced an initial inventory of the bottlenecks and risks and made proposals about how these can be addressed. The steering group approved to allow the team of NWO-directors (‘DiBer’) to act as a 'Taskforce Continuity'. This taskforce has a preparatory core group whose members are Annemarie Bos (director of the Division for Humanities), Coenraad Krijger (director Policy Development and Support), Wilma de Munck (Director Operational Management) and Wim van Saarloos (programme director Transition).

The Taskforce will translate the risks and bottlenecks into appropriate actions that will be realised via the existing lines in the current organisation. In this regard the underlying assumption is that the current organisation bears responsibility for the operational affairs. Of course NWO will communicate about this, if necessary externally as well. For example, efforts will be made in the months June through to September to communicate with the scientific field about which funding instruments will change, and which will not, and when any possible changes will be implemented.

Implementation phase and placement procedure extended into first quarter of 2017

The steering group decided to reserve some more time for the implementation phase and especially the placement procedure for the employees. The main reason is that the time schedule of the placement procedure was becoming a bit tight which could be at the expense of a careful approach and a certain level of customization that are important in such a procedure. The formal placement procedure, that would initially take place in November and December 2016 as part of the implementation phase, will therefore continue into the first quarter of 2017. Nonetheless the focus now is on approval of the detailed design in October 2016.

Consultation with the works councils and employee organisations

The work councils also recently asked the steering group by letter to take some more time for the implementation phase by extending the timetable for the placement procedure. Meanwhile, the work councils are preparing an advice on the integral main design that was published in March. Before they can issue their final advice, they asked for a number of points to be clarified.

Response of the Ministry of Health, Welfare and Sport and Ministry of Education, Culture and Science to the proposals for the integration of ZonMw in NWO

The intended integration of ZonMw into NWO is proceeding well. On 19 April a second letter was received from the Minister of Health, Welfare and Sport (Edith Schippers) and the State Secretary for Education, Culture and Science (Sander Dekker). In this letter they agree with the proposed route for the integration of ZonMw into NWO as the domain ZonMw. An approval followed, in the light of the integral main design, of the proposal for the integration of ZonMw into NWO of the director of ZonMw and the program director for the Transition.

The support expressed by the Minister and the Secretary of State in their letter for the approach and initiative shown by NWO, clarifies the further course of actions and phases to follow. The agreed goal is the full integration of ZonMw in NWO by 1 January 2019. The advice is that (at least) as of this date de ZonMW law will be repealed, after a joint positive advice from both ZonMw and NWO by at least mid-2018. Of course, there will be more consultation with stakeholders and the work councils about the further details.

Latest news about the recruitment of Executive Board members and the new domain directors

The various nomination committees for the scientific members of the Executive Board/domain chairs are currently holding interviews with the candidates. At the end of May/start of June the interviews between the nominated candidates and the appointment advisory committees will take place. The appointment advisory committees for the directors have now completed the first round of all interviews. It is expected that the full composition of the Executive Board will be known in late June.

Consultation about the new NWO Law.

On 5 April the draft for the new [NWO Law](#) was published. Until 3 May interested parties could give feedback on this draft. The amendment of law will subsequently be submitted for advice to the Council of State. In mid-2016, the Dutch House of Representatives will receive the proposal for the amendment of law. If the legislative proposal is approved then it will be considered by the Senate of the States General.

Subsequent steps since the Integral Main Design has been approved

Since the Integral Main Design was approved in march, the following phase has started: the Design Phase. The previously announced workflows will receive support from a number of advice and project bureaus that have previously been selected via a tendering procedure and now fall under a framework contract with NWO. The workflows form a coherent cluster of assignments. The five workflows are: procedures, planning and continuity; Governance, culture and communication; Adjustment organization detailed design; Personnel affairs; Operational processes domain organization. More information on these workflows is to follow soon.

Yours sincerely,
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Director NWO Transition Office