



Personnel news

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*** Transition news: Lots of collaboration in run-up to 1 January 2018 ***

It is now October and NWO-I will soon be a year old. The fact that the nine institutes will fall under the responsibility of NWO-I from 1 January 2018 onwards is not part of your daily work as an institute employee. Nevertheless, a lot of discussions are already taking place at many different levels, for example between employees from different institutes who work in the same field such as Finance, HRM and Communication. The aim is to streamline the collaboration, to learn from each other, and to realise improvements in efficiency where possible. Henk Tamsma, Head of HRM at DIFFER, states the advantages of the contacts with colleagues at other institutes: 'There is so much quality within the institutes. Thanks to the diversity, you are sometimes challenged to examine practices from a different perspective. The exchange provides many new insights and we work together where that is useful.'

Connect

The new NWO is more than the sum of the individual organisations. This requires more connection and fewer partitions states the executive board. NWO is therefore organising various Connect activities, which are a follow-up to the Connect meet and greet days between NWO The Hague and NWO Utrecht held in April 2017.

Connect means, for example:

Monthly thematic meetings around a scientific and/or societal theme that touches upon several domains. These informal meetings are accessible and open to everybody: NWO-D, NWO-I, ZonMw, and the institutes. The aim of these thematic meetings is to get to know each other, to share knowledge, and to identify the possibilities for collaboration in a fun and concrete manner. For example, a meeting on the theme of food safety was held on 5 September 2017. On Monday 20 November 2017, a meeting about health research will be held at NWO Utrecht.

Tour of the NWO organisation. Each quarter, an NWO institute, domain or ZonMw hosts the rest of the organisation for half a day. We then visit each other. Such a visit includes such activities as a tour, a word of explanation from the director and something interactive (science quiz, a workshop, or a discussion about a current theme). On 2 November, Connect will be at ZonMw. You can discover more about that in this fun [video](#), (only in Dutch). Toward the end of January 2018, Connect will be at AMOLF in Amsterdam. Everybody is most welcome to attend these meetings. https://www.youtube.com/watch?v=ly6rv_inNM&feature=youtu.be

Joost

The logo for Joost, featuring the word 'Joost' in a stylized font. The 'J' is black, and the 'oost' is red.

NWO's social intranet, Joost, also contributes to reducing the distance between NWO colleagues. NWO-I employees can also take a look at Joost to see what is happening across NWO. Institute employees have access through this link:

<https://joost.nwo.nl/user/login>

Please note: Joost is only accessible through this link from the institute network, but not from your home or other locations. Institute employees will soon also be able to respond to the messages posted on Joost. We are working hard to make this possible.

*** Want to sell holiday hours? You can do that until 1 December! ***

Via AVOM (Dutch acronym for Tailor-Made Terms of Employment) you can sell up to 120 holiday hours per year (for part-timers: in proportion to the size of the employment contract). You can quickly and easily arrange this via MyFOM-People.

If you would like to receive payment for holiday hours before the end of the year, then you must submit your application before 1 December 2017.

Please note that, in principle, holiday hours must be used in the calendar year in which these are allocated. In



accordance with the collective labour agreement, you cannot transfer more than 80 holiday hours (full-time contract) to a following year.

Are you a member of a trade union? Then you can deduct your trade union contribution from your gross salary. This can also be arranged via MyFOM-People. If you would like to do that for this year, then the form with the documentary evidence must reach the salary administration **before 1 December 2017**. For forms received after 1 December 2017, the contribution will be deducted from the salary of January 2018. The final date for receiving forms is **2 January 2018!**

***** Transition news: Leadership *****

On 27 September 2017, the leadership programme for institute directors, institute managers, ZonMw and all line managers of the office organisations of NWO and NWO-I was launched. This programme is aimed at strengthening leadership and talent development in the new NWO organisation. Liesbeth van de Garde is the project leader; she is supported by a project team (with Joost Weber on behalf of NWO-I) and by Bureau Galan Groep.

***** Transition news: Core values *****

Within the new NWO, the track 'Culture, behaviour and contacts' has been started to give direction and shape to the desired behaviour within the organisation and to facilitate relevant connections and contacts. One instrument is the formulation of core values, which must reflect what NWO stands for. Via a participative process, several draft core values emerged: *Directive, Committed, Connected, and Honest*. It is now being explored whether the institutes need to define specific NWO-I core values. In the autumn, the NWO executive board will link the NWO draft core values to the strategy and a decision-making process will take place. A plan will also be made to give the core values further meaning and to let these become part of everyday practice, for example through integration in the various HRM instruments (such as the leadership trajectory, training courses offered, result and development cycle and code of conduct).

***** Transition news: Green light for integration of ZonMw and NWO *****

The Ministry of Health, Welfare and Sport and the Ministry of Education, Culture and Science have held a meeting with the top of NWO and ZonMw on 21 September 2017. They indicated that they want to work quickly on the law amendment for the integration of ZonMw and NWO. The formal decision to integrate the two bodies will be taken by submitting the bill to the Dutch House of Representatives. The integration of the two organisations should be realised by 1 January 2019.

With the integration of ZonMw and NWO, all scientific disciplines will fall under a single organisation. This merger offers opportunities to realise scientific and societal impact and to further improve the connection with partners from (medical) science, policy, practice and research. Themes such as medical technology, food safety and antibiotics are already being approached in a multidisciplinary manner. In addition, the integration will result in a further professionalisation of the operational management aspects.

The steering group Integration ZonMw-NWO has appointed a programme office to make the integration possible. Berenschot will assume responsibility for the programme management. On 2 November 2017 (from 13:00 to 16:00), the next 'Connect' meeting will be held at ZonMw. NWO invites all employees of NWO and ZonMw to attend so they can get to know each other better here.



***** Harmonisation of Implementation Regulations now being considered by central works council NWO *****

In a covenant, the four employers (NWO, NWO-I, CWI and NIOZ) and the works councils have recorded how the negotiation process for realising the new Implementation Regulations (IR) will take place. These Implementation Regulations are related to the employment conditions that are not recorded in the Collective Labour Agreement for Research Institutions. On 14 September 2017, the employers submitted a proposal for a single, harmonised set of regulations to the central works council (COR). The aim is that the new IR will become effective on 1 January 2018, the date on which NWO-I will assume responsibility for all institutes.

***** Institutes evaluation now fully underway *****

On behalf of the NWO executive board, the institute evaluations are taking place in September and October. The executive board has appointed an evaluation committee for each institute. Such a committee is composed of four to seven independent international scientists. During two days, they will examine the quality of the research, its relevance for society and the viability of the institute. The committee will also look at the programmes for PhD students, research integrity and diversity. The strategy for the next six years is an integral aspect of the evaluation. The aim is to use the expert conclusions to improve the quality of the research.

ARCNL was recently evaluated, just three years after its establishment. This evaluation also served as a benchmark for the institute. Miriam Roelofs, liaison officer from NWO-I, says that the evaluation took place according to a strictly guided programme: 'The committee held interviews with the governing board, the scientific advisory board, group leaders and PhD students. The facilities were also examined during a lab tour. At the end of the evaluation, the committee issued a provisional assessment. The report will be completed within six weeks. Before that time, nothing about the evaluation may be publicly stated.'

Nikhef and NSCR have also completed the evaluation. Stan Bentvelsen, director of Nikhef, is pleased with the initial reactions of the committee: 'The committee worked very thoroughly and we have the feeling that we have been able to give them a very good impression of Nikhef. There are very few institutes in the world who can state that they have made important contributions to two fundamental discoveries: the Higgs particle and gravitational waves, and we now know that both are Nobel Prize-winning events!'

According to Patricia Vogel, NWO-I liaison officer for NSCR, the site visit to NSCR took place in a good and pleasant manner: 'NSCR ensured that the committee could get a good impression of the performances and plans within a short space of time. After a preparatory closed session, the committee held a meeting with Wim van den Doel (NWO executive board) on the day before the site visit. It then spent two intensive days at the institute, where it held many interviews and saw several presentations and demonstrations. At the end of the visit, the committee presented its provisional findings to the management and employees of NSCR. The committee is now working on the report, which should be available by mid-November.'

The NWO-I institute evaluation will be completed before the large portfolio analysis of the Ministry of Education, Culture and Science. The latter will take place in 2018 for all KNAW and NWO institutes. The portfolio analysis will explore other aspects of the institutes and the portfolio and will examine its added value for the Netherlands. The Ministry will also assess whether an institute is capable of changing if that proves to be necessary following scientific or societal developments.



*** The following Young Scientists' Day is on December 7th ***

NWO | Institutes Young Scientists' Day 2017

On Thursday 7 December 2017, NWO-I is organising the sixth edition of the annual 'Young Scientists' Day'. This event is intended for all PhDs and postdocs of NWO-I. Location: Casa 400 in Amsterdam. Participation is free of charge.

Participants can once again look forward to a varied and attractive programme. There will be workshops aimed at developing personal skills that contribute to the successful completion of your PhD programme and that help you properly prepare for a professional career. Besides workshops, there will also be interviews with former PhDs about their career path. On 22 October 2017, all PhDs and postdocs employed by NWO-I will receive the invitation together with the programme.

*** NWO Sports Day 2017 ***

As it rained cats and dogs on Friday 8 September, the NWO Sports Day 2017 was held indoors at the University Sports Centre in Amsterdam. The organiser ARCNL had arranged an alternative programme. Many colleagues worked up a good sweat in the sports centre. The 28 teams passionately competed against each other, but of course there could be only one winner and that was The Hague United!

