

# Priorities of the Central Works Council (COR) NWO 2018

## Towards a healthy workload

**The COR wants to work together with the employer on a healthy workload for everyone. Long periods of excessively high or low workload can result in absence from work. The COR NWO wants the following:**

- Workload is always on the agenda during work meetings.
- Signals of an unhealthy workload are taken seriously, preferably before it leads to health issues.
- Supervisors get more possibilities to deal with an unhealthy workload.
- NWO stimulates a healthy work-life balance.
- NWO gives employees the freedom to organize their own work schedule.

## Perspective for personnel

**The COR wants more attention for professional development of employees in all phases of life: from young to old, with a fixed or flexible contract. The COR NWO wants the following:**

- NWO stimulates internal mobility, for example by introducing a 70/30 policy. The rules and regulations for this have to be clear and employees know what to expect.
- For PhD students and postdocs career orientation and the development of soft skills are important. NWO-I develops a training policy and centralized courses for these groups.
- NWO will strive towards keeping older employees motivated and healthy until they reach their pension.
- NWO strives for an age-balanced workforce. NWO looks into the necessity of a “generatiepact”.
- NWO explores how more employees with a temporary contract can be offered a permanent contract.

## An eye on privacy

**The introduction of new privacy legislation in 2018 is a good opportunity to create a NWO-wide privacy policy. Privacy covers many such as dealing with personnel files, security camera footage, emails, monitoring and logging of internet use, but also the use of photos of colleagues on intranet. The COR NWO wants the following:**

- NWO develops a NWO-wide privacy policy with clear rules.
- Privacy policy is always considered when new (personnel) policy is developed.
- Employees know the privacy policy and are informed of their rights and duties.

## Safety first

**In a research environment, occupational health and safety requires extra emphasis. Within NWO we can improve safety by sharing skills and knowledge. The COR NWO wants the following:**

- NWO ensures there is enough personnel to execute occupational health and safety policy, both centrally and locally.
- NWO stimulates employees to report issues. Dangerous situations are reported before an accident happens.
- The employer NWO-I is ultimately responsible for the safety of employees seconded at university work groups. NWO-I actively monitors the safety in the university work groups.

## One NWO: a balance between unity and diversity

**The new, unified organization of NWO offers many opportunities: a single voice to society and politics, and improved efficiency and effectiveness because of increased collaboration. One NWO does not mean that everything has to be done centrally: diversity and character are also powerful features of NWO. Institutes can continue to decide how to do their excellent research, and keep their own identities and policies. The COR NWO wants the following:**

- NWO justifies the choice for central or decentral policy.
- NWO has one intranet where all employees can find all information.