



Newsletter for NWO-I employees



Inside NWO-I



Nederlandse versie van deze nieuwsbrief.

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Michael Wise new Director General at SRON Netherlands Institute for Space Research

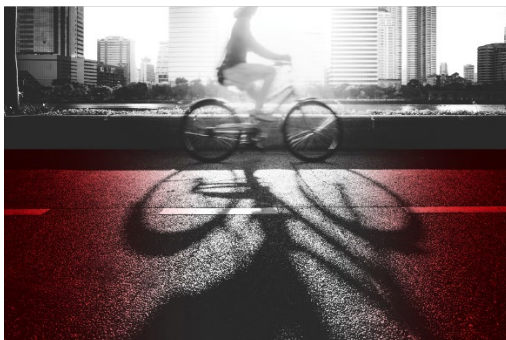
The NWO board has appointed Dr. Michael Wise as General and Scientific director of SRON Netherlands Institute for Space Research. Wise is currently Head of Astronomy at the NWO Institute ASTRON, the Netherlands Institute for Radio Astronomy. Wise will take up his new position effective 1 January 2019 and lead SRON through an important phase in the coming years including overseeing the relocation of the Utrecht headquarters to the Bio Science Campus at Leiden University.



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(English follows Dutch)

Qualified, motivated and working with pleasure *Schemes for training, leave and part-time retirement*



NWO believes it is important that all employees throughout their entire career, and therefore in various phases of their lives, are able to do their work in a qualified and motivated way. NWO-I therefore has various schemes for training, leave, part-time retirement or early retirement. Ask your HRM adviser for further information or see the NWO-I-website.

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Meet AMOLF engineer Dico Kruining *Always extreme and pushing the limits*

Dico Kruining is in his early thirties, and for the past six months he has managed a team of five colleagues in AMOLF's Department of Electronics Engineering. The engineers make advanced equipment to order for the experiments of research groups. Always pushing the limits. 'We always try to realise what the researchers need.'



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Improve your collaboration



Would you like to discover more about your talents? Do you know your own behavioural style and that of your colleagues? Can we work together better as a team? Do you want to give clear feedback without harming the relationship? Take a look at the courses offered by the NWO Academy. The Academy offers short training courses aimed at the development of skills and practical work-oriented knowledge. Please note that the training courses were originally developed for employees of the NWO domain organisation and are only offered in Dutch. NWO-I-employees are also welcome at the Academy but should register in consultation with their line manager.

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Intimidation, aggression, discrimination and work pressure *Combating undesirable behaviour and work stress*

Employers NWO and NWO-I realise policy to combat high work pressure and undesirable behaviour. To this end various forms of undesirable behaviour are described in a brochure and on the website, including: (sexual) intimidation, aggression, violence, bullying and discrimination. These sources also offer information about how you as an employee can deal with such behaviour, for example, by approaching a confidential adviser or submitting a complaint. The various types of work stress are also described, together with tips on how you can best cope with these.



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NSCR: out of prison, out of crime? *How women struggle and fall after detention*



Each year, several thousand women leave one of the three female prisons in the Netherlands. Ideally, they stop committing crimes after their release; in other words, they desist. About 40% of female ex-prisoners are, however, remanded, and half commit another crime. Criminologist Elanie Rodermond (NWO Institute NSCR/VU Amsterdam) investigated which factors play a role in women stopping with crime.

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News from the NWO Central Works Council: introducing Guus van der Borg

Guus van der Borg is a third-year NWO-I PhD researcher at the University of Groningen, and within the NWO Central Works Council (COR NWO) he represents the almost 400 NWO-I PhDs who work at eleven Dutch universities. These PhDs fall within the NWO-I unit BUW (Administrative Unit for Research Groups at Universities). As soon as the last PhD graduates, this BUW unit will cease to exist. And that is what Van der Borg is very mindful of. 'The BUW must remain on the agenda within NWO, even though it is a unit that is being phased out!'



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About NWO-I

NWO-I, the Institutes Organisation of NWO, is an independent foundation belonging to NWO. The following nine institutes are part of NWO-I: AMOLF, ARCNL, ASTRON, CWI, DIFFER, Nikhef, NIOZ, NSCR and SRON. The 200-plus workgroups in which physics research takes place at Dutch universities and knowledge institutes are also part of NWO-I.

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