

**ASSOCIATION DU PERSONNEL
STAFF ASSOCIATION****C O M M U N I Q U E**COMITE CONSULTATIF PERMANENT

A sa séance du 27 janvier 1977, le Comité a pris connaissance du texte définitif de "Examen du personnel et des postes du CERN". Antérieurement l'Association n'avait pas manqué de faire connaître ses points de désaccord (voir lettres ci-jointes); cette fois elle a déploré la composition de la commission interdivisionnaire No 5. Sans que soient mises en cause les qualités individuelles de ses membres actuels, cette commission de 9 membres, appelée à examiner la situation de personnel en majorité féminin se compose de 8 hommes et une femme.

Le Comité a convenu d'établir un calendrier afin de discuter dès mars des problèmes d'emploi et de contrats ainsi que de formation professionnelle.

Une nouvelle fiche d'information "La classification des postes" découlant de "Examen du personnel et des postes du CERN", a été soumise au Comité. Cette fiche pourrait conduire à une application restrictive du Règlement du personnel; aussi l'Association a-t-elle demandé l'élaboration d'une fiche sur les procédures de recours.

L'Association a pris connaissance des résultats d'une enquête demandée en 1975. Celle-ci portait sur la charge de travail des examinateurs de la division EP.

Le Comité a convenu de discuter prochainement en CCP d'un nouveau système de facturation des ateliers centraux; la Direction a reconnu qu'en aucun cas le système actuel ou futur ne pouvait avoir de répercussion sur les conditions d'emploi du personnel.

La Direction est favorable aux propositions de l'Association consistant à envisager un mode de représentation des utilisateurs du CERN tenant mieux compte de leur importance que par le passé.

L'Association du personnel a demandé que le fonds d'entraide, paritaire, soit alimenté plus paritairement; en effet l'année dernière la contribution de l'Association a été plus du double de celle de l'Administration.

A ce jour, la Direction n'a pas fait connaître sa décision concernant la procédure d'examen des personnes auxquelles elle avait signifié en 1976 le non-renouvellement de leur contrat et qui étaient censées quitter l'organisation en 1977.

STANDING ADVISORY COMMITTEE

At its meeting on 27 January 1977, the Committee considered the final text of the document "CERN Staff Review". The Staff Association has already drawn attention to a number of points with which it did not agree (see attached letters), and this time it criticised the membership, of Panel 5. Without wishing to question the credentials of its members, the Staff Association regrets that this Panel, which will deal mainly with female staff, comprises 8 men and only one woman.

The Committee agreed to draw up a timetable so that discussions can begin in March on employment, contracts and occupational training.

The Committee also discussed the Information Sheet "Classification of Posts and Advancement" which is directly related to the new CERN Staff Review procedure. Since this Sheet could lead to a restrictive application of the Staff Regulations, the Staff Association requested the publication of a Sheet dealing with appeal procedures.

The Staff Association was informed of the findings of an enquiry which had been requested in 1975, concerning working conditions for scanners in the EP Division.

The Committee agreed to hold a discussion in the near future on a new system of cost accounting for the Central Workshops. The Management acknowledged that under no circumstances could the present or future systems have an effect on conditions of employment in these Workshops.

The Management was favourable towards the Staff Association's proposal to look into a method of representation for CERN Users which was better geared to their numbers than in the past.

The Staff Association asked for a fairer sharing of contributions to the Mutual Aid Fund which is a joint body: last year the Association contributed more than twice as much as the Management.

The Management has not yet made known its decision concerning the procedure to be applied in the case of those who were told in 1976 that their contracts would not be renewed and who are due to leave the Organization during 1977.

CORRIGENDUM TO ANNOUNCEMENT IN the BULLETIN OF 28 JANUARY

Please note that Mr. Magny and Mr. Bovet have been appointed by the Director-General as Chairman and deputy respectively of the Rehabilitation Board, and not as announced in last Week's Bulletin.

Letter addressed by the Staff Association on 13 January 1977 to the Directors-General :

"When our Organization was first established, it was ahead of many other similar national bodies in the social field. However, social problems have changed considerably over the past ten years, as has the way in which they are tackled. There has been general recognition of the important role that staff representatives can play in all aspects of employer-employee relations. Most European organizations and institutes are now ahead of CERN in this field.

Staffing policy at CERN has not developed a great deal over the past ten years, hence the Staff Association's requests for reforms in the fields of occupational medicine and safety, employment, social security and training.

In view of the ageing of the work-force at CERN, and bearing in mind the difficulties of the present time and CERN's failure to keep pace with progress, the staff consider that these reforms are essential, and they are anxious that action should be taken to bring CERN's staffing policy into line with that pursued in the Member States.

At the Extraordinary General Meeting held on 8 December 1976, the staff adopted four motions which were brought to your notice on 10 December. These motions are evidence of the personnel's wish to see the adoption of a policy of frankness and co-operation with the staff representatives. We should like to add the following comments on these motions.

1. Policy for the award of contracts and promotions

First and foremost, the terms of reference, composition and running of the newly set up interdivisional Review Panels, and also the criteria which are to be used, should be discussed jointly. This could be done in the Standing Advisory Committee where the dialogue has already begun or, if this Committee so prefers, in an ad hoc body.

Secondly, staff representation and the precise role that it should play should also be discussed in the same way.

We trust that your refusal last autumn to allow Staff Association observers to attend the meetings of the above Panels does not mean that you are not prepared to continue discussions with us in a constructive manner. We are aware that the presence of staff representatives on these Panels could be a sensitive issue in so far as their competence and discretion are concerned. Nevertheless, the barriers should not prove insurmountable, and a step-by-step approach based on experience in other laboratories would make it possible to avoid certain errors.

2. Staffing policy

The Standing Advisory Committee has already discussed this topic and agreed to re-examine the recommendations made in the 1972 report once they have been updated by members of the Committee. This policy will be reflected in the review of the Staff Rules and Regulations which is now in progress.

3. Further training

The Staff Regulations have nothing to say on this subject. The review of the Staff Rules and Regulations should lead to the setting-up of a general framework based on the recommendations made by Professor Kofoed-Hansen. A training policy should be implemented in a gradual and realistic manner. An initial survey among mechanics has shown that there is a real need for further training at CERN, and a detailed report will be submitted to you shortly. Training schemes designed to meet this need should be launched as soon as possible. The first results of this pilot experiment will contribute towards the gradual introduction of a proper training policy based on appropriate techniques which meets the requirements of the Organization whilst giving the staff a better chance to develop their ability.

Reply from the Directors General :

"Thank you for your letter of the 13 January concerning the main points of interest of the Staff Association, which you wish to pursue with the Management this year. We certainly agree on the importance of the points you raise, both to the Management and to the staff of CERN, and they will be the subject of many discussions during 1977.

Concerning the new system of Inter-divisional Review Panels for staff promotions and awards of indefinite contracts, we shall need experience before we can judge its value for dealing with this important aspect of staff management. The 1977 reviews will give us our first experience, which we could discuss in the Executive Board and the Standing Advisory Committee in the second half of the year.

Coupled with the Review Panels is the new form of the guidelines for promotions. These we discussed together at the last meeting of the Standing Advisory Committee, where we explained the reasons behind the percentage figures we have laid down for this year. We will know better the problems arising from these guidelines after this year's review, and so again we could best discuss them with you during the second half of 1977.

As to the questions related to the CERN contract policy, we recognize that it is different from that of some other European laboratories, and indeed it has always been different. The reasons for this difference have been discussed many times in the past and will be reviewed again. Whether this is a suitable moment to propose changes in the contract policy of CERN to the Finance Committee and the Council should also be discussed, since proposals for such changes may well raise other difficult problems.

Concerning technical training at CERN, we agree that matters of principle can be taken up in connection with the revision of the Staff Rules and Regulations. As you say in your letter, the recent experiment to discover the needs of mechanics may be useful as a guide for practical measures for certain categories of staff.

The above remarks on the points raised in your letter are preliminary reflections, and we look forward to more extensive discussions in the coming months."