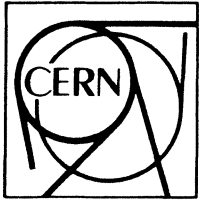


BULLETIN ASSOCIATION DU PERSONNEL

Les informations paraissant dans la rubrique "Association du Personnel sont publiées sous la seule responsabilité de l'Association du Personnel du CERN.



☎ **2819 - 4224**

STAFF ASSOCIATION

The information presented in the Staff Association section of the Bulletin is published under the sole responsibility of the CERN Staff Association.

STAFF REVIEW 1989

What progress has been made with the 1989 staff review (promotions, indefinite contracts, etc..)?

Last month the Association sent the Management a document containing the following points:

"The Staff Association requests that these proposals should be put on the agenda of the Standing Concertation Committee meeting on 8 February.

It requests that the Committee should make its standpoint clear so that recommendations may be submitted to the Director-General on the subject the same day.

Staff Promotion in Grades 2 to 10

The Association thinks that all members of staff should have their posts periodically reviewed and that, subsequently, those whose posts have been upgraded should be promoted immediately.

Promotion of Senior Staff

The Association thinks that all members of staff who perform the functions of a higher grade should be promoted immediately.

Promotion for exceptional merit or out-of-career

In view of the progress made in LEP and other experiments and in order to reward staff who have had to move and adapt to various tasks, the Staff Association requests that the number of promotions should be considerably increased as well as the budget for exceptional merit awards.

Changes in professional category (STAC)

The Association requests that the Committee resume work immediately in order to fulfil its purpose which is of vital importance to members of staff who should be transferred from Category 3 to Category 2 and from 5b to 5a.

Review of indefinite contracts

The Association requests:

- that everything be done to lift the moratorium as soon as possible and by June 1989 at the latest
- that, in the meantime, an indefinite contract be awarded to the five candidates waiting since 1987, and to the five waiting since 1988, who have been at CERN for six, seven or eight years and who have been the object of a favourable decision in principle
- that the ordinary review procedure be set in motion without delay for candidates eligible in 1989."

(See also the summary records of the Standing Concertation Committee in the official communications of Weekly Bulletins No.6/89 dated 6 February and No.8 dated 20 February.) At the SCC meeting on 8 February, the Association representatives explained their opinion concerning a priori limitation of the number of promotions (i.e. quotas). Nevertheless, **for the sake of continuity**, until a new staff policy had been discussed and defined, they requested that last year's quotas should be retained for what are called "ordinary" promotions. In addition, **by way of improvement**, they requested that the number of promotions for exceptional merit be increased. The Management representatives took note of the document and of the requests, and stated that they would be discussed by the Directorate and the Management Board.

Although the matter is on the agenda for the SCC meeting on 8 March, at present it seems that the annual review of promotions is being carried out in the same way as last year and that, technically, there should not be any exceptional delay.

The Staff Association has therefore asked the Director-General to take the above points into consideration and is confident that he will not take any decision which would be contrary to his concern for continuity and improvement.

Lors de la réunion du CCP du 8 mars, l'Association a demandé fermement que les décisions individuelles soient prises avant le 1er juillet de cette année, pour être appliquées à cette date.

At the SCC meeting of 8 March, the Staff Association firmly requested that the individual decisions be taken before 1 July of this year, to become effective on that date.

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