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ORDINARY MEETING OF THE STAFF COUNCIL, 12 JULY 1994

Summary: the Staff Council organised its work and created a number of internal committees - the next mini-assizes of the Association will take place in October and be devoted to the situation of the personnel of the firms working on the site - preparation for the yORICS meeting on 2 September is continuing - the question of the "compatibility" of the Statutes of the Association remains open - the new version of "SAPOCO/42" (Safety Policy at CERN) was discussed - a counterproposal was made to the Administration concerning the dates of the annual interview and advancement.

The Staff Council met on 12 July at 14.30.

Organisation of the work of the Staff Council

After discussions in the previous meeting on 28 June, and based upon a proposition of the Executive Committee, the Staff Council **approved** the following measures:

to prepare the work of the Council whose role is to determine the main lines of the Association's policy, a number of internal committees will be set up on the following subjects:

Health Insurance	Integration
Scientific Associates and users	Nursery school and kindergarten
Budgets and possible economies	Pensions and Pension Fund
Training for delegates	Personnel of firms working at CERN
Professional training	Reintegration
Health, safety, environmental protection	External relations
	The situation of women at CERN

This list is not exhaustive and may be added to later. In the mandate of each Committee will be the analysis of the situation at CERN, possibly a comparison with the outside, and the formulating of proposals to the Staff Council.

Each member of the Council will be a member of at least one of these Committees which will work in liaison with the Executive Committee.

The five-yearly review of the remuneration of CERN Staff and the revision of the Staff Rules and Regulations will be treated differently, by holding special meetings of the Executive Committee, every Friday morning, at which members of the Council who are interested will participate.

The Council **decided** that the next mini-assizes (a day of reflection held outside of CERN) will be devoted to the situation of the personnel of firms working on the CERN site. The provisional date is 18 October.

The Council decided to try to improve the information flow between the personnel, the members of the Council and the Executive Committee by greater use of electronic mail.

Activities of the Executive Committee

External relations: the Council took note of progress in organising the next YORICS meeting by the Association in Geneva, on 2 September, of intermediate work which has taken place, and of a legal symposium on the status of international civil servants to be held in January 1995, perhaps in New York.

Statutes of the Staff Association: in reply to two letters from the Director General in which it is considered that the new statutes are not compatible with the aims and activities of the Organization and with its character as an international body, the Executive Committee has written to the Director General asking him to explain exactly his objections to the contested points.

Safety Policy¹ - Revision of document SAPOCO/42

The Council discussed the new revision of this document together with Mr. Jean-Pierre Gourber, Chairman of the SAPOCO (SAfety POLicy COmmittee), whose participation was greatly appreciated. The delegates showed their strong interest in this question by their numerous questions and remarks, the majority of them relating to properly controlling the application of the rules, following them up, or otherwise, the resources necessary or lacking. The particular situation of safety around experiments, with over 6000 persons involved, was given special attention. The Staff Council considers that a completely new version of the document must start immediately taking into account these elements and that the Staff Rules and Regulations must also be strengthened concerning safety. It is not against the publication of the document presented, following a checking with the DSO of PPE division.

Change of timetable for the annual interviews

In reply to a proposal by the Administration to move the period for the annual interviews from January-March to October-December, the Staff Council stated it was not against such a change provided that the date of advancements and change of career path was also advanced to the 1st May of each year so as not to extend the delay between the evaluation and the resulting decisions.

Observers of the pensioners in the Governing Board of the Pension Fund

The Council, accepted the proposal of GAC (Groupement des Anciens du CERN) to nominate Lorenzo Resegotti as observer, to replace Case Zilverschoon who wishes to retire, and Jean-François Barthélémy as alternate. The Council took this opportunity to thank Case Zilverschoon for all the work he has done over so many years for CERN Pensions.

Leaflet

The Council took note of an anonymous leaflet which had been distributed in a number of letter boxes at CERN, commenting upon very serious facts, the author of which remains unknown. It took note that the President of the Staff Association is giving this matter his full attention.

President of Clubs Co-ordinating Committee (CCC).

The Staff Council approved the proposal of the meeting of Club Presidents on 13 June to appoint Pierre Lecomte as President of the CCC for two years in succession to Norman Eatough. The Staff Council thanked Norman for his services to the clubs during his long period as President.

The meeting closed at 17.50.

1 actually, health, safety and environmental protection.

JUDGEMENT OF THE INTERNATIONAL LABOUR ORGANISATION ADMINISTRATIVE TRIBUNAL

On the afternoon of 13 July, the International Labour Organization Administrative Tribunal has delivered in public its judgement n° 1368 on the complaints filed by M. Aymon, D. Ball and M. Borghini. They have contested as individuals (but obviously for the benefit of the whole staff) the decisions concerning the annual adjustment of salaries for 1993. To do that, they had to contest their pay slips for the month of January 1993.

The Tribunal has decided:

- "1. The individual decisions in the complainants' pay slips for January 1993 and the Director-General's decisions of 26 March 1993 to uphold them are set aside.**
- 2. The case is sent back to the Organization for the setting of the complainants' pay for 1993 on the strength of lawfully determined scales.**
- 3. CERN shall pay the complainants the single sum of 15,000 French francs in costs.**
- 4. Their other claims are dismissed."**

This judgement is also interesting for the appeals which have been filed against the adjustment of salaries for 1994.

Each member of the Staff Council has received a copy of this judgement which you can consult.

**We will publish more details in the near future
concerning this decision and its implications.**

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