

MANAGEMENT & COMMUNICATION

PLACES DISPONIBLES EN MAI / JUIN - AVAILABILITY IN MAY / JUNE

Madeleine Pincott  3674 am - pincottm@CERNVM

Dates	Séminaires/Seminars	Langue/Language	Durée/Duration
12, 13 May	<i>Supervision in practice</i>	English	2 days
19, 20 mai	Gérer des Hommes au CERN aujourd'hui	français	2 jours
20, 21 May	<i>Managing staff at CERN today</i>	English	2 days
26, 27 mai	Information pour superviseurs	Bilingue	2 jours
1, 2 juin	Techniques d'exposé et de présentation	français	2 jours
2, 3 juin	Gérer des Hommes au CERN aujourd'hui	français	2 jours
11, 12 juin	Les outils de communication dans une équipe	français	2 jours
11, 12 June	<i>Making presentations</i>	English	2 days
15, 16 June	<i>Negotiating skills</i>	English	2 days
16, 17 juin	Les outils de communication dans une équipe	français	2 jours
22, 23 & 29, 30 juin	Communiquer efficacement	français	4 jours
24, 25 juin	Pratique de la supervision	français	2 jours
29, 30 juin	Négociation	français	2 jours

Si vous désirez vous inscrire pour un de ces séminaires prenez contact avec votre responsable hiérarchique et votre DTO.

If you would like to enrol in one of these seminars, please contact your supervisor and your DTO.

INFORMATIONS GENERALES GENERAL INFORMATION

RESTAURANTS SERVICE RESTREINT DES RESTAURANTS LE 1er MAI

Le vendredi 1er mai étant jour férié pour l'Organisation, les restaurants et cafétérias du CERN seront fermés, à l'exception d'un service restreint au Restaurant no 1 (Coop, bâtiment 501) de 07h00 à 22h00 (restauration chaude de 11h30 à 14h00 et de 18h00 à 19h30).

Les restaurants no 2 (DSR) et no 3 (Générale de Restauration) seront fermés le jeudi 30 avril dès 18h00.

Leur réouverture aura lieu le lundi 4 mai aux heures habituelles.

Service de Liaison des Restaurants
Tél. 4469

RESTAURANTS LIMITED RESTAURANT SERVICE ON 1st MAY

As Friday 1 May is a CERN holiday, the restaurants and cafétérias will be closed, except for a limited service at Restaurant N° 1 (COOP, Building 501) from 07.00 to 22.00 hrs (hot meals served from 11.30 to 14.00 hrs and from 18.00 to 19.30 hrs).

Restaurants N° 2 (DSR), and 3 (Générale de Restauration) will be closed from Thursday 30 April at 18.00 hours.

They will re-open at the usual time on Monday 5 May.

Restaurant Liaison Service
Tel. 4469

ANNUAL REPORT ON HEALTH INSURANCE AT CERN

The Health Insurance Working Group, chaired by Dr H.F. Hoffmann, asked the AUSTRIA Insurance Company to compile an annual report on medical and accident insurance trends at CERN, the first of which, for 1991, is presented here.

As at 31.12.1991 the CERN Health Insurance Scheme was providing medical insurance cover for a total of 11,656 people, comprising 5,336 premium payers and 6,320 members of their families. These figures include voluntary members, such as associates and consultants and guest professors etc., as well as retired staff and their families.

Following an increase in contributions from 7.9% to 8.98% of the basic salary with effect from 1.1.1991, the total amount of premiums received rose from 26.3 MCHF in 1990 to 31.1 MCHF in 1991. The real increase in revenue amounted to 9.5%, taking into account losses carried over from 1990. The average monthly premium in 1991 was 602 CHF per family, of which 65% was paid by the Organization and 35% by the staff member.

Total medical and pharmaceutical reimbursements increased by 7.7% compared to the previous year. Doctors' fees and in-patient hospital costs (13.4 MCHF) rose by 11.9%.

In-patient hospital expenditure represented the largest proportion of the total costs, amounting to 9 MCHF or 31.4% of total reimbursements. This item thus merits more detailed examination, which is given below.

In private and semi-private rooms in hospitals and clinics the cost of accommodation amounted to 2 MCHF and the cost of treatment to 3.1 MCHF, representing a total increase of 31% compared to 1990.

In public wards the cost of accommodation amounted to 2.3 MCHF and treatment to 1.6 MCHF, representing a total increase of 27.1% compared to 1990.

The exceptional rise in expenditure for both types of hospitalisation is linked partly to an increase in hospital and clinic charges and partly to a rise in the number of patients hospitalised, which can be attributed partially to the ageing of the insured population.

Of a total of 968 hospital stays registered and reimbursed in 1991 (6.9 MCHF), 794 were in Switzerland and 170, or 21.4%, in France. There were only four cases of hospitalisation in other countries. The most frequently used hospital in Switzerland was the La Tour Hospital in Meyrin, at a cost of 2.8 MCHF or 41% of all hospital expenditure. The total number of days spent in private or semi-private rooms at the La Tour Hospital was 677, with an average of 5.8 days per stay at an average daily cost of 1388 CHF. The total number of days spent in a four-bedded room (or a public ward) was 1573, with an average stay of 6.6 days per person at a daily cost of 1164 CHF.

The second most frequently used hospital was the Geneva Cantonal Hospital, representing 15.2% of total hospitalisation charges, with 533 days spent in private

or semi-private rooms, i.e. an average of 8 days per stay at a daily cost of 1139 CHF. 1383 days were spent in public wards, i.e. an average total of 13 days per stay at 320 CHF per day. Clearly, long-stay patients were transferred to the Cantonal Hospital.

In France, the most frequently used hospital was in St Julien, at a cost of 183 kCHF, representing 2.7% of the total costs for hospital stays. 89 days were spent in private or semi-private rooms, with an average of 4.2 days per stay at a daily cost of 534 CHF, while 295 days were spent in public wards, with an average of 6.7 days per stay at a daily cost of 461 CHF.

The total number of days spent in hospital was 7369 in Switzerland, 1555 in France and 89 elsewhere.

We noted an increasing tendency for people to reduce the length of their stay in hospital and to return home to their families, relying, where possible, on the care at home of a nurse or a nursing assistant.

The following other data have emerged regarding out-patient treatment:

Pharmaceutical expenses (2.9 MCHF) increased by 10.3%, representing 10.1% of total reimbursements.

The sum of 3 MCHF for X-rays, laboratory and other analyses is equal to 10.5% of total costs, but represents an increase of only 2% compared to 1990.

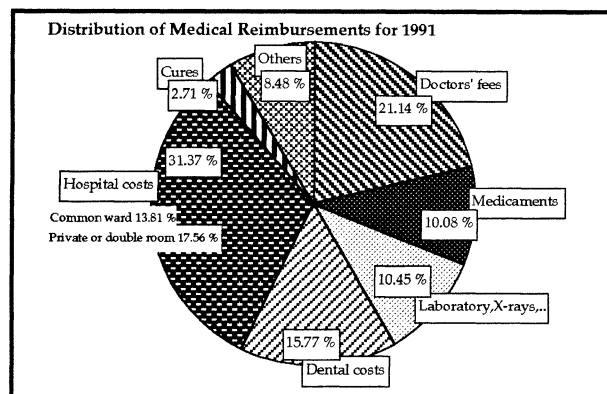
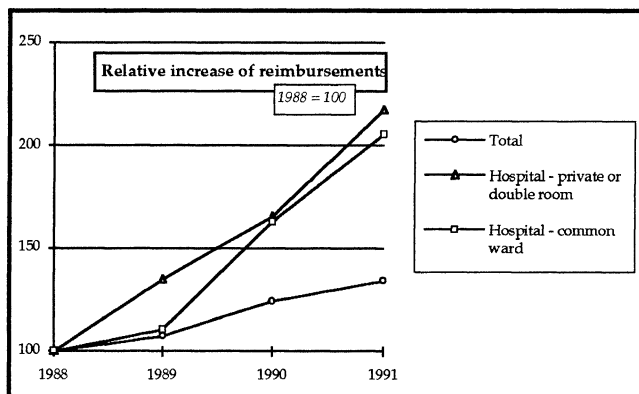
Dental expenses, which amounted to 4.5 MCHF, increased by 4.5% and represent 15.8% of total reimbursements.

Various other factors may indicate significant trends for the CERN Health Insurance Scheme. For example, accommodation and treatment costs for 'cure' or convalescence increased by 9.9%, and the indemnity in case of death rose by 29.9%. These increases could also be attributable to the increasing average age of those insured under the CERN scheme.

Other factors, such as a 23% increase in the cost of psychiatric treatment for children and 16% for adults, are probably more attributable to social phenomena.

A comparison of medical treatment costs in Switzerland and France leads us to the following conclusions: the cost of treatment by doctors, speech therapists and psychiatrists in France is approximately 25% of the cost of such treatment in Switzerland, X-rays and laboratory analyses 35%, medicines, physiotherapy and hire of appliances between 40% and 50%, dental treatment 60%, transport costs 75%, spectacle frames and glasses 80%, while 'cure' and convalescence costs are at about the same level in both countries.

Our brief analysis indicates that the rise in costs from 1990 to 1991 of 7.7% is fully in line with the average increase for the period 1988 to 1990. However, given the increasing average age of the insured population, the number and cost of hospital stays is rising sharply and seems likely to continue to do so.



Conclusion

All parties involved in health insurance can contribute towards bringing the increasing cost of medical treatment under control : the insurer by checking all claims for reimbursement, doctors and hospitals by keeping treatment to a minimum, and also the patient (i.e. the insured) by asking doctors and hospitals to restrict treatment to the absolute minimum. Thus a certain number of short-term hospitalisations could be reduced

to ambulatory surgery, enabling the patient to return home the same day. If all parties make an effort along these lines, the total end-of-year costs could be reduced by several percent, representing about 1 MCHF per annum for the CERN Health Insurance Scheme.

F. Semmler / Austria Assurances S.A.
Tel. 798 95 45

RAPPEL COURRIER PRIVE

Malgré les recommandations déjà parues dans le Bulletin, la quantité de courrier privé adressé au CERN ne diminue pas. Nous rappelons aux membres du personnel que les colis privés ne doivent pas être adressés au CERN, qu'ils ne sont en tout cas pas livrés et que le Bureau du Courrier décline toute responsabilité en cas de perte ou de retard.

En outre, pour pouvoir assurer le maintien d'un bon service dans l'intérêt de l'Organisation, le Bureau du Courrier ne peut plus trier et livrer les envois adressés à des membres du personnel ou à leur famille, qui relèvent clairement et visiblement des types suivants :

- journaux ou périodiques d'information générale ou d'une spécialité sans rapport avec les activités du CERN;
- catalogues des maisons de vente par correspondance;
- envois publicitaires des maisons d'édition, de mode, d'ameublement, etc., ayant un caractère commercial évident.

Depuis le 1er février 1979, ces envois sont retournés à leur expéditeur. Vous êtes priés de prendre des dispositions pour faire adresser ces envois à votre domicile privé.

Merci de votre compréhension.

Bureau du Courrier
Tél. 5414

REMINDER PRIVATE MAIL

In spite of requests already published in the Bulletin, there has been no reduction in the quantity of private mail addressed to CERN. We wish to remind members of the personnel that private parcels must not be addressed care of CERN. In any event they are not delivered to the person concerned, and the Mail Office accepts no responsibility in the event of loss or delay.

Moreover, in order to ensure that a good service is maintained in the interest of the Organization, the Mail Office can no longer sort and deliver envelopes addressed to members of personnel and their families, which clearly fall into the following categories :

- newspapers, magazines or brochures of general type or covering fields unconnected with the activities of CERN;
- mail order catalogues;
- publicity from editing, fashion, furnishing firms, etc.

Since 1 February 1979, these types of mail have been returned to the senders. You are requested to take the necessary action to ensure that your personal mail is sent to your private address.

Thank you for your understanding.

Mail Office
Tel. 5414

REMINDER

REPLACEMENT OF THE COMPUTER CENTRE UPS SYSTEM 16 & 17 MAY COMPUTER SERVICES SHUTDOWN

As many of our users know, our 14 years old Uninterruptible Power Supply system (UPS) in the Computer Centre had to be taken out of service over the last Christmas shutdown. It could not be repaired any longer, spare parts could not be guaranteed and our maintenance contract could not be renewed. The Centre has been running since then on unprotected power.

A tender for a replacement UPS system was sent out early in June 91 with the hope of being able to install the new machine during the last Christmas shutdown. Unfortunately, more time was needed than anticipated to negotiate a contract and the precise configuration details with the supplier and this Christmas deadline could not be met.

In order to guarantee power stability during the summer period for the central computers and all the various services they provide, we decided, in agreement with the LEP experiments and their coordinator towards the end of last year, to take advantage of the first LEP stoppage in May to change this power supply during the week-end of Saturday 16 and Sunday 17 May. We strongly believe that waiting until Christmas, 1992 to do the changeover is very dangerous, making the Computer Centre much too vulnerable to the many power microcuts likely to take place over the summer period.

Consequently, the Computer Centre will be shutdown as of Saturday 16 May morning at 03.00 hrs until Sunday 17 May evening at 20.00 hrs barring serious problems. The central backbone network will be down.

A service equivalent to the usual Christmas Shutdown Service will be provided during this period, as described below :

- All computer centre services to the user community will be stopped at 03.00 hrs on Saturday morning, i.e. : CERNVM, CRAY, both central VAX clusters, CERNVAX, DXCERN, VXLIB, the central ADP services, HOPE, SHIFT, CSF and all centrally operated workstation services. All ETHERNET and FDDI bridges located in the computer centre will be down as well.

The following Communications Services will be kept up and running during this 40 hour period :

- All leased lines including TELEPAC / X29 access
- X25 access
- All EARN services
- EASIGate (access to NFSNET and european EASInet sites)
- Transit traffic via TCP/IP
- Transit traffic via DECNET
- The mail gateway machine DXMINT will be left running but electronic mail services on the main computers will be down.

All services will be restarted as of 20.00 hrs on Sunday evening and will be fully available later that evening or very early Monday morning.

Please contact the undersigned if this schedule seriously inconveniences you, or if you would like more precise information about this exceptional two day computer centre shutdown.

Jean-Claude Juvet / CN / Consultancy and Operations
Tel : 4935 or 13-5544 / E-mail: JUVET@CERNVM

ENVELOPPES DE CIRCULATION INTERNE

Si vous avez en stock des enveloppes de circulation interne, le Bureau du Courrier se charge volontiers de les récupérer pour les remettre en circulation.

Veuillez vous assurer qu'elles sont vides et les réunir en liasses au moyen d'un élastique ou d'une ficelle. Les messagers les collecteront dans votre boîte de courrier.

Merci d'avance.

Bureau du Courrier

INTERNAL CIRCULATION ENVELOPES

The Mail Office will collect and put back into circulation any surplus internal circulation envelopes which you may have.

Please ensure that the envelopes are empty and put them in bundles using bands or string. The messengers will collect them from your mail box.

Thank you in advance.

Mail Office

COMPUTING SUPPORT FOR ENGINEERING NEWSLETTER

Issue 13 of the CSENL has just been published. Its purpose is to keep the engineering community at CERN informed on the availability of support for their particular computing needs and on the direction in which this support is developing. Subscribers will receive copies automatically. In addition, copies can be obtained from Divisional Secretariats, the Main or Computer-Science Libraries or on request by mail or Email from me.

David Jacobs/CN
DJADJ@CERNVM

POLSKA PRASA W CERNIE

Polski dziennik 'Gazeta Wyborcza' został zaprenumerowany od 1 maja 1992 dla 'user's office' w CERNie. Zapraszamy do czytania!

WANTED

A rack containing the power system for the P238 silicon microvertex detector has disappeared from LSS5. The rack contains 2 NIM crates and 3 other power crates, labeled: 'ANALOG SUPPLY', 'DIGITAL SUPPLY' and '12 V SUPPLY'. Each NIM crate contains 6 double-width, 4-channel modules labelled 'BIAS'. If you think you may have seen, or have any information as to the whereabouts of this rack or any of its component units, please contact : Mike Medinnis/ 4043/ MEDINNIS@CERNVM.

POLISH PRESS IN CERN USER'S OFFICE

'Gazeta Wyborcza', the Polish daily newspaper will be available to read in the CERN user's office beginning 1st May 1992.

L'ALLEMAGNE AU CERN

Du 12 au 14 mai

Hall du Bâtiment de l'Administration

Bât. 60 – 1er étage

09h00 – 17h30

Vingt-deux firmes allemandes présenteront leur technologie à la cinquième exposition 'L'Allemagne au CERN'. Cette exposition est organisée, à l'initiative et sous le patronage du Ministère fédéral de la recherche et de la technologie (BMFT), par Dipl. Kfm. Wilh. H. Esser.

Exposants : voir liste ci-dessous.

Vous pourrez obtenir, en temps utile, un programme détaillé :

- au secrétariat de votre division
- à l'exposition même.

Vous trouverez également la liste des exposants et de leurs produits dans l'édition du Courrier CERN de mai.

GERMANY AT CERN

12 to 14 May

Administration Building

Bldg 60 – 1st floor

09.00 hrs – 17.30 hrs

Twenty-two German firms will be presenting their latest technology at the fifth 'Germany at CERN' exhibition. This exhibition is being organized on the initiative and under the auspices of the Federal Ministry of Research and Technology (BMFT) by Dipl. Kfm. Wilh. H. Esser.

For list of exhibitors, see below.

A detailed programme will be available in due course at :

- your Divisional Secretariat
- the exhibition.

A detailed list of exhibitors and their products can also be found in the May issue of the CERN Courier.

LISTE DES EXPOSANTS / LIST OF EXHIBITORS

Ch. Beha GmbH

Drägerwerk AG

F.u.G. Elektronik GmbH

Gossen GmbH

Heinzinger electronic GmbH

Leybold AG Hanau & Leybold AG Köln

Linde Process Engineering and Contracting Division

Logotron AG (CH), représentant / representing

Celetronic, Hameg Instruments, Krenz

Electronic, Siemens, Meilhaus Electronic, Toellner

Messer Griesheim GmbH

Arthur Pfeiffer Vakuumtechnik Wetzlar GmbH

Powertronic GmbH

Schiller Electronic

Spitzenberger & Spies GmbH

Dr. Bernd Struck

Vacuumschmelze GmbH

Wes-Crates GmbH

W-IE-NE-R Plein & Baus GmbH

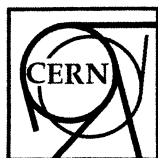
EXPOSITION ORGANISÉE PAR EXHIBITION ORGANIZER

Dipl. Kfm. Wilh. H. Esser

Schubertstrasse 9

D – 7515 Linkenheim-Hochstetten

Information : M. Diraison / FI / 4585



Pour les personnes intéressées par les problèmes de la communication dans le domaine scientifique, et tout particulièrement pour celles dont la profession est le journalisme, l'interprétation ou l'enseignement, le CERN organise des soirées d'information scientifique générale sous le titre :

Les Sciences aujourd'hui

Ces rencontres seront animées par Rafel Carreras, responsable du programme d'Enseignement général au CERN, qui y commentera et expliquera un choix d'articles parus récemment dans des publications scientifiques et qui couvrent les sciences physiques et biologiques ainsi que certains aspects des relations science-société.

Une attention particulière sera portée au langage et aux notions utilisés afin que les explications et les commentaires soient accessibles aux personnes n'ayant pas de formation scientifique.

Dates : Les prochaines séances auront lieu :

mardi 5 mai 1992

mardi 2 juin 1992

Heure : De 20 h précises à environ 22 h

Lieu : CERN, grand amphithéâtre, bâtiment principal, 1er étage

Repas Il est possible de prendre un repas avant la séance au restaurant situé au rez-de-chaussée du bâtiment principal

Entrée libre : Pour tous renseignements supplémentaires, s'adresser au Service des Médias du CERN, tél. 767 27 22