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For information

MANAGEMENT BOARD MEETING OF 25 JUNE 1996

Outcome of **the** June meetings of **the** Scientific Policy Committee, **the** Finance Committee, **the** Committee of Council and **the** Council Session

The Director-General, reporting on the deliberations of the Council¹ and its Committees, said that the main items on the agenda of the Committee of Council had been non-Member State matters, with particular reference to progress in negotiations with the United States with a view to participation in the LEP project, the scope and timetable for the LHC progress review in 1997 and, in closed session, the Management's proposals concerning restructuring in the research, technical and administrative sectors. In addition to matters also dealt with by the Council and its other Committees, the Scientific Policy Committee had heard and expressed satisfaction on an interim progress report by the LHC project leader, L. Evans, on the LHC machine, a status report on LEP by the Director of Accelerators, K. Hübner, and reports on the heavy-ion programme by B. D'Almagne and on the Theoretical Physics Division by the TH Division Leader G. Veneziano, who had emphasized the Division's dual purpose, endorsed by the SPC, as support for the CERN experimental programme and as a European centre of excellence in theoretical particle physics. The Finance Committee, in addition to the items subsequently taken up by the Council on the basis of its recommendations, had heard a presentation by the Director-General on the proposed scope and timetable of the 1997 progress and resources review, and had examined a document concerning the procedure for adjudication of the forthcoming civil-engineering contracts for the LHC project, which it had approved with some amendments. The Finance Committee had also approved a new proposal for the calculation of the CERN materials index which took more account of exchange rate variations and, on the personnel side, had also approved amendments to the Staff Regulations relating to implementation of the first-employment programme and, in the framework of health insurance cost containment measures, the obligation to furnish information in connection with the introduction of new arrangements for contributions to the Health Insurance Scheme.

Non-Member State matters

- *Discussions at the June Committee of Council meeting*

The Director-General reported on the Committee of Council's discussions on a number of non-Member State matters, with particular reference to India, Canada and the United States. In preparation for a decision by the Council, the Committee had also examined and discussed a draft Resolution concerning the observer status of the former Yugoslavia.

- *Outcome of the CERN-US meetings on 24 and 25 June 1996*

The Director-General reported on the outcome of the meetings between the CERN Management and representatives of the US authorities which had been arranged to discuss the details of the United States' participation in the LHC project. He informed the Management Board that he would be writing to the Member State delegations to the Council to inform them of developments in that area.

- *Russia*

The Director-General informed the Management Board that on Friday, 14 June he had signed the Protocol with the Russian Federation concerning participation in the Large Hadron Collider project and that the Minister of Science and Technology Policy of the Russian Federation, B. Saltykov, had subsequently signed the Protocol in Moscow.

- *Indefinite Appointment Review and Advancement Exercise 1996*

In closed session, D. Plane presented the work and recommendations of the Indefinite Appointment Review Board and J. Ellis those of the Senior Staff Advancement Committee. Both sets of recommendations had been discussed at the Directorate on 16th June 1996. During the ensuing discussions, a number of comments were made, which would be taken into account when the Directorate took its decisions on Wednesday 26th June 1996. On behalf of the Management Board, the Director-General thanked D. Plane, J. Ellis and the members of their committees for their work. The Management Board also discussed in closed session other advancement proposals made in the context of the 1996 advancement exercise where the final decisions would be taken by the Directorate on 26th June.

1) see report on the June Council Session in last week's Bulletin

CERN Training Plan 1996

P.-G. Innocenti, Chairman of the Joint Training Board (JTB), presented the CERN Training Plan for 1996 setting out a review of progress on implementing the recommendations of the 1995 CERN Training Plan and the new recommendations for 1996, in which particular attention had been focused on newcomers and staff starting their second contract. Concerning implementation of the 1995 recommendations, considerable progress had been made with regard to induction training and procedures, which the JTB considered should be extended to fellows. However the JTB took the view that more action was needed in such areas as career development planning, succession planning, assessment of individual training requirements, dissemination of information about the Organization and preparing staff for contacts with the media. In view of the additional effort required to implement the 1995 recommendations, those for 1996 were less ambitious and included: the introduction of career development discussions based on a core curriculum aimed at preparing individual training plans to cover the initial three-year contract; introductory management training for all professional staff during their second three-year contract on completion of the essential prerequisite courses from the core curriculum; increased involvement of supervisors in discussion, definition, follow-up and recording of training objectives; giving high priority to setting up a simple but comprehensive training database, linked to the personnel database, for recording all training events including information on course objectives, content and evaluation data; identifying and meeting training requirements for the LHC programme. B. Blair also presented information on the procedures for the authorisation and evaluation of training. After some discussion, the Management Board generally endorsed the report and the recommendations for 1996 and the Director-General invited the Management Board to submit any further comments on the proposals with a view to revision of the document in time for further examination at the Standing Concertation Committee meeting on 10 July.

Writing Technical Specifications

The Research and Technical Director, H. Wenninger, reported that a meeting had been arranged on 13 June, attended by R. Tassinari, H. Alley, P. Bernard, W. Blair and P.G. Innocenti, to discuss recent proposals in this area. The following proposals had emerged from that meeting: the current training programme should continue; information seminars should be organized for directors and division leaders to allow them to appreciate the advantages of the functional analysis method in the writing of specifications; those attending the seminars should meet at the end of the academic year to assess the value of the training. A first seminar had been held on 26 June and the follow-up assessment meeting had taken place later the same day.

Site Access Controls

P. Ciriani presented a memorandum setting out proposals for a two-phase plan, consisting of transitional arrangements followed by a definitive operational stage, aimed at reconciling CERN's long tradition of an open site policy with the constraints of a complex modern research laboratory. He emphasized that the proposals were fully in line with the policy recommended by various

working groups and with the detailed provisions of Operational Circular No. 2. Following some discussion on basic principles and procedures, the Management Board generally endorsed the policy outlined in the memorandum.

Administrative Protocol between CERN and Spain's Centre for Technological and Industrial Development (CDTI)

The Management Board was informed that an administrative protocol had been signed by CERN and the CDTI for the training of Spanish technical graduates in technologies related to particle physics. The fellowships, which did not fall within the scope of CERN's fellowship programme, would be granted for one year, normally extended for a second. The cost of stipends would be borne by the CDTI.

Elections to the Staff Association Executive Committee

The Management Board was informed of the election of the new Executive Committee of the Staff Association.

Shutdown of the CERNVM service

D. Jacobs reported that, in line with previous announcements, the CERNVM service was scheduled to be shut down definitively at midnight on Sunday 30 June. No major problems had been identified. The Management Board expressed satisfaction that the shutdown appeared to go smoothly and that problems to users had been minimised, *inter alia* as the result of adequate prior information.

La version française sera publiée dans le Bulletin de la semaine prochaine