

# INFORMATION

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## ORDINARY MEETING OF THE STAFF COUNCIL 11 NOVEMBER 1997

The meeting opened at 2.08 p.m. with M. Borghini as Chairman. The agenda was adopted and the minutes of the meeting of 21 October 1997 were then approved.

### Presentation of the 1998 Training Plan

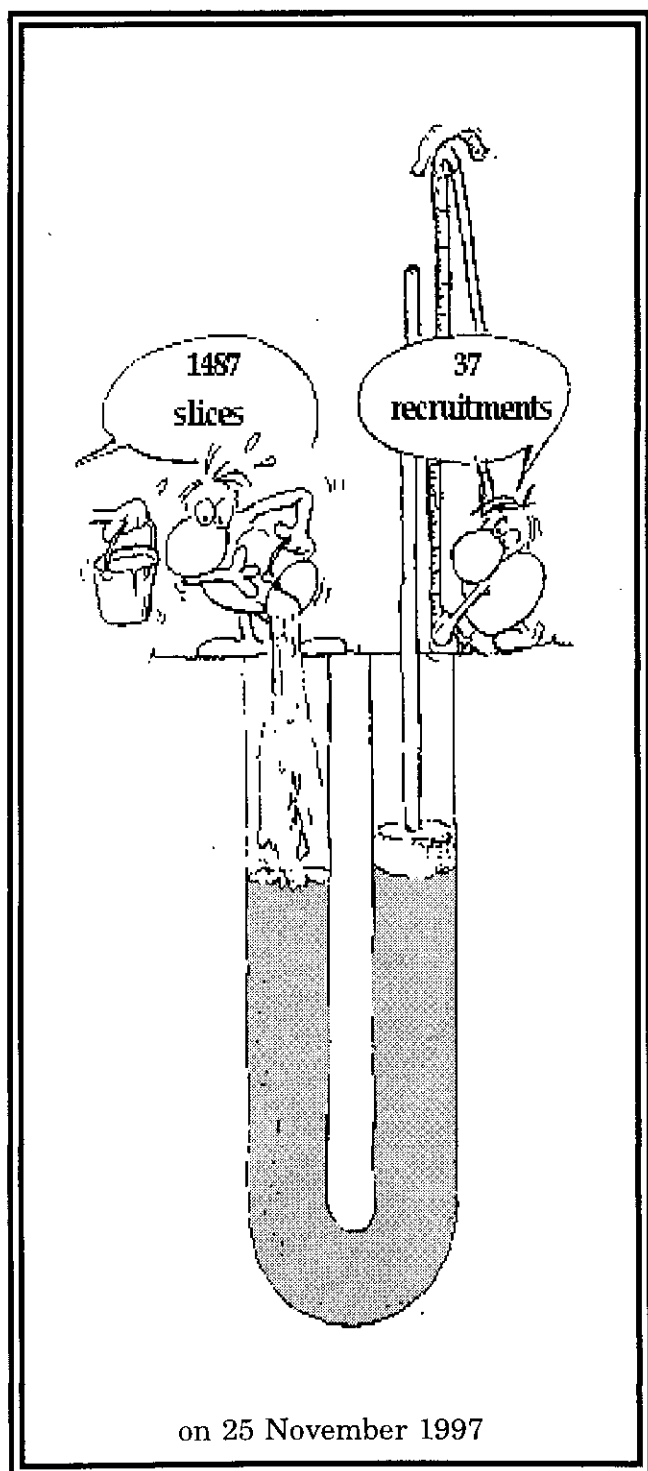
F. Bourgeois, chairman of the Joint Training Board presented the Training Plan for 1998 which has already been presented at the Directorate on 4 November and will be discussed at the Management Board on 13 November. The main points of the presentation are as follows:

#### Facts

- Training is a process to bring a person to an agreed standard of proficiency. This notion is not to be mixed with general culture.
- CERN is not an academic institution since engineers and physicists make up only 30% of its staff.
- The needs for training are badly documented in the periodic interview pages.

#### Statistics

Training takes on average 2.2 days per staff member per year plus 1.1 days for language courses, which makes 3.2 days in total, whereas CERN's objective has been, 5 days per person per year for several years now. Total expenditure represents 2.35% of the Personnel Budget.



## ***Achievements in 1997***

- Induction Programme
- Language Courses
- Distance learning
- Update of Management Programme
- Administrative Circular No. 26 and MOAS form
- Change of person responsible for Technical Training
- 1998 Recommendations
- Achieve the recommendations held over from previous years
- Distance learning (follow-on)
- Safety training
- Induction Programme for Fellows

In the discussion in which W. Blair, Head of Education Services also participated, the importance of the supervisor role was mentioned as well as the fact that one can learn at any age if motivated; the necessity of not losing the expertise of people who are leaving and of communicating this expertise to younger people was underlined.

The report was supported unanimously by the Staff Council.

Copies of F. Bourgeois' transparencies are available at the secretariat of the Staff Association.

## ***Activities of the Executive Committee***

### ***Firms***

The Staff Association and the relative unions are closely following the development of numerous problems for their personnel working on the CERN site.

Meetings of the "Collectif" took place on 7 and 28 October to discuss the following points:

- Status of discussions on the project for a Site Convention
- Difficulties encountered at the granting of the latest contracts
- DFAE cards
- Sacking of staff belonging to outside firms

## ***Health Insurance***

The Staff Association's Mini-Assizes on the subject of Long Term Care took place on 17 October - all the participants are unanimous that these Mini-Assizes were extremely interesting and useful.

An internal working group has been set up to continue reflection on this problem and to propose solutions for ensuring this care as well as to prepare the renewal of the Health Insurance Convention, currently with AUSTRIA. The first meeting of the working group was held on 6 November. The main points for covering long term care, resulting from this first meeting, were presented and approved (except for two abstentions) by the Delegates present at this Staff Council meeting.

## ***Creation of Employment/ Choice in Working Time***

The item on the 'Programme of Recruitment Financed by Saved Leave' is presented later on in these minutes.

Concerning the Progressive Retirement Programme, more than twenty staff members have signed up so far.

## ***Meetings of the Standing Concertation Committee and TREF***

The joint minutes of the SCC (Administration/Association) of 22 October was published in the Weekly Bulletin No. 45/97 of 3 November 1997.

Those of the subsequent meeting, planned for 12 November, the agenda of which was shown at this Staff Council meeting, was published in last week's bulletin.

This latter meeting dealt, amongst other matters, with the preparation of the TREF meeting which will take place on 25 November, with the item on the Programme of Recruitment Financed by Saved Leave, as well as a presentation of the Medical Service annual report. It is requested that this presentation be made at a future meeting of the Staff Council.

## ***External Relations***

A CERN Staff Association Delegation will be present at the demonstration of UNO employees to defend the independence of the international public function on 13 November at 12.30 p.m. in front of the Palais des Nations.

### **Programme of Recruitment Financed by Saved Leave (RSL)**

Statistics on participation in this programme have been shown; they can be consulted at the Secretariat of the Association or by contacting one of the Delegates. The Administration retains the number of approximately 41 slices for one recruitment. The Association requests that these recruitments are announced rapidly and that they correspond to the number of slices by sector; there should be a visible correlation between the participation in the programme and the recruitment thus rendered possible and that the full personnel budget must be used for personnel expenditure.

## **Pensions**

For the compensation due to the Pension Fund resulting from early departures and staff reductions, the Administration Council of the Pension Fund and the Management have reached agreement on the figures to be presented at the next discussion in TREF on 25 November 1997.

The actuarial working group of the Pension Fund is preparing a new actuarial study covering the period 1995-1997.

The Working Group of the SCC on guarantee of pensions (2nd stage) has concluded that questions concerning withdrawal of one or several member states and payment of the Organization's debts in the case of withdrawal or dissolution should be treated with priority and as a whole.

The Staff Council was then informed that Michel Bénot will gradually replace Derek Ball as the Vice-President of the Association, since Derek Ball will be retiring in January 1998.

The meeting closed at 5.30 p.m.