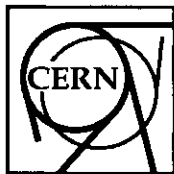


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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

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GUIDE-LINES FOR ADVANCEMENT IN 1993 : WHERE ARE WE AT THE MOMENT?

The new merit-oriented advancement policy

The new merit-oriented advancement policy based on career paths was approved by the CERN Council in **June 1991** and came into force on **1st August of the same year**. According to the Council's decision, the Management was to "make a report in two years' time on the implementation of this new policy in order to allow the Finance Committee to evaluate its success".

The aim was that of *"creating new means of motivation while introducing minimum necessary changes to (existing) practice"*.

Under this policy, *"individual advancement within the career paths, excluding the exceptional advancement zone, will be decided annually at Divisional level on the basis of performance appraisal and within guide-lines determined by the Director-General"*.

For this reason the Staff Rules now stipulate that : *"advancement within a career path shall be based on the assessment of merit by performance appraisal"*.

Advancement is not therefore automatic, with the granting of a step increase on the salary scale or the award of an exceptional advancement within the exceptional advancement zone in the career path:

" This advancement will be by one or two advancement steps for good or outstanding achievement. Unsatisfactory staff will not receive an advancement step, or, where the circumstances are judged appropriate by the Division concerned, the advancement step will be postponed for six months from its normal effective date".¹

Administrative Circular No 26 states that the normal effective date is the **1st July** of the current year.

1992, the first year of implementation for the new policy

Last year, guide-lines for advancement were the subject of discussion in the Management Board as well as in the Standing Concertation Committee. It was during these discussions that the Staff Association made the following requests for the coming years:

- allocation of at least 20% of promotions in the exceptional advancement zone (...) ² ;

¹ extract from the Management document approved by Council A MERIT-ORIENTED ADVANCEMENT POLICY BASED ON CAREER PATHS (CERN/CC/1858 - CERN/FC/3430 of May 1991).

² It should be remembered that the Management introduced the two-year step increases of normal advancement in the exceptional advancement zone to increase the number of promotions into these zones, in a spirit of solidarity (Reply of the Director-General dated 19 February 1992 to the Association's Open Letter concerning the implementation of the new career policy dated 24 January 1992)

- allocation of at least 20% of exceptional step increases (often referred to as "double steps") (...);
- for 1992 and 1993, supplementary allocation *"to give a boost to the new concept"* ³.

The guide-lines finally approved set a limit of 20% for exceptional promotions and 20% for "double steps" in 1992.

1993, the second year of implementation for the new policy

This year is therefore the second year of implementation of the new policy, but it will be the first time that results achieved over the preceding twelve months will be formally compared to the set objectives, taking unforeseen circumstances into account.

Since the meeting on 27 January of the Standing Concertation Committee, the Association has demanded that the results of the new policy should not be assessed with respect to the set objectives until **after the end of this second year**; the scheme should not be modified in the mean time and should be applied as planned.

So what is happening this year? "automatic deceleration"?

The guide-lines for 1993 advancement have not yet been drawn up: they are being discussed by the Management, without the Association having as yet been formally consulted: a meeting of the Management Board was held on 25 March, but in closed session, without the Association. It would appear that proposals for the "automatic deceleration" of all staff members were discussed.

A special meeting of the Management Board, for the sole purpose of discussing this issue, is scheduled for 5 April, once again without the Association.

Nevertheless, at the meeting of the Standing Concertation Committee on 24 March, **we demanded and it was agreed that no decision should be taken before the proposed guide-lines have been formally discussed with the Association within the Standing Concertation Committee.**

We will keep you informed of further developments.

³ as the Management had stated to the CERN Council in December 1990 (see CONSIDERATIONS ABOUT A NEW CAREER PATH ADVANCEMENT POLICY, CERN/CC/1842 - CERN/FC/3393, dated 4 December 1990).

DERNIERE MINUTE

L'Association du Personnel a été invitée à participer à la réunion du Comité de Management du lundi 5 avril 1993.

STOP PRESS

The Staff Association was invited to the meeting of the Management Board which was held on Monday 5 April 1993.

EXPOSITION du JARDIN D'ENFANTS

du 25 avril au 2 mai 1993

Bâtiment Principal

Au Jardin d'Enfants du CERN, nous avons de multiples activités: peinture, rythmique, musique, cuisine, jeux, poterie, etc....

Si vous désirez venir visiter notre école ou avoir des renseignements, téléphonez-nous au 3604 et 2819.

- 4 classes le matin: 2 et demi à 6 ans (8h.30 - 12h.30)
- 1 classe l'après-midi: 2 et demi à 6 ans (13h.30-17h.30)

Garderie:

- 2 à 6 ans mardi, vendredi (13h.30 - 17h.30)

INSCRIPTIONS POUR L'ANNEE SCOLAIRE 1993/1994 dans les locaux du Jardin d'Enfants

- JEUDI 29 AVRIL 1993
de 8h.00. à 10h.30
- VENDREDI 30 AVRIL 1993
de 8h.00 à 10h.30 et de 13h.30 à 15h.00

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EXHIBITION by the NURSERY SCHOOL

25 April to 2 May 1993

Main Building

At the Nursery School we have many activities : painting, rhythms, pottery, music, cooking, games, etc.. .

If you wish to visit our school or have more information, please call 3604 or 2819.

- 4 mornings classes: 2 and half to 6 years (8.30 - 12.30)
- 1 afternoon class: 2 and half to 6 years (13.30 - 17.30)

Kindergarten :

- 2 to 6 years Tuesday, Friday (13.30 - 17.30)

REGISTRATION FOR SCHOOL YEAR 1993/1994 at the Nursery School Building

- THURSDAY 29 APRIL 1993
from 8.00 to 10.30
- FRIDAY 30 APRIL 1993
from 8.00 to 10.30 and from 13.30 to 15.00.

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