

COMMUNICATIONS **OFFICIELLES**

OFFICIAL NEWS

Les membres du personnel sont censés avoir pris connaissance des communications officielles ci-après.

Members of the personnel shall be deemed to have taken note of the news under this heading

EXECUTIVE BOARD SUMMARY

At its Sixty-ninth Meeting held on 3 July 1980, the Executive Board first heard a report from the Directors-General on the outcome of the June meetings of the Scientific Policy Committee, the Finance Committee, the Committee of Council and Council. It then approved six capital projects, viz.:

- "PSB Second Harmonic RF Cavities";
- "Increase of the SPS Operational Energy to 450 GeV";
- "Additional Equipment for Surface Experimental Areas (SPS)";
- "Spare Machine Quadrupoles for the SPS";
- "ADP Conversion";
- "Building Modifications for the removal of the Education Services".

The Executive Board brought to a conclusion the 1980 Staff Review and took note of the promotion to Grade 14 of C. Rubbia and S. van der Meer, which had been made by the Directors-General.

Under "Other Business", the Board approved the proposals for papers to the September Finance Committee on:

- a) questions of organization of the fire brigade;
- and b) an extension of the present moratorium of service contracts, subject to certain safeguards, for a further three year period.

At its afternoon session, the Executive Board discussed first the Report by the Internal Study Group on Pensions, chaired by C.J. Zilverschoon, and secondly a Report on the Implications of CERN associating itself with the Coordinated Organizations System of Remuneration and Pensions by P. Germain and G.H. Hampton. The Summary of Conclusions and Recommendations of the Pensions Study Group are given below.

REPORT OF THE PENSIONS STUDY GROUP

SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

1. The Study Group on Pensions has verified the RESCO statement underwritten by Council in December 1979 that "the level of CERN pensions is lower than that in comparable European institutions". For this purpose pensions for CERN staff up to grade 8 were compared to those for similar staff at the Services Industriels de Genève (SIG); for the higher grades the comparison was made with similar staff at the Coordinated Organizations (CO) and the European Communities (EC).

Large systematical discrepancies were found. All pensions are appreciably higher in these reference Organizations than at CERN (retirement pensions 41 to 84%, widows' pensions 29 to 78%). Moreover, the net staff contribution to the pension scheme is, in relation to the other schemes, at least 20% higher at CERN than in the other places.

2. The corrective action recommended by the Group is to complement each pension in payment by a direct contribution from the CERN budget to the pensioner. Various other schemes have been considered but these would either require international agreements of a type that seems difficult to obtain from each of our Member States and therefore take much time, or else they would cause a considerable disturbance in the CERN budget as well as a very large technical deficit in the CERN Pension Fund.

3. The Group has worked out two different sets of levels for these complements between which the solution should be found. The total pensions for the grades up to 8 should in any case be brought to the level of the pensions at SIG, but for the first set (called SIG-CO line) the pensions for the higher grades would be aligned to those of the CO, for the second set (SIG-EC line) to those of the EC. Due consideration was given to the Council statement that the principle of paying family allowances to pensioners should be accepted.

4. The following formulae can be used to determine the complements to full CERN benefits for the SIG-CO line:

In these formulae:

C = complement
P = pension as received from the CERN Pension Fund
N₀ = number of single orphans

The subscripts have the following meaning:

r = retirement or disability
w = widow
o = single orphan
d.o = double orphan

All amounts are expressed in Sw. Frs. per month at 1980 values.

a) Retirement and Disability (MARRIED PENSIONERS)

$$C_r = 0.4 P_r \text{ but } C_r \geq 1250$$

Correction for single pensioners: - 400
Allowance for each dependent child: 196

b) Widows (or disabled widowers) with or without single orphans

$$C_{w+o} = 0.3 P_w + N_o \cdot 140, \text{ but } C_{w+o} \geq 650$$

c) Double orphans

$$C_{d.o} = 0.3 P_{d.o}, \text{ but } C_{d.o} \geq 650.$$

The corresponding formulae for the SIG-EC line are:

a) $C_r = P_r - 1800 \text{ but } C_r \geq 1250$

Correction for single pensioners: - 400
Allowance for each dependent child: 196

b) Widows (or disabled widowers) with or without single orphans

$$C_{w+o} = P_w - 1250 + N_o \cdot 140 \text{ but } C_{w+o} \geq 650$$

c) Double orphans

$$C_{d.o} = P_{d.o} - 1250, \text{ but } C_{d.o} \geq 650 .$$

5. To determine complements to "incomplete" benefits the same formula is used but all amounts expressed in Sw. Frs. per month (shown in italics above) must be reduced by the ratio of incomplete to full benefits as provided for by the Rules of the Pension Fund.

All complements should follow the indexation of the pensions, except the children's allowance which is indexed independently.

6. In addition to these complements the Group recommends that the education grant should be payable to orphans and dependent children of pensioners.

7. The estimated total cost (in Sw. Frs. of 1980) of the complements for the SIG-CO line is 2.2 M Sw. Frs. in 1981; it will rise gradually to 9 M Sw. Frs. in 1990, reach a maximum of 40 M Sw. Frs. in 2015 and settle down to about 30 M Sw. Frs. by 2035. The figures for the SIG-EC line are roughly one third higher and reach eventually 40 M Sw. Frs. per year.

8. The staff contribution to total pensions in CERN would eventually be set at a level similar to that in the reference Organizations. Under these conditions the contribution of the staff to the complements would be 1.2% of basic salary for the SIG-CO line and 0.4% for the SIG-EC line.

9. However, in order to have a maximum flexibility, the Group recommends that the scheme should be started on a trial basis, without any staff contribution. This would enable an updating and finalization of the whole scheme on the occasion of the next review of employment conditions without any legal problems.

10. The proposals should be included in the Rules of the CERN Staff Insurance Scheme (1976 edition) where they would form an additional chapter called "Complementary Benefits".

11. The payments of the complements should start on January 1st, 1981 to all existing pensioners.

NOUVELLE STRUCTURE

DE LA DIRECTION DU CERN

A la soixante-sixième session du Conseil, qui s'est tenue les 26 et 27 juin 1980, le Professeur H. Schopper, Directeur général désigné, a exposé la nouvelle structure de la direction qu'il prévoit pour l'Organisation à compter de janvier 1981. Il propose de nommer cinq nouveaux Membres du Directoire en remplacement de ceux de la Direction actuelle. Deux de ces Membres du Directoire travailleront en rapport étroit avec le Directeur général sur les programmes de recherche en cours d'exécution au CERN; un autre, appelé Directeur technique, assumera une responsabilité de direction en ligne, sous l'autorité du Directeur général, pour les Divisions PS, ISR, SPS et SB, et un autre appelé Directeur de l'Administration, aura des responsabilités analogues pour les Divisions PE, FI et, éventuellement, HS. Les Divisions Théorie, EP, EF, et DD relèveront directement du Directeur général. Lorsque le projet LEP sera approuvé, le Chef de celui-ci deviendra également Membre du Directoire. Les Services du Directoire continueront de servir le nouveau Directeur général. Le Professeur Schopper a précisé que le

projet LEP serait exécuté par des membres du personnel de plusieurs divisions du CERN et que le Chef du projet LEP aurait la responsabilité des budgets afférents au LEP, ainsi que de l'étude technique de la planification et des contrats de ce projet.

Le Conseil, après avoir pris acte de ces propositions, a approuvé la désignation de deux des cinq Membres du Directoire dans le nouveau dispositif. Il s'agit de M. G. Brianti, qui exercera les fonctions de Directeur technique, et de M. E. Picasso, qui sera le Chef du projet LEP.

En prévision d'une décision favorable concernant le projet LEP, et avec l'accord du Professeur Schopper, nous avons demandé à M. Picasso de prendre la responsabilité de la coordination des études pour le projet LEP à compter du 1er juillet 1980. Il est prévu de désigner les trois autres Membres du nouveau Directoire à l'automne de cette année.

J.B. Adams
Directeur général
Exécutif

L. Van Hove
Directeur général
de la Recherche

NEW PHYSICS CO-ORDINATOR FOR THE PS

Dr. E. PAULI (EP Division) will assume the functions of Physics Co-ordinator for the PS for a period of one year, with effect from 1 August 1980.

L. Van Hove
Research Director-General