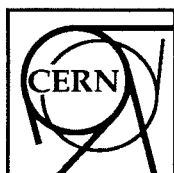


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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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Siège: Genève, Suisse
Seat: Geneva, Switzerland

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Tel. 2819/4224

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RESULTS OF THE STAFF ASSOCIATION QUESTIONNAIRE ON ANNUAL INTERVIEWS 1992 (FOURTH PART)

REPLIES OF SUPERVISORS

Following our previous articles, we now present the global results of the replies by supervisors to the Association's questionnaire on the 1992 annual interviews.

number of replies by supervisors

166

i.e. 20% of the 832 replies and more than 30% of the supervisors of CERN, distributed by division as follows:

division	AC	AG	AS	AT	CN	ECP	DG	FI	MT	PPE	PE	PS	SL	ST	TIS	?
replies superv.	2	0	4	28	3	13	3	7	16	27	3	18	8	15	10	9
all replies	7	5	37	136	13	88	15	20	93	116	16	99	80	52	35	20
%	29	0	11	21	23	15	20	35	17	23	19	18	10	29	29	45

number of replies:

Question _____ % of replies¹:

function

team or unit leader	24	15%
section leader	72	43%
group or service leader	45	27%
project leader	8	5%
division leader	3	2%

number of interviews carried out by supervisor

from 1 to 4	89	54%
from 5 to 9	44	27%
from 10 to 14	17	10%
from 15 to 20	9	5%
21	1	
43	1	

¹ in relation to the 166 replies
ASSOCIATION DU PERSONNEL
36/92-31.08.92

During the MOAS course on the annual interview, it was stated that above 7 interviews per supervisor, the quality of the interviews might suffer.

total time taken by the interviews in hours

less than one hour	2	1%
from 1 to 3 hours	33	20%
from 3 to 6 hours	35	21%
from 6 to 10 hours	28	17%
from 10 to 20 hours	44	27%
more than 30 hours	12	7%

The mean time of an interview was approximately one hour, but certain supervisors have devoted up to 60 hours, and in one case 80 hours; some have stated that they will try to delegate a part next year!

quality of the interviews

good	134	81%
average	20	12%
bad	0	0%

Some supervisors have made useful remarks on the factors which altered the quality of the interviews.

interviews were useful

yes	148	89%
no	4	2%

A very large majority have therefore found these interviews useful, which is certainly a necessary condition for them to be successful.

the interviews took place before or after the supervisor had had his own interview

after	137	83%
before	12	7%
in progress	1	

The majority of the interviews therefore took place in the order foreseen.

followed management course at CERN

yes	109	66%
no	41	25%

followed management course outside

yes	50	30%
no	74	45%

followed MOAS training at CERN

yes	148	89%
no	11	7%

Amongst the 11 supervisors who had not followed a MOAS course, 7 would like to follow one before the next exercise, and 4 do not wish to.

would find other courses useful prior to the next exercise

yes	55	33%
no	77	46%

Management courses either at CERN or outside of CERN have been followed by 119 supervisors; 39 of them have followed courses at CERN and outside of CERN, of which 17 wish to have extra courses on MOAS; 37 supervisors have not followed management courses either at CERN or outside, of which 13 would like to follow one, 15 would not, and 1 perhaps. There is amongst the supervisors, even those who have followed a MOAS course, a strong request to follow another course, "taking into account the experience gained during this exercise", a request which joins that of the rest of the personnel.

* * * * *

CONSEIL DU PERSONNEL

La prochaine réunion du Conseil du personnel aura lieu le

VENDREDI 4 SEPTEMBRE 1992, à 14h30
Salle du Conseil - Bâtiment Principal, 1er étage

ORDRE DU JOUR

1. Election du Président de séance
2. Adoption de l'ordre du jour
3. Approbation du procès-verbal de la 299ème réunion
4. Présentation des candidats aux élections pour les Comités/Commissions
5. Rapport d'activités du Comité Exécutif : CCP, *recours salaires, questions sécurité, etc...*
6. Modification des Circulaires Administratives
 - No. 4 (*Assurance chômage*)
 - No. 20 (*l'Utilisation des véhicules privés*)
7. Elections aux Comités/Commissions
8. Divers

Les réunions du Conseil du personnel sont publiques et vous pouvez y assister

* * * * *

JARDIN D'ENFANTS

1 poste d'assistante jardinière d'enfants est à pourvoir au Jardin d'Enfants situé sur le site du CERN pour l'année scolaire 1992-1993.

- **Durée du contrat** : 1 an
- **Période d'essai** : 3 mois
- **Horaire de travail** : 23 heures par semaine
- Pas de diplôme particulier mais aimer et avoir un bon contact avec les enfants
- Langue parlée le français. Bonne connaissance de l'allemand et ou de l'anglais
- Permis de travail valide exigé

Date limite dépôt de candidature : 18 septembre 1992

Toute personne correspondant aux critères de sélection ci-dessus et intéressée par ce poste est priée de bien vouloir adresser son curriculum vitae détaillé à Claudine Baleur / Secrétariat de l'Association du Personnel.

GROUPEMENT DES ANCIENS DU CERN

La prochaine permanence du Groupement des Anciens du CERN se tiendra le :

MARDI 1er SEPTEMBRE 1992, de 14h.00 à 17h.00
dans les locaux de l'Association du Personnel
Bâtiment 64 R-002

Les permanences du Groupement des Anciens du CERN sont ouvertes à tous les bénéficiaires de la Caisse de Pensions.