

18 August 1993

Ordinary meeting of the Staff Council, 17 August 1993

The Staff Council held its 322nd ordinary meeting on 17 August in open session.

Draft revised Statutes of the Staff Association: the Council was first informed that the file containing the text of the Statutes of the Association had been distributed. If you have not received your copy, further copies are available at the Staff Association secretariat in Building 64. The Council was further informed of various discussions and correspondence between the Director-General and the President of the Association concerning this draft as the Director-General had wished to have explanations supplementary to those contained in the minutes of the meetings of the Standing Concertation Committee, in the March 1993 PROTON and in the interview with the President of the Staff Association attached to the distributed file.

The Council approved in outline a new letter to the Director-General replying to further questions.

Regulations of the General Assemblies of the Staff Association: As a supplement to the draft revised Statutes, the Council discussed, amended and unanimously approved draft Regulations for the General Assemblies, which will be submitted to the extraordinary General Assembly scheduled for 29 September. You will receive the text in due course.

Draft budget for the next financial year and proposed amount of contribution amount: The Council also approved the proposed draft budget and amount of contribution of members of the Association which will be submitted to the extraordinary general assembly on 29 September for approval. You will receive the relevant texts in due course.

Staff Council Regulations and Regulations for elections of representatives of the Association to various committees and boards: The Council discussed two draft texts and requested a number of amendments. The draft texts will be submitted to it once again at the next meeting.

Draft "operational circular" on Access to the CERN site: This draft text, submitted by the Administration, should form part of a new category of official document referred to as "operational circulars". Members of the Council made a number of remarks during the meeting on the draft text and were invited to make any additional remarks to the Executive Committee. In any event, the Council considers that the idea of operational circulars should be formally codified before it approves one. That message will be transmitted to the Administration.

Activities of the Association and of its Executive Committee: The Council examined various topical issues which are being or will be dealt with by the Association. It agreed that priority should currently be given to the preparation of the document on the LHC project which has to be presented to the CERN Council at its December 1993 session. This document should include an outline of strategy with regard to human resources requirements and the Staff Council fully intends to be associated with it in one way or another.

Overall revision of the Staff Rules and Regulations and the Administrative Circulars: The Council took note that the Standing Concertation Committee subgroup dealing with this matter had held its first meeting on 20 July and then on 27 July and was scheduled to meet as far as possible once a week. For the time being, the Staff Council is trying to understand fully the document presented by the Management entitled "Proposal for a new approach to Staff contract policy" before being able to reach an opinion on it and express its position.

Assessment of the merit-oriented advancement scheme (MOAS) in relation to career paths: following examination of this matter at the Council session on 22 July this year (see Weekly Bulletin no.31/93), the Council took note that a joint meeting of the Administration's MOAS working group and the president and vice-presidents of the Association would be held on 20 August where joint work would begin on the preparation of a report to the CERN Council for its December 1993 session on the first two years' implementation of the new scheme.

The Staff Council considers that the results of the introduction of MOAS should first be compared with the set aims. Only then would it be reasonable to examine what amendments could be made to it, allowing sufficient time to do the work properly.

The Council requested that the way in which **the annual interviews** are conducted and used be examined in the surveys being prepared in association with the University of Neuchâtel and that this issue should also be covered in the report. In that regard, we should like to remind you that any of you who have experienced difficulties with their annual interviews can contact the Staff Association to discuss them.

Concertation with the Staff and annual salary adjustment method: As the Staff Association has not yet received a reply to its request to the Director-General to be apprised of the precise wording of the CERN Council's decisions at its June session, the Staff Council has once again entrusted the Executive Committee with the task of renewing this request.¹ The Staff Council will then be able to define precise positions, also taking account of the way that the Committee of Council and the CERN Council take their decisions.

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¹ **Stop press:** We have today (18 August) received the reply to this request, written by the Head of Administration on behalf of the CERN Management, making this further request superfluous.

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CORRIGENDUM

In the Weekly Bulletin **No. 33/93** we published the English version of the letter of the President of the "Groupement des Anciens du CERN" to the President of the Staff Association where the name of this "Groupement" was translated as "the Former CERN Staff Group". The correct translation is "**the CERN Pensioners' Association**". With our apologies.