

ASSOCIATION DU PERSONNEL

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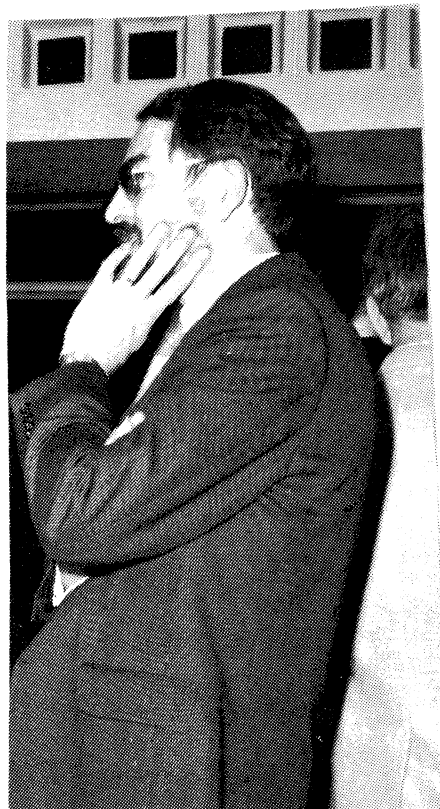
STAFF ASSOCIATION

The information presented in the Staff Association section of the Bulletin is published under the sole responsibility of the CERN Staff Association.

STAFF ASSOCIATION INTERVIEW

JOHN D. WALSH

Chairman of the Consultative Committee on
Employment Conditions (C/CEC)



INTRODUCTION.

In December 1983 Council approved the setting up of the Consultative Committee on Employment Conditions, C/CEC Document CERN/1412 (CERN/CC/1502/Rev. 2) which is the Resolution adopted by Council, states in Article 1 :

"a. In accordance with Article V of the Convention, a standing, tripartite, consultative structure shall be established to study and report on all aspects of CERN employment conditions. The purpose of this structure shall be to gather information and stimulate reflection, and thus to facilitate policy making in this field. Subjects may be raised for consideration by representatives of the Member States, the CERN Management and the Staff Association".

The Chairman of the C/CEC is John WALSH, UK Representative to the Finance Committee, who chaired the 1983 Tripartite Working Group on CERN Employment Conditions, CEC.

CEC was relatively short lived, only three meetings were held. The Chairman however presented his own report to Council in December 1983.

In the light of the Chairman's comments and in view of the debut of C/CEC in April 1984, the Staff Association held an informal discussion with John WALSH recently.

The participants in this discussion were : P. BERRY, M.A. DORAN, K. GASE, H. PINEY, S. TURNER and J.D. WALSH.

1. S.A. Congratulations on your appointment as Chairman of C/CEC, Mr. WALSH and our thanks for accepting to be interviewed by the Staff Association. In the light of your experience with CEC do you feel that C/CEC will be a positive or a negative exercise ?

J.W. Some of each, but I hope positive in net terms. By positive I mean something that will create more satisfaction, among all three parties, than dissatisfaction. If I had not thought this result possible I would not have accepted the job.

2. S.A. After that initial general question could we go back to your Report to Council and in particular to your concluding remarks.

In the first instance you state "Social and employment conditions expressed in cash terms in a majority of the Member States are worse now than during previous reviews, and are not improving".

Is this remark based on fact or is it a personal feeling ?

J.W. Both. The facts I refer to are national statistics such as unemployment rates and net salary movements. The personal feelings also exist.

3. S.A. Your second remark is that "the comparisons that CERN Staff justifiably make, and draw to delegations' attention, between their own lot and that of Staff in other international organizations, lead me to believe that in some of those organizations Member States have been, and are, exercising rather little in the way of sensible control. I commend to all Member State Delegations the serious attention of their authorities to this point". Are you suggesting here that CERN should be the example to reduce employment conditions in other European Organizations ?

J.W. No - but that's an interesting idea ! What I'm saying is that there are two things about CERN that are very obvious to me ! One, it is a successful example of international collaboration ; two, it is rather closely controlled in some ways by its Member States, who deal with it directly, budget-holder to budget-spender. Why don't other organisations operate like this ?

4. S.A. In your final remark you say that social conditions (i.e. non-financial) at CERN should reflect the best rather than the average elsewhere.

Are we to conclude from this that where financial conditions are concerned you feel that CERN should only benefit from the average (which average), and the Member States can compensate for this by giving us social conditions which reflect the best ?

J.W. I'm sorry you join my first remark to the question of strictly financial matters. I meant it to be quite separate. It came to me as a revelation that what we were doing in CEC on "social" conditions could be the wrong way of doing it. There are, I believe, good reasons why CERN should reflect the best, not the average. Having reached that personal conclusion, I am sure you would not have wanted me to omit it.

5. S.A. In conclusion would it be right to say that CEC reflected the views of the Member State delegates who consistently compared CERN conditions with national conditions and for that reason were unwilling to offer much by way of improvements to CERN ?

J.W. Who else are you going to discuss these matters with if not the member-states - CERN's "shareholders" ? In any case the net result of the CEC package was indeed an improvement for the Staff in every condition in which a change was recommended.

6. S.A. Can we now look a little into the future ?
C/CEC is a permanent Committee appointed by Council and in Article 5 - Working Procedure it is stated :

"c) During their deliberations, the members of the Committee shall strive to achieve a convergence of opinion so that the report submitted to Council sets out their joint views."

How do you see this working in practice ?

J.W. Now I hear that sentence in isolation I realise it is more of a hope - an ideal - then an instruction that can be easily carried out. But if the Staff Association is worried that its strong views on any point are not reported to Council, I can assure you that I will ensure that they are.

7. S.A. One final question :
What would you as Chairman like to achieve in C/CEC ?

J.W. Something permanent. Now, there's no such thing in the modern world as permanence, but if C/CEC can produce something that lasts for 3 or 4 years, I shall be very happy. C/CEC is an experiment : I hope its results are good enough for the Council to want it to continue.

CONCLUSION.

S.A. Thank you very much for talking to us Mr. WALSH and for answering our questions.

We hope that during the course of C/CEC's work other opportunities will be available to talk to you in this way, in order to keep CERN Staff fully informed of the work of the Committee. Their reactions will be a test of the acceptance or rejection of C/CEC's recommendations.

Original : English

Executive Committee
3 April 1984

ELECTIONS A LA COMMISSION DU FONDS D'ENTRAIDE

Conformément à l'Article 7 du Règlement du Fonds d'Entraide, trois membres de la Commission 1983 sont démissionnaires :

Les personnes intéressées par l'activité du Fonds d'Entraide sont invitées à faire acte de candidature avant le 25 avril 1984.

Nous attirons votre attention sur le fait que de nombreux cas sociaux sont traités à l'intérieur de cette Commission et que des candidatures féminines seraient très appréciées.

Vos demandes pourront être adressées à :

L. BRIOT /SPS ou T. KROWERATH /SB

Nous rappelons que ce Comité, indépendant, a pour but de venir en aide aux membres du personnel et à leur famille en difficulté et que toutes les demandes sont traitées confidentiellement.

Les formulaires de candidature peuvent être retirés au Secrétariat de l'Association du Personnel, tél. 2819.

CLUBS

DARTS

MIXED DOUBLES

The mixed doubles finals will take place on Wednesday 11 April at the Auberge du Parc, Préveessin from 8 p.m. This will be a club night (food provided), so let's have plenty of support.

A. du P. LADIES SINGLES will be held on Wednesday 9 May (not on 11 May as originally previewed) at the Auberge du Parc.

CESAR'S CUP will be held on Friday 18 May not 18 April (as stated in the Club fixture calendar) at the Café de la Place.

RUGBY

Résultats

Equipe I : gagne à Lucerne en Coupe Suisse par 28 à 7.

Juniors/Cadets : gagne contre La Chataîgneraie par 16 à 8.

Prochains matches

Equipe I : en pourparlers

Minimes : VERNERET, MASSEBOEUF, MADDEN seront dimanche en sélection au Comité des Alpes à Voiron.

Ecole de Rugby : vacances.

ASSOCIATION DU PERSONNEL
No. 15/84-9.4.1984

ELECTIONS TO THE BOARD OF THE MUTUAL AID FUND

In accordance with Article 7 of the Mutual Aid Fund Regulations, three members of the 1983 Board are handing in their resignation.

Anybody in helping to run the Mutual Aid Fund is kindly requested to submit their nomination by 25 April 1984.

We would like to draw your attention to the fact that many social cases are treated by the Commission and women candidates would be highly appreciated.

Please send your nomination to :

L. BRIOT /SPS or T. KROWERATH /SB

You are reminded that this is an independant Committee set up for the purpose of helping staff members and their families who are in difficulty, and that all requests for aid are treated in the strictest confidence.

Nomination forms can be obtained from the Staff Association Secretariat, tel 2819.

VELO

Amis et amies du vélo, pensez à vous inscrire et vous nous rejoindrez pour de magnifiques ballades.

Bulletin d'inscription au Vélo-Club

A retourner à N. BOIMOND-LOPEZ /EP

NOM :

Prénom :

Div. ou Ent. :

Tél. :

Date :

Adresse (si extérieur au CERN) :

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Cotisation 84 : 20 FrsS par adulte
10 FrsS par enfant.

Première sortie prévue le SAMEDI 14 AVRIL 1984 au départ de Ferney (parking piscine) à 14h.30 pour 25 ou 30 kms ou 40 kms.