

RESTRUCTURING, TRAINING AND EARLY DEPARTURES

Towards a social employment policy

The conditions of employment in any organization or enterprise must be continuously reshaped to meet the needs of its social, economic and cultural environment. The keystone of any social policy must be the individual's freedom to decide when to retire, either early or at the usual time, and on suitable conditions. Early departures complemented by new recruitment thus contribute towards the renewal of human resources without which all human enterprise inevitably becomes moribund.

It must not however be forgotten that redeployment is also a way of bridging certain gaps and that the institution of a staff training policy meeting the Organization's requirements is therefore prime importance. Thus, before an employee's discharge is considered, thought must be given to whether he or she cannot be reassigned to another field after a period of training.

By way of explanation, a few practical examples in the fields of staff training and early departure are given below for consideration.

Operation 1000 = 1000

This is the name given to a staff training plan by Marcel Combernoux, Social Affairs and Personnel Manager of a large electronic equipment firm in Grenoble. Like any large enterprise or department, this firm has inevitably been affected by the tremendous wind of change in trades and qualifications which is buffeting the working world. Before this training stage was initiated the firm set up a scheme in the context of a solidarity contract involving the early retirement of 1000 workers and the recruitment of 1200 young people. Operation 1000 = 1000, which started at the beginning of 1985, involves the replacement of a thousand threatened jobs by a thousand with good future prospects. There are to be no dismissals and no recruitment: the Managing Director's slogan is now 'Recycle'.

This policy was instituted to strike a fresh balance between overstaffing in trades requiring low-level qualifications and a shortage of labour in new ones involving advanced training.

The cost of this three-year operation is 6% of total salaries. Training plans are based on a forecast proper definition of future needs in both quality and quantity, making use of overall three-year plans supplemented by annual steering projects.

It is important to note that training is offered to both workers and technicians but that of course the programme followed takes account of previous qualifications. Training is given in various stages which may last from a few weeks at the lowest level to a year for specialists. It should also be pointed out that the trainees are on full pay throughout the course.

Early retirement at the Joint Research Centres of the European Community

In 1985 the European Communities (EC) took special and temporary steps with regard to the final termination of duties of certain senior scientific and technical officials.

Bearing in mind that the retirement age in the EC is 60, these steps concerned two categories of personnel:

1. Grades A3 and A4 (corresponding to CERN Grades 11 and 12) from the age of 50 (i.e. ten years before the official retirement age), giving priority to volunteers.
2. The other grades from the age of 55 if they applied to leave.

An official taking advantage of this scheme receives a **net indemnity** of 70% of the basic salary from the date of leaving the organisation until reaching normal pensionable age. In addition, family allowances continue to be paid, membership of the health insurance scheme is maintained and the official continues to acquire full pension rights by paying contributions as though he or she were still actively employed.

In addition to the obvious advantages of early retirement for an individual who opts for it, such a system makes it possible to recruit young people by providing vacant posts, offers those retiring an acceptable income and allows them to acquire full rights in the Pension Fund without any adverse effect on the Fund itself.

It should be pointed out that all the 120 people who took advantage of these special measures were volunteers.

Collective agreements for a social plan

Agreements have been made in several European countries between trade unions and employers' organisations to set up a **social plan**. The prime emphasis in these agreements is on the search for preventive measures to defer redundancies for as long as possible.

In France, for instance, the social plan is aimed at limiting dismissals and facilitating reallocation. It includes an entire set of procedures like modifying or reducing working hours, voluntary part-time working, internal or external reallocation, assistance in voluntary departures or return to the home country, the establishment of training structures, agreements with the 'Fond national de l'Emploi' (FNE = National Employment Fund), conversion contracts, etc.

There are also provisions for FNE pre-retirement departures for those employees who volunteer for the scheme, are aged at least 56 years and 2 months, meet the seniority requirements and contribute to the social security system. They receive 65% of the previous salary until the normal retiring age.

All dismissed employees are given priority in re-employment for a year, and the employer is required to inform them of any posts becoming available for which they are qualified.

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CONSEIL DU PERSONNEL

JEUDI 8 OCTOBRE 1987, à 16h.00

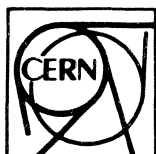
AMPHITHÉÂTRE DU LEP - Bâtiment 30, 3^e étage

Ordre du jour

1. Election du Président de séance
2. Adoption de l'ordre du jour
3. Approbation du compte rendu de la 232^e réunion du Conseil du 25 août et du compte rendu de la 233^e du 8 septembre 1987
4. Comité d'Evaluation du CERN :
 - . Position / Proposition de l'Association du Personnel dans le cadre de départ anticipé
5. Cotisations 1987/1988 et Assurance Perte de Salaire
6. Divers.

Nous vous rappelons que les séances du Conseil du Personnel sont publiques, et que vous pouvez y assister : **vous avez là l'occasion de prendre connaissance des derniers développements sur toutes ces questions.**

Cependant seuls les délégués de l'Association du Personnel peuvent participer activement au débat, et nous vous invitons dès à présent à prendre contact avec eux pour leur soumettre les questions que vous aimeriez voir posées.



ASSOCIATION DU PERSONNEL STAFF ASSOCIATION

COTISATIONS 1987 / 1988

Vous vous souvenez tous que l'année dernière à la même époque, nous avons mis en place une nouvelle procédure de recouvrement des cotisations à l'Association du Personnel et à l'assurance Perte de salaire, par un système de prélèvement automatique.

Nous allons publier ces prochaines semaines dans le Bulletin Hebdomadaire, 2 formulaires, uniquement destinés :

- . l'un, à tout **futur** membre cotisant :
 - nouveau membre du personnel ou
 - membre du personnel non-cotisant qui choisirait de cotiser.
- . l'autre, à ceux qui ont choisi en 1986 le prélèvement automatique - mais qui souhaitent **modifier** leur décision, par exemple :
 - soit conserver la cotisation **seule**.
 - soit prendre l'assurance perte de salaire **en plus** de la cotisation.
 - soit annuler totalement la décision.

Pour ceux qui maintiennent leur choix antérieur, aucune démarche n'est nécessaire.

Les cotisations seront prélevées automatiquement sur le salaire de novembre.

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SUBSCRIPTIONS 1987 / 1988

You will remember that at this time last year, we introduced a new system for paying Staff Association subscriptions and loss-of-earnings insurance premiums by a permanent authorization to debit salary.

In the next few weeks, two (2) forms will be published in the Weekly Bulletin :

- . one for the use of all **future** subscribing members, whether
 - new staff members or
 - staff members who now wish to subscribe.
- . the other, for those who in 1986 chose to be debited automatically but wish to change their decision, whether
 - by maintaining **only** their subscription to the Staff Association, or
 - by taking out the Insurance cover against loss-of-earnings **in addition** to that subscription
 - by cancelling their decision altogether.

No action is required by those who have not changed their minds.

The subscriptions will be deducted automatically from the November salary.

TO ALL BRITISH MEMBERS OF THE STAFF

A meeting will be held on

Thursday 15 October at 5.30 p.m.
in the Main Auditorium.

Professor E.W.J. Mitchell, Chairman of the Science and Engineering Research Council will explain the present situation concerning :

FUTURE UK PARTICIPATION IN CERN

If you would like to raise questions, please contact :

John THRESHER ☎ 2335

or

Mike Doran ☎ 3590

CLUBS

RUGBY

Equipe 1. Perd face au Sporting de Genève 4 à 9 (4 à 3) un match joué tout à l'envers, loin de la bonne production de la semaine passée. Gageons que quelques boulons seront serrés lors des prochains entraînements.

Réserve. Match annulé en raison de la pluie trop abondante par égard pour le terrain.

Ecole. Pour l'inauguration du terrain d'Hermance, bonne prestation de l'ensemble (4 à 4).

PROCHAINS MATCHES

Equipes 1 et 2. Samedi 3 octobre à 15h.00, match amical contre les Douanes du Léman. Rendez-vous à 14h.00 aux vestiaires.

Ecole. Entraînement au terrain dès 14h.00.

VELO

Dimanche 4 octobre. *"Aujourd'hui, on marche"*
10h.30 Col de La Faucille (Départ Télécabine). Direction Mont Colomby, avec sac à dos et pique-nique.

Samedi 10 octobre, 13h.45 Piscine de Ferney-Voltaire, 56 kms.

Samedi 17 octobre. A 19h.00 *SOIREE ANNUELLE* du Vélo Club.

Au Restaurant "le Romantic" à St. Genis.

Repas dansant : 50 CHF ou 200 FF (Vins compris).

Venez nombreux, réservez votre soirée

Les billets sont en vente, dès maintenant, au kiosque "Main Building" et auprès de tous les membres du comité : Mmes BOIMOND, GROSCARRET, MARAIS. MM. CAYLA, DROULEZ, FRAISSE, GENETET, LALLEMENT.

Mardi 20 octobre : 20h.00 Auditorium CERN *"Le Tour du Monde (en vélo)"*

de Pierre DUPONT.

Projection-Débat (entrée 5 CHF).