



STAFF ASSOCIATION

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

What is T R A C E ?

TRACE (the Tripartite Advisory Committee on Conditions of Employment) succeeds CCEC (the Consultative Committee on Employment Conditions) as the committee representing Member-State Delegations, the Management and the Staff Association at CERN which reports to the Council of the Organization on staff employment conditions. Here is a short account of its establishment and of the hopes the Association has invested in it.

The establishment of CCEC. Following the Review of Employment Conditions (RESCO) in 1979-80, the Staff Association proposed direct negotiation with member States. In 1983, the Committee of Council asked a **Tripartite Study Group on the Role of the Staff Association in Relation to Council and its Subordinate Bodies** to define the criteria for a Consultative Committee on Employment Conditions. The Resolution establishing CCEC was approved by Council in December 1983. The Committee was mandated:

"to study and report to Council through the Finance Committee on all aspects of CERN Employment conditions.

The purpose of this structure shall be to gather information and stimulate reflection, and thus to facilitate policymaking in this field(...).

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. The report of the Committee will contain the opinions of the representatives of the Member States, of the CERN Management and of the Staff Association. "

The deliberations of CCEC. CCEC gave its attention to revising the Staff Rules and Regulations, updating certain allowances (such as subsistence, education grants, etc.), checking the salary index formula and calculating annual indices. It was able to reach agreement on positive recommendations, the majority of which have been implemented, and also considered matters relating to the Pension Fund.

Its major theme was the 1985 five-yearly salary review. The study was essentially a comparison between salaries at CERN and those at similar International Organizations in Europe.

CCEC, which was set up for a preliminary period of two years, was made a standing committee by Council in December 1985.

The recommendation of the CERN Review Committee (CRC). The CRC, set up by Council in June 1986, looked into the question of CCEC. Dated December 1987, its Final Report (pages 29-30) states that :

"Finally, it is stressed elsewhere in this Report that, under the general supervision of Council, the CERN Management should be made fully responsible for its human resources policy. For this reason, the Committee recommends the dissolution of the Consultative Committee on Employment Conditions (CCEC), which at present includes representatives of CERN Management, of staff and of Member States. The Review Committee considers that the delegates of Member States should not interfere directly in negotiations between the staff and the Management. "

A tripartite Study Group created by the Committee of Council. Anxious that there should still be an opportunity for tripartite discussions, the Staff Association asked the President of the Council to revive the Tripartite Study Group, set up in 1983, so as to consider the CRC's recommendation. The Committee of Council decided to create a Study Group with Professor Graue as its Chairman, comprising representatives from three Member States, the CERN Management and the Staff Association. The Group was mandated "to define the terms of reference for a tripartite forum to replace CCEC."

The Study Group reached the following unanimous conclusion :

"Whilst understanding that the CERN Review Committee recommendation might well be appropriate in an industrial setting, it cannot be followed at CERN because personnel policy must take account of the international and intergovernmental nature of the Organization. Therefore there is an on-going need at CERN for a forum in which personnel policy matters are discussed between representatives of the Management, the Staff Association and the member States.

CCEC has suffered from a lack of effectiveness which appears to be mostly due to unclear factors in its mandate and composition and its relationship with Council.

In the light of the experience gained in CCEC, it is proposed to replace it by a new Committee with an improved mandate, and a clearer specification of the representatives of its three components.

Topics for examination by the Committee should be specified by Council, which should also provide guidelines and a proposed time table as appropriate.

Each member State should be represented in the Committee by one member of its delegations to Finance Committee or Council. The Member State representatives may be accompanied by experts for the discussion of particular topics, but the experts should remain under the authority of the official representative. "

The establishment of TRACE. At its meeting in December 1988, Council in accordance with the recommendations of the Study Group, decided with effect from 1 January 1989 to establish a new tripartite committee called TRACE to succeed CCEC, which was dissolved from the same date :

"a permanent tripartite advisory body shall be established to study and report on those aspects of CERN staff policy and employment conditions on which Council will ask for its advice and will issue the relevant guidelines.

During their deliberations, the members of the Committee shall strive to achieve a convergence of opinion so that the reports submitted to Council set out their joint views. Whenever a consensus is not reached, the reports of the Committee will contain the opinions of the representatives of the Member States, of the CERN Management and of the Staff Association. "

The composition of **TRACE** should be known soon and Council, or the Committee of Council, should mandate it to study matters relating to staff policy and employment conditions. Probably the five-yearly salary review and the Pension Fund contribution scales will be among the topics considered. The Staff Association, which has always valued the opportunity for direct discussion with representatives of Member states and of the Management in the past, despite some flaws in the arrangement, hopes that the improvements to the terms of reference and the composition of the new Committee will be conducive to effective discussion in defence of the staffs interests !

*

CONSEIL DU PERSONNEL

La prochaine réunion du Conseil du Personnel se tiendra le :

MERCREDI 1^{er} FEVRIER 1989, à 15H.00
Salle du Conseil - Bâtiment Principal - 1er étage

Ordre du jour :

1. Adoption de l'ordre du jour
2. Approbation du compte rendu de la 247^e réunion du Conseil du 22.11.88
3. Information générale
4. Pensions
5. Politique du personnel
6. Structures de l'Association du Personnel
7. 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.

COOPERATIVES

AS-INTERFON

(Bâtiment 563)

Exceptionnelle vente de vêtements de sport avec JMC diffusion au magasin de Moëns, route des Alpes, le **mercredi 1^{er} février 1989, de 15h.00 à 19h.00** de 15h.00 à 19h.00.

Nous vous proposons au meilleur rapport qualité-prix :

1. K-WAY, marque française de confection ski, technique + mode, salopettes, blousons, parkas, combinaisons.
2. DON CANO, produit Scandinave de confection de ski mode : blousons, anoraks.
3. ROGGE, fourrures polaires, pantalons d'escalade.

Une documentation avec photos et prix est disponible au Secrétariat, ce qui vous permet d'avoir une idée des produits et de l'importance de la réduction. Seule votre Coopérative peut vous présenter de pareilles conditions sur de grandes marques. Faites-nous confiance, venez avec votre famille et vos collègues de travail.

CREDIT SOCIAL DES FONCTIONNAIRES

Prochaine permanence du Crédit Social des Fonctionnaires :

vendredi 03 février 1989 de 14h.00 à 16h.00
Salle d'Entretien de l'Association du Personnel
Bât.64-R-02

Pour prendre rendez-vous, 02819.

GROUPEMENT DES ANCIENS DU CERN

Veuillez noter que la prochaine permanence se tiendra le :

MARDI 7 FEVRIER 1989, de 14H.00 à 17H.00
dans les locaux de l'Association du Personnel
Bâtiment 64 - R-002

et **non plus le mercredi** comme précédemment.