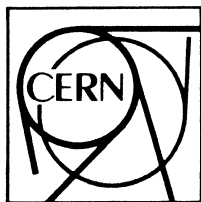


BULLETIN ASSOCIATION DU PERSONNEL

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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.

PERSONNEL POLICY

In a preliminary draft entitled "Preliminary Report on Staff Policy issues", [CERN/CC/1736-CERN/FC/3225,] dated 14 April 1989, the Management of the Laboratory outlines various management tools to implement a new staff policy.

We indicate here the first comments made by the Staff Association on this document.

The Association considers that the aim of staff policy must be to enable the Organization to carry out its scientific mission as creatively and reliably as possible and must express the Organization's intention to be a "good employer": both in its own interest and in the interest of its staff.

Therefore, the Organization has to offer employment conditions and career prospects corresponding to international standards, in order to attract, from all the Member States equitably, personnel of all categories needed to carry out this mission, to retain them and to encourage their dynamism and their devotion.

Moreover, when the persons recruited by the Council on the recommendation of the Director General leave the Organization, the Member States must guarantee that they will be reintegrated into their countries of origin or integrated into the Host States.

The special character of the Organization's activities must be taken into account: its scientific and technological projects are of a very specific nature and of ever increasing size, complexity and duration: therefore, they require continuity and stability of the personnel. It is impossible to define, design, build, operate, maintain and improve installations of the type and size of LEP and its associated experiments with inexperienced staff, rapidly trained and then pushed outside.

Working traditions at CERN, based until now on initiative at all levels, enthusiasm and mutual trust, team spirit and willingness to collaborate with visiting teams have enabled the Laboratory to achieve pre-eminence in its field, and these traditions must be maintained.

Does this imply that staff policy should remain unchanged ? The Staff Association does not think so. CERN and its staff are now in a period of change as a result of its age, of technological developments, of the growing number of visitors and of the completion of the first phase of a big project. Policy should be flexible and open to change, particularly since CERN's main projects for the future have not yet been defined.

The level of recruitment should be adequate to meet CERN's needs and to ensure a significant rejuvenation of the whole of the personnel. In order to improve the distribution of recruitment among the Member States, the Host States should ease the integration of families, particularly as regards residence and work permits.

In addition to the ongoing training needed in any dynamic organization, programmes should be drawn up to enable some staff to gain further professional training to keep abreast with changing technology. Internal mobility should be made easier.

In a survey organized by the Association in 1982 and confirmed in 1985, the CERN staff expressed the desire that merit should be better rewarded. The Association therefore thinks that advancement should take into account seniority and performance, recognized more explicitly and formally, within professional paths that offer adequate career progression. The aim should always be kept in mind: better motivation by means of greater fairness and openness.

Some staff wish to leave before the statutory retirement age: they should be enabled to do so without jeopardizing the Laboratory's activities. An early departure scheme based on mutual agreement, financed outside the normal budget, should be set up on a permanent basis.

Finally, all members of the personnel should benefit from a complete social security cover, the financial balance of the Pension Fund should be guaranteed and the option of switching from national social security schemes into CERN's scheme and vice versa should be created or improved.

The management tools proposed by the CERN Management would make it possible to achieve these goals. Unfortunately, the preliminary draft is ambiguous as regards the application of these tools and makes us fear that the primary aims of the new policy are to reduce costs, reduce the complement, reduce the percentage of indefinite contracts and increase the rates of staff turnover to an artificial level.

If this were the case, the Staff Association could not support it.

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