

ASSOCIATION DU PERSONNEL

Les informations paraissant dans la rubrique «Association du personnel» sont publiées sous la seule responsabilité de l'Association du personnel du CERN.

STAFF ASSOCIATION

☎ 2819 - 4224

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ELECTIONS AU CONSEIL DU PERSONNEL 1987 / 1988

Avez-vous pensé à consacrer quelques minutes pour choisir votre Délégué(e) du personnel, qui vous représentera pendant les deux prochaines années, auprès de la Direction dans les différents Comités/Commissions ?

Dernier délai pour la réception des bulletins de vote - MERCREDI 3 JUIN !

1987/1988 STAFF COUNCIL ELECTIONS

Please spend a few minutes to select your staff representative. For it will be their role to defend your interests over the next two years vis-à-vis the Management, the various committees and boards.

Deadline for ballot papers - WEDNESDAY, 3 JUNE !

STAFF ASSOCIATION RESPONSE TO THE CERN REVIEW COMMITTEE

The CERN Review Committee is scheduled to publish its conclusions in the course of the year.

The President of the Staff Association has had talks with the Chairman of the Review Committee who asked him to submit a document setting out the Association's position on three specific points :

- . the staff age distribution *'which should be reviewed'*.
- . the proportion of indefinite contracts *'which it might be appropriate to change'*
- . employment conditions, *'which seem in some national circles to be too generous'*.

Below we give some of the points set out in the Association's document.

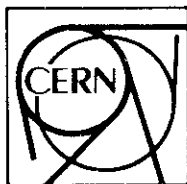
By way of introduction, a brief outline is given of CERN's background and recent successes as a research centre for particle physics and as an example of successful international collaboration. The Staff Association's role in the concertation process at CERN is also emphasized.

1. RECRUITMENT AND STAFF AGE DISTRIBUTION

Due to a lack of recruitment in recent years, the average age of CERN staff is going up. This, however, has not prevented the staff from vigorously and efficiently carrying out challenging projects, the latest being the audacious proton-antiproton collider.

Staff renewal by encouraging departures should be carried out solely on a voluntary basis and should be financed by special contributions outside the already overstretched budget. These special contributions should take account of the effect early departures have on the balance of the Pension Fund which provides the only Social Security cover available to CERN staff.

Replacement should be via recruitment of young people to staff positions and not by suppression of posts which are then filled by workers on contract labour.



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2. CONTRACT POLICY

While most research physicists receive fixed-term contracts, it is necessary to maintain a back-bone of permanent research physicists to provide stimulus inside CERN, to channel and help the exchange of new ideas, to support the short-term research elements and to provide some form of coordination for the large collaborations.

For those staff assuring service roles of a technical or administrative nature, experience, stability and continuity are essential for an efficient running of the Laboratory and these should be personnel of which a large fraction have permanent posts.

CERN must also set up a system to enable members of the personnel with fixed-term contracts to compete in European job markets on leaving CERN.

3. EMPLOYMENT CONDITIONS

Conditions of employment must be attractive enough to ensure European recruitment. That does not just mean basic salary but includes other elements which are taken for granted in the national context but are often totally lacking here : e.g. social security cover or work permits for spouses and adult children.

With regard to salaries, a straight comparison with national laboratories is inappropriate. Alignment with other international organizations in Europe that are as far as possible similar to CERN in size and structure is more suitable.

The most recent salary review (CERN/FC/2934) demonstrated that CERN salaries are below those of other European organizations and also lower than those of the Services industriels de Genève.

With regard to pensions, CERN staff is dependent solely on the Pension Fund which is still not properly guaranteed in the event of the dissolution of the Organization.

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This is a very succinct summary of our paper. If you require more information, please contact your representative or the Staff Association Secretariat.

POUR INFORMATION

CREDIT SOCIAL DES FONCTIONNAIRES

La prochaine permanence assurée par le Crédit Social des Fonctionnaires se tiendra le :

Vendredi 5 juin 1987, de 14h.00 à 16h.00

Salle d'entretien de l'Association du Personnel

Bâtiment 64 R-002

Pour prendre un rendez-vous, ☎ 2819.