



L'inauguration de l'exposition "la France au CERN" a eu lieu le 2 juin 1997.

De gauche à droite : J. Chincholle, B. Clerc, M. Jacob, P. Crettiez, directeur général du comité français des manifestations économiques à l'étranger, B. Bigot, directeur général de la recherche et de la technologie au ministère de l'Education nationale, C. Llewellyn-Smith, M. Robin et J.M. Brisson.

The inauguration of the exhibition "France at CERN" took place on 2nd June 1997.

From left to right : J. Chincholle, B. Clerc, M. Jacob, P. Crettiez, director general of the French committee for overseas trade exhibitions, B. Bigot, director general of research and technology at the National Education Office, C. Llewellyn-Smith, M. Robin and J.M. Brisson.

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REUNION AVEC L'ENSEMBLE DU PERSONNEL

J'aimerais inviter tous les membres du personnel à une réunion à l'occasion de laquelle j'évoquerai les résultats des réunions de juin du Conseil du CERN et de ses comités, ainsi que les perspectives pour l'année prochaine

**le vendredi 27 juin à 08.45 heures
(en français)
Amphithéâtre du Bâtiment principal**

**le vendredi 27 juin à 10.15 heures
(en anglais)
Amphithéâtre du Bâtiment principal**

L'exposé sera retransmis en circuit fermé de télévision dans les Amphithéâtres IT, LHC, PS et SL

**C H. Llewellyn Smith
Directeur général**

OFFICIAL NEWS

Members of the personnel shall be deemed to have taken note of the news under this heading.

Reproduction of all or part of this information by persons or institutions external to the Organization requires the prior approval of the CERN management.

GENERAL STAFF MEETING

I should like to invite all staff Members to a meeting at which I shall discuss the outcome of the June meetings of the CERN Council and its committees, and perspectives for the coming year

**Friday 27 June at 08.45 hrs
(in French)
Main Auditorium**

**Friday 27 June at 10.15 hrs
(in English)
Main Auditorium**

Closed-circuit television transmission of the meeting will be available in the IT, PS and SL Auditoria

**C H. Llewellyn Smith
Director-General**

**MANAGEMENT BOARD
MEETING OF 30 MAY 1997**

1. Preparation for the June Meetings of the Scientific Policy Committee, Finance Committee and Committee of Council and the June Council Session

The Director-General informed the Board that the main items on the June agendas of the Scientific Policy Committee, Finance Committee, Committee of Council and the Council would be the Scientific Activities of CERN and Budget Estimates for the Years 1998-2001¹, non-Member State Matters¹, LHC matters² with special emphasis on the experiments, the Annual Accounts of the Organization and the Pension Fund, measures relating to the 1997 personnel budget, preliminary information on the cost-variation index for 1998³, a progress report on the internal study of the career structure and salary structure⁴, a report on TREF⁴, the Report of the Working Group on the Review of the CERN Purchasing Policy and Procedures⁶ and a substantial number of award-of-contract proposals⁵.

He further announced that C. Rubbia would be making a public presentation concerning the energy amplifier programme for the benefit of members of the CERN Council after the conclusion of the Council Session on 20 June.

The Management Board agreed that group leaders should be included on the distribution list for the document "The Scientific Activities of CERN and Budget Estimates for the Years 1998-2001", which was traditionally circulated to Division Leaders, after its approval by the Council.

- Non-Member State Matters

The Director-General informed the Board of the latest developments concerning approval of the Co-operation Agreement with the United States. Following discussions between CERN and the US authorities, the Management had accepted some amendments to the Agreement, subject to the Council's endorsement, which had clarified a number of points and better defined the relationship between CERN and the United States in the context of co-operation on the LHC project.

2. Advancement Exercise 1997

In closed session, H. Hilke presented the work and recommendations of the Senior Staff Advancement Committee, which had been discussed at the meeting of the Directorate on 28 May 1997. During the ensuing discussions, a number of comments were made, which would be taken into account when the Directorate took its decisions on Monday 2 June 1997. On behalf of the Management Board, the Director-General thanked H. Hilke and the members of the Senior Staff Advancement Committee for their work. The Management Board also discussed in closed session other advancement proposals made in the context of the 1997 advancement exercise where the final decisions would be taken by the Directorate following further consideration.

The recommendations of the 1997 Indefinite Appointment Review would be presented at the Management Board meeting on 26 June.

- Report on the meetings of the Standing Concertation Committee and TREF

The Director of Administration, M. Robin, reported on the meetings of the Standing Concertation Committee of 30 April and the TREF meeting of 20 and 21 May where the main items on the agenda had been the internal study of career structure and salary structure, an interim assessment of savings on the 1997 personnel budget, a status report on the implementation of measures regarding the health insurance scheme, and the follow-up to the report on guarantees for the pensions of the CERN personnel in the event of dissolution of the Organization.

- Report on the meetings of the Working Group on the Review of Purchasing Policy and Procedures

The Director-General commented on the Report of the Working Group on the Review of Purchasing Policy and Procedures which had now been finalised and would be presented to the Finance Committee at its June meeting.

- Technology Transfer

The Management Board was informed that F. Bourgeois had been appointed to replace the retiring head of CERN's Technology Transfer Unit, O. Barbalat, for a period of one year. It was further announced that H. Wenninger would chair the recently created Technology Advisory Board (TAB).

- Fire in surface building BA3

S. Myers presented a short report on the fire that had broken out in BA3 (bid. 870) on Tuesday, 13 May, destroying the 1 MW 18 kV supply for the 200 MHz RF system. No personnel had been injured during the incident which had occurred at 6.26 a.m. and had quickly been brought under control by the CERN Fire Brigade. Most of the damage had been done by acid smoke and soot from PVC cables; in addition, an area of the roof of the surface building and insulation in the vertical walls would have to be replaced. A specialised cleaning contractor had already started on the time-consuming and labour-intensive task of cleaning all the electronics in BA3 and the work was expected to continue until mid-July. After some discussion, it was agreed that while the cause of the fire had already been established, it would be appropriate to convene an Accident Board to investigate the incident so that lessons could be drawn for the future. In that context, the Leader of the TIS Commission, H. Schönbacher, underlined that no exceptions to the general ban on PVC-insulated cable would be authorised or tolerated.

- Collapse of a false ceiling in Building 40

The ST Division Leader, F. Ferger, reported on the outcome of the independent enquiry conducted by the Civil-Engineering Department of the Ecole Polytechnique of Lausanne into the collapse of a false suspended ceiling in one of the eight conference rooms of Building 40.⁷

The Board stressed the importance of minimising inconvenience to the occupants of the building and took note that every effort would be made to ensure that they did not have to vacate their offices during the repair work.

- Academic Training Committee

It was announced that J. Ellis had agreed to become the next chairman of the Academic Training Committee.

- Mail Service

The AS Division Leader, J. Ferguson, informed the Management Board of the current backlog and delays in the internal mail service following the introduction of one delivery and collection per day on 1st May. The Board noted that measures aimed at improving the situation were under discussion with the contractor. The Board emphasised the need to minimise the amount of internal documentation distributed in hard copies through the internal mail service and in particular to avoid posting hard-copy versions of documents sent via electronic mail.

- Electronic mail

J. Ferguson informed the Management Board of the circumstances surrounding the e-mail failure on Thursday 29 May. The problem had arisen in the Computer Centre owing to a fault in a server and a very substantial number of spurious messages had been generated which it had taken time to remove manually.

The Technical and Research Director, H. Wenninger, announced that following the Desktop Forum meeting, it had been decided that, in parallel with the gradual migration of email users to Netscape, Quickmail would be phased out starting in September 1997.

- Retirement of R. Carreras

The Director-General announced that R. Carreras, whose popularising booklets and open lectures had made the arcane world of high-energy physics and science in general more accessible to many, would be giving his last presentations in the *Science pour tous* and *Les Sciences aujourd'hui* series in June. His selections of articles for the *Picked Up for You* series would continue until the end of 1997. On behalf of the Management and the Organization, the Director-General expressed appreciation for the work of Dr Carreras and announced that the Joint Training Board was considering how he could be replaced in those areas of his work for CERN.

La version française de cet article sera publiée dans le Bulletin de la semaine prochaine.

1) SPC, FC, CC and C

2) C

3) SPQFCandCC

4) FC, CC and C

5) FC only

6) FC and CC

7) see separate announcement in this week's Bulletin

COMITE DE CONCERTATION PERMANENT REUNION ORDINAIRE DU 4 JUIN 1997

La réunion a été consacrée principalement au suivi de la réunion du TREF de mai et à la préparation des réunions du Comité des finances et du Conseil en juin.

1. Suivi de la réunion du TREF de mai et préparation des réunions du Comité des finances et du Conseil en juin

Deux sujets principaux discutés au TREF les 20 et 21 mai seront présentés au Comité des finances et au Conseil respectivement les 18 et 20 juin, à savoir une évaluation provisoire des économies réalisées sur le budget du personnel et un rapport de situation sur l'étude interne de la structure des carrières et de la structure des traitements. Il a été convenu que les détails de cette présentation seraient discutés lors d'une réunion informelle qui se tiendra entre la Direction et l'Association du personnel avant la réunion de juin du Comité des finances.

1.1. Evaluation provisoire des économies réalisées sur le budget du personnel

La Direction a indiqué que le budget du personnel serait respecté en 1997 par l'application du prélèvement de crise et l'effet, réduit, des mesures volontaires. L'approche envisagée par la Direction pour 1998 se fonde sur des mesures volontaires, comprenant les départs anticipés, le programme de retraite progressive et le programme d'épargne temps libre, qui devraient suffire, sous réserve de l'instauration d'un climat favorable au succès de mesures volontaires. La présentation qui sera faite au Comité des finances tiendra compte de demandes exprimées au TREF que des estimations soient fournies pour indiquer plus clairement que l'Organisation est en mesure d'atteindre ses objectifs dans les limites des contraintes budgétaires.

L'Association du personnel a rappelé son approche globale pour 1998, en particulier son appui à un système permettant du recrutement financé par des contributions volontaires du personnel à un compte d'épargne temps libre. Cet appui, toutefois, ne sera apporté que si une période de stabilité des conditions d'emploi, qui devrait être annoncée par la Direction, est assurée.

Après discussion de diverses mesures internes envisagées pour 1998, le CCP est convenu qu'il est nécessaire d'envoyer un message clair au personnel concernant une période de stabilité des conditions d'emploi, que la Direction ait une attitude positive envers le programme de retraite progressive et qu'elle encourage le système de recrutement financé par des contributions volontaires à un compte d'épargne temps libre. Au sujet de ce dernier système, le Comité a également discuté d'un mécanisme proposé par l'Association du personnel pour surveiller le recrutement correspondant.

1.2. Rapport de situation sur l'étude interne de la structure des carrières et de la structure des traitements

Le rapport de la Direction au Comité des finances sera basé sur la présentation qu'elle a faite récemment au TREF, rappelant les changements intervenus récemment dans les conditions d'emploi et exposant dans leurs grandes lignes le cadre juridique de la question, les changements envisagés à court terme et la poursuite des études à long terme. Il a été souligné que cette étude constitue un sujet séparé qui doit rester distinct de la discussion du budget du personnel pour 1998.

STANDING CONCERTATION COMMITTEE ORDINARY MEETING ON 4 JUNE 1997

This meeting of the SCC was mainly devoted to discussing the follow-up of the meeting of TREF in May and the preparation for the meetings of the Finance Committee and Council in June.

1. Follow-up of the meeting of TREF in May and preparation for the Finance Committee and Council in June

Two main items discussed at TREF on 20 & 21 May are to be presented to the Finance Committee and Council on 18 & 20 June, respectively, i.e. an interim assessment of savings on the personnel budget, and a progress report on the internal study of the career structure and salary structure. It was agreed that the detail of this presentation would be discussed at an informal meeting of Management and Staff Association prior to the June meeting of the Finance Committee.

1.1. Interim assessment of savings on the personnel budget

The Management indicated that the personnel budget would be met in 1997 by the application of the crisis levy and a small effect of voluntary measures. Its approach envisaged for 1998 is based on voluntary measures, including early departures, the progressive retirement programme and the special saved leave programme which are expected to be sufficient, provided that there is a climate conducive to the success of voluntary measures. The presentation to the Finance Committee would take account of requests made at TREF to provide estimates in order to indicate more clearly that the Organization is in a position to meet its targets within the budgetary constraints.

The Staff Association recalled its global approach for 1998, including its support for a scheme providing for recruitment financed by voluntary contributions of the staff to a saved leave account. This support, however, is subject to ensuring a period of stability in employment conditions, which should be announced by the Management and the Member States.

After discussion of various internal measures envisaged for 1998, the SCC agreed upon the need for a clear message to the staff regarding a period of stability in employment conditions, the Management's positive attitude towards the Progressive Retirement Programme and its encouragement for the scheme of recruitment financed by voluntary contributions to a saved leave account. In connection with the latter scheme, the Committee also discussed a mechanism proposed by the Staff Association to monitor corresponding recruitment.

1.2. Progress report on the internal study of the career structure & salary structure

The Management's report to the Finance Committee will be based on its recent presentation to TREF, recalling recent changes in employment conditions and outlining the legal framework, changes envisaged in the short term and further studies in the longer term. It had been stressed that this study is a separate item not to be mixed with discussion of the 1998 personnel budget.

The Staff Association reiterated its view that changes to the salary structure should not be made outside the 5-yearly Remuneration Review. - Priority should be given to

L'Association du personnel a répété son point de vue, à savoir que la structure des traitements ne devrait pas être modifiée en dehors de l'examen quinquennal des rémunérations. La priorité devrait être donnée à l'amélioration de l'application du système d'avancement actuellement en vigueur, pour laquelle l'Association du personnel a présenté des propositions spécifiques il y a un an.

Après avoir débattu des façons de procéder envisageables, tout en assurant un processus de consultation plus large, le CCP est convenu de reprendre la discussion de cette question à sa prochaine réunion.

1.3. Assurance maladie

Un rapport de situation a été présenté au TREF sur la mise en oeuvre de mesures concernant les conjoints percevant un revenu et le personnel à temps partiel. Ces mesures ont été appliquées aux titulaires et aux boursiers et des mesures similaires le seront aux pensionnés cet automne. Le CCP est convenu de confier au Comité de surveillance de l'assurance maladie du CERN l'examen des amendements nécessaires à apporter à la Convention avec la compagnie AUSTRIA et de lui demander de faire le point à la prochaine réunion.

1.4. Informations préliminaires sur l'indice de variation des coûts pour 1998

Le CCP a pris note des informations préliminaires à présenter au Comité des finances et au Conseil en juin.

2. Questions concernant les Etats membres

En réponse à une question de l'Association du personnel, la Direction a indiqué le contenu d'une lettre que le Directeur général a adressée à la délégation d'un Etat membre. Elle concerne des informations que cette dernière a fournies sur les conditions en vigueur au CERN par rapport à celles prévalant dans d'autres organisations internationales, dans le cadre d'une étude réalisée au niveau national.

3. Circulaire administrative n° 6

La procédure de réexamen

Le texte de cette circulaire administrative, qui a été amendé pour tenir compte des commentaires exprimés à la réunion précédente, a été approuvé.

4. Divers

• Recours contre le prélèvement de crise de 1997

Le Comité a pris note d'une lettre adressée au Directeur général par l'Association du personnel protestant contre la forme aussi bien que le fond de sa lettre en date du 22 mai adressée aux membres du personnel qui avaient introduit un recours interne, les informant que le litige pouvait être porté directement devant le Tribunal administratif de l'OIT. En réponse à des questions de l'Association du personnel, le Président a déclaré qu'il n'y avait aucune raison d'accuser la Direction de priver les membres du personnel de leur droit de recours interne et que son autorisation de porter directement devant le TAOIT les recours internes contre cette décision du Conseil avait été donnée dans un contexte spécifique et ne procédait pas d'un principe général.

improving the application of the present advancement scheme, where the Staff Association had made specific suggestions one year ago.

After some debate of possible approaches, whilst ensuring a wider consultation process, the SCC agreed to resume discussion of this matter at its next meeting.

1.3. Health Insurance Scheme

A status report had been made at TREF concerning the implementation of measures regarding spouses with income and part-time workers. These measures had been applied to staff members and fellows, and similar measures are to be applied to pensioners this autumn. The SCC agreed to entrust the CERN Health Insurance Supervisory Board with the examination of amendments required to the Agreement with the Austria Company and to report back at the next meeting.

1.4. Preliminary information on the Cost-Variation Index for 1998

The SCC took note of the preliminary information to be presented to the Finance Committee and Council in June.

2. Member State matters

In response to a question from the Staff Association, the Management indicated the substance of a letter which the Director-General had addressed a Member State delegation. This concerns information which the latter had provided regarding CERN conditions in comparison with those of other international organizations, in the context of a study at national level.

3. Administrative Circular no. 6 - *Review Procedure*

Agreement was reached on the text of this Administrative Circular, which had been amended in the light of comments made at the previous meeting.

4. Other business

• Appeal against the 1997 crisis levy

The Committee took note of a letter to the Director-General by the Staff Association objecting to both the form and the substance of his letter dated 22 May addressed to members of the personnel who had introduced an internal appeal, and informing them that the dispute may be referred directly to the ILO Administrative Tribunal. In response to questions from the Staff Association, the Chairman stated there were no grounds to accuse the Management of depriving members of the personnel of their right to internal appeals and that its authorisation to refer internal appeals against this Council decision directly to the ILOAT had been made in a specific context and does not constitute a general principle.

• Actuarial Study Group of the Pension Fund

A calendar for discussions is to be drawn up shortly regarding the main issues studied in this group, namely compensation to the Pension Fund related to the financial impact of early departures and the reduction in the staff complement. The Committee agreed that policy matters on this subject would be referred for discussion at the SCC.

- **Groupe d'étude actuariel de la Caisse de pensions**

Un calendrier de discussions sera préparé prochainement sur les principales questions étudiées par ce groupe, à savoir la compensation à verser à la Caisse de pensions liée aux conséquences financières des départs anticipés et de la réduction des effectifs. Le Comité est convenu que les questions de politique sur ce sujet seront soumises pour discussion au CCP.

- **Réparations d'urgence à la suite de l'incendie qui s'est produit sur le site de Prévessin**

En réponse à une question de l'Association du personnel, le Président a déclaré que les conditions de travail du personnel d'entreprises engagé dans ces travaux sont régies par les dispositions juridiques françaises et ne rentrent pas dans le cadre du mandat du CCP.

La prochaine réunion ordinaire du CCP se tiendra le 25 juin 1997.

- **Emergency repairs following the fire on the Prévessin site**

Responding to the Staff Association, the Chairman stated that the working conditions of contract personnel engaged in this work are governed by French legal provisions and are outside the terms of reference of the SCC.

The next ordinary meeting of the SCC is to be held on 25 June 1997.

SEMINARS SEMINAIRES

Pour de plus amples informations, prière de consulter
For full information on these seminars, please see
<http://wwwas.cern.ch/Bulletin/Seminars/current.html>

Monday 16 June

PPE SEMINAR

at 16.30 hrs - Auditorium*

The Palo Verde neutrino oscillation experiment

by Giorgio GRATTA / Stanford University

We are building a long baseline neutrino oscillation experiment utilizing ν_e from the large Palo Verde Nuclear Generating Station near Phoenix, Arizona. Once completed this experiment should reach sensitivities of $\Delta m^2 = 1.5 \times 10^{13} \text{ eV}^2$ and $\sin^2 2\theta = 0.1$ exploring masses about one order of magnitude smaller than the current limits. Our range of sensitivity will allow us to conclusively ascertain whether the atmospheric neutrino anomaly is caused by $\nu_e - \nu_\mu$ oscillations. We report on the status of the construction describing the main experimental challenges of the project.

* Tea & coffee will be served at 16.00 hrs.

Tuesday 17 June

CERN PARTICLE PHYSICS SEMINAR

at 16.30 hrs - Auditorium*

Alpha Magnetic Spectrometer (AMS) for extraterrestrial study of antimatter, matter and missing matter on the international space station Alpha

by Samuel C.C. TING / CERN and MIT

There have been many discoveries measuring cosmic photons (microwaves, X rays and gamma rays). The AMS experiment is the first magnetic spectrometer designed to study cosmic charged particles, measuring $e^\pm$, n , Be^+ , Be^{10} , anti-He, anti-C, etc. This will enable us to search for dark matter, antimatter and the origin of cosmic rays.

AMS is scheduled to have a ten-day calibration run on the space shuttle Discovery, starting May 29, 1998, followed by a three to five year experiment beginning in 2001 on the space station.

AMS is being constructed in Finland, France, Germany, Italy, the United States, Switzerland, China and Taiwan. A progress report on the construction of AMS will be presented.

*Tea & coffee will be served at 16.00 hrs.

Wednesday 18 June

THEORETICAL SEMINAR

at 14.00 hrs - TH Conference Room

Caustic rings of dark matter

by P. SIKIVIE / University of Florida

It is shown that the infall of collisionless dark matter onto isolated galaxies produces a series of caustic rings in the halo dark matter distribution. The main properties of these caustics are derived. It is found in particular that the density profile of the caustic behaves as the inverse distance to the ring. Bumps in the rotation curve of NGC 3198 are interpreted as due to caustic rings of dark matter.

Wednesday 18 June

SEMINAR FOR CERN GUIDES

at 16.00 hrs - Auditorium

Astrophysics and Neutrinos

by Gert G. HARIGEL / CERN-PPE (retired)

This seminar is primarily intended for CERN guides. The formation of sun-like stars, their life cycle, and their final destiny will be explained in simple terms, appropriate for