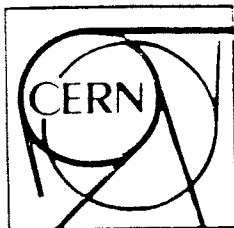


BULLETIN ASSOCIATION DU PERSONNEL



Les informations paraissant dans la rubrique "Association du Personnel" sont publiées sous la seule responsabilité de l'Association du Personnel du CERN.

☎ 2819 - 4224

STAFF ASSOCIATION

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

RECRUITMENT POLICY AND PERSONNEL CONTRACTS

The Staff Association has been asked to comment on a document relating to **personnel contract policy**, dated June 1988, emanating from the Director of Human Resources.

In addition to a detailed commentary of this document, the Executive Committee has therefore drawn up some general principles and specific proposals which it has forwarded to the Management.

These may be summarized as follows:

A. GENERAL PRINCIPLES

1. respect the international and intergovernmental nature of the Organization and ensure accomplishment of its tasks, of which the two most fundamental are:
 - " . to provide and maintain the most up-to-date and advanced installations for research in high-energy physics and to carry out research with them under the most efficient conditions;
 - " . to make these experimental installations available to visiting scientists and by all other possible means to spread the experience of CERN throughout national universities and institutions." (CERN/325, December 1959);
2. satisfy the legitimate wishes of the personnel regarding career possibilities at CERN, which are compatible with the Organization's task;
3. ensure clarity, justice and fair dealing, principally through accurate information on CERN employment policy;
4. assist those obliged to leave the Organization in finding alternative employment;

B. SPECIFIC PROPOSALS

1. **draw up a comprehensive plan of human resources** at CERN, to include **all personnel working on the site**;
2. **define the various categories of personnel** (Staff Members, Associates, Fellows, Corresponding or Travelling Fellows, Trainees, etc.) and even **abolish some of them**;
3. **abolish fixed-term contracts**;
4. **reintroduce the old policy of granting indefinite contracts to members of the personnel other than research physicists**, as it has proven its worth;
5. **ask the Council** to lift the moratorium on the granting of indefinite contracts decided in June 1987;

6. satisfy user requirements:
 - . maintain the policy of granting a limited number of indefinite contracts to research physicists;
 - . increase the number of staff member posts for research physicists, from roughly 90 to between 130 and 150, for instance;
7. improve recruitment selection procedures;
8. ensure better turnover of staff by extending the early departures scheme by mutual agreement approved by the Council in June 1988; make it a permanent scheme, accept all candidates and increase recruitment to replace the higher departure rate;
9. encourage part-time working close to the retirement age;
10. encourage internal mobility, continuous training and retraining; increase the training budget;
11. CERN's practice of recruiting candidates with a few years' experience has proved its worth; it should not be completely changed without an assessment of the likely impact on CERN's operation;
12. assist families to integrate, in particular by making it easier for spouses and children to obtain work permits;
13. set up a genuine "Out-Placement Service" (as already proposed by the Management in document CERN/498 approved by the Council in June 1963!); involve Member-State bodies in finding alternative employment for members of the CERN personnel;
14. improve unemployment insurance;
15. provide social security cover for all members of the personnel; some categories of personnel have no social security cover for old age or for the consequences of disability or death; ensure that all members of the personnel belong to a social security scheme or become members of the CERN Pension Fund like staff members and Fellows.

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JARDIN D'ENFANTS

Au Jardin d'Enfants du CERN, nous avons de multiples activités : *peinture, rythmique, musique, cuisine, jeux, poterie, etc....*

Si vous désirez venir visiter notre école ou avoir des renseignements, téléphonez-nous au **3604 et 2819**.

- . 4 classes le matin : 2^{1/2} à 6 ans (8h.30 - 12h.30)
- . 1 classe l'après-midi : 2^{1/2} à 6 ans (13h.30-17h.30)

Garderie :

- . 2 à 6 ans **Mardi, vendredi** (13h.30 - 17h.30)

KINDERGARTEN

At our **Nursery School** we enjoy several learning activities : *painting, pottery, music, cooking, games, etc...*

If you wish to visit our School, please call the following number : **3604 or 2819**.

- . 4 mornings classes : 2^{1/2} to 6 (8.30 - 12.30)
- . 1 afternoon class : 2^{1/2} to 6 (13.30 - 17.30)

Garderie :

- . 2 to 6 years **Tuesday, Friday** (13.30 - 17.30)