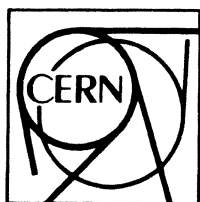


# BULLETIN ASSOCIATION DU PERSONNEL

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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.

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### ORDINARY MEETING OF THE STAFF COUNCIL OF 31 MAY INFORMAL MEETING OF 8 JUNE AND SUMMARY OF PRESENT SITUATION

The Staff Council's discussions included:

#### I. PERSONNEL POLICY

. **The Staff Council decided** to inform the Management that it strongly opposed the presentation to the Finance Committee of a new personnel policy document containing a timetable which did not allow for sufficient time for proper consultation and which gave a somewhat ambiguous outline of policy.

. **The Staff Council decided** to draw the Director-General's attention to the advantages of genuine concerted action by the Administration and the Staff Association. It further **decided** to ask for the Association to be invited to take part in all working groups responsible for drawing up detailed proposals on personnel policy (career paths, modulated advancement, performance appraisal, etc...).

. In the end, the **Management decided** that the document concerned would remain purely internal and only an oral presentation of the timetable was given at the Finance Committee on 21 June. The most immediate items on the timetable are :

*" - Restructuring of Personnel Division to enable it to contribute as effectively as possible to implementation of the reforms :*

*15 to 30 June*

*- Definition of the essential parameters of various projects, in agreement with Division Leaders and Staff Association representatives.*

*26 June to 7 July 1989. "*

#### II. RULES OF THE PENSION FUND

Since the end of last year the Pension Board has been drafting new Rules for the Pension Fund. These were discussed by the Standing Concertation Committee and the Directorate before being submitted to the CERN Council in June 1989. Further details on this matter will be published at a later date.

At its meeting of 31 May, the Staff Council devoted particular attention to the Pension Board's recent proposal that the Pension Fund should cover its own operating costs, including the salaries of its administrative staff, from its own resources. These costs are currently borne by the Organization. In the Staff Association's opinion, such a change would immediately create a technical deficit of about 50 million Swiss francs on the basis of preliminary estimates.

**The Staff Council unanimously decided** to support its representatives on the Pension Board and the Standing Concertation Committee who had opposed such a change and to make their opposition known to the various authorities of the Organization.

At its meeting of 23 June, **the CERN Council approved** the proposed new Rules, with the **exception** of the article relating to operating costs, which will be rediscussed in the second half of the year when the Fund's Regulations (governing application of the Rules) are revised.

### III. FIVE-YEARLY SALARY REVIEW

The five-yearly salary review is in progress. The Committee of Council has defined the terms of reference for the new tripartite committee TRACE (Member States, Management and Staff Association) on which we reported in Weekly Bulletin No.5/89. These terms of reference are essentially based on the same criteria as those used for the last salary review (1985 and 1986). The Staff Council took note of the fact that the review was in progress and will shortly define its position on the Staff Association's forthcoming requests in this area. The matter will also be dealt with in greater detail in the forthcoming report on the first meeting of TRACE on 20 June.

### IV. PERFORMANCE APPRAISAL

After a day and a half's training in performance appraisal attended by 20 staff delegates on 22 and 23 May, it was concluded that the aim of performance appraisal, which tends to personalize staff management, should be to improve professional qualifications and to establish a personal development plan. Emphasis was placed on the importance of preparation of the interview by the two parties concerned. **The Staff Council decided** to draw the Administration's attention to the two prerequisites for maximum objectivity in the application of performance appraisal:

- clear definition of the usual requirements of the post
- clear definition of the general performance factors applying to the post.

A memorandum to that effect was therefore forwarded to Personnel Division and was discussed on 27 June at a meeting of those responsible for the periodic interviews in the Divisions. Further details will be published at a later stage.

However, **the Staff Council did not accept** the proposal that a staff delegate should be present at periodic interviews at the request of members of the personnel. It is nevertheless essential that Staff Association representatives provide all necessary assistance before and after interviews.

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