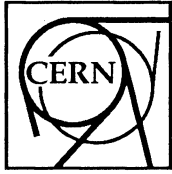


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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STAFF COUNCIL MEETING 12th MAY 1992

The Staff Council met in a ordinary session on the 12th May at 14.30 in the Council Chamber.

• Report on the activities of the Executive Committee

The Executive Committee reported on the letter that it had written to the members of the CERN Council in which it explained the "Non meeting" of the 19th March and touched upon a certain number of essential points concerning employment conditions at CERN.

The President and one of the Vice-Presidents of the Association had at the **beginning of May**, a first meeting with the General Secretary of FICSA, the Chair of its Standing Committee on Legal Questions and one of the permanent members of its Secretariat (the Research Officer). There were discussions on the general question of the legal protection of International Civil Servants and on specific recent judgements. The strengthening of ties between the CERN Staff Association and FICSA were also discussed. Three specific possibilities were suggested:

- a) Participation by the CERN Staff Association at the annual FICSA Council
- b) Participation in the setting up of the projected annual European meeting YORICS (which we have mentioned before in the Bulletin)
- c) Jointly organising a meeting of a day with representatives of all the International Organizations based in Geneva to discuss the problems of integration in the region (housing, schools, creches, permits, taxation, etc.)

Further meetings with FICSA are foreseen.

A delegation of the Association will go to Brussels **during the last week of May**, to meet representatives of the Central Committee of the Staff of the European Communities and of the Federations or Unions of International Civil Servants.

Several members of the Executive Committee and the "Commission des cas particuliers" have **recently** had a working meeting with one of the legal advisors of the Association. They discussed general matters as well the considerable number of appeals, both internal and external which are now going on.

The Executive Committee explained the statuses of the proposed directives relating to advancement for 1992, the appeals concerning the initial attribution of career paths, and the Staff Association questionnaire on the 1992 annual interviews. The principle of the latter had already been approved by the Staff Council at an earlier meeting, and it will be sent out in the immediate future.

- **Matters arising from the Association's General Assembly on the 30th April**

The Staff Council noted that the General Assembly had approved the minor modifications to the Statutes of the Association concerning the composition of electoral groups within Divisions, and the resulting changes for the next elections which had been published in the Weekly Bulletin.

- **Nomination of a representative (alternate) of the Staff Association to the Governing Board of the Pension Fund**

The Staff Council nominated Irène Seis, who is a delegate for CN Division, as alternate to the Staff Association's representative (Michel Borghini, President). She will replace Balasz Szeless, who has represented the Association for many years and who now wishes to retire.

- **Prevention of alcoholism at CERN**

Since 1984, it has been foreseen by the Standing Concertation Committee (SCC), to put in place a policy designed to prevent the development of alcoholism at CERN and to help those already suffering from this illness. A Group of prevention, consisting of representatives of the Administration and the Association, was created and training courses organised for supervisors.

In 1989, the Group could not agree on a draft of a supervisors' handbook, with instructions to be followed in case of problems.

However the need for help or prevention was still evident, so discussions restarted this spring. They resulted in a draft handbook, this time unanimously recommended by the Group. This draft (in French) entitled LA GESTION DES PROBLEMES LIÉS A L'ALCOOL AU CERN, was presented to the Staff Council which unanimously approved it. This draft was approved **the next day** at the SCC (see report of that meeting under Official News).

- **Coordination of CERN Clubs**

The Staff Council heard a report of the working group created by the Association to suggest possible changes to the workings of the Committee of Coordination of CERN Clubs (CCC) and the Assembly of the Club Presidents. This group chaired by Derek Ball, Vice-President of the Association, consisting of members from the CCC and Club Presidents made the following recommendations:

1. The composition of the CCC should be enlarged to include a representative of the Staff Association Executive Committee as observer/adviser.
2. The elected members of the CCC should send a replacement who is a member of the CERN Staff to represent them at the meetings of the CCC if they are unable to attend, a forum of 4 representatives plus the President being necessary.
3. The CCC should send out proposals for the distribution of the annual subsidies at least 10 days prior to the meeting of the club Presidents which will approve the subsidies.
4. The CCC should meet more regularly, with a minimum of three meetings per year. These are to be announced in advance to the club Presidents, who can table items for discussion and ask to be present.
5. To ensure that the CERN clubs remain under the control of CERN staff, the following rules should apply to each club:

- The President (chairman) should be a member of CERN personnel (understood to include retired members and members of the family of a member of the personnel).

- The other members of the committee should normally be members of CERN personnel, apart from perhaps one from outside. If there are special circumstances where this is not practical, the CCC should be informed and asked to approve the proposed composition of the committee.

6. To ensure that the clubs exist predominantly for the benefit of CERN personnel, the number of external members should not exceed 50% of the total membership. If there are special circumstances, the CCC should be informed and asked to authorize the derogation.

7. Clubs which reply to the annual request from the CCC for essential information, including a copy of the accounts, will be listed in the register of CERN Clubs and will be eligible for assistance from the Staff Association, including subsidies, use of the Weekly Bulletin for announcements, etc.

These recommendations were approved.

• Planning at CERN

Christian Roche, Associate Director for Forecast and Planning was invited by the Association. He was accompanied by Helmut Weber, Head of the Administration and Gilles Lindecker, Head of the strategic planning group.

After recalling the general aims of planning ("the coherent forecasting of the objectives and the resources"), Christian Roche emphasised that it is the first time since fifteen years that there is a Director charged specifically with the planning of all the resources at CERN. He then showed a series of overheads¹ concerning his written mandate (specifically the planning of human resources, finances and logistics within the boundaries of the limits fixed by the CERN Council and the Director General), the structure of the management, the evolution of CERN budgets, its resources, etc... C. Roche then drew attention that the perennality of CERN has not the same guarantee as that of the institutions of the Member States and consequentially a major project for the future is vital for its future and that of its personnel.

Amongst his first activities figure the preparation of the document on the scientific activities and the budget estimates for the years 1993-1996 (in the framework of the Bannier procedure) and a first inventory of the present activities of established staff (a "snapshot"). He will then proceed during the year to a complete global inventory of human resources (Staff Members, Fellows and Paid Associates, Industrial Support Staff) and finances; the objective is to propose an optimum partition of existing resources before engaging new ones. This will be done in the light of the planning exercise which must result in 1993 with the presentation of the LHC project.

This talk raised many questions on LHC and LEP200, the reduction of staffing levels foreseen which appear to be substantial, the use of non-confidential information from the annual interview form (objectives), internal mobility policy, flexible working hours/job sharing, the 1991 restructuring, the wide-spread work overload, the matching of projects and resources, centralisation versus decentralisation, rumours of an immediate restructuring of a division, the general need for improving communications from the Management and the wish of the Association to be involved, in a way to be defined, in the work mentioned. In concluding, C. Roche indicated that he would be happy to come again to explain his work to the Staff Council if he was invited.

The meeting closed at 17.40.

¹ copies of these overheads will be attached to the minutes of the meeting, which will be available from Staff Association delegates.