



**STATEMENT MADE BY THE PRESIDENT OF THE STAFF ASSOCIATION
AT THE DIRECTOR-GENERAL'S MEETING
WITH THE STAFF HELD ON 23 JUNE 1987**

The members of the Executive Committee have read the preliminary report of the Review Committee with great care.

We appreciated all the compliments the Review Committee made about the scientific and technical activities of the Organization and the fact that it recommended that those activities should be continued in all their diversity.

We noted with satisfaction that the Review Committee considered that a reduction in the present budget would inevitably jeopardize CERN, without giving any rationale for future management practice.

However, we were stunned to read that users are in favour of a massive reduction in the number of permanent contracts. Coming from national civil servants, who themselves have permanent jobs, it shows considerable ignorance of the social and management problems of an organization like ours which has worked for the past 30 years to everyone's satisfaction.

As the Review Committee has made clear, scientific and technical excellence is no longer enough; that excellence has to extend into the realms of management and the use of resources, an area in which CERN is lagging behind.

But who is going to bear the brunt of past management errors?

Will it be the staff as so often in such cases?

As the report emphasizes, the proposals made by the Committee call for further thought and serious study. On this point we would like to quote a sentence from a book 'Reflexions of a Physicist' written by the Chairman of the CERN Review Committee, Professor ABRAGAM: *"Fundamental research is like the goose that lays golden eggs, but does so in an unpredictable manner. That is, unfortunately, its very nature. Let us take care not to kill it by excessive haste"*. *

There are at present almost 3500 engineers, technicians, administrators and skilled craftsmen at CERN working with the physicists to help them coax it into laying golden eggs.

The Review Committee's recommendation that there should be a reduction in that number of 300 to 500 in 1988 and 1989, in addition to natural departures, is of grave concern to us. We will require that staff should leave only on a voluntary basis.

It has often been said that the greatest asset of this laboratory is its staff and the Staff Association will see to it that this asset is not squandered.

It is for this reason that we insist on the studies undertaken being carried out openly, and on everything being done to safeguard the interests of the present staff, who have enabled CERN to reach its present position in the world of research, and the interests of those employed by the Organization in the future, whose role it will be to continue with that task.

* *"La recherche fondamentale est une poule aux oeufs d'or qui pond de façon capricieuse. C'est hélas sa nature. Prenons garde de ne pas la tuer par une hâte excessive"*.

It will be up to the Member States to prove that for the future they are really determined to maintain European research and to keep CERN a centre of excellence for particle physics.

* * *

Some proposals from the Review Committee, intended to cause a psychological shock, and made, no doubt, in an objective manner and with a constructive aim, are beginning to have harmful repercussions: a climate of anxiety and suspicion is taking root in some parts of the Organization.

We call on ALL members of the staff to remain level-headed and to avoid any action which might create splits between different personnel categories, which could only have damaging, far-reaching and lasting effects on the Organization and its staff, whose interests are closely bound up with one another.

* * *

We urge you all to read the full report, which can be obtained from your Staff Association delegates, and to bring any comments about the report to our attention.