



ASSOCIATION DU PERSONNEL STAFF ASSOCIATION

EXECUTIVE COMMITTEE

The Executive Committee would like to remind you never to sign an important document without carefully reading it first and consulting your staff representative or the Staff Association office.

Contracts

The Staff Association representatives on the Standing Advisory Committee have been instructed by the Executive Committee to continue negotiations with the Management with a view to securing a right of appeal for staff in posts of unlimited duration who are refused an indefinite contract.

It remains the Staff Association's view that the number of fixed-term posts should be very limited.

MEETING OF THE STAFF COUNCIL HELD ON 1 JUNE 1978

The Staff Council expressed its agreement with the content of the RESCO documents to be presented at the Rome meeting. The Council endorsed the line followed by the Staff Association representatives in the discussions with the Management in the Standing Advisory Committee on this first series of topics. This line was described in the document "Réunion du Groupe de Travail sur les Statut et Règlement du 10/5/78" which summarized the main points of agreement between the Management and the Staff Association.

The results of the elections to the various Boards and Committees are set out below :

- Joint Advisory Disciplinary Board -
Messrs. RATCLIFF, PINEY and BURLA
- Joint Advisory Appeals Board -
Messrs. VALVINI, JEANMAIRET, PLATTEAUX
- Nursery School - Mr. THOMAS
- Restaurant Supervisory Committee -
Miss C. REDMAN and Messrs. ARN, BRAUN, MARTUCCI, SEIDL and VERDIER
- Safety Policy Committee (SAPOCO)
Messrs. BROWN and PREVOST
- Club Co-ordination Committee - Mr. EATOUGH
- Union Chalet - Mr. K. BRAUN

COMITE EXECUTIF

Le Comité Exécutif rappelle à nos collègues qu'ils ne doivent jamais signer un document important sans avoir pris le temps de l'examiner à tête reposée et d'avoir consulté leur délégué ou le bureau de l'Association.

Contrats

Les délégués de l'Association auprès du CCP ont reçu mandat du Comité Exécutif pour continuer à traiter avec l'Administration en vue d'obtenir la possibilité de faire recours, suite à la non-attribution éventuelle du contrat indéterminé: ceci pour des personnes engagées sur des postes de durée illimitée.

Il reste entendu que le nombre de postes à terme doit être très restreint.

CONSEIL DU 1/6/78

Le Conseil a exprimé son accord sur le contenu des documents RESCO qui seront présentés à la réunion de Rome. Il appuie la ligne suivie par les représentants de l'Association du Personnel au CCP, en négociant cette première tranche de sujets avec l'Administration et la Direction. Cette ligne est exprimée dans le document "Réunion du Groupe de Travail sur les Statut et Règlement du 10/5/78" résulant l'essentiel des accords obtenus entre l'Administration et l'Association.

Les élections ont eu lieu aux diverses commissions :

- Commission paritaire de discipline -
MM. RATCLIFF, PINEY, BURLA
- Commission paritaire consultative de recours -
MM. VALVINI, JEANMAIRET, PLATTEAUX
- Jardin d'Enfants - M. THOMAS
- Comité de Surveillance des Restaurants -
MM. ARN, K. BRAUN, Mlle. C. REDMAN, MM. MARTUCCI, SEIDL, VERDIER
- Comité d'Hygiène et de Sécurité (SAPOCO) -
MM. BROWN, PREVOST
- Coordination des Clubs - Mr. EATOUGH
- Chalet UNION - K. BRAUN

JARDIN D'ENFANTS DU CERN

Nous rappelons qu'il reste encore quelques places disponibles au Jardin d'Enfants du CERN, pour la rentrée scolaire 1978/1979. Pour tout renseignement, veuillez téléphoner au Secrétariat de l'Association du Personnel 28.19.

Please find below the English version of the Articles published in the last edition of this Bulletin.

EXECUTIVE COMMITTEE

ORLOV JUDGMENT

Following the various reactions after the information published last week, the Executive Committee feels that its duty is to denounce all actions which tend to limit the right of expression, no matter what their geographical origin might be (CERN included).

MANPOWER PLANNING - CONTRACTS - FUTURE

I - MANPOWER PLANNING :

In a letter to the Directors-General dated 17 May 1978, in which it was stressed that the future of the Organization could not be envisaged without, at the same time, carefully considering the planning of tasks and jobs throughout CERN, the Staff Association posed the following problem:

- "it is our view that a decision not to award an indefinite contract is in most cases the result of the current trends in staffing policy, i.e. :
- the reduction in the number of posts provided for in the budget;
- the difficulties met by staff seeking other jobs at CERN and the present psychological barrier to internal mobility;
- the practice of assigning permanent tasks to service contract manpower;
- the medical history of the persons concerned;
- a failure to create the necessary posts
- etc.....

and is not due to any lack of qualifications on the part of the candidates.

We would ask whether the Directors-General are ready to approach the problem of medium- and long-range staff planning with the Staff Association in a way that takes into account the requirements of CERN and the resources and potential of the staff, to whom the appropriate training facilities should be made available.

Pending the introduction of this method of planning, we would invite the Directors-General to discuss immediately with the Staff Association individual cases where indefinite contracts have not been awarded and to seek solutions based on the proposed guidelines for a new staffing policy;

As a result of our letter, the Directors-General asked the Leader of the Personnel Division to contact us in order to study the points raised.

In their letter of 25 May, the Directors-General notified the President of the Staff Association of the action being taken as a result of the contacts between the Leader of the Personnel Division and the Staff Association.

- job planning and its various implications (e.g. internal mobility) will be discussed at the next meeting of the Standing Advisory Committee as part of the work on updating the 1972 Report on Appointment Policy;
- a meeting will be held shortly to discuss in detail individual cases of contract non-renewal and to take a fresh look at possible ways of reaching a satisfactory solution.

An interesting first approach is therefore being made to manpower planning in the Standing Advisory Committee with the participation of the staff.

II - CONTRACTS

At the same time solutions must be found to the following problems :

- the award of fixed-term contracts to staff in permanent posts,
- internal mobility,
- the training necessary to achieve this mobility.

At its meeting on 29 May 1978, the Executive Committee agreed to initiate discussions on these various problems in the electoral groups and Divisions in June so that the views of the staff can be presented to the Management at the forthcoming meetings of the Standing Advisory Committee prior to the September round of RESCO negotiations.

III - FUTURE :

The future of the personnel and the Organization hinges strongly on the results of these discussions on manpower planning and staffing policy.

NEW WORKING PARTIES

The Staff Association Secretariat would like to hear from members interested in joining the following working parties :

- 1 - CONDITIONS OF EMPLOYMENT OF PERSONNEL WORKING FOR OUTSIDE CONTRACTORS,
- 2 - WORKING METHODS OF THE STAFF ASSOCIATION,
- 3 - SALARY SCALE, CAREER PLANNING, JOB CLASSIFICATION (these topics are so complex that, although the working party has already been set up, we feel that it is essential to draw upon all the expertise available at CERN).
- 4 - THE ESTABLISHMENT OF A CRECHE (The working party has been set up, and its terms of reference have been defined).