

INFORMATION

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The Staff Association replies to unjustified attacks!

Summary: some members of the CERN hierarchy are spreading the rumour that the CERN Staff Association is responsible for a decrease in the numbers of staff members to be recruited. The Staff Association replies to these totally unjustified attacks.

"There will be less recruitment and it is due to the Association", say some people.

The Staff Association replies here to these accusations, but first a little recent history.

On 16 December 1994, the CERN Council approved the LHC project subject to various conditions, including:

- *the overall Cost Variation Index to be applied to the Member States' contributions shall be zero in the period 1995-1997;*
- *planning should proceed on the basis of the assumption that inflation will be 2% and that Member State contributions will be indexed by 1% from 1998 onwards;*

The same day, the Staff Association issued a statement in which it expressed its satisfaction at this approval, but aired its worries concerning the attached draconian financial conditions and hypotheses. It indicated its serious doubts concerning the availability of the human resources necessary to achieve the project.

On 23 June 1995, the Director General presented to the CERN Council a planning document based upon the conditions and hypotheses decided by that Council.

This planning included a provision for the numbers of staff members which **took account of an increase in costs, both of personnel and of materials of 2% per year, namely in particular of an annual adjustment of salaries of 2%.**

The Management stated that it could under these conditions run the activities of CERN and the building of the LHC, provided certain activities were stopped and certain services reduced.

The Council took note of this planning and authorised the Management to establish the budget on this basis.

On 9 November 1995, the Director General asked the Finance Committee to approve the adjustment of salaries calculated according to the method in force, namely on average 1.58%. This index was thus lower than the index used for the budget planning (2%) and would allow 16.95 MCHF to be put aside for the LHC.

But the Finance Committee did not accept this proposal. After certain vicissitudes, the details of which we not repeat here, the Council set up a Tripartite Conciliation Group in which the Administration and the Association were fully represented.

On 15 December 1995, the CERN Council approved the package of measures proposed by this Conciliation Group.

These measures consisted of an adjustment of salaries by 1.31% on average, and a zero indexation of the materials and personnel budgets, hence of the global budget.

The same day, the Director General sent a letter to all members of the personnel, informing them of the decisions of the Council,

in which he considered *the approved package to be in the overall interest of the Organization*.

Recently the Staff Association has been warned that, in several places at CERN, members of the hierarchy were reproaching the Staff Association for having provoked decisions resulting in a reduction of staff numbers or of the foreseen recruitment.

We completely reject these accusations, blatantly unjust, since the decisions were taken by the CERN Council with a very large majority, based on proposals accepted by the Management, as well as by a very large majority by the staff.

We would also point out one again that in recent years the Management has not used all the personnel budget which was available for recruitment. The sums involved are:

5.37	MCHF in 1992
11.22	MCHF in 1993
10.29	MCHF in 1994
3.22	MCHF in 1995 ¹

Under these conditions, to put the blame upon the Association is inadmissible! If you are attacked in this way, react!

¹ Probable figure according to Budget document 1995-Transfers and expenditure in excess of provisions (CERN/FC/3839), which mentions, as in previous years, "delays in recruitment."

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Access to the Swiss Labour Market for Spouses and Children

The Staff Association heard some time ago that the Swiss Confederation had taken dispositions favouring the granting of work permits to members of the family living in Switzerland. Despite repeated requests to the CERN Administration, we could not obtain confirmation nor any details of the steps to follow. Due to our contacts with our colleagues of other international organizations in Geneva, who had been informed by their Administrations in December, the Association has now obtained a copy of Circular OI No. 9 of the Permanent Mission of Switzerland to the International Organizations, dated 6 December 1995. Members of the Staff Association can obtain copies from the Secretariat of the Association.