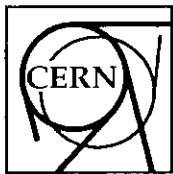


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



Les informations paraissant dans la rubrique "Association du Personnel" sont publiées sous la seule responsabilité de l'Association du Personnel du CERN.

The information presented in the Staff Association section of the Bulletin is published under the sole responsibility of the CERN Staff Association.

Siège: Genève, Suisse
Seat: Geneva, Switzerland

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Tel. 2819/4224

Original : French

INTERNAL MOBILITY (TRANSFERS AND REASSIGNMENTS)

In the **Weekly Bulletin No. 43**, dated **21st October**, in the section Official News, you could read, under the heading above, that

"Following the approval by the Director-General of new guidelines, the moratorium on Internal Mobility through filling internal vacancies has been lifted."

Remember that on the **26th of March** of this year we have learnt that a moratorium on internal mobility had been introduced (see our information published in Weekly Bulletin No. 14/91 of 01/04/91).

An official communication, confirming the introduction of this moratorium, was later published in the summary of the **Standing Concertation Committee meeting of the 10th April** (Weekly Bulletin No. 18/91 of 29/04/91), where it was written

"the publication of internal vacancy notices and the holding of internal selection committees have been temporarily interrupted because they were leading to unacceptable reductions of staff in key activities. The Management Board is to examine shortly how this situation can be rectified."

The moratorium has now been lifted, which is good news. But the text and the guidelines published in the Weekly Bulletin No. 43 under Official News call for some comments by us. .

We will not however comment on the first guideline,

"increased selectivity in establishing internal vacancies through stringent filtering by the Directors concerned in liaison with the Personnel Division Leader".

which could create the curious impression that vacancies were previously created without being given serious consideration!

These new guidelines have been discussed on several occasions in the SCC and each time we pointed out that the following disposition:

"furthermore, the guidelines foresee eligibility criteria for internal transfers: applications will be accepted from staff members holding fixed-term or indefinite contracts if they have at least 3 years' service and if they have been in their present position for at least 1 year."

is contrary to article R II 1.26 of the Staff Rules and Regulations¹ which stipulates

"a member of the personnel may apply for any vacant post not filled by reassignment² or for any new post."

which means that he(she) may apply for all published posts. In addition to this discrepancy, the disposition taken by the Management introduces a useless rigidity which is in complete contradiction with its previous appeals for "pragmatism" and "flexibility".

Within the framework of the Standing Concertation Committee we also drew attention to the fact that the other guidelines can only be very provisional awaiting a coherent planning of manpower and activities (SCC of 10th and 13th September):

"the Staff Association considers that internal mobility is an element of personnel policy which must be encouraged, particularly to cope with the evolution of the programmes and of the activities of the Organization, so as to use fuller and better the competence and experience of the personnel and to offer the best prospects, in the framework of planned careers. [...]

The proposed actions can only be considered as provisional and very short term for the existing needs of the divisions³ and this problem cannot be dissociated from that of the whole question of the policy of staff planning. [...]

Internal mobility could be introduced again without these restrictions on applications by introducing a mediation mechanism between divisions in the case of problems.

Despite these remarks which to us appear very reasonable, the Management has decided to introduce and to apply the new guidelines. You should know that the **Staff Association does not support this decision.**

* * * * *

¹The Staff Rules and Regulations, and the Rules together with the Rules and Regulations of the Pension Fund are the only laws of work which apply to the CERN staff, they should therefore be respected rigorously.

² Reassignment (R II 1.27): If the exigencies of the Organization so require, a member of the personnel may be reassigned to a job other than that indicated in his contract, provided that he has the necessary qualifications and ability (or can acquire them by suitable training) and that the grade attached thereto is not lower than his present grade. On the same conditions and with his agreement, he may also be transferred to another duty station or reassigned to a job of a lower grade.

³even if the vacancy notices have disappeared!!....

DERNIER DELAI : LUNDI 4 NOVEMBRE 1991

COTISATIONS

Nous vous rappelons que si vous cotisez à l'Association du Personnel ou à la fois à l'Association du Personnel et à l'Assurance perte de salaire, votre cotisation vous sera **prélevée automatiquement** sur votre salaire de Novembre selon l'ordre de prélèvement automatique que **vous avez signé en 1985, ou après**, sans avoir à remplir de nouveau formulaire.

Par contre :

- si vous voulez commencer à cotiser, ou changer, ou arrêter votre cotisation, vous devez nous retourner dûment rempli et signé le bulletin de prélèvement inclus à l'intérieur de ce bulletin.

Veuillez noter que vous devez cotiser à l'Association du Personnel pour pouvoir cotiser à l'Assurance perte de salaire.

* * *

DEADLINE : MONDAY 4 NOVEMBER 1991

SUBSCRIPTIONS

We would like to remind you:

If you subscribe to the Staff Association, or to both the Staff Association and the Insurance against loss of salary, then your subscription will be **AUTOMATICALLY** paid from your November salary according to the permanent authorization **you signed in 1985 or subsequently**.

If you wish to start subscribing, to change or to stop subscribing, then you should complete the form attached and send to the Staff Association secretariat. Please note that to subscribe to the insurance against loss of salary, you must subscribe to the Staff Association.

* * *

Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION

COTISATIONS

Veuillez remplir l'autorisation permanente de prélèvement ci-dessous et la retourner dûment signée, au Secrétariat de l'Association, pour le

5 novembre 1991
(Dernier délai)

Deux (2) possibilités vous sont offertes:

- soit la cotisation SEULE,
- soit la cotisation ET l'assurance Perte de salaire.

AUTORISATION PERMANENTE DE PRELEVEMENT

Je, soussigné(e), autorise le Bureau des salaires à prélever sur mon traitement du mois de NOVEMBRE de CHAQUE ANNEE, à partir de 1991 (sauf modification de ma part):

- COTISATION SEULE, soit 0,10% (pour 1991) de mon salaire de base annuel, connu au 1er novembre de chaque année (ce taux est fixé annuellement par l'Assemblée générale ordinaire):

OUI NON

- COTISATION (0,10% et ASSURANCE PERTE DE SALAIRE (0,10%)), soit 0,20% de mon salaire de base annuel connu au 1er novembre de chaque année:

OUI NON

SUBSCRIPTIONS

You are kindly requested to complete and sign the authorization slip below and return it to the Secretariat of the Association, before

5th November 1991
(last deadline)

There are two (2) alternatives:

- either the subscription ONLY
- or the subscription AND insurance against loss of earnings.

PERMANENT AUTHORIZATION TO DEBIT SALARY

I, the undersigned, authorize the Salaries Office to debit my salary for NOVEMBER of EACH YEAR, from 1991 (until further notice):

- by the SUBSCRIPTION ONLY, i.e. 0,10% (for 1991) of my basic salary as of 1st November of each year (this rate is decided annually by the Ordinary General Meeting) :

YES NO

- by the SUBSCRIPTION (0,10%) plus the INSURANCE COVER AGAINST LOSS OF EARNINGS (0,10%), i.e. 0,20% of my basic annual salary as of 1st November of each year:

YES NO

IDENTIFICATION NOM / NAME :

Statut : Prénom / First name : Div. :

Mon autorisation est renouvelable chaque année, PAR TACITE RECONDUCTION, mais il est bien entendu que je pourrai modifier ma décision annuellement si je le désire.

My authorization is RENEWABLE WITHOUT NOTIFICATION each year, but it is understood that I can change my decision annually, if I wish.

Date :

Signature:

Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION

CONSEIL DU PERSONNEL

La prochaine réunion du Conseil du Personnel aura lieu :

MARDI 5 NOVEMBRE 1991, à 14h.30
Salle du Conseil - Bâtiment Principal 1er étage

Ordre du jour

1. Election du Président de séance
2. Adoption de l'ordre du jour
3. Approbation des comptes rendus de la 283ème et de la 287ème réunion
4. Compte rendu des activités du Comité Exécutif
5. MOAS - Circulaire administrative No.26 (projet 8)
6. Jardin d'Enfants - Nomination des représentants de l'Association dans le Comité de Gestion
7. Mini-Assises du 15 novembre - Organisation
8. Divers

Les réunions du Conseil **sont publiques** et les membres du personnel peuvent y assister.

* * *

SECTION DES EXPOSITIONS ARTISTIQUES

La Section des Expositions Artistiques organise une exposition réservée à tout le personnel travaillant sur le site du CERN qui désire présenter ses travaux artistiques.

Elle se tiendra du 13 au 24 janvier 1992.

Tous les éventuels exposants qui souhaiteraient y participer sont priés d'assister à une réunion d'information qui se tiendra le:

mardi 26 novembre 1991, à 12h.00
Salle de Conférence de l'Association du
Personnel- Batiment 61

ART EXHIBITION SECTION

The Art Exhibition Section is intending to put on an exhibition of work by all personnel working at CERN in the New Year.

The Exhibition will last from 13th to 24th January 1992.

All members of the staff wishing to exhibit their work are requested to attend the preliminary briefing on:

Tuesday 26 November 1991, at 12.00
Staff Association Conference Room - Bldg. 61

COMITE DE COORDINATION DES CLUBS

AUX AMATEURS DE SPORTS D'ACTION

Le CCC (Comité de Coordination des Clubs) a reçu une communication de la part d'un club genevois, qu'il estime intéressante pour les Cernois, notamment les membres des clubs du CERN, désirant poursuivre un sport d'action.

Le club en question offre des réductions sur :

200 stages, les remontées mécaniques, la location de matériel (skis, VTT, planche à voile, etc..), les cassettes vidéo, les spectacles. Il propose également un bulletin trimestriel détaillant les dates, prix et emplacements.

Pour de plus amples renseignements, renvoyer le talon ci-dessous :



COMITE DE COORDINATION DES CLUBS

Veuillez me faire parvenir les informations sur le club des amateurs de sports d'action.

NOM, Prénom :

Division

CREDIT SOCIAL DES FONCTIONNAIRES

Prochaine permanence du Crédit Social des Fonctionnaires le vendredi 8 novembre 1991, de 14h.00 à 16h.00, dans les locaux de l'Association du Personnel - Bât. 64-R002.

Vous pouvez prendre rendez-vous en téléphonant au 2819.

Le Crédit Social des Fonctionnaire nous charge de vous annoncer que les **taux immobiliers ont baissés.**