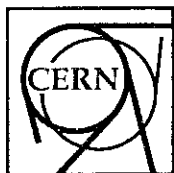


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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STAFF COUNCIL MEETING 5 November 1991¹

The kilometre allowance: the Council took note of the following information: the Standing Concertation Committee has recommended an **increase of the kilometre allowance** for the use of private vehicles for duty travel from 0.40 SFr./km (which has not been changed since 1973) to **0.65 SFr./km**, fixed for three years; the decision of the Director General is awaited, as is that of the Finance Committee in December. The Administration has asked for a revision of Administrative Circular No. 20 on the use of private vehicles for duty purposes.

Non-resident allowance: the Council supported the position adopted by the Executive Committee at the SCC: as was already mentioned in Weekly Bulletin N° 43/91, it had asked that the **radius of the local zone should remain 100 km for all the Member States** and not increase to 150 km except for Italy as was discussed in the Finance Committee on the 25th of September. This request has been forwarded to the Director General and his reply is awaited. The Finance Committee and the CERN Council must decide in December.

The Council was very concerned by some information according to which nationals from certain member states had been **deliberately excluded²** from selection boards for external recruitment. The Executive Committee was instructed to investigate.

Health Insurance: the Council took note of the following information: the Executive Committee has written to the Head of the Administration requesting:

- a copy of the new **contract signed with the AUSTRIA insurance company for five years**;
- the rapid publication in the Weekly Bulletin to inform the personnel of the differences between the new contract and the previous one;
- that copies of the new contract should be made available to staff members since it contains new statutory conditions,

The Council then had a long debate on a draft letter addressed to CERN personnel concerning **health insurance for spouses**; as no decision could be reached, the Council decided to discuss the matter again at its next meeting.

¹ The different points are in the order in which they were discussed, which is not necessarily their order of importance.

² see page III

Adjustments to the reimbursements of school fees: the Council took note of the following: the SCC has recommended **full adjustment to the increase of the cost of living** for the reimbursements of the costs of half board and to the reimbursement maxima: we are awaiting the Director's General agreement on these two points, then that of the Finance Committee for the second point.

Tax problems: the Council took note of the following information: the SCC has created a **sub-group on tax problems** with the mandate to make an inventory of the problems encountered by the personnel, of the various actions undertaken so far to solve them, and to propose additional steps to be taken by the CERN Administration. The representatives of the Staff Association in this sub-group will be Raymond Collomb, the treasurer of the Association, and Romain Pittin, Chairman of the Association of French Nationals at CERN; Claude Degrange may join the group at a later stage.

Internal mobility: the Council took note of the following information: resulting from the guide-lines published by the Management on internal mobility (see Official News in Weekly Bulletin n° 43/91) and the comments of the Association, the Executive Committee has drafted **a mandate for a joint working group** where this question will be included in the larger context of manpower planning, of recruitment, of external mobility and training; the policy concerning shift working will also be included. This mandate will be presented to the Standing Concertation Committee for its meeting of the 12th November.

Adjustments of salaries for 1992: the Council first heard, from the delegates, the various reactions provoked by the distribution of the FLASH on this question.

It then heard a report from the Executive Committee on the discussions which had taken place that morning, at a special meeting of the SCC; the minutes of this meeting should appear under Official News, so please refer to that.

Merit-oriented advancement policy based on career paths ("MOAS"): The Council took note of the discussions which had led the Executive Committee to the positions that it had taken at the SCC on the draft administrative circular n° 26 on "Annual Interview, Advancement and Change of Career Path" (see Weekly Bulletin n° 43/91). We are now waiting for the Director General's decision on this draft.

The designation to staff members of their career paths already provoking a certain number of reactions, the Council approved a proposal by the Executive Committee to send a questionnaire to the staff with the objective of obtaining a global view of the procedures employed and the use made of the instructions approved by the Director General on the unanimous recommendation of the SCC; the Association will then also be in a better position to intervene in the case of problems. Staff Members will therefore soon receive a questionnaire to which they should reply after they have received the official notification of the career path to which they have been assigned.

The Executive Committee reminded staff delegates that there are still a few places left on the two courses on performance appraisal (the same as that for supervisors), organised for January by the Training Service and paid by the Staff Association.

Governing Committee of the Staff Association Nursery School: following the recent approval by the Staff Council of the new Statutes of the Nursery School (see Weekly Bulletin n° 43/91), the Council approved the proposal by the Executive Committee, to appoint Petty Berry, Vinod Chohan and Marc Corcelle as the **representatives of the Association** on this committee.

Mini-Assizes of the Association : on the 15th November the Association will hold a min-assizes, which will be in fact a working day for the Staff Council. The Executive Committee presented the programme which consist of discussions on MOAS, round tables on various large topics, such as personnel policy, flexible working time, representation of the personnel, shift working, remuneration (salaries, allowances and indemnities), in view of the revision of the Staff Rules and Regulations which is starting. Draft mandates, prepared by the Executive Committee, on these different topics, were distributed to the Delegates.

The meeting started at 14.30 and finished a 17.20.

- * We have asked the Administration about this point and they have assured us that this was not the case : CERN takes steps to ensure that the personnel recruited shall be of the highest competence and integrity, while providing for as fair a distribution of posts as possible amongst the nationals of the Member States.

* * * * *

Pour la version française, se reporter au Bulletin 46/91 du lundi 11 novembre page I de l'Association du Personnel, rubrique Conseil du Personnel, le 5 novembre 1991, 3ème alinea , à savoir :

A cette occasion.....seraient **délibérément exclus***

- * Nous avons interrogé l'Administration à ce sujet qui nous a garanti qu'il n'en était rien. Le CERN veille à recruter des personnes de la plus haute compétence et de la plus grande intégrité, tout en visant à une répartition des postes aussi équitable que possible entre les ressortissants des Etats Membres.

* * * * *

CLUBS



SKI

La neige étant tombée, on peut penser à sa saison d'hiver.

Pour cette raison, il est temps de s'inscrire pour la semaine de ski :

ZERMATT du 21 au 28 mars 1992

Vu le grand succès de cette semaine de ski, je vous conseille de vous inscrire assez rapidement, le nombre de places étant limité.

Vous aurez la possibilité de skier de 3800 m. à 1600m. dans un des plus beaux domaine skiable.

PRIX : CHF 960 (train abonnement général, hôtel demi-pension).

Pour vous inscrire, il suffit de payer CHF 100.-par personne.

Les bulletins se trouvent aux deux offices postaux.

Pour tous renseignements : 13-3631.

* * *

Depuis quelques années déjà le Club vous propose deux semaines de ski :

- la semaine de Zermatt (voir BUH 45, 46 et ci-dessus) ;
- et une autre semaine dans une station à chaque fois différente.

Cette année nous avons choisi de vous emmener *loin...loin*, en Italie, à **Canazei**, le joyau des Dolomites, entre le **14 et le 21 mars**. Vous pourrez évoluer dans un domaine de 1100kms de pistes, et vous serez logés dans un hôtel 3*** ou vous apprécierez la savoureuse cuisine locale.

En raison du nombre de places dans le car, nous **ne pourrons accepter plus de 50 personnes**. Venez vous inscrire dès les premières permanences. Un **versement de CHF 100.-** vous sera demandé à titre de réservation.

Nous vous attendons !.

VELO



Les intempéries et le froid arrivent, mais il y a sûrement parmi vous des "irréductibles", alors rendez-vous tous les samedis à 13h.30, piscine de Ferney-Voltaire, jusqu'à ce que la neige nous arrête !

Savez-vous que le Club possède de magnifiques écussons à son sigle ? Renseignements et achats auprès des membres du Comité.