



CERN

Personnel Statistics

1992

Contents

Table

- 1 Numbers of Persons by Division and Status.
- 2 Staff, Fellows and Paid Associates by Sex and Allowances Received.
- 3 Staff, Fellows and Paid Associates by Professional Category.
- 4 Staff by Division and Professional Category.
- 5 Unpaid Associates by Division and Professional Category.
- 6 Staff by Type of Contract and Years of Service.
- 7 Staff by Professional Category and Type of Contract.
- 8 Staff by Nationality and Residential Category.
- 9 Members of the Personnel by Nationality and Status.
- 10 Staff by Nationality and Professional Category.
- 11 Staff by Age Range and Professional Category.
- 12 Fellows and Associates by Age Range.
- 13 Average Age by Professional Category, Status and Type of Contract.
- 14 Staff by Category and Years of Service.
- 15 Selected Staff Candidates by Nationality.
- 16 Selected Staff Candidates by Professional Category.
- 17 Recruitment of Fellows by Nationality.
- 18 Staff Departures by Professional Category, Type of Contract and Reason for Leaving.
- 19 Staff Departures by Residential Category and Nationality.
- 20 Staff Costs by Professional Category.
- 21 Average Basic Salary, Total Remuneration and Total Cost in 1992 by Professional Category.

Definitions

Divisions

Code	Division
AC	Accelerator Direction
AG	General Administration
AS	Administrative Support Division
AT	Accelerator Technologies Division
CN	Computing and Networks Division
DG	Director General Unit
ECP	Electronics and Computing for Physics Division
FI	Finance Division
MT	Mechanical Technology Division
PE	Personnel Division
PPE	Particle Physics Experiments Division
PS	Proton Synchrotron Division
SL	SPS-LEP Division
ST	Technical Support Division
TH	Theoretical Physics Division
TIS	Technical Inspection and Safety Division

Professional Categories

Code	Category
1	Scientific Work (Experimental and Theoretical Physics).
2	Scientific and Engineering Work (other than Experimental and Theoretical Physics).
3	Technical Work.
4	Manual Work, Crafts and Trades.
5	Office and Administrative Work.

(Note: Numbers in tables may not always add exactly to the totals due to rounding)

Table 1 - Total Number of Persons by Division and Status - 31.12.1992

Divisions	Staff Members	CERN Fellows	Paid Associates		Students	Appren- tices	Total CERN	Unpaid Associates	
			Member States	Non- Member States				Member States	Non- Member States
AC	25	-	-	-	1	-	26	-	-
AG	29	-	-	-	-	-	29	-	-
AS	170	1	3	2	8	-	184	3	2
AT	398	14	6	8	32	-	458	47	4
CN	160	10	5	6	20	-	201	2	-
DG	63	-	2	-	-	-	65	7	1
ECP	286	24	10	10	19	-	349	25	10
FI	89	-	3	-	1	-	93	-	-
MT	238	6	1	18	10	-	273	9	2
PE	67	-	1	-	-	28	96	2	-
PPE	369	64	36	92	19	-	580	4381	1182
PS	316	9	-	16	21	-	362	26	22
SL	387	16	3	9	21	-	436	13	9
ST	293	1	-	1	6	-	301	8	1
TH	27	30	10	21	-	-	88	72	51
TIS	161	1	1	1	5	-	169	10	2
TOTAL	3078	176	81	184	163	28	3710	4605	1286

NOTE : Departures on 31st December are not deducted from end year strength

Figure 1: Members of the Personnel on 31.12.1992

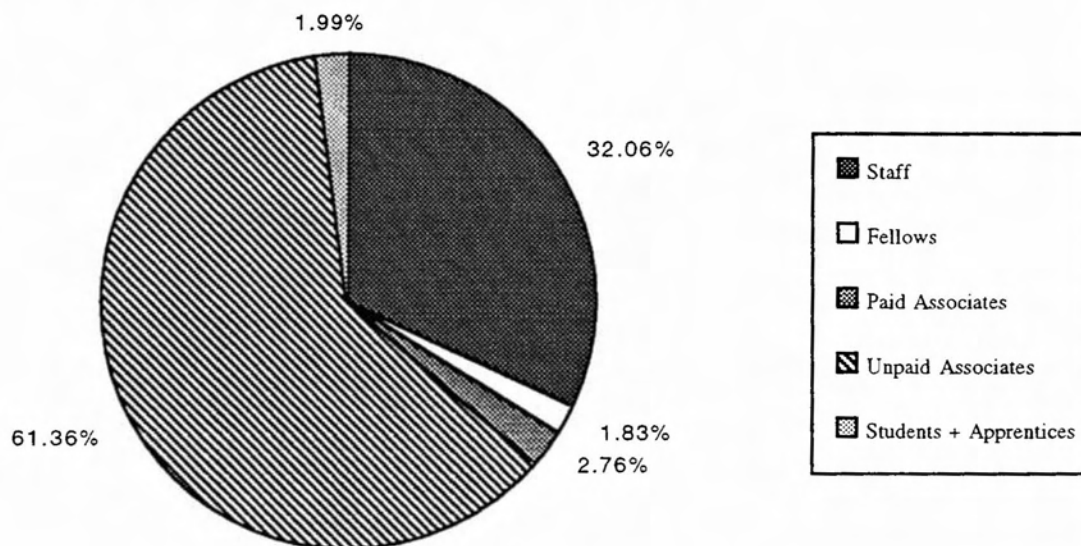


Table 2 - Staff, Fellows and Paid Associates by Sex and Allowances Received - 31.12.1992

Status		Number	Receiving Family Allowance	Children for whom allowance is received	Receiving Non-Resident Allowance
Staff	Male	2647			
	Female	431			
	Total	3078	2549	2737	2214
Fellows and Paid Associates	Male	384			
	Female	57			
	Total	441	143	154	434
Totals	Male	3031			
	Female	488			
	Total	3519	2692	2891	2648

Figure 2: Staff, Fellows, Paid Associates by Sex on 31.12.1992

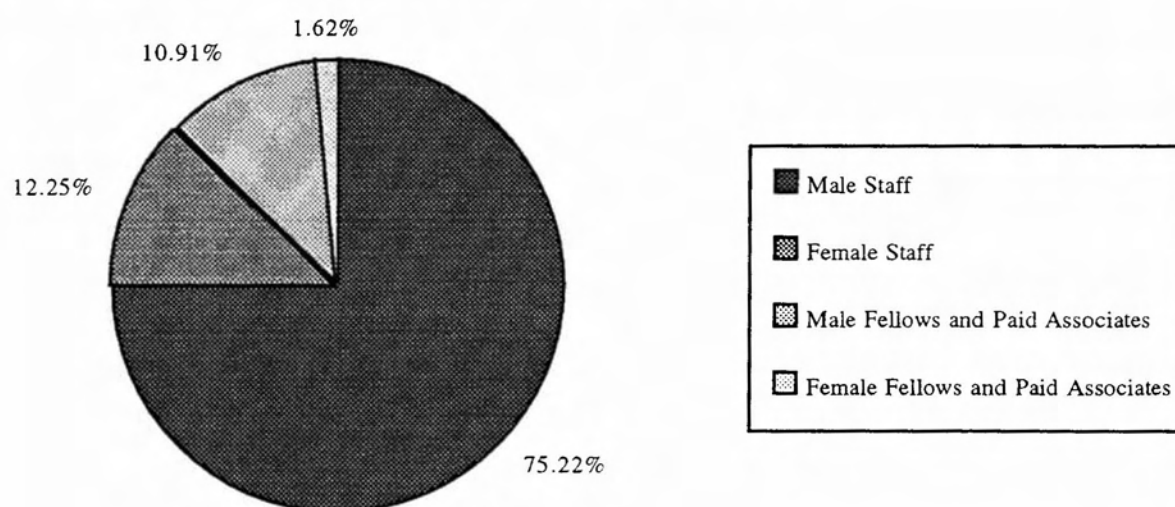


Table 3 - Staff, Fellows and Paid Associates by Professional Category, End-1991 and End-1992.

Professional Category	1991						1992					
	Staff Members		Fellows and Paid Associates		Total CERN		Staff Members		Fellows and Paid Associates		Total CERN	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1. Research Physicists	108	3.45	287	65.68	395	11.09	105	3.41	275	62.36	380	10.80
2. Scientific & Engin. Work	745	23.83	141	32.27	886	24.87	777	25.24	143	32.43	920	26.14
3. Technical Work	1094	35.00	1	0.23	1095	30.73	1104	35.87	13	2.95	1117	31.74
4. Manual Work, Crafts and Trades	631	20.19	-		631	17.71	553	17.97	1		554	15.74
5. Office & Admin. Work	548	17.53	8	1.83	556	15.60	539	17.51	9	2.04	548	15.57
Total	3126		437		3563		3078		441		3519	

Figure 3: Staff, Fellows and Paid Associates by Professional Category - 31.12.1992

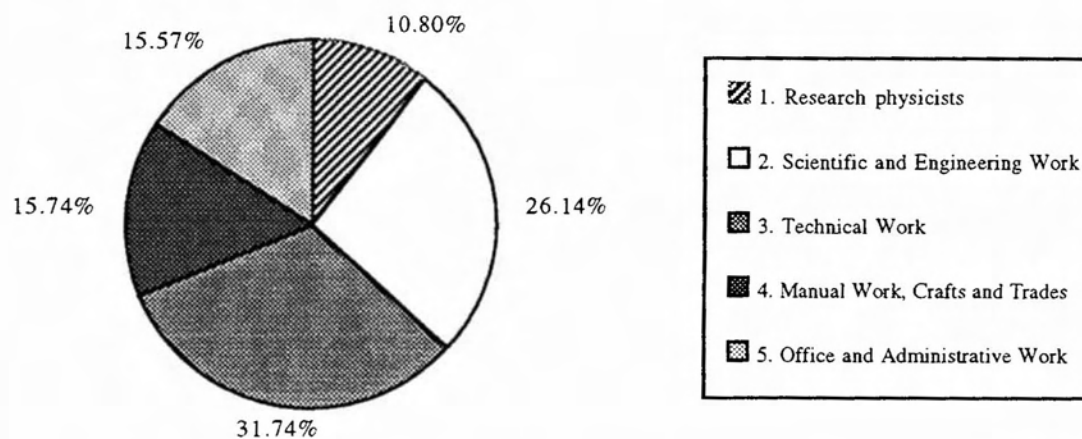


Table 4 - Staff by Division and Professional Category - 31.12.1992

Division	Professional Category					Totals
	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5	
AC		10	5	1	9	25
AG		2			27	29
AS		23	17	31	99	170
AT		107	208	69	14	398
CN		93	42	5	20	160
DG	4	6	9	6	38	63
ECP		112	99	38	37	286
FI					89	89
MT		39	105	85	9	238
PE		1			66	67
PPE	79	75	113	49	53	369
PS		113	163	25	15	316
SL		147	162	64	14	387
ST		28	131	101	33	293
TH	22				5	27
TIS		21	50	79	11	161
Totals	105	777	1104	553	539	3078

Figure 4: Staff by Division and Professional Category - 31.12.1992

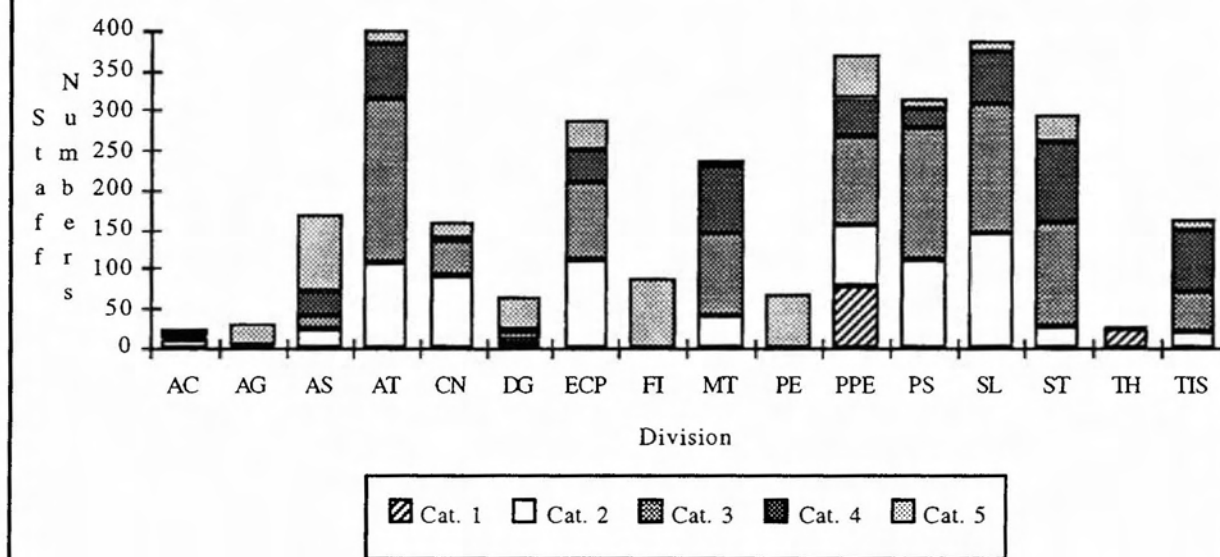


Table 5 - Unpaid Associates by Division and Professional Category 31.12.1992

Division	Professional Category					Totals
	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5	
AC	-	-	-	-	-	0
AG	-	-	-	-	-	0
AS	2	1	-	-	2	5
AT	18	26	7	-	-	51
CN	-	2	-	-	-	2
DG	1	4	-	-	3	8
ECP	18	17	-	-	-	35
FI	-	-	-	-	-	0
MT	1	9	1	-	-	11
PE	-	-	1	-	1	2
PPE	4231	513	731	50	38	5563
PS	18	21	7	1	1	48
SL	10	10	1	1	-	22
ST	1	2	6	-	-	9
TH	123	-	-	-	-	123
TIS	3	2	7	-	-	12
Totals	4426	607	761	52	45	5891

Figure 5: Unpaid Associates by Professional Category - 31.12.1992

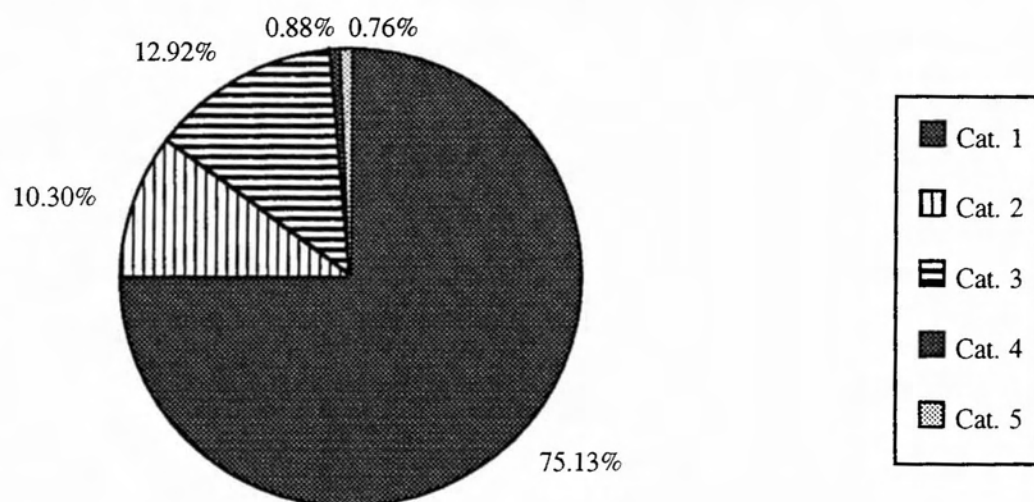


Table 6 - Staff by Type of Contract and Years of Service - 31.12.1992

Completed Years of Service in 1993	Indefinite Contract		Time-Limited Contract		Totals		Grand Total	%
	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time		
35-	2	49	0	0	2	49	51	1.66
30-34	2	260	0	0	2	260	262	8.51
25-29	16	686	1	0	17	686	703	22.84
20-24	16	714	0	0	16	714	730	23.72
15-19	24	470	0	0	24	470	494	16.05
10-14	52	274	3	1	55	275	330	10.72
5-9	2	179	4	41	6	220	226	7.34
0-4	0	14	4	264	4	278	282	9.16
Totals	114	2646	12	306	126	2952	3078	100.00
Average Service Time as Staff Member								
	18.28	22.64	9.00	2.94	17.00	20.60	20.47	

NOTE: Entry may have taken place under a different contract status, followed by a change of status to Staff Member, in which case only the service as Staff Member is counted.

Figure 6: Staff by Years of Service - 31.12.1992

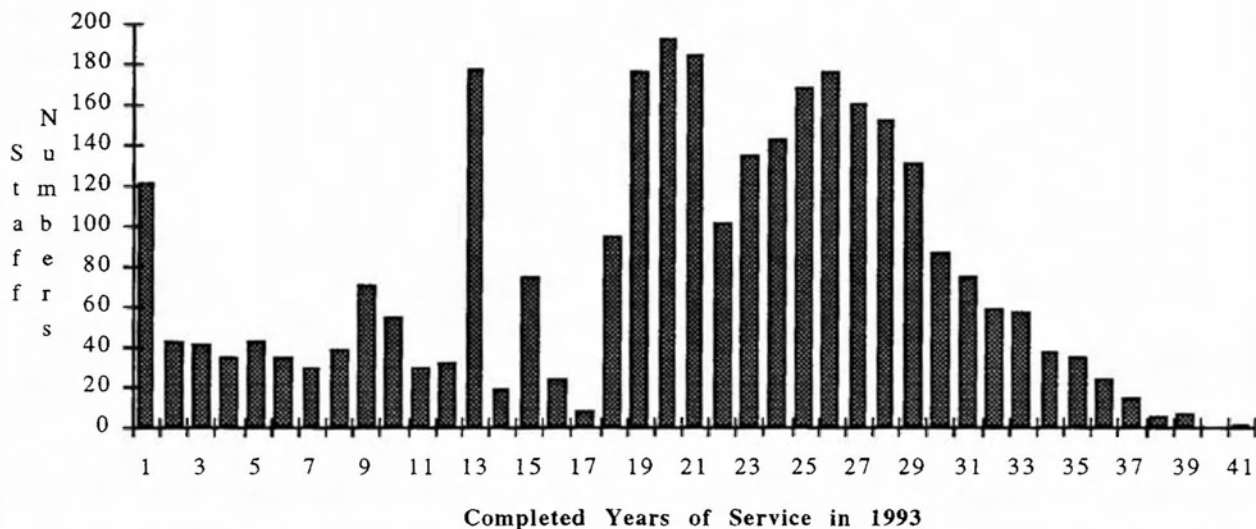


Table7 - Staff by Professional Category and Type of Contract - 31.12.1992

Type of Contract	Professional Category					Totals
	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Cat. 5	
Time Limited	56	95	100	15	52	318
%	53.33%	12.23%	9.06%	2.71%	9.65%	10.33%
Indefinite	49	682	1004	538	487	2760
%	46.67%	87.77%	90.94%	97.29%	90.35%	89.67%
Totals	105	777	1104	553	539	3078

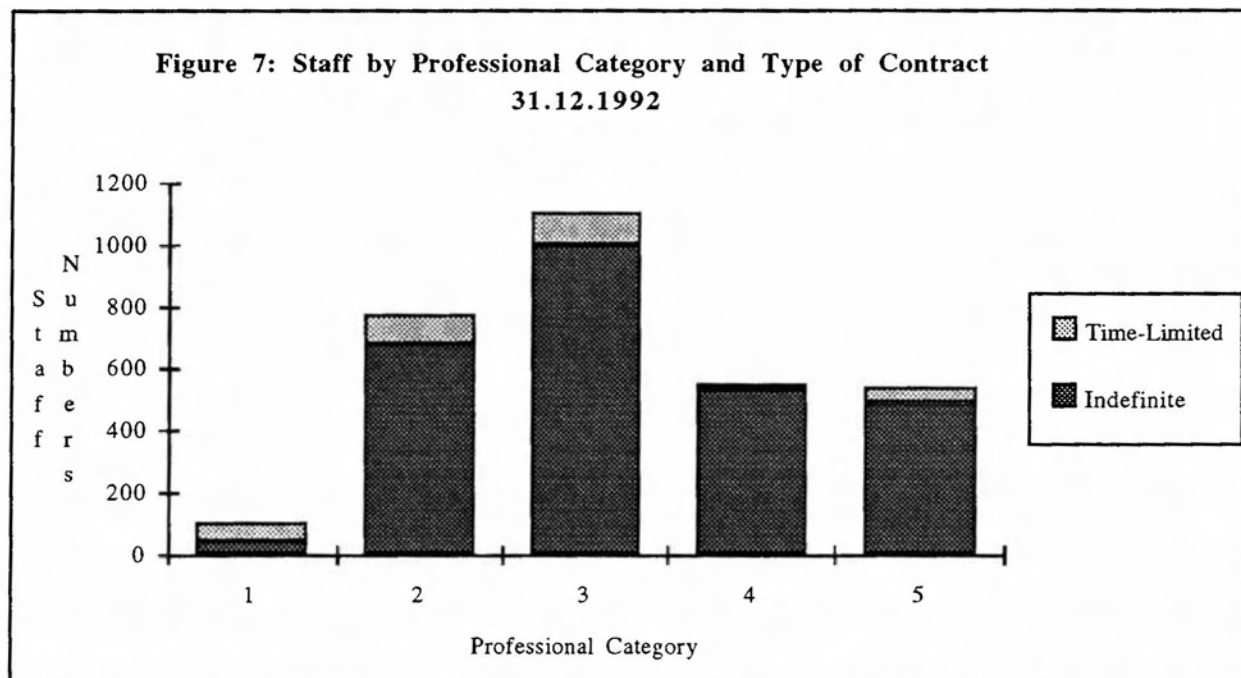


Table 8 - Staff by Nationality and Residential Category - 31.12.1992

Nationality	Non-Resident		Resident		Totals	
	No.	%	No.	%	No.	%
A	45	2.03			45	1.46
B	107	4.83	1	0.12	108	3.51
CH	200	9.03	215	24.88	415	13.48
CS	0				0	
D	236	10.66	4	0.46	240	7.80
DK	31	1.40			31	1.01
E	37	1.67	7	0.81	44	1.43
FI	9	0.41			9	0.29
F	905	40.88	605	70.02	1510	49.06
GB	289	13.05	3	0.35	292	9.49
GR	15	0.68			15	0.49
HU	0				0	
I	175	7.90	26	3.01	201	6.53
N	21	0.95			21	0.68
NL	81	3.66	1	0.12	82	2.66
PL	2	0.09			2	0.06
P	8	0.36	1	0.12	9	0.29
S	41	1.85			41	1.33
Non-Member State	12	0.54	1	0.12	13	0.42
Totals	2214	100	864	100	3078	100

Figure 8: Staff by Nationality and Residential Category - 31.12.1992

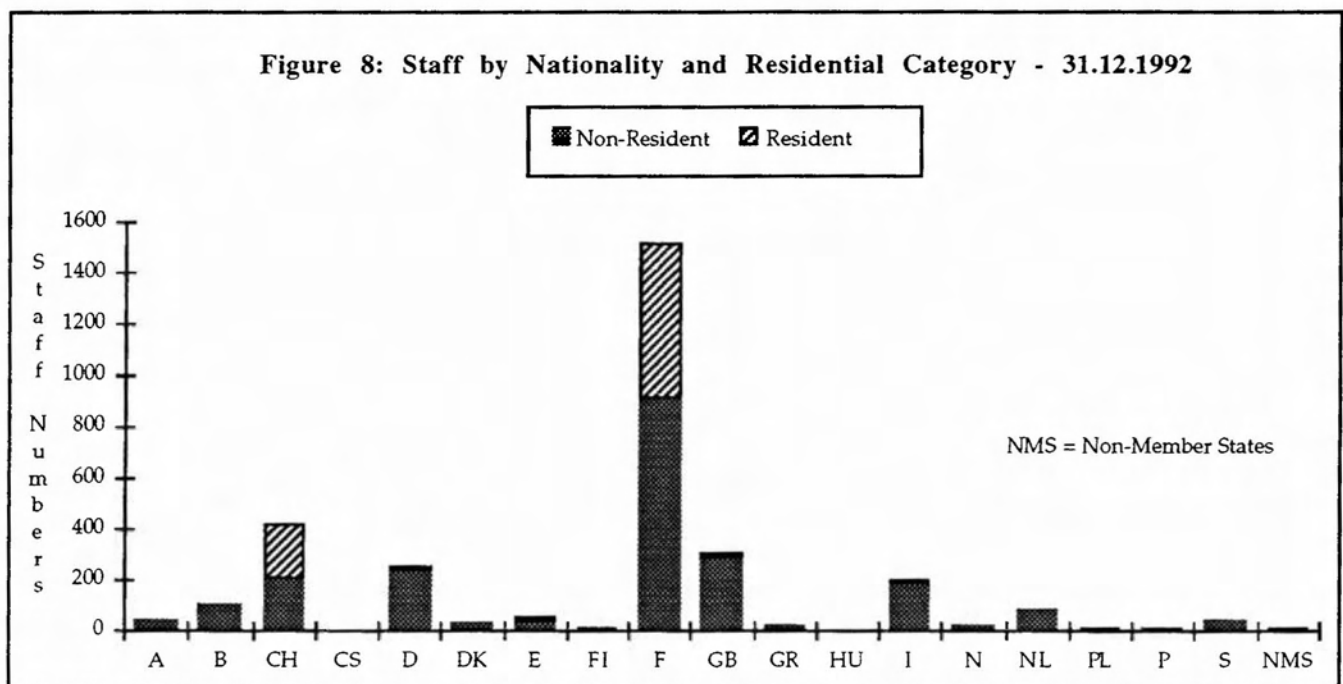


Table 9 - Members of the Personnel by Nationality and Status - 31.12.1992

Nat.	Staff Members		Fellows		Paid Associates		Students	Apprentices	Total		Unpaid Associates	
	No.	%	No.	%	No.	%			No.	%	No.	%
A	45	1.46	4	2.27	1	0.38	1		51	1.37	65	1.10
B	108	3.51	4	2.27	1	0.38	3		116	3.13	56	0.95
CH	415	13.48	2	1.14		0.00		18	435	11.73	147	2.50
CS					3				3	0.08	55	0.93
D	240	7.80	34	19.32	9	3.40	13		296	7.98	925	15.70
DK	31	1.01	1	0.57	3	1.13	4		39	1.05	33	0.56
E	44	1.43	16	9.09	1	0.38	12	3	76	2.05	126	2.14
FI	9	0.29	6	3.41	8	3.02	5		28	0.75	63	1.07
F	1510	49.06	18	10.23	11	4.15	82	4	1625	43.80	766	13.00
GB	292	9.49	32	18.18	8	3.02	20		352	9.49	451	7.66
GR	15	0.49	4	2.27	1	0.38	2		22	0.59	109	1.85
HU					2				2	0.05	24	0.41
I	201	6.53	30	17.05	10	3.77	8	2	251	6.77	1326	22.51
N	21	0.68	7	3.98	1	0.38	6		35	0.94	52	0.88
NL	82	2.66	8	4.55	5	1.89	1		96	2.59	120	2.04
PL	2	0.06	2	1.14	12	4.53	1		17	0.46	132	2.24
P	9	0.29	1	0.57	4	1.51	1	1	16	0.43	54	0.92
S	41	1.33	5	2.84	1	0.38	3		50	1.35	101	1.71
NMS	13	0.42	2	1.14	184	69.43	1		200	5.39	1286	21.83
Totals	3078	100	176	100	265	100	163	28	3710	100	5891	100
%	82.96		4.74		7.14		4.39	0.75	100			

Figure 9: Members of the Personnel by Nationality and Status - 31.12.1992

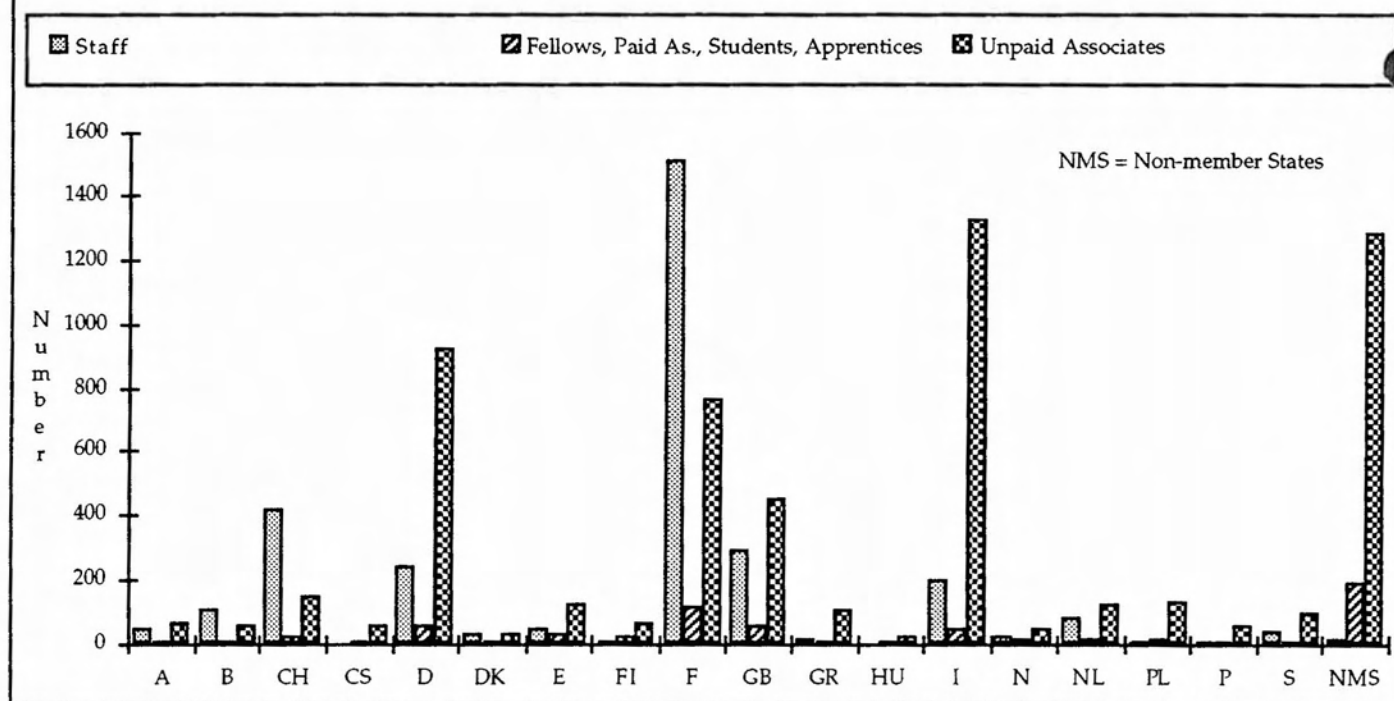


Table 10 - Staff by Nationality and Professional Category - 31.12.1992

Nationality	Professional Category					Totals
	1	2	3	4	5	
A	1	28	11	1	4	45
B		44	47	2	15	108
CH	3	83	170	62	97	415
CS						0
D	22	116	63	8	31	240
DK		16	12		3	31
E	9	12	12	7	4	44
FI	1	1	2		5	9
F	13	189	600	432	276	1510
GB	15	142	69	5	61	292
GR	3	7		2	3	15
HU						0
I	20	70	61	33	17	201
N	1	12	4		4	21
NL	6	32	35	1	8	82
PL		2				2
P		3	4		2	9
S	3	17	13		8	41
NMS	8	3	1		1	13
Totals	105	777	1104	553	539	3078

Figure 10: Staff by Nationality and Professional Category - 31.12.1992

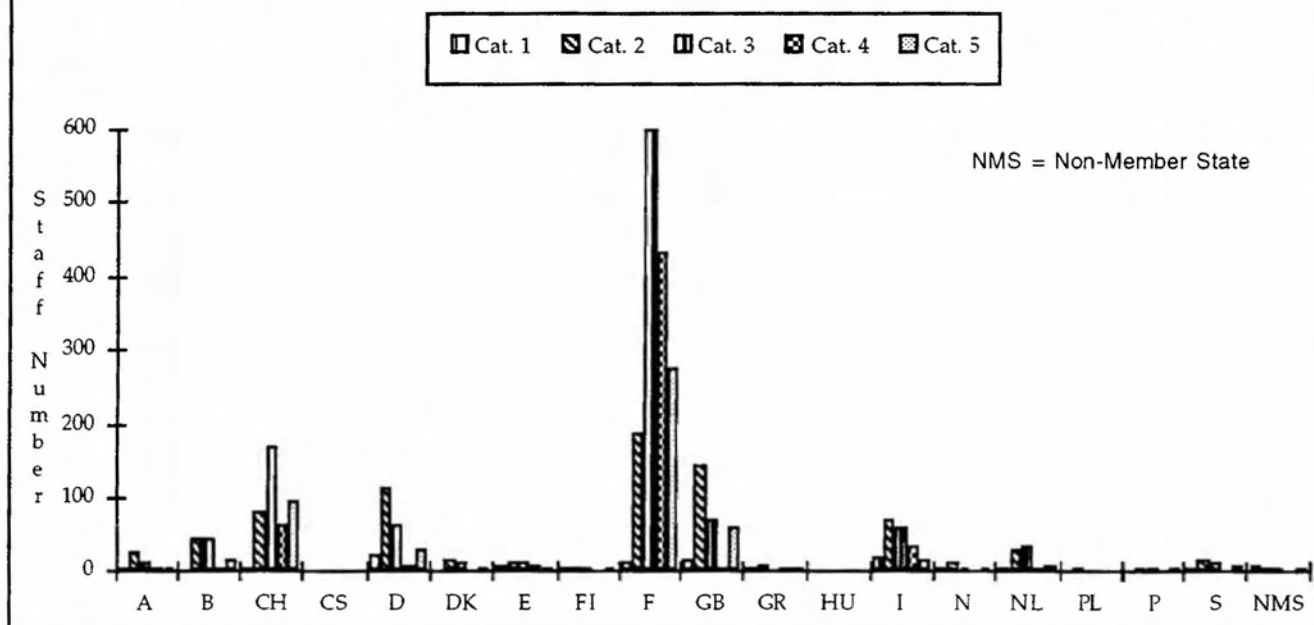


Table 11 - Staff by Age Range and Professional Category - 31.12.1992

Age Range	Cat. 1 No.	Cat. 2 No.	Cat. 3 No.	Cat. 4 No.	Cat. 5 No.	Totals	
						No.	%
61-65	11	48	30	27	24	140	4.5
56-60	15	131	208	109	81	544	17.7
51-55	10	201	313	156	129	809	26.3
46-50	8	156	206	99	144	613	19.9
41-45	7	73	138	83	75	376	12.2
36-40	21	49	64	39	33	206	6.7
31-35	25	74	69	29	27	224	7.3
26-30	8	40	60	9	20	137	4.5
19-25		5	16	2	6	29	0.9
Totals	105	777	1104	553	539	3078	100
Average Age	44.2	48.1	48.2	49.5	48.4	48.3	

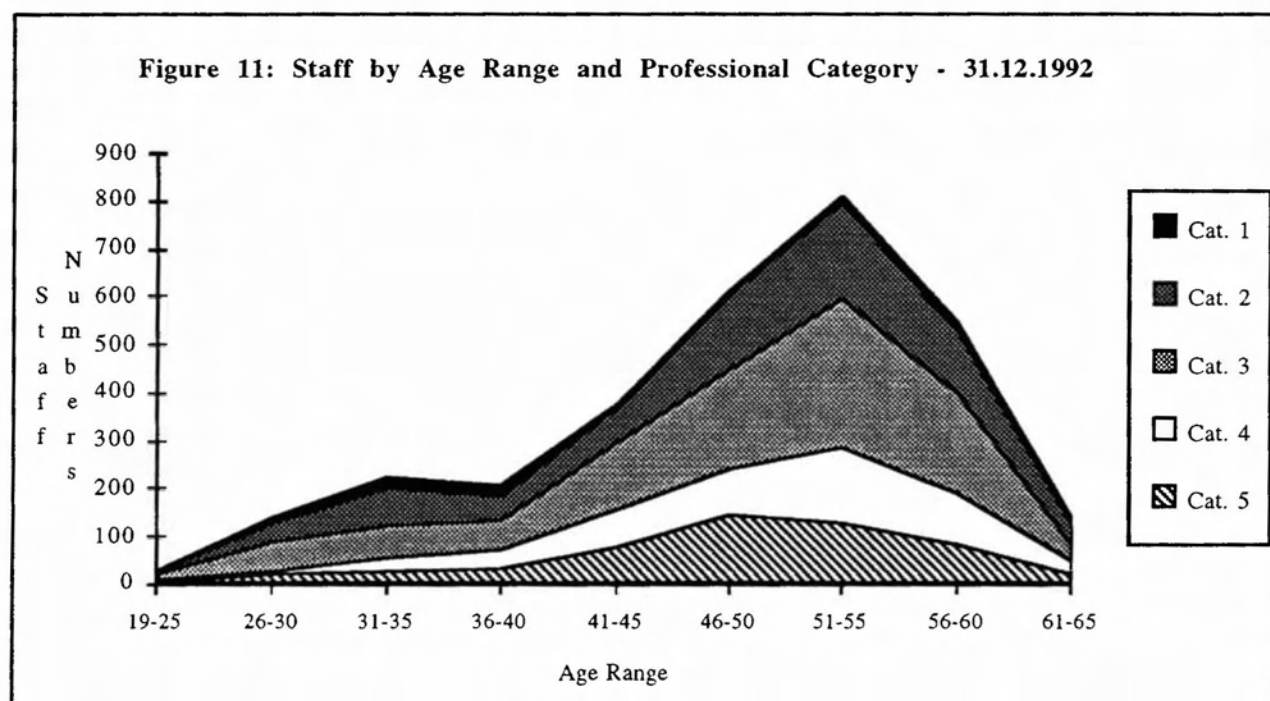
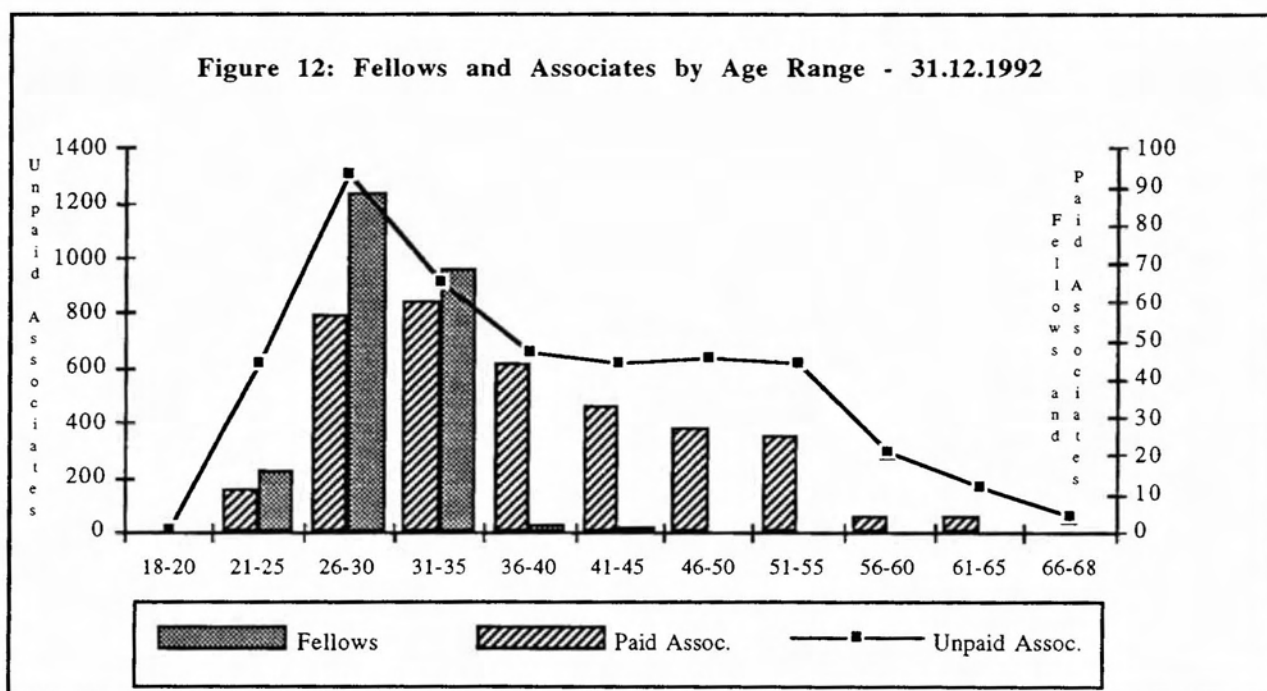


Table 12 - Fellows and Associates by Age Range - 31.12.1992

Age Range	Fellows		Paid Associates		Total F & PA		Unpaid Assoc.		Totals	
	No.	%	No.	%	No.	%	No.	%	No.	%
66-68					0		61	1.0	61	1.0
61-65			4	1.5	4	0.9	162	2.7	166	2.6
56-60			4	1.5	4	0.9	293	5.0	297	4.7
51-55			25	9.4	25	5.7	620	10.5	645	10.2
46-50			27	10.2	27	6.1	635	10.8	662	10.5
41-45	1	0.6	33	12.5	34	7.7	618	10.5	652	10.3
36-40	2	1.1	44	16.6	46	10.4	659	11.2	705	11.1
31-35	69	39.2	60	22.6	129	29.3	911	15.5	1040	16.4
26-30	88	50.0	57	21.5	145	32.9	1307	22.2	1452	22.9
21-25	16	9.1	11	4.2	27	6.1	615	10.4	642	10.1
18-20							10	0.2	10	0.2
Totals	176	100	265	100	441	100	5891	100	6332	100

Figure 12: Fellows and Associates by Age Range - 31.12.1992



**Table 13 - Average Age by Professional Category, Status and Type of Contract
31.12.1992**

Status	Contract	Professional Category					Totals
		1	2	3	4	5	
Staff Members	Time-Limited	36.39	31.14	28.86	30.06	34.67	31.88
	Indefinite	53.02	50.49	50.14	50.06	49.83	50.21
Fellows	Time-Limited	30.8	27.8				29.7
Paid Associates	Time-Limited	37.96	37.58	43.15	29.00	35.22	37.98
Unpaid Associates	Time-Limited	37.71	39.89	42.02	41.92	41.80	38.56

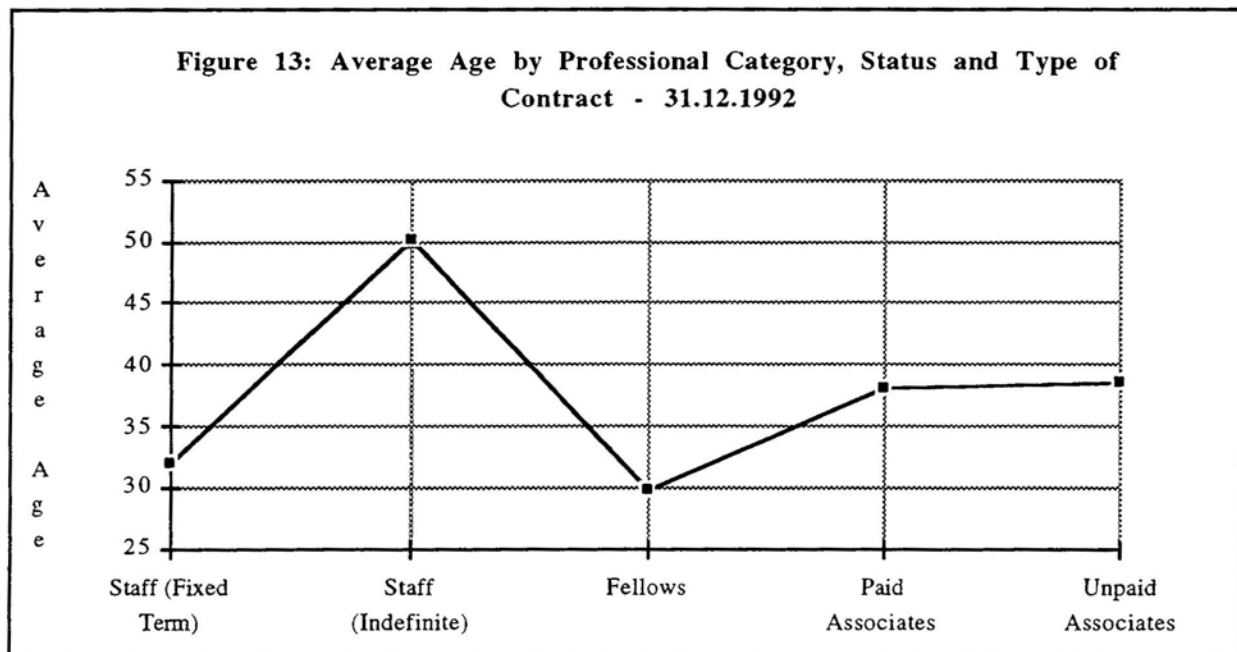


Table 14 - Staff by Professional Category and Years of Service-31.12.1992

Completed years of service in 1993	Professional Category					Total	
	1	2	3	4	5	No.	%
≥35	4	16	39	10	17	86	2.79
30-34	10	75	136	51	42	314	10.20
25-29	8	211	331	134	100	784	25.47
20-24	7	180	258	172	137	754	24.50
15-19	4	92	136	79	65	376	12.22
10-14	7	43	71	78	111	310	10.07
5-9	10	89	64	21	31	215	6.99
0-4	55	71	69	8	36	239	7.76
Totals	105	777	1104	553	539	3078	100

Figure 14: Average Years of Service of Staff by Professional Category - 31.12.1992

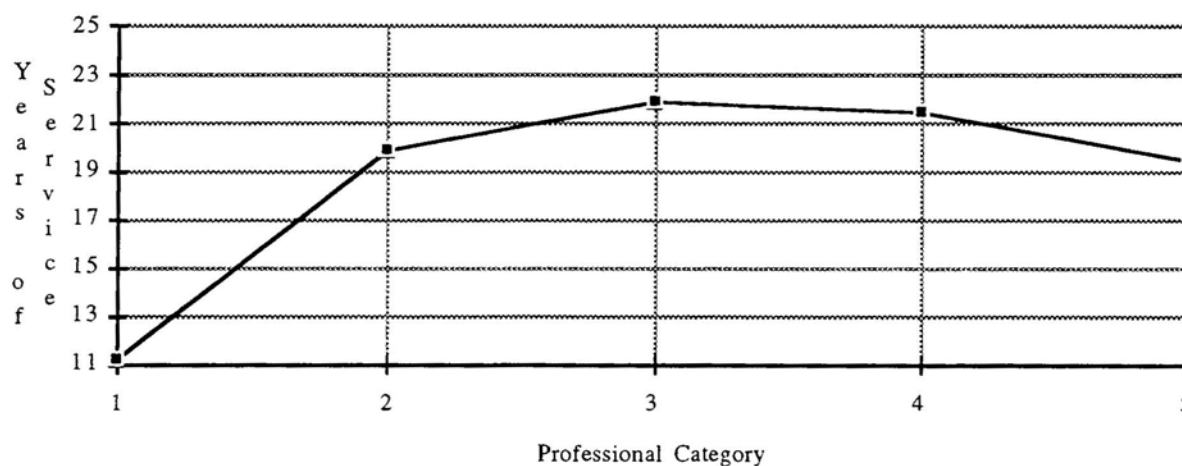


Table 15 - Selected Staff Candidates by Nationality - 1992

		Nationality																			Totals
		A	B	CH	CS	D	DK	E	FI	F	GB	GR	HU	I	N	NL	PL	P	S	NMS	
Invited	Internal*	1	1	1		1				17	1			1		1			1		25
	External	7	42	35		34	21	30	27	88	80	3		52	14	36	8	17	14	2	510
Appeared	Internal*	1	1	1		1				17	1			1		1			1		25
	External	7	30	23		27	16	23	22	76	60	3		45	14	28	7	15	13	2	411
Selected	Internal*	1	1							9				1					1		13
	External	1	12	4		7	2	6	2	15	8	1		7	3	7	2	3	1	2	83

*Internal means: internal mobility resulting from published vacancies notices.

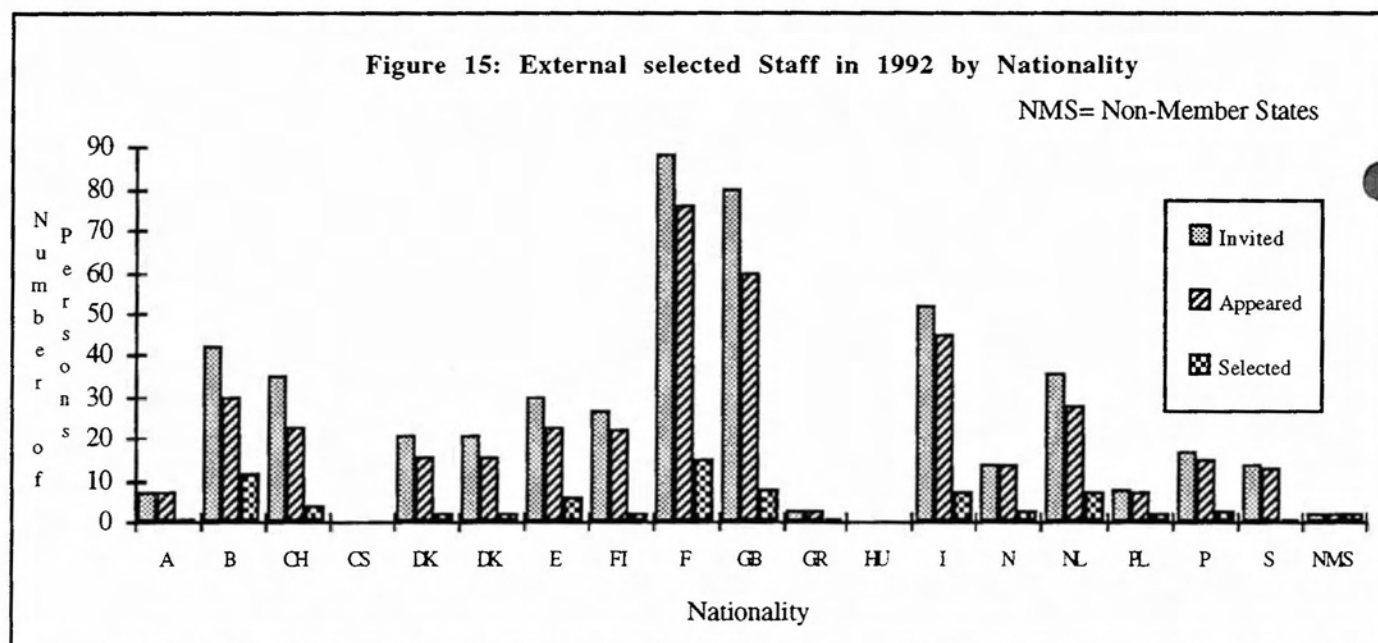


Table 16 - Selected Staff Candidates by Professional Category - 1992

	Professional Category					Totals
	1	2	3	4	5	
Internal		1	1	2	9	13
External	13	27	28	3	12	83
Totals	13	28	29	5	21	96

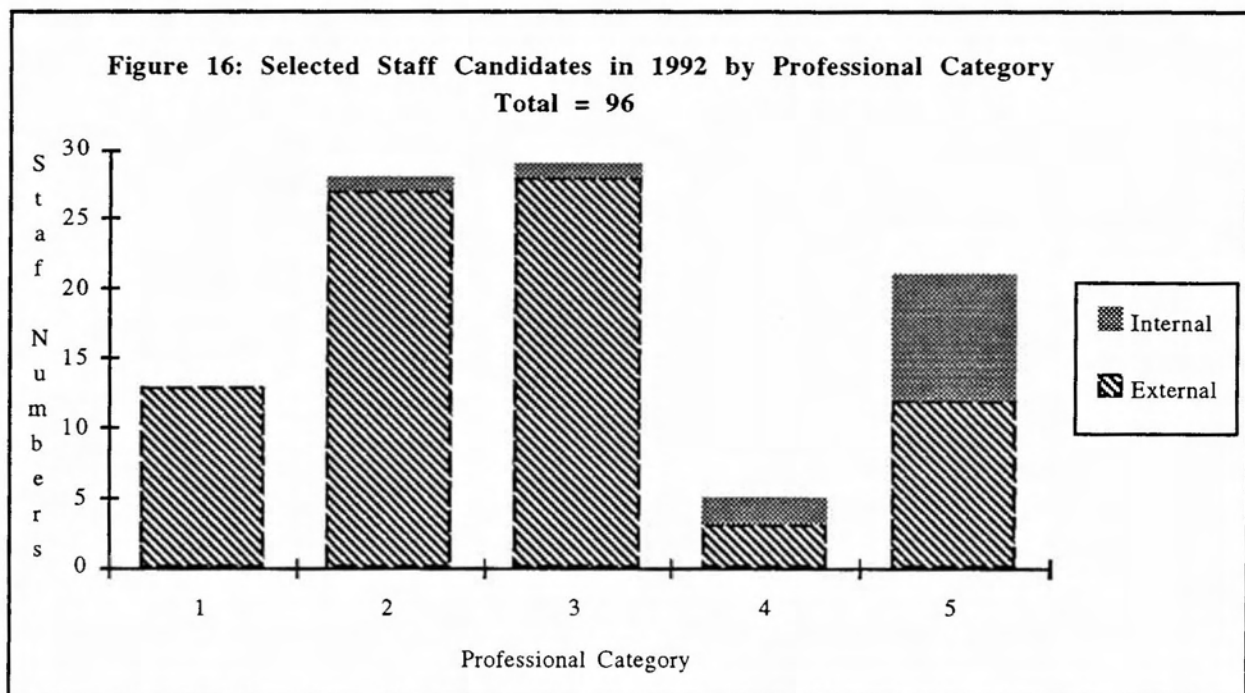


Table 17 - Selected Fellows by Nationality - 1992

	Nationality																		Totals
	A	B	CH	CS	D	DK	E	FI	F	GB	GR	HU	I	N	NL	PL	P	S	
Applications Received	5	8	8	3	64	1	27	22	38	66	19		55	12	19	12	8	20	387
Candidates Selected	1		3	1	16		4	3	9	13	4		9	3	3	2	2	5	78

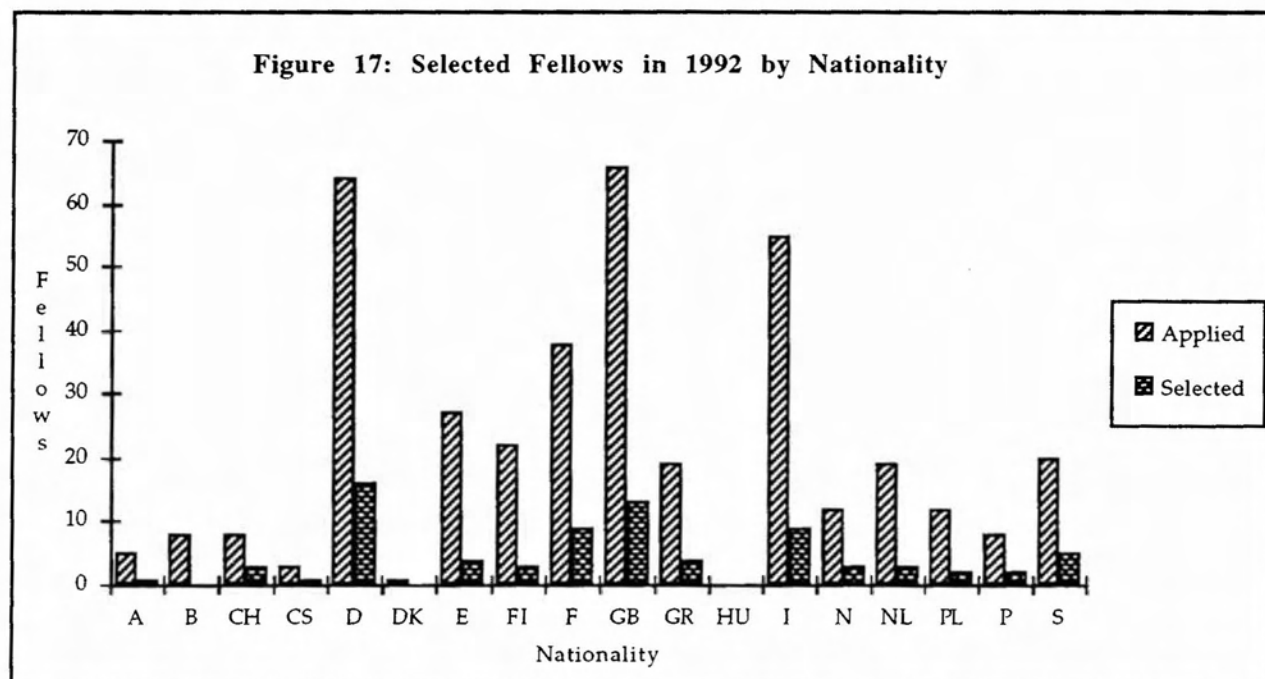


Table 18 - Staff Departures in 1992 by Professional Category, Type of Contract and Reason for Leaving

Reason	Category 1		Category 2		Category 3		Category 4		Category 5		Totals		Grand Total
	Time Indef-Lmtd	inite	Time Indef-Lmtd	inite	Time Indef-Lmtd	inite	Time Indef-Lmtd	inite	Time Indef-Lmtd	inite	Time Indef-Lmtd	inite	
Resignation	1	0	1	1	2	0	0	0	1	1	5	2	7
Early Departure or Suppression of Post	0	0	0	2	0	4	0	2	1	1	1	9	10
1990 Special Departures	0	0	0	13	0	47	0	34	0	16	0	110	110
Contract Expiration	13		2		2		0		2		19		19
Retirement	0	2	0	2	0	3	0	7	0	5	0	19	19
Health	0	0	0	0	0	4	0	1	0	1	0	6	6
Death	0	0	0	0	0	0	0	2	0	1	0	3	3
Totals	14	2	3	18	4	58	0	46	4	25	25	149	174

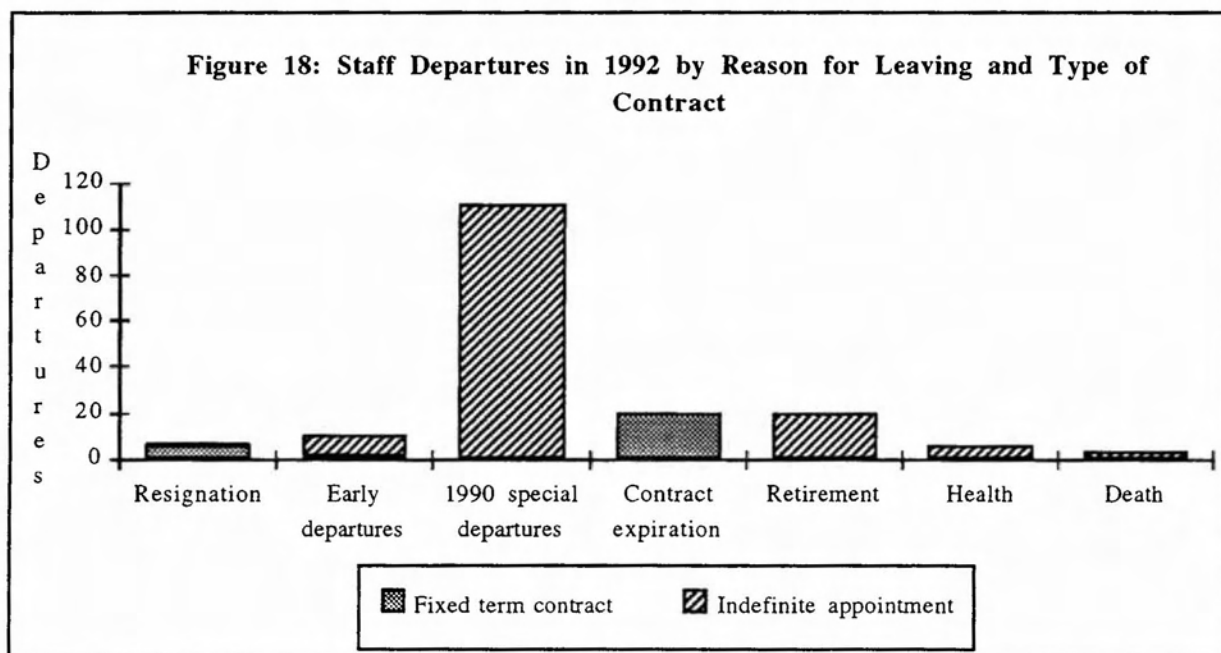


Table 19 - Staff Departures in 1992 by Residential Category and Nationality

Nationality	Non-Resident	Resident	Totals
A	2		2
B	3		3
CH	20	21	41
CS			0
D	15	1	16
DK			0
E	3		3
FI	1		1
F	44	33	77
GB	8		8
GR			0
HU			0
I	9	2	11
N			0
NL	7		7
PL			0
P	1		1
S	3		3
Non-Member State	1		1
Totals	117	57	174

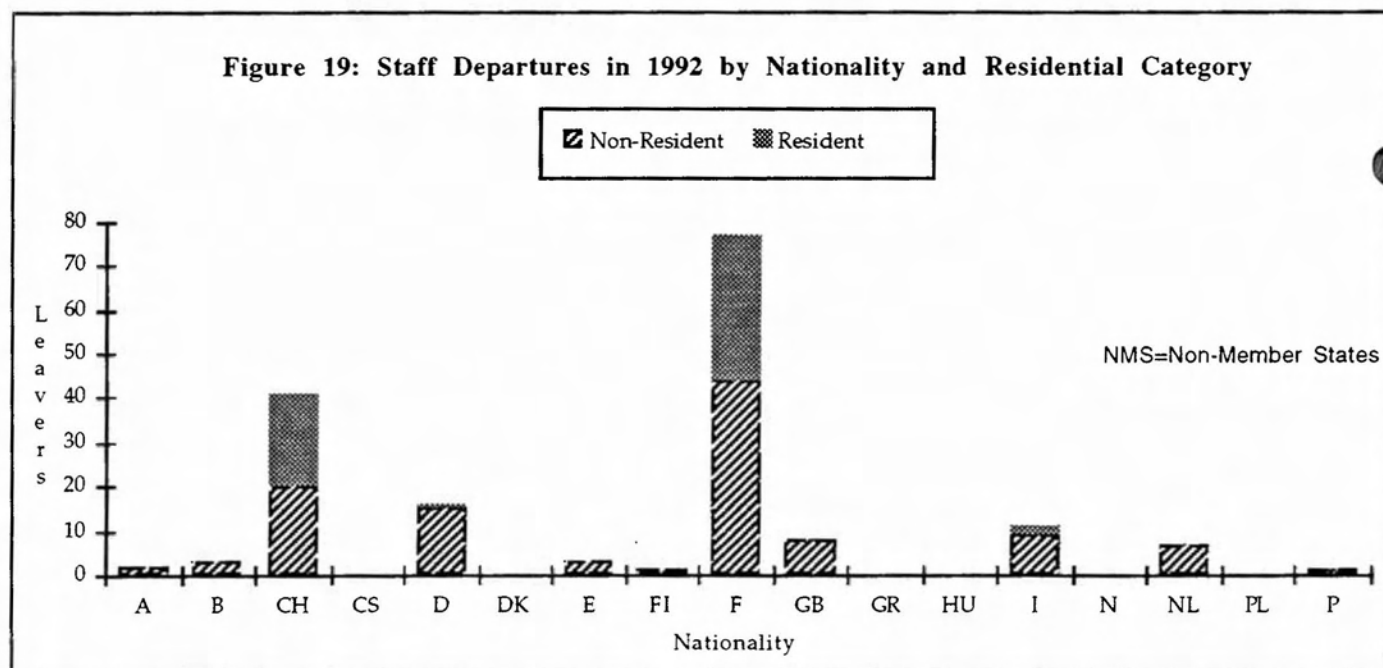
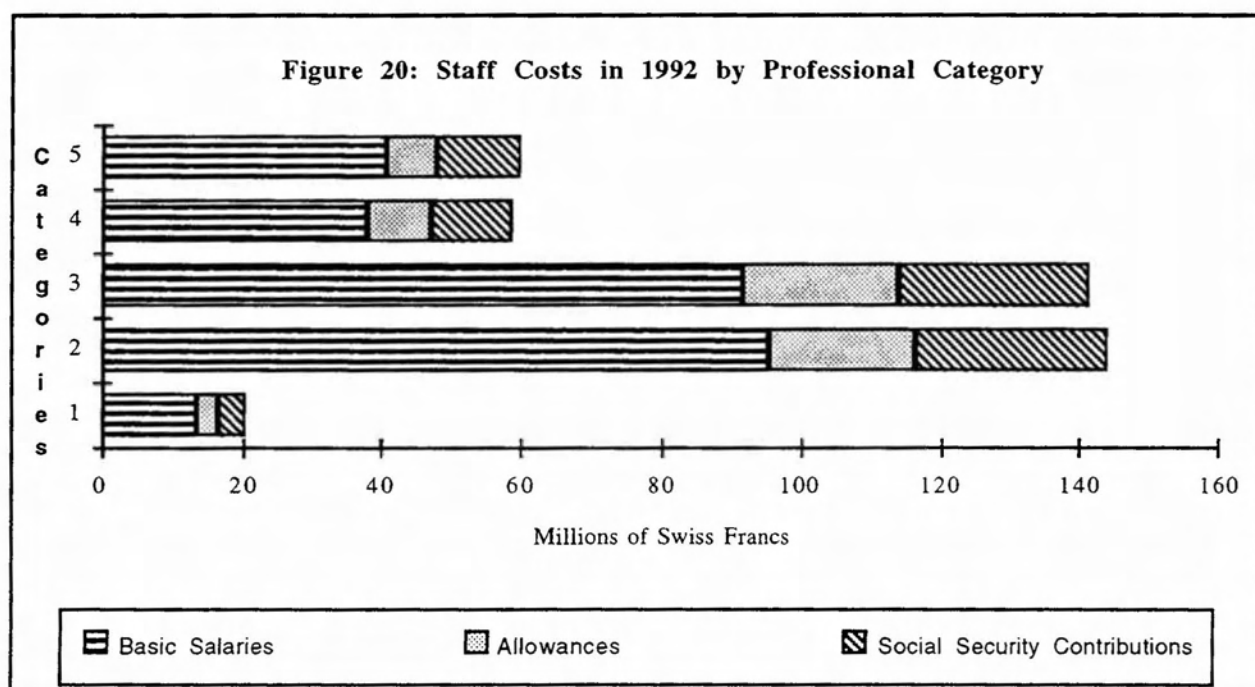


Table 20 - Staff costs in 1992 by Professional Category

Professional Category	Basic Salaries (MSF)	Allowances (MSF)	Social Security Contributions (MSF)	Totals (MSF)
1	13.530	2.995	3.982	20.507
2	95.384	21.040	27.740	144.164
3	91.714	22.424	27.309	141.447
4	37.953	9.195	11.551	58.699
5	40.462	7.395	12.098	59.955
Unattributable Payments :				
Pension Fund				35.734
Departure Indemnities				8.502
Totals	279.043	63.049	82.680	469.008



**Table 21 - Average Basic Salary, Total Remuneration and Total Cost
in 1992 by Professional Category**

Professional Category	Average Basic Salaries (CHF/year)	Average Total Remuneration (CHF/year)	Average Total Cost (CHF/year)
1	125,891	153,765	197,498
2	125,927	153,705	192,903
3	83,066	103,376	130,701
4	66,944	83,147	105,668
5	82,152	97,181	125,312
All Categories	92,139	112,958	143,066
Total Remuneration = Basic salaries + family, child, non-resident, education and other allowances.			
Total Cost = Total remuneration + CERN social security contributions + departure indemnities.			

