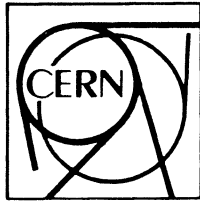


BULLETIN ASSOCIATION DU PERSONNEL

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



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STAFF ASSOCIATION

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

TRAINING AND EDUCATION AT CERN IN 1990

The Staff Association is very concerned by **staff training and education at CERN**, and therefore considers it **useful to inform you of recent decisions taken by the Management** on this matter.

Training at CERN covers four large areas: academic (scientific), technical, management and language training. These four areas are supervised by the Joint Training Board (JTB), which has Management and Staff Association representatives.

At the end of last year, the **Joint Training Board** presented its **training plan for 1990 to the Standing Concertation Committee (CCP)**.

Among other things, this plan included an analysis of training programmes in 1988/89, a work programme for the JTB in 1990 and a set of recommendations for 1990.

The JTB's recommendations are important for all of you

and we think it would be helpful to repeat them here.

The JTB noted that *"the technologies which are fundamental to CERN's technical excellence are fast-changing"*. It therefore recommended that

R1 *Starting in 1989/90, a special effort should be made to develop training in these new technological fields (cryogenics, electronics, information sciences and controls, modern office automation and administrative and management methods), in addition to the existing courses and seminars in the Technical Training Programme.*

These "additional courses and the numbers of potential participants need to be defined by the Divisions in collaboration with the appropriate training bodies".

Furthermore, the JTB considered that *"total resources given to formal training (time, effort, budget) are too low for the needs of the Organisation"*. It therefore recommended that:

R2 *The average time spent on training per staff member each year should be increased from the present figure of 3.4 days to at least 5 days. This should be the objective for 1990, for all CERN staff including management.*

The JTB pointed out that "typical figures for firms/companies at the forefront of technology are 12-20 days training per year averaged over all staff" and that its recommendation was only a "first step".

The JTB also recommended that:

R3 *There should be specific allocations for training in the planning and accounting of manpower and money.*

Emphasising that "training should be seen as an integral part of career structure", the JTB thus recommended that:

R4 *Supervisors should encourage training of their staff and should also support training at the initiative of the staff member. Divisional policy should support Supervisors and Divisional Training Officers in promoting this positive approach to the development of their staff.*

Finally, noting that "training techniques evolve" and that "open learning centres are one of the modern tools being increasingly used in comparable organisations", the JTB recommended that:

R5 *CERN should invest 100KSF and 1 man-year in a pilot project in new learning technologies.*

These recommendations were approved by the CCP on 7 November last year and the JTB's report was approved by the Directorate and the Management Board at the beginning of December.

All the above measures should have a positive effect on training at CERN and direct consequences for you all.

The Staff Association therefore urges you to make the most of the opportunities offered to you to improve and extend your professional qualifications through the approved recommendations R2 and R4.

ELECTIONS

A LA COMMISSION DU FONDS D'ENTRAIDE

Comme chaque année la Commission du Fonds d'Entraide doit procéder au renouvellement d'une partie de ses membres.

Conformément à l'article 6 du Règlement du Fonds d'Entraide, 3 membres de la Commission 1989 sont démissionnaires, et doivent être remplacés.

Tout membre du personnel est éligible. Si vous êtes prêt(e) à consacrer environ 2 heures par mois de votre temps de travail pour aider vos collègues, n'hésitez pas à vous joindre à cette Commission autonome et prête à l'écoute.

Les candidatures doivent être déposées avant le **7 mars 1990**.

Pour cela, vous demandez un formulaire à B. Halvarsson/LEP Ø2973, 3739, 4235, M. Jun/FI - Ø3626, C. Lestienne/EP Ø3534. Ils pourront vous donner de plus amples renseignements, et vous adresser une copie du Règlement du Fonds d'Entraide.

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 NOM, Prénom :
 Division : Ø

ELECTIONS

TO THE BOARD OF THE MUTUAL AID FUND

Every year the Board of the Mutual Aid Fund has to replace a proportion of its members.

In accordance with Article 6 of the Fund's General Regulations, three members are retiring from the Board this year, and have to be replaced.

All members of the CERN personnel are eligible. If you are prepared to devote about two hours a month during working hours to assist your colleagues, do not hesitate to join this self-governing Board, whose principal task is to listen.

Candidates must announce their intention to stand for election by **7 march 1990**. Forms for this purpose may be obtained from B. Halvarsson/LEP Ø2973, 3739, 4235, M. Jun/FI - Ø3626, C. Lestienne/EP Ø3534. who will also be pleased to provide further information and send you a copy of the Fund's General Regulations.

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 Name, Surname :
 Division : Ø

CLUBS

RUGBY

Le Comité du Rugby Club organise son repas dansant le **samedi 17 février**, à la Salle Jean Monnet, à St. Genis.

Cette soirée sera animée par l'accordéoniste **Momo LARCANGE**, son orchestre, ses chanteurs, dans un festival de musette et de variétés !

De plus vous aurez le plaisir d'apprécier la classe de la la jeune **Dominique EMORINE, 14 ans**, la plus jeune vice-championne du monde, la petite fée de l'accordéon. **Jean-Michel SONNERAT** de Pringy qui fait partie des "*jeunes prodiges de l'accordéon*" sera là aussi.