



RESCO

At its meeting on 2 and 3 July 1979, the RESCO Working Group approved the proposed modifications to the Staff Rules and Regulations without financial implications. These had been the subject of earlier discussions, and the staff were informed at the time (see Bulletin No. 20/79). As to those with significant financial consequences, no final decision has yet been reached, after laborious discussions, but at least there is a compromise solution on the new salary scales and social conditions, the financing and/or timing of their application being left to the Finance Committee.

Salary scales

Adoption of the new scale aligned with that of the Services Industriels de Genève for grades 2 to 6 and resulting in the following changes :

- 18% increase for grade 2
- 14% for grade 3
- 13% increase for grade 4
- 9% increase for grade 5
- 2% increase for grade 6
- no change for grades 7 to 11
- for grades 12 to 14, salaries frozen until the new scale catches up with the present level, the new scale showing decreases of
 - 3% for grade 12
 - 6% for grade 13
 - 10% for grade 14.

However, to avoid the erosion of pensions for these higher grades, pending the review of pensions due within 2 years, the RESCO Working Group has under consideration a proposal that members of the personnel concerned should be allowed to supplement their contributions to the Staff Insurance Scheme in order to reach the benefits level to which they would have been entitled had their salary received the indexation decided by Council for their grade.

Family allowances

Increased by 20%.

Education grant

The reimbursement of these expenses was severely criticized by Delegations, and the Management was requested to prepare a new document taking account of their strictures.

Salary index

Automatic application was ruled out, the Finance Committee remaining at liberty to decide.

Non-resident allowance

The criterion in future for newly-recruited staff will be that of expatriation : this means that new arrivals who are nationals of the Host States will be excluded.

Unemployment

Pending an overall solution, i.e. each Member State assuming the responsibility for its own nationals who are unemployed, the Organization will pay unemployment benefit on the basis of the Swiss system.

Pensions

Creation of a sub-group with the following terms of reference :

1. to compare CERN pension levels, both percentage and absolute, with those of the Co-ordinated Organizations and the European Communities ;
2. to investigate the incidence of taxation on CERN pensions and possible solutions (based on the above comparison) ;
3. to investigate the question of the payment of family allowances to beneficiaries of the CERN Staff Insurance Scheme.

This sub-group is to complete its work by the end of the year.

44 hours

The CERN proposal, as already presented to those concerned, was approved.

Shift work

To be discussed again in September.

At the next meeting, to be held on 17 September 1979, it is hoped to cover all points and reach final recommendations, which will be submitted to the Finance Committee at its meetings in November and December.