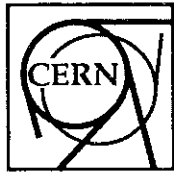


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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.

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STAFF MEMBERS, THIS CONCERNS YOU!

Within the framework of the new merit-oriented advancement policy based on career paths, each of you will be placed in a path: the designation is now in progress and we would like to draw your attention here to some specific points.

First of all we wish to remind you of the main objectives of this new system which are that staff:

- *will have new means of motivation¹;*
- *will have a clearer view of their career prospects and how decisions are taken;*
- *will be awarded advancement which takes greater account of personal merit;*
- *will continue to have career prospects for as long as possible during their CERN service.²*

We would also remind you that the Staff Rules and Regulations were modified as from the 1st of August of this year; these Rules and Regulations are the laws which regulate our work and it is important that you should be familiar with them; if you do not have already a copy then your Divisional Secretariat can provide you with one.

The general definition of career paths is given in Annex RC1, based on the level of your major functions. The educational requirements at the time of recruitment (at the beginning of a career, we will come back to this later) are also indicated there.

The current exercise, as mentioned above, is the initial designation of career paths: this procedure is well separated from those concerning advancement and future changes of career paths, which will take place from January to June each year, to take effect from the 1st of July.

This initial designation must be carried out according to INSTRUCTIONS FOR THE DESIGNATION OF CAREER PATHS TO PRESENT STAFF MEMBERS, approved on the 3rd of October by the Director General; this document is important for you: it also can be obtained from your Divisional Secretariat. We recall here certain extracts, together with some comments.

§13 *Staff in Categories 1, 2 and 5a will be placed in career paths VII, VIII, or IX [...]*

§14 *Staff in Categories 3 and 5b will be placed in career paths IV, V or VI [...]*

§15 *Staff in Categories 4 and 5c will be placed in career paths I, II, III or IV [...]*

We have no comments, other than to specify that the categories mentioned are "professional categories" (the first digit in your job code).

The designation to a career path must proceed in four stages (§9) :

¹see A Merit-Oriented Advancement Policy Based On Career Paths (CERN/CC/1858-CERN/FC/3430, dated 21 May 1991, page 2.

²letter from the Director General to CERN Staff Members, dated 19 September 1991.

1st phase

"In a first phase, Personnel Division will make a provisional indication of a career path for each staff member" using certain instructions; we would like to point out two important aspects of this phase:

- **this designation is provisional**, i.e. it can be changed;
- in certain cases your age when you were last promoted is taken into consideration¹; the Staff Association was not in favour of such a criterion which is largely arbitrary, and it succeeded in obtaining agreement that the criterion of age would be used **for the provisional designation only (§12)**, this means that in the following designation phases, **the age at the time of the last promotion must no longer be taken into consideration**; it must not even be mentioned; if it is mentioned to your disadvantage, protest and let us know!

2nd phase

"In a second phase, the divisions will examine these provisional indications and either endorse them or make alternative proposals" according to certain guidelines in the document.

According to the information we requested and obtained in the Standing Concertation Committee meeting on the 12th November, we had by that time already entered this second phase.

3rd phase

"In a third phase, Personnel Division will consider alternative proposals by the divisions, with a view to ensuring a treatment across CERN that is as objective and as uniform as possible. [...]"

In fact, it seems that this examination and the reactions of Personnel Division to the proposals from the divisions have already started in some cases; according to some information we have received, unforeseen, and unacceptable, elements are being taken into consideration:

- **reference to "quota"** in the designation of a career path: this is completely against the aim of the exercise, the objective which is to place each person in the path to which he/she belongs according to the new Staff Rules and Regulations in force; there is absolutely no mention of quota in the designation criteria;
- **exigence of new diplomas** for technicians employed at CERN for 20 years or longer; this is contrary to the criteria in the above-mentioned document (§12):
"While educational qualifications almost completely determine the appropriate career path for newly recruited staff, they are less useful indicators for staff with long experience, which is the case for the majority of the present CERN staff."

Individual interview

"In this phase at the latest, each staff member will have a discussion with his supervisor so that the latter may explain the career path designation proposed and the reasons of the proposal. In case of disagreement, the staff member shall indicate which career path he considers more appropriate and why. If so wished, the staff member may ask that the points made during the discussion be put in writing under the signature of the Division Leader, of which a copy will be placed in the personal administrative file."

¹ in principle, your age at the time when your post was recognised at its last grade

It was the Staff Association which insisted that such an interview should take place: it seemed to us useful and normal that you should have the opportunity to discuss with your supervisor **before the final decision concerning you is taken**: you can then explain your point of view and expose your arguments if you consider that the career path envisaged does not correspond to your situation.

Some supervisors have started the personal interviews before the third phase; this is not only permitted, but encouraged by the Instructions.

4th phase

"In a final phase, each division will concert with Personnel Division to reach agreement on proposals. Situations requiring a clarification of application of the instructions will be submitted for the opinion of the "MOAS" Working Group constituted for this exercise as "Career Path Advisory Commission". [...]"

The Staff Association has written to the Head of the Personnel Division with a request to be informed of the start of this final phase.

The Career Path Advisory Commission which was created on the request of the Staff Association, must examine especially collective problems, concerning particular categories or services.

We have already been informed about difficulties in the designation of career paths to a particular Service at CERN, and we have asked the Commission to look into this situation.

Do not hesitate to contact us if you encounter any difficulties, we will intervene.
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**INFORMATION AUX MEMBRES DU PERSONNEL NON-FRANCAIS DU CERN
QUI A TRAVAILLE EN FRANCE AVANT D'ENTRER AU CERN**

La réunion organisée par le Groupement des Français du CERN le **mercredi 4 décembre 1991, à 13h.30** dans l'Amphithéâtre du Bâtiment Principal (voir article page V de l'Association, à l'intérieur de ce Bulletin) peut aussi présenter de l'intérêt pour vous et vous y êtes invités.

COLLECTE EN FAVEUR DE LA CROIX ROUGE CROATE

Nous avons reçu une lettre de remerciements de l'Institut Ruder Bošković qui s'adresse à tous ceux au CERN et parmi les scientifiques croates aux Etats-Unis qui ont permis, par leur contribution, l'envoi en Croatie de quatre tonnes et demie de médicaments.

COLLECTION FOR THE CROATIAN RED CROSS

We have received a letter of thanks from the Ruder Bošković Institute addressed to all at CERN and to those Croatian Scientists in the United States of America, who by their contributions, allowed four and a half tons of medical supplies to be sent to Croatia.

FETE DE NOEL DES ENFANTS

La séance récréative à l'occasion de NOEL aura lieu cette année le:

SAMEDI 14 DECEMBRE 1991, à 14h15
Amphithéâtre du Bâtiment Principal

L'Association du Personnel en collaboration avec l'Administration a le plaisir d'y inviter les enfants du Personnel du CERN, nés durant les années 1984-1985-1986.

Les parents des enfants concernés recevront prochainement une invitation à cet effet.

Nous demandons aux personnes désireuses d'aider au déroulement de cette manifestation de bien vouloir se faire connaître auprès du Secrétariat de l'Association du Personnel - Tél. 2819.



CHILDREN'S CHRISTMAS PARTY

The Christmas party will take place this year on:

SATURDAY 14 DECEMBER 1991, 2.15 p.m.
Main Auditorium -

The Staff Association with the cooperation of the Administration, is pleased to invite all children of CERN staff born 1984-1985-1986.

The parents of the children concerned, will shortly receive an invitation.

We would ask anyone interested in helping to make this affair a success to contact the Staff Association - Tel. 2819.

ASSOCIATION DU PERSONNEL
49/91-02.12.91

GROUPEMENT DES FRANCAIS DU CERN

Notre Bulletin "Spécial Retraite" a suscité un vif intérêt parmi nos adhérents.

Comme nous l'avions mentionné nous invitons tous nos adhérents à une

REUNION D'INFORMATION

MERCREDI 4 DECEMBRE 1991, à 13h.30
Amphithéâtre du Bâtiment Principal

Madame RAMON, déléguée de la Caisse Nationale d'Assurance Vieillesse (CNAV), sera présente pour répondre à vos questions.

Des documents et formulaires seront à votre disposition après la réunion.

Pour ceux qui **souhaiteraient adhérer au Groupement des Français** des bulletins d'adhésion seront à votre disposition.

GROUPEMENT DES ANCIENS DU CERN

La prochaine permanence du Groupement des Anciens du CERN se tiendra le :

MARDI 3 DECEMBRE , de 14h.00 à 17h.00
dans les locaux de l'Association du Personnel
Bâtiment 64 R-002

COLLECTES A LONG TERME

**Vente d'Artisanat de divers pays,
au profit des projets des collectes à
long terme**

du lundi 2 au vendredi 6 décembre 1991
Hall du Bâtiment Principal