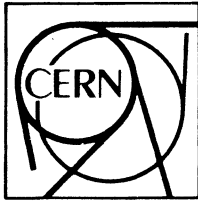


BULLETIN ASSOCIATION DU PERSONNEL

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



☎ 2819 - 4224

STAFF ASSOCIATION

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

WHAT PROGRESS WITH THE FIVE-YEARLY SALARY REVIEW ?

We reported on the **salary review which TRACE** now has in hand in N°s 37/89 (11 September 1989) [*"The new five-yearly salary review is under way"*] and 43/89 (23 October 1989) [The five-yearly salary review is not yet complete!].

The latest news we were able to give you referred to the **2nd meeting of TRACE**, on 10 October 1989, during which, as agreed at its June meeting, the committee was to *"take into account the adjustments ... proposed by the ... Management"*.

In the absence of any proposal from the Management, the October meeting dealt with a deeper examination of additional information on the factors which must be taken into account in the review, as mentioned in our previous articles.

TRACE held its third meeting on 11 December, when the Management submitted a document (CERN/TRACE/9 dated 5 December) entitled *"FIVE-YEARLY REVIEW OF CERN SALARIES -- PROPOSAL BY CERN MANAGEMENT"*. Here, the Management summarised the results of the examination and **submitted the proposal below**:

"A preliminary report on personnel policy has already been issued, CERN/CC/1736 - CERN/FC/3225[dated 14 April 1989]... It has been suggested that three essential dimensions in the area of remuneration should be studied:

- Salaries - Different proposals were made to modify the current system essentially based on seniority() into a scheme encouraging the reward of personal merit.*

- Allowances and indemnities

- Reference basis

"Work has started on the above mentioned studies, using expertise of CERN staff complemented where appropriate by specialised external consultants" ...

"The five-yearly review of salaries coincides this year with the definition of a new remuneration policy. The Management considers that the results of the five-yearly salary review should be taken into account within the framework of this new policy. Therefore the Management will send its proposals concerning the results of the review to TRACE in the first half of 1990. By that time the elaboration of the new remuneration policy should have made enough progress to enable the two subjects to be approached in a coherent manner."

(*) Association obviously disagrees with this presentation of the current system: everyone at CERN knows that promotions are based on merit.

During the TRACE meeting **several Member State delegations pointed out that this proposal tended to go beyond the exact terms of reference** given to TRACE by the CERN Council. **The Association, for its part, stated that:**

... the Management's proposal does not lie within the precise terms of reference given by the Council. It actually means stopping the current exercise and going on to another. Moreover, the vague time table put forward by the Management once again postpones its proposals for salary adjustments sine die..

The Association therefore asked:

" ... for the Management to adhere to the terms of reference given by the Council and submit proposals for adjusting the salary scales at the next TRACE meeting in March at the latest."

TRACE followed up this point of view in its "PROGRESS REPORT TO COUNCIL", CERN/1782 -CERN/FC/3263 dated 11 December:

"The Committee discussed a procedural proposal by Management to postpone the presentation of proposed amendments to CERN salaries and allowances, pending the elaboration of a new remuneration policy ... It decided however to ask the Management to present its proposals for adjustments to TRACE in March 1990, in accordance with the present mandate, taking account as far as possible of any elements of the new policy which may concern the current salary review."

The Association had still not heard of any Management proposals for adjustment at the time of writing. With regard to the **drawing up of a new staff policy (career paths, adjusted advancement, performance assessment, etc.)**, it should be pointed out that last December the Management set up a new working group responsible for drawing up internal proposals. It comprises three Division Leaders, G. Michel, H. Wenninger and D.O. Williams, the President of the Association, H. Piney, a Vice-President, H. Atherton, and two members of the Personnel Division, J. Cuthbert and Y. Pillier. **This group met for the first time two weeks ago, on 17 January. The next TRACE meeting is scheduled for 5 March.**

Let us remind you once again that all the components of this review point in the same direction: an increase in salaries.

NOUVEL AN CHINOIS 1990

CONCERT

Nous tenons à remercier les scientifiques chinois du CERN pour le concert qu'ils ont organisé le 29 janvier dernier et qui a obtenu un très grand succès.

Nous remercions MM. LIU Keqing, CHEN Guixian, LIU Yue, WU Shuching pour la qualité de l'interprétation des oeuvres qu'ils nous ont présentées.

REMERCIEMENTS

TRADITIONNELLE VENTE DU MIMOSA

du vendredi 26 janvier 1990
Hall des Restaurants No.1 et 2.

Chaque année, nous avons le plaisir de vous vendre cette merveilleuse fleur du Midi en faveur de toutes les organisations s'occupant d'enfants, sans distinction de nationalité.

Grâce à votre accueil chaleureux, c'est avec plaisir que nous venons partager ces moments avec vous et nous vous remercions de tout coeur pour votre générosité.

A l'année prochaine.

Association des Familles Monoparentales

CREDIT SOCIAL DES FONCTIONNAIRES

Prochaine permanence du Crédit Social des Fonctionnaires :

vendredi 02 février 1990, de 14h.00 à 16h.00

Salle d'Entretien de l'Association du Personnel
Bât.64 - R-002

Pour prendre rendez-vous, ☎2819.

GROUPEMENT DES ANCIENS DU CERN

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

MARDI 6 FEVRIER 1990, de 14h.00 à 17h.00
dans les locaux de l'Association du Personnel
Bâtiment 64-R002

CLUBS

YOGA

Avez-vous jamais envisagé de suivre un cours de yoga ?

Si vous skiez, jouez au tennis ou au football, marchez en montagne, faites du vélo ou pratiquez tout autre sport, les "*étirements statiques*" et les postures dynamiques augmenteront votre force et votre souplesse de façon appréciable (demandez à n'importe quel membre du Club), vous accroîtrez aussi vos performances ainsi que la concentration dans toute activité sportive et resterez jeune plus longtemps.

Si vous ne pratiquez aucun sport, le yoga est peut-être justement le moyen de vous garder en forme.

Venez essayer une leçon gratuitement

lundi	12h.15 - 13h.15	avec Maryse HUBER (complet)
mardi	12h.30 - 13h.30	avec Maryse HUBER (complet)
mercredi	11h.30 - 12h.30	avec Michel COHEN
	12h.30 - 13h.30	avec Michel COHEN
	17h.40 - 18h.40	avec Michel COHEN
	18h.45 - 19h.45	avec Michel COHEN
vendredi	11h.30 - 12h.30	avec Michel COHEN
	12h.30 - 13h.30	avec Michel COHEN

Pour ce semestre il y a un nouveau mode de paiement. Tous les élèves, de même que les futurs participants doivent s'inscrire directement auprès du professeur avant (ou pendant) le premier cours fixé au **vendredi 2 février 1990**. Les cours se termineront le vendredi 29 juin. Les prix pour les 5 mois (à peu près 21 leçons) est fixé à **CHF 160.-**.

Les cours sont donnés dans la Salle des Clubs de l'Association du Personnel, près du Restaurant No.2 (Migros).

SOPHROLOGIE

Des cours de maintien ainsi que des cours pour débutants auront respectivement lieu les **lundi et mardi, à 18h.00**.

Les premiers cours débiteront le **lundi 12 février** (ou le mardi 13 février) et se poursuivront chaque mois (5-6 mars, 2-3 avril, 7-8 mai, 11-12 juin, 2-3 juillet).

Pour plus de détails, contactez :

A. PERRELLE ☎2406
B. GRENVILLE ☎3584