

Original French 1 February 1994

ORDINARY MEETING OF THE STAFF COUNCIL, 18 JANUARY 1994

1. Greetings for 1994.

The Staff Council held its first meeting of 1994, on 18 January at 2.30 p.m. The President of the Staff Association stressed that the New Year sees a modernized Association, a new Management, a new President of the CERN Council and new challenges, and greetings were exchanged.

2. CERN Training Plan 1994

a) Presentation: Vince Hatton, Chairman of the Joint Training Board (JTB) and Bill Blair, Head of Education Services, presented the CERN Training Plan 1994 which had been prepared by the JTB. They did not mention all the details of this Plan, which had been distributed to the delegates, and which will be available later for the personnel, but they indicated the important changes which have taken place over the last five years:

- the introduction of the annual periodic interview, and the emphasis placed on the discussion of training needs and the evaluation of training followed during the previous twelve months;
- the introduction of the Divisional Training Officer (DTO) in all the Divisions, a function whose importance must be clearly recognised;
- the introduction of training plans in each Division, which is available to all the members of that Division;
- the restructuring of the JTB itself, with its Chairman, its secretary, four DTOs representing the four sectors of the Organization¹ and two Staff Association representatives;
- the co-ordination of all training programmes by a new committee, the Training Executive Committee (TEC) composed of all the DTOs, the programme leaders in Education Services, and a Staff Association observer, chaired by the JTB Chairman;
- the development of courses and training plans directly related to Divisional activities, etc.

b) Discussion: amongst the new recommendations contained in the 1994 Plan, is one tied to the new purchasing policy decided upon by the CERN Council last December². This recommendation aims to provide training in English for staff designated as technical contacts. It gave rise to remarks by several members of the Staff Council, who pointed out that in their view, this was not enough and that it must be integrated into a larger set of measures. They were informed that a sub-group had been formed by TEC to propose a set of coherent measures. The question of industrial standards, such as ISO 9000, was also raised.

The need to transfer knowledge between experienced staff who leave the Organization and new recruits and for succession planning were also emphasised, but the discussion quickly turned to the more general problem of human resource planning and the need that this be defined and implemented.

The Staff Council also requested that appropriate training be organized for the members of the various Committees and Boards, for example the Appeals Board and the Pension Fund Committees. This request was presented at the Standing Concertation Committee meeting, on 26 January.

1 accelerators (AC, AT, PS, SL), administration (AS, DSU, FI, PE), research (CN, ECP, PPE, TH) and technical (MT, TIS, ST).

2 this policy is designed to distribute more equally purchases between all the Member States of the Organization (see Official News in Bulletin n° 3/94, page 5).

3. Report on the Council meetings of December 1993 and matters arising

- a) **LEP, LHC, modifications to the Staff Rules and Regulations, etc.:** since information on these points has already appeared in the Bulletin³, it was not repeated at this meeting. The Council will hold an extraordinary meeting on 3 February to examine the judgement of the Administrative Tribunal of the International Labour Organization, and the resulting steps to be taken. This meeting will be followed by one or more meetings for the personnel, the dates of which have not yet been fixed.
- b) **Five-yearly review of employment conditions:** last December, the Management presented to Council and the Finance Committee, with the Agreement of the Director-General Designate, a document entitled "The Remuneration of CERN Staff". In this document it was proposed, according to the present procedure, to carry out a five-yearly salary review of CERN employment conditions. It asked to reconvene the Tripartite Advisory Committee on Conditions of Employment (TRACE)⁴ and to give it a mandate for this review. To do this, it was also proposed to create a small tripartite group to prepare this mandate.

After having declared that it wished to re-establish the dialogue with the representatives of the staff, the Members of the Finance Committee rejected the creation of this small tripartite group, instead it created an informal group of members only of the Finance Committee, chaired by M. Gigliarelli Fiumi; the Management and the Association are excluded but will be consulted outside of the group... This group has been asked to make proposals on how to carry out the five-yearly, mandate, procedures, etc. The CERN Council approved the position of the Finance Committee³.

The Staff Council studied this situation: certain delegates favoured protesting against the decision to exclude the Association of this group, and in any case to refuse all discussions before the publication of the Judgement of the ILOAT, on 31 January. Others preferred preliminary contacts in which the Staff Association would just explain the principles that it wanted to see respected, including the international character of the Organization and of its staff, the respecting of agreements and decisions, and the need to define at the outset the aims of the examination.

For its part, the Association considers that CERN's employment conditions must allow, under the best conditions, to attract, keep and motivate staff of the highest competence and integrity, chosen equitably from all the Member States, so as to fulfil entirely the mission of the Organization, as it is defined in the founding Convention.

In all events, if TRACE is reactivated, it should make every effort to reach agreements, and these agreements should include engagements for a certain length of time. The idea that such an agreement should then be presented to the CERN Council in the form of a "package" which it accepted or rejected "en bloc" has been favourably received by the Staff Council.

Finally, the Staff Council has accepted, by twenty five votes with four abstentions, that an informal meeting with Gigliarelli Fiumi could be held, the next day, 19 January, taking into account the preceding remarks.

4. Activities of the Executive Committee and Programme of work.

- a) **Adherents to the Staff Association:** staff are still joining, the present total of staff members has reached 2340.

The Staff Council decided that an effort must be made to explain to other categories of staff the interest that they have to join our Association.

- b) **Relations with the staff representatives of other international organizations:** the Executive Committee is preparing for its participation in a day's meeting organised by the Federation of International Civil Servants' Associations (FICSA) on 7 February. This day, at which will participate several organizations, linked either to the United Nations system, the Co-ordinated Organisations or the European Union, is intended to be the first of similar yearly meetings called (YORICS)⁵. This time it is foreseen to compare between the different organizations, the missions, the participation of States, the decision making processes, staff representation, categories of personnel, remuneration and pension systems and how they are modified.

3 the reports of the meetings given by the Association are based upon notes taken during the meetings.

4 in this Committee, the Member States, the Management and the Staff Association are represented.

5 Yearly Organizing Reunion of International Civil Servants.

The Executive Committee is preparing another meeting, perhaps at CERN, with our colleagues in other international scientific organizations.

- c) **Staff Council elections for 1994:** a small working group has started to prepare these elections and their time-table. The possibility to have a total re-election of the Staff Council this year, instead of re-electing about one-half only, to demonstrate the changes which have taken place in the Statutes of the Staff Association and to take into account the widening of the electoral colleges⁶ has been discussed, but without reaching a consensus. The possibility of asking candidates to these elections to draft a short declaration has not been opposed.
- d) **Relations with the Director-General:** for many years, the Association has emphasised the need for top-level political discussions with the Management, as opposed to technical discussions with the Administration. It has also requested, from the outset of the discussions to modernize the Statutes of the Association, to be no longer considered a service of the Director-General, but as an interlocutor of the Management.

The need was satisfied by the creation, by the Director-General in January 1993, of the Strategic Concertation Forum where have been discussed, on several occasions, questions of staff policy⁷.

Pushing this reasoning further, the Association proposed to the Management, which had accepted in May and June of last year, that the role of the Standing Concertation Committee (SCC) and its membership be reinforced to take into account the two considerations mentioned above.

This was what the Management proposed to the CERN Council, in June 1993, in a document called "Concertation with the Staff"⁸, where the President of the SCC would be the Director-General or a person to whom he had delegated his authority for this purpose.

It was foreseen that all projected measures affecting the conditions of the personnel would be the subject of a discussion in the SCC, that if the SCC reached a consensus on a question, that the Director-General would take the corresponding decision (previously, the Director-General could refuse to follow the recommendation of the SCC), the Director-General keeping his power of decision, correctly justified, in the absence of a consensus.

The Director-General Designate, who having been consulted, gave his agreement to these proposals and indicated his intention to follow them. The CERN Council, during its meeting in June, according to the notes we took, found nothing to say about them⁹.

The Staff Council trust that these proposals, designed to establish efficient relations of mutual confidence between the Director-General and the representatives of the staff, will soon be followed.

The meeting closed at 6 p.m.

6 which now cover each sector (see note n° 1) and no longer each Division.

7 see Official News of Bulletin n° 4/93 dated 25 January 1993.

8 which also contained the proposals concerning the procedure of the "package" (see article of the Staff Association in Bulletin n° 29/93 dated 19 July 1993).

9 we still have been informed of the decisions taken by the CERN Council on this subject during its meeting in June, nor do we have the minutes of this meeting.

Dernière minute – Requêtes rejetées:

le Tribunal Administratif de l'Organisation Internationale du Travail a rendu public son jugement sur les requêtes relatives au refus du Conseil de l'Organisation d'approuver le "paquet négocié" pendant l'été 1990: les requêtes sont rejetées. Tous les délégués du Conseil du personnel et chacun des plus de mille intervenants dans cette affaire ont reçu copie de ce jugement qui est final et sans appel.

Le Conseil du personnel se réunit jeudi 3 février pour examiner les suites à donner. Vous serez informés et consultés.

Stop Press – Appeals fail

The Administrative Tribunal of the International Labour Organisation has published its judgement on the appeals against the refusal of the Organization to approve the "package negotiated" during the summer of 1990: the appeals have been rejected. All the Staff Council delegates and each of the more than one thousand of you who filed an application to intervene, have received a copy of the judgement which is final and without appeal.

The Staff Council will meet on 3 February to examine the steps to be taken as a consequence. You will be kept informed and consulted.