

COMMUNICATIONS **OFFICIELLES**

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OFFICIAL NEWS

Members of the personnel shall be deemed to have taken note of the news under this heading.

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MANAGEMENT BOARD

The Management Board had a joint meeting on 19 December with the Standing Concertation Committee and the Staff Policy Group. There was further consideration of restructuring for which the Director-General spelled out the major objectives – to take steps towards the long-term personnel planning, to liberate staff for LEP and to save money on the materials budget. In the particular case of DOC and MI the aims were quite specific, viz. (i) to bring together services with similar functions such as Public Relations and Publications and Exhibitions, (ii) to make staff available for redeployment elsewhere and (iii) to remove the confusion between Divisions and Departments by returning to a purely Divisional structure. C. Roche then conveyed his preliminary thinking on the restructuring of the DOC and MI Departments. In the ensuing discussion it was agreed that he would present further proposals at the end of January. It was confirmed that no irrevocable decisions

have been taken concerning the units of the Departments. In the interim, the units of DOC and MI will be attached to the Director of Administration, R.F. Heyn.

Gordon Munday introduced two papers from the Staff Policy Group concerning promotions to Grade 11 and the periodic review. There was agreement on the procedures for arriving at these promotions; their number will be dictated by the quality of the candidates. The first practical steps towards implementing the periodic review will be taken early next year when the first training sessions will be held.

The promotion quotas for 1986 were agreed and there was also agreement about procedures on presenting proposals for senior staff promotions.

The session ended with a meeting of the Management Board proper when the Director-General led a preliminary discussion on the implications of the budgetary situation for the coming years and, in particular, the budget for 1986.

La version française paraîtra la semaine prochaine.

COTISATIONS A LA CAISSE D'ASSURANCES

1. Dans la suite de sa soixante-dix-huitième session tenue le 31 octobre 1985, le Conseil a accepté les recommandations formulées par le Comité des Finances au sujet de la quatrième étape des améliorations aux prestations du CERN en matière de pensions. Ces recommandations équivalaient à approuver la moitié des relèvements demandés dans le troisième rapport du Président du Groupe de travail sur les pensions du CERN (voir Bulletin hebdomadaire No 46/85).

2. L'une des conséquences, à partir du 1er janvier 1986, est l'introduction d'un 'traitement assuré' (défini dans le paragraphe 5) et d'une nouvelle série de cotisations, comprenant une cotisation spéciale de l'Organisation pour la stabilisation du déficit technique.

On a entrepris en outre, en tenant dûment compte des droits acquis, de recalculer toutes les prestations pour déterminer les droits individuels correspondants dans le cadre du nouveau régime.

En ce qui concerne les pensions de retraite par exemple, la pension au taux plein d'un célibataire ayant 35 années de service représentera 70% du traitement assuré, reflétant ainsi les différences dans les niveaux des prestations constatées dans les comparaisons avec les organismes extérieurs de référence.

Tous les membres et bénéficiaires de la Caisse de pensions seront informés en temps voulu de leur situation personnelle dans le nouveau régime (régime de 1986) et

CONTRIBUTIONS TO THE STAFF INSURANCE SCHEME

1. At the continuation of its Seventy-Eighth Session, held on 31st October 1985, Council accepted recommendations made by the Finance Committee concerning the 4th step of improvements in CERN pension benefits. These recommendations amounted to approval of one-half of the increases asked for in the Third Report of the Chairman of the Working Group on CERN Pensions (see Weekly Bulletin No 46/85).

2. One of the consequences of this, taking effect on 1st January 1986, is the introduction of a 'pensionable salary' (as defined in par. 5) and of a new set of contributions, including a special contribution by the Organization towards stabilizing the technical deficit.

Moreover, with due respect for acquired rights, all benefits are being recalculated to determine individual entitlements under the new scheme. For retirement pensions, for example, a full pension for a single person after 35 years of service will be 70% of pensionable salary, reflecting differences in benefit levels found by comparison with the outside reference organizations.

All members and beneficiaries of the Pension Fund will be informed in due course of their personal situation in the new (1986) scheme, and of the modalities for the validation of past years of service (back-payments).

des modalités de validation des années de service antérieures (versements complémentaires).

3. En attendant la révision des statuts de la Caisse d'assurances, il est nécessaire, à titre de première mesure d'application, de modifier la teneur de l'Article 14 (Cotisations) des statuts et celle de l'Article A 10.1 du régime complémentaire, afin que les nouveaux taux de cotisation de l'Organisation et du personnel puissent entrer en vigueur au 1er janvier 1986.

4. En application de l'Article 14.1 de l'édition de 1984 des statuts de la Caisse d'assurances et de l'Article A 10.1 du régime des compléments de pensions et allocations, le Conseil a décidé que les cotisations suivantes seraient exigibles:

L'Organisation versera à la Caisse de pensions pour le compte de chaque membre une cotisation égale à 14,95% de son traitement assuré et le membre une cotisation égale à 6,79% de son traitement assuré.

En outre, l'Organisation contribuera à la stabilisation du déficit technique de la Caisse de pensions par un relèvement de sa cotisation représentant 0,5% des traitements assurés.

5. Le 'traitement assuré' d'un membre de la Caisse de pensions sera égal à son traitement du moment, ou sa rémunération dans le cas des boursiers, multipliés par un coefficient C dont les valeurs sont données ci-après.

3. Pending the revision of the Rules of the Staff Insurance Scheme, it is necessary, as a first measure of implementation, to modify the contents of Article 14 – Contributions – of the Rules and of Article A 10.1 of the Complementary Rules so that the new rates of contributions for the Organization and the staff can be charged with effect from 1.1.1986.

4. In application of Article 14.1 of the 1984 Edition of the Rules of Staff Insurance the Scheme, and of Article A 10.1 of the Rules for Complementary Pensions and Allowances for beneficiaries, Council decided that contributions are to be charged in the following way:

The Organization pays to the Pension Fund in respect of each member a contribution equal to 14.95% of pensionable salary and the member pays a contribution equal to 6.79% of pensionable salary.

In addition, the Organization makes a contribution towards stabilizing the technical deficit in the Pension Fund through an increase in the Organization's contribution of 0.5% of pensionable salaries.

5. The 'Pensionable Salary' of a Member of the Pension Fund shall be equal to his/her current salary or, for fellows the stipend multiplied by a Coefficient C which is given below.

COEFFICIENT C

Grade	Echelon / Step															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2	1.3315	1.3289	1.3263	1.3237	1.3211	1.3185	1.3159	1.3136	1.3114	1.3091	1.3069	1.3046	1.3023	1.3001	1.2978	1.2956
3	1.3233	1.3206	1.3179	1.3152	1.3129	1.3105	1.3082	1.3058	1.3035	1.3011	1.2988	1.2965	1.2941	1.2919	1.2899	1.2879
4	1.3136	1.3109	1.3082	1.3055	1.3028	1.3000	1.2973	1.2946	1.2920	1.2897	1.2874	1.2851	1.2828	1.2805	1.2782	1.2759
5	1.3042	1.3014	1.2986	1.2958	1.2930	1.2905	1.2881	1.2858	1.2834	1.2810	1.2786	1.2762	1.2739	1.2719		
6	1.2932	1.2905	1.2879	1.2853	1.2827	1.2801	1.2774	1.2748	1.2724	1.2705	1.2685	1.2666	1.2646	1.2627		
7	1.2743	1.2718	1.2696	1.2674	1.2652	1.2630	1.2608	1.2586	1.2567	1.2549	1.2531	1.2513	1.2494	1.2476		
8	1.2560	1.2538	1.2517	1.2495	1.2474	1.2455	1.2438	1.2421	1.2405	1.2388	1.2371	1.2359	1.2347	1.2336		
9	1.2395	1.2376	1.2360	1.2347	1.2333	1.2320	1.2306	1.2294	1.2281	1.2269	1.2256	1.2244	1.2231	1.2219		
10	1.2273	1.2258	1.2244	1.2229	1.2214	1.2199	1.2184	1.2169	1.2154	1.2139	1.2125	1.2117	1.2110	1.2102		
11	1.2144	1.2126	1.2117	1.2108	1.2100	1.2091	1.2082	1.2074	1.2065	1.2057	1.2048	1.2039	1.2034	1.2033		
12	1.2087	1.2077	1.2067	1.2058	1.2048	1.2038	1.2034	1.2032	1.2031	1.2031	1.2033	1.2034	1.2037	1.2040		
13	1.2033	1.2031	1.2031	1.2033	1.2035	1.2038	1.2042	1.2046	1.2050	1.2055	1.2059					
14	1.2040	1.2045	1.2050	1.2055	1.2061	1.2066	1.2071	1.2076								

Ainsi, un membre de grade 6 + 5 a un traitement de base de 3913 francs suisses en 1986, auquel on applique un coefficient C de 1,2801, ce qui donne un traitement assuré de 5009 francs suisses. La cotisation de ce membre sera donc égale à 6,79% de ce traitement assuré, soit 340 francs suisses.

Les coefficients applicables aux rémunérations des boursiers sont compris entre 1,2742 et 1,2219.

6. En attendant que soit approuvée, à la session de juin 1986 du Conseil, l'édition de 1986 des statuts de la Caisse d'assurances, la mise en oeuvre de la quatrième étape de l'adaptation des pensions est suspendue et les statuts actuels restent applicables. Les corrections requises seront faites rétroactivement en temps opportun.

7. Les nouveaux taux de cotisation prennent effet au 1er janvier 1986.

COMITE DES PENSIONS DE LA CAISSE D'ASSURANCES

Lors de sa dernière réunion de l'année 1985, le Comité des Pensions a tout d'abord entendu un rapport de son Président sur les décisions prises par le Comité des Finances et le Conseil en matière d'indexation des pensions en cours de versement.

Il a ensuite approuvé le texte du communiqué officiel à paraître dans le présent Bulletin pour informer les membres de la Caisse du relèvement des cotisations à la Caisse ainsi que des modalités d'introduction d'un 'traitement assuré', conséquences de la quatrième étape de l'amélioration des pensions.

M. C. Rufer, animateur du groupe d'étude sur le modèle informatique de la Caisse mis au point par M. Kölbig, a décrit la manière dont ce modèle devrait être adapté aux données actuelles afin que l'actuaire-conseil puisse établir le bilan technique de la Caisse.

Le Président a informé le Comité du déroulement d'une discussion intervenue au Comité du Conseil à propos de la création d'une institution financière destinée à assurer la gestion du portefeuille de la Caisse. Il a pu, à cet égard, constater l'existence d'un consensus au sein du Comité du Conseil. Toutefois des questions juridiques doivent encore être résolues.

L'Administrateur a fait part au Comité, avec regret, du décès de deux bénéficiaires de la Caisse, M. Gaston CHESNEAU et M. Pierre VOSDEY.

NOUVELLE VIGNETTE D'ACCES POUR LES VEHICULES PRIVES

Les personnes autorisées à pénétrer sur le domaine du CERN sont informées qu'une nouvelle vignette d'accès pour les véhicules privés est disponible à la Réception principale, Bâtiment 55; elle remplace l'ancienne vignette et devra être retirée avant la fin de ce mois. Pour l'obtenir, il faut être muni d'un document de légitimation délivré par un Etat-hôte ou d'une Attestation du Département du Personnel.

Les membres du personnel qui sont en possession d'une vignette 'T' nominative pour emprunter au moyen

As an example a member in grade 6 + 5, whose basic salary in 1986 is 3,913 Swiss Francs will have a C of 1.2801 and therefore a pensionable salary of 5,009 Swiss Francs. The member's contribution will be 6.79 % of that pensionable salary, i.e. 340 Swiss Francs.

The Coefficients for Stipends for fellows are between 1.2742 and 1.2219.

6. Pending the approval, in the June 1986 Session of Council, of the 1986 Edition of the Rules of the Staff Insurance Scheme, the implementation of the 4th step of the Pension adjustment is suspended. In the meantime, the present Rules will apply. The necessary corrections will be made retroactively in due course.

7. The new rates for contributions will apply with effect from 1st January, 1986.

PENSIONS BOARD OF THE STAFF INSURANCE SCHEME

At the last meeting of the Pensions Board in 1985, the Chairman reported the decisions taken by the Finance Committee and Council relating to the indexation of the pensions in payment.

The Board then approved the official notice, for publication in this edition of the Weekly Bulletin, informing members of the Staff Insurance Scheme of the increases in contributions to the Fund and of the details of the introduction of a pensionable salary, following from the fourth step of the complementary pensions.

Dr C. Rufer, who chairs the study group on the Fund's computer model developed by Mr Kölbig, described the ways in which the model should be updated so that the consulting actuary can draw up the Fund's technical balance.

The Chairman informed the Board of a discussion in the Committee of Council concerning the establishment of an institution to manage the Fund's investment portfolio. There was a consensus in the Committee in favour of this, although some legal questions still remain to be solved.

With regret the Administrator informed the Board of the deaths of two of the Fund's beneficiaries, Mr Gaston CHESNEAU and Mr Pierre VOSDEY.

NEW ACCESS STICKER FOR PRIVATE VEHICLES

Persons authorized to enter the CERN site are informed that a new access sticker is available from the Main Reception, Building 55; the old stickers will have to be replaced before the end of this month. To obtain the sticker, either an identity card issued by a Host-State or an Attestation from Personnel Department must be shown.

Members of the personnel possessing 'T' stickers issued in their names, authorizing the use of their private vehicles to pass through the tunnel linking the different

d'un véhicule privé, le tunnel reliant les différentes parties du domaine du CERN, peuvent l'utiliser aussi pour accéder au domaine du CERN; ils peuvent également, s'ils le désirent, obtenir la nouvelle vignette d'accès.

La vignette peut être, soit apposée sur le pare-brise du véhicule, soit présentée à la demande du gardien.

Groupe Réception
Tél: 6622

SEMINARS SEMINAIRES

Wednesday 15 January

PS SEMINAR

at 11.00 hrs – PS Auditorium
bldg 6, 2-024

Accelerating structures for Linacs

by P. LAPOSTOLLE

If from the mechanical point of view, one looks for easy construction and not too strict tolerances in order to reduce cost, from the electrical point of view the qualities of a good linac structure are fast acceleration, low RF power requirement and small sensitivity to mechanical errors. This last subject will be examined together with the principle of what is called 'structure compensation' or 'stabilization', a method to reduce this sensitivity and stabilize the field distribution. Freezing the characteristics of a structure is going against any flexibility in the acceleration as can be required for heavy ion machines. Methods for obtaining variable energy and other types of structures or independent cavities will be mentioned, including induction cavities and superconducting independent cavities as used in new boosters for tandem electrostatic accelerators.

Wednesday 15 January

THEORETICAL SEMINAR

at 14.00 hrs – TH Conference Room

Can elementary scalar particles exist?

by R. PETRONZIO / CERN

Strong evidence supports the notion that pure ϕ^4 theory is a non-interacting, 'trivial' theory. Should such a situation persist when gauge fields are present, the idea that elementary scalars can break symmetries spontaneously is called into question. A general method – the Monte Carlo renormalization group – for ascertaining whether a theory is trivial or not is discussed in the particular case of the SU(2)-Higgs model. Preliminary results do not show any evidence for a non-trivial continuum theory.

Thursday 16 January

TIS SEMINAR

at 10.00 hrs – LEP Auditorium
bldg 30, 7th floor

Self rescue apparatus history, practice and problems

by R. G. LOVE / Head Physiology and
Field Services Section, Institute of Occupational
Medicine-Edinburgh, UK

parts of the CERN site, may use these stickers also to enter CERN; they may obtain the new access sticker in addition, if they so wish.

The sticker should be fixed to the vehicle's windscreen or shown to the guard on request.

Reception Group
Tel : 6622

All persons entering the LEP underground areas during the installation and operational phases will have to carry a self-rescue apparatus. Dr Love will talk on the development of such apparatus together with practical aspects of manufacture and use and also the limitations and problems which may arise in use, especially in emergency situations. The talk will be of interest to all persons having to enter the underground areas, thus having to use a self-rescuer in an emergency.

The talk will be given in English.

Monday 20 January

EF SEMINAR

at 11.00 hrs – EF Conference Room
bldg 13, 2-005

Summary of the workshop at LBL on aging in wire chambers

by H.G. HILKE / CERN

Monday 20 January

EP SEMINAR

at 16.30 hrs – Auditorium

Final results from the NA3 photon experiment

by Y. KARYOTAKIS / LPNHE - Ecole polytechnique Palaiseau

Analysis of the NA3 photon experiment is now completed. A clear signal of direct photons produced by hadronic interactions is observed. The photon/neutral pion ratio at 5 GeV/c transverse momentum is found to be 10% for incident pions. No significant asymmetry between negative and positive pions is observed, as one could expect from 1st order QCD calculations. From incident proton data, the gluon structure function is estimated. Final results on photon pair production, by negative and positive pions and protons at 200 GeV/c are also presented and compared with the QCD predictions.

Mercredi 22 janvier

SEMINAIRE LEP

à 14.30 h – Amphithéâtre du LEP
bât. 30, 7e étage

Conception assistée par ordinateur et construction du LEP

par M. MOTTIER / CERN-LEP