

Your expectations for 1999 and beyond

The first ordinary meeting of the Staff Council of the New Year took place during the afternoon of 12 January.

Following approval of the Minutes of the last meeting of 1998 and comments on the main decisions of the Finance Committee and Committee of Council of the Organization at the end of last year, the chief subject of the meeting was the preparation of the five-yearly review of employment conditions.

The last review (which finished at the end of 1995) led to a somewhat extensive survey outside CERN. Following established tradition, the next survey should be less detailed.

A global agreement was reached in December 1995, but was queried the following year, mainly because certain Delegations contested the results presented. That is why the Executive Committee, while supporting the principle of a less complex survey, proposes that agreement should be first reached on the method of work to be

adopted, bearing in mind that our employment conditions must be in agreement with the rules of the international civil service.

The results of the Socioprofessional Survey organized by us last year, and which are included in a summary report currently in preparation, will soon be distributed to all staff, allowing us to define the staff's priorities to be taken into account for the five-yearly review. Three main groups of requests are clear:

- Requests concerning a majority of staff members and in decreasing order of priority :
 - the safeguard of our social security system (pensions, health insurance),
 - the need for an annual adjustment method, which is clear, objective and binding,
 - the guarantee of a correct career,
 - the taking into account of the lack of staff (at present and foreseen in the long-term plan).

- Requests concerning younger staff :

- Stable employment,
- Improved recruitment conditions.

- Requests concerning staff employed by firms :

- Better protection of staff on result-oriented contracts, through the elaboration of a Convention,
- Integration of staff on manpower contracts, considered as CERN's "missing staff".

Based on these objectives, the Executive Committee is preparing proposals and a strategy which will be discussed with the staff delegates at the coming mini-Assizes of the Staff Association in March 1999.