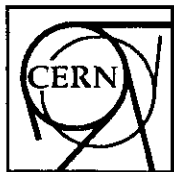


Bulletin ASSOCIATION du PERSONNEL STAFF ASSOCIATION



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.

Siège: Genève, Suisse
Seat: Geneva, Switzerland

STAFF_ASSOCIATION@MACMAIL.CERN.CH

Tel. 2819/4224

STAFF COMPLEMENT OF CERN

Many of you have requested information concerning the plans to reduce the staff complement.

- The members of the personnel at CERN are divided into the following categories (Staff Rules, Art 2.01):

end 1990, approximately:

a)	established members of the personnel, called "Staff Members"	3200
b)	non-established members of the personnel, namely:	
	- Fellows	160
	- Paid Associates	210
	- Unpaid Associates	6100
	- Apprentices	30
	- Students	140
	- Guest Professors, Corresponding Fellows, Travelling Fellows	?

giving a total of around 3200 staff members out of a total of 10,000 members of the personnel (in addition it appears that 1000 persons work on the site under service contracts). The evolution of the number of staff members (and laboratory staff, auxiliaries and temporary staff, categories which have disappeared today) compared to those of outside-users (fellows and associates) is given in the following table:

	1955	1960	1965	1970	1975	1980	1985	1990
Staff Members	272	1305	2611	3339	3788	3604	3563	3203
Fellows and Associates(approx)	25	200	500	700	1200	2400	4000	6500

- In June 1985, the Management stated: "a detailed study of the CERN pensions had revealed that they were lower than pensions in the reference organizations. The CERN Council had decided to remedy the situation by approving a complementary pension scheme which entailed additional contributions from the staff and from the Organization. Though the staff had begun paying the additional amounts, the Organization had not yet begun to pay its share." Since it would result in a predicted increase of the personnel budget which risked to be unacceptable; the Management suggested: "one possible way of coping with the difficulties of the personnel budget would be to reduce staff numbers by taking advantage of the increasing retirement rate of the coming years."

It proposed therefore a plan to reduce staff numbers based on budget considerations and not on an evaluation of manpower needs, in which the numbers (in man years) would go from 3450 in 1985 to around 3000 in the year 2000. This plan, known as the 1985 plan, was approved by the CERN Council. The Management then introduced a system to encourage early departures, known as the 1985 system.

- In December 1987, the CERN Review Committee stated in its Final Report:

"It is acknowledged that in the 1990s CERN could carry out its foreseeable programme with a personnel of about 3000 : in accordance with the long-term personnel budget estimates approved by the Council in June 1985, it is planned to reach this level in stages in about the year 2000. [...]"

The CERN Review Committee considers that the foreseen reduction of the complement can and should be attained more rapidly and in its Interim Report proposed that arrangements should be made for an early departure of between 300 and 500 persons over expected natural departures. This is the first study of ways and means of effecting a substantial reduction in staff numbers in the history of CERN. [...]

The early departure of at least 300 members of the personnel must be organized, over and above the natural departures, which are expected to be running at the rate of approximately 60 persons per annum for the next three years. [...] The number of departures shown above results from the study of various options, between 300 and 500. Taking into account the operational requirements of CERN over the coming five years, the analysis of the respective effects of these options on the budget, carried out with the help of a statistical model, has led to the proposed solution."

The complement foreseen by the Evaluation Committee should go from 3440 at the beginning of 1988 to 2950 in 1996.

In its first reactions to the final report of the Review committee, the Staff Association declared immediately *"The reduction in staff numbers recommended by the Committee is arbitrary and the consequences on the programmes have not been analysed."* It urged *"the Council to take no precipitate decisions and proposes that a system of incentives for early departures be set up, financed outside the normal budget and complemented by a recruitment policy, in order to bring young people into the Organization."* In fact no study of the reduction of the complement was ever carried out, the only objective being to reduce the personnel budget. The Association proposed an alternative way to reduce the budget: the Member States paying a special contribution so that CERN could reimburse immediately its debt to the Pension Fund; this proposal was not adopted...

- Still in December 1987, the CERN Council created a special working group, of which the Association was not part, leading to a proposal by the Management for a system of early departures and to a plan of reducing the complement, known as the 1988 plan; it was foreseen that the complement of staff members would go from 3446 in 1988 to 2950 in 1997, remaining constant at this figure until the year 2000. It also foresaw at least 50 recruitments per year¹.

- In June 1988, the CERN Council approved this proposal. The system of early departures of 1985 was stopped without warning and replaced by the 1988 system, foreseeing 210 early departures. In December 1988, the 1988 system was also abruptly stopped, due to the large number of requests (more than 500).

- In December 1989, the Management presented a Rejuvenation Plan involving a new early departure system, which was not approved as such by the CERN Council: the Director General was invited to use his discretionary powers, case by case, to help the departure of staff members wishing to leave in the interest of the Organization. After negotiations in 1990, some 200 additional persons, mostly amongst those who had been refused in 1988, have thus resigned.

- In June and December 1990, the CERN Council approved measures concerning salaries, as a result of the five-year review, and increased the contributions of CERN to the Pension Fund (as well as those of ESO and those of the personnel of CERN and ESO), to ensure a better financial equilibrium; resulting in an increase of staff costs but without any increase of contributions from the Member States.

- In June 1991, the Management presented new budget estimates for the years 1992-1995, taking into account this increase: these estimations include a faster reduction of staff members than that of the 1988 plan: it is proposed that the complement (in man-years) go from 3115 in 1991 to 2705 in 1995.

- The CERN Council has just approved this new plan, which will probably be known as the 1991 plan. The Council also authorised the recruitment of around 100 staff members over two years (1992-1993) to work on research and development, with term contracts, which are added to the plan.

The Management added in its document that *"The recently completed exhaustive and thorough review of the human resources of CERN reassured the Management that the approved programme of CERN could only be achieved by keeping its staff involved in the Organization's "core" activities at the level proposed [in the new plan]"*.

¹ actually, excluding research physicists, 30 in 1989, 40 in 1990, around 50 in 1991; foreseen: 30 in 1992, 35 in 1993, 1994 and 1995 (but see further on).

The Association does not know the results of the exhaustive and thorough review mentioned by the Management in this ambiguous phrase; in fact, like a growing fraction of the staff, the Association is more and more anxious in seeing all these successive plans to reduce staff numbers, each more and more rapid, and each more and more important. As, at the same time, the number of CERN users, continues to increase, the Association is concerned about the level of service they can hope to receive from the Staff Members of CERN.

The following table illustrates this point:

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
1985 plan	3450	3400	3350	3330	3300	3270	3230	3200	3150	3125	3080	3040	3000
1988 plan staff	3446	3390	3303	3240	3166	3141	3083	3045	2985	2950	2950	2950	2950
members ¹	3446	3273	3203										
1991 plan ²				3115	2995	2855	2745	2705					
fellows and associates ³	5600	6100	6500										

* * * * *

CONSEIL DU PERSONNEL

La prochaine réunion du Conseil du Personnel se tiendra le

Mardi 30 juillet 1991, à 14h30
Salle du Conseil - Bâtiment Principal - 1er étage

ORDRE DU JOUR

1. Election du Président de séance
2. Adoption de l'Ordre du jour
3. Approbation des Procès-verbaux de la 281ème et de la 282ème réunion du Conseil du personnel
4. Rapport sur la réunion du CCP du 10 juillet
5. Critères pour la mobilité interne(P.J.)
6. Rapport du Sous-groupe sur la rémunération des boursiers (P.J.)
7. Frais scolaires (P.J.)
8. Nomination d'un "observateur, bénéficiaire de la Caisse de Pensions"
9. Assises (info)
10. Divers

Les réunions du Conseil du Personnel sont publiques et vous pouvez y assister.

¹ on 31st December

² in man-years

³ approximately