

CERN/116 Rev.

Geneva, February 14th, 1955

EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH

SECOND SESSION OF COUNCIL

GENEVA

24-25 February 1955

THE CAREER PROSPECTS OF CERN STAFF

CERN/DG/Memo/2 Rev. was placed before the meeting of the Executive Group at the end of November and a revised version was presented to the Scientific Policy Committee meeting at the beginning of December, and subsequently to the Committee of Council, on January 27th, 1955.

The paper has now been further amended and is attached for discussion at the Council, who are asked to approve the resolution appearing on page 3.

This document will henceforth bear the symbol CERN/116 Rev.

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MEMORANDUM BY DIRECTOR-GENERAL FOR THE COUNCIL

Subject : The career prospects of CERN staff.

- 1) Council members and Member Countries should, I consider, give some consideration to a point which is bound to have a considerable effect on the recruitment of staff for CERN. This is the question of what prospects an employee of CERN will have when his duty time comes to an end and he returns to his home country. It was decided at the 7th session of the Council of Interim Organization that as a matter of policy, the Scientific staff for CERN should not be recruited for a long period, so that there would be a continual cross-fertilization of ideas and experience between CERN and research institutions of Member Countries. I am entirely in sympathy with this conception, but we must realize that it does present a problem to the young research workers who, after their period of, say, 3 or 5 years, have to face the prospect of taking up their career again in their home countries. Thus, although I believe a period with CERN may come to be regarded as a most valuable training period for a young man or for the professional career of an older man, the uncertainty introduced by the relatively short term of CERN appointment may hamper the recruitment of the best men. This would, I believe, have very serious consequences not only for CERN but also for the Country concerned, which would lose for its own research effort the great value of being able to post their best men so as to benefit from their training and experience when they come back. It is therefore, I suggest, in the interests of CERN and of Member Countries, for the latter to consider what they can do to guarantee career prospects.

- 2) What can be done will obviously depend upon the sort of appointment the man holds in his home country. But the following are certain obvious points :
- a) When a man returns to his home country after employment in CERN, he should be sure that he will find his old job open to him with unimpaired or improved pension rights. This implies arrangements for leave, detached duty or secondment, which would preserve the right of return to the position previously occupied and should permit pension rights at the worse to be preserved unchanged, and preferably to be improved, for instance by the transfer to the national pension funds of the contribution to the CERN Provident Fund.
  - b) In general the appropriate authorities in his home country should recognize a real responsibility for seeing that full weight is given to the experience which the CERN recruit will have gained during his years service with CERN and that it is appreciated that it outweighs any disadvantage, resulting from his absence from his country.
- 3) Quite obviously, these conditions cannot be always guaranteed by the Member Governments who are signatories to the CERN Convention, but I consider that the CERN Council should recommend them to the Member Governments for application either by themselves or by the institutions which they can influence, and in so doing should bring to the attention of the institutions concerned the national advantages which I have suggested would arise from a policy which would assist a steady flow of recruitment for CERN.
- 4) The above paragraphs are written with scientific staff in mind, and the recruitment of the best possible research staff must obviously be of the first importance to CERN. But the same consideration obviously apply, mutatis mutandis, to administrative staff, the main differences probably being that administrative staff may often be recruited for longer periods than scientists and that, on the whole, they are perhaps a little more likely to come from government employment. Unless they are definitely to make their career in CERN, in which case CERN itself will have to make sure that its pension arrangements are adequate, they are therefore the more likely to have valuable pension rights with their home governments, while it should be easier for national action to preserve these rights.

- 5) I should therefore like to suggest that the Council should be asked to adopt the following resolution :

"The Council considers that in order to encourage the recruitment to CERN of highly qualified scientific and other staff, it is important that the right to his job and to his accumulated pension rights should be guaranteed to a man leaving employment in his own country for temporary service under CERN. The Council therefore invites its members to take all steps open to them to ensure that these rights are granted to people recruited from their countries to CERN. In particular, the Council attaches great importance to arrangements which it is within the power of governments to make to cover officials in the service of those governments who are made available to CERN."