

CERN/RTG/8
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ORGANISATION EUROPÉENNE POUR LA RECHERCHE NUCLÉAIRE
CERN EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH

FOR
APPROVAL

VOTING
PROCEDURE :
Simple Majority

FINANCE COMMITTEE

Two-hundred-and-fiftieth Meeting
Geneva - 22 June 1994

COUNCIL

Hundredth Session
Geneva - 24 June 1994

REMUNERATION AND EMPLOYMENT CONDITIONS
OF CERN STAFF

REPORT FROM THE RESTRICTED TRIPARTITE GROUP

Council is invited to approve this report, submitted through the Finance Committee, and to adopt the resolution attached at Annex C, which would require the appointment of the Chairman and Vice-Chairman of the Tripartite Employment Conditions Forum (TREF).

REMUNERATION AND EMPLOYMENT CONDITIONS OF CERN STAFF

REPORT FROM THE RESTRICTED TRIPARTITE GROUP

1. INTRODUCTION

- (i) The Group was established with the remit to recommend :
- how to deal with the collection of data on remuneration,
 - mechanisms for discussions between Delegates, Management and Staff concerning remuneration and employment conditions.
- (ii) In its deliberations, the Group has taken due account of :
- the implications for personnel policy of the international and intergovernmental nature of the Organization;
 - the opinion expressed by the Committee of Council at its meeting on 17 March 1994, on the desirability of establishing a structure at CERN where matters relating to remuneration and other employment conditions could be examined by representatives of the Member States, the CERN Management and the Staff Association;
 - the requirement to leave intact the responsibilities of the Council and of the Director-General as defined by Articles IV, V and VI of the CERN Convention, dated 1 July 1953 and revised on 17 January 1971.
- (iii) The Group held two meetings, on 14 April and 5 May 1994, and its membership is indicated at Annex A.

2. DEALING WITH DATA

We recommend that :

- (i) the data be collected by Management;
- (ii) the data should comprise, in addition to the information on remuneration quoted in CERN/FC/WGR/3, paragraphs 2.2 a) (i) and (ii)*), information on grade structure distribution, recruitment and retention statistics and difficulties, methods of annual salary adjustment and profiles of promotion/salary progression;
- (iii) the data collected should be maximised but limited by considerations of cost-effect, which it will be for Management to judge;
- (iv) the organisations to be approached for data should be as in CERN/FC/WGR/3, paragraph 2.1 (a)*), with the replacement of EMBL by the Joint Research Centre (JRC) of the European Union;
- (v) because of the complexity of these issues, the data collected should be validated, bringing as much experience to bear on that validation as possible;
- (vi) validation of the data should be performed by the body proposed in paragraph 3 (ii) below.

3. MECHANISMS FOR DISCUSSION

- (i) The Group has reviewed the considerable past history of tripartite discussions. It is clear that no permanent satisfactory solution has yet been found, although many of the bodies created in the past have performed useful work within their different remits. We believe that the Delegations in general will now welcome a constructive attempt to establish a means of exchanging information and opinions on a tripartite basis, and in such a forum to perform tasks such as the review based on the data now to be collected. This forum will also be useful for more ad hoc issues that may occur from time to time (such as the annual salary indexation).

*) See relevant extracts of document CERN/FC/WGR/3 in Annex B.

