

Report of the RESTRICTED TRIPARTITE GROUP
on the Remuneration and Employment Conditions of CERN Staff

DRAFT

COUNCIL RESOLUTION

PREAMBLE

THE COUNCIL,

HAVING REGARD to 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;

CONSIDERING

- the report of the Restricted Tripartite Group established by the Committee of Council to examine possible alternatives for a tripartite structure;
- the implications for personnel policy of the international and intergovernmental nature of the Organization;
- the recommendation of the Restricted Tripartite Group that a new body should be created in which representatives of the Member States, the CERN Management and the Staff Association would examine remuneration and other employment conditions;
- that the creation of such a body would 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;

DECIDES**ARTICLE 1**
Mandate and title

- a) A standing tripartite body shall be established to study aspects of CERN remuneration and employment conditions. The purpose of this body shall be to oversee the collection of information and to stimulate communication and discussion between representatives of the Member States, the Management and the Staff Association. Normally, subjects for discussion are raised by the Management.
- b) The Chairman shall address progress reports to Council, normally through the Finance Committee.
- c) This standing body shall be called the Tripartite Employment Conditions Forum ("TREF").

ARTICLE 2
Membership and composition

- a) Each Member State shall have the right to nominate one representative, who shall be chosen from its delegations to Council and the Finance Committee. The CERN Management and the Staff Association will send their representatives.
- b) The President of Council, the Chairman of the Finance Committee, the Director-General and the President of the Staff Association may attend the meetings of the Forum.
- c) The Chairman may invite experts to attend all or part of a meeting.

ARTICLE 3
The Chairman of the Forum

- a) The Chairman *and Vice-Chairman* of the Forum shall be chosen from the Delegates of the Member States and appointed by Council.
- b) The Chairman shall hold office for one year and may be re-appointed.

ARTICLE 4
Meetings

- a) The Forum shall meet on the invitation of the Chairman, *after due consultation; it shall, in any case, meet once per year.*
- b) The Agendas of the meetings shall be prepared by the Management, as decided by the Chairman, in consultation with the other *participants*. Documents to be considered by the Forum shall normally be prepared by the Management and distributed in due time.

ARTICLE 5
Working Procedure

- a) The Forum shall function by analogy with the Internal Rules of Council and the procedure adopted by Council, subject to the provisions of this Resolution and to any internal rules decided by the Forum.
- b) Following the deliberations in the Forum, the Management shall prepare proposals to be submitted to Council, normally through the Finance Committee.

ARTICLE 6
Entry into force

This Resolution shall enter into force as from 1 July 1994.