



Resolution of the Staff Council

The Staff Council, in its session of Thursday, 29th October, 2015,

- taking into consideration
 - the current proposals of the Management for the outcome of the 2015 Five-Yearly Review as presented to the Member States at TREF on 13th October, and as set out in the Coordinated Information meeting with HR on 1st October, and the reactions that followed ([presentation HR](#), [presentation SA](#));
 - the public meetings in the departments organized by the Staff Association and the reactions that they provoked ([presentation SA](#));
- thanks the President of the Staff Association and his colleagues for the extensive concertation that they have conducted with the Management to try and compose a package of measures as balanced as possible, taking into account the difficult economic situation faced by some Member States;
- noting that, despite this
 - the Management does not propose to align the level of basic CERN salaries with those chosen as the basis for comparison;
 - in the new career system a large fraction of the staff will have their advancement prospects, and consequently the level of their pension, reduced with respect to the current MARS system;
 - the overall reduction of the advancement budget will have a negative impact on the contributions to the CERN Health Insurance System (CHIS);
- doubts that the positive and necessary measures in the area of diversity included in the package of this Five-Yearly Review will suffice on their own to maintain CERN's competitiveness and attractiveness;
- demands that
 - all methods, procedures for implementation, and follow-up of the new advancement and promotion system (transition measures, benchmark jobs, career development interview, competency assessment, equitable career prospects, training, validation of acquired experience, internal mobility, publication of all post available at CERN, etc.) be subject to an agreement in the framework of the concertation in the SCC before the new system is introduced;
 - the cost of any measures related to personnel policy, the implementation of which affects the social security system, be evaluated, and, if necessary, compensated by the Organization in analogy to Article II 1.15 of the *Rules and Regulations of the CERN Pension Fund*;
- decides to
 - reject the package of measures proposed by the Management;
 - postpone the consultation of staff;
 - reconvene in a special session on Thursday, 5th November, to reassess its position depending on the progress made in the concertation process for the two demands listed above.