Changes to Fellows and Associates Programmes

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C. Parrinello, HR-RFA
Introduction

Following the periodic review of the Fellows, Associates and Students (FAS) Programmes, a number of changes were approved by the Council in March 2006:

◆ Reorganization of the Fellowship Programme;
◆ New payment scheme for the Paid Scientific Associates (PDAS) Programme;
◆ Modified Student subsistence rates.

The changes apply to all offers issued after 01/07/2006. Contracts issued before this date are not affected.
Fellows - Overview

◆ Junior scientists & engineers (currently from M.Sc. to PhD level, up to 34 years of age) employed by CERN for 2 to 3 years.

◆ Selected twice a year by Fellows & Associates Committee
  - Ranking based on academic qualifications and experience
  - System tends to “favour” physicists with respect to engineers

◆ Currently ~100 appointments per year

◆ Success rate of applicants ~20%
  - Limited by budget constraints
Fellows – Motivations for Change

◆ Broaden the scope of the Programme, in order to facilitate the recruitment of young graduates in computing and engineering.

◆ Replace age-related eligibility conditions and payment levels with experience-based criteria.

◆ Data collected within 5-yearly review indicate
  - The spread in remuneration levels at CERN is larger than in most comparable institutions
  - The total package offered by CERN (remuneration + benefits) is significantly better than in most comparable institutions
Fellows – Principles of the New Scheme

1. Split the programme into two separate sub-components:

   - Junior fellowships (Technical Engineer/B. Sc. to M.Sc. level, up to 4 years of experience);
   - Senior fellowships (Ph.D. or equivalent experience, up to 10 years after M.Sc.).

   Separate ranking for each sub-programme!

2. Define fewer payment levels, linked to seniority (not age). The current age limit for applicants (34) is removed.

3. Changes to the benefits package, including a reduced participation to the Pension Fund, but global package remains very attractive compared to reference institutions.
Fellows – Summary

The reorganization of the Fellowship Programme aims at facilitating the recruitment of young graduates as well as harmonizing financial conditions offered at CERN with comparable institutions.

◆ Eligibility starting at the Technical Engineer level (or equivalent);

◆ Simplified payment scheme, based on experience (not age);

◆ Reduced participation to the CERN Pension Fund, while keeping the global financial package competitive;
PDAS – Overview

- Programme aimed at established scientists & engineers from all over the world, on leave of absence from their home institute, who typically spend one year at CERN.

- Selected twice a year by the Fellows & Associates Committee.

- Currently ~40 appointments per year.
PDAS – Current Payment Scheme

◆ PDAS are expected to keep a significant fraction of their home salary while at CERN. CERN payments aim to cover additional expenses during their stay at the Laboratory.

◆ CERN payment determined according to age and qualifications by using staff salaries as a reference. Net home support (gross salary minus income tax) deducted.

◆ Additional entitlements:
  - Non-Residence, Family/Children Allowances, travel, removal, installation. Reimbursement of school fees, optional CHIS participation at staff rates.
PDAS – Motivations for Change

◆ General issues

- CERN does not employ the PDAS, therefore:
  - no reason for payment to be linked to staff salaries;
  - no reason to provide employment-related benefits.

- Large fluctuations (up to ~12000 CHF/month) in payments to individuals of comparable seniority can occur, depending on their personal circumstances.

◆ Administrative issues

- Payment determination requires analysis of personal circumstances!
- Hard to estimate a priori the cost of a PDAS appointment. This is particularly inconvenient for appointments on external funds.
CERN shall cover PDAS expenses for staying in Geneva via a subsistence-type payment, linked to seniority (not age), regardless of the level of financial support from the home institution.

Removal, installation, NRA and home leave no longer paid.

Education fees still reimbursed, at current rates, but only for dependent children who accompany the associate for at least six months and attend educational establishments in the Geneva area.

Payment rates ensure that the prestige and attractiveness of the programme are preserved (minimum payment: 6000 CHF/month).
PDAS – Summary

A new payment scheme is established, which is more coherent with the principles of programme (CERN is not the employer).

- Large deviations in payments to PDAS of similar seniority are removed,
- Adequate minimum payment offered to all participants,
- Simpler administration, facilitating arrangements with external funding bodies.
Conclusions

◆ In the framework of the 5-yearly review, FAS employment conditions were compared to those of reference institutions.

◆ The proposed modifications to the FAS Programmes aim at:

1. Broadening, where appropriate, the scope of the Programmes;

2. Optimizing the use of financial resources, while remaining competitive;

3. Simplifying the administration.