

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

Action to be taken

Voting Procedure

For information	FINANCE COMMITTEE 325 th Meeting 17 June 2009	—
For information	COUNCIL 151 st Session 18-19 June 2009	—

FIVE-YEARLY REVIEW 2010 INTRODUCTORY DOCUMENT

This document introduces the following four documents, which are submitted by the Management to the Finance Committee and the Council with regard to the preparation of the 2010 five-yearly general review of the financial and social conditions of members of the personnel (hereinafter "five-yearly review"):

- **Report on main recruitment markets for staff members**
(CERN/FC/5362, CERN/2860)
- **Report on comparator research institutions for fellows**
(CERN/FC/5363, CERN/2861)
- **Management's proposal identifying the financial and social conditions to be reviewed**
(CERN/FC/5364, CERN/2862)
- **Report on recruitment and retention of staff members**
(CERN/FC/5365, CERN/2863)

The procedure to be followed for the five-yearly review is detailed in Annex A1 of Staff Rules. The start of the procedure is described below for each category of member of the personnel:

“A. Staff members and fellows

1. Staff members

a. Purpose

[...]

b. Procedure

i. Starting the procedure

§ 3. *The Director-General shall submit to the Council:*

a) *for information and discussion, a document identifying the Organization's main recruitment markets (e.g., industry, national laboratories, intergovernmental organizations, as the case may be) for staff members in career paths AA to B and for staff members in career paths C to G respectively;*

b) *for decision, a proposal identifying the financial and social conditions to be reviewed.*

[...]

2. Fellows

a. Purpose

[...]

b. Procedure

i. Starting the procedure

§ 9. *The Director-General shall submit to the Council:*

a) *for information and discussion, a document identifying the research institutions from which data will be collected;*

b) *for decision, a proposal identifying the financial and social conditions to be reviewed.*

[...]

B. Associated members of the personnel

1. Purpose

[...]

2. Procedure

a. Starting the procedure

§ 14. *The Director-General shall submit to the Council for decision a proposal identifying the financial and social conditions to be reviewed.”*

[...]

The first three documents submitted to the Finance Committee and the Council at this meeting have the following statutory basis:

1. **Report on main recruitment markets for staff members**
This document is submitted to the Finance Committee and the Council for information and discussion in compliance with § 3 a) of Annex A1.
2. **Report on comparator research institutions for fellows**
This document is submitted to the Finance Committee and the Council for information and discussion in compliance with § 9 a) of Annex A1.
3. **Management’s proposal identifying the financial and social conditions to be reviewed**
This document is submitted to the Finance Committee for recommendation and the Council for approval in compliance with § 3 b) (staff members), § 9 b) (fellows) and § 14 (associated members of the personnel) of Annex A1.

The fourth document, entitled “**Report on recruitment and retention of staff members**” is submitted to the Finance Committee and the Council for information.
