



EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH

FINANCE COMMITTEE

Provident Fund, Pension Fund and Old Age Insurance

Since, in the opinion of the Swiss Authorities, the Provident Funds does not provide adequate social security, the Swiss employees of CERN will be obliged to participate in the Swiss Old Age Insurance Scheme (AVS, Assurance Vieillesse and Survivants), unless CERN puts into effect a full-fledged staff pension scheme.

The Swiss employees will then have to pay a contribution to the AVS amounting to 2% of their salary, and their employer a contribution in the same amount. Should the employer refuse to participate, the employees would have to pay the full contribution, i.e. 4% of their salaries.

The Working Party considered this position and decided that CERN should not hold out to the Swiss Authorities any prospect that CERN would shortly be launching a staff pension scheme. They therefore agreed at interim to recommend to the Committee the following action:

- (a) to authorize the Director-General to commence a study of the problems and conditions of establishing a full staff pension fund and to report to the Committee;
- (b) as a temporary expedient, to authorize the Director-General to pay the employer's share in the AVS;
- (c) to authorize the Director-General to make such payments retroactively for those Swiss employees who will be leaving the services of CERN in the near future. *)

*) Action has already been necessary on recommendation (c).