


 European Southern Observatory

## Type of contracts and careers at the European Southern Observatory

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## Categories of Personnel

 European Southern Observatory

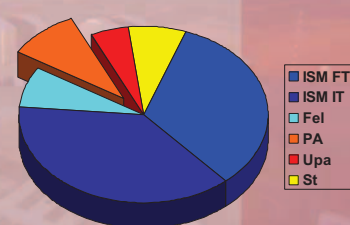
- Staff Members**
  - Established members of the personnel
  - Number of SM authorized by Council
  - Can be permanent (indefinite term contract)
- Fellows**
  - Young post-graduates in Astronomy
  - 1+2 years (Garching) or 1+3 years (Chile)
- Associates**
  - Unpaid Associates: supported by their institution
  - Paid Associates: supported by ESO
  - Normal duration: 1 year, renewable
- Students**
  - Less than 4 months (ungraduated)
  - 4 to 12 months: ungraduated or graduated working on a research project
  - 1 to 2 years: Ph.D students in astronomy (ESO studentship programme)
- Guest Professors**
  - Eminent scientists guests at ESO for 1 year

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## Categories of Personnel

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<b>Staff Members</b>	161 Fixed term 185 Indefinite contract
<b>Fellows</b>	36
<b>Associates</b>	45 PA 24 UPa
<b>Students</b>	37
<b>Guest Professors</b>	



Legend: ISM FT, ISM IT, Fel, PA, Upa, St

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## General

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	ISM Fixed Term	ISM Indefinite	Fellows	Paid Associates	Un-Paid Associates	Students
Contract Duration	3Y	Indef	1Y	1M – 1Y		Max 1Y
Max duration	12Y	Indef	4Y	Unlimited		Max 2Y
Probation	6M	N/A				
Notice	3M	6M+1/M/Y	2M	2M		1wG 1MCh
Training	✓	✓	(✓)	(✓)		

After 6 years ISM can be considered for indefinite appointment by IAAB  
 Medical Examination:  
 Pre-employment medical examination  
 Additional compulsory medical examination every 3 years (1 for Chile)  
 ESO Personnel Department receives "Fit/Unfit" mark

Can be doubled  
 Indef: 1M/Y after 7<sup>th</sup> year of service  
 N/A for students not in ESO studentship programme

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## Leave


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	ISM Fixed Term	ISM Indefinite	Fellows	Paid Associates	Un-Paid Associates	Students
Leave	2.5d/M					Idem
Carry over	30d					Idem
Home leave	Once every 2 years					Institution leave
Maternity leave	6w before birth, not less 16w total, not less 10w after					Idem
Sick leave	3d (total 7d/year)					Idem
	12M full paid + 18M 2/3 pay each 36M					Idem
	If 24M sick in 36M contract can be terminated					N/A

No leave for students not in ESO studentship programme  
 2d max for travel, no indemnity  
 Pregnancy must be notified to the organisation as soon as it is known  
 W/o medical certificate  
 Full remuneration if sick contracted in the course of duty

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## Salary-related

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	ISM Fixed Term	ISM Indefinite	Fellows	Paid Associates	Un-Paid Associates	Students
Salary paid	✓	✓	✓	✓		Stipends
Overtime	✓	✓	✓	✓		N/A for students not in ESO studentship programme
Sunday work	✓	✓	✓	✓		ISM: up to grade 9
Travel reimbursements	✓	✓	✓	✓	✓	ISM: up to grade 9
Take-on duty travel	✓	✓	✓	✓	✓	N/A for students not in ESO studentship programme
Advancement	✓	✓	✓	✓		Automatic
Salary Indexation	✓	✓	✓	✓	✓	Yearly: 0/0.5/1/2 step increase N/A for students not in ESO studentship programme Defined formula

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## Allowances

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	ISM Fixed Term	ISM Indefinite	Fellows	Paid Associates	Un-Paid Associates	Students	
Household	✓	✓	✓	✓		✓	Students staying more than 4M in a subject related to ESO business
Children	✓	✓	✓	✓		✓	
Rent	✓	✓	✓	✓			With Indefinite Contract: + Expatriation allowance reduces from 12% or 9% down to 6% or 4.5% Education grant: support for 75% of school fees
Expatriation	✓	✓	✓	✓			
Education Grant	✓	✓	✓	✓			
Installation Grant	✓	✓	✓	✓			
Removal	✓	✓	✓	✓		✓	

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## Social Security

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	ISM Fixed Term	ISM Indefinite	Fellows	Paid Associates	Un-Paid Associates	Students	
Pension	✓	✓	✓ ≠ CERN				Indemnity with Fixed-Term Contract - Only from 2nd contract, max 5 months - Dismissal for disability: only if disability occurs in the course of duty - Suppression of post: min 1 month, max 8 months - Dismissal for other reasons related to the exercise of functions: nothing Indemnity with Indefinite Contract: - Suppression of post: age < 34 → max 5 months, otherwise table (age, service), max 2 years salary at 55 years age
Health Insurance	✓	✓	✓	✓		✓	Includes spouse + orphan pension for children
Long-Term Care	✓	✓					Includes spouse and children
Unemployment	✓	✓					Except for age or disability Need to qualify in home country - Max 50w - 70% or 80% last salary
Indemnity	✓	✓					Upon contract termination: severance
Death	✓	✓	✓	✓			Up to 5 months to beneficiaries

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## All Personnel

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### Termination (among other reasons)

- ⊕ Age (65 years)
- ⊕ Refusal to be transferred to another duty station
- ⊕ Suppression on post / reduction of the complement
  - Only if no other post available within Organisation
- ⊕ Reasons related to the exercise of function
  - Does not apply after 15 years of service or 55 years of age

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## Movements of Personnel

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Fixed-term ISM contract can be made indefinite. Conditions:

- ⊕ Minimum 6 years of service or 3 if age > 30 and special conditions
- ⊕ Defined process:
  - ⊕ Candidates selected by administration based on years of service
  - ⊕ Review and recommendation by Head of Division (defined criteria)
  - ⊕ Indefinite Appointment Advisory Board issues final recommendation
    - First session with Staff Association representative
    - Closed-door session with final ranking
  - ⊕ IAAB recommendation input to the Director General decision

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## Improvements

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- ⊕ Maternity leave: before 10M of service required, no more since 2004
- ⊕ EC fellows were hired as UPa → no protection; now compare to ESO fellows
- ⊕ Last year 10 PA converted to ISM
- ⊕ Equal opportunity policy
- ⊕ Long Term Care (before 2005 no coverage was given)
- ⊕ Clearly defined salary indexation

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## Problems

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- ⊕ Fixed-term contracts can be used as a tool for "pressure"
- ⊕ IAAB process still not fully transparent
- ⊕ Lack of transparency in promotions
- ⊕ Compensation for duty travels more strict → could lead to loss of leave days
- ⊕ General tendency to reduce benefits

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