

## ERC / PV-A

Personalvertretung  
Angestellte  
Employee Representative  
Council



# Novartis Euroforum - NEF

## Coordination in Switzerland

The Coordinating Committee of the Novartis Euroforum includes representatives from local Employee Representative Councils at all Novartis sites in Switzerland.

As a rule, there are two to three meetings per year. In these meetings, we prepare the issues that we want to discuss in the Euroforum, while the committee is also the channel for information about the European Works Council. This is the only way of making sure that all Novartis plants in Switzerland are integrated.

In addition, the Coordinating Committee also elects the delegates from Switzerland. Furthermore, it also gives us the opportunity to exchange experience and information between the individual Employee Representative Councils.

## European Works Council (Novartis Euroforum, NEF)

Increasing globalization of companies is making it necessary for us, the associates, to be globally active as well. Decisions by management generally have effects across several countries. In this case, it is necessary for associates to network and exchange experience. For this purpose, the EU has issued a directive stating that all companies with branches in more than two EU countries are obliged to establish "European works councils" or a committee for conducting hearings and consultation. The Novartis Euroforum was created on this basis in 1998 following difficult, protracted negotiations.



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## The Novartis Euroforum

The Euroforum basically consists of two parts: firstly the Novartis Employee Representative Boards from all EU countries and secondly a forum for exchanges with Group management on the European level. In this case, we as the Employee Representatives' Councils can obtain information and air the issues that are affecting us. In addition, the company is obliged to inform the Employee Representative Councils about everything that has effects on workers in at least two EU countries. This information must be given in good time, something that we regret to say has not yet been functioning properly so far.

## The agreement

The working method of the Euroforum and its rights and duties are defined in an agreement. As a rule, the Euroforum will convene once a year. For the purpose of dealing with ongoing tasks, the employee representatives elect an administrative committee comprising six colleagues from six countries. The current Novartis Schweiz delegate on this board is Bernd Körner. In order to coordinate its work, this committee appoints a coordinator who bears particular responsibility for coordination with the company representatives in the Euroforum.

## Working groups

The Euroforum has the right to make use of working groups if necessary. At present, a working group is investigating the employment conditions at the various Novartis sites in Europe. An application for EU support has been submitted for this. As a first step, an extensive questionnaire is being used for collating data from six EU member states (including Switzerland). The information is being evaluated by an independent institute.

## Swiss coordinating group

The Euroforum CH Coordinating Group exists in Switzerland for electing delegates and preparing for meetings. Delegates from all Novartis plants in Switzerland are represented here. This is also where the information is archived after European meetings.