

The NAV holds a clear position

The NAV is committed to promoting the rights and the interests of the NAV members and all company employees in Switzerland. Here are some of the key issues we address.

1. Performance Management Process (PMP)

Unfair or inaccurate assessments or use of the PMP are the most frequently complaints filed by employees. It is important that the PMP is used correctly. For example, there must not be any targets that trigger confusion and dissatisfaction among the parties involved. Fairness is also extremely important for those employees for whom assessment is conducted in the POO or Lean environment. Careful instruction on the process and training in social skills are therefore required.

The NAV calls for just assessments without targets, and ongoing training in social skills for line managers to help ensure accurate, matter-of-fact rating.

2. Restructuring

We believe that restructuring must not be carried out on the backs of employees. We have compensation schemes in place and will continue to negotiate others that place staff interests first. Affordable early retirement must remain an option in cases such as these.

The NAV advocates continued affordable early retirement in the case of restructuring.

3. workplace

Companies in the pharmaceutical industry are elite corporations where top-quality performance is demanded. However, complaints about poor economic forecasts are frequently part and parcel of salary negotiations. The NAV stands for job security in Switzerland.

The NAV sets its store by job security and appeals to the company to continue focusing on strengthening its Swiss sites.

4. Pay systems

Do Novartis employees receive adequate recompense for the work they do? Who verifies this? Change is part and parcel of our lives. Tried-and-tested procedures are not always better, but neither are new ones! We need to observe new developments as they materialize. We want to shape change to the benefit of our staff. New developments must not mean poorer working conditions for our employees.

With competent representatives and the right tools, the NAV can make sure that change benefits employees, too.

5. Co-determination rights

The NAV gives high priority to expanding the co-determination rights of the Employee Representative Council so that employees have an even greater say. In the past few years, different departments of the Novartis have spun off and formed their own business units. However, some of the new, independent business units do not fall under our codetermination regulations and the employee representatives have no or only limited power to intervene. Furthermore, not all the employees of the new Alcon division have employee representatives. We cannot tolerate employees of a company being treated according to a different set of employee rights. Codetermination rights must apply to all!

The NAV demands that the Novartis Employee Representative Council once again be allowed to represent colleagues from the new business units as well.

6. Labor law

Generally speaking, this topic is of great interest to employees at all company levels. Associates who are adequately informed of their rights contribute actively to achieving top results for their company. They are more independent and motivated, and this is also an advantage for the company itself. When individual employees encounter problems in their personal work environment for which they require legal advice, the NAV provides its members with a neutral attorney. The NAV advises them also on the drawing up of interim and final references.

The NAV promotes employees' knowledge of labor law and provides its members with experts when they need advice on legal matters.