

Point of view of two NAV members

Two years as a member



Pascal Häner
Associate Expert Science & Technology

My name is Pascal Häner, and I'm the youngest NAV member at the moment. I'm also celebrating my 25th birthday this year. Even as a child in school, I was fascinated by the natural sciences and experiments, so after a few taster days it was clear to me that I wanted to become a chemical laboratory technician.

I started my apprenticeship as a laboratory technician specializing in chemistry at Novartis in August 2012. After three very interesting and varied years, I successfully passed my final apprenticeship examination in summer 2015. After that, I worked as an external collaborator in PHAD (Pharmaceutical and Analytical Development) at PEN (Particle Engineering Platform) until the end of 2018, before I got my Christmas present of a permanent job. Now the department is called Material Science and I still really enjoy my work every day.

The start of my internal career was also when I first heard about the NAV. At first I had no idea what it was, so I checked with my work colleagues. I then thought it over and finally decided to join. The basic consideration was the feeling of security if a problem comes up or the relationship with the employer suffers or gets complicated. If that happens, there's an outside point of contact that you could turn to.

To be honest, I have to say that I haven't yet had any direct contact with the NAV, which in itself is not a bad thing, because it means that everything's running smoothly and there are no major problems.

But I still think it makes sense to become a member of the NAV at a young age.

Because even if everything's going smoothly at the moment and you think that you're getting along well, in the future you'll be glad to have a helping hand by your side and have a contact person to support you if there are problems. It also gives you a bit of security in uncertain times like now.



Twenty-two years as a member



Danilo Guerini
Associate Director NIBR, ATI

In 1999 I decided to take the big step towards the pharmaceutical industry. After many years in basic research, first as a postdoc at the NIH (National Institutes of Health) in Bethesda, USA, and then as a senior assistant at ETH Zurich, the time was right to try something new. I realized relatively quickly that as I took this step, a lot would



of the first department I worked in, along with the termination of my contract. It's at times like those that you realize how important it is that the NAV exists! There was also the closing down of research sites (Vienna, Horsham) and the regularly asked question about the status of the research center in Basel. These issues, too, were always taken up by the NAV. Although certain decisions are inevitable, it's important that the employees concerned are backed up by a strong partner.

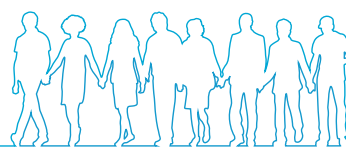
The NAV was also involved in the design of the performance appraisal system, and I think that it played a part in how we're now slowly moving away from the strict assessment system. What does the future

There's one thing I regret about my NAV membership, and that's that I've been a little too passive. I always see familiar names putting themselves forward for different positions at the NAV and sometimes I think that I should do a bit more. I know my father would agree with that.

change. I'd be moving away from the academic environment, where research grants are the driving force, towards a properly regulated world of work with permanent employment conditions. When I was hired, I was made aware of the NAV. The meaning of this acronym became clear to me after I took some time to read about the Novartis Employees' Association (NAV). I remembered when I was still at home in Ticino, the many discussions with my father (he was very involved in the trade unions) about the role of the trade unions in protecting workers' rights. Later, in the US, I didn't hear much about that sort of thing. When I started working at Novartis, I thought it was good that the NAV is Novartis-specific, so it was immediately clear to me that I wanted to become a member.

Although I've always worked in research (NIBR) for 22 years, I've been through some changes. I even witnessed the closure

hold? The pandemic and advancing digitalization will change our work environment very significantly. I am sure that the NAV is already dealing with these developments.



nav novartis angestellten verband
association des employés de novartis
novartis employees' association