

SA WORKSHOP

Advance Information To Potential New Delegates



What future for CERN ?

AGENDA

- Lunch
- Introduction to the Staff Association for potential new delegates



SUMMARY

- CERN legal framework
- Concertation
- Mission and roles
- SA organisation



TOPIC ONE

CERN legal framework



CERN LEGAL FRAMEWORK

[Convention pour l'Établissement d'une Organisation européenne pour la Recherche nucléaire | CERN Council](#)

On 1 July 1953 in Paris, under the auspices of UNESCO, 12 founding [member states](#) signed the Convention that led, in 1954, to the establishment of the European Organization for Nuclear Research.

The Convention entered into force on 29 September 1954, the official date of the laboratory's foundation.

Accord entre le Conseil fédéral de la Confédération suisse et l'Organisation européenne pour la Recherche nucléaire pour déterminer le statut juridique de ladite Organisation en Suisse [accord-suisse-fr.pdf \(cern.ch\)](#)

Accord entre le Gouvernement de la République française et l'Organisation européenne pour la Recherche nucléaire relatif au statut juridique de ladite Organisation en France [accord FR CERN FR.pdf](#)



CERN LEGAL FRAMEWORK

- CERN is an international organization based in Geneva
- CERN creates its own legal rules (statutes, circulars)
 - Social security system (pensions, health insurance) must offer conditions at least equivalent to those in Switzerland (including governance-wise e.g. PF top body must be joint i.e. equal representation of employer and employees).
- CERN thus has two roles:
 - Employer (employment conditions) *“ensure that the members of the personnel appointed are of the highest competence and integrity [... and with] as fair a distribution as possible of the nationals of the Member States and of men and women.”*
 - State (health insurance, pension scheme)
- Some of our main legal basis are the Staff Rules and Regulations, PF and CHIS rules

CERN LEGAL FRAMEWORK

The *Staff Rules* define and codify the legal relationship between the Organization and the members of the personnel.

- Adopted and amended by CERN Council. [S I 1.01]

The *Staff Regulations* lay down the provisions governing the application of the *Rules*.

- Adopted and amended by CERN Finance Committee. [S I 1.02]

The provisions governing the application of the *Regulations* may be laid down in *administrative* and *operational circulars*.

- Adopted and amended by the Director-General following **discussion** in the Standing Concertation Committee. [S I 1.04]

Staff Rules, Chapter VII: Relations with the Personnel

- [S VII 1.01] *Independently of the hierarchical channels, the relations between the Director-General and the personnel shall be established either on an individual basis or on a collective basis with the Staff Association as intermediary.*
- [S VII 1.08] *Any proposed measures of a general nature regarding the conditions of employment or association of members of the personnel shall be the subject of **discussion** within the Standing Concertation Committee (SCC).*
- [S VII 1.07] **Discussion** shall mean a procedure whereby the Director-General and the Staff Association concert together to try to reach a common position [in the SCC].

+ RTG 8 procedure



STAFF RULES & REGULATIONS

Annex R A1 : the five yearly review

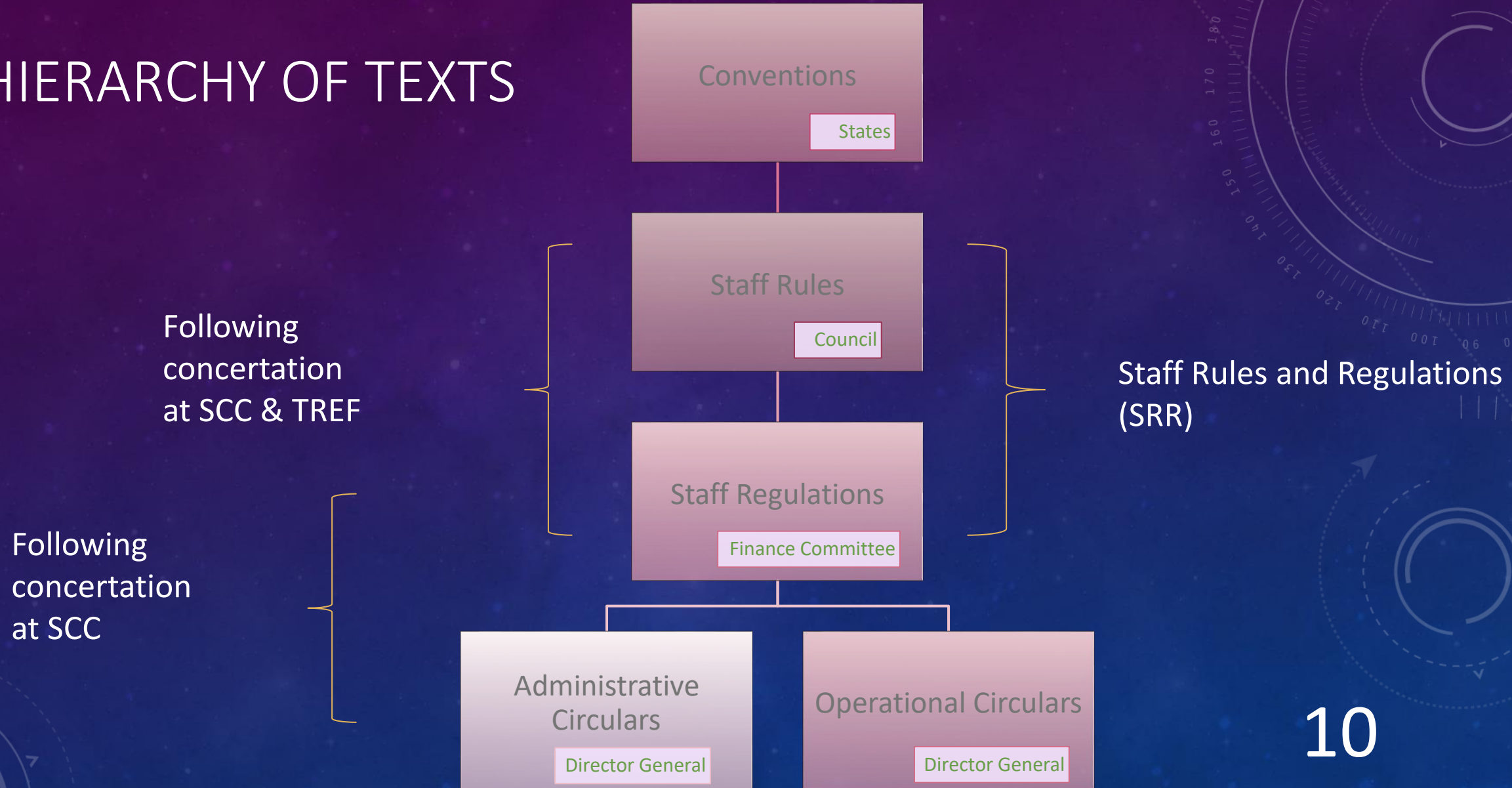
Purpose

- The purpose of the five-yearly review is to ensure that the financial and social conditions offered by the Organization allow it to recruit and retain the staff members required for the execution of its mission from all its Member States.

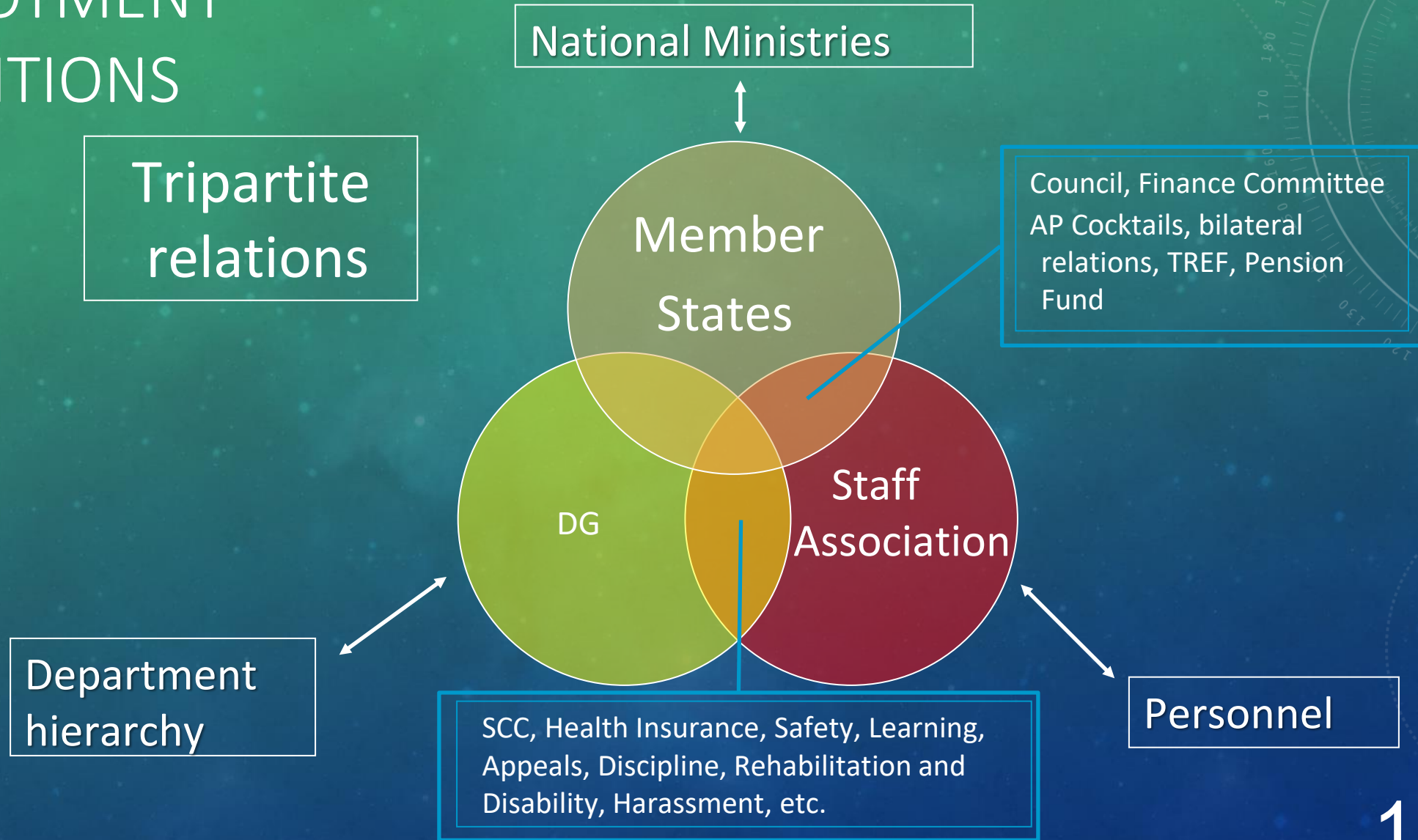
Procedure

- Identification of key recruitment markets of the Organization;
- Data collection of the comparator employers;
- Comparison of these data;
- Proposals by the DG and decisions by the Council.

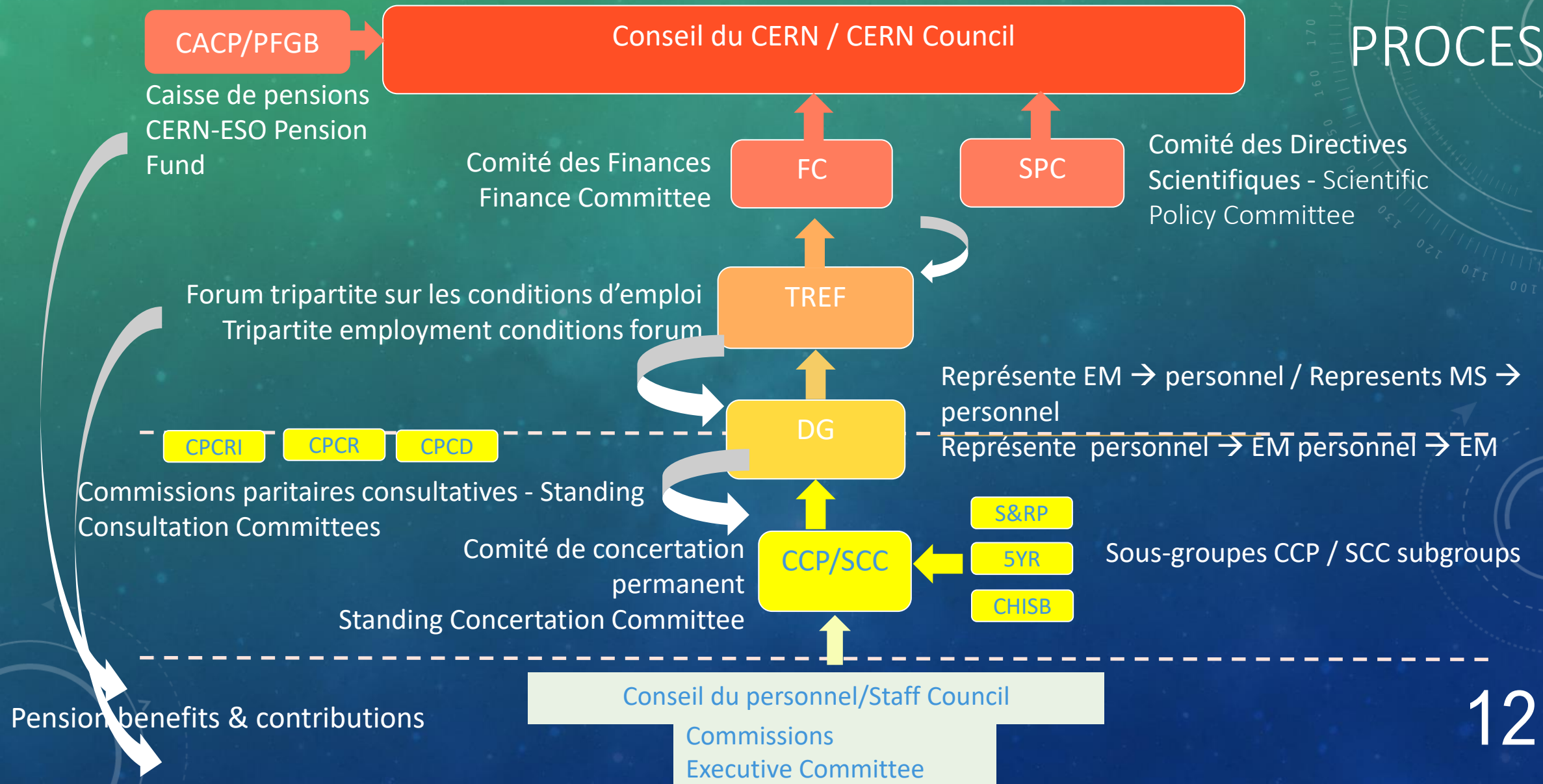
HIERARCHY OF TEXTS




EMPLOYMENT CONDITIONS



DECISION MAKING PROCESS



The background features a complex technical drawing with various lines, circles, and a scale. The scale is a circular arc on the left side, with numerical markings from 140 to 260 in increments of 10. Several yellow arrows point from the scale towards the right. The overall aesthetic is technical and precise.

1 2

TOPIC TWO
CONCERTATION

CONCERTATION

S VII 1.01 Relations between the Director-General and the personnel	MP	Independently of the hierarchical channels, the relations between the Director-General and the personnel shall be established either on an individual basis or on a collective basis with the Staff Association as intermediary.
--	----	--

S VII 1.07 Standing Concertation Committee (SCC)	MP	General matters concerning the personnel shall be subject to discussion between the Director-General and the Staff Association. Discussion shall mean a procedure whereby the Director-General and the Staff Association concert together to try to reach a common position. A Standing Concertation Committee (SCC) shall be established for this purpose.
S VII 1.08 Discussion within the SCC	MP	Any proposed measures of a general nature regarding the conditions of employment or association of members of the personnel shall be the subject of discussion within the SCC.

CONCERTATION

- Discussion to concert, striving to reach, a common position
 - Mostly a case of trying to reach a common position, sometimes a position of non-opposition;
 - Decision is then taken by a party above,
 - Arbitration if no common position can be reached.
- Not a negotiation with bargaining, blocking points but final decision,
- Not a consultation where dissenting positions can be ignored,
- Not a mediation in the absence of third party,
- Not a co-management where decisions are taken together.

CONCERTATION

- Delicate model that requires
 - Open and frequent discussions in good faith
 - Trust in the other party and their agenda
- Failing agreement, decision taken by Management : Director-General
- Final decision always by Finance Committee or Council
- Standing Concertation Committee is the keystone
- Tripartite Employment Forum (TREF) for concertation between Staff, Management and Member States



TOPIC THREE

MISSION AND ROLES

MISSION



Article I.1.2 Aims

The aims of the Association :

- (a) To promote, serve and defend the economic, social, professional and moral interests of members and all CERN staff, with particular reference to the observance of the Staff Rules and all the statutory texts arising therefrom, as well as the improvement of employment, working, safety and welfare conditions in the widest possible sense.
- (b) To protect the rights and defend the interests of the families of the CERN staff and those of the beneficiaries of the CERN Pension Fund.
- (c) To promote good relations between CERN staff members and other employees working on site.
- (d) To contribute, along with the Council of the Organization and the Director-General, to the seeking and implementation of means of ensuring that the mission of the Organization, as set out in the Establishment Agreement, is carried out.
- (e) To strengthen the links between the nationals of the countries represented in the Organization.
- (f) To promote good relations with the local population, among whom the staff members and their families are living.

OTHER DEFENSE OF THE PERSONNEL

- Assistance and Advice
- Confidential listening & support, informal contact
- Increase in the number of members of personnel (MPE and MPA) who have taken contact with the SA
- Similar questions as previous years
 - Application/interpretation of the SRR and circulars
 - Conflict relationships between supervisor and supervisees
 - Advancement/Promotions
 - LD to IC
 - Questions regarding health and security
 - COLA MPA
 - Taxation
- Personal support for appeals and others official bodies
- Consult legal advisors specialised in international law if necessary

ROLES OF THE STAFF ASSOCIATION

- Facilitate integration
exhibitions , clubs, conferences, concerts
- Social activities on CERN site

Long-Term Collections (since 1971), Christmas Children party (since 1954), JDP (since 1965), Mutual Aid Fund



TOPIC FOUR

SA ORGANISATION

STAFF ASSOCIATION SECRETARIAT

staff.association@cern.ch



Catherine Regelbrugge

Accounting, Secretariat of the Executive Committee, Organization of elections to the Staff Council, Webmaster for the Staff Association, Annual reports



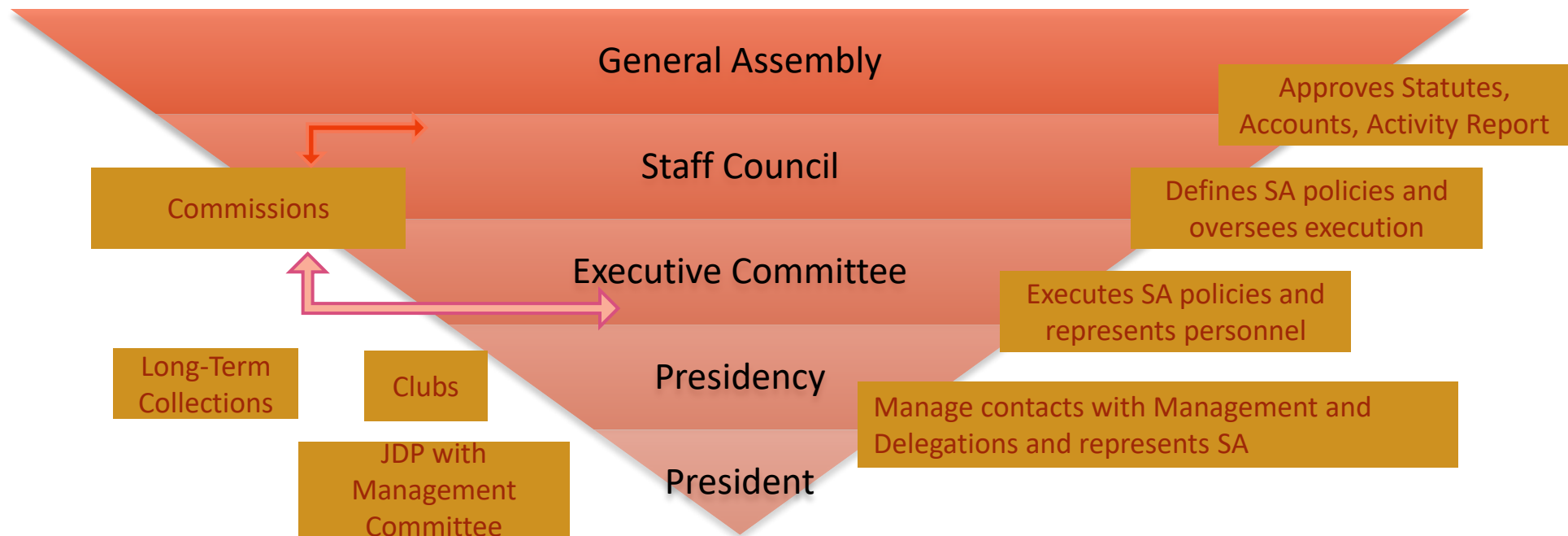
Lina Yanez / Alice Gurbanov

For “Jardin des Particules” : General Administration, Financial management, Salaries, Invoicing, Data protection and privacy, Webmaster, Communication



Fiona Brenugat

Echo, Organization of ambassadors' cocktail, Cultural activities: conferences, exhibitions, concerts, Christmas party for staff children, Accounting support for Jardin des Particules, Secretariat of the Staff Council



STAFF ASSOCIATION GOVERNANCE

GENERAL ASSEMBLY



General Assembly: meets normally once a year

- Discuss and approve activity report, financial report
- Approve eventual changes in the Statutes
- Set the basis for the general actions of the Staff Association
- Approve the membership rates and budget



Gathers all members of the Staff Association

STAFF COUNCIL

- Staff Council is the supreme representative organ
- 47 MPE + 3 MPA delegates, 7 pensioner delegates
- Defines Staff Association policies and oversees their execution by the Executive Committee
- Elects the Executive Committee
- Establishes commissions and working groups, nominates staff delegates in representative roles



STAFF DELEGATES

Role:

- Inform Members of personnel
- Participating in and make the internal commissions alive
- Provide a first level assistance and advice to Members of personnel
- Inform the Staff Council of situations or events important for the SA
- Keep contact with the Executive Committee
- Contribute to the SA Annual Report

INTERNAL COMMISSIONS



Established by the Staff Council



Report to the Staff Council



Keep contact, as relevant, with the Executive Committee, Bureau and other SA Commissions



Commissions are the place where most of the work of the Staff Association is done



All delegates should participate in at least one commission



Bring and share ideas

INTERNAL COMMISSIONS





UNDER SA AEGIS

- Clubs Coordinating Committee

The CERN clubs run under the supervision of the Staff Association through the Clubs Coordinating Committee (CCC). The Committee is composed of persons acquainted with the running of a club. They are elected by the Clubs' Presidents.

The CCC, whose President and Staff Association representatives are appointed by the Staff Council, is responsible for:

- liaising between the clubs and Staff Council,
 - sharing out between the clubs the subsidies granted by the Staff Association and the Organization,
 - checking the clubs' activities (examining their operating accounts and annual balance sheets),
 - satisfying their needs (premises, etc.) as far as possible.
- Jardin des Particules (JdP)

The JdP depends on the Staff Association. The latter gave the administration of kindergarten to a management committee. The Staff Council appoints representatives of the Association on this committee as described in the Statute of Kindergarten.

- Long term collections (CLT)

A CERN Staff Association programme to fundraise money for humanitarian projects.



Proposition de modifications des Statuts de l'Association du personnel

Ci-dessous les changements apparents en rouge, en vue de leur ratification par l'Assemblée générale qui aura lieu le 2 juin prochain.
La version anglaise est disponible sur [le site internet de l'Association](#).
Pour plus d'informations:



Préambule

Le personnel de l'Organisation européenne pour la recherche nucléaire (CERN).

Considérant comme fondateurs de droits pertinents tant pour le personnel du CERN que pour son Association les textes suivants les :

- Convention sur la liberté syndicale et la protection du droit syndical (No. 87, 1948), la Convention sur le droit d'organisation et de négociation collective (No. 98, 1949), la Convention sur l'égalité de rémunération pour un travail de valeur égale (No. 100, 1957), la Convention sur la discrimination (emploi et profession) (No. 111, 1958), la Convention sur les relations de travail dans la fonction publique (No. 151, 1978) et la Convention sur la sécurité et la santé des travailleurs (No. 155, 1981) adoptées par l'Organisation internationale du travail ;

Titre I — Association

Article 1.1.2 Buts

Les buts de l'Association sont les suivants :

- (a) Promouvoir, servir et défendre les intérêts économiques, sociaux, professionnels et moraux de ses membres et l'ensemble du personnel du CERN en veillant notamment au respect du Statut du personnel et de tous les textes réglementaires qui en découlent, ainsi qu'à l'amélioration des conditions d'emploi, de travail, de sécurité et de bien-être de ce personnel ;



De tout Coeur,
merci...

Our emergency response to the Earthquakes in North-western Syria and South-east Türkiye

South-east Türkiye

MSF is supporting different local NGOs and civil society organisations to provide humanitarian relief to people in Türkiye affected by the earthquakes. Today we continue to provide assistance to local organizations active in the provision of mental health and psychosocial support. In addition, we are also supporting the setup of clean, safe and warm spaces for people to access support, showers and toilets, laundry machines, charging docks, among other services. Now that the most acute needs have been met, MSF is ending its support for local organizations dedicated to supplying medical equipment and other essential items; in total, the NGOs provided 96.6 tons of fruits and vegetables, 390,500 meals, 53.1 tons of firewood, 38,841 hygiene kits, 375 tents, 65 containers, 173 showers, 350 toilets and other materials distributed to people in need.

Psychosocial support:

The provision of psychosocial support is crucial following all the suffering experienced by the people. It is key that it is given with a long-term perspective. MSF, through local NGOs and civil society organizations, is supporting psychosocial activities for people affected by the earthquakes, including support and reflected on their psychosocial health.

Notre réponse d'urgence suite aux tremblements de terre en Syrie et Turquie

Sud-est de la Turquie

MSF a soutenu différentes ONG locales et organisations de la société civile afin de fournir une aide humanitaire aux personnes touchées par les tremblements de terre en Turquie. Aujourd'hui nous continuons à fournir une assistance aux organisations locales actives dans la provision de santé mentale et de soutien psychosocial. De plus nous maintenons notre soutien à la mise en place d'espaces propres, sûrs et chaleureux pour que les gens puissent avoir accès à un soutien, à des douches et des toilettes, à des machines à laver, à des bornes de recharge, parmi d'autres services. Les besoins les plus urgents ayant été couverts, MSF met fin à son soutien aux organisations locales dédiées à l'approvisionnement de matériel médical et autres articles de première nécessité ; au total, les ONG soutenues auront fourni 96,6 tonnes de fruits et légumes, 390 500 repas, 53,1 tonnes de bois de chauffage, 38 841 kits d'hygiène, 375 tentes, 65 conteneurs, 173 douches, 350 toilettes ainsi que d'autres matériels distribués aux personnes dans le besoin.

Services en santé mentale :

L'accompagnement psychosocial est crucial après les souffrances endurées par la population et doit être apporté sur le long terme. MSF, par l'intermédiaire d'ONG



76th Council of FICSA

A delegation from the CERN Staff Association participated in the Council of the Federation of International Civil Servants' Associations (FICSA), which was held from 6 to 10 February 2023 in Valencia, Spain, in the premises of the United Nations Information and Communication Technology Facility (UNICTF). Participation in the Council always provides an opportunity for very enriching exchanges of experience and ideas, but it also helps to realize the progress made by some organisations on certain issues. This year 105 delegates attended the Council after several years of remote meeting. It was very useful to have the possibility to restart again the discussions and exchanges in person.

What is FICSA?

The Federation of International Civil Servants' Association (FICSA) was established in 1952 and currently brings together more than 85 staff associations or unions of international or intergovernmental organisations.

A distinction is made between members (30), who come from the United Nations Common System, and associate members (18), who are outside the Common System. FICSA also has 18 staff associations from other organisations as consultative members, and more than 24 local federations, which gather United Nations local staff associations with observer status. Some of these staff associations are in small organisations of a few dozen members. Others come from large agencies, such as the International Atomic Energy Agency (IAEA), which counts approximately an equal number of civil servants as

76ème Conseil de la FICSA

Une délégation de l'Association du personnel du CERN a participé au Conseil de la Fédération des associations des fonctionnaires internationaux (FICSA), qui s'est tenu du 6 au 10 février 2023 à Valence, en Espagne, dans les locaux du Fonds des Nations Unies pour les technologies de l'information et de la communication (UNICTF). La participation au Conseil est toujours l'occasion d'échanges d'expériences et d'idées très enrichissants, mais elle permet aussi de se rendre compte des progrès réalisés par certaines organisations sur des dossiers précis. Cette année, 105 délégués ont participé au Conseil après plusieurs années de réunions en distanciel. Il était très utile d'avoir la possibilité de relancer les discussions et les échanges en présentiel.

Qu'est-ce que la FICSA ?

La Fédération des associations des fonctionnaires internationaux (FICSA) a été créée en 1952 et regroupe actuellement plus de 85 associations ou syndicats de personnel d'organisations internationales ou intergouvernementales.

On distingue les membres (30), issus du régime commun des Nations unies, et les membres associés (18), qui ne font pas partie du régime commun. La FICSA compte également 18 associations du personnel d'autres organisations en tant que membres consultatifs, et plus de 24 fédérations locales, qui regroupent des associations locales de personnel des Nations unies ayant le statut d'observateur. Certaines de ces associations de personnel appartiennent à de petites organisations de quelques dizaines de membres.

December 2022

PROTON SPÉCIAL

Décembre 2022



What future for CERN ?

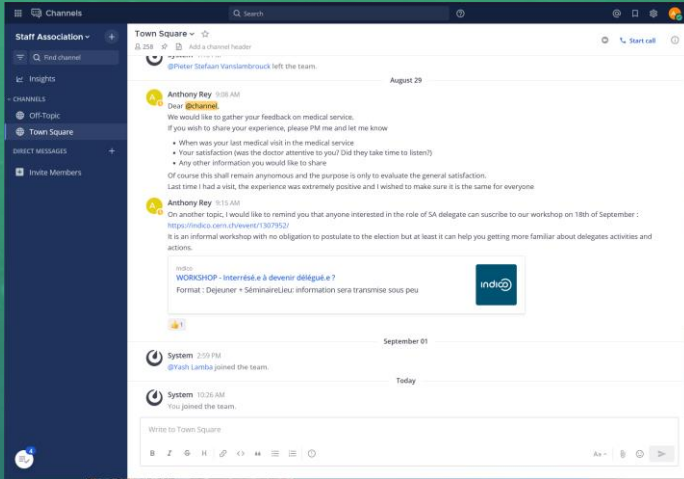
Quel futur pour le

SA COMMUNICATION

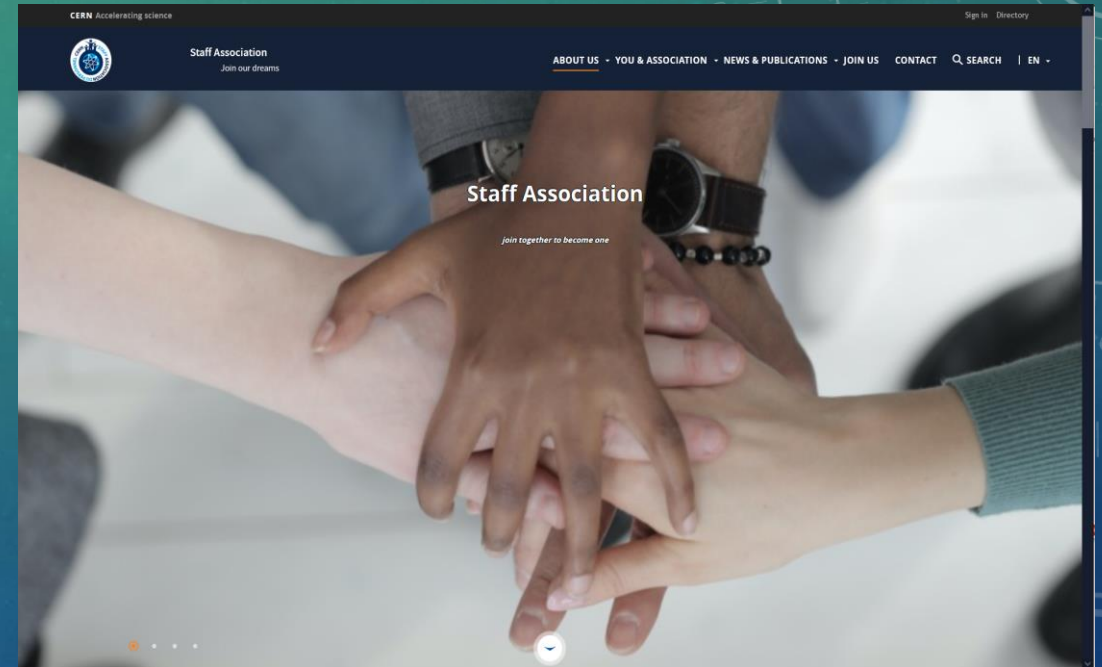
- SA delegates
- Public meetings
- Annual reports
- Participation in Management meetings on demand
- Regular contact with Department Heads, particularly the HR department
- Informal contacts with the Members states and Associated Members States
- Regular exchanges formal and informal with the staff associations from other OIs
- ECHO articles (see [SA website](#))
- PROTON special
- Individual contact, feedback and information by e-mail, etc..

SEVERAL COMMUNICATION SUPPORTS

Web page ⇒ <http://staff-association.web.cern.ch/>



Staff Association channel on Mattermost ⇒ <https://mattermost.web.cern.ch/staff-association/channels/town-square>



Notice boards



Choose “Staff Association” at top of CERN Bulletin Web page at ⇒ <http://cds.cern.ch/journal/CERNBulletin/>

COLLECT PERSONNEL'S OPINION



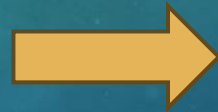
SA SURVEY ON
POTENTIAL SAVINGS



SA REFERENDUM



SA QUESTIONNAIRE



**To develop a bottom-up
approach**



**Involve the personnel in
decisions for the future of CERN**

SA ADDED VALUE THESE PAST YEARS

- Avoid administrative staff and technicians to become local staff
- Guarantee the health insurance in case of withdrawal of one or several MS or dissolution of the Organisation
- Limit the financial crisis impact on the personnel / Actions towards MS regarding their exceptional contributions
- Implement the teleworking at CERN
- SA fees
- Limit degradation of Graduates' programme conditions
- Actions for MPAs regarding COLA impact
- On going work on voluntary measures proposed by SA

And more on going ...



When you join the staff council, you join a team
you'll be part of a collective effort that has the power to change things
you'll have the opportunity to forge links and strengthen your skills
together, let's build a better, more united future.

We look forward to seeing you.
Thank you again for coming today !

WHY BECOMING A STAFF DELEGATE ?



ANNEX

KEY NUMBERS & KEY POINTS

KEY NUMBERS

STAFF ASSOCIATION in a brief

- Sole Staff representative body
 - 57 seats as staff as delegate
 - 47 ordinary members (MPE)
 - 3 associated members (MPA)
 - 7 retired members (GAC-EPA)
- Membership on voluntary basis
 - 1263 STAFF (47.5%)
 - 44 FELL
 - 13 GRAD
 - 40 MPA
 - GAC –EPA are also members
- Annual budget: ~434 KCHF
- Social and cultural roles too
- Members can be mobilized if needed

ELECTIONS 2023

Members of SA

Every two-years elections for all seats by electoral college (and global vote ONLY for MPE)

Staff Council

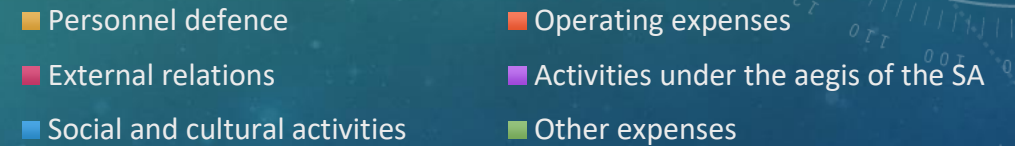
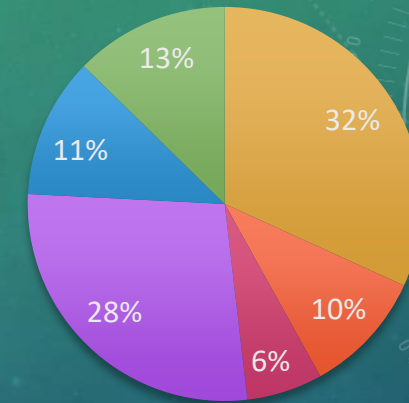
Every two-years for all seats by majority list block vote

Executive Committee

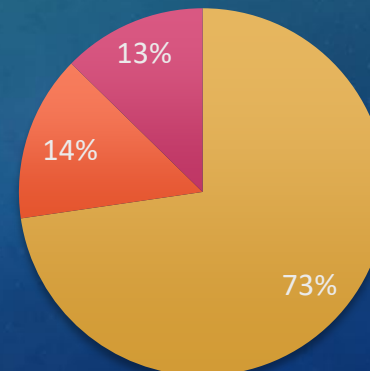
MEANS FOR ACTION

- SA secretariat
 - 3 full-time persons
 - Paid by the Administration's budget

Breakdown of expenditure



Breakdown of revenue



Annual budget: 434 KCHF