



Federation of International Civil Servants' Associations
- welcome -
James Purvis (Head of Human Resources @ CERN)

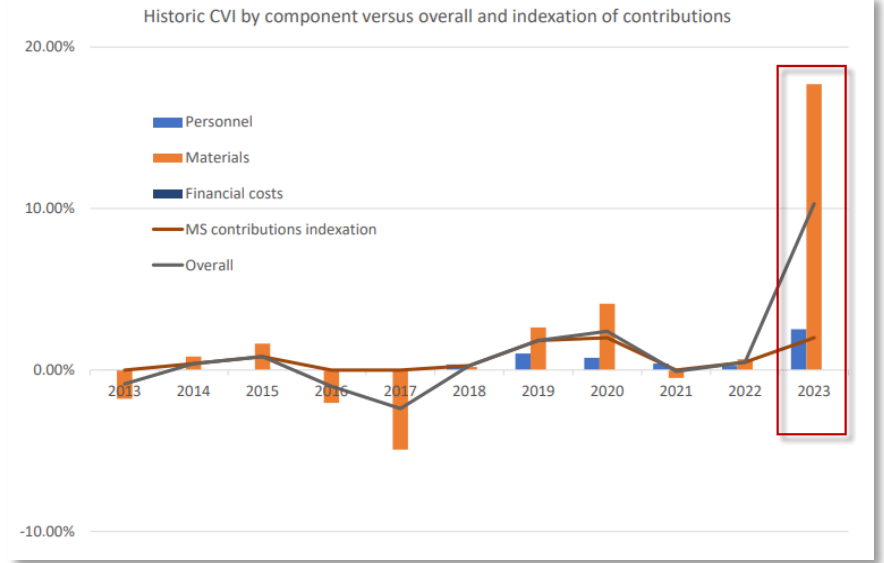
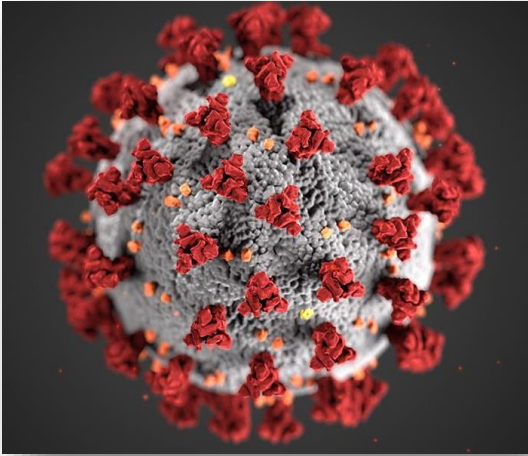


30th January 2025

A short story

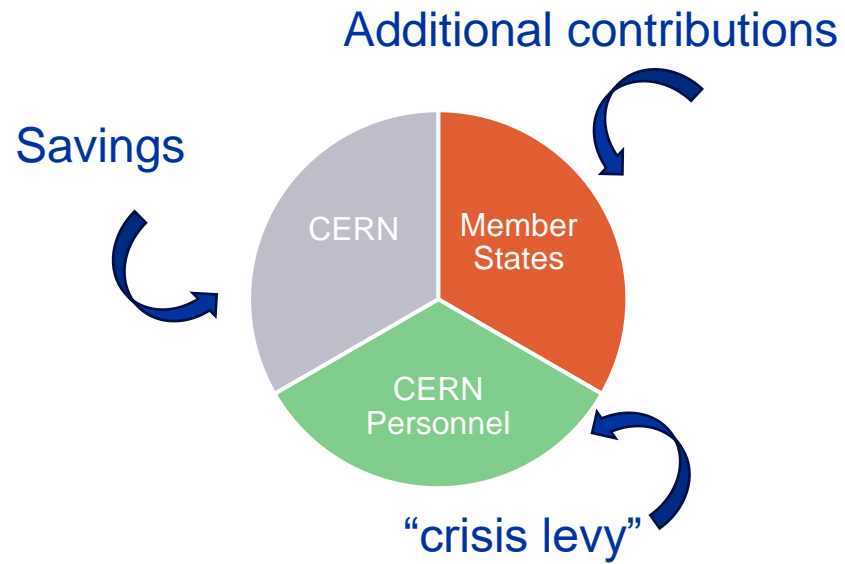


In December 2022, just prior to the end of year holidays, I sent an email to all staff...



Estimated cumulative budget impact on CERN
 $\Sigma \approx 990 \text{ MCHF by 2032}$

How was this addressed?





OK – so what is
“concertation” ?

How does it work?
Why does it matter?
What are its
strengths &
weaknesses?

Concertation

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.

The act of consulting each other, **taking each other's advice with a view to a common project, agreeing to act together.**

Concertation differs from **negotiation** in that it does not necessarily lead to a decision, but aims to prepare for it.

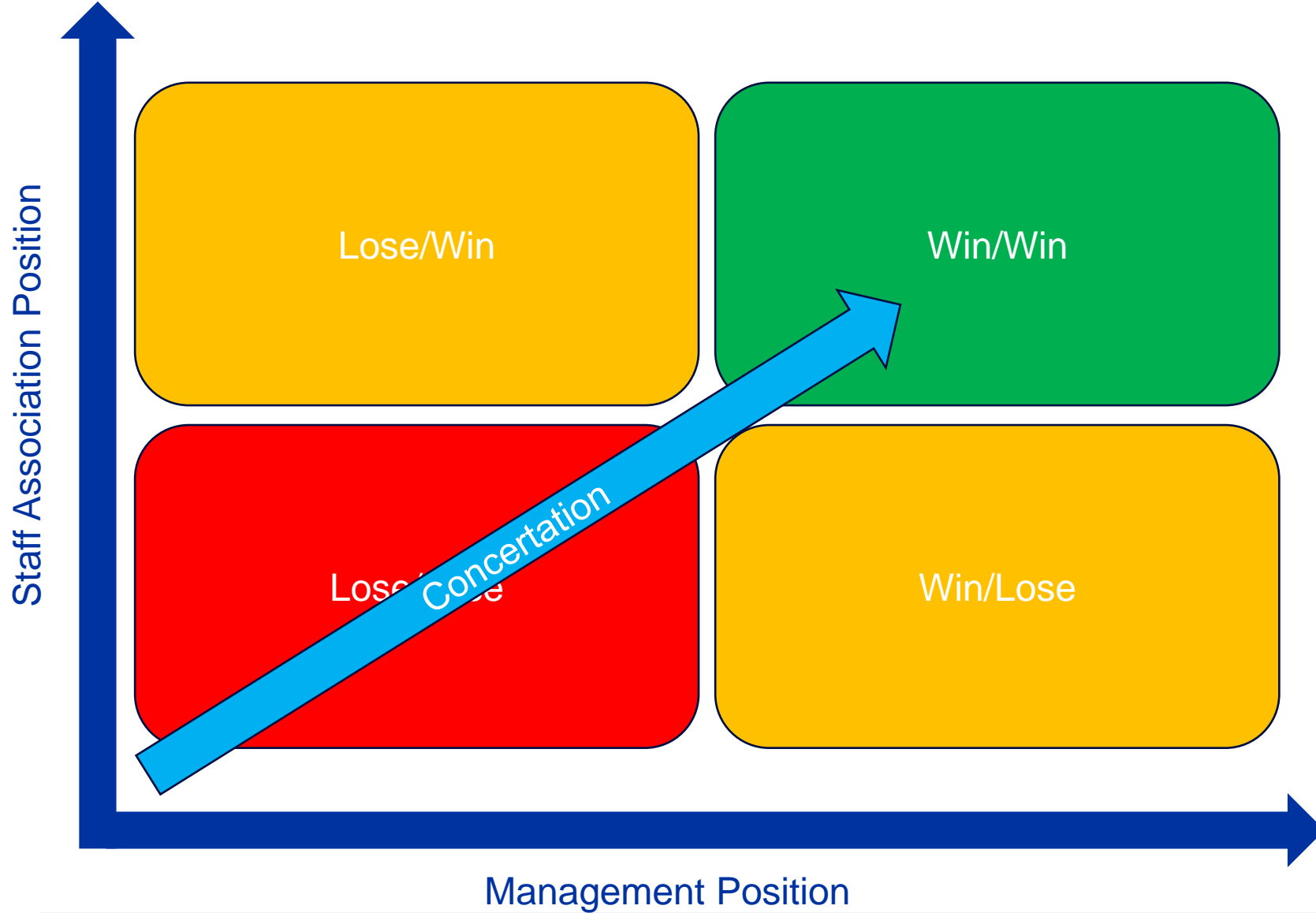
Concertation differs from **consultation** in that it is not simply a request for an opinion. Concertation involves confrontation between the parties, the exchange of arguments and the clarification of each other's points of view.

Consultation differs from **mediation** in that it does not involve a third party to facilitate the search for an agreement between the parties.



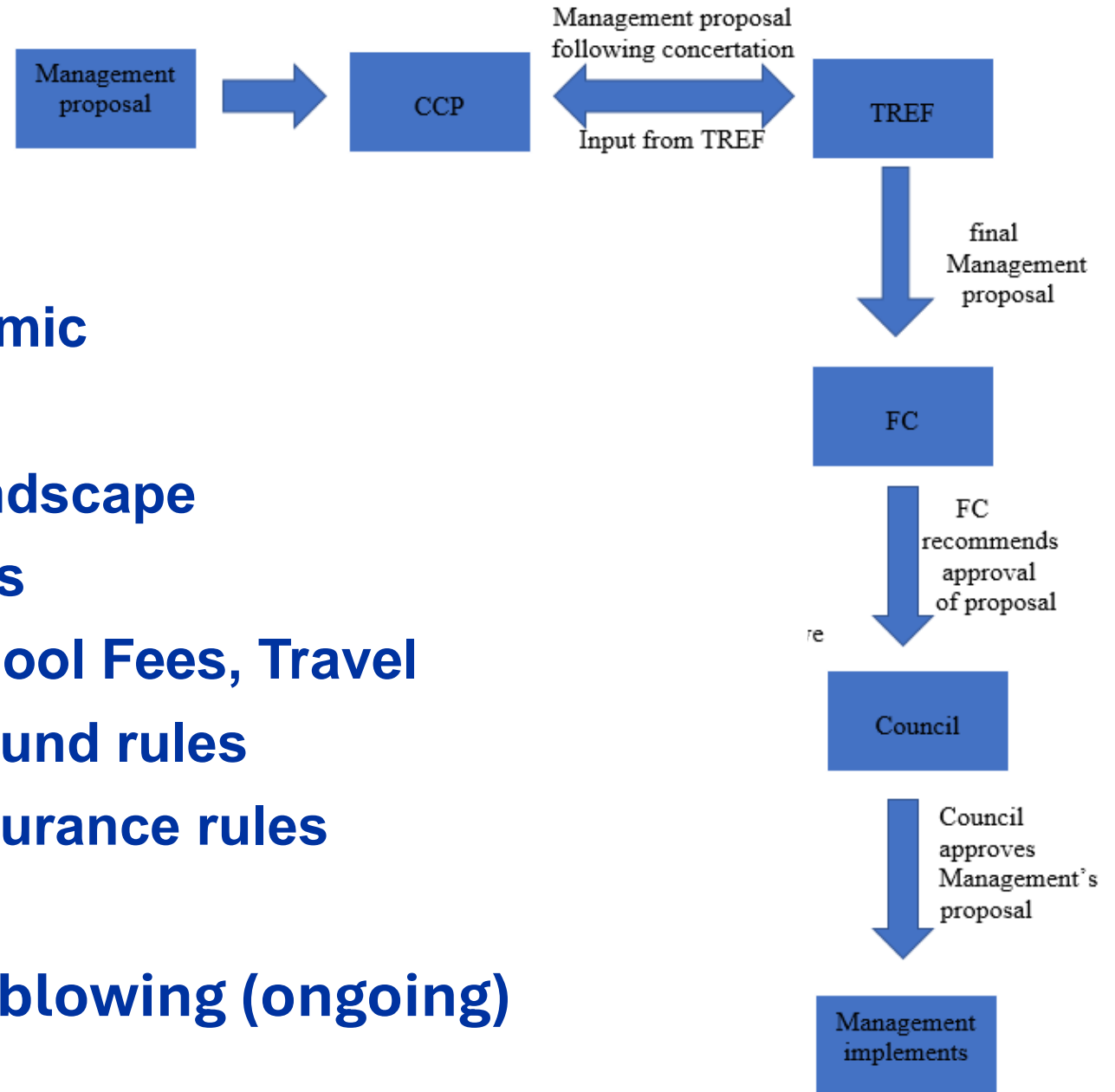
Text courtesy of the Staff Association

“Concertation”



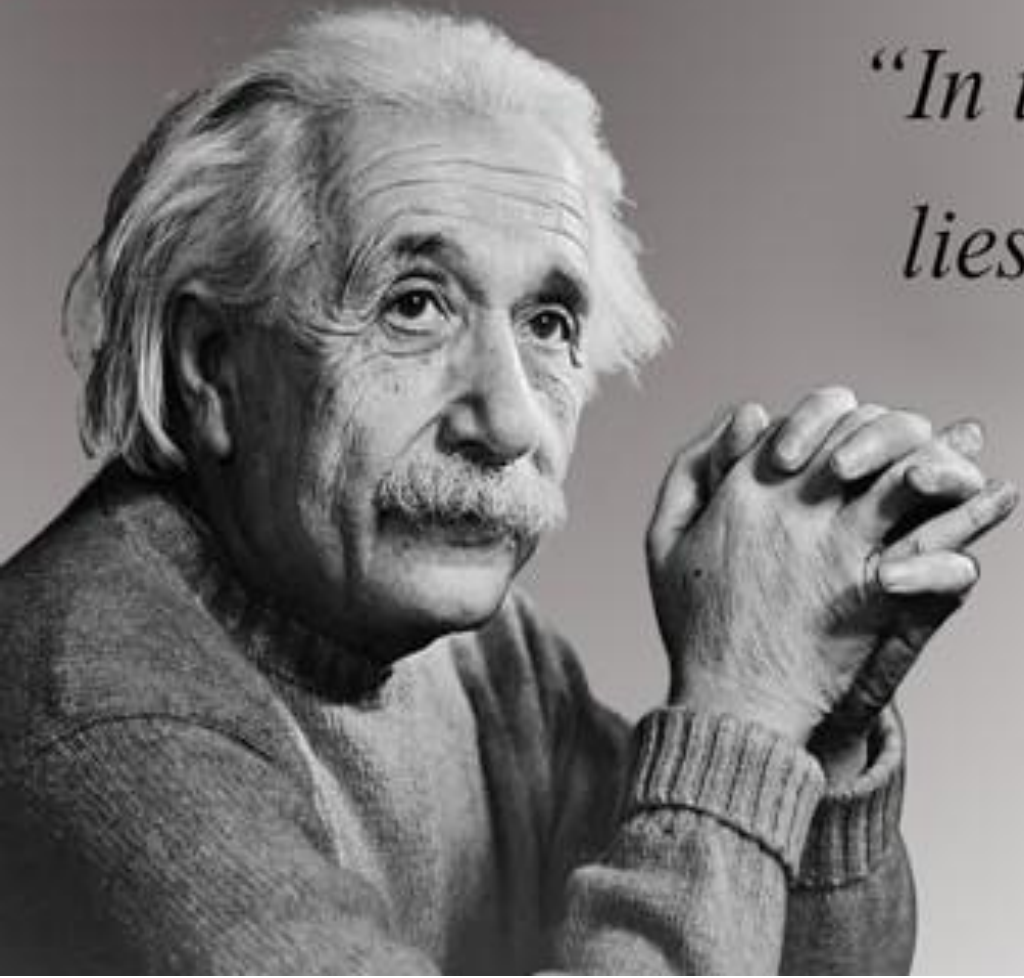
“strive to reach common position”

Concertation in action



Recent examples:

- COVID measures during the pandemic
- CERN's Telework policy
- Full reform of CERN's Graduate landscape
- CERN's Pre-retirement programmes
- Numerous reforms: Removals, School Fees, Travel
- Modifications to CERN's Pension Fund rules
- Modifications to CERN's Health Insurance rules
- Internal justice, Ethics, Whistleblowing (ongoing)



*“In the middle of every difficulty
lies opportunity”*

- Albert Einstein



Thank you for your
attention!

Q&A