



CERN people and CERN organization

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HR Department**

CERN's mission

“The Organization shall provide for collaboration among European States in nuclear research of a pure scientific and fundamental character.”

Research



Education



Technology



Collaboration

CERN - Main Bodies



■ CERN Council

- The Council is ultimately responsible for all important decisions; it determines CERN's policy; approves the programme of activities; adopts the budgets; and reviews expenditure.
- Each Member State has two official delegates, one representing his or her government's administration and the other national scientific interests.

■ Subordinate bodies

- Finance Committee (FC)
- Scientific Policy Committee (SPC)
- TREF

■ Standing Concertation Committee (SCC)

- For all measures regarding employment conditions

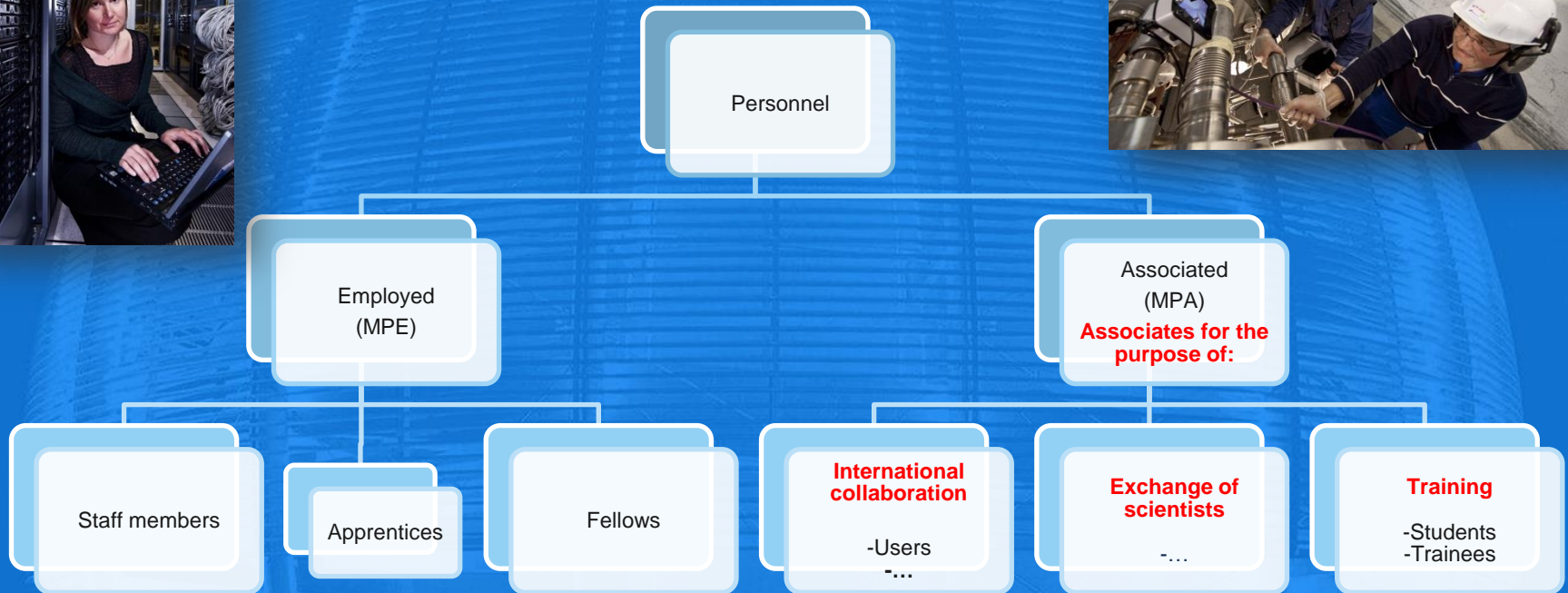
SCC: Definition & role

- SCC = “*Standing Concertation Committee*”
- SCC = CCP in French = “*Comité de Concertation Permanent*”
- SCC comprises:
 - Management
 - Staff Association
- Purpose of SCC:
 - Discuss general matters concerning the personnel and, in particular, any proposed measures of a general nature regarding the conditions of employment or association of members of the personnel.
 - Identify possible common approaches and prepare discussions with the Member States.
 - Formal process of arbitration by the Director-General in case of disagreement.

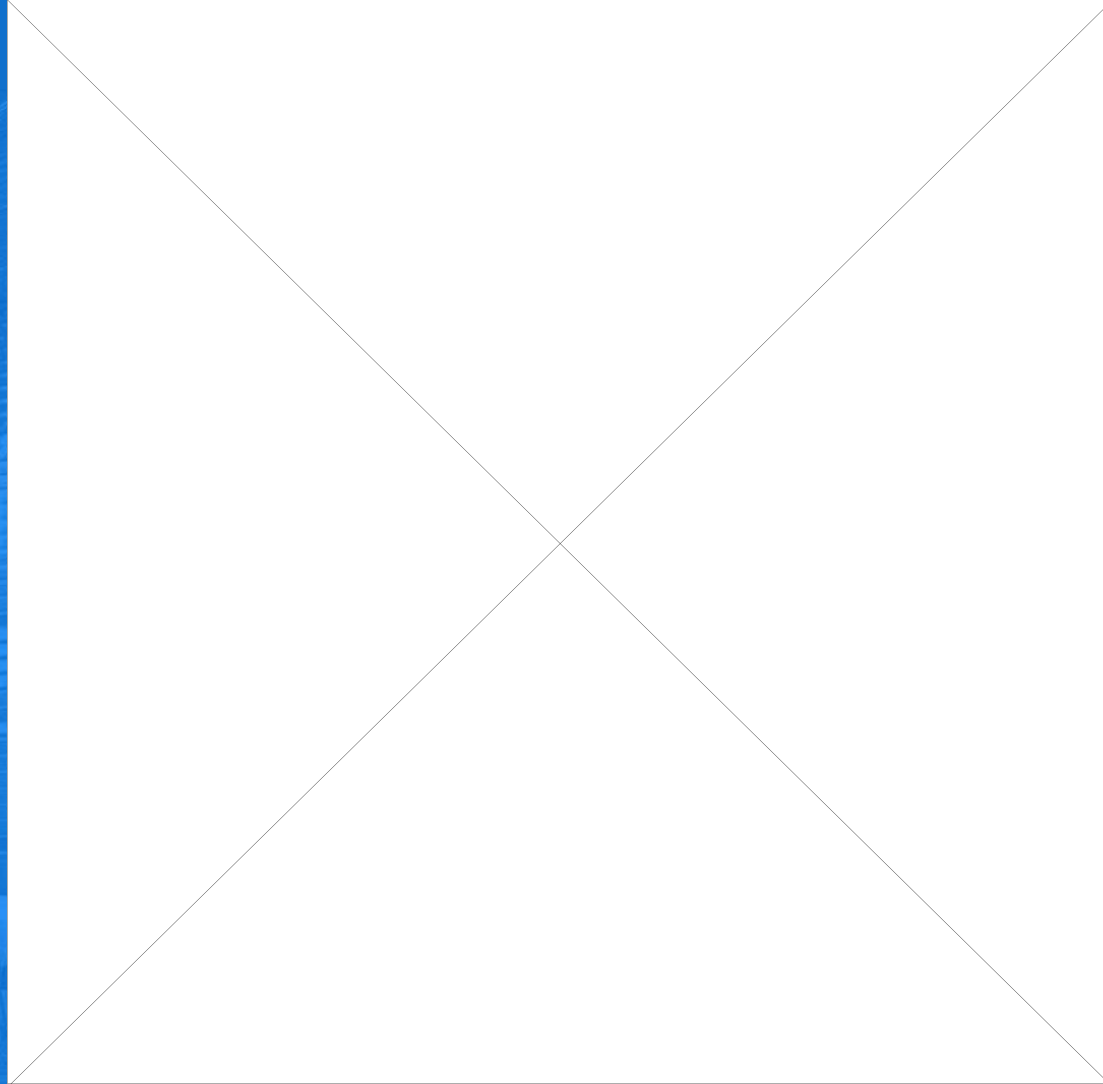
TREF: Definition & role

- TREF is a sub-body of Council
- TREF = “*Tripartite Employment Conditions Forum*” comprising:
 - Member States
 - Management
 - Staff Association
- Purpose of TREF:
 - Study aspects of CERN Remuneration and employment conditions.
 - Stimulate discussions between the Member States, the Management and the Staff Association in order to permit smooth decision-taking by the Finance Committee and Council.

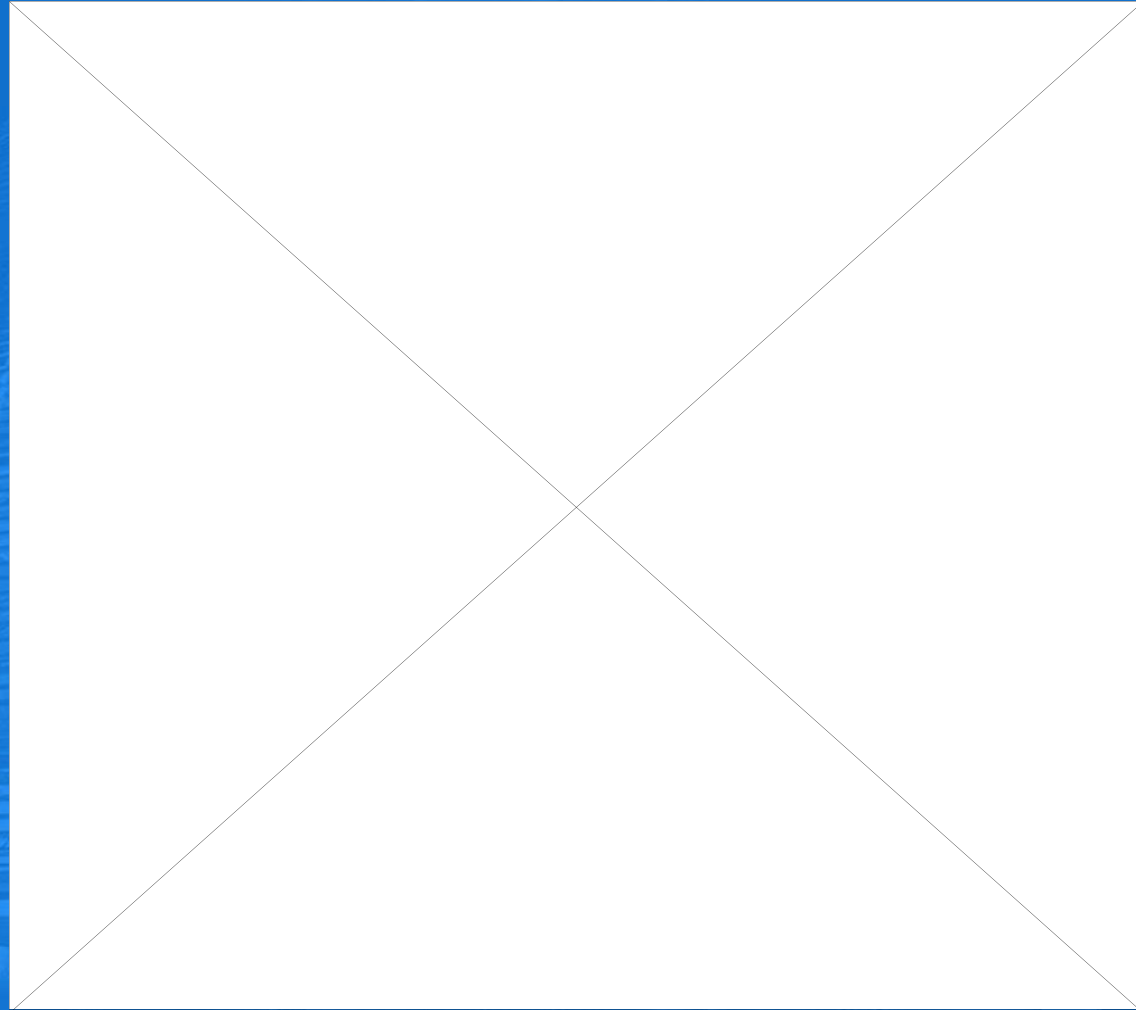
Categories of CERN MP



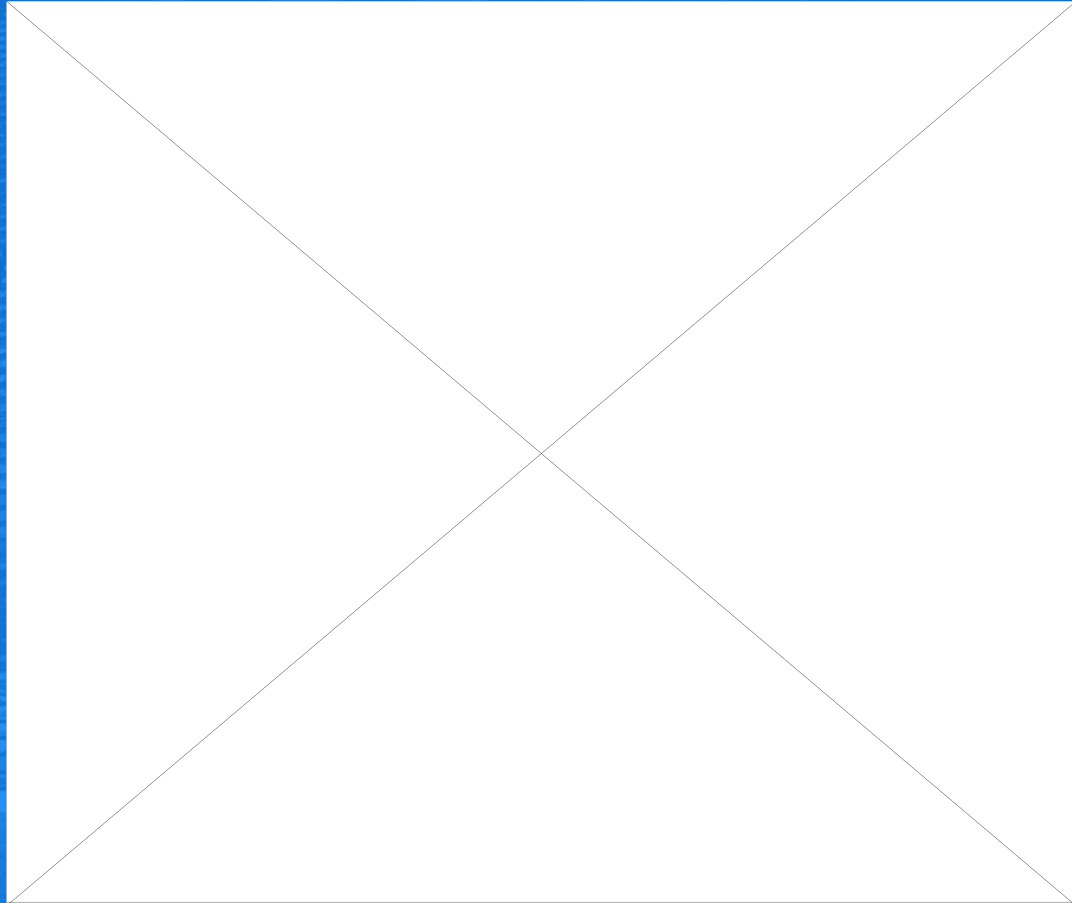
Demographics



Category Evolution



Gender



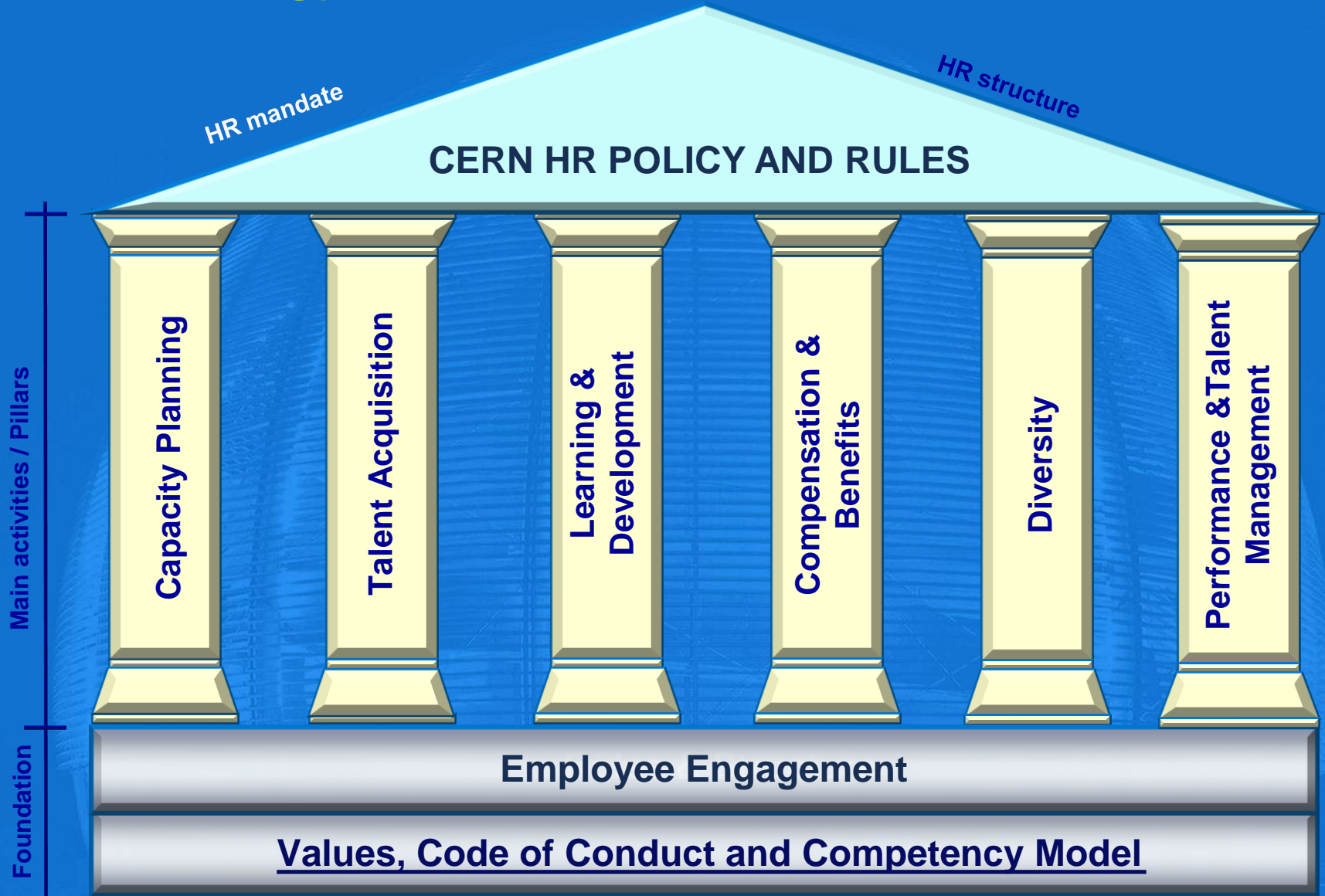
Age & Seniority



HR Department Remit

- Enable the Organization to further its excellence by:
 - defining the talents and competencies needed to accomplish the Organization's mission;
 - recruiting, retaining, and developing the staff with these talents and competencies.
- In this context, HR Department plays a proactive role as:
 - a partner in the definition of human resources policy;
 - a guarantor for the consistent implementation of this policy throughout the Organization, and
 - a facilitator for all questions concerning human resources.

HR - Strategy



CERN Values - EXCELLENCE

INTEGRITY

Behaving ethically, with intellectual honesty and being accountable for one's own actions

COMMITMENT

Demonstrating a high level of motivation and engagement to the Organization

PROFESSIONALISM

Producing a high level of results within resource and time constraints and fostering mutual understanding

CREATIVITY

Being at the forefront of one's professional field, furthering innovation and organizational development

DIVERSITY

Appreciating differences, fostering equality, and promoting collaboration

CERN Code of conduct

What does it address and to whom does it apply?

- ❖ Common standards of professional behaviour based on CERN values (vs. Code of Ethics)
- ❖ Guide in helping us, as CERN contributors, to understand how to conduct ourselves, treat others and expect to be treated.
- ❖ Applicable to all CERN contributors, i.e. not only staff members but also the user community, subcontractors, consultants...

What form does it have in practice?

- ❖ Short (4 pages) and intentionally so, organized around the five CERN values
- ❖ Extensive FAQ list available to increase understanding of how the Code applies to practical situations

CERN Code of conduct

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- CERN Yellow Reports
- Engineering and equipment data management service (EDMS)
- Staff association newsletter

Committees and council

Committees, CERN Council

- Advisory committee of CERN users (ACCU)
- CERN Council
- Committees in Indico
- EPS High-energy particle physics board
- Scientific committees

Working at CERN

Resources for those working at CERN

- CERN jobs
- CERN official holidays
- CERN embuds
- **CERN code of conduct**
- Diversity at CERN
- Health insurance scheme bulletin
- High-energy physics jobs
- Medical service
- Pension fund

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CERN Code of Conduct

*Furthering Excellence at CERN through Integrity, Commitment, Professionalism, Creativity and Diversity
Applicable from 1 July 2010*

Introduction by the Director-General

Integrity, commitment, professionalism, creativity and diversity: five words that each and every one of us at CERN can identify with, because they represent the core values of this Organization. Furthermore, they form the starting point for our Code of Conduct, which it is my pleasure to introduce. All of these values are equally important. Consequently, this Code should be read and interpreted as a whole as we strive to apply our values in conjunction with each other.

A Code of Conduct describes the basic standards of behaviour that we must all set ourselves and are entitled to expect from our colleagues in the workplace. But it is more than that: it is a bold statement of the way we see our Organization's values. CERN's mission is fundamental research in physics: pushing back the frontiers of human knowledge. In support of that mission, we drive innovation, stimulate international collaboration and inspire a rising generation of scientists. We do all this while respecting the highest ethical standards, and it is this aspect of CERN life that the Code of Conduct describes.

CERN's scientific achievements represent the vision and hard work of thousands of individuals. As Director-General, I value the contribution of everyone to our collective endeavour, and I appreciate the unique competencies that each of you brings to CERN. We are all contributors, whether members of the personnel (i.e. staff members, fellows, apprentices, associates, users or students), consultants, contractors working on site, or engaged in any other capacity at or on behalf of CERN. As such, we should all behave in accordance with CERN's core values.

CERN's Code of Conduct has been developed through a collaborative and transparent process, to ensure a shared appreciation of CERN values and their influence on the way we work. It does not duplicate or extend our existing legal rights and obligations, nor is it an exhaustive list of "dos and don'ts". Rather, it is intended to guide us in understanding how to conduct ourselves, treat others, and expect to be treated in accordance with CERN values. It is designed to help us understand both our rights and our obligations.

I hope that this Code of Conduct will be a valuable tool in the maintenance and development of a workplace marked by mutual respect and understanding. We should familiarize ourselves with it, and incorporate it into our daily life at CERN. In so doing, we each take responsibility for living the CERN values, ensuring that CERN continues to pursue its mission in a manner that inspires trust and respect while maintaining a healthy and stimulating environment for all.

Rolf Heuer
Director-General

CERN Competency Model

- A reference framework that is the keystone to HR management. It will help optimizing our HR processes (recruitment, contract management, performance, promotion, learning and development, mobility, succession)
- A common language
- A roadmap for staff

CONSISTENCY AND COHERENCE ACROSS HR PROCESSES

CERN Competency Model

CERN
Competency
Model



According to a recent staff survey



Excellent level of job satisfaction

Passionate personnel

Interesting work

Creative work which allows psychological development

Pride to take part in fundamental research in particle physics

Very pleasant “international campus” environment

Highly qualified colleagues

Variety of skills and professions

Effectiveness of continuous learning

Pleasant conditions (except buildings!)



CERN. Take part.