

**PUBLIC
MEETING**



**RÉUNION
PUBLIQUE**

1st October 2015 at 10:00

Main Auditorium

1^{er} octobre 2015 à 10h00

Amphithéâtre principal

**Coordinated Information Meeting
Staff Association and HR Department**

**2015 Five-Yearly Review Proposals
Salaries, career structure, diversity**

***Réunion d'information coordonnée
Association du personnel et département HR***

***Propositions Examen Quinquennal 2015
Salaires, structure des carrières, diversité***

Coffee and tea will be served prior to the meeting as of 9:30 a.m.

Café et thé seront servis avant la réunion dès 9h30

Overview

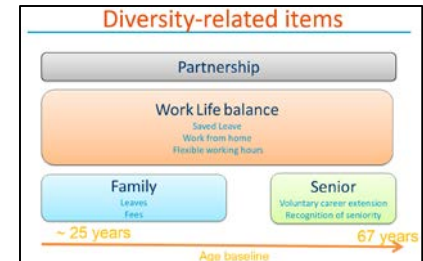
- Getting ready
- Basic salaries
- New career structure
- Diversity-related measures
- Conclusion

Job title	Career Path	CH
		Single 2015 (2010)
Techn. Ass.	C	106% (103%)
Techn. Eng.	D	122% (130%)
Engineer	E	146% (147%)
Sr. Eng.	Fb	152% (134%)
High level spec.	Fc	150% (139%)
Admin. Ass.	C	103% (98%)
Sr. Admin. Ass.	D	119% (97%)
Administrator	E	138% (139%)
Sr. Administrator	Fb	136% (138%)
High level spec.	Fc	152% (135%)
Group Leader	Fc	134% (139%)
Project Leader	Fc	134% (136%)
Department Head	Gb	152% (161%)
Head large project	Gb	152% (137%)
Director	Gf	142% (182%)



Salary Grid September 1st 2014

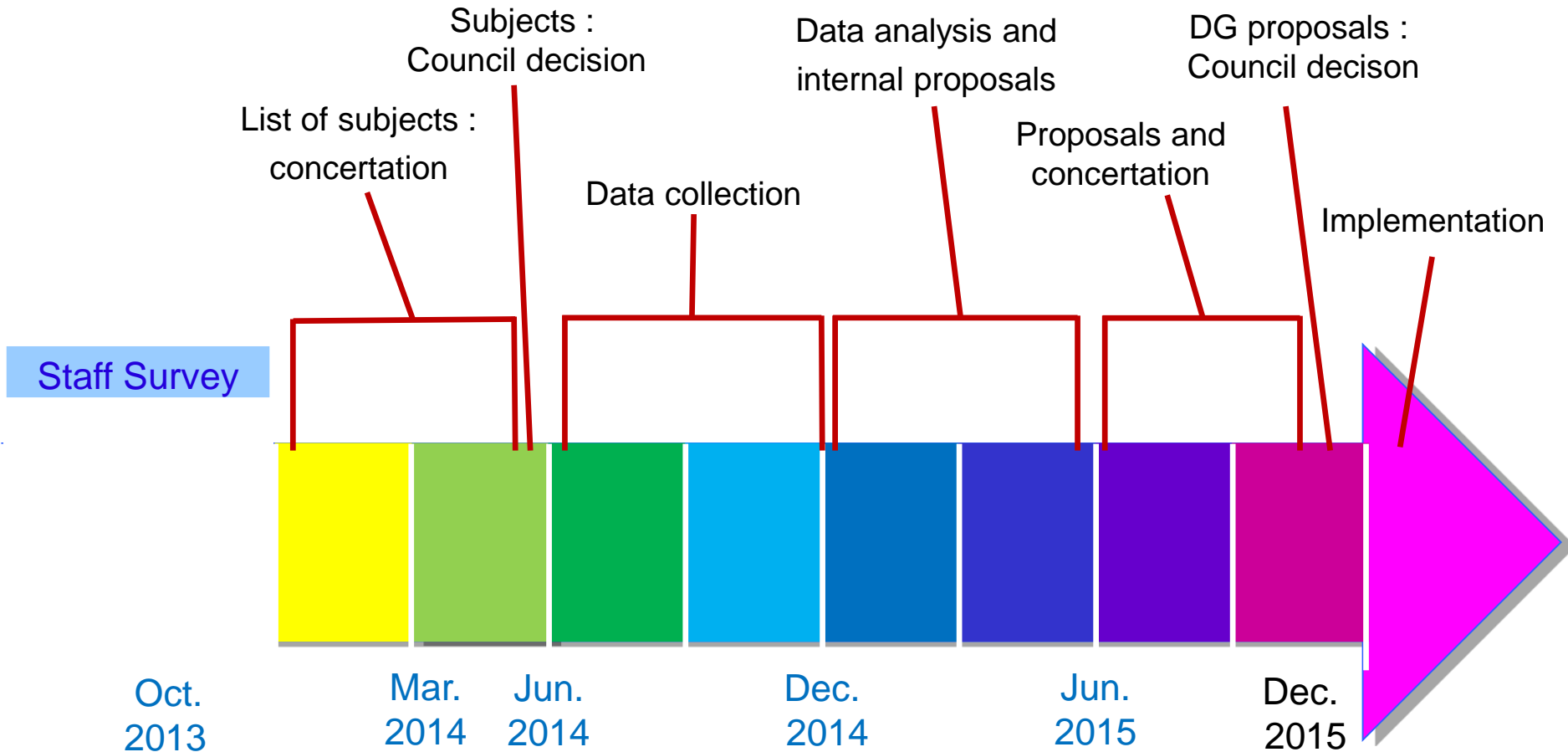
Track 1		Track 2		Track 3		Track 4	
Grade	Rate	Grade	Rate	Grade	Rate	Grade	Rate
1	10000	1	10000	1	10000	1	10000
2	11000	2	11000	2	11000	2	11000
3	12000	3	12000	3	12000	3	12000
4	13000	4	13000	4	13000	4	13000
5	14000	5	14000	5	14000	5	14000
6	15000	6	15000	6	15000	6	15000
7	16000	7	16000	7	16000	7	16000
8	17000	8	17000	8	17000	8	17000
9	18000	9	18000	9	18000	9	18000
10	19000	10	19000	10	19000	10	19000
11	20000	11	20000	11	20000	11	20000
12	21000	12	21000	12	21000	12	21000
13	22000	13	22000	13	22000	13	22000
14	23000	14	23000	14	23000	14	23000
15	24000	15	24000	15	24000	15	24000
16	25000	16	25000	16	25000	16	25000
17	26000	17	26000	17	26000	17	26000
18	27000	18	27000	18	27000	18	27000
19	28000	19	28000	19	28000	19	28000
20	29000	20	29000	20	29000	20	29000
21	30000	21	30000	21	30000	21	30000
22	31000	22	31000	22	31000	22	31000
23	32000	23	32000	23	32000	23	32000
24	33000	24	33000	24	33000	24	33000
25	34000	25	34000	25	34000	25	34000
26	35000	26	35000	26	35000	26	35000
27	36000	27	36000	27	36000	27	36000
28	37000	28	37000	28	37000	28	37000
29	38000	29	38000	29	38000	29	38000
30	39000	30	39000	30	39000	30	39000
31	40000	31	40000	31	40000	31	40000
32	41000	32	41000	32	41000	32	41000
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37	46000	37	46000	37	46000	37	46000
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40	49000	40	49000	40	49000	40	49000
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43	52000	43	52000	43	52000	43	52000
44	53000	44	53000	44	53000	44	53000
45	54000	45	54000	45	54000	45	54000
46	55000	46	55000	46	55000	46	55000
47	56000	47	56000	47	56000	47	56000
48	57000	48	57000	48	57000	48	57000
49	58000	49	58000	49	58000	49	58000
50	59000	50	59000	50	59000	50	59000
51	60000	51	60000	51	60000	51	60000
52	61000	52	61000	52	61000	52	61000
53	62000	53	62000	53	62000	53	62000
54	63000	54	63000	54	63000	54	63000
55	64000	55	64000	55	64000	55	64000
56	65000	56	65000	56	65000	56	65000
57	66000	57	66000	57	66000	57	66000
58	67000	58	67000	58	67000	58	67000
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60	69000	60	69000	60	69000	60	69000
61	70000	61	70000	61	70000	61	70000
62	71000	62	71000	62	71000	62	71000
63	72000	63	72000	63	72000	63	72000
64	73000	64	73000	64	73000	64	73000
65	74000	65	74000	65	74000	65	74000
66	75000	66	75000	66	75000	66	75000
67	76000	67	76000	67	76000	67	76000
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69	78000	69	78000	69	78000	69	78000
70	79000	70	79000	70	79000	70	79000
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73	82000	73	82000	73	82000	73	82000
74	83000	74	83000	74	83000	74	83000
75	84000	75	84000	75	84000	75	84000
76	85000	76	85000	76	85000	76	85000
77	86000	77	86000	77	86000	77	86000
78	87000	78	87000	78	87000	78	87000
79	88000	79	88000	79	88000	79	88000
80	89000	80	89000	80	89000	80	89000
81	90000	81	90000	81	90000	81	90000
82	91000	82	91000	82	91000	82	91000
83	92000	83	92000	83	92000	83	92000
84	93000	84	93000	84	93000	84	93000
85	94000	85	94000	85	94000	85	94000
86	95000	86	95000	86	95000	86	95000
87	96000	87	96000	87	96000	87	96000
88	97000	88	97000	88	97000	88	97000
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91	100000	91	100000	91	100000	91	100000





Getting ready

Five-yearly review 2015 process



2013 Staff Survey: Representativeness

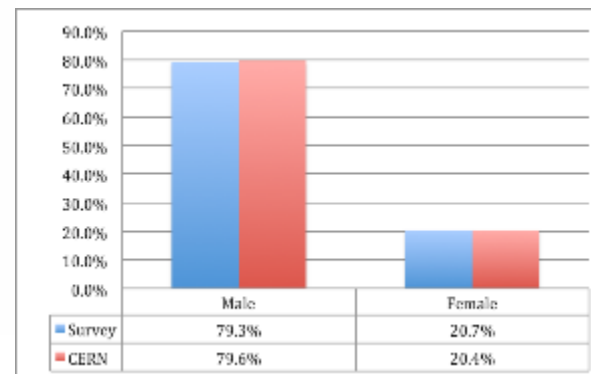
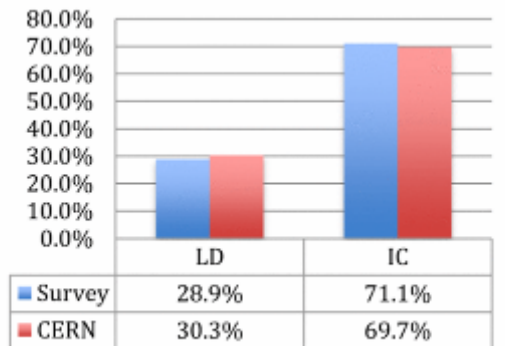
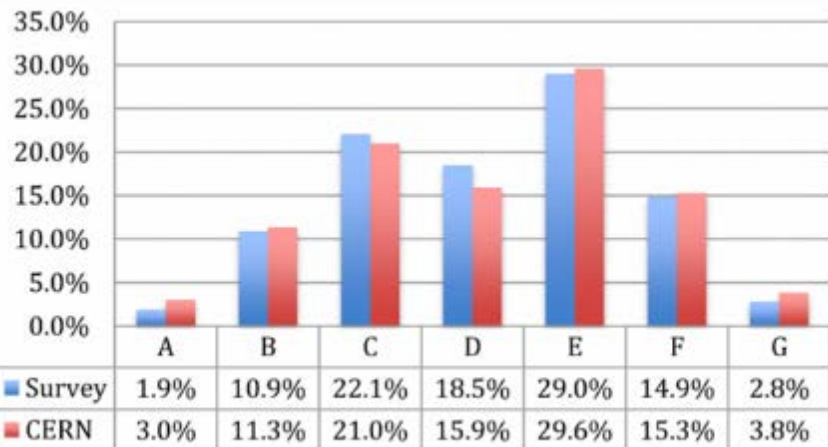
1463 answers (1382 completed: 55% of all staff members)

A lot of valuable comments → **Source of proposals**

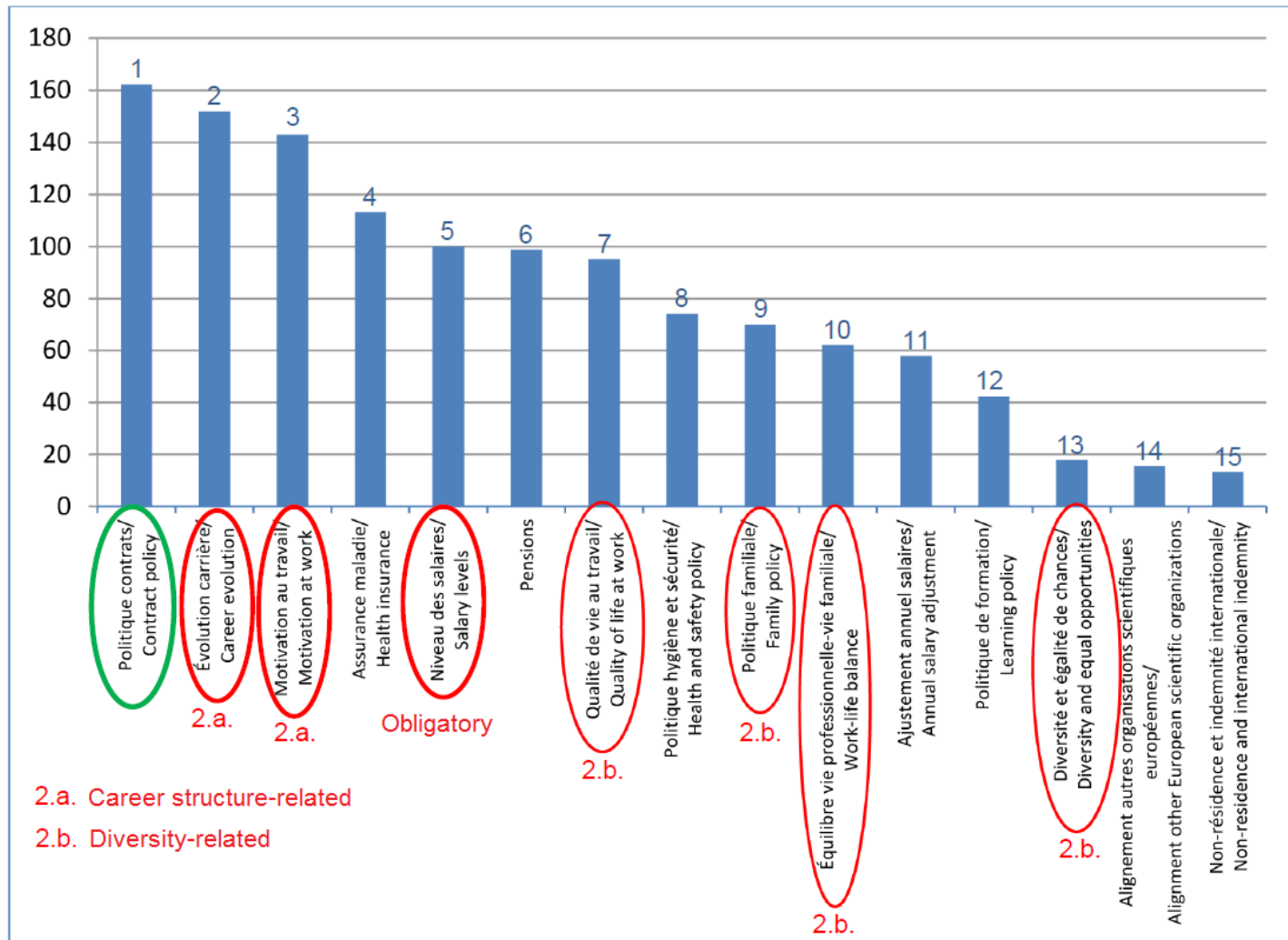
Most participants provided personal details



More detailed analysis answers



2013 Staff Survey: Priorities



5YR 2015

- **Compulsory**

- **Basic salaries (stipends, subsistence allowances)**

- Local survey (AA to B) by hkp/// and international survey (C to G) by ISPR (OECD)
 - Fellows and Associates: comparative studies by CERN

- **Optional**

1. **New career structure**

- Modernize and rationalize, increase motivation of staff, ensure less resource-intensive system, implement long-term cost control
 - HR department experts (outside consultants)

Iterations between Management (Department Heads) and Staff Association

2. **Diversity**

- Modernize diversity-related areas to increase attractiveness of CERN
 - OECD study: comparison with situation in other international organizations

Registered partnerships, spouse/partner employment, family-friendly structures , work/life balance aspects



5-YR 2015: we keep you informed

ECHO

Staff Association of personnel
Semaine / Week 12 - 04/02/14 - 9/20

Examen quinquennal 2015

The 2015 five-yearly review

This year CERN celebrates its 50th anniversary. On this occasion, throughout Europe – most notably on July 4th at the CERN headquarters in Paris – festivities are being organised to celebrate the Organisation's success as a leading institution of high-energy physics.

To ensure that CERN can remain a centre of excellence in the field of fundamental research, the Organisation will be reviewing the staff of fundamental research, the Organisation will be reviewing the staff of fundamental research, the Organisation will be reviewing the staff of fundamental research...

First step completed

The procedure for a five-yearly review is specified in Appendix A of the Staff Rules and Regulations. The first step in the five-yearly review in 2015 was completed with the unanimous approval by CERN Council on the 30th June of the Resolution CERN/2015/2.

Management's Physical Identifying the Financial and Social Conditions to be reviewed

This document was approved by the Council on 19 June 2014.

Report on Fundamental Research Changes

Report on Fundamental Research Changes

Report on Computer Research Initiatives

Report on the structure of the Institution

Report on the structure of the Institution

The figure shows the main steps of the 2015 five-yearly review. The first document had already been issued on 19 June 2014.

ECHO

Staff Association of personnel
Semaine / Week 12 - 04/02/14 - 9/20

Editorial

The 2015 Five-yearly review: Diversity in the spotlight

Introduction

As mentioned in ECHO 2011, with the Council Decision of CERN of 2010, the five-yearly review has become a major project. Following the procedure defined in Annex A1 of the Staff Rules and Regulations CERN will be reviewing the staff of fundamental research, the Organisation will be reviewing the staff of fundamental research...

Annex A1 stipulates that a five-yearly review must include:

- the composition of the staff of fundamental research
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Towards a better diversity policy

The review of the 2015 Staff Association is a major project. Following the procedure defined in Appendix A of the Staff Rules and Regulations CERN will be reviewing the staff of fundamental research, the Organisation will be reviewing the staff of fundamental research...

ECHO

Staff Association of personnel
Semaine / Week 12 - 04/02/14 - 9/20

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ECHO

Staff Association of personnel
Semaine / Week 12 - 04/02/14 - 9/20

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ECHO

Staff Association of personnel
Semaine / Week 12 - 04/02/14 - 9/20

Registered partners

Recueillir les partenaires enregistrés

As our new structure develops, we are pleased to announce that we have registered several new partners. These partners will be able to benefit from the services provided by the Staff Association...

Recueillir les partenaires enregistrés

À mesure que notre nouvelle structure se développe, nous sommes heureux d'annoncer que nous avons enregistré plusieurs nouveaux partenaires. Ces partenaires pourront bénéficier des services fournis par l'Association du personnel...

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ECHO

Staff Association of personnel
Semaine / Week 12 - 04/02/14 - 9/20

Why not at CERN also?

Why not at CERN also?

Working in a multi-cultural environment, we are pleased to announce that we have registered several new partners. These partners will be able to benefit from the services provided by the Staff Association...

Why not at CERN also?

Travailler dans un environnement multiculturel, nous sommes heureux d'annoncer que nous avons enregistré plusieurs nouveaux partenaires. Ces partenaires pourront bénéficier des services fournis par l'Association du personnel...

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ECHO

Staff Association of personnel
Semaine / Week 12 - 04/02/14 - 9/20

Revision quinquennal 2015: la dernière ligne droite

Revision quinquennal 2015: la dernière ligne droite

Two key elements, the conditions financial and social of the members of the staff of fundamental research, are being reviewed. The review of the 2015 Staff Association is a major project. Following the procedure defined in Appendix A of the Staff Rules and Regulations CERN will be reviewing the staff of fundamental research, the Organisation will be reviewing the staff of fundamental research...

Revision quinquennal 2015: la dernière ligne droite

Deux éléments clés, les conditions financières et sociales des membres du personnel de recherche fondamentale, sont en cours d'examen. L'examen quinquennal 2015 est un projet majeur. Suivant la procédure définie dans l'Annexe A du Règlement du Personnel, le Conseil de CERN examinera le personnel de recherche fondamentale, l'Organisation examinera le personnel de recherche fondamentale...

Revision quinquennal 2015: la dernière ligne droite

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ECHO

Staff Association of personnel
Semaine / Week 12 - 04/02/14 - 9/20

PUBLIC MEETING

RÉUNION PUBLIQUE

1st October 2015 at 10:00

1^{er} octobre 2015 à 10h00

Coordinator: Marion Meeting

Staff Association / HR Department

2015 Five Yearly Review Proposals

Salaires, structure des carrières, diversité

Réunion d'information coordonnée

Association du personnel et département HR

Propositions Examen Quinquennal 2015

Salaires, structure des carrières, diversité

5YR 2015: we consult you

Staff **ASSOCIATION** du Personnel

**MARS / Contract policy
Staff Survey 5YR 2015
General information
Elections 2013**

Public Meetings 1 – 8 October 2013

PUBLIC MEETINGS
Results Staff Association survey 2013

Staff Association
Public meeting 10-14 February

1

Public Meetings October 2014

Contract policy
5YR review 2015
MARS 2014
Pension fund
General information

Staff Association
Staff meetings 3 – 6 October 2014

1

Public Meeting 26 January 2015

Contract policy
Five-yearly Review 2015
Pension fund

Staff Association

1



Basic salaries

Results of salary surveys

Local survey (AA to B)

Employers that offer salaries that are among the most competitive are established in **CH/Geneva and Vaud**

CH closing gaps to CERN

On average: **CH/CERN = 101%**

CERN salaries in line with CH/GEVD

International survey (C to G)

Employers established in MS that offer the most competitive salaries → **CH**

Gaps have not widened over past five years
→ in line with differences found in 2010

On average, **CH/CERN = 131%**

CP C : **CH = 105%** CP D : **CH = 106%**

→ **CERN salaries below CH**

(Differences between administrative and technical jobs)

CPs E – G : **CH = 138%**

→ **CERN salaries substantially below CH**





New career structure

Salary Grid: grades

February 1955 to May 1958

Grade system introduced in June 1958

	Per Annum Sw. Frs.	No. of Increments	Annual Increments
BRANCH I			
<u>Leading and Scientific Staff</u>			
Grade 1	32,940 - 39,240	5	1,260
2	27,780 - 33,480	5	1,140
3	22,440 - 28,200	6	960
4	16,980 - 22,860	7	840
5	12,120 - 15,900	7	540
BRANCH II			
<u>Technical Staff</u>			
Grade 1	18,780 - 22,980	5	840
2	16,020 - 18,900	4	720
3	11,220 - 16,080	9	540
4	7,920 - 11,160	9	360
4A	11,160 - 14,520	7	480
BRANCH III			
<u>Administrative Staff</u>			
Grade 1	18,780 - 22,980	5	840
2	16,020 - 18,900	4	720
3	11,220 - 16,080	9	540
4	7,920 - 11,160	9	360
4A	11,160 - 14,520	7	480

Grade	Basic	1	2	3	4	5	6	7	8	Increment
1	475	490	505	520	535	550	565	580	595	15
2	505	520	535	550	565	580	595	610	625	15
3	550	570	590	610	630	650	670	690	710	20
4	635	655	675	695	715	735	755	775	795	20
5	740	765	790	815	840	865	890	915	940	25
6	900	930	960	990	1020	1050	1080			30
7	1055	1090	1125	1160	1195	1230	1265			35
8	1200	1240	1280	1320	1360	1400	1440			40
9	1415	1460	1505	1550	1595	1640				45
10	1590	1645	1700	1755	1810	1865				55
11	1800	1865	1930	1995	2060	2125				65
12	2065	2140	2215	2290	2365	2440				75
13	2460	2550	2640	2730	2820	2910				90
14	3015	3120	3225	3330	3435					105

Grade 1 abolished in 1973



Salary Grid: MOAS

Merit Oriented Advancement System

1991–1995

SRR 9

CA26 0 + Rev. 1

Career Path	Field of activity	General level definition of major functions	Grade range		Educational requirements on recruitment
			Normal	Exceptional	
I	Unskilled work	Simple manual or office work	Grade 2	Grade 3	-
II	Specialised work	Specialised manual, office or support service work	Grades 3-4-5	Grade 6	1-2 years of apprenticeship*
III	Skilled crafts Skilled office work Specialised work supervision	Fully qualified craft or office work involving a variety of problems of execution; or responsibility for specialised work units.	Grades 4-5-6	Grade 7	3-4 years of apprenticeship*
IV	Technical Clerical/administrative Master craftsmanship Skilled craft/office work supervision	Technical or administrative work in a given field; or development work requiring mastery of a trade; or responsibility for skilled work units.	Grades 5-6-7	Grade 8	Technical certificate*
V	Higher technical Higher administrative	Technical or administrative work involving the study of complex and highly specialised problems; or administrative work involving analysis of principles/precedents; or responsibility for an organic work unit.	Grades 6-7-8	Grade 9	Higher technical diploma*
VI	Technical engineering Executive administration	Technical or administrative work involving the study and implementation of complex and highly specialised projects; or responsibility for a large organic unit.	Grades 7-8-9	Grade 10	Technical engineer diploma*
VII	Scientific Engineering	Research, development, or professional work	Grades 8-9-10	Grade 11	University degree *
VIII	Professional administration	Research, development, or professional work involving a wide range of academic study or management responsibility.	Grade 11	Grade 12	

IX	Responsibilities of the highest level of scientific or management complexity, originality and wide distinction. Advancement is at the discretion of the Director-General, except for access to Grade 14 which is approved by the CERN Council following proposal by the Director-General.	Grades 12, 13, 14
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* or equivalent

Grades	Steps															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
2	3618	3684	3750	3816	3882	3948	4014	4080	4146	4212	4278	4344	4410	4476	4542	4608
3	3828	3897	3966	4035	4104	4173	4242	4311	4380	4449	4518	4587	4656	4725	4794	4863
4	4086	4165	4244	4323	4402	4481	4560	4639	4718	4797	4876	4955	5034	5113	5192	5271
5	4363	4445	4527	4609	4691	4773	4855	4937	5019	5101	5183	5265	5347	5429		
6	4681	4772	4863	4954	5045	5136	5227	5318	5409	5500	5591	5682	5773	5864		
7	5337	5439	5541	5643	5745	5847	5949	6051	6153	6255	6357	6459	6561	6663		
8	6206	6326	6446	6566	6686	6806	6926	7046	7166	7286	7406	7526	7646	7766		
9	7234	7374	7514	7654	7794	7934	8074	8214	8354	8494	8634	8774	8914	9054		
10	8460	8628	8796	8964	9132	9300	9468	9636	9804	9972	10140	10308	10476	10644		
11	9942	10137	10332	10527	10722	10917	11112	11307	11502	11697	11892	12087	12282	12477		
12	11031	11252	11473	11694	11915	12136	12357	12578	12799	13020	13241	13462	13683	13904		
13	12444	12718	12992	13266	13540	13814	14088	14362	14636	14910	15184					
14	13961	14310	14659	15008	15357	15706	16055	16404								



Staff
Association

Salary Grid: MARS

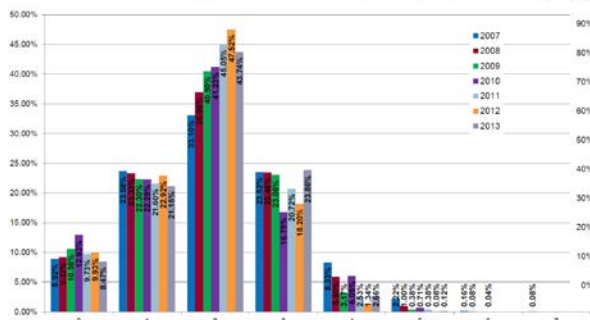
Merit Appraisal and Recognition Scheme

2007–2016

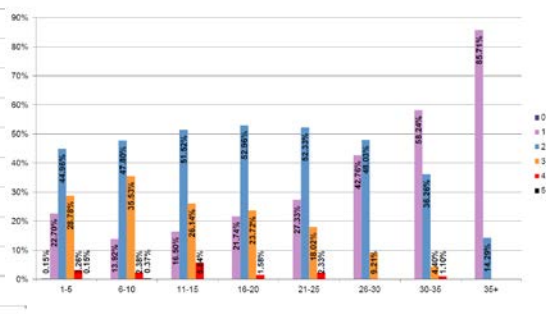
SRR 11

CA 26 Rev. 7 to Rev. 10

2007- 2013 Step Distribution (Total population)



Advancement – Step distribution by years of service – Eligible staff only



Minimum and maximum values for career paths

AA		A		B			C			D			E			F			G	
AAa	AAc	Ab	Ac	Ba	Bb	Be	Ca	Cb	Cc	Da	Db	De	Ea	Eb	Ee	Fa	Fb	Fe	Ga	Gb
step value: 50		step value: 70		step value: 75			step value: 79			step value: 93			step value: 112			step value: 167			step value: 220 231	
3750	4714	5191	5904	5396	6128	6978	5794	6599	7522	6732	7673	8950	7980	9128	10665	12212	13275	15148	16180	16959
4700	5414	6171	7304	6126	7661	8292	6584	8732	9655	7662	10184	11740	9100	12264	14249	14717	16615	17987	19040	20424
ECE min	5453	ECE min	7367	ECE min	8562		ECE min	9742		ECE min	11830		ECE min	14344		ECE min	18139		ECE min	19265 20648
ECE max	5943	ECE max	8170	ECE max	9389		ECE max	10925		ECE max	13810		ECE max	16328		ECE max	18819		ECE max	19958 22727

Career path	Field of activity	General level definition of major functions	Required qualifications
AA	Semi-skilled crafts or office work.	Routine manual or office work involving a limited level of difficulty.	Short apprenticeship ¹
A	- Specialized work; - Skilled crafts; - Skilled office work.	- Specialized manual, office or support service work; - Qualified crafts or office work involving a variety of problems of execution; - Responsibility for a specialized work unit.	Long apprenticeship ¹
B	- Technical/clerical/administrative work; - Master craftsmanship; - Skilled craft/office work supervision.	- Technical or administrative work in a given field; - Development work requiring mastery of a trade; - Responsibility for a skilled work unit.	Technical certificate ¹
C	Higher technical or administrative work.	- Technical or administrative work involving the study of complex and specialized problems; - Administrative work involving analysis of principles/precedents; - Responsibility for an organic work unit.	Higher Technical diploma ¹
D	- Technical engineering - Executive administration.	- Technical or administrative work involving the study and implementation of complex and highly specialized projects/activities of services; - Responsibility for a large organic unit.	Technical Engineer diploma or equivalent university degree
E	- Scientific; - Engineering; - Professional administration.	- Research, development or professional work including academic studies and/or supervisory responsibilities.	University degree ¹
F	- Scientific; - Engineering; - Professional administration.	- Leadership of research, development; - Professional work involving a wide range of academic studies and/or strategic responsibilities.	University degree ¹
G	Responsibilities of the highest level of scientific and/or management complexity, originality and wide distinction.		University degree ¹

¹ or equivalent

Making a CERN-specific solution



Grades



MOAS



MAPS



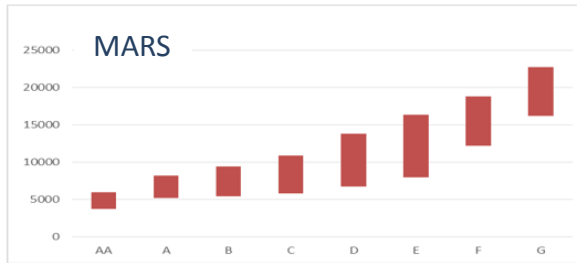
MARS



New system 2017



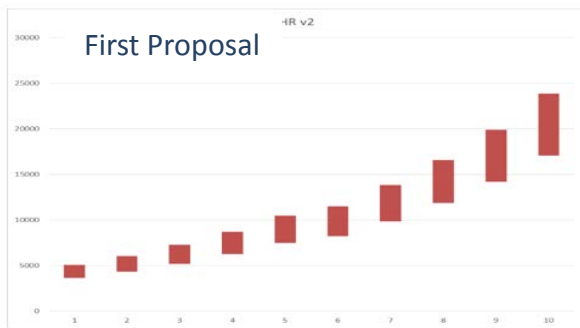
Towards a new salary grid



CP	Min.	Max.	Midpoint	Spread	Overlap	Midpt Progr
AA	3750	5943	4847	58%		
A	5191	8170	6681	57%	13%	38%
B	5396	9389	7393	74%	34%	11%
C	5794	10925	8360	89%	38%	13%
D	6732	13810	10271	105%	38%	23%
E	7980	16328	12154	105%	42%	18%
F	12212	18819	15516	54%	25%	28%
G	16180	22727	19454	40%	14%	25%

Suboptimal Salary Grid metrics ECE included

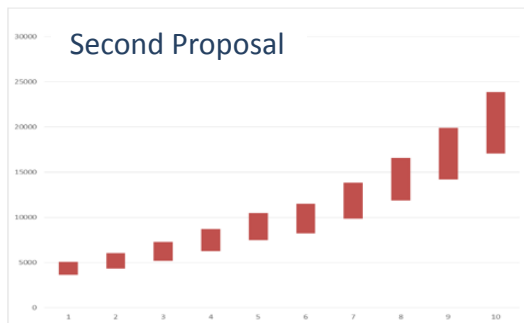
Mix seniority, diploma and function



Grade	Min.	Max.	Midpoint	Spread	Overlap	Midpt Progr
1	3605	4867	4236	35%		
2	4326	5840	5083	35%	11%	20%
3	5191	7008	6100	35%	11%	20%
4	6229	8410	7320	35%	11%	20%
5	7475	10465	8970	40%	11%	23%
6	8223	11512	9868	40%	21%	10%
7	9867	13814	11841	40%	14%	20%
8	11841	16577	14209	40%	14%	20%
9	14209	19893	17051	40%	14%	20%
10	17051	24724	20888	45%	14%	23%

Streamlined Salary Grid metrics

Spread: 35 %, 40 %, 45 %
Midpoints: 20 % (10 %)



Grade	Min.	Max.	Midpoint	Spread	Overlap	Midpt Progr
1	3605	5047	4326	40%		
2	4326	6056	5191	40%	14%	20%
3	5191	7268	6229	40%	14%	20%
4	6229	8721	7475	40%	14%	20%
5	7475	10465	8970	40%	14%	20%
6	8223	11512	9867	40%	21%	10%
7	9867	13814	11841	40%	14%	20%
8	11841	16577	14209	40%	14%	20%
9	14209	19893	17051	40%	14%	20%
10	17051	23871	20461	40%	14%	20%

Streamlined Salary Grid metrics

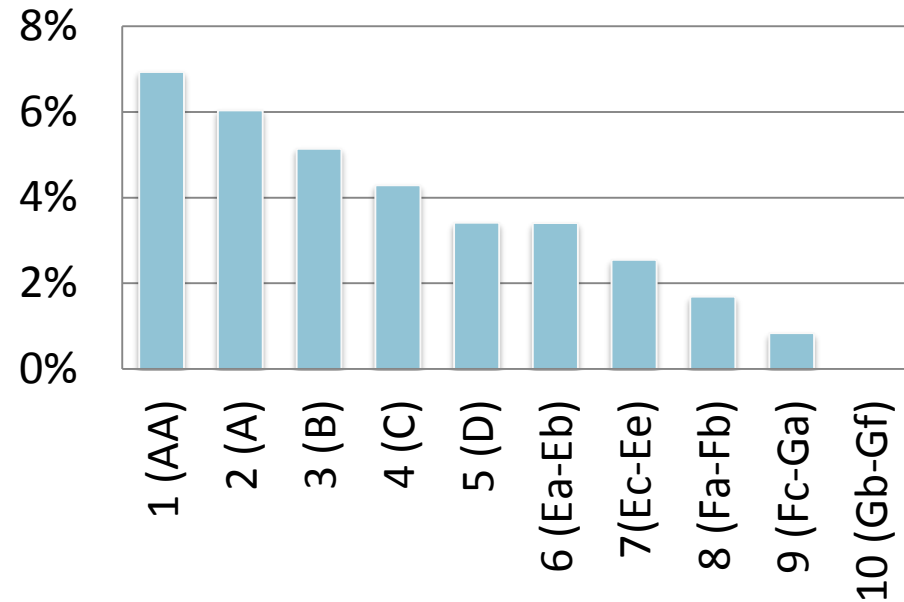
Spread: 40 %
Midpoints: 20 % (10 %)



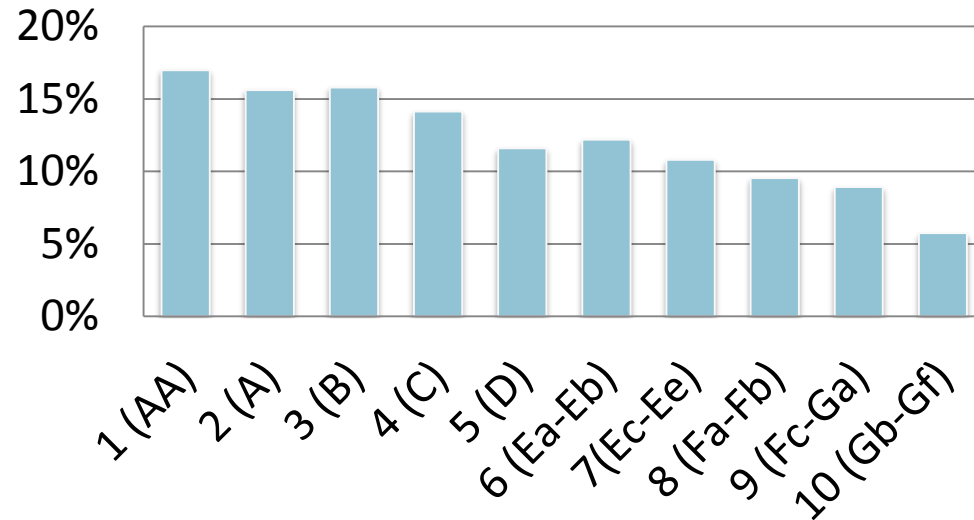
Final proposal vs. First proposal

Entrance salary

Midpoints: 20% → 19%



Advancement "strong"



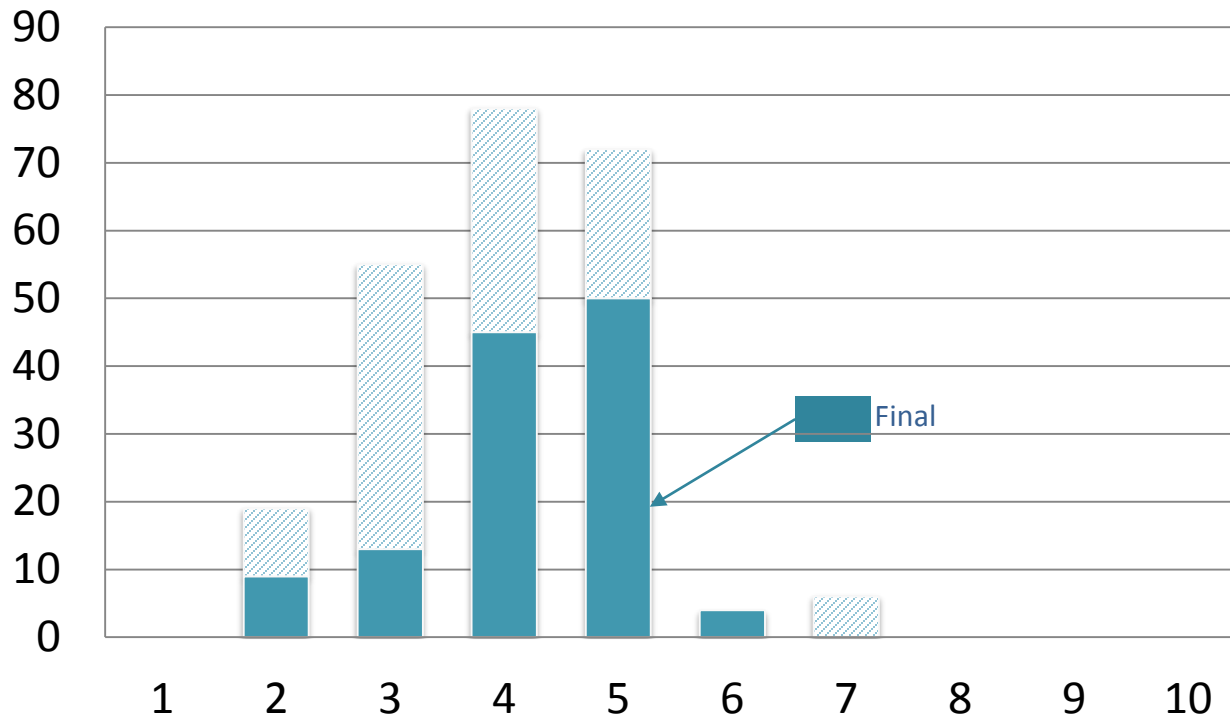
Midpoints: 20% → 19%

Advancement: 1.25% → 1.35%



People mapped into personal positions

Final Proposal vs. First Proposal



Midpoints: 20% → 19%

Transitory measures further improve situation



Comments

Budget

	Insufficient	Acceptable	Strong	Outstanding	Grade2grade	Track2track
Guidelines	1%	9% [6%–12%]	60% [54%–66%]	30% [24%–36%]		
Advancement	0%	0.35%	1.35%	2.35%		
Award			1.15%	2.15%		
Promotion					0%	2%

- Slight increase of advancement and change in percentages (0.5%, 1.5%, 2.5%)
 - Impossible for budget constraint (limit increase in advancement budget) -> simulation shows that this will not control the budget increase
- Advancement budget fixed until next 5YR in a DG memo
 - HR is OK for 3 years (until 2019) -> as last time in MARS (2013–2015)
- Promotions
 - Grade2Grade at 0% and Track2track at 2% → keep 1 % for grade2grade
- Obligatory written report for Acceptable performance
 - In “MARS form”; also for Outstanding



Comments

	Insufficient	Acceptable	Strong	Outstanding	Grade2grade	Track2track
Guidelines	1%	9% [6%–12%]	60% [54%–66%]	30% [24%–36%]		
Advancement	0%	0.35%	1.35%	2.35%	Pensionable	
Award			1.15%	2.15%	NOT Pensionable	
Promotion					0%	2%

- Staff Council does not want part of salary (Award) to be non-pensionable
 - SA proposal:
 - Put Advancement to 1.4% (Strong) and 2.4% (Outstanding) and eliminate Award
 - Mgt.: Cost-control not guaranteed (not enough differentiation with 1.5%)
 - Mgt. wants to keep Award and as a percentage of salary



Comments

Evolution

- Career progression should be fair between all career paths (w.r.t. MARS)
 - Career progression in *Track “2”* limited whereas prolonged in *Track “4”*
 - Introduction MARS: *CP “D”* extended to allow technical engineers to progress along career path without change in function (CERN-specificity)
- Assign the highest priority for a career interview to staff in a personal position
- Grant advancement to staff in personal position until next 5YR
 - Transitory measures over three years (2017–2019)
- Career interview at least once every 5 years with HR involved
 - Transparent evolution via benchmark jobs
 - CERNwide view of the needs
 - Promote internal mobility
 - Validation of acquired experience
- Benchmark jobs with enough detail in agreement with all stakeholders



Importance of implementation.
To be monitored in 2016 to 2017, and beyond.





**Diversity-related
measures**

Diversity-related items

Partnership

Work Life balance

Saved Leave
Work from home
Flexible working hours

Family

Leaves
Fees

Senior

Voluntary career extension
Recognition of seniority

~ 25 years

67 years

Age baseline



Diversity-related items (1)




- Registered partnerships
 - Full recognition for MPEs and MPAs (i.e., treated as married couples)
- Maternity leave
 - Part-time work possible in the period 6–2 weeks before due date
 - Extension by 3 weeks in case of illness or disability of the newborn (within the 23-week maximum)
 - For female Fellows on maternity leave at the end of their contract social security coverage maintained until the end of the maternity leave period (100% paid by the Organization)
- Parental leave
 - Payment of child, family and infant allowances during parental leave
 - Funding of health insurance coverage by the Organization
 - Right to parental leave with minimum of 2 months' notice
 - Extension of parental leave duration from 3 to 4 months



Diversity-related items (2)

- Paternity leave
 - Extend duration from 6 to 10 working days, and from 10 to 15 days in case of multiple births 😊
- More flexibility for new parents
 - Right to part-time work at [min 80%] up to 6 months after new parenthood 😊
- SLS improvements
 - “DG Additional Leave Day” replaced by exchange for reduction of cost of first SLS slice to 1% and of second slice to 2% 😊
 - Suppression of anniversary date – changes or cancelation of participation possible with two months’ notice
 - LTSLs entitlements can be used for specific needs throughout the career, e.g. for parental or compassionate leave
- Donate leave days for well-defined compassionate reasons

Diversity-related items (3)

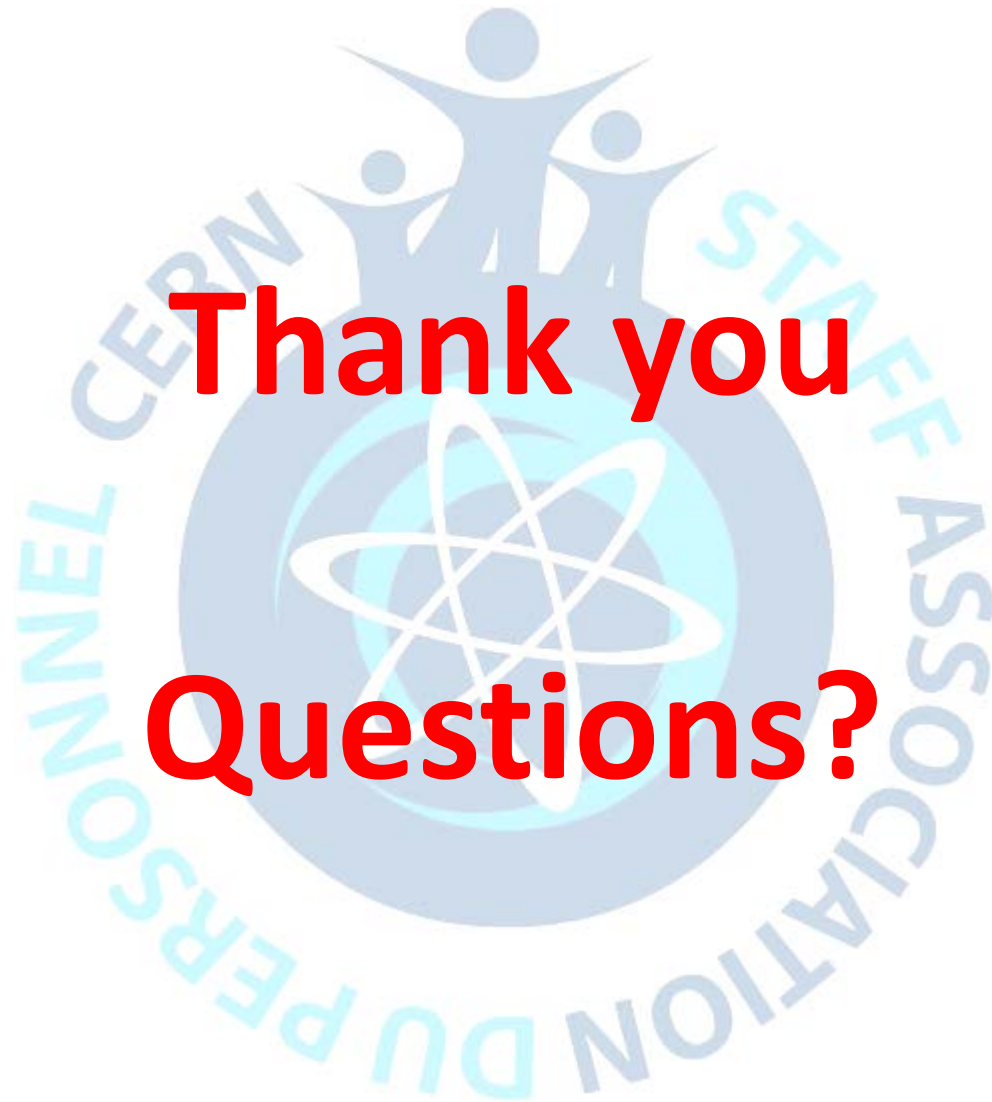
- Teleworking improvements 
 - Possibility of occasional teleworking
 - Second day under certain conditions (health, family circumstances)
 - From locations other than home
 - Also for Fellows
- Spouse/partner integration 
 - Ease social integration of families
 - Facilitate professional integration of MPEs' spouses / partners
 - Installation irrespective of spouse moving to Geneva area
- Flexitime 
 - No improvements proposed
 - “Clocking in” and “Counting hours” would kill “CERN culture”
 - “CERN Culture” already allows implicit flexibility since a long time

Conclusion

- **Salaries**
 - To guarantee competitiveness and attractiveness CERN must reduce gap observed between its basis salaries and those of the comparators
- **New career structure**
 - All elements related to the recognition of the performance must remain pensionable
 - Implementation to be monitored with respect to declared goals
- **Diversity-related measures**
 - Must be financed by additional resources

Referendum

- TREF meeting 13 October 2015
- Public staff meetings in departments
 - Amphi TH: Wednesday 14 October 10:30 a.m. (FR)
 - Amphi TH: Thursday 15 October 9 a.m. (EN)
 - Amphi IT: Thursday 15 October 2 p.m. (FR)
 - Amphi BE (Prévessin): Friday 16 October 10 a.m. (FR)
- Staff Council meeting 20 October 2015
- Referendum (all staff members) 21–28 October
- SCC meeting 29 October
- TREF meeting 10 November



Thank you
Questions?