



CERN people and CERN organization

Seamus Hegarty
HR Department

CERN's mission

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



Collaboration

Research



Education



Technology

CERN - Main Bodies



■ CERN Council

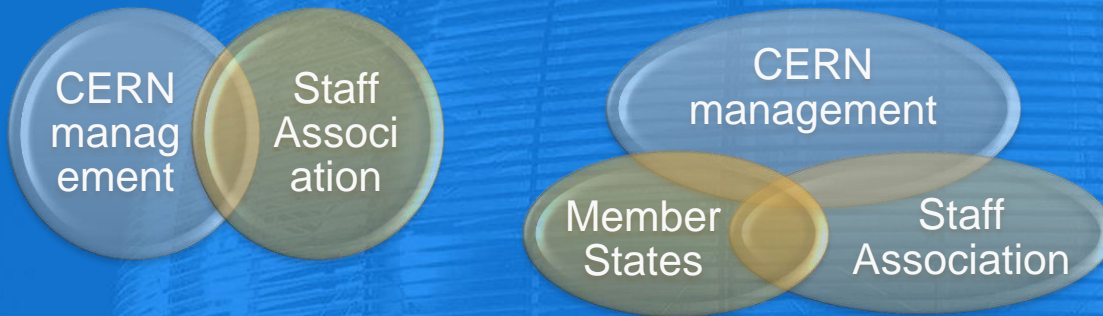
- The Council is ultimately responsible for all important decisions; it determines CERN's policy; approves the programme of activities; adopts the budgets; and reviews expenditure.
- Each Member State has two official delegates, one representing his or her government's administration and the other national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

■ Subordinate bodies

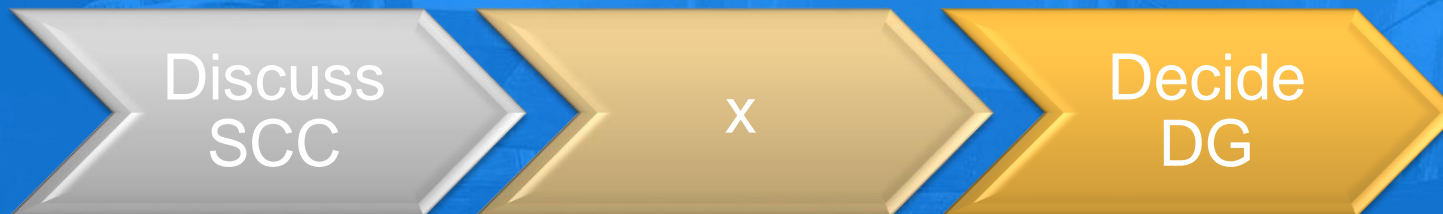
- Finance Committee (FC)
- Scientific Policy Committee (SPC)
- Tripartite Employment Forum (TREF)
- Pension Fund Governing Board (PFGB)

Decisions concerning personnel matters

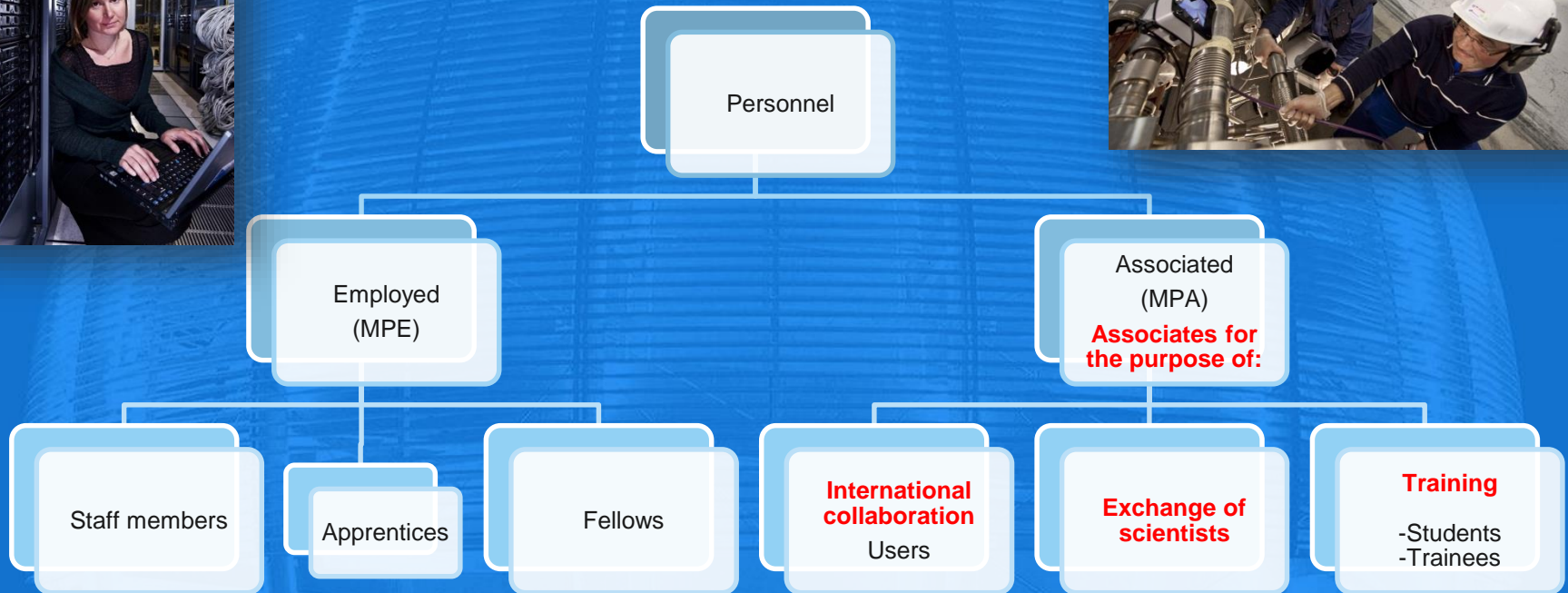
- Staff Rules & Regulations



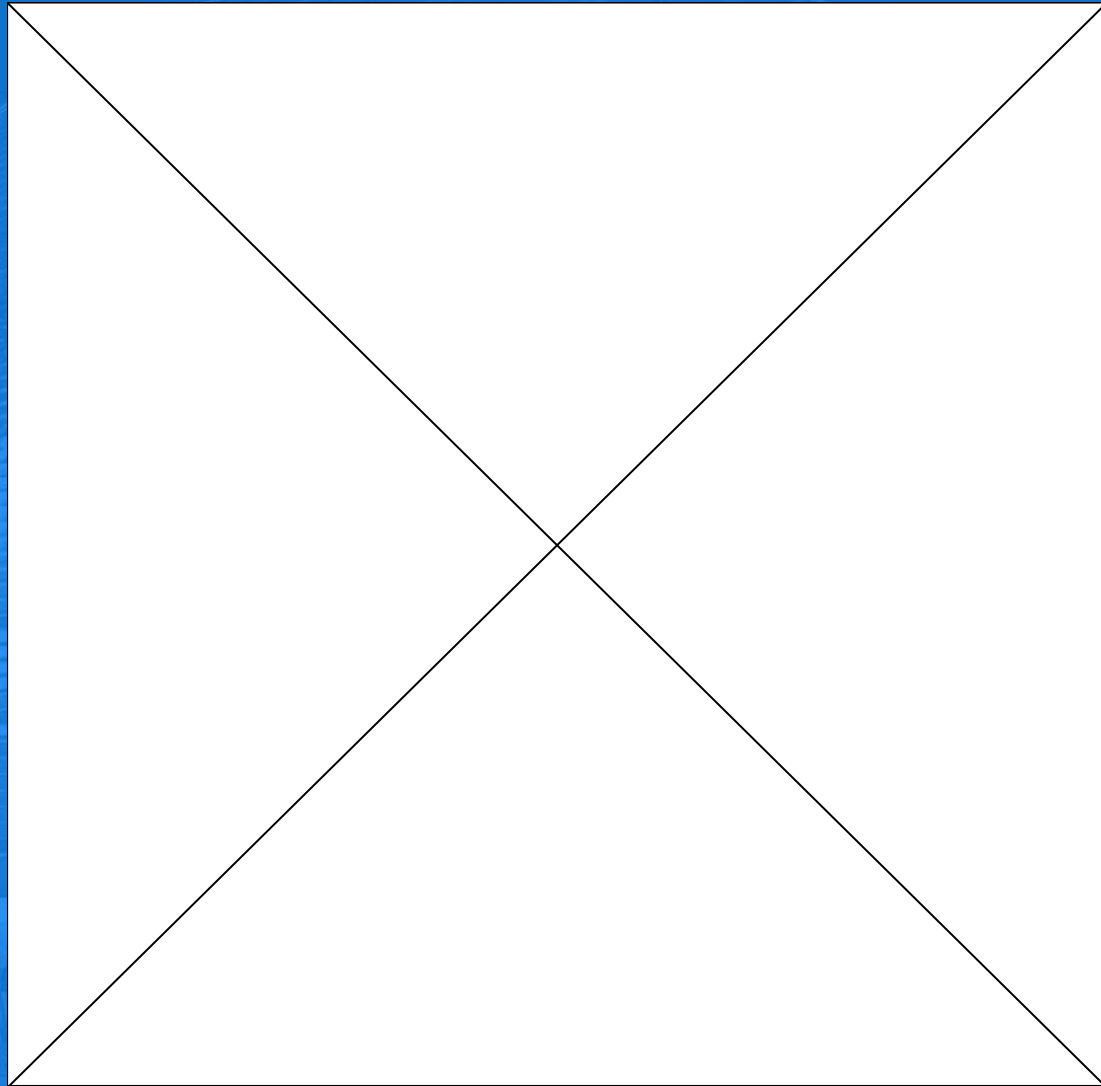
- Administrative and Operational Circulars



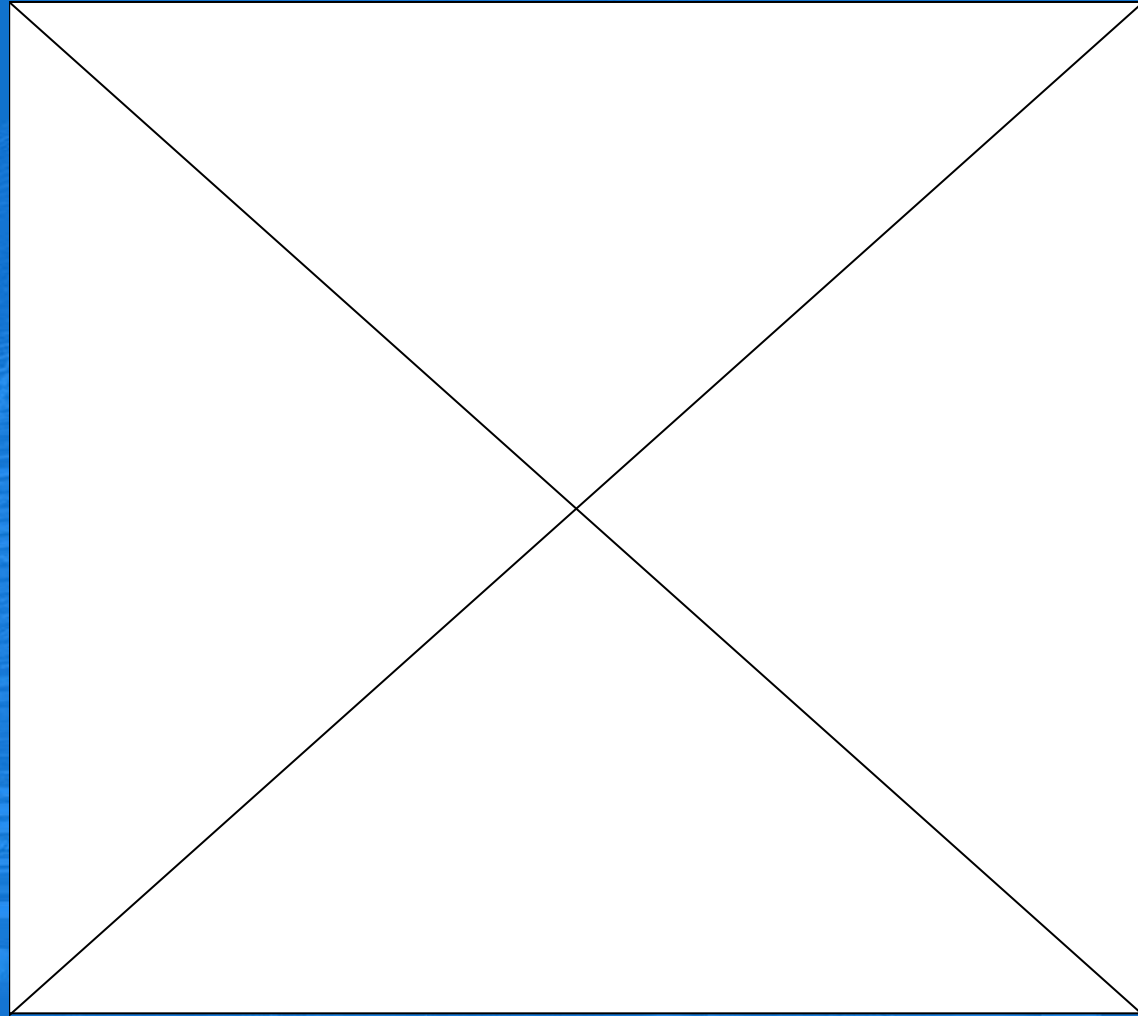
Categories of CERN MP



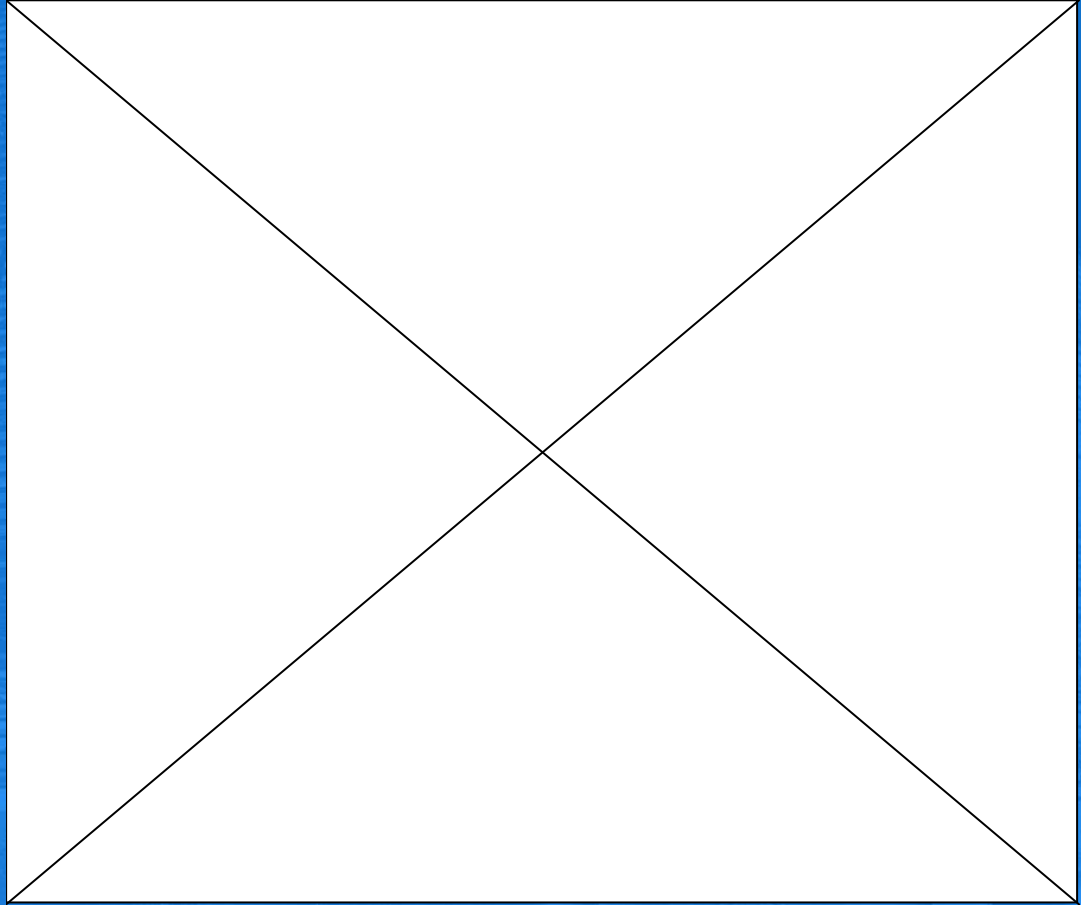
Demographics



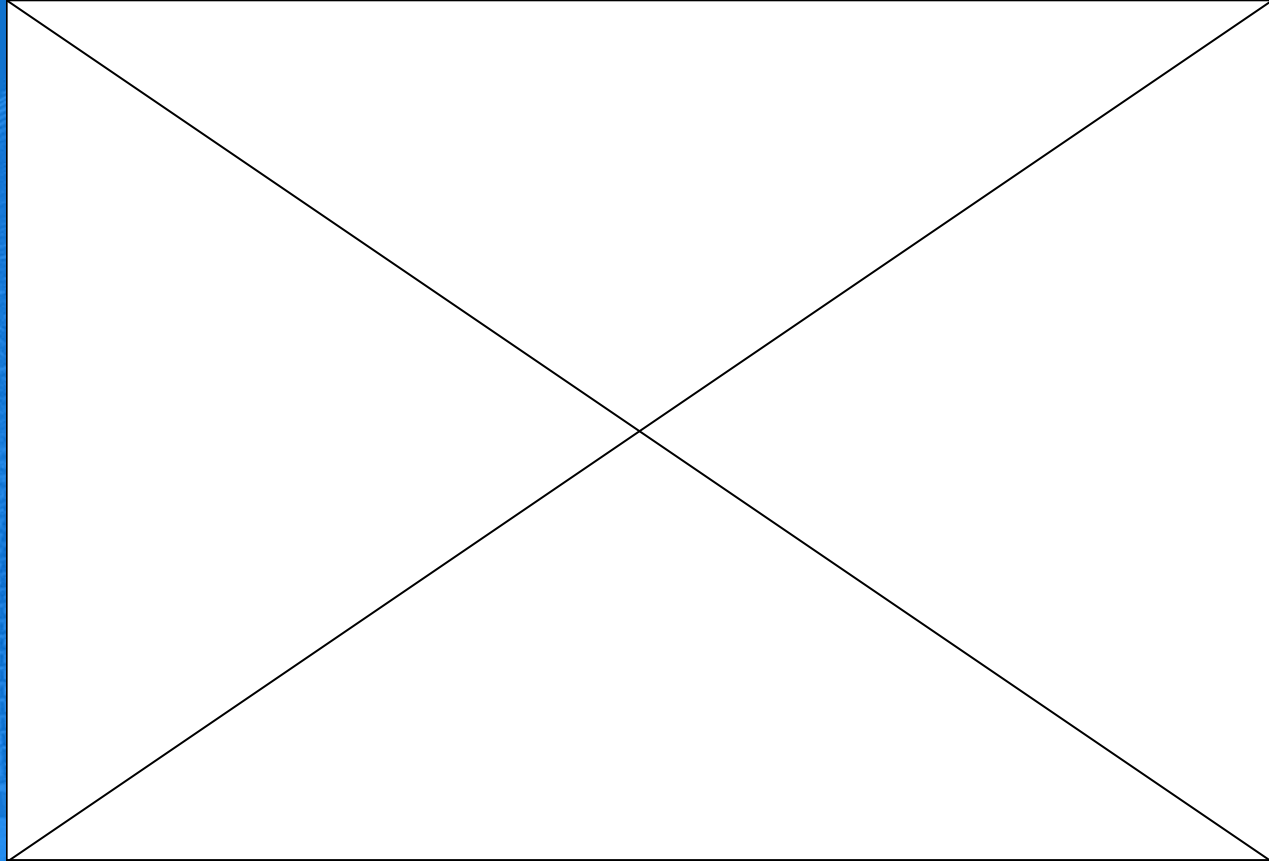
Category Evolution



Gender



Age & Seniority

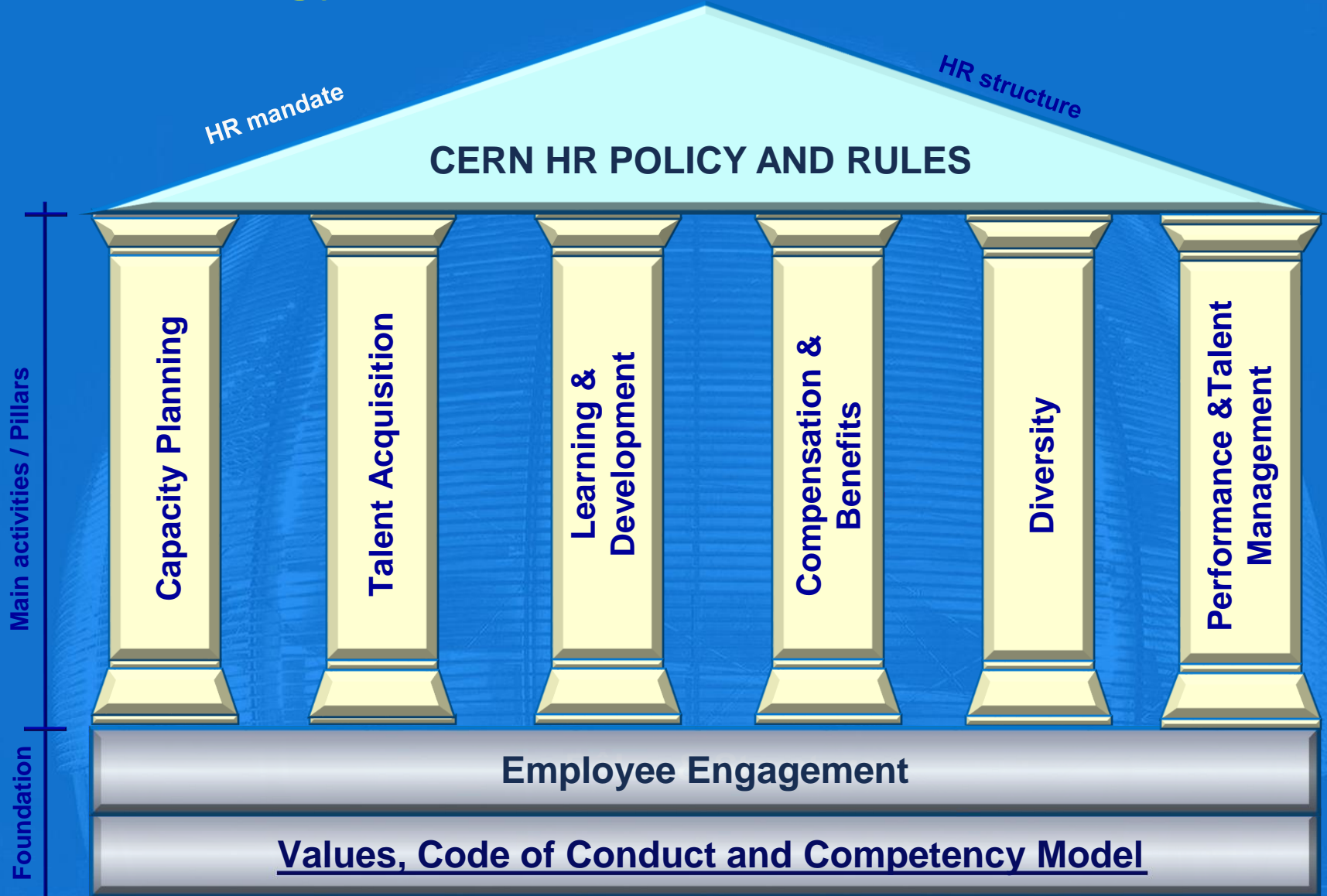


HR Department Remit

- 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

http://directory.web.cern.ch/directory/

Directory | CERN

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



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.

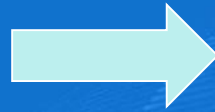
CERN's Code of Conduct has been developed through a collaborative and transparent process, to ensure a shared appreciation of CERN values and their influence on the way we work. It does not duplicate or extend our existing legal rights and obligations, nor is it an exhaustive list of "dos and don'ts". 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

INTEGRITY

VALUE



INTERNAL POLICY

Conflict of Interest Policy

Private interests ≠ CERN's interests

- *Recognise situations and avoid (eg gifts)*
- *If unavoidable, disclose*
- *In case of doubt, discuss with hierarchy*

Anti-Fraud Policy

Fraud = any act or omission to deceive others, or to achieve a gain resulting in a loss of funds or reputation for CERN

Zero tolerance approach

Investigation procedures, led by Internal Audit

- *Report in good faith suspicions of fraud*

More info : <https://cds.cern.ch/record/2007473>

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 personal 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.