CERN
Code of Conduct
Enabling Excellence!
## Summary of current HR initiatives

<table>
<thead>
<tr>
<th></th>
<th>Initiative</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>New contract policy</td>
</tr>
<tr>
<td>2</td>
<td>Staff member survey</td>
</tr>
<tr>
<td>3</td>
<td>MARS review</td>
</tr>
<tr>
<td>4</td>
<td>Performance model</td>
</tr>
<tr>
<td>5</td>
<td>Recruitment &amp; outreach policy</td>
</tr>
<tr>
<td>6</td>
<td>Learning &amp; development policy</td>
</tr>
<tr>
<td>7</td>
<td>Internal Mobility</td>
</tr>
<tr>
<td>8</td>
<td><strong>CERN Code of conduct</strong></td>
</tr>
</tbody>
</table>

*Progress on these initiatives subject to resources and priorities set by Management*
Project Charter

• Project initiated by HR upon request of the Director-General

• Project launched by the Director-General at a special Enlarged Directorate on 24 September 2009

• Scope: preparation via collaboration and consultation, and subsequent approval, of the Code in December 2009
CERN Values - EXCELLENCE

INTEGRITY
Behaving with intellectual honesty and being accountable for own actions

EFFECTIVENESS
Producing a consistently high level of results within allocated resources and time frame

PROFESSIONALISM
Being at the forefront of professional field, promoting organizational understanding and development

DIVERSITY
Appreciating differences, ensuring equal treatment, multi-cultural collaboration and team spirit

COMMITMENT
Demonstrating a high level of motivation and dedication to the Organization
Code of Conduct

Why a priority?

- Enlargement of the organization
- Increased public scrutiny
- Common standards of behaviour required
- Enhanced transparency, objectivity and clarity
- Preventive effect (e.g. Certain blogs)
- Requested by several CERN bodies (EOAP, ACCU...)
Code of Conduct

What should be addressed and to whom does it apply?

- Behaviours on-site and externally of members of the CERN professional community

- Code should be applicable to CERN employees, the user community and subcontractors
Code of Conduct

What approach should be used to develop the code?

- Draw on experience existing elsewhere
- Build upon the existing Staff Rules and Regulations
- Develop as a framework applicable to CERN globally
- Identify gaps in existing procedures
- Wide consultations necessary (e.g. Focus groups)
- Project Reference Group (with Staff Association representation)
Code of Conduct
+ Staff Rules & Regulations

Code of Conduct
+ Guidance
+ Principles
+ Raise awareness
+ Prevention

Staff Rules and Regulations
+ Rules
+ Enforceable
+ Sanctions
Simplified Project Timeline 2009

✓ August: Prepare project charter, planning, meet with Enlarged Directorate and Project Reference Group (User community representative)

September: Launch focus groups (7 groups including one with users)

October: Complete focus groups and analyze data

November: Draft Code of Conduct

December: Finalize Code of Conduct for endorsement by ED and CCP

*PRG will be kept updated throughout the process*
*Additional work in 2010 on updating internal rules*
*Training required in 2010 to support the “cultural shift”*
Guidance and questions for focus groups?

Other questions?