Code of Conduct - progress

ACCU, 9th Dec 2009
Kati Lassila-Perini
Code of Conduct - preparation

- Code of conduct outlines principles of professional behaviour for all members of organization.
- ACCU has supported defining the Code of Conduct - in the context of Ombudsman initiative
- Code of conduct being prepared by the HR dept. - managed by Steering Group
  - R. Heuer, S. Lettow, A-S. Catherin
  - input gathered from Focus Groups
    - presenting different categories of members of personnel
  - followed by the Project Reference Group
    - meetings 4/9 and 30/11, next in January
    - KLP from ACCU
Code of Conduct - timeline

- Dec: a draft outline to be reviewed by DG
- Jan: the outline draft to Project Ref. Group
- March/Apr: internal discussion
- May-June: approval of the Code of Conduct
Progress by Focus Groups

- 7 different groups
  - 2 of group leaders, 2 of section leaders, 2 of non-supervisory staff, 1 of associated members of personnel
- 70 persons in total
  - 7 ass. members of personnel
- Considering
  - the potential difference in perception of the Code of Conduct by Users (or ass. members of pers.) and by Staff members
  - the small amount Users involved,
  another focus group of Users will be called
  - This is a call for volunteers.
  - The policy development process is based on collaboration and consultation where Users are invited to participate.
Key success factors

As presented in the Proj. Ref. Group meeting 30/11:

• Support and commitment of the Proj. Ref. Group and the Directorate
• An integrated approach that embeds the code in the CERN values and performance model
• Strong communication campaign
• Awareness building after the launch of the Code
• Building supervisor’s skills to reinforce the Code as part of their coaching and people management responsibilities

Challenge: Getting the « user community » behind it

• input from Users strongly desired
  - at this point by participation to the Focus Groups
  - later on by commenting the outline and the contents.