

# SFT News

Group Meeting, 20 March 2017

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*Date*

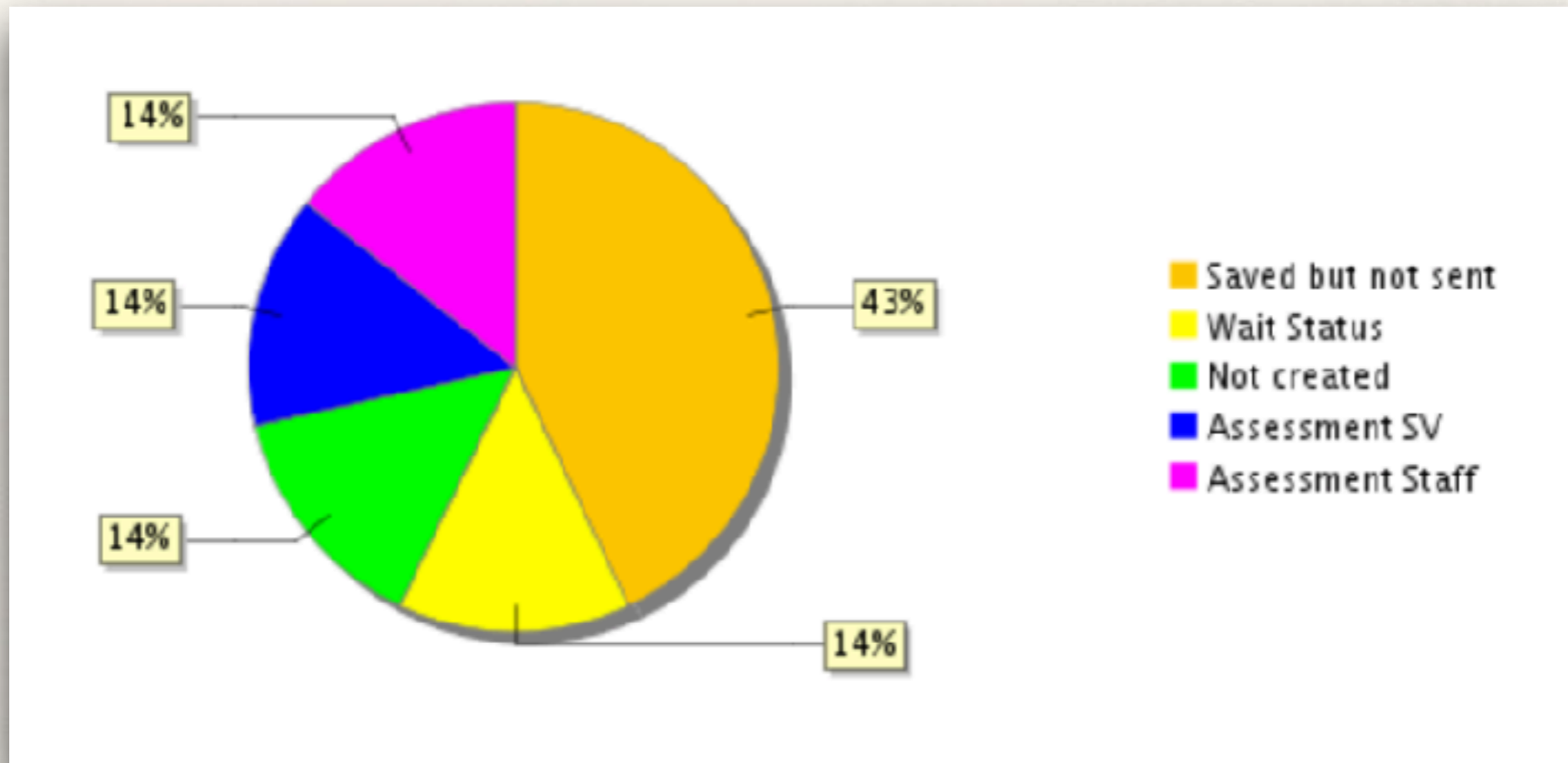
# MERIT

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- ❖ Dates

- ❖ 30th March — complete performance appraisal interviews
- ❖ 14th April — complete MERIT forms signed by Group Leader

- ❖ EP-SFT Status



# CERN Ombud

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Sudeshna Datta-Cockeril

## Role

- Provide confidential assistance in the informal resolution of interpersonal issues in the interest of the good functioning of CERN & the wellbeing of all its contributors
- Promote a respectful workplace environment through actions aimed at raising awareness & providing guidance on the day to day application of the CERN Code of Conduct
- Contribute to Organizational culture change by raising systemic issues with management, as applicable

## Principles

Confidentiality. Neutrality / Impartiality, Informality, Independence

## Actions

Discussion – a 'safe place' to tell your story & get another perspective

Advice – information regarding other services or resources available

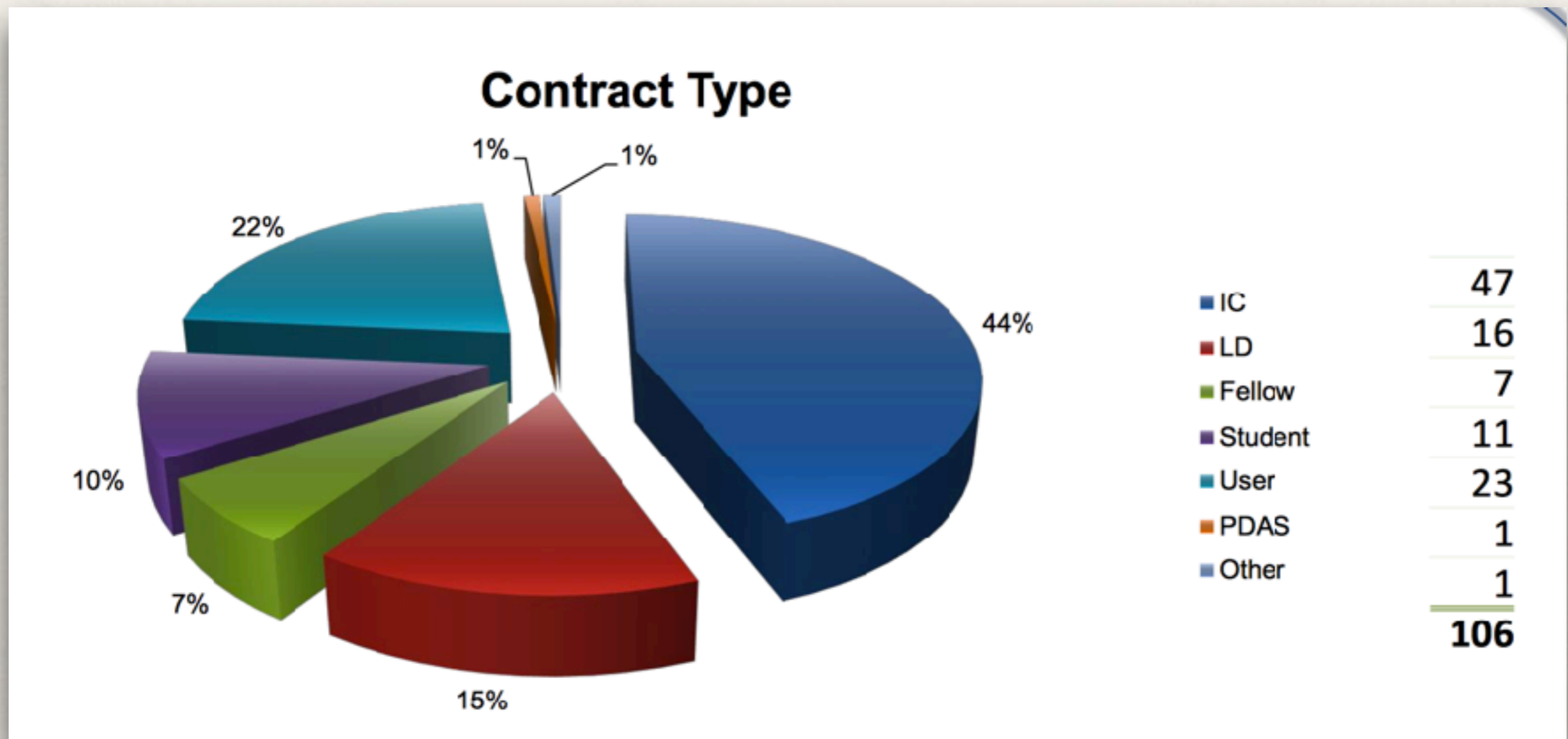
Coaching – support in identifying options to work out a strategy for action

Mediation – meet in Ombud presence to find mutually acceptable solution

Intervention – Ombud action only on authorisation of person concerned

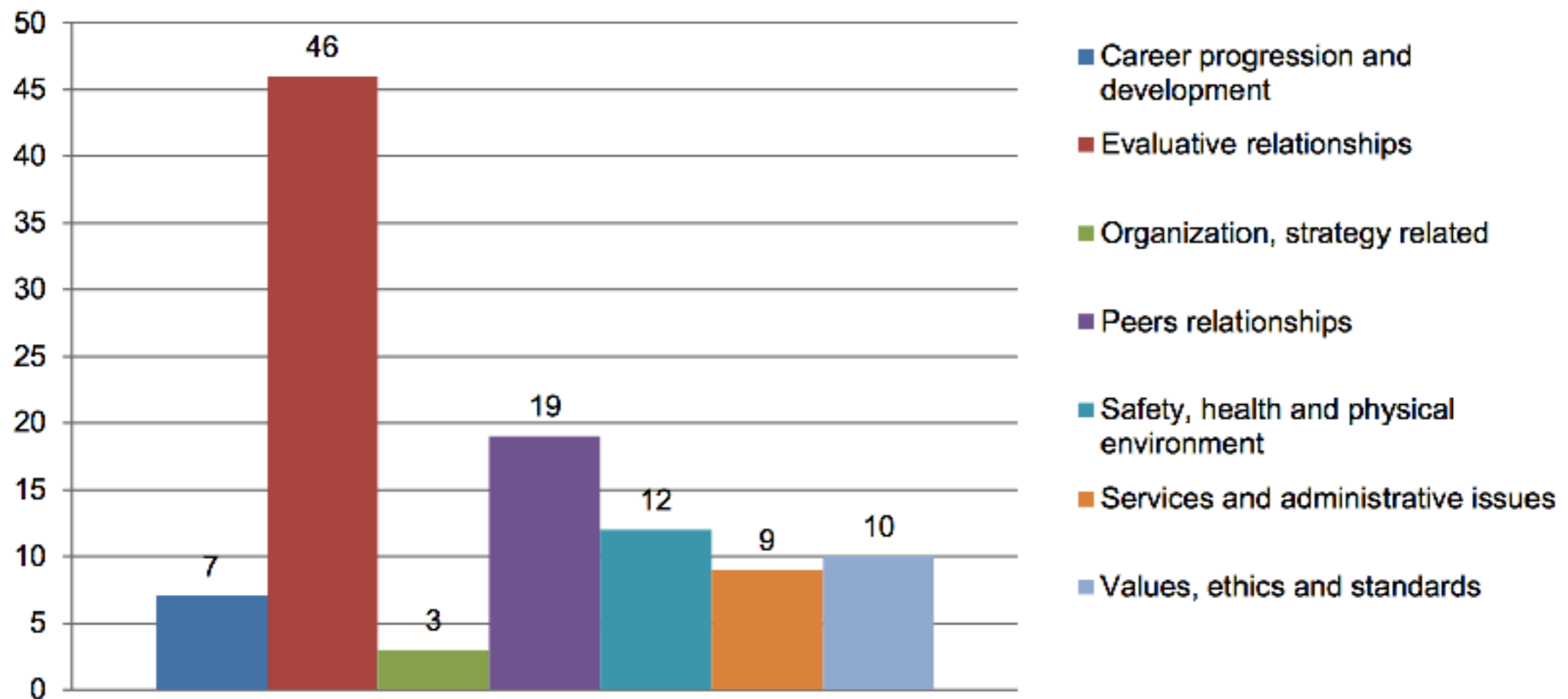
Referral – Ombud referral to other services as applicable

# OMBUD Profiles 2015 – contract



# OMBUD Categories of Issues 2015

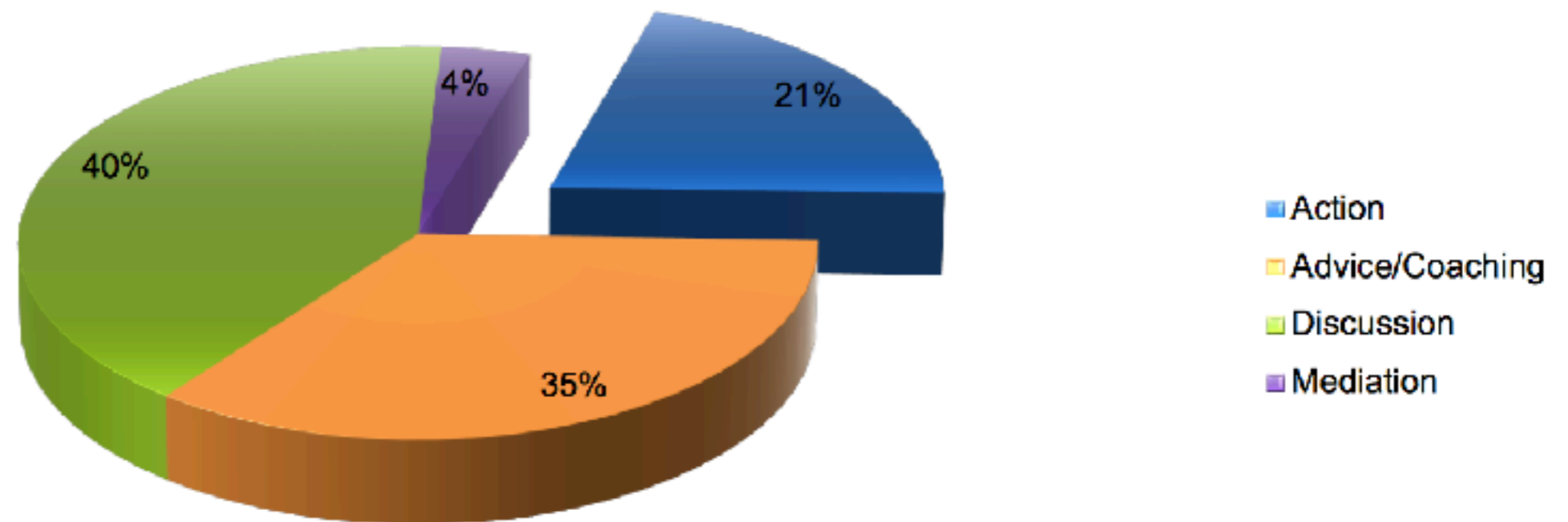
Issues: main category



# OMBUD Outcomes

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**Distribution of Outcomes - 2015**



# Other News from Enlarged Directorate

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- ❖ Additional “green paper” LD posts agreed: ~80 CERN-wide, 18 for EP
  - ❖ Initially 5-year posts, can start to open now (as part of overall manpower plan)
  - ❖ FAP department will take care of financing, increasing deficit without increasing peak value of CBD
- ❖ Ongoing streamlining of administrative processes
  - ❖ School fee claims simplified: only electronic documents, proof of payments only required for cross-checks (on demand)
  - ❖ But... filling in claim becomes the responsibility of beneficiary
- ❖ Central CERN web-site being redeveloped as 2-year project