Code of Conduct - progress

ACCU, 10th March 2010
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Code of Conduct - preparation

- Oct 09 – Jan 10: input gathered from Focus Groups
  - presenting different categories of members of personnel
- Jan 10 – March 10: a draft discussed in the Project Reference Group
  - representatives of different stake-holders (HR, finance division, legal service, internal audit, staff association, ACCU…)
  - meetings:
    - 2 in 2009
    - 3 by now in 2010: 28/01, 11/2, 4/3
    - next meeting next week
  - constructive discussion on structure and contents.
Code of Conduct - contents

- A tool to maintain and develop workplace marked by mutual respect and understanding
- Not a list of Do’s and Don’t’s but guidance in understanding how to act and how we can expect to be treated in accordance with the CERN values
- Based on the five values:
  - Integrity
  - Commitment
  - Professionalism
  - Effectiveness
  - Diversity
Code of Conduct - contents

• A tool to maintain and develop workplace marked by mutual respect and understanding
• Not a list of Do’s and Don’t’s but guidance in understanding how to act and how we can expect to be treated in accordance with the CERN values
• Based on the five values:
  - **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**: "Being at the forefront of one’s professional field, promoting understanding, mutual respect and organizational development."
  - **Effectiveness**: "Producing a consistently high level of results within allocated resources and timeframes."
  - **Diversity**: "Appreciating differences, ensuring equal treatment, multi-cultural collaboration and team spirit."
Examples of input from the PRG

• Avoid legal terminology and complicated language – speak the language of the reader
• Make clear that it addresses everyone at CERN site - including users and external contractors
• Keep it positive
• Keep it short
• Keep it specific and relevant to CERN
• Include examples
• Make it self-contained
• Special concerns for your ACCU representative:
  - make sure it applies to users
  - make sure it can be understood by users.
Next steps

• March/April:
  - discussion at the Enlarged Directorate
  - formal "concertation" procedure with the Staf Association

• May:
  - presentation of the Code at TREF

• June:
  - presentation of the Code to Council.