



# CERN People and the Organization

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Deputy group leader, Talent Acquisition group, HR

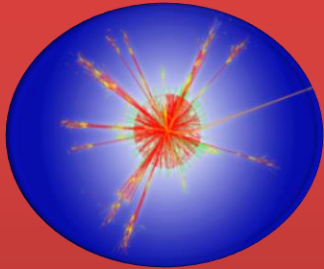
Onboarding quarterly session

June 2019



# CERN's Mission

- *To provide a unique range of particle accelerator facilities that enable research at the forefront of human knowledge*
  - *To perform world-class research in fundamental physics*
- *To unite people from all over the world to push the frontiers of science and technology, for the benefit of all.*



Research



Education



Technology



Collaboration



# CERN's Council

- ❑ Composition: each Member State has two official delegates.
- ❑ Council determines the Organization's policy in scientific, technical and administrative matters and approves the programme of activities.
- ❑ Appoints the DG who in turn reports to Council.
- ❑ Council President: Ursula Bassler.



<https://council.web.cern.ch/en>

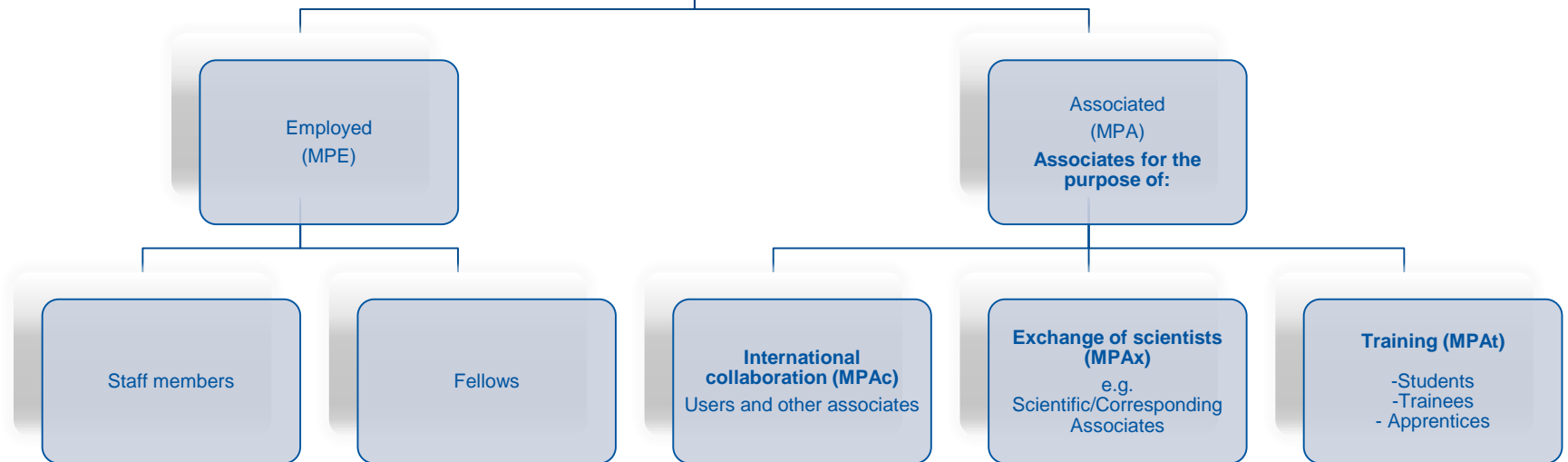
# CERN's Subordinate bodies



- ❑ Finance Committee (FC)
  - ❑ *Advises Council on financial matters pertaining to the Organization's functioning.*
  
- ❑ Scientific Policy Committee (SPC)
  - ❑ *advise Council on scientific matters related to the Organization.*
  
- ❑ Tripartite Employment Forum (TREF)
  - ❑ *studies aspects of CERN remuneration and employment conditions.*
  
- ❑ Pension Fund Governing Board (PFGB)
  - ❑ *Advises Council on Pension Fund matters.*
  
- ❑ Audit Committee (AC)

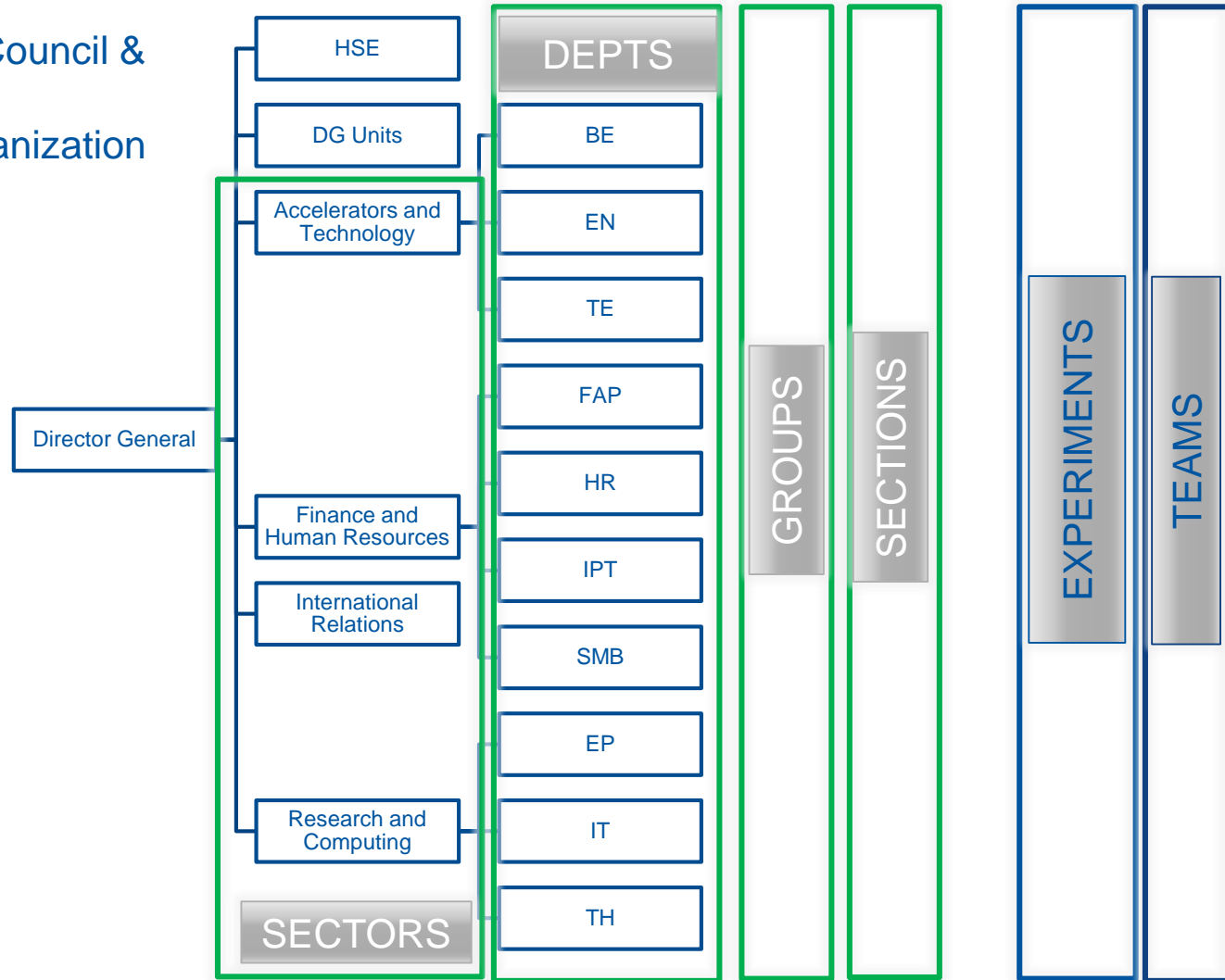
<https://council.web.cern.ch/en>

# CERN's People



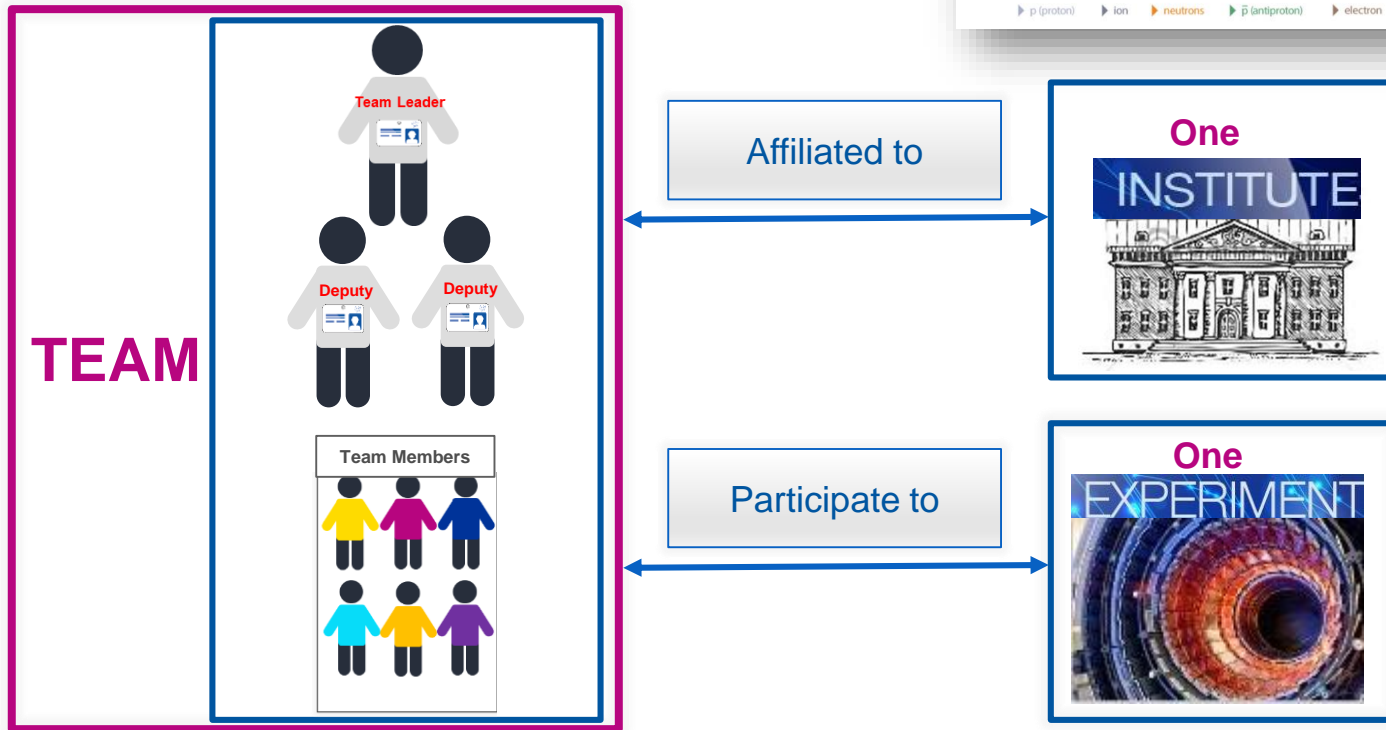
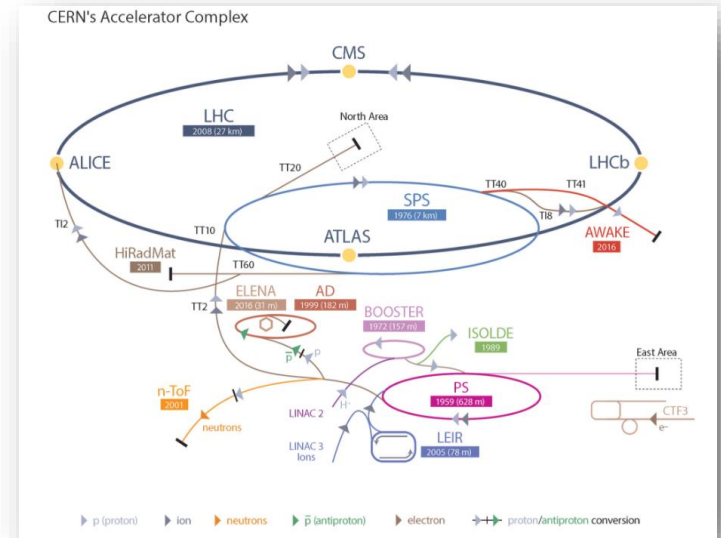
# CERN's Structure

The DG is appointed by Council & acts as CEO and legal representative of the Organization (appointed for 5 years)

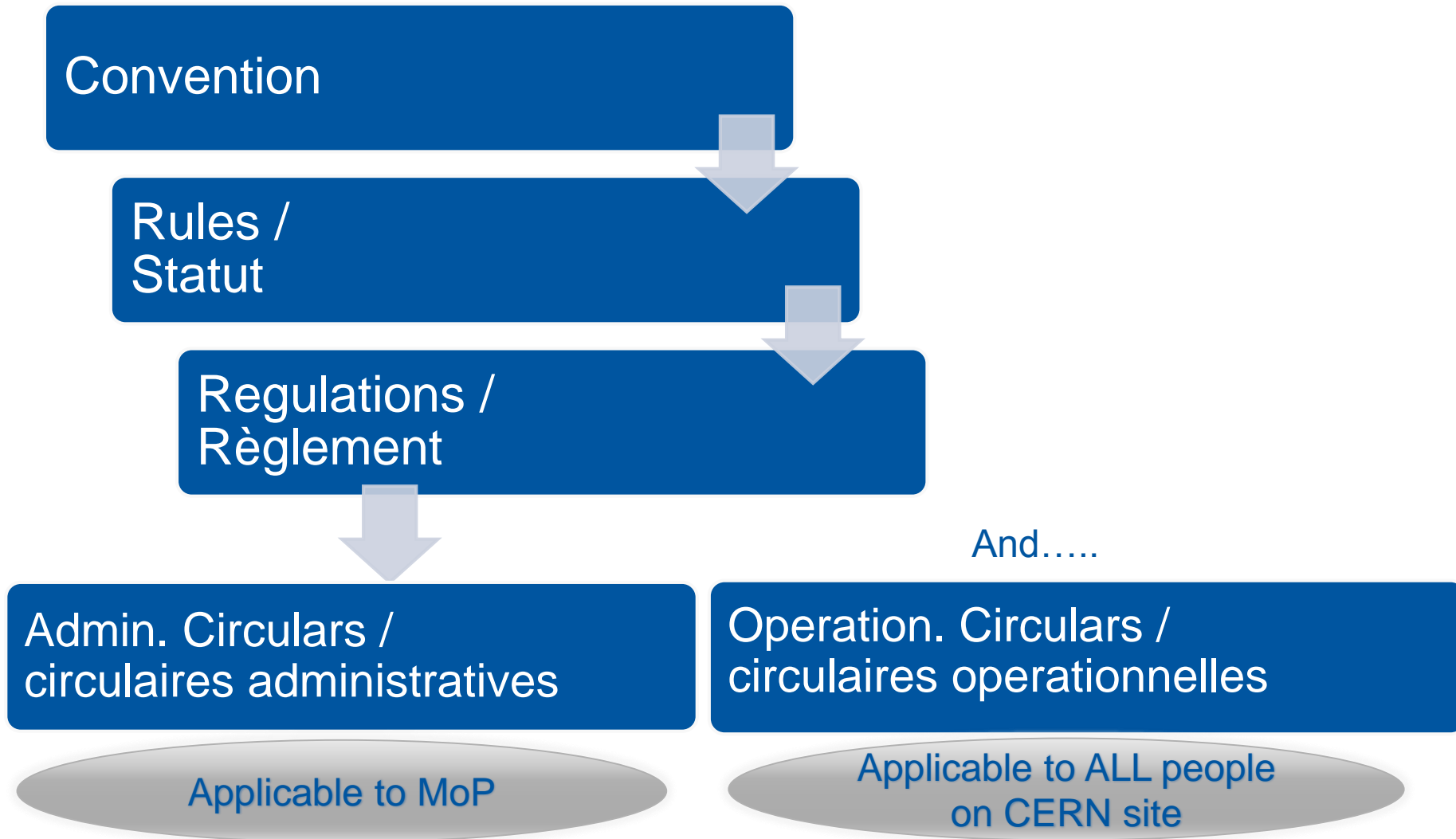




# What is a Team ?



# CERN's legal framework



# Staff Rules and Regulations



European Organization for Nuclear Research  
Organisation européenne pour la recherche nucléaire

## STAFF RULES AND REGULATIONS

11<sup>th</sup> edition — 1 January 2007  
Updated — 1 September 2016

## STATUT ET RÈGLEMENT DU PERSONNEL

11<sup>e</sup> édition — 1<sup>er</sup> janvier 2007  
Mise à jour — 1<sup>er</sup> septembre 2016

<b><i>RULES</i></b>
<b>Chapter III - Section 1</b>
Articles S III 1.01 - 1.02
1 July 2008

<b><i>REGULATIONS</i></b>
<b>Chapter III - Section 1</b>
Articles R III 1.01 – 1.05
31 March 2015

## CHAPTER III

### WORKING CONDITIONS

#### Section 1 - Working hours

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#### Section 1 - Working hours

## CHAPITRE III

### CONDITIONS DE TRAVAIL

#### Section 1 - Heures de travail

- 30 -

## CHAPITRE III

### CONDITIONS DE TRAVAIL

#### Section 1 - Heures de travail

<b><i>RÈGLEMENT</i></b>
<b>Chapitre III - Section 1</b>
Articles R III 1.01 - 1.05
31 mars 2015

<b><i>STATUT</i></b>
<b>Chapitre III - Section 1</b>
Articles S III 1.01 - 1.02
1er juillet 2008

# Staff Rules and Regulations

## GENERAL PROVISIONS

### Section 1 - Staff Rules and Regulations

The Staff Rules (hereinafter the Rules) shall define and codify the legal relationship between the Organization and the **members of the personnel.**

Each article of the Rules and Regulations shall indicate to which category(ies) of the members of the personnel it applies.

# Staff Rules and Regulations

- 11 -

<b>RULES</b>
<b>Chapter II - Section 1</b>
Articles S II 1.01 - 1.08
1 January 2016

## CHAPTER II

### CONDITIONS OF EMPLOYMENT AND ASSOCIATION

#### Section 1 - Employment and association

<i>Article N°</i>	<i>Applicable to</i>	
S II 1.01 Appointments by the Council	Ts	The Council appoints the Director-General and, on his recommendation, the Directorate members and the Heads of Department.
S II 1.02 Appointment of the members of the personnel	MP	The Council shall delegate to the Director-General the power to appoint the members of the personnel.
S II 1.03 Competence, integrity and fitness	MP	The Director-General shall take steps to ensure that the members of the personnel appointed are of the highest competence and integrity and fit to perform the functions entrusted to them.
S II 1.04 Fair distribution	MPE MPAx-MPA <sub>t</sub>	At the time of appointment of members of the personnel and subject to the provisions of Article S II 1.03 and to the relevant conditions relating to Associate Membership, the Director-General shall strive to ensure as fair a distribution as possible of nationals of the Member and Associate Member States and of men and women.
S II 1.05 Contract and conditions of employment or association	MP	Appointments shall be the subject of a contract signed by the Director-General and the member of the personnel. The contract shall stipulate the member of the personnel's conditions of employment or association.
S II 1.06 Protection of personal data	MP	The Organization shall take the necessary measures to protect and ensure the confidentiality of personal data concerning the members of the personnel.
S II 1.07 Personal administrative file	MP	A personal administrative file containing the documents relating to the application of the Rules and Regulations shall be created at the time of appointment of a member of the personnel. This file shall be confidential and shall not be accessible to anyone but the member of the personnel concerned, except for operational requirements.
S II 1.08 Probation period	MPE	After appointment, staff members and fellows shall be subject to a probation period.

# Staff Rules and Regulations



- Define and codify legal relations  
CERN/MoP
- Adopted by Council



- Specify the application of the rules
- Adopted by FC

Management proposal  
Discussion process with  
Staff Association

# Administrative and Operational circulars



- Specify the application of Staff Regulations
- Adopted by the DG

- Do not arise from SRR
- Internal operations of the Organization
- Adopted by the DG

Discussion process with  
Staff Association

# Administrative circulars

## Administrative Circular 14 Rev 3

Protection of members of the personnel against the financial consequences of illness, accident and incapacity for work

[CERN\\_Circ\\_Admin\\_En\\_14\\_Rev3.pdf](#)

[CERN\\_Circ\\_Admin\\_En\\_14\\_Rev3.pdf?subformat=pdfa](#)

Valid from: 14/01/2013

Access to full record on [CDS](#)

## Administrative Circular 02 Rev 7

Recruitment, appointment and possible developments regarding the contractual situation of staff members

[CERN\\_Circ\\_Admin\\_en\\_2\\_Rev7.pdf](#)

[CERN\\_Circ\\_Admin\\_en\\_2\\_Rev7.pdf?subformat=pdfa](#)

## Administrative Circular 11 Rev 3

Categories of members of the personnel

[CERN\\_Circ\\_Admin\\_EN\\_11\\_REV3.pdf](#)

## Administrative Circular 31 Rev 2

International indemnity and non-resident allowance

[CERN\\_Circ\\_Admin\\_En\\_31\\_Rev2.pdf](#)

Valid from: 01/09/2016

## Administrative Circular 23 Rev 4

Special working hours

[CERN\\_Circ\\_Admin\\_fr\\_23\\_Rev4.pdf](#)

[CERN\\_Circ\\_Admin\\_fr\\_23\\_Rev4.pdf?subformat=pdfa](#)

## Administrative Circular 20 Rev 2

Use of private vehicles for official duty

[CERN\\_Circ\\_Admin\\_en\\_20\\_rev2.pdf](#)

## Administrative Circular 22B Rev 2

Compensation for hours of long-term shift work

[CERN\\_FAQ\\_Application\\_LS1\\_en.pdf](#)

[CERN\\_Circ\\_Admin\\_en\\_22B\\_rev01 .pdf](#)

<https://hr-dep.web.cern.ch/admin-circulars>



# Operational circulars



## OPERATIONAL CIRCULAR NO. 4 (REV. 1) Issued by the Human Resources Department

This operational circular was examined by the Standing Concertation Committee at its meeting on 15 February 2012.

**Applicable to:** Members of the personnel, contractors and their personnel

**Issuing authority:** Director-General

**Date:** 1 September 2012

Previous texts cancelled and replaced by this operational circular: Operational Circular No. 4 entitled "Conditions for use by members of the CERN personnel of vehicles belonging to or rented by CERN" – April 2003 and the Regulation entitled "Conditions for use by the personnel of CERN contractors of vehicles belonging to or rented by CERN" – April 1996

*In the interests of readability, this circular has been drafted using the masculine gender only. However, use of the masculine gender should be understood to refer to both sexes. The provisions of the circular therefore apply to both men and women, except where it is clear from the context that they concern one sex or the other exclusively.*

### USE OF VEHICLES BELONGING TO OR RENTED BY CERN

## CIRCULAIRE OPÉRATIONNELLE N°4 (RÉV.1) Publiée par le Département des Ressources humaines

La présente Circulaire opérationnelle a été examinée par le Comité de Concertation permanent lors de sa réunion du 15 février 2012.

**Applicable à:** Membres du personnel et entreprises et leur personnel

**Personne responsable du sujet traité:** Directeur général

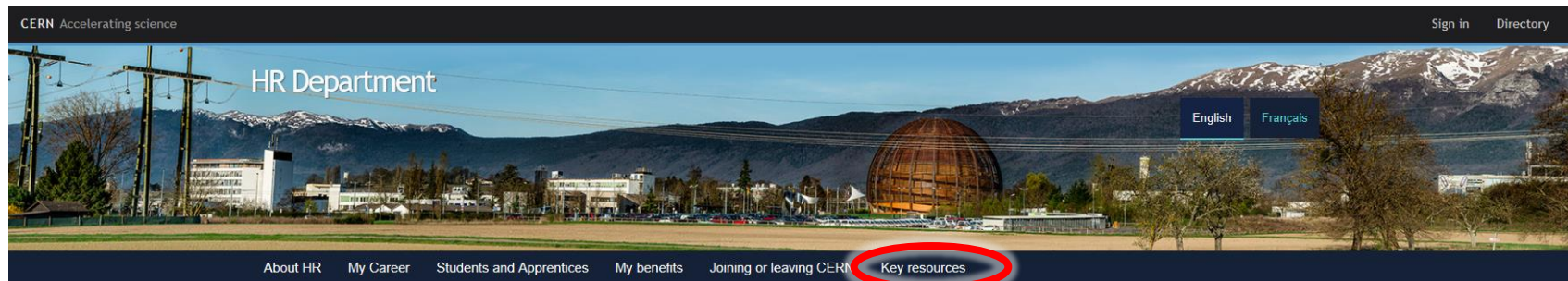
**Date :** 1<sup>er</sup> septembre 2012

Textes antérieurs annulés et remplacés par la présente circulaire opérationnelle : Circulaire opérationnelle n°4 intitulée «Conditions d'utilisation par les membres du personnel du CERN des véhicules appartenant au CERN ou pris en location par lui» - avril 2003 – et Règlement intitulé «Conditions d'utilisation des véhicules appartenant au CERN ou loués par lui par le personnel d'entreprises liées au CERN par un contrat» - avril 1996.

*Par commodité de lecture, la présente Circulaire est rédigée en utilisant uniquement le genre masculin. L'utilisation de celui-ci doit néanmoins être comprise comme se référant aux deux sexes. Les dispositions de cette Circulaire s'appliquent par conséquent aux hommes comme aux femmes, sauf s'il ressort clairement du contexte qu'il ne s'agit que des uns ou des autres.*

### UTILISATION DES VÉHICULES APPARTENANT AU CERN OU PRIS EN LOCATION PAR LUI

[cern.ch/hr](http://cern.ch/hr)

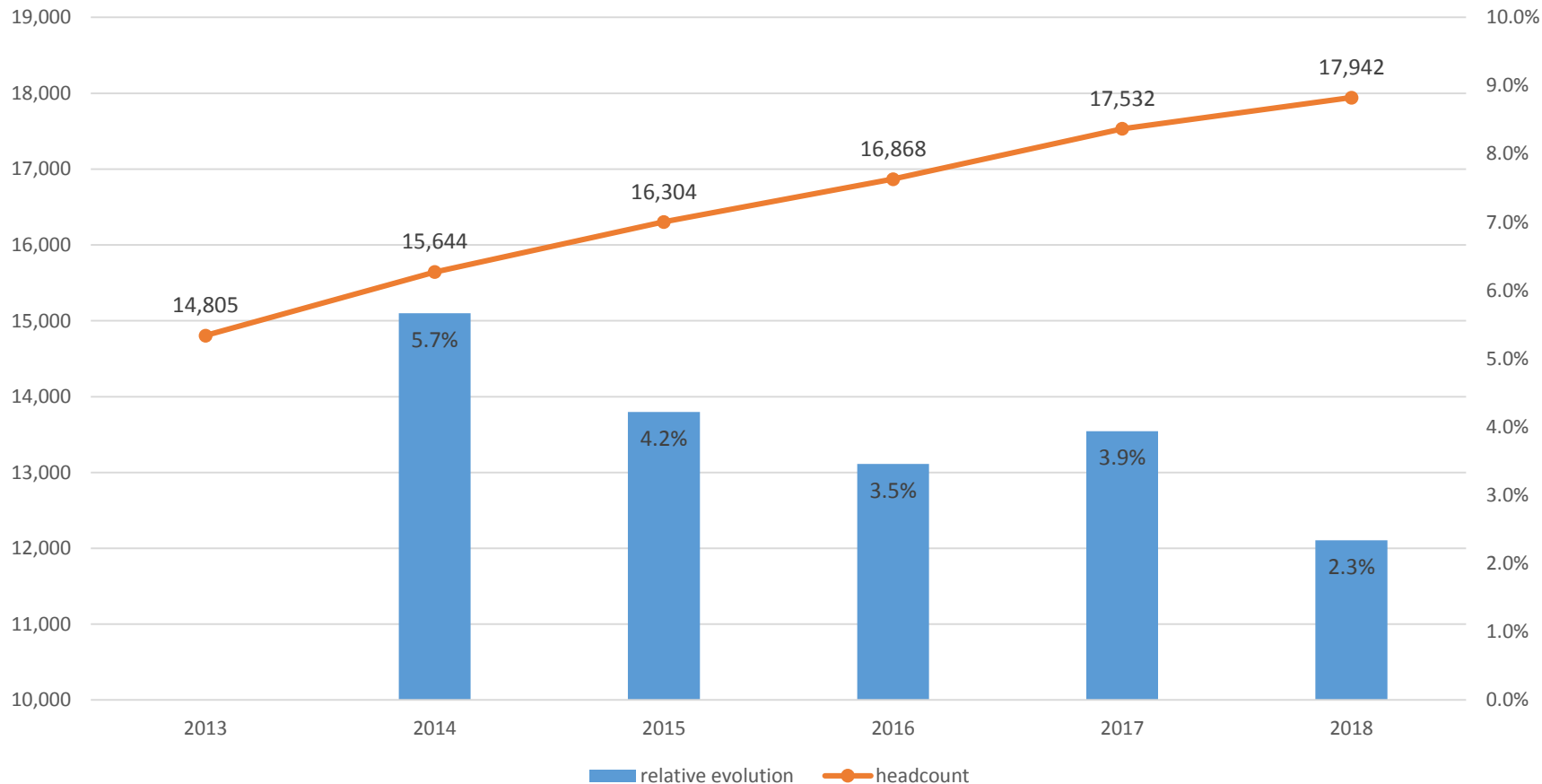


# CERN people in numbers



# Personnel evolution

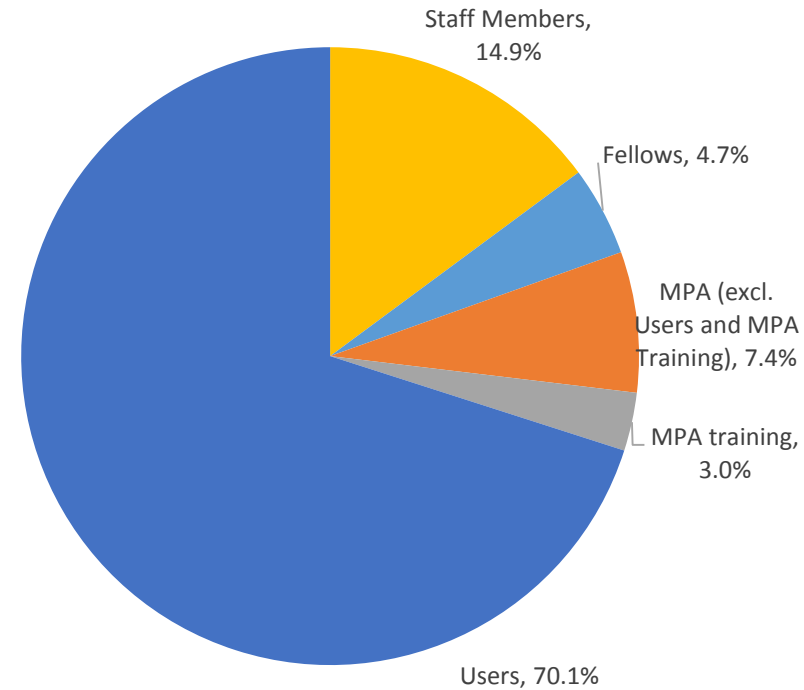
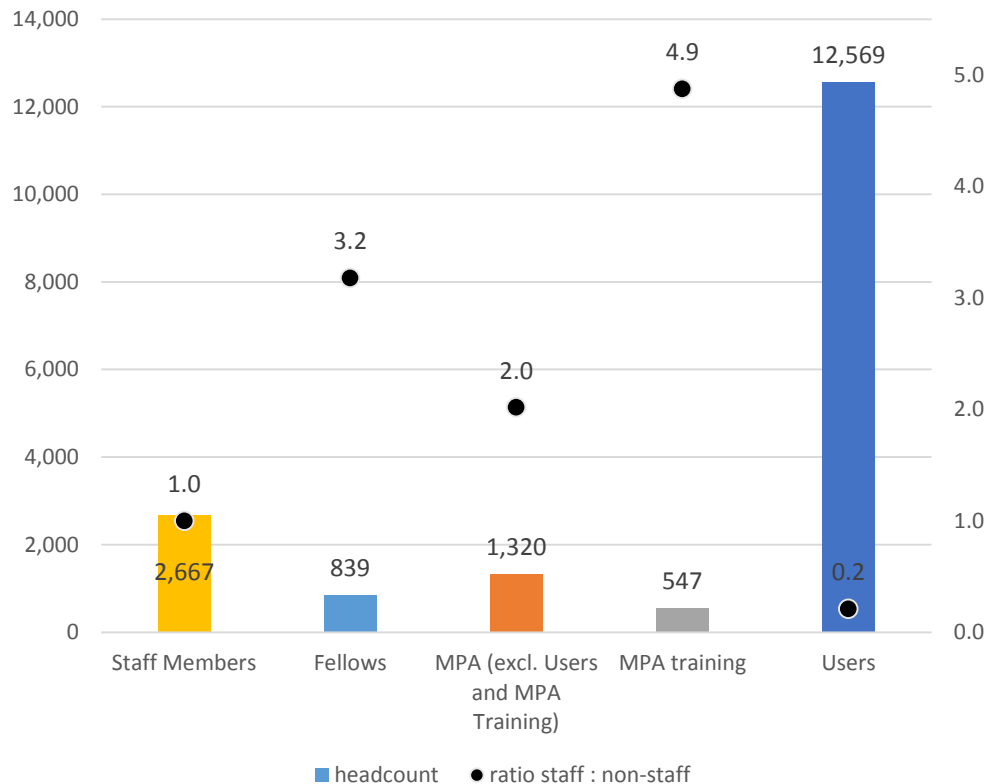
Evolution of the Members of the Personnel



# Members of Personnel

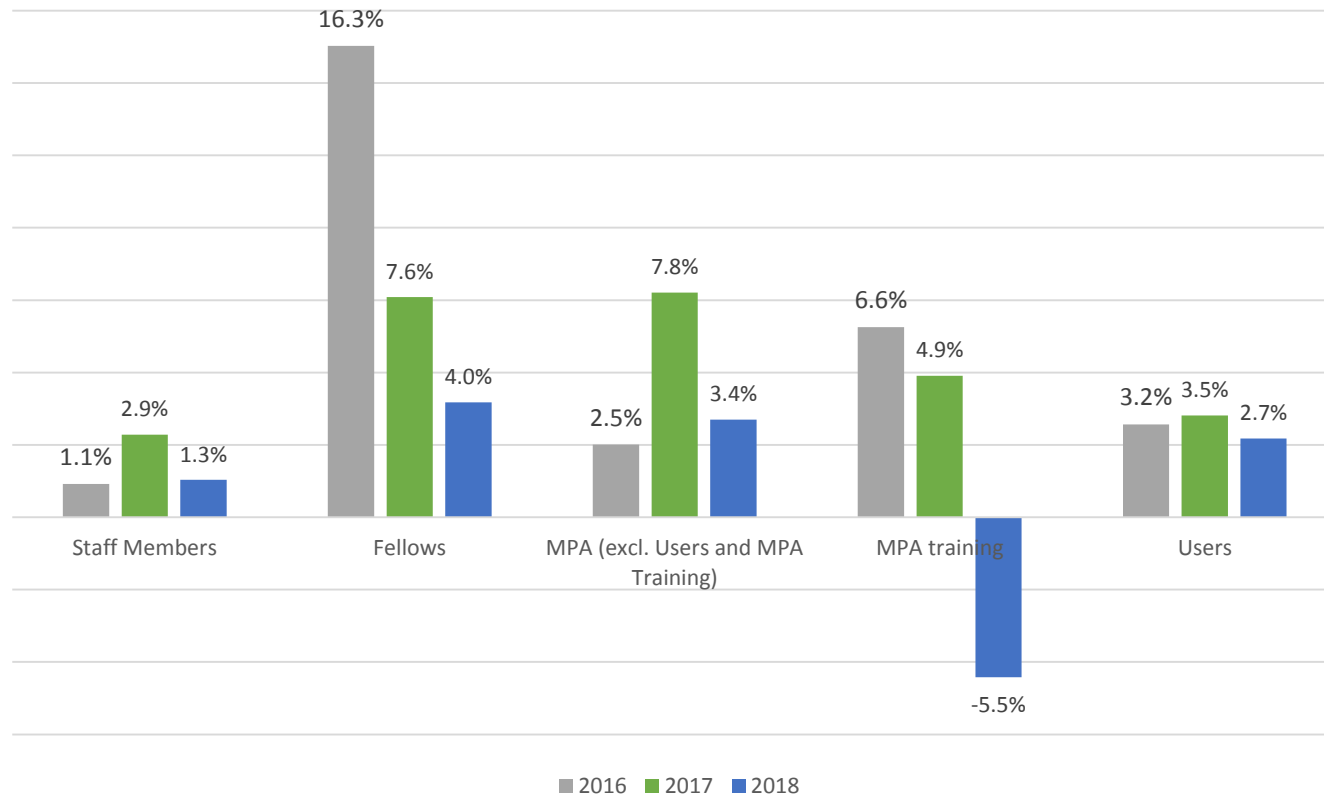
Total MP : 17,942

Members of Personnel by Status and Ratio staff :  
non-staff, 31.12.2018

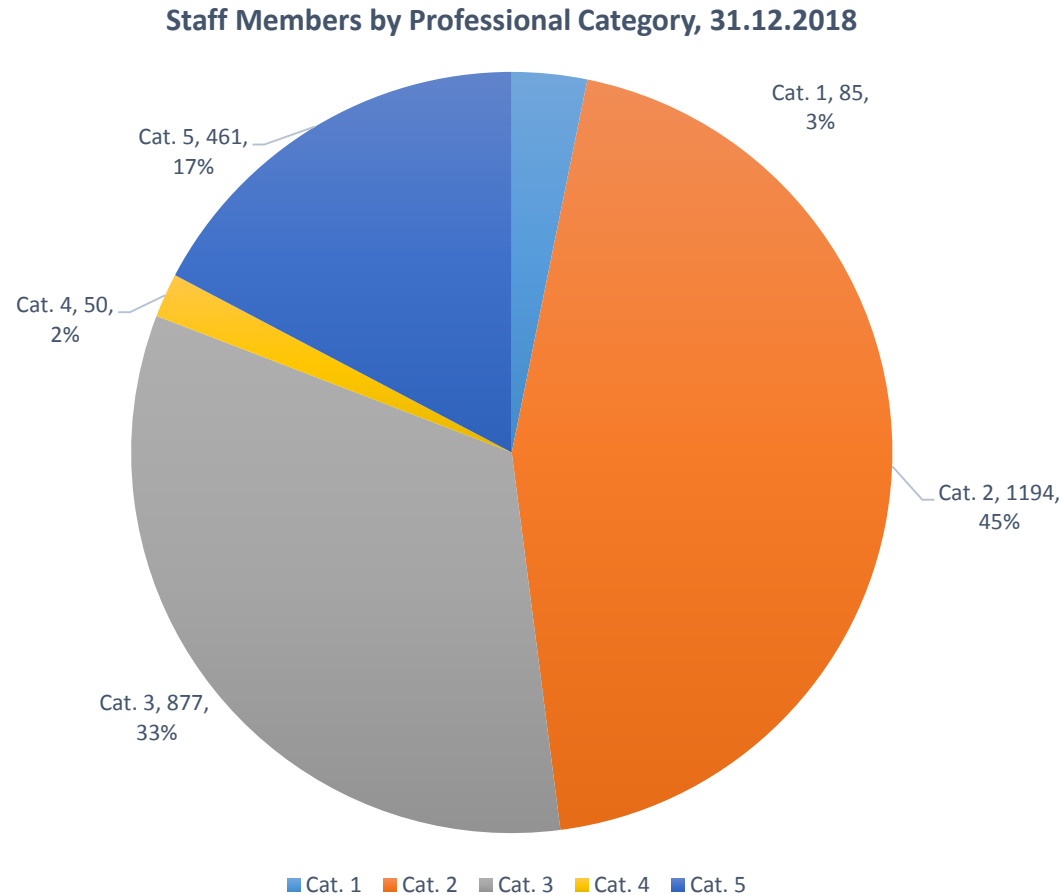


# Members of Personnel

Relative Evolution of the Members of the Personnel, by Status

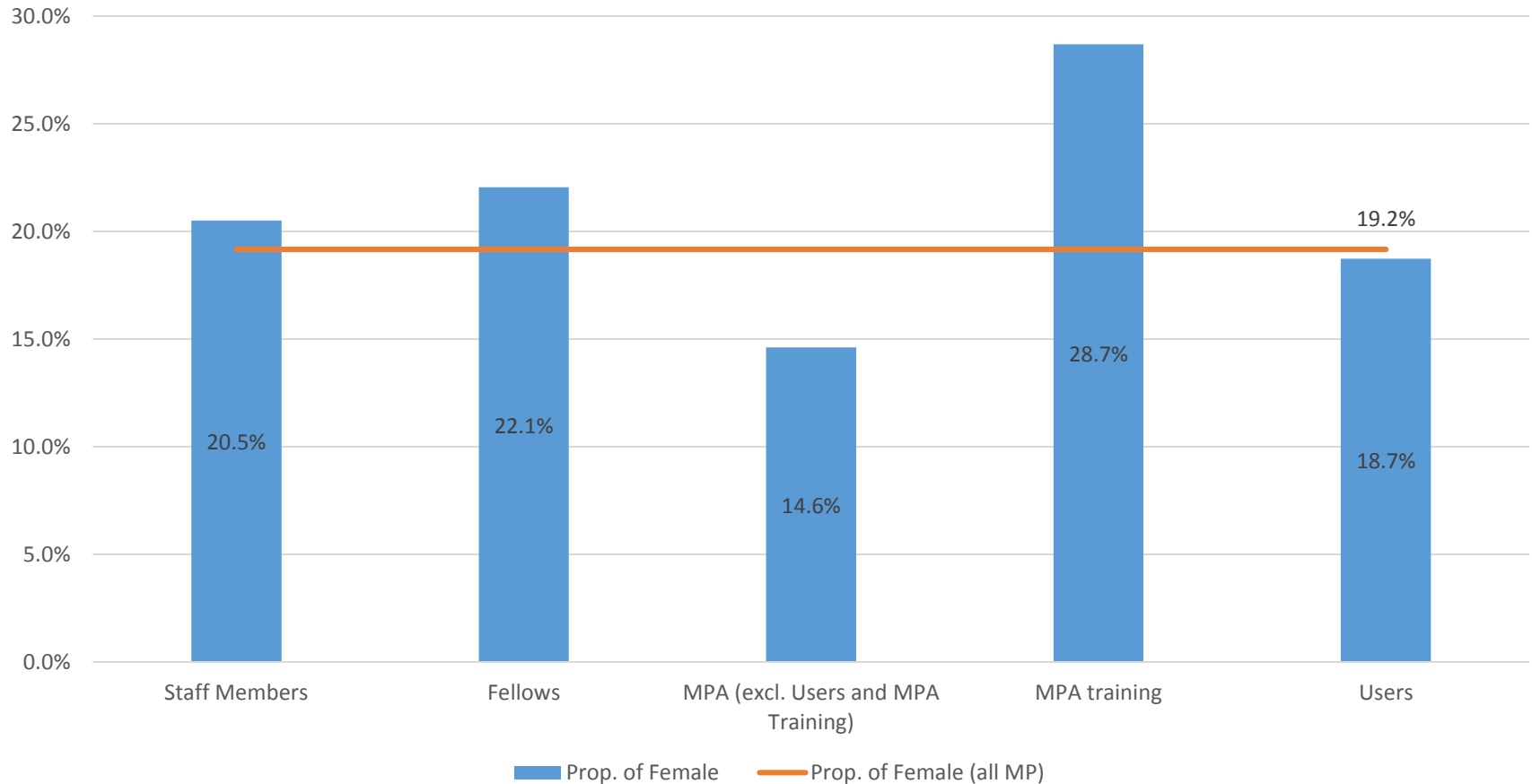


# Staff - Category evolution



# Gender

Proportion of Female Members of the Personnel by Status, 31.12.2018



# Joining CERN



International  
Civil Servant  
Fonctionnaire  
International

Privileges and  
Immunities  
Privilèges et  
immunités

Rights and  
Obligations  
Droits et  
obligations



# Privileges and immunities

**The purpose is not to benefit individuals but to ensure the efficient performance of their functions.**

Le but est non pas d'avantager des individus mais d'assurer l'accomplissement efficace de leurs fonctions.

**Immunity from jurisdiction in the course of duties**

Immunité de juridiction dans l'exercice des fonctions

**Exempt from national income tax**  
Exempté de la taxation nationale

*SRR, Chapter 1, Section 4, Privileges and Immunities*

# Rights & Obligations

## Rights

Remuneration  
Leave  
Social Protection

## Droits

Rémunération  
Congés  
Protection sociale

## Obligations

Performance  
Pay contributions  
Tact, Reserve  
Independence, Loyalty

## Obligations

Performance  
Payer les cotisations  
Tact, réserve  
Indépendance, loyauté

**Appeal (internal > ILOAT)**  
Recours (interne > TAOIT)

**Disciplinary action**  
Sanctions disciplinaires

# CERN 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**

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

E  
X  
C  
E  
L  
L  
E  
N  
C  
E

# CERN Competency model



# Code of Conduct

# Conduct

## *SRR, Chapter 1, Section 3: Conduct*

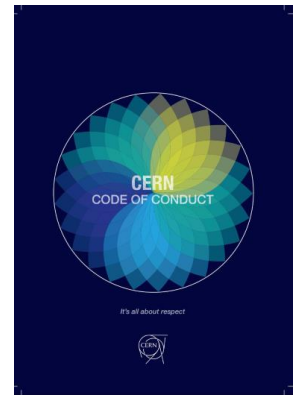
“Members of the personnel shall conduct themselves with due regard to the interests and proper functioning of the Organization.

Members of the personnel shall refrain from any act or activity:

- a) which is incompatible with their functions, or
- b) which would be morally or materially prejudicial to the Organization.

Members of the personnel shall exercise at all times the reserve and tact incumbent upon them by virtue of their international status...”

# Code of Conduct



## What does it address and to whom does it apply?

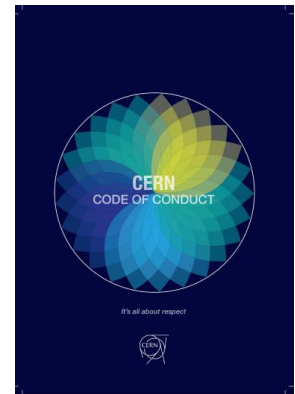
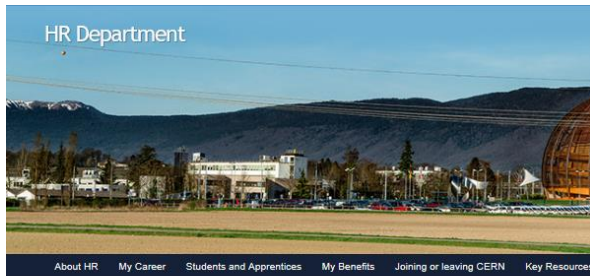
- ❖ Common standards of professional behaviour based on CERN values (vs. Code of Ethics)
- ❖ Guide in helping us, as CERN contributors, to understand how to conduct ourselves, treat others and expect to be treated.
- ❖ Applicable to all CERN contributors, i.e. not only staff members but also the user 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

*It's all about respect*

# Code of Conduct



## Code of Conduct

Home » Key Resources » Code of Conduct

It's about common basic standards of behavior to help us understand how to conduct ourselves, treat others and expect to be treated in accordance with the CERN values



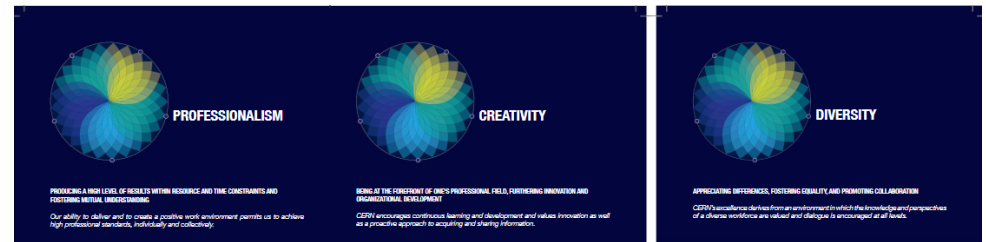
### Reference documents:

- [Browse the brochure online](#)
- [The Code of Conduct](#) (original 1 July 2010, updated January 2017)
- [Frequently Asked Questions](#)
- [Respect at CERN](#)
- [Supplementary information on the Code of Conduct: religious practices in the workplace](#) (December 2017)

### How the Code came about:

As part of the Human Resources Strategy and global reflection on CERN values and common standards of behavior and also in response to requests from various internal bodies, the Code of Conduct has been developed further to an extensive collaboration and consultation process during 2009 and 2010. CERN's first Code of Conduct is applicable from 1 July 2010.

### What the Code is:



#### AS CERN CONTRIBUTORS, WE

- Define clear and realistic objectives and deliverables for our activities, and communicate them to our colleagues.
- Ensure that the human, material and financial resources attributed to us are used optimally for the benefit of CERN.
- Invest in CERN's future by bringing long-term effectiveness into account when managing short and medium-term activities.
- Maintain a professional environment characterized by good working relations and an atmosphere of tolerance and mutual respect.
- Provide advice and guidance to colleagues, where appropriate, and provide adequate supervision and control over tasks that we delegate.
- Address conflict promptly and impartially.
- Abstain from and actively discourage all forms of harassment as well as verbal, non-verbal, written or physical abuse.

#### AS CERN CONTRIBUTORS, WE

- Foster developments within our domain.
- Use our professional experience in a constructive manner.
- Contribute to the evolution of CERN by committing to sharing our knowledge.
- Share with internal parties any information that could benefit them in their work, irrespective of their jobs and departments.
- Attend alternative outlets in order to generate new thoughts and concepts.
- Conduct our work in a structured way to enhance knowledge transfer and continuity.

#### AS CERN CONTRIBUTORS, WE

- Respect and value differences.
- Promote inclusiveness in the workplace in terms of both personal characteristics and professional activities.
- Demonstrate teamwork and invest in team building.
- Team others with tact, courtesy and respect.
- Abstain from and actively discourage discrimination in all forms.
- Avoid offering undue or unwarranted rewards, and be aware that statements or actions not intended to be offensive to another person may be perceived as such.
- Refrain from unjustified or disparaging remarks or actions, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status at CERN, disability, or family situation.



CERN is an equal opportunity employer

[cern.ch/CodeofConduct](http://cern.ch/CodeofConduct)





# Respect @ CERN

CERN's values:

Integrity, commitment, professionalism, creativity and diversity.

Taken together, these values form the basis of respect for others, for the Organization and for its mission.

Watch the series of short videos, to showcase situations covering CERN's five values: <https://cern.ch/hr/cern-values>

*It's an invitation for us all to reflect on the way our behaviour can impact our working environment and to think about how we can contribute to creating a respectful and inclusive working environment.*



Excerpt from the video covering the value "commitment".

# Social media guidelines



## 1. Post...

- **Responsibly:** your online content stays public and can be republished by others. Make sure you are comfortable with what you are posting before you put it online;
- **Correctly:** posts claiming to be news or information should be based on facts. Fact check the statements before posting and don't be fooled by the abundance of opinion-based "facts" on the web, when sharing or reposting;
- **Clearly:** try to avoid scientific jargon or slang when addressing a wide audience;
- **Reasonably:** show your passion, but avoid overposting;
- **As yourself:** be honest about your identity, expertise and role at CERN. Always point out that you post in your personal capacity, and your statements will remain personal and cannot be regarded as representing CERN's official position. If necessary, add an appropriate disclaimer.

## 2. Refer...

## 3. Respect...

- To content with links rather than copy-pasting content directly into a post. Information can then stay updated on the source website;
  - To external sources, products or services with caution as you may imply CERN endorsement;
  - To [social-media@cern.ch](mailto:social-media@cern.ch) if you have Social Media queries.
- CERN's rules, i.e. the [CERN Code of Conduct](#), [CERN C Regulations](#);
  - CERN's reputation: be aware that your actions can affect it;
  - CERN's logo: the use of the [CERN logo is legally protected](#) on personal social media sites;
  - Privacy: check privacy settings, limit personal details, respect off-line conversations. Posting personal identifiable information may raise safety and security concerns;
  - Confidential information: include only public information. Do not share information that is confidential and/or internal to CERN or that could have security or commercial implications;
  - Intellectual property: copyrights, trademarks, NDAs, financial disclosure and false advertising. If you upload material, including photographs, you must ensure that you have the necessary rights to this material before uploading;
  - Differences in opinion: handle debates and criticisms constructively;
  - The well-being of others: avoid posting or encouraging offensive comments;
  - Official communications: you need to have proper authorisation from your Department Head, Experiment, or the CERN Communications group to speak officially on behalf of CERN;
  - A reasonable balance of social media activities with your work commitments (and your home life!).

<https://admin-eguide.web.cern.ch/en/procedure/social-media-guidelines>

# Integrity

**VALUE** → **INTERNAL POLICY**

## Conflict of Interest Policy:

Private interests ≠ CERN's interests

- *Recognise situations and avoid (e.g. 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*

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

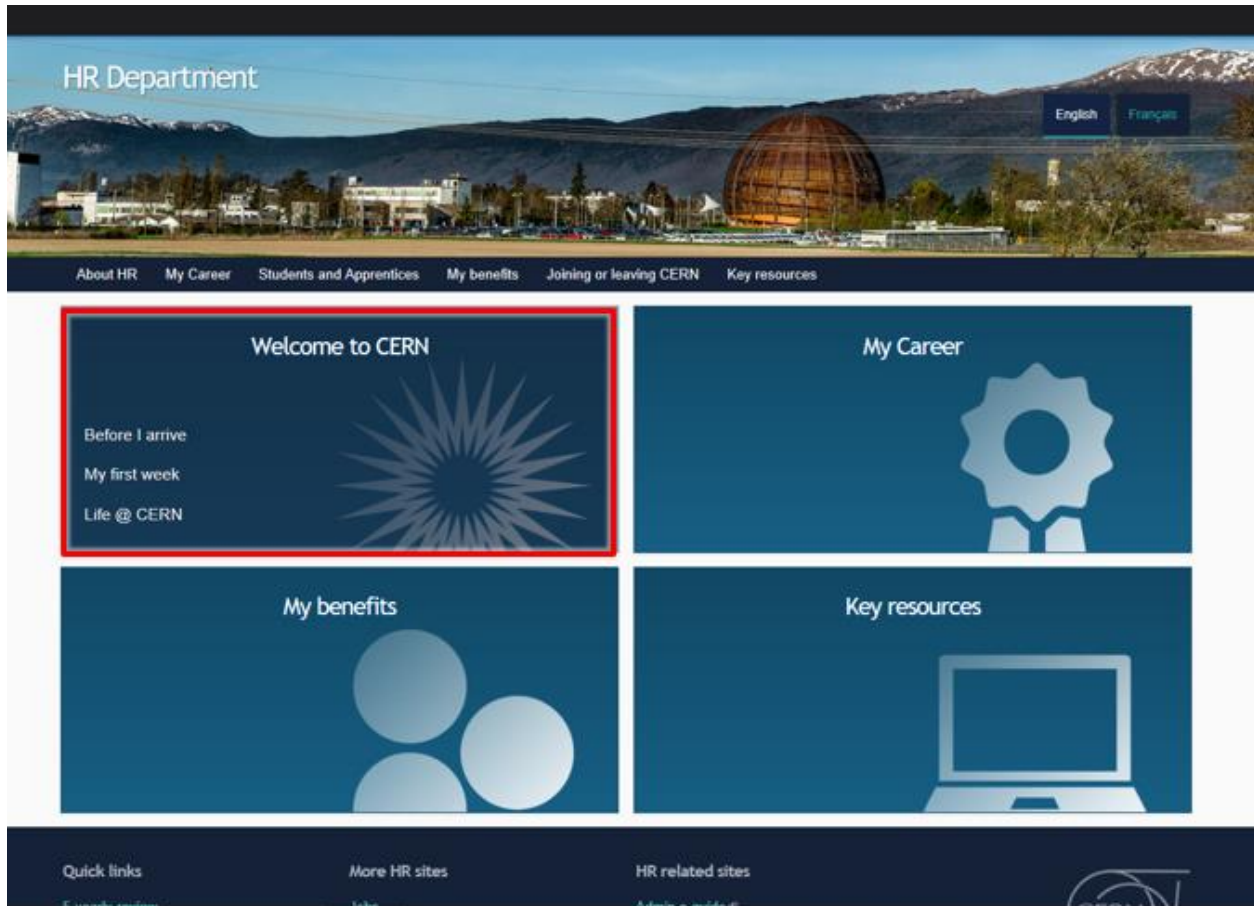
# Key contacts in the event of questions

Your department secretariat (DAO)

And...

- **Users:** the Users Office
- **Staff:** Your Human Resources Adviser
- **Fellows and Students:** Your programme coordinator

# <http://cern.ch/hr> webpages Welcome to CERN



# What CERN people say...

- *Excellent level of job satisfaction*
- *Passionate personnel*
- *Interesting & creative work which allows personal development*
- *Pride to take part in fundamental research in particle physics*
- *Very pleasant “international campus” environment (except buildings!)*
- *Highly qualified colleagues*
- *Variety of skills and professions*
- *Effectiveness of continuous learning*
- *Enriching international, multicultural place to work*



# WE HOPE YOU WILL ENJOY YOUR TIME AT CERN!

