General Staff Meeting
12 June 2020

• COVID-19
• 2021 Five yearly review
• Staff Association working programme 2020
COVID-19
Continue concertation process & Staff association implication during the COVID-19 crisis management period regarding:

- Post COVID lessons learnt
- 5th Year Review
- Clubs
- Jardin des Particules

The personnel
COVID-19 | Staff Association & MPE

February and March– large exchange with the Head of the HR department agreeing following concertation on:

- Memo teleworking, on extended telework for MPE and MPA
- Memo special leave for MPE, on special leave with remuneration for professional or/and personal reasons

Extensive and regularly discussions regarding the Absence Table, still in evolution

Main questions remaining:
- How to deal homogeneously CERN wide and in the specific context of managing absences for families when school not restarting full speed
- Return to the activities for personnel with vulnerability
Extensive and frequent concertation regarding MPAs (including Users) absences and subsistence payment:

- Memo special measures for subsistence allowance
  - Grace period till 1\textsuperscript{st} May the subsistence was paid
  - From May, subsistence paid if having costs in the local area
    - wherever they were located and
    - based on what in self-declaration

- For TECH, DOC, ADM & FELL affiliated to CHIS, who \textbf{not have sufficient health coverage} at the end of the contract, \textbf{CERN has paid an additional month of CHIS adhesion.}
COVID-19 | Staff Association & Clubs

Decisions through a concertation process with CERN Management

**9th of March**
- Activities restricted

**11th of March**
- Suspension of activities on site
- Recommendation to reduce the off-site activities

**11th of May**
- ALL CERN Clubs activities, whether on or off the site, must remain suspended, except virtual activities
  - https://hse.cern/content/faq-covid-19

**Now**
- Discussions to restart CERN clubs activities in the first instance outside CERN domain

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CERN Club Activities for ALL during COVID-19

Some CERN clubs are able to continue activities during confinement, please see more information below. Share your ideas/suggestions to cern.clubs@cern.ch

**CERN Games Club**

I hope you don’t have too much to do. The games are a way to get out of your head for a while and relax. We have already started playing board games, and we’re planning to have more fun. You can also play video games, either online or local, to keep the spirit up. If you’re interested in joining and learning more, please let me know. It’s a great opportunity to improve your skills and have fun with others.

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CERN Staff Association Clusters

May you all have a good day and enjoy your break.

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CERN Fitness Club

Les clubs de l’Association du personnel du CERN organisent des activités sportives et culturelles.

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CERN Staff Association Clubs organizing informal info and coffee breaks.

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May you have recently started working at CERN and are feeling a bit bored. Finding your feet, or maybe you simply want to meet people or socialize with others. Join us for a moment of rest and a quick friendly chat with other members of the CERN Community. If you would like to break up your day with a light and informal chat in a friendly atmosphere, you may be interested in our friendly CERN Staff Association Club members, a free service for your colleagues. Ask them about their day, their hobbies, or the work they do. They’re happy to chat with you.

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CERN Fitness Club

Please enjoy by an anonymous

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Veuillez vous en informer
COVID-19 | Staff Association & Jardin des Particules

March 16th
- The Jardin des Particules ceased its activity but
- Was requested to offer childcare for children of firefighters

March 19th
- The special service was no longer needed and the Jardin de Particules closed its doors

May 18th
- ‘Crèche’ Opening

May 25th
- School Opening

The work continues to follow up:
- Building site
- Organization of the move
- Preparation of recovery plan following the CERN & Swiss Authorities rules
- Reimbursement of school fees for the time the JdP was closed
- Study of financial hypotheses and potential funding to guarantee the future

More than 75 of the 100 children are back!
COVID-19 | Staff Association at 31st March TREF meeting

• Staff Association declaration at the March TREF meeting:
  • Requested that **a reflection on a possible suspension of the work of the 5YR** to be initiated without delay
  • Proposed **to suspend the planning of the 5YR** after the OECD comparisons

Proposal and request not accepted as CERN was working as usual
COVID-19 | Lessons learnt from the COVID crisis

**Benefits**

- Teleworking evolution @ CERN?
- Facilitate teleworking requests
- General use @ CERN
- Use of video conferencing on a more regular basis?

**Inconveniences**

- Feedback received
  - Desire to come back to CERN
  - Desire personal interaction with colleagues
  - Lack of human contact
  - Cases of depression and isolation
  - Difficult to have a balanced private / professional life while teleworking
  - High importance of human contacts and team spirit

**Leave donation**

- Days of leave cannot be converted in fresh money (CCP of 11th of June)
- More than 1000 days of leave / year given by staff to the Organisation for years
- What about the donation of leave between colleagues established during the 2015 5YR & never used?
- Present scheme should be reviewed to be of best use

*Medical service even more needed in this specific context*
Update on the 2021 5YR
• 5YR purpose as per Annex A1 of SR&R is “to ensure that the financial and social conditions offered by the Organization allow it to recruit and retain the staff members required for the execution of its mission from all its Member States.”

• As per S II 1.04 of SR&R, “the DG shall strive to ensure as fair a distribution as possible of nationals of the Member States” → more demanding than a simple guide

• DNA of CERN as an Intergovernmental Organization

| 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 | 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. | MPx-MAx |
2021 5YR Timeline

We are here!

2020
- March: TREF
  - Factual information & clarification:
    - Report on recruitment markets for staff members
    - Report on recruitment and retention of staff members
    - Data collection process for salary comparaison and related mandates
    - Report on comparator research institutions for fellows
  - Management's proposal identifying the financial and social conditions to be reviewed

- May: TREF
  - Discussion:
    - Report on recruitment markets for staff members
    - Report on recruitment and retention of staff members
    - Data collection process for salary comparaison and related mandates
    - Report on comparator research institutions for fellows
  - Management's proposal identifying the financial and social conditions to be reviewed

- June: FC/Council
  - Information & discussion:
    - Report on recruitment markets for staff members
    - Report on recruitment and retention of staff members
    - Report on comparator research institutions for fellows
  - Decision:
    - Management's proposal identifying the financial and social conditions to be reviewed
    - Obligatory conditions (basic salary, stipend, subs. allow.)
    - Optional conditions

- October: TREF
  - Factual information and clarification:
    - Oral report on data collection process

2021
- March: TREF
  - Written report on data collection of optional conditions

- May: TREF
  - Written report on data collection of obligatory conditions

- October: TREF
  - Information:
    - Management proposals
  - Discussion:
    - Management proposals

- November: TREF (1 or 2 meetings)
  - Decision on final Management proposals

- December: FC / Council
  - 2022 Implementation
• Concertation before Tripartite Employment Conditions Forum
  • 3 sub-group #2 Standing Concertation Committee meetings + 2 SCC meetings

• To prepare the 5 documents presented to TREF in March for information
  • Five-yearly review 2021 of the financial and social conditions of members of the personnel (Introduction)
  • Report on main recruitment markets for staff members (High technology Private market)
  • Report on recruitment and retention of staff members (How well are we doing ?)
  • Data collection process for salary comparison and related mandates (Methodology for comparison)
  • Report on comparator research institutions for Fellows (How well are we doing ?)

• Further concertation concerning the Management proposals needed
• Meeting held on 31st March by videoconference
  • A relatively quiet meeting!

• CERN Management conclusion:
  • A generally positive trend was observed in this reference period in the diversification of the applicant and arrival pools, mainly due to the geographical enlargement of CERN.
  • However, as in previous reference periods, difficulties persist in some areas, notably in attracting technicians and engineers in some key professions while ensuring a balanced nationality and gender diversity across all professional categories. In particular, challenges persist for countries such as the Czech Republic, Denmark, Germany, the Netherlands and Sweden.

• Presentation by the Staff Association of its own analysis
SA presentation during March TREF meeting | A fair distribution?

- **Weighing by contributions**: to have a relevant comparison between all Member-States & take into account effects of CERN geographical enlargement

**Definition of balanced countries for purchasing activities based on industrial return**

**Same approach used in the Personnel Statistics**

**Applying the same methodology to recruitment!**
Success rate (2005-08)

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Sr = (%hires/%contributions)

- 8 Member States have a ratio recruitment/contribution > 1
- NO, is a ‘very very poorly balanced’ country < 20 %
- NL, DE, SE, GB, are ‘very poorly balanced’ countries, between 20 and 40 %
- DK, CZ, GR, BE, IT, ES, FI are ‘poorly balanced’ countries between 40 and 100 %

* Average on reference period
**SA presentation during March TREF meeting | Success rate (2010-13)**

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*Average on reference period*

\[
Sr = \left( \frac{%\text{hires}}{%\text{contributions}} \right)_{\text{country}}
\]

- 9 Member States have a ratio recruitment/contribution > 1
- **NO**, is a ‘very very poorly balanced’ country < 20 %
- **NL, DE, SE, DK, CZ** are ‘very poorly balanced’ countries, between 20 and 40 %
- **SE, ES, FI, GB, BE, AT** are ‘poorly balanced’ countries between 40 and 100 %
SA presentation during March TREF meeting | Success rate (2016-19)

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\[ Sr = \frac{\% \text{hires}}{\% \text{contributions}} \]

- 12 Member States have a ratio recruitment/contribution > 1
- NL, is a ‘very very poorly balanced’ country < 20 %
- IL, DE, SE, CZ, DK are ‘very poorly balanced’ countries, between 20 and 40 %
- NO, GB, BE, SK are ‘poorly balanced’ countries between 40 and 100 %
- Over the past 15 years the ‘red’ countries have been poorly balanced

* Average on reference period

**Following HR Department efforts!**
SA presentation during March TREF meeting | Fellows

- 166 staff hired from fellow pool
- The fraction of staff hired from the fellow pool has increased by a factor of 2.5.

<table>
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<tr>
<th>reference period</th>
<th>hires</th>
<th>fellows hired</th>
<th>ratio fellow/hires(%)</th>
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SA conclusion:
- Hiring well trained Fellows is highly efficient
- A large fraction of Fellows should be considered as missing staffs
Recruitment from the fellow pool is higher than average for very poorly balanced countries

* Only 2 fellows hired from DK in the last reference period

Breakdown per nationality

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<tr>
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<td>18</td>
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<td>Total</td>
<td>166</td>
<td>594</td>
<td>27,9</td>
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### Return rate (2016-19)

<table>
<thead>
<tr>
<th>Country</th>
<th>Return ratio (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>IL</td>
<td>6</td>
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<tr>
<td>NO</td>
<td>21</td>
</tr>
<tr>
<td>CZ</td>
<td>27</td>
</tr>
<tr>
<td>DE</td>
<td>33</td>
</tr>
<tr>
<td>SE</td>
<td>36</td>
</tr>
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<td>DK</td>
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<td>194</td>
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<td>PT</td>
<td>197</td>
</tr>
<tr>
<td>BG</td>
<td>199</td>
</tr>
<tr>
<td>FR</td>
<td>266</td>
</tr>
</tbody>
</table>

**Return ratio Rr = (%staff/%contributions)_{country}**

- **8 Member States have a ratio recruitment/contribution > 1**
- **IL, is a ‘very very poorly balanced’ country < 20 %**
- **NO, DE, SE, CZ, DK are ‘very poorly balanced’ countries, between 20 and 40 %**
- **NL, GB, RO, BE, SK, FI, ES, HU, AT, PL are ‘poorly balanced’ countries between 50 and 100 %**
- **Over the past 15 years the ‘red’ countries have a level of recruitment below the equilibrium and thus are poorly balanced in term of return rate**
A trend coefficient can be defined for each country by the derivatives of the return ratio evolution over time. (example in backup slide)

Trends are also not in favour of very poorly balanced countries!
SA presentation during March TREF meeting | Arrival vs Departures

Real net movement weighted by country CERN population (%)

CERN average over the reference period = 4.8

CZ  SE  SK  NL  BE  FR  CH  DE  DK  PT  GB  AT  IT  ES  FI  PL  RO  BG  HU  NO  IL  GR
-14.7 -11.6 -7.7 -5.9 -4.7 -2.1 -1.5 -0.6  0.0  5.2  5.6  13.0  13.4  14.8  21.1  23.4  24.2  26.1  27.0  39.2  40.0  57.5
Over the 15 past years the ratio of resignation/departure has increased by a factor of 2

In 2019, most of them because of career-related aspects
Recruitment is failing the Organisation for 5 countries: NL, DE, SE, CZ and DK

<table>
<thead>
<tr>
<th>Country</th>
<th>Success rate (%)</th>
<th>Return rate (%)</th>
<th>Trends</th>
<th>RNM (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NL</td>
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<tr>
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<td>40</td>
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<tr>
<td>BE</td>
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<td>-4,7</td>
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<tr>
<td>SK</td>
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<tr>
<td>AT</td>
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<td>13,0</td>
</tr>
<tr>
<td>ES</td>
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<td>2,12</td>
<td>14,8</td>
</tr>
<tr>
<td>CH</td>
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<td>IT</td>
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<td>RO</td>
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<tr>
<td>FI</td>
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<td>185</td>
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<td>23,4</td>
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<tr>
<td>GR</td>
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<tr>
<td>BG</td>
<td>534</td>
<td>199</td>
<td>9,54</td>
<td>26,1</td>
</tr>
</tbody>
</table>
A Sensitivity of attractiveness in relation to salary has been identified: that is to say that catch-up on salary seems to be the best lever for increasing CERN attractiveness, far surpassing any other measure.
• Generalised recruitment and retention difficulties continue to worsen for 5 countries, namely the Netherlands, the Czech Republic, Germany, Denmark and Sweden, the recruitment and retention over the past 15 years remain fragile for Norway, Great Britain and Slovakia

• Internal hiring from the fellow pool increased – a good way for dealing with this weakness

• LD2IC & IC cap policies have a major impact on recruitment and retention issues, increase recruitment challenges and reduce leading-edge expertise in CERN-specific areas

• At the end of the reference period, the 8 most poorly balanced countries accounting for 50 % of the CERN contributions only represents 20 % of the staff. Not a fair distribution!

• Sensitivity of attractiveness vs salary identified and catching-up on salary helps for increasing CERN recruitment and retention

All of these observations confirm a reduction in CERN attractiveness and retention capacity. Following the trends, it will be worse in the future!
2021 5YR | March SCC meeting

• Further concertation on the document *Management's proposal identifying the financial and social conditions*
  • Three proposals from management on
    • Diversity measures
    • Revision of Graduate program
    • Joining and leaving CERN

• SA proposal on Career development issues
  • Review the impact of the last 5YR
  • In the 2019 surveys, a large fraction of the staff expressed dissatisfaction with respect to the pay-for-performance system (MERIT system), contract policy and the last 5YR
    – The new career structure and benchmark jobs are designed with a broader granularity aiming at ‘widening the net’ and assisting for areas with recruitment difficulties, enhancing opportunities for recruiting junior professionals and less experiences candidates.
    – But difficulties continue and as seen in the CERN personnel’s statistics, the age of recruitment keeps increasing (33-34 years in average)
    – The matrix is designed with a smaller overlap between grades and a reduced grade span that puts today a non-negligible number of staffs in personnel position blocked in their grade at an early stage of their career.
• Further concertation on the document *Management's proposal identifying the financial and social conditions*

• **Three proposals from management on**
  • Benchmarking on Diversity measures
  • Graduate program
  • Joining and leaving CERN

• **SA proposals on Career development**
  • Obtain a SCC working group that will start in November this year after the MoMERIT working group present its conclusions
• TREF meeting held remotely on 19th of May

• 5 previous documents presented for approval

• The Management's proposal identifying the financial and social conditions to be reviewed defining the so called ‘Menu’ with
  • **The obligatory part:**
    • Salaries of Staffs and Fellows
    • Stipends for MPA
  • **A benchmark on diversity measures**

To be presented and approved by the Council in its June session
First data from OCDE will arrive during the summer
Outline of the Staff Association’s work program for 2020-2021
SA work programme | The ‘Jardin des Particules’

- Foundation proposal finalised and shared with the Management to start the discussions
- Delivery of the new Jardin des Particules expected about the 10th of August
- Only 2 weeks to move from B662 & 562 to the new B664
- Request for the extension of the garden ongoing
Marriages concluded after retirement

- 2005: abolition of the automatic right to a surviving spouse's pension (SSP).
- Possibility to buy the SSP at neutral cost for the pension fund
- 2017: although rarely used (5 out of 48 marriages), litigation cases
- GAC & SA obtain the creation of an SCC sub-group to evaluate the 2005 decisions
- 2020 The DG accepts the recommendations of the sub-group but in its arbitration decision deletes two existing rights in the CHIS Regulation:
  - Suppression of CHIS coverage for the surviving spouse if no acquisition of the SSP
  - Suppression of the Organisation's CHIS contribution will have to be paid by the surviving spouse if acquisition of the SSP
The Staff Association deplores that the arbitration decision

Breaks the balance of the contributions, thus affecting the very foundations of the CHIS system, based on intergenerational solidarity between its members in the face of risk.

Ignores essential nature of CHIS as budgetized system (as opposed to a capitalized system like the Pension Fund), a dangerous fundamental misunderstanding.

Could indicate CERN's desire to reduce its role as a State by reducing its financial participation in the health insurance cover offered to its current and former employees and their families.
SA work programme | Dispute Resolution

• HR working group settled and has already met several times
• The Working Group is reviewing the Organisation’s mechanisms for internal investigations, settlement of disputes and disciplinary procedures. This with a view to identify areas of possible improvement and to submit proposals to the Management.
• In particular, the Working Group focuses on:
  • various internal investigation procedures, with the aim of harmonising investigation protocol;
  • informal dispute resolution options;
  • formal internal dispute settlement mechanisms;
  • disciplinary procedures;
  • due process and independence of structures throughout the system.

Read the article INTERNAL JUSTICE Reviews, Appeals, Discipline, Investigations – Time for a Change!
https://cds.cern.ch/record/2715208?ln=en
SA work programme | Working group MoMERIT

- Multi-year analysis of MERIT exercises since 2016
- SCC Technical Sub-Group
- Will present its findings and recommendations at SCC October 29th meeting.

Read the article MOMERIT
A SCC working group at the service of the promotion policy for CERN’S Staff
https://cds.cern.ch/record/2717853?ln=en

SCC working group on monitoring MERIT (MoMERIT) Mandate

1. Terms of Reference

The working group (WG) is entrusted by the SCC with technical aspects concerning the plurianual analysis of the results of the MERIT exercise, in accordance with the provisions of the MERIT Guidelines document prepared by HR Department and validated at SCC, and the Administrative Circular no. 26 (nov 13).

MoMERIT will provide technical reports and analysis to the SCC. Its program of work is defined by the SCC taking into account the calendar of the annual advancement and promotion exercise.

Statistical results of annual performance appraisal and promotion exercises will be examined by the MoMERIT WG, also covering Awards for Extraordinary Services (AES) and use of the Equity Budget. The result and conclusions of this examination will be reported to the SCC.

SCC may mandate the working group to examine other aspects concerning performance appraisal and promotion.

2. Method of Work

The work of the Working Group shall remain in compliance with OECD, specifically in cases where the data granularity does not permit to preserve anonymity. Such cases shall be clearly indicated in the report.

HR shall process the relevant personal data, and provide the other members of the working group with anonymised data on screen. Measures will be taken to avoid re-identification of the data subjects (directly or indirectly), such as aggregation of data.

The working group shall define the relevant key indicators to be analysed and monitored on a plurianual basis.

MoMERIT documents and discussions will be restricted to the working group until such time as they are discussed at SCC. HR Department will provide the secretariat. Progress report to respectively permanent representatives at SCC of the Staff Association and Management is authorised.

Two Consultants (1 representing the Management, the other the Staff Association) will report to SCC on behalf of the working group, indicating points of consensus as well as differing views.

3. Membership

The MoMERIT WG consists of an equal number of members nominated by the Management and by the Staff Association.

Experts may be invited to contribute to the discussions on specific issues following a unanimous consent of the members of the WG.
SA work programme | Working group Career development

- Following Staff Association request in the Standing Concertation Committee
- Sub-group of the Standing Concertation Committee
- Answer top priority expectations of CERN Staff & Fellows expressed in the SA questionnaire launched in 2019
- Work to be started by the 4th quarter of 2020
Process

- Occasional subsistence allowances are processed by CERN on behalf of institutes and collaborations.
- This service is provided within the general framework of the conditions applicable to the use of third-party accounts (Third-Party Accounts, aka Team Accounts).

Cap subsistence

- From 01.01.2020, the amounts of occasional subsistence payments processed by CERN on behalf of the institutes and collaborations may not exceed the maximum provided for MPAc in the SRRs (CHF 5.128/month at the time).
- The Directorate reserves the right to make exceptions.

Limit period

- A limit of 8 years for receiving a living allowance from CERN, regardless of status (including different "accumulated" MPA statuses), source of funding (CERN or third party) and amount is introduced.
Implementation date

- For subsistence allowances processed by CERN on behalf of an institute or collaboration, the 8-year period does not begin until 01.01.2020, meaning that the measure will begin to take effect in 2028

Internal taxation

- These subsistence are no longer subject to the certificate of internal taxation
- New decision to extend the production of internal taxation certificate for one additional year postponing the problem for a year

The Staff Association

- Regrets that these decisions were not subject to concertation when they should have been
- Asks for a working group with the Management and the Experiments for dealing with the present situation imposed to Users
The HR onboarding program has changed

- Significantly reduced SA visibility and the new colleagues’ understanding of the usefulness of the SA. This is dangerous.

The Staff Association is

- The only statutory body representative of all staff
- The sole statutory body responsible for promoting and defending the interests of all staff members of the Organisation
• This lead the SA to introduce the opt out system to
  • Encourage members of personnel to become more involved in SA activities as soon as they arrive at CERN
  • Strengthen SA representation
• The employed staff members become members of the Association upon taking office
  • But that they may, in conscience and for a limited time, choose to renounce their membership as if they had never been members
  • Beyond that limited period of time the resignation will be used
• For unreasonable, fallacious or fictitious reasons this decision lead to a new issue:
  • Management announced intent to stop the deduction of contributions by the CERN Payroll service
  • Discussions to be continued

Come to the General Assembly the 30th of June 2020, 2pm to obtain more information & discuss in detail!
Read the **ECHO** which has a more forceful editorial policy

**Public meetings** : a story full of developments!

**New!** Staff Association InformAction commission welcome coffees for new members of Personnel every two months
Conclusions

• Other staff meetings will take place after the summer period to continue to keep you informed!
• Pass on the information to your colleagues and why not join the Staff Association yourself!
Questions and comments are always welcome!
Spare slides
In accordance with Article S V 1.02, the periodic reviews of the financial and social conditions of the personnel consist of a five-yearly general review of financial and social conditions (hereinafter "the five-yearly review") and an annual review of basic salaries, stipends, subsistence allowances and family benefits (hereinafter "the annual review").

In the framework of the five-yearly review, the Council may also decide to review any of the procedures defined hereinafter for application at subsequent reviews.

1. FIVE-YEARLY REVIEWS
   a. Staff members and fellows
      i. Purpose
      1. The purpose of the five-yearly review is to ensure that the financial and social conditions offered by the Organization allow it to recruit and retain the staff members required for the execution of its mission from all its Member States. In accordance with Article S II 1.03, these staff members must be of the highest competence and integrity.
      2. The five-yearly review must include basic salaries and may include any other financial or social conditions.
   b. Procedure
      i. Starting the procedure
      3. The Director-General shall submit to the Council:
         a) for information and discussion, a document identifying the Organization’s main recruitment markets (e.g., industry, national laboratories, intergovernmental organizations, etc.) that may be the staff members in grades 1 to 3 and for staff members in grades 4 to 10 respectively;
         b) a report analyzing the recruitment and retention of staff members;
         c) a proposal identifying the financial and social conditions to be reviewed;
   ii. Data collection
      4.1 Data on salaries shall be collected from employers that recruit from the markets identified in the document mentioned in paragraph 3 a) above.
         a) For grades 1 to 3, these shall be the employers established in the local region of the Organization that offer salaries that are among the most competitive.
         b) For grades 4 to 10, these shall be the employers established in the Member States that offer the most competitive salaries according to the data collected from the Organization for Economic Cooperation and Development (OECD) or, where not available from the latter, from any other official source.
      4.2 For all grades, data on the other financial and social conditions to be examined are collected from the intergovernmental organizations that offer financial and social conditions that are among the most competitive, e.g. ESA, the United Nations, the European Union, as the case may be.
   iii. Comparison
      5. The financial and social conditions of staff members shall be compared with the data collected from the relevant employers identified in paragraphs 4.1 and 4.2.
5YR methodology - Annex A1 of the SRR - Staff

Starting the procedure
The Director-General shall submit to the Council:

- **For information and discussion**, a document identifying the **Organization's main recruitment markets**

- **For information and discussion**, a report analysing the recruitment and retention of staff members

- **For decision**, a proposal identifying **the financial and social conditions to be reviewed**.

Data on salaries shall be collected from employers that recruit from the markets identified in the document mentioned in paragraph above.

- **For grades 1 to 3**, these shall be the employers established **in the local region of the Organization** that offer salaries that are among the most competitive.

- **For grades 4 to 10**, these shall be the employers established **in the Member States** that offer the most competitive salaries according to the data collected from the Organisation for Economic Cooperation and Development (OECD) or, where not available from the latter from any other official source.

- **For all grades**, data on the other financial and social conditions to be examined are collected from the intergovernmental organisations that offer financial and social conditions that are among the most competitive, e.g. ESA, the United Nations, the European Union, as the case may be.
The purpose of the five-yearly review is to ensure that the financial and social conditions offered to fellows remain attractive compared to those in comparable research institutions. The five-yearly review must include stipends and may include any other financial or social conditions.

Starting the procedure

- The Director-General shall submit to the Council:
  - for information and discussion, a document identifying the research institutions from which data will be collected
  - for decision, a proposal identifying the financial and social conditions to be reviewed.

- Data collection and comparison
  - The financial and social conditions of fellows shall be compared with the data collected from the research institutions identified in the document mentioned above.

- Proposals and decision
  - The results of the comparison shall constitute a guide for the Director-General to use in making his proposals, and for the Council in taking its decision relating to any adjustment of the financial and social conditions of fellows.
The purpose of the five-yearly review is to ensure that the financial and social conditions offered by the Organization to associated members of the personnel allow it to host them in its research facilities, taking into account the highest cost-of-living level in the local region of the Organization. The five-yearly review must include subsistence allowances and may include any other financial or social conditions.

Starting the procedure
• The Director-General shall submit to the Council for decision a proposal identifying the financial and social conditions to be reviewed.

Proposals and decision
• Taking into account the purpose set above, the Director-General shall propose and the Council shall decide upon any adjustment of the financial and social conditions of associated members of the personnel.
2021 5YR | Timeline

2021

March: TREF
- Written report on data collection of optional conditions

May: TREF
- Written report on data collection of obligatory conditions

October: TREF
- Information: Management proposals
- Discussion: Management proposals
- Decision on final Management proposals

November: TREF (1 or 2 meetings)
- Factual information and clarification: Report on recruitment markets for staff members
- Discussion: Report on recruitment and retention of staff members
- Information & discussion: Report on recruitment markets for staff members
- Decision: Management’s proposal identifying the financial and social conditions to be reviewed

December: FC / Council
- 2022 Implementation

We are here!

SGCCP no2 & CCP Meetings

SGCCP no2 & CCP Meetings

SGCCP no2 & CCP Meetings

SGCCP no2 & CCP Meetings

SGCCP no2 & CCP Meetings

SGCCP no2 & CCP Meetings

SGCCP no2 & CCP Meetings

SGCCP no2 & CCP Meetings

SGCCP no2 & CCP Meetings

CCP Meeting 12th – 16th of March

2021 5YR | Timeline
SA presentation during March TREF meeting | Departures
During the last five-yearly review, a new career structure was elaborated and put in place with the initial aims to modernize the policy, streamline resources and increase motivation.

In the recent surveys a large fraction of the staff expressed dissatisfaction with respect to the pay-for-performance system which is consistent with the findings of previous staff surveys.

The career structure is designed with a broader granularity aiming at ‘widening the net’ and assisting for areas with recruitment difficulties, enhancing opportunities for recruiting junior professionals and less experiences candidates. As seen in the CERN personnel’s statistics, the age of recruitment keeps increasing, so demonstrating that further efforts are still needed.

The benchmark job matrix is designed with a smaller overlap between grades and a reduced grade span that puts today a non-negligible number of staffs in personnel position blocked in their grade at an early stage of their career.

It is therefore proposed to review and enhance the career development scheme with new mechanisms in order to maintain personnel’s motivation and expertise in the organization at their highest levels.