

CERN

Employment

Contract policy

**Conference of the Staff Associations
of Internationals Organizations
21-22 September 2006**

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CERN Employment Contract Policy

- CERN Staff Categories, regulation & contract types (1)
 - Staff Member categories (3 categories)

- ◆ Staff members holding an employment contract with the Organization

LD, (FT), ID

- Staff members
 - International staff member
 - Local staff member
- Fellows

International
civil servant

- ◆ Associated members holding a contact of association with the Organization

- Associates
 - Paid associates
 - Unpaid associates
- Project Associates
- Students
- Users

Employer
outside the
Organization

Contract of 1 month to 1 year with
maximum 1 year of possible
prolongation

contract of 1 month to 1 year with
possible prolongation every year

- ◆ Apprentices holding
an apprenticeship contract with the Organization

CERN Employment contract policy

- CERN Staff Categories, regulation & contract types (2)
 - Staff medium term plan & statistics

CERN Employment contract policy

- CERN Staff Categories, Status & contract types (3)
 - Staff policy & succession plan
 - ◆ Save leave scheme (SLS) 😊
 - ◆ Pre retiring program 😊

BUT WITH

- ◆ Increasing of LD contracts regarding ID contracts

AND

- ◆ No really succession plan



Loss of competencies

CERN Employment contract policy

- CERN Staff Employment practice before 2006 (1)
 - Staff contract types background
 - ◆ 1959 : after 6 years of service with a FT contract the DG has the power to award an indefinite contract to keep the stability and continuity of the activities of the Organization whilst maintaining an optimum balance of FT and ID contracts.
 - ◆ 1962 : Introduction of supernumeraries staff for a period not more than six years
 - ◆ 1968 : Contract for 3 years often renewed for a maximum period of 6 years for staff members in grades 1 to 6 and 12 years for grades 7 to 14. ID contract may be awarded after 1 year for grades 1 to 6 and after 3 years for grade 7 to 14.

CERN Employment contract policy

- CERN Staff Employment practice before 2006
(2)
 - Staff contract types background
 - ◆ 1973 : FT contract of not more than 3 years with possible renewal to cover a maximum period of 9 years. An ID contract may be awarded after 6 years or 3 years if the staff member is over 30 years of age
 - ◆ 1980 : new term contract of up to 3 years for limited duration posts (LD contract). Possible renewal for a maximum period of 9 years.
 - FT contract not exceeding 3 years for posts of unlimited duration.

CERN Employment contract policy

- CERN Staff Employment practice before 2006 (3)
 - Staff contract types background
 - ◆ 1989 : Implement a “rejuvenation policy” combining an early departure scheme for older personnel and a scheme to hire young talent. Encourage external mobility. Improve the FT/ID contract ratio to guarantee the presence of experienced, specialized staff.
LD contract of 3 years + 3 years with re-hiring selection board. Selection board to obtain and FT contract with possible ID contract during this 3 years period.

CERN Employment contract policy

- CERN Staff Employment practice before 2006 (4)
 - Staff contract types background
 - ◆ 1994 : New approach for staff contract policy, 2 types of contract covering all professional categories.
 - LD contracts for a maximum of six years not convertible into ID contracts (with “first employment contract” for young people)
 - FT contracts for long-term staff having typically 5 to 10 years relevant experience, convertible into an indefinite contracts and will go to a selection board.
 - Contracts policy and re-hiring since 1996
 - ◆ 1996 :
 - LD contract not exceeding 3 years with possible prolongation to a maximum of 6 years.
 - FT contract not exceeding 3 years which may lead to the award of an indefinite contract.

A holder of a LD contract may be given a FT contract if he has been retained for a published vacancy notice , following a selection procedure. Staff members shall be considered for an ID contract in his fourth year of service on a FT contract. Existing of a CERN-wide Indefinite Contract Review Board for candidates not proposed by their division.

CERN Employment contract policy

- CERN Staff Employment practice before 2006 (5)
 - Contracts policy and re-hiring since 1996
 - ◆ 1997 : Indefinite Contract Review Board was created
Each division' proposal for the award of an ID contract shall be sent with relevant documentation to the ICRB. ICRB has to decide to award, postpone or reject. DG take the final decision.
 - ◆ 1999 : New board (LTCB) replace the ICRB. From LD to FT and FT to IC each candidate has to be viewed by the LTCB

CERN Employment contract policy

- CERN Staff Employment practice before 2006 (6)
 - Contracts policy and re-hiring since 1996
 - ◆ 2002 : Task Force on personnel issues, study resource optimization in the use of personnel, covering contract policy, mobility, insourcing / outsourcing
 - A new “local staff” need to be created for career path A & B to solve the missing manpower problem whilst achieving cost savings.
- TF point out a need to simplify both procedure of accessing long-term employment on LD contracts (no need of selection board from LD to FT). Great care should be taken at sectorial level in the conversion of LD to FT/IC contracts

CERN Employment contract policy

- CERN Staff Employment practice before 2006 (7)
 - Contracts policy and re-hiring since 1996
 - ◆ 2003 : Modification to contract policy for staff members
 - Introduction of the possibility to extend LD contracts to a maximum total period of 9 years within the framework of LHC completion if not awarded for an IC contract.
 - For LD contract no longer limit the requirement of having of less than 5 years relevant experience. More experienced candidates may be recruited (need to be applied to Local Staff)
 - ◆ 2006 : New contract policy

CERN Employment contract policy

- CERN Staff Employment practice before 2006 (8)
 - CERN wide mobility
 - ◆ Mobility policy is really poor
 - ◆ More LD contract staff members than FT contract vacancy posts. Each group with FT vacancy post already has LD contract candidates inside the group.
 - ◆ Mobility is only in general possible with group leader agreement.

CERN Employment contract policy

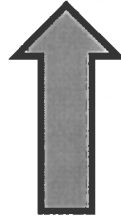
- CERN Staff Employment practice now
 - Staff contract types
 - ◆ Limited Duration contracts (LD)
 - ◆ Indefinite contracts (IC)
 - New contract policy (principles)

Initial staff employment takes place normally under LD contracts of 4 years' duration.

- ◆ The first 12 months serves as probation period
- ◆ Extensions beyond 4 years by up to 2 further years may be granted to finish specific assignments.
- ◆ Initial staff employment of less than 4 years is offered in case of time-limited assignments

CERN Employment contract policy

- CERN Staff Employment practice now (2)
 - New contract policy (principles)
 - ◆ Staff on LD contracts are considered for the award of an indefinite contract towards the end of the third year. A reply is given 6 months prior the end of their four-year contract
 - Periodic contract reviews are carried out by the department with the participation of HR department. Professional experts from other departments act as advisers.



Executive Board



DG Decision

CERN Employment contract policy

- CERN Staff Employment practice now (3)
 - New contract policy (principles)
 - ◆ Two types of criteria governing consideration for an IC
 - Quantitative and qualitative guidelines concerning the skills requirements of the Organization as indicated in the human resources plan (part of the medium-term plan which will be further defined beyond 2010 in the Manpower plan)
 - Established assessment criteria applied in a competitive process taking into consideration not only the work results and performance but also an evaluation as to their suitability in the long term.
 - ◆ DG has the possibility to award an IC at initial appointment or before the fourth year of LD contract. He may also grant extensions beyond six years if so require by exceptional circumstances.

CERN Employment Contract Policy

- CERN Staff Employment practice now (4)
 - CERN departmental & wide mobility

Conclusions

END

I am at your disposal for questions

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