

New contract policy

CSAIO-16

European Central Bank

2013 Staff Survey: Representativeness

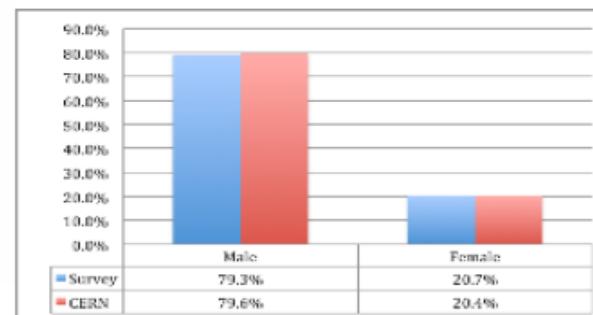
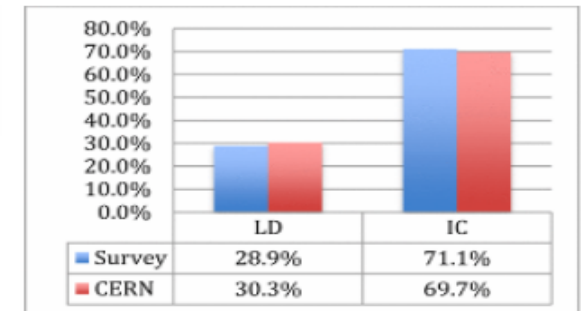
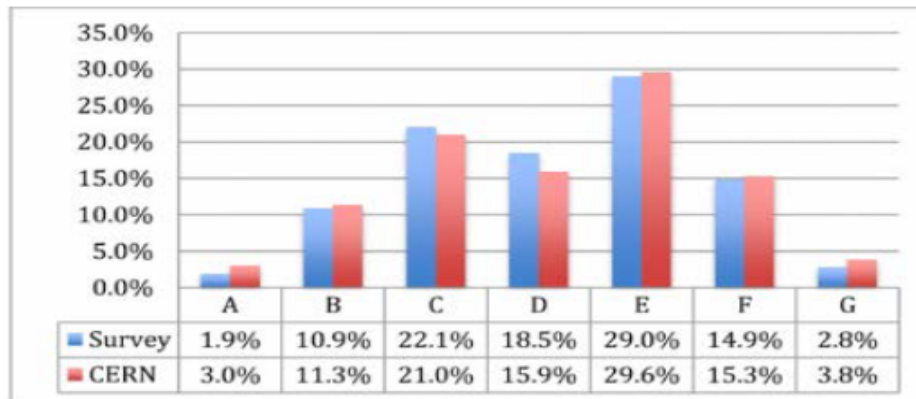
1463 answers (1382 completed: 55% of all staff members)

A lot of valuable comments → Source of proposals

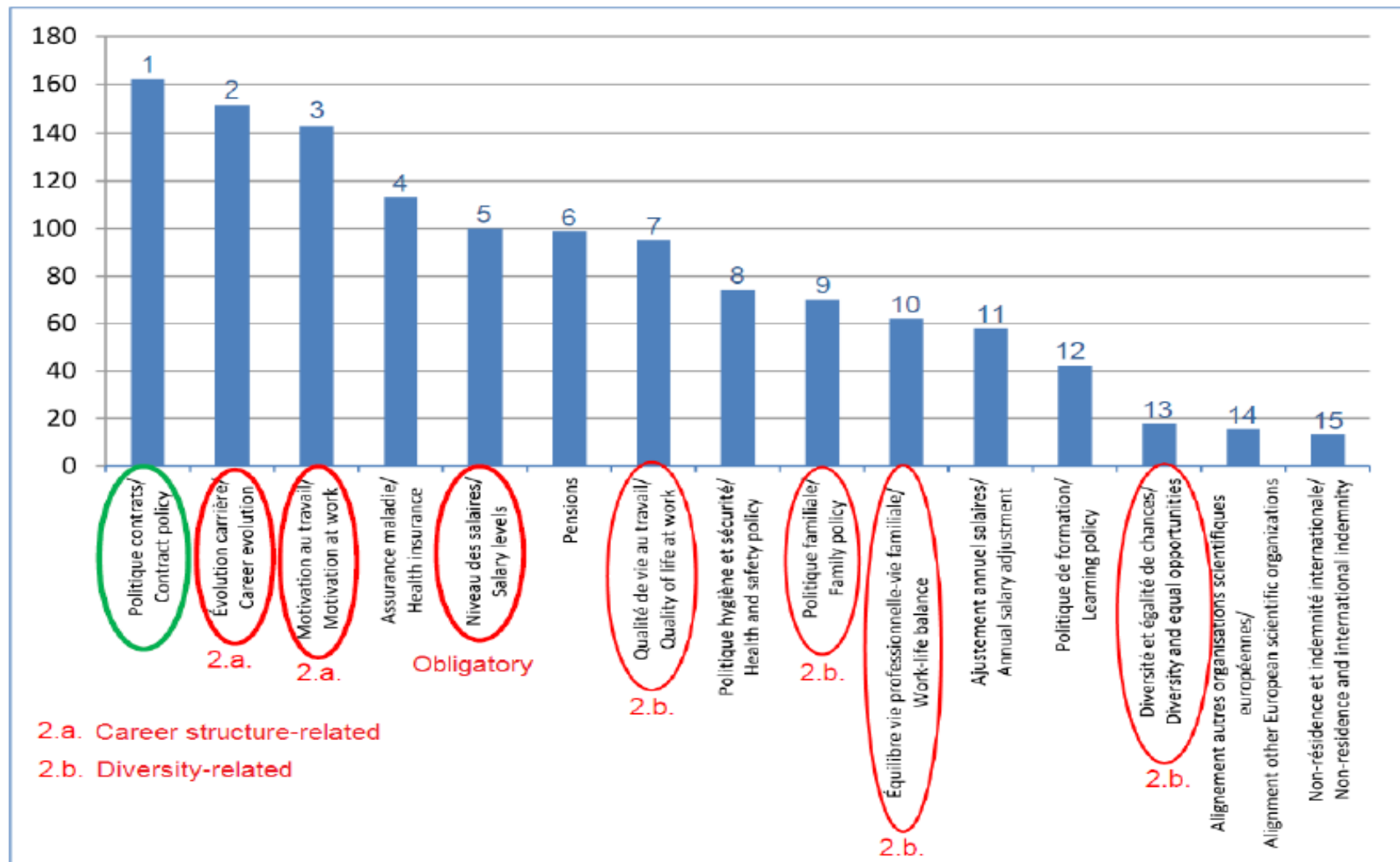
Most participants
provided personal
details



More detailed
analysis answers



2013 Staff Survey: Priorities



Historical perspective of HR planning



...

- 1960s Introduction of Indefinite & Limited Contracts (ID & LD)
- Staff members peaked at 3788 for SPS construction (1975)

1996

- Council voted for LHC commissioning & operation to be at 2000 FTEs by 2005.

2002

- Plan allowed for FTE increase during LHC construction period followed by reduction to 2000 by 2010

2003

- Council approved insourcing (~300 FTEs) – “Local Staff” Programme, but target remained 2000 FTEs

2006

- White paper foresaw a gradual decrease from 2650 to 2250 FTEs in 2009

2009

- Decision to stabilise CERN at 2250 Active FTEs

2011

- Flexibility posts (+5% in MTP 113 posts) - Commitment to not increase number of ICs



Recent history of contract policy

DCRB: Departmental Contract Review Board

CCRB: CERN Contract Review Board

DCEC: Departmental Contract Extension Committee

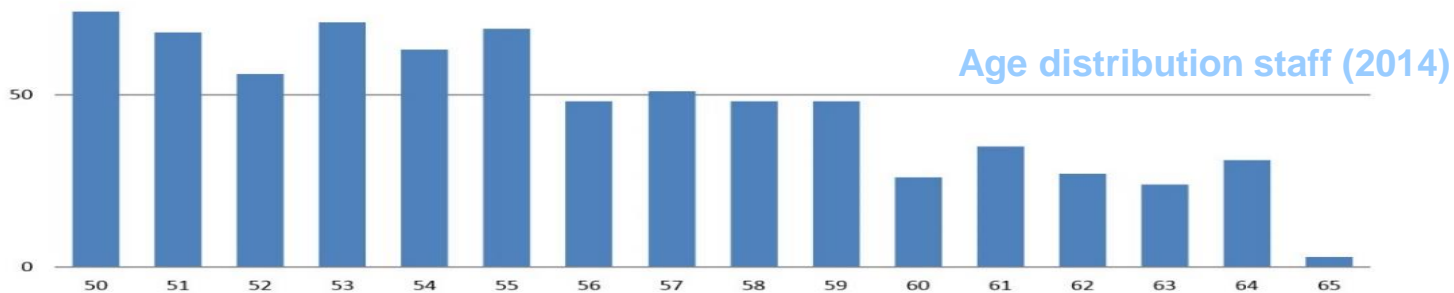
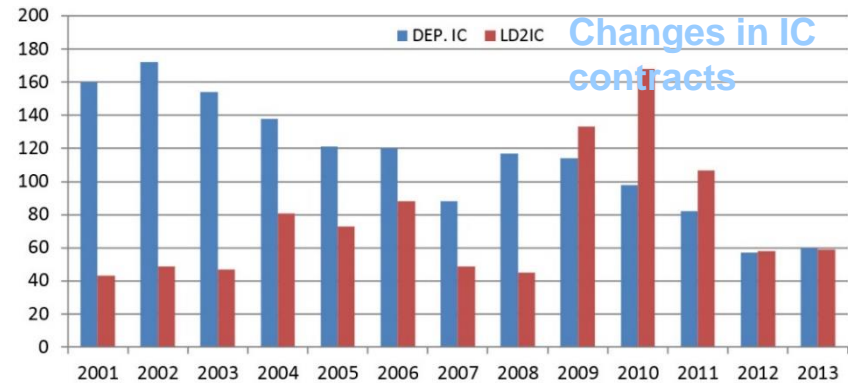
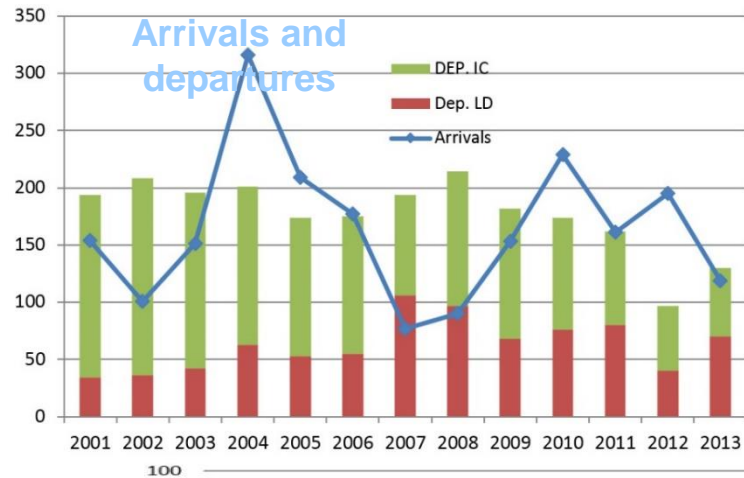
Features	Before 2006	2006-2009	2009-2014
Duration LD	3 + 3 years	4 + 2 years	5 years
Extension LD	Extra 3 years	Possible under conditions	Not possible
Selection process IC	Examination (DCRB)	Examination (DCRB)	Competition (CCRB)
Possibility to apply IC	On invitation only (no self-initiative)	On invitation only (no self-initiative)	Several (self-initiative)
Eligibility for IC	During 2 nd 3 years	After 3 years	After 1 year (probation period)

Recent history of contract policy

DCRB: Departmental Contract Review Board
CCRB: CERN Contract Review Board
DCEC: Departmental Contract Extension Committee

Features	Before 2006	2006-2009	2009-2014	2015
Duration LD	3 + 3 years	4 + 2 years	5 years	5 years
Extension LD	Extra 3 years	Possible under conditions	Not possible	Extension: 3 years (DCEC)
Selection process IC	Examination (DCRB)	Examination (DCRB)	Competition (CCRB)	Competition (CCRB)
Possibility to apply IC	On invitation only (no self-initiative)	On invitation only (no self-initiative)	Several (self-initiative)	Several (self-initiative)
Eligibility for IC	During 2 nd 3 years	After 3 years	After 1 year (probation period)	Specified on the vacancy notice

Demographic constraints



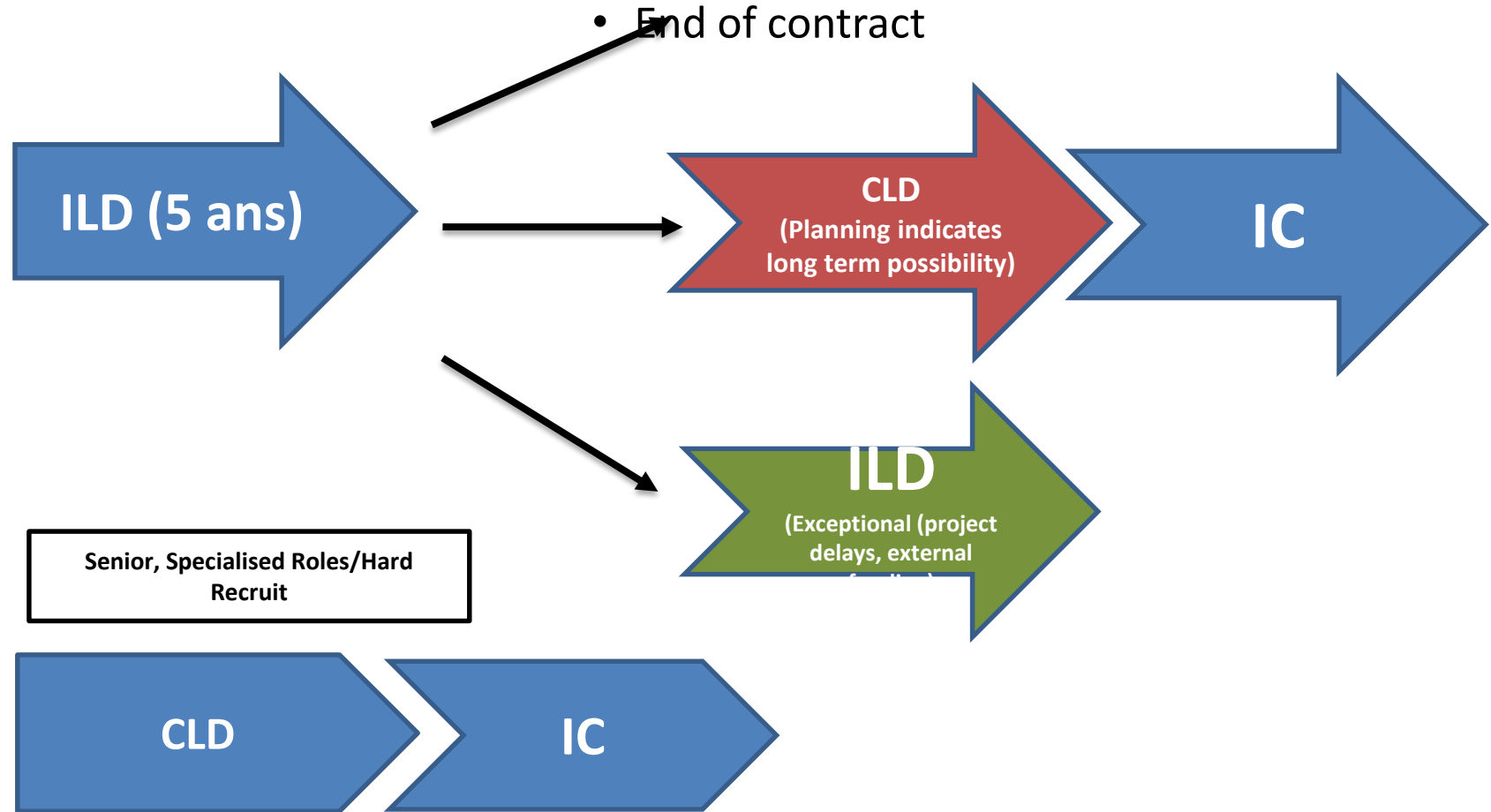
Suppose steady state with 50 IC leaving each year (indicative numbers):

- 5-year contract: $750 \text{ LD}/5 = 150 \text{ LD/year} \rightarrow 33\% \text{ LDtoIC conversion rate}$
- 8-year contract: $750 \text{ LD}/8 = 94 \text{ LD/year} \rightarrow 53\% \text{ LDtoIC conversion rate}$

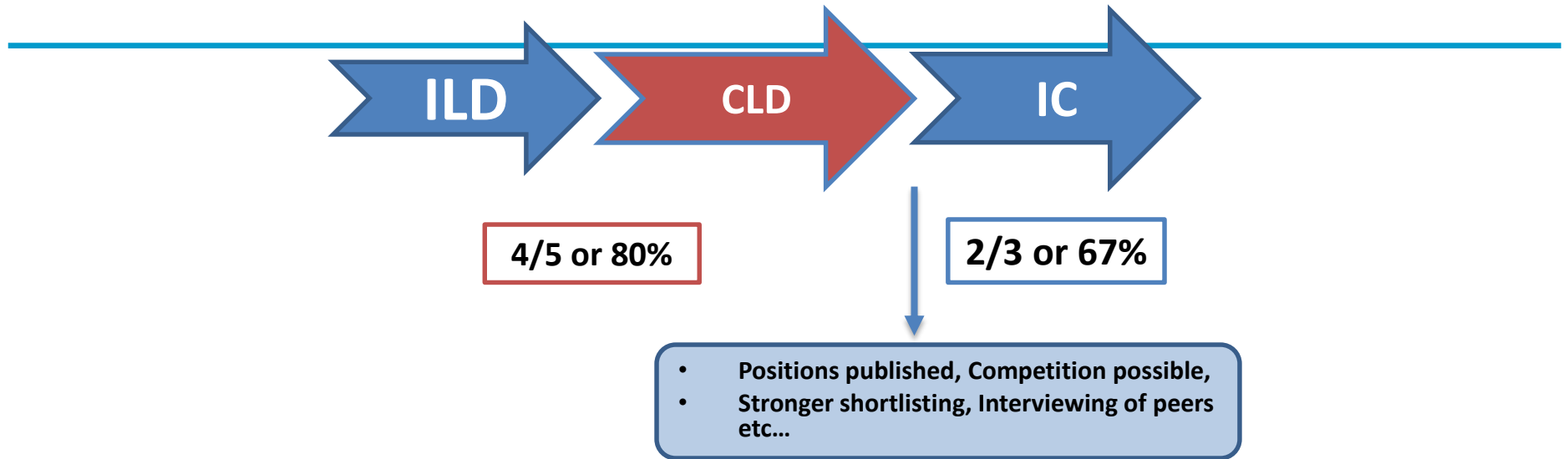
Staff

Association

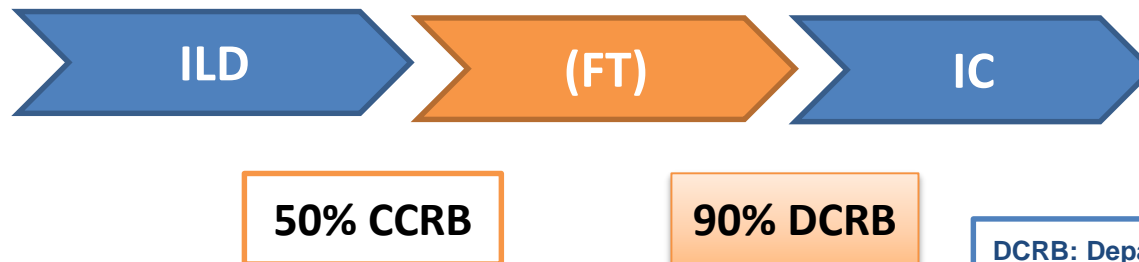
Propositions HR



Process & retention rates

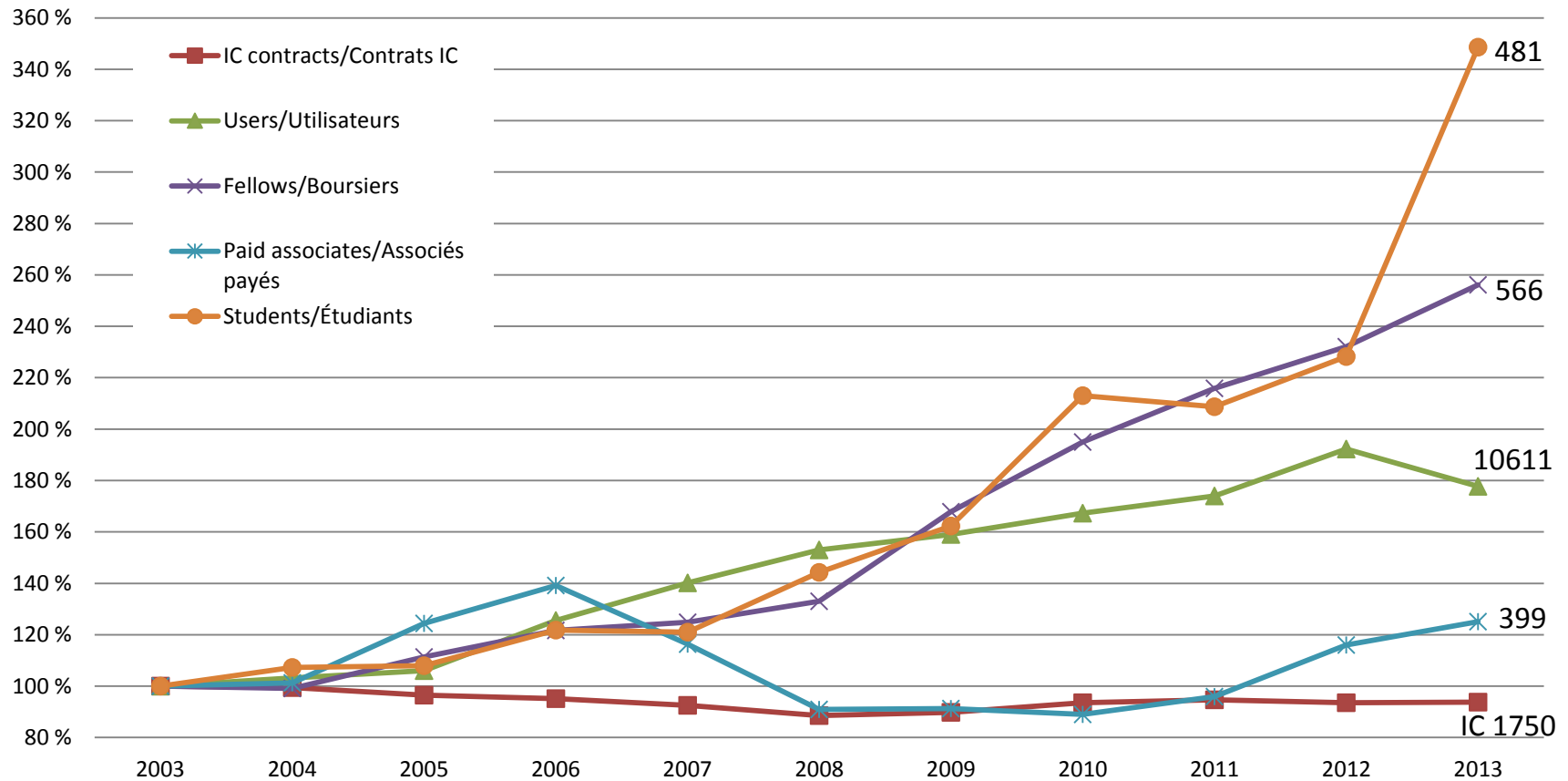


Proposition Staff Association



DCRB: Departmental Contract Review Board
CCRB: CERN Contract Review Board

Break the 1750 limit



Facts and figures

- 2009: Council decides to stabilize CERN staff: 2250
- 2011: Flexibility posts added (+5% in MTP): + 113
→ Total CERN Staff: ~2500 (including external funding)
- 2012: DG commitment: keep Indefinite Contracts (IC) at current number: 1750
→ Number of Limited Duration (LD) contrats
 $2500 - 1750 = 750$
- From 2013: one staff who retires → one IC slot for LD staff...

Conclusions

- **No opposition**
- **Attract and retain talent CERN needs to achieve its mission**
- **Real limit: 1750 IC**
 - **No micro management**
- **Points of importance**
 - **Increase total contract length: minimize uncertainty**
 - **Contract extension: need for transparency**
 - **Include professional potential and versatility**
 - **Discuss with staff member upstream**