



EMBL Staff Association role and status

Amonida Zadissa (co-chair)

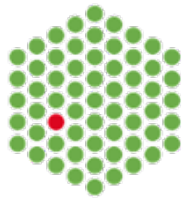
European Molecular Biology Laboratory

Staff Association

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EMBL



European Molecular Biology Laboratory

- Founded in 1974
- Operates across six sites
 - Barcelona
 - Heidelberg (HQ)
 - Grenoble
 - EMBL-EBI Hinxton
 - Hamburg
 - Rome
- Number of staff (end of 2017): ~1800 FTE
- Binding document: EMBL Rules and Regulations



EMBL
Staff Association

EMBL SA mission statement

The Staff Association **represents** the economic, professional, social, and cultural interests of all EMBL employees, and operates on two levels, locally at each EMBL site, and EMBL-wide. The Association also seeks to **improve working conditions** of its members in the Laboratory. In so doing it will have regard to the international composition of the Laboratory personnel and the division of the Laboratory into geographically separated units. The Association may also decide to **represent a former member, or their dependants**.





EMBL Staff Association – background

- Created in 1976
- Governed by statutes
- Protected by EMBL rules and regulations
- Active in:
 - Policy:
 - EMBL employment Terms and Conditions review
 - Representation on institutional committees
 - Observer status at EMBL Council meetings
 - Promoting staff welfare
 - Supporting, advising, mobilising and representing staff



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Governing documents



Laboratoire Européen de Biologie Moléculaire
European Molecular Biology Laboratory
Europäisches Laboratorium für Molekularbiologie

Original language: English
Date: 6 May 2014

Statutes of the Staff Association Of the European Molecular Biology Laboratory

**As approved by the Director General and full Association members in
April 2014 with effect from 6 May 2014**

Governing documents



Rule 7 2.01 MOP The Director General shall be the competent authority to accept the statutes of any Staff Association which shall **represent the general interests** of the members of personnel and **contribute to the smooth running** of the Laboratory by providing **a channel for the expression of the opinions** of the personnel.

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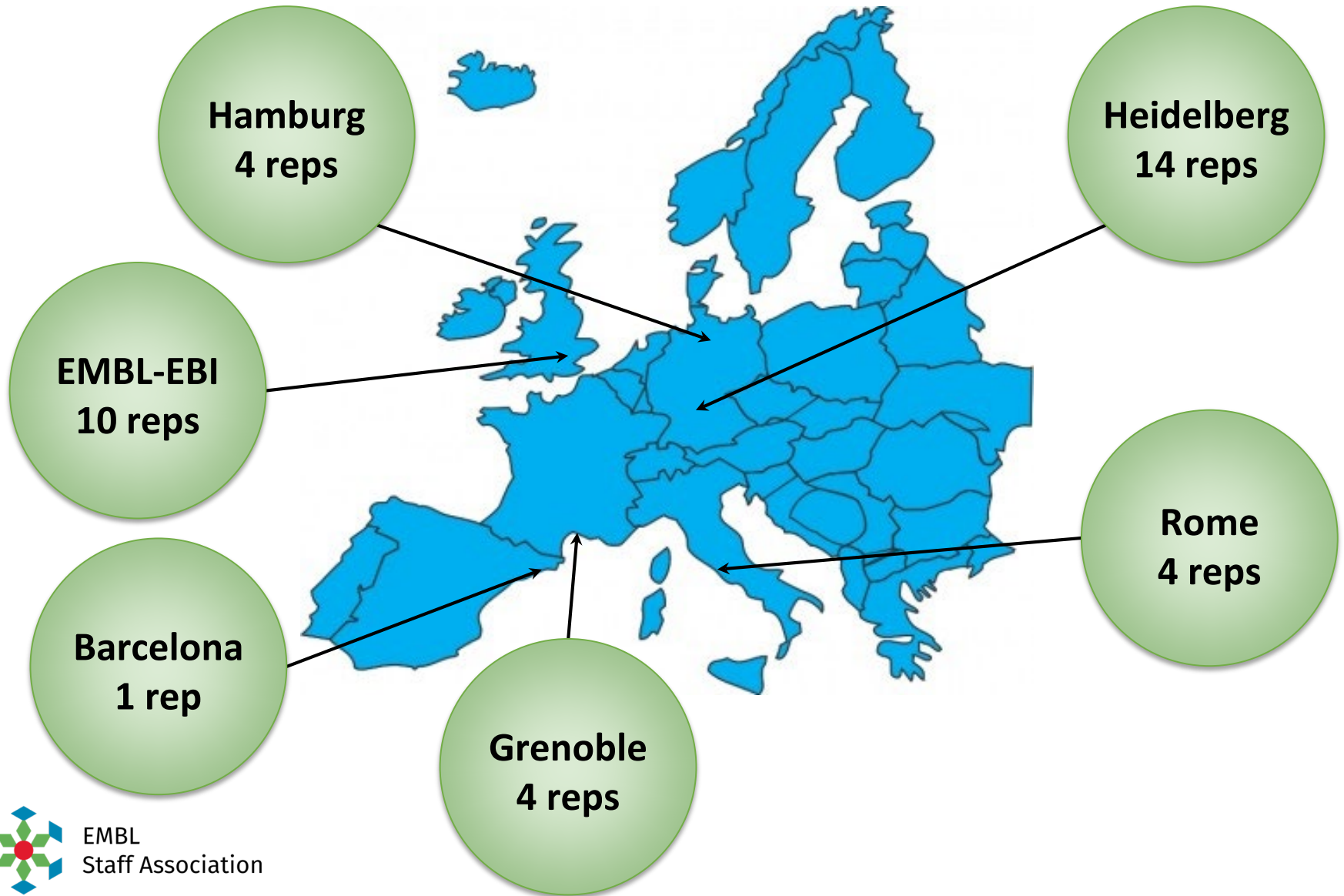
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Representatives across EMBL sites



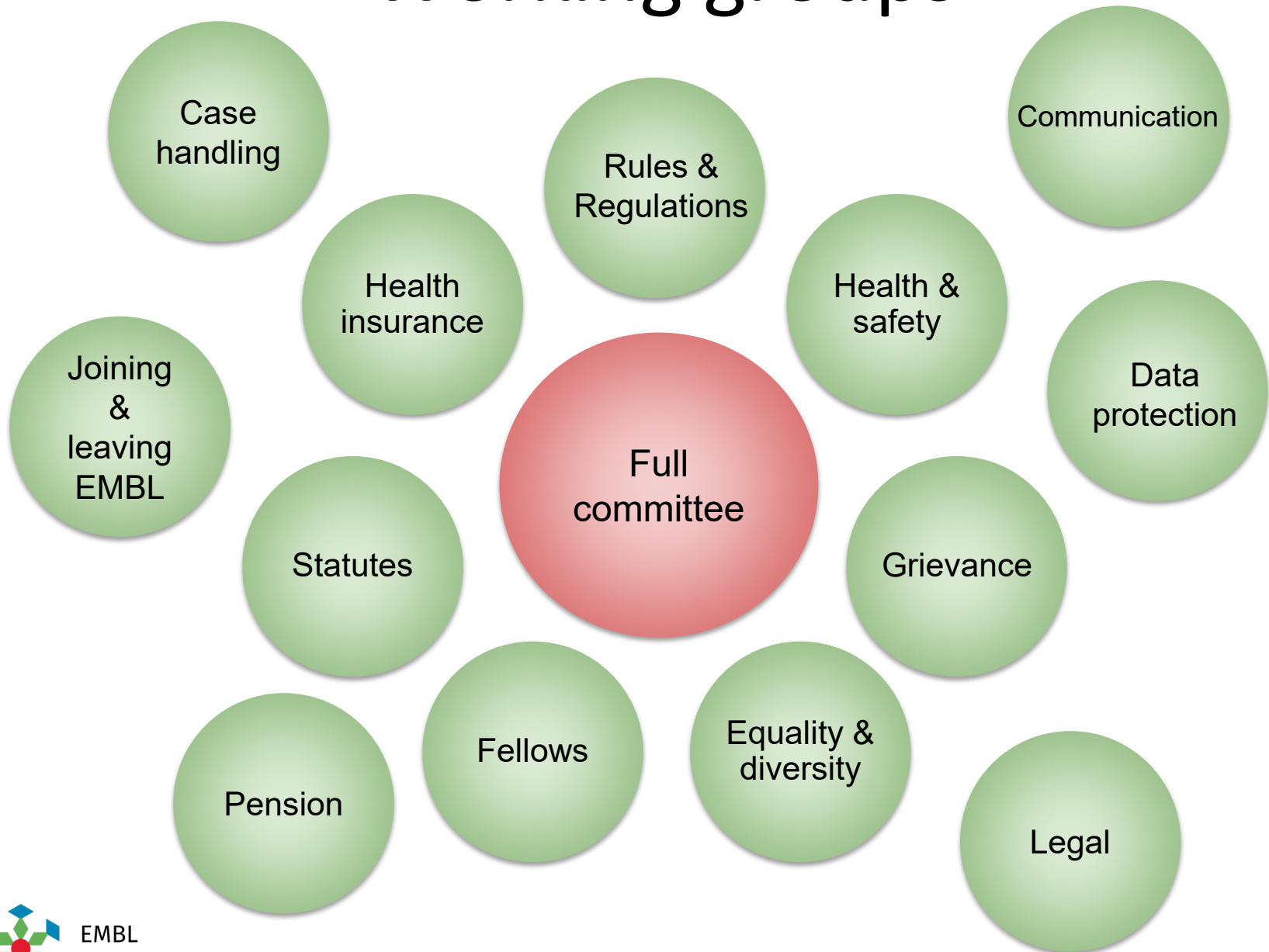


EMBL's Staff Association representatives



EMBL
Staff Association

Working groups





In addition we also do...

- Listen to colleagues
- Speak to Human Resources (HR)
- Speak to line manager
- Facilitate meeting between staff member, HR and/or manager
- Formal complaint (appeal and disciplinary)
 - Seek legal advice
 - Assist and advise
 - Represent!



In addition we also do...

- Listen to colleagues
- **Speak to Human Resources (HR)**
- **Speak to line manager**
- **Facilitate meeting between member of personnel and HR and/or manager**
- **Formal complaint (appeal and disciplinary)**
 - Seek legal advice
 - Assist and advise
 - **Represent!**

Representing an individual staff member!



Challenges to tackle

- Current challenges
 - Update of statutes
 - Define the term **'represent'**
 - Better organisational structure
 - Improvement of communications to staff and management
 - Increase of financial support
- Future challenges
 - Offering legal advice to staff members
 - Formalising the status and role of representatives





Thank you!