

Politique des contrats au CERN

CSAIO – CAPOI 22

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Le contexte

- La mise à disposition et l'opération d'un complexe d'accélérateurs pour la recherche en physique des hautes énergies
- Le développement de Nouvelles installations (FCC, HLLHC, neutrinos, ...)
- Recruter du personnel de la plus **haute compétence** et de la plus **haute intégrité** dans **tous les états membres du CERN** (CERN rules & regulations)
- Preamble SR&R: [...] in view of the duration and complexity of its projects [CERN requires] the highly specialized professional knowledge of a stable staff, ...

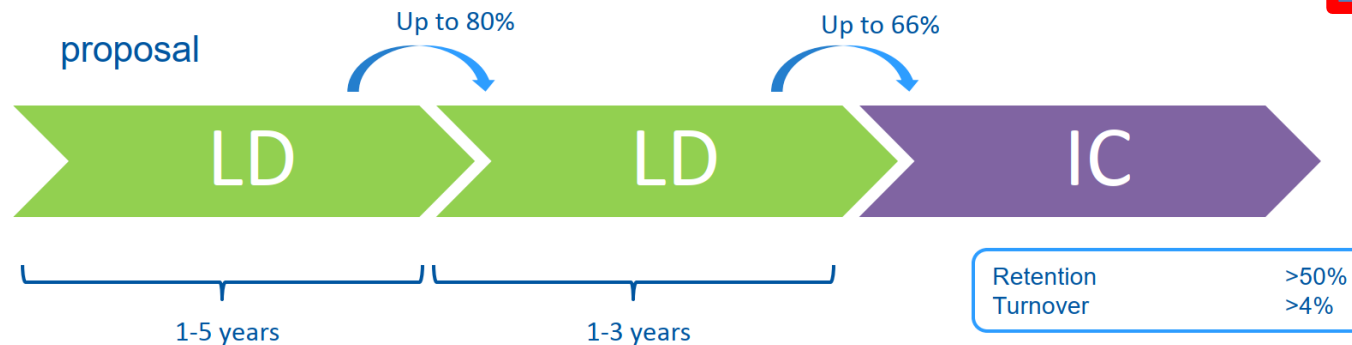
Historique de la politique des contrats

features	Before 2006	2006-2009	After 2009
<i>Duration in LD</i>	3 + 3 (+3) years	4 + 2 years	5 years
<i>Renewal/extension</i>	Extension + 3yr (LHC)	Possible under conditions	Not possible
<i>Selection process</i>	Examination (DCRB)	Examination (DCRB)	Competition (CCRB)
<i>Possibility to apply</i>	On invitation only (no self-initiative)	On invitation only (no self-initiative)	Several (self-initiative) (→ 2011 twice/yr)
<i>Eligibility for IC</i>	During 2 nd 3 years	After 3 years	After 1 year (probation period)

Politique actuelle des contrats depuis Mars 2015

- Contrat LD (limited duration) et IC (indefinite contract)
- Période probatoire 1 an avec une extension possible de 6 mois
- Contrat LD initial Maximum 5 ans
- Extension possible jusqu'à 3 ans
- Publication de la liste des postes IC fin août
- Postulation possible CERN wide
- Ouvert uniquement en interne
- CCRB en octobre – novembre de chaque année

2015
5 years
Extension: 3 years (DCEC)
Competition (CCRB)
Several (self-initiative)
Specified on the vacancy notice



Conclusion HR meeting in 2015

Conclusion



The new policy is part of CERN' overall strategy to:

- Attract and retain talent needed to achieve CERN's mission
- Provide flexible approach taking into account specificities of the organisation
- Ensure return on investment of LD contracts
- Manage process for long-term investment (IC contracts)
- Allow for both knowledge transfer & retention
- Ensure both short term & long term opportunities are attractive
- Provide a framework in which all retention efforts and actions may be optimised

The policy will provide:

- A more flexible workforce for the Organisation.
- Increased opportunities for ICs
- Enhanced possibilities for Internal mobility

In 2021 most of conclusions are not met

HR staff statistics 2020

Table 16. Staff Members by Professional Category and Type of Contract - 31.12.2020

Professional Category	Type of contract				Total	%
	Limited Duration Contract	%	Indefinite Contract	%		
1. Research Physicists	41	49.40	42	50.60	83	3.15
2. Scientific & Eng. work	358	30.13	830	69.87	1,188	45.09
3. Technical work	266	31.63	575	68.37	841	31.92
4. Manual work	37	69.81	16	30.19	53	2.01
5a. Prof. Admin. work	61	32.11	129	67.89	190	7.21
5b/5c. Office and Admin. work	103	36.79	177	63.21	280	10.63
Total	866	32.87	1,769	67.13	2,635	100

	Staff Members	↕	Fellows	↕
2016	2,560	29	750	105
2017	2,633	73	807	57
2018	2,667	34	839	32
2019	2,660	-7	770	-69
2020	2,635	-25	756	-14

Figure 7. Evolution in the Number of Staff Members by Type of Contract over the last 5 years

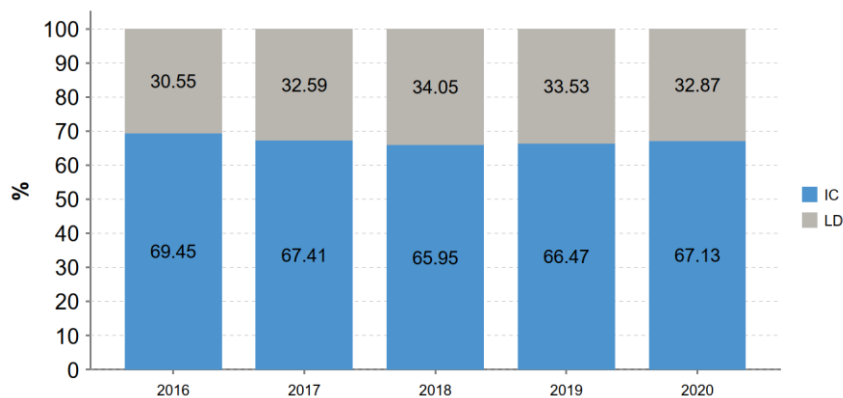
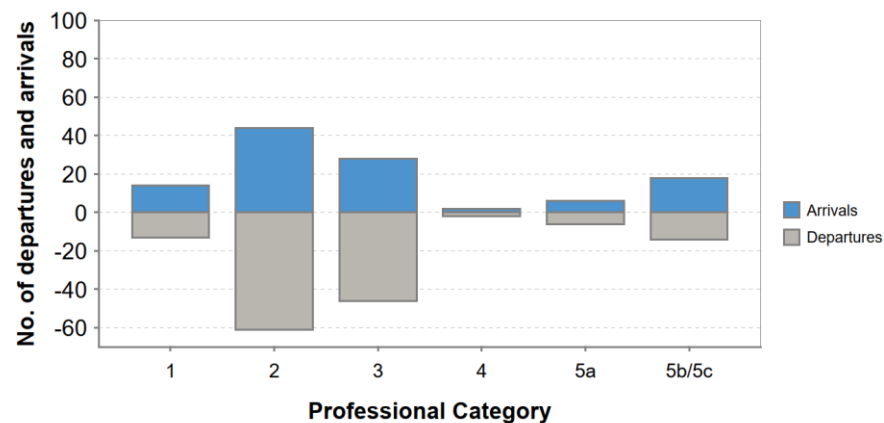


Figure 11. Staff Member Arrivals and Departures in 2020 by Professional Category



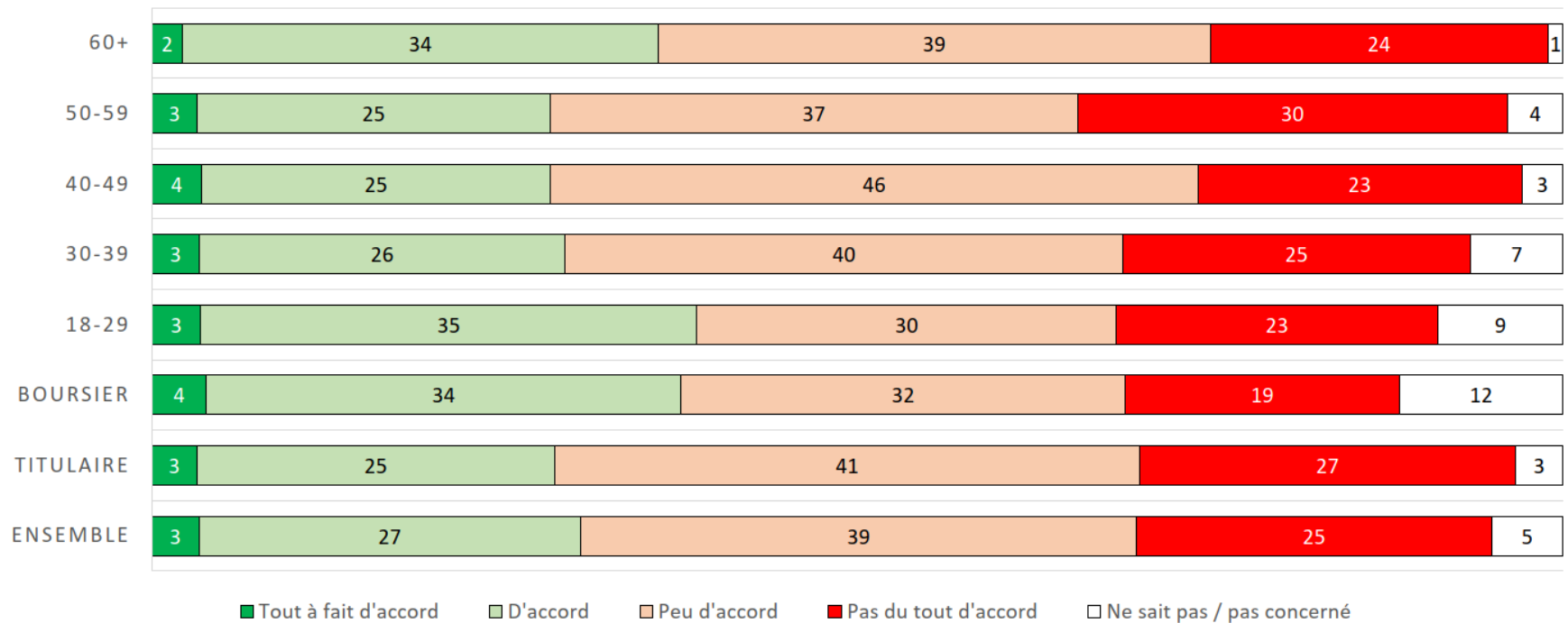
Departures on 31.12.2020 are included in the total.



Enquête de l'AP auprès du personnel (2019)

Capacité de la politique des contrats à mener à bien la mission du CERN (I)

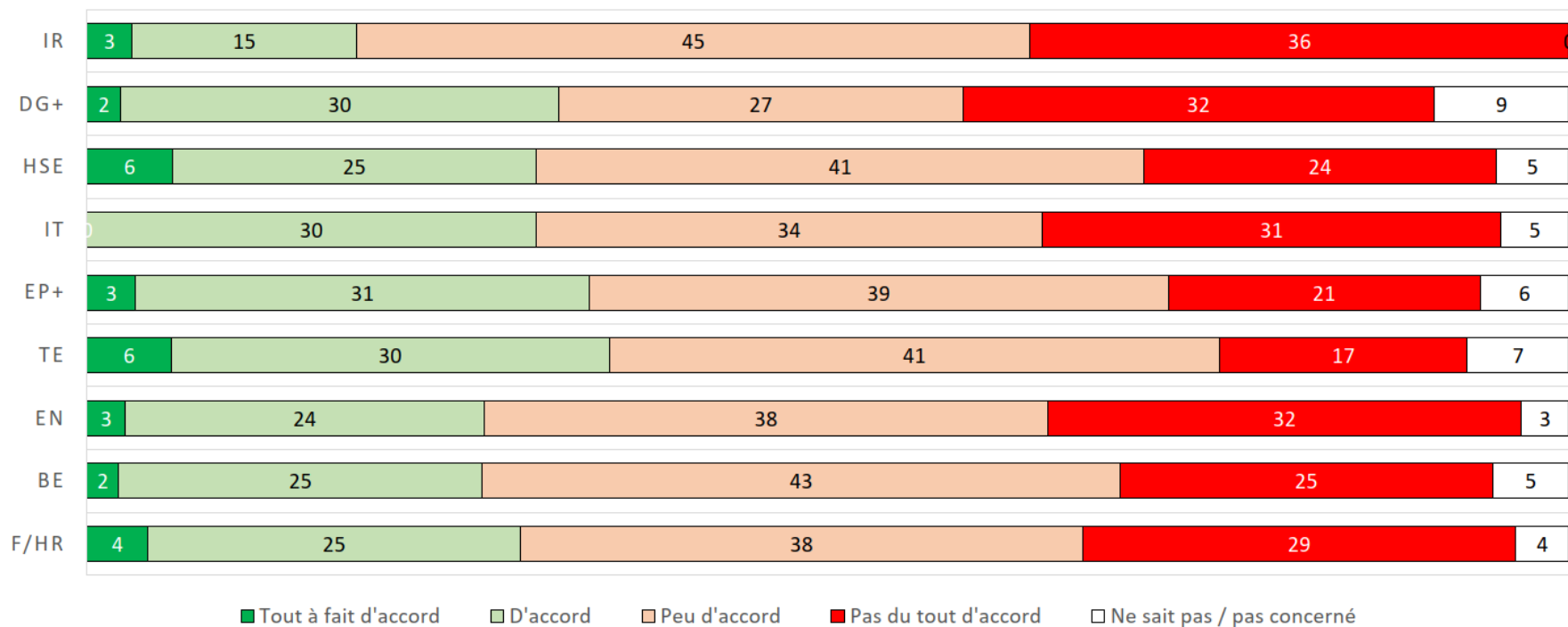
Ability of the current contract policy to fulfil CERN's mission (I)



Enquête de l' AP auprès du personnel (2019)

Capacité de la politique des contrats à mener à bien la mission du CERN (II)

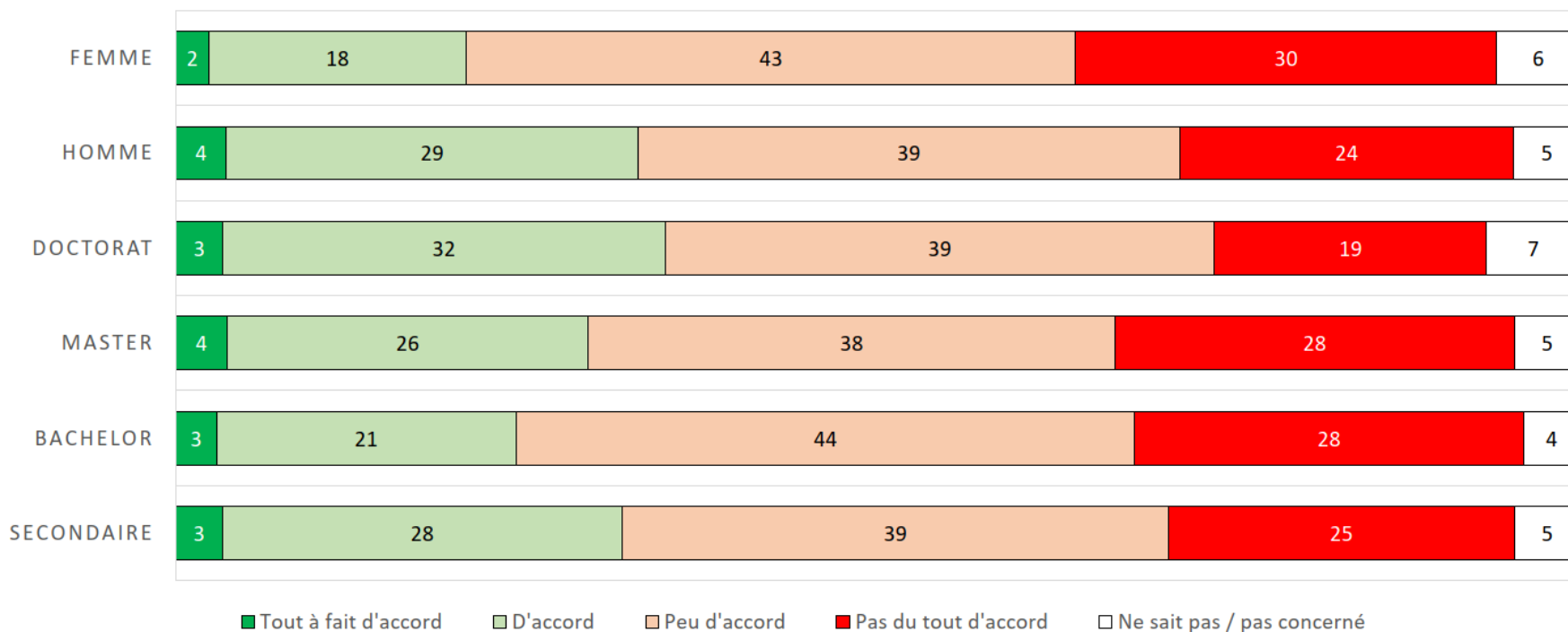
Ability of the current contract policy to fulfil CERN's mission (II)



Enquête de l' AP auprès du personnel (2019)

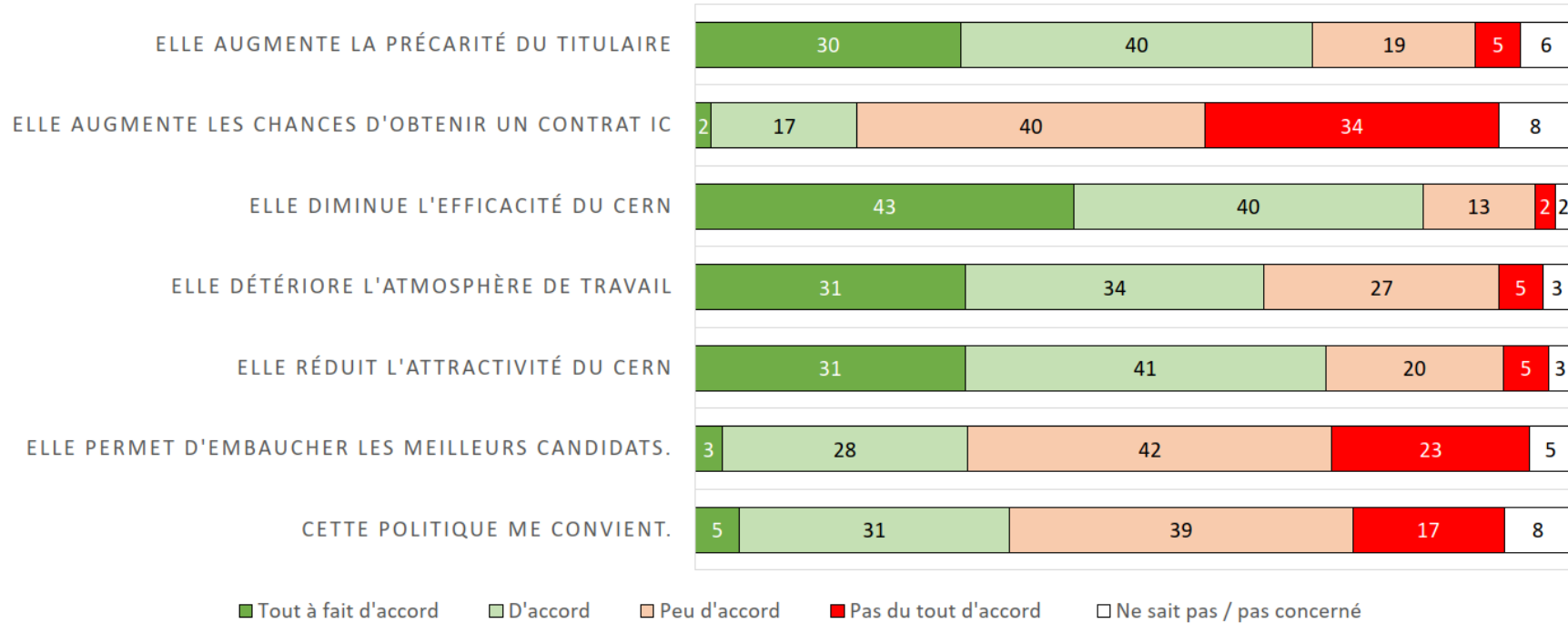
Capacité de la politique des contrats à mener à bien la mission du CERN (III)

Ability of the current contract policy to fulfil CERN's mission (III)



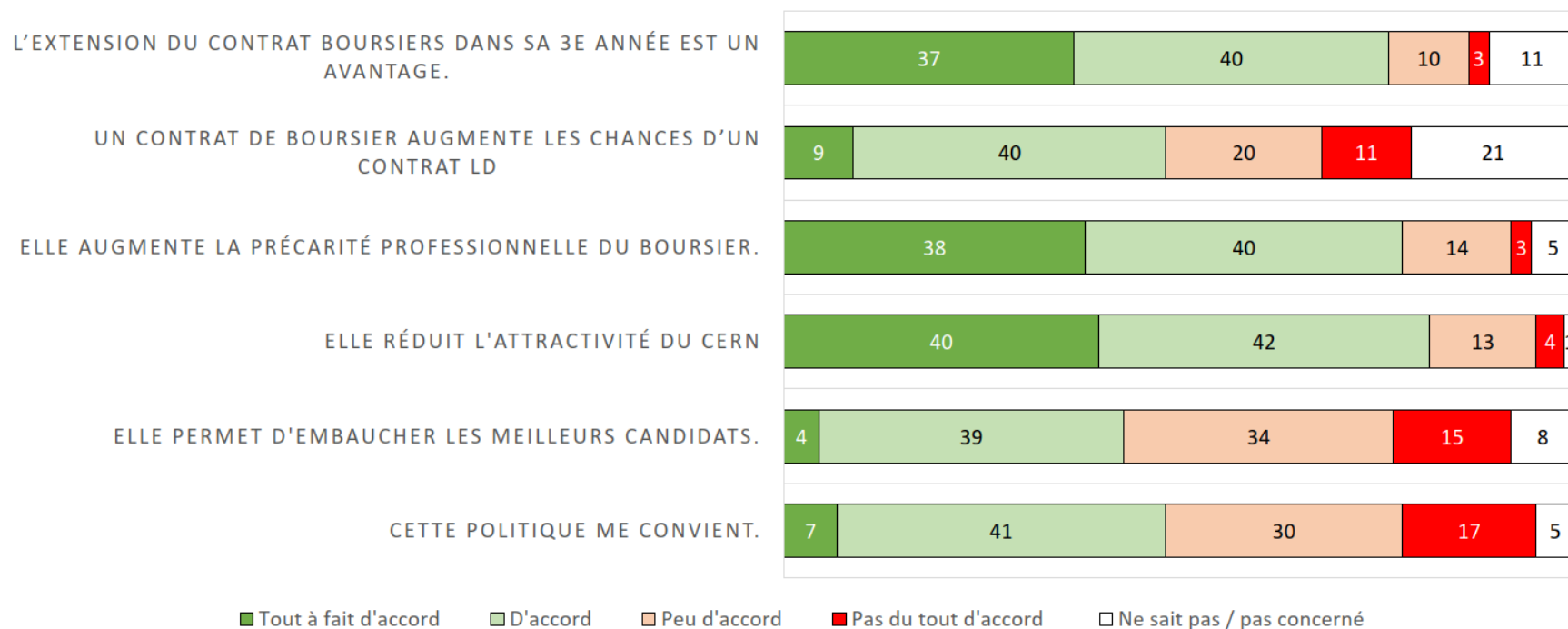
Enquête de l' AP auprès du personnel (2019)

Avis par rapport à la politique des contrats (titulaires) Opinions about the contract policy (staff)



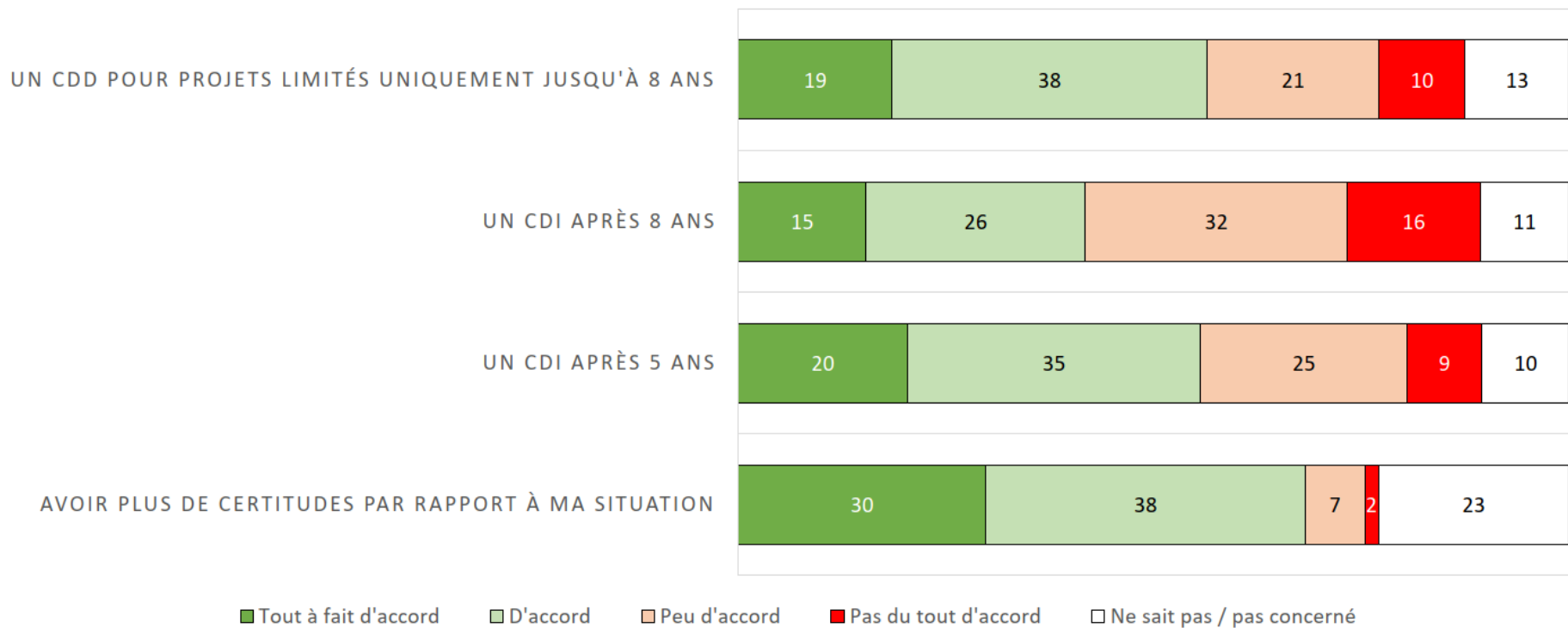
Enquête de l' AP auprès du personnel (2019)

Avis par rapport à la politique des contrats (boursiers) Opinion about the contract policy (fellows)



Enquête de l' AP auprès du personnel (2019)

Attentes par rapport à la politique des contrats
Expectations of the contract policy



Encore plus d'implication dans les conditions de travail

Dans son champ d'activité l'association du personnel devrait prêter une attention particulière aux sujets suivants :

In its work, the Staff Association should pay particular attention to

	Ensemble	Titulaires	Boursiers
Les conditions d'emploi (politique des contrats, carrières, mobilité, formation, ...)	3.3	3.3	3.3
Les conditions de travail (charge, sécurité, ambiance de travail, intérêt du travail, ...)	2.4	2.4	2.4
Les conditions sociales (assurance maladie, pensions, famille, ...)	1.9	2.0	1.8
La politique concernant l'avenir du CERN	1.2	1.3	0.9
La diminution des effectifs du personnel du CERN	1.2	1.3	0.8
L'organisation du travail (leadership, communication, planification, gestion, ...)	1.0	0.9	1.2
L'utilisation des compétences (maintien, perte, internes/externalisées, développement)	0.9	0.9	0.8
L'égalité des chances	0.8	0.7	1.3
L'intégration de la famille (permis de travail, crèche, clubs)	0.8	0.7	0.9
Le quotidien (nettoyage, restaurant, entretien des bâtiments, ...)	0.5	0.4	0.7

Mode de calcul des scores

- L'enquête était invitée à proposer cinq priorités, classées dans l'ordre d'importance. Un score de 5 a été attribué à la 1^{ère} priorité, 4 à la 2^e priorité... 1 à la 5^e priorité.
- Les scores moyens par participant sont indiqués dans les tableaux

Contract policy, Timeline & SA principles

- **CERN is a centre of excellence:**
 - it must be able to count on appropriate resources in quantity and quality, i.e. with all the experience and skills required.
- **Reduction of job insecurity:**
 - all holders need to know if their future is at CERN as soon as possible.
- **Foster excellence.**
 - Competition at the CCRB must preserve equal opportunities.
- **To be master of one's own destiny:**
 - be able to apply for open positions in IC on their own initiative.
- **Have a reasonable hope of obtaining an IC position at the end of their LD contract:**
 - a conversion rate of less than 50% is not acceptable to ensure attractiveness and retention at CERN.

**Improve contract policy
in 2022**

Conclusions

CERN's excellence depends critically upon its experienced long-term stable staff

SA want to review quickly the contract policy as agreed in SCC in 2018 to follow its principles

Coherent contract policy is needed for a real and effective mobility in the Organization

