



Letter of intent for the endorsement by CERN of the Charter and Code for Researchers

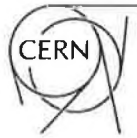
Further to CERN's first application for the 'HR Excellence in Research Award', which was accepted pending minor alterations, CERN hereby confirms its intention to follow up on the recommendations received with a view to completing the process.

As a well-established International Organization, CERN is deeply committed to the principles and ethos of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, whose natural integration in CERN's Human Resources and management processes are already contributing greatly towards promoting CERN as an attractive employer of choice in Europe.

CERN's official and demonstrated endorsement of the Charter and Code through its application for the "HR Excellence in Research Award" is therefore of paramount importance for the Organization.

CERN continuously monitors and reviews its HR policies and strategies, keeping abreast of trends and improvements with a view to providing a supportive, enriching and favourable environment to its approximately 3500 staff, fellows and students, notably through the following actions:

- Every 5 years, as per the Staff Rules and Regulations, CERN reviews the financial and social conditions of members of the personnel with a view to ensuring that the conditions offered by the Organization allow the recruitment and retention of staff members of the highest competence and integrity from all its Member States and remain attractive for Fellows in relation to comparable research institutions. The last review led to changes with effect from 01.01.2016 to foster diversity and improve social and professional integration of families and work-life balance. They comprise, inter alia:
 - the award of the same benefits to recognised partners as married couples,
 - an improvement of flexibility during maternity and an increase of the duration and scope of paternity leave,
 - the enhancement of conditions offered during parental leave,
 - the possibility of reduced working hours for new parents,
 - support to dual career couples,
 - and the possibility to donate leave for the benefit of colleagues in need of additional leave days for well-defined compassionate grounds.
- Since July 2010, and following consultation with the personnel, the CERN Code of Conduct applies to everyone on the CERN site. It furthers excellence at CERN through the core values of the Organization, including integrity, commitment, excellence, creativity and diversity.
- The Human Resources Department and the Staff Association each commission regular questionnaires for members of the personnel to provide preparatory input for the Five-Yearly Review on employment conditions. These questionnaires provide the Organization with key information on areas where action is required.
- The questionnaires can be complemented by external evaluation of our programmes. One example is the 2014 evaluation of the Fellowship Programme that subsequently helped us secure additional funding through COFUND.



European Organization for Nuclear Research
Organisation européenne pour la recherche nucléaire

- Regular interviews are carried out with staff members, from objective setting to annual performance reviews, contributing towards career advancement and development. In 2016, CERN introduced an end-of-probation assessment for fellows after six months of contract.
- Exit interviews and questionnaires for staff members and fellows, respectively, provide equally valuable information on a continual basis. Career transition measures for staff members also facilitate the move from CERN to their next employment.

Following CERN's first application and based on the feedback received, CERN has launched a survey, sponsored by the Management, involving researchers at the different stages of their career as well as other key actors and stakeholders in different areas of the Organization. The survey's input has been used to perform a further Gap Analysis of the 40 articles of the Charter and Code and to subsequently draw up an Action Plan on this basis.

By applying for the "Excellence in HR award" and thus endorsing the Charter and Code principles, CERN aims to demonstrate its commitment to act in a responsible way towards its people and to provide framework conditions for researchers at the level of the best standards, with the clear intention of contributing to the advancement of the European Research Area.

We trust that this approach and re-submission of CERN's application will meet the requirements and expectations of the HR4SR assessors.

Yours sincerely,

A handwritten signature in blue ink that reads "Fabiola Gianotti".

Dr Fabiola Gianotti, CERN Director-General

13th February 2018