



A CERN Science Camp for staff children was piloted during the summer, featuring hands-on science activities as well as a trip to the CERN Safety Training Centre, shown here. (CERN-HSE-PHO-2014-008 – 7)

# A place to work

CERN continues to remain an attractive workplace to job seekers, with a record-breaking numbers of applicants in 2014. Just over 20 000 applications were received and 146 selection boards for limited-duration contracts were held (compared with more than 18 000 applications and 106 boards in 2013). Within the Fellowship Programme, 320 fellows were recruited, totalling 617 fellows at CERN at the end of the year. Through the Technicians Training Experience Programme, which began in 2012, 48 recently qualified technicians from 9 Member States experienced their first career development at CERN. In addition, 389 technical and doctoral students were selected, and the flagship Summer Student Programme was attended by 289 students from both Member and non-Member States. As recognition of the quality of CERN's training programmes, the State of Geneva awarded CERN the 'Prix de l'entreprise formatrice' for its Apprentice Programme.

The Diversity Office continued to implement actions towards achieving the seven strategic diversity objectives agreed for the period from 2012 to 2014, which focus on the areas of recruitment, career development and work environment. In August, the Diversity Policy was adopted and was well received in presentations to

the Tripartite Employment Conditions Forum (TREF) and CERN Council. In addition, a new Learning and Development Policy was devised in 2014, which led to the reorganization of training into five curricula: leadership, personal development and communication, technical management, technical and language.

The 2015 five-yearly review of financial and social conditions of members of the personnel was launched in 2014. In addition to the mandatory aspects of the review, i.e. basic salaries for staff members, stipends for fellows and subsistence indemnities for associated members of the personnel, the proposal made by the Management to review the CERN career structure and diversity-related social and financial conditions, was approved by Council in June.

The 60th anniversary of the Laboratory also marked the 20th anniversary of TREF. This discussion forum and advisory body to Council is made up of representatives of the Member States, the CERN Management and the Staff Association to examine social and financial aspects of the Organization's employment conditions. TREF grew from ad hoc working groups dating back to



A new car park, next to the Globe of Science and Innovation, was inaugurated in April, with around 100 blue spaces reserved for public-transport users. (OPEN-PHO-ACCEL-2015-006 – 1)



The new ELENA building was inaugurated after less than a year's construction work. Some 10 000 tonnes of earth had to be moved by around 500 lorries. (CERN-PHOTO-201404-075 – 1)

the 1960s and 1970s and held its first meeting on 27 September 1994. During its 20 years, innovative decisions have included the Saved Leave Scheme, pre-retirement programmes and long-term care allowances, to name a few.

### From the ground up

In terms of construction work, 2014 was a busy year. On 11 April, CERN inaugurated the ELENA building (393), tacked on to the side of the AD. This building is to house a cleaning room, workshops and generators for the kickers in order to free space in the AD hall, where the future Extra Low ENergy Antiproton ring, ELENA (see p. 18), will be installed. Spring also saw the completion of a new building (380) for the n\_TOF facility to house the second experimental area, EAR2 (see p. 28).

On 24 May, a new building (SL53) at CERN's Cessy site in France was inaugurated to welcome the thousands of visitors who come

to learn about the CMS experiment each year. It boasts low energy-consumption and the future possibility of using recycled heat from the detector. On the Meyrin site, October saw the completion of building 179 for MEDICIS, a research facility to make radioisotopes for medical applications. The inauguration of the new building (772) on the Prévessin site for CERN's calibration facility followed in December. This building will be used to calibrate radiation-measuring devices in four different types of ionizing-radiation fields. Also at Prévessin, a joint project between the GS and BE Departments and the DGS unit designed, installed and validated an active interlock system into the North Hall. This system allows the SPS to operate with a 'supercycle' that mixes high-intensity proton cycles for the LHC and the HiRadMat facility with low-intensity ion cycles for the North Hall. The active interlock mitigates the risk to personnel working in the North Hall of an unintentional extraction of a high-intensity proton beam.

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## Behind the scenes of GS

The General Services (GS) department initiated a communication campaign throughout 2014 to showcase the people that help CERN to run smoothly. Articles in the *CERN Bulletin* featured 'behind the scenes of GS' for the unsung heroes of the Laboratory. From cleaning and maintenance to logistics and access control, from the library and hostel to the stores and fire service, not to mention civil engineering and building work, the GS Department ensures that the Laboratory works as it should.

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