

INITIATIVES FROM THE CERN COMMUNITY FOR COPING WITH LOCKDOWN

There's no shortage of campaigns, competitions and educational content to help in the fight against isolation



The members of the communication teams greet you by video call, during the COVID-19 confinement period (Image: CERN)

This period of lockdown is turning the way we live and work on its head and many initiatives are springing up to help us cope with social distancing. The communication team will keep you informed about those being offered by the CERN community.

The HR department has published an FAQ page to answer your questions about your contract situation or anything else relating to human resources. If you can't find the answer to your question in the FAQ, please e-mail HR-Covid19@cern.ch. The HR teams will do their best to reply to you as quickly as possible. Finally, you can find and share suggestions and ideas about how to cope with lockdown on the Work

Well Feel Well project's Mattermost channel.

Many of us are discovering (or rediscovering) the joys of long video calls with our colleagues, for meetings, working groups and more. They might be sitting in front of a blank wall or in a living room full of squabbling kids, surrounded by photos of their latest holiday or piles of dirty laundry... the backgrounds of these video calls inevitably throw up some unexpected glimpses of the lives of others, sparking admiration, perplexity or hilarity among those watching.

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A WORD FROM THE DIRECTORATE

FIGHTING COVID-19: A COORDINATED CERN RESPONSE

We are now into the second week of Stage 3 in the COVID-19 response at CERN. On-site activities are limited to those essential for the safety and security of the site and equipment, and many colleagues are teleworking. We want to thank all of you for your work and commitment in these difficult circumstances.

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A WORD FROM THE DIRECTORATE

FIGHTING COVID-19: A COORDINATED CERN RESPONSE

As we settle into work in this new configuration, it is important that we stay connected. Information to our community will be updated through the webpage and the usual communication channels, such as the CERN Bulletin. We also remind you to ensure that your emergency contacts are up-to-date in the database.

Over the past days, we have been very encouraged by many emails sent to us by members of the CERN community with ideas on how CERN technologies and expertise could help in the

collective global fight against COVID-19. They all show the great creativity and ingenuity of our community, and demonstrate the CERN spirit of serving society. In order to channel all of these good initiatives, we have designated a group of colleagues from across CERN's community to collect and implement the suggestions for how CERN can help. The objective of the *CERN against COVID-19* group is to ensure an effective and well-coordinated action, drawing on CERN's many competencies, so as to maximise our impact. Proposals and ideas for this group can

be sent to fight.covid@cern.ch, and you can find the membership on the webpage. We have also written directly to the Director-General of the World Health Organization to offer CERN's support.

Thank you again for your commitment and hard work, and for your flexibility and patience, during these exceptional circumstances.

CERN Directorate – Fabiola Gianotti, Frédéric Bordry, Eckhard Elsen, Martin Steinacher and Charlotte Warakaulle

The Directorate

INITIATIVES FROM THE CERN COMMUNITY FOR COPING WITH LOCKDOWN

Next week, we will be inviting you to take part in our "Background Challenge" photo competition. On a dedicated CERN site, you will be able to post a photo of yourself in front of the background that your colleagues regularly see, whether you're at home or at CERN (creativity and inventiveness will of course be appreciated). You will then be able to vote for a winner who will be rewarded with the chance to see their photo on the CERN website. It's an opportunity for the community to come together and share moments from our lives of confinement. If you're not participating in videoconferences but are instead on site at

CERN, you're welcome to take part in the competition by posting a selfie from your workplace.

The Learning and Development service and the Library are pulling out all the stops to offer content for remote training and self-improvement. A new catalogue is available with resources to help you cope with teleworking. Don't hesitate to check the learning centre website.

For more learning ideas during lockdown, see also CERN's social media accounts, where many videos of the Laboratory are

being published, as well as activities developed by S'Cool Lab that you can try out with your families. Check CERN accounts on Facebook, Twitter and Instagram.

The CERN clubs are also starting to offer online activities and we'll provide more details soon.

While you're waiting for other news from your colleagues at home and on site, take care of yourselves and keep up to date with the measures taken by CERN and the latest practical information by checking the dedicated page on the HSE website.

COUNCIL MESSAGE CONCERNING THE CORONAVIRUS CRISIS

The CoVid-19 outbreak threatens the lives and health of hundreds of thousands of people, and affects the everyday lives of millions. The scientific communities of the CERN Member States, Associate Member States and partners are now mobilising their efforts in their national laboratories, especially at light sources, to maintain op-

erations to help develop a cure. During this first remote meeting of the CERN Council, our thoughts go out to all those who have suffered or are suffering directly as a consequence of the coronavirus. We have particular admiration for those in the medical profession around the world who are so selflessly putting themselves in the front-

line of this battle. As host to a global community, CERN is particularly sensitive to the evolution of the pandemic. Most of the countries affected by CoVid-19 have links to CERN, and we are thinking of all those touched by the virus at this time.

COVID-19 EPIDEMIC AND CERN: SOME ANSWERS TO YOUR QUESTIONS

A summary of the 17 March webcast meeting on the COVID-19 epidemic and CERN



The question and answers session that took place on 17 March 2020 (Image: CERN)

On Tuesday, 17 March, a live questions and answers session (<https://indico.cern.ch/event/898276/>) was broadcast via webcast to the CERN community. CERN's Director-General, Fabiola Gianotti, and the COVID-19 response team answered your questions regarding the impact of the COVID-19 epidemic on the lives of the CERN community members and on CERN's activities. Fabiola Gianotti announced that CERN has entered stage 3 of the epidemic (as defined by the health authorities). Consequently, by 20 March, activities on the CERN sites will be limited to those essential for the safety and security of the facilities.

A summary of the Q&A, which examined what this means for you, your family and your work conditions, is presented below. Some complementary information has been added. Please note that countries are constantly adapting the measure in place according to the evolution of the pandemic, so for up-to-date information follow the COVID-19 information page (<https://hse.cern/news-article/coronavirus-information-measures-and-recommendations>). CERN's Management encourages you to stay informed and to rigorously follow the rules and recommendations of the Host States or the countries that you may be in. This is crucial to ensuring your safety and that of your relatives, as well as that of our fellow citizens, and thus contributes to overcoming this epidemic globally.

Friedemann Eder, Head of the Relations with the Host States service:

On the rules for crossing the borders between Switzerland and its neighbouring countries

France has taken measures to restrict travel on its territory for at least two weeks. Travel in France will be allowed only under the conditions described in this document (<https://www.interieur.gouv.fr/fr/Actualites/L-actu-du-Ministere/Attestation-de-deplacement-derogatoire-et-justificatif-de-deplacement-professionnel>). Anyone who violates the rules will be penalised. In order to travel, you need a certificate of special dispensation to travel (*attestation de déplacement dérogatoire*), which can be downloaded from this site.

Regarding border crossings, the Swiss authorities have restricted entry to Switzerland from Austria, France, Germany and Italy to Swiss citizens, holders of a residence permit in Switzerland and persons with a certified professional reason for entering Switzerland. Individuals will be allowed to enter Switzerland in the event of emergencies, in particular medical emergencies. According to current information, crossing the border for medical examinations is possible upon presentation of a written certificate, to be requested from a health professional.

The Swiss Mission recalls that, according to the principle generally accepted in international law, the State exercises sovereignty over all persons on its territory, including those of foreign nationality and those enjoying privileges and immunities. Such privileges and immunities are granted to the latter in order to enable them to perform their official functions effectively and, in return, these persons must respect the laws and regulations of the receiving State. It follows from this principle that persons enjoying privileges and immunities will, in the event of a pandemic, benefit from the same measures, under the same conditions, as the population resident in Switzerland.

Rest assured that we will try to find a solution to any problems that arise, insofar as possible.

For more information on the new Swiss provisions, see:

The Press Release (<https://www.admin.ch/gov/en/start/documentation/media-releases.msg-id-78563.html>) of the Swiss Federal Council

The FAQ page (<https://www.sem.admin.ch/sem/fr/home/aktuell/aktuell/faq-einreiseverweigerung.html#Questions%20sur%20la%20fermeture%20des%20frontiers%20et%20la%20libre%20circulation%20des%20personnes>) of the Swiss State Secretariat for Migration

The list of open customs (https://twitter.com/GE_ORCA/status/1241738359082541061) in the Canton of Geneva

James Purvis, Head of the HR department:

On the location of teleworking

The preference for stage 3 is to keep members of the personnel close to CERN, in line with the guidelines of the national authorities to minimise travel and ensure safety. But there are cases of recently recruited fellows and staff members holding limited-duration contracts who are far from their family and for whom it would be preferable to telework from outside the local areas. Note that, in those cases, CERN will not be liable for professional accidents that occur during travel and telework.

Extended teleworking brings us into uncharted territory. To mitigate the risk of isolation, physical distance and lack of connection, we encourage you to reach out to colleagues and supervisors as much as possible, via audio and video calls.

On the difficulty of teleworking while taking care of children, in the context of school closures

While teleworking is not a substitute for childcare, these exceptional circumstances

call for more flexibility. The possibility to take special leave in addition to teleworking can be discussed with the supervisor and implemented by the departmental administrative officer (DAO) on a case-by-case basis.

On arrivals and departures of personnel during this period

At the end of this month, 61 arrivals and 86 departures are due and almost every case is unique. Whether the person has arrived in the region or not will affect the solution that will be agreed upon. Starting a contract on telework is not ideal, but it might be a solution for some, while postponing the start of the contract will be an option for others. These options will have to be discussed by each person with their supervisor and DAO.

Regarding departures, most of the formalities can be done even during the telework period because the administrative services are running. We are working on solutions for the handing over of CERN equipment (badges, dosimeters, etc.). However, the challenges facing those who are prohibited from returning home because of border closures will be taken very seriously and the possibility of prolonging contracts (within the existing legal framework) will be looked into – again, on a case-by-case basis.

Eckhard Elsen, Director for Research and Computing:

On the IT infrastructure for efficient teleworking

The IT department is working very hard to ensure that CERN's IT infrastructure copes with the surge in use, especially of video-conferencing tools. Negotiations are currently under way to increase the number of licenses and flexibility of usage of spe-

cialised software programmes, which are currently under strain.

Lluís Miralles, Head of the SMB department:

On the availability of the various entrances and the hostels

Entrance E and the inter-site tunnel are subject to the same regulations as regular Swiss-French borders, with the additional CERN-specific regulations imposed by the Host States. As such, they remain open for authorised CERN personnel and the personnel of authorised CERN contractors. However, we cannot guarantee that they will remain so, as the border situation evolves quickly.

The hostels will stay open during stage 3, providing hospitality to those persons who are essential to the safety and security of CERN's personnel and infrastructures. In any event, both facilities remain subject to the regulations of their home countries.

Frédéric Bordry, Director for Accelerators and Technology:

On activities on site during stage 3

Over the last two weeks, on-site activities have already been greatly reduced. The implementation of stage 3 speeds up the process by shutting down all non-safety-related and non-critical activities. In particular, we are putting all accelerators, experiments and facilities in a similar condition to the end-of-year technical stop. A large part of the infrastructure is in safe mode already and the rest should follow in the next three days. Activities on site will be strictly limited to the persons essential for the safety and security of the sites and for maintaining the systems needed to enable mass teleworking. Many of these people will be at CERN for only brief peri-

ods, to limit the population on site at any one time. Those whose activities are essential to CERN will be added to an official list of personnel authorised to be on site, drafted by each department head. This list may evolve under special conditions.

On the LS2 schedule

During stage 2, LS2 activities were already reduced but kept running. As of now, all LS2 activities are suspended. Subsequently, we will have to adapt the schedule of the restart to the evolution of the situation. We are continuing many activities remotely, for instance for projects such as LIU and HL-LHC, on which committees are continuing to work and for which future workshops are being prepared. As soon as the machines are in safe mode, we will prepare for the future, planning various scenarios for the restart of the activities and redefining the LS2 schedule.

Fabiola Gianotti, Director-General :

On the duration of stage 3

There is no clear answer. CERN's priority is to ensure that the return of personnel to the site and the resumption of normal activities will take place in a safe environment. Until then, stage 3 will remain in place. We will be in touch with you, as much as possible and whenever needed. As soon as a transition to safety is achieved, we will plan for the most effective way to restart activities on site.

The question and answers session ended with a message of hope from Fabiola Gianotti, who reminded the CERN community that "it is in the genes of our community to cooperate, to face challenges and recover fast from hard times. Let's keep it that way and keep supporting each other remotely".

CERN'S FIRE AND RESCUE SERVICE SUPPORTS SWISS AND FRENCH AMBULANCE DRIVERS



CERN Fire and Rescue Service has been helping the HUG (Hôpitaux Universitaires de Genève) to carry patients with CERN ambulances during the COVID-19 epidemic (Image: CERN)

Since Saturday, 21 March, the CERN Fire and Rescue Service has been helping Geneva's cantonal hospital (HUG) by transporting patients in the context of the COVID-19 pandemic. The goal is to support the HUG ambulance service, which is already very busy. So far, the CERN Fire and Rescue Service has already transported 12 people to hospital and the team is expecting to reach an average of 10 transports by ambulance a day very soon.

The CERN Fire and Rescue Service is part of the HUG emergency service "Urgences santé 144", as well as part of the Geneva Fire Brigade. So far, only the HUG has requested the help of CERN.

On the French side, the CERN Fire and Rescue Service is referenced in the shifts for the ambulance service and fire engines and to provide firefighters for any other kind

of intervention. So far, they have not been called but are available if needed.

The CERN Fire and Rescue Service co-operates with their French and Swiss

colleagues per the Tripartite Agreement signed in December 2016, which ensures mutual assistance between the emergency services.

A DEMONSTRATOR MAGNET PRODUCES A RECORD MAGNET FIELD

The eRMC demonstrator, consisting of two flat niobium-tin coils, has produced a peak magnetic field of 16.5 tesla, a promising result in the context of the FCC (Future Circular Collider) study



The eRMC demonstrator before its insertion into a cryostat for testing (Image: CERN)

One of the keys to pushing the energy limits of accelerators is being able to reach higher magnetic fields. CERN and several other laboratories around the world have launched R&D programmes aimed at improving existing magnet technology. In February, a demonstrator magnet using superconducting niobium-tin, cooled to 1.9 kelvins, achieved a peak magnetic field of 16.5 tesla on the conductor, exceeding the previous record of 16.2 tesla in 2015.

The demonstrator, known as an enhanced Racetrack Model Coil (eRMC) magnet, consists of two superimposed flat coils in the shape of a racetrack, hence its name. The coils are produced using a ca-

ble composed of multifilament composite wire made of niobium-tin, a superconductor that can reach higher magnetic fields than the niobium-titanium superconductor currently used for the magnets of the Large Hadron Collider (LHC). The dipole magnets in the LHC operate at a nominal field of 8.3 tesla.

Niobium-tin is the material being used for some of the new magnets in the High-Luminosity LHC, the successor to the LHC, which will make use of dipole and quadrupole magnets generating a magnetic field of around 12 tesla. This increase is already significant in comparison with what can be achieved with niobium-titanium, but niobium-tin will allow even higher magnetic fields to be produced. This potential is now being explored further, notably as part of the Future Circular Collider (FCC) study. To reach a collision energy of 100 TeV using a ring with a circumference of 100 km, dipole magnets generating magnetic fields of 16 tesla are needed.

Even though the eRMC demonstrator isn't an accelerator magnet, its configuration allows the performance of niobium-tin conductors to be tested. During the tests, the eRMC magnet, cooled to 1.9 kelvins (the LHC's operating temperature), reached a peak magnetic field on the conductor of

16.5 tesla. At 4.5 kelvins, this field peaked at 16.3 tesla, which corresponds to 98% of the maximum estimated performance of the superconducting cable.

"These results and recent advances with niobium-tin magnets demonstrate the potential of this technology for a next-generation hadron collider," emphasises Luca Bottura, leader of the Magnets, Superconductors and Cryostats (TE-MS) group at CERN. This record is just one of many promising advances at several laboratories. Another magnet, FRESCA2, which has a 100 mm aperture, reached a magnetic field of 14.6 tesla in 2018 at CERN. FRESCA2 was developed for integration into a test station for superconducting cables. Last year, Fermilab in the United States tested an accelerator-type short model dipole magnet, with a 60 mm aperture, which reached a field of 14.1 tesla at 4.5 kelvins.

The CERN teams will continue their work to develop an accelerator magnet configuration. The eRMC demonstrator will therefore be dismantled and reassembled with a third coil on the median plane to create a 50 mm cavity.

Corinne Pralavorio

COMPUTER SECURITY: TELE-PROTECT

Teleworking and anxiety over COVID-19 make us more vulnerable to attacks, but there are solutions

The coronavirus has brought normal life at CERN to a well-justified halt, but it also has the potential to shut down CERN's digital operations. The only infection vectors a "digital" coronavirus would need is human gossip (creating "FUD" – fear, uncertainty and doubt), fast-clicking users, unpatched computers... and teleworking! And an adversary to give it a try.

In fact, as we outlined in our previous *Bulletin* article on ransomware ("Blackmailing Enterprises: You are Patient Zero", with more details on this in the next *Bulletin* issue), attackers are on the prowl to maliciously infiltrate companies and enterprises, but also universities and academic institutes. Just recently, a Czech hospital was hit in the midst of handling COVID-19 patients. While there are no details of this incident yet, here is a roadmap for how CERN could end up in the emergency ward:

Step 1 – F-U-D: Fake messages on the subject of COVID-19 trouble not only our minds, but malicious e-mails, WhatsApp messages or the like on the subject could also threaten the security of your computer. Lots of the embedded links being shared point to allegedly new research results, infection statistics, help pages and advisories, or gossip on how you can best protect yourself. Not all of them are benign: some intentionally target your computer. So coronavirus is a vehicle for infecting your computer too. And given all the fear, uncertainty and doubt around this subject, human curiosity acts quickly... click!

Step 2 – An unpatched computer: One click on a malicious link is sufficient to infect your computer. And this is almost guaranteed to happen if your computer is running an outdated operating system like Windows 7 (or earlier!) or an unpatched

version of Windows, Linux or MacOS. Less likely, but still possible, your computer might be fully up-to-date but your operating system still exposed to a yet-to-be-published vulnerability. Once your computer is compromised, the adversary has access to all its features: keyboard, hard disk, microphone, camera... infect!

Step 3 – Teleworking: The (hopefully short) era of socio-physical distancing to reduce the spread of the coronavirus requires more teleworking than ever before. Teleworking involves using your CERN or home computer to remotely connect to CERN. This means that, at one moment or another, you will have to type your CERN password. And with a compromised computer, the attacker can watch every step you take: which program you execute, which data you manipulate, which system you manage, which maintenance work you perform, which password you type. Enough information to impersonate you. Abuse your computer program. Steal your data. Compromise your system. Sabotage your maintenance work. Steal your passwords... game over!

This is how organisations have been brought to a halt in the past. And this is how coronavirus could bring organisations into the emergency ward too. You are just patient zero.

So, what can you do to protect yourself, your computer and CERN?

Step 1 – STOP – THINK – DON'T CLICK: Just try to restrain your curiosity and do not fall prey to all the gossip circulating at the moment. Be cautious, and don't click on links from dubious or not-so-dubious sources. This includes web pages offering "newest statistics" on COVID-19, forwarded malicious WhatsApp messages, mails, etc.

Step 2 – Patch: Keep your computer up-to-date. CERN-managed PCs already should be. For your own devices, enable automatic patching if this is not your default. If your operating system or applications are outdated and not supported anymore, stop using them and upgrade to a version that is actively supported by the software vendor. Be ready to scrap it any time.

Step 3 – Connect securely: There are several official and secure methods to allow you to work remotely, to connect remotely and to tunnel remotely into CERN. Please do not use any other means! In particular, do not abuse any firewall opening assigned to your dedicated service and do not create web proxies for tunneling through. If this puts the Organization at risk, it will be considered as professional misconduct. Finally, in order to better protect your password, the IT department is still aiming to roll out a multi-factor authentication solution for especially exposed CERN staff and users.

For more good advice on how to telework securely, please check out this fact sheet and join in the discussion with your CERN peers on the dedicated "~teleworking" Mattermost channel. Thanks a lot for protecting CERN.

Good luck and the best of health to you, your family and friends!

Do you want to learn more about computer security incidents and issues at CERN? Follow our Monthly Report. For further information, questions or help, check our website or contact us at Computer.Security@cern.ch.

The Computer Security Team

Official communications

CORONAVIRUS: LATEST CERN INFORMATION

CERN continues to monitor the evolution of the novel coronavirus COVID-19

CERN continues to monitor the evolution of the novel coronavirus COVID-

19. For up-to-date information, please

see: <http://hse.cern/news-article/coronavirus-recommendations>.

CONTINUITY OF UNIQA'S SERVICES

Please note that the UNIQA office at CERN (Main Building) will be closed from **Monday 16.03.2020 until further notice**. During that period, you can reach UNIQA by telephone on 72730 or +41 22 718 63 00 or by sending a message to: uniqa@cern.ch.

Assistance +41 22 819 44 77, 24h/day throughout this period. Please note that this service only provides medical advice and urgent assistance services and is not in a position to inform you on the coverage by CHIS of medical expenses.

other envelope if not), to the following address: UNIQA, 94 rue des Eaux Vives, CP 6402, 1211 Genève 6.

We would also like to remind you that claims can be submitted up to 12 months following the date of the bill.

Your claims will continue to be processed during this difficult period. For urgent medical assistance, you may call UNIQA

Reimbursement claims must be sent by post, preferably in a **correctly stamped** "blue envelope" if you have one (or in an

The office at CERN will welcome you back to the usual schedule when the situation returns to normal.

Announcements

NEW RESOURCES FOR LEARNING AND DEVELOPING REMOTELY

As we all adapt to our new working reality, the HR-LD team has put together some online resources to help learners adjust to life in their 'home office'.

Working, leading and learning remotely require us to communicate more not less, work smarter not harder and creates opportunities to adopt new learning habits. With this in mind we have created a **learning catalogue** : Working Remotely (<https://lms.cern.ch/ekp/servlet/ekp?TX=STRUCTUREDATALOG&CAT=EKP012803367>) which contains many e-resources (Articles/Blogs/Videos/E-

learnings) on how to work, learn and keep well remotely. We will continue to **add** more support/learning materials in the coming days/weeks (including in the French language).

HOT OFF THE PRESS:

- **LINKEDIN Learning - ONE MONTH FREE TRIAL** - From 26 March, take advantage and access over 15,000 online courses until **20 April 2020** (access via the Learning Hub) - learn anytime and anywhere!

- 1 April 2020 - a limited number of additional licences for Udemy for CERN will be available via the CERN Learning Hub

You may also want to take this opportunity to remind staff of the existing online offer available through the learning hub, including:

- O'Reilly - 50,000 e-books/audio books/videos on a wide range of IT/Personal Development/Managerial topics

- Bookboon - a wide range of e-books on personal and professional development topics
- CERN Library - online books, journals and databases

We are working closely with our trainers to explore the transformation of some classroom courses into virtual classes and any affected participants are being contacted directly. It goes without saying that Departments are not charged for any course withdrawals due to the evolving Covid-19 situation.

Keep in touch via the L&D News on the Learning Hub which is regularly updated with more learning opportunities. Take a tour regularly and dip into the world of learning!

COVID19 - MEASURES REGARDING SUSPENSION OF SAFETY TRAINING CLASSROOM COURSES

Following the measures currently implemented by CERN in response to the COVID-19 situation, all classroom safety training sessions are suspended until further notice.

If during this exceptional suspension the validity of a classroom course comes to an end, this will have no immediate adverse effect on access rights. CERN Safety training has taken measures to grant tempo-

rary extensions as necessary on the understanding that the persons concerned will enroll in the corresponding refresher trainings when the operation is back to normal at CERN.

Persons that were already enrolled in a classroom training session affected by the suspension should enroll again when safety training has resumed.

All online courses remain available throughout this period and should be followed as required.

Albeit its personnel is reduced, the Safety Training service (safety-training@cern.ch) remains available to answer questions in case of need.

DISCONNECTION OF ELECTRICAL EQUIPMENT

The CERN site is currently shut down and in "safe mode". In the absence of regular supervision of equipment and installations, we must take extreme care with regard to potential sources of fire. In order to reduce this risk, CERN's Fire and Rescue Service requests you to disconnect all equipment that does not need to remain supplied with electricity, in particular batteries (for laptops, electric bicycles, portable oxygen detectors, etc.).

If, for operational reasons, this is not desirable, please move the equipment that must remain connected so that it is underneath a fire detector. If you no longer have access to the site, please ask a colleague who does have access to do this or, if this is not possible, contact the CERN Fire and Rescue Service on +41 22 767 48 48 (non-emergency line): a firefighter will be able to carry out this preventive measure in your absence. If the equipment can-

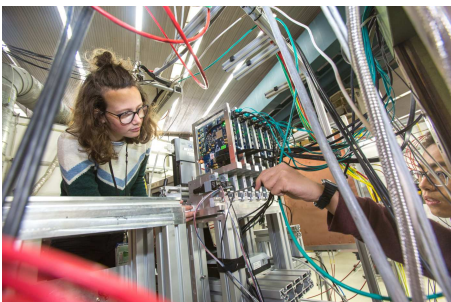
not be disconnected, inform the Fire and Rescue Service (+41 22 767 48 48) of the location of the equipment so that it can be monitored.

Thank you for your understanding.

Fire and Rescue Service

APPLY FOR THE 2020 BEAMLIN FOR SCHOOLS COMPETITION

Groups of physics students are invited, along with their teachers, to propose an idea for a particle-physics experiment



The Beamline for Schools competition invites teams of high-school students to propose a scientific experiment that they want to perform at a particle-physics laboratory. Because of the ongoing maintenance of CERN's accelerators since the end of 2018, the winning experiments in 2020 will be run at DESY in Hamburg, Germany.

The first prize for the winning teams is a trip to DESY to carry out their proposed experiments at a fully equipped accelerator beamline. There are additional prizes for shortlisted teams and certificates for all participants. Learn more about BL4S and apply online (<https://beamlineforschools.cern/bl4s-competition/how-take-part>) (you have to submit your proposal **until 31 March 2020 midnight CET**)!

Students from the 2019 Beamline for Schools competition at work at DESY (Image: CERN)

CANCELLATION OF THE BLOOD DONATION

Due to COVID19, the blood donation of 01.04.2020 is cancelled.

If you would like more information about the possibilities of blood donation under the present circumstances, then please visit the following sites:

- In Switzerland : <https://www.hugge.ch/don-du-sang>
- In France : <https://dondesang.efs.sante.fr/>

LIBRARY CLOSURE AS OF FRIDAY 20 MARCH

The Library is going to work in "remote support mode". The Library will be closed on Friday 20 March at the latest and until further notice, in compliance with the situation deriving from CERN entering stage 3 of CERN's Epidemic Preparedness plan:

- Therefore, the Library desk, the reading rooms and the Bookshop will be closed.
- Access to Library online collections will continue without interruptions via CDS or any search engine.

- In case you need assistance to find or access online documents, library.desk@cern.ch will be there to help from 8:30 a.m. to 6 p.m. - Monday to Friday, as usual. Delivery of articles from external libraries will continue, whereas no borrowing of documents from external libraries and no paper book purchase will be possible. Technical standards will be purchased in electronic form only.
- Submission of documents to CDS will be possible and curation of records will go on as usual in CDS and INSPIRE. You can contact li-

[brary.desk@cern.ch](mailto:library.desk@cern.ch) if you need assistance.

- Questions related to payment of Open Access fees should go to oa-publishing-fees@cern.ch.
- The Library Section Leader can be reached at +41 75 411 92 99.
- You can also reach us on Mattermost via channel "Library support (<https://mattermost.web.cern.ch/sis-team/channels/library-requests>)".

In case of questions, please contact library.desk@cern.ch

BENEFITS SERVICE OF THE PENSION FUND - INFORMATION

Following CERN's measures and recommendations in relation to the coronavirus COVID-19 situation, in order to protect the health of all CERN's personnel, contractors, visitors and beneficiaries, the

Organization has taken the decision to limit activities on-site to those essential for the safety and security of the site and equipment. The Benefits Service will still endeavour to respond to any queries by email

or telephone. Please accept our sincere apologies for any delay and thank you for your patience and understanding.

CERN pension fund

Ombud's corner

FROM BEAUTY QUARKS TO THE BEAUTIFUL GAME!

"My boss clearly has his favourites in our team. He spends lots of time with them and everyone else gets very little attention from him. It all creates an unhealthy atmosphere of competition between the team members."

Fortunately, contrary to this example, there are many team leaders who understand the importance of maintaining good team spirit and know what's expected of them.

The world of sport is no exception. Take, for example, the French former footballer Zinedine Zidane, who took a new direction when he became the manager of Real Madrid.

Like many top-flight teams, Real Madrid is home to an impressive number of "egos", which doesn't make their manager's life particularly easy. The temptation in this type of situation is to devote lots of time

and energy to the strongest personalities, even if it means neglecting the others...But Zidane has found a magic formula to allow the headstrong players to reach their full potential while still supporting the development of the other players for the benefit of the whole team. His solution is to treat all the players with the same degree of respect and not make any distinction between them.

Of course, Real Madrid also goes through tough periods. At these times, Zidane shows patience and protects his team from the pressure he is under, whereas other managers might choose to take that pressure out on their team, creating considerable uncertainty.

Even if you're part of a top-flight sport team, you still need a minimum amount of recognition, especially before the big matches. In his day-to-day management,

Zidane spends time alone with each player, and before each match he has a word with them each in turn. Off the pitch, Zidane remains very discreet. He never criticises his opponents and prefers the plaudits to go to his players.

Even if football doesn't seem to have much in common with CERN, team work is an essential component of success in both cases. Whatever the field of activity, the qualities of a good leader seem to be pretty much universal. Why not take inspiration from the world of sport to guide your team to success?

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If you'd like to comment on any of my articles or suggest a topic that I could write about, please don't hesitate to e-mail me at Ombuds@cern.ch.