

## INTERNAL COMMUNICATIONS SURVEY: CHANGE THE WAY YOU GET INFORMED ON CERN MATTERS!

Take this 5-minute survey to help us improve CERN's internal communication channels, with a particular focus on the CERN Bulletin



Aerial view of the CERN Meyrin site (Image: CERN)

With 57 years and counting behind it, the CERN Bulletin – the Laboratory's internal newsletter – is as old as our Organization. Since the days when a print copy was distributed to each office, the Laboratory and its community have changed a lot, and the Bulletin has always adapted to keep up with this evolution and growth. In parallel, new ways of keeping you informed have budded over the years, such as departmental newsletters, internal screens and panels at the sites' entrances. In the light of the profound changes that CERN is currently undergoing, we think that the time has come for all these communication

channels to be rethought and reshaped, to ease access to information, better engage with you and promote the feeling of community that we hold dear.

**Help us make this happen by taking this 5-minute survey (<https://surveyhero.com/c/ytxzv449>) .**

In this survey, you will be asked to share the ways you get informed on CERN news and matters, and your opinions on the various internal communication channels.

(Continued on page 2)

## A WORD FROM THE DIRECTOR GENERAL

### A VERY EXCITING YEAR AHEAD

I'd like to welcome you back and wish you all a very happy new year. I hope you managed to have a restful and enjoyable break.

(Continued on page 2)

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# A WORD FROM THE DIRECTOR GENERAL

## A VERY EXCITING YEAR AHEAD

We have a very exciting year ahead of us as LHC Run 3 gets under way, the FCC Feasibility Study continues to progress and we celebrate the 10<sup>th</sup> anniversary of the discovery of the Higgs boson – to cite just three of the highlights that await us.

The epidemiological situation has obliged us to move to COVID Level 4 – Red as the year begins. This does not equate to a return to safe mode,

and I hope it will be short-lived. Despite the fact that the now-dominant Omicron variant is highly transmissible, there are promising indicators that it may lead to less severe illness. We will be monitoring the situation carefully, with a view to relaxing our COVID level as soon as it is safe to do so.

In the meantime, the Directorate's traditional beginning-of-the-year presentation on 13 January will be fully on-

line. We'll be taking a look back at the remarkable accomplishments of 2021, made possible thanks to the hard work of the full CERN community, and we'll be looking forward to a great year ahead. I hope that many of you will be able to join us.

*The meeting will be held by webcast (<https://webcast.web.cern.ch/event/i1106493>) only.*

Fabiola Gianotti  
Director-General

## INTERNAL COMMUNICATIONS SURVEY: CHANGE THE WAY YOU GET INFORMED ON CERN MATTERS!

We strongly encourage you to participate even if you have never read the CERN Bulletin : it is about finding new ways of keeping you engaged in CERN and its mission and of delivering all the information that you need in a timely manner. We think every member of our community can benefit from this.

Your personal data will be processed only until it is download and anonymised. The analysis of the survey and the presentation of the results will be completely anonymous. The collected data will be used exclusively in the framework of the evaluation campaign. Click

here ([https://cern.service-now.com/service-portal?id=privacy\\_policy&se=internal-events\!notice=internal-communication-survey](https://cern.service-now.com/service-portal?id=privacy_policy&se=internal-events\!notice=internal-communication-survey)) for the privacy notice.

Thomas Hortalá

## ENVIRONMENTAL AWARENESS: GREENHOUSE GAS EMISSIONS

With climate change a growing concern, the Organization is committed to reducing its greenhouse gas emissions



The Prototype 2PACL plant designed by EP-DT-FS: three pump heads coated in ice due to the -53 °C cooling. The plant is a keystone in CERN's endeavours towards replacing fluorinated gases with CO<sub>2</sub>, for the cooling of the detectors of the large LHC experiments (Image: CERN)

The recent UN Climate Change Conference (COP26) in Glasgow once again stressed the importance of combatting climate change through the reduction of greenhouse gas emissions. CERN is committed to participating in this combat.

The first step in this endeavour is to accurately monitor the Organization's greenhouse gas emissions following the Greenhouse Gas Protocol's nomencla-

ture, which breaks down emissions into three scopes: scope 1 refers to the direct carbon dioxide equivalent (CO<sub>2</sub>e) emissions resulting from an organisation's facilities, scope 2 refers to indirect CO<sub>2</sub>e emissions, for example related to the generation and supply of electricity, while scope 3 refers to indirect CO<sub>2</sub>e emissions occurring upstream and downstream of an organisation's activities, such as those linked to mobility and waste.

CERN's direct CO<sub>2</sub>e emissions (scope 1) arise from the Laboratory's industrial infrastructure and on-site activities, such as heating, air conditioning and the vehicle fleet, but the vast majority are generated by the gases in the LHC experiments. These large experiments use a wide range of gas mixtures, including fluorinated gases (F-gases), for particle detection and detector cooling purposes. More than 78% of CERN's direct emissions is due to F-gases, some of which have high Global Warming Potential (GWP)\*.

The Organization set itself the objective of reducing its direct CO<sub>2</sub>e emissions by 28% by the end of 2024 (baseline year: 2018). Because of their major contribution, F-gases are the main focus of these mitigation efforts and CERN has developed an R&D strategy based on gas recuperation, optimisation of current technologies and replacement with more environmentally friendly gases. During LS2, the Organization took important steps towards replacing F-gases with CO<sub>2</sub>, which has a substantially lower GWP, in detector cooling systems. The experiments also carried out a leak repair campaign and investigated environmentally friendly gas mixtures. Despite the difficulties arising from the COVID-19 pandemic, most planned repairs have been or are being carried out.

The indirect emissions related to CERN's electrical power supply and consumption (scope 2) are relatively low as the Laboratory procures low-carbon electricity. Nevertheless, the Organization is committed to limiting its increase in electricity consumption to 5% up to the end of 2024. During LS2, CERN consumed about 64% less electricity, which had a knock-on effect on energy-related emissions.

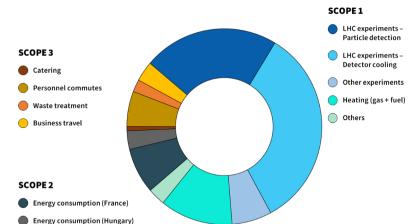
In 2020 and for the first time, CERN assessed its scope 3 CO<sub>2</sub>e emissions, such as those arising from business travel, personnel commutes, catering, waste and water purification. This estimate marks an important step in understanding and controlling the Laboratory's overall emissions. Emissions related to personnel commutes and to long-distance flights in the framework of business travel make up the bulk of CERN's scope 3 emissions. CERN's goals are to keep individual motorised vehicle commuting constant by 2025, despite a growing scientific community, and to better understand and monitor emissions deriving from the Laboratory's procurement. A project was launched by the IPT department in 2021 to address this second goal.

More information about CERN's scope 3 emissions and their reduction priorities can be found in the latest Environment Report.

In addition to setting reduction objectives and mitigation measures, CERN discusses its carbon footprint in international forums, such as the EIROforum, where representatives of eight major research organisations in Europe share their respective experiences.

*This article is part of the series "CERN's Year of Environmental Awareness".*

\* Global Warming Potential (GWP) is defined as the cumulative radiative forcing impact of one unit of a given greenhouse gas, relative to one unit of CO<sub>2</sub>, over a period of time. In practice, it allows comparisons of the global warming impacts of different gases.



*Distribution of CERN's greenhouse gas emissions in 2019 (representative of LS2, before the COVID-19 pandemic) (Image: CERN)*

## RELIVE 2021 AT CERN

### Highlights of the year at CERN, from exciting particle physics results to accelerator milestones and much more

With LHC's Run 3 around the corner, it has been a year of milestones at CERN! Accelerators saw their first beams circulating and experiments went through significant transformations to increase their detection potential.

Among physics results, the discovery of the odderon by the TOTEM and DØ collaborations, the first laser-cooling of antimatter at ALPHA and first candidate collider neutrinos at FASER are only a few that generated awe at the Laboratory. CLOUD, BASE, AMS, LHCb, CMS, ATLAS,

ALICE, ISOLDE and NA64 also had exciting news in store.

Watch this video (<https://youtu.be/R11VywT8gzY>) and enjoy a visual journey through key moments of 2021!

# GUARDIANS OF THE TUNNEL

Artificial intelligence technologies are being deployed to inspect and document cracks in CERN's tunnels in order to assess the risks for the machines inside them



The TIM (Train Inspection Monorail) robot is attached to a rail-like structure and can easily circulate along the entire length of the LHC tunnel. In this picture, basic movements of the built-in robot arm are being tested and showcased by robotics engineer Alejandro Diaz Rosales. (Image: CERN)

With over 60 km of tunnels and more than 80 caverns at depths ranging from 50 to 175 metres, CERN's underground infrastructure is one of the most complex in the world. Most of these tunnels are more than 60 years old, and CERN's geology of moraines, molasse and limestone requires continuous risk assessment as any movement could disrupt or even halt the operation of the accelerator complex.

During LS2, the Future Studies (FS) section of the Site and Civil Engineering (SCE)

department inspected 60 km of underground tunnels and subsurface infrastructure. They found 550 defects, mostly minor. However, of the 8% of faults that were severe, cracks were the most common issue.

Traditionally, an engineer would inspect and manually document cracks and other issues in the tunnels, which is a meticulous and slow process. But a new project being carried out in collaboration with other departments is aimed at finding time-efficient solutions to improve the safety and efficacy of the inspections using new technologies that allow automated analysis, remote inspection and digitalisation.

One of these solutions is the CERN Inspection Tool (TIC – “Collector”), a fully digital, mobile-based app that is fully integrated into CERN's GIS portal and allows users to record a fault, attach photos, measure distances and locate the fault on a map. After an inspection, all the records are uploaded wirelessly to the GIS servers, where they can be viewed immediately on the “Tunnel Inspection” thematic map.

But most recently, artificial intelligence devices native to CERN – like the CERNbot and the TIM robot – are being used to acquire data and photos from the tunnels. These remotely operated robots, developed by the Controls, Electronics and Mechatronics (BE-CEM) group, take inspection photos that are then processed to identify cracks and automatically locate them. Using photogrammetry and deep learning to analyse CERN's underground infrastructure, a team of experts from the Future Studies section and University College Cork (UCC) has developed a real-time crack and feature recognition algorithm. “This remote collection of photos and data obtained using robots promises to allow more regular inspections and less risk to inspectors, although further testing is needed”, said John Osborne, Future Studies section leader.

Another PhD research project involving the SCE department and the UCC explores the use of fibre optic cables to remotely measure underground movements, allowing the tunnels to be continuously monitored even during accelerator operation.

Cristina Agrigoroae

## MICHEL SPIRO PROMOTED TO OFFICER OF THE LEGION OF HONOUR, FRANCE'S HIGHEST ORDER OF MERIT

Michel Spiro was promoted from knight to officer of the Legion of Honour, the highest French order of merit, on 14 July 2021



Some of the guests surrounding the newly appointed officer. From left to right: Laurent Chevalier, Jean Tran Thanh Van, Jens Vigen, Michel Spiro, Larry Sulak, Jean-Louis Faure, Gilles Cohen-Tannoudji (representing his brother Claude Cohen-Tannoudji) and Pascale Goy. (Image: CERN)

Former President of the CERN Council Michel Spiro has been promoted to the

class of officer of the Legion of Honour (*officier de la Légion d'honneur*). The announcement of the order's recipients came in July and Michel Spiro, who is – among other roles – the current president of the International Union of Pure and Applied Physics (IUPAP) and Chair of the Board of the CERN & Society Foundation, was awarded the honour in a ceremony held at the Collège de France on 30 November 2021 in the presence of his family, colleagues and friends.

Claude Cohen-Tannoudji, the 1997 physics Nobel prize winner, awarded the medal

on behalf of the French President in a video transmission. He underlined Michel Spiro's important contributions to astrophysics and particle physics throughout a long international career. Furthermore, he highlighted his current leadership as President of IUPAP, focusing in particular on his enthusiastic promotion of the International Year of Basic Sciences for Sustainable Development, which was recently proclaimed by the United Nations General Assembly. Michel Spiro concluded with a few words about his commitment to the CERN & Society Foundation and thanked all those who had supported him throughout his career.

# THE 2021 FIVE-YEARLY REVIEW COMPLETES ITS COURSE

Formally launched on 1 January 2020, the five-yearly review recently completed its course with the approval by the Council of the proposals put forward by the Management.

This is the culmination of two years of data collection and analysis, consultation with various services across the Organization and in-depth *concertation* with the Staff Association. The process is designed to ensure that the Organization remains attractive, with financial and social conditions tailored to allow it to recruit and retain talent from across its Member States. It also aims to ensure optimal conditions for its fellows, as well as its many associates, in order to guarantee the continued success of the Lab.

As detailed in the Bulletin article on 13 September, the Management's proposals were elaborated and presented, following *concertation* with the Staff Association, to TREF, which conveyed its support for the proposals to the Finance Committee, which in turn recommended them to the Council for final approval. Prior to the presentation to TREF, agreement was reached between the Management and the Staff Association on the proposals regarding maintaining stipends for fellows and subsistence allowances for associated members of the personnel at their current levels. In parallel, a dedicated technical working group was mandated to review the financial resources for associated members of the personnel employed by an external institute; this work is ongoing. Agreement was also reached on the proposal regarding Annex A 1, which anticipates keeping the five-yearly review exercise open until June 2022 to permit a review of the pro-

cedures set out therein, and to allow any necessary technical updates to be made.

The Management and the Staff Association did not, however, reach a common position on the proposal regarding staff salaries. While the Staff Association argued for a 9% increase in salaries, the Management maintained that the data did not support this: this proposal was therefore submitted to the Director-General for arbitration. In the light of the data from salary surveys performed by the ISRP (OECD) and CERN's recruitment and retention report, which confirmed the Organization's continued ability to attract and retain candidates from all its Member States, while acknowledging persistent challenges for some, the Director-General decided to uphold the Management's proposal to maintain salaries at their current levels. More information indicating that the difficulties arise not from salaries, but rather from the wider perspective of family-related criteria, dual careers, the contract policy and myriad other reasons affecting the decision to take up a position abroad can be found here (<https://hr.web.cern.ch/5YR2021-F-AQ>).

In this vein, the benchmarking study on matters related to diversity and inclusion, which the ISRP (OECD) was mandated in 2020 to carry out in the course of this five-yearly review exercise, provides rich and important data. The Management, in collaboration with the Staff Association, is fully committed to following up on the results to ensure that diversity and inclusion matters are not limited to actions being taken once every five years, but are under continuous review.

In December, the Finance Committee unanimously recommended and the Council unanimously approved the Management's proposals. Nevertheless, this study highlighted the need for continued efforts to increase recruitment from underrepresented Member States, in line with the Director-General's strategic objectives. Hiring a diverse, representative workforce is key to CERN's continued success; to that end, dedicated efforts are under way to ensure that we attract a diverse talent pool, with due commitment to the international character of the Organization. The Graduate Programme Review, currently under development, will also play an important role in attracting bright graduates to CERN by ensuring competitive employment conditions, and this in turn will help create a diverse pipeline for our staff contingent of the future. Further, the launch this year of the Diversity and Inclusion programme's 25 by '25 strategy, which is the first ever target-based strategy to boost gender and nationality diversity within the staff and fellows population, is timely and will foster a culture of awareness throughout the Organization and a proactive approach to achieving the objectives collectively.

CERN is a unique organisation, and the rich discussions that have taken place and concerns that have been raised throughout this five-yearly review process underline our common goal of fostering its international and vibrant community so that we can continue to deliver on our mission: science for the benefit of all.

HR department

## WINNERS OF 2019 EU CONTEST FOR YOUNG SCIENTISTS VISIT CERN

The young scientists earned the week-long discovery visit of CERN after designing and prototyping a High-Altitude Micro Air Vehicle



In November 2021, CERN hosted the laureates of the 31st EU Contest for Young

Scientists (EUCYS) – the biggest science fair for young students in the European Union – for a visit of its facilities and experiments. The contest, funded under Horizon 2020, aims to attract young people to a career in science and research.

The 2019 winners, a team of three Polish students based in the Netherlands, designed a drone that could return from the lower layers of the stratosphere with a scientific payload to the launch location and were rewarded with a week-long visit of CERN for their efforts. Unfortunately,

due to restrictions related to the pandemic, CERN has had to postpone the visit, initially planned for 2020, to 2021.

Two of the winners, Lukasz and Mateusz, could eventually make it to CERN, where they visited the laboratory's many facilities and experiments, from CERN's Synchrocyclotron to ATLAS, and IdeaSquare. As part of their visit, they were invited to print metal objects on the Organization's metal 3D-printers. Mateusz designed a piece inspired by cave paintings left behind by early humans

while Lukasz created a replica of an octupole magnet inspired by their visit to the Antiproton Decelerator.

Lukasz and Mateusz expressed their deep gratitude for an experience which they said strengthened their resolve to continue their academic studies. They voiced interest in applying for student internships at CERN to further explore the many facets of engineering.

*Julie Capitaine*

## COMPUTER SECURITY: DISASTER FOR YOUR CROWN JEWELS

**You, as a CERN service manager, data taker, control system expert, trigger master, software custodian or document librarian, have a professional responsibility to ensure that your crown jewels are properly protected and backed up**



(Image: CERN)

Following one of our previous articles on ransomware ("The risk of losing it all...") and the three mantras to counter it – don't get it; don't pay; have disaster-recovery means in place – let's discuss that third mantra again. How to avoid a disaster for your "crown jewels".

Crown jewels? Of course, here we don't mean the shiny carbon pellets belonging to the Queen of the United Kingdom and stored in the Tower of London but rather documents, files, settings and other data whose unrecoverable loss would signify a tremendous trauma for you and a significant setback for the Organization. A real disaster. Like you losing all your precious family photos from the day you and your kids were born. Some CERN examples might be:

- calibration data of accelerator or experiment components that took months of cosmic runs, low-intensity runs or other special runs to acquire or whose values have been

fine-tuned over years of operation – think of cryogenics systems, the beam loss monitors, silicon trackers and calorimeters;

- calibration data, fudge factors, efficiencies, run information and similar values gained after iterations of reprocessing of physics data, accumulated knowledge of detector performance, zillions of cross-checks, and essential data for the correct interpretation thereof;
- physics analysis software – online or offline – leading to major discoveries;
- all the data necessary to perform a cold restart of your control system or computing service, or to reinstall it from scratch without the process taking more than a few days;
- configuration data essential for running computing services like the Active Directory, the collection of Puppet manifests or the EOS file catalogue;
- records of historical value like photos or our funding documents;
- Pension Fund records and investment plans;
- contracts, NDAs and other documents signed by and committing the Organization.

Ideally and theoretically, all that data (and any other crown jewels you know of and hold dear) should be placed in the safe custody of the IT department with multiple and independently stored copies in place,

tested for recovery and well protected against alteration. But given the complexity and heterogeneity of the Organization, it's better to be safe than sorry and to double-check.

Do you own any of the aforementioned or any other crown jewels? Where do you store them? Do the storage owners and storage managers know about them? Have they put the right means in place to really guarantee fully independent, unalterable and verified back-ups? Are you sure that your expectations of back-ups, business continuity and disaster recovery matches what they offer? Tell us by email at Computer.Security@cern.ch.

Remember that there are three kinds of people: (1) those who don't back up (and regret it later), (2) those who back up but don't check their back-ups (and definitely regret it later), and (3) those who back up and check their back-ups. It's not too late to check! You, as a CERN service manager, data taker, control system expert, trigger master, software custodian or document librarian, have a professional responsibility to ensure that your crown jewels are properly protected and backed up. So, talk to us or your storage provider. Figure out how your mission-critical information assets are handled. And make disaster recovery a priority. Otherwise, you risk losing it all... which would be a disaster for your crown jewels, and for CERN.

## **OMBUD'S CORNER: THREE POWERFUL TOOLS TO MEET THE CHALLENGES OF 2022!**

**As this brand new year starts, I would like to offer my best wishes, from the Ombud's Office, for a healthy, happy and successful 2022!**

As this brand new year starts, I would like to offer my best wishes, from the Ombud's Office, for a healthy, happy and successful 2022!

In addition to such traditional (and highly appreciated) wishes, what else could we wish each other as colleagues?

Looking back on the year 2021 and on the issues that were raised in the Office, the first wish that comes to my mind is "**360-degree respect**". Indeed, we could wish that respect for others would guide all of our actions and behaviours: between peers and colleagues, up and down the hierarchical line, throughout project structures and, most importantly, when we implement procedures and processes. Although these are dictated by our procedural framework and agreed strategies, there are always, for each of us, two ways of working: 1) applying rules and strategies, 2) applying rules and strategies with respect for others. Treating colleagues as we would like to be treated ourselves makes a huge difference in the way we feel at work!

Over the past two years, mostly because of the pandemic but also because of the multiple other challenges that the Laboratory faces, we have all had to adapt to new ways of working and interacting with colleagues. We have had to find new solutions and come up with creative ideas. While

reflecting on our ability to adapt, I stumbled upon a very interesting interview with Christian Clot, a French-Swiss researcher and explorer and the founder of the Human Adaptation Institute, who was recently in the spotlight for his Deep Time experiment in the cave of Lombries. The following extract from this interview resonates particularly well with our community at the beginning of the year:

"Certain hypotheses are gradually confirmed in all our works. First hypothesis: without positive emotion, there is no possible adaptation. Second hypothesis: the management of fatigue is essential. Even in small doses, fatigue generates a lot of errors. Third hypothesis: expertise is not an adaptive solution. That is to say that people with the most diversified cognitive capacities have resources that are far superior to others. If we extrapolate, organisations that have a diversity of human resources do much better than others."

Wouldn't you agree with me that this could inspire a second wish for the new year: shouldn't we leverage, now more than ever, our **diversity** ?

Still rubbing Aladdin's lamp, the third wish that all of us in the CERN community could share is to get closer to what **collaboration**, an extensively used term at CERN, fundamentally is: "working WITH someone

in a COMMON endeavour". Too often in the Ombud's Office, I listen to colleagues affected by conflicts where parties have forgotten that they are working together, towards a common goal, which is the mission of CERN for scientific research, education and peace. I also see colleagues significantly affected by power struggles, fights for scope of authority, competition for influence, and so on. To work in the collaborative spirit that is in CERN's very DNA could be another precious wish for 2022. Don't you think so?

**We members of the CERN community are lucky to have, among others, three of the most powerful tools to tackle the new year's challenges: respect, diversity and collaboration. Again, let me wish you and your loved ones a very happy new year and great success in all your endeavours!**

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*I want to hear from you – feel free to email [ombud@cern.ch](mailto:ombud@cern.ch) with any feedback or suggestions for topics you'd like me to address.*

*NB: If you would like to be notified about posts, news and other communications from the CERN Ombud, please register to receive the CERN Ombud news.*

*Laure Esteveny*

# Official communications

## SWISS AND FRENCH LEGITIMATION CARDS: ENHANCED COOPERATION BETWEEN THE CARDS OFFICE AND THE REGISTRATION SERVICE FROM JANUARY 2022

Following the excellent cooperation put in place since the start of the COVID-19 pandemic for an optimal management of Swiss and French legitimation cards, from January 2022, the Cards Office and the Registration service will strengthen their collaboration on a more permanent basis.

From January 2022, for the submission of documents, the return and withdrawal of Swiss and French legitimation cards, members of the personnel<sup>(1)</sup> must report exclusively to the Registration service (building 55/R-001) from 1:30 p.m. to 6.30 p.m. Monday to Friday.

The Registration service will collect and verify the legibility and compliance of the

documents, ensure that the files are complete and issue, if applicable, and in particular upon return of cards, a certified true copy of said cards.

Once the documents have been sent by the Registration service to the Cards Office, the latter will process the requests with the authorities of the Host States, and remain the main point of contact for any advice or information on the various processes related to Swiss and French legitimation cards (see the relevant pages of the admin e-guide<sup>(2)</sup>).

Users (USER), Cooperation Associates (COAS) and Visiting Scientists (VISC)

should continue to liaise with the Users' Office.

*Cards Office, HR Department  
Registration service*

<sup>(1)</sup>Staff (STAF), Fellows (FELL), Students (DOCT, TECH, ADMI), trainees (TRNE), Project Associates (PJAS), Experiment Associates (EXAS), Scientific Associates (SASS), Corresponding Associates (CASS) and Guest Professors (GPRO).

<sup>(2)</sup>Admin e-guide, French cards, Swiss cards.

*HR department*

## EMERGENCY STOP TESTS ON THE PRÉVESSIN SITE ON SATURDAY 29 JANUARY 2022 (6 A.M. – 8 P.M.)

Frequent power cuts will occur on the Prévessin site (bldg. 867-864-865-866-892-904-927-926-880-881-939-771-937-947). The EN-EL group recommends that

you turn off all your critical equipment and computer equipment.

For any further information please refer to the "note de coupure (<https://impact>.

<cern.ch/impact/secure/pdfTemplate/ndc/EN-EL-NdC-186988-1>".

*EN-EL group*

## INTRODUCTION OF A NEW AND IMPROVED “ALLIANZ CARE” HEALTHCARE PLAN FOR CERN MPAS AS OF 1 JANUARY 2022

As of 1 January 2022, a **new and improved Allianz health insurance plan** is in place for CERN MPAs (associated members of personnel, e.g. users) and their accompanying family members (financially dependent spouse or partner and children who are living in France or Switzerland).

The **new plan has replaced the previous plan** that had been available since 2015. The conditions and benefits fulfil CERN's requirements of adequate health insurance cover in Switzerland and France, as well as in any countries visited on duty travel.

**Main improvements** compared to the previous plan:

- Any cover period possible between 30 days (minimum) and 1 year (maximum), with the possibility of extension

- Lower premiums and different premiums for adults and children (80% of adult premiums). 30-days premiums for adults under the new plan: 309,09 euros (247,27 euros for children).
- Payments by credit card or bank transfer (single payment or quarterly payments)
- Expat assistance programme, travel security service
- Health and wellness support programme, digital health app, MyHealth Digital Services
- Second medical opinion service

The insurance is **valid worldwide, with the exception of the United States**, where only emergency cover is available. No health examination or questionnaire is required and pre-existing conditions are not excluded from the cover.

To be eligible, the MPA and family members must all be under the age of 75 on the date on which their cover begins and have a valid contract of association with CERN. For future MPAs, the attestation of pre-registration of association with CERN is sufficient.

In addition to the above, cover for members residing in Switzerland without a valid

Swiss legitimation card "P" is limited to an overall maximum period of 90 days.

The **platform for subscription to the new plan**, including a table of benefits and benefit guide, is available at: <https://www.allianzcare.com/en/group-hub/cernmpa.html>

See also the Users Office webpage for **general information on health insurance** for MPAs: <https://usersoffice.web.cern.ch/health-insurance-information>

*Michael Hauschild*

## MODIFICATION NO. 18 OF THE STAFF RULES AND REGULATIONS (11TH EDITION)

In accordance with recommendations made by the Finance Committee and decisions taken by Council in December 2021 (CERN/FC/6530-CERN/3605), please find below the pages of the Staff Regulations which have been updated further to the modifications coming into force on 1 January 2022:

- Annex R A 5 of the Staff Regulations, (Monthly basic salaries of staff members), *modification of page 71*
- Annex R A 6 of the Staff Regulations, (Stipends of fellows), *modification of page 72*

The complete updated electronic version of the Staff Rules and Regulations is accessible via CDS (<https://cds.cern.ch/record/1993099?ln=en>).

## CERN HEALTH INSURANCE SCHEME (CHIS) – MONTHLY CONTRIBUTIONS AS OF 1 JANUARY 2022

As the CHIS contribution rates are unchanged for 2022, the CHIS contributions have evolved with the change in the relevant Reference Salary (see Chapter XII of the CHIS Rules). Thus, as of 1 January 2022, the lump-sum monthly contributions based on Reference Salary II will be as follows:

### Lump-sum contributions for voluntary members

The monthly contribution for voluntary members (e.g. users and associates) with the normal health insurance will be 1239 CHF per month, whilst for those with the reduced health insurance it will be 619 CHF.

### Lump-sum contributions for post-compulsory members other than CERN pensioners

For post-compulsory members other than CERN pensioners, the monthly contribution will be 1323 CHF in the case of former staff members and former spouses continuing their affiliation, whilst in the case of formerly dependent children continuing theirs it will be 529 CHF.

*HR department*

# OFFICIAL HOLIDAYS IN 2022 AND END-OF-YEAR CLOSURE 2022/2023

## (Application of Articles R II 4.38 and R II 4.39 of the Staff Regulations)

**Official holidays in 2022 (in addition to the special leave during the annual closure):**

- Monday, 3 January (compensation granted for 1<sup>st</sup> January, New Year)
- Friday, 15 April (Good Friday)
- Monday, 18 April (Easter Monday)
- Thursday, 26 May (Ascension day)

- Friday, 27 May (compensation granted for 1<sup>st</sup> May)
- Monday, 6 June (Whit Monday)
- Thursday, 8 September ("Jeûne genevois")
- Thursday, 22 December (compensation granted for 24<sup>th</sup> December, Christmas Eve)
- Friday, 23 December (compensation granted for 25<sup>th</sup> December, Christmas)
- Friday, 30 December (compensation granted for 31<sup>st</sup> December, New Year's Eve)

**Annual closure of the site of the Organization during the Christmas holidays:**

The Laboratory will be closed from Thursday 22 December 2022 to Wednesday 4 January 2023 inclusive (without deduction of annual leave). The first working day in the New Year will be Thursday 5 January 2023.

hr.leave@cern.ch

*HR department*

## EXTENSION OF THE PRE-RETIREMENT PROGRAMMES

Following a recommendation by the Standing Concertation Committee at its meeting on 18 November 2021 and approval by the Director-General, please note that:

- the Part-Time Work as a Pre-retirement Measure Scheme and the Progressive Retirement Programme

have been extended by one year, from 1 January 2022 until 31 December 2022.

Further information is available on the following links:

Progressive retirement programme (<https://admin-eguide.web.cern.ch/en/>)

*procedure/progressive-retirement-programme-prp*

Part-time work as a pre-retirement measure (<https://admin-eguide.web.cern.ch/en/procedure/part-time-work-pre-retirement-measure-ptp>)

*HR department*

## ANNUAL ADJUSTMENTS TO FINANCIAL BENEFITS WITH EFFECT FROM 1 JANUARY 2022

In accordance with recommendations made by the Finance Committee and decisions taken by Council in December 2021, certain financial benefits impacting salaries and stipends have been adjusted, with effect from 1 January 2022:

- A 0.30 % increase to the scale of basic salaries paid to Staff Members

and to the scale of stipends paid to Fellows (Annexes R A 5 and R A 6 of the Staff Regulations).

- No adjustments have been made to subsistence allowances, family, child and infant allowances (Annex R A 3 of the Staff Regulations) and to payment ceilings of education fees (Annex R A 4 of the Staff Regulations).

The amended text of the Staff Regulations will be available shortly on the Web at: CERN Staff Rules and Regulations (<https://cds.cern.ch/collection/Staff%20Rules%20and%20Regulations?In=en>).

*HR department*

# CERN REMUNERATION CALENDAR IN 2022

To all members of the personnel in receipt of remuneration from CERN

In 2022, net monthly remuneration will be paid into individual bank accounts on the following dates:

- Tuesday 25 January
- Friday 25 February

- Friday 25 March
- Monday 25 April
- Wednesday 25 May
- Friday 24 June
- Monday 25 July
- Thursday 25 August

- Monday 26 September
- Tuesday 25 October
- Friday 25 November
- Tuesday 20 December

FAP department

## Announcements

### DATA PROTECTION DAY 2022: “BIG PERSONAL DATA PROTECTION”

After the success of last year's event, four EIROforum organisations – CERN, EMBL, ESA and ESO – join forces to bring you a shared webinar on data protection on Friday 28 January 2022 from 12 to 2 p.m.

More information on Indico (<https://indico.cern.ch/event/1104742/>).



Office of Data Privacy

#### Data Protection Day

A joint event of CERN, EMBL, ESA and ESO

28<sup>th</sup> January 2022, 12:00 – 14:00 h

Online event

Program and Zoom link available:  
<https://indico.cern.ch/event/1104742/>

Free participation. Registration not required.

**Big data includes big opportunities and big privacy concerns.**  
Three experts look at the topic from different perspectives. Join them for a fascinating discovery.

[www.cern.ch](http://www.cern.ch)    [www.esa.int](http://www.esa.int)    [www.eso.org](http://www.eso.org)    [www.embl.org](http://www.embl.org)

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### ACCELERATORS FOR THE ENVIRONMENT: ANNOUNCING I.FAST'S 2022 CHALLENGE-BASED INNOVATION PROGRAMME

Students can now apply to the I.FAST project's programme, which will challenge participants to find new and innovative societal applications for accelerators



I.FAST, an EU-funded project, announces the first edition of its Challenge-Based Innovation (CBI) programme.

In summer 2022, the EU-funded I.FAST project will challenge students to find new and innovative societal applications for accelerators. (Image: CERN)

24 Bachelor's to Master's -level students from different disciplines at various European universities will be selected to explore innovative ways in which accelerators and related technologies could be used to meet societal challenges related to Horizon Europe's missions.

The programme lasts nine days, will be held in English, and will take place at the European Scientific Institute (ESI), located in Archamps, near Geneva. At the end of the programme, students will be invited to CERN to present their work in front of a jury made up of experts from knowledge transfer, industry, science and non-

governmental and international organisations operating in fields related to the challenge.

Applications are welcome from students from all backgrounds and disciplines. Preference will be given to students in the second cycle of university studies (between their third and fifth years of university) and to those studying at universities located in countries that are members of I.FAST (see the list at <https://ifast-project.eu/participants>).

To apply, fill in the form at: <http://www.ifast-cbi.particle-accelerators.eu/application/>

The application form (<https://indico.cern.ch/event/1093999/registrations/77197/>) must be submitted before 11:59 p.m. (Geneva time) on 14 February 2022.

For more information and a detailed calendar of the programme, please read the full article on the I.FAST (<https://ifast-project.eu/news/announcement/opportunities/how-can-particle-accelerators-address-environmental-issues-10-day>) webpage.

Nicolas Delerue