



Staff / Association du personnel  
Semaine / Week 38 - 18/09/2026 - No. 480

## La réforme de la justice interne, un travail de longue haleine qui touche à sa fin

La réforme de la justice interne de l'Organisation est un dossier majeur en parallèle de l'examen quinquennal car, en tant qu'employeur et État, le CERN établit ses propres lois et rend ainsi toute la communauté du CERN dépendante de ces mécanismes, qui englobent les procédures de recours, de discipline et de harcèlement.

Cette réforme a demandé plus de 6 ans de concertation, au travers d'un groupe de travail et de discussions menées au Comité de concertation permanent (CCP). Elle a vu son aboutissement cette année avec la création d'une nouvelle Circulaire administrative n°34 (CA34) et d'une Circulaire opérationnelle n°12 (CO12), remplaçant la CO 9 et la CO 10 qui encadrait les procédures liées au harcèlement et à la fraude. Un article co-signé par le Directeur général et le Président de l'Association du personnel devrait être publié dans le Bulletin pour expliquer les principaux changements, sans rentrer dans le détail de la longue et difficile concertation qui permet d'aboutir à ces dispositions, ce que nous essayons d'expliquer ici.

Nous remercions tous les collègues qui ont œuvré à ce résultat majeur qui devrait permettre une meilleure administration de la justice au CERN.

Les immunités dont bénéficient les organisations internationales telles que le CERN empêchent les membres de son personnel de saisir les tribunaux nationaux pour tout problème « interne ». Les mécanismes de justice interne sont alors fondamentaux à son bon fonctionnement : ils sont les seuls à permettre de corriger tout errement, incompréhension, erreur ou différend. Leur bon fonctionnement nous permet à tous de pouvoir travailler confiant dans le respect des règles.

En 2020, après avoir observé des évolutions dans d'autres organisations, un groupe de travail paritaire sur la justice interne (IJWG) comprenant des représentants de l'administration et de l'Association du personnel (AP) a été créé. Après de premières discussions, celui-ci a recommandé une étude de deux expertes externes afin d'explorer les forces et faiblesses de notre système, en place depuis plusieurs dizaines d'années, et de faire des propositions. Un rapport de 89 pages a été finalisé début 2023, avec 20 recommandations, parmi lesquelles : le renforcement des mécanismes informels de résolutions des conflits, l'obligation de procéder à une demande de réexamen avant tout recours interne, la « professionnalisation » de la Commission paritaire consultative des recours (CPCR), la consolidation des investigations et la suppression de la Commission paritaire consultative de discipline (CPCD). Ces recommandations ont alors été longuement étudiées et discutées dans le groupe de travail afin de cerner très précisément leur impact.

Pour commencer par la suppression de la CPCD, cela supposait que l'administration serait alors seule à décider des sanctions et limitait de fait toute procédure contradictoire à la procédure d'appel de cette décision au travers la CPCR. L'AP s'est fermement opposée à ce changement car, entre autres, un tel recours ne serait pas suspensif (la sanction serait appliquée immédiatement, avec toutes ses conséquences) et la réputation et la carrière de la personne concernée seraient à jamais entachées (quel que soit le résultat de la procédure contradictoire, qui permet de confronter les opinions et de raffiner la compréhension de ce qu'il s'est passé). Heureusement, l'administration et l'AP ont pu s'aligner sur le sujet et cette recommandation a été écartée.

La rigueur professionnelle de nos collègues qui ont participé à des procédures d'appel ou de discipline n'a pas été remis en cause par le rapport et nous les remercions pour leurs contributions. Les recommandations en faveur de la « professionnalisation » étaient principalement à deux niveaux : la création d'un secrétariat de la justice interne dans lequel un juriste soutient les procédures et assure un suivi, et l'externalisation de la présidence de la CPCR (et de la CPCD) à un juriste professionnel à la place d'un collègue Cernois. À cause de cela, pour assurer l'égalité des armes, du fait que la présidence et l'administration seraient représentées lors des audiences par des juristes, l'AP a défendu qu'il était nécessaire d'autoriser nos collègues à être eux-mêmes accompagnés par un juriste. Sur ce point encore, l'administration a accepté que l'accompagnement des personnes concernées lors des CPCR et CPCD soient étendue à n'importe quelle personne, ce qui comprend donc des juristes (externes).

Bien d'autres points ont été discutés sur le sujet ces dernières années, et nous remercions encore une fois fortement toutes les personnes impliquées, en particulier les membres du IJWG pour leur travail sans relâche et de longue haleine. Nous ne pouvons malheureusement pas tout traiter dans cet article de l'ECHO, mais nous reviendrons dans le prochain numéro sur d'autres éléments de la réforme.

## The reform of internal justice: a long-standing effort nearing completion

The reform of the Organization's internal justice system is a major undertaking running in parallel with the five-yearly review, because as an employer and a State, CERN establishes its own laws, making the entire CERN community dependent on these mechanisms, which encompass appeal, disciplinary and harassment procedures alike.

This reform required more than six years of concertation, carried out through a working group and discussions held within the Standing Concertation Committee (SCC). It came to fruition this year with the creation of a new Administrative Circular No. 34 (AC34) and Operational Circular No. 12 (OC12), replacing OC9 and OC10, which had governed procedures relating to harassment and fraud. An article co-signed by the Director-General and the President of the Staff Association is expected to be published in the Bulletin to explain the main changes, without going into the detail of the long and difficult concertation process that led to these provisions, which is what we try to explain here.

We thank all the colleagues who worked toward this major achievement, which should enable better administration of justice at CERN.

The immunities enjoyed by international organizations such as CERN prevent members of its personnel from bringing any "internal" matter before national courts. Internal justice mechanisms are therefore fundamental to its proper functioning: they are the only means of correcting any misstep, misunderstanding, error or dispute. Their proper functioning allows all of us to work with confidence that the rules will be respected.

In 2020, after observing developments in other organizations, a joint working group on internal justice (IJWG), comprising representatives of the Administration and the Staff Association (SA), was set up. Following initial discussions, it recommended a study by two external experts to explore the strengths and weaknesses of our system, which had been in place for several decades, and to make proposals. An 89-page report was finalized in early 2023, containing 20 recommendations, among them: strengthening informal conflict-resolution mechanisms, making a request for review mandatory before any internal appeal, the "professionalization" of the Joint Advisory Appeals Board (JAAB), the consolidation of investigations, and the abolition of the Joint Advisory Disciplinary Board (JADB). These recommendations were then studied and discussed at length within the working group in order to pin down precisely their impact.



Starting with the abolition of the JADB: this would have meant that the Administration alone would decide on sanctions, effectively limiting any adversarial procedure to the appeal of that decision before the JAAB. The SA firmly opposed this change because, among other things, such an appeal would not have suspensive effect (the sanction would be applied immediately, with all its consequences), and the reputation and career of the person concerned would be permanently damaged, regardless of the outcome of the adversarial procedure, which allows differing views to be confronted and understanding of what happened to be refined. Fortunately, the Administration and the SA were able to align on this point, and the recommendation was set aside.

The professional rigor of our colleagues who have taken part in appeal or disciplinary proceedings was not called into question by the report, and we thank them for their contributions. The recommendations in favour of "professionalization" mainly concerned two aspects: the creation of an internal justice secretariat, in which a legal officer supports proceedings and ensures follow-up, and the outsourcing of the chairmanship of the JAAB (and the JADB) to a professional legal officer instead of a CERN colleague. Because of this, to ensure equality of arms, given that the chairmanship and the Administration would be represented at hearings by legal professionals, the SA argued that it was necessary to allow our colleagues to likewise be accompanied by a legal professional. On this point too, the Administration agreed that the support available to the persons concerned during JAAB and JADB hearing would be extended to any person of their choosing, which therefore includes (external) legal professionals.

Many other points were discussed on this subject over the past few years, and we again extend our warm thanks to everyone involved, in particular the members of the IJWG for their tireless and long-standing work. Unfortunately, we cannot cover everything in this ECHO article, but we will return in the next issue to other elements of the reform.

## 2026 by-elections to Staff Council for Graduate Representatives

### The Staff Association needs you, stand as a candidate!

With the end of contract of two Graduate representatives, the Staff Council has decided to hold by-elections in this electoral college to replace them, so that Graduates can have their own representatives and voice their ideas, expectations, and goals. This is a key step in ensuring the Staff Association's (SA) representativity and its ability to promote, serve, and defend the economic, social, professional, and moral interests of its members and of all CERN personnel.

**All Graduates members of the Staff Association are eligible to stand and submit their candidacy. Two seats are to be filled, and the call for applications begins on 17 September 2026 and closes on 30 October 2026 at 5:00 p.m.**

#### Calendar:

- **Thursday 17 September**  
Call for applications
- **Friday 30 October, at 5.00 p.m.**  
Closing date for receipt of the application
- **Monday 9 November, at noon**  
Starting date for voting
- **Monday 23 November, at noon**  
Closing date for voting
- **Thursday 26 November and Thursday 10 December**  
Publication of the results in Echo

#### What is the role of the staff delegate?

Staff delegates play an essential role within the Organization. They are the primary point of contact and link between the colleagues who elected them and the Staff Association: they voice their colleagues' views and aspirations within the Association's bodies; they convey the Association's views to their colleagues; and they provide support to their colleagues when issues related to their presence at CERN arise. They participate in Staff Council meetings, which are primarily responsible for determining the Staff Association's policy.

In addition, staff delegates are required to actively participate in at least one of the Staff Association's internal commissions on specific topics such as pensions, social protection, conditions of employment, health and safety, legal matters, drafting articles, or information and training issues. They must share their ideas and proposals, and the Association mandates them to participate in the work of the Organization's official bodies or various working groups.

Lastly, the staff representative's most important responsibility is to serve and advocate for the staff and to be an active member of the Organization, for example by contributing to the review and drafting of its "laws" (Operational and Administrative Circulars) and its processes. The staff representative must take this responsibility seriously and ensure that the interests of the staff are well represented at all times.

#### Program of work of the Staff Association for the mandate 2026 - 2027

The new Staff Council has approved the program of work put forward by the new Executive Committee for its 2026–2027 mandate. As part of this program, a staff survey was carried out, which identified difficulties faced by Graduates and highlighted several areas where targeted improvements could strengthen their experience at CERN and the Organization's attractiveness as an employer, including:

- Contract policy;
- Workload, recognition, and career development;
- Training, support, and equality in the workplace;
- Social protection and concerns at the end of contract.

Becoming a delegate is also a personal and professional development.

As well as representing your Graduate colleagues, becoming a delegate is a rewarding experience with many benefits.

It allows you to explore different aspects of the Organization that you may never have encountered before, to acquire new skills through new roles and activities that will be useful in all areas of your work at CERN, and to meet new colleagues.



## Public meeting

The Staff Association is pleased to invite you to its public meeting dedicated to users:

**Thursday 24 September 2026 at 13:30**  
**31/3-004 IT Amphitheatre (in English and French)**

<https://indico.cern.ch/event/1717380/>

This meeting will focus on the Staff Association's analysis of the survey results and their implications for the future.

Your participation matters!

## Réunion publique

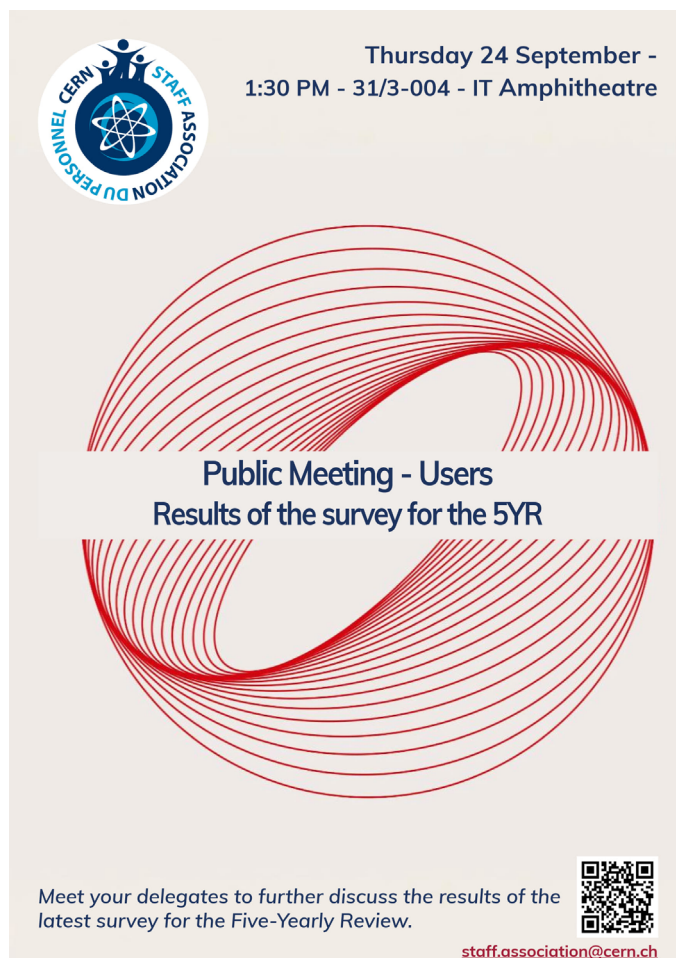
L'Association du personnel est ravie de vous inviter à sa réunion publique dédiée aux utilisateurs :

**Jeudi 24 septembre 2026 à 13h30**  
**31/3-004 Amphithéâtre IT (en anglais et en français)**

<https://indico.cern.ch/event/1717380/>

Cette réunion sera consacrée à l'analyse des résultats de l'enquête par l'Association du personnel et à leurs implications pour l'avenir.

Votre participation compte !



The poster features the CERN Staff Association logo at the top left. The main title is "Public Meeting - Users Results of the survey for the 5YR". The date and time are "Thursday 24 September - 1:30 PM - 31/3-004 - IT Amphitheatre". A QR code is located at the bottom right, with the text "Meet your delegates to further discuss the results of the latest survey for the Five-Yearly Review." and the email "staff.association@cern.ch" below it. The background has a large, stylized red graphic resembling a sine wave or a series of overlapping loops.

## 2026 GAC-EPA Information Sessions

The GAC information sessions:

- 09/29/2026
- 11/03/2026
- 12/01/2026

The [meetings](#) are held in the Staff Association meeting room (Bldg 61) between 1.30 pm and 4 pm.

You can contact the members of the GAC-EPA Committee responsible by e-mail, using the contact form: [GAC-EPA contact form](#).

## Permanences 2026 du GAC-EPA

Dates des permanences :

- 29/09/2026
- 03/11/2026
- 01/12/2026

Les [permanences](#) se tiennent dans la salle de réunion de l'Association du personnel (Bât. 61) entre 13h30 et 16h.

Vous pouvez contacter les membres du Comité GAC-EPA chargés des permanences par courriel, via le formulaire de contact : [GAC-EPA formulaire de contact](#).





Association du personnel  
**EXHIBITION**

09/21/2026 to 09/30/2026  
CERN MAIN BUILDING

**A LOOK AT CHILDREN**

*"Every creation tells a story: that of a child who discovers, experiments, imagines and grows. As the new school year begins, this exhibition invites us to look at children's creations differently: not simply as objects they have made, but as traces of a journey of learning, discovery and self-expression"*



More information: <https://indico.cern.ch/event/1721888/>



## Exhibition

You are invited to the exhibition **"A Look at Children"**:

Every creation tells a story: that of a child who discovers, experiments, imagines and grows. As the new school year begins, this exhibition invites us to look at children's creations differently: not simply as objects they have made, but as traces of a journey of learning, discovery and self-expression.

**09/21/2026 to 09/30/2026**

**CERN Main building**

<https://indico.cern.ch/event/1721888/>

## Exposition

Vous êtes invité-es à découvrir l'exposition « **Un regard sur les enfants** » :

Chaque réalisation raconte une histoire : celle d'un enfant qui découvre, expérimente, imagine et grandit. À l'occasion de la rentrée, cette exposition nous invite à regarder autrement les productions des enfants : non pas seulement comme des objets créés, mais comme les traces d'un chemin d'apprentissage, de découverte et d'expression.

**21/09/2026 au 30/09/2026**

**Bâtiment principal du CERN**

<https://indico.cern.ch/event/1721888/>

## La Place des Femmes dans les Sciences

Tous à vos calendriers ! L'association a le plaisir de vous inviter à une prochaine conférence.

Cette conférence proposera une analyse de la place des femmes dans les sciences, en adoptant une perspective historique et contemporaine.

**Lundi 12 octobre 2026 à 17h30**

**503/1-001 - Salle du conseil**

Pour plus d'informations et pour vous inscrire, rendez-vous sur: <https://indico.cern.ch/event/1729436/>

## The Place of Women in Science

Save the date! The Association is pleased to invite you to an upcoming conference.

This talk will offer an analysis of the place of women in science, from both a historical and contemporary perspective. It will address the structural obstacles that have led to the erasure of many female figures from scientific narratives, as well as how this dynamic is evolving today.

**Monday, 12 October at 5:30 PM**

**503/1-001 – Council Chamber**

For more information and to register, visit: <https://indico.cern.ch/event/1729436/>



**La Place des Femmes dans les Sciences**

**Lundi 12 Octobre 2026 17:30**  
**CERN 503/1-001 COUNCIL CHAMBER**

Isabelle Vauglin abordera les obstacles structurels qui ont conduit à l'invisibilisation de nombreuses figures féminines dans les récits scientifiques, ainsi que la manière dont cette dynamique évolue aujourd'hui.  
Conférence tenue en français



## Historic win at the CERN Croquet Club



The CERN Croquet Club hosted its annual International Gateball Singles and Doubles Tournament over the weekend, welcoming players from several European clubs for two days of friendly, yet competitive play.

The club was especially honoured to welcome Keiichi Imagawa, President of the World Gateball Union, who travelled from Japan especially to attend the tournament. His presence made the weekend particularly memorable for the organisers and players.

In the doubles competition, Udo Thome and Theo Densborn from Gransdorf, Germany, claimed the title after defeating Nina Underhill (SCE-SAM-FM) and her partner, Sylvie Mouquet from Beaune, France, in the final.

The singles competition concluded with a historic all-women final between doubles partners Nina and Sylvie. Nina secured the victory, becoming the first woman to win the tournament's Singles Cup — an important milestone in the event's history.

The CERN Croquet Club gives members the opportunity to enjoy three related but distinctive lawn sports: traditional Croquet, the fast-paced Japanese team sport of Gateball, and Lawn Bowls. The club welcomes both beginners and experienced players, offering regular playing sessions, coaching and friendly competitions in an international and sociable atmosphere.

Congratulations to all the winners and participants and thank you to everyone who helped make this year's international tournament another great success.

For more information about the club, please visit [croquet.web.cern.ch](http://croquet.web.cern.ch).



NOVAE & THE STAFF ASSOCIATION  
PRESENTS  
**RESTAURANT N°1**  
**FRIDAY | 25 SEPTEMBER**  
**18:00 TO 02:00**

More info  
& register here





**novae**  
Partenaire du goût