Subject: CERN’s resubmission file to the HR Excellence in Research Award

To whom it may concern,

Further to CERN’s application to the HR Excellence in Research Award being rated as “pending (minor modifications)”, we thank you for your specific recommendations that we have carefully studied.

You will find enclosed our resubmission file, comprising the following documents duly completed by CERN, taking due consideration of the recommendations:

- In reply to the recommendations to provide evidence of the extent to which a representative community of researchers has been involved in the process and details on the survey, please find enclosed a document on the surveys on employment conditions at CERN (Document 1) as well as the description of the methodology for the CERN C&C Gap Analysis Survey (Document 2), explaining how we involved the community of researchers at large in the preparation of the application file, not only in the consultation process but also in the production of the action plan as well as the description of the survey.

The community of researchers will also be actively involved in the continuous process of the application and regular revisions of the action plan.

- Template 1: Gap Analysis
  the Gap Analysis has been revised to take into account the comment on the objective linked to Point 31 (see track changes).
  Template 1 – Annex: Open, Transparent and Merit-based Recruitment Check-list

- Template 2: HR strategy – Action Plan:
  Annex 1: Extended version of the Action Plan
  Annex 2: Synoptic table of the Action Plan

The Action Plan, its extended version and synoptic table have been revised to take into account the comment on the objective linked to Point 31 (see track changes).
Two new objectives were also added at the beginning of the Action Plan:

- **an employee survey will be carried out in 2019** to probe the personnel on the main employment conditions to define the topics that will drive the next 5-yearly review of 2020;

- **a survey for Fellows (young R2 researchers, BSc, MSc and PhD graduates) will be carried out in 2019** on their work satisfaction and job engagement.

Indicators / targets for each objective are indicated in the last column of the Action Plan table.

- A document showing a screenshot of the Welcome Page of the CERN HR webpages, cern.ch/hr (Document 3), shows a **screenshot of this webpage** where we have added prominently the information related to CERN’s endorsement of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. This further links to the dedicated webpage on the HR website providing more details on CERN’s endorsement to the C&C and on our application for the HR Excellence in Research Award.

The complete application file can be found at: [https://hr-dep.web.cern.ch/content/cern-and-eu-charter-and-code](https://hr-dep.web.cern.ch/content/cern-and-eu-charter-and-code)

We thank you for your recommendations related to the implementation phase that will help us pursue the work on the implementation and on further developments of the Action Plan.

We look forward to hearing the outcome of our application.

Yours sincerely,

![Signature]

Fabiola Gianotti
Director-General

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