

**Report by the Chairman of TREF, Mr B. Dormy,
to the Finance Committee on 12 December 2012**

TREF held its 82nd meeting on 30 October. This was the first meeting for several new members: Mrs Dorer of France, Mrs van der Zijde of the Netherlands and Mr Pardo of Switzerland. We also had the pleasure to welcome Dr Pellegrini of Italy, who replaced Professor Biasini on this occasion, as well as the President of Council, Professor Spiro, and the Chairman of the Finance Committee, Dr Jacobsen. TREF extended its warm appreciation to a long-serving outgoing member, Mr Aymon of the Staff Association, for his valuable and constructive contributions to the Forum's work.

2013 Cost-variation Index

The meeting began with a presentation on the personnel budget components of the 2013 cost-variation index. TREF heard that the estimated basic salary and stipend index for 2013 stood at minus 0.3%, taking account of the negative cost-of-living movement in Geneva (minus 0.2%), the real net salary movement of Swiss Federal civil servants (+0.8%) and the estimated real net salary movements in the other Member State civil services included in the CVI formula (minus 1.1%). TREF took note that the proposal is to apply a 0% salary index for 2013, on the understanding that the 0.3% difference will be subtracted from the minus 0.2% in the "memory" from the previous year and that future salary indexation will be reduced by the resulting minus 0.5%. Similarly, it is proposed to adjust the subsistence allowances and family benefits by 0%, on the understanding that the 0.2% difference for the Geneva cost-of-living movement will be subtracted from the minus 0.1% already in the memory and that future indexation will be reduced by the total resulting memory of minus 0.3%.

CERN Health Insurance Scheme

TREF then heard a detailed report on the implementation and impact of the decisions relating to the CERN Health Insurance Scheme (CHIS) taken in the framework of the 2010 five-yearly review and on further measures decided by the Director-General in the intervening period (you will recall that, as part of the five-yearly review package, the Council authorised the Director-General to take timely measures, as and when necessary, to limit the increase of CHIS expenditure, such as introducing access to preventive treatments and incentives for the use of cheaper treatments, whilst keeping the same overall level of benefits). TREF took note that the CHIS situation is improving as a result of the five-yearly review measures, which became effective on 1st January 2011, and that the additional steps taken by the Director-General which became effective on 1st January 2012 should further contribute to containing cost increases but that it will not be possible to make a first global assessment until late 2014. TREF invited the Management to present an update on the situation in a year's time, as well as an overview of the structure and main features of the CHIS in spring 2013.

Saved Leave Scheme

The next item on the agenda was a report on the Saved Leave Scheme, which allows staff to purchase "slices" of leave over and above the standard leave entitlement. The scheme, which previously required saved leave to be taken in the short term only, i.e. within the current leave year, has recently been supplemented by a long-term component whereby additional days of leave can be accumulated and taken at the end of the staff member's career or

contract. The objective of both components is to enhance flexibility and thus CERN's ability to attract and retain staff: in the short term, the SLS is a tool for improving the work-life balance, especially for staff with young children, and in the long term it helps to address the increase in the age limit for new recruits and the increased duration of Pension Fund contributions. TREF took note of the steps taken by the Management to address the cost-neutrality aspects of the long-term component of the scheme. TREF further congratulated CERN on the innovative nature of the scheme, which was recognised by the award of the 2012 "HR Innovation" prize at a recent Swiss human resources event held in Geneva.

Diversity at CERN

In June, I reported that TREF had heard an introductory report on the aims, principles and scope of the new diversity programme launched in 2011. In October, the diversity programme leader made a second presentation covering the concrete actions being taken and the seven strategic objectives proposed for the period 2012 to 2014. These centre on the areas of recruitment, career development and the work environment and include undertaking proactive measures in sourcing and pre-selection to improve the situation of under-represented Member States among the personnel and achieve an optimal gender distribution, identifying gender role models, enhancing the work/life balance and promoting a work environment based on mutual respect and inclusiveness. TREF endorsed the strategy presented and also expressed appreciation for the various outreach initiatives to attract applications for CERN positions from the under-represented Member States. TREF further underlined the importance of ensuring that the diversity programme encompasses everyone at CERN, including the large user community wherever appropriate. Finally, it supported a proposal to schedule a presentation covering the diversity programme, an essential addition to the Code of Conduct and the "Ombuds" function, all key components of CERN's human resources strategy, at the Open Session of the Council this week.

Proposed Amendments to the 11th Edition of the Staff Rules and Regulations

TREF also examined and expressed support for a set of proposed amendments to the Staff Rules and Regulations, which are on the Finance Committee's agenda today. The last comprehensive review of the document dates back to 2007, but further amendments have been approved in the meantime, as and when necessary, in order to adapt to changing circumstances and requirements. This latest set of proposals concerns technical changes and additions deriving, for instance, from the introduction of the Code of Conduct and the diversity programme, as well as adjustments to the provisions relating to special working hours. The detailed amendments, which are intended to enter into force on 1st January 2013, are set out in the document you have before you.

TREF work plan for 2013

Finally, TREF discussed the meeting schedule and tentative work plan for 2013 and agreed to hold two meetings, the first in May and the second in October or November. The issues to be examined include the 2012 personnel statistics, progress reports on the CERN Health Insurance Scheme and the implementation of the diversity policy, and a reminder of the procedure for the next five-yearly review, which will start in 2014.
