

**Report by the *ad interim* Chairman of TREF, Mr B. Dormy,
to the Finance Committee on 14 December 2011**

TREF held its 79th meeting on 13 October. I had the pleasure of chairing the meeting in my capacity as the Forum's Vice-Chairman, given that a successor to Mr Coen Van Riel, who stepped down as Chairman of TREF and Head of the Netherlands Delegation to the Council in August, will not be elected until the Council's Closed Session tomorrow. TREF was sad to learn of Coen Van Riel's early departure and thanked him for his work on its behalf, in particular for his role in steering the 2010 five-yearly review to a successful conclusion.

This was the first TREF meeting for Dr Thomas Roth of Germany, who replaces Andreas Drechsler. It was also the last meeting of Dr Peter Krekel of the Netherlands, who had represented his country at TREF for over twelve years. On behalf of TREF, I would like to thank both departing members for their valuable contributions to our discussions.

Proposed modifications to the Eleventh Edition of the Staff Rules and Regulations

The first main item on the agenda was a presentation by the Management of a first set of technical changes to the Staff Rules and Regulations, for implementation on 1st January 2012. A second set, which are still under discussion, will follow in the first half of 2012. The proposals, which are submitted to the Finance Committee and the Council this week for approval, derive partly from the Council's decision last June to extend the retirement age to 67 for staff members taking up their appointment as of 1st January 2012. They also consist of clarification of the status of operational circulars, and of adjustments to the award for extraordinary service and the responsibility award.

The Management provided clarification on various details of the proposals and took note of suggestions concerning the article on the award for extraordinary service, which was subsequently reworded for the sake of greater clarity.

The Member State Delegations indicated that they could support the proposals in principle, subject to confirmation in the case of the United Kingdom and Italian delegations, who requested time for further reflection and consultation given the document's late distribution.

Status Report on the Implementation of the Social Measures of the 2005 Five-Yearly Review

Next, TREF examined a status report by the Management on the implementation of the changes to the social conditions of the members of the personnel which were approved in the framework of the 2005 five-yearly review. I remind you that these changes, implemented with effect from 1st January 2007, fell into three categories: 1) restructuring of support for integration and reintegration, 2) enhancement and modernisation of the Organization's family policy, and 3) changes to the definition of the family to reflect trends in society.

The Management presented statistics relating to the implementation of the changes during the period from 2007 until the end of 2010 and reported the following conclusions:

- the adjustment of family-related allowances, the provision of crèche places and the enhanced family leave arrangements are likely to have increased CERN's competitiveness on the employment market, especially for younger recruits; nevertheless, the cost of infant care remains very high in the Geneva region, and continuous efforts are needed if CERN is to meet parents' expectations and remain competitive as an employer;
- the revision of the education fees system, which is now based on clearer needs and eligibility criteria, has allowed rationalisation and simplification; however, the current reimbursement ceiling represents only 50% or so of the total costs actually incurred by parents;

- the new integration benefit provisions, while still geared towards facilitating integration on arrival, have taken account of increased communication and mobility in Europe but may have reduced CERN's competitiveness as an international employer;
- through the changes in the definition of the family CERN has acknowledged recent trends in society, but the benefits for opposite-sex and same-sex partners, which are limited to health insurance coverage, will probably need to be revisited in the future.

TREF expressed appreciation for the useful information on trends set out in the Management's report and observed that it would be useful to conduct a similar study in another three or four years' time.

Status Report from the CERN Ombuds

Finally, TREF heard a report by the CERN Ombuds, Dr Vincent Vuillemin, on the highlights of his first year in office. I recall that the post of Ombuds was created in 2010 as part of a set of measures designed to foster a working environment at CERN commensurate with the Organization's scientific excellence.

Dr Vuillemin began his report with a reminder of the role of the Ombuds, namely to provide confidential assistance for the resolution of interpersonal issues using a variety of techniques, including counselling, mediation and consensus-building. His office, which is open to everyone working at or on behalf of CERN, operates according to the principles of confidentiality, neutrality, impartiality, independence and informality. Identifying systematic problems and delivering recommendations to the Management is also an integral part of the Ombuds' responsibilities. Dr Vuillemin then went on to present statistics on the profiles of those consulting him and the types of issues referred to him. The Council Secretariat will be glad to provide interested Delegations with copies of his presentation.

TREF expressed satisfaction with the progress achieved during the first year of the Ombuds function at CERN. I am pleased to report that the service has been welcomed by everyone, has received positive feedback from its users and is supported by the CERN Management. Good collaboration has also been established with the HR Department, the Staff Association and the other advisory services open to the personnel. TREF underlined the essential role of managers in fostering a respectful working environment and took note that a complete review of the training catalogue will be conducted in 2012 with a view to reinforcing supervisory skills.

In a similar context, I have requested that a report by the recently appointed Diversity Programme Leader be presented to TREF in the first half of 2012.

Proposal for an Increase in the Contribution Rate for New Members of the Pension Fund Taking up their Appointment on or after 1st January 2012

Finally, you will recall that, in approving the package of measures to restore the Pension Fund to full funding in June, the Council took note that the consequences of increased longevity would be studied and an adjustment of the contribution rate for new members might have to be considered. This subject has been discussed in the intervening period, both by the Pension Fund Governing Board and internally, and will be referred to TREF in 2012.

TREF's work plan for 2012 will be drawn up following the election of the new Chairperson by the Council tomorrow.
