

**Report by the Chairman of TREF, Mr B. Dormy,  
to the Finance Committee on 20 June 2012**

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TREF held its 81st meeting on 30 May. We had the pleasure to welcome Mr Martin Kabác of the Slovak Republic, who attended TREF for the first time.

The main items on TREF's May agenda were the 2011 personnel statistics, a set of proposed modifications to the Staff Rules and Regulations and an introductory report on diversity policy by the new diversity programme leader.

### **2011 Personnel Statistics**

The meeting began with a presentation of the annual personnel statistics. This is a very interesting and detailed document which includes information on the number of staff members, fellows, associates, users and students, breakdowns by professional category, gender, age, nationality, contract type, etc., trends over recent years and details of applications, recruitments and departures. The presentation highlighted, among other things, continuing difficulties to attract applicants for staff positions from several Member States, including the Nordic countries. TREF took note of the ongoing proactive outreach initiatives to encourage qualified professionals from under-represented Member States to apply and underlined the importance of close collaboration between the HR Department and the Member State delegations concerned in improving the situation.

The Member State delegations expressed appreciation for the very comprehensive tables and figures provided in the document. Copies of the 2011 personnel statistics can be obtained from the Council Secretariat and I encourage you to take advantage of the opportunity to read them.

### **Proposed Modifications to the Eleventh Edition of the Staff Rules and Regulations**

TREF then heard a presentation of the proposed modifications 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. The current set of proposals can be broken down into three categories: 1) amendments necessitated by the geographical enlargement of CERN, 2) modifications relating to the redefinition of categories of members of the personnel, in particular to make a clearer distinction between the different categories of associate members of the personnel, and 3) a number of miscellaneous amendments of a technical nature.

TREF unanimously supported the proposals presented, which are set out in detail in the document which is the subject of the next item of today's agenda. It also took note that a further set of proposals, including an update of articles relating to working hours and various additions deriving from the introduction of the Code of Conduct, will be presented in the autumn.

## **Diversity**

Finally, TREF heard an introductory report by the new diversity programme leader, who presented the mandate, aims and policy of the programme and outlined the planned next steps. The report will be followed by a second presentation in the autumn, which will focus on concrete measures to be implemented. The diversity programme is being defined according to CERN-wide priorities and key focus areas and will be implemented along the three main axes of recruitment, career development and the work environment. Key performance indicators will be identified in order to facilitate the monitoring and reporting of progress. Along with integrity, commitment, professionalism and creativity, diversity is one of the five core values identified in the CERN Competency Model and in the Code of Conduct, which stresses that the Organization's excellence derives from an environment in which the knowledge and perspectives of a diverse workforce are valued and dialogue is encouraged at all levels.

TREF endorsed the new diversity policy, in particular the emphasis on inclusiveness and on taking appropriate and proactive measures, rather than implementing a system of positive discrimination, as well as the intent to go beyond compliance and political correctness to foster an environment where individual differences are valued and actions leading to separateness are considered counter-productive.

It further underlined that appreciating differences, fostering equality and promoting collaboration is a long-term and continuous process and that, in implementing principles and policies, it may be necessary to overcome underlying attitudes, habits and unconscious biases. The discussion concluded with a fruitful brainstorming session during which the members put forward suggestions to be taken into account in defining the future strategic objectives and action plan.

Chairman, this concludes my report on the issues covered at TREF's May 2012 meeting. The next meeting will take place on 30 October. I should like to take the opportunity to encourage those Member State delegations which are not yet represented at TREF to participate in its meetings which, I hope you will agree, play a valuable role in giving the Member States, the Management and the Staff Association the opportunity to express their views in order to permit smooth decision-taking by the Finance Committee and Council.

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