

**Report by the Vice-Chair of TREF, Ms B. Vizkelety,  
to the Finance Committee on 14 December 2016**

Since Mr Dormy's last report to the Finance Committee in June, TREF has held one meeting, on 15 November, which I chaired as Mr Dormy was absent for health reasons. We welcomed several new delegates: Mr Martinek of the Czech Republic, Mr Bernet of France, and Mr Fritz and Dr Petry of Germany, as well as the new head of the HR department, Mr Purvis, the new President of the Staff Association, Mr Roy, and the new Secretary of the Staff Association, Ms Mardirossian.

As is customary for our final meeting of the year, TREF heard a report from Dr Sonnemann on the personnel component of the Cost-Variation Index. On this occasion, he was able to present the final figures as the necessary data from Eurostat on the net movement of civil service salaries in ten Member States had been published a few days earlier. For the sixth consecutive year, the basic salary and stipend index will be 0%, with the negative memory having decreased to 0.4%. The subsistence allowance and family benefits index will also be 0%, with a negative memory of 1.1%. Given the prevailing macroeconomic situation, it is highly likely that the next basic salary and stipend index will be positive.

The next item on our agenda was a presentation by Dr Charpentier, the Chair of the CERN Health Insurance Scheme (CHIS) Board and the strategic advisor to the Director-General on health insurance, outlining a set of proposed modifications to the CHIS, intended to take effect on 1 July 2017. These changes consist of discontinuing the possibility for associated members of the personnel (other than students on a CERN programme) to opt for CHIS membership, ending the option of subsidiary membership for one pensioner in couples where both spouses worked at CERN, adjusting the income brackets used to calculate the supplementary contribution for spouses, and dividing the benefits package into four distinct components, as well as identifying the applicable contribution allocations. After a detailed discussion, TREF expressed its general support, with the exception of one delegation that required further time to assess the proposals, which are tabled at today's meeting for recommendation to the Council.

Next, the CERN Ombud, Ms Datta-Cockerill, reported on her work in 2015, outlining the profiles of the visitors to her office, the types of issues raised and the outcome of their contact with her. She also gave details of her other activities, including promoting and explaining the work of the Ombud through her blog and articles in the CERN Bulletin, various actions to promote a respectful workplace and sharing best practices with Ombuds in other international organisations.

Finally, in the framework of her regular reports on CERN's Diversity Programme, Ms Guinot presented the results of an academic study of early-career scientists at CERN, focused particularly on the differences between the male and female perceptions of various issues relating to career commitment, support by supervisors and senior colleagues, sexism, family life and stress. Ms Guinot also drew TREF's attention to a "Gender in Physics" event being organised by CERN, ESO and the NordForsk organisation, to be held at CERN on 27 January next year.

TREF will next meet in May 2017, when the agenda will include a presentation of the 2016 annual personnel statistics, which will be the first to take account of the implementation of the new career structure approved in the framework of the last five-yearly review. As always, this presentation will provide delegates with a valuable opportunity to express their views on a broad range of personnel-related questions. I hope that all Member States will be represented at this meeting.