

**Report by the Chair of TREF, Professor B. Åsman,
to the Finance Committee on 11 December 2019**

Since my report to the Finance Committee last June, TREF has met once, on 22 October. This was a chance to celebrate not only our 100th meeting, but also TREF's 25th anniversary. We were pleased to welcome Mathias Hamberg, Juha Latikka and Samir Yeddes, the new representatives of Sweden, Finland and Switzerland. We also bade farewell to Jean-Marc Saint-Viteux, who was attending his final meeting as TREF Secretary, and thanked him for his immensely valuable contributions to TREF's work over the last ten years. Mr Saint-Viteux will be succeeded by Anna Cook, whom we also took the opportunity to welcome and to wish great success in her new role.

The meeting began with a report by the Head of the FAP department, Florian Sonnemann, on the personnel component of the 2020 Cost-Variation Index. Based on the preliminary forecast from EUROSTAT at the time of the meeting and pending the final figures at the end of October, the basic salary and stipend index was likely to be between 0.3 and 1.3% and the overall personnel budget index was estimated to be 0.76%. The final indices for 2020 have been submitted to the Finance Committee for recommendation today and to the Council for approval tomorrow.

The next item on the agenda was an explanation from James Purvis, the Head of the HR department, of a set of proposed technical amendments to several chapters of the Staff Rules and Regulations. The Staff Association indicated that it had reviewed the proposed amendments during the standard *concertation* procedure and that it supported the changes. TREF was fully satisfied with Mr Purvis's explanations and unanimously supported the proposal, which is tabled for recommendation by the Finance Committee today. TREF was also pleased to hear that a gender-neutral revision of the entirety of the Staff Rules and Regulations, which we have strongly supported at previous meetings, is being discussed.

Mr Purvis then gave two presentations relating to the upcoming five-yearly review of the financial and social conditions of members of the personnel, which will start in 2020. He began with an overview of the procedure for the review and then moved on to a summary of the main decisions taken in the framework of the 2015 review. The Staff Association indicated that it was satisfied with the method to be used for the 2021 review and stressed the need to thoroughly assess the workload to ensure that the resulting recommendations can be implemented in a timely fashion. Finally, Mr Purvis introduced Cécile Granier, the project leader for the five-yearly review, whom TREF was pleased to welcome.

We then heard a report from the Diversity and Inclusion Programme Leader, Louise Carvalho, who presented some diversity and inclusion highlights from 2019. These included a workshop for IT supervisors on inclusive leadership; e-learning modules embedding diversity for new members of the personnel; a virtual careers fair for women; two CERN-led EIROForum DG Statements celebrating Women and Girls in Science and LGBT STEM; efforts to accommodate individuals with disabilities during the recruitment process; and the establishment of the Diversity Roundtable, as well as CERN's participation in diversity-related events outside the Organization. TREF was pleased to hear that the regular onboarding session for new members of the personnel, which includes a presentation on diversity and inclusion, is open to participation by the user population.

Fifteen Member States were represented at this meeting. TREF provides a valuable opportunity for the Member State representatives to discuss important matters that directly affect CERN's personnel with the Management and the Staff Association. As the five-yearly review process gets under way, we are entering a particularly interesting period during which TREF will play a crucial role. I would therefore like to encourage all delegations to send representatives to the next meeting, which will take place on 31 March.