

**Report by the Chair of TREF, Mr B. Dormy,
to the Finance Committee on 15 June 2016**

Since my last report to the Finance Committee in March, TREF has met once, on 10 May, when we had the pleasure once again of welcoming the President of Council, Professor De Jong, and the Director-General, Dr Gianotti.

The first item on the agenda was Annex A1 of the Staff Rules and Regulations, which outlines the procedure for periodic reviews of the financial and social conditions of members of the personnel, and which we had first discussed at our March meeting. Following a further discussion, TREF unanimously agreed to report the following conclusion to the Council, *-which I quote in full and duly submit to the President of Council-* : *“In December 2015, the CERN Council invited TREF to assess the need for revision of Annex A1. TREF, having discussed the subject at two consecutive meetings, concludes that no such need has been established.”*

Next, Ms Catherin, the head of the HR department, outlined a number of proposed changes to the Staff Rules and Regulations, mainly relating to apprentices, who, on the basis of a request by the Permanent Mission of Switzerland, will be moved from the category of employed members of the personnel to associated members of the personnel. Some minor technical adjustments arising from the measures adopted following the 2015 five-yearly review were also presented. TREF unanimously endorsed all the proposed changes, which are tabled today for recommendation to the Council and, in the case of the changes to the Regulations, for approval.

Ms Guinot, the Diversity Programme leader, presented the Diversity Programme’s annual report to TREF, outlining the actions taken in 2015 in line with the strategic objectives originally established in 2012 relating to recruitment, career development and the work environment. TREF congratulated Ms Guinot and her team for the progress made and agreed that CERN’s Diversity Programme was leading the way in that regard among scientific organisations in Europe.

Mr Saint-Viteux of the HR department presented the 2015 Personnel Statistics, noting the various improvements made to the format of the report based on comments by TREF members the previous year. The populations of all categories of members of the personnel saw increases in 2015 and although the Organization is not facing any generalised recruitment difficulties, challenges do remain in attracting candidates for staff and fellowship positions from certain Member States. These challenges are being addressed through various actions, with the help of input from the delegates of the Member States concerned. The new contract policy adopted in 2015 has eased the situation with regard to succession planning and skills retention but challenges remain here too. TREF thanked the Management for the detailed statistics, which, as always, gave us a useful insight into a broad range of trends and issues in relation to CERN’s personnel. As is the case every year, the Personnel Statistics are available from the reference documents page of the TREF section of the CERN Council website¹, and I strongly encourage you to read them. Next year’s Personnel Statistics will include additional data on the impact of the diversity-related provisions implemented on 1 January 2016 in the framework of the five-yearly review of financial and social conditions.

Following the presentation of the Personnel Statistics, TREF took note of a statement by the Director-General, who observed that, while the number of staff members has decreased over the past 20 years, the challenges and complexity of CERN’s facilities and projects has not. Moreover, the number of users has doubled over the same period. At its meeting devoted to the 2017-2021 Medium-Term Plan the previous week, the SPC had expressed similar concerns about a shortage of expert personnel in technical areas essential for the operation and upgrade of CERN’s accelerator

¹ <http://council.web.cern.ch/council/en/Governance/TREF%20reference%20documents.html>

complex. The President of the Staff Association also expressed concerns about the appropriateness of the ceiling on indefinite contracts.

At TREF's next meeting in October, we will hear reports on the personnel element of the Cost Variation Index and by the Ombud. In October or November, TREF will consider a proposal for several technical and legal amendments to the rules of the CERN Health Insurance Scheme. Once again I remind you of the importance for all Member States to send delegates to each meeting of TREF in order to enable smooth decision-taking on these matters by the Finance Committee and Council.

Finally, TREF bade farewell to Ms Anne-Sylvie Catherin, who will be taking a leave of absence from CERN this summer to take up the position of Director-General of Human Resources at the European Central Bank. We congratulated her on this new role and thanked her for her outstanding achievements as the head of CERN's HR department over the past seven years.