

**Report by the Chair of TREF, Mr B. Dormy,  
to the Finance Committee on 13 December 2017**

Since my last report to the Finance Committee in June, TREF has met once, on 12 October. We welcomed three new delegates: Mr Müller of Austria, Mr Brintet of France and Mr Rosocha of Slovakia.

As is customary at our final meeting of the year, TREF heard a report from Dr Sonnemann on the personnel component of the Cost-Variation Index. Based on preliminary data from EUROSTAT at the time of the meeting, the basic salary and stipend index was on course to be slightly above 0% for the first time in seven years, taking into account the cumulative negative memory of -0.4%. The subsistence allowance and family benefits index is 0%, leaving a negative memory of 0.6%.

Mr Purvis, Head of the HR department, then briefly presented a proposal for a minor technical amendment to the Staff Regulations, designed to discontinue the practice of awarding yearly performance rewards, i.e. salary increases, to staff on special leave for professional reasons, for example secondment to another laboratory or organisation. Instead, the skills obtained during such periods of special leave will in future be evaluated and used as a basis for any salary increase when the staff member concerned returns to CERN. TREF fully supports the proposal, which is tabled for approval by the Finance Committee today.

The next item on our agenda was an enlightening presentation, for TREF's information only, by Mr Miralles, Head of the Site Management and Buildings department, on mobility at CERN. He outlined various issues relating to commuting, transport around and between the CERN sites, parking, public transport, CERN's fleet of cars and bikes, and road safety. A dedicated CERN-wide working group has commissioned a number of studies on the subject, the results of which have enabled the Management to define its overall strategy for the future. We invited Mr Miralles to update TREF on this interesting subject next year.

Next, Ms Guinot reported on two recent initiatives in the framework of CERN's Diversity Programme, namely the inclusion of a new workshop on gender-inclusive teaching in the international high-school teacher programme and a proposal, supported by a grant from the European Physical Society, to introduce a residential internship programme at CERN for students with special needs. TREF welcomed these initiatives and praised the continued efforts of the Diversity team to find new ways to promote diversity in all its forms at CERN.

Ms Datta-Cockerill then gave her final report as the CERN Ombud, outlining the profile of visitors to her office over the past 18 months, the type of issues they raised and the final outcomes of these interactions. Ms Datta-Cockerill has now retired from CERN and a new Ombud, Mr Pierre Gildemyn, has been in office since October.

Based on her unique experience as the CERN Ombud and previously as the Diversity Programme leader, Ms Datta-Cockerill also presented a retrospective of the evolution of diversity at CERN since the idea of establishing an equal opportunities programme was originally proposed in the early 1990s. It was most interesting to hear how far CERN has come with regard to diversity over the past 25 years and we particularly enjoyed a number of colourful anecdotes about how things used to be! TREF warmly thanked Ms Datta-Cockerill for her many years of devoted service to the Organization and wished her well for her retirement.

TREF will meet next year on 8 May and 25 September and I encourage all Member States to send delegates to participate in this important forum where all matters relating to employment conditions at CERN are discussed, thus aiding the decision-making process of the Finance Committee and Council whenever proposals for changes in this regard are made by the Management

This meeting was also my last as TREF Chair and I would like to thank TREF members past and present for their unfailing support in my fifteen years on the forum, including the past six years as Chair. I wish my successor, Professor Barbro Åsman, every success for the future.

I would like to take this opportunity to take a brief look back over the last six years. In my experience, TREF can achieve a great deal if its meetings take place under optimum conditions. Above all, this means that all participants must be kept fully and transparently informed. I would particularly like to thank Jean-Marc Saint-Viteux for having created, at my request, an information pack for new TREF members, so that everyone has a common foundation of knowledge. Of course, this doesn't mean we cannot have differences of opinion, which are an integral part of the democratic process, but the aim is to avoid such differences arising from simple misunderstandings. I would also like to say that I am proud that my idea of having a report on diversity at every meeting was approved by all concerned. More than ever I am convinced that education – and, as they say, education relies on repetition – is the way to change hearts and minds, particularly concerning the role of women in a scientific organisation like CERN. Thank you all once again for your help and patience.