

**Report by the Chair of TREF, Mr B. Dormy,  
to the Finance Committee on 10 December 2014**

TREF held its 87<sup>th</sup> meeting on 10 October. We had the pleasure of welcoming Professor Zalewska, the President of Council, Ms Péron of France, a new delegate, Ms Hardej-Januszek of Poland, temporarily replacing Dr Gierlinski, and Ms Reynolds of the United Kingdom, temporarily replacing Ms Verth. We also expressed our appreciation to Ms Dorer, who had attended her last meeting as French delegate to TREF in May 2014.

It was with great sadness that we learnt of the news of the death in September of our friend and colleague Dr Tadeusz Dobrowolski at the age of 80. Among his many contributions to CERN and the scientific community, Tadeusz served as the Polish delegate to TREF for twenty years, from its inception in 1984 to his last TREF meeting in March 2014. The CERN Management, the Staff Association, the President of Council, the Polish delegation and I myself delivered tributes to Tadeusz and we observed a minute's silence in his memory.

**- 2015 Cost-variation Index**

The first item on the agenda of the meeting was an explanation of the personnel budget components of the 2015 cost-variation index. TREF heard that the estimated basic salary and stipend index for 2015 stood at 0.6%, taking into account the Geneva cost-of-living movement (0.2%) and the real net salary movement of Swiss Federal civil servants (0.7%) and assuming no movement in the estimated real net salary movements in the other Member State civil services included in the CVI formula, as the forecast from Eurostat was not yet available at the time of the meeting. On that basis, taking into account the negative cumulative memory from the past three years, the proposal will be to apply a 0% salary index for 2015 and leave a remaining memory of minus 0.3% to be taken into account in salary indexation calculations in future years. Similarly, since the subsistence allowances and family benefits index is based on the Geneva cost-of-living movement and taking into account the total memory of minus 0.2% from the past five years for that part of the budget, it will be proposed to apply an index of 0% to subsistence allowances and family benefits, leaving no residual memory for future years. TREF took note that the negative memory from previous years will be used for the first time in 2015 to reduce positive indexation, demonstrating the effectiveness of the memory mechanism.

**- 2015 five-yearly review of the financial and social conditions of members of the personnel**

TREF received a report on the status of the data collection for the 2015 five-yearly review of employment conditions. The international salary survey has been entrusted to the International Service for Remunerations and Pensions (ISRP), an OECD service for international organisations, in accordance with the five-yearly review procedure laid down in Annex A1 of the Staff Rules. We received two documents for information from the OECD, the first on the choice of comparators to be used for the survey. Following the identification of the private sector, in particular the high-technology sector, as CERN's main recruitment market, the OECD analysed net salary data from two consultancy firms, Towers Watson and the Hay Group, for both the general market and the high technology sector in each of CERN's Member and Associate Member States. Taking purchasing power parities into account, the data provided by both firms show that Switzerland and Germany are among the five highest paying Member States in the high technology sector. TREF took note that the

OECD has therefore identified Switzerland and Germany as the comparators to be used for the survey, a decision that is corroborated by the rankings of salaries in the general market, in which the same two countries are among the top five highest paying Member States according to both firms. Representatives of the OECD will be invited to attend TREF's May 2015 meeting and, having offered delegates the opportunity to submit in advance specific questions relating to the OECD's methodology and process for the international salary survey, I have received input from 2 delegations.

Among the items included in the five-yearly review are diversity-related social and financial conditions, as agreed by the Council at its June meeting. The second document provided by the OECD, entitled "Benchmark Study on Diversity", outlined the context and methodology of a comparative study of CERN's policies on four diversity-related issues, namely the recognition of different family structures, support relating to the employment of spouses and partners, support for new parents and families and work-life integration. Seven other international organisations have been contacted and those willing to participate in the study will be sent a questionnaire on the conditions that they offer to their personnel under each of the four areas. A report on the progress of the benchmark study will be presented to TREF at its May 2015 meeting.

**- Diversity Programme progress report**

Finally, TREF received a report on the continued implementation of actions towards the seven strategic diversity objectives agreed for the 2012 to 2014 period, which centre around the areas of recruitment, career development and the working environment. TREF heard that a number of new actions have been put in place in 2014 with a particular focus on engaging CERN contributors, making diversity principles mainstream within the Organization and seeking a better understanding of diversity in the CERN context. The delegates, the Management and the Staff Association praised the Diversity Programme Leader, Ms Guinot, for the progress being made and expressed satisfaction with the increasing willingness among the CERN personnel to support and participate in diversity initiatives.

This concludes my report on the issues covered at TREF's October 2014 meeting. TREF expects to be very busy in 2015, with a meeting on 3 March 2015 to discuss the review of the contract policy and a few additional changes to the Staff Rules and Regulations, followed by several meetings from May onwards to discuss the data collection for the five-yearly review and the Management's proposals for adjustments to the financial and social conditions offered to members of the personnel. I am pleased to report that 15 Member States were represented at the October meeting, but once more I would like to remind those countries not yet represented of the importance of the Forum, particularly as we enter the most significant phase of data collection for the five-yearly review.