

**Report by the Chairman of TREF, Mr B. Dormy,
to the Finance Committee on 18 June 2014**

TREF has met twice since my last report to the Finance Committee, on 27 March and 7 May. We had the pleasure of welcoming the President of Council, Professor Zalewska, and the Chair of the Finance Committee, Ms Jamieson, who attended both meetings, as well as three new members, Professor Mikenberg of Israel, Professor Osnes of Norway and Ms Verth of the United Kingdom. Ms Vizkelety of Hungary began her term as Vice-Chair and we also expressed our appreciation to Dr Dobrowolski, who attended for the last time as the delegate for Poland in March, after having served TREF since its inception 20 years ago. We welcomed Ms Hardej-Januszek to the May meeting, representing Poland ad interim.

The main subject of both meetings was the 2015 five-yearly review of the financial and social conditions of members of the personnel. The CERN Management reminded TREF of the legal framework for the review, as set out in Annex A1 of the Staff Rules, which states that the purpose of the review is to ensure that the financial and social conditions offered by the Organization allow it to recruit and retain the staff members required for the execution of its mission from all Member States. Five documents on this subject were presented for initial discussion at the March meeting and for more formal deliberation at the May meeting.

The first three documents are submitted to the Finance Committee today for information and discussion. The first covers the recruitment markets for staff members, concluding that CERN's main recruitment market for the reference period of 2010-2013 was the private sector and that it is expected to remain so in the light of the Organization's objectives for the coming years. The second covers recruitment and retention, highlighting a considerable increase in both the number and diversity of applicants, but also ongoing difficulties experienced in recruitment from certain Member States and for certain key professions. In response to requests from delegates at the first of the two meetings, the Management provided additional data, including details of the prior experience of internal recruits. The third document identifies the comparator research institutes from which data will be collected for the review of the social and financial conditions of fellows. The list of institutions selected is the same as for the two previous five-yearly reviews.

A fourth document, presented to TREF as background information, contained an explanation of the data collection process for salary comparison and the related mandates for the local survey for career paths AA to B and the international survey for career paths C to G. Again in response to requests from delegates, the Management provided additional material supplied by the OECD, which will conduct the international survey, on the methodology for salary surveys, in particular on the purchasing power parity mechanism.

The fifth and final document, which is submitted today for recommendation by the Finance Committee to the Council for approval, details the Management's proposals identifying the financial and social conditions to be reviewed for staff members, fellows and associated members of the personnel in the 2015 five-yearly review. TREF discussed this document extensively and expressed its unanimous support for the areas proposed by the Management for review. Following the Council's approval of this document, the data collection procedure can commence, with a progress report scheduled for TREF's next meeting in October, followed in 2015 by a written report on the findings and presentation and discussion of the Management's proposals.

As in previous years, the annual personnel statistics were presented to TREF at the May meeting. The latest statistics take account of changes to the sub-categories for associated members of the personnel, as approved by the Council in June 2012 and introduced in January 2013. The first promising results of the Technician Training Experience pilot programme, which offers young future technicians a first experience in a hi-tech environment, are a particularly noteworthy highlight of the statistics. The statistics draw attention to a number of challenges, such as increasingly low numbers of retirements resulting in fewer opportunities for Limited Duration contracts to be converted to Indefinite Contracts, which could lead to the loss of valuable skills. Difficulties also continue to be experienced in attracting candidates, particularly from specific under-represented Member States. Several issues highlighted in the statistics are being addressed as part of the Diversity programme, on which a progress report is scheduled for the next meeting of TREF. TREF once again expressed its appreciation for the detailed statistics, which have been improved and enhanced every year to take account of delegates' feedback and thus remain among the most comprehensive statistics provided by multinational scientific and research facilities and other international organisations. Copies of the 2013 Personnel Statistics are available from the Council Secretariat and I encourage you to take advantage of the opportunity to read them.

Finally, the Diversity Programme Leader, Ms Guinot, attended both meetings: in March to give a report on the 2014 diversity work programme and in May to present a video produced by the HR Department entitled "Diversity does matter", which has been disseminated to the wider public on YouTube and via various social and professional networks. At the request of the President of Council, this video and a report on "Diversity at CERN" by the Head of the HR Department will be presented at the Open Session of Council on Friday this week.

This concludes my report on the issues covered at TREF's March and May meetings. TREF will next meet on 10 October, when one of the main items will be a progress report on the data collection for the five-yearly review. I am pleased to report that delegates representing 16 Member States attended the March meeting of TREF, but I once more remind those Member States not represented of the importance of TREF, particularly in light of the five-yearly review now in progress.