

**Report by the Chair of TREF, Mr B. Dormy,
to the Finance Committee on 17 June 2015**

TREF held its 89th meeting on 28 May. We had the pleasure of welcoming Professor Zalewska, the President of Council, Ms C. Jamieson, the Chair of the Finance Committee, who was also the acting delegate for the United Kingdom, and Ms L. Wiszczor, the new Polish delegate.

- **2014 personnel statistics**

The first item on the agenda was a presentation summarising the key features of the personnel statistics for 2014, focusing on recruitment and the composition of the personnel, as well as their evolution over time. Key recruitment challenges include the difficulty in attracting candidates from under-represented Member States, an issue that the HR department is making continuous efforts to address with the help of input from the delegates of the Member States concerned. While the proportion of female students, trainees and users is increasing and the selection rates for women have been positive for fellowships and certain staff categories, women are still under-represented in senior research, technical and engineering staff positions. The number of retirements and consequently the turnover of indefinite contracts remains low, which presents a challenge in terms of succession planning and retaining skills, but it is hoped that the new limited-duration contract policy, which allows for a contract extension of up to three years after the initial five years, will help to improve skills retention. Consideration also needs to be given to the reasons for the increased number of job offers refused. TREF expressed its appreciation for the detailed statistics, which it considers to be among the most comprehensive provided by international organisations and scientific institutes and which included additional figures in response to our feedback last year. We took note that the new limited-duration contract policy will be reported on in the personnel statistics next year. Copies of the 2014 Personnel Statistics can be obtained from the Council Secretariat and I encourage you to take advantage of the opportunity to consult this interesting document.

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

In accordance with the timeline for the five-yearly review of employment conditions, TREF received for information the results of the data collection for the international and local salary surveys and the fellows and associates component of the review. In line with Annex A1, the data collection for the international salary survey, which concerns salaries in CERN career paths C to G, is entrusted to the OECD. The findings of the survey were reported by two representatives, including the director, of the International Service for Remuneration and Pensions (ISRP), a service attached to the OECD. In line with the earlier decision identifying Switzerland and Germany as the comparator countries to be surveyed, the OECD compared a large sample of data on salaries in the Swiss and German high-technology sector and the general private sector with 19 benchmark CERN jobs identified as being representative of the full range of technical, administrative and management functions. The survey found that, on average, salaries in the high-technology market were 31% higher in Switzerland than at CERN and 23% higher in Germany than at CERN. Salaries in the general private sector, which were examined for corroboration purposes, were higher, averaging 37% higher in Switzerland than at CERN and 24% higher in Germany than at CERN. The gaps between CERN salaries and the equivalent salaries in the Swiss high-technology private sector have not widened in the past five years and are in line with those observed at the time of the last five-yearly review in 2010. TREF commended the competence and experience of the OECD representatives and thanked them for the professional way in which the survey had been conducted, the clear and detailed presentation of its findings and the additional information provided in response to questions from delegations, all of which allowed us to feel confident in the accuracy of the analysis. We noted with interest

the OECD's clear statement that the methodology used to calculate purchasing power parities guarantees that fluctuations in the euro-Swiss franc exchange rate, even those as significant as the appreciation of the Swiss franc in January 2015, have no impact on the results.

We then heard a report on the findings of the local salary survey, entrusted to a local salary survey company, concerning the salaries in CERN career paths AA to B. The salaries for six benchmark administrative and technical positions at CERN were compared with those for equivalent functions in the high-technology private market in the Swiss cantons of Geneva and Vaud and the French departments of the Ain and Haute-Savoie, and in the general private market in the same geographical area for corroboration purposes. The survey found that CERN's salaries for career paths AA to B remain more competitive than those observed for equivalent functions in France, although the gap is closing compared to 2010. In comparison with the Swiss high-technology private sector, CERN salaries are slightly lower for career path AA but competitive for career paths A and B.

Finally, we heard a progress report on the fellows and associates component of the five-yearly review. The basic stipends paid to fellows were compared with those paid by DESY, EMBL, ESA, ESO and the European Commission (EC). Although the EC does not strictly speaking host fellows itself, it is a valid comparator because it funds a considerable number of research fellowships. Around a quarter of all CERN fellows receive EC funding, of which CERN is among the top five beneficiaries in Europe. The study found that the conditions offered to fellows were attractive compared to the comparator institutes, but continued close monitoring is needed to ensure that the Organization continues to attract a diverse population of fellows. The conditions offered to associated members of the personnel were found to be sufficient to host them in the local area, having remained constant since 2010 in line with the low Geneva cost-of-living movement. In addition, the subsistence allowances paid to students, a sub-category of associates, were found to be competitive compared to those paid by the comparator institutes.

I had received questions from the Austrian and German delegations in advance of the meeting, and those relating to the data collection were answered by the Management and the OECD representatives. Questions concerning other aspects of the review will be addressed later, when the five-yearly review method is discussed at the end of the current exercise.

- **Ombud's annual report**

Under its standing agenda item on matters relating to diversity and the Code of Conduct, TREF received a report from the Ombud, Ms S. Datta-Cockerill, on her first year in the position, four years since the establishment of the role. She provided statistics concerning visits to the Ombud and summarised her other activities, notably a regular blog to raise awareness of potential issues in the workplace as well as her involvement in external networks of Ombuds and in the Respect@CERN campaign. Although efforts still need to be made to increase awareness of the role among all CERN contributors, TREF expressed its satisfaction for the work of the Ombud and for the Management's positive and supportive attitude.

Finally, the members of TREF bade farewell to Professor M. Biasini, the Italian delegate, who is leaving the Forum after many years as a dedicated member. We thank him for his insightful and positive contributions to TREF.

This concludes my report on the May 2015 meeting of TREF. At our next meeting on 13 October 2015, the Management will present its proposals for any changes to the financial and social conditions of members of the personnel, which we will discuss in November before they are submitted to the Finance Committee or the Council for approval as appropriate in December.