

**Report by the Chair of TREF, Mr B. Dormy,  
to the Finance Committee on 18 March 2015**

TREF held its 88<sup>th</sup> meeting on 3 March. We had the pleasure of welcoming Professor Zalewska, the President of Council, Ms Jamieson, the Chair of the Finance Committee, who was the acting delegate for the United Kingdom on this occasion, Mr Mallikourtis, the new delegate for Greece, and Professor Åsman, the new delegate for Sweden, who was accompanied by expert advisor Ms Cappelin. I am pleased to report that 15 Member States were represented in total. The meeting covered two main subjects: a set of proposed modifications to the Staff Rules and Regulations and a Benchmark Study on Diversity by the International Service for Remunerations and Pensions of the OECD in the framework of the five-yearly review, presented by its authors.

- **Modifications to the Staff Rules and Regulations**

The CERN Management presented proposed modifications to the Staff Rules and Regulations in three categories: contract policy, conflict of interest, and learning and development.

The current policy relating to limited-duration and indefinite contracts has been in place since 2009. During 2014, a detailed review, outside the framework of the five-yearly review, was conducted of the policy's strengths and weaknesses. As a result, the Management has decided to propose a new policy, under which initial limited-duration contracts of no more than five years would continue to be offered to newly recruited staff, but could later be extended up to a maximum total duration of eight years. Indefinite contracts would continue to be awarded following the same process as at present. The new policy would provide increased flexibility for the Organization in allowing more staff members of the highest calibre to be retained for longer, enhancing the return on investment in training, improving CERN's attractiveness as an employer and generating cost efficiencies in terms of installation and reinstallation costs. The cost implications of the new policy for the Pension Fund have been considered from an actuarial perspective and have been found to be negligible. Following an extensive discussion, TREF – with the exception of four delegates who indicated that they needed to discuss the proposal further with their ministries – expressed its overall support for the new policy and for the corresponding changes to the wording of the Staff Rules and Regulations.

The second set of modifications relates to conflict of interest and is being proposed in response to recommendations made by both the Organization's internal and external auditors. The changes involve the introduction of a definition of conflict of interest and the requirement for members of the personnel to declare any conflict of interest situation which cannot be avoided. TREF expressed its full support for the changes to the rules in this respect.

The final set of modifications relates to learning and development and is intended to bring the Staff Rules and Regulations into line with the Learning and Development Policy approved by the Director-General in 2012. The changes involve extending the provisions relating to training to cover all learning and development activities, aligning the structure of the relevant sections with that of the rules relating to Safety and enlarging the definition of teaching activities within working hours to include all knowledge transfer activities. TREF expressed its full support for the changes to the Rules regarding learning and development, subject to a minor change in wording proposed by the Austrian delegation, which has been taken into account in the final proposal.

- **OECD ISRP Benchmark Study on Diversity**

You will remember that one of the categories of conditions approved by the Council to be studied as part of the 2015 five-yearly review was diversity-related social and financial conditions. As an initial stage in this process, representatives of the International Service for Remunerations and Pensions (ISRP) of the OECD presented a Benchmark Study on Diversity, which had been commissioned by the CERN Management. They outlined their findings on conditions in seven comparator international organisations relating to new family structures, spouse/partner employment, support for new parents and balance of professional and personal lives. In some of these areas, CERN offers above average conditions, but in others it appears to fall short. TREF agreed that any changes proposed by the Management to address these shortfalls must result in a win-win situation for the Organization and members of the personnel. TREF also agreed that certain conditions, particularly those relating to the recognition of officially registered partnerships, must be addressed in order to reflect societal and legal developments in the Member States. The Staff Association noted that the areas for improvement highlighted in the report were fully in line with the priorities identified by its most recent staff survey. TREF thanked the representatives of the OECD for their work in compiling the report, and agreed that it formed an excellent starting point for future discussions on diversity-related issues in the framework of the five-yearly review.

The next meeting of TREF will be held on 28 May, when, in addition to the standing agenda items, the five-yearly review process will continue with presentations by representatives of the OECD on the data collected for the international salary survey and by the Management on the data collected for the remaining aspects of the five-yearly review. The CERN Ombud will present her annual report in the framework of TREF's involvement in promoting Diversity at CERN.