

**Report by the Chair of TREF, Professor Barbro Åsman,  
to the Finance Committee on 12 June 2018**

TREF held its 97<sup>th</sup> meeting on 8 May. It was our pleasure to welcome the new delegate for Romania, Ms Cristina Melinte, and the new representatives of the Staff Association, Ms Isabelle Mardirossian and Mr Jean-Baptiste Zenner. I was pleased to note that more Member State delegates were present on this occasion than at many recent TREF meetings, and I hope to see this trend continue in the future.

The meeting began with the presentation by Mr Jean-Marc Saint-Viteux, in his capacity as deputy head of the Human Resources department, of a proposed modification to the Staff Regulations. This modification would enable the Director-General to extend the contracts of certain staff members beyond the statutory retirement age, up to the end of her mandate. The staff members concerned are those holding senior managerial responsibilities within her top-level organisational structure. TREF unanimously supports the proposed modification, which is tabled for approval by the Finance Committee today.

Ms Anna Cook, deputy head of the Talent Acquisition group, then presented the CERN Personnel Statistics for 2017. Her presentation covered the first full year since the implementation of the new career structure and the diversity measures outlined in the 2015 five-yearly review and the introduction of benchmark jobs. TREF was pleased to hear that the new diversity measures have resulted in an increase in both the take-up of saved leave and teleworking and the number of registered partnerships. On the subject of recruitment, considerable efforts are going on to attract prospective employees from countries that are currently underrepresented at CERN, with the invaluable support of our Member States. In terms of the rapid growth in user numbers, we were pleased to hear the Director-General confirm that being a focal point for the High Energy Physics community all over the world remains a key aspect of CERN's mission and spirit and that, despite the increased demands on the Organization's infrastructure, the Management does not envisage restricting the number of users. The delegates expressed their sincere thanks to the HR department for the document, which gives a concise and informative picture of the personnel situation at CERN.

Next, the Diversity Programme leader, Ms Geneviève Guinot, presented a report on the Diversity Office's activities within its three priority areas: recruitment, career development and the work environment. In particular, she highlighted recent initiatives to promote girls and women in science and the Director-General's renewed commitments as part of the International Gender Champions leadership network. Initiatives are also under way to improve workplace accessibility for people with disabilities or special needs, and the Diversity Office is working with the LHC collaborations to promote diversity in those communities.

TREF then welcomed the new Ombud, Mr Pierre Gildemyn, who took over from Sudeshna Datta-Cockerill on 1 November 2017. Mr Gildemyn outlined his vision of the role of the Ombud within the Organization, explaining that he would like to foster an open-door approach and encourage members of the personnel to consult him sooner and take up the offer of mediation more readily. We also welcomed Ms Louise Carvalho, who will take over from Ms Guinot as Diversity Programme leader on 1 July. We wish Pierre and Louise all the best in their new roles and look forward to hearing their contributions at future TREF meetings.

On the occasion of Ms Guinot's final TREF meeting as Diversity Programme leader, Mr Saint-Viteux gave a farewell speech highlighting her many achievements in areas as diverse as

recruitment and selection, outreach, the work environment and collaboration with external stakeholders. We warmly thank Ms Guinot for her substantial contributions to the Organization throughout her mandate as Diversity Programme leader and wish her well in her continuing role as Group Leader of Compensation and Benefits.

Finally, as TREF is currently without a Vice-Chair following the retirement of Ms Barbara Vizkelety, the President of Council encouraged delegates to consider standing for the role or nominating candidates through the system set up by the Council Secretariat.

TREF will next meet on 25 September. As ever, this will be a valuable opportunity to discuss matters relating to employment conditions at CERN with representatives of the Management and the Staff Association, and I would like to encourage all Member States to send delegates to attend the meeting.