

Report by the Chair of TREF, Professor B. Åsman, to the Finance Committee on 26 September 2018

Since my last report to the Finance Committee in June, TREF has held one meeting, which took place yesterday afternoon. We welcomed Sarah Verth of the United Kingdom in her new role as Vice-Chair, as well as Céline Grobon of the Staff Association. We also welcomed Sirpa Nummila of Finland and Jochen Schieck of Austria, for this meeting only. The Director-General and the Finance Committee Chair were present, and the President of Council participated via videoconference.

The meeting began with a report by the Head of the FAP department, Florian Sonnemann, on the personnel component of the 2019 Cost-Variation Index. As you heard earlier, based on the preliminary forecast from EUROSTAT, the overall personnel budget index is currently estimated to be 1.16%. The final figures from EUROSTAT are expected by the end of October.

The CERN Ombud, Pierre Gildemyn, then presented the annual Ombud's report for 2017. He noted that the number of visitors to the Ombud's Office in 2017 and the proportion of fellows and students among them had slightly increased compared to previous years, but that this rise was probably a peak rather than a more general trend. The male/female balance of visitors and the type of issues raised remained broadly the same. Relationships between supervisors and supervisees continued to represent the main category of concern, followed by "values, standards and ethics". The majority of consultations resulted in advice, coaching or discussion, with a relatively small number of people taking up the offer of mediation or other actions.

The next item on our agenda was a report on diversity from the Diversity Programme Leader, Louise Carvalho, who updated us on new and continuing activities and initiatives. These actions include measures to support the integration of spouses and partners in the local area and to promote gender equality in education, as well as a special fellowship for scientists and engineers who have taken a career break for personal reasons. In July this year, CERN showed its support for the first International LGBT-STEM Day and organised a workshop on diversity in the workplace during ALICE Week. Presentations on diversity issues have been given at two major physics conferences, and a one-day inclusive leadership training course for managers will be held in November.

Finally, TREF heard an update on mobility at CERN, for information, from Lluís Miralles, Head of the SMB department. Since his initial presentation to TREF in October 2017, the mobility working group has made progress on various studies, and work has continued to improve the flow of traffic and enhance the safety of pedestrians and cyclists on the CERN site. The findings of a recent CERN-wide mobility survey are providing valuable input for the new CERN Mobility Plan, which is due to be finalised by the end of this year.

Fourteen Member States were represented at this last meeting of the year. I encourage all Member State delegations to send representatives to participate in TREF's meetings, which provide a valuable opportunity to discuss personnel-related matters with the Management and the Staff Association.

Five-yearly review item

The Head of the HR department, James Purvis, presented the proposed timeline for the next five-yearly review of the financial and social conditions of members of the personnel and he also presented the reasoning for the change in the schedule. At our meeting the Staff Association indicated that it would have preferred the normal five-year interval between reviews to be observed but recognises that an exceptional shift in the schedule of the next review would be in the Organization's best interests.

TREF unanimously supports this proposal, which will be submitted to the Finance Committee and the Council in December for recommendation and approval.