

**Report by the Chair of TREF, Professor B. Åsman,
to the Finance Committee on 19 June 2019**

Since my report to the Finance Committee last September, TREF has met once, on 21 May. We were pleased to welcome Danko Jovanović, the new representative of Serbia, Ursula Bassler, the new Council President, and Jean-Michel Favre of the CERN Legal Service. We also bade farewell to Patrick Pardo, who was attending his final meeting as the representative for Switzerland, and thanked him for his valuable contributions to TREF's work over the years.

The first item on the agenda was an explanation from James Purvis, the Head of the HR department, of a set of proposed modifications relating to duty travel expenses in Chapter V of the Staff Rules and Regulations. The modifications aim to improve the relevant legal framework and ensure transparency, as well as administrative efficiency. Among other changes, it is proposed to reword the first sentence of Article R V 1.18 to state that the "most cost-efficient and suitable" route and means of transport shall be used for all duty travel. Following a question from a member, it was clarified that the word "cost-efficient" takes account of not only the cost of the transport itself, but also potential extra meals or accommodation required during long journeys or overnight stays, while "suitable" covers additional factors such as the safety of personnel and CO₂ emissions. The Staff Association indicated that it had reviewed the proposed modifications during the standard "*concertation*" procedure and that it supported the changes. TREF was fully satisfied with Mr Purvis's explanations and unanimously supported the proposal, which is tabled for recommendation by the Finance Committee today.

Anna Cook, the deputy head of the Talent Acquisition group, then presented the CERN Personnel Statistics for 2018. TREF was pleased to hear that the take-up of teleworking and saved leave, which had already increased in 2017 as a result of the new diversity measures put in place after the 2015 five-yearly review, had increased still further in 2018, and that due consideration was always given to the interests of the Organization in granting teleworking requests. In terms of recruitment from under-represented countries, significant outreach efforts are being made to attract applicants and TREF had a fruitful discussion on how to further increase the pool of candidates. We also noted with interest that the HR department had launched a new careers website and new applicant tracking software in 2018. TREF was pleased to hear from the Director-General that, in addition to a slight increase in the proportion of female members of the personnel in 2018, career prospects for women at CERN have improved significantly in recent years, with many more senior staff positions being filled by women. Finally, Ms Cook informed us that the Personnel Statistics document would undergo an improvement next year, taking into account suggestions from TREF members, and that the information would be arranged thematically rather than by personnel category. TREF expressed support for the revision, and thanked Ms Cook and the HR department for the presentation and the document, which gives a valuable and comprehensive overview of the personnel situation at CERN.

TREF then heard the annual report by the CERN Ombud, Pierre Gildemyn, who presented statistics on visitors to his office in 2018. He noted that the number of visitors had remained stable compared to previous years, but that the proportion of fellows and students among them had again increased slightly. The gender split was precisely 50-50, but it was noticeable that, among staff members, the percentage relative to the overall population was significantly higher for women than for men. The majority of visitors requested only advice, guidance or discussion and did not wish to take up the offer of mediation. Relationships between supervisors and supervisees continued to be the most frequently raised category of issue, followed by peer relationships and safety, health and physical environment. Ghislain Roy, the President of the Staff Association, indicated that the Staff Association encountered broadly the same range of issues, but that it was important to remember that the number of people reporting problems was very small. TREF thanked Mr Gildemyn for his presentation and for his valuable work as Ombud.

Only eleven Member States were represented at the meeting. I would like to take this opportunity to encourage all delegations to send representatives to the next meeting, which will take place on 22 October and will be TREF's 100th meeting since its inception in 1994. On this occasion, we will hear an overview of the procedure for the five-yearly review, which is due to start next year, and a summary of the outcome of the last review. As ever, the meeting will be a valuable opportunity for tripartite discussions with the Management and the Staff Association.