

**Report by the Chair of TREF, Mr B. Dormy,
to the Finance Committee on 16 March 2016**

Since my last report to the Finance Committee in December, TREF has met once, on 4 March, when we had the pleasure of welcoming the new President of Council, Professor De Jong, the new Director-General, Dr Gianotti, and the new Director for Finance and Human Resources, Dr Steinacher. We also welcomed Mr Diez Mateo, the new delegate for Spain, Dr Raimondo in his new capacity of President of the Staff Association, and Ms Laverrière, who was recently appointed as one of the two Vice-Presidents of the Staff Association.

The main item on the agenda was Annex A1 of the Staff Rules, which, as you are aware, outlines the procedure for periodic reviews of the financial and social conditions of members of the personnel. More specifically, this item was intended to give TREF the opportunity to assess the need for a review of the Annex A1 methodology, as the final component of the 2015 five-yearly review, in accordance with the decision taken by the Council in June 2014 and reiterated in December 2015.

The CERN Management made two informative presentations on the subject. Firstly, Ms Catherin presented a reminder of the context and purpose of the five-yearly review and outlined the changes made to its methodology following previous reviews, in 2005 largely centred on simplifying the process, and in 2010 to allow the Council greater scope to take account of the Organization's budgetary situation in its consideration of the proposals made. Secondly, Dr Gröniger-Voss presented a document detailing the legal framework applicable to the establishment and revision of employment conditions in intergovernmental organisations.

TREF was reminded that the responsibility for making any proposal to modify Annex A1 lies with the Management, which takes due account of input from the Member States and the *concertation* process with the Staff Association.

The Management expressed its opinion that no modifications to Annex A1 are necessary at the present time, as the current methodology adheres to the legal boundaries imposed by the international context in which CERN operates while also ensuring a degree of flexibility for each exercise.

The Staff Association also stated that it did not consider it necessary for Annex A1 to be revised at this time but would be open to considering, via the usual *concertation* process, any proposals arising from discussions at TREF.

TREF members were then invited to provide their input, as well as clear explanations of the motivation behind any changes they wished to suggest.

In response to a suggestion to enlarge the scope of the compulsory part of the review to include social benefits, the Management emphasised that the current wording of Annex A1 allows the Council to decide on the set of financial and social conditions to be studied at each five-yearly review, in view of CERN's needs and the prevailing circumstances. As such, the Management considered the existing text to be sufficiently flexible to meet the perceived need underlying this suggestion. One Member State delegate continued to express the view that there was scope for changes to the text, but several delegates indicated their support for the Management's position, i.e., to maintain the status quo. As only 11 Member States were represented at the meeting, and given the importance of the issue, TREF agreed to conclude on this item at its May meeting.

TREF also heard a presentation from Ms Guinot on the present status of CERN's Diversity programme, including several preliminary indicators (as presented on this slide) regarding the

impact of the diversity components of the five-yearly review, which came into force on 1 January. TREF will receive a more comprehensive annual report on the Diversity programme at its next meeting in May.

Finally, pursuant to a request made by the UK delegate, the Management presented a work plan for TREF's meetings in 2016. The schedule includes a number of standing items, namely the presentation in May of the annual personnel statistics and the Diversity report, and in October of the personnel element of the Cost Variation Index and a report by the Ombud. In May, TREF will review a proposal for several minor amendments to the Staff Rules and Regulations, mostly relating to the status of apprentices, and, in October or November, it will consider a proposal for several technical and legal amendments to the rules of the CERN Health Insurance Scheme. The work plan served as a valuable reminder that, even outside the context of the five-yearly review, TREF continues to deal with an extensive programme of work. It is therefore of the utmost importance for all Member States to send delegates to each meeting, as TREF is the main forum in which the Member States, the Management and the Staff Association can express their views on issues affecting the personnel, thereby considerably facilitating the decision-making process for the Finance Committee and Council.

Implementation of the 5YR diversity-related measures - impact

