

**Report by the Chair of TREF, Professor B. Åsman,  
to the Finance Committee on 8 December 2021**

Since my report to the Finance Committee in June, TREF has met twice, on 14 October and 17 November. Both of these meetings were again held remotely due to the COVID-19 pandemic, and the main item on the agenda of each was the five-yearly review. I will report separately on TREF's discussions on that subject following the presentation of the Management's proposals under the next item of today's agenda.

In October, we were pleased to welcome Sarah Kudling and Miroslav Zotović, the new representatives of Germany and Serbia, respectively. Florian Sonnemann, Head of the FAP department, gave a presentation on the 2022 cost-variation index. Based on the preliminary forecast from EUROSTAT at the time of the meeting and pending the final figures expected at the end of October, the overall personnel budget index stood at 0.48%. The final indices for 2022 are now available and will be submitted to the Finance Committee for recommendation today and to the Council for approval tomorrow. We noted that, following the United Kingdom's withdrawal from the European Union, EUROSTAT is no longer publishing data on the remuneration of the UK's civil servants, and the Management is in discussion with sibling organisations concerning the most appropriate new data source to be used in the future, so that the figures for the UK can continue to be included in the calculation.

We also heard from the Diversity and Inclusion Programme Leader, Louise Carvalho, who presented a summary of the activities carried out under the programme between October 2020 and October 2021. Ms Carvalho drew particular attention to the 25 by '25 initiative to promote gender and nationality diversity, as well as other measures taken to make CERN a more diverse and inclusive workplace, such as internships for students with disabilities. She also reported on the anti-harassment framework and on CERN's role as a leader in the field of diversity and inclusion.

In November, we were pleased to welcome Frej Sorento Dichmann, Carmen Gómez Sánchez and Christoph Wieland, the new representatives of Denmark, Spain and Austria, as well as Eliezer Rabinovici, the President-Elect of Council. We bade farewell to Ursula Bassler, the outgoing Council President, and thanked her for her unfailing support and valuable contributions to the work of TREF throughout her term of office. We heard a presentation by Cécile Curdy of the HR department on the proposal for a new sub-category of associated members of the personnel, which will be known as experiment associates, or EXAS. TREF welcomes the proposal, which will help to secure the presence at CERN of critical associated members of the personnel from the collaborating institutes of the associated experiments. Since the creation of a new sub-category of personnel requires changes only to an administrative circular and not to the Staff Rules and Regulations, the Finance Committee and the Council are not formally required to participate in the approval process, but you will be kept informed of the progress made throughout the implementation process.

Fifteen Member States were represented at the October meeting, and sixteen in November. I would like to encourage all delegations to send a representative to the next TREF meeting, which will take place on 18 May next year and will, as ever, be an opportunity for important and interesting discussions with the Management and the Staff Association on employment conditions at CERN.

### **Report following Item 8 (2021 5YR proposals by the Management)**

As usual, TREF has heard presentations on the progress of the five-yearly review throughout the exercise, and I have reported our observations to the Finance Committee in my regular reports. I will now comment on our discussions on that subject during our October and November meetings. In October, Cécile Curdy of the HR department presented the updates that had been made since May to the report on the ISRP's comparative study on salary levels. At both meetings, James Purvis, Head of the HR department, presented the Management's proposals, on which TREF made some initial comments in October, before discussing them in more detail in November. We noted that the proposals had been discussed by the Standing *Concertation* Committee and that agreement had been reached between the Management and the Staff Association on those relating to stipends for fellows, subsistence allowances for associated members of the personnel and Annex A1 of the Staff Rules. However, the Staff Association objected to the proposal to maintain basic salaries for staff members at their current levels, as the results of its own analysis showed a correlation between salary levels and the attractiveness of CERN as an employer. In the Association's view, an increase in salary levels would be the best way to address the persistent difficulties in recruiting personnel from underrepresented countries. The Staff Association therefore requested arbitration by the Director-General, who decided to maintain the Management's proposal, in the light of the recruitment and retention report and the results of the salary surveys. During TREF's discussion of the proposals, all the Member States represented at the meeting but one took the floor, and stated that they fully supported the Management's proposals. TREF thanked all those involved in drawing up the proposals for their hard work and highlighted the need for continued efforts to increase recruitment from underrepresented Member States. We look forward to hearing updates from the HR department on the steps taken to address such recruitment challenges in due course.