General Staff Meeting
10 February 2020

• A new Staff Council and Executive Committee
• Outline of the Association's work programme for 2020-2021
  • The 2021 Five yearly review
A new Staff Council and Executive Committee
A New Staff Council & Executive Committee For The 2020-2021 Period

Your Delegates - Vos délégués
2020 - 2021

Thank you for your vote in November (58.9% of participation)

An Executive Committee elected on the basis of a programme of work the 10th of December

Sébastien Evrard  Executive Committee Member
Martin Gastal  Executive Committee Member
Serge Grillot  Executive Committee Member
Céline Grobon  Executive Committee Member
Joel Lahaye  Treasurer
Thibaut Lefevre  Vice - President
Isabelle Mardirossian  President
Jean-Pol Matheys  Executive Committee Member
Almudena Solero  Vice - President
Jean-Baptiste Zenner  Secretary
Nick Ziogas

[Image of staff members]
Concertation

The act of consulting each other, taking each other's advice with a view to a common project, agreeing to act together.

- Concertation differs from negotiation in that it does not necessarily lead to a decision, but aims to prepare for it.

- Concertation differs from consultation in that it is not simply a request for an opinion. Concertation involves confrontation between the parties, the exchange of arguments and the clarification of each other's points of view.

- Consultation differs from mediation in that it does not involve a third party to facilitate the search for an agreement between the parties.
# Staff Association In Official Bodies

<table>
<thead>
<tr>
<th>Official Bodies</th>
<th>SA delegates</th>
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</thead>
<tbody>
<tr>
<td>Standing Concertation Committee (SCC)</td>
<td>Sébastien Evrard, Serge Grillot, Thibaut Lefevre, Isabelle Mardirossian, Almudena Solero</td>
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<tr>
<td>SCC Sub-group 1 on AC &amp; OC</td>
<td>Tony Cass, Isabelle Mardirossian, Jean-Pol Matheys, Almudena Solero, Adriana Rossi</td>
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<tr>
<td>SCC Sub-group 2 on 5YR</td>
<td>Sébastien Evrard, Jean-Pol Matheys, Isabelle Mardirossian, Thibaut Lefevre</td>
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<td>Tripartite Employment Conditions Forum (TREF)</td>
<td>Thibaut Lefevre, Isabelle Mardirossian, Almudena Solero</td>
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<tr>
<td>Joint Advisory Appeals Board (JAAB)</td>
<td>Francois Duval + Nicolas Salomon, John Etheridge</td>
</tr>
<tr>
<td>Advisory Committee of CERN Users (ACCU)</td>
<td>Isabelle Mardirossian</td>
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<tr>
<td>Research Board</td>
<td>Tony Cass</td>
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<tr>
<td>Safety Policy Committee (SAPOCO)</td>
<td>Richard Morton, Eric Herbé</td>
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<td>Divisional Safety Officers Committee (DSOC)</td>
<td>John Etheridge, Richard Morton</td>
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<td>Restaurant Supervisory Committee (CSR)</td>
<td>Alexandre Putzu, Anthony Rey, Patrick Blaise</td>
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<td>Joint Advisory Disciplinary Board (JADB)</td>
<td>Nick Ziegas + Kurt Weiss, Rosario Principe</td>
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<td>Joint Advisory Rehabilitation and Disability Board (JARDB)</td>
<td>Nick Ziegas + Nicolas Salomon</td>
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<td>CERN Learning Board (CLB)</td>
<td>Thibaut Lefevre, Yannis Papaphilippou, Anthony Rey</td>
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<tr>
<td>CERN Health Insurance Scheme Board (CHISB)</td>
<td>Sébastien Evrard, Joel Lahaye + 2 GAC representatives</td>
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<tr>
<td>CERN Health Insurance Litigation Board (CLAM)</td>
<td>Sébastien Evrard + 1 GAC representative</td>
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<tr>
<td>Academic Training Committee (ATC)</td>
<td>Yannis Papaphilippou</td>
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<tr>
<td>SCC WG on the Guarantee of Pensions in case of dissolution of the Organisation</td>
<td>Gianni Deroma + 1 GAC representative</td>
</tr>
<tr>
<td>SCC WG on Surviving partner pension rights</td>
<td>Sébastien Evrard + 1 GAC representative</td>
</tr>
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# Staff Association In CERN Wide Working Groups

<table>
<thead>
<tr>
<th>CERN wide Working Groups</th>
<th>SA delegates</th>
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<tbody>
<tr>
<td>Former staff members active beyond retirement age</td>
<td>Yannis Papaphilippou</td>
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<td>Data Protection</td>
<td>Almudena Solero, Jean-Baptiste Zenner</td>
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<td>MoMerit</td>
<td>Martin Gastal, Michael Ludwig, Joel Lahaye</td>
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<td>Mobility (Traffic, Transport)</td>
<td>Robert Kristic</td>
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<tr>
<td>Investigation and internal justice</td>
<td>Sébastien Evrard + Nicolas Salomon</td>
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</table>

*Elected by the Staff Council on 4th of February 2020*
# Staff Association – Departmental Representatives

<table>
<thead>
<tr>
<th>Department</th>
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<tbody>
<tr>
<td>SMB</td>
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<td>IPT</td>
<td>Nick Ziogas</td>
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<td>HR</td>
<td>Jean-Pol Matheys</td>
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<td>FAP</td>
<td>Almudena Solero</td>
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<td>IR</td>
<td>Rachel Bray</td>
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<tr>
<td>EP</td>
<td>Céline Grobon</td>
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<tr>
<td>IT</td>
<td>Almudena Solero and/or Isabelle Mardirossian*</td>
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<tr>
<td>PF</td>
<td>Nicolas Salomon</td>
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<tr>
<td>EN</td>
<td>Serge Grillot</td>
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<tr>
<td>TE</td>
<td>Yves Sillanoli</td>
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<tr>
<td>BE</td>
<td>Yannis Papaphilippou</td>
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<tr>
<td>HSE</td>
<td>Gunnar Lindell</td>
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<tr>
<td>DG</td>
<td>Linda Meichtry</td>
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*Elected by the Staff Council on 4th of February 2020*
Staff Association entry points for dedicated topics

<table>
<thead>
<tr>
<th>Topics</th>
<th>Entry point(s)</th>
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<tbody>
<tr>
<td>5 Yearly Review</td>
<td>Sébastien Evrard, Thibaut Lefevre, Isabelle Mardirossian, Jean-Pol Matheys</td>
</tr>
<tr>
<td>Administratives and Operational Circulars</td>
<td>Tony Cass, Jean-Pol Matheys, Almudena Solero</td>
</tr>
<tr>
<td>Health &amp; Safety</td>
<td>John Etheridge, Eric Herbé, Richard Morton</td>
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<tr>
<td>Pensions</td>
<td>Peter Hristov, Isabelle Mardirossian</td>
</tr>
<tr>
<td>CHIS</td>
<td>Sébastien Evrard, Joel Lahaye</td>
</tr>
<tr>
<td>MERIT</td>
<td>Martin Gastal, Michael Ludwig, Joel Lahaye</td>
</tr>
<tr>
<td>Jardin des Particules</td>
<td>Céline Grobon, Lynda Meichtry</td>
</tr>
<tr>
<td>Catering services</td>
<td>Alexandre Putzu, Anthony Rey, Patrick Blaise</td>
</tr>
</tbody>
</table>

And all the Staff Council involved in many others domains. Contact your delegates in your department!
Outline of the Staff Association’s work program for 2020-2021
You (Staff) and Us (Staff Council & Executive Committee)

- **Ensure ever higher representation** of Staff Association (higher LD and continued membership, increased interaction, increased diversity)
- **Increase Staff awareness of the SA**'s position, expectations and objectives on the issues being dealt with
- **Improve communication** to understand opinions, expectations and criticism from the Staff
- The Staff Council:
  - a **team** rich in diversity and opinions
  - who votes but also participates in the **elaboration of ideas and action plans** in the Staff Association internal commissions

Supporting and hearing you!
The ‘Jardin des Particules’

- Finalise the amount of CERN's debt to the JdP & SA [Done]
- Guarantee the move of the structure in time & quality [On going]
- Revise the 1977 agreement dealing with infrastructure costs for maintenance and repairs
- Define a subsidy level for the forthcoming years
- Review the childhood policy with a goal to focus on earlier age
- Setting up Foundation with the aim to guarantee
  - The future of the structure
  - On-site location
  - The quality of education resulting from
  - The qualification of the personnel and its stability
Pension Fund – Our Existing Request (submitted in November 2019 to the PFGB)

Structural changes should be promptly sought, determined and applied, e.g.

- **Broader participation in PF organs** by (e.g.) reintroducing alternates in PFGB
- **Increase understanding of PF issues** by (e.g.) removing 6-year maximum PFGB term (at least for staff representatives)
Pension Fund / Adapt to ‘New’ Governance

Council WG reaffirmed that "proposals for amendments to [PF contributions and benefits] fall outside the PFGB’s remit and lie within the authority of the Director-General, via the internal concertation process (see Article IV 2.07 of the Staff Rules)."

• establishing common understanding & expertise (like SG1 on SR&R, ACs ...)
• Build (wherever possible) common understanding & expertise
• Prepare & concertation at SCC
Dispute Resolution

• Benchmarking with other International Organisations shows that we do not follow best practice and could benefit from a review of some areas:

  • Review the design of the different justice systems
  • Streamline investigation processes (investigations for fraud, harassment, disciplinary, etc. need an overhaul)
  • Improve Equality & Impartiality of the joint boards
  • Clarify and jointly agree rules of procedure & procedural steps
  • Set up training for all stakeholders
You (Staff) Spoke, We (-SA-) Will Act

In addition to what we experience, we developed a **work-program based on what you told us** when answering the Staff Association and HR questionnaires.
Most positive outcomes of the Surveys

- CERN is still a unique and special place
- Majority of us are in line with CERN’s mission ‘Proud to work at CERN’
- Satisfaction expressed regarding our health insurance and Pension fund
You (Staff) Spoke, We (Œ) Will Act

But

• Some concern about CERN future (for > 50% of us)
• Last 5YR results not well received but need to follow up the 2015 5YR decisions
• Request to be attentive regarding working conditions
• High workload leading to discouragement and poorer quality of the results
• Improve fellows conditions
• Contract Policy strongly criticized
• MERIT system poorly efficient for merit recognition
In general, the last 5YR has been poorly received, with the exception of diversity measures:

- **3 MCHF** savings at Year + 5
- **60 MCHF** savings at Year + 10

<table>
<thead>
<tr>
<th>Cost in MCHF</th>
<th>Career Structure*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015 prices</td>
<td></td>
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<tr>
<td>Year +5</td>
<td>-3</td>
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<tr>
<td>Year +10</td>
<td>-60</td>
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</table>

Revised cost simulations including arbitration

TREF meeting November 2015
But there is still work to be done and need to ensure that measures effectively meet our/your expectations

- **Internal mobility** (Policy approved in November 2019, need to monitor the implementation and review the corresponding Administrative Circular)

- **Validation of Learning through Experience** (Skills recognition) (Follow-up and monitoring of the results of such an introduction)

- **Career interviews** (Follow-up and monitoring of the results of such an introduction)

- Review the use of **Equity budget**
You (staff) Spoke, We (☐) Will Act / Working conditions

• Make proposals and monitor their implementation with regard to:
  • Safety, Quality of life at work, Mobility on site, Space and consolidation
  • Work / Life balance, e.g. Recognition of ‘best effort’ for experts on call
  • Equality of opportunity
  • Flexible working hours and teleworking
  • Flexibility around retirement age
You (staff) Spoke, We (SA) Will Act / High Workload

Evolution of personnel since 2014

- Number of **Users** increased by **15%** (+1684)

With a larger experimental program at CERN

Table 2. Evolution in the Number of Staff Members, Fellows and MPA over the last 5 years

<table>
<thead>
<tr>
<th>Date</th>
<th>Staff Members ↑↓</th>
<th>Fellows ↑↓</th>
<th>Subtotal ↑↓</th>
<th>MPA (excl. Users) ↑↓</th>
<th>Users ↑↓</th>
<th>Subtotal ↑↓</th>
<th>Grand Total ↑↓</th>
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<tbody>
<tr>
<td>31.12.2014</td>
<td>2,524</td>
<td>11</td>
<td>617</td>
<td>51</td>
<td>3,141</td>
<td>62</td>
<td>10,885</td>
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<td>16,304</td>
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<td>31.12.2016</td>
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<td>66</td>
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<td>17,942</td>
</tr>
</tbody>
</table>
You (staff) Spoke, We (SA) Will Act / High Workload

- Large consolidation of our global infrastructure
- Large upgrade program of accelerator complex (Isolde, ELENA, LIU, HiLumi,..)
- Increased number of studies (CLIC, FCC, AWAKE, PBC,..)

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<td>12,569</td>
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</tr>
</tbody>
</table>
You (staff) Spoke, We (-SA-) Will Act / High Workload

Evolution of personnel since 2014

- Number of **Users** increased by **15%** (+1684)
- Number of **MPA** increased by **15%** (+249)
- Number of **Fellows** increased by **35%** (+222)

- **Number of Staff increased by 5% only**

CERN needs more staff!
We need to strive to the reduction of ‘missing staff’ and unwarranted differences in or "au rabais" employment conditions (the SA will be attentive to the work of the working group on the revision of staff categories)

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<th>31.12.2017</th>
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<td>31.12.2018</td>
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<td>14,436</td>
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</table>

Staff IC ratio* since 1991
You (staff) Spoke, We (☐) Will Act / High Workload

- **Fellows**: Workload ok for 60%
- **Staffs**: Heavy for 65%
  - Disagreement with HR survey: 60%/40% vs 40%/60%:
  - 75% declare doing overtime work and 77% do not declare it

You have always a strong commitment and motivation!!

- Ma charge de travail est systématiquement trop lourde.
- Ma charge de travail est parfois trop lourde, mais pas systématiquement.
- Ma charge de travail est correcte.
- Ma charge de travail n’est pas assez importante.
You (staff) Spoke, We (SA) Will Act / Improve Fellows conditions

Improve the conditions of Fellows

- **Better supervision** for younger colleagues
- Focus on **Training for Fellow and Students**
- **Better contractual policy**
You (staff) Spoke, We (-SA-) Will Act / Contract Policy

- CERN recruited Staff are older
  - Young people at CERN are Fellows and MPAs
  - Averaged age for starting an LD contract is 34.5 years in 2018
- Pushing the decision on LD/IC at an age > 40 years
  - A limitation to CERN’s attractivity!
You (staff) Spoke, We (-SA) Will Act / Contract Policy

Widespread dissatisfaction with ‘contracts’, so we’ll ask for changes to contract policy, in particular:

- the fraction of LDs that can be awarded an IC
- the LD-IC decision process
  - *68% of persons unsatisfied* with present system
  - Generates *precarity, useless competition, bad team spirit*
  - Decision process not adequate that *reduces CERN attractiveness and efficiency*
Concerning MERIT, We’ll ask for

- Specific **training for all supervisors** on SMART objectives, merit evaluation (special emphasis on biases – HR is already working on that) and collegial discussion
- Across the board **evaluation of supervisors by supervisees** (not necessarily in MERIT context)
- Monitoring (and predicting) the number of colleagues that are or will be **blocked at the end of their grade** which affects their motivation and leads to difficult and potentially conflicting situations (increasing number of appeals !)
- This will be followed-up amongst other in the **MoMERIT working group**
The 2021 Five yearly review
The Five yearly review – Objective

Annex A 1 of the Staff Rules specifies that:

“The purpose of the five-yearly review is to ensure that the financial and social conditions offered by the Organization allow it to recruit and retain the staff members required for the execution of its mission from all its Member States. In accordance with Article S II 1.03, these staff members must be of the highest competence and integrity.”

Obligatory: Review of the basic salary for staff members and stipend for fellows
The 2021 Five yearly review

From J. Purvis’ presentation dated December 2019

**Benefits**

Which of the following benefits should CERN improve?

- Pay: 33.4%
- Leave: 9.2%
- Health Insurance: 13.4%
- Childcare services: 23.2%
- Pension: 28.2%
- Other: 14.7%
- None: 25.7%

**2015 5YR**: New career structure implying substantial savings on the personal budget

**2021 5YR**: 😊
The 2021 Five yearly review could potentially be impacted by the 2015 one

The ILOAT will give its decision later this year on the appeals that were made by some colleagues following the last 5YR

- Could impact the present career’s structure
2021 5YR timeline

2 additional General Staff Meetings in April and June to update you on the 5YR process
Maintain talent at CERN to guarantee its future!

Propose measures to enable CERN to

• Increase **attractiveness** (remunerations)
  • Recruitment & Retention: our view is that CERN no longer recruits and retains **the highest competence and integrity staff members from all its Member States**
  • Increase **retention** (reduce number of staff members leaving)
Conclusions

• A lot of work to do ... with you ... for all of you
• We will come back to you following the CCP and TREF meetings
• You can already book in your agenda 2 dates:
  - The 6th of April
  - The 23rd of June
• Pass on the information to your colleagues!

It’s always time to become a member of the Staff Association!
Many thanks for your attention!

Questions?
Spare slides
In accordance with Article S V 1.02, the periodic reviews of the financial and social conditions of members of the personnel consist of a five-yearly general review of financial and social conditions (hereinafter "the five-yearly review") and an annual review of basic salaries, stipends, subsistence allowances and family benefits (hereinafter "the annual review").

In the framework of the five-yearly review, the Council may also decide to review any of the procedures defined hereinafter for application at subsequent reviews.

• In accordance with Article S V 1.02, the periodic reviews of the financial and social conditions of members of the personnel consist of a five-yearly general review of financial and social conditions (hereinafter "the five-yearly review") and an annual review of basic salaries, stipends, subsistence allowances and family benefits (hereinafter "the annual review").

• In the framework of the five-yearly review, the Council may also decide to review any of the procedures defined hereinafter for application at subsequent reviews.
5YR methodology - Annex A1 of the SRR - Staff

**Starting the procedure**

The Director-General shall submit to the Council:

- **For information and discussion**, a document identifying the **Organization's main recruitment markets**.
- **For information and discussion**, a report analysing the recruitment and retention of staff members.
- **For decision**, a proposal identifying the **financial and social conditions to be reviewed**.

Data on salaries shall be collected from employers that recruit from the markets identified in the document mentioned in paragraph above.

- **For grades 1 to 3**, these shall be the employers established in the **local region of the Organization** that offer salaries that are among the most competitive.
- **For grades 4 to 10**, these shall be the employers established in the **Member States** that offer the most competitive salaries according to the data collected from the Organisation for Economic Cooperation and Development (OECD) or, where not available from the latter from any other official source.
- **For all grades**, data on the other financial and social conditions to be examined are collected from the intergovernmental organisations that offer financial and social conditions that are among the most competitive, e.g. ESA, the United Nations, the European Union, as the case may be.
The purpose of the five-yearly review is to ensure that **the financial and social conditions offered to fellows remain attractive compared to those in comparable research institutions.** The five-yearly review **must include stipends and may include any other financial or social conditions.**

Starting the procedure

- The Director-General shall submit to the Council:
  - **for information and discussion**, a document identifying **the research institutions** from which data will be collected
  - **for decision, proposal** identifying the financial and social conditions to be reviewed.

- Data collection and comparison
  - The financial and social conditions of fellows shall be compared with the data collected from the research institutions identified in the document mentioned above.

- Proposals and decision
  - **The results of the comparison shall constitute a guide for the Director-General** to use in making his proposals, and for **the Council in taking its decision** relating to any adjustment of the financial and social conditions of fellows.
The purpose of the five-yearly review is to ensure that the financial and social conditions offered by the Organization to associated members of the personnel allow it to host them in its research facilities, taking into account the highest cost-of-living level in the local region of the Organization. The five-yearly review must include subsistence allowances and may include any other financial or social conditions.

Starting the procedure

- The Director-General shall submit to the Council for decision a proposal identifying the financial and social conditions to be reviewed.

Proposals and decision

- Taking into account the purpose set above, the Director-General shall propose and the Council shall decide upon any adjustment of the financial and social conditions of associated members of the personnel.