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Deputy Director

## **SIPRI SENIOR MANAGEMENT TEAM MEETING**

Solna, 29 November 2016

### **MINUTES**

#### Participants

Sibylle Bauer, Stephanie Blenckner, Jakob Hallgren, Maria Kaemmerlé, Neil Melvin and Gary Milante.

#### 1. Minutes approval

- The minutes of the 22 November meeting were approved without changes.

#### 2. Matters arising from the Minutes, not otherwise on the agenda

- Editors are finalizing a concept note template for SIPRI research proposals.

#### 3. Report back

- Several in-house events are taking place in December (Afghanistan, Colombia, DCDC etc). They are all on track.  
- The annual launch of the top 100 arms producing companies is due for 5 December. Planning for this is also on track.  
- The Chinese international relations institute CICIR has expressed an interest in an exchange with SIPRI. This is currently being considered.  
- The Swedish MFA has sent positive signals about additional funding of SIPRI work in the climate and security, mediation and disarmament fields.

#### 4. Staffing and Project Issues

- Stockholm university has asked SIPRI to join a bid for EU funding involving funded internships for PhD students in the nuclear field.  
- The Speaker is confirmed for the 2017 September SIPRI Security Conference, and the Royal Court has indicated interest. The City of Stockholm, the Chamber of Commerce, the MSB agency and others are currently considering offers to participate and provide funding.  
- Issues relating to titles and promotion possibilities within SIPRI will be reviewed after the finalization of the performance assessment process.

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#### 5. Research and activities underpinning the 2017 SIPRI budget

- A propos anticipated increased Swedish MFA programme funding it is of paramount importance to keep the donor abreast of our interpretations, progress and changes in the implementation of promised activities.
- Intensified fundraising efforts, targeting other external sources, will be initiated. Strategies to this effect will be developed by all three clusters early 2017.
- An SMT away day, focusing on the research strategy and activities, is planned for late January 2017.

#### 6. 2016 salary revision

- Percentage levels for salary increases, corresponding to the levels in the individual performance assessments, were decided.
- An analysis will be made to ensure that cases of apparently unjust salary situations are addressed.

#### 7. Max list for SMT half away day agenda

- Cluster research strategies, finalizing the SIPRI 2017 budget, SIPRI's means of communication, planning the SMT spring agenda (January away day, finalizing job descriptions, evaluation of the 2016 performance assessment process, cluster acquisition strategies etc.)

#### 8. Items carried forward for future agenda

- A SIPRI alumni structure, memo by Gerd Hagmeyer-Gaverus.
- SIPRI values discussion.
- Work phones at SIPRI, memo by Magda.