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Deputy  
Director

## **SIPRI SENIOR MANAGEMENT TEAM MEETING**

Solna, 3 May 2016

### **MINUTES**

#### Participants

Stephanie Blenckner, Jakob Hallgren, Maria Kaemmerlé, Dan Smith

#### 1. Minutes approval

The minutes of the 19 April meeting were approved without changes.

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

- The draft job descriptions for the three Directors of Studies are all but finalised and the internal recruitment process will be launched. Meanwhile trade unions will be invited to formal negotiations about the organisational change that these new positions represent.

#### 3. Report back

- Some 20 Stockholm based ambassadors will be invited to a luncheon on 27 May with the objective to gain information about potential philanthropists in their respective countries of origin, and how to best approach them.
- The Q1 financial figures and a forecast for the rest of 2016 will be finalised in the coming week.
- The recruitment of the two open positions in the Mali project, including the Head of the Project, are expected to be concluded within the coming week.
- Several grant proposals in the climate and security field, including to MISTRA and BNP Paribas, have been or are being submitted.

#### 4. Staffing

- Transition issues in the Mali project and strengthening of the Director's Office with current staff were discussed.

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#### 5. Summer Party

- It was decided to arrange a summer party on Thursday 16 June for all SIPRI staff and their families, interns and associates. It will be held in and outside of the SIPRI premises and food, drinks, music and cleaning will be provided. Volunteers are welcome to join the planning.

#### 6. The Secure Cities initiative and conference

- Issues regarding the invite and high level speakers were discussed. Senior Management and the Board will from now on be more involved in this process.

#### 7. Implementation of the new collective agreement for SIPRI researchers

- Most researchers have been informed about the consequences for them of the new agreement.
- Those researchers who will transfer from temporary to tenured employment will lose tax free allowances and instead get a fully taxed salary and full occupational pension instalments. In most cases these are substantially higher and represent a real financial burden for the Institute.
- It was moreover discussed and decided that all researchers will get new and standardised, albeit individually adapted, job descriptions during 2016.
- In addition all researchers will, from 2016 and onwards, participate in a standard performance management process and an annual salary revision process in October/November, counting new salaries from 1 October each year.

#### 8. The future focus of the China / Asia Programme and the Beijing Office.

- This item was postponed to the next meeting.

#### 9. Next meeting: Agenda ideas

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

- The future focus of the China / Asia Programme and the Beijing Office.