



Minutes from the Cooperation group – Thursday, 27 April 2023 at 11.00-12.00 in Seminar Room.

Participants: Joakim, Kristina, Lisa, Noah (ST), Frederic (SACO-S), Ulla (SO), Maria (SO), Farah, (RSC).

Excused: Kheira (RSC)

- **Choice of checker of meeting notes** – Frederic

 - **Strategy process**
A process to present a new five-year SIPRI Strategy to the board has started with Dan having informal meetings with Clusters, Operations and Outreach. SMT is having an Away day on 3 May to discuss it further. More details on the process will follow that meeting.

 - **&frankly**
A SIPRI institute level Plan of Action has been decided to focus on three areas of improvement (stress, draining conflicts and team spirit), please find attached.

 - **Management training**
A two-part training in the manager role, work environment responsibilities and discovering early signs of unhealth will be arranged for all line managers. Dates to be confirmed as soon as possible.

 - **Personnel**
 - Ongoing recruitments*
 - Research Assistant to the Sahel-West Africa Programme
 - Financial Officer to Operations
 - Researcher to the Arms Transfers Programme
 - Researcher to the Governance of Artificial intelligence Programme
 - Research Assistant to the Governance of Artificial intelligence Programme
 - Programme Director and Senior Researcher to European Security Programme
 - On hold*
 - Researcher to Food & Security

 - Arrivals*
 - Nothing to report

 - Departures*
 - Ian Anthony
-

- **Safety issues**

A safety round was conducted in October 2022 and is waiting for final documentation, but in the meantime, Maria reported that almost all measures have been taken on issues that were discovered.

Ulla mentioned that she will attend Clusters meetings to remind staff that the travel policy and agreement with Tranås travel agency need to be followed. Frederic also mentioned that some aspects of the travel and travel safety policy should be reviewed. Kristina will bring it up with SMT.

Concerning stress management and the ability to recover after an intense workload, a discussion around flex- and overtime distinctions and regulations took place.

The unions asked that discussion should be followed-up with actions at the next Cooperation Group meeting.

- **Union Issues**

ST mentioned that their annual general meeting would occur on 24 May 2023.

Lisa mentioned that a presentation of a draft salary mapping took place on 20 April 2023 with the local representatives of ST and SACO-S only as per regulations.


- **RSC Issues**

No issues.

- **Next meeting**

18 May 2023

Note taker:


.....
Lisa Wiklund

Note checker:


.....
Frederic Daudon