



Notes from the Cooperation group – Tuesday, 13 February 2024 at 14.00-16.00 in Board room

Participants: Joakim, Lisa, Simon, Pieter (ST), Emma (ST), Annika (Saco), Ulla (main work environment representative).

Excuses: Kristina, Laura (work environment representative), Nan (RSC).

- **Choice of note checker:** Annika (Saco)

- **Last meeting's notes:**

No comments.

- **Management**

- **Process recruitment SIPRI Director**

Joakim informs about the recruitment process for a new Institute Director, which will be modeled according to the process used when Dan was recruited. The cooperation group will be involved in the process. A more detailed timeline is forthcoming. A formal process description and timeline of the recruitment process will be presented by the Board in May 2024. Early 2025 is the hope for making an offer to a final candidate (starting September 2025).

Joakim contract ends this summer. The process for the recruitment for a Deputy Director will be presented shortly.

Questions were raised how this will be communicated to the entire staff.

- **Finance**

It was decided to postpone this report because Kristina was absent.

- **New HR manager**

Clarisa F-E has accepted the position, starting on March 4th. Lisa will stay until the end of April to hand over and close specific projects.

- **Employee Survey**

The decision has been made to go ahead with Zondera as a supplier for the employee survey from SMT, but the timeline and the process on how it will be implemented awaits the new HR manager

- **Cooperation agreement revised draft**

The new draft is presented by the working group (Lisa, Emma, Annika) and reviewed by the Cooperation group. One more round is planned and after that, the expectation is to take this to SMT and each respectively to their employer and union representatives.

- **Yearly planning of meeting agenda**

Unfortunately, this couldn't be aligned with the Institute agenda until after SMT away day, when the institute agenda will be decided. A drafted yearly agenda will be sent to the group after Wednesday next week.

- **Union matters**
 - **Leave of absence, rules, and regulations**

A discussion came up about the wording “sabbatical” instead of a “leave of absence”. Clarity on the collective agreement regulations regarding leave of absence was discussed as Lisa went through the regulations. It was stated that we do not discuss individual cases in the forum of cooperation.

Concern regarding the economical implication of decisions on staff matters was raised.

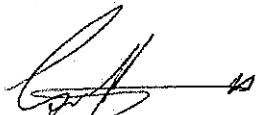
- **Other issues**

A request to discuss the meeting structure and agenda for Monday morning meetings (including their role versus RSC meetings).

- **Next meeting (Work Environment Committee and Cooperation Group)**

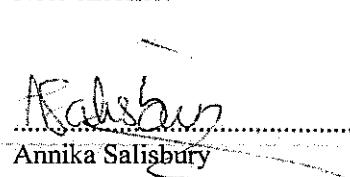
14 of March 10:30-12:30 (Room TBD)

Note taker:



Simon Herrman

Note checker:



Annika Salisbury