



## Notes from the Cooperation group & Work Environment Committee – Wednesday, 14 March 2024 at 10.30-12.00 in Seminar room

Participants: Kristina, Clarisa, Lisa, Simon, Emma (ST), Annika (Saco), Caspar (Saco, attended first hour), Ulla (main work environment representative), Gretchen (RSC), Diego (RSC).

Excuses: Joakim

---

- **Choice of minutes checker:**

Emma (ST)

- **Last meetings notes**

No comments.

- **Follow-up on items from the last meeting**

A few items are going to be raised during this meeting.

- **Information from management**

- a. Financial report

Kristina summarizes what Dan shared during the RSC meeting regarding finances about outcomes for 2023 and budget 2024—which includes a SEK 4.6 million deficit for 2023. The information and following discussion cover: more detail about the problems that arose while moving more fully to Maconomy and how those are being resolved; where SIPRI stands today in terms of the funding gap and existing reserves; the plan to communicate and discuss budgets in more detail at cluster level and to produce financial reports more frequently; and some initial ideas for how to cut costs. There is also a wider discussion about all-staff communication at SIPRI, including ensuring that critical information is communicated at meetings and in writing.

- b. Organisation /Operation

---

Kristina gives an update on organizational changes within Operations. It has been decided to create a new unit, Grants Acquisition and Development. Nikos P will manage the PMO team, and Frederic D will manage the GAD team. The MBL negotiation regarding has been held.

- c. Recruitments

---

Simon briefs the group on the ongoing recruitments. The unions raise questions about funding for the ongoing recruitments in light of SIPRI's current financial situation. It is discussed if the information about new recruitments should be shared, and whether how they are being funded will be shared at subsequent Cooperation Group meetings. No decision was made.

- **Theme/topic of the month**
  - a. Cooperation agreement final revision

The drafting group presents an overview of the history and process.

Feedback from ST, Saco, Partsrådet, Arbetsgivarverket and SMT has been received. SMT had minor comments on the last version from the drafting team.

The above point was discussed within the group. The conclusion reached was that the draft group will propose a final formulation, and then emailing the final draft to the entire group once it's ready, allowing for a feedback window before finalization.

- b. Yearly agenda for Cooperation and Work environment committee

Going through the suggested agenda.

The mid-term review is a bit earlier this year (in April), and the PADs are also earlier, in August.

The yearly agenda is intended as a guide to plan the Cooperation Group meetings each year and allow for planning. The RSC and unions reps raised an earlier suggestion to look at the template agenda at the start of each year and add points that are specific to the coming year.

The work on the agenda is ongoing and not finalized.

- **Discussion of issues raised in advance**  
Nothing reported
- **Any other business**  
Zondera: Employee survey is currently planned to be scheduled in the fall.
- **Work environment Committee (WEC)**
  - a. Work environment plan 2024

Going through the draft plan and agenda for WEC and systematic work environment methodology.

Next meeting: 11 of April 10:00-12:00 (Seminar room).

Note taker:



Simon Herrman

Note checker:



Emma Zetterström