

## **Comments on the Consultation on the Creation of the Personnel Commission (CoPe)**

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We believe the creation of the CoPe will be of benefit to the scientific staff / corps intermédiaire (CI) and agree in its scope. We recognize that CoPe will have status as a privileged internal partner of the VPH in regards to work conditions not limited to topics such as: lab restructuring, impact of budget cuts, safety, security, professional development and the constant feedback of the community via surveys.

As of 23.09.2025, the Faculty Council of SB and APEL have both proposed changes in regards to the number of members, that suggest there should be better proportionality and/or a position reserved for members of the CI or CAT that would represent the bodies most impacted by opinions taken the CoPe. We are in agreement with these propositions presented by these organs. One can be summed up as a total of 8 members, where 2 are representatives of the teaching body, 3 of the CI and 3 of the CAT. Another that we have no objections is a change in the Directive proposed by APEL - "At least one of the two roles (president or vice-president) must come from either the corps intermédiaire or the corps administratif et technique."

We have no further comments in regards to this and look forward to the election for members of the COPE