



UNITED NATIONS STAFF UNION
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS UNIES
44th STAFF COUNCIL/ 44^{ème} CONSEIL DU PERSONNEL

Resolution/Résolution

Resolution No.: 8

Meeting No.: 16

Date: 22 November 2011

**Request for an investigation by the Office of Internal Oversight Services
into the 2010 competitive recruitment examinations**

The Staff Council,

Noting that the conditions under which individuals may take national competitive recruitment examinations and those under which staff members may take the competitive examination for recruitment to the professional category from other categories (G to P) are promulgated in administrative instructions ST/AI/2010/8 and ST/AI/2010/7, respectively;

Further noting that these administrative instructions promulgate the general provisions about the examination process and list the specific details as to eligibility, form, substance and roles of the Specialized Board of Examiners and Central Examinations Boards;

Concerned that the rules and procedures as specified under these administrative instructions may not have been adhered to and uniformly followed, that the examination itself may have been biased and culturally insensitive, and that the Board of Examiners may not have been properly selected and constituted to represent all relevant departments and offices, taking into account appropriate grade levels and geographical balance;

Further concerned that, as the Organization is carrying out the 2011 Young Professionals Programme examination under the current policy framework, there is a significant risk that the outcome of the examination will be inherently unfair;

Hereby decides

- (a) To request that the Office of Internal Oversight Services (OIOS) launch an investigation into the 2010 competitive examinations to ascertain whether they were conducted for the purposes for which they were established, whether all rules and procedures were uniformly followed and adhered to, and whether the resulting outcome ensures that the candidates were selected in a fair manner;

- (b) To request the Secretary-General to urgently review the examination process and all related polices before holding another competitive examination and ensure that the acquired rights of staff are protected;
- (c) To request the Secretary-General to establish a staff-management working group to examine problems and concerns regarding the competitive examinations, especially with regards to the recruitment/placement to the Professional category of staff members from other categories; and
- (d) To request the President of the Staff Union to bring this resolution to the attention of the Secretary-General, the President of the General Assembly, the Chair of the Fifth Committee and the members of the Advisory Committee on Administrative and Budgetary Questions.

Adopted	YES
For	9
Against	1
Abstention	0