

UNITED NATIONS STAFF UNION
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS UNIES**45th STAFF COUNCIL/45ème CONSEIL DU PERSONNEL**

Minutes/Actes

Meeting No: 45/55
Date: 2 August 2018
Time: 1:20 pm
Venue: Room B
Quorum: 21/27 Units

45th Staff Council Meeting Minutes

The meeting was quorate, with Unit 29 Alternate Representative Martin Pickles in the Chair and UNSU Assistant Secretary Daniel Burden taking notes. The meeting was recorded and a copy deposited with the UNSU Administrator. Units present were: 7, 8, 10, 11, 14, 17, 18, 19, 20, 22, 23, 24, 25, 28, 29, 30, 31, 33, 34, 37, 38.

1. Adoption of the Agenda

The agenda was adopted without objections.

2. Adoption of minutes

Minutes of meeting 54 were pending and were not adopted.

3. Executive Board report, President's report and summary of communications

No Executive Board report was presented as a quorum had not been met due to absences. The President's summary report and communications had been circulated to the Council well within the legislated 24 hours prior to the Council meeting.

Vice President Ms Nemeth expressed her wish to reach out to the Council, if any Councillors would like to participate, regarding a common global interest with other agencies and unions, towards a awareness raising event day on disabilities, possibly around the 30th November 2018, to delegate the planning and logistics as much as she could to interested staff representatives.

Assistant Treasurer raised issue as to why the standing agenda item regarding finances was no longer on the weekly Council agenda. Assurances were made that that item would be placed back and was asked by the acting chair Mr Pickles if the Assistant Treasurer had anything to report. Assistant Treasurer replied that the treasury did not.

4. Management Reform / GSDM

Unit 38 Rep, Ms Beldo-Kandakai gave a summary of meetings held with USG of DM and ASG of OHRM and staff representatives of OPPBA, to discuss impacts from Management Reforms. Mr Britto asked senior management about those impacts, that the USG/DM explained that there were different proposals to help effected staff, that the USG coined the term "lift and Shift" when identifying staff to be trained and moved to other positions, however there were a small number of staff who will not be able to be matched to positions, was asked how would they deal with those staff, and was told it would be on a case by case basis where training was not possible, that those staff would have to apply for posts, that staff could also apply for agreed termination packages, and those would be considered. That working groups would be formed with representation from OPPBA staff, and OPPBA reps also asked for management to also include people with expertise into those working groups, Unit 38 were presently waiting for a reply to those requests. Also USG and ASG were pressed on who was going to do the "matching" and were informed that those decisions would be with management. OPPBA staff reps were informed that the downsizing policy was under review, OPPBA staff reps asked for that review to be expedited. Ms Beldo-Kandakai stated that SMC measures would be applied to the Management reform process. Assistant Treasurer Ms Lane offered her assistance to OPPBA reps as she had previous experience on job matching exercises.

Unit 10 staff representative Ms Nouinou raised the issue of contracts within her unit and asked for help from the Council. The First Vice-President Ms Nemeth asked Ms Nouinou if she could share those concerns with her and that Ms Nemeth would look into those issues. Unit 7 Alt Rep Ms Kuylle shared with the Council her knowledge and previous experience in regards to re-profiling and job matching implementation measures.

5. Time Release for Staff Representatives

Unit 25 rep Mr Kegham asked for the item to be addressed next meeting.

6. SG's Letter to Staff

Discussed was the broadcast from the Secretary General about funding of the UN. The Council talked that it was a cash crisis, and that of late it had been reported that staff in the field had problems receiving their salaries, question was posed from the Assistant Treasurer Ms Lane as to where the money for the refurbishment of the Secretariat was coming from if the UN was in a cash crisis? Unit 38 OPBBA staff rep replied that the GA had said it was ok as long as the funding for refurbishments came from existing resources.

7. Lack of Protection against Retaliation

Unit 10 staff representative Ms Nouinou raised the important issue on retaliation. That there was issues with the guidelines of the Ethics Office, where in certain cases they would not conclude that there had been no retaliation

against staff, and that formal requests for protection against retaliation were denied, because of Ethics Office guidelines and policies. That Ethics Office does not do proper investigations, and again the guidelines were non-functioning. Ms Nouinou briefed the Council about her own case. Unit 10 staff representative Ms Nouinou asked the Council for help in this area regarding the Ethics Office. Unit 34 staff rep Mr Burden, Assistant Secretary informed the Council of a noticeable "uptick" in reported PIP's from staff, and that the Council should remain aware of that within their own units, possibly it was related to downsizing and retaliation.

Unit 22 Rep, Mr Vieira brought to the Council's attention the S.G.'s own position on reporting on the UN's zero tolerance against retaliation and harassment policies, that OHRM was deficient in that area, and asked how can the Union bring more pressure in that regard to make it work. First Vice-President Ms Nemeth explained the procedures and route to take within the policy framework in place, regarding harassment and retaliation.

The meeting adjourned at 14:30.