



Minutes/Actes:

Meeting No: 46/37
Date: 26 March 2020
Time: 13:15 - 14:30
Venue: Virtually (Microsoft Teams)
Quorum: 14/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:35 with 14 Units present. Staff Council Chair Camille McKenzie chaired the meeting and Assistant Secretary Sarah M'Bodji took notes. Units present were: 06, 13, 14, 17, 18, 21, 22, 24, 26, 29, 30, 31, 32, 33. The three members of the leadership team were in attendance.

1. Adoption of the agenda

The agenda was adopted without changes with 7 items.

2. Adoption of previous minutes

Minutes for the 35th and 36th meetings of the 46th Staff Council were pending.

3. President's Report and Summary of Communications

The President Patricia Nemeth reported on the Union's virtual Townhall meeting and explained that the EB had been working on a concept for a staff support network and explained that the Rapporteur Coralie Tripier would soon share more details about this matter with the Council.

The 1st VP Aitor Arauz Chapman underscored the success and positive feedback from the Union's first ever virtual townhall and that he was working to provide answers to all the questions received during the townhall.

4. Executive Board Report

Nothing was raised.

5. UNSU Finances

Nothing was reported.

6. Reports by Units

Sherif Okasha (Unit 28) raised concerns regarding the productivity standards in the Documentation Division (DD), specifically in cases of the most vulnerable staff members and called for support for these staff.

The 1st VP explained that the main concern of the management, given the current circumstances, should be the health and wellbeing of their staff. He stated that most of the productivity issues should be addressed through conversations between staff and their managers and should be on case-by-case basis. He finally called for creative solutions which would allow us to advocate our constituents.

Sherif Okasha thought that leaders of the Union should have a bigger role in handling the productivity matters.

The President explained that she was having an ongoing dialogue with senior managers regarding similar issues and called for the Council members to step up and help their constituents on the local level before any further escalation.

The 1st VP added that we need to find custom solutions for local matters which can be communicated with managers once proven feasible. He echoed the President's call for staff members to try to address such matters locally before escalation, and that leadership were ready to support staff representatives whenever needed.

Michelle Rockcliffe supported Sherif Okasha's call for leadership to intervene in the productivity matter and stated that this matter should be handled on the level of senior management.

The 1st VP explained that there was an ongoing conversation with the senior managers. He further explained that it was impossible to manage this matter with senior managers on case-by-case basis.

It was eventually agreed that consultations with USG/DGACM in this regard were needed.

7. AOB

Michelle Rockcliffe briefed the Council on the status of Pension Fund investments. It appeared that there was a review of assertions made in her letter to the S-G and that she would wait a few more days before she thought the Union would have to take action. However, she expressed concerns about the volatility of the market and that something had to be done very soon to stabilize the management of our investments.

Michelle stated that representatives of Staff on the HLIC would meet tomorrow (Friday) to answer all the insurance questions received at the Union's Town hall of Wednesday.

The Rapporteur Coralie Tripier briefed the Council on the Union's support network initiative. She explained that we will start with a psychosocial support network which may expand to logistical support when needed. She further explained that the initiative was expected to be managed by a core group and asked the council for volunteers. She finally praised the initiative's online survey which was designed and set up by the Assistant Secretary Sarah M'Bodji.

Michelle Rockcliffe inquired about financial statements including details on the lawyer's fees. She reminded the Council of the importance of proper management of the Union's finances.

Aitor Arauz Chapman agreed with Council members that COVID-19 has taken up part of the agenda, and that we need to get back on track with the Union's regular business.

Michelle Rockcliffe made a motion for adding a standing item "Matters arising from the Business" or "Old business" so as to ensure completeness of the Council's work for example in the areas of Delegation of Authority and other matters on the SMC agenda.

The motion was seconded. However, after listening to objections the motion was withdrawn, and it was decided that staff representatives should request inclusion of the any matter as an item on the agenda as is currently done each week.

The Assistant Rapporteur Shirley Abraham reminded that the Staff Support network is what we should be focused on at this time, for support of staff.

Patricia Nemeth in response to Michelle and Aitor, explained that the council was getting back on track.

The President briefed the Council on the discussions regarding mental health and domestic violence and that further support was needed.

The Assistant Secretary stated that Staff Counsellor's Office (SCO) has been engaged in this context and that she began discussions with the SCO for council members to receive a short form of the Psychological First Aid training. The Council asked the Assistant Secretary to make necessary arrangements for this training.

The meeting adjourned at 14:25.