



Minutes/Actes:

Meeting No: 46/38
Date: 02 April 2020
Time: 13:15 - 14:30
Venue: Virtually (Microsoft Teams)
Quorum: 16/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:30 with 15 Units present. Staff Council Chair Camille McKenzie chaired the meeting and Assistant Secretary Sarah M'Bodji took notes. Units present were: 06, 13, 17, 18, 20, 21, 22, 24, 26, 27, 28, 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 9 items.

2. Adoption of previous minutes

Minutes for the 35th, 36th and 37th meetings of the 46th Staff Council were adopted.

3. President's Report and Summary of Communications

The Council discussed some concerns regarding a potential liquidity crisis. The leadership explained that we will learn more about the status of the cash flow at the Controller's meeting and moving forward.

The 1st VP Aitor Arauz Chapman briefed the Council on the different activities he was involved in, including his participation in the preparation of the daily status reports.

The Deputy Chair Ramona Kohrs inquired about updates regarding the food delivery to essential staff who still work on-site and with no proper food amenities as the Cafeteria ceased its operations, as well as other restaurants in the area. The President explained that she raised the issue with DOS and that she was waiting for their response.

Michelle Rockcliffe (Unit 06) inquired about the HLCM meeting scheduled for end of March. The President confirmed that the meeting was rescheduled.

The 2nd VP Francisco Brito updated the Council on the status of the Mobility policy. He explained that the FSU (Field Service Union) kept pushing for mandatory mobility, yet

Unions, as they have stood, pushed against all means of involuntary mobility. He also updated the Council on the work of the Working Group on Performance Management, and the different ideas raised in this context. He highlighted the potential use of performance management in downsizing exercises and explained its seriousness.

He finally called for the Council members to raise questions via Slido, in preparation for the upcoming meeting with the Controller.

4. Executive Board Report

Michelle Rockcliffe inquired about a few points in the EB report, including the fraudulent charges on the Union's debit card and the rationale for the food delivery. The Treasurer stated that the fraudulent charges amounted to USD 35.00, new cards were issued, and the amount will be reimbursed to the Union's accounts. The 1st VP explained that it was agreed that having staff on-site while only providing snacks vending machines was not acceptable, and that's why the EB brainstormed for different ideas to ensure proper food delivery for these essential staff. The option to provide food was found to be unfeasible and unsustainable and the idea was therefore dropped.

5. UNSU Finances

The Treasurer briefed the Council on the financial activities mentioned in the EB report during the past period, including the purchase of a Zoom premium account. A discussion occurred regarding the security and privacy options of both Microsoft Teams and Zoom.

Michelle Rockcliffe expressed concern regarding the outstanding financial statements and inquired about the payments to the legal advisor reminding everyone that the Council had decided to receive a detailed report of the Union's legal expenses in addition to the regular financial reports. The Treasurer stated that the lawyer indicated the details of each service in his invoices. The 1st VP explained that the creation of a detailed report of the legal services was on his to-do list and that he will complete it and update the Council accordingly.

6. Covid-19 Update

The Chair Camille McKenzie asked the Leadership team if they had any further updates since the last situation report was shared. The 1st VP explained that there were no updates.

The Deputy Chair Ramona Kohrs asked for more information regarding the UNSU Support Networks. The 1st VP explained that it might have seemed that the Support Network was designed to provide psychosocial support, which was not the idea. The idea was to create some kind of a buddy-system for staff who feel lonely or isolated to communicate with other colleagues in the Secretariat who might share the same interests. He explained the

efforts being made towards analysing the data and grouping applicants while getting the volunteers and coordinators more involved in the process.

The Assistant Secretary Sarah M'Bodji updated the Council on the progress towards a training courses being planned for the Council members on psychosocial first aid and other training materials offered by the Staff Counsellor's Office. Potential time slots for these training courses would be shared with the Council shortly.

7. Pension Fund Update

Michelle Rockcliffe briefed the Council on the circumstances of the resignation of the representative of the Secretary-General (RSG) for the investments of the Pension Fund, and the consequences surrounded this resignation as well as what to expect in the near future regarding the performance of the Fund.

Questions were raised by Council members regarding the performance of the Fund and raised questions and concerns regarding the pension situation for staff members who were about to retire. Michelle Rockcliffe explained the ups and downs which the Fund recently witnessed and predicted that the performance will continue to decline in the light of the current global situation. She thought that beneficiaries should not be affected by the performance of the Fund and that they should not worry.

The Deputy Chair indicated that she was not very concerned about the value of the Fund's investments as they were long term investments. However, she stated that she was more concerned about circumstances surrounding the resignation of the RSG. She questioned whether it was possible for the acting RSG as well as the Pension Board members to organize a briefing for staff. Michelle Rockcliffe did not think that briefings will offer additional news, and that reports about the Fund's activities and performance as of the 2020 1st quarter were being prepared. She also indicated that OIOS was performing and audit the governance of the Fund's Office of Investments.

The 1st VP stated that the Leadership team reached out to the acting RSG and that they were planning for a briefing for staff-at-large as soon as the acting RSG is settled.

The 2nd VP inquired about the results of the investment stress tests which was announced by the former RSG at the townhall meeting held by the participants' representatives and the Union. Michelle Rockcliffe indicated that the participants' representatives were informed that fewer stress tests than required had been done and that therefore the outcome was not complete. She hoped that the new acting RSG would change that culture of fear and lack of trust among staff and reinforce the safety of the Fund and its investments.

8. Reports by Units

Sherif Okasha (Unit 28) raised concerns about the performance evaluations in the Documentation Division in DGACM and communicated his constituent's specific concerns regarding the performance evaluation process. He inquired whether or not the FRO/SRO system was expected to be developed to a better system.

The Secretary Sherif Mohamed said that some FROs don't enjoy their authorities as indicated in the performance evaluation guidelines because of the fear of retaliation by their managers. He also said that it was clear that the 360-performance evaluation was the new direction of the Organization. He further highlighted how the constructive feedback turned into negative feedback on some areas and the negative effects of this trend on the quality of the performance evaluations in the Organization. The 2nd VP supported the Secretary's opinion and further updated the Council members on the work of the WG on Performance Management. He supported that FROs in the Documentation Division be given the necessary gDoc access to properly supervise the work of their subordinates.

The Deputy Chair thought it did not make sense the FROs not being granted necessary access to assume their functions properly. She thought that Sherif Okasha's Unit should get together to change this. She asked the 2nd VP to investigate the rules governing the rebuttal panels in ST/SGB/2010/5. The 2nd VP took note of the Deputy Chair's request.

9. AOB

Nothing was reported.

The meeting adjourned at 14:44.
