



Minutes/Actes:

Meeting No: 46/40
Date: 16 April 2020
Time: 13:15 - 14:30
Venue: Virtual (MS Teams)
Quorum: 16/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:30 with 11 Units present. Staff Council Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 17, 18, 20, 21, 22, 24, 26, 27, 28, 29, 30, 31, 33. All members of the leadership team were in attendance.

1. Adoption of the agenda

The agenda was adopted with 10 items. Agenda item (6) "Delegation of Authority" was moved up on the agenda to become agenda item (5).

2. Adoption of previous minutes

Minutes for the 39th meeting of the 46th Staff Council were adopted with changes introduced by Michelle Rockcliffe.

3. President's Report and Summary of Communications

The 2nd VP Francisco Brito briefed the Council on the recent staff-side meeting of the Staff Management Committee (SMC) Working Group on Performance Management which included discussions regarding the use of the personal improvement plans (PIPs) to harass or terminate staff as well as discussions on the 360 performance evaluations pilot project and any potential implementation. He explained that the members of the working group agreed in many occasions that the current performance management culture in the Organization should urgently be changed.

Michelle Rockcliffe (Unit 06) inquired whether there were any discussions regarding the composition of the rebuttal panels. The 2nd VP answered that the working group had not yet reached that point.

The President Patricia Nemeth briefed the Council on her meeting with ICSC and OHR Assistant Secretary General Marta Helena Lopez regarding the consideration of a danger pay to essential staff who still work on-site. She stated that Management seemed to be reluctant to the proposal which was discussed within the Union's Federations and would be further discussed with the HR network.

She also reported that she has received the results of the staff engagement survey and that OHR informed her that Heads of Entities (HoEs) who received the data related to their Entities would share it with their respective staff representatives. She eventually called for the staff representatives to follow-up on this matter with their HoEs.

The Deputy Chair Ramona Kohrs thought that the survey results were useless without proper follow-up on the negative areas identified as well as a plan of action to enhance these areas. She also reminded the leadership about her request for a link where issues being covered by the SMC would be available for staff review.

The 1st VP Aitor Arauz Chapman called for the Council members to use the request for the results of the survey as an opportunity to strengthen their relationships with their senior managers and to emphasize the critical importance of compliance with [ST/SGB/274](#).

The Council members discussed at length the Council's unanimous decision in its 39th meeting regarding the leadership liaising with DMSPC to send a broadcast to highlight the importance of proper consultations with staff representatives in accordance with [ST/SGB/274](#). The 1st VP thought that staff representatives should build a direct relationship with their senior managers and start to call for regular meetings with their USGs and their teams of senior managers. Council members reiterated that the very need for the SG's/DMSPC's support would be to prevent resistance by managers who are new to the ST/SGB/274 process that could hamper the fostering of positive staff-management relationships. The President also confirmed that she will contact USG/DMSPC to further discuss the Council's decision.

The President also explained the seriousness of a prolonged telecommuting mode in the Secretariat which might lead to a broader use of the mode and forewarned from the negative effects including the possibility of offshoring and/or the use of global service centres. Karina Loktionova (Unit 29) explained that a focus group in the Documentation Division (DD) has performed a pros and cons analysis on the current telecommuting mode which she offered to share with the Council members.

The 1st VP updated the Council on progress with the UNSU Social Support Network. He reported that the Joint Negotiations Committee (JNC) would meet by the end of April and called for staff representatives to forward any relevant questions or concerns from their areas **by COB 22 April 2020**.

4. Executive Board Report

No EB report was shared this week. It was agreed that the report would be discussed in the Council next meeting.

5. Delegation of Authority

Michelle Rockcliffe reminded the Council members of the memo sent by USG/DMSPC Catherine Pollard to HoEs regarding additional authorities delegated to them and asked for an update on this matter. The 1st VP explained that the additional authorities were: (1) the authority to terminate temporary, fixed-term and continuing appointments in any case of staff reduction, which he thought was alarming, and (2) the authority to approve indemnity payments in separation cases, a change that the 1st VP found to be a positive given the expected change to a shorter and more streamlined approval process.

Michelle Rockcliffe thought it was very important to follow-up on the implementation of such delegated authority and that fighting decisions that undermine staff welfare should be our main focus as a Union.

A discussion took place regarding the seriousness of the new delegated authorities and it was agreed that the matter would be observed carefully, especially in the absence of a downsizing policy.

6. UNSU Finances

The Treasurer Jaime Garreta explained that the Treasurers prepared the requested bank statements, yet he did not think it was a good idea to share such statements with the Council members by e-mail. The Assistant Treasurer Yogesh Sakhardande offered to share the bank statements with the Council members during the meeting using the “share screen” option rather than circulating them by e-mail.

7. Food Services to Essential Staff and Drafted Letter

The Deputy Chair reported to the Council that she drafted a letter regarding the discontinuation of the CulinArt operations in the Secretariat, which included specific requests to the Department of Operational Support (DOS). The President stated that she would send some further edits to the Deputy Chair before the letter was finalized.

8. Update on iSeek Information Session/Covid-19

Nothing was reported.

9. Reports by Units

Nothing was reported.

10. AOB

Nothing was reported.

The meeting adjourned at 14:55.