



Minutes/Actes:

Meeting No: 46/78
Date: 04 March 2021
Time: 13:15 - 14:30
Venue: Virtual
Quorum: 13/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:30 with 10 Units present. In the absence of the Chairs, The Assistant Secretary Sarah M'Bodji chaired the meeting. The Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 20, 21, 22, 24, 26, 27, 28, 29, 30, and 31. The Leadership team was in attendance.

1. Adoption of the agenda

The agenda was adopted with 9 items.

2. Adoption of previous minutes

Minutes for the 74th and 77th meetings of the 46th Staff Council were adopted with edits introduced by Michelle Rockcliffe.

3. UNDT Ruling on salary calculation on G to P placement

The 1st VP Aitor Arauz Chapman briefed the Council on the UNDT judgement no. UNDT/2021/015 in which the Tribunal ruled in favour of a staff member who was wrongfully placed on a lower step on the P2 level, after having passed the G to P exam and being offered an entry position in the professional category. The 1st VP explained that the Tribunal found that management misinterpreted some definitions used to calculate the level and step of an initial appointment on the professional category for serving general service staff. He asked the Council members to spread the news to inform any constituent who might have recently moved from G to P, or temporarily assigned on a P2/P3 post, about the judgement and the possibility of using it to adjust their step. He also mentioned that following the judgement, efforts towards updating the relevant rule are underway and that he will keep the Council informed about updates in this regard.

Michelle Rockcliffe (Unit 06) mentioned that management might appeal the UNDT judgement, a possibility that was confirmed by the 1st VP.

4. Reports by Units

Karina Loktionova (Unit 29) thanked the leadership team for a successful townhall meeting and reported positive feedback from her constituents. She also updated the Council on the work of the Working Group on the new productivity standards for translators, which held two recent meetings that she found productive, however, she thought not much could be done regarding the newly mandated productivity standards, yet the implementation could still be looked into. She will keep the Council members updated in this regard.

5. President's Report and Summary of Communications

Michelle Rockcliffe inquired about the Leadership team activities regarding the new framework of delegation of authority. The President Patricia Nemeth updated the Council on the new platform which was developed in response to the Unions' call for more transparency in the application of the new framework. She informed the Council that newly developed platform was presented by representatives of management, and that questions were raised by representatives of different staff Unions who called for making all the data about the delegated authorities available to all staff through the portal.

The 2nd VP Francisco Brito updated the Council on the work of the Task Force against racism, and referred to the Executive Summary of the results of the Organization's recent survey on racism, which was published by the SG, and informed the Council members that the Chair of the Task Force should present the detailed survey results shortly.

The Assistant Secretary Sarah M'Bodji thanked the leadership team for their involvement in the racial justice question and updated the Council members on some initiatives to raise awareness about racial justice among staff, and to have them involved in relevant dialogues.

6. Executive Board Report

Nothing was raised.

7. UNSU Finances

Nothing was raised.

8. Consultation on Phase 3 "Next Normal"

The 1st VP informed the Council members that the staff dialogues were eventually concluded and that summaries of the staff ideas shared during these dialogues are being prepared for further actions.

Sergio Pires Vieira (Unit 24) inquired about the process of the 'Next Normal' dialogues as well as the timeline of current and future related activities. The 1st VP explained that the process involved feeding the input received from staff during the aforementioned dialogues, along with inputs from other stakeholders, into relevant future plans. Regarding the timeframe, the 1st VP stated that the work of the current task force should result into a report to be presented by end of March 2021 to the SG, including the input received from staff. He expected a high-level decision on how the 'Next Normal' should look like shortly after the presentation of the report of the task force.

Answering a question about the composition of the task force, the 1st VP explained that in addition to the Union representation, which focuses on including the staff perspective into any relevant future plans, the composition of the task force include experts in different fields from different organs of the Organization, such as, but not limited to: real estate management, Medical Service, and other areas believed to play a significant role in the transformation into a 'Next Normal'.

9. AOB

Sergio Pires Vieira congratulated the Leadership on their outstanding performance during the recent Union townhall meeting, which he described as a big success and commenced how the team handled each agenda item. He thought that holding such meetings would sends a strong message to staff that they have a strong Union that they can count on.

The meeting adjourned at 14:08.
