



Minutes/Actes:

Meeting No: 46/EM1
Date: 24 June 2019
Time: 13:15 - 14:30
Venue: Conf. Room S-2725
Quorum: 13/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate with 10 Units present at 13:30. Assistant Secretary Sarah M'Bodji chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 17, 18, 20, 24, 27, 28, 29, 30, 31, 33. The President and the 1st VP were in attendance.

The Council decided to dedicate this emergency meeting to the discussion and adoption of the 46th Staff Council budget and workplan.

Adoption of the 46th Staff Council Budget and Workplan

The Assistant Treasurer Michelle Rockcliffe proposed additional “indicators of achievement” to the workplan and explained the importance of having such indicators and detailed the different actions needed to achieve the desired goals and how would such indicators help the Union members evaluate its performance.

Sergio Pires Vieira (Unit 24) agreed that even though some of the workplan actions might seem ambiguous, however, he was not sure how to put solid indicators of achievement for each of them. He alternatively asked to connect the areas of spending in the budget with the workplan in order to clarify the efficiency of both documents.

The 1st VP Aitor Arauz Chapman agreed that the indicators were logical and could be used internally to guide the work of the Union, however he objected the inclusion of these indicators in a document that will be offered to staff-at-large and that it was not easy to meet quantified outputs given the Union’s advocacy mandate. He called for the Council to use such indicators to evaluate the performance of the Union.

The 1st VP also agreed with the importance of connecting the budget lines to their equivalent actions on the workplan.

The Assistant Treasurer reiterated the importance of including performance indicators such as the number of dues paying members, which would encourage staff members to become more active and become dues paying members to allow the Union enough

resources to perform its duties. In answering Sergio's question on the travel costs, she emphasized the importance of involving Staff Rep as well as Leadership in the Staff-Management meetings.

The Council members discussed the language and the technical sides of the different elements of the submitted workplan.

The Council moved to vote on the workplan as submitted. The workplan was adopted as originally submitted by 9 votes in favour, 1 vote against, and 1 abstention.

The workplan was therefore adopted as submitted.

Sergio Pires Vieira questioned the deficit of the budget, and the need to align spending with the program of work and asked the Council to be vigilant with its expenditures in light of such deficit. He suggested to have an annual budget, instead of a biennial budget.

The President Patricia Nemeth mentioned that while she supported the idea of the annual budget, she wanted to remind the Council that an adopted version should be ready to be shared with the staff-at-large prior to the General Meeting.

The 1st VP also supported the idea of the annual budget. However, he highlighted the importance of the compliance with the Statutes and Regulations in that regard. The Secretary Sherif Mohamed confirmed that the budget as referred to in the Statues and Regulations is a budget that covers the full term of the Council.

The Council started discussing the budget line by line. The 1st VP raised concerns regarding the amounts to support the Staff Relief Committees, in light of the deficit of the budget and the fact that the Union's budget is supplemented from the Union's reserve. Kathryn Kuchenbrod (Unit 31) asked whether or not the Union used any amounts previously to support a Staff Relief Committee. The Assistant Treasurer mentioned that amounts were previously used for this purpose, and drew the Council's attention to recent requests for assistance to help the victims of natural disasters in two countries: Comoros and Mozambique.

Sergio Pires Vieira supported the 1st VP's concerns and asked if there was a possibility to remove this line from the budget and approve such expenses when requests arise without having them budgeted. The Assistant Treasurer answered that it was not possible to do so and restated that two requests were already received.

The Assistant Rapporteur Shirley Abraham supported the idea to remove the Staff Relief Committee line from the budget, and to consider such requests as they arise.

Further concerns regarding spending on charity in the midst of a budget deficit were shared by the Assistant Secretary Sarah M'Bodji and by Jason Charles (Unit 13). Jason Charles mentioned that the reserves were made by Member States in the past to help Staff Members.

Further discussions took place regarding the budget deficit and how to overcome it.

The Assistant Secretary Sarah M'bodji made a motion to remove the line in question from the budget. The motion was seconded by Sergio Pires Vieira.

The Council voted on the removal of the line regarding support to Staff Relief Committees. The motion was not adopted by 4 votes in favour 6 votes against and no abstentions.

The Secretary called to end the debate on the budget, Jason Charles (Unit 13) seconded the request.

The Council voted on the adoption of the budget as presented, including the changes discussed during the 8th meeting of the Staff Council (refer to the minutes of the 8th meeting). The budget was adopted by 9 votes in favour, 0 votes against, and 1 abstention.

The Council moved to vote on the draft resolution for the adoption of the budget and workplan.

The resolution was adopted as **RES/STC/46/09** by 10 votes in favour, 0 votes against, and 0 abstention.

The meeting adjourned at 14:50.
