

UNITED NATIONS STAFF UNION
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS
UNIES

45th STAFF COUNCIL/45ème CONSEIL DU PERSONNEL

Resolution/Résolution

Resolution No.: 45/36

Meeting No.: 44

Date: 26 April 2018

**45th Staff Council Resolution
on Career Prospects for Staff in the General Service and Related Categories**

The Staff Council,

Emphasizing the important, responsible and vital work done by Staff in General Service and related categories;

Fully aware of the wide variety and richness of skills, professional experience and often advanced academic backgrounds of General Staff;

Further recognizing the often-blurred lines between tasks required of General Service and Professional staff;

Concerned by the lack of opportunities for qualified General Staff for professional development and career progression at the Professional level;

Further concerned by the outdated, arbitrary and harmful UN Staff Rules and Regulations preventing qualified General Staff to apply to Professional posts;

Conscious of the need for the UN to recognize changing workforce market realities and adapt its practices to maximize its mandate delivery;

Recalling the document issued in March 2014 by ASG OHRM Catherine Pollard announcing changes to staffing procedures designed to substitute the degree requirement with specialized certification and training, for specific job families;

Conscious of the upcoming Secretary General's Report on Human Resources;

The Staff Council hereby

Calls for the immediate elimination of obstacles preventing qualified General Service staff from applying for Professional posts;

Supports information activities on UN internal obstacles to promotions and career development;

Requests the Staff Union Leadership to share our call with Staff and UN Management;

Invites staff to join us in speaking with one voice about the timely, essential changes to Staff Rules and Regulations to provide opportunities of General Staff in applying for Professional posts.

Adopted	YES
For	14
Against	0
Abstention	0