



Resolution on proposed administrative issuances on separation from service for expiration of a contract, resignation, termination of appointment, and termination of appointment for unsatisfactory service

The 46th Staff Council,

Noting with concern the four draft administrative issuances circulated in January 2020 by the Global Strategy and Policy Division of the Department of Management, Strategy, Policy and Compliance (DMSPC) to Secretariat entities and Staff Unions for comments;

Recalling the provisions for formal consultation, under ST/SGB/2011/6/Rev.1 and ST/AI/2014/3 on the *Staff Management Committee*, and Staff Rules 8.1 and 8.2;

Dismayed that the Draft AIs represent a restrictive interpretation of the relevant UN Staff Regulations and Rules in ways that do not necessarily reflect their intended purpose, with potential detrimental impact on the job stability, mental health, and morale of staff globally, as well as on the Organization's reputation as the world's best employer and the requirement to attract the highest cadre of staff;

Further dismayed that the AIs refer to the application of the new delegation of authority framework (DoA) in an ambiguous manner, and before an agreement has been reached by the relevant SMC working group on the application of the proper accountability framework, which could nullify the rights of staff, and drastically increase the level of job insecurity of staff;

Appalled at the proposal that staff facing health issues could be encouraged to entertain "agreed termination" despite existing provisions and UN System-wide Strategies for disability inclusion and mental health, and protections therein regarding the social security of such individuals *vis a vis* a disability award from the United Nations Joint Pension Fund (UNJSPF) and access to after service health insurance (ASHI);

Recalling the Downsizing framework agreed in 2016 by Management and Staff Unions through the relevant SMC working group, for which promulgation of the relevant instrument remains pending;

Conscious of the importance of continuous engagement between staff and management on matters concerning the welfare, mental health and morale of staff, and the impacts of such abrupt changes on their long-standing conditions of service and acquired rights;

The Staff Council hereby,

1. *Decides* that UNSU-NY joins the request enshrined in the letter sent to the SMC presidency by the Vienna Staff Council calling for suspension of the review process of these ST/AIs until they are discussed within the formal SMC mechanism;

2. Requests UNSU-NY to emphasize during any relevant SMC discussions that any consultations regarding these ST/AIs may only take place after the principles agreed upon in 2016 for an AI on downsizing have been promulgated into a final downsizing policy and also after recommendations of the WG on DoA have been applied to ensure full transparency and accountability in the application of the delegated authorities;

3. *Requests* the UNSU-NY leadership to keep the Council apprised of the status of all updates related to the said AIs at the SMC, including any outputs related to the downsizing policy and the work of the DoA working group.

Adopted	YES
For	10
Against	0
Abstention	0