

## SUSPENSION AND REVIEW OF ST/SGB/2019/2

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### Background

With the issuance of ST/SGB/2019/2, a new delegation of authority framework has been introduced. The aim was to better facilitate decentralized decision making as well as to establish clear accountability requirements.

Unfortunately, the staff unions were not consulted in the shaping of this policy as per Regulation 8.1 (a) of ST/SGB/2011/1 and ST/SGB/2011/6/Rev.1 and it is only now that we come to learn about its full impact. We believe that due process has not been respected in the promulgation of this policy and that there are many open questions on

- Legal authority for heads of entity to make exceptions to AIs at their discretion;
- Impact of these exceptions on the *Staff Management Committee* framework;
- How the delegations are monitored;
- How staff members can learn about what authorities have been delegated;
- How abuse of authority can be identified and prevented;
- What measures are in place to avoid 'creative' delegation scenarios;
- How to ensure that the necessary delegations are given to those who need them (e.g. Certifying Officers);
- How, with the Delegation of authority, the responsibility before the Tribunal will change;

### We therefore request

- (1) ST/SGB/2019/2 to be revised through the formal consultation mechanism of the SMC;
- (2) Suspend any delegation of authority related to staff matters and revoke the delegation of authority on exceptions to ST/AIs by heads of entity, until the proposed revision has gone through the formal consultation and promulgation process.