



35th UNOG Staff Coordinating Council **35^{ème} Conseil de coordination du personnel de l'ONUG**

Minutes of the 9th meeting

held on 10 October 2017 at 1:30 p.m. in Room IV

Council members present: ALMARIO Francis, ALMEIDA Patricia, CHANTREL Dominique, CHAOUI Prisca, FEGLI Catherine, FUNCK Samuel, GAZIYEV Jamshid, JAMES Elizabeth, KALOTAY Kalman, NWABUOGU Gloria, RICHARDS Ian, STANOVIC Marko, TAPORAIE Amos, VESTERMAN Claire.

Council members absent: APOSTOLOV Mario, ASFAW Tensai, BEN AYED Slim, KELLY Paul, MELLET Johnny, NOBLAT-PIANTA Virginie, PECK ARIF Catherine, POPA Gabriela, ROUAI Slim, TOUHIRI Mohssen.

The meeting opened at 1:40 p.m.

1. Adoption of the agenda

The agenda was adopted with changes as reflected below.

2. Adoption of the minutes of the 8th meeting

The minutes of the 8th meeting were adopted with changes as recorded in the Council's secretariat.

3. Report of the Finance Commission

The FC reported that it had met the previous week to finalise the draft budget that would be presented at that meeting, and that the external auditor that had been selected by the Council would be contacted in the coming weeks.

4. Report of the Executive Bureau

The Executive Secretary, Mr. Richards, reported to the Council plenary on the work of the EB since the 8th meeting, which included the following items: (a) recent meeting with HRMS on how to improve/accelerate staff selection, to be further discussed in January after the new budget of the Organisation is known; (b) GSDM and cooperation with other departments to minimize impact on staff; (c) Spouse recusal in staff selection; (d) Pension Fund, term of its CEO; (e) CCISUA, with whom contact was already re-established to accelerate the payment of the Council's receivable, noting payment by CCISUA had been problematic due to change of Treasurer and bank signatories in different duty stations; (f) Gender strategy, on which a special SMC had been convened for November to address the issue of gender balance and budget cuts; (g) the UN Beach Club, which is under an interim joint staff-management administration for the 2017 season and several improvements have been implemented. It was clarified that the Club is an association under Swiss law, on UN land and similar to the structure of SAFI.

5. GSDM

The Council held a discussion on mitigating measures vis-à-vis the coming effects of GSDM, including: risk management, locations that allow families and quality of life, external hiring freeze, and training of staff in new functions.

6. Mobility

The Council recalled that since the new SG came into office it had continued to signal its concerns about the mobility framework, notably that it is expensive, slow and too centralized. As a result, Administration confirmed there will be a pause and review of the policy. It was noted that all roll outs will be paused, possibly with selection decisions returned to the control of departments. Reservations were raised as to

whether the policy as a whole was effective. The importance of informing staff was highlighted; the Council agreed that a broadcast will be sent out as soon as there is more complete information.

7. Staff selection system

Mr. Richards noted that he had already addressed this matter under item 4.

Attention was drawn also to the issue of recurrent use of temporary contracts and how this could be mitigated. It was noted that the mobility framework had made that issue worse. The Council was informed that comprehensive discussions were taking place with HR on the matter.

8. SHP

The Council was informed about a recent meeting with the SHP team where they recognized that hot-desking would be implemented despite previous assurances to the contrary. It was recalled that a letter had been sent to the SG pointing out the lack of consultation and the need for a strong resolution of the Council making its position clear vis-à-vis staff and management. A draft resolution was presented and its points were read out, on which a subsequent discussion took place and its objective. Inquiries were raised about the experience of staff in other Geneva organisations with hot-desking and its implementation, which the Council agreed to look at closely. The cost-benefit analysis of SHP mentioned in the resolution was highlighted as particularly important.

The Council agreed to amend the draft resolution by including reference to: (a) the audit that had raised conflict of interest concerns; (b) a call to pursue the establishment of meaningful consultation; (c) implementation of audit results; and (d) clarification of terminology and wording. It was noted that the resolution leaves way for actions. The Council unanimously adopted the resolution as amended.

9. Adoption of the 2017-2018 budget

The Council reviewed and discussed the draft 2017-2018 budget presented by the EB and FC. Efforts to increase the dues-paying membership (e.g. new offers, broadcasts, handing out forms at townhalls) were appreciated. Also noted was the fact that currently the Council only keeps cash positions. The Council adopted its budget for the financial year 2017-2018 as presented.

10. Mexico collection

The Council was informed that staff collected – under the auspices of the Council – a total of CHF 11,715.90 in favour of the victims of the Mexico earthquake. Following the recommendation of the EB on that regard, and in recognition of the efforts of staff, the Council agreed to match the collected funds up to CHF 10,000.00, as per the adopted guidelines on collections.

Ms. Fegli left the meeting at this point.

11. Pay Cut

Mr. Taporai suggested that “Pay Cut” should be a standing item on the agenda of future Council meetings for the time being. He added that an effective way to fight the pay cuts would be to put advertisements on buses in Geneva. A discussion followed where it was counter-argued that with the decision-makers (General Assembly) being in New York, an advertising campaign in Geneva might miss its audience by some distance.

Mr. Gaziyev left the meeting during the above discussion, at which point quorum was lost yet the meeting continued on an informative basis for the members present.

Mr. Kalotay said he agreed that the pay cut should remain a standing item in future meetings. It was noted that the latest broadcast on the subject refers to the current standing of things, with the main steps at the moment being the legal process against the ICSC decision and upcoming lobbying at the GA.

Mr. Richards left the meeting at this point.

12. Any other business

- Mr. Taporaié raised the issue of the CCISUA receivable noting the latest audit report did not mention it, and highlighted the importance of recovering the funds. Council members were informed that there is ongoing contact with CCISUA, who had informed that only recently were they able to change their bank signatures to include their new Treasurer and the complications that had entailed. The Council was also informed of CCISUA's reassurance that they are reviewing the matter. Mr. Almario further mentioned that Council books are open to all Council members at its secretariat.

The meeting closed at 3:20 p.m.