



30th UNOG Staff Coordinating Council 30ème Conseil de coordination du personnel de l'ONUG

Minutes of the 4th meeting
Held on 5 June 2012 at 2 p.m. in Room 9

Present: Mohamed Chiraz Baly, Vladislav Chouvalov, Mohamed Doumbouya-Fode, Ahmed Ghailan, Zhongchao Hua, Elizabeth James, Nazir Kohealtee, David Koné, Lin Dan, Gloria Nwabuogu, Kerstin Meister, Cathy Peck Arif, Rajamany Ramasamy, Dominique Rames, Ian Richards, Evelina Rioukhina, Mohssen Touihri, Jean-Pascal Stancu, David Winch

1. Adoption of the agenda

The agenda was adopted unanimously following the addition of an item on housing committee in AOB.

2. Adoption of the minutes from the 3rd meeting of the 30th Council

The minutes were adopted unanimously.

3. Report of the Executive Bureau

The Executive Secretary's report is attached.

4. Report of the Finance Commission

The Commission noted that it had received a request for subsidy for staff members who participated in the 2012 inter-agency games and it has asked for documents.

The Commission was also following up to ensure that there be no further delay in the audits of the Council and of UN Special, both of which had been ongoing for some time.

The Commission was considering organizing a briefing session for clubs in order to prepare their application for grants.

The President thanked the Commission for its hard work.

5. Legal assistance

Two cases were presented relating to the same colleague who had been suffering retaliation by the supervisor.

With 17 for, 1 against and 1 abstention, the Council agreed to fund legal costs up to a maximum of 7,400 CHF.

Some Council members asked that for the future the Legal Committee may wish to signal more clearly its endorsement or otherwise of a request for support and keep the Council updated on the final result. This was noted by the President.

6. Interagency games

The Council discussed the application by the Sports Commission for a subsidy of 50 percent of participation and accommodation costs to colleagues participating in the 2012 games.

With 15 for and 3 abstentions the proposal was carried on the condition that the correct documentation be submitted and that the colleagues be dues-paying members.

7. Memorial for UN staff

Rioukhina introduced a proposal to create a foundation with club statutes to remember fallen colleagues. Outputs would consist of an enhanced memorial, a book and additional activities centred around key events such as UN Day. At this stage, the aim was to get symbolic support from the Council subsequent to which statutes would be finalized and the foundation formed.

The Council voted unanimously to support the Foundation.

8. Briefing on the special SMC on mobility

The President ran through the key outcomes of the special SMC that took place in Glen Cove. He noted that while much progress had been made, there was a fundamental disagreement on the nature of what staff and management wanted. Staff had asked for a voluntary system whereas management had proposed a foreign-service style managed reassignment system. He noted that UNOG had shared a third-way proposal with other staff unions, loosely based on the World Bank system, that might bridge the gap in the forthcoming SMC to be held in Arusha, Tanzania.

9. Briefing on the forthcoming SMC

The Executive Secretary ran through agenda of the forthcoming meeting and noted that the papers would be shortly distributed. UNOG had drafted papers on recognition of civil partnerships, part-time work options, gender policy-making and mobility. It had contributed to a paper on downsizing and would in addition advocate for key recommendations of the recent JIU report on staff-management relations.

The Executive Secretary proposed that there be a delegation of three. He recommended that himself and the President be in that delegation and asked for nominations for a third member. There being no nominations he proposed that the Council endorse this composition and delegate the task of choosing the third member to the Bureau.

The proposal was approved unanimously.

10. Briefing on the general assembly of CCISUA

A report was circulated on the CCISUA GA by the Deputy Executive Secretary, who also outlined the themes that were discussed. The Executive Secretary noted that UNOG had not been able to gain a seat in the CCISUA Bureau. However, it would be hosting the CCISUA GA in spring 2013.

11. Briefing on the recruitment process for the office assistant

The Deputy Executive Secretary noted that the post had been classified and circulated and that applications had been received. Applicants would need to take the typing and ASAT tests if hadn't already done so and would further sit a written test.

The President thanked the Deputy Executive Secretary for her hard work.

12. Briefing on issues in the security section

The President noted that a significant number of security staff had come to the Council for assistance and that there appeared to be systemic problems relating to the heavy concentration of posts at the G-3 level, what appeared to be subjective criteria for promotion to G-4, resulting in some staff spending 20 years at G-3, and inaction over threatening letters. He noted that following concerns raised in a meeting with the Director-General, he had promised to look into reclassifying some of the posts to a higher level and had also agreed that the Central Review Panel would now scrutinize selection decisions from G-1 to G-7. UNOG would also look at practices in Vienna and New York, where staff were automatically promoted from entry level after a defined number of years of good service.

13. Any other business

Ramasamy suggested that a committee be formed to examine the problem of housing shortage in Geneva. The President congratulated him on his initiative and suggested he run with the project and report back at the next Council meeting.

The meeting ended at 4 p.m.

Report of the Executive Secretary

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