



43rd Staff Union Council 2025-2026

Ref. SU-43-EB-16

Executive Bureau Minutes of the 16th meeting

Held on 13 August 2025 at 1:30 p.m.
via MS Teams

Adopted on 3 September 2025

Members of the Executive Bureau:

ABDELLAOUI Naima	Absent	LEWIS-LETTINGTON Nicole	Absent
BALY Chiraz	Absent	OLINYUK Nataliya	Present
DUPARC Philippe	Present	THOMAS Philip	Present
JOHNSON Laura	Present		

President of the UNOG SU:

RICHARDS Ian Absent

Vice-President of the UNOG SU:

PUHALOVIC Janet Present

The meeting began at 1.30 p.m.

1. Adoption of the agenda

The agenda was adopted without changes.

2. Adoption of the minutes

Adoption of the minutes was postponed.

3. SMC updates

Two SMC meetings had been held, one on non-UN80 topics, namely FWA and life insurance, and one on UN80 topics. On life insurance, management side had not agreed to make the scheme opt out.

At the UN80 SMC, management had not agreed to encourage entities to grant SLWOP by default and had only agreed to include instructions and the need for written justification of non-renewal in the next version of the Staff Support Framework. The management side had indicated delays in the revised budget and thus delays in staff consultations. It had been clarified that for the purpose of retention, only the minimum criteria for the job applied and not any subsequent specialization of the individual staff member.

Questions about downsizing and staff retention had been raised. At the next SMC, security, roster management and step determination would be discussed. A briefing would be provided on the early separation programme.

4. Engagement with entities

The tripartite meeting with OCHA, OHR and the Staff Union had been useful and it had been indicated that OCHA would likely activate the downsizing policy. It was agreed to seek a similar meeting with OHCHR regarding the relocation compendium and special constraints panel.

It was also agreed to seek a meeting with OSE Syria over the announced relocation to Damascus and ECE management. Other entities would need to be engaged later following the issuance of the revised budget.

5. Rosters

Roster expiry would come into force following the issuance of the staff selection policy, with retroactive effect and different periods for men and women. It was agreed to inform staff that they may wish to challenge their removal from rosters legally. Further questions about rosters, including what happened to staff whose posts were downgraded, would be raised at SMC.

6. AOB

The planned townhall with Francesca Albanese had been postponed owing to her lack of availability.

The meeting was adjourned at 2.30 p.m.