

## **Languages Service Sectoral Assembly (LSSA)**

### **Minutes of the second meeting of the Bureau<sup>1</sup>**

Held via videoconference on Thursday, 25 August 2022, from 2.30 to 3.10 p.m.

**Attendees:** Esma Belfalah (ATS), Pauline Escalante (EDPU), Romina Merino (SDPU), Marine Acker (FTS), Lyndsay Nash (ES), Anthony Alioto (ES), Anna Aleksandrova (RTS), Antia Collazo Ageitos (STS), Laura Johnson (President).

1. The programme of work was adopted.
2. It was agreed to change the day of Bureau meetings to Tuesdays from the fourth meeting on.
3. **The President** briefed the Bureau on the translators' legal case regarding the workload standard in the tribunal. The Appeals Tribunal (UNAT) ruled that the Dispute Tribunal (UNDT) had erred in finding the case inadmissible and ordered UNDT to consider it on the merits.
4. **The President** informed the Bureau that staff-management consultations would take place in September and that she would represent Geneva.
5. The Director of DCM and Chief of Languages Service had accepted the Bureau's invitation and would attend a Q and A session in September.
6. The Chief of LS had replied to a query regarding new wording for TJOs and recruitment of staff over the retirement age, stating that in her understanding it would not be necessary to change current practices on the hiring of retirees (see annex).
7. The Chief of MTS had replied to a query regarding recruitment to fill the post of two DPU Chiefs. No information was available because budget information after 31 December 2022 was not available.
8. **The Bureau members** discussed whether temporary staff in their sections were working remotely or on-site. Practices varied from section to section. It was noted that fully remote work for temporary staff could create extra work for in-house staff. It was resolved to ascertain whether any policy on the subject existed in LS.

---

<sup>1</sup> Unless otherwise stated, the opinions reflected herein represent staff suggestions and views collected by their representatives and are aimed at promoting communication between management and staff. In order to avoid misunderstandings, any comments or requests for corrections to the minutes should be submitted to the President of the LSSA only, for inclusion in the minutes of the following meeting.

Question from LSSA President to LS Chief:

In addition, I have received a query from staff about some language that was apparently recently added to temporary job openings for Editorial and Desktop Publishing Assistants.

These TJOs now contain the following paragraph:

Retirees above the mandatory age of separation who wish to be considered for the current temporary job opening must indicate the reason for their last separation as "retirement." Such retirees shall not be employed by the Organization, unless (a) the operational requirements of the Organization cannot be met by staff members who are qualified and available to perform the required functions; and (b) the proposed employment would not adversely affect the career development or redeployment opportunities of other staff members and represents both a cost-effective and operationally sound solution to meet the needs of the service.

The DPUs are used to relying on retirees for their temporary assistance needs and are concerned that they will not be able to find other qualified people to help them.

Could you tell me whether this is a new policy and whether DPUs will be able to recruit retirees in practice if no one else applies?

Response of LS Chief:

I suspect that the new language is standard HRMS language that is being added to all TJO it is not specific for the DPU's. This should not affect the TJO's we publish for the DPU's as these posts are only advertised at the G-4 level. I understand from this language that we can still hire retirees if no one else applies as per current practice.