



39<sup>th</sup> UNOG Staff Coordinating Council  
39<sup>ème</sup> Conseil de coordination du personnel de l'ONUG

39\_CC\_9  
Adopted on 9 March 2022

**Minutes of the 9<sup>th</sup> meeting**

held on 4 February 2022 at 1.15 p.m. via MS Teams

**Council members present:** ABDELLAOUI Naima; ALEKSANDROVA Anna; ALMARIO Francis; APOSTOLOV Mario; BALI Mohamed; BATAK Cecilia; CHANTREL Dominique; CHAOUI Prisca; COLANGELO Roberto; DAN Lin; DUPARC Philippe; GAZIYEV Jamshid; HERMELINK Ursula; KHAN Anjum; MEYER Olivier; NGUYEN Ngoc; PECK ARIF Catherine; POPA Gabriela; RICHARDS Ian; SMITH Brad.

**Council members absent:** ALLEK Meriem; JACQUIOT Cédric; JOHNSON Laura; LEWIS-LETTINGTON Nicole; MONNET Aminata.

*The meeting began at 1:15 p.m.*

**Single agenda item: Amendments to the Regulations via referenda** (*continuation of the 8<sup>th</sup> meeting*)

Following the 8th meeting where the Council decided to postpone the discussion on two of the proposed referenda to amend the Regulations on staff representation at the UN in Geneva for further review by the Executive Bureau, the Council was presented with the amended text of the two pending referenda.

A discussion followed. Naima Abdellaoui made a statement in which she questioned why the changes were being proposed late in the Council's term and why the Council was suddenly interested in the issue of consultants. She accused the Council's leadership of seeking consultants' votes and proposing changes to the regulations in order to please one consultant in particular without specifying further. She then announced she would leave the meeting before the vote.

*Ms. Naima Abdellaoui left the meeting at this point.*

Bradford Smith and Ian Richards both noted that the Bureau had been discussing proposals for some time and that the review of the Regulations was only completed recently, that the Council had been discussing how best to support consultants for several years now and that the current regulations were overly restrictive, that the proposals would not give voting rights to consultants (the definition of "electors" remained intact in Annex I, Article 1) and that they would like to know more about the specific allegation made by Ms. Abdellaoui and regretted her leaving the meeting prior to her questions being answered.

They added that any Council member could proactively review and propose amendments to the Regulations at any time, now or in the future.

The Council proceeded to vote on the proposals.

**[The approved text of each question is detailed as annex to these minutes.]**

**Question III: REPRESENTATION OF AFFILIATE PERSONNEL**

Seeing 18 votes in favour and 1 abstention, the question was **approved** for submission to staff for referendum.

**Question VII: AUDITS**

Seeing 19 votes in favour, the question was **approved** for submission to staff for referendum.

*The meeting was adjourned at 2 p.m.*

## **APPROVED FOR REFERENDUM:**

### **III. REPRESENTATION OF AFFILIATE PERSONNEL**

*Key personnel are sometimes hired on consultancy contracts or as contractors. The proposed change allows the Council to better address this issue. This change does not alter the status on non-staff personnel who cannot vote in elections of the Council.*

#### **Article 6: Terms of reference**

##### **CURRENT VERSION:**

The principal task of the Council shall be to co-ordinate the positions of all trends representative of the staff of the United Nations at Geneva, so that the interests of all staff members and pensioners are defended vis-à-vis the Secretary-General and the representatives of the employers in a consistent and united fashion.

##### **PROPOSED AMENDMENT:**

The principal task of the Council shall be to ***promote and protect the interests of all staff members and pensioners*** vis-à-vis the Secretary-General and the representatives of the employers in a consistent and united fashion. ***The Council may also raise issues with management relating to other categories of personnel, such as consultants and contractors, at its discretion and when in the interest of fair labour practices.***

**Do you agree with the proposed amendment?**

YES

NO

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## APPROVED FOR REFERENDUM:

### VII. AUDITS

*To address the difficulty in finding volunteer internal auditors, and to ensure financial accounts are periodically audited by external professionals.*

#### Article 4: Membership, organization and functions

##### CURRENT VERSION:

1. The auditors shall be five (5) in number. They shall be elected by the Ordinary General Assembly of the staff, in accordance with the relevant provisions of Chapter VII, for a term of office of one year beginning on 1 April.
2. The auditors shall organize their work independently and shall adopt their rules of procedure in accordance with the relevant provisions of these Regulations.
3. The auditors shall audit the accounts in accordance with the provisions of the Financial Regulations annexed to these Regulations and shall prepare an auditors' report. The auditors' report shall be signed by all the auditors in office.

##### PROPOSED AMENDMENT:

1. *Internal audits shall be conducted every two years. Every other year the Council shall appoint an external auditor subject to the availability of funds.*
2. Internal auditors shall be five (5) in number. *In years where internal audits are required*, they shall be elected by the Ordinary General Assembly of the staff, in accordance with the relevant provisions of Chapter VII, for a term of office of one year beginning on 1 April.
3. The auditors shall organize their work independently and shall adopt their rules of procedure in accordance with the relevant provisions of these Regulations.
4. The auditors shall audit the accounts in accordance with the provisions of the Financial Regulations annexed to these Regulations and shall prepare an auditors' report. The auditors' report shall be signed by all the auditors in office.
5. *If the number of internal auditors falls below the statutory minimum of three, the Council shall conduct a by-election in accordance with the appropriate regulation. If at the time of preparation for the audit, the number of internal auditors is still below the statutory minimum, the Council shall appoint an external auditor for that year to carry out the audit in their stead.*

**Do you agree with the proposed amendment?**

YES

NO

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