



40th Staff Union Council 2022-2023

Ref. SU-40-EB-14

Executive Bureau Minutes of the 14th meeting

held on 2 August 2022 at 9 a.m.
via MS Teams.

Adopted on 9 August 2022.

Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Absent</i>	JOHNSON Laura	<i>Present</i>
BALI Mohamed	<i>Absent</i>	MEYER Olivier	<i>Absent</i>
CHAOUI Prisca	<i>Present</i>	SMITH Bradford	<i>Present</i>
DUPARC Philippe	<i>Present</i>		

President of the UNOG SU:

RICHARDS Ian *Present*

Vice-President of the UNOG SU:

HERMELINK Ursula *Absent*

The meeting began at 9.05 a.m.

1. Adoption of the agenda

The agenda was adopted without changes as reflected below.

2. Adoption of the minutes of the 13th meetings

The minutes of the 13th meeting were adopted without changes as recorded in the staff union's secretariat.

3. Post Adjustment

The EB noted there had not been any news since the broadcast sent to staff informing about the recent cost-of-living survey and its impact on post adjustment. The ICSC was expected to announce updated post-adjustment figures adjusted for inflation by mid-August, with the new post adjustment becoming effective as of the month of August.

4. Pension Fund and CISSUA

EB members were informed that, following the campaign by CCISUA, the Pension Fund decided to lower the percentage of outsourced fixed-income portfolio from 75 percent to approximately 22 percent. Also, that the Chief of Pension Board had sent a letter to the federation threatening it with exclusion from the Board as observer unless it stopped its campaigning against decisions of the Board and of the Fund's investment management on ethical grounds. The federation replied condemning the threat and the CCISUA members decided to pull out of the present Board's session in protest. EB members noted that there was no actual accountability and oversight over ethics at the Pension Fund despite the Fund having an internal ethics advisor. Finally, the Board did not discuss upon its ethics policy and did not expel any observers. The federation would continue lobbying with Member States to push for transparency at the Pension Fund.

5. Staff Selection Policy

Concerning the revised staff selection policy recently promulgated, there was doubt whether it included all aspects that were negotiated at SMC. It was clarified that management agreed to implement different aspects gradually; to be followed-up at the SMC level.

The EB noted as a positive development that all GS recruitment would be subject to examination by central review panels, which would especially allow staff in currently excluded categories G1 to G4 to apply for continuing contracts. The ad hoc G1-G4 review group that was created in Geneva would likely be abolished as it would become redundant.

As for the requirement of lateral mobility to be considered for P5 posts, it was raised that it could be problematic for a number of staff notably in the Languages Service, but later clarified that the policy exempted LS staff when applying to such language jobs. Chief of entities would now have to include in their compacts a minimum of 50% lateral transfers in their selections to posts, which could lead to various complications, but this was not consulted at SMC and would be raised at its next meeting.

6. Security and Safety Service

The EB was informed of a project by UNDSS in conjunction with the Pension Fund to study reducing the age of retirement of Security personnel, although there were still no news on the subject. EB members agreed to approach the matter through coordinated efforts with other unions.

7. Any other business

No other business was raised.

The meeting was adjourned at 9:30 a.m.