



40th Staff Union Council 2022-2023

Ref. SU-40-EB-7

Executive Bureau Minutes of the 7th meeting

held on 26 April 2022 at 9 a.m.
via MS Teams.

Adopted on 3 May 2022.

Members of the Executive Bureau:

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

President of the UNOG SU:

RICHARDS Ian *Absent*

Vice-President of the UNOG SU:

HERMELINK Ursula *Absent*

The meeting began at 9 a.m.

1. Adoption of the agenda

The agenda was adopted with changes as reflected below.

2. Adoption of the minutes of the 6th meeting

The minutes of the 6th meeting were adopted with changes as recorded in the Council secretariat.

3. ePAS

Naima Abdellaoui noted the various format changes in the ePas, namely limited characters in the self-evaluation box which were not sufficient for a fair self-evaluation, although it seemed not all colleagues were experiencing such limitation; the ePas having become too succinct. Prisca Chaoui confirmed the limitation on number of characters was widespread. Olivier Meyer mentioned that it could still be possible to upload a more thorough self-evaluation through an attachment to the ePas.

4. Conflict of interest in staff representation bodies

Naima Abdellaoui voiced concerns whereby Council member [REDACTED], who held a Chief of Section position and thus was essentially a manager, was an elected staff representative and represented staff at SMC and other working groups, which could be seen as incompatible.

Laura Johnson asked Ms. Abdellaoui to be more specific on where the conflict of interest arose, noting there were staff at the P2 and P3 levels with manager/supervisory roles, not exclusive to the grade P5.

Prisca Chaoui raised that from an absolute perspective there would be a conflict of interest in anyone. It was the Polling Board who determined eligibility for elections. Regulations did not exclude managers from being elected staff representatives, all staff members were obliged to adhere to an international civil service code of conduct, and so no colleague should be excluded from serving the staff.

Naima Abdellaoui added that conflict of interest would arise specifically when a staff representative also had the power in her/his normal functions to initiate a termination process of a subordinate colleague, or where the actions of that manager would have repercussions on someone else's contract. Such situation would make an affected staff member feel that she/he could not trust the staff union because the concerned manager was one of the elected staff representatives.

Olivier Meyer noted that as a reviser he had to evaluate other colleagues' work, which could have an impact on their contractual relation with the UN, as could be the case with others, and did not see a conflict of interest with being an elected staff rep. Mr. Meyer asked Ms. Abdellaoui her same argument in reverse: if she was ever in conflict with her manager, would it not be a conflict of interest that she was the staff representative instead of the supervisor. He argued that a chief of section had the right to be an elected staff representative as per the Regulations on staff representation.

Mohamed Bali commented that there was no proof that any particular staff case was not reviewed because a manager was a sitting staff representative.

Naima Abdellaoui recalled that she mentioned the case of Council member [REDACTED] as a concrete example of her concern. Ms. Abdellaoui added that she herself was also a reviser and made evaluations, but there was a distinction between making evaluations and having the actual power to initiate a termination. Staff representatives would mostly assist staff in cases of misunderstandings with their hierarchy, generally a chief of section. Ms. Abdellaoui thus recorded her reservation on the matter and expressed her desire for electoral lists to exclude from elections any colleague who held responsibilities as chief of section. She further raised the suggestion to submit the matter to the Ethics Office for its opinion.

Mohamed Bali expressed a concern whereby Ms. Abdellaoui's statements construed a distinction between staff, and managers as non-staff. Mr. Bali proposed for Ms. Abdellaoui to draft a request to the Ethics Office on the issue for the EB to discuss, which she agreed to do.

5. eLuna audit consultant

Prisca Chaoui recalled that Naima Abdellaoui had offered to search for consultant for a possible audit of eLuna, and reminded the urgency of the matter.

Naima Abdellaoui recalled that conversations were going with colleagues in the Languages Service (LS). The broad proposal was for an audit to be carried out by independent professionals from outside DGACM financed by the staff unions or the UNOG Staff Union, to include retirees from various translations sections in UNOG and elsewhere, from the private sector and the EU parliament – noting that in several interventions management has compared the UN translation work with that of the EU parliament's, although their methods of work, resources, and objectives were very different from those at the UN. Ms. Abdellaoui raised that this should be a collective effort and everyone from LS should contribute with suggestions and contacts. She reiterated her request to Laura Johnson to include her in the invitation to attend the upcoming LS Sectoral Assembly general assembly.

Laura Johnson clarified that all the LS will be invited to the LSSA GA.

Mohamed Bali inquired whether there was any concrete proposal apart from selecting auditors, and on the financing.

Prisca Chaoui invited all EB members to express their opinions, and if anyone considered the initiative to be flawed, they should express so.

Olivier Meyer raised that terms of reference had to be drafted and urged Ms. Abdellaoui to propose a draft as it was her initiative.

Laura Johnson noted that all EB members had limited time available, so before entering into a project they had to be sure that their efforts were being placed where required.

Naima Abdellaoui recalled that Prisca Chaoui had suggested for Laura Johnson and Olivier Meyer, as LS colleagues, to join her in putting the initiative together, and inquired if it would be the case.

Olivier Meyer confirmed that he and Laura Johnson would actively participate should the eLuna audit project proceed ahead, but it was still to be defined yet. Mr. Meyer urged Naima Abdellaoui to draft a concrete proposal that the EB was able to discuss and decide on whether to pursue. Mohamed Bali seconded such an approach.

Naima Abdellaoui mentioned that to draft auditors' TORs she required to be put in contact with unions of other DGACM duty stations. Mohamed Bali recalled that the EB should first review and decide on the overall framework of the proposal before engaging with other unions on actual work of the initiative.

6. Any other business

No other business was raised.

The meeting was adjourned at 10 a.m.