



41st Staff Union Council 2023-2024

Ref. SU-41-EB-16

Executive Bureau Minutes of the 16th meeting

Held on 26 July 2023 at 9 a.m.
via MS Teams

Adopted on 9 August 2023.

Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	GONZALEZ Pablo	<i>Present</i>
BALI Mohamed	<i>Present</i>	HERMELINK Ursula	<i>Absent</i>
MARTINEZ Begoña	<i>Absent</i>	JOHNSON Laura	<i>Present</i>
DUPARC Philippe	<i>Absent</i>		

President of the UNOG SU:

RICHARDS Ian

Absent

Vice-President of the UNOG SU:

SMITH Bradford

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 15th meeting

It was noted that, on point 5 (Proposal by the Finance Commission), the words “medium-term investment” should be changed to “long-term investment” as per what was said in the meeting. The minutes of the 15th meeting were adopted with changes as recorded in the Union secretariat.

3. Regular budget recruitment freeze

The EB recalled there was a recruitment freeze in place throughout the UN Secretariat which had not been properly announced to staff but vaguely through secondary messages in a UNOG broadcast. Complaints had been received from staff about the lack of proper communication. The reasons for the freeze were stated to be the closure of MINUSMA and need to relocate its staff under the downsizing policy as well as liquidity issues, but it was regrettable to see the Organization was yet to communicate with the staff at large on the reasons. Previous freezes had seen a global communication strategy by the Secretariat to inform all staff which was not the case this time. The question arose, should the Union attempt to fill the gap and communicate with staff on the matter.

A discussion followed. It was raised that there was still room to be cooperative with management by providing them the staff feedback and urging them to send out an official communication on the freeze, otherwise the Union would have to step in. The freeze was noted to affect staff career development and progression and they deserved to be properly informed of the situation.

A separate point was raised on guidelines related to the implementation of the SGB on reasonable accommodation whereby the guidelines could be misaligned with the SGB, giving full authority to the supervisor to decide on reasonable accommodation. The documents would be shared for further discussion among EB members.

4. FRMS (nationality of staff)

The EB took note of allegations received whereby a disproportionate number of French nationals were being selected for vacant posts in UNOG FRMS. The EB agreed to request related statistics from the Division of Administration with particular emphasis on nationality.

5. Next Council meeting

The EB agreed to hold the next Council meeting on 24 August at 1:15 pm. via Teams. A save-the-date message would be sent to Council members.

6. Update on the Tennis Club

The EB was informed there was agreement between staff representation and the Administration on new statutes for the operation of the Tennis Club, which would be presented to the Council for discussion and approval.

7. Any other business

No other business was raised.

The meeting was adjourned at 9:25 a.m.