



42nd Staff Union Council 2024-2025

Ref. SU-42-EB-11

Executive Bureau Minutes of the 11th meeting

Held on 12 July 2024 at 9.30 a.m.
via MS Teams

Adopted on 29 July 2024

Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	LEWIS-LETTINGTON Nicole	<i>Present</i>
DUPARC Philippe	<i>Absent</i>	MARTINEZ Begoña	<i>Present</i>
JACQUIOT Cédric	<i>Present</i>	PUHALOVIĆ Janet	<i>Present</i>
JOHNSON Laura	<i>Present</i>		

President of the UNOG SU:

RICHARDS Ian *Present*

Vice-President of the UNOG SU:

Catherine Louise *Present*
Peck Arif

The meeting began at 09.30 a.m.

1. Adoption of the agenda

The agenda was adopted as reflected below.

2. Adoption of the minutes of the 10th meeting

Adoption of the minutes of the 10th meeting was postponed.

3. Date of next Council meeting

It was agreed to hold the Council meeting on Tuesday 20 August.

4. Report from Transition Board meeting

The EB was briefed on the most recent Transition Board meeting, including the updated schedule for SHP work and the moves. ECE and UNCTAD representatives had many questions about the moves and space. For example, ECE was very unhappy about the entity being divided for several years while UNCTAD did not think that desk sharing was appropriate for staff engaged in research. It was stated that the desk to staff ratio was non-negotiable but that additional desks could be put in offices. The DG seemed to prefer bilateral conversations outside the framework of the Transition Board. The EB agreed that it was necessary to engage not only with UNOG administration but also directly with the entities as they also had a lot of influence over both the space allocation and the organization of that space. For example, staff perceived that the UNCTAD SG was more concerned with her personal space than with her staff's working conditions.

5. Preparation for JNC

The EB was briefed on the first part of JNC and considered the remaining items to be discussed at the resumed session later that day. The main items concerned the liquidity crisis and staff moves under SHP. It was agreed to raise the concerns of Library staff who had felt left out of discussions and communications and to try and find out the cost of renovation of the UNCTAD SG's offices in E building. EB members stated that working conditions should be an absolute priority for the Union. It was agreed to have a town hall with affected staff on the building issues following JNC.

6. Step determination policy

The EB was informed that the leadership had been invited to attend the HR policy briefing on the new guidelines on step determination. Once the GA decided to prevent internal candidates from being treated equally on promotion by a change in the staff rules, the only way to ensure equal pay was to enforce the rule of placing external candidates at step 1. Unfortunately, this disadvantaged temporary staff who were treated as external candidates. OHR had revised the guidance to allow for higher steps to be awarded, in which it was stated that heads of entities could award higher steps dependent on experience up to a maximum level. At the briefing, it was clarified that, despite the wording about discretion, OHR expected the highest possible step to be awarded in every case. Staff representatives should advise temporary colleagues of this. It was noted that some entities had already begun applying this guidance.

7. Any other business

EB members raised two issues related to performance management, namely the lack of a comment box for the staff member in ePas and the fact that FROs were not asking all reportees to complete the PMI. It was noted that SMC would discuss performance management at an upcoming session, although both these issues had been raised before. An EB member suggested that Inspira could be changed to make it impossible for FROs to pick and choose from their reportees.

The meeting was adjourned at 10.45 a.m.