



42nd Staff Union Council 2024-2025

Ref. SU-42-EB-16

Executive Bureau Minutes of the 16th meeting

Held on 24 October 2024 at 1.30 p.m.
via MS Teams

Adopted on 29 November 2024

Members of the Executive Bureau:

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

President of the UNOG SU:

RICHARDS Ian Present

Vice-President of the UNOG SU:

Catherine Louise Present
Peck Arif

The meeting began at 01.35 p.m.

1. Adoption of the agenda

The agenda was adopted as reflected below.

2. Adoption of the minutes of the 15th meeting

Minutes of the 15th meeting were adopted without changes.

3. SMC updates

The SMC ad hoc meeting was set for next week would focus on these issues:

- Draft Policy on Appointments: The policy consolidates rules on temporary, fixed-term, and continuing appointments. Staff representatives raised concerns over deletions of staff inputs and unclear provisions, especially around temporary appointments, liens, and a new probationary period.
- Departmental Consultations: staff representatives submitted a paper on departmental consultations after some issues concerning DGACM were not permitted for discussion at SMC. However, the decision could affect any department with staff scattered in different duty stations.
- The meeting would also discuss ways to honour staff who lost their lives in the line of duty given that unions' proposals to introduce changes into the flag code were rejected.
- Performance management: Scheduled discussions on performance management, an ongoing issue, with key points from previous bureau meetings to be raised.
- SU was preparing a paper on the long-term use of temporary appointments to be discussed at the future SMC meeting. It was suggested to gather more data was required, possibly via a staff survey.
- Working group on facilities for staff representatives: The staff side had prepared a draft terms of reference for the new working group, which would be finalized at a staff side preparation meeting.

4. GPAFI/MEC town hall

Following the UNSMIS town hall, a GPAFI/MEC (AMFI) town hall was proposed to address staff queries on supplementary insurance options. AMFI would be contacted to coordinate the date and the time of the town hall.

The EB discussed what could be done to raise awareness among staff regarding available insurance options, such as loss of earnings insurance.

5. UNOG disability survey

UNOG planned to launch a disability inclusion survey, as discussed at the previous JNC. The EB members were encouraged to review the survey and provide feedback on unclear sections. EB noted that clarification was needed on the reason the survey appeared to target only UNOG staff and suggested deleting certain questions (e.g., recruitment method). The members also suggested reaching out to individuals with firsthand disability experiences to provide practical feedback.

6. Next Council meeting

The EB members agreed to hold the next Council meeting on Monday, 11 November.

7. Green mobility group

The Green mobility group, established by UNOG, focused on enhancing mobility policies to support eco-friendly commuting, specifically for staff who walk or cycle rather than drive. The group addressed practical issues such as inconsistent bike parking access during events and limited pedestrian access to the railway station, aiming to ensure that non-car commuting options were as convenient as car usage. With ongoing relocations and reduced bike parking availability, concerns were raised by EB about parking for cyclists. It was suggested that UNOG might consider improving bike facilities, especially near Building S, to support green mobility efforts. The EB members supported the nomination of ES to represent SU in the group.

8. AOB

- Legal Case Update: There had been a partial victory in the union-supported legal case of a staff member who had an Appendix D claim for PTSD following a kidnapping incident refused on procedural grounds. Although cash compensation was rejected, the case had been sent back to reconsider potential special circumstances.
- Departmental Concerns: A question was raised about access to data on sick leave, early retirements, and absences in a specific division. EB pointed out that due to confidentiality, data cannot be accessed directly; concerns must be substantiated by staff complaints to take action.

The meeting was adjourned at 02.15 p.m.