



ANNUAL REPORT
OF THE SIXTEENTH SESSION OF THE
UNITED NATIONS STAFF COUNCIL AT VIENNA
FOR THE PERIOD 24 APRIL 1996 TO 18 APRIL 1997

Please bring this report to the Annual General Meeting

Abbreviations

ACC	Administrative Committee on Co-ordination
APB	Appointment and Promotion Board
APC	Appointment and Promotion Committee
APP	Appointment and Promotion Panel
CAC	Commissary Advisory Committee
CEB	Central Examination Board
CCISUA	Coordinating Committee for International Staff Unions and Associations of the United Nations System
EOSA	End-of-service allowance
ESP	Early Separation Programme
FICSA	Federation of International Civil Servants' Associations
ICSC	International Civil Service Commission
JAB	Joint Appeals Board
JAC	Joint Advisory Committee
JAGGO	Joint Advisory Group on Garage Operations
JDC	Joint Disciplinary Committee
OHRM	Office of Human Resources Management
OIOS	Office of Internal Oversight Services
SMCC	Staff Management Co-ordination Committee
UNAT	United Nations Administrative Tribunal
UNJSPB	United Nations Joint Staff Pension Board
UNSCV	United Nations Staff Council at Vienna
VBOs	Vienna-based organizations

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INTRODUCTION

During the past year, the Staff Council maintained the close links of communication with the Administration that have always been a hallmark of staff-management relations at UNOV. On two occasions the Staff Committee was given the opportunity to bring the Council's major concerns to the attention of the Director-General in cordial and constructive meetings. The Staff Committee also met five times with the Director of DACS and members of his team, discussing issues ranging from matters of overall importance, such as the financial situation of the Organization and how it impinges on the future of UNOV as a duty station and on the welfare and career prospects of the staff, down to individual cases.

Efforts to maintain close links of communication with the staff at large through Unit meetings have, unfortunately, been less successful, as only a few Units held meetings at which members of the Staff Committee would have had an opportunity to learn more about problems that are specific to some areas of the house and, at the same time, to provide directly to staff recent information on issues that are of particular concern to them. To partly overcome this deficiency, the Council has taken two initiatives: the establishment of an electronic bulletin board, on which news of temporary, as well as lasting, interest is posted; and the opening of an electronic suggestion box, which any staff member with access to cc:Mail may use to bring ideas or problems to the attention of the Council.

In the course of its very successful membership drive in November 1996, the Council wrote to every staff member who was not yet an active (dues-paying) member. As a result, UNOV has the highest rate of enrolment among CCISUA member unions, with 81 per cent of staff now paying dues.

The report before you summarizes the activities carried out by the Council over the past year, in its endeavour to defend the rights and interests of UNOV staff with regard to remuneration, working conditions and general well-being. In accordance with a recommendation made by the Council at its thirteenth meeting, and in keeping with the urgent call for cost reduction, the endeavour has been to submit a concise report that focuses on the decisions taken by the Council and their implementation.

UNCSV would like to thank all colleagues who have in the course of the past year contributed to the effectiveness of staff representation - staff nominees on joint bodies and working groups, the Polling Officers, the Auditors - and staff at large for their support by becoming members of the Union.

I. REVIEW OF STAFF COUNCIL ACTIVITIES

1. During the first year of the sixteenth session of the UNOV Staff Council, a total of 16 meetings were held. Only some of the issues before the Council, which are thought to be of major interest to the staff at large, are reported on in detail in this chapter. Other items on the Council's agenda that are not mentioned elsewhere in the report included: the efficiency review, the UNOV policy on smoking, the future of UNPA, assistance in setting up staff representation for ICTY in The Hague, the IAEA/UNIDO/UNOV rally on the occasion of the G-7 meeting, the role of Unit Presidents, insurance coverage during home-leave travel, the harassment survey, establishment of rules on the provision of legal aid from the Staff Defence Fund, approval of the Treasurer's budget proposal and charitable donations.
2. The Council also adopted a work programme which includes longer-term projects that have been delegated to working groups. A *FOCUS* was circulated to solicit volunteers to join the working groups on (a) staff training; (b) career development; (c) flexible work arrangements; and (d) health and safety at the work place. These groups are ongoing and expected to develop position papers or proposals for the Council to consider.
3. In addition, the Council was consulted and expressed its position on most of the items before JAC, CCISUA and SMCC. Furthermore, staff representatives were kept informed and gave their views on issues before joint VIC bodies such as those for catering, commissary and garage operations.
4. Since the minutes of the Staff Council are now being regularly posted on the Council's cc:Mail bulletin board, it was felt that anyone who wanted more detailed information could access it that way.

A. THE INTERNAL JUSTICE SYSTEM

5. At times of budget constraints and post cuts, it is of utmost importance to have a well-functioning internal justice system in place and, particularly a strong Panel of Counsel with competent and knowledgeable counsel. UNSCV recognized the need to educate staff about their rights and to advise them and channel them in the proper way and, on 4 June 1996, issued a *FOCUS* on "How to get help". As some of the elements of the internal justice system seemed not to be fully functional, the Council embarked on a review of it.

1. Joint Appeals Board (JAB)

6. The President of UNSCV investigated the situation of the UNOV JAB and found that it was very satisfactory. Since its reconstitution, in December 1994, the Board had been able to clear up a backlog, had issued reports on nine cases, had managed to settle - partly through conciliation - another six cases, and had only one case pending.

2. Panel of Counsel

7. With regard to the Panel of Counsel, the situation has been less satisfying for the past year. Already in June 1996, UNSCV drew HRM's attention to the fact that out of the ten names appearing on the list, six were no longer available, and new names were submitted for inclusion in the list.

8. It was only at the 78th JAC meeting, in March 1997, that the issue was discussed. It was agreed that the Vienna Panel would be modelled after the New York Panel, and would also have a Coordinator. A joint letter by HRM and UNSCV was recently sent to the new members of the Panel, asking them to sign their "oath of office". A circular announcing the new composition of the Panel should be issued soon.

9. UNSCV is now in search of a Coordinator for the Panel, a function that would have to be assumed by a staff member in addition to his/her normal duties, or by a retiree.

3. Joint Disciplinary Committee (JDC)

10. The present members and chairpersons of JDC have been holding their respective functions since late 1990. In 1994, when the composition of JDC was up for renewal, a poll was organized and staff at large elected their representatives. However, no further action was taken, and the newly elected representatives have never taken office.

11. When UNSCV investigated the situation in June 1996, it found that nominations were needed for the Panel of Chairpersons. After a somewhat cumbersome process of submitting a series of different candidates for the Panel of Chairpersons, agreement was reached at the 78th JAC meeting on the names to be submitted to the Director-General. As in the case of the Panel of Counsel, it is expected that a circular announcing the new composition of JDC will be issued soon.

12. It should also be noted that over the period from the end of 1990 to the present, the Committee has had only one single disciplinary case before it.

B. THE NEW CODE OF CONDUCT

13. Staff representatives have been aware for some time that OHRM and the Office of Legal Affairs (OLA) are drafting a new Code of Conduct. The staff's position has been that no new Code was needed, but that rather the relevant provisions under the existing one and those under the staff regulations and rules should be scrupulously implemented.

14. To the surprise of staff representatives, the agenda of SMCC XX included an item entitled "Progress report on the Code of Conduct for international civil servants". Staff representatives requested the deletion of the item, since no paper had been made available on it in advance and SMCC participants were expected only to listen to an oral presentation by a representative of OLA. Staff representatives were of the opinion that such an approach would clearly fall outside the terms of reference of SMCC as a body for consultation and negotiation. However, they were informed that the agenda item had been mandated by the Secretary-General. Therefore, staff representatives in SMCC could only remove their earphones during the presentation to mark their protest.

15. On 28 February 1997, all staff unions of the UN Secretariat then received a copy of the new draft Code of Conduct for comment. Essentially, this Code is a revision of Staff Regulations 1.1 to 1.10 and of the corresponding Staff Rules, dealing with the duties, obligations and privileges of staff members, and it contains a series of new regulations and rules, with far-reaching implications for staff at large.

16. The letter of the Secretary of SMCC transmitting the Code gave the impression that the Code would be the subject of negotiations at the forthcoming SMCC meeting in June 1997. However, staff

representatives learned later that the Secretary-General had undertaken to submit his proposal to the General Assembly by mid-May 1997, and that the staff input would be ensured only by correspondence.

17. The matter was submitted to the sixteenth meeting of UNSCV, on 10 April 1997. The Council vehemently rejected the proposed approval procedure, considering it totally inadequate for an important issue such as new staff regulations and rules. It expressed concern at the hasty manner in which a document of such cardinal importance was being submitted to the staff and protested at the fact that the staff had been given less than two months to comment on an issue on which management had been working for more than two years.

18. Consequently, the Council adopted a two-page Declaration on the draft Code of Conduct for United Nations staff and instructed its President to transmit the text to the Secretary of SMCC, the ASG OHRM and to all CCISUA members. It is now hoped that the majority of CCISUA members can be convinced to resist being subjected to the "consultation" procedure proposed by management.

19. In the meantime, UNSCV representatives have prepared specific and extensive comments on the new staff regulations and rules.

C. THE REDEPLOYMENT EXERCISE

20. In accordance with ST/AI/415, of 2 April 1996, on the redeployment of staff in connection with the budget-cutting exercise, four Joint Departmental Panels were established in Vienna, one each for Professional and General Service staff of UNOV, and one each for the two categories of staff of UNDCP. The task of the Panels was to review the candidates singled out for redeployment by section heads, to compare them with collaterals on the basis of individual and comparative review forms, and to recommend to section heads which candidates should be redeployed.

21. The number of UNOV and UNDCP cases submitted to these Panels was relatively small, namely two Professional and five General Service staff, and all but two GS staff were placed. Over a period of several months, the Staff Committee repeatedly urged management to assist those staff members, pointing out, among other things, that a commitment to do the utmost to find appropriate placement for all staff on the redeployment list had been made at SMCC XX (see para. 117 of this report). Nevertheless, as no suitable slot could be identified for them, their contracts were not renewed at the end of 1996.

22. At Headquarters, New York, where 13 staff members in want of a suitable post have so far remained on the redeployment list, assurances have again been received from the ASG, OHRM, that they will be placed, even if posts have to be unfrozen for the purpose.

23. Recently, a review of the redeployment exercise - of its positive aspects and its shortcomings - was mandated by the ASG, OHRM. To this end, UNSCV, after having solicited the views of the staff nominees on the review bodies involved in the exercise, submitted a position paper to the JAC, which will be discussed at its upcoming 79th meeting. JAC reports on the redeployment exercise from all duty stations will later be consolidated and submitted to the next SMCC meeting.

D. STAFF PARTICIPATION IN ICSC

24. Both umbrella organizations - CCISUA and FICSA - have been boycotting ICSC for over two years.
25. Based on a decision of the XIth CCISUA Assembly, the President and Vice-President of CCISUA had several meetings with the Chairman of ICSC and requested the establishment of a working group - composed of staff representatives, representatives of the UN Administration, members of ICSC and possible Member States - to discuss the return of staff to ICSC under conditions previously submitted by the staff. CCISUA also asked that a report of that working group be submitted directly to the General Assembly.
26. The Chairman of ICSC subsequently informed CCISUA that only the Commission itself could take a decision on the establishment of such a working group, and that this issue would be placed as the first substantive item on the agenda of the next ICSC session to be held in April/May 1997. CCISUA was invited to participate in the discussions on that item.
27. At the XIIth CCISUA Assembly, in January 1997, the issue was reviewed in the light of two new developments:
- (a) The Secretary-General's personal request to carefully analyze the CCISUA position;
 - (b) An invitation by ICSC, received by the Presidents of all staff unions, to participate in two technical working groups - one on the GS salary survey methodology for headquarters and non-headquarters duty stations, and one on the non-pensionable components of salaries - both to be held in February 1997.
28. UNSCV had decided at its 10th meeting, on 5 December 1996, not to participate in ICSC's technical working groups and had mandated its President to try to achieve a consensus on the boycott of the technical working groups at the XIIth CCISUA Assembly.
29. At the CCISUA Assembly, there was agreement that a return to ICSC without having obtained concessions was impossible. A letter was sent to the Chairman of ICSC, requesting that the technical working groups be postponed until after the regular session of ICSC. Such postponement would have permitted staff first to discuss the conditions for their return, and then to participate in the working groups.
30. However, ICSC found it not possible to reschedule the technical working groups. By exchange of faxes, CCISUA then reached a consensus that none of its members would participate in the technical working groups. Also, none of the FICSA members participated.
31. Another move on the same issue was to establish a dialogue with the Fifth Committee of the General Assembly. The General Assembly, in several of its resolutions, the latest of which are 50/208 and 51/216, has urged the staff to resume participation in ICSC. In his statement to the Fifth Committee, on 25 November 1996, the CCISUA President explained once more the reasons for the boycott: lack of integrity of the technical data, lack of independence of the ICSC Secretariat and questionable working methods and appealed to the members of the Fifth Committee to intervene in order to bring about a change of attitude on the part of the Commission.

32. Subsequently the Chairman of the Fifth Committee invited the representatives of CCISUA, FICSA and the Chairman of ICSC to meet informally with the members of the Bureau of the Fifth Committee in order to review the situation.

33. The initiative of the Chairman of the Fifth Committee was welcomed and the invitation accepted by all parties concerned. UNSCV had urged CCISUA representatives to the informal meeting to develop a joint position with the FICSA representatives prior to the meeting.

34. The meeting was held on 18 March 1997. The CCISUA proposal of setting up a working group to review the nature of ICSC itself and to preserve the independence of technical data, either with the direct participation of Member States, or under the watchful eye of the Fifth Committee, was well received. In addition, a member of the Fifth Committee proposed that the Chairman of ICSC establish a mechanism to report to the Fifth Committee other than merely submitting a report, and that the next member to be appointed to ICSC should clearly be an expert, who also has the support of CCISUA.

35. FICSA proposed direct negotiations with Member States, by transforming ICSC into a true tripartite body, like e.g. the Pension Board. Most Fifth Committee delegates disapproved of that proposal.

36. CCISUA members are now preparing for the discussion of the issue at the beginning of ICSC's spring session at the end of April 1997.

E. GENERAL SERVICE SALARIES AND ALLOWANCES

1. The 1996 GS salary survey

37. In 1996, for the fourth time ICSC undertook a survey of the best prevailing conditions of employment in Vienna. Data collection took place during April with a survey reference date of 1 April 1996. The revised methodology applied was the one which the ICSC, motivated by political considerations, had adopted in 1992 for the purpose of reducing GS salaries in headquarters duty stations. Consequently, CCISUA and FICSA have suspended their participation in the work of the ICSC. The fifteenth Staff Council of UNOV decided in 1995 to boycott any survey carried out in Vienna under the revised methodology, and staff were informed in a declaration by the Staff Councils of UNOV, IAEA and UNIDO that the boycott would be a joint one. The 1996 survey was thus conducted with the participation of representatives of the Administrations of the Vienna-based organizations but, for the first time, without staff representatives.

38. The final result of the survey was an overall average of -6.22%, which includes -4% for the abolition of the language factor. The revised salary scales announced by information circular UN/INF.524 of 7 October 1996 were only 3.22% lower than the previous ones, based on ICSC's decision to deduct 1 percent for the language factor in 1996 and the remaining 3 per cent over the next three years.

39. Owing to the lack of career development, UNOV/UNDCP GS staff are concentrated in the upper part of the within-grade steps, 30 per cent of them having reached step 11 or 12. This means that the inside matching point is rising steadily, which has a negative effect on GS salaries, because outside employees in comparable jobs have much less seniority and hence lower salaries. Staff Council experts have found that if the method previously used by ICSC to determine inside matching (the "gradually

rising step approach") had been applied to the 1996 data, the 1996 salary survey result would have been +1.8% instead of -6.22%.

40. The new, lower salary scales applied to all staff recruited on or after 1 October 1996. All other GS staff are subject to a salary freeze until the difference is absorbed through the interim adjustment procedure. As future interim adjustments are expected to be in the order of 2 per cent per year, salaries will remain frozen until 1999. The revised methodology yielded negative survey results in Geneva (-7.4%), London (-5.3%), Montreal (-7.8%), Paris (-7.2%) and Rome (-2.6%).

41. The savings for the three Vienna-based organizations to be realized through the phasing in of the new salary scales are substantial. In document A/C.5/51/24, para. 21, ICSC forecasts that associated savings for the United Nations common system will be \$2.5 million for 1996, and a further savings amounting to \$6.4 million will be realized incrementally from 1996 to 1999, at which time the ICSC recommendation will have been fully implemented. A savings of \$1.4 million is also envisaged for the United Nations common system relating to the organizations' contributions to the United Nations Joint Staff Pension fund as a result of reduced pensionable remuneration levels during the 1996 to 1999 phased implementation. The savings that would accrue to the regular budget of the United Nations would be \$900,000 in 1997.

2. Abolition of the language factor

42. ICSC introduced the language factor in Vienna and Rome because the job requirements of UN organizations and those of comparator firms were practically incompatible, in so far as employees in outside companies rarely had to work constantly in a foreign language. Since such employees had a higher salary value, 4 per cent were added to the salaries of UN GS staff to compensate for the fact that they had to work constantly in a language other than the local one.

43. In 1992, ICSC decided to abolish that compensation at the time of the next salary survey, i.e., in 1996. However, ICSC's argument that staff with English mother tongue can now easily be recruited on the local market completely misses the point. What ICSC should have ensured during the 1996 salary survey is that in all comparator posts employees are required to work all the time in a foreign language. If that was not possible, the result should have been (a) no job match, or (b) compensation for UN GS staff. ICSC, however, compared apples with pears.

44. The Staff Council decided to appeal the abolition of the language factor. On 6 December 1996, four GS colleagues asked the Secretary-General for a revision of his administrative decision. If no revision was possible, they requested permission to submit their appeals directly to the United Nations Administrative Tribunal. That permission was received in February 1997, and the Staff Council is now pursuing the appeal.

3. Dependency allowances

45. In the context of the 1996 Vienna salary survey, ICSC also recalculated the dependency allowances on the basis of the current family allowances payable in Austria. As a result of the cost reduction policy introduced by the Austrian Government in May 1995, allowances were found to be lower than those currently paid by the United Nations. Consequently, management proposed to implement the corresponding lower benefits as of 1 October 1996. At the 75th JAC meeting, staff representatives defended the existing level of benefits as a fundamental and acquired right and argued that it was an established practice not to reduce the take-home pay of staff.

46. After consultation with OHRM at Headquarters, management agreed to the staff's proposal, according to which the lower benefits would be applied to staff recruited after 1 October 1996, and to staff on board only when they submitted a new claim or when a child for which a benefit had been received previously moved into the next higher age group.

F. LANGUAGE TRAINING

47. Following the announcement by UNIDO that it would cease to administer language training as a joint service with UNOV as of February 1997, staff representatives were informed that the UNOV Administration intended to establish a language training programme under its aegis, as a joint service for the staff of UNOV and UNIDO. At the same time they also learned of the precarious financial situation of the project, arising particularly out of the fact that UNOV had no budgetary provision for defraying the cost of the space occupied by language training.

48. At its tenth meeting, on 5 December 1996, the Staff Council was briefed about the situation. Alarmed that the lack of funds might jeopardize continuation of training in the six official languages of the United Nations, free of charge, for UNOV/UNDCP staff, it mandated its President to voice strongly the staff's concern to Administration. Accordingly, in her letter to the Director, DACS, the President urged UNOV Administration to take whatever steps were required to continue maintaining a high standard of language training, in all the official UN languages, free of charge, and leading to the acquisition of the UN Proficiency certificate.

49. In January 1997, staff representatives were informed that administrative efforts had resulted in agreement by UNIDO to continue running the language training programme until the end of the summer term.

50. At the 78th JAC meeting, HRM briefed the meeting on details of its plans for running the language training programme, effective 1 July 1997, of which the staff representatives took note. These plans, however, are contingent on several variables, such as: the extent to which the number of participants from UNIDO will drop in view of the fact that UNIDO staff will be required to pay for the courses and whether the IAEA's expression of interest in retaining a common language training programme can be realized. At its next meeting the Staff Council will be informed accordingly, and the issue will be further negotiated at a future JAC meeting.

G. UNITED NATIONS INTERREGIONAL CRIME AND JUSTICE RESEARCH INSTITUTE (UNICRI)

(This section has been submitted by the UNICRI staff representatives)

51. UNICRI has been located in Rome since its establishment in 1968 and is part of the UN Crime Prevention and Criminal Justice Programme. The Institute is considered a project, so there are no career posts and all staff are on fixed-term appointments. It receives no funding from the regular budget of the United Nations and is totally reliant on extra-budgetary funds from Member States, first and foremost Italy.

52. In October 1992, the Secretary-General decided to transfer UNICRI from Rome to Turin. A series of steps have since been taken, aimed at obtaining the necessary funding to implement this decision, and on 15 January 1997, a law was passed by the Italian Parliament providing for the refurbishing

expenses and maintenance of the Institute in Turin. The latest date for the relocation to Turin (there have been eight other unofficial dates a new one approximately every six months) is 1 September 1997. The Director of UNICRI indicated that in his opinion the move would not take place before spring 1998.

53. In 1994 and 1995, the Administration undermined staff morale in a systematic way, abandoning the old contractual policy of UNICRI established in 1981, and, with no regard for length of service, either allowed contracts to expire or, with the minimum of notice, kept staff members with expiring contracts, both GS and Professional, on short-term extensions, even for as little as one month. At the beginning of 1995, staff concerned initiated an appeal procedure in protest against this total lack of contractual policy and requested indiscriminate treatment for all staff members. In December 1996, the oral hearing for the UNICRI appeals was finally held. The conclusion was that Headquarters confirmed that no contractual policy will be applied for all UNICRI staff members until the move to Turin has taken place. Until then, expiring contracts will be extended only within the expiry date of the latest issued allotment for the Institute (at present 31 December 1997), or, in the case of GS staff, up to the latest date given for the envisaged move, if this falls before the above-mentioned date.

54. In January 1996, the current UN policy for fixed-term appointments, which permits issuance of two-year contracts, was applied for most of the Professional staff of the Institute - one only continues to receive one-year extensions, the post being judged a project post, i.e. a project within a project. No contracts were allowed to expire during 1996, and at the beginning of 1997, a new project post was created at the P2 level for training staff. However with the still uncertain situation vis-à-vis Turin, GS staff, even those with more than 25 years of service, continue to receive short-term contracts. Current GS extensions are up to 31 August 1997, with the prospect of possible further extensions up to 31 December 1997, if the latest date for the move is shifted to, or after, that date.

55. No official briefing has been given to staff regarding operational provisions for the relocation, nor have staff received any commitment as to which staff members will be offered employment with the Institute when it moves to Turin. The uncertain and degenerating situation over the last four and a half years has resulted in many problems, including a cutting back of staff at various levels and, given the present contractual circumstances, no staff member, either Professional or GS, can be sure of future employment with the United Nations at the end of their current contract. Between the end of August 1997 and early 1998 the contracts for the entire staff of the Institute, including the Director, will expire.

Flexitime

56. During 1996 a few UNICRI staff members took advantage of the initiative previously taken at UNOV and are now working flexible hours.

H. UN DAY 1996

57. Several activities marked the celebration of UN Day on 24 October 1997. The lunch hour ceremony commenced with the ringing of the Peace Bell on the Plaza and was followed by a reading of the Secretary-General's UN Day message in the VIC Rotunda.

58. As a special treat for all staff, UNSCV ordered a large birthday cake and individual pastries, iced in the traditional UN colors. After the ceremonial cake cutting, performed by

the Presidents of the Staff Unions of all Vienna-based organizations, staff members and visitors alike were invited to enjoy a piece of birthday cake. The VIC Combo added a colorful "sound-touch" with their jazzy performance.

59. Staff and visitors later attended an eight-city video conference organized (for the Vienna-end by UNIS and DACS) by the Department of Public Information (DPI). During this video conference, children spoke about many issues of concern to them.

I. UN SINGERS

60. In July 1996, UNSCV was approached by UNIS, which requested the Council to host the visit of the UN Singers from UN Headquarters in August. The United Nations Singers date back to 1947 when a small group of staff members from different countries met from time to time to share with each other the rich musical heritage of their many lands, and they have ever since continued to be an expression of the multicultural mix in the United Nations Secretariat.

61. The Singers had been invited by the Hungarian Government to sing at different venues around Hungary and UNSCV managed to bring the group to the VIC for a lunchtime concert on 23 August. Staff members and visitors who were at the Rotunda enjoyed the outgoing and spirited performance by our New York colleagues.

J. UN AIDS DAY 1996

62. The theme of last year's World AIDS Day was "One World. One Hope". This epitomized what Dr. Peter Piot (Executive Director, UNAIDS) had said earlier: "...The challenge is to ensure that these hopes extend to all those threatened by the epidemic."

63. UNSCV participated in all lead-up meetings organized by Dr. Doherty and his team from Medical Services. Representatives from the UNSCV, IAEA and UNIDO staff councils helped to sell red ribbons on 2 December and, thanks to the very generous donations from fellow staff members, an amount totalling ATS 40,000 was raised and later distributed to different organizations, including Children's Charity, Buddy Verein and AIDS Hilfe.

64. UNSCV, through its affiliation with CCISUA, made a donation of ATS 10,000 to the "Hamilton Project", which is a pilot project for the prevention and treatment of HIV/AIDS medical conditions for UN country office staff and their dependents, involving OHRM, UNDP, UNICEF, WHO, CCISUA and FICSA.

II. JOINT ADVISORY COMMITTEE (JAC)

65. On 13 September 1996, the first JAC meeting was held, after a 16-month period. Since then, three more meetings have been held. The following is an account of the main issues negotiated at those meetings.

A. END-OF-SERVICE ALLOWANCE (EOSA)

66. The existing rules governing the payment of EOSA, set out in information circular UN/INF.243 of 6 March 1990, constitute only an interim arrangement, pending further review by JAC.

67. In the meantime, an ex-UNOV staff member has filed two appeals, one with the UNOV Joint Appeals Board (JAB) and one with the United Nations Administrative Tribunal (UNAT), and has won both appeals.

68. Based on report No.110 of the UNOV JAB, the Secretary-General decided to accept an alternative methodology for the calculation of EOSA. The Administration's method of calculating the deduction for the years 1972-1987, when EOSA was part of GS salaries, was found to be wrong and the deductions excessive. The appellant was awarded a refund. The new method for calculating the deduction should be applied in the cases of all long-serving GS staff who have retired or whose contract had been terminated or not renewed after the date of the JAB decision. The staff representatives are monitoring its application.

69. The UN Administrative Tribunal judgement No.766 of 26 July 1996 establishes that termination indemnity and EOSA **do not constitute a double payment**, and that staff has a right to payment of both in case of termination. The existing provision under UN/INF.243, which says that either the termination indemnity or EOSA, whichever is greater, will be paid, was found to be wrong.

70. At the 78th meeting of JAC, on 14 March 1997, management submitted a draft administrative instruction on EOSA, modelled for the most part after the system currently in force in IAEA. According to that regime, eligibility for EOSA would start only as of 1 March 1987, which would considerably reduce the amount of EOSA due to long-serving staff. Since the UN Tribunal judgment also specified that the rules governing EOSA could only be changed **prospectively**, staff representatives argued that - EOSA being an acquired right for staff on board - new provisions could be applied only for staff entering the Organization after the date of the Tribunal judgement.

71. Staff representatives in JAC also proposed to introduce a prorating of EOSA, similar to that for other termination benefits.

72. Management has submitted the issue to the Office of Legal Affairs (OLA) at Headquarters for advice, and negotiations in JAC will continue as soon as OLA's comments have been received.

B. STAFF WELFARE BODIES

73. So far, the Staff Welfare Board, the Staff Assistance Committee and the Staff Benevolent Fund are still joint UN/UNIDO bodies.

74. In September 1996, at the 75th JAC meeting, management submitted a discussion paper on the establishment of separate UNOV staff welfare bodies. Three draft information circulars, setting out the terms of reference for each of the three bodies, completed the submission.

75. The Staff Council discussed in detail the pros and cons of a separation from UNIDO at several meetings. A consultant's report on the splitting of the assets was found to be acceptable with minor modifications. After having reviewed a series of points, including questions relating to the distribution of the 5 per cent mark-up on certain Commissary goods, the auditing of accounts, the implications of having three separate Staff Welfare Boards in the VIC as regards human resources and the approval procedure for joint projects, the Staff Council decided to agree, in principle, to the split.

76. At the 77th JAC meeting, management was informed of the staff's decision. At the same time, the staff reserved the right to review the proposed terms of reference for the future UNOV bodies.

77. In February 1997, the Council set up a working group on the terms of reference. The working group recently completed its task, and substantially revised terms of reference for the future UNOV staff welfare bodies will be submitted to the next JAC meeting.

C. BANKING IN THE VIC

78. From the Staff Council's file on banking it is evident that dissatisfaction of the staff with the two in-house banks is of long standing. A proposal, made by the Council in 1994, to initiate a bidding process, remained unsuccessful.

79. A substantial number of recent complaints prompted staff representatives to submit to the 78th JAC meeting a position paper which explains that, in addition to the fact that CABV and Bank Austria are among the most expensive banks, latest developments (the purchase by Bank Austria of a majority interest in CABV) would eventually lead to a monopoly by one single bank with two outlets in the VIC.

80. Since the tenancy contracts with both banks contain termination clauses, staff representatives proposed that the two banks be given notice without further delay and that a bidding process be initiated. They asked management to seek the necessary concerted approach by the VBOs. The conclusion of new lease agreements should be made contingent on the provision of preferential conditions and rates in respect of banking services for both the staff and the Vienna-based organizations.

81. Staff representatives further requested that the UNOV Administration should take the necessary steps towards ensuring that individual staff members who so request may have their salary deposited in a bank of their choice, outside the VIC.

82. Management representatives agreed to take up the issue with their IAEA and UNIDO counterparts. They further acknowledged, in principle, staff members' right to decide into which bank their salary should be deposited, and are examining the legal and technical viability of flexible arrangements.

D. STAFF COUNSELLING SERVICES

83. Already in summer 1996, when it became known that IAEA intended to discontinue, at the end of December 1996, the then existing common staff counselling service arrangement, an informal staff/management group met several times to discuss alternative solutions.

84. At the 75th meeting of JAC, a Working Group on Counselling was formally established. The Working Group submitted a report to the 76th JAC meeting, setting out, among others, the UNOV counselling requirements in terms of staffing and desirable qualifications of the counsellor to respond to identified needs of the staff. The Working Group's proposals aimed at achieving two main goals: (a) to ensure continuation of staff counselling services after December 1996; and (b) to develop the concept for a comprehensive package of employee-assistance activities.

85. While staff and management disagreed on details of the report, such as the proposed reporting line for a future counsellor, there was consensus on two principles: (a) that preference be given to in-house counselling as compared to the outsourcing of that function under SSA, a solution to which the IAEA planned to resort; and (b) that recruitment of a UNOV counsellor should be completed by mid-December 1996, to allow for a briefing and orderly hand-over of current cases prior to the departure of the existing Staff Counsellor.

86. At the 77th JAC meeting, in December 1996, management reported that recruitment efforts were under way and that, pending a longer-term solution and due to financial constraints, an offer for appointment of a counsellor would be made for 10 hours a week. Staff representatives agreed to that interim solution, which it was said would last for three months.

87. However, since the departure of the former staff counsellor, at the end of 1996, and up to the present time, no staff counselling service has been available for UNOV/UNDCP staff. At the 78th JAC meeting, staff were informed that management was trying to engage the two staff counsellors working for IAEA under a special services agreement, for about 10 hours a week. Staff considered that arrangement most unsatisfactory, and in particular the long-term perspective, since no additional funds for counselling had been secured under the 1998-1999 budget.

88. To alleviate the situation, staff representatives suggested that the JAC Working Group should evaluate the counselling abilities of those UNOV/UNDCP staff members who had undergone relevant training in the not too far distant past, to give them some formal status and to inform the staff at large by a circular of the names of those colleagues who would be qualified and willing to assist them when they are in need of counselling of a relevant type. The proposal was agreed on, and it was also agreed that the envisaged arrangement with the IAEA counsellors would be reviewed by the Working Group after a period of six months.

E. CHILD CARE FACILITIES IN THE VIC

89. For many years the Joint UN/UNIDO/IAEA Working Group on the VIC Child Care Centre has been trying to have the existing facilities (i.e. places for 32 children) expanded. A VIC-wide survey, conducted in 1991, had shown that there was a need for an additional 320 places if children up to 6 years of age were to be accommodated.

90. At the 76th meeting of the JAC, held on 22 November 1996, staff representatives submitted a paper explaining the considerable preparatory work done by both the Joint Working Group and the UNOV Advisory Committee on the VIC Child Care Centre, and the need for the JACs of the Vienna-based organizations to decide to support the expansion of the existing facilities, in order to permit the Joint Working Group and the UNOV Advisory Committee to follow up on the issue with the Municipality of Vienna.

III. COORDINATING COMMITTEE FOR INTERNATIONAL STAFF UNIONS AND ASSOCIATIONS OF THE UNITED NATIONS SYSTEM (CCISUA)

93. The twelfth Annual Assembly of CCISUA was held at United Nations Headquarters, New York, from 21 to 24 January 1997. UNSCV was represented by Gerda Hasanat (President) and Veronika Jeffrey (Secretary).

94. The following account of items reviewed and discussed at the Assembly includes only those that have not been elaborated on separately under chapters I and II of this report.

A. THE NEW CCISUA BUREAU

95. In accordance with the CCISUA statute, whereby the Presidency and Vice-Presidency rotate between New York and Geneva, Rosemarie Waters, President of the New York Staff Committee, assumed the position of President of CCISUA. The Vice-President of CCISUA is now Javier Campos of Geneva. The Presidents of the UNHCR and ECLAC staff councils were elected Second and Third Vice-Presidents of CCISUA, respectively.

B. MEETING WITH THE SECRETARY-GENERAL

96. Staff participants in the CCISUA Assembly were received by Secretary-General Kofi Annan. In her statement, the new President of CCISUA summarized the main concerns of staff, including the deterioration of staff/management relations, the survival of the international civil service and staff participation in ICSC.

97. The Secretary-General acknowledged the importance of jointly discussing and taking measures to improve job security and to allay staff apprehensions vis-à-vis current financial constraints. He urged staff to cooperate with management, and vice-versa, in an effort to reform the United Nations to make it more relevant. He also ensured the meeting that no decisions affecting the conditions of work and staff welfare would be taken without prior consultation with the staff representatives. He further stated that he fully understood the staff's frustration with ICSC, but noted that the staff had been absent from the Commission for two years and wondered if it was not time to review how much longer the boycott should continue.

C. FINANCIAL MATTERS

98. The Treasurer's report was adopted, the Treasurer was re-elected, a new Finance Committee was elected and the 1997 budget was approved. UNSCV's yearly contribution to CCISUA of \$5,000 remained unchanged. However, UNSC New York announced its intention to reduce its contribution from \$50,000 to \$40,000, in which case the UN Geneva Staff Council also intended to reduce theirs. The New York Council was requested to reconsider its position.

99. It was also decided to increase the CCISUA Legal Defence Fund by 50 per cent.

D. BUDGET REDUCTIONS 1998/1999 AND PROJECTED POST CUTS

100. Some duty stations reported that a number of posts envisaged for abolition were encumbered and urged the development of a strategy to protect the incumbents of such posts. In that context, it was noted that the early separation programme (ESP) had dramatically lowered the attrition rate for the next five years and that the logic of cutting posts without a reduction in programme delivery should be questioned.

101. The Assembly therefore decided that:

- (a) The President should request statistics on attrition rates before and after ESP;
- (b) The issue of making staffing tables available to staff representatives should be placed on the agenda of SMCC XXI;
- (c) The imbalance between the number of posts cut at the GS and Professional levels should be investigated;
- (d) A centralized administration of the post reduction should be proposed to the Secretary-General and he should be requested to suspend action on recent directives related to the budget reduction until he had had an opportunity to analyze the situation.

E. SITUATION AT UNESCO

102. Staff representatives from UNESCO reported that the Director-General of UNESCO had refused to implement the post-adjustment multiplier for Paris-based Professional staff that had been recommended by ICSC. CCISUA adopted a resolution protesting the decision of UNESCO's D-G and decided that all staff unions should also send individual letters to the UNESCO Administration in support of the legitimate rights of UNESCO staff.

103. UNSCV was subsequently informed that the D-G of UNESCO had, in addition, refused to implement the routine interim adjustment of GS salaries of 1.8 per cent, due on 1 January 1997. At its fourteenth meeting, on 28 February 1997, UNSCV approved the text of a letter of support that was transmitted to our UNESCO colleagues.

F. CCISUA SUPPORT STAFF

104. The withdrawal by the Administration of funds for the post of the CCISUA Research Officer, as of 1 January 1996, has left a big gap. Staff inputs and position papers for ICSC, CCAQ and its subsidiary bodies, and the Pension Board used to be coordinated and finalized by the Research Officer. It is now incumbent on the CCISUA President to shoulder that additional burden.

105. One of the recommendations emanating from SMCC XIX foresees a post for the CCISUA Vice-President in Geneva and an extra post in New York, when the presidency is held by New York. In anticipation that this recommendation would be approved by the Fifth Committee of the General Assembly at its resumed spring 1997 session, the Assembly decided to use that post for a Research Officer. Criteria for the selection of the Research Officer were developed.

G. COMMUNICATION

106. It was decided to continue the publication of *CCISUA News* in 1997. In addition, an effort would be made to produce a *CCISUA Flash* twice a month.

107. Since communications between CCISUA members are increasingly being exchanged through cc:Mail and over the Internet, and all Council Presidents but the one from ECA can be reached, the Assembly decided to purchase the necessary equipment for the ECA Staff Council from CCISUA funds.

H. SECURITY OF STAFF

108. Alarmed by reports on the worsening of the security of staff in field duty stations, the CCISUA Assembly adopted, jointly with FICSA, a resolution on the security of field staff, which was transmitted to the Secretary-General and the heads of UN specialized agencies, requesting their urgent cooperation in the matter.

109. The Assembly further noted that so far only nine Member States had ratified the Convention on the Safety of United Nations and Associated Personnel, and that an effort needed to be made to convince all Member States to ratify. It was decided to request the Secretary-General to include a related appeal in his statement at the next meeting of the Inter-Parliamentary Union and also to ask the New York Committee on the Security and Independence of the International Civil Service to use its established channels for explaining to Member States how important it was to international staff for them to ratify the Convention.

I. EDUCATIONAL ASSISTANCE

110. Various proposals on how to extend the education grant to additional groups of staff were discussed. Two working groups were formed, which will investigate the situation of internationally recruited staff whose duty station is in their home country, and of staff at duty stations where local salaries are too low to afford the payment of educational fees, respectively. The working groups are expected to prepare a joint position paper on educational assistance to be submitted to the next SMCC session.

J. CCISUA STAFF-COMMEMORATION SCHOLARSHIP FUND

111. A paper on the administration of the Scholarship Fund, submitted by UNSCV, was discussed, improved on and a revised text adopted. The Fund will benefit children of Secretariat staff who were killed in the service of the United Nations.

112. Several donations to the Fund have already been received, including one of \$6,400 from the International Staff Committee of the United Nations Peace Forces in Zagreb, who are in the final stages of liquidation and have donated the balance of their funds.

IV. STAFF/MANAGEMENT COORDINATION COMMITTEE (SMCC)

116. The XXth session of SMCC took place in New York, from 25 September to 1 October 1996. UNSCV was represented by Gerda Hasanat (President) and Helena Harmer (staff representative). The session was overshadowed by two factors: (a) the turmoil that had been created by the redeployment exercise, and which, at that time, had left about 45 staff members Secretariat-wide without a post against which they could be placed; and (b) the erosion of good faith in staff/management negotiations, stemming from previous SMCC meetings and actions by management that were perceived as an attempt to weaken staff representation.

117. From the outset, staff representatives wanted assurances by management that none of the staff members still in need of redeployment would be terminated. At their request, a special meeting of SMCC participants was convened before the start of the regular session of SMCC XX, and after long and difficult negotiations agreement was reached on a paper, entitled "Statement by the President of SMCC on redeployment of staff". That paper accommodated to a large extent the demands of the staff representatives, insofar as it specified that OHRM would undertake the fullest possible efforts to find appropriate placement for **all** staff members on the redeployment list, which also included two staff members of UNOV. The text of the Statement was reproduced in *Focus* No.5.

Issues discussed at the XXth session

A. REVIEW OF THE TERMS OF REFERENCE AND THE FUNCTIONING OF SMCC

118. A review of the terms of reference and the functioning of SMCC had been deemed necessary by staff representatives because of various problems experienced in the past. Some of these related to:

- (a) The implementation of SMCC recommendations and their monitoring;
- (b) Differences in the interpretation of the text of some recommendations;
- (c) Unilateral changes by management of approved recommendations;
- (d) The need to have an efficient and neutral Legal Adviser to SMCC;
- (e) The inclusion among the members of SMCC of staff unions which so far have only observer status.

119. Staff and management agreed that, in general, the terms of reference of SMCC presented no major cause for concern, but that they could be improved, with a view to overcoming shortcomings experienced in the past.

120. At SMCC XX, agreement was reached on the following points, which represent a departure from existing provisions:

- (a) All SMCC recommendations to the Secretary-General will be given an implementation date;
- (b) A focal point in OHRM and the Secretary of SMCC will jointly monitor and follow up on SMCC recommendations approved;

- (c) The implementation of SMCC recommendations will be ensured through the local JACs. Any problems arising at the local level will be reported immediately to the OHRM focal point and the Secretary of SMCC;
- (d) If there are problems in translating agreements into administrative instructions due to legal requirements, management will inform the staff representatives of the reasons and seek an understanding on the new text;
- (e) The membership of SMCC will include a new category of "Associate Member";
- (f) Staff and management representatives will each be allowed to bring up to two advisers to SMCC meetings;
- (g) The Legal Adviser of SMCC will be designated by the Legal Counsel of the United Nations, following consultation with the President of SMCC;
- (h) The efficiency of SMCC will be increased by : (i) holding informal consultations on the agenda, the work programme and the establishment of working groups, one day before the opening of the session; (ii) introducing two readings by the plenary of the report of SMCC; (iii) establishing a contact group, following the closure of SMCC, that will ensure that changes to the draft report, as approved by the plenary, will be reflected in the report; (iv) reflecting the position on disagreements in the report;
- (i) A maximum of two working groups will be established;
- (j) The deadline for submission of papers to be included in the agenda of SMCC will be reduced to three weeks and a standard format adopted for such position such papers.

121. The only issue which, in the view of staff representatives, is still unresolved, is the inclusion in the terms of reference of a new paragraph on the role of SMCC. Though staff representatives negotiated that text for hours, and received assurances that it was not intended to change the role of SMCC, there is now fear that it could be interpreted as weakening the "negotiating" element, thus reducing SMCC to a body that is being "consulted" and that is "advising" only.

B. ISSUES ARISING FROM THE STREAMLINING OF THE PROCESS OF FILLING VACANCIES

122. Management introduced a working paper on the issue, stating that the Secretariat's process for filling vacancies has been the subject of criticism and frustration for staff and management alike. It has long been viewed as time-consuming, unresponsive and overburdened by paperwork and redundant processes. It was often felt that the system resulted in negative assessments of collaterals, some of whom did not want to be considered and were thus penalized. Management proposed the elimination of the collateral review process and the pre-review system, as its experience had shown that both processes were ineffective.

123. The matter was discussed in working group II of SMCC XX, which reported to the plenary that basic agreement had been reached and that the working group recommended the elimination of both the collateral review and the pre-review letter process, on the understanding that a triennial review of the career situation of staff members described in paragraph 86 of document A/C.5/49/5 (A strategy for management of the human resources of the Organization, Report of the Secretary-General) would be initiated by OHRM.

124. The New York staff representative, who, due to official business, had not been able to participate in the earlier proceedings of working group II, stated that she was unable to agree to that recommendation, since the two items proposed for elimination were the only two opportunities for individual staff to advance their cases, while management had at least four such opportunities. She reaffirmed that, in her view, the collateral review and the pre-review letters were useful safeguards for the staff and did not result in considerable delays. Staff representatives from two other duty stations joined in the above position.

125. The Vienna staff representative stated that, during the discussion in working group II, staff representatives had recognized that the process for filling vacancies needed improvement and had expressed the view that the two steps identified by management for elimination, had merit and should be retained with some modification. She said that she had been mandated by the Staff Council to propose that identified collaterals should be asked to provide their approval prior to being considered as such by the relevant Advisory Panels. The Vienna staff representative also stated that, during the deliberations in working group II, management had not been prepared to consider the proposal presented by staff regarding the collateral review process. She further stated that management had accepted the proposal of the staff side to introduce updated standardized fact sheets that would capture, in a clear and concise fashion, as many particulars of staff members as possible.

126. In view of the fact that SMCC XX did not reach full agreement on proposals to streamline the process of filling vacancies, the Secretary-General strongly suggested that staff-management consultations on this subject should be resumed, with the intention of reaching a quick conclusion.

127. The present system will stay in place until an agreement on changes is reached between staff and management.

128. Management also proposed an amendment to Staff Rule 104.14, which would allow cases where there had been a unanimous recommendation by an Appointment and Promotion Committee consistent with that of the programme manager to be submitted to the Secretary-General, or the official acting on his behalf, for decision, without being referred to the Appointment and Promotion Board. It was agreed that Staff Rule 104.14 would be amended to reflect the change in reporting by APCs in accordance with the aforementioned condition.

129. Staff Rule 104.14 has been amended accordingly.

C. OUTSOURCING ISSUES

130. The Assistant Secretary-General for Conference and Support Services had been invited to address SMCC on that issue. He emphasized that outsourcing was of concern to staff and management alike, supported full accountability for decisions made on the issue and the need for developing a standardized outsourcing policy. He stressed that nobody had been separated because of outsourcing. He shared the view of staff that the objective was to improve the approach to outsourcing, not to abolish it. In this context it was necessary to examine expertise available, and not available, in the Secretariat with a view to assessing the need for outsourcing, in order to obtain the best service and best performance available for the Secretariat.

131. Staff presented its position paper on the subject, to which the UNOV Staff Council had made a major contribution. Staff highlighted its underlying objective to make outsourcing more efficient, not

E. G-to-P EXAMINATION

138. Staff expressed concern regarding the trend towards imposing stricter qualification standards and evaluation guidelines on the candidates for the G-to-P examination. During the consideration of the item, management referred to the entrance criteria and the mandate by the General Assembly that the G-to-P examination and the P-2 recruitment examination should be aligned. It was agreed to follow the proposal of the Specialized Boards and the Central Examination Board (CEB) that the university degree requested should be broadly related to the occupational group in which the staff member wished to serve. It was noted that flexibility would be exercised to the degree possible in this respect, consistent with the practice employed in national competitive examinations.

139. Furthermore, management proposed that the practice of permitting candidates to take the examination in one occupational group only, as was the case in the P-2 recruitment examination, should now be applied to the G-to-P examinations. It was agreed that when staff members have a degree, or degrees, broadly related to two occupational groups, they could apply to take the examination in two occupational groups in the same year, subject to agreement of CEB.

140. Management confirmed that 30 per cent of the total available posts at the P-2 level would be made available each year for the G-to-P examinations. Staff requested to be provided annually with certification of the number of available vacancies and the manner in which the 30 per cent had been arrived at. Management explained the process employed to obtain 30 per cent of available posts for the G-to-P examination, which was done based on 30 per cent of the total number of P-2 posts available in the previous calendar year, and assured staff that management would do its best to ensure correct procedures.

141. Staff noted a previous SMCC agreement that all long-term temporary staff at the P-2 level should be expected to pass the P-2 recruitment examination or their contracts would not be extended. Management stated that those who had not passed the examination had either stayed the 11 months authorized for staff who had not gone through the recruitment process, or they had left.

142. In the meantime, the draft text of the relevant administrative instruction has been received by all CCISUA members and UNSCV has submitted comments.

F. CONDITIONS OF SERVICE AT NON-HEADQUARTERS DUTY STATIONS

143. SMCC XX also dealt with the following issues concerning staff in the field: occasional recuperation break (ORB), mobility and hardship allowance and the inadequacy at some duty stations of the annual reimbursement level under the medical insurance plan.

Annex 1
Staff representatives and alternates

<i>Attendance at meetings of UNSCV from 24 April 1996 to 18 April 1997</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
ODG/RSDU	FRIEDEL, Elisabeth ^a	8	POLACZEK, Joelle	1
DACS	ARORA, Sarat	10	NARCISO, Francisco	-
DACS	ANVIEH-GOLPASHIN, Violet	10	SEQUEIRA, Nyorn	2
DACS	SAFDER, Irfan	10	RUANE, Andrew	1
IMS/TES	DATTA, Jean	16	LONCHAMPT, Pierre	4
IMS/TES	HARMER, Helena	12	YIM, Winfried	2
IMS/TES	MERAL, Francoise	10	KAMINKER, Roger	7
IMS/TES	HASANAT, Gerda	16	WEITHALER, Regina	7
IMS/TES	AOUN, Salem	10	RIVALS, Janine	7
UNDCP	AGUADO BOMBIN, Rosa	8	MANSUR, Kashfia	3
UNDCP	JEFFREY, Veronika	13	BOROVANSKY, Melitta	7
UNDCP	DEON, Estela	13	ZERVAAS, Dave	1
UNDCP	SANDOUK, Liliane	8	BLYTH, Daniela	4
UNSSS	ARNOLDI, Richard	8	ANALENA, Pauline	8
UNSSS	ODEN, Ann	11	BAYNE, Christopher ^b	7
UNPA	JANOUGH, Franz	4	NATZLER, Gabriele	9
UNIS	HEBER, Anneliese	6	WRESSNIG, Anton	-
CPCJB	WANDZILAK, Emil	12	no alternate	-
ITLB/UNSCAR	ESTRELLA-FARIA, Jose	10	BROMLEY, Marie ^c	-
OOSA	THAKER, Jitendra	3	SANIDAS, Matthew	1
There was a total of 16 regular meetings from 24 April 1996 to 18 April 1997				

^a Resigned in January 1997.

^b Resigned in February 1997.

^c Resigned in November 1996.

Annex 2
Officers of the Staff Council

Staff Council	Presiding Officer	Mr. Emil WANDZILAK
Staff Committee	President	Gerda HASANAT
	Vice-President	Jean DATTA
	Secretary	Veronika JEFFREY
	Treasurer	Estela DEON
	Rapporteur	Elisabeth FRIEDEL (until 7 January 1997)
Unit Presidents	DACS	-
	IMS/TES	Smart EZE
	UNDCP	Francoise MAUNG
	CPCJB	Burkhard DAMMANN
	OLA/ITLB	Jernej SEKOLEC
	UNPA	Harald SCHÖBER
	UNSS	Christian WENDLINGER (resigned January 1997) Abdulkhaled MAROUF (as of 18 April 1997)
	ODG/RSDU	-
	OOSA	-
	UNIS	-
Polling Officers*	Chairperson	Rosemarie BULANT
		Raul DANO
		Gertraud FICHTENTHAL
Auditing Committee*		Elwood GRAHAM
		Mathew KURINJIMALA
		Udo RAICH

* The Unit Presidents, on 16 January 1996, convened and extended the term of office of the Polling Officers and Auditing Committee from 1 April 1996 until 31 March 1998.

Annex 3

Staff nominees on joint bodies and working groups

JOINT BODIES		
Joint Advisory Committee	Members	Julio Baez
		Gerda Hasanat
		Catherine Volz
	Alternates	Jean Datta
		Piera Barzano
		Joanne Greig
Joint JAC Standing Committee on Medical and Life Insurance	Member	Smart Eze
	Alternate	Gerd Eidherr
Staff Welfare Board	Member	Waltraud Jochum
Staff Assistance Committee	Member	Beng Teoh
	Alternate	Rosemarie Bulant
VIC WORKING GROUPS/COMMITTEES		
Commissary Advisory Committee	Members	Janine Rivals Dimitrios Vlassis
	Alternates	Lesley Parker Ziad Moussa (UNRWA)
Catering Advisory Committee	Member	Dimitrios Vlassis
	Alternate	Sarat Arora
Joint Advisory Group on Garage Operations	Member	Jitendra Thaker

Annex 4
Issuances of FOCUS

<i>Focus number</i>	<i>Date issued</i>	<i>Subject</i>
UNSCV/XVI /F1	25 April 1996	Election of Staff Committee
UNSCV/XVI /F2	3 June 1996	Summer offers
UNSCV/XVI /F3	4 June 1996	How to get help
UNSCV/XVI /F4	26 September 1996	Work programme of the Sixteenth Session of the UNOV Staff Council
UNSCV/XVI /F5	16 October 1996	No one to go!
UNSCV/XVI /F6	4 November 1996	New salary scales and dependency allowances for GS staff
UNSCV/XVI /F7	31 January 1997	Staff Council electronic bulletin board
UNSCV/XVI /F8	26 February 1997	Staff Council electronic suggestion box