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Abbreviations

ACC	Administrative Committee on Coordination
APB	Appointment and Promotion Board
APC	Appointment and Promotion Committee
APP	Appointment and Promotion Panel
ASHI	After Service Health Insurance
BMAC	Buildings Management Advisory Committee
BMS	Buildings Management Section
CAC	Commissary Advisory Committee
CATAC	Catering Advisory Committee
CCAQ	Consultative Committee on Administrative Questions
CCISUA	Coordinating Committee for International Staff Unions and Associations of the United Nations System
FICSA	Federation of International Civil Servants' Associations
ICSC	International Civil Service Commission
ILOAT	Administrative Tribunal of the International Labour Organization
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
PAS	Performance Appraisal System
SMCC	Staff Management Coordination Committee
UNAT	United Nations Administrative Tribunal
UNJSPB	United Nations Joint Staff Pension Board
UNJSPF	United Nations Joint Staff Pension Fund
UNSCV	United Nations Staff Council at Vienna
VBOs	Vienna-based organizations

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INTRODUCTION

The past year was one in which the Council was able to book a few excellent results in respect of important tangible problems such as asbestos removal and child care. Thanks to the efforts of staff representatives, the work on construction of the enlarged child-care centre will be started shortly (see paras. 21-24). Also thanks in particular to the energetic interventions of the Coordinator of the Council's Working Group on Occupational Health and Safety, assurances have been obtained that the asbestos in the VIC will be removed, and that the approach adopted will be transparent, everything being done to avoid any threat to the health and safety of staff during implementation of the removal.

Apart from such high profile results, it should never be forgotten that colleagues nominated by the Council have been constantly at work in joint bodies, representing the views of staff at large and defending their rights and interests. The magnitude of this input becomes immediately apparent from a perusal of annex 3 to this report, which lists the staff nominees on 22 statutory joint bodies, committees and working groups.

And so, in the past year, there have been high profile successes, a lot of hard and undoubtedly productive work in the wings, and admittedly some intractable problems for which there are no "magic-bullet" solutions. For example, the Council was much concerned throughout the year with problems of staff morale, arising out of such things as a lack of transparency in decision-making and grey areas in the application of staff rules. The upshot of the Council's debates on this issue was a meeting of the Staff Committee with the DG/ED, on 22 November 1999, and the subsequent issuance of *Focus* No.10.

While these concerns are not tangible in the same way as other issues, such as health insurance, asbestos removal, catering and child-care arrangements, they are the type of issues that will be with us always, long after tangible ones have been solved. The Council certainly must address the tangible problems which lend themselves to clear-cut solutions. But it also has a broader mandate to play a role in dealing with complex issues such as morale, the work environment, transparency, accountability, lines of communication and the like. Indeed, it is such "insubstantial" matters that make all the difference in the way we feel about ourselves and our work. If these matters are being dealt with constructively, we feel good about getting up in the morning and coming into the office to tackle the duties awaiting us; if not, we drag ourselves out with a leaden reluctance.

In that context, you can be sure that your staff representatives have over the past year made the most conscientious efforts to offer constructive criticism at every encounter with management. Management, on their side, have recently shown a willingness to take positive steps towards assuring a work environment that is conducive to hard work and productivity. An example is the recent appointment of a new Officer-in-Charge of the Office of the DG/ED, which was recognized by the Staff Council as an indication of the Director-General's intention to achieve a clear delineation of lines of communication between his office and the staff. Staff representatives will be looking forward to working with the new Chief of Staff, and trust that her position will prove pivotal in dealing with the insubstantial issues with which we will continue to be coming to grips.

Of course, many staff in UNOV/ODCCP are quite satisfied with their work environment and with their professional lives, but others are very much concerned with fears of termination or

unwelcome reassignment to positions here in Vienna or in the field. It is a fact of life that those who are happy today may for some unforeseeable reason find themselves encountering heavy weather tomorrow. The Council must focus on the problems wherever and whenever they emerge. We have all been assured in many venues that those who perform well have nothing to worry about. The Staff Council intends to continue to promote an atmosphere in which this claim is both understood and realized.

As the seventeenth session of the Staff Council comes to an end, we must take stock. We have had successes. In some areas we have been less than successful. And some problems remain always with us, almost by their very nature. There is much yet to be done. The eighteenth session of the Council will find a full agenda awaiting it. Results do not just happen; they are brought about by individuals working together for the common cause. We hope that staff at large will be motivated to contribute actively to the work of the next session of the Council by investing their time, talent and efforts. As international civil servants, you should all regard some involvement in your community, however small, as part of your responsibility towards your colleagues.

I. REVIEW OF STAFF COUNCIL ACTIVITIES

During the second and final year of the seventeenth session of the United Nations Staff Council at Vienna, a total of 14 regular meetings were held. The Council was consulted and expressed its position on most of the items before JAC, CCISUA and SMCC. During this second year, the Council's energies were mainly devoted to major issues of particular interest to the staff, such as asbestos removal in the VIC, expansion of the child-care centre, the large-scale investigation being carried out by the Grievance Panel, and catering, which are reported on in detail in this chapter. The Council also was much concerned with problems of staff morale and the management environment in UNOV/ODCCP, which are discussed in chapter II, on the Vienna Joint Advisory Committee. In addition, at many of its meetings, the Council faced the sometimes seemingly insurmountable challenge of having to submit nominations for one of the many statutory or other joint bodies.

Unless it is declared as closed or confidential, any staff member may attend any Staff Council meeting, as an observer, should he/she have a particular interest in any of the agenda items. The Council continues to post the provisional agendas and the minutes of Council meetings on its cc:Mail bulletin board, so that anyone who wants more detailed information can easily obtain it.

A. THE UNOV INTERNAL JUSTICE SYSTEM

1. Joint Appeals Board (JAB)

Status of cases before the Joint Appeals Board at Vienna, as at 16 February 2000

Although 11 appeals were filed in 1998, only two were filed in 1999. The status of cases is as shown below.

1999

Appeals filed	2
Requests for suspension of action	3
Reports completed on appeals	2
Reports completed on suspension of action	3
Appeals pending	0
Cases settled through conciliation	3
Cases which were still under conciliation	0

In 2000, one case had been filed, and was pending, as at 16 February 2000.

2. Joint Disciplinary Committee (JDC)

During the past year, the Committee was not seized with any disciplinary case.

3. Panel of Counsel

The annual statutory meeting of the Panel of Counsel was held in June 1999, chaired by the Coordinator and attended by the majority of Panel members and the President of the Staff Council. The discussions were again devoted to ways by which to improve and strengthen the role of the Panel of Counsel.

The relatively small number of cases brought to the attention of Panel members was noted and it was decided to make more of an effort, both individually and collectively, to encourage staff members to make use of the entire grievance machinery at their disposal without fear of intimidation or retaliation. These efforts should include more information on the role and functions of the Panel.

All Panel members except for one agreed to continue serving for another year. Recently, a desk-to-desk circular was issued urging staff members to volunteer for Panel of Counsel membership. We are pleased to report that the Panel has two new members.

B. STAFF WELFARE BODIES

1. Staff Welfare Fund

The Staff Welfare Board met only once, early in 1999. However, later in the year, the Board dealt with an urgent funding request by written communication. An initial ATS 229,600, representing UNOV's 22.96 per cent share under the cost-sharing formula, was transferred to cover preparatory costs for the expansion of the VIC Child Care Centre. In addition, the Board granted an amount of ATS 14,297.28 to partially cover the cost of attendance of the second staff representative at SMCC XXII, in Bangkok.

2. Staff Assistance Fund

At 31 January 2000, there were 116 outstanding loans, totalling ATS 7,572,119.21. Of the total number of outstanding loans, 107 were outstanding to General Service staff and 9 to Professional staff.

During 1999, an increasing number of loans were granted where the payback period exceeded the length of the contract, due to the Board's 1998 decision to allow the end-of-service allowance to be applied to any outstanding repayment at the time of separation.

The Staff Assistance Committee was informed that the Staff Council had decided not to recommend an increase in the current ceilings for the various loan categories.

3. Staff Benevolent Fund

During the past year, the Trustees of the Staff Benevolent Fund approved two interest-free loans, totalling ATS 60,130.

C. VIC child-care centre project

The Council, in cooperation with the Councils of the other VBOs, was deeply involved in shepherding the project for expansion of the VIC child-care centre through the process of application for a substantial subsidy offered by the Austrian and Viennese authorities. This process was greatly complicated by the fact that the UNIDO Administration, which is in charge of BMS, declined to be the lead organization in the project. After many negotiations and strenuous efforts on all sides, IAEA agreed to assume the role of managing organization for the project. UNIDO Buildings Management Service will be in charge of the planning and the construction work, while IAEA is providing services in the areas of procurement and contracts, accounting and payments, legal and external relations, as well as personnel and other administrative support for the duration of the construction phase.

On 22 October 1999, the amount of ATS 6.9 million, which constitutes one third of the total estimated cost of the expansion, was awarded as a grant from the Austrian Government. Another ATS 6.9 million will be granted later on, subject to adherence to the subsidization contract. An agreement on the cost-sharing formula was also reached amongst the participating Staff Councils, since the remaining costs (one third of the total costs) would have to be met by the individual Staff Welfare Funds. The Administrations of the VBOs have agreed to continue sharing the maintenance costs of the expanded facility.

Written confirmation was received by the Municipality of Vienna concerning its willingness to continue as operator of the expanded facility. The CTBTO has volunteered to take over the role of the managing organization once the facility is in operation. The Municipality has offered its facility in Weissau for the temporary relocation of the present facility during construction work.

Construction work should start in spring 2000, and it is expected that the building will be completed by the end of the year. The expanded facility, which should go into operation during 2001, will cater for about 150 children in the age range from 3 months to 6 years.

D. Vienna Panel on Discrimination and other Grievances

During the reporting year, the Panel dealt with a small number of cases involving individual staff members or a small group. The Panel's main activity related to a case initiated by the Director, DACS, involving allegations of discrimination in a work group of more than 100 staff members. The Panel is currently continuing with the interviewing of all the staff members in the work group, and expects to conclude its investigation shortly, by submitting a report containing conclusions and recommendations to the Director, DACS, and the Office of Internal Oversight at Headquarters.

The Coordinator of the Panel, Ms. Jean Datta, retired at the end of October 1999, and, in an *ad hoc* procedure designed to ensure expeditious continuation of the Panel's on-going investigation, the DG/ED, following consultations with the staff representatives, nominated Ms. Gisela Wieser-Herbeck, already a member of the Panel, as the new Coordinator.

E. VIC Catering

Throughout 1999, the question of renewal of the contract for the VIC caterer was an issue. The bidding exercise was carried out by UNIDO, since it is responsible for managing the VIC Catering Service. The Catering Advisory Committee (CATAC), where UNOV/ODCCP staff and management are represented by two members and two alternates each, should have been kept fully apprised of all developments and consulted at every stage. However, the staff-nominated members of the Committee are of the opinion that there was a lack of transparency and very little consultation in the bidding exercise. To this day it has been impossible to determine, e.g., whether the written recommendations tabled by them at a meeting in January 1999 were taken into account in the process, as requested by the CATAC as a whole. Three main issues of concern to staff, namely: quality/quantity/price of food; accommodation of existing catering service staff wishing to stay on; and financial implications of a change in caterer were raised. At the end of the year, the services of a new caterer were retained by UNIDO, as a *fait accompli*, without consideration for rules and procedures that call for consultation with CATAC, and for running of the Catering Service on a non-profit-making basis. The Committee was shown the bidding documents only after the new contractor had signed on, and has to date been unable to obtain access to the actual contract, i.e., to the terms of reference under which the contractor actually operates.

The new caterer has been operating since 1 January, and although the prices of four standard menus and two soups have remained unchanged, those of many of the non-standard or special dishes, in both the cafeteria and the restaurant, seem to have been increased considerably--not a surprise, since the caterer is motivated under the new contract to realize maximum profits, apparently in clear violation of the Catering Service Rules (see Focus UNSCV/XVII/11, of 17 December 1999), as well as being required to finance half the utility costs, on the order of ATS 5.8 million/year.

The staff nominees on CATAC have been instructed to keep a close watch on developments and to protest against all actions which may go against staff interests.

F. UNSCV gift stand

In September 1999, the UNOV administration informed UNSCV that the gift stand, which had been operating for five years in the Rotunda, would have to move out to the Visitor Centre. It was stated at the time that the UN Women's Guild gift stand would also be moved out, to clear the Rotunda for celebration of the 20th anniversary of the VIC. The Women's Guild stand never moved, and the UNSCV stand has suffered a disastrous fall in sales and is no longer financially viable as a result of its exile, the real reason for which remains a mystery. This is a matter of great concern to the staff, since the proceeds from the gift stand's sales have been used to not only build up the Union's Staff Defence Fund, which is intended to defray the legal costs of class-action appeals and appeals with general implications by UNOV/ODCCP staff members to the United Nations Administrative Tribunal, but also for charitable donations.

A letter of protest was addressed to the Director, DACS, dated 3 February 2000, pointing out that the management also would have an interest in continuation of the gift stand, which represents a highly effective public relations initiative, at no cost to the Organization, since visitors and conference participants are taking home items emblazoned with the name

and logo of the United Nations. Unfortunately, if no solution can be found in cooperation with the Administration, the gift stand will have to be closed in the near future.

G. Appeal on the 4 per cent language factor for GS staff

At the time of the 1996 GS salary survey, ICSC decided that the language factor, which had previously been added to GS salaries in recognition of the fact that the local language at our duty station was not an official language of the United Nations, should be abolished.

Two class-action appeals were submitted to two different tribunals: the IAEA staff submitted their appeal to the ILO Administrative Tribunal, while under established procedures, the UNOV/ODCCP staff had to submit their appeal to the UN Administrative Tribunal. The ILOAT judgement has been published. Regrettably, it dismisses the IAEA appeal, on the grounds that local employers require more than a rudimentary knowledge of English and do not pay extra to find suitable candidates. Since, the UNOV/ODCCP staff's appeal has not yet reached the final stage, it must be decided whether that appeal should be withdrawn so as to save the last instalment of the attorney's fee.

H. FOCAL POINT FOR WOMEN

TO COME

I. Closing of the VIC during the year-end holidays

As in past years, the issue of closing the VIC during the year-end holidays was raised in coordination with steps taken by the other VIC-based Staff Councils. The UNOV management was asked to arrange that UNOV staff be given off the days from Wednesday, 29 December, to Friday, 31 December, with three days of annual leave being granted on the basis of 50:50 sharing between the staff and the Organization. A strong rationale for that request was furnished by a comparative study showing that Vienna and Geneva worked the longest hours in the UN. UN-Vienna's 8-hour day compared with an average 7 hours in Tokyo, 7.2 hours in New York, 7.5 hours in Nairobi, Addis Ababa and Beirut, and 7.75 hours in Bangkok. Unfortunately, the Council's representations remained fruitless, as UN Headquarters once more refused to entertain such a request.

J. ASBESTOS CONTAMINATION

Throughout the year, the Staff Council closely followed developments regarding the project for removal of asbestos from the VIC buildings. The Council's Working Group on Occupational Health and Safety was in constant contact with the staff representatives of other VBOs and the officials concerned with the matter in Buildings Management. When the Austrian Government proposed to carry out a trial removal on one floor of the VIC, coordinated pressure was brought to bear by staff on the administrations in favour of retaining the services of an independent expert on asbestos removal. Thanks to the efforts of the UNSCV President and staff representatives on the JAC Standing Committee on Asbestos and Related Issues, no asbestos removal work was begun until bids had been invited under UNIDO's official bidding procedures and the services of a British consultancy firm had been retained to advise the VBOs on health and safety aspects of the pilot asbestos removal project, which was conducted by the Austrians in D13, a UNIDO office floor, and to ensure that the project would not lead to any health hazard for the staff working in the VIC.

The pilot project was completed on 22 November 1999, after approximately 14 weeks of work, as compared with the eight that had been planned. The Austrians are now evaluating the results and developing a plan for asbestos removal throughout the VIC. Staff representatives understand that the floor-by-floor option will most likely be discarded as too costly and time-consuming. The tower-by-tower option will probably be selected. The Austrian Government's proposals are expected to be received in the near future.

It is reassuring to note that efforts to keep staff informed have so far been exemplary. No fewer than 20 asbestos updates were posted on the Intranet by BMS, giving staff a blow-by-blow account of progress during the pilot project.

It is also heartening to note that the Secretary-General, in a letter dated 23 December 1999 to the President of SMCC, acknowledging receipt of the SMCC XXIII report, said that he wholeheartedly supported and shared the concerns raised in the report and wished to ensure the safety of the workplace. He was strongly committed to workplace safety issues and endorsed the overall thrust of the SMCC recommendations outlining the responsibilities of the Organization regarding risks to safety and health from hazardous ambient factors in the workplace.

Staff representatives of the VBOs will continue to monitor developments in a coordinated way, and will press to ensure that specialized independent consultancy on health and safety aspects of the asbestos removal is retained for the duration of the project.

Further information may be obtained from the BMS asbestos hotline, ext. 3099

K. Meeting of the Staff Committee with USG T. Paschke, OIOS, on 20 May

Mr. Paschke, who was in Vienna on one of his regular tours of duty stations away from Headquarters, was briefed on management issues from the staff's perspective. In addition, the staff's concerns regarding the asbestos-removal project were brought to his attention, and he was informed about the large-scale investigation being carried out by the Vienna Panel on Discrimination and other Grievances, which he agreed to keep an eye on.

L. United Nations Interregional Crime and Justice Research Institute

(This section was submitted by the UNICRI staff representatives)

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 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; thus all UNICRI staff are on fixed-term appointments.

Since 1992, a planned transfer of the Institute to Turin has been hanging fire, and the staff, subjected to steady attrition and confronted by the need to continue coping with the workload despite the *de facto* downsizing, have been kept in the dark about their future prospects. From time to time, there have been promises of a formal policy regarding contract renewals, but thus far only stop-gap arrangements have been forthcoming. Staff morale is at low ebb, and the future is still as uncertain as ever.

On the occasion of the UNICRI Board of Trustees meeting in December 1999, staff representatives brought forward once again the following requests:

- a Measures should be adopted to ensure that non renewal of contracts does not become the only strategy for achieving savings.
- b Staff members should be provided with a firm *written* assessment concerning the modalities of, and timetable for, the move to Turin, giving current staff at least six months to organize their professional and personal lives.
- c Management should make every possible effort to assist staff members falling under the 100 series of UN Staff Rules to be redeployed to other UN Agencies based in Rome, if they are not offered a contract or cannot follow the Institute to Turin.
- d Both General Service and Professional staff being offered contracts in Turin should be given in advance a *written* assurance of the new UNICRI contractual policy i.e., extensions of at least two years, in line with the Director's statement at the 1999 Board Session.

The situation as at 9 February 2000 is as follows:

The fixed term contracts of UNICRI Professional staff have been extended for one further year, until 31 December 2000.

The fixed term contracts of UNICRI General service staff have been extended for two further months from 1 February to 31 March 2000, in view of the forthcoming move to Turin, which is now expected to take place during the month of April 2000.

To date, management has not provided any final *written* commitment to the General Service staff regarding the duration of contracts that will be offered after the move to Turin. In fact, it has still not even provided a written commitment as to which staff will be offered contracts in Turin.

M. STAFF SERVICES OFFICER

The Staff Services Officer, Mr. Mario Jordan, continued to serve UNOV and CTBTO staff who are dues-paying union members, by providing information on rebates and discounts available in respect of a wide variety of goods and services. From 30 November to 3 December, he organized the annual Christmas exhibition in the Staff Lounge, which as usual enjoyed great success and was visited by large numbers of staff of all the VBOs. During the reporting year, the proceeds of the 1998 exhibition, totalling ATS 51,665, were donated to SOS Kinderdorf, which presented the Council with a *Foerderer-Urkunde* in gratitude for its ongoing support. The *Urkunde* is displayed on the wall outside the Staff Council office. The proceeds of the 1999 Exhibition, when the accounts have been finalized, will also be donated to SOS Kinderdorf.

N. HOUSING SERVICE

The arrangement negotiated by the Staff Council with the IAEA Housing Service, under which staff pay to make use of the Service, has been operating satisfactorily. It is expected to continue, in the absence of any prospect that the management would resume financing of a housing service.

O. STAFF COUNSELLING SERVICE

UNOV is fortunate to have a staff counsellor within the Organization, but owing to financial constraints, she is available only ten hours a week.. This is particularly unfortunate in view of the recent desk-to-desk distribution of information circular ST/IC/1999/111, on mental health--medical and employee assistance facilities, which states that the policy of the Organization is "...to engender a more open, supportive and effective approach to mental health.", and reminds staff that they have the "opportunity and the responsibility to seek assistance when they are unable to work for any health-related reason". Staff are further encouraged to make the fullest use of existing medical and employee assistance facilities.

Our in-house counsellor is trained to understand the kind of problems that staff typically face, and in particular to be sensitive to cross-cultural and organizational climate issues. She is there to help both individual staff members and their families, whether on the basis of self-referral or referral by supervisors and HRM. In line with the policy set forth in the recent information circular, she respects the complete confidentiality of all consultations, which yield closed-door advice outside the administrative process. This emotional support can help individuals function better and can also head off interpersonal conflicts in the workplace. Thus, the staff counsellor is as asset to both the individual and his or her family, and to the Organization.

The current demand for services at UNOV/ODCCP shows that there is a need for an increase in the number of hours allotted each week for staff counselling services. Staff representatives consider that it would be essential to find the funds to ensure that staff counselling services are available for at least part of every working day, so that staff and their families can be better served and the requests of referring supervisors met more promptly. If that were done, it could also be hoped that the staff counsellor would be able to direct more attention to supportive and preventive services.

P. Petition on competitive examination (G to P)

The rules governing eligibility to sit the G to P competitive examination have been changed by a General Assembly resolution in such a way that, similar to the arrangement for the National Competitive Examinations, candidates now qualify to sit the examination only if they are from non- or under-represented countries, preventing many deserving GS staff members from even trying to make the transition to the Professional category. A petition, addressed to the Secretary-General, appealing to him to assist staff in having the criteria of nationality removed, was circulated at all duty stations. The Council actively gathered signatures to the petition, and forwarded these to Headquarters.

Since the United Nations Administration (OHRM) are equally concerned about the newly introduced criterion, the Secretary-General has submitted a paper to the General Assembly, requesting it to reconsider its decision regarding eligibility rules. The Fifth Committee of the General Assembly is expected to take a decision on the matter at its resumed session, in March 2000.

Q. Release of staff representatives to represent the Council at meetings away from Vienna

This issue arose in connection with the release of an interpreter, who had been nominated to become part of the UNSCV delegation to the CCISUA Assembly in March 1999. The Council was informed that the nominee could be released to attend to Staff Council matters only if a replacement could be found to pinch-hit for him in his official job. Staff representatives responded by pointing out that, according to the Staff Regulations and Rules, and ST/AI/293, no distinction should be made between colleagues who could easily be replaced and those for whom a replacement would have to be hired. The Acting Director/DACS, agreed that, in fact, no distinction should be made. However, funds to pay for a replacement would have to be available and would have to be confirmed in each case.

R. Charitable donations

Following established practice, the Council contributed ATS 100,000 for the financial year 1999 to HOPE '87, an Austrian charity that executes grass-roots development projects in developing countries. This amount will be used to help fund projects in Sub-Saharan Africa, aimed specifically at creating youth employment and helping children. (Copies of project documents are available in the Staff Council office)

The Council made numerous other donations to different organizations and funds, including two to Médecins sans Frontières, one for ATS 50,000, earmarked for Kosovo refugees, and another one, for ATS 25,000, without any particular earmarking. Details of donations can be found in the Treasurer's report.

As in the past, the Council was again represented on the committee preparing for the fund-raising event to mark World AIDS Day, on 1 December. Donations made by colleagues amounted to ATS 36,000, which, as in previous years, have been distributed to childrens' AIDS charities.

S. VIC STAFF COMMITTEE

In the traditional spirit of close cooperation, formal and informal meetings were held between the Staff Council Presidents of the Vienna-based organizations to coordinate positions on issues of

common interest. The major recurring issue was the expansion of the child care facility. Other items discussed were: the appeal on the language factor, introduction of the so-called '50/20' rule for ASHI coverage, the end-of-service allowance, the staff services officer, the housing service and the Inter-Agency Games.

T. SALARIES

PROFESSIONAL SALARIES

(a) *Net base/floor salary*

The unsatisfactory situation with respect to Professional salaries and the non-application of the Noblemaire principle prevails. Although the United Nations General Assembly has repeatedly reconfirmed the validity of the Noblemaire principle, nothing has been done during the last four years to bring Professional remuneration up to the level of the current best paid civil service, i.e. the German civil service. In 1998, the remuneration package of German civil servants was 8.5% higher than that of the present comparator, the US civil service. However, the General Assembly made it quite clear that it did not wish to change comparators. It did, though, recognize that adjustments could be made through margin management in order to honour the Noblemaire principle.

Professional salaries are supposed to be maintained at a desirable midpoint (115) of a margin range of 110 to 120, i.e. 10 to 20% higher than United States civil service salaries paid in Washington DC, adjusted for cost-of-living differentials between Washington and New York. For 1999, the ICSC reported to the United Nations General Assembly a margin of 114.1 on the basis of a comparison of average net remuneration of United Nations Professionals in New York and United States officials in Washington DC, by equivalent grades.

Already in 1997, staff representatives and ACC recommended to the United Nations General Assembly that the margin range be moved from 110-120 to 120-130 with an immediate adjustment to 120 effective 1 January 1998. Nothing has been implemented. The Staff Council therefore believes that appropriate changes should be made to the margin range without further delay.

Double standards are being applied by certain Member States which grant adequate and competitive salaries - some 30 to 50% higher - to international civil servants employed, for example, by the World Bank, IMF, OECD, NATO and EURATOM, but not to staff working in the United Nations system.

Under the 12-month rule for adjustments of net remuneration to take account of changes in cost of living and currency fluctuations, Professional staff in Vienna received an average increase of 2.68% effective 1 May 1997, and none in 1998 and 1999.

(b) *Post adjustment*

The post adjustment system is designed to ensure that Professional salaries have the same purchasing power at all duty stations, as the cost of living varies significantly between duty stations. It is paid in addition to the net base/floor salary. Differences in living costs are measured through periodic place-to-place surveys conducted at all duty stations. The surveys measure the cost of living of a duty station relative to the cost of

living at the base of the system (New York). The results are reflected in a cost adjustment index for each duty station. Duty stations with higher costs of living than New York have higher post adjustment indices and, consequently, higher salaries, while those which are less expensive than New York have lower post adjustment indices and lower salaries than New York.

The last full place-to-place survey in Vienna was conducted in 1990 and the next has been scheduled for October 2000. CCISUA has reviewed the new cost-of-living index structure proposed by ICSC and introduced some changes.

The full place-to-place survey exercise is complicated and requires careful preparation by ICSC, which has too often been lacking in the past. It also calls for staff participation. However, as a result of late and inadequate dissemination of the relevant information to staff, staff's participation has in the past been very limited.

The following table shows the increase of the of the take-home pay of a Vienna-based Professional staff member over a 15-year period in relation to several cost elements over the same period.

Period from October 1984 to July 1999

Increase in absolute level of professional take-home pay	11.2%
Increase in cost of living (inflation)	39.7%
Increase in take-home pay necessary just to restore purchasing power to the October 1984 level	25.7%
Rise of relevant Austrian wage index	93.5%
Increase in average rental costs for new leases in Vienna	120.0%
Increase in school fees for the top grade at the Vienna International School	225.0%

GENERAL SERVICE SALARIES

(a) GS salary survey

GS salaries are governed by the Flemming principle, which provides, *inter alia*, that the conditions of service, including both paid remuneration and other basic elements of compensation, are to be among the best in the locality, without being the absolute best. To determine the best prevailing conditions, salary surveys are conducted every five years.

The mechanisms to ensure that salaries are not the absolute best are manifold, the main one being the so-called 75th percentile method, which guarantees that the top 25% of outside matching salaries are not taken into consideration. It should further be noted that, when determining local conditions, extra salaries such as the standard thirteenth and fourteenth months paid outside, or the difference in working hours and also certain fringe benefits, social benefits and other conditions of service, are taken into account.

The next salary survey for Vienna is scheduled for spring 2001. Data are to be collected by a tripartite group, consisting of representatives of ICSC, the administrations of the Vienna-based organizations and staff representatives. Vienna staff representatives boycotted the last survey, carried out in 1996.

Since the ICSC methodology applied in the survey is quite complicated and has undergone several changes over the past decade, the UNOV Staff Council lacks the requisite expertise. A request has therefore been submitted to the UNOV Training Unit?? for subsidization of participation by three Council representatives in an ICSC workshop, to be held in the course of 2000.

(b) Interim adjustment

In accordance with the ICSC procedure for periodic adjustments to GS salaries between surveys, an interim adjustment should be made each time when the "combined index" has moved 5% or more. The "combined index" includes the consumer price index and the minimum wage index for office employees in industry. In the event that the index does not move by the required 5% within a period of 12 months, an adjustment should nevertheless be made, on the basis of the actual movement of the index.

According to data provided by the Austrian Statistical Office for March 1998 and March 1999, the combined index moved by 1.808%.

The ICSC procedure also stipulates that, for each 1% of movement by the index, only 0.9% should be added to the salary scales. The average combined increase was therefore reduced from 1.808% to 1.627%. This increase was further reduced by 1%, to 0.627%, in accordance with the ICSC's decision to phase out the language adjustment factor of 4% that had previously been added to the GS salaries in Vienna.

The revised salary scale, reflecting the 0.63% increase, was published in UNOV/INF.... The scale applied only to GS staff appointed on or after 1 October 1996. The net and gross salaries of staff in service before that date were still higher and therefore remained frozen.

It is to be expected that the last negative balance of 0.57% will be absorbed at the next interim adjustment, due on 1 April 2000, but it is likely that any actual salary increase for staff members on board before 1 October 1996 will be very small, taking into consideration the low rate of inflation and the moderate salary increases currently being granted in Austria.

II. JOINT ADVISORY COMMITTEE (JAC)

During the reporting year, only three meetings of the Vienna Joint Advisory Committee took place: in April and June 1999, and in January 2000. In addition, one joint UNIDO/UNOV JAC meeting, devoted to health insurance matters, took place in December 1999.

The staff were dismayed at the infrequency of JAC meetings, given that numerous issues needed to be discussed. Very little could be done, however, since the nomination process was much delayed on the management side, owing partly to the departure from Vienna, in the second half of the year, of the Acting Director, DACS; the Chief, HRMS; and a Personnel Officer who had been a very

active JAC participant. In October, the new composition of the Committee was at last announced. The President of the Staff Council requested that a meeting of the JAC should be convened without further delay, but found it necessary to follow up the oral request with a written one, on 6 December 1999, to which was appended a list of issues in urgent need of discussion: consultation process on nominations for joint bodies (pending since August 1998); PAS implementation in UNOV and ODCCP (pending since February 1998); spouse employment coordinator (pending since January 1999); ODCCP personnel policy (pending since January 1999); and after-school children's programme (pending since April 1999).

Although one more JAC meeting was held, in January 2000, none of the above issues found a place on the agenda, and so all remain pending as of this date.

A. Staff morale

The Council was much concerned throughout the year with problems of staff morale, and even a general climate of fear and intimidation prevailing in the house, arising for example out of lack of transparency in decision-making, grey areas in the application of staff rules, and the intimidating effect which the apparent unfair treatment of a few colleagues had on the rest of the staff. The upshot of the Council's debates on this issue was a meeting of the Staff Committee with the DG/ED, on 22 November 1999. The DG/ED chose to term the staff's concerns "vague perceptions" which he could not address (see Focus UNSCV/XVII/10, of 6 December 1999).

Given the evident disparity of opinions, the Staff Committee felt that it would be highly desirable to establish facts that would be recognized as such by both staff and management. It came to the Council's attention that IAEA planned to distribute desk to desk to its staff a questionnaire to assess staff morale. The Council considered that the questionnaire could easily be adapted for use in UNOV/ODCCP, and mandated the staff representatives in JAC to propose that it be revised for desk-to-desk distribution at UNOV/ODCCP, and to seek the cooperation of management in issuing it and having the results processed by suitably qualified specialists.

The subject was discussed at the 89th JAC meeting, on ?? January 2000, but no conclusion was reached, and this remains yet another pending issue for discussion at a future JAC meeting.

B. Secretary of the Vienna Joint Advisory Committee

Information circular UNOV/INF.71 of 11 October 1999, announcing the new composition of the JAC, indicated the appointment of Ms. Eileen McCafferty as Secretary to the Committee. However, that nomination was withdrawn by the Administration on 7 December, and the proposal made that HRMS and the Staff Council should provide secretarial support alternately. While understanding the problems being encountered by HRM owing to understaffing, the staff reacted strongly against the proposal, which represented an erosion of the role and status of the staff-management consultation machinery in Vienna, and in addition infringed the relevant provisions of the Staff Rules. Following discussions in the Staff Council, an informal meeting took place with the Director, DACS. There was agreement on the following principles: recognition of the importance of JAC as staff/management consultative body and of continuity of function of JAC Secretary; also that JAC Secretary should be given a 20 per cent release from normal duties. Unfortunately, only a stop-gap solution was found, but it is hoped that a long-term arrangement will soon be announced, which will provide the level of secretarial support needed to guarantee effective operation of the Vienna JAC as a tool of staff-management consultation.

C. Flexible working hours

At the end of 1998, a questionnaire on flexible working hours was circulated desk to desk, with a view to the planned evaluation of the flexible working hours scheme, the rules for which are still provisional, five years after introduction of the scheme. The JAC working group on flexible working hours was to make a recommendation to the JAC, based partly on the results of the questionnaire. During the reporting year, the working group did not meet, and two of the members left during the year, making it necessary to renew the membership. It is expected that the working group, in its new composition, will develop a recommendation in the near future. The staff position remains unchanged, that maximum flexibility in working hours must be maintained for all categories of staff because it is of benefit to the staff--particularly to women with family responsibilities--and in the final analysis also to the Organization.

D. Staff Recognition Programme

The Staff Recognition awards programme was announced by information circular UNOV/DGB.5, ODCCP/EDB.5. At its 88th meeting, the JAC established a working group consisting of Ms. Veronika Jeffrey (staff) and Mr. Jay Wormus (management) to evaluate the submissions. The working group determined that, of the small number of submissions, only one fully met all the published requirements. At its 89th meeting, the JAC decided that the one valid submission would receive recognition, and that a new round of awards would be advertised. A particular effort will be made to solicit the widest possible participation by staff members involved in projects meeting the requirements.

E. JOINT UNOV/UNIDO JAC ON HEALTH INSURANCE

The UNIDO and UNOV JACs met on 15 December 1999 to discuss group medical insurance issues emerging from the findings of the Joint Standing Committee on Health and Life Insurance. Unanimous agreement was reached on revising the composition of the Standing Committee to provide for a total of eight representative: two staff and two management for each organization; accepting premium increases of 3.628 per cent effective 1 January 2000, with the increase for 2000 to be financed from the reserve fund; revising eligibility criteria for ASHI, subject to approval by UN Headquarters in respect of UNOV staff; mandating the Standing Committee to establish a work plan for a comprehensive review of the plan and to approach IAEA with a view to seeking an alignment of the two plans or a joint bidding exercise.

The issue of UNOV's delay in effecting ASHI payments to Van Breda was raised. It was stated that the delay in 1997 had resulted in a higher increase in contributions than would have been the case had payments been made on time. Staff representatives demanded a commitment that increases resulting directly from a late payment of premiums should be borne by the defaulting administration, and not by staff or from the staff's share of the reserve fund. It was agreed that the UNOV administration would investigate the causes of the delays in ASHI payments to Van Breda, but nothing more has been heard of the matter.

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

The fourteenth annual Assembly of CCISUA, which took place in Addis Ababa from 24 to 31 March 1999, was reported on in the annual report of the seventeenth session of UNSCV for the period 20 April 1998 to 25 April 1999. The fifteenth annual Assembly of CCISUA is scheduled to take place from 22 to 28 March 2000, in Geneva. It will therefore be covered in the annual report of UNSCV to the next Annual General Meeting, in the spring of 2001.

In the interim, updates are given below on some of the issues with which CCISUA has been concerned in the past year.

A. CCISUA BUREAU

In May, the Executive Secretary of the Geneva Coordinating Council informed CCISUA members that his Staff Committee did not agree with two important decisions taken by the March 1999 CCISUA Assembly, namely an amendment to the CCISUA Statutes which provided for the possibility of re-electing the CCISUA President for a second term of office of one year, and the federation's decision to resume participation in ICSC. He further stated that Geneva would, with immediate effect, suspend their participation in CCISUA and stop their payment of membership dues.

Consequently, at a meeting held in July 1999, CCISUA members decided to remove the Executive Secretary of the Geneva Council from his position as First Vice-President of CCISUA. The President of UNSCV, who up to then had held the office of Second Vice-President, was elected as First Vice-President, thus increasing her responsibilities and tasks to be performed on behalf of the federation.

The CCISUA Bureau met twice in the course of the past year, the latest meeting having been held in February 2000.

B. RETURN TO ICSC

???????????????

C. SMCC XXIII

???????????????

D. ASBESTOS CONTAMINATION

CCISUA was instrumental in introducing the subject of workplace safety issues at SMXX XXIII. The Committee agreed to endorse a recommendation reflecting the

Organization's responsibilities, the general responsibilities of staff, and the need for periodic reviews by SMCC, and calling for a written report on the matter to be submitted to SMCC XXIV. The recommendation was specifically endorsed by the Secretary-General in his acknowledgment of receipt of the report of SMCC XXIII.

ANYTHING ELSE????

IV. STAFF/MANAGEMENT COORDINATION COMMITTEE (SMCC)

SMCC XXIII

The XXIIIrd session of the Staff Management Coordination Committee, SMCC XXIII, took place from 8 to 16 July 1999 in New York. The main issue on the agenda was human resources management reform, including delegation of authority and accountability; streamlining of recruitment and placement; and career development. The session also dealt with the implementation of earlier SMCC agreements; follow-up to previous SMCC meetings; and workplace and safety issues.

The management submitted two substantive papers: "HRM reform - the next steps" and "Improving recruitment, placement and promotion in the UN Secretariat". However, as the papers had been received by staff representatives only three working days before their departure for New York, they refused to agree to any of the management proposals on recruitment, placement and promotion because they had had no time to consult their constituencies. Because management was under pressure to implement a new scheme by which the time for recruitment would be shortened considerably, a special session of SMCC was envisaged in autumn.

On the issue of accountability, although staff representatives agreed that the management proposal, by and large, could provide a suitable framework for a future system, their main concern was that no further delegation of authority should take place without accompanying accountability mechanisms. There was also agreement that the so-called core values and managerial competencies set out (????) were essential in defining the role and activities of managers and should be fully taken into account in the selection process or designation of managers. Again, it was recommended that the issue should be discussed further at a special session of SMCC.

The working group considering other issues achieved a number of positive results. The Field Staff Union (FSSU) urged the implementation of previous SMCC agreements (mobility and hardship allowance, 80 per cent advance against final pay, UNIKOM contamination) and was satisfied to obtain assurances that this would be done without delay.

On the issue of workplace safety, thanks to the input from the Vienna representative, SMCC agreed on a set of rules outlining the responsibilities of the Organization and those of the staff in ensuring a safe and healthy workplace. Finally, it was agreed that the working group on the reform of the internal justice system, which should have been set up already, based on a recommendation of SMCC XXII, would be established without further delay.

A joint Vienna staff/management paper on accelerated step increments was submitted, but was not discussed in detail by SMCC, because OHRM had advised that the time was not right to request the General Assembly to change the rule.

All the delegates to SMCC also participated in a two-day conference on human resources performance, organized by CCAQ.

Sixth Special Session of SMCC

As proposed at SMCC XXIII, the sixth special session of SMCC was held from 4 to 6 October, at Princeton, New Jersey, with only one substantive item on the agenda, namely, "recruitment, placement and promotion". Two weeks before the meeting, the UNSCV President, like other staff unions/associations, had sent letters to the USG/DAM and the President of SMCC, protesting against the promulgation of ST/AI/1999/8 on placement and promotion, without proper consultation, and against the last-minute change of venue of the special session from New York to Princeton; requesting discussion and revision of the consultation process on draft administrative instructions; and deploring the erosion of the role of SMCC.

Staff representatives requested the inclusion in the agenda of the special session of an item on the status of staff/management consultations. However, the ASG/OHRM stated that she had been mandated to keep to the proposed single-item agenda, and therefore staff representatives decided to make all their statements on the issue of staff/management consultations under the item "adoption of the agenda". Only in the late afternoon of the first working day was the agenda adopted, and the meeting proceeded to discuss management's proposals for a new recruitment and placement system.

The thrust of the staff representatives' interventions were that: (a) OHRM must not abdicate its central role of ensuring and monitoring a fair and equal application of staff rules and regulations and administrative instructions throughout the Secretariat; and (b) no further delegation of authority on HRM matters to department heads must take place until such time as appropriate accountability mechanisms were in place. The staff side was surprised to learn that a management proposal for accountability of programme managers was already before the Secretary-General for his approval. Staff representatives demanded that this proposal be circulated to SMCC for consultation, before it took effect.

Staff representatives agreed to discuss the management's paper on recruitment, placement and promotion, on the understanding that examination of the document would not be construed as indicating acceptance of the proposed changes with regard to the recruitment, placement and promotion system; staff representation on joint bodies; the role of OHRM; delegation of authority; and the system of accountability. The discussions covered the role and composition of the proposed central review board, occupational networks, the time-limited short lists, the human resources planning meetings between OHRM and department heads, and the 'eligibility criteria', a term used in the management paper and encompassing rules and mechanisms for internal versus external recruitment/placement for the GS and P categories.

The UNSCV representatives participated actively in the discussions, and took the following positions:

(a) The usefulness of time-limited short lists, especially for external applicants, was questionable, they urged the implementation of succession planning. Management responded that succession planning with suitable training would soon be implemented.

(b) Occupational networks did not seem to add any value to the process, but rather to constitute an additional bureaucratic layer. Management defended their proposal.

(c) Noting that entry exams were the norm for recruitment at levels G-5 to P-3, they suggested that fairness and objectivity should be increased in the recruitment at level P-4 and above. Management agreed to consider the establishment of assessment centres for the screening of short-listed candidates for vacancies at P-4 and above.

(d) Concerning the proposed “open competition for specialized occupations at the G-5 level, such as EDP ...”, they urged that full consideration be given to internal GS staff **prior** to the consideration of external candidates, and that G-4 staff should be afforded suitable training, including on-the-job training, to qualify for functions at the higher level. Management agreed in principle.

(e) Following a presentation by the ASG/OHRM on the conduct of departmental human resources planning meetings (i.e. a goal-setting exercise with heads of departments, and the development of a yearly action plan for the implementation of which the head of department will be accountable to the Secretary-General), UNSCV representatives requested that action plans should be made known to the staff of the respective departments, and that, as part of the formal assessment of the department head’s performance, there should also be consultation with the staff representative body of the department concerned. Management agreed that department heads should be encouraged to share the results of the goal-setting exercise with their staff and considered that the proposal that the staff representational body should be consulted at the evaluation stage had its merits.

(f) Concerning the “managed reassignment of junior professionals” proposed by management, which would mean at least two different assignments during the first five years of service, preferably to different departments and different duty stations, UNSCV representatives pointed out that staff already on board had not been aware of these conditions at the time of their recruitment and, therefore, should not be subjected to such ‘rotation’, and that new entrants would need to be informed accordingly in advance. Management agreed that the new policy would be made known up-front, and for staff already on board, it would be implemented only on a **voluntary** basis.

Annex 1

STAFF REPRESENTATIVES AND ALTERNATES

<i>Attendance at meetings of UNSCV from 27 May 1998 to 20 April 1999</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
ODG/RSDU	McCAFFERTY, Eileen	12	POLACCO, Stefano ⁱ	1
DACS	ARORA, Sarat	6	KHALIL, Khaled ⁱⁱ	1
DACS	ANVIEH-GOLPASHIN, Violet	6	KARUNRATNE, Anuja	5
DACS	JAYAKUMAR, Thomas	5	BABA, Ely	2
IMS/TES	DATTA, Jean	15	LONCHAMPT, Pierre	-
IMS/TES	HARMER, Helena	11	YIM, Wilfried	3
IMS/TES	KAMINKER, Roger	5	MERAL, Françoise	7
IMS/TES	HASANAT, Gerda	12	WEITHALER, Regina	2
IMS/TES	RIVALS, Janine	15	AOUN, Salem	2
UNDCP	AGUADO BOMBIN, Rosa	8	VAN DER BURGH, Chris	1
UNDCP	JEFFREY, Veronika	15	BOROVANSKY-KONIG, M.	9
UNDCP	TULLIS, Melissa	14	CAMPELLO, Giovanna	2
UNDCP	LEROY, Bernard	5	VOLZ, Catherine	4
UNDCP	OKUN, Cassandra	5	BECK, Lorraine	6
UNDCP	SANDOUK, Liliane	3	TANDADA, Maria Carmen	7
UNSSS	MANSOUR, Abdulkhaleq	11	CHARFI, Samir	-
UNSSS	KHANNA, Ashok	7	ODEN, Ann	12
UNPA	GOODCHILD, Deborah	3	RAHMAN, Rose	1
UNIS	TISOVSKY, Janos	7	WRESSNIG, Anton	1
CICP	FRIEDEL, Elisabeth ⁱⁱⁱ	7	BOULOUKOS, Adam	5
ITLB/UNSCEAR	ESTRELLA-FARIA, Jose	3	BENNETT, Burton	3
OOSA	McDOUGALL, Philip	9	RODRIGUES, Natercia	7
There was a total of 16 regular meetings from 27 May 1998 to 20 April 1999.				

Annex 2

OFFICERS OF THE STAFF COUNCIL

Staff Council	Presiding Officer	Janine Rivals
Staff Committee	President	Gerda Hasanat
Vice-President	Jean Datta	
	Secretary	Veronika Jeffrey
	Treasurer	Rosa Aguado Bombin
	Rapporteur	Melissa Tullis
Unit Presidents	DACS	-
	IMS/TES	Sally Reading
	UNDCP	Françoise Maung
	CICP	Burkhard Dammann
	OLA/ITLB	Jernej Sekolec
	UNPA	Harald Schober
	UNSSS	Abdulkhaled Marouf
	ODG	-
	OOSA	-
	UNIS	-
Polling Officers	Chairperson	Inge Fontane-Dalwi José Luis García Gonzáles Jill Tobin
Auditing Committee		Elwood Graham Mathew Kurinjimala Udo Raich

Annex 3

STAFF NOMINEES ON STATUTORY JOINT BODIES, COMMITTEES AND WORKING GROUPS

Joint Advisory Committee	Members	Jose Angelo Estrella Faria Joanne Greig Gerda Hasanat
	Alternates	Adam Bouloukos Jean Datta Veronika Jeffrey
Joint JAC Standing Committee on Medical and Life Insurance	Member	Smart Eze
	Alternate	Dimitrios Vlassis
General Service Classification Appeals and Review Committee	Chairperson	Carol Unterleitner
	Members	Pieter Delcour Eileen McCafferty Maureen McGregor Thaer Saman
Staff Welfare Board	Chairperson	Pierre Lonchamp
	Members	Sarat Arora Waltraud Jochum Beng Teoh Olaf-Michael Stefanov
Staff Assistance Committee	Chairperson	Rosemarie Bulant
	Members	Sarat Arora Veronika Jeffrey Lilian Sandouk
Joint Appeals Board^a	Chairpersons	Pierre Lonchamp Beatrice Romero Catherine Volz
	Members	Jean-François Thony Dimitrios Vlassis

^a The membership of JAB has been increased, but not yet officially announced.

Joint Disciplinary Committee	Presiding Officer	Bernard Leroy
	Chairperson	Burton Bennett
	Members	Akira Fujino
		Gillian Murray
		Slawomir Redo
Panel on Discrimination and other Grievances	Coordinator	Jean Datta
	Members	Adam Bouloukos
		Smart Eze
		Hubert George
		Giesela Wieser-Herbeck
		Gabriele Wagner
Panel of Counsel in Disciplinary and Appeal Cases	Coordinator Counsels	Martha Souza
		Samuel C.H. Chao
		Maria-Luisa Chavez
		Joanne Greig
		Ralph Krech
		Susan Mlango
		Mathieu Mounikou
		Pavel Pachta
		Winston Sims
		Andrew Wells
Appointment and Promotion Board of UNDCP	Members	Sumru Noyan
	Alternates	Herbert Schaepe
		Gale Day
		vacant ^a
Appointment and Promotion Committee	Members	Mohamed Abdul-Aziz
		Beatrice Romero
		S. Camacho
	Alternates	Akira Fujino
		Sally Reading
		Valeri Tchernikov
Appointment and Promotion Panel	Members	Estela Deon
		Elisabeth Friedel
		Patrick Seramy

^a The staff Council has submitted two candidates on 2 December 1998; management has not yet informed about its decision.

	Alternates	Mitchell Hsieh Elisabeth Scheugl Gisela Wieser-Herbeck
Placement and Promotion Advisory Panel for P staff (UNOV)	Member	Maria-Elena Blanco
	Alternate	Adnan Ramadan
Placement and Promotion Advisory Panel for P staff (UNDCP)	Member	Himmet Kahlon
	Alternate	Cindy Fazey
Joint UNOV/ODCCP Departmental Advisory Panel For GS Staff	Members	Lars Larson Susan Mlango
	Alternates	Paul Patak Imad Zaher
Joint Monitoring Committee	Members	Christopher Bayne Romain Kieffer
PAS Rebuttal Panel (UNOV)^b	Chairpersons	Jose M. Gonzalez Garcia Petr Lala
	Members	Raghupathy Sankaran Nicole Galeazzi Brigitte Kubelka Christian Wendlinger
Joint Advisory Committee on the VIC Child Care Centre	Member	Silvia Levissianos
Commissary Advisory Committee	Members	Janine Rivals Dimitrios Vlassis
	Alternates	Sarat Arora Patrick Seramy
Catering Advisory Committee	Members	Sarat Arora Janine Rivals
	Alternates	Françoise Meral Olaf Stefanov
Joint Advisory Group	Member	Nada Blanusa-Subotic

^b PAS Rebuttal Panels for UNDCP and ODCCP have yet to be established.

on Garage Operations

Alternate

Gabriele Wagner

Annex 4**ISSUANCES OF FOCUS**

<i>Focus number</i>	<i>Date issued</i>	<i>Subject</i>
UNSCV/XVI /F14	19 May 1998	Staff Services Questionnaire
UNSCV/XVI /F15	21 May 1998	Staff Services Office discontinued pending evaluation
UNSCV/XVI I/F1	27 May 1998	Medical expenses - Cost awareness and cost containment
UNSCV/XVI I/F2	08 June 1998	Election of Staff Committee
UNSCV/XVII /F3	25 September 1998	Stopgap Housing Service arranged by the Staff Council
UNSCV/XVII /F4	16 October 1998	Staff member assessment of flexible working hours
UNSCV/XVII/F5	24 November 1998	Last chance to make your views on flexible working hours
UNSCV/XVII /F6	18 January 1999	Housing Service for UNOV staff arranged by the Staff Council to be continued indefinitely

i Resigned on 10 December 1998.

ii Resigned on 22 July 1998.

iii Resigned on 9 September 1998.