

**REPORT OF THE
UNITED NATIONS STAFF COUNCIL AT VIENNA
FOR 2002-2003**

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INTRODUCTION

1. The United Nations Staff Council at Vienna appreciates the intention of the Secretary-General of the United Nations to reduce paperwork in the Organization and to simplify and streamline reports. The Council has also made an effort in that direction, the present report being a result of this attempt. The report this year focuses on major developments and priorities for future work. It highlights the much-needed reform of the Internal Justice System in the United Nations.

2. This report covers the period from 18 April 2002 to 10 April 2003. Additional details of and documentation on all the issues reviewed can be obtained from the Staff Council Office, D-1143. In particular, detailed information on the functioning and procedures of the Joint Appeals Board (JAB), the Joint Disciplinary Committee (JDC) and on the Panel on Discrimination and other Grievances (PDOG) is at the disposal of interested staff members.

I. MAJOR ISSUES AND PRIORITIES FOR THE FUTURE

3. Last year was marked by the arrival of the new management at UNODC/UNOV. The new Executive Director/Director-General, Mr. Costa, took a number of steps towards re-establishing the role and position of the Office. Staff representatives in Vienna have been able, after a serious crisis in previous years, to maintain an open dialogue with the new senior management. UNSCV stands ready to continue constructive consultation and negotiations on all issues that affect the professional life and welfare of staff.

4. During the second year of its eighteenth session, the United Nations Staff Council at Vienna held a total of 12 regular meetings. The Council was consulted and expressed its position on the items before the Joint Advisory Committee (JAC), the Co-ordinating Committee for International Staff Unions and Associations (CCISUA) and the Staff Management Coordination Committee (SMCC). After the reassignment of the President of the Council, Mr. A. Bouloukos, in November 2002, the Vice-President, Mr. S. Berterame, served as Officer-in-Charge until January 2003, when Mr. R. Popov was elected unanimously by the Council to assume the Presidency.

THE REFORM OF THE UNITED NATIONS AND ITS IMPACT ON STAFF

5. In his report, "Strengthening of the United Nations: an Agenda for Future Change" (A/57/387) of 9 September 2002, the Secretary-General outlined the main elements of the Organization's new policy as it refers to staff: improving staff mobility between different locations, functions and organizations; enhancing career prospects for the General Service staff; achieving a better balance between staff members' professional and personal lives; rejuvenating the Organization; further empowering managers; better resolving internal disputes between management and staff; and enabling the United Nations to offer more competitive rates of pay and benefits.

6. It is too early to make evaluate the impact of the reform. Nevertheless, some elements of the programme have already been introduced, and the following observations can be made.

New staffing nomenclature

7. Effective 1 January 2003, all employees of the United Nations Secretariat are referred to as international civil servants. Nevertheless, much remains to be done to improve the career prospects of staff, particularly since member States do not seem willing to reconsider the limitations on movement of staff from the G to P categories.

Accountability of managers

8. This question was discussed extensively during the Extraordinary Session of the CCISUA General Assembly held from 3 to 8 April 2003 in New York. Several staff unions throughout the United Nations have expressed concern about the fact that, under the new human resources management system, managers have been given the entire authority for selection, recruitment, promotion and reassignment of staff. At the same time, there is no effective system of accountability binding on individual managers. The role of the Central Review Bodies (CRBs) has been reduced to submitting comments on the procedure. There is a widespread perception that the CRBs have been just “rubber-stamping” managers’ decisions. Staff unions throughout the Secretariat are therefore questioning whether they should continue their participation in the CRBs.

Staff-management consultation

9. With the increased delegation of authority, managerial prerogative has become, in some situations, the only explanation for decisions of some managers at various levels throughout the Global Secretariat. It should be reiterated that, under Chapter VIII of the Charter of the United Nations, the Secretary-General is committed to consultations with the representatives of the staff and that the consultation process is a mechanism essential for the successful implementation of United Nations policies. The Administration are required to consult with staff representatives when initiating new policies or procedures that have significant implications for staff, when making significant changes to existing policies or procedures, and when establishing workload priorities.

Proposed New Master Standard

10. The staff has welcomed the Secretary-General’s desire to “transform the Organization’s management culture – traditionally hierarchical and rigid – to one that stimulates new ideas and the vigorous exchange of views, irrespective of grade, seniority and tenure”. While the declared goal is excellent, the success of this policy will largely depend on how those intentions are implemented in practice.

11. The Vienna Staff Council has commented on the new Master Standard for the grading of professional and higher level posts that is being prepared by the International Civil Service Commission (ICSC). The new Master Standard proposes reforms in career development, particularly in recruitment and promotion. It is designed to reward results and to de-emphasize the importance of academic knowledge and supervisory functions. It relies heavily on the example of the private sector. However, staff representatives believe that there is no obvious reason for accepting the trend away from entitlements typical for an international civil service. It is disturbing to note that, under the new Master Standard, knowledge and supervisory responsibilities would no longer be factors in the proposed job classification system. Language skills, academic degrees, years of experience and number of subordinates would be replaced by assessments of “innovative behaviour, risk-taking and partnership building”, which are difficult to quantify and evaluate objectively.

12. There is a danger that the new Master Standard could erode staff rights and might facilitate abuses in the filling of vacancies. CCISUA will discuss and decide whether or not to embrace the new Standard. The Staff Council will continue to follow the issue and will inform the staff of further developments.

Contractual arrangements

13. There continue to be disparities among contractual arrangements for staff at various United Nations duty stations. The tendency of the United Nations Administration to favour short- and fixed-term contracts does not correspond to the requirements for a stable and professional international civil service. It is difficult to understand why staff should not have some form of career appointment after, for example, 10 or more years of service. Some reasonable probationary period, such as, for example, 18 months would make sense.

14. During its last session in December 2002, SMCC agreed to the inclusion of continuing contracts in the Staff Regulations. Staff that had satisfactorily completed five years on fixed-term contracts would receive a continuing contract. The appropriate amendments to the Staff Rules and Regulations will now be presented to the General Assembly.

15. With regard to UNOV and UNODC, it was a cause of concern that many staff with long experience in the Organization received only six-month contracts during 2002. In this connection, the Council welcomes the recent announcement that extensions of fixed-term appointments of Fund staff will be for one year.

Harassment/discrimination

16. Although the situation in this regard in Vienna may compare favourably with that in some other duty stations, there have been reports to the Staff Council about cases of alleged intimidation and harassment. The Staff Council has tried to help the staff involved by cooperating with the office of HRM and will continue to do so.

17. In this connection, UNSCV welcomes the declaration of the Secretary-General, contained in information circular ST/IC/2003/17 of 11 March 2003, that the Organization will not tolerate any discrimination or harassment in any form, and that all managers are expected to take or initiate prompt action whenever an infraction occurs. The Council supports a review of the existing procedures for dealing with allegations of harassment, to be discussed at the next meeting of the Staff-Management Coordination Committee, and believes that the policy on harassment should include preventive measures and early conflict resolution.

Flexible working arrangements

18. Flexible working arrangements were introduced by the Secretary-General's bulletin (ST/SGB/2003/4) as of 1 January 2003. It is hoped that flexibility and part-time employment (see also paragraph 57 below), will help staff to balance their professional and private lives and will assist the Organization in attracting and retaining qualified staff.

Spouse employment

19. The reform proposal of the Secretary-General includes a review of all arrangements between the Secretariat and United Nations funds, programmes and specialized agencies in order to ensure that spouses of UN staff with appropriate qualifications are given favorable consideration when applying for posts in field locations. The United Nations will also approach governments to explore possibilities for renegotiation of host country agreements so as to allow spouses to work in those countries. UNSCV is ready to contribute to that process as necessary.

Retirement age

20. There has been strong opposition from several major member States on the issue of extension beyond the age of retirement for staff whose retirement age is 60, and the Fifth Committee of the General Assembly has not approved the proposal for such extension.

Global coordination

21. As already mentioned, UNSCV has continued to coordinate its policy with other staff unions and associations of the UN system. It participated in the CCISUA General Assembly from 11 to 15 February 2002 in New York and in the Extraordinary Session of the CCISUA General Assembly held from 3 to 8 April 2003 in New York. UNSCV also participated in the Twenty-Sixth Session of the Staff-Management Coordination Committee from 26 September to 2 October 2002 at the United Nations Headquarters in New York. Issues of relevance to UNOV/UNODC are highlighted in the pertinent parts of this report.

RESTRUCTURING OF UNODC

Consultations with the Administration

22. The Staff Council is willing to continue to consult with the management while the operational priorities of UNODC are being translated into practical measures. UNSCV recognizes that there is a need for the Office to change. It has suggested that the following principles should be applied during the changes: protection of the staff already on board; preference for stabilization of contracts of staff on short-term or project posts; creation of posts at lower levels rather than upgrading; staff involvement in the discussions on the reform and reorganization of the programme; and training before reassignment.

23. The Staff Union appreciates the desire of senior management to share with staff, through town-hall meetings, views on the current and future priorities of the Organization. This approach should, however, complement, and not replace, staff-management consultative procedures involving staff representatives, particularly in the Joint Advisory Committee.

24. Good faith consultations also imply that the Council will be consulted early enough to permit it to make a meaningful contribution, and that staff suggestions will be taken into account. UNSCV trusts that the senior management of UNOV/UNODC will continue to follow the positive trends of recent months towards genuine consultations with the staff.

25. In the process of restructuring, staff involvement has been uneven. Some directors have involved staff in the consultation, while others have not. The Staff Council requests the senior management of UNODC to ensure that staff at large are involved in the discussion and that their opinions and suggestions are carefully considered.

Mobility

26. Any mobility policy for UNODC should be closely related to and consistent with the Secretary-General's reform policy, and in particular with the new Galaxy system, which already provides for mobility. In order to make it a success, Galaxy should be applied consistently at all duty stations.

27. UNSCV also believes that, in case a policy is required in addition to the mechanisms provided under Galaxy, such mobility policy should follow some basic principles. The Secretary-General has the authority (delegated to the Director-General/Executive Director) to assign staff and activities. At the same time, the limited number of field posts available in UNODC could be filled by volunteers, if the right incentives were offered. Nowadays, it is widely recognized that "happy" and motivated people are better performers.

28. The policy should provide for incentives for staff, such as better career prospects. Lateral reassignments should not be the first or the only choice. Staff would be more supportive of a system of mobility providing for better professional development. This certainly includes the need to give colleagues who have been working in the field for many years a chance to come to Headquarters.

29. A mobility policy for UNODC should be comprehensive and should guarantee "mobility benefits" to all staff independent from their contractual status. Furthermore, it could be discussed whether it should be a one-time matter, or whether it would be better to adopt a staggered or gradual approach. In addition, serious consideration should be given to work-life issues, such as the move of families to the field, spouse employment guarantees, etc. Finally, mobility between headquarters duty station and the field may be quite a costly exercise, and should not be implemented at the expense of a sustained contractual policy.

THE INTERNAL JUSTICE SYSTEM

30. The proposal of the Secretary-General also foresees a review of the current system of internal justice in order to improve its efficiency and to allow staff fair and due process. Since this is a key issue, it is being presented in more detail in the section below.

The current system

31. The administration of justice in the UN was established in accordance with the United Nations Charter and comprises informal and formal procedures. The informal part includes all the exchanges between staff and management prior to the lodging of a formal appeal against an administrative decision. This process now includes efforts at reconciliation undertaken by the recently created Ombudsman's Offices in New York and Vienna. The formal aspect of internal justice comprises, first, recourse before internal joint bodies, e.g., the Joint Disciplinary Committee (JDC), the Joint Appeals Board (JAB), the Performance Appraisal System (PAS) Rebuttal Panels and the Panel on Discrimination and Other Grievances. The second stage takes place before the Administrative Tribunal (UNAT), whose decisions are binding.

32. The Staff Union does not play a formal role in the justice system, but monitors the procedures and practices to ensure that the process is working efficiently and that staff are being treated fairly. One-third of the members of the joint bodies (JAB and JDC) are elected from among the staff; one-third are nominated by the Administration; and the last third (the chairpersons) are agreed upon by the two parties.

33. Apart from the formal mechanisms of dispute resolution and litigation, several informal mechanisms are available to staff members. These include having another staff member act as a mediator/conciliator to assist in dialogue and resolution in a non-confrontational manner. Staff from the Office of Human Resources Management and/or Executive Offices may, as an extension of their official duties, also assist in the resolution of a matter or in the interpretation of a rule or entitlement. Staff representatives, members

of the Panel of Counsel and the Staff Counsellor also provide viable informal methods of resolution.

Existing problems and the need for reform

34. A serious problem in the United Nations administration of justice lies in the fact that the institutions in place lack the independence that is a fundamental principle of democracy. Although the staff nominates some members, the JAB and JDC are under the Administration. Despite the fact that the JAB is a joint staff-Administration body, its rulings are sometimes not taken into account by the Administration. Long delays often arise, caused in some instances by the lack of resources. The internal justice system has failed to guarantee the accused either the required safeguards or the right to a speedy trial.

35. The review process by the JAB cannot be considered effective because the Board has no control over the ultimate decision. JAB and JDC rulings are merely recommendations, and have no binding force. Staff are represented by the members of a Panel of Counsel, most of whom are serving United Nations employees, and this has also raised concerns as to whether they are protected against discrimination.

36. UNAT, the highest court of the administrative justice system, is part of the Office of Legal Affairs, a department of the UN Secretariat. It also faces a number of restrictions, such as, for example, not having the authority to order that a contested decision should be rescinded.

37. As shown by the experience in other duty stations as well as in Vienna, staff members have sometimes been reluctant to contest administrative decisions and file appeals with the JAB because they are aware of the imperfections of the system: administrative action cannot be stopped, except in very serious cases; the process is very slow; and, last but not least, there may be intimidation and fear of reprisals. Managers do not always understand that it is a staff member's right to appeal against a decision. Some staff, especially those on fixed-term contracts, have been dissuaded from filing appeals because they believe that such action may have negative consequences for them at the time of contract renewal.

A history of proposals for change with little effect

38. Today, there is a broad recognition by all parties (staff, Administration and member States) that the internal justice system is not efficient and needs to be reformed. There is no question that the international civil service, which is not subject to any domestic legal system, needs a fair and efficient internal justice system.

39. Over the past decade, there have been numerous reform proposals. Some involved the transformation of the JABs into semi-judicial bodies with the ability to take decisions. Others foresaw a functioning of the JABs that was independent of the Department of Management and the possibility for them to make their rulings public. A

proposal by the Secretary-General that the JAB and the JDC should be converted into boards comprised of full-time administrators, chaired by well-respected professionals, was not supported by the General Assembly. Frustrations with the internal justice system have led to proposals by some staff unions that staff members should be allowed to proceed directly to the Tribunal and that the JAB and JDC mechanisms should be abolished altogether.

40. In Vienna, peer review is considered to be a useful tool. If it was left to the Administrative Tribunal alone, that might diminish staff members' access to justice, particularly in view of the factors of distance, time and case overload affecting UNAT. The workload of the Vienna JAB would not seem to justify a full-time presiding officer, but it could be very helpful if full-time release could be secured for the Secretary of the Joint Appeals Board.

41. It is not possible to draw meaningful conclusions from the limited number of cases before the JAB in Vienna as to whether the Administration has a tendency to approve more of the cases in which the claim of the applicant is rejected.

SMCC on internal justice

42. The reform so far has resulted in little action and has failed to address vital issues such as the independence of the judiciary. Recent efforts have concentrated on discussions in the SMCC. A Working Group on Internal Justice was established by SMCC in 2000, but has held only two sessions so far.

43. During its last session, held in October 2002 in New York, SMCC, based on reports of the Working Group, agreed on ways and means to strengthen the Panel of Counsel. Following the example of UNOV, an increase in the number of available Panel members was recommended. SMCC also agreed to recommend the continuation of the Working Group on Internal Justice issues. Although the creation of the Ombudsman Office in New York in 2002 is a step in the right direction, much remains to be done to reform the internal justice system in the United Nations.

Ombudsman in Vienna

44. The Staff Council has supported the appointment of an Ombudsman in Vienna and hopes that his office in Vienna will help the Organization towards a fairer system of internal justice. It is hoped that staff in need will take full advantage of the services of the Ombudsman, when they become available in the near future.

Activities of the Joint Appeals Board

45. In Vienna, six appeals were filed in 2000, five in 2001 and 10 in 2002. The Secretary-General, after consultation with the DG/ED of UNOV/UNODC and at the recommendation of the Vienna JAC, approved an increase in the membership of the Vienna Joint Appeals Board on 19 July 2002. The newly elected Board has yet to clear

the backlog of cases that accumulated in 2001 and 2002 as a result of delays in the selection of members.

Activities of the Joint Disciplinary Committee

46. In the period covered by the report, no cases were submitted to the Joint Disciplinary Committee in Vienna.

Activities of the Performance Appraisal System (PAS) Rebuttal Panels

47. The Staff Council understands that there may be a number of cases outstanding due to delays in constituting panels in 2002, but has received no complaints that the system is not working effectively.

Activities of the Panel on Discrimination and Other Grievances

48. The Panel on Discrimination and Other Grievances has the task of investigating any work-related grievance (e.g., religious, racial or gender discrimination) alleged by staff members, with an emphasis on resolving the matter at the earliest stage. Access to this Panel does not require a written administrative decision. The Panel in Vienna was approached for advice and information by a small number of staff members, but no cases were formally submitted in 2002.

Panel of Counsel

49. As part of the UN system of internal justice, the Panel of Counsel works closely with the Staff Council, the Administration and the Joint Appeals Board, as well as the Joint Disciplinary Committee. A Coordinator and 14 members serve on the Panel for renewable periods of two years. The Panel follows an informal and flexible approach and provides advice on disputes that may or may not eventually proceed to the JAB. Given the turnover of staff, the Panel is always seeking new volunteers. Since the UN system of internal justice is quite complex, training was organized in July 2002 both for new and current members of the Panel.

II. LOCAL ISSUES

SALARY SURVEY

50. The last local salary survey, in 2002, resulted in a salary increase for locally recruited staff. However, the Staff Council, together with the staff unions and the Administrations of the Vienna-based Organizations (VBOs) extensively discussed the value and advantages of the current methodology for surveys of the best prevailing conditions of service used to determine the salary for locally recruited staff. Based on these discussions, the Administrations and staff were able to reach a common position on the methodology.

51. The conclusion was that the current GS salary survey methodology is a complicated, time-consuming and costly process. Furthermore, there is no guarantee under the current methodology that the outcome will accurately reflect the best prevailing conditions of service in the locality. Past experience has shown that the interim adjustments based on cost-of-living and wage indexes applied to GS salaries in Vienna have a high degree of accuracy in reflecting the prevailing situation.

52. Therefore, the Staff Unions and Administrations of the VBOs have submitted a suggestion to the ICSC that interim adjustments should be used, and a survey carried out only every 10 years, with the understanding that an earlier review might be undertaken if circumstances so warranted. If, however, the ICSC decides that the current methodology should be maintained, then problems identified in Vienna should be addressed.

END OF SERVICE ALLOWANCE

53. The Administrations of the VBOs have put forward a proposal for revising the current system in order to reflect recent changes in Austrian legislation. The proposed new system has some advantages: there would now be an entitlement to the allowance after only one month of service, instead of three years as previously, and the End of Service Allowance would be paid to all separating staff and would no longer be limited to those separating under certain specific conditions.

54. However, this benefit is outweighed by the major negative aspect of the new system, namely, the reduced amount of money granted under it. The Staff Unions of the VBOs have asked that the introduction of the new system should be deferred until its results in the Austrian labour market become clear. If a change to the system is proposed, it will be necessary to consider all the benefits of the new system and not apply its provisions selectively. The negotiations on this issue will continue.

APPEAL ON THE LANGUAGE FACTOR

55. After the 1996 GS salary survey, ICSC decided that the language factor that was being added to GS salaries should be abolished. (The factor had been added in recognition of the fact that the local language at Vienna was not an official language of the United Nations.) The UNOV/UNODC staff submitted a class-action appeal to the United Nations Administrative Tribunal in April 1999. A similar appeal by IAEA staff submitted to the ILO Administrative Tribunal was not successful. On 30 January 2003, the UN Administrative Tribunal published its decision to reject the class-action appeal brought by UNOV staff in its entirety.

56. At its 11th meeting, held on 12 March 2003, the Staff Council unanimously decided not to appeal a case concerning 2002 salaries affected by the Language Factor.

VAN BREDA HEALTH INSURANCE

57. The premium for Van Breda health insurance coverage will be reduced by 0.53% in 2003. This is a consequence of cost-containment measures undertaken by staff. In the meantime, a new formula for calculating the premium is being discussed with Van Breda. The new formula would include a factor to take account of “medical inflation” and a “salary inflation” factor. The overall contract with Van Breda will be reconsidered in the near future, as necessary, in view of the new bidding which will take place, probably in 2004. Finally, the staff representatives have continued to reiterate the need, to the extent possible, to harmonize the health insurance policies among all VBOs.

ASBESTOS REMOVAL

58. The Staff Council continued to follow developments relating to the project to remove asbestos from the VIC buildings. The Staff Council's representatives attended meetings of the United Nations Asbestos Task Force and Technical Sub-Committee as observers, and were in regular contact with the other VBOs, as well as with Buildings Management. At the time of writing, the asbestos removal is tentatively scheduled to start in September 2003.

59. Delays were first caused by disagreements on the specific plans to remove the asbestos. Following the launching of the bidding document in late 2002, the first round of offers was reviewed. Two bids had been submitted, one of which was complete. However, the price quoted significantly exceeded the cost estimates. With only one valid offer, the envisaged simultaneous removal of asbestos from buildings A/B and D/E became impossible and the tender had to be revoked and relaunched.

GENDER BALANCE IN THE SECRETARIAT

60. During the reporting period, in the professional and above category, nearly 40% of both UNODC and UNOV staff members were women. In the general service category, 85 % of UNODC staff members and 42 % of UNOV staff members were women. Detailed statistics and information on this issue are available from the Focal Point on Women, Ms. Kangaspunta, Room E-1210.

WORK – LIFE ISSUES

61. Staff members should be in a position to balance professional with personal life. In this respect, UNSCV welcomes the introduction on a pilot basis in UNOV and UNODC of flexible working arrangements, which include a 80 per cent part-time option, staggered working hours, compressed work schedule and working away from the office.

VIC CATERING

62. During 2002, the Catering Advisory Committee (CATAC) held five official meetings. At these meetings, it dealt with complaints concerning quality of food; requests for approval of price increases, and price decreases; requests to review lists of lost and broken items and recommend solutions; requests to see financial statements for past years and copies of the Catering Contract; and an update of the Terms of Reference of the Committee. By common consent, CTBTO staff and management are taking part in CATAC meetings on an informal basis until the new Terms of Reference come into force.

63. The Committee's insistence on a rollback of prices resulted in a 30% reduction of cafeteria salad prices on 1 December 2002. On the other hand, based on advice from UNIDO's legal adviser, CATAC refused to consider requests for price increases, these being the prerogative of the managing organization, UNIDO. UNIDO implemented a 2.54% increase in December (and also applied a 30% increase to the restaurant, which had not been implemented when announced in July 2001).

64. There are indications that the four executive heads of the VBOs may be getting together to contribute further to addressing staff complaints, many of which have been channeled by the Director-General of the IAEA, on behalf of the IAEA Staff Council, to the DG of the operating organization, UNIDO.

III. SERVICES FOR STAFF

STAFF WELFARE

Staff Welfare Fund

65. The Staff Welfare Fund provides financial support for activities of potential benefit to the staff as a whole. The Fund is managed by the **Staff Welfare Board**, which met three times during the year 2002. It handled only recurring requests, such as subsidy payments for UNSCV participants in CCISUA and ICSC meetings, totaling € 3,232, a subsidy payment of € 23,298 for participation in the Inter-Agency Games held in Antalya/Turkey, and a grant of € 727 towards the VIC Summer Camp. All in all, the Staff Welfare Fund recovered very well from the prior years' expenditures for the Child Care Centre and is now ready to support new projects for the benefit of staff at large.

Staff Assistance Fund

66. The Staff Assistance Fund is a sub-account of the Staff Welfare Fund and is designed to provide loans for provident and productive purposes to staff members. The Staff Assistance Committee granted 61 new loans during the year 2002, for a total of € 417,200. At the end of 2002, the total number of active loans was 126, amounting to €

527,572 in outstanding debts. The total interest earned on loans in 2002 was € 20,912, while the total bank interest earned was € 287. The Fund balance as of 31 December 2002 was € 449,698.

Staff Benevolent Fund

67. The Staff Benevolent Fund is a sub-account of the Staff Welfare Fund designed to render financial assistance to staff members in the event of urgent financial need or distress. The Trustees of the Fund approved three new interest-free loans totaling € 12,753, and bestowed one grant for € 1,800 during 2002.

STAFF COUNSELLING SERVICE

68. Staff continued to use the services of the Staff Counsellor for work-related and personal problems. The advantage of having an in-house counsellor is that she is familiar with the Organization and with the specific problems, regulations and issues which are of concern to staff in Vienna. The Staff Council would like again to highlight the fact that, under the existing arrangements, the Administration provides for only ten hours a week of staff counselling service. The Council requests the Administration to make every effort to secure the additional resources required to increase the number of weekly hours of counselling service available to staff members, or to consider the possibility of ensuring the services of a second counsellor. The Council encourages individuals and their families to use this service when needed. All consultations are completely confidential. The Staff Counsellor, Ms. Patience Gebauer, can be contacted by appointment only, at extension 5786.

STAFF SERVICES OFFICER

69. The Staff Services Officer continued to serve dues-paying Union members by providing information on rebates and discounts available at numerous firms throughout Vienna and the surrounding area. Proceeds from the Christmas Exhibition, as in past years, are being donated to SOS Kinderdorf. The proceeds donated in the most recent year for which figures are available – 2001 – amounted to € 2,575.

70. The Staff Services Officer continued to provide discount telephone cards - a service valued by many staff members. The opening hours of the Staff Services Office are from 12.00 to 16.00 on Tuesdays and Thursdays. The Staff Service Officer is located in Room D 1142 and can be contacted at extension 4427.

HOUSING SERVICE

71. The arrangements negotiated by the Staff Council with the IAEA Housing Service, under which staff pay to make use of the Service, have continued to operate satisfactorily. It is expected that the Service will continue unchanged for the foreseeable future.

UNSCV SOUVENIR SHOP

72. The UNSCV Souvenir Shop has continued to operate in the Visitor Centre at Gate One. An audit of the Souvenir Shop accounts was carried out at the end of March 2003. Staff are invited to visit the shop to browse among the attractive and reasonably priced items available there. The proceeds from operation of the Souvenir Shop support the Staff Defense Fund and selected charities.

SUPPORT FOR THE INTER-AGENCY GAMES

73. The Staff Council joined efforts with the Councils of UNIDO and CTBTO to form joint teams to participate in the Inter-Agency Games in Antalya, Turkey, from 1 to 5 May 2002. Disciplines included athletics, badminton, basketball, bridge, chess, darts, golf, petanque, swimming, table tennis, tennis and volleyball. The participants from Vienna included around 70 UNOV staff members. The Council prepared for the next Inter-Agency Games, which were scheduled to take place from 15 to 19 May 2003, in Sousse, Tunisia. However, in view of the current international situation, the games have been indefinitely postponed.

IV. OTHER ACTIVITIES

CHARITABLE DONATIONS

74. The Staff Council continued to implement its charity donation policy principally geared to small- and medium-sized projects and agencies devoted to the advancement of United Nations goals, such as economic and social development, human rights, disaster relief and maintenance of the peace, including conflict resolution and counselling. During the period under review, the following UNSCV donations were awarded to the following charities.

THE AMERICAN CIVIL LIBERTIES UNION (U.S.A.) received a donation of \$569.13 in memory of Amy Beissel, the wife of the former Director of DACS in Vienna, Mr. Dennis Beissel, who was killed in a tragic accident in the United States.

THE BEFRIENDERS (Austria) received \$750 on behalf of Ms. Jean Datta, who asked the Council to transfer the fee due her for editorial work related to the Council's Annual Report to this charitable organization.

HOPE '87 (Austria) was again selected as the recipient of a UNSCV donation in the amount of \$3,500 to consolidate our support to this NGO with traditionally strong links with the United Nations in Vienna, which will use the grant to further the educational and employment opportunities of youth in Africa through the various projects developed by its branch offices.

ROTES KREUZ – HOCHWASSER (Austria), the Austrian Red Cross, received \$5,000 for its disaster relief activities in favour of the victims of the massive floods in Austria in 2002.

SOS KINDERDORF INTERNATIONAL (Austria), which runs children's villages designed to provide a home and education to neglected children in over 130 countries, has received support from the UNSCV since 1994 through the donation of the proceeds from the VIC Christmas Exhibition organized each year by the UNOV Staff Services Officer, which in 2002 amounted to \$2,277.49.

As usual, the UNSCV also supported and actively participated in **WORLD AIDS DAY**, a joint initiative with the Staff Councils of the other Vienna-based organizations and in cooperation with the Medical Service, through the distribution of information materials and the collection of donations, which in 2002 amounted to \$ 3,887.84.

The UNSCV also supported and, along with the Staff Councils of the other Vienna-based organizations, actively participated in the **HILL PREPARATORY SCHOOL COLLECTION** towards fees and equipment for handicapped students of this school in Uganda, a Vienna International School initiative supported by a collection in the VIC Rotunda which raised the sum of € 2025.

Annex 1
STAFF REPRESENTATIVES AND ALTERNATES

<i>Attendance at meetings of UNSCV from 23 April 2002 to 15 April 2003</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
ODG/OED	SUNDBY, Jens Erik	2	KRAFT, Gabriele	6
DACS	SACHDEV, Mahesh	9	BABA, Ely	1
DACS	ALNAHER, Muthana	6	CAYIR, Mae	2
DACS	KHAMIS, Joseph	6	KODZERKA, Peter	6
IMS/TES	BLANCO, Maria-Elena	7	CLAUSS, Helene	7
IMS/TES	VIAGGIO, Sergio	7	SHERMET, Sheila	3
IMS/TES	LOUTFHOUSE, Marie T.	7	REED, Michelle	6
IMS/TES	GOURGENIAN, Isabella	8	SATTIG, Michael	3
IMS/TES	REAGAN, Steve	11	BARCHINI, Silwa	2
ODC	WEDEKING, Miryam,	9	VAZANSKY, Natalie	5
ODC	BERTERAME, Stefano	11	ALBERTIN, Cristina	9
ODC	TULLIS, Melissa ¹	7	GRIFFITH, Paul ²	2
ODC	LEROY, Bernard	4	GIUDICE, Anna	7
ODC	CAMPELLO, Giovanna	7	VAN DER BURGH, Chris	1
UNDCP/ODG/ED	DROUET-SCHMUTZ, D.	7	LEVISSIANOS, Silvia	8
UNSSS	ANALENA, Paulina	8	ROTHENDER, Herbert	2
UNSSS	HATASOVA, Monica	8	MAGBOJOS, Leandro	1
UNPA	FUERNISINN, Clarissa	7	PRULL-ELNRIEDER, V ³ .	2
UNIS	HENKE, Renate	7	GORIESEK, Sasa ⁴	3
CICP	BOULOUKOS, Adam ⁵	5	KULESHNYK, Irka	4
ITLB/UNSCEAR	CLIFT, Jenny	7	ESTRELLA-FARIA, Angelo	2
OOSA	McDOUGALL, Philip ⁶	2	DAVIES, Charles	4
There were a total of 12 regular meetings from 23 April 2002 to 15 April 2003.				

¹ Resigned on 22 January 2003

² Resigned on 1 July 2002 due to departure from Vienna and replaced by R. Popov

³ Reassigned and replaced by Ms. Suhad Salameh as of 23.8.2002

⁴ Resigned and replaced by Rada Trifunov as of 1.10.2002

⁵ Reassigned and replaced by Claudia Baroni as of 5.11.2002

⁶ Resigned on 1 August 2002 due to departure from Vienna and replaced by Ms. T. Elamthuruthil

OFFICERS OF THE STAFF COUNCIL

Annex 2

Staff Council	Presiding Officer	Paulina Analena
Staff Committee	President	Rossen Popov
	Vice-President	Stefano Berterame
	Secretary	Maria-Elena Blanco
	Treasurer	Jenny Clift
	Rapporteur	Steve Reagan
Unit Presidents	DACs	-
	IMS/TES	Stella McDowall
	UNDCP	-
	CICP	Burkhard Dammann
	OLA/ITLB	David Levy
	UNPA	Clarissa Fuernsinn
	UNSSS	Anthony Marinze
	ODG	-
	OOSA	-
UNIS	-	
Polling Officers	Chairperson	Lars Larson
		Sherine Youssef
		Gabriel Wagner
Auditing Committee		Mathew Kurinjimala
		Jose Mathew

Annex 3

STAFF NOMINEES ON STATUTORY JOINT BODIES, COMMITTEES AND WORKING GROUPS

Joint Advisory Committee	Members	Rossen Popov Jose Angelo Estrella Faria Stefano Berterame
	Alternates	Maria-Elena Blanco Regina Weithaler Estela Deon
Joint JAC Standing Committee on Medical and Life Insurance	Members	Smart Eze Dimitrios Vlassis
General Service Classification Appeals and Review Committee	Chairperson	Carol Unterleitner
	Members	Takemi Chiku Mae Cayir Thaer Saman
Staff Welfare Board	Chairperson	Sally Reading
	Members	Mathew Seitz Waltraud Jochum Nada Blanusa Olaf-Michael Stefanov
Staff Assistance Committee	Chairperson	Jill Tobin
	Members	Ricarda Amberg Sojan Vattapally Herbert Rotheneder Nada Blanusa
	Alternates	Mathew Seitz Heidi Berger Liliane Sandouk
Joint Appeals Board	Chairpersons	Andrea Teter Ingrid Lehmann Kenneth Eriksson Howard Stead Dimitri Vlassis Elizabeth Joyce

	Members	Cristina Albertin Guillermo Bercenas Fortin Claudia Baroni Muki Jernelov Jean-Paul Laborde Steve Reagan
Joint Disciplinary Committee	Presiding Officer Chairpersons	Herbert Schaepe Alexandre Agaiants Herbert Schaepe Catherine Volz
	Members	Charles Davies Akira Fujino Boris Znamensky
Panel on Discrimination and other Grievances	Coordinator	Gisela Wieser-Herbeck
	Members	Stefano Berterame Smart Eze Melissa Tullis Gabriele Wagner Diana Teplyj
Panel of Counsel in Disciplinary and Appeal Cases	Coordinator	Marta Souza
	Members	Samuel C.H. Chao Mukhi Jernelov Timothy Lemay Eric Bergsten Paul Medhurst Mathieu Mounikou Pavel Pachta Winston Sims Andrew Wells Dolgor Solongo Ricarda Amberg Christopher Ram Ingeborg Daamen
Central Review Board	Chairperson	James Callahan
	Members	Norman Gentner Herbert Schaepe
	Alternates	Ingrid Lehmann Jernej Sekolec Jan van Dijk Liselotte Waldheim-Natural
Central Review Committee	Chairperson	Mohamed Abdul-Aziz

	Members	Irka Kuleshnyk Christian Strohmann Chris van der Burgh
	Alternates	Hans Haubold Mija Jeon Sally Reading
Central Review Panel	Chairperson Members	Natercia Rodrigues Ricarda Amberg Veerpal Bakhshi Regina Weithaler
	Alternates	Franca Musolino Thaer Saman David Stevens
Joint Monitoring Committee (UNOV/ODCCP)	Chairperson Members	Sandeep Chawla Andres Finguerut Martha Barrios de Leroy
PAS Rebuttal Panel (UNOV/ODCCP)	Chairpersons	Jennifer Clift Aldo Lale-Demoz David Stevens
	Members	Pieter Delcour Ferdinand Grimm Wolfgang Rhomberg
Joint Advisory Committee on the VIC Child Care Centre	Member	Silvia Levissianos
Commissary Advisory Committee	Members	Rajah El Boury Dimitrios Vlassis
	Alternates	Sarat Arora Nicole Galeazzi
Catering Advisory Committee	Members	Ferdinand Grimm Olaf Stefanov
	Alternates	Jose M. Gonzalez Susan Mlango
Joint Advisory Group on Garage Operations	Member Alternate	Thaer Saman Gabriele Wagner Nada Blanusa

**Departmental Focal
Point for Women
Alternate Departmental
Focal Point for Women**

Kristiina Kangaspunta

Carmen Selva-Bartolome