

**REPORT OF THE
UNITED NATIONS STAFF COUNCIL AT VIENNA
FOR 2003-2004**

INTRODUCTION

1. This report covers the period from 10 April 2003 to 5 April 2004. For the sake of brevity, it focuses on major developments, priority issues and future work. Details of all the Council's activities, contained in minutes of Council meetings; documents on negotiations with the administration, both informal and in the JAC; working papers; etc. are available on the electronic bulletin board or can be consulted by interested staff members in the Staff Council office.

I. MAJOR ISSUES, GLOBAL UN STAFF ACTION AND PRIORITY MATTERS

2. In accordance with the deliberations at the last Annual General Meeting, held on 27 April 2003, and pursuant to Council decisions, the Staff Council and the Staff Committee continued to work on the following priorities: maintaining a dialogue with the administration at the global and local levels, the reform of UNODC, the contractual situation of UN staff, participation in global and local coordination with other international organizations, review of the new staff selection system, and staff security.

STAFF-MANAGEMENT CONSULTATIONS

3. Under Chapter VIII of the Charter of the United Nations, the Secretary-General and his representatives are committed to consultations with staff representatives. The administration is required to consult with them when initiating new policies or procedures that have significant implications for staff, when making significant changes to existing policies and procedures and when establishing workload priorities.

4. Throughout the year, the United Nations Staff Council at Vienna (UNSCV) has continued its policy of constructive criticism and dialogue with management at the global and local levels. The Council engaged the administration and took various actions in an effort to defend the interests of the staff in respect of all issues affecting their professional life and welfare. However, because of the deterioration of the staff-management relationship in the UN system at large, the impact achieved was mainly at the local level.

5. The Council was able to maintain intensive consultations with the management of UNODC. As a result, contrary to the situation in many other international organizations, no staff member was separated because of the restructuring of UNODC. The Council was regularly involved in both informal and formal consultations with senior management on major issues affecting staff welfare in Vienna. In 2003, staff representatives were involved in the reform and reorganization of the Office. For example, the Staff Council was for the first time invited to participate in and contribute to the UNODC senior management retreat on the reorganization. Staff representatives also took part in follow-up meetings in July 2003.

6. Initiatives by the Staff Council regarding staff problems and concerns were often met with understanding and cooperation by the Vienna administration. Sometimes action was taken immediately, helping to maintain an atmosphere of constructive dialogue on issues directly affecting staff members.

7. UNSCV trusts that the senior management of UNOV/UNODC will continue to engage in good-faith consultations with the Council, consulting it in a transparent manner early enough to permit a meaningful staff input and taking staff suggestions seriously into account.

8. As regards consultations at the global level, in accordance with the resolution adopted by the Council at its 14th meeting, on 14 June 2003, and the decisions adopted at the XVIIIth Assembly of the Coordination Committee of International Staff Unions and Associations (CCISUA) in June 2003 at Nairobi, UNSCV, along with the other associations and unions of the UN common system, suspended its participation in the Staff-Management Coordination Committee. The purpose of the SMCC is to serve as a framework for good-faith negotiations between staff representatives and management with a view to identifying, examining and resolving issues by reaching agreement on recommendations and monitoring the implementation of agreements reached.

9. In its resolution of 10 June 2003, the Council, while expressing its satisfaction with the existing relationship with management in Vienna, expressed its concern about the interruption, at the Secretariat-wide level, of the continuous contacts and communication between administration and staff required under the Staff Rules and Regulations, and also about the new staff selection system, which did not provide for sufficient mechanisms to ensure managerial accountability.

10. UNSCV believes that the administration should show good will in implementing key pending recommendations of the Staff-Management Coordination Committee (SMCC). The CCISUA General Assembly held at Beirut from 1 to 5 March 2004 noted that management has not yet officially reacted to the resolution on withdrawal from SMCC adopted at the CCISUA Assembly in June 2003 at Nairobi, although the six-month period suggested in it has elapsed. There has been no significant progress in implementation of the outstanding agreements reached at previous SMCC sessions, and the Beirut Assembly requested the Secretary-General to convene a group consisting of two management representatives and two staff representatives to review jointly the implementation of outstanding SMCC agreements, and to instruct that group to submit a report on the progress achieved in implementation of those agreements, within three months following the date of the review, with the understanding that, after having considered the report, the staff representatives members of SMCC would take a decision on resumption of participation in SMCC.

CONTRACTUAL SITUATION

11. Negotiations with senior management on the contractual situation of staff of the global secretariat have been at the centre of the Council's attention and have played an important part in discussions about the future of SMCC. One of the most important agreements at SMCC, reached in December 2002, was on the inclusion of provision for continuing or indefinite contracts in the Staff Regulations. Under that agreement, staff with more than five years of satisfactory service with the Organization would receive such contracts. Unfortunately, management has made little progress in implementing it. UNSCV considers this to be a priority issue and invites management to show good will and to take specific steps to move forward on the issue, as an important part of an attempt to fulfil previous SMCC agreements and to realize the conditions required for resumption of the work of SMCC.

12. The Staff Council welcomed the new policy regarding contracts introduced in UNODC as of 1 October 2003. Under this policy, the contracts of staff serving under the 100-series Staff Rules will normally be extended for two-year periods, subject to continued satisfactory performance, as well as continued programmatic need and availability of post/funding.

13. The Staff Council discussed and participated, within and through the Joint Advisory Committee, in discussions on legally recognized domestic partnership. Such discussions, led throughout the UN system, resulted in the Secretary-General's Bulletin on Family status for purposes of United Nations entitlements, dated 20 January 2004.

NEW STAFF SELECTION SYSTEM

14. The staff selection system introduced in the UN on 1 May 2002 has been the subject of constant discussions between staff and management. The system was designed to integrate recruitment, placement, managed mobility and promotion. Heads of department are responsible for the delivery of mandated programmes and activities, and the responsibility for making selection decisions has been delegated to them. The major concerns are that staff representatives have a limited role in the selection process and, above all, that the issue of managerial accountability does not appear to be adequately addressed under the new system.

15. The Council believes, however, that a review of how the system is functioning should be based on factual evidence, and not on perceptions. It therefore proposed to the administration in Vienna to set up a working group to review the implementation of the new staff selection system in Vienna. The proposal was formally accepted by management in the JAC. UNSCV's aim is an objective evaluation, based on measurable criteria, as to whether the staff selection system has achieved its declared objectives and whether the philosophy behind it reflects the Organization's needs.

16. Under its terms of reference, the Working Group (WG) will be tasked with determining where there is a need for improvement at UNOV and UNODC in the operation of the new staff selection system. In the light of its findings, the WG will also submit recommendations designed to address any areas found to require adjustment or fine-tuning. The WG will consist of two nominees each representing staff and administration. Its review should consider whether the objectives of the staff selection system have been fulfilled and determine how the speed and transparency of its operation could be enhanced through local measures. In particular, the group will look at the following questions: How effective has HRMS been in evaluating and determining the eligibility status of candidates? How timely have HRMS and managers been in the submission and review of recommended candidates? How effective have programme case officers been in recommending suitable candidates, taking into account the Organization's gender-balance and geographical-distribution goals, while at the same time paying due regard to candidates already on board? Have decisions been made by the appropriate officials and communicated to those concerned in a timely manner? During the review, the WG may also wish to consider whether to recommend refinements to policies or further enhancements to the Galaxy tool.

17. The WG is expected, within two weeks following completion of the review period, to come up with a report on its findings and precise recommendations, if any, for improving the local operation of the staff selection system.

18. As of 31 January 2004, at UNOV and UNODC, a total of **113** selection cases had been handled through the new system.

REFORM OF UNODC

19. The new structure of UNODC became effective on 17 July 2003, marking completion of an important phase in the reform.

20. Last year, UNSCV suggested that the following principles be applied during the changes: protection of staff already on board; preference for standardization of contract lengths; creation of new posts at lower levels rather than upgrading of existing posts; staff involvement in discussions on the reform and reorganization of programmes; and training before reassignment. The Council is happy to report that many of the above objectives were achieved and that management took the suggested principles seriously into consideration. Contract lengths have been standardized at two years. Staff representatives have been involved in the reform process at various levels, although involvement of staff at large in the discussions could have been better. Finally, much remains to be done with regard to training before reassignment.

21. The reform is not finished, and the implementation of the project is as important as its concept. The Council will continue to help make the reform a success.

ROTATION

22. The staff fully recognize the value of mobility and agree that it is an important component of human resources management in the UN system. However, concerns arise as to how the mobility plans will be implemented. Staff representatives wish to ensure that rotation is fairly implemented and is not punitive in nature, that work/life issues such as child care and spouse employment are addressed to the largest extent possible, and that care is taken to include the general service staff in a mobility programme.

23. In Vienna, after extensive negotiations, the JAC agreed on the text of a “one-time” rotation exercise for UNODC. Now, one year later, the Council has proposed to the administration that the results of the rotation exercise should be reviewed.

STAFF SECURITY

24. Unfortunately, in 2003, we witnessed a sad development: The terrorist attack on the UN premises in Baghdad made it clear that the UN flag no longer protects the staff. Indeed, it now seems to be attracting attacks. Staff were alarmed to learn that the Organization’s security system was characterized as “dysfunctional” in a report prepared following the Baghdad attack. Therefore, UNSCV, in coordination with CCISUA, supported action at the global level, urging the UN administration to take immediate measures to improve the security of UN staff. In particular, a full and independent investigation of the attack in Baghdad was called for.

COORDINATION AT THE GLOBAL LEVEL

25. UNSCV continued to actively contribute to the work of the Coordination Committee for International Staff Unions and Associations of the United Nations System (CCISUA). It was also actively involved in attempts to bring about unity between the two staff federations, Federation of International Civil Servants’ Associations (FICSA) and CCISUA, at the global level. In December 2003, CCISUA organized a Symposium on the Future of Staff Unions and Associations in the United Nations Common System. For the first time, representatives of CCISUA and FICSA sat together to discuss ways to bring about unity of staff representation at the global level. The Symposium was a first step towards better understanding and communication between the two federations. All but three of the participants supported the establishment of a working group on unity of action, headed by ILO, which would explore options and opportunities for a united front.

COORDINATION IN VIENNA

26. At the initiative of UNSCV, the Presidents of the Staff Councils of CTBTO, IAEA, UNIDO and UNOV/UNODC, signed a Memorandum of Understanding on the Establishment of a Vienna International Staff Association Committee, or VISAC. The Committee will enable staff of the Vienna-based organizations to speak with one voice on issues of common interest.

27. The primary objective of VISAC will be to safeguard the rights and to promote and defend the common interests of all members of participating associations or unions as regards their conditions of employment and work and as regards their welfare generally. The Committee will consist of the presidents and one vice-president from each of the participating staff councils. Furthermore, the Committee will agree by consensus to a rotational system of chairpersons, who will serve for periods of three months each. The Committee will meet at least once a month, or at the written request of one of the members. The Chairperson will host the meetings and provide secretarial support for the recording of discussions and decisions taken. All decisions will be taken by consensus. The Committee will prepare appropriate terms of reference to enable it to achieve its objectives.

II. LOCAL ISSUES

GS CLASSIFICATION REVIEW

28. The Council is pleased to note the positive outcome of several years of efforts regarding the GS classification review in Vienna. In September 2003, 73 staff members were promoted: all G2s were promoted to the G3 level, and many G3s were advanced to the G4 level. It is even more encouraging to note that the administration promises that this is just the beginning of the process.

STAFF WELFARE FUND

29. The Staff Welfare Board issued a Message of the Day seeking suggestions from staff regarding projects that would be of benefit to all staff. From the proposals received, three are now being actively pursued: expansion of the Child Care Centre; renovation of the VIC locker rooms, including procurement of additional fitness equipment; and the addition of large refrigerators and microwave ovens in the staff kitchens. The Staff Welfare Board is also investigating the possibility of constructing a new fitness center at the VIC.

GARAGE FEES

30. The administration recently submitted to the Joint Advisory Committee on the Garage Operation (JACGO) a proposal for a seven-fold increase in garage fees. The Council will submit to the administration its objections to the proposal--of a political, legal and financial nature. In the autumn of 2003, staff of the Vienna-based organizations collected almost 3,000 signatures on a petition opposing any increase in the garage fees.

31. Reservations concerning the proposal were also expressed in a memorandum addressed to the UNOV/UNODC Director of Management by the CTBTO, IAEA and UNIDO Heads of Administration. UNSCV agrees with those reservations. In addition, the Council's position could be summarized as follows:

- The Austrian Government has made the VIC building complex, including the garage, which is an inherent part of the facility, available to the international organizations free of charge. By definition, therefore, the garage operation should be non-profit-making.
- The security of UN staff is not a luxury. The Organization has a basic obligation to ensure security. It would therefore be a questionable practice to charge security costs to garage users.
- The Garage Administration has for years provided a good service at a reasonable cost through the existing sticker system. According to the financial statements of JACGO, the garage has been self-financing, and indeed has been earning a surplus.
- The proposal foresees charging additional security officers to the garage account. The reason for this is not clear, since only two officers can be attributed directly to the garage. All others provide security for entry to the VIC grounds, and not only for garage use. The same holds true for equipment. It is not clear how a proposed licence recognition system would specifically improve security.
- Shifting the costs for parking of members of missions, conference delegates and journalists, which have so far been assumed by the administration, to the staff that use the garage is unjustifiable.
- Several other duty stations provide garage facilities free of charge. In many places of work, particularly in Vienna, parking facilities are provided as a matter of course.
- The proposed so-called “principle of cost parity between public transport system costs and private travel costs” is questionable and of unclear origin.
- Any change in the fees would affect the cost of living of staff, and thus would have a bearing on salary surveys, especially for GS staff. Many VBO staff live in areas of Vienna where public transportation is unavailable or infrequent. The administration would be obliged to consider reducing working hours in Vienna to follow the example of Headquarters in New York, where staff work only 7 hours a day to take account of time spent in long commutes. Finally, fuller use of the L-1 level that is reserved for senior staff should be considered, since that area is often half-empty.

CONFLICT RESOLUTION

32. The Staff Council has continued to play a useful role in facilitating resolution of staff-related disputes. Throughout the year, the Staff Council has been instrumental in addressing concerns of the many staff members who approached it for advice and assistance.

33. The members of UNSCV, as representatives of the staff at large, are concerned to maintain constant relations with staff and invite them to continue to turn to the Council whenever they feel they need to do so. The Council will continue to provide assistance to staff as appropriate, and will provide them with information on and referral to available mechanisms for dispute resolution.

34. The Staff Council took note of the recommendations of the investigation conducted by OIOS into allegations of corruption in UNODC. The Staff Council invites staff to continue to make use of the mechanisms of the internal justice system available, such as the Ombudsman's Office in Vienna, which was established in May 2003, and the Panel on Discrimination and other Grievances, as necessary.

JOINT APPEALS BOARD

35. In 2003, the Vienna Joint Appeals Board resumed functioning with an enlarged membership. During the year, panels were constituted to consider all the appeals that had been pending since 2000, 2001 and 2002, and their reports were submitted to New York (13 appeals). None of the recommendations in favour of the appellant was accepted by the Secretary-General. In 2003, the United Nations Administrative Tribunal judged four applications from UNOV/UNODC staff. All were rejected. In 2003, there were five new appeals, four requests for suspension of action and two cases settled through conciliation. The number of appeals remained stable compared to previous years.

PANEL OF COUNSEL

36. The number of cases brought to attention of the Panel continued to increase during the period under review. Due to staff turnover and rotation, the membership of the Panel has diminished considerably during the past year. Staff are therefore invited to volunteer for service in the Panel.

COMMISSARY

37. The Staff Council was made aware of the plans of the UNOV administration to remove the Commissary from the VIC premises for security reasons. The Council invites the administration to explore all possibilities for retaining this long-standing acquired facility for staff, without in any way compromising security. For example, management might consider installing a warehouse for suppliers outside the VIC perimeter, from which UN vehicles could supply it in small quantities, as required. Action on the issue should of course be closely coordinated with the administrations and staff of the other Vienna-based organizations, especially IAEA, which administers the Commissary.

CATERING

38. The organization responsible for managing and operating the VIC Catering Service is UNIDO. The Catering Service remains a concern for many staff members. During the reporting period, UNOV staff conducted a survey, which produced the

following results: of 77 staff members who responded to the questionnaire, 10 were very satisfied, 39 partially satisfied and 28 not satisfied. Positive feedback was received on the coffee corner, the breakfast, the take-away food and the sweets. Staff expressed their dissatisfaction with the low quality of the main dishes at lunchtime (tasteless, meat of inferior quality, food too fat, too cold, etc.) and the poor appearance of the cafeteria area (not clean, noisy, uncomfortable, etc.).

39. UNSCV has noted that a price increase was approved by UNIDO and took effect on 1 August 2003 without true consultation with CATAC and in contradiction to the position of staff representatives. It was the overall impression of CATAC that the price increase was not justified because the quality of the food was not greatly improved. Nevertheless, it is only fair to recognize that the caterer did make an effort to improve the food.

40. UNSCV invites staff to approach the Council and CATAC with any specific complaints or recommendations they may have. In a positive move, UNIDO decided to hire an international quality control expert for three months in 2004. This expert will evaluate the quality of the food, its nutritional value, the cafeteria area, value for money, etc., and draft a report on the findings. Last year, the caterer responded to many months of efforts by CATAC and the staff at large with a reduction in the cost of weighed salads in the cafeteria, bringing them more into line with the cost of other dishes.

NON-SMOKING POLICY

41. Many staff members have been complaining about the failure to implement the Policy on Smoking for UNOV and UNODC (Bulletin of the Director-General and Executive Director of 28 May 2003). UNSCV has constantly requested the administration to ensure that managers be held accountable for implementation of the policy. Despite several interventions by the Council with management, requesting that an alternative smoking area should be found to replace the one currently existing on C-07, no results have as yet been achieved.

SECURITY

42. After the terrorist attack in Baghdad, there was heightened interest in staff security in Vienna. The JAC agreed to several security measures at the VIC, such as improved controls at gate checkpoints and new grounds passes. Although those measures may have caused staff members some inconvenience, the Council deems them essential.

ASBESTOS REMOVAL

43. The Staff Council continued to follow developments relating to the project to remove the asbestos from the VIC buildings. At the time of writing, the removal of asbestos from buildings A, B, D and E is now tentatively scheduled to start in the summer of 2004. It is noted with concern that this represents a further delay to the implementation of this important project.

44. The reason for the delay is that the bidding process was cancelled, and a second bidding process launched on the basis of an amended invitation to bid. It was confirmed that the technical specifications and the safety requirements would not be compromised during the forthcoming negotiation procedure.

45. In the meantime, since the VBOs intend to move their central computer server room to level -1 of building C, this part of the building was excluded from the main invitation to tender and was dealt with first through an abbreviated closed tender procedure. Bauschutz GmbH Germany was identified as the best bidder, and the order was placed on 11 June 2003. The asbestos removal work was carried out between mid-June and September 2003. The asbestos-free area will soon be handed over to Buildings Management. With regard to buildings F and G, the removal works are scheduled to start as soon as possible in 2004, following discussions with the VBOs on the measures required for the lower floors. The removal of asbestos from building C will be dependent on the availability of a 'second C building' or 'C2', probably to be built next to buildings A and B. The Europe-wide architects' competition was announced in October 2003 and closed in December 2003.

STAFF SERVICES

46. UNSCV arranged for operation of the shuttle bus line between the VIC and Vienna Airport to be resumed as of 17 November 2003. The Vienna Airport Lines service operates seven days a week, at 1½-hour intervals, from 6.35 a.m. to 8.05 p.m. A detailed schedule can be obtained from the Staff Services Officer, Mr. Mario Jordan, room D 1142, ext. 4427.

47. The Staff Services Office in September 2003 also initiated a mobile phone subscription service, which offers preferential rates to staff. Staff have shown a keen interest in this service, and also in the pre-paid telephone cards service, legal consultations, etc., provided by the Office.

RENTAL SUBSIDY

48. On the basis of its survey, the International Civil Service Commission reduced the rental subsidy threshold percentages for Vienna to 17% and 19% for staff paid at the dependent and single rates respectively. The new figures took effect on 1 January 2004, and have resulted in a slightly higher rental subsidy for staff entitled to this benefit.

GENDER DISTRIBUTION OF STAFF

49. In January 2004, 54 % of the staff in UNODC and 43 % of that in UNOV were women. In the professional category, 45 % in UNODC and 40 % in UNOV were women. In the general service category, 83 % of UNODC staff members and 43 % of UNOV staff members were women. Compared to last year, the proportion of female staff members in the professional category in UNODC has increased (from 39% to 45 %). In UNOV the proportion has remained almost unchanged. For further details and information, staff may

contact the Focal Point for Women, designated by the Secretary-General in consultation with the Staff Council, Ms. Kristiina Kangaspunta, room E-1210, ext. 4355.

CHILD CARE CENTER

50. It was again ascertained that UNOV cannot provide sufficient places for childcare in 2003/2004. This information was provided to the responsible officers of IAEA, UNIDO, and CTBTO. Inquiries with all parties concerned are undertaken in order to determine whether another expansion is possible in principle. At this moment, UNOV's quota is 10 places in the crèche group (0 – 3 years of age) and 20 places in the kindergarten (3 - 6). 35 children are on the UNOV waiting list.

BANKING

51. Following interventions of the Council, Administration has now drafted the terms of reference for bringing in a new bank in the VIC. The Council has also been negotiating improved service by the local branch of the United Nations Federal Credit Union (UNFCU).

CHARITY DONATIONS

52. UNSCV organized two collections in 2003: one for the children in Iraq, and one for the victims of the earthquake in Iran. The Council would like to thank all staff who contributed to these record collections, the results of which are reflected below.

53. The Staff Council continued to implement a charity donation policy focusing mainly on 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 counseling. During the period under review, UNSCV donations were awarded to the charities listed below.

The United Nations Nobel Peace Prize Memorial Fund was awarded a donation of €5,000 (USD 6,140) to help the children of colleagues killed in the attack against the UN compound in Baghdad on 19 August 2003.

SOS Kinderdorf International, an Austrian benevolent organization devoted to the care of homeless children all over the world, received €3,021 from UNSCV in lieu of the customary proceeds of the Christmas Exhibition, which did not take place in 2003.

HOPE 87 continued to receive UNSCV support this year, in the form of a donation of €5,000, which will be applied towards the education of pre-school children in Ethiopia.

Médecins sans Frontières, the international NGO of field medical personnel, was selected by the Council to receive a donation of €5,000 to enhance its capacity to provide disaster relief, in particular in the fight against malnutrition and malaria in Ethiopia and southern Sudan.

The Red Cross was awarded the sum of €8,000 in support of Iraqi children. Of that amount, €5,203.65 was collected by VIC staff and the balance was contributed by UNSCV out of its own funds.

The Red Cross also received a donation in the amount of €8,000 to help the victims of the devastating earthquake in Iran. Of that amount, €7,340.49 was collected by staff on 14 and 15 January 2004, and the balance was contributed by the Council.

Menschen für Menschen (People for People), an organization founded by Karlheinz Boehm for humanitarian aid to Ethiopia, was chosen to be awarded €5,000 for the establishment of two drinking water wells in that country. This donation was approved by the Council to mark the International Year of Water.

54. The Council also agreed to identify a worthy refugee project to receive the last UNSCV donation to be made under its current mandate, in the amount of €5,000.

III. PRIORITIES FOR THE FUTURE

55. The upcoming 19th session of the Staff Council will have to fix its priorities. However, a few observations or suggestions can already be made. It will need to:

- Maintain the good level of consultation with management achieved in Vienna;
- Take action to facilitate the resumption of staff-management negotiations in SMCC subsequent to fulfillment of key agreements by UN management;
- Focus on the reform of UNODC, which has not yet been completed. Implementation will be key to the reform's success; UNSCV will need to continue constructive consultations and negotiations on all issues that affect the professional life and welfare of staff of UNOV/UNODC during the reform period;
- Continue to assign priority to contractual status, especially with regard to indefinite contracts for fixed-term staff;
- Address any possibility, at the global level, that, contrary to assurances given by the ICSC, the proposed "modernization" of allowances may result in an erosion of acquired staff benefits, such as the education grant;
- Actively seek at all levels a reform of the internal justice system (see last year's report).
- Actively seek further coordination with the staff representatives of the other VBOs;
- Closely follow various developments at the local level which affect staff welfare and acquired rights and benefits, such as non-smoking policy, the proposed increases in fees charged for various services in the VIC, the proposed removal of the Commissary from the VIC premises, asbestos removal, the quality of food in the cafeteria, any loss of legitimation cards privileges, etc.;
- Pursue the existing project for creation of a UNSCV Web page, which has been delayed for technical reasons.

Annex 1
STAFF REPRESENTATIVES AND ALTERNATES

<i>Attendance at meetings of UNSCV from 13 May 2003 to 26 March 2004</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
ODG/OED	SUNDBY, Jens Erik	2	KRAFT, Gabriele ¹	1
DACS	SACHDEV, Mahesh	6	BABA, Ely	0
DACS	ALNAHER, Muthana	0	CAYIR, Mae	6
DACS	KHAMIS, Joseph	0	KODZERKA, Peter ²	0
IMS/TES	BLANCO, Maria-Elena	5	CLAUSS, Helene	9
IMS/TES	VIAGGIO, Sergio	6	SHERMET, Sheila	0
IMS/TES	LOUTFHOUSE, Marie T.	4	REED, Michelle	5
IMS/TES	GOURGENIAN, Isabella ³	0	SATTIG, Michael	3
IMS/TES	REAGAN, Steve	8	BARCHINI, Silwa	0
UNODC	WEDEKING, Miryam,	7	VAZANSKY, Natalie	2
UNODC	BERTERAME, Stefano	9	ALBERTIN, Cristina	3
UNODC	POPOV, Rossen	10		
UNODC	LEROY, Bernard	4	GIUDICE, Anna	3
UNODC	CAMPELLO, Giovanna	2	VAN DER BURGH, Chris	0
UNODC	DROUET-SCHMUTZ, D.	5	LEVISSIANOS, Silvia	8
UNSSS	ANALENA, Paulina	4	ROTHENDER, Herbert	0
UNSSS	HATASOVA, Monica	4	MAGBOJOS, Leandro	0
UNPA	FUERNSINN, Clarissa	5	SALAMEH, Suhad	2
UNIS	HENKE, Renate	6	TRIFUNOV, Rada ⁴	2
CICP	BARONI, Claudia ⁵	0	KULESHNYK, Irka	5
ITLB/UNSCEAR	CLIFT, Jenny	5	ESTRELLA-FARIA, Angelo	0
OOSA	DAVIES, Charles ⁶	0	ELAMTHURUTHIL, Thresi	6

There were a total of 10 regular meetings from 13 May 2003 to 26 March 2004.

¹ Left on mission on 31 January 2004

² Retired as of 31 May 2003

³ Resigned on 31 December 2003

⁴ Left the organization on 31 December 2003 and replaced by Sasa Gorisek

⁵ Resigned on 31 July 2003

⁶ Left on reassignment on 20 June 2003

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	-
	UNPA	Clarissa Fuernsinn
	UNSSS	Anthony Marinze
	ODG	-
	OOSA	-
	UNIS	-
Polling Officers	Chairperson	Lars Larson Anuja Karunaratne 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 Jenny Clift
	Alternates	Stefano Berterame Maria-Elena Blanco Mahesh Sachdev 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 Lars Larson Nada Blanusa Michelle Reed
Staff Assistance Committee	Chairperson	Jill Tobin
	Members	Mathew Seitz Lorraine Beck Michelle Reed Jill Tobin
	Alternates	Nada Blanusa Mae Cayir Heidi Berger Ibrahim Nuseibeh
Joint Appeals Board	Chairpersons	Andrea Teter Carol Unterleitner Kenneth Eriksson Howard Stead Dimitri Vlassis Elizabeth Joyce

	Members	Cristina Albertin Guillermo Bercenas Fortin Claudia Baroni Muki Jernelov Jean-Paul Laborde Steve Reagan Oliver Stolpe
Joint Disciplinary Committee	Presiding Officer Chairpersons	Vacant Latifa Amine Saint-Roch Herbert Schaepe Catherine Volz
	Members	Pieter Delcour Steve W. Reagan Vacant
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	Vacant Jernej Sekolec Jan van Dijk Catherine Volz

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	Natercia Rodrigues
	Members	Ricarda Amberg Veerpal Bakhshi Regina Weithaler
	Alternates	Franca Musolino Thaer Saman David Stevens
Joint Monitoring Committee (UNOV/ODCCP)	Chairperson	Sandeep Chawla
	Members	Andres Finguerut Martha Barrios de Leroy
PAS Rebuttal Panel (UNOV/ODCCP)	Chairpersons	Jennifer Clift Aldo Lale-Demoz
	Members	David Stevens Pieter Delcour Ferdinand Grimm Wolfgang Rhomberg
Joint Advisory Committee on the VIC Child Care Centre	Member	Silvia Levissianos Emil Wandzilak
Commissary Advisory Committee	Members	Bernard Leroy Dimitrios Vlassis
	Alternates	Estell Osten Mae Cayir
Catering Advisory Committee	Members	Ferdinand Grimm Olaf Stefanov
	Alternates	Jose M. Gonzalez Susan Mlango
Joint Advisory Group on Garage Operations	Member	Thaer Saman
	Alternate	Gabriele Wagner

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

Kristiina Kangaspunta

Carmen Selva-Bartolome