

**REPORT OF THE  
UNITED NATIONS STAFF COUNCIL AT VIENNA  
FOR 2004-2005**

*Abbreviations*

BMS	Buildings Management Services
CAC	Commissary Advisory Committee
CATAC	Catering Advisory Committee
CCISUA	Coordinating Committee for International Staff Unions and Associations of the United Nations System
CMS	Conference Management Service
DG-ED	Director General-Executive Director
DO	Division of Operations
DTA	Division of Treaty Affairs
FRMS	Financial Resources Management Service
GPF	General purpose funds
H-MOSS	Headquarters Minimum Operating Security Standards
HRMS	Human Resources Management Service
IAG	Inter-Agency Games
ICSC	International Civil Service Commission
JAB	Joint Appeals Board
JAC	Joint Advisory Committee
JAGGO	Joint Advisory Group on Garage Operations
JDC	Joint Disciplinary Committee
JMC	Joint Monitoring Committee
NYSU	New York Staff Union
OIOS	Office of Internal Oversight Services
PAS	Performance Appraisal System
POC	Panel of Counsel
SSS	Security and Safety Section
SMCC	Staff Management Coordination Committee
SWB	Staff Welfare Board
SWF	Staff Welfare Fund
UNHQ	United Nations Headquarters
UNSCV	United Nations Staff Council at Vienna
VBOs	Vienna-based Organizations
VISAC	VIC Staff Associations/Unions Committee

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## INTRODUCTION

1. This report covers the period from 6 April 2004 to 10 April 2005. For the sake of brevity, it focuses on major global and local issues of staff action and concern. Details of all the Council's activities, contained in the 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 may be consulted by interested staff members in the Staff Council office.
2. UNSCV continued to enjoy a high level of trust and support from staff and to command respect and credibility from management to be considered a viable of staff at large. The Council has endeavored to maintain its good reputation system-wide for its professionalism and negotiating capacity, demonstrated previously at CCISUA and SMCC, and for its success in maintaining a good level of staff-management relations in Vienna under several administrations and varying circumstances.

## 1. MAJOR GLOBAL ISSUES AND PRIORITIES

### CONDITIONS OF SERVICE: ICSC 60TH SESSION (28 February to 11 March 2005)

3. UNSCV, as a member of CCISUA, was represented at the 60<sup>th</sup> session of the International Civil Service Commission by the members delegated by CCISUA (from UNOG and ESCAP), who presented the positions of the staff on several issues of importance, in particular:

#### Review of the pay and benefits system.

4. The staff position was that the objective of modernizing and simplifying the current calculation of allowances, such as spouse benefits, including dependency and single rates and salary structure, should not become a cost-cutting exercise. The long-term goals of the Organization, including attracting staff of the highest standards of competencies irrespective of their individual family situation, had to be taken into account and such benefits should include equal provision for all categories of staff, without reference to their place of recruitment or type of contract.
5. The Commission decided to maintain the distinction in remuneration between staff with and without primary dependants, as well as the current ratios between the single and dependency rates of the base/floor salary scale. The Commission also decided to maintain the eligibility age limit for dependent children at 21 years, although CCISUA and FICSA had recommended to raise it to 25 years.

### Contractual arrangements

6. With the aim of rationalizing the wide range of contractual appointments existing in the common system, the Commission, through a process of consultation with the organizations and staff in which UNSCV actively participated, adopted a framework of guidelines for contractual arrangements in the organizations of the United Nations common system (document ICSC/60/CRP.4/Add.3) to be included in its report to the General Assembly.
7. The framework clearly defined three types of appointments: continuing contracts of an open-ended nature (subject to periodic reviews to confirm the validity of continuation); fixed term contracts of at least one year's duration and for up to five years; and temporary contracts of less than one year to accommodate the short-term needs of the organizations or service of limited duration with special missions, projects or operations.
8. In particular, the Commission's open-ended definition of continuing contracts was welcomed by the CCISUA staff representatives since in their view it provided a safeguard for the independence of the international civil service as close as possible to that of permanent contracts.

### Professional and higher categories: base/floor salary scale.

9. In view of the increase of federal civil service salaries in the United States as from 1 January 2005, ICSC decided to recommend to the General Assembly an increase of the current base/floor salary scale for the Professional and higher categories by 2.49%, with effect from 1 January 2006, in order to maintain the base/floor scale in line with the comparator's base scale.

### **STAFF-MANAGEMENT CONSULTATIONS – GLOBAL LEVEL**

10. Under Chapter VIII of the Charter of the United Nations, the Secretary-General and his representatives are committed to consultation with staff representatives 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. Throughout the year, UNSCV was consulted on global issues such as amendments of the rules and regulations on contractual arrangements, annual and sick leave cycle and paternity leave, among others. The Council continued its policy of constructive criticism and dialogue with management at the global and local levels.

### Staff-Management Coordinating Committee (SMCC)

11. SMCC is the highest instance of global staff-management coordination and negotiation with a view to identifying, examining and resolving issues by reaching agreement on recommendations and monitoring the implementation of agreements reached. As reported in the last Annual Report, SMCC had not met since the staff associations and unions of the UN common system suspended their participation in it pursuant to the decisions adopted at the XVIIIth CCISUA Assembly in June 2003 at Nairobi because of lack of implementation by the Administration of agreements reached at the previous sessions.
12. This deterioration of staff-management relations in the UN system was addressed in March 2004 by the staff associations at the XIX CCISUA General Assembly in Beirut, where after complex negotiations among the union representatives a resolution was adopted to propose to the Administration the creation of an ad hoc group of two representatives from staff and two from senior management (since then known as the 2+2 Group) to meet for a limited period in New York in order to examine the extent of implementation of the pending agreements reached at the previous SMCC, a shortcoming which was seen as the core of the problem. The 2+2 Group met from 20 to 24 September 2004 and as a result considerable progress was made on the preparation of administrative issuances on a number of priority subjects (e.g. disciplinary procedures, harassment, including sexual harassment, and discrimination, protection of whistle blowers and arrested and detained staff members).
13. Some of the more important issues, however, required consideration and decision by the General Assembly before further action could be taken (e.g. one-time review of staff eligible for conversion to permanent appointment, some aspects of contractual mechanisms, etc.). Thus, in spite of those initial positive steps, no date has yet been set for the resumption of SMCC.

### Credibility crisis at UNHQ

14. That initial progress was also dampened by a deterioration of overall staff-management relations at UNHQ, with repercussions in the other duty stations, around the issue of credibility and accountability of UNHQ senior management with regard to an investigation by the Office of Internal Oversight Services (OIOS) requested by the New York Staff Union (NYSU) in the latter part of 2004. A resolution on integrity and accountability was passed by the NYSU stating its confidence in the Secretary-General but strongly questioning the procedures used with regard to that investigation. That resolution was largely supported by all the staff unions away from UNHQ.

**STAFF-MANAGEMENT CONSULTATIONS – LOCAL LEVEL**

15. On that occasion, UNSCV was among the staff unions to issue a short statement expressing full confidence in the Secretary-General and support for the NYSU's concerns about integrity and accountability. Our statement was objected to by UNOV-UNODC top management for not expressing specific support for UNHQ senior management responsible for the investigation. The Council's reiterated position was that it had no basis of knowledge to make such claim and that its statement had been a fair and balanced one. Subsequently, the staff unions' concerns proved to be founded, as the UNHQ management reversed its version about the investigation, admitting that it had not been carried out as previously stated and that its cited results were not as reported. In the ensuing credibility crisis, there was some reshuffling of key figures at the top, a number of whom announced their resignations or plans for early retirement. The Council reiterates its commitment to upholding and supporting the goals and merits of the United Nations and its Secretary-General in the face of any unfounded allegations.
16. At the local level, Joint Advisory Committee (JAC) meetings took place to discuss the 2<sup>nd</sup> UNODC rotation phase and, jointly with UNIDO, the increase in the rates of the Van Breda Health Insurance Plan. In the Council's view, JAC had lost clout and effectiveness, as important issues tended to be first discussed among senior managers at the Executive Committee and/or Department for Management level and subsequently shared with the Council in the context of informal consultations. While fully appreciative and supportive of such informal consultations, the Council would also welcome a return to a more formal substantive discussion of major issues in the JAC.
17. The Council continued to actively seek and engage in consultations with the management of UNOV-UNODC and to take various initiatives in an effort to defend the interests of the staff with respect to issues affecting their professional life and welfare. Frequent informal meetings with the Director for Management and the Chief of Human Resources Management Service (HRMS), as well as periodic one-to-one meetings between UNSCV President and the Director General-Executive Director (DG-ED) had taken place in which current staff concerns had been raised. Such informal consultations had often been instrumental in solving staff situations requiring negotiation and conciliation efforts by the Council on behalf of the staff members concerned; they had also contributed to better communication and increased transparency. The accessibility of those senior managers was highly appreciated by the Council.



**TRANSPARENCY AND COMMUNICATION**

18. In this connection, the Council had stressed the importance of the timeliness of such staff consultation especially in the case of management initiatives so that staff concerns could effectively and seriously be taken into account before decisions were taken and not after the fact. The result of that increased sensitivity to staff positions would be an enhanced morale and heightened sense of empowerment and participation on the part of staff –a result which could only be in the best interest of the Organization.
19. The Staff Council President continued to be invited to participate in and contribute to the UNODC and UNOV senior management retreats in the context of the Management Development Programme. However, some staff felt that more awareness was needed by top management of the day-to-day realities and needs of work and staff. In particular, more attention to UNOV staff was highly desirable, as UNODC had largely monopolized attention up to the present. An effort in this direction would also help to change top management's perception of widespread staff under-performance. This, in turn, would greatly help to mitigate feelings of disappointment, injustice and/or lack of motivation expressed at the middle and lower levels of staff, including managers and supervisors.

**ORGANIZATIONAL INTEGRITY SURVEY FOLLOW-UP**

20. At the global level, the Organizational Integrity Survey results were disseminated to staff across the system with the express directive from the Secretary-General that they were to be discussed and followed up with corrective measures in all duty stations. Those results were presented and discussed at a townhall meeting called by the DG-ED in July 2004 with the active participation of UNSCV from the podium. The major concern expressed was an overwhelming lack of trust among staff with regard to institutional integrity and management accountability.
21. This was reflected, at the local level, by similar results obtained from the UNODC Staff Survey conducted in the context of the Management Development Programme prior to a senior management retreat, where a 360° evaluation of the participating managers was commissioned. The results of both these inquiries corroborated fully the findings of the Organizational Integrity Survey, bringing to the fore considerable concerns of the staff in the areas of organizational and managerial trust and accountability. In particular, the results identified 6 areas that had to be thoroughly improved, including in particular "tone at the top", meaning senior management style, as well as accountability. The 360° evaluation done in each division of UNODC identified attitudes which exemplified these recurring problems in the day-to-day office environment.

22. As follow up to the staff survey and 360° feedback evaluation, townhall meetings were organized by the Administration to present and analyze the results and to ask managers and staff to continue the discussion on ways to improve the situation in each of the divisions. In the Division of Treaty Affairs (DTA), in particular, two working groups were created to address the causes of the identified problems and suggest possible corrective measures, namely, the Working Group on Women Professionals in the Division for Treaty Affairs and the Working Group on the General Services staff of that Division, as the results had shown that the sharpest criticism and discontent had come from these two groups of staff. Although these were important initiatives which produced thorough reports, their impact is lost if there is no subsequent action and ongoing monitoring with a view to eliciting qualitative and durable changes. **In UNSCV's opinion, the Focal Points for Women and the competent section of HRMS, respectively, could productively build on the analyses and findings of those two working groups.**

#### **GENDER BALANCE**

23. The highly disappointing conclusions of the recent conference held in New York to assess the degree of implementation of the 1995 Beijing Platform of Action ten years after that historic Conference and thirty years after the first International Women's Conference held in Mexico City confirmed the trend highlighted by the General Assembly in its resolution 59/164, Improvement of the status of women in the United Nations system, which noted with particular concern that gender balance considerations had yet to be effectively integrated throughout the human resources management policies of the United Nations and reaffirmed the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at senior and policy-making levels, where the imbalance was still overwhelming.
24. At UNOV-UNODC, the latest statistics for posts in the categories of P-5 and above showed the following breakdown as of 31 March 2005: UNODC - 45 men, 7 women; UNOV - 7 men, 9 women; other Secretariat units: 6 men, 3 women. In spite of some recent progress, the problem of gender imbalance subsisted at those higher categories. The need for urgent and systematic affirmative action to substantially improve long-overdue gender equity at those levels in the short term could not be stressed enough. UNSCV has repeatedly called for the effective involvement of the Focal Points for Women in the appropriate stages of the staff selection system and brought to the DG-ED's attention the text of the above mentioned General Assembly resolution with a plea to take every opportunity to advance the status of women in the process of staff selection at UNOV-UNODC. The Council looks forward to the prompt implementation of the requested standard procedure for systematic involvement of the Focal Points to review such cases and issue advisory opinions, as appropriate.

**MOBILITY / UNODC 2<sup>ND</sup> ROTATION CYCLE**

25. After the one-time rotation policy agreed at JAC for UNODC was implemented and evaluated in the document “UNODC Pilot Rotation Exercise: A Review of 2003 and Outlook for 2004”, the Administration, after consultation with UNSCV at a subsequent JAC, decided to implement a second phase of rotation at UNODC. At a meeting with the DG-ED, the Council reiterated certain principles of implementation already suggested and partly taken into account in the first phase, which it deemed necessary once again to ensure staff support and cooperation for the second phase.
26. Aside from the basic conditions that rotation be fairly implemented and not punitive in nature, those principles reiterated by the Council were: avoidance of exceptions and implementation of the exceptions of 1<sup>st</sup> phase; incentive-oriented rotation based mainly on promotion and not only lateral moves; careful consideration and possible solutions of work/life problems raised by move to the field (e.g. loss of residence/taxation benefits –the so-called parent organization concept-- when move ended with retirement; spouse employment, including special leave without pay, when applicable); sustained contractual policy on the basis of fair and transparent performance evaluation; review of the eligibility period of rotated staff to apply for a higher post if move was lateral; ongoing and timely communication with and support to staff on rotation; ongoing and timely consultation with and feedback to the Staff Council on problem cases and on changes or additions to the implementation policy that could affect staff.
27. In the course of the now almost two years of rotation at UNODC, generally considered a successful exercise by the Administration, some concerns had nevertheless arisen among staff, in particular the need to avoid criteria based on subjective preferences and to keep the staff members’ career development in mind.
28. Finally, there might be a concerted effort to prepare staff, especially at UNOV, for the foreseen Secretariat-wide implementation of mobility in 2007, as it would have consequences in terms of post occupancy and promotion requirements, some of which might require important and difficult decisions for staff, such as the need to look for other posts, prepare for unexpected relocation, as well as implications for career development. In particular, special attention should be paid to the specific situation of certain groups of specialized staff, P and G alike, serving, for example, in areas like information technology, finance and conference services, where such a massive rotation exercise might be extremely costly and highly inefficient for the Organization. The overwhelming position of specialized UNOV staff, especially in the Conference Management Service (CMS), was that mobility should not be forced or automatic, especially in those work units where there was already a high natural rotation rate.

**NEW STAFF SELECTION SYSTEM**

29. The new staff selection system introduced in the UN on 1 May 2002 continued to be the subject of constant discussions between staff and management. The major concern identified by the previous Council was that the issue of managerial accountability was not adequately addressed, a crucial factor since the programme manager was given total responsibility for the selection decision. It had thus proposed to the Administration the establishment of an informal working group to review the implementation of the new staff selection system in Vienna. The proposal was formally accepted by management in the JAC in November 2003. In the light of its findings, the WG would submit recommendations designed to address any areas found to require adjustment or fine-tuning, including transparency, timeliness, eligibility, respect for the gender balance and geographical distribution goals, incumbency factors, etc.
30. Unfortunately and in spite of constant reminders by the present Council to the Administration, the WG has not yet gotten off the ground in the year and a half since its approval by the JAC due to repeated delays on the part of Administration. UNSCV will continue to insist on the creation of such a mechanism but, in the light of the time elapsed since then and the ongoing concern for the functioning of the new staff selection system based on the central review bodies, whose faculties are already greatly diminished in comparison with the past system of departmental panels, the Council would focus on the need for a standing working group and not just on a one-time review by an informal working group with a very limited mandate.
31. Another staff concern was that the policy of lateral transfers should not become the means to do away with promotion, to the detriment of qualified local internal candidates, as was apparent in the recent Secretariat policy thrust. Here again, the role of the Focal Points for Women should prove to be crucial in identifying cases where there are qualified internal women applicants eligible for promotion. It is the Council's view that, in such cases, those candidates should definitely be given priority consideration over lateral candidates and, therefore, that the manager should not stop the selection process at the 15-day mark but consider such candidates in the 30-day category as well.

**PERFORMANCE APPRAISAL AND MANAGERIAL ACCOUNTABILITY**Performance Appraisal System (PAS)

32. As repeatedly shown by the organizational and local surveys of 2004, which confirmed the widespread position of staff on the subject, the present PAS system is considered deficient as a tool of performance appraisal and needs to be complemented, for example, with a mechanism allowing 360° feedback evaluation by peers and subordinates and not only by supervisors, to be applied to all staff members regardless of category, grade or level. Additionally, the non-compulsory nature of the section designed for staff evaluation of the supervision received is an unfortunate flaw of the system which should be amended and made compulsory in order to ensure at least some measure of managerial accountability.
33. In particular, most staff felt that the current PAS ratings should be revised. They do not allow for reflecting the strengths and weaknesses of the individual staff member in different aspects of the work and instead mandated an undifferentiated single mark. Their denomination is also misleading and often irrelevant to the nature of the functions performed, as they refer to quantitative factors at the expense of qualitative ones.
34. It would be desirable that Administration, in consultation with the Staff Council, possibly in the context of an ad hoc working group on PAS enhancement, issue clear guidelines allowing managers to apply the full range of ratings without artificially restricting their use in order to obtain a bell-shaped or any other type of curve, along with clear qualitative and quantitative criteria to help them rate a staff member's performance as objectively as possible. Conflicting directives given to managers in the past as to the use of the PAS scale of ratings have resulted in the inconsistent application of such ratings in UNOV-UNODC, thus creating a relative distribution of ratings among the staff of different work units. To correct that situation, for the benefit of staff submitting their PAS for consideration with a view to recruitment in other posts, some statistics might be prepared and added to each PAS after completion of the cycle to put the staff members' ratings in the context of the overall ratings of the relevant work unit.
35. The need for a thoroughly revamped performance appraisal mechanism enhanced with a system of checks and balances, including all around feedback and measures for universal compliance and managerial accountability has to date not been fully implemented either locally or system-wide and will be one of the main topics to be brought by staff union representatives to the global forums of CCISUA and, eventually, SMCC.

#### Pay-for-performance pilot projects

36. In September 2004, the DG-ED addressed for the first time a Staff Council meeting and put forth his idea of a virtual pilot project on performance-based pay, describing to the staff representatives its main thrust. The Council, through the staff representatives, conducted informal consultations among the staff at large and the feedback received was one of general objection due to the rating constraints mandated by the budget-neutral requirement of the project and to the related fact that the basic condition for such a pilot was a well-functioning and fully trustworthy performance appraisal system, which, as reflected in the results of the recent surveys, was not the case at UNOV-UNODC.
37. The Council believed, moreover, that such a project could not be a local Vienna initiative, as it involved system-wide structures. Furthermore, the ICSC had already begun to implement a two-year pilot project on pay for performance with the participation of four UN-system organizations. Subsequently, in December 2004, the General Assembly decided that no new strategy on pilot projects in broad banding or pay-for-performance should be undertaken until the Assembly had had an opportunity to review the results of the pilot study on broad banding and pay-for-performance being conducted by ICSC (“United Nations common system: report of the International Civil Service Commission”, I, A, “Review of the pay and benefits system”, paragraph 5, A/59/647, page 4).

#### Performance recognition and staff motivation

38. More recently, perceiving a general lack of proactive performance and motivation of staff commensurate with their, in top management’s view, very high level of remuneration, the Administration launched repeated appeals for higher delivery by staff. Staff generally felt that, the way to enhance performance and motivation is to recognize the individual and cumulative performance and effort clearly put into motion by the staff, without which the Organizations would not be where they are at in terms of achievements and delivery acknowledged by clients.
39. In the light of ICSC salary surveys, the Council’s view is that United Nations staff are not paid excessively in comparison with other national civil servants and private sector specialized personnel in the developed world. UN staff, even at the lowest grades, share a characteristic which is that of its employer, namely, being international in character. Staff members at every level, unlike members of other work collectives, have to speak several languages and use them in daily work, have had international exposure and acquired an international or at least a supranational second nature, which are not only assets but basic requirements to

fit the profile of a UN staff member, be able to function in a UN environment and embody the type of workforce needed to understand and advance the goals of the Charter. In addition, Vienna staff have a higher than average degree of specialization in the legal, scientific and technical fields due to the nature of the work carried out at UNOV and UNODC.

40. Such a specialized workforce should therefore be remunerated commensurately with the generally higher and special international qualifications that it brings, even at the entry level or lower grades of all categories. In particular, the Council considers it crucial to dispel the perception being introduced in the recent discourse of pay-for-performance and/or performance recognition schemes that our salary is an *award*. Salary is not an award but a right of staff as one part of the two-way exchange of work for remuneration. Therefore, any reward scheme should not consider staff salaries as the first degree of the reward itself. The retention of the step increase with a PAS rating of 3 (fully satisfactory performance), as suggested in the presentation of the performance recognition scheme made to the staff in the last townhall meeting, amounts in fact to penalizing the fully performing staff member and is thus essentially contradictory and motivationally counterproductive.
41. That concept of performance recognition as a scheme to replace the previously proposed pay-for-performance pilot project is identical to that of pay-for-performance with a different name. At that meeting, the Staff Council reiterated the staff's objection to any such scheme as being contrary to the relevant General Assembly resolution and lacking the necessary basis of an appropriate system of performance appraisal, as specified by the ICSC. Alternatively, a simple and direct form of one-time reward such as an award to staff members having performed a special or extraordinary task, selected among a group of candidates proposed by a joint staff-management committee (e.g. UN21 Award or special service award as used in the IAEA) might be appropriate.

#### INTERNAL JUSTICE SYSTEM

##### Joint Appeals Board (JAB)

42. In 2004 the Vienna Joint Appeals Board (JAB) continued functioning with the membership approved at the end of 2002 for a term of office which expired on 31 December 2004. A new membership has since then been elected for another two-year term, consisting, as usual of:
  - i. 6 Chairpersons appointed by the Secretary-General in consultation with the Staff Council,
  - ii. 6 Members appointed by the Secretary-General and
  - iii. 6 Members elected by Staff under the jurisdiction of the Board.

43. The JAB was served by a Secretary and since 1 April 2004 by an Alternate Secretary, both on a voluntary basis, as well as by a part-time General Service staff member on a short-term basis.
44. In May 2004, in accordance with the request of the General Assembly, a review of the appeals process at the United Nations was carried out by the Office of Internal Oversight Services (OIOS). The review included a visit by a consultant in Vienna who met with all persons related to the Administration of Justice in UNOV/UNODC. The report of the Office of Internal Oversight Services (OIOS) (A/59/408) was presented to the General Assembly at its 58<sup>th</sup> Session and contained a number of recommendations, generally on the process and procedures of the existing system, and specifically on each JAB and Panel of Counsel (POC).
45. In relation to Vienna, the recommendations, which were agreed upon by the Administration (Office of the Under-Secretary General for Management), and adopted by the General Assembly were the following:
  - a. The establishment of a post for a “roving” Secretary to the Joint Appeals Board and to the Joint Disciplinary Committee at the P-3 level, which, although based in Vienna, would, when not engaged in Vienna Board matters, serve as a back-up for peak periods in Geneva and possibly New York.
  - b. The establishment of a part-time position for an administrative assistant to the Board.
46. At the time of writing this report, the two posts have been included in the regular budget proposal for the 2006–2007 biennium. The report also contained important recommendations relating to changes in rules and procedures, coordination of the Panel of Counsel, training, setting up of a case-tracking system etc., all of which would need to be implemented by the new JAB Secretariat. These recommendations represented a significant effort towards improving the administration of justice in the Secretariat and towards ending the discrepancy between the situation in Vienna and that in other duty stations. It was also noted that the creation of those posts would be all the more necessary if the General Assembly approved the proposals by the Secretary-General to create new grievance committees to handle the informal resolution of grievances to replace the Panel on Discrimination, which would be assisted by the Joint Appeals Board secretariats.
47. In 2004, two appeals were received at the Vienna Joint Appeals Board and the Panels constituted to consider them finalized their consideration of the appeals. This can be compared with previous years when the number of appeals, including suspension of action requests were filed: six in 2000, five in 2001, 15 in 2002, eight in 2003. Panels were also constituted to consider several appeals



pending from previous years and all such appeals were disposed of (six appeals, five of which filed in 2003, one in 2002) and reports submitted to the Under Secretary-General for Management. In 2004, six decisions (four on appeals and two on suspensions of action) were received from the Under-Secretary-General for Management.

48. In several reports, the Panels of the Joint Appeals Board insisted on the necessity to keep appeals and submissions to the JAB clear and concise to reduce the duration of consideration of appeals. It also encouraged all parties to ensure that deadlines be followed consistently.

#### Joint Disciplinary Committee (JDC)

49. During the period covered by the Annual Report, **no cases were submitted** to the Joint Disciplinary Committee in Vienna.

#### Panel on Discrimination and Other Grievances

50. 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 2004. One of the cases was perceived as age related discrimination, while two other cases were not specifically linked to discrimination but considered to be grievances of general nature. In one case, the staff member concerned is still contemplating whether to formally initiate a case with the Panel.
51. The Council's position with regard to the Secretary-General's proposal to replace this Panel with an informal mechanism is that the system of internal justice should not be further weakened by such replacement and that the Panel should therefore be maintained and strengthened.

#### Panel of Counsel (POC)

52. 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 roughly 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, particularly with UN administrative and/or legal experience. To this effect a circular will be issued shortly asking for

volunteers. Since the UN system of internal justice is quite complex, training will be organized in the near future for new and current members of the Panel.

53. In addition to what is reported in the JAB, the POC has been involved in mediation and conciliation, as well as with an appeal regarding non-selection at Headquarters.

#### Ombudsman

54. The appointment of the Vienna Ombudsman was a pilot initiative adopted in 2003. Since then the Ombudsman has been available on a part-time basis to staff seeking his assistance. Although UNSCV had requested information on the number of staff assisted by the Ombudsman no report on the impact of his tenure has been forthcoming. Just prior to the issuance of this report, the Council has received a copy of the Ombudsman's letter of resignation from this function in which no reasons are given for such action. The Council considers it necessary for the Administration to review and evaluate the Ombudsman's function in the light of his performance and results during this two-year period before a new appointment is made and to communicate those findings to the Staff Council, without prejudice to the required confidentiality.

#### **ENHANCED SECURITY**

55. The terrorist attack on the UN in Baghdad heightened the concern for staff security and UNOV-UNODC proceeded to implement the Headquarters Minimum Operating Security Standards (H-MOSS), a comprehensive group of enhanced security measures devised at UN Headquarters in consultation with system-wide security representatives to be implemented in all duty stations, adapting it to the Vienna and VIC environments.
56. The staff are grateful for the serious concern on the part of the Administration in this respect and welcome the comprehensive security briefings provided by the Security and Safety Section (SSS) to UNSCV and the staff at large on H-MOSS, including a briefing with the independent consultant hired by the Organizations to assess the special characteristics of Vienna as a potential target of terrorism and the resulting specific aspects of H-MOSS implementation in that light. The staff also take note with appreciation of the ongoing negotiations with the local authorities to increase the security of the area around the VIC. UNSCV will continue to cooperate to the fullest with SSS in putting into place and obtaining compliance with the necessary measures to preserve our safety within and outside the premises.

## II. LOCAL ISSUES

### STAFF UNION COORDINATION IN VIENNA – VISAC

57. **VISAC (VIC Staff Associations/Unions)**, whose primary objective is 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 their general welfare, continued to meet periodically to discuss matters of common interest such as garage fees, asbestos removal, staff services, disaster relief initiatives, pension issues, etc.
58. UNSCV highly values such coordination and cooperation among the VBOs' staff unions and will continue to productively interact with them in the framework of VISAC for the common benefit of the VIC community.

### FINANCIAL SITUATION OF UNODC

59. After the new structure of UNODC, which became effective on 17 July 2003, had been implemented taking into account a number of principles suggested by the previous Council, such as protection of staff already on board; standardization of contract lengths at two years; 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, to a lesser extent, training before reassignment, at the beginning of 2005 the financial situation of UNODC took a turn for the worse as a result of a lower appropriation from the UN regular budget, a general decrease in contributions from major donors, in particular in the category of general purpose funds (GPF), coupled with a tremendous weakening of the US dollar against the euro. As staffing constitutes about 80% of UNODC's expenditures from GPF, this situation is of utmost concern to staff.
60. Several initiatives are being implemented by the Administration with a view to eliciting and facilitating donors' contributions to general purpose funds. These initiatives, as well as a detailed overview of the financial situation and some of its possible consequences for staff in the form of eventual staffing curtailments, have been presented to UNSCV in informal meetings and to staff at large at the recent townhall meeting. The Council has asked to be updated on the result of those initiatives and to be fully and timely involved in the consideration of any cost-cutting measures that might affect staff, as the only viable way to obtain staff understanding and cooperation in this respect.

**GS CLASSIFICATION REVIEW**

61. The GS classification review in Vienna has continued to progress and is now being carried out on a consolidated basis by organizational unit and no longer by grade. The review has been completed in the Division of Treaty Affairs (DTA), the Division of Operations (DO) and the Financial Resources Management Service (FRMS) and is advancing in different degrees in the remaining units. A related concern of UNSCV is that GS reclassification of posts should not become a means to remove incumbents who would otherwise be eligible for reclassification and who in many cases have been awaiting that possibility of career advancement for a long time.

**ASBESTOS REMOVAL**

62. The Staff Council has continued to closely follow developments relating to the project to remove asbestos from the VIC and replace it with safer materials, which started in December 2004 on the 15<sup>th</sup> floor of the E building, with staff moving to the container “L” building, and which has since proceeded at a constant pace with minor delays. In such moves, the expeditious support of the Buildings Management Services (BMS) has contributed to maintain proper working conditions and efficiency in what might otherwise have been a potentially disruptive situation.
63. Since the message circulated in November 2004 giving basic data and logistics, the Staff Council has repeatedly requested more updates and briefings on technical issues such as the observance of the health-related requirements by contractors, the content of asbestos fibres in the air before and after asbestos was removed and the materials being used to replace asbestos. As a result, asbestos removal was one of the topics at the recent townhall meeting on March 15, at which staff were able to raise concerns and receive answers, in particular from Dr. J. Doherty, Chief, VIC Medical Service; a special meeting was arranged for staff representatives with Mr. A. Ghaemi, Chief of BMS, responsible for overseeing and administering the asbestos removal project on the part of the VBO’s Administrations; and the Staff Council has since recently been receiving the minutes of past and current Technical Working Group meetings, as well as invitations to those and other related meetings.
64. As part of the removal process, certain improvements to the premises are being made, including new carpeting for the corridors and replacement of carpeting with cork flooring in the offices, as well as new cabling, air conditioning units and window glasses; painting the interior of the buildings; and renewal of office lights and their pattern on the ceilings, financed partly by the Austrian government as part of the asbestos-related project, and partly by the Organization. The Council was consulted on the option of cork flooring vs.

carpeting, but staff opinion was too divided for the Council to take a strong position for either one of the options.

65. The Staff Council is in constant dialogue with the Administration and BMS to ensure that the highest standards of security are maintained to avoid any risk to the health of staff members. BMS had hired an independent external consultant to ensure that the project is implemented in full compliance with the existing standards. BMS set up a "hotline" to address any questions related to the project. The Council encourages staff members to avail themselves of the asbestos hotline, available from 9:30 am to 4:30 pm at extension 545, for relevant information.
66. The Council is grateful to the DG-ED and the Director for Management for these responses to its repeated requests and for having taken seriously the concerns of the staff. UNSCV is also satisfied with the assurances given by the Chief of BMS, as well as by Dr. J. Doherty, with respect to the strict monitoring and compliance with technical and health requirements in the asbestos removal process. As suggested in the last townhall meeting, the Council would like to see an asbestos link or window in the new UNOV-UNODC Intranet where updated information could be posted. Additionally, it requests the Administration to organize a dedicated briefing by the Chief of BMS for staff at large similar to the one recently offered to staff representatives.

#### **OFFICE SPACE**

67. A very legitimate concern for the maintenance of a physical working environment conducive to good performance and well-being came to the fore in relation to informally announced future plans to reduce or compress office space as the asbestos removal process was completed in the different floors. Subsequently, UNSCV and staff at large were informed that of the three space-saving options considered, the Administration had decided to implement the least stringent option which consisted in the application of the 1991 space allocation guidelines, which largely excluded office-sharing in small spaces or open-space plans, without prejudice of ulterior modifications to that decision in the light of possible moves of certain offices from Headquarters or other space-related requirements. In this respect, timely information and consultation, as well as good common sense, are key factors in obtaining staff understanding and cooperation in any future scenario.

#### **GARAGE**

68. In December 2004, UNSCV President and Vice President handed the DG-ED the petition signed by a total of 2656 staff members (546 from UNOV/UNODC, 230 from CTBTO, 445 from UNIDO and 1435 from IAEA) against a proposed a seven-fold garage fee increase. Those numbers give an idea of the breadth of

the dissent on such increase across all the VBOs, represented at VISAC. In the accompanying letter to the DG-ED, UNSCV, on behalf of the staff, stated that this increase was viewed as an unjustified financial burden and a deterioration of working conditions. Security-related expenditures had to be absorbed by the enhanced security budget approved by the General Assembly for UNOV-UNODC and the relevant contributions from the other VBOs' budgets, and not be financed by or at the expense of staff. The measure was largely opposed by the Administrations and VISAC as became evident at the JAGGO meetings, in which UNSCV participated along with the other staff unions in this joint effort.

69. In view of the recent application of stricter security measures in and around the parking garages and internal roads of the VIC, reportedly including monetary penalties and vehicle immobilization measures such as clamping in cases of illegal parking, UNSCV requests that the Administration inform or remind, as appropriate, staff at large of the strict application of such VIC parking and traffic measures in order to avoid surprises or misunderstandings.

#### **CATERING ADVISORY COMMITTEE (CATAC)**

70. The quality of the food served in the cafeteria continued to be of great concern to staff members. During the reporting period, an independent consultant company, based on a request by UNIDO, conducted an in-depth study of the following aspects: food and beverage production, product management, presentation & sales, hygiene, environmental factors, equipment & utensils. Ratings between 5 (excellent) and 1 (unsatisfactory) were given. It is noteworthy that none of the 6 categories met the benchmark of 4/5. The highest rating was given for product management (3,8) and the lowest for equipment (2,7). The cost of the study amounted to 20,000 euros. Although the study was welcomed by CATAC in general, the Committee expressed its concern with respect to certain aspects, in particular to the fact that the key issue, the quality of the food, was not given enough attention in the study.
71. In addition, UNIDO conducted a survey among VIC staff with the following results: 5% very satisfied, 23% satisfied, 31% average, 25% less satisfied, 15% not satisfied. The quality of the food was rated even lower. More than 61% expressed some sort of dissatisfaction, which is a very negative result for the caterer, WIWAG. From the Staff Council's point of view, a caterer needs to satisfy at least the vast majority of the staff, which by far is not the case. WIWAG blames the low prices fixed by the Administration for the lesser quality of the food. Since WIWAG is providing better services at the restaurant and at specially commissioned events, it appears that the cafeteria as such is the least of WIWAG management's concerns.
72. In the absence of substantial improvement of the quality of food, the Staff Council would consider supporting a change of caterer. UNSCV invites staff to

approach the Council and/or CATAC with specific complaints or recommendations.

#### **BANKING FACILITIES**

73. UNOV-UNODC has been active in this regard during the reporting period. Heeding a long-standing wish of the staff to have a second bank in the VIC, the Administration took the lead among the VIC organizations to call for bids. Unfortunately, although some banks did express interest, none in the end came up with a concrete offer. However, the Administration has decided to go out for a second bid in 2005 and this time it seems likely that certain banks will come up with a substantial offer.

#### **NON-SMOKING POLICY**

74. Many staff members continued to complain about the Administration's failure to implement the policy on smoking at UNOV-UNODC (DG-ED Bulletin of 28 May 2003). UNSCV has repeatedly requested that managers be held accountable for implementing the policy. Despite several efforts by the previous Council to have the smoking area on C-07 somehow enclosed or replaced, no measures were taken. In the office areas, managers themselves are often the first ones to disregard the policy, let alone implement it. The present Council has requested the Administration to issue a more forceful message and to take monitoring measures to prevent continued smoking in offices and in certain common areas like stairwells and bathrooms, as compliance with the smoking policy is mandated to all staff without exception. In the "container" (L-building), cigarette smoke had recently triggered some fire alarms and caused additional health problems resulting from the need to open windows in winter weather in order to allow clean air in.
75. The Council reiterates its request that firm action be taken by the Administration to make the entire VIC a smoke-free area as statutorily established. A dynamic campaign, including posters, signs at bathroom and stairwell doors, oral announcements and possibly a system of on-the-spot warnings followed by some sort of disciplinary measure would be in order to elicit compliance with the non-smoking policy.

### III. SERVICES FOR STAFF

#### STAFF WELFARE

##### Staff Welfare Fund

76. The Staff Welfare Fund (SWF) 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 four times during 2004. A subsidy of 18,504 euros was granted for the participation in the 2004 Aix-les-Bains Inter-Agency Games of 50 team members and 3 organizers. The Fund is also subsidizing the 2005 IAG taking place in Crete this April (see para. 95). In 2004 the Staff Welfare Board also subsidized the purchase of 18 sets of refrigerators and microwave ovens to upgrade UNOV and UNODC kitchen facilities. The Staff Welfare Board continues to seek out new projects that it can support for the benefit of staff at large.
77. In order to deal with occasional problems experienced in recovering SWF repayment arrears, the Board gained Administration approval to have a computer application developed by ITS to allow the automatic payroll deduction of monthly repayments, as is the case with Staff Assistance Fund loans, by agreement with the staff member concerned. This system will be functional in 2005.
78. A transfer of 150,000 euros was made from the SWF to the Staff Assistance Fund to cover additional staff loans in March 2004. At the end of 2004, the SWF balance was 166,900 euros.

##### Staff Assistance Fund

79. 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 of the United Nations units at Vienna. The Staff Assistance Committee granted 79 new loans during the year 2004 for a total of €823,000. At the end of 2004 loans amounted to a total of € 797,361 in outstanding debts. The total interest earned on loans in 2004 was € 20,347, while the total bank interest earned was € 55. The Fund balance as at 31 December 2004 was € 487,769. The auditing of financial statements for 2002 and 2003 has been completed and auditing of the 2004 statements has started.
80. In accordance with Information Circular UNOV/INF.181/Amend.1 and UNODC/INF.182/Amend.1 dated 11 March 2004, the interest rate on staff loans was decreased from 3 to 2% to reflect the decrease in bank interest rates. In accordance with a further amendment to those circulars dated 23 June 2004 (UNOV/INF.181/Amend.2 and UNODC/INF.182/Amend.2), more flexible



repayment terms were introduced, together with a reduction in the repayment period for all new loans, with the aim of allowing an increased monthly cash balance and thus the granting of a larger number of loans to meet an increased demand.

#### Staff Benevolent Fund

81. The Staff Benevolent Fund is a sub-account of the Staff Welfare Fund designed to render financial assistance to staff members of the United Nations units at Vienna in the event of urgent financial need or distress. The Trustees of the Fund approved eight new interest-free loans totalling € 41,746.40 during 2004.

#### **CONFLICT RESOLUTION**

##### UNSCV's conciliation role

82. The Staff Council has continued to play a useful role in facilitating resolution of staff-related conflicts. Throughout the year, the Staff Council has been instrumental in addressing or channelling concerns of over 50 staff members who approached it for advice and assistance.
83. The members of UNSCV, as representatives of the staff at large, are committed to maintaining a close relationship with staff and invite them to continue to turn to the Council whenever needed. The Council will continue to provide assistance and information to staff as appropriate and will refer them to available mechanisms for conflict resolution.

##### Staff Counsellor

84. The Staff Counsellor continues to be available to support staff with personal and professional problems and issues. The Staff Counsellor works independently with all consultations being completely confidential. The Staff Counsellor works with individual staff members and staff with their families dealing with personal problems. A staff member can address all types of work related issues such as: stress, conflicts with colleagues or supervisors or supervisees, time management and coaching.
85. Currently the Administration provides only ten hours a week for the counselling service. The Staff Council recommends that Administration consider additional staffing for this valuable resource of staff welfare.
86. The Staff Counsellor, Ms. Patience Gebauer, can be contacted, by appointment only, at ext. 5786.

**STAFF SERVICES OFFICE**

87. A wide range of staff services have continued to be provided or facilitated by our Staff Services Office and the Staff Services Coordinator, Mr. Mario Jordan, room D-1142, ext. 4427. The sale of pre-paid telephone cards allowing preferential rates for local and long-distance calls was expanded to include several types of geographically-specific cards and, most recently, pre-paid cards for mobile telephone calls at low rates. The mobile phone subscription service had also expanded its offer and due to the overall popularity of all these services, the Staff Services Office now opened also on Monday afternoons, attended to by Mrs. Karin Verkerk-Klein, besides its usual Tuesday and Thursday afternoon scheduled hours. A detailed list of services, including the schedule of the VIC-Airport Bus Service, can be obtained at the Office.
88. During the pre-holiday season in December 2004, the Staff Services Office organized and conducted its usual Tombola with valued prizes from a number of companies, including mobile phones, telephone cards and many other items, the proceeds of which were donated, as is customary, to SOS Kinderdorf on behalf of UNSCV.

**LEGAL SERVICES**

89. Legal services continued to be provided free of charge to dues-paying UNSCV members on request by three lawyers at the VIC premises. An increasing number of staff members avail themselves of this valued service.

**HOUSING SERVICE**

90. The arrangement negotiated by the Staff Council with the IAEA Housing Service, under which staff pay to make use of the Service, continued to operate in a satisfactory manner. UNOV/UNODC staff members, whether they are dues-paying members or not, may also resort to this service and do so very often. It is expected that the services provided under the present arrangement will continue unchanged for the foreseeable future.

**UNSCV GIFT SHOP**

91. The UNSCV Gift Shop has continued to operate in the Visitors' Centre at Gate One. The proceeds from the Gift Shop support the Staff Defense Fund and selected charities. Since early 2004, the accounts of the Gift Shop are audited and are now being gradually computerized in order to facilitate future audits.

#### IV. OTHER ACTIVITIES

##### CHARITABLE DONATIONS.

92. UNSCV continued to implement its charity donation policy on behalf of the entire staff union, 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 counselling. During the period under review, UNSCV donations were awarded to the following charities:
- a. **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 various donations. In 2004 the proceeds from the Christmas Tombola were donated, amounting to a sum of € 840,25.
  - b. **Mar Kundukulam Memorial Research and Rehabilitation Complex (India)**, a charity in the Indian province of Kerala received a donation of € 5,000 as a contribution to support the construction of a residential care and support centre for HIV-infected orphan children.
  - c. **Verein Eltern für Kinder, Rumänienhilfe (Austria)**, a charity which helps the countless disadvantaged children in Rumania, received a donation of € 5,000.

##### TSUNAMI RELIEF EFFORT

93. On Sunday, 26 December 2004, a massive earthquake measuring 9.0 on the Richter scale occurred off the West coast of Northern Sumatra in the Indian Ocean. This earthquake triggered a devastating tsunami, causing incalculable human casualties and massive damage to an often already precarious infrastructure. UNSCV, representing staff at large, and UNOV-UNODC Administration took several joint initiatives to contribute to the relief effort and proposed to staff the following options:
- a. Donation to the UNSCV Special Purpose Account for Aid to Indian Ocean Tsunami Victims and Post-Disaster Reconstruction for channelling through the Austrian Red Cross Tsunami Account, which in the short term would direct the donated funds to first aid to victims and at a later stage would shift them, in the extent possible, to reconstruction and rehabilitation projects in the affected areas.
  - b. Donation to the UN Staff Relief Committee for Victims of the Indian Ocean Tsunami established at UN Headquarters.

- c. Donation in the form of automatic payroll deduction of 1% of net monthly salary during the remaining 11 months of 2005 (February through December 2005). The 1 x 11 mechanism would enable staff to contribute 1% of their net salaries for the eleven months remaining in 2005. A staff-management committee would choose, from a list of charities endorsed by the United Nations Office for the Coordination of Humanitarian Affairs, six charities for the selection by staff. The moneys would then be transferred to the three charities with the highest endorsement rate.
- d. Donation at cash collections organized by volunteer staff at VIC with UNSCV support, to be deposited in the UNSCV euro Special Account and channelled through the Austrian Red Cross (see option 1).
- e. Furthermore, a donation of 10.000 U.S. dollars was made by UNSCV to the UN Headquarters Staff Relief Committee for the tsunami victims. This amount would be doubled by the United Nations Foundation, which had pledged to match all donations made to the UN Headquarters Staff Relief Committee up to 500.000 dollars.
- f. **Lunch-time collections** for the victims of the Indian Ocean Tsunami organized by UNSCV at the VIC Rotunda from 11 to 13 January had, together with direct transfers of funds, totalled € 5,900.40 in cash contributions to the Special Purpose Account established by the UNOV/UNODC Staff Council at Bank Austria until 31 March 2005. These proceeds have subsequently been transferred to the Red Cross Tsunami account. UNSCV and UNOV-UNODC Administration, in a special Message of the Day, thanked all donors and volunteers, as well as all other colleagues who in any way assisted in organizing and carrying out this collection for tsunami victims.

#### **INTER-AGENCY GAMES**

- 94.** As in previous years, UNSCV, thanks to a subsidy from the Staff Welfare Fund, is sponsoring the Inter-Agency Games, which this year will take place in Crete from 21 to 25 April with a total number of 23 participants from UNOV-UNODC, including team members, organizers and supporters. Unfortunately, due to the coincidence in time of this year's Games with the 11<sup>th</sup> United Nations Crime Congress in Bangkok, many staff members will not be able to participate. In the future, the Council will insist upon advance information on the planned dates of the Games so as to try to avoid such coincidence.

**Annex 1**  
**STAFF REPRESENTATIVES AND ALTERNATES**

<i>Attendance at meetings of UNSCV from 19 April 2004 to 21 March 2005</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
DM/ODG	CAYIR, Mae	8	SCHAECHTER, Iris	8
DM/ODG	SACHDEV, Mahesh	9	BABA, Ely	0
DM/ODG	KHREIS, Oussama	8	ALGAD, Iskra	0
DM/ODG	DELCOUR, Pieter	3	BECK, Lorraine	6
UNOV/CMS	BLANCO, Maria-Elena	11	CLAUSS, Helene	8
UNOV/CMS	KHAN, Khalid	6	SAMANIEGO, Maria-Elena	2
UNOV/CMS	YIM, Wilfried	2	FATHI, Abdeljalil	2
UNOV/CMS	LOUTFHOUSE, Marie T.	11	REED, Michelle	4
UNODC/OED	RAYNOLD, Curtis <sup>1</sup>	1	EL-YOUSSEF, Ahmad <sup>2</sup>	2
UNODC/OED	WEDEKIND, Miryam	6	DROUET-SCHMUTZ, D.	3
UNODC/OED	LEROY, Bernard	1	GIUDICE, Anna	7
UNODC/OED	BERTERAME, Stefano	6	ALBERTIN, Cristina	3
UNODC/OED	POPOV, Rossen	5	KORENBLIK, Anja	4
UNODC/OED	LEVISSIANOS, Silvia	6	MIRANDA, Roger	2
UNODC/OED	ZHULDYZ, Akisheva <sup>3</sup>	2	CAMPELLO, Giovanna	4
UNSSS	WENDLINGER, Christian	2	PAROKKIL, Jose	2
UNSSS	ANALENA, Paulina	7	STRELNIKOV, Oleg	0
UNSSS	TARSOUSI, Nazem	3	EVERETT, Gary	0
UNPA	FUERNISINN, Clarissa	5	SALAMEH, Suhad	3
UNIS	HENKE, Renate	7	WINTERSBERGER, Sonja	7
OLA/UNSCEAR	CLIFT, Jenny	5	NICHOLAS, Caroline	2
OOSA	NEWMAN, Raechelle	5	SULAYMANOV, Shuhrat	8
There were a total of 11 regular meetings from 19 April 2004 to 21 March 2005.				

<sup>1</sup> Left on reassignment on 1 July 2004

<sup>2</sup> Retired as of 1 September 2004

<sup>3</sup> Left on reassignment as of 15 August 2004

## OFFICERS OF THE STAFF COUNCIL

### Annex 2

<b>Staff Council</b>	First Presiding Officer	Paulina Analena
	Second Presiding Officer	Mahesh Sachdev
<b>Staff Committee</b>	President	María Elena Blanco
	Vice-President	Stefano Berterame
	Secretary	Rossen Popov
	Treasurer	Jenny Clift
	Rapporteur	Marie-Therese Lofthouse
<b>Unit Presidents</b>	DACS	-
	IMS/TES	Stella McDowall
	UNDCP	-
	CICP	Burkhard Dammann
	OLA/ITLB	-
	UNPA	Clarissa Fuernsinn
	UNSSS	Anthony Marinze
	ODG	-
	OOSA	-
	UNIS	-
<b>Polling Officers</b>	Chairperson	Lars Larson Anuja Karunaratne Gabriele Wagner
<b>Auditing Committee</b>		Mathew Kurinjimala Joy Pannikkattel

### Annex 3

#### STAFF NOMINEES ON STATUTORY JOINT BODIES, COMMITTEES AND WORKING GROUPS

<b>Joint Advisory Committee</b>	Members	María Elena Blanco Jenny Clift Stefano Berterame
	Alternates	Rossen Popov Mahesh Sachdev Estela Deon
<b>Joint JAC Standing Committee on Medical and Life Insurance</b>	Members	Smart Eze Dimitrios Vlassis
<b>General Service Classification Appeals and Review Committee</b>	Chairperson	Carol Unterleitner
	Members	Takemi Chiku Mae Cayir Thaer Saman
<b>Staff Welfare Board</b>	Chairperson	Sally Reading
	Members	Mathew Seitz Lars Larson Nada Blanusa Michelle Reed
<b>Staff Assistance Committee</b>	Chairperson	Heidi Berger
	Members	Mathew Seitz Lorraine Beck Michelle Reed Heidi Berger
	Alternates	Nada Blanusa Mae Cayir Sonia Wintersberger Ibrahim Nuseibeh
<b>Joint Appeals Board</b>	Chairpersons	Andrea Teter Carol Unterleitner Kenneth Eriksson Howard Stead Dimitri Vlassis Elizabeth Joyce

	Members	Cristina Albertin Guillermo Bercenas Fortin Corinne Jurenka Muki Jernelov Raechelle Newmann Steve Reagan
<b>Joint Disciplinary Committee</b>	Presiding Officer Chairpersons	Vacant Latifa Amine Saint-Roch Herbert Schaepe Catherine Volz
	Members	Pieter Delcour Steve W. Reagan Corrine Jurenka
<b>Panel on Discrimination and other Grievances</b>	Coordinator	Gisela Wieser-Herbeck
	Members	Stefano Berterame Ms. Junko Hirakawa Melissa Tullis Gabriele Wagner Diana Teplyj
<b>Panel of Counsel in Disciplinary and Appeal Cases</b>	Coordinator	Marta Souza
	Members	Samuel C.H.Chao Muki Jernelov Timothy Lemay Eric Bergsten Paul Medhurst Mathieu Mounikou Pavel Pachta Winston Sims Andrew Wells Dolgor Solongo Ricarda Amberg Christopher Ram Ingeborg Daamen
<b>Central Review Board</b>	Chairperson	Catherine Volz
	Members	Jean-Paul Laborde Alice Lee Francis Maertens
	Alternates	Mohamed Abdul-Aziz Sandeep Chawla Jernej Sekolec



<b>Central Review Committee</b>	Chairperson	Dimitri Vlassis
	Members	Irka Kuleshnyk Rossen Popov Chris van der Burgh
	Alternates	Jennifer Clift Mija Jeon Sally Reading
<b>Central Review Panel</b>	Chairperson	Natercia Rodrigues
	Members	Ricarda Amberg Lars Larson Thaer Saman
	Alternates	Franca Musolino Lorraine Beck David Stevens
<b>Joint Monitoring Committee (UNOV/ODCCP)</b>	Chairperson	Sandeep Chawla
	Members	Andres Finguerut Martha Barrios de Leroy
<b>PAS Rebuttal Panel (UNOV/ODCCP)</b>	Chairpersons	Jennifer Clift Li-Qin Zhu
	Members	David Stevens Pieter Delcour Ferdinand Grimm Wolfgang Rhomberg
<b>Joint Advisory Committee on the VIC Child Care Centre</b>	Member	Silvia Levissianos Emil Wandzilak
<b>Commissary Advisory Committee</b>	Members	Bernard Leroy Vacant
	Alternates	Estell Osten Mae Cayir
<b>Catering Advisory Committee</b>	Members	Ferdinand Grimm Olaf Stefanov
	Alternates	José M. González Susan Mlango
<b>Joint Advisory Group on Garage Operations</b>	Member	Thaer Saman
	Alternate	Gabriele Wagner

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

Kristiina Kangaspunta  
Latifa Amine-St. Roch  
Carmen Selva-Bartolomé  
Kenneth Eriksson