

**REPORT OF THE  
UNITED NATIONS STAFF COUNCIL AT VIENNA  
FOR 2006-2007**

*Abbreviations*

BMS	Buildings Management Service
CATAC	Catering Advisory Committee
CCC	Consultative Committee on Common Services
CCISUA	Coordinating Committee for International Staff Unions and Associations of the United Nations System
CMS	Conference Management Service
DO	Division of Operations
DG/ED	Director General-Executive Director
DTA	Division of Treaty Affairs
HRMS	Human Resources Management Service
ICSC	International Civil Service Commission
JAB	Joint Appeals Board
JAC	Joint Advisory Committee
JAGGO	Joint Advisory Group on Garage Operations
JDC	Joint Disciplinary Committee
SMCC	Staff Management Coordination Committee
SWB	Staff Welfare Board
SWF	Staff Welfare Fund
UNICRI	United Nations Interregional Crime and Justice Research Institute
UNSCV	United Nations Staff Council at Vienna
UNSSS	United Nations Security and Safety Section
VBOs	Vienna-based Organizations
VISAC	VIC Staff Associations Committee

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## INTRODUCTION

1. This report covers the period from 19 April 2006 to 19 April 2007. 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, issuances of the Staff Council President as messages of the day and desk-to-desk messages, 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. 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, UNODC financial situation with regard to the general purpose fund, the contractual situation of UNOV/UNODC staff, staff, participation in global and local coordination with other international organizations, human resources reform, review of the internal justice system and staff security.

#### Visit by the Secretary-General of the United Nations

3. During the reporting period the Council had a unique opportunity to bid farewell to the former Secretary-General, Mr. Kofi Annan, during his last visit as Secretary-General to Vienna on 11 May 2006 and also to welcome the new Secretary-General to Vienna. In her statement during the last visit of the former Secretary-General, the President of the Council said staff wanted to be treated with respect and dignity by Management and be involved in the discussion of issues from the very beginning.
4. On Secretary-General Ban Ki-moon's first day in office on 2 January, a video conference was organized for Secretariat-wide staff. In her welcome statement the President of the Staff Council congratulated the Secretary-General on his appointment and pledged the Council's support for him. She stated that the UNSCV would work with him and management to find common ground on issues that were dear to staff for the good of the Organization. She hoped that staff and management would continue on the path of constructive dialogue using the mechanism provided for consultation.
5. During his visit to Vienna International Center (VIC) on 23 February, the Secretary-General held a closed-door meeting with the Presidents and Vice-Presidents of the Staff Councils of UNOV/UNODC, IAEA and CTBTO in

which he was briefed on a number of important matters of special interest to staff, including the Pension Fund, salaries, broad-banding and outsourcing, just to mention a few. He briefed the group on his plans and priorities, in particular his restructuring proposals and increased emphasis on staff mobility, which he re-iterated at the town hall meeting.

6. At that same town hall meeting, which was also used as an opportunity to present awards to UNOV/UNODC award winners of UN21, the President of the Staff Council stressed that good performance deserved to be rewarded, not only through prizes but also through job security. She called on the Secretary-General to help the Member States, and particularly donor countries, understand the awards as a sign that UNODC and UNOV were entities that had done well throughout the years, that could deliver and were good value for money based on their competitiveness.
7. Raising the issue of job security in relation to the present contractual status of UNOV/UNODC, the President of the Staff Council stressed that if the UN was unable to offer this kind of security then it risked losing talented staff to other organizations.

#### Staff-management consultations

8. 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.
9. 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.
10. The Council was regularly involved in both informal and formal consultations with senior management on major issues affecting staff welfare in Vienna. For example, the Staff Council was invited to an EXCOM meeting to be briefed on the financial situation in UNODC in relation to the general purpose fund, followed by regular update briefings.
11. 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.

12. UNSCV trusts that the senior management of UNOV/UNODC will continue to engage in good-faith consultations with the Council as has been the case throughout this reporting period. The Council also hopes that consultation will be done early enough in a transparent manner to permit a meaningful staff contribution and that staff suggestions will be taken into account. UNSCV has always maintained that when it is part of the process it will be the first to work towards change.

#### A. GLOBAL FORUMS AND ISSUES

13. As already mentioned, UNSCV has continued to coordinate policies with other staff unions and associations of the UN system. It participated in an emergency meeting of the Coordination Committee of International Staff Unions and Associations (CCISUA) from 6-8 September 2006 in Geneva to discuss issues related to the Pension Fund and the Report of the Redesign Panel, which will be reflected in detail in this report. Three resolutions were adopted (two on the internal justice system focusing on the Report of the Redesign Panel and one on the Pension Fund).
14. UNSCV has continued to play a very active role in CCISUA and has continued to enjoy the trust and respect of the members of the other staff associations in the Federation because of its positive, professional and objective contribution to issues at stake.

#### B. PENSION FUND ISSUES

15. At the Extraordinary General Meeting of UNOV/UNODC Staff Council on Monday, 25 September 2006, the staff of UNOV/UNODC overwhelmingly expressed its support for the resolutions adopted by its federation, the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA) at the Emergency Meeting held in Geneva from 7 to 9 September on the Pension Fund.
16. On the subject of the United Nations Joint Staff Pension Fund, CCISUA had expressed general concern of the UN staff at large with respect to the indexing and passive management of the North American equity portfolio of the Fund envisaged by the Pension Board as a result of the proposals put forth by the representative of the Secretary-General at the last session of the Pension Board held in July 2006 in Nairobi. The staff's representatives who participated at that session highlighted the unnecessary risks that such precipitated action would entail and emphasized the need to await the results of the upcoming asset liability study of UNJSPF before any measures were implemented.

17. Many staff members spoke out in support of a vigilant and cautious stance on the Fund's investment strategy and structure and against any potentially unethical investment due to the passive management of assets, which would be contrary to the United Nations principles and ideals. Staff members also raised other important issues for the Council to keep under discussion at CCISUA and the Pension Board, such as the questionable desirability of maintaining a single currency for assets while liabilities were subject to currencies other than the US dollar and the related issue of losses due to exchange rate fluctuations.
18. The staff's position on the resolutions was conveyed to the President of the General Assembly, the Chairman of the Fifth Committee and the Chairman of the Advisory Committee on Administrative & Budgetary Questions (ACABQ). At the end of 2006 the Secretary-General presented a report to the 5<sup>th</sup> Committee on the new investment strategy for the Pension Fund. The 5<sup>th</sup> Committee, partly responding to the concern raised by staff, stressed "the need for a comprehensive asset liability management study, including assessment of financial risks and recommendations on asset allocation, and a study of the Fund's governance, with special regard to the relationship between the Fund secretariat and the Investment Management Service, the results thereof to be provided to the Board for consideration" and also requested the Secretary-General "to fully adhere to the Financial Rules and Regulations of the United Nations and General Assembly resolutions on procurement when procuring services for the passive management, and report to the Board thereon at its next session;"
19. Staff Council representatives raised again the issue of the Pension Fund at a meeting with the Secretary-General during his recent visit to Vienna in February 2007. In a subsequent press conference, responding to several questions about the United Nations Joint Staff Pension Fund, Ms. Alicia Barcena, USG for Management, said that work was proceeding "on two fronts" as far as outsourcing some \$9 billion in the Fund's North American portfolio was concerned, namely, on a study on assets and liabilities and on the investment strategy of the Fund. In that connection, she explained that, while ACABQ had recommended getting the results of a study before making a decision on shifting to the passive management of the North American equities, the Fifth Committee had authorized going to an external company to do that. United Nations Controller Warren Sach was now proceeding with implementing the decisions of the General Assembly. The bidding process for an external company would be completed at the end of April. The study would also be prepared, prior to full discussion on the financial strategy within the Investments Committee.

### 1. Staff-Management Coordination Committee (SMCC)

20. 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.
21. All staff participant bodies in SMCC withdrew from SMCC in 2003 because of the numerous agreements left over from previous sessions that management had failed to implement. By 2006 there had been enough movement (including the appointment of a new President for SMCC) and sufficient critical proposals were on the table for all SMCC members to agree unanimously, during the CCISUA General Assembly held in February 2006 in New York, to return to the negotiating table. SMCC was thus scheduled for June of 2006.

### 2. SMCC XXVII – Human Resources Management Reforms

22. This was convened in Long Island, New York, from 12-30 June 2006 which included a two days Collaborative Negotiation Skills workshop. SMCC went ahead with a week of at times acrimonious discussion and tough negotiating on the following issues: career development, harmonization of conditions of service, contractual arrangements, recruitment, mobility and buyout. Staff did not always agree with each other and we did not always agree with management but we had a frank exchange of views in good faith that resulted in a synthesized view of staff and management on a package of measures that should serve the staff well in the years to come. Some of these proposals are reflected in the Secretary Generals report "Investing in People".
23. For the consideration of the "Investing in People" report by the Fifth Committee, and for the first time in staff representational activities, a number of staff representatives traveled from several duty stations to New York to express the views of the Secretariat staff whose representatives participated in SMCC - which included all duty stations and field missions except New York Staff Union - on human resources management. UNSCV was very active in this venture, as contractual arrangements were at the heart of this duty station and the fact that continuing contracts were part of the package was seen as providing job security and stability in family life for the staff of UNOV/UNODC.
24. The human resources management resolution was adopted in late December and, while not everything asked for was given, considerable progress in reforming the current human resources framework was made. This was largely due to the staff unions that provided support in developing and marketing the human resources proposals. UNSCV's active involvement with some of the

staff unions from the CCISUA federation and its efforts in working with the Member States made a big difference in the Administration's discussions and negotiations in the Fifth Committee. UNSCV encourages all staff to read the human resources management resolution adopted by the General Assembly in contractual document A/C.5/61/L.24 for more details.

25. The issue of the harmonisation of conditions of service and contractual arrangements will be taken this year and the Council is hoping that the joint staff- management agreement on continuing contracts made at SMCC will be endorsed.
26. This will mean that the majority of the staff members in UNOV/UNODC who have completed 5 years of continuous service with the United Nations irrespective of whether that service was under temporary or fixed term appointment will be eligible for consideration.
27. The continuing contracts will be open-ended with no specific termination date and therefore will not be subject to periodic renewal. However, it will be possible for the Administration to terminate a contract but with certain limitations and following specific procedures. The Council, together with the other unions, will be diligent in the lobbying activities with Member States on this important matter.

### 3. Special SMCC – Internal Justice System

28. As part of the agreement at SMCC XXVII, a special SMCC was convened from 29 January to 6 February 2007 to discuss the Redesign Panel's Report on the Administration of justice in the United Nations.
29. As part of his visit to Africa, the Secretary-General met with SMCC in Nairobi on 31 January 2007. In his address to the participants, he stressed the significance of SMCC as a framework for consultations and dialogue between management and staff. He emphasized the importance of speaking with one voice if we were to succeed, as this was a unique opportunity to make a compelling case to Member States about the need to change the way internal justice was handled.
30. He has since endorsed the agreements contained in the report of the SMCC in his own report (A/61/758), which is being discussed by the Fifth and Sixth Committees in New York. There was an open and constructive, exchange between representatives of staff and management. All participants recognized their tremendous responsibility, though sometimes challenging and intense, as the outcome of SMCC would affect over 50,000 staff in the Secretariat, funds and programmes. Participants therefore went the extra mile to reach agreements through good faith negotiations on all the issues discussed.

31. In a nutshell, those agreements are:
- After 60 years of unsatisfactory performance, it was time to send the old internal justice system into retirement.
  - The new internal justice system must be independent, fair and just and must increase accountability and reduce litigation.
  - The new system will include a decentralized informal system, which will include ombudsmen, to be located in a number of duty stations, and mediation services to encourage resolution of issues informally and at an early stage, where possible.
  - The second element of the new system will be a two-tiered system of formal justice, which will be independent with professional judges and professional legal assistance for staff through an Office of Staff Legal Assistance that will replace the Panel of Counsel.
  - The first-level of the formal system will be a decentralized United Nations Dispute Tribunal, which will issue binding decisions.
  
  - The second level will be the United Nations Appeal Tribunal, which will serve as an appellate tribunal and sit in both Geneva and New York. These tribunals will replace the Joint Appeals Boards and the Joint Disciplinary Committees.
  - A faster and better-resourced process of management evaluation of administrative decisions will replace the previous process of administrative review.

### C. COORDINATION AT THE GLOBAL LEVEL

32. UNSCV continued to actively contribute to the work of the Coordination Committee for International Staff Unions and Associations of the United Nations System (CCISUA).
33. UNSCV is a member of the Joint SMCC Staff Management working group on performance management, which held only one video conference with other members of the working group during the reporting period, and will take up its mandate this month to come up with a report to SMCC at its regular session in June 2007. UNSCV is also part of the SMCC joint working group on training for staff representatives, which held its first session in The Hague in January 2007.
34. UNSCV has been called upon to support the President of CCISUA during presentations to the Fifth Committee and to lobby Member States on issues of concern to staff. As a result, UNSCV is highly regarded in the secretariat as the most organized and professional staff council. This was evidenced by the fact

that the Council was asked to provide one of the rapporteurs for the staff side at the SMCC meeting in June 2006 and also at the special SMCC held in Nairobi in February 2007, for which, furthermore the Council provided one of the two advisors for the staff side. The UNSCV delegation's input and ability to mobilize the other unions contributed to the consensus reached in a tough negotiating climate.

#### D. COORDINATION IN VIENNA

35. 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 (VISAC). The Committee enables staff of the Vienna-based organizations to speak with one voice on issues of common interest.
36. During the reporting period, the Committee met and together rejected a drive by one insurance company to collect retroactive payments on insurance premiums from 2003 to 2005. Issues that have been taken up include the garage fee increase, host country issues, security, local salary survey and the staff activities areas in F09 and F10, which will be covered separately in this report.

## II. LOCAL ISSUES

### A. PERMANENT CONTRACTS

37. As a result of the negotiations at SMCC in June 2006, all staff who were due for permanent contracts before the freeze in November 1995 had their appointments reviewed. In UNOV/UNDOC and other administered by Vienna Human Resources Management Services (HRMS), a total of 63 staff members had their appointments converted to permanent contracts. UNSCV would like to commend the Chief of HRMS and her staff for their careful review to identify eligible staff.

### B. FINANCIAL SITUATION AND CONTRACTS IN UNOV/UNODC

38. The financial situation with regard to the general purpose fund in UNODC continues to be unsettling and cause anxiety among staff members due to its impact on contracts. The Council has been discussing with the Administration the measures to be undertaken with particular attention to safeguarding the stability of the contracts. The Staff Council President has at every given opportunity, in statements to the Secretary-General and during lobbying activities, raised this concern of job security and stability in family life. The Administration has frequently updated the Council on the situation.

39. In a recent e-mail to programme managers the Director of Management said “ Of particular note is the vexing fact that our programme resources are increasing, while those for programme support are either remaining stable (best case) or decreasing (as is the case throughout the United Nations system). It is for this reason that we cannot, at this stage, consider granting contracts for more than a year. We are very much aware that this is unsettling for staff. The Staff Council President has raised this matter with me on several occasions, including the appropriateness of limiting contract extensions to one year for all UNOV/UNODC staff, regardless of the funding source of their posts. This is a very valid point, and I have invited the Staff Council to make specific proposals, which we would most seriously consider.”
40. This prompted the Staff Council President to issue the electronic message “All Hands on Deck-UNODC’s Financial Situation” on 26 January 2007 to invite proposals from staff at large in order to discuss them at a Joint Advisory Committee (JAC) meeting. The Staff Council will continue to follow up on the issue to safeguard the interests and welfare of staff.

### C. GENDER BALANCE

41. Despite the efforts made to improve women’s representation in UNODC, UNOV, and other Vienna-based Secretariat units, parity is far from being achieved at all levels.
42. A quick look at the statistics received from HRMS in February 2007 shows that women still represent only 40 % of the staff at the professional level and 47 % at the GS level. It should be noted, however, that the gender distribution varies from one Organization/Section/Unit to another.
43. While gender balance was achieved and even exceeded at the P-2 and P-3 levels, with percentages reaching 66.7% and 50.6% respectively, and the representation of women at the P-4 level slightly improved (48%), the percentage of women at the higher professional levels remained static and in some cases decreased. At the D-2, D-1 and P-5 levels the ratio is currently 1 to 5 (16%), 5 to 19 (20.8%) and 9 to 34 (20.9%) respectively, and career development prospects for the majority of women seem to end at the P-4 level..
44. The statistics also show that only 24% of the female population is from developing countries, with a very low representation at the P2 level, a slightly higher representation at the P3 and P4 levels, but no representation at the P5, D1 and D2 levels. In the general service category, the overall notably situation differs. The target was exceeded at the G-7 and the G-5 levels and achieved at the G-6 level.

45. In conclusion, the measures taken and the mechanisms set up have not been very effective so far. It is necessary that the responsibility for gender balance be clearly defined, managerial accountability with respect to targets be enforced and policies be rigorously implemented and monitored, including through the insertion of a gender sensitivity variable into the performance appraisals of managers, as recommended by the Secretary General in his report on the improvement of the status of women in the UN system.
46. Furthermore, unless the Focal Points' terms of references are reinforced, their access to relevant information and to senior management guaranteed and their active involvement in the selection process for senior positions ensured, they cannot play their role fully and efficiently.

#### D. GARAGE FEE INCREASE

47. This has been an ongoing issue since 2003. However, the Staff Council, together with the Staff Councils of the Vienna Based Organizations (VBOs) noted with concern that with respect to the decision of the Committee on Common Services (CCS) of October 2006 to increase the garage fee, the matter had not been referred to the Joint Advisory Group on the Garage Operation (JAGGO). The Staff Council believes that, in line with the criteria of self-sustainability and the non-profit nature of the garage operations, increases have to be fully justified on the basis of sound financial data.
48. Inspired by the spirit of cooperation with Administration for the solution of common issues, the President of the Staff Council wrote to the Director-General/Executive Director (DG/ED) of UNOV/UNODC to ask for his understanding on this issue of concern to staff. The President also appealed to his spirit of dialogue and collaboration to ensure such concerns are adequately addressed.
49. The response from the DG/ED was encouraging as it noted that on the matter of principle, namely the need for consultations, the Council had a point and that he would ensure that this happened. He added that there were a number of garage-related options on the table that should be discussed first and foremost with staff at large through the Staff Council.
50. The Council would like to draw attention to the fact that this process of consultation is not a luxury but a fundamental part of the staff-management relationship and hopes that the process of consultation through the appropriate bodies will be followed. The Council looks forward to discussing all related options in the interest of transparency and goodwill.

## E. STAFF SECURITY

51. After the terrorist attack in Baghdad, there was heightened interest in staff security in Vienna. At the time, the JAC agreed to put into place 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 deemed them essential and supported them.
52. With the attempted breaches of security at the VIC in the past months, the need for heightened security has once again come to the forefront. The Staff Council would like to pay tribute to the professionalism and hard work of the men and women of UNSSS. The Council acknowledges that, being the first line of defence into the VIC, they might also be the first likely casualties of any breach of security.
53. The Council therefore calls on the Administration to provide the necessary tools and manpower needed for UNSSS to perform effectively. The Council also urges the Administration, together with its counterparts in the other VBOs, to move faster with the implementation of projects to enhance security and fortify the premises. The Council has addressed a number of staff concerns to the Administration and calls for the implementation of the lessons learnt from recent developments.
54. Noting that security is a collective responsibility, the Council proposes that members of VISAC be ex-officio members of the Security Advisory Group in order to be briefed periodically. Being part of the process makes it easier for UNSCV, as a representative of the staff at large, to help determine and obtain support for measures that are considered essential for providing a safe and secure environment to work in.

## F. HOST COUNTRY ISSUES

55. There have been various concerns about the interpretation of the Host-Country Agreement and the privileges of staff members. Since the Staff Council cannot address these directly with the Host Country, it has brought these issues to the attention of the Administration at all levels, including the Legal Advisor. These issues, in particular the requirement to pay social security for household helpers have among others, been discussed at VISAC meetings. VISAC was able to successfully address one of the issues pertaining to retroactive payments of premiums to a particular insurance company from 2003-2005, thus sparing staff from that requirement.
56. Sadly the issue of the household helpers has become an area that staff feels that the Administration has not done enough and has not taken up the matter seriously with the Host Country authorities. The Council hopes that this can be

resolved as soon as possible UNSCV has suggested that the change of colour of the legitimization cards from blue to green should be reviewed so that it is not translated into a loss of privileges otherwise reserved for blue legitimization card holders as staff were never informed about the reasons for the change in colour.

#### G. STAFF ACTIVITIES IN F09 AND F10

57. After the asbestos removal in F building, there is a plan to redistribute the space in F09 and F10 which is being used for recreational and club activities by staff. VISAC therefore constituted a committee made up of two representatives nominated by the each of the VBO staff councils and including a member of the VICREC to examine the proposal and come up with recommendations for VISAC to address this concern. Staff at large are opposed to the reduction of this area traditionally devoted to sport and cultural activities of staff.

#### H. GS LOCAL SALARY SURVEY

58. The local salary survey will be conducted this year. In order to prepare for this important exercise, the UNSCV has nominated two representatives and alternates to be members of the joint local salary survey committee.

#### I. ASBESTOS REMOVAL

59. The Staff Council notes with satisfaction that the project to remove asbestos and to replace it with safer materials in the VIC buildings is by now in his third year and it is proceeding overall on schedule. The Staff Council further notes with appreciation that asbestos removal in the E-building has now been completed and the removal in the D-building is proceeding as planned.
60. The Staff Council is in constant dialogue with the Administration and BMS to ensure that the project takes place at the highest standard of safety to ensure the health of staff members. In particular, representatives of the Staff Council have been participating in the meetings of the Technical Working Group on Asbestos Removal. BMS has continued to manage a "hotline" to address all of the questions related to the project that the VIC occupants might have. The telephone extension of the "hotline" is 5454 and a BMS representative is available from 9:30 am to 4:30 pm to answer all questions. The Staff Council continues to urge BMS to maintain the practice of giving regular technical briefings to provide the staff with information on the progress of the project, the observance of the health-related requirements by contractors and the content of asbestos fibres in the air before and after asbestos is removed.

## J. CHILD CARE CENTRE (CCC)

61. UNOV/UNODC Joint Advisory Committee for the Child Care Centre.
62. The Committee held a number of meetings during 2006 (April, May, June, September) and 2007 (February and March) related to selection and allocation of places, as well as to updating files on relevant information. Despite the difficulties in placement due to chronic place shortages, nine places were made available during this period and were allocated to children of UNOV staff.
63. For the upcoming school year beginning in September 2007, based on the UNOV/UNODC staffing tables and the respective mathematical formula to determine place allocation for each organization (UNIDO, IAEA, CTBTO, UNOV/UNODC), the number of available places for UNOV/UNODC increased from ten (10) to eleven (11) for the Crèche (children from 3 months to 3 years) and from twenty-one (21) to twenty-three for the Kindergarten (children from 3 years to school age). At the moment, there are 34 children registered for a place in the CCC, most of them in the Crèche. Considering the movements of children to school and from the Crèche to the Kindergarten by September 2007, it is anticipated that there will still be a shortage of 22 places, for children aged below three years. This confirms previous years' observations of increased demand in Crèche places, which requires urgent attention.
64. During 2006, the Joint (VIC) Advisory Committee of the CCC conducted a survey of clients' satisfaction with the CCC. There was a high response rate (95 respondents, 77% of all those who received the questionnaire), reflecting the great deal of thought and effort that parents invested in responding to the survey. The UNOV/UNODC Committee actively participated in the respective meetings of the established Satisfaction Survey Working Group (SWG) and contributed to the analysis of the results of the survey. The results of the survey clearly indicated that the overwhelming majority of parents and children were indeed satisfied and happy with the Child Care Centre. The areas that need improvement were identified and relevant action was taken.
65. The Joint (VIC) Advisory Committee for the CCC (attended by representatives from UNIDO, IAEA, CTBTO, UNOV, the Manageress of the VIC CCC and parents' representatives) convened two meetings, on 27 June 2006 and 8 March 2007, in accordance with statutory requirements. The participants in the meetings discussed issues and developments related to, e.g. the results of the satisfaction survey, changes in traffic patterns on VIC premises and possible repercussions for CCC, matters related to maintenance and day-to-day operations of the CCC, safety issues, attendance and place allocations, among others. In addition, as result of IAEA computer section efforts, the CCC website will be soon accessible to all the organizations at the VIC.

## K. CONFLICT RESOLUTION

66. 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.
67. The members of UNSCV, as representatives of the staff at large, are committed to maintain close relations with staff and invite them to turn to the Council whenever they need to do so. The Council will continue to provide assistance to staff as appropriate, including information on and referral to available mechanisms for dispute resolution.

### Joint Appeals Board (JAB)

68. By administrative circular UNOV/INF. 223, UNODC/INF 224 of 7 February 2006, a full Joint Appeals Board was announced for a term of office of two years beginning on 1 March 2006. The new JAB has a broader representation of staff from all offices comprising UNOV (UNCITRAL/OOSA/CMS/FRMS) and UNODC (DTA/DO/DM/DPA).

### The Joint Appeals Board consists of:

- ✓ 6 Chairpersons appointed by the Secretary-General in consultation with the Staff Council,
  - ✓ 6 Members appointed by the Secretary-General, and
  - ✓ 6 Members elected by Staff under the jurisdiction of the Board.
69. As of 1 March 2006 the JAB was served by a Secretary, Mr. Cristián Giménez-Corte, and an Alternate Secretary, Ms. Anna Giudice Saget, both on a voluntary basis, as well as by a part-time General Service staff member, Ms. Adelheid Neubacher.
  70. In December 2005 the General Assembly approved the creation of regular budget posts of a “roving” Secretary to the Joint Appeals Board and the Joint Disciplinary Committee in Vienna, as well as of a part-time administrative assistant as recommended by the Office of Internal Oversight Services (OIOS) in 2004. The post of Secretary at a P-3 level was first advertised on 30 June 2006 under vacancy announcement number 06-LEG-UNOV-409373-R-VIENNA (G); however, the vacancy was cancelled on 16 August 2006 and a modified vacancy announcement was issued on 29 August 2006 with a deadline for applications on 20 October 2006. As of the writing of this report no candidate has been recruited.

71. At its Annual Plenary Meeting held on 7 March 2006, the JAB elected Ms. Kimberly Prost for a term of one year as its Presiding Officer, and Mr. Saul Takahashi as its Alternate Presiding Officer. Following the secondment of Ms. Kimberly Prost to the International.
72. Since April 2005, the JAB Secretariats in New York, Geneva, Nairobi and Vienna have been holding regular video-conferences to share the experience of JAB issues and procedures.
73. The videoconferences have also provided the opportunity to discuss possible mainstreaming of procedures by the different JABs as requested by the General Assembly and produced a common position paper in relation to a number of issues relating to the administration of justice, in particular to the current review of the system by the Redesign Panel.
74. In this regard, the General Assembly, in its resolution A/RES/59/283, decided that the Secretary-General should form a Panel of external and independent experts to consider redesigning the system of administration of justice. The Panel consisted of Mr. Ahmed El-Kosheri (Egypt), Mr. Diego García-Sayán (Peru), Ms. Mary Gaudron (Australia), Mr. Kingsley Moghalu (Nigeria) and Ms. Louise Otis (Canada). On 20 April 2006, Ms. Mary Gaudron (Australia) visited Vienna and met with representatives of the Vienna Joint Appeals Board.
75. In September 2006, together with a memorandum from the Deputy Secretary-General dated 17 August 2006, the report of the Redesign Panel's review of the United Nations internal justice system and the system of administration of justice (Document A61/205) were received.

### Training

76. One initial training activity which took place in February 2006 was organized for the new JAB, JDC and Panel of Counsel Members by the Human Resources Management Services Division and was chaired by the Legal Advisor of UNOV/UNODC. The training was well received.
77. In November 2006 another invitation to a training on administration of justice in the form of a meeting with UNAT Judges was received from the Office of the Under-Secretary General, Department of Management, in collaboration with the Administrative Law Unit and Learning Section. The meeting by teleconference with UNAT Judges was held on 16 November 2006 with the participation of members and Chairpersons of the Panel of Counsel, Joint Appeals Board and well as Joint Disciplinary Committee. It involved participants in all the duty stations with a Joint Appeals Board.

### Appeals

78. In 2006, five appeals, two preliminary statements of appeals and one suspension of action request were received at the Vienna Joint Appeals Board.
79. Panels were constituted to consider these cases. Three reports were finalized (one on suspension of action and two on appeals) and forwarded to the Under Secretary-General for Management. At present two appeals are pending to be considered by Panels, three are still in process and 3 are pending from 2005 and 2004. This can be compared with previous years, when the following numbers of appeals, including suspension of action requests were filed: six in 2000, five in 2001, 15 in 2002, eight in 2003, two in 2004 and 4 in 2005.
80. Once the professional secretary takes up his/her position, further training for members will be organized, including on conciliation and rules and regulations.

### Joint Disciplinary Committee (JDC)

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

### Staff Counsellor

82. The Staff Counsellor is a confidential resource provided to staff and their families to assist in resolving professional and personal issues and problems. The in-house Staff Counsellor can assist the staff member in realistically recognizing options with complete awareness of the benefits and limitations of the UNOV/UNODC environment. The Staff Counsellor works independently and all consultations are confidential.
83. Currently the Staff Counsellor provides ten hours of service per week to staff members. The Staff Council recognizes the need for more support and recommends the Administration to consider an increase of additional hours for this valuable office.
84. The Staff Counsellor, Ms. Patience Gebauer, can be contacted, by appointment only, at ext: 26065, Room F0817.

### Panel on Discrimination and other Grievances

85. 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 dealt with two formally submitted cases in 2006.

86. The Panel in Vienna was also approached by the Discrimination and Other Grievances Panel of New York with a request to nominate two members of the Vienna Panel for a case to be dealt with by the New York Panel. The Vienna Panel identified two Panel members who were willing to participate in the Panel investigations of this case in New York. However, as the New York Panel was not successful in identifying a date for the investigation acceptable to all Panel members the case has not yet been investigated.
87. Since the beginning of 2007, the Panel has been approached for advice and information by two staff members, but no cases were yet formally submitted.

## L. STAFF WELFARE BODIES

### Staff Welfare Fund

88. 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 once during 2006 and otherwise worked by correspondence. A subsidy of €10,060 was granted for the participation in the 2006 Inter-Agency Games of 49 team members and 3 organizers. The SWF also subsidized refunds on German language course fees, paying 34 staff €130 each for a total of €4,420 in 2006.
89. There was no transfer of funds necessary from the SWF to the Staff Assistance Fund to cover staff loans in 2006. At the end of 2006, the SWF balance was €171,181.
90. The Staff Welfare Board continues to seek new projects that it can support for the benefit of staff at large.

### Staff Assistance Fund

91. 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 66 new loans during the year 2006 for a total of €745,450. At the end of 2006 loans amounted to a total of €870,612 in outstanding debts. The total interest earned on loans in 2006 was €16,899, while the total bank interest earned was €104. The Fund balance as at 31 December 2006 was €70,175. The interest rate on staff loans remained at 2% throughout 2006. The auditing of financial statements for 2004 is complete while the 2005 and 2006 statements are currently in the process of being audited.

### Staff Benevolent Fund

92. 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 six new interest-free loans totalling €42,200 during 2006. At the end of 2006, the SBF balance was €4,318.

### M. CATERING ADVISORY COMMITTEE OF THE VIC

93. This report of activities presents a summary of CATAC related events as they unfolded.
94. On 28 March 2006, the then Chair of CATAC, Anthony Spina, from UNIDO, shared with the members a memo from Sajjad Ajmal, Managing Director, UNIDO Programme Support and General Management Division, informing CATAC that, after having extended the original six year contract (January 2000 to December 2005) of the caterer, WIWAG, for six months to 30 June 2006, “on 20 March 2006, UNIDO, on behalf of the VBOs, and WIWAG agreed to a further extension of contract until 31 December 2007”. In the same memo CATAC was also informed that the two-month closing of the F-Building catering services, originally scheduled for July-August 2006, was postponed to July-August 2006, and that WIWAG would make the necessary arrangements to provide interim catering services.
95. CATAC had not been informed of either extension before it took place, nor did it get the opportunity to respond effectively afterwards. Following a number of emails by CATAC members to its Chair during the second quarter 2006, CATAC members were informed by e-mail of 3 July 2006 that Anthony Spina had “stepped down from CATAC. Whoever takes over will inform you accordingly.” An Extraordinary Meeting of CATAC was set up at the initiative of an IAEA member for 11 July 2006, to “elect a chairperson”, “discuss the proposed price increase” and other business.
96. Reminders to the CATAC chair that there had been no meeting since 14 April the previous year (2005) and that no VIC Catering Services report had been received from UNIDO since 2003 had also remained unanswered.
97. The 11 July 2006 meeting elected UNIDO’s proposed candidate, Peter Ulbrich, as the new Chair. Members made strong pleas to Mr. Ulbrich that CATAC was eager to be involved in the lead up to the formulation of the RPF for a new catering contract, not simply to be informed after the fact.
98. UNIDO had taken note of the environmental awareness award which the VIC had received from local authorities. An issue brought up by UNOV

representatives for several months, namely that glasses had been replaced by only plastic cups was also raised, and Mr. Ulbrich promised to ask the caterer, through UNIDO's Managing Director, to bring glasses back. Glasses were back in the cafeteria the very next day.

99. On 12 July, the President of our Staff Council, Paulina Analena, informed our Director, Division for Management, that "...following yesterday's CATAAC meeting on a number of issues, UNOV/UNODC Staff Council supports the continuity of the existing joint staff-management consultative process as embodied in CATAAC. Any restructuring of CATAAC at this critical time of providing input to the next RFP, evaluation criteria and other aspects of the upcoming bidding exercise for the next catering contract would be detrimental to all our interests". She took this opportunity "to stress that Council representatives appreciate and would like to maintain the good cooperation with our UNOV Administration representatives on CATAAC." Mr. Baumann thanked her and promised that at their next meeting, he would brief her about discussions at the CCCS on the common service governance arrangements at the VIC. As regards the catering contract, extended through the end of 2007, he said that he assumed that the RPF would be worked on in the new year.
100. At the 11 July 2006 meeting a working group was also set up, chaired by Seán Hyland, UNOV, which would produce a paper for UNIDO on the how, and in what shape, the catering service should perform after the expiry of the WIWAG contract. The key outcome has been the suggestion for more competition, with the possibility of the C07 and C04 coffee bars and the ground floor bar being operated by separate operators, and their offering snacks and light meals. Another outcome is the recommendation to give the responsibility for washing dishes and hygienic cleaning to a separate professional (cleaning) company, to be paid by the various catering suppliers.
101. Early in October 2006, Mr. Ulbrich polled members about the need for another meeting. Although a number of members raised issues and the need for a meeting, none was scheduled. Issues raised included urgent hygiene issues (with the current contractor), assuring "quality control" in the next catering contract, status of RFP and chances to have input to process, questions about exclusivity within the VIC (the current contract prevents Gate-1 caterer to have tables and seating on the Memorial Plaza). Other issues raised – but never discussed, due to lack of CATAAC meetings, were (UNIDO, the Caterer(s), or the VBOs) bears responsibility for acquisition and maintenance of (back kitchen, heavy duty) equipment, and ensuring environmentally sensitive behaviour on the part of caterers.
102. Receipt of the Financial Statement for 2004 in October 2006 brought to light a gross operating surplus of Euro 800.000 for the year (on a turnover of Euro 5 Million, i.e. 16%), of which, however, Euro 730.000 went to the variable management fee for the Caterer. This resulted in an e-mail exchange among

members about how a variable management affects the quality of food and services provided by the Caterer, but again no meeting could be elicited from the current CATAAC Chair.

103. A further issue brought up by a UNOV/UNODC member early October related to the letter written by the Caterer, WIWAG, to Mr. Baumann in March 2006, after being informed by the DDG for Management, IAEA, of the request for additional seating at Gate 1. This letter requested compensation to the Caterer should such services be permitted, and offered instead that WIWAG provide such services, but only if the VBOs met a series of conditions set by WIWAG, including:
104. “Separate cooling facilities/showcases for beverages and food, whereby the facilities must be visible
  - “Mobile espresso machine and beer machine;
  - “Nirostamöbel” for manipulation area for used crockery and cutlery as well as for preparation and service;
  - “Cash terminal connected to server;
  - “Voice communication with kitchen or office;
  - “Furthermore, electricity and water supply as well as water drains are required, set-up for equipment must be weatherproof. Since the cobblestone pavement is unsuitable for setting up tables and chairs a structural change of the pavement must be taken into consideration (e.g. wooden planks).”
105. At the beginning of 2007, CATAAC members continued to ask for a meeting, especially as rumours arose that UNIDO intended to extend the current catering contract by another full year (or at least to the summer of 2008). After one and a half months, on 26 February, Mr. Ulbrich replied that he agreed that a meeting was due. However, he informed the members, that he first wanted to be briefed by UNIDO’s new Managing Director, Programme Support and General Management Division, Mr. Suh.
106. Instead of calling a meeting, Mr. Ulbrich informed CATAAC members on 2 March 2007 that Mr. Suh had written yesterday to his counterparts and the respective Staff Councils, asking for nominations to a “CATAAC [which] is being re-established” and promising that a meeting would be called as soon as the new composition is complete” and also informing that in the interim ... no decision had been made to extend the present catering contract.
107. While many have heard that UNIDO internal matters had resulted in the resignation of UNIDO staff representatives, the IAEA and UNOV/UNODC members of CATAAC pointed out that CATAAC Members and alternates were from all VIC-based Organizations. Therefore, UNIDO administration and Staff Council should only be responsible for their members. In other words, the Committee could still be active while waiting for UNIDO's new representatives.

It was also pointed that in "... all committees ... positions are elected for a fixed term, but the members/alternates hold that position until the next elections are completed even if time extends beyond that term. Otherwise we would frequently not have anyone on committees to do business since elections are rarely completed in a timely manner."

108. As of the writing of this report, while the UNOV Staff Council has nominated its members who will continue to represent it in CATAC and assumes that IAEA Staff Council and the respective administrations have done the same, UNIDO has still not called for a CATAC meeting. We can therefore not report on the situation regarding an RFP for a future catering contract, whether asbestos removal will take place in the FOE catering facilities (cafeteria, restaurant, bar) as last reported to CATAC, in July and August of 2007, or whether any of the hygiene, quality, or other improvement suggestions that staff, through their CATAC representatives, would so much like to formally table, can actually be discussed in the Committee in the near future.

### **III. ISSUES FROM THE FIELD**

109. During the first meeting of the Staff Council on 19.4.2006 it was decided to change the name of the Staff Council from United Nations Staff Council at Vienna to UNOV/UNODC Staff Council to underling that our concerns go beyond Vienna and include the field. The field is now represented on a full-time basis with representation from the field and not through intermediaries as was the case in the past.
110. The following issues were among the main concerns for the field:
- (a) The "projectization" of staff in the field office budgets and abrupt phasing out of field office budget support, which renders staff contracts more precarious for both P & G and national and international staff members. Projectization of field offices in practical terms means that staff are faced with contractual arrangements which are more precarious, with contract duration decided in some cases on a monthly basis [this should be noted in the priorities for the future].
  - (b) The need to have full transparency on the planned/ongoing re-profiling of field office network, with Staff Council being provided the opportunity to contribute to the discussion on a continuous and up-front basis.
  - (c) The dangerous precedent of the closure of a field office (UNODC Caribbean Regional Office) in 2006;
  - (d) Representation of UNODC national staff in matters concerning contract and mitigation is governed by the UNODC/UNDP working agreement. In theory,

UNODC local staff is to be represented by UNDP when labour concerns arise but in practice UNDP staff union representation is limited to UNDP staff, which means that UNODC staff is neither here nor there;

(e) UN Reform is a major direction we will have to contend with. Perhaps HQ. Is not immediately affected but the field will gradually be, as there are already some pilot country experiments of joint programming, streamlining and revised service delivery taking place. Senior management should define its position on UN reforms as some of the directions described above will inevitably have an impact also on staff when mergers come up;

(f) On the issue of security, the field staff-highlight the fact that UNODC is present in some of the most dangerous places on earth. The Staff Council acknowledges the colleagues lost in the field in the line of duty (i.e. Colombia) and the worsening security situation in Afghanistan;

Work-life balance and spouse/partner employment in both HQ. and the field are areas which, despite general statements and declared intentions, are sorely in need of focused attention by management.

### **III. PRIORITIES FOR THE FUTURE**

111. During its second year, the XXI Staff Council will fix its priority areas as follows:

- Maintain the good level of consultation with management achieved in at UNOV/UNODC;
- Continue to assign priority to the financial situation in UNODC, contractual status, especially with regard to continuing contracts for fixed-term staff;
- Actively seek further coordination with the staff representatives of the other VBOs through VISAC;
- Closely follow various developments at the local level which affect staff welfare and acquired rights and benefits, such as the proposed removal of the Commissary from the VIC premises, loss of legitimation cards privileges, among others.

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

<i>Attendance at meetings of UNSCV from 19 April 2006 to 19 April 2007</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
UNOV/DM	NEDELJKOVIC, Asja	3	WIELAND, Gabriele	2
UNOV/DM	ORBAY, Hikmet <sup>1</sup>	1	BROOHM, Herman	6
UNOV/DM	DELCOUR, Pieter	2	BECK, Lorraine	5
UNODC/DM	BRIDI, Daniel	6	RICHARD, Yvonne	2
UNODC/DM	SCHAECHTER, Iris <sup>2</sup>	5	EIDHERR, Gert	4
UNOV/CMS	KHAN, Khalid	1	ALARGON, Miguel	2
UNOVCMS	YIM, Wilfried	2	FATHI, Abdeljalil	2
UNOV/CMS	REAGAN, Steve	7	LOUTFHOUSE, Marie T.	3
UNOV/CMS	BLANCO, María Elena	5	LARSON, Lars	5
UNODC/OED	BARONI, Claudia	5	HIRAKAWA, Junko	3
UNODC/OED	KANDA, Midori	6	MOICEAN, Adrian	4
UNODC/OED	BERTERAME, Stefano	8	ALBERTIN, Cristina <sup>3</sup>	2
UNODC/OED	POPOV, Rossen	5	DEON, Estela-Maris	5
UNODC/OED	DROUET-SCHMUTZ, D.	1	REED, Michelle	2
UNICRI	LIQUORI, Alessandra	1	TROSSARELLI, Luigi	2
UNODC Field	MIRELLA, Flavio	4	DEL CASTILLO, Jose Vila	1
UNSSS	WENDLINGER, C.	4	KOOPS, Gerard	2
UNSSS	ANALENA, Paulina	10	PAROKKIL, Jose	3
UNSSS	HATASOVA, Monica	4	MESARIC, Tanja	2
UNPA	FUERNSINN, Clarissa	4	SALAMEH, Suhad	1
UNIS/DPI	THOMAS, Anne <sup>4</sup>	6	WINTERSBERGER, S.	2
OLA/UNSCAR	CLIFT, Jennifer	4	NICHOLAS, Caroline	2
OOSA	SULAYMANOV, S. <sup>5</sup>	3	OYENEYIN, Ayoni	2
There were a total of 10 regular meetings from 19 April 2006 to 19 April 2007.				

<sup>1</sup> Resigned on 24 August 2006

<sup>2</sup> Reassigned as UNIS representative as of 22 December 2006

<sup>3</sup> Reassigned to the Field Office as of 13 January 2007

<sup>4</sup> Left on 11 December 2006 on maternity leave

<sup>5</sup> Transferred to New York as of 24 August 2006. As of 17 November 2006. Mr. Jamshid GaziyeV replaced him and attended since 4 meetings.

## OFFICERS OF THE STAFF COUNCIL

### Annex 2

<b>Staff Council</b>	First Presiding Officer	Claudia Baroni
	Second Presiding Officer	Estela-Maris Deon
<b>Staff Committee</b>	President	Paulina Analena
	Vice-President	Stefano Berterame
	Secretary	María Elena Blanco
	Treasurer	Jennifer Clift
	Rapporteur	Steve Reagan
<b>Unit Presidents</b>	DACS	-
	UNOV/CMS	-
	UNODC/OED	-
	OLA/UNSCEAR	-
	UNPA	Clarissa Fuernsinn
	UNSSS	-
	OOSA	-
	UNIS	-
<b>Polling Officers</b>	Chairperson	Nicole De Schrijver Anuja Karunaratne Miri Sharon
<b>Auditing Committee</b>		Mathew Kurinjimala Elwood Graham

### Annex 3

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

<b>Joint Advisory Committee</b>	Members	Paulina Analena Jennifer Clift Stefano Berterame
	Alternates	Rossen Popov María Elena Blanco Estela Deon
<b>Joint JAC Standing Committee on Medical and Life Insurance</b>	Members	Riku Lehtovuori Dimitrios Vlassis
<b>General Service Classification Appeals and Review Committee</b>	Chairperson	David Stevens
	Members	Luca Castellani Mae Cayir Thaer Saman
<b>Staff Welfare Board</b>	Chairperson	Sally Reading
	Members	Mathew Seitz Lars Larson Corrine Jurenka Michelle Reed
<b>Staff Assistance Committee</b>	Chairperson	Michelle Reed
	Members	Mathew Seitz Lorraine Beck Sonja Wintersberger
<b>Joint Appeals Board</b>	Chairpersons	Christel Hauer Mae Cayir Lars Larson Ibrahim Nuseibeh
	Members	Kimberly Prost Valérie Lebaux Melanie Q. Suzara Irka Kuleschnyk Jennifer Clift Soru Takahashi
	Members	Cristina Albertin Guillermo Bárcenas Fortín

		Corinne Jurenka Muki Jernelöv Raechelle Newmann Steve Reagan
<b>Joint Disciplinary Committee</b>	Presiding Officer Chairpersons	Vacant Latifa Amine-St.Roch Brian Taylor Catherine Volz
	Members	Pieter Delcour Steve Reagan Corrine Jurenka
<b>Panel on Discrimination and other Grievances</b>	Coordinator	Gisela Wieser-Herbeck
	Members	Stefano Berterame Junko Hirakawa Jamshidbek Gaziyev Gabriele Wagner Michelle Reed
<b>Panel of Counsel in Disciplinary and Appeal Cases</b>	Coordinator	Marta Souza
	Members	Ricarda Amberg Eric Bergsten Ingeborg Daamen Pieter Delcour Kathleen Lannan Timothy Lemay Marie Matthiaud Mathieu Mounikou Pavel Pacht Dolgor Solongo Caroline Nicholas Franca Musolino
<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	Dimitrios Vlassis
	Members	Irka Kuleshnyk Rossen Popov Chris van der Burgh
	Alternates	Jennifer Clift Vacant 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</b>	Chairperson	Timothy Lemay
	Members	Andres Finguerut Martha Barrios de Leroy
<b>PAS Rebuttal Panel (UNOV/ODCCP)</b>	Chairpersons	Caroline Nicholas Li-Qin Zhu David Stevens
	Members	Pieter Delcour Ferdinand Grimm Wolfgang Rhomberg
<b>Joint Advisory Committee on VIC Child Care Centre</b>	Members	Iphigenia Naidis Marijana Miletic
<b>Commissary Advisory Committee</b>	Members	Bernard Leroy Spyridon Bazinas Estell Osten Iris Schaechter
	Alternates	
<b>Catering Advisory Committee</b>	Members	Ferdinand Grimm Olaf Stefanov
	Alternates	Gautam Babar Daniel Bridi
<b>Joint Advisory Group on Garage Operations</b>	Member	Thaer Saman
	Alternate	Gabriele Wagner
<b>Departmental Focal Points for Women Alternate Departmental Focal Points for Women</b>		Kristiina Kangaspunta Latifa Amine-St. Roch Valerie Lebaux Estela-Marís Deon