

**REPORT OF THE
UNITED NATIONS STAFF COUNCIL AT VIENNA
FOR 2007-2008**

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
DTA	Division of Treaty Affairs
FISCA	Federation of International Civil Servants Association
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
VICREC	Vienna International Center Recreational Committee
VISAC	VIC Staff Associations Committee

Contents

	<i>Page</i>
Introductory remarks	5
I. Major issues, global United Nations staff action and priority matters	6
A. Global forums and issues	6
Staff-Management Coordination Committee (SMCC)	6
B. Protecting our pensions	7
C. Protection our rights	7
Internal justice system	7
D. Human resources management reforms-update	9
Mobility	9
Continuing contracts	10
Pay for performance	10
Issues under discussion at ICSC	11
E. Staff security	12
II. Local issues	12
A. Coordination in Vienna	12
B. Contracts in UNOV/UNODC	13
C. OIOS investigation	13
D. Gender balance	13
E. Staff security	15
F. Host country issues	16
G. Staff activities in F09 and F10	16
H. General Service local salary survey	16
I. Asbestos removal	17
J. Child Care Centre (CCC)	17
K. Conflict resolution	18
Joint Appeals Board (JAB)	18
JAB Secretariat	19
Training	19
Appeals	20
Joint Disciplinary Committee (JDC)	20
Panel of Counsel (POC)	21

	Staff Counsellor	21
	Panel on Discrimination and Other Grievances.....	21
L.	Staff welfare bodies	21
	Staff Welfare Fund	21
	Staff Assistance Fund	22
	Staff Benevolent Fund	22
M.	Catering Advisory Committee of the VIC	22
N.	Commissary Advisory Committee (CAC)	23
	VIC environmental initiatives: biodegradable shopping bags	24

Annexes

I.	Staff representatives and alternates.....	26
II.	Officers of the Staff Council	27
III.	Staff nominees on statutory joint bodies, committees and working groups	28

Introductory remarks

1. This annual report is the collaborative effort of the UNOV/UNODC Staff Committee and Staff Council, together with the input received from the staff on various joint bodies.
2. This report covers the period from 19 April 2007 to 8 April 2008. For the sake of brevity, it focuses on major developments and priority issues. Details of all the Council's activities, contained in the 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.
3. In preparation for the upcoming election of a new Staff Council and in order to promote the active participation of all staff members in matters of staff representation and concern, the Staff Council Polling Officers, in consultation with the Staff Committee and the Sections concerned, in accordance with UNSCV Statutes, combined UNROD and UNPA into an electoral unit with one seat of representative and an alternate, that is, a total of two staff members – to be elected to the Staff Council by both offices. The adoption of a system of electronic voting in 2006 has worked very well and continues to be the mode of voting. Special thanks to Mr. Alnaher whose untiring effort and support has made the work of the polling officers much easier.
4. UNSCV continued to enjoy a high level of trust from staff at all levels both locally and globally. This is evident in the tremendous increase of about 120 additional dues paying members. The election in June 2007 of the President of the UNOV Staff Council as Vice-President of the Staff Management Coordination Committee, the highest secretariat-wide mechanism for consultation among staff and management, is a clear sign of the highest regard for the Council which has maintained its good reputation for its professionalism and negotiating capacity.

I. Major issues, global United Nations staff action and priority matters

5. 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.

A. Global forums and issues

Staff-management consultations

6. 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.

7. 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.

8. The Council's persistence and constructive dialogue with management paid off resulting in the lifting of the cap on the one year contract which will be addressed separately in this report.

9. 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.

10. 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.

Coordinating Committee of International Staff Associations and Unions and Federation of International Civil Servants Association (CCISUA/FISCA)

11. As already mentioned, UNSCV has continued to coordinate policies with other staff unions and associations of the United Nations system. The Council 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 that federation because of its positive, professional and objective contribution to the issues at stake.

12. There has been a split in the ranks of the global staff representation which has made it difficult to speak with one voice. The New York Staff Union withdrew from CCISUA and, together with UNDP, which also withdrew from FISCA, decided to form a third staff federation, called the United Nations International Civil Servants Federation (UNISERV), which is yet to be recognized by the ICSC. At the time of writing this report, the Executive Committee of the Geneva Staff Council has indicated that they will withdraw from CCISUA but this is pending the approval of the Council at large.

13. CCISUA held an extraordinary general assembly, in November 2007, in order to consider an amendment to its statutes that would allow for greater and more effective participation by all the membership of CCISUA in the decision-making process. The amendment – which was unanimously adopted – includes some major changes to the Federation’s modus operandi in order to better serve the interests of the staff.

14. Recognizing the need for a stronger staff representation, CCISUA at its annual general meeting in June 2007 in New York unanimously decided to establish a joint working group with FISCA to explore ways of working collaboratively. UNSCV took part in the joint working group meeting held in Brighton, England in September 2007. This is progressing well as CCISUA and FISCA issued a joint statement to the Secretary-General following the Algiers bombing.

15. FISCA at its recent Annual General meeting adopted a resolution on the strengthening of staff representation in the United Nations system within the framework of a joint FISCA-CCISUA working group. This was in light of the federations deliberations on the need to respond to the United Nations Reform process and the challenges of “Delivering as One” in recognizing the necessity to strengthen staff representation within the common system.

B. Protecting our pensions

16. The continuing decline of the value of the United States dollar has serious impact on the pensions benefits. This situation requires collaborative efforts to develop measures to alleviate and mitigate the negative impact of the devaluation of the United States dollar.

17. The Council together with a group of concerned staff members have put together a draft proposal for a resolution to be discussed and adopted at the annual general meeting of the staff union to be sent to appropriate authorities and urging all other Unions to join hands with us. The Council would like to pay tribute to Ms. Gisela Wieser-Herbeck, Ms. Margarethe Ehrenfeldner and Mr. Pavel Pachta for their dedication and research on this important matter of concern.

C. Protecting our rights

Internal justice system

18. Following consideration of the Secretary-General’s report (see Staff Council annual report 2007, paras. 28-31) by the Fifth and Sixth Committees in 2007 and 2008, the General Assembly adopted resolution 62/228 on 6 February 2008. The

resolution records the decision of the Assembly to establish various elements of the new justice system and the applicable staffing levels, as follows:

(a) The Office of the Administration of Justice, comprising the Office of the Executive Director (1 D-2, 1 P-4 and 1 Administrative Assistant (GS) to be filled no later than 1 July 2008) and the Office of Staff Legal Assistance to succeed the Panel of Counsel (1 Chief of Staff (P-5), 1 Legal Officer (P-3), 1 Legal Officer (P-2) and 3 Legal Assistants (GS) in New York and 1 Legal Officer (P-3) in each of Addis Ababa, Beirut, Geneva and Nairobi). The vacancy announcement for the Executive Director is currently being prepared;

(b) The United Nations Dispute Tribunal (UNDT) and the United Nations Appeals Tribunal (UNAT). UNDT is to have 3 full-time judges located in New York, Geneva and Nairobi and 2 half-time judges. UNDT will have registries in New York, Geneva and Nairobi and UNAT in New York;

(c) The integrated and decentralized Office of the Ombudsman (from 1 January 2008), which will include branch offices staffed by a Regional Ombudsman (P-5) and an Administrative Assistant (GS) in each of Bangkok, Geneva, Nairobi, Santiago and Vienna. The new United Nations Ombudsman was appointed on 14 March following the selection process outlined in the Redesign Panel Report, in which staff were represented;

(d) The Mediation Division to be located within the Office of the Ombudsman (from 1 January 2008) to consist of 1 Coordinating Mediator (D-1), 2 Mediators (P-5) and 1 Administrative Assistant (GS);

(e) The Internal Justice Council (by 1 March 2008) to consist of 5 members – 1 staff and 1 management representative, 2 distinguished external jurists (one nominated by staff and one by management) and chaired by a distinguished jurist chosen by the other 4 members.

The immediate tasks of the Council are to recommend to the General Assembly two or three candidates for each vacancy on the UNDT and UNAT and prepare a draft code of conduct for the judges for consideration by the Assembly. Staff councils provided their nominations for a staff representative and an external jurist to the Secretary-General through SMCC in early March 2008 and the membership of the IJC is currently being finalized;

(f) A Management Evaluation Unit in the Office of the Under-Secretary for Management in New York, to be staffed by one Chief of Unit (P-5), 2 Legal Officers (P-4) and 2 Administrative Assistants (GS) and general temporary assistance equivalent to 1 P-4 Legal Officer.

19. The General Assembly resolution also identifies various issues that it will revert to either at its resumed sixty-second session or its sixth-third session. Of these, the following are of particular interest: the scope of the system and the staff that should be covered; the mandate of the Office of Staff Legal Assistance; transitional measures, particularly with respect to managing the cases currently before the JABs and JDCs and the cases waiting for hearing by UNAT; and progress made on establishing a staff-funded scheme to provide legal advice and support staff.

20. Although acknowledging the need to strengthen the professional legal assistance available to staff and establishing the OSLA to succeed the Panel of Counsel, the staff levels allocated by the General Assembly to the OSLA will be entirely insufficient for that Office to provide the level of service currently provided by the Panel of Counsel. Of particular concern to the UNSCV is that no provision has been made for OSLA staff to be located in Vienna, suggesting that the Panel of Counsel should continue to provide those services.

21. That result is foreshadowed in the General Assembly resolution, which requests the Secretary-General to “develop incentives for staff and management, including through training opportunities, to enable and encourage staff to continue to participate in the work of the Office of Staff Legal Assistance”. It is also expected that staff will seek external legal advice.

22. On the issue of payment for that advice, the General Assembly has requested the Secretary-General to report on the progress made towards establishing a staff-funded scheme in the Organization that would provide legal advice and support to staff. UNSCV, together with other staff councils, has voiced its concerns about that proposal and the inequities likely to result across the system, particularly in smaller duty stations that are not able to fund such a scheme. Reservations about relying on external counsel have also been expressed; although such counsel might be available in some duty stations, it is not true globally and has the potential to result in different levels of access to justice across the United Nations system.

23. The Staff Council will continue to pursue its concerns about the new internal justice system, particularly with respect to staffing levels and funding, through all available channels.

D. Human resources management reforms-update

Mobility

24. UNSCV shares the views with our colleagues at SMCC that mobility policy must be incentive-based and not mechanical or forced; must balance staff needs with those of the organizations; should be accompanied by training, should take into account family situation and special constraints of the staff members concerned; and should clearly lead to career development.

25. At the recent SMCC Intersessional Monitoring Group on mobility video-conference to which UNSCV is a member, even though Management gave secretariat-wide statistics on the implementation, there were still a number of concerns and questions.

26. Additional statistics particularly with regard to geographic mobility of staff and with regard to the current tenure of staff at each duty station was needed. In addition, the Working Group decided that it would be appropriate to do a survey of staff which may provide insight as to the overall reaction to mobility as a concept and the views towards the managed reassignment. UNSCV (Mr. Berterame) agreed to assist Department of Management with developing a questionnaire that needs to be very simple with very direct questions that the group would like to hear which could be rolled out online to staff globally.

27. On the issue of work-life issues, the discussion acknowledged that although this issue has been talked about for years, in concrete terms little improvement has been made either in terms of the Secretariat or more globally within the common system.

Continuing contracts

28. Over the past three weeks, OHRM and DFS/DPKO have been in frequent discussions during both the formal and the informal sessions of the Fifth Committee relating to contracts and to harmonization of conditions of service for field staff. At the present time, it is looking more and more likely that the Fifth Committee will reach agreement in principle on the “one series of staff rules” for all staff. There are still questions on the move to continuing appointments and it is probable that this issue will get deferred till the fall for a final decision.

29. As on contracts, there is not total agreement with the Secretary-General’s proposals on the harmonization of conditions of service and certainly much dissension relative to the notion of moving towards the special operations living allowance (SOLA) approach. However, there is interest on working towards a partial agreement on a rest and recuperation package and in the designation of duty stations. As this is the last week of the resumed session at the time of writing the report, we are in touch with OHRM who has promised to provide us with a summary as soon as the draft resolution is agreed upon in the Fifth Committee.

Pay for performance

30. In January 2008, the ICSC organized a workshop in Vienna on pay for performance. CCISUA was represented by a member from the UNSCV and UNIDO Staff Council.

31. Given the failings of previous pay-for-performance pilot projects, ICSC organized the workshop to seek out concrete feedback from the United Nations organizations in attendance regarding ideas and proposals for rewarding performance. A few organizations, such as IAEA, had a merit system in place whereby both staff and sections were rewarded monetarily based on criteria reviewed by control panels consisting of both staff representatives and management.

32. Many organizations offered an accelerated step increase in salary as reward for performance. UNODC noted that an accelerated two-step salary increase was being considered but that mainly non-financial means to reward staff performance were being adopted, such as special missions and marks of recognition in the staff’s personal file, as well as the Emerging Leadership Programme that would provide selective training opportunities to staff to advance their careers.

33. Also noted was the formation of a Management Review Committee that was currently meeting four times a year to find ways in which management performance could be evaluated. In addition, many new training courses were being offered to provide staff with means to advance their career opportunities.

34. CCISUA remarked that any kind of pay-for-performance system put into place would first need a credible performance appraisal system in place. Such a system needs to have staff appraisal of management as an integral part of its structure and a

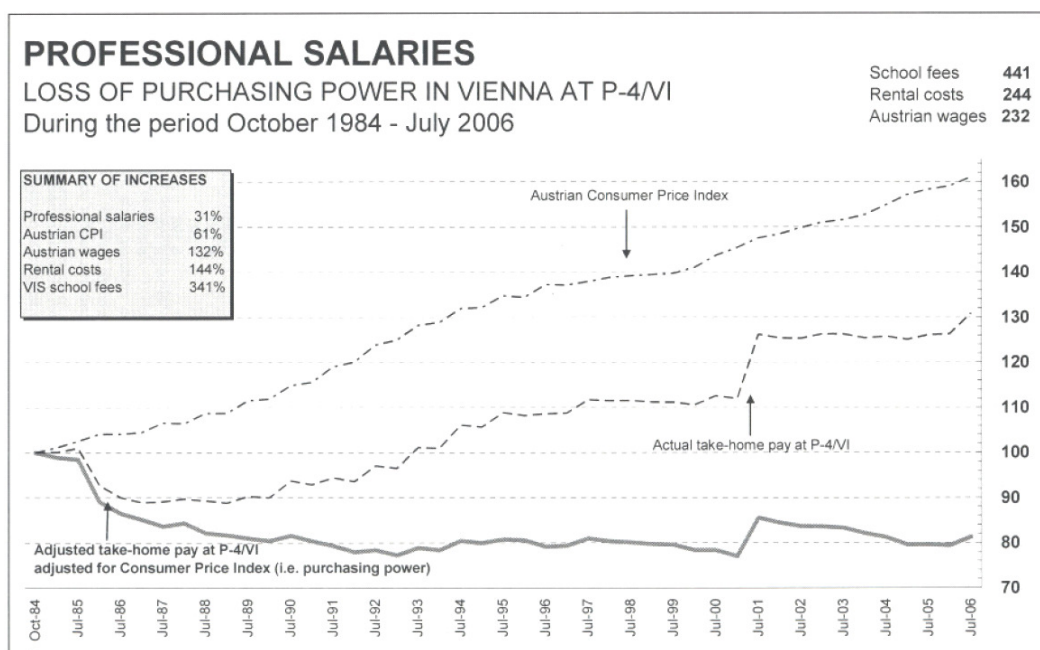
credible monitoring and evaluation system in place composed of both management and staff representatives.

35. Training in the performance system would also need to be made mandatory for both staff and management. Also other means of increasing staff performance besides direct monetary reward should be advanced, such as improving life quality by supporting work-life issues (tele-working, spouse employment, paternal/maternal leave, household help etc.); improving office life quality (sufficient space, clean and safe working environment, necessary tools at hand etc.); offering opportunities for career development by making relevant training courses available; and providing counselling for staff, both financial and stress-related. Also of benefit would be to enhance the reputation of the Organization and communicate to staff the integrity of their Organization. People relate to their workplace – if they take pride in it they feel better about their jobs and performance is increased.

Issues under discussion at ICSC

36. The International Civil Service Commission is looking at a number of issues that are important for Staff. We are working with other staff unions and federations to ensure that the voice of the staff is heard when decisions are taken that are going to impact significantly on our working conditions. Some of the main issues under discussion are:

- Post adjustment: there are still concerns that the methodology used to determine post-adjustment in Vienna does not capture the real cost-of-living increases as shown by the graph below.



- Education grant: the discussion is still open on determining how the 75% is to be calculated and there is the proposal of a lump-sum that may have a negative impact in the long-term.

E. Staff security

37. The recent bombing in Algiers which claimed the lives of our colleagues from other United Nations entities has once again driven home the point that the United Nations is not above the fray of attacks. UNSCV is concerned because UNODC has projects in dangerous areas. The Council therefore supports the stand by CCISUA at the recent High-level Committee on Management meeting in Rome in March 2008.

38. On the security and safety of staff, CCISUA had participated in the Inter-Agency Security Management Network (IASMN) and had a number of important concerns with regard to operational Security in High Risk/Complex Environments. CCISUA was gravely disappointed to learn from media reports that there were serious lapses and shortcomings in the United Nations security management system in Algeria. Mr. David Veness is quoted as saying that “the hostile intent against the United Nations in Algeria was present and well-known before the attack”.

39. The Vice-President of CCISUA, Ms. Rita Wallace (in her capacity of the Chairperson of UNICEF Global Staff Association) met with Mr. Lakhdar Brahimi, Head of the Independent Panel on Staff Security, to exchange views both in the light of Algeria bombings and in general. Among the issues raised with Mr. Brahimi that CCISUA fully shares are the following:

- The unequal treatment of national staff and the lack of protection at the time of evacuation
- Lack of Minimum Operating Security Standards (MOSS) compliance in some offices
- The need to determine whether common premises afford better protection or make United Nations offices easier targets
- The pressure placed on staff by high stress environments, leading to high vacancy rates and consequent overwork
- The need for the United Nations to be more insistent that governments protect United Nations staff and that those who target the United Nations should be brought to justice
- The need to recognize the extra risk for female staff in countries where women’s rights are not fully respected

What CCISUA expects of the United Nations is to put in place a robust, fully funded, and comprehensive security management system run by competent staff.

II. Local issues

A. Coordination in Vienna

40. 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.

41. During the reporting period, the Committee met on a number of issues namely the host country issues, security, local salary survey and the staff activities areas in F09 and F10, which will be covered separately in this report.

B. Contracts in UNOV/UNODC

42. The Council was relieved and happy to note that in his end-of-year message the Director-General/Executive Director announced the reversion to the two-year contract policy, which means that contracts of UNOV and UNODC staff funded from the regular budget and from the general purpose funds expiring from then on can be extended for the customary two years.

C. OIOS investigation

43. In a message of the day, dated 2 November 2007, the Director-General/Executive Director stated among other points that “as soon as the results of the investigation will be available, they together with the management response, will be shared with the Staff Council...” and that “as soon as the OIOS report is available we shall post it on UNOV/UNODC Intranet, complemented with management’s response...” This is very welcome indeed and the Council views this as a positive approach to quelling rumours as being in the spirit of transparency and therefore awaits the report before making any comments.

D. Gender balance

44. Several resolutions of the General Assembly have called for a 50-50 gender balance in the staff of the United Nations system. So far, the Organization has failed to make this goal a reality. Only 37 per cent of staff members at the United Nations Secretariat with appointments of one year or more are women. Despite the efforts made to improve women’s representation, much remains to be done to elevate the ratio and role of women within UNODC and UNOV.

45. The statistics received from HRMS in March 2008 show that the share of women staff members in UNODC and UNOV is 43 per cent. Women represent only 38 per cent of the staff at the professional levels and 46 per cent at the GS levels in UNODC and UNOV. It should be noted, however, that the gender distribution varies from one organization/section/unit to another. In UNODC, 39 per cent of the professional staff are women, in UNOV the percentage is 37 per cent. At the GS level, 62 per cent of UNODC staff are women and 35 per cent of UNOV staff are women.

46. Within UNODC/UNOV, gender balance has been achieved and exceeded only at the P/L-2 level, with percentages reaching 55 per cent. At all other professional levels, the percentage of men exceeds that of women (see table 1).

Table 1
Percentage and number of women and men at professional levels, UNODC and UNOV (March 2008)

<i>Level</i>	<i>% of women</i>	<i>No. of women</i>	<i>% of men</i>	<i>No. of men</i>
D-2/L-7	33	2	67	4
D-1/L-6	29	6	71	15
P/L-5	20	12	80	48
P/L-4	36	45	64	81
P/L-3	49	55	51	58
P/L-2	55	18	45	15

47. At the higher professional levels (P/L-5, D-1/L-6, D-2/L-7), only 23 per cent of staff members are women. At P/L-5 level only 20 per cent and at P/L-4 level only 36 per cent of staff are women. It seems that career development prospects for the majority of women end at the P/L-3 or latest at P/L-4 level.

48. Compared to the figures from two years ago (2006), the overall percentage of women at the professional levels has decreased. In 2006, 42 per cent of the staff at the professional level were women. The decrease has mainly taken place at the P/L-5 level (from 26 per cent to 20 per cent) and at the P/L-2 level (from 67 per cent to 55 per cent).

49. In the general service category, the overall situation is different. The target was exceeded at the G-7 and the G-5 levels (see table 2).

Table 2
Percentage and number of women and men at general service levels, UNODC and UNOV (March 2008)

<i>Level</i>	<i>% of women</i>	<i>No. of women</i>	<i>% of men</i>	<i>No. of men</i>
G-7	52	13	48	12
G-6	47	66	53	75
G-5	60	97	40	66
G-4	37	64	63	107
G-3	32	17	68	36
G-2	25	2	75	6

50. Overall, there has been a disappointing lack of progress in achieving gender balance among the staff. It has been projected that at the current pace, the United Nations would achieve gender balance at the Under-Secretary-General level in 2080 and at the P-5 level in 2120.

51. The measures taken and the mechanisms set up have not been effective so far. In order to improve the situation, managers at all levels must be ready to commit themselves to reach gender parity. There must be more determined efforts to recruit and retain qualified women at all levels and managers must be accountable with respect to gender balance targets. Statistics on gender distribution at all levels and all categories must be made available to ensure that these targets are set and met. A gender sensitivity variable must be inserted into performance appraisals of

managers, as recommended by the Secretary-General in his report on the improvement of the status of women in the United Nations system.

52. More information is needed about work-life policies and the possibilities they offer for both women and men. These include flexible working hours and working week arrangements, job-sharing, parental leave and telecommuting.

53. New terms of reference are being developed for departmental focal points, to ensure that they are listened to by senior managers and can participate meaningfully in all processes related to gender balance. Focal points must have access to relevant information and their active involvement in the selection process for senior positions must be ensured so that they may fulfil their role fully and efficiently.

E. Staff security

54. In the wake of the tragic events in Algiers, staff were informed that with respect to the security situation here at the Vienna International Center, there were no reports from the host country nor from any diplomatic missions of an elevated security threat level. Thankfully staff have worked in a relatively secure and peaceful environment. Staff are also witnessing the onset of the implementation of projects to enhance security and fortify the premises such as the construction work rerouting of traffic and the operation of the height restriction barriers at the Leonard Bernstein Strasse.

55. The last evacuation exercise also saw the implementation of the lessons learned from past breaches of security. In particular, the SMS systems on both official and private mobile phones worked well.

56. The Council, however, has had to deal with an important issue – the shift working schedule of the entire service which caused very low morale among the staff in the service as it impacted on their rest time, family and social life. In meetings with the supervisors and officers it was very clear that the service had a problem with their 8 hour working shift schedule and wanted to revert to a 12 hour schedule that had served them well in the past.

57. As a result a working group was set to come up with recommendations. Even though the then Chief immediately reversed to the shift that the service wanted, there have been disagreements with UNOV Management citing an audit observation and appendix B.

58. The Council fully backed and still supports the security personnel because the Council was seriously concerned that it had negatively affected the morale and welfare of their colleagues in UNSSS, who are ultimately responsible for the security of all in the VIC.

59. The Council therefore urges the UNOV Administration to accommodate the present arrangement which has worked well for the staff of UNSSS so that there is a motivated unit to provide the much needed safe environment for the VIC occupants.

F. Host country issues

60. There have been various concerns about the interpretation of the Host-Country Agreement and the privileges of staff members, among others, the importation of certain goods. 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. On the issue of household help and the need to pay social security, the host country has indicated that it will not waive that requirement.

61. It has also become very difficult for United Nations officials of certain countries to obtain visas for their family members to come to Vienna even with the involvement of the Administration. This cannot go on and the Council urges that this be taken up seriously. A recent disturbing case was the fact that a staff member needed urgently a medical procedure and the visas for the donor, his own sister, even with all the medical certification, were delayed until the issue was taken up officially after the President of the Council brought it to the attention of the Chief of HRMS.

62. It has to be recalled that according to Section 37 (i) of the Agreement between the Republic of Austria and the United Nations regarding the Seat of the United Nations in Vienna, "Officials of the United Nations assigned to Vienna shall enjoy...exemption with respect to themselves, their spouses, their dependent relatives and other members of their households from immigration restrictions..." The Agreement also provides, in Section 29, that for such persons the Government shall "take all necessary measures to facilitate their entry into...the territory of the Republic of Austria" and that "visas where required...shall be granted without charge and as promptly as possible". These in the Council's view are international obligations of the Republic of Austria. The Council therefore once again urges the Administration that it has become necessary to raise the level of the discussion at a much higher level.

G. Staff activities in F09 and F10

63. After so many discussions and consultations at different levels, the Staff Council together with the UNIDO and CTBTO Staff Councils and VICREC agreed on a compromise – that the F09 area will be for staff activities and that the "party room" on F10, thanks to the timely intervention of the high hierarchy of UNIDO, will remain a staff activity area. In addition some clubs have been accommodated on F10. In addition the Administration will cater for space for the insurance companies. The understanding is that no further space will be taken away from staff.

H. General Service local salary survey

64. At the time of writing this report, the ICSC was meeting in Addis Ababa where the report of the recent Vienna GS salary survey will be discussed under the agenda item "Survey of best prevailing conditions of employment in Vienna (ICSC/66/R.6)". Representatives from both management and staff councils of the VBOs are being represented. The Staff Council will issue a desk-to-desk message on the outcome of that meeting later.

I. Asbestos removal

65. This year, the project to remove asbestos and to replace it with safer materials in the VIC buildings has achieved very important milestones, which the Staff Council notes with great satisfaction. The project had started at the end of 2004 with buildings E, A and some areas in buildings F and G. The Staff Council notes with appreciation that asbestos removal has now been completed in the A, B, D and E buildings. The removal of asbestos in buildings F and G has been initiated and is ongoing. The bidding process to remove the asbestos in the C building is also ongoing.

66. 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. The Staff Council notes with appreciation that BMS 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 a.m. to 4.30 p.m. to answer all of those questions. The Staff Council continues to urge BMS to continue to give regular technical briefings providing the staff with information on the progress of the project and the observance of the health-related requirements.

J. Child Care Centre (CCC)

UNOV/UNODC Joint Advisory Committee for the Child Care Centre

67. The Committee held a couple of meetings during 2007 related to selection and allocation of places. A total of eighteen places were made available during this period (2007-2008) and allocated to children of UNOV/UNODC staff. However, only a small part of children registered for a place in the CCC could be accommodated. As in previous years, the demand for a place in the Child Care Centre is much higher than the places available, specifically in the crèche for children between three months and three years old.

68. For the upcoming school year beginning in September 2008 and immediately effective, the total number of available places is 32 for UNOV/UNODC, 10 places in the crèche (children from three months to three years) and 22 in the kindergarten (children from three years to school age). This indicates a decrease by three places since last year, due to regulations regarding the total number of children at the CCC. However, with arrangements and support by the kindergarten and the other VIC organizations, it was possible to keep these three places until September 2008.

69. Regarding the number of children registered for a place in the CCC, there are 52 children in total registered at the moment, 45 children for a place in September 2008 or earlier, and most of them requiring a place in the crèche (33 children are below the age of three years). These numbers confirm observations of previous years that there is increased demand by UNOV/UNODC staff for a place at the CCC with focus for places in the crèche.

70. Factors contributing to this tendency are the increasing number of UNOV/UNODC staff during the last years, the proximity of the CCC to the parents' working place and overall satisfaction of parents with the environment and work of the CCC.

71. The VIC Child Care Centre invited staff at large to visit its premises during its first "Open House" from 27 to 29 February 2008. Staff had the opportunity to see the children and the teachers during their daily activities, and received information on the City of Vienna education programme.

72. The Joint (VIC) Advisory Committee for the CCC (attended by representatives from UNIDO, IAEA, CTBTO, UNOV, the Manager of the VIC CCC and parents' representatives) convened two meetings, on 31 January 2008, in accordance with statutory requirements. The participants in the meetings discussed issues and developments related to, e.g. place allocation, security issues/liaison, playground equipment for the CCC etc. In addition, the Manager of the CCC invited on 22 February 2008 to the annual meeting the focal points for place allocation of each organization, where relevant specific issues were discussed.

K. Conflict resolution

73. 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.

74. The members of UNSCV, as representatives of the staff at large, are committed to maintaining 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)

75. By Administrative Circular UNOV/INF.223, UNODC/INF.224 of 7 February 2006, a full JAB was announced for a two-year term of office beginning on 1 March 2006 and ending on 28 February 2008. The JAB has a wide representation of staff from all offices comprising UNOV (UNCITRAL/OOSA/DM/CMS/FRMS).

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
- 6 members elected by staff under the jurisdiction of the Board

76. There are presently two vacancies, one with the group of Chairpersons (Ms. Kimberly Prost) and one with the group of members appointed by the Secretary-General (Ms. Peninah Machoka). Both members left in the summer of 2006 and were not replaced at the time. The current Board continued to serve in

2007 with two members less in order to avoid a staggered membership. The vacancies will be filled with the constitution of the new Board in March 2008.

77. At its annual plenary meeting, held on 5 June 2007, the Board elected unanimously Mr. Saul Takahashi as Presiding Officer and Ms. Jenny Clift as Alternate Presiding Officer. Their serving, which is normally for the duration of one year, runs until the next annual plenary meeting scheduled to take place in March 2008.

78. The JAB held a working session on 29 November 2007 to review and update the rules of procedure and Guidelines of 20 June 2002. Afterwards a revised version was circulated to the Board members, which generated more amendments. The new rules of procedure were adopted in a special plenary meeting on 27 February 2008 and take into account the recommendations made by the Office of Internal Oversight Services (OIOS) in its 2004 Report on the management review of the appeals process at the United Nations (A/59/408).¹ The new rules of procedure also include a new article setting out a procedure for conciliatory efforts initiated under Staff Rule 111.2 (b) based on the UNCITRAL Conciliation Rules.

79. Furthermore, work is in progress on the development of a website providing general information on the internal justice system, including on the JAB (and JDC) and related documentation as well as a secure sub-site, which will feature a protected electronic system to allow staff to ascertain the status of their cases. The Secretariat has also started work on the development of an electronic tracking system, which provides information on expected deadlines, has a statistical function through which different reports can be created and includes a database utility storing all JAB (and JDC) reports.

JAB Secretariat

80. Until the end of April 2007, the JAB was served by a Secretary, Mr. Cristian Gimenez-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).

81. Effective 1 May 2007, Ms. Ingeborg Daamen was appointed as Secretary of the Vienna Joint Appeals Board and Joint Disciplinary Committee on a regular budget post approved by the General Assembly in December 2005. The Vienna-based JAB Secretariat is now comprised of a full-time Secretary and a part-time assistant (Ms. Adelheid Neubacher), as recommended by the OIOS in its above-referenced Report of 2004.

Training

82. As per the suggestion of the Under-Secretary-General for Management, the newly designated Secretary spent a week with the Joint Appeals Board/Joint Disciplinary Secretariat in Geneva in order to experience first-hand the functioning of such a Secretariat. This visit took place from 10-14 September 2007 and the Secretary benefited greatly from the vast expertise and experience at UNOG. During

¹ The recommendations called for the inclusion of specific (abbreviated) timelines for the appeals process as well as to authorize the Presiding officer to place a case at the front of the list of appeals pending before the Board when it concerns the non-renewal of contract.

the visit, the Secretary also participated in a training on the possible uses of mediation procedures and skills within the United Nations internal justice system organized by the Geneva Secretariat in coordination with the local Staff Development Unit.

83. Subsequent to the visit of the Secretary to Geneva, the Secretary and Deputy Secretary of the Geneva JAB/JDC Secretariat came to Vienna, facilitated by the UNODC Staff Development Unit, to carry out a training programme for the benefit of all members of the JAB, JDC, the members of the Panel of Counsel and representatives of the Administration (also in attendance were representatives from OIOS). This training on internal justice procedures and best practices took place on 10 December 2007 and was well attended and very well received by all participants.

Appeals

84. During the period covered by the annual report, four appeals including one suspension of action were filed at the JAB Secretariat. Further, a total of eight cases were disposed during this period with reports to the Secretary-General and included two cases from 2007, three from 2006, one from 2005 and two from 2004. The Secretary-General rendered decisions in six of the eight cases and two remain outstanding.

85. At the time of writing, five cases are pending, one of which is still at the stage of written exchanges between the parties. Of the remaining four cases, one is currently being examined by a panel and three represent the backlog. Furthermore, in one case, conciliation was initiated under Staff Rule 111.2 (b) after the request for administrative review, but before the appeal was submitted to the JAB; the conciliatory efforts are ongoing.

86. In its resolution A/RES/59/283 of 13 April 2005, the General Assembly requested that measures be taken to eliminate the appearance of conflict of interest, and that the responsibility for formulating decisions on appeals be transferred from the Department of Management to the Office of the Secretary-General. Hence, effective 1 September 2007, all reports of the JAB are being forwarded to the Deputy Secretary-General.

Joint Disciplinary Committee (JDC)

87. By Administrative Circular UNOV/INF.222, UNODC/INF.223 of 7 February 2006, a full JDC was announced for a two-year term of office beginning on 1 March 2006 and ending on 28 February 2008. The JDC has a wide representation of staff from all offices comprising UNOV (UNCITRAL/UNROD/OOSA/DM/CMS/FRMS) and UNODC (DTA/DO).

88. The Joint Appeals Board consists of:

- 3 Chairpersons appointed by the Secretary-General in consultation with the Staff Council
- 3 members appointed by the Secretary-General
- 3 members elected by staff under the jurisdiction of the Board

89. At its special meeting of 13 November 2007, the Vienna JDC adopted its own rules of procedure.

90. During the period covered by the annual report, no cases were submitted to the Joint Disciplinary Committee in Vienna.

Panel of Counsel (POC)

91. During the past two years the Panel of Counsel has been functioning under the new rules and principles of conduct for the Panel at UNOV and UNODC. This has enabled the Panel to function independently from New York and its members have become more involved in the Panel's work.

92. Training was organized for the JAB, JDC and POC under the leadership of the JAB and JDC of the United Nations Office at Geneva, as a follow-up of the previous year's activity within this area. The Panel will organize training for the new Panel members who have recently joined. HRMS will be requested to include a module on the Panel of Counsel in its orientation courses for new staff members. This will help to enhance a much needed visibility for the Panel.

93. There has been quite a turnover in the Panel's membership during the past year. A circular was issued asking for volunteers with legal training and four staff members have volunteered so far. This is particularly important in a period of transition pending the adoption of the new system of internal justice.

94. In addition to what is reported under the Joint Appeals Board, the Panel has been involved in mediation and conciliation, renewal of contract and non-selection, as well as giving general advice and support in the cases brought to its attention.

Staff Counsellor

95. UNOV/UNODC provide a Staff Counsellor to assist staff members and their families with psychosocial issues including: anxiety, depression, substance abuse, traumatic stress, family and marital problems, grief and loss, work related stress, harassment, burnout, conflict resolution, coaching for managers and all issues related to psychological well-being.

96. Patience Gebauer is our Staff Counsellor. Her office number is F0809, phone ext. 26065, by appointment only. The Staff Council recommends her 10 hours of service weekly be increased.

Panel on Discrimination and other Grievances

97. 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. In 2007, the Panel was approached for advice and information by one staff member but no cases were formally submitted.

L. Staff welfare bodies

Staff Welfare Fund

98. 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 twice during 2007 and otherwise worked by correspondence. A subsidy of €20,415 was granted for the participation in the 2007 Inter-Agency Games of 65 team members and 3 organizers. The SWF also subsidized refunds on German language course fees, paying 67 staff €130 each and 2 staff €50 each for a total of €8,810 in 2007.

99. The introduction of the Project: Financial Advisor Service was well received by staff at large and SWF subsidized a total of 27 staff €50 each for a total of €1,350 for 2007.

100. There was no transfer of funds necessary from the SWF to the Staff Assistance Fund to cover staff loans in 2007. At the end of 2007, the SWF balance was €143,153.

101. The Staff Welfare Board continues to seek new projects that it can support for the benefit of staff at large.

Staff Assistance Fund

102. 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 73 new loans during the year 2007 for a total of €735,700. At the end of 2007 loans amounted to a total of € 869,298 in outstanding debts. The total interest earned on loans in 2007 was €19,889, while the total bank interest earned was €51. The Fund balance as at 31 December 2007 was € 544,420. The interest rate on staff loans remained at 3 per cent throughout 2007. The auditing of financial statements for 2005 and 2006 are currently in the process of being audited.

Staff Benevolent Fund

103. 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 €70,950 during 2007. SBF also bestowed two grants totalling €3,000 during 2007. At the end of 2007, the SBF balance was €11,081.

M. Catering Advisory Committee of the VIC

104. The catering services for the VIC (Cafeteria, Restaurant, Bar, Lounges) are provided by WIWAG, a local company specialized in such services. The responsibility of overseeing the catering management rests with UNIDO, which is also in charge of signing the contract with the subcontractor (WIWAG).

105. The contract of the present caterer expired on 31 December 2007. In the reporting period UNIDO carried out a competitive bidding exercise as basis for any new contractual arrangement. In the past the selection was done by UNIDO alone and CATAC was only informed of the final outcome. Fearing that this procedure might be repeated, CATAC expressed their disagreement with the past procedure towards UNIDO Management. As a consequence, UNIDO included one CATAC representative in its evaluation team.

106. Staff Council representatives were very much in favour of having several caterers at the same location to increase competition and to abolish the monopolistic situation of the present caterer. Unfortunately this proposal was seen by UNIDO management as not being feasible. It was the perception of the Staff Council representatives that several catering companies would increase the administrative costs for UNIDO and therefore UNIDO was, from the very beginning, not open to such an arrangement.

107. It was also the perception of the Staff Council representatives, that to many staff were still not satisfied with the service (food, prices etc.) Therefore there was a slight tendency to select another caterer. But in the light of only three offers, UNIDO decided to give the contract again to WIWAG, as this company was considered to offer the best value for money under the given circumstances. UNIDO consequently signed the new contract with WIWAG for a period of six years.

108. The new contract offers some advantages to staff. As WIWAG has to pay more to UNIDO, additional resources are available for buying new equipment and refurbishing the catering area. In addition, the opening times were extended. Some prices might also be decreased.

109. CATAC will closely observe the quality of the food and other significant outputs of WIWAG (safety, hygiene etc.). In the absence of any competitor, changes and improvements to fully satisfy the clients remain a constant task of the Staff Council representatives. To assess the current satisfaction with the caterer, CATAC will conduct a VIC-wide client satisfaction survey in the near future.

N. Commissary Advisory Committee (CAC)

110. Discussions on the possible relocation of the Commissary vis-à-vis the need for enhanced security of the VIC premises, which began in 2006, continued during 2007. Specifically, in 2006 the issue of volume of traffic in general, and that of delivery traffic in particular, had been raised by the Director-General of UNOV. Acting on the guidance of the Under-Secretary-General for Safety and Security, UNOV would attempt to limit the volume of incoming traffic, with the objective of reducing the risk of vehicle-borne explosives. To this end, a proposal was being explored to relocate the Commissary within the premises of the VIC closer to the perimeter.

111. It was brought to the attention of the CAC that the Under-Secretary-General for Safety and Security indicated that the Commissary, in its current location, presents considerable vulnerabilities that should be minimized. Relocating the facility to the perimeter of the VIC, with the attendant benefits of keeping both delivery and non-United Nations customer traffic out of the main VIC compound, would be the ideal solutions. It was suggested that this issue should be thoroughly examined.

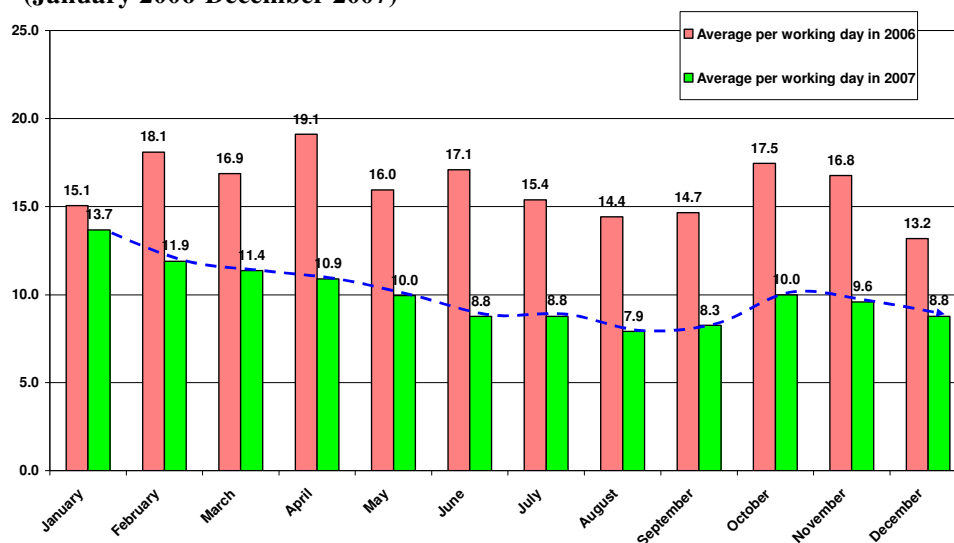
112. In this regard, to better analyse the volume of Commissary delivery traffic, the CAC requested clear and concise statistics on vehicular traffic/Commissary deliveries so as to be able to determine whether or not the volume of deliveries to the Commissary pose an undue security risk. To this end, related statistics were

prepared by both the United Nations Security and Safety Service (UNSSS) and the VIC Commissary Management.

113. Comparison between the two showed various discrepancies. To regularize these, the UNSSS and Commissary Management agreed on a series of measures for cross-checking, data sharing and synchronization.

114. Subsequently, a series of measures have been proactively undertaken by the Commissary Management to reduce its delivery traffic during 2007. Through these the Commissary managed to decrease its average number of daily vehicular entries by more than 50 per cent – from 15-20 in 2006 to 8.8 by the end of 2007 as illustrated below.

Average number of Commissary vehicular delivery entries per working day (January 2006-December 2007)



115. By mid-2007, only 15 per cent of delivery traffic was attributable to the Commissary – a figure brought down from 20-25 per cent at the beginning of 2007.

116. Therefore, in the view of Commissary Management, Commissary delivery traffic should no longer represent a major factor in the assessment of security threats to the VIC (even less so as 85 per cent of its deliveries were effected before 8 a.m. by the beginning of 2008). To date, no final decision on the relocation of the Commissary has been taken.

VIC environmental initiatives: biodegradable shopping bags

117. In support of the Secretary-General's initiative for increased environmental awareness throughout the United Nations system, the CAC is debating the use of plastic versus biodegradable shopping bags at the Commissary. The CAC was informed that the BMAC has been tasked by the CCS to consider a holistic set of environmental measures for the VIC. Therefore, it was decided that it is not only premature for the CAC to take a decision on this issue, but that such decision should not be taken in isolation. As an interim response, the Chair of the CAC will request that CAC be represented on BMAC discussions on the issue, so that Commissary

issues could be raised in that context and the CAC be appropriately represented. At the same time, a sign will be put up at each cash desk encouraging customers to tell packers when they do not require a bag and to bring plastic bags with them from previous purchases for re-use.

Annex I

Staff representatives and alternates

<i>Attendance at meetings of UNSCV from 20 April 2007 to 8 April 2008</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
UNOV/DM	NEDELJKOVIC, Asja ^a	2	WIELAND, Gabriele	-
UNOV/DM	BROOHM, Herman	4		
UNOV/DM	DELCOUR, Pieter	1	BECK, Lorraine	2
UNODC/DM	BRIDI, Daniel	7	RICHARD, Yvonne	2
UNODC/DM	SCHAECHTER, Iris ^b	6	EIDHERR, Gert	6
UNOV/CMS	KHAN, Khalid	1	ALARCÓN, Miguel	-
UNOV/CMS	YIM, Wilfried	1	FATHI, Abdeljalil	-
UNOV/CMS	REAGAN, Steve	5	LOUTFHOUSE, Marie T.	-
UNOV/CMS	BLANCO, María Elena ^c	1	LARSON, Lars	2
UNODC/OED	BARONI, Claudia	6	HIRAKAWA, Junko	3
UNODC/OED	KANDA, Midori	4	MOICEAN, Adrian	4
UNODC/OED	BERTERAME, Stefano	5		
UNODC/OED	POPOV, Rossen	2	DEON, Estela-Maris	3
UNODC/OED	DROUET-SCHMUTZ, D.	1	REED, Michelle ^d	1
UNICRI	LIQUORI, Alessandra	1	TROSSARELLI, Luigi	-
UNODC Field	MIRELLA, Flavio	-	VILÁ DEL CASTILLO, J.	-
UNSSS	WENDLINGER, C.	1	KOOPS, Gerard	2
UNSSS	ANALENA, Paulina	8	PAROKKIL, Jose	2
UNSSS	HATASOVA, Monica	5	MESARIC, Tanja	1
UNPA	FUERNISINN, Clarissa	5	SALAMEH, Suhad ^e	-
UNIS/DPI			WINTERSBERGER, S. ^f	-
OLA/UNSCEAR	CLIFT, Jennifer	4	NICHOLAS, Caroline	-
OOSA	GAZIYEV, Jamsid ^g	6	OYENEYIN, Ayoni	2

There were a total of 8 regular meetings from 20 April 2007 to 8 April 2008.

^a Reassigned as UNPA alternate as of 1 November 2007.

^b Reassigned as UNIS representative as of 22 December 2006.

^c Left the organization as of 31 December on retirement.

^d Left as of 1 January on early retirement.

^e Left as of November on retirement.

^f Left on mission as of January 2008.

^g Elected in OOSA as a member in October 2006.

Annex II

Officers of the Staff Council

Staff Council	First Presiding Officer	Claudia Baroni
	Second Presiding Officer	Estela-Marís Deon
Staff Committee	President	Paulina Analena
	Vice-President	Stefano Berterame
	Secretary	Maria Elena Blanco
	Treasurer	Jennifer Clift
	Rapporteur	Steve Reagan
Unit Presidents	DACS	-
	UNOV/CMS	-
	UNODC/OED	-
	OLA/UNSCEAR	-
	UNPA	Clarissa Fuernsinn
	UNSSS	-
	OOSA	-
	UNIS	-
Polling Officers	Chairperson	Monireh Poorsorkh Ongyal Gurung
Auditing Committee		Mahesh Sachev
		Marina Miletic
		Joseph Joshimon

Annex III

Staff nominees on statutory joint bodies, committees and working groups

Joint Advisory Committee	Members	Paulina Analena Jennifer Clift Stefano Berterame
	Alternates	Rossen Popov María Elena Blanco Estela Deon
Joint JAC Standing Committee on Medical and Life Insurance	Members	Riku Lehtovuori Dimitrios Vlassis
General Service Classification Appeals and Review Committee	Chairperson	David Stevens
	Members	Luca Castellani Mae Cayir Thaer Saman
Staff Welfare Board	Chairperson	Sally Reading
	Members	Mathew Seitz Lars Larson Corrine Jurenka Michelle Reed
Staff Assistance Committee	Chairperson	Michelle Reed
	Members	Mathew Seitz Lorraine Beck Sonja Wintersberger
	Alternates	Christel Hauer Mae Cayir Lars Larson Ibrahim Nuseibeh

Joint Appeals Board	Chairpersons	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
Joint Disciplinary Committee	Presiding Officer	Vacant
	Chairpersons	Latifa Amine-St.Roch Brian Taylor Catherine Volz
	Members	Pieter Delcour Steve Reagan Corrine Jurenka
Panel on Discrimination and other Grievances	Coordinator	Gisela Wieser-Herbeck
	Members	Stefano Berterame Junko Hirakawa Jamshidbek Gaziyev Gabriele Wagner Michelle Reed
Panel of Counsel in Disciplinary and Appeal Cases	Coordinator	Marta Souza
	Members	Ricarda Amberg Eric Bergsten Ingeborg Daamen Pieter Delcour Kathleen Lannan Timothy Lemay

		Marie Matthiaud
		Mathieu Mounikou
		Pavel Pachta
		Dolgor Solongo
		Caroline Nicholas
		Franca Musolino
Central Review Board	Chairperson	Catherine Volz
	Members	Jean-Paul Laborde
		Alice Lee
		Francis Maertens
	Alternates	Mohamed Abdul-Aziz
		Sandeep Chawla
		Jernej Sekolec
Central Review Committee	Chairperson	Dimitrios Vlassis
	Members	Irka Kuleshnyk
		Rossen Popov
		Chris van der Burgh
	Alternates	Jennifer Clift
		Sally Reading
Central Review Panel	Chairperson	Natercia Rodrigues
	Members	Ricarda Amberg
		Lars Larson
		Thaer Saman
	Alternates	Franca Musolino
		Lorraine Beck
		David Stevens
Joint Monitoring Committee	Chairperson	Timothy Lemay
	Members	Andrés Finguerut
		Martha Barrios de Leroy
PAS Rebuttal Panel (UNOV/ODCCP)	Chairpersons	Caroline Nicholas
		Ricarda Amberg
		Li-Qin Zhu

	Members	David Stevens Pieter Delcour Ferdinand Grimm Wolfgang Rhomberg
Joint Advisory Committee on VIC Child Care Centre	Members	Iphigenia Naidis Marijana Miletic
Commissary Advisory Committee	Members	Bernard Leroy Spyridon Bazinas
	Alternates	Estell Osten Iris Schaechter
Catering Advisory Committee	Members	Ferdinand Grimm Olaf Stefanov
	Alternates	Gautam Babar Daniel Bridi
Joint Advisory Group on Garage Operations	Member	Thaer Saman
	Alternate	Gabriele Wagner
Departmental Focal Points for Women		Kristiina Kangaspunta
Alternate Departmental Focal Points for Women		Latifa Amine-St. Roch Valérie Lebaux Estela-Maris Deon