



Because we **really** matter



A member of CCISUA
Coordinating Committee
for International
Staff Unions and Associations
of the United Nations System

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Foreword

This annual report covers the period from 16 May 2013 to 28 April 2014 and focuses on major developments and priority issues. Details of all the Staff Union's activities, which are contained in the minutes of Staff Council meetings and issuances of the Staff Council President as desk-to-desk messages, are available on the Staff Union's website and in the Staff Union office.

This past year our Staff Union has continued to work on many important issues maintaining a dialogue with the administration at the local and global levels. Working together with our staff federation, the Coordinating Committee for International Staff Associations and Unions of the United Nations System (CCISUA), our Staff Union has been deeply involved in some very complex and critical discussions on the compensation package for UN staff. The decisions that will be made in these coming months can shake our well-proven and long-standing compensation system to the core and affect all of us, and all of our colleagues.

Our Staff Union worked with other CCISUA member unions, meeting with delegates of Member States in New York presenting staff members' perspectives on issues of concern. CCISUA lobbied Member States to oppose the proposal on a Professional staff salary cut. Also through CCISUA, the Staff Union worked to get the arrangement on the mandatory age of separation of 65 for current staff at the International Civil Service Commission (ICSC) and this was then proposed to the General Assembly.

These are very challenging times for staff in the United Nations System. Revisions appeared or have been proposed in rules and procedures that affect our basic working conditions and emoluments. The challenges even touched on our right to represent the interests of UN staff in working groups and in well-established staff-management or tripartite bodies.

We must continue to follow the important staff issues as they unfold and as we move forward on improving staff-management relations, working with partners and finding new ways to convey concerns and insights.

However it is you, the staff, who make up this Organization and it is your input that makes the Staff Union effective. We highly value and invite you to share your thoughts with the Staff Council and provide your feedback to our broadcasts, townhall meetings and other interventions.

I Global United Nations Staff Action and Priority Matters

1. Conditions of Service

1.1. ICSC Review of the Common System Compensation Package

In March 2013 the International Civil Service Commission (ICSC) launched a Comprehensive Review of the United Nations common system compensation package to examine all elements of staff compensation together with other Human Resources (HR) elements falling under its mandate. This review is of the highest importance as it not only concerns the emoluments for UN staff members, but it also touches on the very principles of the United Nations (UN) System and its outcome will remain with UN staff for a long period of time.

In April 2013, the General Assembly (GA) requested the ICSC, while conducting a comprehensive review of the compensation package for staff in the Professional and higher categories (P staff), to bear in mind the financial situation of the organizations participating in the UN common system and their capacity to attract a competitive workforce. It also requested the Commission to inform it of the progress and administrative aspects of the comprehensive review during the main part of its 68th and 69th sessions and to report on the final conclusions and recommendations as soon as possible but no later than during the main part of its 70th session.

CCISUA, our federation, participated in the initial steps of the compensation package review, but also voiced concerns that the review may have been provoked by a dismaying trend to view staff increasingly as financial liabilities – very different from earlier references to them as critically important contributors to the values and goals of the UN. There is a long list of issues that need to be fully examined, including basic concepts about whether a UN staff member can be compared to a staff member in the private sector or whether that may lead to a negation of the very basis on which the Noblemaire principle was established.

If the review is to have any technical credibility, it should be informed by internationally recognized specialists in the complex field of family benefits, whose analysis and recommendations could be discussed together with staff representatives, organisations' representatives, Commissioners and representatives of established UN or Agency mechanisms dealing with specific aspects of family benefits, such as the UN Joint Staff Pension Fund (UNJSPF), health insurance plans, credit unions, and so on. Clear recognition of the nature and raison d'être of family benefits within the overall working and employment conditions in the UN common system is fundamental for the credibility of individual organizations as responsible employers.

In terms of performance, some experts we have identified in fact say that merit-based pay systems do not improve performance but in fact have the opposite effect.

All of these issues require in-depth examination and careful thought. Staff believe that the methodologies developed over time and with experience serve us well and while they may be adjusted, should not be replaced without extremely careful examination by all parties.

Working Groups

At its 77th Session the ICSC decided to establish three Working Groups, composed of representatives from the organizations, the staff federations, the Commission, and the Chief Executives Board (CEB) Secretariat, dealing with, respectively:

- Working Group 1 (WG 1): Remuneration structure including post adjustment
- Working Group 2 (WG 2): Competitiveness and sustainability
- Working Group 3 (WG 3): Performance incentives and related HR issues

CCISUA, our federation, is represented in all of the three Working Groups. It collaborates closely with other staff federations to ensure a coordinated and strong position, supported by the widest base of research and analysis on the wide range of vital issues affecting staff compensation.

The Working Group 1 on Remuneration structure

In preparation for the first meeting of the WG 1, the ICSC conducted a Global Staff Survey to identify important areas of concern linked to both compensation and performance management issues. CCISUA expected a fully collaborative and open process and was therefore dismayed when the ICSC decided to launch the Survey on 14 October 2013, despite the absence of agreement on the scope of the survey and the structure of the questionnaire used. The three staff federations called on their members not to provide answers, particularly those of a confidential nature and requested the ICSC to withdraw the staff survey, with a view to re-issue it after agreement on modalities.

ICSC nevertheless went ahead and responded that they would work with whatever data they received. CCISUA argued that the fact that just 14,040 staff responded to the survey, which represents a response rate of 14 per cent, was a very low number for drawing conclusions about such important topics. CCISUA therefore objected to using the results to make decisions that will deeply affect all UN staff and impact on their organizations.

WG 1 on Remuneration structure met in New York from 2 - 6 December 2013. CCISUA participated in the deliberations of the Working Group. As this was the initial meeting of the working group process, its objectives were broader than the group's general mandate. In addition to its primary goal of assessing the current common system

remuneration structure against the attributes outlined by the Commission (A/68/30, para.50), the meeting also aimed at identifying related areas for possible review by other Working Groups. The details of the Group's deliberations are contained in document ICSC/78/R4. Generally speaking, staff representatives felt that the main scope of the review was cost containment.

CCISUA was disappointed that they did not have an opportunity to comment on the ICSC draft report presented at the ICSC's 78th Session. Staff representatives therefore consider the consultation incomplete, and raised our concerns during the ICSC Session.

The Working Group 2 on Competitiveness and Sustainability

The first meeting of WG 2 on competitiveness and sustainability focused mainly on how to compare all elements of the common system package (salary, allowances, and benefits) with appropriate comparators. The US civil service remained at the fore, but comparators including various EU civil services, the European Commission and the World Bank also were examined.

An initial comparison showed that the types of allowances and benefits offered in the common system are similar to those found in the US federal civil service, taking into account expatriation elements, but also are not dissimilar to those offered by the other comparators mentioned. This was a good reality check.

The key area, for which insufficient time was allocated, was how to compare dollar costs of total remuneration at the UN with that of the US, the EU and the World Bank. This issue is what the compensation review is really about for donor countries: Do we cost too much, and if we do cost too much, how can we cost less?

The ICSC presented a mathematical model on which it had been working. By inserting various assumptions, it showed that a single junior staff member in Afghanistan received more in total remuneration than a US civil service equivalent in the same location, whereas a senior staff member in Geneva with spouse and two children came out worse than the US equivalent in the same location, mainly because of the housing benefit in Geneva. Staff at the European Commission and at the World Bank each earned more. The model needs further refinement, but the initial conclusions show that total UN pay is not unreasonable when compared to the US. On this issue, it will be interesting to look at a study of the Government Accountability Office, which is conducting a similar study looking at US and UN allowances and benefits.

Another study looked at total staff costs in the common system. While the figures had to be rechecked, an interesting finding was that the education grant, which seems to be under fire from management, makes up only between three and four percent of total staff costs. Therefore, this study helped put things in perspective.

The WG spent a significant amount of time discussing special occupational rates and recruitment bonuses. Staff felt that the use of special occupational rates would open up a Pandora's Box as many of those rates seemed designed to target specific occupations from a particular country. The example of US doctors was frequently cited. This raised the problem that such rates would become nationality specific, i.e. that a special occupational rate would be paid to attract a doctor from the US, but not to attract one from Morocco. Similar concerns were raised with regards to recruitment bonuses, with the additional concern that these might be abused by managers who may narrow job descriptions to such an extent so as to drastically reduce suitable candidate to someone they may know, and then award that person a bonus. Evidence from the International Labour Organization (ILO) and UN Tribunals shows clearly the struggle to enforce real accountability on managers.

A discussion took place on whether an education grant should taper off if someone didn't change duty stations after a certain number of years. Staff pointed out that with mobility now managed, a staff member could not be held accountable for moving or not moving and that the cost of compensating the absence of mother tongue education did not decline with time in duty station.

A limited number of members suggested splitting grades so that where a staff member now would have one promotion in going from P-4 to P-5, they would in future go through two and therefore, because they had had two promotions instead of one, would feel that they had developed their careers further. However, staff were not convinced by this narrow-banding. We pointed out that inserting an intermediate grade would discourage staff as it would result in another exhausting struggle to get a promotion in which staff will need to compete once again with the outside world. Furthermore, where P-4 staff, for example, were asked to take on chief responsibilities, perceptions by staff were not positive.

Finally, the group noted that competitiveness also includes a staff member remaining competitive, so as to be able to re-enter the outside job market. While the common system attracts highly qualified staff, the skills of those staff are not upgraded while in the organization. Significantly greater resources must be devoted to staff training so that true comparability could be maintained.

The Working Group 3 on Performance Incentives and Related HR Issues

WG 3 on performance incentives and other human resources issues met in Geneva from 24 - 28 February 2014. It was clear from the outset that the ICSC would recommend pay-for-performance (PFP) for the UN, and discussion would focus on designing that system.

Different views were expressed as to whether a well-functioning performance management system needs to be in place before the introduction of PFP, or whether PFP in itself leads to improved performance management. CCISUA, our federation, voiced support for an improved performance management system with increased accountability, transparency and fairness, where performance is recognized and rewarded, underperformance addressed and where all staff motivated to perform at their best, while expressing reservation to the conclusion that PFP per se achieves that. It was noted that the UN theoretically has a PFP system, as step increments should only be given upon satisfactory performance.

In discussions as to whether performance management should focus on underperformers or high performers, CCISUA argued the performance management system also needs to ensure satisfactorily performing staff are motivated if the UN is to deliver at its best.

WG 3 concluded that further steps towards PFP in the UN would be introduced, while keeping the system of within-grades-step increments. WG 1 will further review the steps scale, including periodicity of step increments. Before any decision on steps is taken the impact on pensions needs to be considered. Both monetary and non-monetary incentives as performance incentives were discussed, with some arguing for the introduction of bonuses while staff representatives favouring non-monetary rewards, such as team rewards, learning opportunities, time to undertake social work etc. The WG recommended that the 1997 ICSC framework on “Appraisal and Recognition of Performance” be reviewed and updated and that the UN entities who in the session made presentations on their experiences in PFP, make further information available to the ICSC Secretariat.

WG 3 also discussed whether separate field/headquarters (HQ) pay packages would be desirable and after discussions concluded that the current system, which already has different compensation elements for field and HQ, is adequate for the UN.

1.2. Attack on Professional Salaries

Our federation actively followed developments in the Fifth Committee during its 68th Session concerning the annual ICSC report. When discussing the margin, some alarming measures were considered.

Following the continued freeze in the comparator on the one hand and, on the other hand, the fact that UN salaries are being compared more and more with the lowest earning segment of the US Federal Civil Service, the annual US/UN margin index reached 119.6 and the five-year average 115.7, slightly above the “desirable” level of 115.0. Due to this situation, and in order to avoid reaching the upper level of the margin at 120.0, the ICSC recommended a freeze as an automatic consequence of the margin management methodology.

However, some influential Member States requested immediate or phased actions to reduce such margin and were advocating for an actual salary cut of eight percent to be effective February 2014, not a freeze.

Joint delegations of staff representatives from CCISUA and the Federation of International Civil Servants Association (FICSA) produced information to confute these argumentations on technical grounds, calling the attention of Member States to historical data showing that the five-year average remained below the 115.0 level between 1995 and 2012 and no action was ever taken to re-balance the situation. Staff considered it unfair, to say the least, to call for “immediate action” as soon as the same threshold was surpassed by only 0.7 per cent. Moreover, historical data showed that no comparable international organization had implemented salary cuts and no objective reason would justify a similar action in the UN, particularly when salaries had been moving within the parameters of the margin methodology established by the GA.

Hence, CCISUA and FICSA request was to leave the margin methodology to be applied as it approached the upper limit of 120 and let the ICSC monitor the movements over a period of time which could include also a larger span of time, such as a 7- or 10-year average. In the meantime, the current comprehensive review of the compensation package should be used as an opportunity to address the shortcomings¹ of the margin methodology.

Eventually the proposed Professional salary cut by bringing down the margin was defeated. There will instead be a post adjustment freeze (pay freeze) as required by the rules. However, the GA has asked the ICSC to report back with suggestions on how to bring the margin down over a period of time and to look at different options on how to manage our salaries.

While UN staff recognizes the value of the Commission’s advice, they are concerned about insufficient focus on basic principles such as the Noblemaire principle, which aims to ensure competitiveness of UN remuneration in order to attract a diverse and highly talented workforce without resorting to comparison with the private sector.

1.3 Attack on GS Salaries

During the 68th Session of the Fifth Committee CCISUA, our staff Federation, observed with great dismay how quite unexpectedly an attack on GS salaries and acquired rights was also proposed by some countries, requesting an actual cut in salaries in case of

¹ Staff representatives are also concerned that margin level is inflated by the absence of elements of compensation in the comparator’s package. For example, the ICSC recently reported that “the current equivalencies with the Department of Veterans Affairs medical system need to be verified and the data relating to Department of Veterans Affairs physicians are not presently captured in the net remuneration margin ” as they now have a new “special pay system” following many other occupational groups.

negative results of a salary survey. Additionally, there was an attempt to cap the interim adjustments in local salaries, not to exceed the post adjustment movements for those of international professionals: a proposal that has no technical or conceptual validity, as the two indexes move on a totally different basis.

Fortunately those proposals were not passed. However, they show that in the eyes of the majority of Member States the staff have become just a cost to be reduced in ruthless ways, disregarding statutory principles, methodologies established by the GA itself and acquired rights.

1.4 Mandatory Age of Separation

In March 2013 the GA approved the ICSC's recommendation that as of 1 January 2014 all new entrants in the UN system should have a mandatory age of separation of 65 (MAS 65). The GA also welcomed the strategic review by the ICSC, in consultation with organizations and staff representatives, of the implications of applying the increased MAS 65 to current staff members, and decided that it would consider the outcome of the review at its 68th session.

At its 77th Session, which took place in London from 22 July to 2 August 2013, the ICSC decided to recommend to the GA to raise the MAS to 65 for current staff members, effective 1 January 2016.

The ICSC reiterated that the acquired rights of current staff to retire at their normal age of retirement as of their entry on duty would be preserved, i.e. current staff members should be able to avail of the option to stay in service until age 65 without prejudice to their current retirement or pension entitlements. They recommended 1 January 2016 as the date of promulgation in order to provide the organizations of the UN common system sufficient time to revise their strategic assumptions. After promulgation, the option of MAS 65 would become available to all staff, including those currently subject to a MAS of 60/62.

Staff federations strenuously supported and welcome this recommendation as it reflects the views of staff which had been gathered from them through online surveys.

Unlike staff federations, the leadership of the organizations said they had reservations about applying MAS 65 to existing staff, and felt that such a decision should be discretionary and in the interest of the Organization, not just the staff member's own choice. They also suggested that MAS 65 would negatively affect rejuvenation, gender balance and geographical distribution and could result in only poor performers remaining until 65.

Staff federations remain unconvinced that a small percentage of staff choosing to work a few years longer would negatively affect long-term administration of human resources in

the UN. Instead, the change would offset the need for executive heads to make decisions on a case-by-case basis, and could help to address other problems such as career stagnation or grade distribution when longer serving staff at higher grades are granted extensions to stay on in their posts or are brought back to fill vacancies, rather than promoting younger staff.

The ICSC recommendation to raise the MAS 65 for current staff was considered by the Fifth Committee during its 68th Session. After extremely tough negotiations the GA decided to defer its decision on the recommendation to Spring 2014.

1.5. Pensions and After Service Health Insurance

During the 68th Session of the UN General Assembly, CCISUA and other staff federations observed with great concern how Member States were looking at ways to source money from the Pension Fund at the expense of staff and beneficiaries. The following text was proposed by some Member States for inclusion in the draft resolution concerning the Pension Fund:

(...) 26. Notes paragraph 51 of the report of the Advisory Committee on the Administrative and Budgetary Questions and, in this regard, requests the Pension Fund to establish a mechanism to start tracking all withdrawal settlements paid to participants who separate with less than 5 years of contributory service and to provide this information to the General Assembly on an annual basis, starting from its sixty-ninth session;

27. Requests the Board to review at its next meeting the cost structure of the current system of benefits, including the appropriateness of the two-track system and the current mechanism of inflation compensation, in order to enhance inter-generational solidarity and further reduce the actuarial deficit of the Fund;

28. Considers it necessary to increase the participant's percentage rate contribution of his/her pensionable remuneration to 9.5 per cent and to decrease the employing member organization's contribution rate to 14.2 per cent, and invites the Pension Board to report on this issue no later than the main part of the sixty-ninth session of the General Assembly;(...)

These measures, which would substantially impact the purchasing power of salaries and pensions, do not originate from the United Nations Joint Staff Pension Board (UNJSPB) report or any immediate risk for the sustainability of the UNJSPF. They are linked to the attempt to identify funds to cover the liabilities in the After Service Health Insurance, for which staff have no responsibility, and transfer the burden on the UNJSPF.

CCISUA strongly opposed this attempt to make the above changes to our pension system that would affect staff at large. Eventually, the proposed 1.6 percent increase in staff contributions to the UNJSPF was defeated. However, the GA requested that the

UNJSPF keep a close eye on contribution rates in the US Government, which have increased for new officials.

Furthermore, the GA Resolution concerning the Managing after-service health insurance liabilities requested *“the Secretary-General to undertake a survey of current healthcare plans for active and retired staff within the United Nations system, to explore all options to increase efficiency and contain costs and to report thereon at its seventieth session.”*²

1.6. Mobility

The issue of mobility should have been discussed at the second meeting of the Staff-Management Committee (SMC II) in Mexico City in June 2013. Unfortunately, mobility and many of the key issues relating to the Secretary-General's reform agenda remained unresolved because of the management's decision to terminate the meeting on its third of seven days.

Without consulting staff the Secretary-General went ahead with his refined mobility proposal on which the Advisory Committee on Administrative and Budgetary Questions (ACABQ) reported to the General Assembly at its 68th Session.

In summary, the report has pretty much eviscerated the Secretary-General's proposal, with cost being the main reason. In its place, it has proposed the following changes to the current staff selection system:

- One geographic move will be required to apply to P-5 posts, except for those who joined the UN at P-4. For job networks with more than 50 percent of posts in the field, prior service in field locations will also be required. For field-based job networks there may also be further requirements to get to D-1 and above. Current P-4 staff who have accomplished two lateral moves and can apply to P-5 jobs today will retain that right for 4 years even if they haven't any geographic moves;
- Final selection will be by job network boards for P-1 to D-1 and Senior Review Board for D-2s, with inputs from hiring managers.

The GA decided to postpone any decision on mobility until Spring 2014. Unfortunately the issues that motivated staff to negotiate such as saving colleagues from being stuck in the field or greater experience appear to have fallen by the wayside. It is therefore very important that mobility be bought back to the real issue i.e. staff and that the interests of staff are integrated into what comes out at the end.

On 21 March 2014, the refined mobility framework was approved by the Fifth Committee. Some key elements of the Framework:

² A/RES/68/244

- It includes staggered implementation with one job family in 2016, one in 2017 and two per year thereafter. Management is to report back each year.
- Costs will be contained by limiting geographic moves in 2016/17 to the same number of moves in 2014/15
- Equal treatment of internal and external
- Staff will be represented on joint network boards but only in observer capacity
- Transitional measures have been reopened and will have to be renegotiated
- Post incumbency starts when staff started on the post. However there is an additional grace year during implementation before staff has to move.

1.7. Education Grant Special Measures

The colleagues in Brussels, Belgium were happy to learn that the GA approved the recommendation of the ICSC that a special education grant measure which allowed reimbursement of the education-related expenses up to the maximum established for the US dollar inside the United States zone be introduced for three English-curriculum schools in Brussels, with effect for the school year in progress on 1 January 2013.

1.8. Children's and Secondary Dependants' Allowances

The GA at its 68th Session approved the ICSC recommendation that the current levels of the children's and secondary dependants' allowances be maintained until the upcoming review of the compensation package would examine in a holistic way the various allowances and benefits, including those relating to dependants.

When addressing the Fifth Committee in her capacity as the President of CCISUA, our Staff Council President commented that UN staff members were hired to serve the UN not only in their own countries but everywhere they may be needed. She emphasized that staff could only fully deliver what was expected of them if they knew that their families were taken care of fairly and that there was due recognition of the effects of an international work and family environment. She therefore stressed that a full discussion with the opinions of all parties should be brought to the table when children's and secondary dependants' allowances would be discussed within the context of the common system compensation package.

2. Staff-Management Relations in the Secretariat

The serious crisis in UN Staff-Management relations directly affected our Staff Union who is part of the Staff Management Committee (SMC).

The 2013 SMC II was scheduled to take place in Mexico from 12 to 20 June 2013. In this context, staff was informed by management that the Secretary General's Bulletin (ST/SGB/2011/6) on SMC, which was promulgated in September 2011 after four years of hard negotiations and review by the Office of the Legal Adviser (OLA), would be amended upon request from the GA³ as interpreted by management to be an advisory and not a negotiation organ despite the recommendations of the Joint Inspection Unit (JIU) to strengthen the negotiation mechanisms embedded in SMC as per the UN Charter, International Labour Organization (ILO) Conventions and in conformity with SRR Article 8. Staff did not agree to the proposed revision to the SGB as it clearly undermines staff-management relations. They wanted adequate time to get to the bottom of management's proposal in order to make sure that a proper negotiating framework would continue to be in place. Management wanted to cut short this agenda item and move onto other issues, proposing to come back to it time-permitting. Staff put two options forward to overcome the disagreement including deferring the issue of negotiating rights to the following session. Management rejected them both and then insisted on the early termination of the meeting.

In view of the abrupt ending of the SMC meeting, staff expected that none of the Secretary-General's proposals, which had been on the agenda, would be implemented. Therefore, staff were shocked and disappointed by the Secretary-General's unilateral decision to implement a new Bulletin (ST/SGB/2011/6/Rev.1) on SMC.

The SMC Staff Unions rejected the Bulletin and, with UNOG Staff Coordinating Council taking a lead role, decided to start campaigning for the Secretary-General to reverse his decision.

A large portion of the cost of the campaign was borne by UNOG Staff Council and UNSU New York. However, both our Staff Union⁴ and our staff federation provided some financial support as well because we consider it important to fight the general global pattern of eroding job quality and security. In this situation the UN is meant to set a positive example for the world's governments, based on respect for fundamental human rights.

Member States were informed of the situation drawing their attention to the Secretary-General's misrepresentation of the GA resolution. The Staff-Management relation crisis gained press coverage including in the New York Times, Huffington Post and the

³ A/RES/67/255

⁴ Our Staff Union paid the equivalent of £9,000 (one of the several invoices from the company contracted by the SMC Staff Unions to assist with the campaign).

Guardian. Associated Press and Agence France Presse reported on the issue. Some 14,000 members of the public wrote to the Secretary-General, and different national trade unions (mainly in the UK, Germany and the USA) were mobilized in our support. Those trade unions approached and mobilized their respective governments.

As a result of this pressure, the Secretary-General finally accepted to negotiate on new rules for staff-management relations. The Secretary-General's Working Group on SMC met in Geneva in January 2014. It was tasked to develop recommendations for consideration by the Secretary-General on the process or modalities by which the SMC will endeavour to reach agreement on advice and recommendations to be presented to the Secretary-General within the SMC, and, where there is disagreement in the Committee, recommendations on the process or modalities by which staff and management would work to overcome the barriers to agreement.

The core issues and recommendations from the Working Group have been approved by the Secretary-General and OHRM will now proceed with drafting the ST/AI and the Rules of Procedure as agreed. The next SMC meeting is expected to take place in June 2014.

3. Office of Staff Legal Assistance and the New Internal Tax on Justice

Since the establishment of the Internal Justice System of the United Nations, funds and programmes in July 2009, the staff unions of the UN System have consistently raised the issue of inequality of arms between staff and management and stressed the importance of the administration of justice for the Organization. While management can make use of a large contingent of administrative lawyers to defend its decisions, the 65,000 staff, only have access to less than a dozen lawyers provided by the Office of Staff Legal Assistance (OSLA).

Notwithstanding the good work that the lawyers at OSLA have performed in defending staff, OSLA has had to turn away many cases for lack of resources, often at huge expense to the staff member, who has had to seek external counsel. This has denied staff their basic right for equal treatment in an organization that outwardly promotes the concepts of justice, equality and the fundamental rights of each and every person.

Up to now, the services of OSLA have been provided free of charge to staff. This has been on the basis that the UN Dispute Tribunal does not refund legal costs except in exceptional circumstances and that staff should not have to pay the price of an unfair decision made against them.

Having considered various options proposed by the Secretary-General for the additional financing of OSLA, the GA, in Resolution 68/254, decided that as of 2014, staff should

be charged a payroll deduction of 0.05 percent of their salary. This is a voluntary scheme (staff can opt-out) introduced on a trial basis for two years. The pilot scheme is aimed to finance additional OSLA posts (two P4 and four GS). At the end of the period, the GA will review whether the funds raised justify maintaining the charge.

Staff unions had consistently indicated their opposition to this scheme (the Secretary-General also raised his reservation), as it marks a dangerous precedent, as for the first time, the GA has established a body, which it does not wish to fully fund and is requiring staff to make up the shortfall. Thus, staff are taxed from their salaries for additional posts that the Organization requires but is not willing to pay. This runs counter to Article 17.2 of the UN Charter and leads to a two-tier system with those staff without access to legal defence being left in a vulnerable position as a result.

This new tax is also discriminatory. Senior managers are not asked to contribute to the costs management incurs in defending their decisions, whereas staff at the receiving end of such decisions are being asked to pay.

With the administrative arrangements for the voluntary scheme now in place, payroll deductions have begun in April 2014. During the trial period, staff can choose to opt out of payroll deductions. According to the resolution, colleagues who opt out during the trial period will have full access to OSLA and will not be penalized.

The staff unions of the United Nations System remain opposed to the principle of charging staff for a work-related facility and urge their constituents to opt out of the taxation for additional posts.

Real justice cannot be achieved unless it is accessible to all, without discrimination, and unless there is equality of arms. The unions urged the Secretary-General to work with them to find other means of financing additional posts for OSLA and address the real reason for the large number of cases being brought by staff against the Organization: the poor quality of decisions being taken by many of his managers. Ultimately, justice and fairness in the workplace is not only in the interest of staff but it's also paramount to the Organization.

4. Security and Safety

2014 has been another challenging year for UN staff. Attacks on personnel and UN installations unfortunately continue and the terrible trend of staff losing their lives has not abated. Only very recently have we lost two of our UNODC colleagues in a terrible, horrific and senseless attack in Puntland, Somalia.

Concerns for staff security and safety continue to rise as UN working environments become more and more challenging. CCISUA, our Federation, remains committed to working with the Inter-Agency Security Management Network (IASMN) to find responses to security challenges.

The attendance of CCISUA's representative at the IASMN in Montreal in September 2013 was crucial in relaying concerns and opinions from a staff perspective. Staff involvement in IASMN is perceived as a positive one by the members and staff interventions are taken seriously. Unfortunately staff federations remain only observers in this process and do not have the right to file policy proposals at this forum.

Staff has proposed changes on how the UN deals with death of staff by accidents and malicious acts and called for an independent coroner system to be established with access for the families and staff representatives to ensure a comprehensive hearing into the death of staff, thus a transparent record of events, to ensure mistakes are not repeated, to ensure lessons are learned and those found responsible are held to account.

Staff also continues to emphasise that where there is the chance of risk, especially in field locations, all preventive measures must be taken to keep staff out of harm's way and to provide support where staff have unexpectedly been exposed to risks. All UN staff, regardless of contractual status, grade, level or place of recruitment must be protected by the Organization. They must be made aware of steps to follow in emergency situations, but it is not their responsibility to decide when and where those conditions exist; that is the responsibility of their organizations.

If essential operations in insecure situations cannot be conducted by utilizing UN Security staff, the military from contributing Member States or national security forces, then UN staff should not be deployed in those areas. Staff believe that the use of private security contractors carries a higher risk to UN staff, opening them to the possibility of public anger or retaliatory violence through no fault or action of their own.

Finally, while staff recognize the financial constraints under which the UN organizations operate, there is no room for compromise when it comes to staff security. If expenditures to protect staff are necessary, then those expenditures are not negotiable. If UN program delivery is considered critical, we believe that alternatives must be found to putting staff at risk or leaving decisions about whether or not to intervene to staff themselves who may be concerned about their own uncertain contractual situations and whether they are putting their careers at risk. We do not believe that security and safety are areas where cost-cutting will serve us well.

5. Representation through the Federations

Our Staff Union has been very active at the global level through our staff federation, CCISUA. Even more so thanks to the re-election of the President of our Staff Council as President of CCISUA in May 2013.

Through CCISUA we have also interacted with other staff federations, in particular with FICSA. CCISUA-FICSA working group met three times to discuss their closer

cooperation and several important joint statements and communiques have been made to the various inter-agency executive and advisory bodies (ICSC, HR Network, High-Level Committee on Management (HLCM) etc.)

CCISUA President attended the FICSA Council in Vienna in February 2014. In her statement she reiterated that our two Federations worked well together and that it was clear that FICSA and CCISUA defended the same staff interests. At times when our conditions of service and entitlements are being scrutinized against a backdrop of global financial austerity, staff federations need a united front and should explore all options to serve our staff more effectively and more efficiently.

II Local Issues

1. Flexible Working Arrangements

The UNOV/UNODC system of flexible working hours (flex time schedule) in its IT-based form was in use for over ten years. It was proven to be highly beneficial to and was fully supported and advocated by both management and staff at large. It has also been frequently recommended that UNOV/UNODC electronic flex time recording system be extended to other duty stations and departments.

Despite the demonstrated benefits of the flexible time policy in Vienna, the Office of Human Resources Management (OHRM), following their review of the framework on flexible working arrangements at UNOV/UNODC in August 2011, requested that the practice of granting flex time credits to staff at the Professional and higher levels (P-staff) with the possibility of carrying over the accumulated credits to subsequent months, be discontinued. OHRM concluded that many aspects of our framework on flexible working hours were commendable. Their main conclusion was that it was tantamount to granting additional benefits not enjoyed by other staff members serving in the Professional category elsewhere. Consequently, the practice was discontinued as of 31 March 2012.

At the time, the staff members in the General Service and related categories (GS-staff) were assured that the above measures should not apply to them. It therefore came as an utter surprise when they learned that effective 1 April 2014 the carryover of any flex credit to the following calendar month and the utilization of flex leave by GS-staff would be discontinued as well.

The Staff Council worked closely with the local management and explored all avenues trying to maintain our flex time arrangements. The Staff Council President used the good working relations with OHRM and took up this issue directly with them while in New York attending official meetings. Unfortunately, she received the answer that nothing could be done because OHRM were guided by the recommendation of the Fifth Committee in its report 66/642 (paragraph 16 of part III of section III) and the resolution of the GA 66/233 (paragraph 16 of part B of section III)⁵, where it was stressed by both bodies that the

⁵ GA resolution A/RES/66/233, para 16 states:

“16. Also notes the flex time pilot project initiated by the United Nations Office at Vienna, stresses that the rules and regulations of the United Nations governing human resources issues should be applied uniformly during the implementation of the pilot project, and requests the Secretary-General to report to the General Assembly at its sixty-seventh session on the evaluation of the pilot Project, including a recommendation on whether the project should be continued at the United Nations Office at Vienna and further implemented at other duty stations;”

OHRM also referred to staff rule 3.11 “(a), staff members at the General Service, Security Service or Trades and Crafts category who are required to work more hours in excess of the working week established at a duty station may be compensated through compensatory time off or an additional payment. In this connection, hours worked in excess of the schedules work week

application of the flex time pilot project initiated by the UNOV should be applied in conformity with the rules and regulations of the UN that govern human resources issues. OHRM also criticised the “blanket approach” for Vienna staff to decide autonomously and without formal approval of their supervisors whether to work beyond normal working hours and then take the hours accrued in excess as flex time leave.

The Staff Council held various meetings with the administration and also called for a town hall for staff to discuss the changes in the flex time work arrangements. The options considered at those meetings were taken into account when revising and amending the relevant Office Instruction which had to be in line with the OHRM recommendations. Following the endorsement by the UNOV/UNODC Joint Advisory Committee (JAC) and the approval by the Director General/Executive Director of UNOV/UNODC, the revised Office Instructions were promulgated on 1 April 2014.

The main change for the GS-staff are the discontinuation of carryover of any flex credit to the following calendar month and the utilization of flex leave. However, staff will still be able to avail of daily time flexibility under the new work arrangement “Staggered GS” already applied to P-staff since 1 April 2012. Furthermore, GS-staff will continue to be able to avail of compensatory time off (CTO)/Overtime (OT), if pre-approved by their supervisors. Staff hope that in determining whether to approve CTO/OT, their managers will exercise their judgement in a reasonable, consistent, transparent and fair manner, considering exigencies of services but also the individual needs of staff and their work-life balance.

The new provision from which all staff members benefit is the discontinuation of 30 minutes minimum deduction for lunch and introduction of a possibility to record actual time taken for lunch. Also, the possibility to offset the negative balance of less than two hours during the following calendar month has been introduced.

In order for the revised work time arrangements to be reflected in the provisional UNOV/INF.234-UNODC/INF.235, dated 7 June 2007, Appendix B, the document is now being reviewed. The final draft will be shared and discussed with the Staff Council before submission to UNHQ.

When revising Appendix B it will be important to find out when and how the working hours in Vienna were established and which criteria and principles were used. This information will allow to address the issues raised by some staff regarding the question on the legal framework for establishing the working week for Vienna.

In this context some P-staff also referred to different working hours in different duty stations. They questioned the principle of equal pay for equal work as the difference in working hours is not compensated by the post adjustment. This issue, however, can only be addressed at the global and not at the local level. The Staff Council requested the

should be administered in line with the conditions established in UNOV's appendix B and not through the policy on flexible work arrangements.”

legal opinion on this issue from the lawyer they contracted but he expressed some reservation regarding the chances of success should this issue be brought to the Tribunal.

2. End-of-service Allowance

The end-of-service allowance (EOSA) forms part of conditions of service for GS staff in Vienna. When a new law came into effect in Austria, the Vienna-based organizations had to change their old EOSA policy in order to bring the conditions of service into line with the principle of best prevailing local conditions of service.

The new EOSA policy entered into force on 1 August 2012 but its implementation raised a number of questions which had to be clarified in a revision of the policy.

A number of staff due to retire approached members of the Staff Council about problems with the calculation of their EOSA entitlements. In particular those who joined the Organization before February 1987 due to a reduction or recovery of amounts paid to them between 1972 and 1987.

The President and Vice-President raised the issue with the Administration, who was amenable to our concerns and agreed to introduce a comparative calculation method resulting in the payment of the higher amount when part of the staff member's qualifying service falls within the period between 1 January 1972 and 28 February 1987.

In detail, it means that

(1) When calculating the amount of EOSA to be paid to UNOV/UNODC staff, the entire service of a staff member is taken into account. This amount is subject to an appropriate reduction of the service credit for which staff were already compensated through the salary scales in the period between 1 January 1972 and 28 February 1987. This is seven months less than the period used to calculate the reduction in other Vienna based organizations (VBOs) - IAEA and UNIDO. They calculate the reduction on the basis of the period between 1 January 1972 and 30 September 1987.

(2) A provision has been included in the revised circular, which allows to compare:

(a) the calculated EOSA net of deduction for the period described above in (1)

against

(b) the entitlement to EOSA counting a staff member's service as of 1 March 1987, where no deduction is necessary

whereby the greater of the two is paid.

Further significant revisions in the policy include general applicability of EOSA to temporary appointments; explicit applicability to all UNOV-administered entities; detailed provisions on the treatment of part-time service (under both the old and new systems); detailed provisions on the effect of staff movements such as transfer, secondment, loan, temporary assignment, mission service on EOSA and treatment of prior service with another VBO (no adding up of service/subtracting of earlier payments).

The revised EOSA policy came into force on 1 November 2013. In order to assist staff in making their formal decision whether to remain in the old EOSA system or switch to the new EOSA system, the Administration released the EOSA calculator on 14 January 2014 including an easy-to-read manual on the use of the calculator.

The calculator also provides a feature for conveying the formal decision whether to switch or not, to the Human Resources Management Service (HRMS). This choice must be indicated to HRMS by 31 July 2014 at the latest.

Being aware that the Austrian EOSA policy could not be fully replicated⁶ some staff suggested that there were still some discrepancies between the two systems which have not been addressed and are asking for continuous discussion on this issue.

3. Joint Bodies and Common Services

3.1. Vienna International Staff Association Committee

The Staff Union continued its collaboration with other Staff Unions of the VBOs through the Vienna International Staff Associations Committee (VISAC). The Committee is composed of the four presidents of the VBO Staff Councils.

During the reporting period, the Committee had monthly meetings at which problems and issues of common interest were discussed, such as the catering contract, joint staff services, a new bank in the VIC and VICREC issues.

3.2. Report of the Joint Advisory Committee on the Child Care Centre

A milestone achievement was the joint effort of the UNOV/UNODC Joint Advisory Committee on the Child Care Centre (JAC-CCC) and IT to develop an on-line application and tracking system which was launched on 23 April 2009. This initiative was developed to move away from the manual review procedure and towards a more simplified and faster process of registration for parents. The enhanced work flow application was designed to address the need for transparency allowing parents to track the status of their applications at any given time. It also spells out the criteria used for placement at

⁶ For example, unlike Austrian employers, the UN cannot have a provident fund for monthly EOSA contributions.

the VIC Child Care Centre (VIC CCC) and provides general information on the review made. It aims at streamlining the review process for the Committee, allowing the full overview of all applications and the scoring system against the criteria established by the Joint Advisory Committee.

Since then the Committee has reviewed over 200 applications of which only 49 have been processed and places allocated. The remainder have been rejected by parents, cancelled or not accepted by the Committee. The trend continues to reflect a higher demand for the younger age group (0-3 years), with over 170 applicants. This amounts to more than 80% of the total applications. With only 11 places available in the crèche for the UNOV/UNODC quota, the Committee was able to provide place allocations for 30 applicants from 2009 to date in that age group. The older age group (3-6 years) shows an opposing trend. It is relevant to mention that any new or vacant places in the older group are first allocated to those children moving from the crèche into the kindergarten group. Only once this process has been completed are new applicants reviewed and allocated into the kindergarten group. From 2009 to date, 19 applicants have been allocated places in the older age group.

For the upcoming school year beginning on the first Monday in September 2014 and effective immediately, the total number of available places is 34 for UNOV/UNODC. 11 places in the crèche (children from three months to three years of age) and 23 in the kindergarten (children from three years to six years of age). The Manager of the VIC CCC invited the focal points for place allocation of each Vienna Based Organization on 18 March 2014 to its annual meeting. Among the important issues discussed, were the new places available, the movement of children from the crèche to the older kindergarten group, and the situation of currently registered children. The Manager also informed the focal points that the crèche, known as “Krippe” in German, will be referred to as “Klein Kinder Gruppen” from the upcoming school year.

3.3. Catering Service

On 31 December 2013 the contract with the catering service provider “WIWAG” ended. A competitive bidding exercise was carried out to secure catering services from 1 January 2014. A staff representative on the Joint Advisory Committee on Catering Services (JACCS) participated in the meetings of the Evaluation Committee⁷ which established the Terms of reference before the exercise started.

As a result of this bidding exercise, carried out by UNIDO procurement and the Evaluation Committee, a decision was taken to accept the offer submitted by “Eurest”.

With the change of the caterer the space of the VIC catering facilities is being completely reorganised. The renovation works started in January and are expected to be completed

⁷ The Evaluation Committee included representatives of Staff Unions/Councils and the Administration of all VBOs.

by the end of June 2014. The new catering service will start operating from the start of July 2014.

3.4. Report of the Staff Welfare Bodies for 2013

Staff Welfare Fund

The Staff Welfare Board for UNOV/UNODC is a joint staff-management body established for the purpose of administering monies of the Staff Welfare Fund to provide financial support for activities benefiting the staff as a whole, as well as individual staff members.

The source of income for the Staff Welfare Board is provided by mark-up at the commissary. In 2013 the Staff Welfare Board received a total of € 54,020.

The Staff Welfare Board provides a 50% subsidy to staff members and their dependants against the cost of taking German language courses, offered by the UNOV/UNODC Language Training Programme. In 2013, the Staff Welfare Board subsidized 122 staff members € 140 each for a total of € 16,520.

One pilot project to grant a 50% subsidy to UNOV/UNODC Staff members for fitness club membership was brought forward for Staff Welfare Board review in 2013. The first requests for subsidies are expected in April 2014.

In 2013, the Staff Welfare Board granted a € 15,000- subsidy for the Inter-Agency Games held in Valencia, Spain. The whole amount was expended in full (€ 15,040-).

In December 2013, the Staff Welfare Board provided € 224.10 for coffee during the Long Service Award Ceremony.

At the end of 2013 the Staff Welfare Fund balance was € 773,257.

Staff Assistance Fund

All staff members of the United Nations bodies at Vienna whose payrolls are administered by UNOV/UNODC are eligible to apply for loans for a variety of purposes from the Staff Assistance Fund, a subsidiary fund of the Staff Welfare Fund which is administered by the Staff Assistance Committee.

In 2013, the Staff Assistance Fund granted 78 new loans for a total of € 729,730.00. At the end of 2013, the Staff Assistance Fund outstanding loans amounted to a total of € 874,307.00.

The total interest earned on loans in 2013 is € 25,627.00, while the total bank interest earned is € 36.00. The interest rate on Staff Assistance Fund loans remained at 3% throughout 2013.

At the end of 2013, the Staff Assistance Fund balance was € 689,642.00

Staff Benevolent Fund

In cases of urgent financial/humanitarian need or distress, United Nations staff members in Vienna have access to the Staff Benevolent Fund, a subsidiary fund of the Staff Welfare Board that provides financial assistance in the form of interest-free loans or, in exceptional cases, grants. The Staff Benevolent Fund is administered by the Board of Trustees, which verifies that the applicant's financial need is genuine and that no other appropriate assistance is available.

In 2013, the Staff Benevolent Fund provided interest-free loans totaling €15,500.

At the end of 2013, the Staff Benevolent Fund balance was € 35,102.

3.5. Report of the Joint Harassment Prevention Board

The Joint Harassment Prevention Board was established to monitor the implementation of the United Nations policy on prohibition of discrimination, harassment, including sexual harassment, and abuse of authority, as contained in bulletin ST/SGB/2008/5. In 2013, the Board submitted its first report to the Office of Human Resources Management, the only Board to have done so since the establishment in 2008 of Harassment Prevention Boards in New York, Geneva, Vienna and Nairobi and in regional commissions other than the Economic Commission for Europe. A summary of the report will be made available to staff at the Vienna duty station and associated field offices in early 2014. The Board is currently participating in a working group comprised of staff from relevant offices at Headquarters and from the Regional Conduct and Discipline Team at the United Nations Interim Force in Lebanon. The purpose of the group is to develop a package of recommendations, including awareness and training measures, which could be replicated in the field to peacekeeping operations and special political missions.

3.6. VIC Recreation Committee

The VIC Recreation Committee oversees the activities of the VIC-based clubs. It is composed of Staff Councils/Unions members from each of the Vienna-based organizations (VBOs).

In November 2013 the first VIC clubs days were held in the Rotunda. Several clubs participated and advertised their services which helped them attract new members.

The event was a major achievement considering the fact that the holding of the clubs days was initially refused by the Infrastructure Committee who argued that clubs did not need to advertise themselves in the VIC. It was only after the Presidents of the Staff

Councils and Unions sent them a letter of protest that the Infrastructure Committee gave their authorization for the event.

III Activities and Services of the United Nations Staff Union at Vienna

1. Professional Legal Assistance for Staff

In 2012, the Staff Union contracted a lawyer who is an expert in UN rules and regulations to provide advice on general legal issues, including the submission, representation and management of individual Staff Union members' cases in the United Nations Administration of Justice system.

During the reporting period our lawyer has provided extensive legal advice to several staff members; he counselled the Staff Union on the issues of EOSA and Flextime; he assisted two staff members with their submissions to the Management Evaluation Unit and is currently representing one staff at the UNDT. He has also successfully represented another staff member at the UNAT which dismissed the appeal of the Secretary-General indicating that the previous UNDT judgement in favour of the staff member stands.

Professional legal assistance is a service that the Union provides to all dues-paying members. Below are the rules governing provision of the service:

- The staff member must have been a dues-paying member of the Union for at least six months or, in the case of a newly recruited staff member, must have joined the Union upon arrival
- The Union will cover the legal costs if the chances of success of the case are rated favourably by the legal adviser
- A final decision will be taken by the Staff Committee
- If the appeal is successful and the tribunal decides that the legal costs incurred by the staff member should be reimbursed, the staff member will return the money to the Staff Union.

This importance of this service has become even more evident now that the new payroll charge for access to legal defence at work has been introduced by the GA, which does not wish to fully fund OSLA and is requiring staff to make up the shortfall.

2. Charity Donations

Every year the Staff Council donates 10 per cent of the profit of the Souvenir Shop at Gate 1 to a charity organization. In 2013, following the severe flooding that considerably affected many places in Austria and wrecked the homes of thousands of people, the

Council decided to donate EUR 4,000.- to the ORF (the Austrian public service broadcaster) special account set up to help the flood victims.

The Council also donated EUR 2,500.- to “Doctors Without Borders” who are helping the refugees in Syria and neighbouring countries. EUR 1,500.- were donated to the “Kilimanjaro Initiative” in Kenya, an NGO addressing the problems of youth in the urban areas of East Africa.

As anticipated in the last year’s annual report, the Staff Council have purchased three memorial plaques for UNOV/UNODC staff members who lost their lives in the line of duty: one for Ingrid Midtgaard, who was killed in Abuja in August 2011, one for Leonardo Iván Alfaro Santiago, Patricia Olga Delgado Rúa, Mariela Cinthia Moreno Torreblanco and Stephan Javier Campos Ruiz, who were killed in a plane accident in Bolivia in May 2011 and one for Sa'adetu Une Yahaya and Suleiman Babangida Adamu, who died in a tragic car accident on 28 February 2013 in Minna, Nigeria. The plaques have been placed in the condolences corner. This is our small way of keeping their memory alive.

Both staff and management support the idea of having a collective memorial in the area of the VIC Plaza to honour the service and sacrifice of all UNOV and UNODC staff members who have died in the line of duty. Staff members are cordially invited to share their ideas and proposals with the Staff Council as we engage in discussions with the Administration in that regard.

3. Communication with Staff



The Unions’s website <http://staffunion.unov.org> contains all the news updates on the activities of the Union, important documents, contacts, information on meetings and the services the Union provides.

The Union has kept you informed on what the staff unions of the United Nations are doing to defend you and in order to re-establish our right to be able to negotiate with the Secretary-General on the many policies that affect you.

The President has sent you numerous broadcasts informing you of developments and inviting your for feedback.

Two townhall meetings were held with all the staff to update and obtain feedback on issues such as the staff-management relations crisis and the flexible working arrangements. The President and the Council members also made interventions at

global townhall meetings organised by the Administration addressing the many issues of our concern.

4. Staff Party



The Union, for the first time ever, organized and financed the Staff Party, which took place on 7 June 2013. All staff were invited, including the non-dues paying members. Music, food and free drinks were provided. The event was also used to promote and highlight the work of the Union. The party was extremely well attended and it was a great success. A very positive feedback from staff has been received.



5. Staff Services

The Union's Staff Services Officer has continued expanding the commercial offers and discounts available to dues-paying members.

She regularly updates the information about the Staff Union services which is available on the Staff Union website: <http://staffunion.unov.org/su/en/staff-union-services.html>



The list of shops and services offering discounts is available at:
<http://staffunion.unov.org/su/en/your-discounts.html>

The Staff Services Office is also responsible for organizing the very popular holiday raffle. The 2013 holiday raffle included more than 300 prizes, the first being worth €2,000.00

The Staff Services Officer is available in Room E1114 on Mondays, Tuesdays and Wednesdays from 8.00 a.m. to 13.00 p.m. and by telephone at ext. 4427.

IV Treasurer's Report

United Nations Staff Council at Vienna – Treasurer's Report For the Period 1 January to 31 December 2013 (in Euro)

INCOME	
1. UNOV/UNODC Membership dues	66,373.14
2. Interest ¹	9,314.63
3. CTBTO contribution to staff services ²	1,308.12
4. Miscellaneous income ³	10,806.00
Total income	87,801.89
EXPENDITURE	
1. UNSCV participation ⁴	32,902.79
2. CCISUA annual membership	5,433.94
3. Staff services officer	11,616.17
4. Albl & Partner external audit fee ⁵	1,380.00
5. Lawyer fees	9,000.00
6. Miscellaneous expenses ⁶	29,322.23
Total expenditure	89,655.13
Excess of expenditure over income	1,853.24
Assets	
Current account balance	36,890.30
Dispo account balance	712,062.24
UNSCV Housing Service Trust Fund account balance	14,158.65
IAG account balance	901.67
Total Assets	764,012.90
Liabilities	
UNSCV Housing Service Trust Fund	18,793.65
Total Liabilities	18,793.65

Explanatory Notes 2013

¹ The interest income generated during the period of this report is broken down as follows:

1. Staff Council Euro account	37.14
2. Housing Service Trust Fund	22.63
3. Dispo account	9,253.71
4. IAG account	1.15

² CTBTO Staff Council contribution of Euro 109,01 per month allows CTBTO staff members to make use of the UNSCV Staff Services Officer services.

³ Miscellaneous income:

1. World AIDS Day Donation from UNFCU	1,480.17
2. NOMIK	1,350.00
3. Lost and found cash amount deposited by Security	784.87
4. IAEA Staff Representatives Training costs	500.00
5. Reimbursement from Irka Kuleshnyk since the SMC in Mexico was cut short by 1 day	289.92
6. Payment made by UNIDO SC for staff rep training	200.00
7. Credit for non-consumed drinks from Brau Union at the Staff Party	118.37
8. Bank mistake	2,805.00
9. Money deposited with UNOV FRMS for BAC payments	1,881.67

⁴ This represents the travel expenses for:

1. Paulina Analena flight ticket to Geneva	2,198.39
2. Paulina Analena's flight ticket to Brazzaville	1,238.34
3. DSA for Paulina's trip to NY (76th ICSC Session)	5,283.11
4. Reimbursement of bank commission to Paulina Analena	22.00
5. CCISCU GA in Valencia for Daniel Bridi	1,057.50
6. CCISCU GA in Valencia for Antje Reepmayer	1,132.50
7. CCISCU GA in Valencia for Paulina Analena	1,790.94
8. Ana-Marija Jelincic Baku ICSC Workshop	1,796.18
9. Daniel Bridi Baku ICSC Workshop	1,838.18
10. Paulina's DSA to NY for SMC leadership meeting	3,625.84
11. Mexican visa Paulina & Stefano (SMC II, Mexico City)	38.00
12. Paulina's flight ticket to NY GA (the other half paid by CCISUA)	2685.00
13. Travel expenses Irka Kuleshnyk - SMC Mexico City	3,510.68
14. Paulina's mission advance to London	6,686.13

Explanatory Notes 2013

⁵ This represents the fees for the appointed external auditor approved by the staff council 1,380.00

⁶ This consists of the following expenses

1. Annual subscription to Survey Monkey	153.90
2. Batteries for IC recorder	10.25
3. UNSU Vienna contribution for the Pension Fund elections	539.92
4. Office depot for magnetic frames	265.06
5. UN Staff Union leaflets	120.00
6. Memorial plaques for Bolivian staff and Ingrid Midtgaard	1,300.00
7. Reimbursement to Ana-Marija for payment to Repa printing	80.60
8. Hotel expenses - for staff rep instructor, Tracy Walsh	525.00
9. Money deposited with UNOV FRMS for BAC payments	2,000.00
10. Staff party expenses	14,475.00
11. Staff representatives training 23-24 May 2013	2,269.46
12. UNOV/UNODC website external access	65.06
13. Registration fees for ICSC workshop in Baku 29 Sep. 2013 for Daniel Bridi and Ana-Marija Jelincic	1,510.24
14. Testmagazine Konzument	48.00
15. Memorial plaque for Nigerian staff	800.00
16. Bank mistake (recovered)	2,805.00
17. Staff services officer reimbursement for REPA Copy	31.45
18. World AIDS Day donation to NGO India	1,705.87
19. Current account bank charges	475.25
20. Housing service trust fund account bank charges	129.83
21. IAG account bank charges	12.34

Annex I

Staff Representatives and Alternates

Attendance at meetings of UNSCV from 16 May 2013 to 28 April 2014				
Unit	Representative	Attendance	Alternate	Attendance
UNOV/DM	BROOHM, Herman	7	RAMIREZ BARRERA , Jose Ariel	0
UNOV/DM	VACANT	-	GYANKYI , Pius	1
UNODC/DM	BRIDI, Daniel	6	RICHARD, Yvonne	3
UNODC/DM	BREZINA, Stefan	4	AL ABANI, Shadi	8
UNODC/DM	PODGORNIK, Valter	7	LIECHTENSTEIN, Raffaella	4
UNOV/CMS	ALARCON, Miguel	0	EL HOUSNI, Touria	2
UNOV/CMS	BAKAYOKO, Aziz	7	EDWARDS, Claire	0
UNOV/CMS	BUDIN, Aban	7	GALIC, Valerie	1
UNOV/CMS	REEPMEYER, Antje	9	BOUTRIAU, Isabelle	2
UNODC/OED	BERTERAME, Stefano	7	MARTINS, Alexandra	0
UNODC/OED	BARONI, Claudia	5	GRASSI, Simonetta	1
UNODC/OED	KATKHOUDA, Nabil	7	DOUBEK, Paramita	1
UNODC/OED	KULESHNYK, Irka	5	VACANT	-
UNODC/OED	SOLTANI, Fariba	3	SAENZ, Elizabeth	0
UNODC Field Offices away and UNICRI	DE LEO, Antonino	0	ALY, Hatem	0
UNODC Field Offices away and UNICRI	VACANT	-	VACANT	-
UNSSS	ANALENA, Paulina	8	PAROKKIL, Jose	0
UNSSS	HATASOVA, Monica	4	HOFMAN, Michal	0
UNSSS	WILSON, Lawrence	1	FILIP, Antonin	1
UNPA-UNRoD	FUERNSINN, Clarissa	2	EFRATI, Janet	0
UNIS	SCHAECHTER, Iris	7	THOMAS, Anne	0
OLA/ UNSCEAR	CANAFOGLIA, Monica	7	NICHOLAS, Caroline	0
UN OOSA	OYENEYIN. Ayoni	5	MANIYANIPURATHU, Kurian	1

There were a total of 9 regular meetings from 16 May 2013 and 28 April 2014.

Annex II

Officers of the Staff Council

Staff Council	Presiding Officer Deputy Presiding Officer	Herman Broohm Claudia Baroni
Staff Committee	President Vice-President Secretary Treasurer Rapporteur	Paulina Analena Stefano Berterame Irka Kuleshnyk Daniel Bridi Antje Reepmeyer
Polling Officers		Cinu Puthuppally Grega Petek Ashenafi Gebreegziabher
Auditing Committee		Lorretta Eruwa Matthew Seitz Vacant

Annex III

Staff Representatives on Joint Bodies

Joint Advisory Committee	Chairperson	Timothy Lemay
	Members	Paulina Analena
		Stefano Berterame
Alternates	Claudia Baroni	
	Irka Kuleshnyk	
	Daniel Bridi	
General Service Classification Appeals and Review Committee	Chairperson	Nabil Katkhouda
	Members	Beate Hammond
		Mae Cayir
Staff Welfare Board	Members	Paramita Doubek
		Timothy Lemay
	Nabil Katkhouda	
Staff Assistance Committee	Members	Elwood Graham
		Stefan Brezina
	Alternates	Iris Schaechter
Central Review Board	Members	Ibrahim Nuseibeh
		Alexandrae Silva
	Mathew Kurinjimala	
Staff Assistance Committee	Members	Mathew Marth
		Lilian Sandouk
	Alternates	Dorde Vranesevic
Central Review Board	Members	Cecile Plunet
		Karin Jadek
	Chairperson	Aldo Lale-Demoz
Members	Takao Doi	
	Andreas Finguerut	
	Gilberto Gerra	
		Timothy Lemay

		(Alternate Chair) Bo Mathiasen Marta Requena Janos Tisovszky Dimitrios Vlassis
Central Review Committee	Chairperson Members	Justice Tettey Gautam Babbar (Alternate Chair) Monica Canafoglia Mabel Mak Rossen Popov Jorge Rios Elizabeth Saenz Fariba Soltani (Alternate Chair) Beng Teoh
Central Review Panel	Chairperson Members	Steven Malby Stefan Brezina Gert Eindherr Elwood Graham (Alternate Chair) Monica Hatasova Asja Nedeljkovic Karsten Onstein Iris Schaechter Luciana Viegas-Assumpcao
Joint Monitoring Group	Chairperson Members	Enrico Bisogno Aziz Bakayoko Simonetta Grassi
UNOV/UNODC Rebuttal Panel	Members	Aldo Lale-Demoz Imre Karbuczky

		Janos Tisovsky Gilberto Gerra Valerie Lebaux Michele Rogat
Departmental Focal Points for Women		Anegele Me Irka Kuleshnyk Sally Reading Anne Thomas
Alternate Departmental Focal Points for Women		
Joint Harassment Prevention Board	Member Alternate	Alexandra Souza Martins Claire Edwards
Joint Advisory Committee on the Child Care Centre	Members Alternates	Sana Sarrouh Iphigenia Naidis
Joint Commissary Advisory Committee	Members Alternates	Elizabeth Saenz Sylvie Bertrand Valter Podgornik Aziz Bakayoko
Joint Advisory Committee on Catering Service	Member Alternates	Nabil Katkhouda Gautam Babbar Ferdinand Grimm
Joint Advisory Committee on the VIC Garage	Chairperson Member Alternate	Ferdinand Grimm Jorge Rios Vacant
VIC Recreation Committee	Chairperson Member	Daniel Bridi Martin Raitelhuber

Annex IV

Abbreviations

ACABQ	Advisory Committee on Administrative and Budgetary Questions
CAC	Commissary Advisory Committee
CCISUA	Coordinating Committee for International Staff Unions and Associations of the United Nations System
CEB	Chief Executives Board
CTO	Compensatory time off
DG/ED	Director General-Executive Director
EOSA	End-of-service allowance
FWAs	Flexible Working Arrangements
FISCA	Federation of International Civil Servants Association
GA	General Assembly
HLCM	High-Level Committee on Management
HRMS	Human Resources Management Service
ICSC	International Civil Service Commission
IASMN	Inter-Agency Security Management Network
ILO	International Labour Organization
JAC	Joint Advisory Committee
JAC-CCC	Joint Advisory Committee on the Child Care Centre
JACCS	Joint Advisory Committee on the Catering Service
JIU	Joint Inspection Unit
MAS 65	Mandatory Age of Separation of 65
OHRM	Office of Human Resources Management
OLA	Office of Legal Affairs
OSLA	Office of Staff Legal Assistance
OT	Overtime
SMC	Staff Management Committee
SWB	Staff Welfare Board
SWF	Staff Welfare Fund
UNAT	United Nations Appeals Tribunal
UNDT	United Nations Dispute Tribunal

UNISERV	United Nations International Civil Servants' Federation
UNJSPB	United Nations Joint Staff Pension Board
UNJSPF	United Nations Joint Staff Pension Fund
UNSCV	United Nations Staff Council at Vienna
UNSU	United Nations Staff Union at Vienna
VBOs	Vienna-based Organizations
VICREC	Vienna International Centre Recreational Committee
VISAC	Vienna International Staff Associations Committee