



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



Annual Report 2016

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Foreword

This report of the United Nations Staff Union at Vienna, covers the period from 9 June 2015 to 10 May 2016. For the last year, your Staff Council has made every effort to serve you, our constituents, in the best way possible. Whether this was dealing with individual staff members on a one-to-one basis, addressing issues that could impact UNOV/UNODC- serving staff as a whole, or working on UN-wide matters that could impact you, we kept your rights and well-being foremost in mind.

While there were disappointments to be sure, there were also occasions where progress was made to the benefit of staff. Key areas addressed include, inter alia, the following: salaries and benefits, including the Compensation Review; Umoja; mobility; improving career prospects for general service staff; mandatory age of separation; pensions; and safety and security of staff. In doing so, the Staff Council continued to actively partner with various entities, such as the Staff Management Committee (SMC), in which your staff union is represented on various working groups; the staff federation to which we belong, the Coordinating Committee for International Staff Associations and Unions of the United Nations System (CCISUA); and the Vienna International Staff Associations Committee (VISAC).

I am also pleased to report that the number of dues-paying staff members has increased almost 10% in the past year alone. I sincerely hope, that an ever increasing number of UNOV/UNODC staff will not only become dues-paying members, but that our constituents will contribute whatever inputs, including feedback, experiences, time, suggestions, and viewpoints, that they believe will assist the Staff Council in serving them.

As we all know, you, our staff, are the United Nations' most valuable asset. In fact, there is no one better for the Staff Council to hear and learn from, than you. You are not only experts in your respective fields, but have direct, first-hand experience with the United Nations itself. You know our Organization - for better or for worse – better than anyone. It is your professional expertise, as well as your direct experience and knowledge of the Organization, which is at the core of the United Nations. As such, you contribute to its substantive goals, as well as to making this Organization we all serve, the standard-bearer of how an organization treats and respects its staff.

I thank you for your invaluable contributions and look forward to them in the future.

Irka Kuleshnyk

President of the Staff Council

United Nations Staff Union at Vienna

Your Staff Representatives



Staff Council



Electoral Unit	Representative(s)	Alternate(s)
OLA/UNSCEAR	Monica Canafoglia	Caroline Nicholas
OOSA	Kurian Maniyanipurathu	Werner Balogh
UNIS	Iris Schaechter	Vacant
UNODC (DO, DTA, DPA, OED)	Claudia Baroni Stefano Berterame Nabil Katkhouda Irka Kuleshnyk Fariba Soltani	Simonetta Grassi Giovanna Campello Vacant Corenne Agboraw Elizabeth Saenz
UNODC (DM – FRMS, HRMS, ITS)	Daniel Bridi Stefan Brezina Nada Blanusa (until Februray 2016)	Yvonne Richard Shadi Al Abani Vacant
UNODC Field and UNICRI	Jeremy Milsom Antonino De Leo	Vacant Vacant
UNOV/CMS	Miguel Alarcon Aziz Bakayoko Aban Budin Antje Reepmeyer	Touria El Housni Claire Edwards Marie-Lise Guilbert Isabelle Boutriau
UNOV/DM (OD, GSS and OIOS)	Herman Broohm Edward D'Rozario	Pius Gyankyi Jose Ariel Ramirez Barrera
UNOV/SSS	Alexandra Ruginescu Monica Hatasova Nathan Barowski	Vacant Karol Trojan Mato Slipac
UNPA/UNRoD	Clarissa Fuernsinn	Janet Efrati

Administrative Assistant	Ana-Marija Jelincic
Staff Services Officer	Ghada Al Masri

I Operating Framework of the United Nations Staff Council at Vienna

During the past year, the work of the United Nations Staff Council at Vienna (UNSCV) was guided by its Vision and Mission Statements established earlier in the current Staff Council's term and which are found below.

Vision Statement

The United Nations Staff Council - Vienna works to ensure that all UN staff in Vienna and its associated field offices enjoy:

- Full representation
- Respect
- A safe and secure working environment

Mission Statement

To protect the rights and well-being of all UN staff in Vienna and its associated field offices by representing and empowering staff within the framework of the values and objectives embodied in the UN Charter.

The UN Staff Council - Vienna fulfils its mission by working to:

- Engage with staff while treating every person equally
- Inform staff of their rights and obligations
- Promote an environment of trust, accountability and integrity
- Provide guidance when staff are unfairly or unjustly treated
- Enhance job security and career development
- Represent staff rights and interests when policies affecting conditions of service are developed
- Cooperate with other Vienna-based organizations and external service providers to enhance the lives of staff
- Promote a healthy and productive work-life balance.

The work of the UNSCV was also facilitated, where possible and appropriate, by the working groups established in the UNSCV addressing conditions of service, the Statues of the Staff Union, communications and outreach and services to staff.

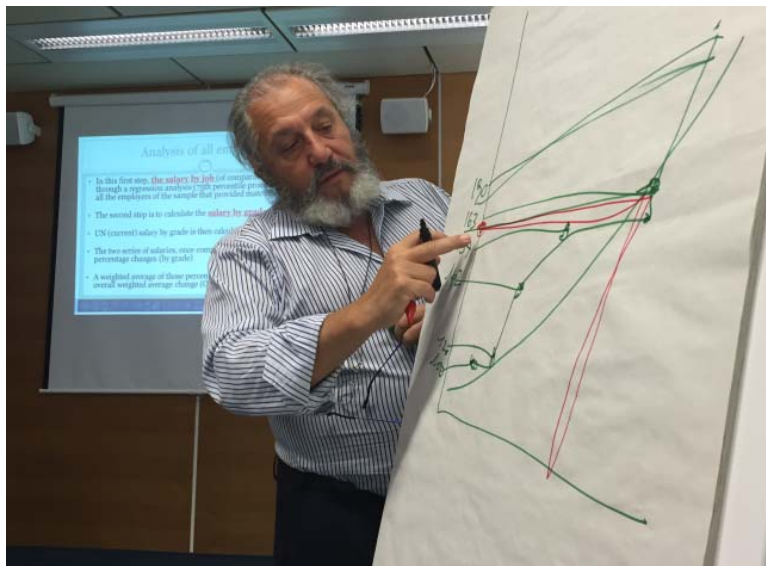
II Conditions of Service, UN Reform and Pension Issues

1. Salaries and Benefits

1.1. General Service Salary Survey in Vienna

The next comprehensive International Civil Service Commission (ICSC) General Service (GS) salary survey in Vienna will be conducted in autumn 2017.

As you may know, the remuneration of GS staff is based on the Fleming Principle (from the name of the Chairman of the Committee which first enunciated it in 1948). This Principle states that those staff members should be compensated in accordance with the best prevailing conditions of service found locally for similar work. Those conditions are



identified by means of a survey. Finding the right comparator employers and persuading them to share information on their salaries is crucial as those data will determine the salary scale for GS staff.

Staff have continuously expressed their concerns about the methodology, both in Vienna last summer during the 81st ICSC Session, with

regards to the New York survey, and earlier this year, at the 82nd ICSC Session, for the Geneva one. The ever-decreasing number of employers willing to share data and the difficulty of the current methodology in properly capturing evolutions in how pay is awarded, begs a reform of the salary survey process. At the recent meeting of the Staff-Management Committee (SMC) in Vienna, Management confirmed its commitment to work with Staff in order to ensure that the ICSC undertakes a comprehensive review of the methodology.

In order to achieve the best possible results for the upcoming survey in Vienna, the Staff Council had its two representatives attend a three day workshop on the Survey Methodology in Vienna in June 2015. The workshop was provided by the Federation of International Civil Servant's Association (FICSA) and focused on the complex methodology used in the survey. Those staff representatives, together with representatives from other Vienna Based Organizations (VBOs), will form the Vienna

Local Salary Survey Committee (LSSC), which has the crucial role of selecting comparator employers reputed among the best.

One of the Staff Council members also represented our Union in bilateral meetings with the New York LSSC which took place during the mid-term meeting of our Federation, the Coordinating Committee of International Staff Unions and Associations (CCISUA), held in New York from 3 to 5 November 2015. The purpose of this parallel mission was to hear and learn from our New York colleagues about their experience during their recent GS salary survey which ended with a negative result of -5.8 percent¹. It is hoped that the mentioned preparation will help our LSSC fully prepare for the upcoming salary survey in Vienna.

1.2. Professional Salaries

Last November, the ICSC made a number of proposals on the pay and benefits of staff members in the Professional and higher categories (P). Some of those proposals were accepted, some rejected by the General Assembly.

A desk-to-desk message of 18 January 2016 informed staff about the outcome of the Compensation Review. On 19 February 2016 the Staff Union organised a town hall meeting to brief staff on the same topic, sharing with them any information available at the time. A detailed overview of the changes is provided further below (chapter 1.3.).

At the local level, preparations are under way for the next cost-of-living survey which will be conducted in Vienna in October 2016. The ICSC carries out cost-of-living (so-called place-to-place) surveys every five years at headquarters duty stations to measure the cost-of-living at the duty station relative to the cost-of-living at the base of the system (New York). The results of the survey will determine the future post adjustment multiplier for salaries of P staff.

1.3 ICSC Compensation Review

The ICSC completed its review of the pay and benefits package for P staff and presented its proposals to the General Assembly, under the title of the Compensation Review. If implemented in full, these proposals would have resulted in some staff being more than ten percent worse off.

¹ Rome had a negative result of -9.2 percent and Paris -2.19 percent. The negative outcome of the local salary surveys in Bangkok and Santiago (decrease of 47 percent and 13 percent respectively) resulted in two salary scales - one for those who were already staff members at the time of the survey and one for staff members hired after that. For example, in Bangkok, staff on board when the survey was completed retained their current salaries, while newly recruited staff received a salary that was up to 47% lower. For those on board, their salaries are frozen until the newly recruited staffs' salaries increase to meet the level of their salary, i.e., a newly recruited staff member may work side by side another staff member, whose salary may be up to 47 percent higher, even though they are both at the same level.

CCISUA, the federation of which your staff union is a member, together with its sister federation, FICSA, campaigned at the General Assembly against the harmful elements contained in the proposal. The campaign included extensive meetings with delegates and management, briefings, petitions and media outreach.



Our campaign took place within a challenging context. This included the following: strong pressure from major contributing countries to push the changes through, with some even declaring at the start that the

proposed cuts did not go far enough; the presence in New York of management teams of organizations lobbying in support of many of the cost-cutting proposals; and a broader negotiation on the UN budget as a whole, of which the compensation review was only a part.

Last December the General Assembly passed its resolution on the Compensation Review. It reversed several harmful elements proposed in the compensation package. However, we were not able to prevent all the ICSC's proposals going through.

Negative impact of ICSC proposals

The key change is the introduction of a new unified salary system for P and D grades, starting from July this year. No staff member will be immediately worse off, and single staff will benefit slightly. However, progression through step increments every two years instead of annually after step 7 will reduce pay in the long run. We were not able to prevent this going through. Further, married staff with children, whose spouses are working, could see small reductions in pay as they move from the current dependency scale to the new single scale, with a child allowance replacing the dependency benefit.

Accelerated increments for staff with language proficiency will be replaced by either cash or non-cash awards. Staff and Management agreed at the last SMC meeting to establish an informal task force to discuss and better define this.

At the same time, a proposal by the ICSC to increase the assignment grant for junior staff was overruled by the General Assembly at the behest of organization management teams.

Finally, the repatriation grant will be requiring five years of service instead of the current two, with sitting staff retaining their current rights.

Improvements on the ICSC proposals

Notwithstanding the above, staff were able to have the General Assembly agree on a number of improvements to the original ICSC proposals.

Following our analysis that single parents would bear the greatest loss under the ICSC proposals, and that this could have a serious impact on gender balance in the UN, the General Assembly overruled the ICSC and agreed to introduce a single parent allowance of six per cent. This matches the allowance given to married staff whose spouses are not working.

Staff also argued that proposed cuts to the mobility incentive would reduce the attractiveness of geographic mobility. As a result, the General Assembly agreed to increase the allowance by 25 percent for those on their fourth assignment and by 50 percent for those on their seventh assignment.

The ICSC's proposal to abolish accelerated home leave was not approved in full. In response to our concerns, it will be retained, although only for staff in D and E category duty stations that are not covered by the rest and recuperation (R&R) framework.

For the education grant, the ICSC proposed two options for the reimbursement of tuition and enrolment fees. Staff persuaded the General Assembly to adopt the more generous one, which at \$40,600 provides a reimbursement rate of 75 percent of tuition and enrolment fees. This is followed by a sliding scale so that such fees at lower amounts will result in higher proportions of reimbursement, which is unlike the current system. We remain concerned however, that unavoidable costs, which in some duty stations are significant, such as transport and food, are not covered and aim to continue to address this. We also regret that staff in headquarter duty stations will only be able to obtain boarding coverage for primary and secondary education in exceptional circumstances. We addressed these issues at the last SMC meeting and asked Management to better define these circumstances, bearing in mind that staff are increasingly mobile and to ensure that capital assessment fees be reimbursed

Management undertook to form a task force on these matters and to share its proposals for reimbursing capital assessment fees with Staff in the course of 2016.

The ICSC made proposals for cash bonuses in a new performance pay scheme to be financed from the slowing down of step progression. We successfully argued that the proposals were impractical. This led the General Assembly to send this proposal back to the ICSC.

Many of you were concerned at proposals that would have led to increases in the salaries of staff at the Under- and Assistant-, Secretary--General levels by up to ten percent. The General Assembly heard these concerns and determined that those salaries be frozen.

In addition, all allowances were unfrozen for GS staff on 1 January 2016 and will be unfrozen for P and D staff on 1 January 2017. These have not been up-rated for three years.

Looking ahead

Your representatives through CCISUA and FICSA are actively following-up, monitoring and reviewing the new Compensation Package. To this end, the General Assembly has asked the ICSC to “continue its inclusive approach” with staff representatives and others. Indeed, the Compensation Package was discussed at the most recent Staff Management Committee meeting held last month in Vienna.

We will also be following up on the General Assembly’s request that the ICSC report back on how the changes affect gender balance and geographical mobility. The Assembly was not convinced that the new structure would support the aim of 50/50 gender balance at all grades, or improved diversity.

We will further examine the legal implications of the new package in the context of your acquired rights.

We will continue to ask you for your evidence and experiences of the changes, including the effects on pay and mobility, as well as your views on health and well-being. At a time when you are being asked to do more with less, safeguarding your well-being, pay and pension is our primary concern, and we will continue to work on your behalf to this end .

1.4 ICSC Review of Staff Categories in the United Nations Common System

Since the review of the Professional and higher categories has been completed, and a revised Compensation Package approved by the General Assembly², the ICSC is now embarking on a review of other categories of staff: the National Professional Officer (NPO) and the General Service and related categories (GS).

The review will take place in two stages. During the first stage, the ICSC will analyse the use of these staff categories. This analysis, according to the ICSC, should facilitate their assessment as to whether the various staff categories in the common system remain fit for purpose. Specific compensation packages will then be examined during the second stage.

During the 82nd ICSC Session, held in March 2016, there was a broad consensus on the need to maintain the GS category. For that reason this category received less attention at this stage although salary methodologies will certainly be a primary concern in the second stage.

² A/RES/70/244 Resolution adopted by the General Assembly on 23 December 2015. United Nations common system: report of the International Civil Service Commission

More attention was paid to the NPO category. Staff Federations expressed their concerns about the growing use of NPOs to carry out functions normally performed by international professional staff. Staff have observed that this was taking place primarily in low-wage countries, and appeared to be aimed at being able to reduce pay to these staff although they may be doing the same work side by side with international professional officers paid on an international basis. Staff have made clear that if NPOs are asked to carry out international professional functions they should be paid as professional staff.

Staff Federations also asked the organisations whether they could continue to justify the barriers they put in place to prevent capable staff moving between local and international categories.

Staff Unions have now been asked to provide inputs on the various locally recruited categories and their rationale prior to the next ICSC Session, to take place in Geneva from 25 July to 5 August 2016.

2. Contractual Issues

2.1. Continuing Appointments

The second annual review of staff member contracts began on 1 December 2015 to determine who may be eligible for continuing appointments.

Staff welcome progress on the latest review and support Management's proposal that performance management reports, established for less than a year, for example when a staff member changes duty station, be allowed to count towards qualifying for a continuing appointment.

2.2. Temporary Appointments

Referring to the Overview of human resources management reform (A/69/190) and the section on contractual arrangements, the designated staff representative told the Fifth Committee how staff were concerned at Management's proposal to extend the normal time limit from one year to two, contradicting what "temporary" means.

Staff on temporary appointments are already penalized with reduced leave and benefits.

If one change can be made for temporary staff, we believe that it should be to recognize equal pay for equal work and provide them comparable leave and benefits to their colleagues.

2.3. Staff Selection

Staff have expressed disappointment with the continued delays in filling vacancies, recently reported to be, on average, 213 days in the Secretariat. This figure may be an under-estimation in that it does not include the time between a post becoming vacant and the vacancy being advertised.

The delay could stifle career development, especially for entry-level staff and deflate staff morale while also doing a disservice to the Organization. Staff therefore have urged management to do what it can, to expedite the filling of vacancies.

2.4. Non-Staff Personnel

Staff very much support the approach of the Joint Inspection Unit of the United Nations System (JIU) report³ on non-staff personnel. The JIU revealed that almost half of all personnel in international organizations had non-staff contracts, yet three quarters of those were in a *de facto* employment relationship, carrying out similar tasks with similar responsibilities to staff members.

It is of concern to see that 67 percent of consultants and contractors perform regular staff work, of which 32 percent work in administration. Yet these colleagues are denied access to leave, health insurance and a pension.

3. Career Development and Job Security

3.1. Umoja

Umoja was launched and established as the new Enterprise system in Vienna on 1 November 2015. While some aspects of the new system have been welcomed by staff members, many staff have also noted that there are difficulties, including those related to Umoja's new work methods and seemingly insufficient human resources

The Human Resources (HR) staff are individually serving hundreds of their clients and many have difficulty fulfilling their many duties; they are working well beyond their daily hours, including weekends. We would like to see an increase in the number of HR staff so to decrease the number of staff members they individually serve and the corresponding strain on them, as well as to facilitate the work of the Organization.

³ JIU/REP/2014/8 – “Use of non-staff personnel and related contractual modalities in the United Nations organizations”

A/70/685 – “Use of non-staff personnel and related contractual modalities in the United Nations system organizations. Note by the Secretary-General”

Staff have also expressed great concerns regarding the issue of UNODC's financial situation and complications arising from Umoja, which allows for extensions of contracts only once the funds have been deposited in the bank. As UNODC cannot dictate to its donors as to when and how to provide funding, concern has been expressed that Umoja will lead to the loss of some funds and ultimately posts. Of specific concern is that at the end of 2015 numerous staff members had their contracts extended for only six months.

Staff Unions from the Secretariat addressed Umoja complications at the recent SMC meeting in Vienna. Management appreciated the feedback and confirmed that the Umoja Post Implementation Review (UPIR) Task Force had identified dozens of major types of issues that were being addressed – both large and small. The Task Force is global and meets regularly, and any issues identified by staff and managers can feed into that review.

Your Staff Union will continue to raise issues of concern with Management.

3.2. Mobility

Following a General Assembly resolution⁴, the roll-out of the new mobility framework started in January 2016 with the first job network – the Political, Peace and Humanitarian Network (POLNET). A new job network will be added every year. The new framework contains a much more centralized staff selection system with a new administrative infrastructure and selection bodies to support it. It also classifies staff into job networks. Information on the new staff selection and managed mobility may be found in the following: ST/SGB/2016/2, ST/AI/2016/1, ST/SGB.2016/4 and at <https://hr.un.org/page/mobility>.

Staff Unions raised concerns on how the job networks were composed. As a result, they were reconfigured with our input to enable staff to be able to move more easily within their area of expertise. We also raised concerns on how the selection process would function in a more fair and transparent way and how the various bodies that administer mobility would operate. Many of these concerns were taken on board through the SMC Working Group (WG) on Mobility. Our Staff Union has a representative in this working group.

On 23 November 2015 the Staff Union held a town hall meeting on the subject of mobility in order to update staff on the mobility policy and hear their views and concerns.

One of the main concerns remains job security. For example, there is anxiety among some staff that those on more securely funded posts (for example regular budget (RB) posts) will be moved on to extra budgetary (XB) posts, such as posts funded from the General Purpose (GP) and Project support cost (PSC) funds. More specifically, what will happen to the staff member if and when there is no more XB funding available for his/her post.

⁴ A/RES/68/265 of 28 April 2014 – Mobility Framework

This concern applies regardless of the duty station staff are coming from and regardless of the type of contract they have. Given that 80 - 90 % of UNODC posts are funded from some type of XB funding, this issue may be of concern for anyone who would be placed on such posts, regardless of their originating post.

The President of our Staff Union, who is co-chair of the WG on Mobility and also a member of the related WG on Workforce Reshaping and Downsizing, had made suggestions to mitigate this risk. These included that there be some kind of guarantee or lien for those staff being moved involuntarily to less secure posts, that only posts with secure funding for a specified minimum number of years be deemed rotational, and that the mobility policy roll-out occur only once the work of the WG on Workforce Reshaping and Downsizing is completed. While some of these proposals were not accepted during the previous SMC and WG meetings, there was a commitment to facilitate the conclusions and recommendations of the WG on Workforce Reshaping and Downsizing and thus inform the implementation of the mobility framework.

Nevertheless there is still concern that there is no final policy on restructuring/downsizing in place. As emphasized by the WG on Workforce Reshaping and Downsizing, a crucial issue for staff is the obligation of the Secretary-General (and Management with delegated authority, Heads of Offices/Departments, ASG/OHRM or USG/DFS) to (laterally) place staff members on vacant posts when these staff members are in danger of losing their jobs.

The WG successfully argued that the authority to place staff members laterally on vacant posts had recently been affirmed in ST/AI/2016/1⁵, section 24.1, and in practice, with the downsizing exercise following the budget cut decided by the General Assembly last December.

The second point the WG discussed rather successfully is that downsizing is not to be confused with recruitment and selection. And we imagined a mechanism for comparative review in the downsizing context (basically, to implement the staff rule 9.6 e) which removes the arbitrariness from the process.

Staff Unions will monitor the mobility framework as it is implemented, in order to ascertain where adjustments may be needed.

3.3. Improving Career Development for General Service Staff

In 2014 at the SMC III meeting in Valencia, Staff Unions introduced a paper on career development for GS staff. Staff explained that the career development of staff in the GS and related categories was limited by the UN Secretariat's regulatory framework. Staff requested an SMC resolution to draw the attention of Member States to this matter and

⁵ ST/AI/2016/1 "Staff selection and managed mobility system"

align the Secretariat's framework with the practices of other UN Common System entities that place no restrictions on moves for staff in the GS and related categories to posts in the P categories.

In this context a Working Group on the Career Development of the General Service and Related Categories (WG on GS) was established in which our Staff Council is represented. The WG on GS decided to form different sub-groups which elaborated specific proposals. Our Union was represented in the sub-group developing a proposal to allow GS staff to compete for vacant P posts without resigning from their current jobs.

The WG also launched a survey to help identify, quantify and review issues related to the career development of GS staff in the Secretariat. The results of the survey and the proposals of all sub-groups were consolidated into a single paper which was presented at the recent SMC meeting in Vienna.

The report highlighted the demographics of the staff body at the UN, the high level of education of staff in the GS staff category and their limited prospects for hierarchical career growth. The WG developed a number of short- and long-term recommendations for enhancing GS staff career prospects, including the following: improved opportunities to grant SPA; eliminating mandatory resignation for GS staff when applying for National Officer or international professional posts; having a broader pool of posts open to G to P recruits; enhancing development programmes; and opening the P category to GS staff.

The WG commented that the limited career prospects has a detrimental effect on GS staff members motivational levels and that they deserve real career paths, which would hopefully benefit from the implementation of the WG's proposals.

The SMC endorsed both the short and long term recommendations of the WG, noting however, that many of the recommendations were ultimately subject to Member States' agreement.

3.4. Budget Cuts

The General Assembly adopted the programme budget for the biennium 2016-2017. However, as a part of the outcome, Member States also imposed an unforeseen, additional 5 percent cut to the number of posts for GS staff in Common Support (management) services, not included in the initial budget submission. This resulted in three posts being abolished in Vienna and many more in other duty stations. Fortunately, due to the good offices of management, no staff lost their jobs in Vienna as the reductions were achieved through the elimination of vacant posts and attrition.

Some staff nevertheless remain concerned about their job security as additional cuts are expected in the biennium 2018-2019. This concern is reinforced by the implications of the developments of global service hubs.

3.5. Global Service Delivery Model

The Secretary-General presented a framework of the Global Service Delivery Model (GSDM) to the General Assembly (GA) at its 70th session⁶, based upon which the GA requested the Secretary-General to proceed with developing a detailed and full proposal, including a business case, to be presented at its 71st session.

As presented by Management, the aim of the GSDM is to standardize and harmonize, as well as simplify, specialize and consolidate services to address five main current challenges – fragmentation, duplication, inconsistent application of regulations and rules, lack of transparency and uneven client satisfaction. Management is currently pursuing a methodology that includes the following: categorization of administrative processes as headquarters, hub or local; assessing hub processes; mapping organizational roles for hub processes considered suitable for shared services; assessing locations to determine potential consolidation sites for shared services; and developing a business case and risk framework for shared services.

More detailed proposals will be discussed in a special SMC session, expected to be convened in early August 2016, after which the Secretary-General's report will be finalized.

Management acknowledges that GSDM may have an impact on staff, and the effects will need to be studied further. At the SMC meeting in April 2016 they pledged to proceed with utmost consideration for staff and to engage in active dialogue as GSDM progresses, including on workforce planning and by providing assistance to staff to transition to new functions and acquire skills relevant to future rolls and responsibilities.

4. Performance Management

At the request of staff, the SMC developed a proposal to revise the current performance management framework. It was submitted to the General Assembly (GA) earlier this year but the discussion of that item has been deferred by the GA, to its 71st session.

Addressing the Fifth Committee in March 2016, the staff representative stated that he hoped that the General Assembly would support our proposals. Improvements of the performance management framework would include greater flexibility in the composition of rebuttal panels, and more clarity on applying performance improvement plans. Some staff also believe that strong performance requires more ongoing feedback from supervisor to staff member.

⁶ A/70/323 "Framework for a global service delivery model of the United Nations Secretariat - Report of the Secretary-General"

5. Pension Issues

5.1. Retirement Age

At its 81st session, the International Civil Service Commission (ICSC) recommended to the General Assembly that a mandatory age of separation for staff members who entered the UN system before 1 January 2014 should be increased to 65 years, with effect from 1 January 2017. Staff who currently have the right to retire at 60 or 62 would retain that right if they wish.

Certain organizations had queried whether retirement at 65 would prevent rejuvenation, good performance and gender balance. However, Staff Unions showed that with the average UN entry age at 41 and a new and improved performance management system due to be put in place, changing the retirement age would have little impact. In addition, as noted in the ICSC report of 2015 (A/70/30) some members of the ICSC were not convinced that an earlier implementation date would hinder promotion of gender parity, diversity and rejuvenation, as argued by some organizations.

Our Federation, CCISUA, together with FICSA, started a campaign to remind the Secretary-General that in the past he showed support for an earlier implementation date.

In December 2015 the General Assembly decided that the mandatory age of separation for staff recruited before January 2014 should be raised by the organizations of the UN Common System to 65 years at the latest by 1 January 2018, taking into account the acquired rights of staff.

As the decision of the General Assembly implies that the implementation can take place from now, to be completed no later than 1 January 2018, Staff Unions initiated a survey to ascertain whether staff members would prefer to have the option sooner rather than later. The outcome of the survey shows clear staff support across all age ranges for an earlier implementation of 65.

The results on 8 March 2016 were as follows:

Age group	Number responding	Yes	No	Not sure
56+	1,359	75.8%	20.0%	4.2%
46-55	1,717	57.9%	30.5%	11.5%
36-45	1,150	56.6%	26.3%	17.0%
26-35	369	60.4%	22.5%	17.1%
18-34	22	63.6%	22.7%	13.6%

To this end Staff Unions asked the SMC that the new policy be implemented on 1 January 2017, in line with the Secretary-General's earlier commitment. Unfortunately, Management was generally not supportive of Staff's proposal, arguing that this would have an impact on the 2016-17 budget and that therefore the 2018 implementation was more realistic.

5.2. United Nations Joint Staff Pension Fund

The management of the United Nations Joint Staff Pension Fund (UNJSPF) is a Common System issue of great concern to staff. Our Staff Union worked together with other Staff Unions to resist attempts by the management of the Fund to make it a more independent agency with its own staff rules and to distance itself from the UN through modifying the memorandum of understanding (MOU) between the Fund and the UN.

The President of our Union participated in a meeting with Ms Carolyn Boykin, the Representative of the Secretary-General (RSG) for the Investment of the Assets of the UNJSPF and with Mr. Sergio Arvizú, Chief Executive Officer (CEO), UNJSPF, last summer.

The RSG reiterated that the financial situation of the Fund was very good. She reported on her investment strategy saying UNJSPF strives for a certain rate of return (about 3.5 percent per year) and does not want to invest too aggressively as it would be too risky.

The CEO defended his request to modify the MOU saying that all suggestions that had been proposed, had the sole intention of improving the functioning of the Fund.



During the Joint Staff Pension Board (UNJSPB) meeting in July 2015, our sister Unions from Geneva and New York reiterated our concerns on the dangers of changing the MOU. UN Management agreed that it too had concerns and stated that changing the MOU at this stage would not be appropriate.

Last autumn, serious delays started emerging in the payment of pensions to newly retiring staff following the implementation of the Integrated Pension Administration System (IPAS) at the Fund. The UN system Staff Federations informed the Secretary-General, including in a meeting in which your union was represented, about these severe delays. They highlighted the urgent need to address this situation and asked that pressure be brought to bear on the CEO of the Fund to find suitable solutions. In January 2016, the Staff Federations followed up the matter and issued a letter calling for further action.

On 1 March 2016 UN Management shared our frustrations and released a statement through iSeek confirming that the situation was being addressed and that a roadmap had been established to clear the backlog.

When addressing the Fifth Committee of the General Assembly on 4 March 2016, Mr Ian Richards, Vice-President of the SMC and designated representative of staff, drew their attention to these problems.

Simultaneously, the Staff Federations launched a petition to maintain pressure on the CEO of the Fund in order to expedite the processing of the pension benefits and calling for his replacement. Many of you added your voice to the campaign by signing the petition.

Last April Staff brought this issue to the SMC so to inquire what exactly the Administration intends to do if, despite the CEO's personal assurances, the backlog is not eliminated by 31 May 2016. Management reiterated its commitment to closely monitor the developments in what is a very unsatisfactory situation and undertook to keep the SMC informed on the progress made.

6. Participation in Relevant Fora

In order to have your voice heard as strongly as possible in policy discussions that affect you, the Staff Council participates in various fora, some of which have been referred to above.

Staff-Management Committee

The Council continued being very active during the reporting period in the SMC, through participating in SMC sessions, video-conferences and by contributing jointly with other Staff Unions to papers and positions.

The work of the SMC continues to be conducted through various Working Groups (WGs) organized according to topics. The UNOV/UNODC Staff Council has representatives in the following WGs: Mobility and Career Development (Irka Kuleshnyk who also serves as co-chair for staff); Workforce Reshaping and Downsizing (Irka Kuleshnyk); Performance Management and Staff Development (Stefano Berterame); Improving General Service Career Development Prospects (Daniel Bridi); Administration of Justice (Caroline Nicholas/Irka Kuleshnyk); UN Whistle-blower Protection Policy (Irka Kuleshnyk); and Medico-Legal Investigations (Irka Kuleshnyk). In addition, at the last SMC meeting in April, your SC President was nominated and confirmed to serve on the 3 x 3 committee. This Committee, is comprised of three representatives from management and three representatives from staff and coordinates the work of the SMC, closely together with the SMC president, Vice-president and Secretary.

The work of the first four WGs listed has been summarized in the respective thematic areas above.

Staff-Management Committee Working Group on the Administration of Justice and Related Issues

Report of the Interim Independent Assessment Panel on the system of administration of justice at the United Nations

A review of the Internal Justice system was conducted by the Interim Independent Assessment Panel (IIAP) and issued as document A/71/62, in the form of a Note by the Secretary-General. Various stakeholders are now to provide inputs for the Secretary-General's Report to the General Assembly.

The document was also discussed at the SMC meeting in Vienna as many recommendations of the IIAP's report directly impact current and future discussions under the SMC agenda, such as investigations and disciplinary matters, whistle-blower protection, management evaluation of administrative decisions, legal assistance and representation to staff members or jurisdiction of the Tribunals.

Another issue concerns possible cases of harassment and the rights and recourse of victims. In particular, there is an issue concerning personnel who are not considered staff members in that the current harassment policy does not extend to non-staff. It has also been suggested to review national legislation to determine if any best practices could be gleaned from them.

Office of Staff Legal Assistance

With regard to the WG on the Administration of Justice, one of the issues that has been continuously raised is the cost of staff legal representation. The staff unions of the United Nations System remain opposed to the voluntary supplemental funding scheme to support the work of the Office of Staff Legal Assistance (OSLA). They argue that there is no equality of arms because 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 for legal representation. For this reason the Unions encourage staff to exercise their right to opt out from this funding scheme.

The position of the Chief of OSLA became vacant in the past year. The President of the Staff Council served as a member of the Interview Panel. The selection process has been completed and it is expected that the selected applicant will be on board soon.

Terms of Reference for the Ombudsperson

Staff Unions have been requesting the Terms of Reference for the Ombudsperson for several years and that they take the form of an SGB. At the last SMC meeting they addressed this matter again and urged the management to present them with the draft SGB as soon as possible. They furthermore requested that the Ombudsperson, in order to be completely independent, have a single non-renewable term (instead of a renewable five-year term as proposed by management).

Staff-Management Committee Working Group on Investigations and Disciplinary Measures

In March 2013, the SMC requested that the administrative instruction governing investigations and disciplinary matters (ST/AI/371) be revised to “delineate a clear legislative framework and authoritative practice guidelines for investigations, particularly regarding the application of due process”. This reflected a general and long-standing consensus, between Staff and Management, of the need to improve and strengthen the current investigative and disciplinary procedures and to align them with the requirements of the formal system of administration of justice.

At the last SMC meeting in April, the WG reported that a working level agreement had been reached on nearly all aspects of the draft revised ST/AI/371.

The new ST/AI will make it necessary to develop training guidelines, including trainers, advisory capacity to managers and staff for the best delivery in its application and this should be a staff and management undertaking with the Office of Internal Oversight Services (OIOS) advice, as appropriate.

Management suggested that the existing WG should be tasked to review all matters related to the topic of Sexual Exploitation and Abuse (SEA) as well. Staff, however, noted that the SEA topic included many issues preceding and following investigations and requested that a dedicated WG on the SEA be established. The SMC decided to map other existing WGs covering investigations and SEA to determine whether a separate WG on SEA needs to be established.

Staff-Management Committee Working Group on the Whistle-blower Protection

The SMC WG on UN Whistle-blower Protection was established at the SMC IV meeting in Bonn. Its mandate is to review the Note that was submitted to the SMC from the UN Ethics Office on proposed revisions to ST/SGB/2015/21 “Protection Against Retaliation for Reporting Misconduct and for Cooperating with Duly Authorized Audits or Investigations”.

At the last SMC meeting the WG reported on its progress yet there are several points on which further work is required. According to Staff, contractors should be covered by this policy as a significant number of them work in certain parts of the Secretariat. Furthermore, referring to the recommendation of the Independent Assessment Panel that the Ethics Office decisions should be appealable, staff have been advocating for this very important element with management. In addition, staff is arguing to broaden the scope of protected activity. We are hopeful that some progress will be made in both of these areas.

Coordinating Committee for International Staff Unions and Associations

Your Staff Council remained active in the federation to which it belongs, namely the Coordinating Committee for International Staff Unions and Associations (CCISUA). A delegation from your Staff Council participated in CCISUA General Assembly in

Bangkok from 29 June to 3 July 2015 as well as in its mid-term meeting in New York in November 2015.

Items discussed during these meetings included the matters already referred to above, such as Pension Fund, retirement age and the review of the compensation package. The meetings also provided an opportunity to discuss and exchange views with other members of the Association and to meet with representatives of substantive offices that were available. During the mid-term meeting of CCISUA in New York staff representatives met with the Secretary-General and the Under-Secretary-General for



Management, when they were able to directly bring to their attention the issue of the delay in paying out pensions. Discussions were also held with high-level officials from the ICSC, including the Chairman, Under-Secretary-General for Safety and Security, and Executive Officer of the Administration of Justice.

Inter-Departmental Task Force on Accessibility

On 17 December 2015, the General Assembly adopted a resolution⁷ calling for a more inclusive and accessible United Nations for persons with disabilities. In its resolution the Assembly calls for a comprehensive report by the Secretary-General on the current status of inclusion and accessibility at the UN. It also asks for input on best practices

⁷ A/RES/70/170 Towards the full realization of an inclusive and accessible United Nations for persons with disabilities

from a range of stakeholders such as Member States, UN system organizations, civil society organizations and others, including staff with disabilities.

The preparation of the report is being conducted by the Inter-Departmental Task Force on Accessibility (IDTFA) which includes DM (OHRM, MSD, OICT and FMS), DPI, DSS, and OHCHR as members, and the Regional Commissions, the Staff Management Committee (SMC) and other relevant stakeholders as observers. The President of our Staff Council serves on the Task Force, representing the staff side of the SMC.

Other

In October 2015 the President attended the first Conference of Staff Committees / Councils / Unions / Associations of the Vienna based International Organizations, hosted by the IAEA Staff Council in collaboration with the Staff Committee of the OSCE Secretariat. The aim of the conference was to discuss topics of mutual interest and to foster cooperation among Staff Committees / Councils / Unions / Associations.

The Conference was a good opportunity to exchange best practices and knowledge; to gain practical skills and tools to better promote and represent the interests of international civil servants. It also provided a platform to share, discuss and develop ideas for future joint initiatives and activities. The Conference also created an excellent prospect for networking and for establishing valuable contacts.

7. Training of Staff Representatives

Training Workshop for Staff Representatives on Workplace Health and Safety

A FICSA training workshop for staff representatives on workplace health and safety was hosted by the IAEA Staff Association in Vienna on 18 and 19 June 2015. The workshop was conducted by an experienced trainer from the UK-based Trades Union Congress (TUC).

Two members of our Staff Council attended the course which helped them to understand their role in workplace health & safety, develop the skills needed to organise and assist members around health and safety issues, understand key concepts in occupational health & safety and develop knowledge about key health and safety topics/areas.

Training course for staff representatives on professional salary issues

Another training hosted by FICSA and the IAEA Staff Associations was held in Vienna from 14 to 16 October 2015. The workshop was conducted by experienced ICSC trainers and covered the Professional salary issues. One member of our Staff Council attended the training.

It provided the participants with an overview of the comprehensive review recommendations, focusing on the salary scale and the education grant. It also explained the functioning of the post adjustment system and the proposed changes to it based on the ICSC decisions at that point in time.

Negotiations Training

Two members of the Staff Council and the Staff Union's administrative assistant participated in a two day negotiations training for staff representatives in Quorn (Leicestershire, England) from 3 to 4 March 2016.

The course was tailor-made for CCISUA members and was presented by a GFTU⁸ facilitator. Participants learned how to communicate in a constructive and skilful way in a high-pressure negotiation, which negotiation tactics to use and discussed what would be the best solutions for avoiding intercultural barriers at the negotiation table.

⁸ The General Federation of Trade Unions (GFTU) is a national trade union centre in the United Kingdom. It has 35 affiliates with a membership of just over 214,000. CCISUA, our federation, is their affiliate.

III Staff Safety, Staff Protection and Legal Assistance

1. Staff Well-Being

The Staff Council continues working with other UN Staff Unions in order to improve safety for staff in headquarters and in the field and to ensure that our fallen colleagues are better remembered.

The impact of the new Compensation Package on the health of staff is of a particular concern. Staff share the views expressed by the UN Medical Directors Working Group (UNMDWG) Statement of Concern last November when they urged the General Assembly to conduct a health impact assessment of the ICSC's proposals on staff in the field:

"The impact on health of reduced R&R is both mental and physical. Fatigue, burnout, depression and anxiety are all associated with prolonged exposure to stressful environments. Because of poor medical infrastructure in many duty stations, basic healthcare is attended to whilst on R&R. Neglect of mental and physical health is a direct consequence of reduced R&R".

The UNMDWG recommended that a comprehensive review of the use of rest and recuperation (R&R) should be undertaken, with a view to establishing minimum requirements from an occupational health perspective. Unfortunately, it appears that the recommendation was not taken on board.

In his address to the Fifth Committee, the designated staff representative noted that the 40 percent of the disability pensions awarded by the Pension Fund were based on mental health diagnosis, while the worldwide percentage was 25 percent. We believe that this reflects in large part the stress and strain faced by our colleagues in difficult and dangerous duty stations.

To this end the staff representative regretted the removal of accelerated home leave in C to E duty stations⁹ and called for it to be restored. He also called for more safety and welfare support for our colleagues in hardship locations.

2. Safety and security of Staff Members

The United Nations continues to face growing threats from extremism not faced by any other organization or many Member States on a global scale, in terms of severity and impact.

⁹ The only exception are D and E category duty stations that are not covered by the R&R framework.

Staff Unions brought this issue to the SMC outlining the historical and increasing threats to UN staff, especially those located in the field¹⁰. Staff argued that the Organization needs to balance the need to stay and deliver with an appropriate structure to ensure the safety and security of staff members, including through a fully operationally and financially independent Department of Safety and Security (UNDSS). We emphasized that political considerations and possible expediency should not play any role in safety and security discussions.

During the meeting of the High Level Committee on Management, held in Vienna from 22-23 March 2016, the President of our Staff Council attended as a representative of CCISUA. During the meeting, she addressed concerns about safety and security of staff, particularly when serving in high risk areas. She emphasized that for organizations that are highly dependent on donor funding, such as UNOV/UNODC, there may be an added impetus to deliver in high risk locations, particularly when performance is directly or indirectly linked to the amount of funding received. She stressed the unacceptability of such a position.

3. Legal Assistance for Staff

The Staff Council is continually available to staff members wishing to consult with them on work-related issues. We provide advice on your options and assist you in seeking justice, whether through informal or formal channels, such as through the provision of legal assistance to contest an administrative decision.

If you are a dues-paying Staff Union member, you are furthermore entitled to two free legal consultations from English speaking lawyers on both work-related and non-work-related matters.

3.1. Lawyers available for work-related issues

A lawyer who is an expert in UN rules and regulations, continues advising staff on general legal issues. His services include assistance in the submission, representation and management of individual dues-paying Staff Union members' cases in the UN Administration of Justice system. In order to access the service, a staff member needs to have been a dues-paying member for at least six months. Staff in the organization for less than six months, need to have joined immediately upon arrival. The Staff Committee makes a determination as to whether a case should be forwarded to the lawyer. Depending on his opinion on the chances of success of the case, the Union will assist you in funding the legal representative.

¹⁰ Staff addressed the specific situation in Yemen and the recent Operational Peer Review (OPR for Yemen) presented by the IASC (Inter-Agency Standing Committee) Secretariat: <https://interagencystandingcommittee.org/geneva-iasc-events/content/yemen-operational-peer-review>

The lawyer represents UNOV/UNODC staff members at the UN Dispute Tribunal when appropriate, and has provided legal advice to other staff members in regard to their grievances.

Another lawyer familiar with the UN internal justice system is now also available weekly on Thursdays, from 08:00 to 12:00 in room C0341 to advise staff on work-related issues. Up to two free legal consultancies per year are provided to dues-paying member of VIC Staff Associations/Unions:

Laurence C. Fauth, Esq., Attorney-at-Law, c/o J. Fischbacher GmbH

Thursdays, from 08:00 to 12:00 (by appointment only)

Linke Wienzeile 36/7b, Vienna, Austria 1060

Tel. (+43 (0)) 664 205 8458

Email: lcfauth@unattorney.com

www.unattorney.com

3.2. Lawyers available for non-work-related issues

Three lawyers are available weekly in room C0341 to advise staff on non-work-related issues. Up to two free legal consultancies per year are provided to dues-paying members of VIC Staff Associations/Unions. As one needs to present their Staff Union membership card, staff members who no longer have their card may contact the Staff Union's office (E1112).



Paar and Zwanzger, Rechtsanwaelte-Partnerschaft (GbR)

Wednesdays, from 14:00 to 17:00 (by appointment only)

Wiedner Hauptstrasse 46/6, 1040 Vienna

Tel: (+43 (0)) 581 3332

Email: kanzlei@paar-zwanzger.at

Mag. Diana Mautner Markhof, LL.M. (Chicago), Attorney at law, New York

Tuesdays, from 14:00 to 17:00 (by appointment only)

Weimarer Strasse 49/1/1, 180 Vienna

Tel: (+43 (0)) 650 403 00 91

Email: office@mautnermarkhof.eu

(3) Dr. Roland Gewessler, MRICS, Attorney-at-Law, N.Y.

Fridays, from 14:00 to 17:00 (by appointment only)

Office Tel: +43 (1) 513 52 56 0, Cell: +43 (0) 664 464 90 70

Email: roland.gewessler@rglegal.at

IV Communication and Outreach

One of the Staff Council's endeavours is to further increase the Council's visibility and raise staff awareness. To this end a number of activities have been continued, including those referred to below.



The Union's website <http://staffunion.unov.org> is updated with information on news, the activities of the Union, important documents, contacts, information on meetings and the services the Union provides.

The Facebook page, which is maintained in conjunction with other Staff Unions, reports on how your unions are campaigning on issues that concern you such as safety, contracts and conditions of service. It provides information about developments taking place in the Organization and how you may be affected:

<https://www.facebook.com/unstaffunions>



During the reporting period the Union has also sent you broadcasts informing you of developments and inviting your feedback.

Several town-hall meetings were held with all the staff to update them and obtain feedback on the new mobility policy and on the outcome of the Review of the Compensation Package.

The Council also actively participates in all global town-hall meetings organised by the Administration addressing the many issues of concern as well as those organized by the Administration in Vienna.

The more fully informed the Staff Council is of the issues that affect our constituents, the better we are able to represent them and facilitate policies and conditions that protect and benefit you.

V Services to Staff

1. Utilization of Union Funds

1.1. Proposals by the Working Group on Services for Staff

During the reporting period your Staff Union, together with representatives of other VIC Staff Association / Unions, initiated negotiations with the Austrian Tenants Union (“Mietervereinigung”). Following the initial negotiations in November 2015 the Tenants Unions proposed different cooperation models which are currently being reviewed by the staff representatives.

The final cooperation model is hoped to include free membership for all dues-paying members of the Staff Union, free services such as translation and verification of rental contracts, consultations on minor disputes, providing advance over the phone and possibly in person, once per month in the VIC.

1.2. Charity Donations

In view of the refugee crisis which began in 2015, the Staff Council decided to increase its usual charity donation, which in the past amounted to the 10 per cent of the profit generated from the sales of our Souvenir Shop.

In addition to our support to, and active cooperation in, the VISAC campaign to raise funds to support relief measures for refugees in Austria, the Council also donated some of the Union’s funds to NGOs helping refugees.

EUR 7,000.- were donated to the major stakeholders in the relief efforts in Traiskirchen (Caritas, Red Cross and the Diakonie)¹¹ as recommended by UNHCR.

EUR 13,000.- were donated to the "Project Balsam" launched by the "Arab Women's Association"¹². This is an NGO, founded in May 1997 in Vienna, which helps Syrian women and children living as refugees in Turkey.

The funds donated by the Staff union were used to set up a medical centre in Avusu's village on the Turkish-Syrian border, where, among other medical services, women are offered free-of-charge gynecological consultations.

¹¹ The donation was shared in equal parts with the three charities and projects:

- Red Cross “Flüchtlingshilfe”: This supported the emergency shelters as well as medical coverage and emergency kits
- Caritas “Refugees Emergency – Accommodation”: Funding shared accommodations for unaccompanied minor refugees
- Diakonie “Dach überm Kopf” – Providing emergency shelters to refugees

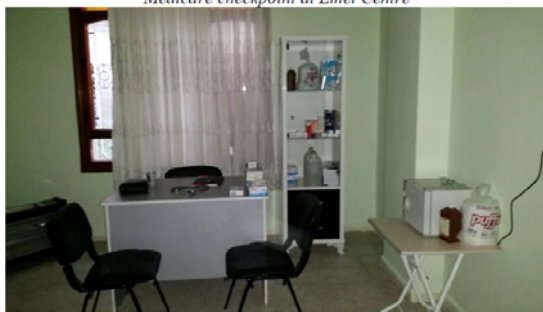
¹² For more information see their website: <http://arabaustrianwomen.org/>

Earlier this year, the Council donated additional EUR 2,700.- to the same NGO to cover one month's running costs of the medical centre.



All UNOV and UNODC staff were pleased and heartily congratulated our UNODC colleague, Marie-Thérèse Kiriaky, the founder and the main driving force of the "Project Balsam", for winning the 2015 UNSG Award for Staff Volunteerism, recognising her compassionate humanitarianism.

Medicare checkpoint at Emel Centre



Dr. Tarek Ayoub purchasing medicine for Syrian refugees



1.3. 1st joint VIC Staff Summer Party

The Staff Union will join the IAEA Staff Council on 17 June 2016 for the 1st joint VIC Staff Summer Party. The Staff Council has decided to contribute financially, according to the size of our staff body, to the costs of the party with EUR 5,000.-

1.4. Staff Union Dues

Following the implementation of Umoja last November, the deductions of the Staff Unions dues did not take place for three consecutive months due to initial difficulties with the creation of the wage-type to calculate dues based on percentages.

The collection of the membership dues resumed with the February 2016 payroll. As a small thank you for your support, the Staff Council decided that the outstanding dues would not be retroactively collected.



We wish to remind you that while all staff of UNOV/UNODC are nominally members of the Staff Union, payment of dues is completely voluntary and not automatic.

Your dues are a powerful tool because each member's small contribution goes towards a collective fund to develop activities that will benefit us all. Joining the Union adds to the impact of our collective efforts to improve conditions of service and expand our programmes to serve your needs more effectively. One thing is certain: we can achieve more through our joint efforts as Union members than each of us would on our own.

Union dues are set at 0.15 per cent of your monthly net salary, plus allowance. By becoming a dues-paying member, not only are you taking a real stake in your Union, you are also showing solidarity with the cause of staff rights. In addition, you have access to the services and discounts provided to dues paying members.

1.5. Upgrade of the Souvenir Shop Operations

The Staff Union manages the Souvenir Shop at Gate 1 of the VIC. It offers a wide range of UN products, and discounts are available for dues-paying members. Despite the current repairs and restructuring being performed at Gate One, the Shop continues to successfully operate.

The profit from the sales of the Shop is used to support the activities of the Staff Union and ten percent of the profit is donated to a charity every year. Details of the distribution of 2015 and 2016 profit are provided above.

Last year the Staff Council purchased a computerised cash register with “point of sale” software for the Shop. The purchase helped to modernise and improve the method of recording sales at the Shops as well as that for monitoring and tracking inventory.

2. Staff Services

The Union’s Staff Services Officer continues expanding the commercial offers and discounts available to dues-paying members. The relevant information about the Staff Union services is available on the Staff Union website:

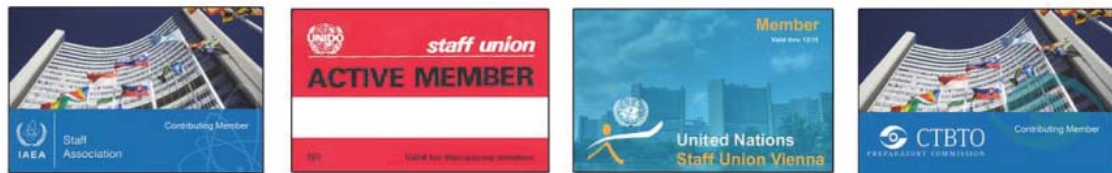
<http://staffunion.unov.org/su/en/staff-union-services.html>



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 popular holiday raffle. In 2015, the holiday raffle included 600 prizes.



All the information on staff services and discounts available to staff are shared among all VBOs resulting in more staff members having access to more services. Dues-paying members of all the VIC Staff Associations and Unions are welcome to take advantage of the offers provided in E1114 and C0341.

3. Joint Bodies and Common Services in VIC

The Staff Council strives towards having staff-friendly and staff-oriented common services in the VIC. In order to contribute to this, the Council has staff-nominated representatives who participate in the joint bodies and common services in the VIC.

3.1. Report of the Joint Commissary Advisory Committee for 2015

The main issues addressed and changes made by the Joint Commissary Advisory Committee (CAC) in 2015 were as follows:

- The CAC now has a more active role in determining the composition of the regular assortment and is involved in the annual review of products by category.
- An automated teller machine (“bankomat”) was installed in the Commissary
- Commissary employees now wear badges.
- Experimenting with a new check-out counter in preparation for the new Commissary layout in 2016.
- The distribution of the Commissary’s 5% special mark-up on hard liquor and tobacco products for the first half of 2015 for the UNOV Welfare Fund was EUR 25,607.-
- Closed Circuit Television (surveillance cameras) coverage in the Commissary was finalised.

3.2. VIC Recreation Committee

The VIC Recreation Committee (VICREC) 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 January 2016 the third VIC clubs’ day was held in the Rotunda. Several clubs participated and advertised their services which helped them attract new members.

3.3. Report of the Staff Welfare Bodies for 2015

Staff Welfare Board

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 the mark-up at the Commissary. In 2015 the Staff Welfare Board received a total of EUR 54,151.-

The Staff Welfare Board provides a 50% subsidy to staff members and their dependents against the cost of taking German language courses, offered by the UNOV/UNODC Language Training Programme. In 2015, the Staff Welfare Board subsidized 116 staff members for a total of EUR 14,965.-

One pilot project to grant a subsidy to UNOV/UNODC Staff members for fitness club membership was granted in 2013. In 2014 for the 1 and 2 quarters EUR 7,462.38 was paid out to 90 staff members who submitted claims (reported last year in 2014). The total for the last half of 2014 was EUR 11,580.52 for 126 staff. (Total 2014 subsidy was EUR 19,042.90).

In 2015, the Staff Welfare Board granted a EUR 18,918.31- subsidy for the Inter-Agency Games held in Spain.

A one-time grant of EUR 150.- was given to the VIC Music Club project. The project was shared by all VBO's.

A one-time payment of EUR 3,818.30 was paid for the replacement of fridges and microwaves.

In December 2015, the Staff Welfare Board provided EUR 199.12 for coffee during the Long Service Award Ceremony.

At the end of 2015 the Staff Welfare Fund balance was EUR 800,997.-

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 2015, the Staff Benevolent Fund provided interest-free loans totaling EUR 4,400.- and grants totaling EUR 2,500.-

At the end of 2015, the Staff Benevolent Fund balance was EUR 31,584.-

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 2015, the Staff Assistance Fund granted 47 new loans for a total of EUR 462,900.- At the end of 2015, the Staff Assistance Fund outstanding principle on loans amounted to a total of EUR 592,500.87.

The total interest earned on outstanding loans in 2015 was EUR 20,448.63. The interest rate on Staff Assistance Fund loans remained at 3% throughout 2015.

At the end of 2015, the Staff Assistance Fund Balance was EUR 735,688.-

3.4. Report of the Focal Points for Women

The Focal Points for Women (FPW), - Ricarda Amberg and Anne Thomas and their alternates, Sally Reading and Michele Rogat - continue to monitor gender balance at UNOV/UNODC to (i) promote greater awareness of gender issues and a gender-sensitive work environment, (ii) provide assistance and advice for female staff; (iii) monitor progress towards the achievement of gender targets within the UN Secretariat and contribute to their development and realization; and (iv) observe interview panels and advise in the staff selection process. The FPW also analyse and publish statistics provided by HRMS on gender balance.

As flexibility in the workplace is positively correlated with the enhanced engagement and retention of women staff, the FPW wanted to find out what staff in Vienna thought about their experience of using the various flexible working arrangements available to staff. A survey of staff on work-life balance issues was carried out in April 2015. The survey results included the following highlights:

- Staff do not have equal access to flexible working arrangements;
- Flexible working arrangements (FWA) are appreciated by staff and help many to work productively while also taking care of responsibilities outside the office;
- Women are less inclined to risk losing flexible working arrangements by moving to another post where the supervisor may not grant the same arrangements.

Following the success of two previous speed mentoring events, the FPW from five Vienna-based UN organizations joined forces to organize a speed mentoring event to mark International Women's Day in 2016. Sixty mentors from IAEA, CTBTO, UNIDO, UNOV and UNODC gave up one hour of their time to talk to more than 110 mentees in the rotunda of the Vienna International Centre. The event provided an interactive opportunity for the mostly women mentees to ask experienced male and female staff about their career paths, choices, and the risks they took.

The FPW continue to raise awareness among staff of the Secretary-General's report to the General Assembly (A/69/346) 'Improvements in the status of women in the United Nations System'. According to the report, gender equality in the United Nations Secretariat will be achieved by the year 2038 at the present rate of progress: "an unacceptably long horizon".

3.5. Coordination with other Staff Unions and Associations

Vienna- Based Organizations



The Staff Union continued its collaboration with other staff associations of the VBOs through the Vienna International Staff Associations Committee (VISAC). The Committee is composed of the Staff Council Presidents from the International Atomic Energy Agency (IAEA), the Comprehensive Test Ban Treaty Organization (CTBTO), the United Nations Industrial Development Organization (UNIDO) and UNOV/UNODC.

During the reporting period, the Committee regularly held meetings during which issues of common interest were discussed. Some of the issues included the education policies and fees for children of staff members, the comprehensive review, the local salary survey, child-care, commissary issues and catering services

Town-Hall Meeting with the ICSC

VISAC organised town hall meetings in July 2015, October 2015 and March 2016 with the ICSC representatives providing staff with more information about the review of the compensation package. This gave staff an ample opportunity to ask questions and express their concerns directly with the representatives of the ICSC.

Fundraising Campaign

VIC STAFF ASSOCIATIONS PROVIDING SAFE SHELTER FOR REFUGEES



September 2015 VISAC launched a campaign to raise money to be used to finance housing for refugees in Austria. A total of EUR 22,742.28 was raised and, following the recommendation of UNHCR, donated to three major NGOs in Austria: the Austrian Cross, Caritas and the Diakonie.

Many staff, either through individual efforts or through various VIC Clubs¹³ have been helping the initiative and continue the fundraising efforts.

¹³ VIC Music Club, VIC Club Filipino, IAEA Ski Club, VIC Runners

VI Treasurer's Report



UNITED NATIONS STAFF UNION VIENNA
Financial Report for the year 1 January - 31 December 2015
 (in Euro)

INCOME

1. UNOV/UNODC Membership fees ¹	57,669.66
2. NOMIK (T-Mobile) monthly payments for Staff Services Officer	1,200.00
3. CTBTO contribution to staff services ²	1,308.12
4. Bank interest ³	1,698.14
5. Miscellaneous income & refunds ⁴	5,101.54

Total Income **66,977.46**

EXPENDITURE

1. CCISUA annual membership	8,283.48
2. Staff services officer	13,855.00
3. UNSCV travel expenses ⁵	29,014.35
4. Lawyer fees (professional legal assistance for staff)	9,000.00
5. Business Net (charges for online banking)	216.00
6. Miscellaneous expenses ⁶	11,328.71
7. Bank Charges ⁷	407.29
8. Excess of 2015 IAG costs over the subsidy	61.69

Total Expenditure **72,166.52**

Excess of expenditure over income **5,189.06**

ASSETS

Current account balance as at 31 December 2015	44,084.92
Dispo account balance as at 31 December 2015	778,730.90
UNSCV Housing Service Trust Fund account ⁸ balance as at 31 December 2015	0.00
IAG account balance as at 31 December 2015	1,375.36

Total **824,191.18**

Prepared by:

Nada Blanusa
 Treasurer, UN Staff Council at Vienna

United Nations Staff Council at Vienna – Financial Report
For the period 1 January to 31 December 2015
(in Euro)

1. UNOV/UNODC Membership dues have not been collected for November and December 2015 because of the problems that UNOV payroll faced with the new financial system (Umoja) introduced in November 2015. UNOV administration is trying to resolve the issue together with UN Headquarters. The transfer of these funds is expected during 2016 once the problem is resolved.

2. CTBTO Staff Council contribution of Euro 109.01 per month allows CTBTO staff members to make use of the UNSCV Staff services.

3. The interest income generated during the reporting period is broken down as follows:

1. Staff Council main account	0.14
2. Housing Service Trust Fund account	0.04
3. Dispo account	1,697.96

4. Miscellaneous income & refunds:

1. World AIDS day donation from UNFCU	4,700.13
2. Refund of unspent balance of 2014 prepayment of EUR 500 made on 7 Oct. 2014 to UNOV administration for temporary account for payment of the UNSU President's US visa fee and UNSU leaflets (paid through UNOV)	401.41

5. This represents the travel expenses for:

1. SMC IV, Bonn (Aziz Bakayoko)	2,022.82
2. CCISUA GA, Bangkok (Irka Kuleshnyk)	3,840.90
3. CCISUA GA, Bangkok (Daniel Bridi)	3,840.68
4. CCISUA GA, Bangkok (Fariba Soltani)	4,029.65
5. CCISCU mid-term, New York (Daniel Bridi)	4,311.23
6. CCISCU mid-term, New York (Herman Broohm)	3,654.01
7. CCISCU mid-term, New York (Irka Kuleshnyk)	3,657.53
8. CCISCU mid-term, New York (Stefan Brezina)	3,657.53

6. This consists of the following expenses

1. WAD Red Ribbon Projection invoice	1,702.00
2. Prepayment to UNOV FRMS account for 2015 temporary account	500.00
3. FICSA Workshop (GS Salary Survey)	869.96
4. Colour copies UNSU annual report (reimbursement to AM Jelincic)	260.81
5. External auditor fee ("Albl & Partner")	1,440.00
6. Payment of 50% cost for IAG organizer	438.31
7. Memorial plaque for S. Davis and C. Gorrissen	822.00

8. Ribbons for membership card printer	226.20
9. Subscription to magazine "Konsument"	52.00
10. Survey Monkey subscription Nov. 2015 – Nov. 2016	225.23
11. Batteries for IC recorder (reimbursement to AM Jelincic)	12.90
12. World AIDS Day 2015 - Fee for VIC Music Club's e-piano rental	30.00
13. World AIDS Day 2015 – Eurest cards (€100 – €53.60)	46.40
14. World AIDS Day 2015 – Eurest cup cakes	165.00
15. World AIDS Day donation to NGOs: Caritas Egypt	2,246.75
16. World AIDS Day donation to NGOs: Reachout Centre Kenya	2,246.75
17. 2015 Holiday raffle posters	44.88
7. Bank charges during this reporting period	216.00
1. Staff Council main account	143.66
2. Housing Service Trust Fund account	

8. UNSCV Housing account was closed on 27 November 2015

Annex I

Staff Representatives and Alternates – Attendance Record

Attendance at meetings of UNSCV from 9 June 2015 to 10 May 2016				
Unit	Representative	Attendance	Alternate	Attendance
UNOV/DM	BROOHM, Herman	10	GYANKYI, Pius	1
UNOV/DM	D'ROZARIO, Edward	0	RAMIREZ BARRERA, Jose Ariel	0
UNODC/DM	BRIDI, Daniel	9	RICHARD, Yvonne	2
UNODC/DM	BREZINA, Stefan	8	AL ABANI, Shadi	6
UNODC/DM	VACANT BLANUSA, Nada until 13 January 2016	0	VACANT	-
UNOV/CMS	ALARCON, Miguel	3	EL HOUSNI, Touria	0
UNOV/CMS	BAKAYOKO, Aziz	6	EDWARDS, Claire	1
UNOV/CMS	BUDIN, Aban	7	GUILBERT, Marie-Lise	1
UNOV/CMS	REEPMEYER, Antje	6	BOUTRIAU, Isabelle	0
UNODC/OED	BERTERAME, Stefano	11	CAMPELLO, Giovanna	0
UNODC/OED	BARONI, Claudia	3	GRASSI, Simonetta	0
UNODC/OED	KATKHOUDA, Nabil	8	VACANT	-
UNODC/OED	KULESHNYK, Irka	11	AGBORAW Corenne	4
UNODC/OED	SOLTANI, Fariba	6	SAENZ, Elizabeth	1
UNODC Field Offices away and UNICRI	MILSOM, Jeremy	0	VACANT	0
UNODC Field Offices away and UNICRI	DE LEO, Antonino	0	VACANT	-
UNSSS	BAROWSKI, Nathan	3	SLIPAC, Mato	0
UNSSS	HATASOVA, Monica	4	TROJAN, Karol	0
UNSSS	RUGINESCU, Alexandra	3	VACANT	-
UNPA-UNRoD	FUERNSINN, Clarissa	4	EFRATI, Janet	0
UNIS	SCHAECHTER, Iris	10	VACANT	-
OLA/UNSCEAR	CANAFOGLIA, Monica	8	NICHOLAS, Caroline	0
UN OOSA	MANIYANIPURATHU, Kurian	4	BALOGH, Werner	2
There were a total of 11 regular meetings from 9 June 2015 to 10 May 2016				

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	Irka Kuleshnyk Daniel Bridi Stefano Berterame Stefan Brezina ¹⁴ Antje Reepmeyer
Outgoing Polling Officers		Cinu Puthuppally Grega Petek Ashenafi Gebreegziabher
Incoming Polling Officers		Hedwig Padbanabhan Samia Chouchane Melissa Tullis
Auditing Committee		Lorretta Eruwa Matthew Seitz Vacant

¹⁴ Replacing Nada Blanusa as of 13 January 2016

Annex III

Staff Representatives on Joint Bodies

Joint Advisory Committee	Chairperson*	Timothy Lemay
	Members	Irka Kuleshnyk Daniel Bridi Claudia Baroni
	Alternates	Stefano Berterame Antje Reepmeyer Nabil Katkhouda
General Service Classification Appeals and Review Committee	Chairperson*	Beate Hammond
	Members	Mae Cayir Paramita Doubek
Local Salary Survey Committee (General Service Salary Survey)	Members	Stefan Brezina Ana-Marija Jelincic
	Alternate	Nabil Katkhouda
Local Survey Committee (Place-to-Place Survey)	Member	Michele Rogat
	Alternate	Irka Kuleshnyk
Staff Welfare Board	Chairperson*	Jenny Clift
	Members	Nabil Katkhouda Elwood Graham Stefan Brezina Iris Schaechter
Staff Assistance Committee	Chairperson	Ibrahim Nuseibeh
	Members	Mathew Kurinjimala Lars Larson Sabine Lehner Stefan Brezina
	Alternates	Matthew Marth

		Cecile Plunet Corinne Jurenka Elwood Graham
Central Review Board	Chairperson*	Aldo Lale-Demoz
	Members	Takao Doi Andreas Finguerut Vladimir Goryayev Imre Karbuczky Jean-Luc Lemahieu (Alternate Chair) Bo Mathiasen Angela Me Trevor Rajah
Central Review Committee	Chairperson*	Kristiina Kangaspunta
	Members	Stefano Berterame (Alternate Chair) Gisela Cornelia Fischer Kathleen Lannan Mabel Mak Sassan Rahimi Barbara Remberg Tullio Santini Melissa Tullis
Central Review Panel	Chairperson*	Giovanna Gossage
	Members	Gert Eidherr Maxine Jacobs Gerard Koops Livia Krings Paul Rabbat (Alternate Chair) Alexandra Souza Martins Sebastian Thevalakara

		Natalie Vazansky
Joint Monitoring Group	Chairperson*	Enrico Bisogno
	Members	Aziz Bakayoko Simonetta Grassi
UNOV/UNODC Rebuttal Panel	Members	Stefano Berterame Daniel Bridi Simonetta Grassi Fariba Soltani
Departmental Focal Points for Women		Anne Thomas Ricarda Amberg Sally Reading Michele Rogat
Alternate Departmental Focal Points for Women		
Joint Harassment Prevention Board	Member	Claire Edwards
	Alternate	Simonetta Grassi
Joint Advisory Committee on the Child Care Centre	Members	Sana Sarrouh
	Alternates	Iphigenia Naidis
Joint Commissary Advisory Committee	Members	Shadi Al Abani Maria Gayewska
	Alternates	Valter Podgornik Aziz Bakayoko
Joint Advisory Committee on Catering Service	Member	Nabil Katkhouda
	Alternates	Gautam Babbar Ferdinand Grimm
Joint Advisory Committee on the VIC Garage	Chairperson ¹⁵	Ferdinand Grimm
	Member	Jorge Rios
	Alternate	Vacant

* Jointly nominated by staff and administration.

¹⁵ Elected by the Committee from among its members (one representative each from the staff and the administration of the four participating organizations (UNOV/UNODC, UNIDO, CTBTO & IAEA))

VIC Recreation Committee

Chairperson
Member

Daniel Bridi
Shadi Al Abani

Annex IV

Abbreviations

CAC	Commissary Advisory Committee
CCISUA	Coordinating Committee for International Staff Unions and Associations of the United Nations System
CEO	Chief Executive Officer
FICSA	Federation of International Civil Servant's Association
FWAs	Flexible Working Arrangements
GA	General Assembly
GS	General Service and related categories
HRMS	Human Resources Management Service
ICSC	International Civil Service Commission
IIAP	Interim Independent Assessment Panel
IPAS	Integrated Pension Administration System
JAC-CCC	Joint Advisory Committee on the Child Care Centre
JIU	Joint Inspection Unit of the United Nations System
LSSC	Local Salary Survey Committee
MOU	Memorandum of understanding
NPO	National Professional Officer
OSLA	Office of Staff Legal Assistance
RSG	Representative of the Secretary-General for Investments
SMC	Staff-Management Committee
SWB	Staff Welfare Board
SWF	Staff Welfare Fund
UNDSS	Department of Safety and Security
UNJSPB	United Nations Joint Staff Pension Board
UNJSPF	United Nations Joint Staff Pension Fund
VBOs	Vienna-based Organizations
VIC	Vienna International Centre
VICREC	Vienna International Centre Recreation Committee
VISAC	Vienna International Staff Associations Committee
WG	Working Group