



REPORT

SESSION VIII OF THE

STAFF-MANAGEMENT COMMITTEE

Sarajevo

8 April to 14 April 2019

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I - Introduction

1. The Staff Management Committee (SMC) President, Mr. Hany Abdel-Aziz, opened the session and welcomed the participants to the SMC VIII. Prior to reading his statement, the SMC President requested a minute of silence, meditation or prayer to the memory of our colleagues, who gave their lives to the causes of the United Nations.
2. The President asked that the SMC report be brief, action-oriented and focused on conclusions. All agreed.
3. In a statement to the SMC VIII, the Secretary-General said that the Organization had embarked on far-reaching reforms that required new ways of thinking and working and that we need to drive ambitious change fast: to transform our Organization to deliver results for the people we serve.
4. The Under-Secretary General for Management, Ms. Jan Beagle, welcomed all SMC participants and reiterated the commitment of management to strong staff-management relations as well as the importance of SMC to support the Secretary-General's reform agenda.
5. The SMC President asked if the previously distributed Agenda could be adopted. It was approved by acclamation.
6. Nomination of SMC VIII Vice-President

The Staff representatives confirmed the election on 9 April 2019, of Mr. Joseph Baricako as the Vice President of the SMC VIII, for a period ending when SMC IX begins.

7. Nominations for and Appointment of the SMC 3 x 3 Contact Group

The Staff representatives nominated Mr. Ian Richards, Mr. Stefan Brezina and Mr. Mohammed Helal. The Management representatives confirmed that Mr. Jonathan Ball, Mr. Clemens Adams and Ms. Katharina Margetts will continue to be the Management representative members. This was confirmed by the SMC. The term of office for all members of the Contact group would end when SMC IX begins.

8. Nominations for and Appointment of SMC Rapporteurs

The Staff representatives appointed Mr. Mohammed Helal and Ms. Gloria Otieno as Rapporteurs for SMC VIII. Management representatives appointed Ms. Anne Matthews and Mr. Chris Kirkcaldy as Rapporteurs for SMC VIII.

9. Nomination for and appointment of single representative for staff views to the GA

The Staff representatives explained that given the delay in the UNSU Staff Council elections,

the single representative of staff views to the Fifth Committee of the General Assembly will be the newly elected President of UNSU and will be confirmed at the SMC on Thursday, 11 April 2019. Staff elected Ms. Patricia Nemeth.

II – Family Care

Staff representatives presented a paper in which they argued that the definition of “family” today has evolved, and that the provision of care extends beyond children to include a wider group of loved ones that make up the primary family for many staff. They asked for a policy that promotes equal conditions of service that responds to a changing global workforce that is not defined by traditional gender roles and stereotypes, including a more inclusive family care leave policy.

Management was receptive to this paper, and to the spirit of inclusiveness reflected therein, but noted that some parts of this proposal were within the remit of the ICSC.

The SMC agreed to:

a) Expand the Terms of Reference and rename the current ‘Parental Leave’ Working Group to include the additional aspects of an inclusive family care leave policy.

b) Request the revised Working Group to present its first proposals to the SMC within two months, with the view to submitting an SMC contribution to the HR Network paper to the ICSC and sharing with the three federations.

III - Transgender Rights

Staff representatives presented a paper recognizing the rights of transgender staff, their dependents, consultants, contractors, interns, participants, visitors, beneficiaries, clients and other individuals who have a relationship with the UN System. It was emphasized that gender identity and expression was a matter of personal choice and distinct from the binary concept of biological sex. They asked that the Organization recognize a staff member’s identified gender and name in informal communications, including email addresses, business cards, security badges and reference checks and in respect of their choice of appropriate dress code. They also proposed that the use of gender pronouns be replaced by more inclusive language to the maximum extent possible, including in PHPs and job applications.

Management representatives agreed with many of the proposals contained in this paper, recognizing that they reflected the United Nations values of diversity and inclusiveness while highlighting that there were some constraints relating to areas subject to national laws and host country agreements, which were also recognized by staff representatives in the paper. It was proposed to issue a global communication supportive of these rights (along the lines of the

communication already issued by ESCAP) and to review further areas and report back to the SMC by October.

The SMC agreed:

- a) That management would issue a communication providing advice to all Secretariat entities as soon as possible.**
- b) Management would provide feedback on other issues no later than October 2019, during an ad-hoc SMC VTC.**

IV - Performance Management

The Staff Representatives provided the background on the previous work done by the Performance Management Working Group, which following the resignation of the Co-chair, was not active. They requested the resumption of the WG and inquired about the current status of the Performance Management ST/AI. They further requested to link the performance management to staff selection and mobility provisions and that information on the pilot projects be shared with all Staff Representatives.

Management welcomed the timely revival of the Working Group to support the revision of the policy. The TOR and composition of the working group are being reviewed and a new management Co-Chair was appointed. Management advised that the current pilot on the 360 degree review is being conducted at the USG / ASG level, as well as the Agile Performance Management Pilot (e.g. DGACM) and that more information will be shared with Staff Representatives in due course. Management encouraged other offices to come forward to support the Pilot programme, noting that these activities need to be completed by the 3rd quarter of 2019, in case there are upgrades required to Inspira.

SMC agreed to:

- a) Resume the Working Group, revise its TOR and composition.**
- b) Hold an Ad-Hoc SMC, dedicated to this topic by October 2019 at which the progress made by the Working Group shall also be reviewed.**

V - New Use of Institutional Social Media Policy

Management presented the elements of an over-arching policy defining the legal and operational framework governing the establishment and use of institutional social media accounts (i.e.

accounts that are owned and operated by the organisation). The policy would complement the guidelines issued on 28 February 2019 by the Chef de Cabinet on the personal use of social media.

Staff representatives expressed concern about a lack of clarity on the difference between institutional and personal accounts, noting that there was insufficient guidance on what is acceptable and the extent of personal accountability. With regards to institutional accounts, they inquired about adherence to national legislation including in respect of data protection, copyright and intellectual property rights as well as privileges and immunities of the UN and compliance with other global policies. They also inquired about policy enforcement, the investigative capacity and process in case of violations, password management and administrative access, the periodic review of accounts and access levels and the protection of staff who are tasked with managing institutional accounts. Staff Representatives asked whether this policy will be applicable to social media accounts operated by Staff Unions / Associations. They further inquired about how this policy would be applied to Affiliate Staff operating institutional accounts as well as comments made by external individuals on relevant postings.

Management clarified that the new policy was to apply to social media accounts established for official purposes, that they were to guide Heads of Entity and the staff they assign to the operation of these accounts. They explained that staff were protected from good faith postings. Overarching responsibility for the development and monitoring of this policy would rest within the Department of Global Communications. They also explained that staff union accounts were excluded from the definition of institutional or official accounts of the Organization but advised that these accounts should be operated in accordance with the guidelines on the personal use of social media.

The SMC:

- a) Endorsed the elements of the proposed new policy, and the way forward presented by management.**
- b) Agreed that management would circulate a draft administrative instruction to staff representatives for their review and comments.**

VI - Staff Management Consultation

Management presented a paper formalizing the agreement made on 28 February, to commit to a well-functioning consultative process on policy development. Management proposed the exploration of new tools to improve the consultative process, such as an online platform for consultation on policies as well as mechanisms to facilitate the co-creation of policies.

Staff Representatives asked for clarifications on the proposed online platform to ensure that it does not substitute proper consultation. They confirmed their commitment to working with management on improving the consultative process and to explore options such as the proposed online platform.

They stated their willingness to participate in developing innovative measures to co-create policy. They offered additional recommendations, such as the need to introduce mediation when agreements cannot be reached. Staff expressed the need to receive proper feedback on comments they provided on each AI including why their feedback is omitted from the final policy documents.

The SMC:

- a) Committed to items 3-6 of the management paper.**
- b) Agreed to include on the agenda of the 3X3 Contact Group, item 7 of the paper for further development.**
- c) Agreed that management would provide summary reports on comments received on individual AIs, including the rationale for the non-incorporation of any comments.**
- d) Confirmed that the online platform will not replace the consultative process.**

VII - Travel

Staff Representatives presented papers, requesting consultation on travel policies suggested by the SG, prior to submission to the GA and expressing concerns over some elements of the current travel policies and their interpretation for implementation.

Management briefed staff representatives on the objectives of the report of the Secretary-General (A/73/705). This report responded to General Assembly resolution A/RES/72/262 B. The report was deferred by the recent session of the Assembly and as a result no update could be provided now. While management acknowledged that the travel policy contained matters of concern to staff, they asked staff representatives to be mindful of the fact that discussions can only address those elements that are not related to General Assembly resolutions.

The SMC agreed:

- a) To have dedicated discussions on current travel issues which do not require approval of the GA at this stage. The outcome of these discussions would feed into draft amendments to the ST/AI on travel.**
- b) To hold an ad-hoc SMC on this issue in June 2019.**

VIII - Health and Life Insurance Committee

Staff representatives followed up on the agreement reached in SMC VII, to expand the current HLIC to include MIP and increase the number of members. They regretted the lack of progress in this regard and reiterated the importance of implementing this agreement.

Management briefed the SMC that it was difficult to implement the SMC VII agreement. In this regard, management proposed to have three committees in lieu of one (the current HLIC) which were agreed by the SMC as below.

It was highlighted that the proposal above does not affect existing arrangements pertaining to the Geneva and Vienna plans.

The SMC agreed:

a) To the following:

1. To establish a NY Health Plans Insurance Committee to cover the NY plans only (Aetna, Empire, HIP and CIGNA Dental). There would be five members on this Committee representing the Secretary-General (including from separately administered funds and programmes participating in the plans) and five representatives of staff nominated by the NY UNSU and the separately administered funds and programmes participating in the plans.

2. To establish a UN Secretariat Medical Insurance Plan (MIP) Committee to cover the UN Secretariat MIP Plan. There would be five members on this Committee representing the Secretary-General and five representatives of staff nominated by the staff representatives in the SMC.

3. To remove from the Terms of Reference of the current HLIC, the NY Health Insurance Plans (see 1 above) and the linkage to the NY JNC. The Committee would continue to cover the CIGNA worldwide health insurance plan for internationally-recruited staff members not based in NY and the Global Group Life Insurance (GLI) plan for all staff members. Five members representing the Secretary-General and five representatives of staff nominated by the staff representatives in the SMC (including from separately administered funds and programmes participating in the plans).

b) That management will circulate the Terms of Reference for the three committees for further consultation as soon as possible in order to ensure that the proposal would address the concerns raised by staff.

c) That members of the committees will be nominated after finalization of the TORs.

IX - New Environmental Policy

Management opened the session noting that the Secretary-General will host the 2019 Climate Action Plan to meet the climate challenge. He sees this as a significant opportunity to demonstrate how the UN is Walking the Talk. The policy highlights the obligation of UN entities to ensure that their practices support and advance the goals of protecting the environment and mitigating climate change. At the global level, implementation of the policy would be coordinated by a United Nations Secretariat Steering Group on Environmental Sustainability Management and at the local level through the establishment of a Local Steering Committee which would implement an Environmental Management Systems (EMS) and put in place a plan of action. Management are looking for an agreement to move forward with the policy, noting it is not a “Big Bang” approach

to implementation but incremental improvement of our infrastructure, business practices and as individuals the need to change our behaviours to support sustainable practices.

Staff Representatives requested clarifications on the impact on staff of the EMS and presented some of the challenges at the local level in terms of its implementation. Staff requested representation in the Global and Local Committees. Staff welcomed the outline of the policy and agreed to work together with Management to advance its implementation.

The SMC:

- a) Endorsed the elements of the proposed new policy, and the way forward presented by management.**
- b) Agreed that management would circulate a draft administrative instruction to staff and management representatives for their review and comments.**
- c) Agreed to include staff representation on the UN steering groups on Environmental Sustainability Management and to request that local committees support staff representation.**

X - Long Service Awards

Management representatives presented the key elements of the guidelines to be issued for a standardized Secretariat-wide approach to the issuance of Long-Service Awards.

Staff Representatives suggested to include staff with 35 years of service and to issue Service Recognition Awards for colleagues terminated for medical reasons.

The SMC agreed:

a) To the following:

1. Staff members who have served in the United Nations common system for ten, fifteen, twenty, twenty-five, thirty and thirty-five years of cumulative service as of 1 August of each year shall be eligible for the Long-Service Award.
2. Retiring staff of a given calendar year will receive a Staff Recognition Certificate. Eligibility will be determined by the Executive Office or Division of Administration of each entity and all staff will be informed of their eligibility for the Long-Service Award and Staff Recognition Certificates by 31 August of each year.
3. The Long-Service Award and Staff Recognition ceremony will be held annually in all duty stations on or around United Nations Day, 24 October. In: New York the Deputy Secretary-General; Geneva, Nairobi and Vienna, the Director General for UNOG, UNON and UNOV; Addis Ababa, Bangkok, Beirut and Santiago de Chile, the Executive Secretary of the Regional Commission; and all other duty stations, the Resident Coordinator or SRSG; will present the

awards and certificates for staff from all entities.

4. The ceremony will be coordinated by both management and staff representatives of the entities in the duty station. The programme for the ceremony will group staff by entity (alphabetically), by long-service increment (10, 15, 20, 25, 30 and 35) and by family name (alphabetically)

b) That the above guidelines will be circulated to all Secretariat Entities.

XI - Safety and Security

The Under-Secretary-General for the Department of Safety and Security (USG/DSS) briefed the SMC via VTC on the global security situation facing the operations and staff of the United Nations and explained the measures being taken by DSS in response to these challenges. He also explained the UNDSS comprehensive safety and security policy framework. This included the role of the [Inter-Agency Security Management Network \(IASMN\)](#), the UN Security Management System (UNSMS) and the Security Risk Management (SRM) approach. He explained that the policies and work of UNDSS was endorsed by the General Assembly and has been subjected to numerous reviews by OIOS, JIU, the Board of Auditors and the UNDSS Compliance Unit.

The USG/DSS also confirmed that UNDSS recognized that women and LGBT staff faced particular security risks and explained that the new [UNSMS policy on Gender Considerations in Security Management](#) was developed to raise awareness and guide security decision makers in assessing and addressing security related threats, risks and vulnerabilities of all United Nations personnel, especially those most vulnerable. The policy affirms the United Nations' commitment to ensuring that its security management system is more gender (and LGBT) sensitive and that it provides appropriate and effective responses, management and mitigation measures.

A staff representative described the erosion of the Security Management System (SMS) and called for an external review of the mandate and capacity of the Department of Safety and Security, to include the mandate of its Under-Secretary-General and its functions in the area of oversight of the SMS and investigations for non-compliance with security policies, through an independent paradigm. They also proposed the establishment of an Inspector General apparatus to monitor and evaluate the work of the Department as well as an independent Board of Inquiry.

XII - Staff Selection and Mobility System

The SMC participated in a session facilitated by the Policy Lab, as agreed. Through inter-active discussions, the group discussed a range of elements on staff selection and mobility, including a management paper and a staff paper.

The SMC agreed:

a) That the elements discussed during the session will be taken forward by the SMC Working Group in May.

b) That the Terms of Reference of the Working Group will be reviewed so as to ensure that adequate attention is given to both staff selection and mobility.

c) That there would be an ad-hoc VTC in June, with a view to supporting the preparation of a proposal to the General Assembly.

XIII - Appointments (use of fixed term and temporary appointments) and Administration of Appointments

Staff representatives presented papers proposing the standard granting of five year contracts to staff members who are eligible for continuing appointments but fall outside the post envelope, as had been encouraged by the General Assembly; the alignment of the leave entitlements of staff on temporary contracts with those on fixed-term contracts, an acceleration of the review process for continuing contracts, the maintenance of contract type when engaging in inter-agency mobility, or being reinstated within a year of separation, and a repeal of a break in service for staff from the GS category who apply for NPO.

Management explained that some of these issues will be reviewed in the context of the relevant AIs (temporary, fixed-term and continuing appointments) with guidance on five-year contracts. They also explained: (a) that the leave entitlements require General Assembly approval but that management was prepared to make a recommendation in this regard; (b) that staff from AFPs with permanent contracts transferring into the Secretariat would be granted a continuing appointment; (c) that staff separated while on a continuing appointment and rehired within a year would resume their continuing appointment as long as selected through a regular Job Opening; (d) that it was receptive to removing the break in service for GS to NPO; and (e) that the review of continuing contracts is done year by year and that the 2015 review would take place in 2019.

The SMC agreed:

- a) To schedule a dedicated SMC VTC to discuss the proposed policy changes to the current AIs on all types of appointments. Based on the outcome of the discussions, the revised AIs will be prepared and consulted with staff and management.**
- b) To propose to the General Assembly an increase of the leave entitlements of staff on temporary appointments to the level of staff on fixed-term appointments.**
- c) To remove the break-in-service requirement for staff moving between GS and NPO categories and which will be introduced in a revised administrative issuance on the staff selection system**
- d) When a former staff member is rehired within one year through a regular Job Opening and the reinstatement not granted, ASG OHR should be notified.**
- e) When a staff member with a permanent or continuing appointment joins the Secretariat through inter-agency transfer, they should be granted a continuing**

XIV - Delegation of Authority/Accountability

Staff Representatives thanked management for their work on establishing a comprehensive framework on delegation of authority in the areas of finance, procurement and property management. They expressed their support to the overall vision of the Secretary-General.

However, Staff expressed concerns, with regards to the human resources aspect of ST/SGB/2019/2 (Annex IV) and associated instruments, due to potential impact relating to staff welfare, including conditions of work, general conditions of life and other human resources policies, as provided for in staff regulation 8.1(a), also taking into consideration that Staff has previously requested to contribute to the accountability framework as has been previously agreed in the ad-hoc SMC 2018, prior to the implementation of the new Delegation of Authority. They believed that delegating discretionary authority in the interpretation of key areas of human resources policy to head of entity level could lead to potential abuse of authority, inconsistent treatment of staff within duty stations and between peace-keeping missions on issues such as contract renewal, separation, extension beyond retirement age and granting of benefits.

Staff furthermore raised particular and serious concerns with regards to the provision in the HR instrument that HoE “[..] may make exceptions to administrative instructions in the area of human resources.”

Pertaining to the elements of new Delegation of Authority in the area of Human Resources, Staff Representatives requested the development of preventive and post-facto mitigating measures to:

- 1) Tighten the framework of accountability with regards to the exercise of delegations, including identification of what remedies can be implemented swiftly (e.g. KPIs);
- 2) Ensure clear accountability, transparency, consistency and non-discriminations, within and across different entities, in exercising delegated authority;
- 3) Empower staff to report abuse of authority including transparency on the validity with regards to Delegation of Authority on instructions received;
- 4) Establish a WG on addressing concerns expressed by Staff, relating to the exercise of delegated authority under the relevant HR instrument of the ST/SGB, including related AIs, particularly covering the aspects of job security and retention.
- 5) Confirm the continued relevance of the SMC as of central deliberation body on policies, in the Secretariat.

On the provisions on the granting of exceptions to AIs on Human Resources, Staff requested that these exceptions be removed from the HR instrument.

Management representatives explained that the revised framework for delegation of authority introduced by the Secretary-General on 1 January 2019 aimed to align the responsibility for mandate delivery with responsibility for human and financial resources, with appropriate accountability mechanisms. In this regard, while management understood the concerns of staff, they believed that a robust monitoring regime had been established and that the UN's accountability framework had been substantially strengthened, including in respect of the guidance issued to heads of entity. They noted that the staff had strong protections regarding the prohibition of discrimination, harassment, abuse of authority and whistleblower protection and that they were collaborating with management on the further strengthening of these policies and practices. In response to the specific matter of exceptions to AIs, management explained that these exceptions did not extend to deviations from Staff Regulations and Rules, and that heads of entity needed to report all exceptions to AIs to DMSPC within 24 hours. The exceptions reporting modality allows for strong monitoring by DMSPC and ameliorative action where necessary.

Management further stated that while the Secretary-General's delegation of authority instruments and accountability frameworks could not be withdrawn, they were willing to work with staff representatives in light of experience gained, to strengthen accountability mechanisms if needed.

Staff regretted that the request to revoke paragraph 4 of the human resources instrument had not been accepted by management, expressed concern over that issue and urged the Secretary-General to reconsider it.

The SMC agreed:

- a) To immediately establish an SMC Working Group to review the implementation of the delegation of authority and accountability frameworks and the concerns expressed by staff, and make recommendations as needed.**
- b) Make the topic of DoA a standing item on both the SMC agenda as well as an item to be discussed in duty-station / entity-specific staff-management consultative fora (JNCs/JACs), and to report any issues identified, to SMC and DMSPC.**
- c) Management would issue a supplementary communication to staff, explaining the delegation of authority, the accountability framework and the monitoring and reporting regime as well as outlining the options available to staff to report potential abuse of authority.**
- d) To take note that the SMC central deliberation mechanism is not impacted by the DoA framework.**

XV - Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority

Management are committed to continuing the work with Staff in the Working Group and acknowledged that a lot of work had been done by the working group. It was emphasized that the Secretary-General has requested all organizations of the UN system to align their policies with the CEB Model Policy on Sexual Harassment and to report to the CEB at its May 2019 session on the progress achieved. A revised ST/SGB/2008/5 should be completed as soon as possible.

Staff informed the management that while it was aware of the CEB's own deadline, both the staff-side surveys on all forms of harassment and management survey on sexual harassment had been conducted at the end of 2018. Those surveys had identified additional concerns that require consideration to be incorporated into the revised ST/SGB/2008/5 as well as ST/AI/2017/1. Staff emphasised that as these two instruments are interconnected, they need to be looked at together.

The SMC agreed:

- a) To ask the Working Group to consider the list of issues presented by staff representatives and to agree on any changes to be made to the proposed draft elements of the revised ST/SGB/2008/5;**
- b) To ask the Working Group to prepare a list of issues that require consideration when reviewing the revision of ST/AI/2017/1 on “Unsatisfactory conduct, investigations and the disciplinary process”;**
- c) To request the Working Group to resume deliberations on a) and b) above the week of 22 April 2019 and to conclude them as soon as possible although not later than Friday 17 May 2019;**
- d) To timely submit comments within the two-week staff and management consultation process. OHR will aim to circulate the revised SGB the week of 27 May 2019; and**
- e) To make every effort to support the issuance of the revised SGB by 30 June 2019.**

XVI - Administration of Justice and Review of ST/AI/2017/1

Staff requested the establishment of a framework for decision-making on cases of rescission of wrongful decisions, following judgments by the UNDT, as well as in exploring solutions to remove operational and administrative obstacles to rescinding wrongful decisions. It was further requested that a Working Group be established, with the aim of (a) developing a draft policy on the suggested framework, (b) to create a report on challenges and current developments in the area of AoJ, particularly the protection against retaliation, (c) review the evidence collected by management on the evaluation of AoJ and to (d) provide recommendations to the Secretary-General via the SMC mechanism.

Management confirmed their commitment to work with staff unions in establishing the aforementioned policy framework and expressed their commitment to re-engage in the already existing working group on AoJ.

The SMC agreed:

- a) To establish a Working Group to review ST/AI/2017/1 on “Unsatisfactory conduct, investigations and the disciplinary process” and prepare the elements to be introduced in a revision. To request the SMC 3X3 to prepare the terms of reference of the Working Group and to determine its composition;**
- b) To request the WG on ST/AI/2017/1 to take into consideration in their deliberations the list of issues falling under the framework of ST/AI/2017/1, prepared by the WG for the revision of 2008/5 on “Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority”;**
- c) to re-activate the Working Group on AoJ to review its TOR and composition and resume its work in June 2019.**

XVII - Working Group on Whistleblower and Protection against retaliation

Ms. Elia Armstrong, Director and Mr. Ricardo Sanchez, Sr. Ethics Officer and team lead on Protection Against Retaliation of the UN Ethics Office, provided an update on the protection against retaliation policy (ST/SGB/2017/2/Rev.1). During the update the Ethics Office provided an overview on the implementation of the policy, informed the SMC of the outreach, education and training related to the policy and provided an update on the number of cases reported during 2018.

The working group on whistleblower protection noted that the group had not met as the new policy on whistleblower protection had only recently been promulgated. However, it was felt

that once resources were freed from the review of policies on prevention of harassment, it would be appropriate to review the implementation of the policy on whistleblower protection and propose, if necessary changes to SMC.

XVIII - General Assembly 73rd and 74th Sessions – Human Resources Reports

Management provided an update on the eight HR reports submitted to the 73rd session. For example, the regular reports included 73/79 Composition of the Secretariat: staff demographics, as well as an addendum 73/79/Add.1 Composition of the Secretariat: gratis personnel, retired staff and consultants and individual contractors, 73/71 Practice of the Secretary-General in disciplinary matters and cases of possible criminal behaviour, 1 July to 31 December 2017, and 73/378 Amendments to the staff regulations and rules. The Secretary-General also submitted reports on other topics such as 73/372 Global human resources strategy 2019-2021: Building a more effective, transparent and accountable United Nations, 73/372/Add.1 Overview of human resources management reform: 2017-2018 and 73/372/Add.2 Mobility. These reports were all considered by the ACABQ and the Fifth Committee, however, the Fifth Committee did not arrive to a conclusion, so these reports were deferred until the 74th Session. The Secretary-General also submitted the revised Staff Rules and Regulations related to gender which were considered by the ACABQ, but no report was issued to date.

For the upcoming 74th Session, under the HR items, the Secretary-General will report on the regular items and also on the conditions of service and compensation for officials other than Secretariat officials, in particular the members of the International Court of Justice and the International Residual Mechanism for Criminal Tribunals.

Staff inquired about measures taken in response to the request to ensure accountability of managers outlined in paragraph 20 of A/C.5/73/L.10 Administration of Justice at the United Nations. Staff also asked whether there was an intention to consult on the travel report that was to be submitted as it affected staff welfare in the spirit of section 6.2 (b) of the ST/AI/2013/4 on staff management consultation. Management clarified that the administration of justice and travel related items were not items under the HR agenda and as such not included in this update but could be considered for updates going forward. Staff asked for a renewed commitment to seek the views of staff on GA reports in the spirit of section 6.2 of the ST/AI on staff management consultations.

On concerns raised regarding changes to the framework for retirees, management clarified that retirees are not staff members and the related report was a re-submission with the intention to align the ceiling with the threshold for language staff which had recently been increased. Other conditions would remain the same, only the threshold had changed. The Mobility report would be based on recommendations developed in the Mobility working group.

Management agreed to take the views reflected by the Staff during the SMC into consideration, and that it would be sharing as much information as possible with staff on items falling within the SMC framework as outlined in the AI.

XIX - Working Group on Downsizing

Staff representatives explained that they had worked on a downsizing policy in the SMC Working Group and were awaiting the issuance since then. They raised the issue of how to proceed with downsizing in the absence of the AI. Staff expressed the view that the latest circulated version of the AI differed substantially from the SMC agreement. They also inquired whether the experience of staff representatives in the 2017 OCHA downsizing, had been taken into account in refining the AI.

Management representatives explained that they were sympathetic to the concerns. Since the Working Group on Downsizing finished its work in late 2016, there have been two rounds of consultations and over 1500 comments received. These were considered and evaluated by the OHR policy team for incorporation within the revised policy document. The revised policy document, which Management considers reflected the principles agreed by the SMC, was then shared with OLA for their review. Considering the Secretary-General's proposal to the GA to amend staff regulations and rules related to gender, work on the AI was paused pending the outcome of Member States' relevant deliberations.

Management confirmed that: (i) OLA did a first review and will now resume to complete its full review; (ii) As soon as the OLA review is completed, management will circulate a new version for a third round of consultation with the SMC, including through a VTC; and (iii) that during the 3x3 contact group meeting next month, a date will be discussed for the circulation of the revised policy and VTC. On the issue of placement, a revised process is being discussed, which will include reflecting affected individuals in the relevant tools and platforms (Inspira and Cosmos).

The SMC agreed:

a) Once the OLA review is completed and the additional elements incorporated into a new version, an SMC VTC will be organized. A new version of the draft AI will be circulated for consultation.

b) The 3X3 contact group will discuss a date for the SMC VTC at its meeting next month.

XX - Annual budget and Future Programme of Work

Annual budget covers two staff representatives per SMC member as well as the travel for President, Legal Advisor and the Secretary and fees for President and expenses related to the holding the SMC meetings. It does not cover the cost of management travel to the SMC. Since 2012, the budget has been reduced and any over expenditures during a budget cycle has been covered through the OHRM budget impacting other deliverables. For the purpose of 2020, Management has proposed a budget of \$200,000 to cover the projected expenditures based on previous year actual expenditures.

XXI - Hours of work, Overtime, Compensatory Time Off and Night Differential

Management highlighted that a Secretariat-wide policy was needed in the absence of an existing policy on hours of work, overtime, CTO, and night differential. OHR has begun research on practices in entities across the Secretariat. Management proposes to develop an aligned approach that will ensure fairness and allow for the coding of time-related transactions in Umoja. Management would welcome staff inputs on the paper containing potential elements of a policy and proposed to initiate the drafting process with the usual consultations on the draft ST/AI, starting with a dedicated SMC VTC.

Staff representatives stated that drafting of the AI did not need to be done immediately and suggested that additional time to consult would be required, in particular given agreements reached in staff management bodies in some duty stations. Staff suggested that a working group may be required in order to fully discuss the issue.

The SMC agreed that this issue would be deferred to a later time, given the need to accord it sufficient attention.

XXII - Global Service Delivery Model (GSDM)

Management provided some background on the issue and informed the SMC, that the Fifth Committee has concluded the first part of its resumed seventy-third session. Despite much discussion there was insufficient time to fully consider the item before the closing of the Committee and thus the Committee agreed by consensus to defer consideration of the report of the Secretary-General (A/73/706) and the related report of the Advisory Committee on Administrative and Budgetary Questions (A/73/791) until the seventy-fourth session. The General Assembly plenary took action on the Fifth Committee recommendations and deferred the report to the 74th Session.

Staff presented a paper, outlining the difficulties faced through the implementation of GSDM, on staff in the FS category and outlined options to mitigate these issues, for consideration by Management. This included the possibility of moving from the FS to the P-category (in particular for FS-4 and FS-5 to P1/2), where appropriate; to offer lateral assignments; and moves as 3rd country nationals to principal level GS-posts.

Management understands the potential effects of GSDM on staff members and has put in place the agreed GSDM mitigating measures. Management recognizes that the field service category was not yet covered by mitigating measures and therefore will give consideration to this category to apply, as long as staff have the requisite qualifications and years of experience, for positions at the P-3 and above levels as well as non-geographical P1/2 positions. With respect to lateral reassignment efforts for staff members impacted by GSDM, while the authority of the former USG DFS to place between missions is no longer in place, there are ongoing efforts to discuss the process for placement under the new structures, including flagging affected staff members in Inspira and sharing information through Cosmos. Efforts with other UN system organizations who do not have the same G to P limitations will be explored. Management proposed a dedicated VTC, noting that time would need to be allocated specifically to the field service category to identify potential mitigation measures.

In response to a Staff request, Management assured that consideration had been given to LBGT staff when assessing the locations of the service centres.

Staff also inquired about the option to allow GS staff, affected under GSDM, to exceptionally apply to P1/P2 positions. Management clarified that the SG proposal to eliminate the G to P restrictions was currently before the GA.

SMC agreed to:

a) Management will hold a VTC on the topics raised in the staff paper with a view to review the FS staff mitigating measure proposals put forth at the SMC VIII.

XXIII - Pension Fund

Staff representatives said that they were thankful for all the efforts made by the Fund to resolve the backlog crisis that occurred after implementation of the ERP system in 2015 but remained concerned that too many payments still did not reach beneficiaries within a reasonable timeframe. They asked the Fund to publish names/duty stations and countries of former participants on its website to enable parties such as Unions, HR offices etc. to alert former staff that they are about to forfeit their benefits. They also stated that participant representatives needed time for release and funding for a 3-4 day annual meeting of UN Staff Pension Committee in NY, to enable meetings with other members, participants, advisers, and PF management as well as a 1 or 2 day meeting just prior to the Board to allow coordination and review of agenda items. This would further improve their oversight and fiduciary functions. They further asked that UNSPC members appointed by the Secretary-General, work closely with members elected by the participants, to attain a change in composition of the Board in order to strengthen oversight, reduce the risk of future crisis and ensure the social security the pension fund was established to provide. The UN's representation on the Board should be two-thirds, in line with the money UN staff had entrusted in the Fund.

Staff furthermore expressed concerns and inquired why the deduction of ASHI was inconsistently applied for retirees. In response to this, the Acting CEO indicated that the Secretariat would look into the ASHI issue.

The Acting Chief Executive Officer of the Pension Fund briefed the SMC on the operations of the fund, the improved procedures to ensure the timely delivery of payments to beneficiaries and strong fiduciary performance. She also explained the outreach activities being conducted to reach beneficiaries, address their concerns and process their entitlements. The Acting CEO also stated that she would explore options for sharing the names of former participants about to forfeit benefits, including with relevant stakeholders.

Management representatives to the SMC further clarified that the SMC was not the forum at which the budget of the UN Staff Pension Committee and composition of the Pension Board could be discussed.

Staff asked why the issues in their paper would not be discussed in the SMC. Management responded that certain of the issues should be discussed in a different forum, which is the Pension Board.

XXIV - Review Previous Agreements Document

Staff presented its paper citing relevant sections of the ST/SGB/2011/6/Rev.1 on the SMC, emphasizing the importance of the consultative process and recalling that SMC agreements shall be implemented by the responsible party within established timelines and reported on regularly. Staff emphasize that implementation of agreements requires serious attention and follow up with a clear implementation plan and timelines.

Management recognized and supports the proposal for a regular review and updates on SMC agreements. It was highlighted that the 3 x 3 Contact Group continues to devote significant time to this issue and is maintaining a consolidated document with all previous SMC agreements, categorized as active, standing and closed) as agreed upon during SMC VII.

On the issue of the Health and Life Insurance Committee, it was acknowledged that this item was discussed during SMC VIII and an agreement reached on the way forward.

The SMC contact group would also explore the possibility of an automated reporting tool to facilitate updates going forward.

SMC agreed to:

a) that the SMC Contact Group continue to regularly review the implementation of agreements and provide regular status updates to the SMC.

b) that the previous SMC agreements item will be discussed as part of the agenda for the next Ad hoc VTC of the SMC and a status update would be shared in advance of that VTC.

XXV - Designation of GA staff representative

Staff informed the SMC that the current AI has not been updated since 1980; and requested that management align this AI with current practices. Staff provided examples of the challenges to representatives that under the current AI, during their tenure as a representative they remain at the same grade and level. Furthermore, for representative on full time release a performance document

is not completed and there is no specific training and development programme to support the representatives. The experience gained is not counted as a mobility movement.

Management confirmed they would be open to discuss the AI on staff representatives.