



REPORT

SESSION IX OF THE

STAFF-MANAGEMENT COMMITTEE

Bonn

4 to 9 October 2021

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I- Introduction

1. The President opened the Session and presented the draft Agenda. Staff requested that the Agenda be extended to include items submitted after the deadline for announcement of topics. Management did not support the addition of extra agenda items, noting the ambitious agenda and the fact that the additional items were not of an urgent nature.

2. The agenda was adopted, accommodating the additional items within the existing schedule. Annex I refers.

3. Nomination for the Office of SMC Vice-President

4. The staff representatives elected Prisca Chaoui as the Vice-President of the SMC.

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

6. Leila Manly-Spain, Aitor Arauz Chapman and Stefan Brezina were nominated as staff representative members, and Katharina Margetts, Miguel Mourato Gordo and Jonathan Ball were nominated as management representative members of the 3x3 Contact Group.

7. Nominations for and Appointment of SMC Rapporteurs

8. The staff representatives designated Nopharat Rojanasupsakul and Laura Johnson, and management designated Nicole Eggers-Westermann and Patrick Voigt as rapporteurs for SMC IX. It was agreed that the proceedings of SMC IX would be recorded and made available to the rapporteurs if necessary.

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

10. The staff representatives designated Mona Fattah to be the single representative of staff views to the Fifth Committee of the General Assembly.

II- Review of previous SMC Agreements

11. Following review of the previous SMC agreements by staff and management members of the 3x3 Contact Group, a number of agreements were proposed for closure.

12. The SMC agreed to close the proposed agreements, and to annex the list to the report.

III- Annual Budget and Programme of Work

13. The President pointed out that the formulation of a realistic budget remains challenging. Management confirmed that the annual budget is continuously monitored and an approximate figure for the organization of the IX session of the SMC can be provided.

14. Management pointed out the wish for a dynamic and agile approach to the formulation of the programme of work.

15. The President suggested to continue the meetings of the 3x3 Contact Group and the monthly virtual meetings of the SMC.

16. The SMC agreed to continue the monthly meetings of the 3x3 Contact Group on the first Wednesday of the month and organize monthly virtual ad-hoc SMC meetings provided there is a provisional agenda.

IV- Update on SMC Working Groups

A. Working Group on Staff Selection and Mobility

17. The WG had submitted its first interim report providing recommendations which led to the revision of the AI on the staff selection system (ST/AI/2010/3) in February 2021. The second interim report of the WG will be submitted by the end of October/beginning of November.

18. Staff representatives reported that the working group continues to discuss all the items on a list of proposals pertaining to the review of ST/AI/2010/3 with the goal of increased transparency, accountability and compliance with standards that will reduce biases and discrimination in staff selection. Despite agreement on the benefits of more ambitious changes in principle, the staff side expressed concerns with the management practice of reflecting certain elements in policy guidance and not in the ST/AI, including some of the SMC agreements on this issue.

19. Staff representatives expressed concerns about two cross-cutting issues: 1) That the promulgation of some issuances is prioritized by management over others; and 2) That the delegation of authority was leading to fragmentation in the application of staff rules and related policies.

20. It was agreed that the second interim report of the SMC WG on staff selection and mobility will be submitted to SMC by end October/beginning of November, after which it will be discussed at an SMC ad-hoc meeting.

B. Working Group on Performance Management

21. The WG informed the SMC that following its interim report submitted in January 2021, a revised policy with relevant agreed elements was issued.

22. Staff representatives stated that adopting chunks of recommendations for revising ST/AIs should be avoided whenever possible.

23. The SMC agreed to approve the report from the Working Group and to take note of the agreements as well as the single point of disagreement, which will be referred for decision by the SG, and to revise the current AI on performance management accordingly.

C. Working Group on the Administration of Justice

24. Management informed the Committee that Ms. Stephanie Cochard would be the new WG co-chair representing management. The substantive issues would be discussed under the related agenda item.

D. Working Group on Delegation of Authority

25. Staff representatives informed the Committee that Mr. Mahamadou Nassirou Ba would be the new WG co-chair representing staff.

E. Working Group on Downsizing

26. **The SMC agreed this WG is closed.**

F. Working Group on General Service career prospects

27. Both staff and management underlined the importance of the issue and their commitment to supporting progress on removing the G-to-P barrier. The SMC discussed the status of the existing WG.

28. **The SMC agreed to (i) reactivate the WG and update its composition, (ii) expand the ToR to include a topic on compiling relevant data, elaborating scenarios and building compelling arguments to achieve the removal of the G-to-P barrier, (iii) to review whether there are other issues for the WG to discuss, and (iv) consider the related agenda item on the UNSU paper as reviewed and discussed.**

V- Staff Safety and Security

29. USG/DSS provided a summary briefing on security and safety concerns for personnel under the SMS in a number of countries. DSS had observed an increase in incidents in some locations, especially on the humanitarian side. The USG/DSS made a commitment that the UN will continue to work to mitigate risks to UN personnel as much as possible. He agreed that a review of policies and procedures following the events in Afghanistan was warranted.

30. Staff raised concerns about (1) female and national staff in Afghanistan; (2) situation in Mali; (3) independent investigations into security incidents affecting UNDS; and (4) adequacy of resources, clarity of roles, transparency and accountability under the UNSMS; (5) avenue of appeal on decisions on evacuation from Afghanistan; and (6) lessons learned from Afghanistan. There is a need for an in-depth review of the overall UN Security Management System to make sure it is fit for purpose.

VI- Update on Continuing Contract Review

31. Staff requested an update on the delay of the continuing appointments review since 2017, which is disappointing and demoralizing to staff, especially those in the field. Expediting the exercise would demonstrate management's recognition, respect and appreciation for staff's dedication to the organization. Staff regretted that the necessary changes to the Inspira system were not prioritized to accommodate a yearly review.

32. Management confirmed that the 2015 continuing appointment review is underway with an expected finalization by March 2022. They indicated that for the 2015 exercise, there are no available slots for P staff. For GS staff, there would be no point allocation process as there are 636 available slots and 294 potentially eligible GS staff. Management is exploring the possibility of proceeding with the 2016 exercise as soon as feasible after the conclusion of the 2015 exercise.

33. **Management agreed to provide each staff union with the number of eligible locally recruited staff members in their respective duty stations upon the launch of the 2015 exercise in December 2021, and to keep staff informed.**

VII- Exclusion of certain staff from the Pension Board

34. Staff expressed dismay that the proposal to exclude Pension Fund staff from the Pension Board did not conform to UN standards and was discriminatory, unfair and violated Article 8 of the United Nations Charter. They stated that the measure was counter-productive, given that Pension Fund Staff have the expertise to be able to contribute to the efficient and effective oversight of the Pension Fund. There are already checks and balances in place to deal with any potential conflict of interests.

35. Management clarified that the Pension Board composition follows the regulatory framework of the UNJSPF under regulations and decisions taken by the General Assembly. Therefore, in its view the item falls outside the purview of the SMC. Management did take note of the concerns raised by the staff.

VIII- Update on HR strategy and SG plans concerning human resources

36. Staff raised concerns over various issues affecting human resources management for the period beyond 2021, namely planned changes to HR-related administrative issuances, strategic workforce planning framework including future of work, application of the proposed new competency framework, removal of the G-to-P barriers, centralization of services including OneHR and GSDM, career enhancement and advancement and proposals on inclusivity.

37. In this regard, staff called on management to proactively engage and consult staff representatives in advance before issuing forward-looking strategies so that both sides can coordinate and share priorities that could be incorporated into policy thinking. They requested a discussion on the implications of the People Strategy 2021-2025 that was recently published on iSeek.

38. Management clarified that the People Strategy outlines the strategic HR vision with three strategic outcomes (i.e., agility, diversity, accountability) for the coming years. Management presented the underlying principles and vision and confirmed their commitment to undertake consultations on the implementation of the Strategy.

39. It was agreed that the topic would be added as a standing item for meetings of the 3x3 contact group and discussed at an upcoming ad-hoc SMC meeting in November.

IX- Remote Simultaneous Interpretation and potential health damages

40. Staff reiterated the health issues faced by interpreters in delivering remote simultaneous interpreting during the COVID-19 pandemic, with potential long-lasting effects on their auditory health and livelihood. Reportedly, ten Appendix D claims have been filed to date. Staff representatives requested the implementation of the recommendations as contained in the RSI Taskforce report, especially regarding use of ISO-compliant platforms. Staff are concerned that a call for meeting participants to ensure they have the proper meeting equipment is not realistic and will not be sufficient to mitigate the harmful effects.

41. Staff requested a new in-depth study covering all the health concerns faced by interpreters, engaging academia and medical experts. They asked for confirmation that RSI is being used as a business continuity measure only, and not a permanent practice, noting that the in-person SMC showed the way for the return of physical meetings. Staff emphasized that the quality of interpretation must be maintained to safeguard the reputation of the organization. They requested that the risk assessment performed by DHMOSH be withdrawn.

42. Management expressed appreciation for the work of interpreters during the COVID-19 pandemic. Management acknowledged the challenging work of the interpreters and is looking at this matter seriously and holistically for all duty stations, highlighting the ongoing collaborative efforts by DHMOSH, DGACM, Procurement and other stakeholders that have led to the formulation of 13 recommendations that are under implementation. Management responded to the requests in detail and reiterated that every effort will continue to be made to support our interpreters, and all other personnel.

43. Staff acknowledged management's explanations on certain items but expressed deep regret about the remaining points of disagreement, reiterating that they consider the DHMOSH risk assessment flawed and in need of review. They emphasized that interpreters must be involved in the assessment of available platforms until such time as one that is ISO-compliant becomes available. They expressed particular disappointment about the Administration's lack of agreement to engage with external researchers and medical experts.

X- Update on Status of the ST/AI on Downsizing

44. Staff requested management to provide an update of the status of the ST/AI on downsizing, which is regrettably still pending since SMC agreed the policy in late 2016. Without the issuance of ST/AI, staff called on USG DMSPC to exercise her delegated authority for the lateral placement of downsized staff outside entities over that of the heads of entities in relation to recruitment and selection.

45. Management confirmed that the issuance of the ST/AI is a priority and explained that further changes to the draft policy are required in light of recent judgements. Management confirmed that the revised draft will be shared for consultation, with an aim to finalize by the end of the first quarter of 2022.

XI- Delegation of Authority

46. Staff highlighted that delegation of authority on HR matters should be constrained because of the risk of fragmentation and differentiated treatment and that delegation of authority must come along with accountability and strong centralized oversight. They asked whether there have been any cases in which delegation of authority was withdrawn or letters of warning sent. Staff reported the perception that the same standards of transparency do not apply to senior managers. Staff Unions found themselves policing compliance with the Staff Rules at the entity level in absence of adequate central oversight. Staff requested a structural review by management on post facto exceptions.

47. Staff also regretted management's position that revisions of the SGB would not be subject to consultation. However, the staff's position is that the framework for delegation of authority falls within the scope of staff regulation 8.1(a). Staff urged management to implement agreement number 35 of SMC VIII on transparency and communication. Staff reiterated the importance of data sharing to ensure the effectiveness of the discussions within the working group on DoA.

48. Management explained the parameters of delegation of authority and applicable tools to record delegations and monitor exceptions. Guidance on approval and recording of exceptions as well as access to real-time data was provided to Heads of Entity. Management reminded that the intent of the delegation framework is to enable transparency and accountability and confirmed that firm action is taken when non-compliance is noted.

49. Management encouraged staff to provide feedback on the application of the delegation of authority framework and to continue engagement in the working group on Delegation of Authority. Management

further encouraged staff in each duty station to nurture a working relationship with local management to ensure that concerns can be raised and addressed at the local level. Management confirmed that delegation of authority remains the prerogative of the Secretary General and while the ST/SGB on delegation of authority will be shared, it will not be subject to consultation.

XII- Status of promulgation of AIs and adherence to Sarajevo agreement

50. Staff requested the application of established legal frameworks governing the work of the SMC and adherence to the established consultative process as adopted in the Sarajevo agreement and existing frameworks including ST/SGB/2009/4, ST/SGB/2011/6/Rev.1 and ST/AI/2014/3. They reiterated that any substantive policy changes to Administrative Issuances (as per ST/SGB/2009/4) should be discussed at the SMC. They reiterated the importance of "certification" as per ST/SGB/2009/4 before promulgation and regretted that such certification would not be shared with staff. They requested that the status of all administrative issuances post-Sarajevo be shared. They stated that they would propose a paper on a mechanism for legal advice to staff representatives on SMC matters for discussion at a future ad hoc SMC. Staff reiterated the agreement reached in Sarajevo whereby Management agreed to share in writing the reasons behind the rejection of comments.

51. Management confirmed its commitment to continuation of constructive collaboration with staff representatives on any relevant HR area of concern. Management confirmed that it is not aware of any administrative issuances that did not follow the mandated consultative processes, regulatory framework governing administrative issuances or applicable editorial style.

52. On the requests as presented in the paper, Management reconfirmed the Sarajevo agreements. They highlighted that their work in this area is subject to audit and evaluation and therefore it would not provide "certification" of adherence to the applicable issuances to staff representatives. They committed to discussing the status of implementation in the 3x3, and to adding additional information to the timetable of consultations. They reconfirmed their support for a roundtable; that consultations will take place as per the applicable policies and agreements; and that they would welcome a paper from staff on legal advice.

XIII- Gender

53. Staff praised the success of the Gender Parity and UN SWAP monitoring and reporting to date but highlighted the need to improve the representation of women from underrepresented countries and regions, as well as to consider moving beyond binary conceptions of gender. They raised the importance of retaining and enhancing the career prospects of currently serving female staff, including in the field and suggested that a mechanism for staff in the field to escalate their requests for flexibility would help. They noted that the organization also needed to consider the legitimate career expectations of men and reiterated the importance of merit in any selection decision.

54. Staff requested statistics on gender parity in the General Service category and on stagnation rates, i.e., the number of years' experience of staff at each level, disaggregated by gender and age. They raised concerns that the new view for hiring managers in Inspira disproportionately highlights gender first and reported that female staff would prefer to be judged on merit throughout the selection process, with gender representation considered only at the final stage. They underscored that the gender parity strategy should not be used as a reason to prioritize external female candidates over existing staff. They raised the possibility of buyouts to facilitate the achievement of gender parity. They requested improved messaging on and adherence to the good practices in the enabling environment guidelines, which they supported.

55. Management clarified that the role of the gender contact points is to support information sharing

and to flag issues. Management detailed available resources, policy and monitoring tools and guidance that have been issued to ensure that the high importance that the Secretary General is placing on this matter is reflected across the organization. Management reiterated that targeted actions are taken to support all offices in implementing gender parity in selections and support a culture that encourages diversity and inclusion. Management expressed the wish to have continued conversations with staff representatives on the matter.

56. Both sides concurred that gender equality is more than gender parity, and that further work was required to go beyond the numbers.

57. The staff selected Pamela Villalobos as the staff side contact point on gender issues, supported by Keiso Matashane-Marite and Karin Esposito.

58. The SMC agreed that the contact point would ensure continued engagement, including on data gathering and analysis, outreach including at senior levels, and targeted workforce rejuvenation as an enabler for parity.

XIV- COVID

A. Alternate State Quarantine costs for travel on home leave and UNLP for Home Leave

(a) Quarantine Cost on Home Leave

59. Staff highlighted that home leave is official travel under the staff rules and that mandatory quarantine costs should therefore be reimbursed.

60. Management has reviewed this matter and supports the request by staff to cover mandatory quarantine cost for staff members of the UN Secretariat utilizing the home leave entitlement. This will be effective retroactively to 1 January 2021 and addressed in the relevant UN Secretariat guidance.

61. It was agreed that mandatory government quarantine costs during home leave, education grant and family visit travel would be covered for staff and eligible family members, retroactive to 1 January 2021. Reimbursement shall not exceed the relevant portions of the applicable DSA rate for accommodation and/or meals, but with full DSA payable where costs of mandated quarantine exceed the full DSA rate.

(b) Use of UNLP on Home Leave

62. Staff highlighted that home leave is official travel under the staff rules and that UNLPs should therefore be issued for that purpose. They stated that the use of UNLPs should not be restricted to certain routes for staff choosing lumpsum option. They raised the possibility of expanding the number of locations where UNLPs are issued, which would be of benefit to both the Organization (enhancing capability in rapid response operations) and to the staff in the field.

63. Management agreed that UNLPs may be used for the purpose of home leave travel, provided the travel is on the most direct route to the place of home leave. Management informed that guidelines stipulating the applicable conditions will be issued.

64. 1. It was agreed that UNLPs may be used for official travel including home leave, education grant and family visit travel, under conditions to be established by management. 2. It was agreed that the question on expanding locations for UNLP issuance would be referred for internal management consultation and reported back to a future ad-hoc meeting.

B. COVID (including access verification, reporting, OSH, booster shots, cross vaccinations, status in the field, recognition, non-accredited AC shots in field) (UNOV)

65. Staff requested an update on plans for disclosure of medical data and mandatory vaccinations, update on status of vaccinations for field-based colleagues and the effects of long COVID. They requested legal certainty and a common approach to the enforcement of vaccination mandates, the confidentiality of vaccination status and requirements for access to UN premises across the organization. They requested that senior HR managers rather than supervisors handle issues of compliance with vaccination mandates. They requested the introduction of a partial disability status for staff with long COVID, so that staff unable to work full time could work as much as they are able while continuing to receive their full pay and benefits. They welcomed the UN certification of all vaccines used worldwide and looked forward to the rollout of EarthMed Go. A staff survey in Geneva had shown that a large majority of staff favoured a vaccine mandate in some form, while some were requesting it as a safety condition to return to office. They asked whether vaccination mandates would be stated in job openings so that incoming candidates are aware of them. They noted that the 3G requirement (vaccinated/tested/recovered) at the UN in Bonn had provided a sense of reassurance to meeting participants.

66. Management clarified that general guidance on these matters needs to remain flexible to allow global and system-wide application. Management reiterated that priority is placed on the safety and health of personnel. Management emphasized the position of the UN Secretariat as a role model for the UN System.

67. Management confirmed that guidance has been issued for New York HQ on mandatory vaccination when mitigating measures may not be possible, and similar guidance will soon be issued for all entities globally. The decision to mandate vaccines under such circumstances has been made by the Secretary-General under his authority to ensure all necessary safety and security arrangements. Management clarified that non-compliance with obligations on vaccination and reporting is handled on a case-by-case basis, following the applicable policies and processes under the Staff Regulations and Rules.

C. Return to premises in COVID context (Management)

68. The matter was discussed under section B above.

D. FWA and next normal (Management)

69. Staff expressed disappointment that their earlier proposals on revisions to the Flexible Working Arrangements policy had not been implemented and regretted the delay in reviewing ST/SGB/2019/3. They insisted on the need to tighten deadlines and limit escalation for approval of requests. Staff highlighted that not all senior managers are applying the policy consistently and use their own interpretation and discretion, including within the same duty station. They noted that the guiding principle on Next Normal planning had come out of HLCM and would need to be translated into policies for consultation at SMC. They highlighted that even with increased use of remote working, it remained the responsibility of the Organization to provide a suitable workspace for all staff.

70. Management outlined the benefits realized by the Flexible Working Arrangement policy, particularly during the pandemic, and reconfirmed its intention to review the policy as planned during the fourth quarter of 2021. Management confirmed that the feedback provided by staff representatives earlier in 2021 will be considered during the revision of the policy. They welcomed the feedback from staff and encouraged staff representatives to also raise concerns locally through entity staff representative channels.

XV- Structural issues and organizational support for colleagues at entry-level P positions

71. Staff noted issues with career stagnation at all levels, highlighting particularly the case of P2 staff placed through the NCE/YPP, including cases of women with 10 plus years of experience at the junior professional level. Staff requested data on the average number of years that staff stay at each grade, disaggregated by age, gender, and contractual status.

72. Staff also proposed measures to address career development issues for staff at the P2, including an analysis of career dissatisfaction and stagnation, conducting substantive exit interviews, potential automatic transfer to the P3 level for YPP staff as done in the language services, formation of a related working group, creation of a pool of P3 posts especially for YPP staff, highlighting of YPP/NCE status to hiring managers, and allowing P2 staff facing stagnation to participate in the managed reassignment programme additional times.

73. Staff highlighted the need for checks and balances in the mentorship programme, to ensure that mentors had no influence in selection decisions affecting their mentees. They asked whether general service staff could be permitted to apply for job openings anywhere in the world. They also noted their appreciation for the lifting of breaks in service from GS to NO and NO to P

74. Management indicated that in terms of career support, all staff at the P2 level, whether they have entered the Organization through competitive evaluation process or not, will be treated the same as any other professional-level staff. Career fulfilment is a shared responsibility between staff members, managers, and the Organization. The Career framework for the future is anchored in the close linkages between learning and skills development, and career fulfilment. Data on staff serving at P2 level shows that the majority of those staff progress in their careers within five years of service at P2 level. Management informed that an evaluation of the YPP is in the early stages of planning.

75. It was agreed that the topic would be discussed at an upcoming ad-hoc SMC meeting.

XVI- Administration of Justice: Ability of Tribunals to order reinstatement (specific performance) instead of compensation

76. Staff recommended the amendment of article 10 (5) of the statute of the United Nations Dispute Tribunal in line with the report of the Internal Justice Council (A/75/154) and that the respondent should provide satisfactory evidence to the Tribunal when opting for the payment of compensation in lieu of reinstatement when the latter is not feasible owing to compelling reasons. Staff noted that the Internal Justice Council and the President of the UN Dispute Tribunal had called for similar measures and that UN common system organizations operating under the ILO Administrative Tribunal did reinstate staff when ordered to.

77. Staff asked whether any data on settlements in Tribunal cases could be provided.

78. Management referred to the decisions not to pursue the option of ordered reinstatement without option for compensatory payments in lieu, taken at the inception of the current Administration of Justice system. Based on case data, relevant final judgements on separation from service decisions are regularly available only after significant time has passed, making reinstatements-in-post challenging. The current UN

practice already includes full consideration of reinstatement possibilities where provided for as an option in judgements. Management offered to provide additional data to staff if possible.

XVII- Oversight of OIOS / investigative functions (UNOV)

79. Staff requested management to expedite establishment of the working group on ST/AI/2017/1 agreed to at SMC VIII. They requested stronger protection of staff members against investigations that are based on allegations made in bad faith. They also noted that pursuit of frivolous complaints was unnecessarily diverting precious resources, while important complaints returned to heads of entity. They also raised concerns about the effectiveness, quality and consistency of fact-finding panels. They underlined that the use of professional investigators is always preferable and that, in their absence efforts should be made to maintain the skills of the lay investigators, whose efforts should be recognized and supported. They asked whether the number of complaints on racism had increased following the recent work of the Anti-Racism Task Force. They called for greater collaboration between OIOS and SIU in the field.

80. Management recalled that ST/AI/2017/1 in conjunction with Section 7 of ST/SGB/2002/7 delineates the framework in which investigations take place and reminded that all staff members are subject to the legal framework of the Organization. Management confirmed that widening the scope of an investigation is subject to approval by appropriately designated official in OIOS. Management also referred to the investigator's manual available for SMC members for information.

81. OIOS' representative briefed the SMC and responded to questions posed by the staff.

XVIII- Expiration of rosters under ST/AI/2016/1 – waiving of roster expiration

82. Staff expressed concern that some roster memberships are still expiring despite the suspension of ST/AI/2016/1 and highlighted their position that expiration of roster membership should not be reintroduced. Staff also noted that priority should be given to rostered candidates in selection decisions.

83. Management confirmed that ST/AI/2016/1 has been suspended. Accordingly, any expiry of roster membership will be lifted for all currently rostered candidates and will be aligned with the indefinite roster membership period, as per ST/AI/2010/3. This change will be reflected in Inspira accordingly.

84. It was agreed that the expiration of roster memberships will be lifted for all rostered candidates.

XIX- Unemployment insurance / other insurance issues

85. Staff explained the principle behind the proposal of introducing unemployment insurance for separated staff members to mitigate challenges of disruption of income and loss of social security coverage and the insufficiency of termination indemnity intended to alleviate the problem.

86. Staff also raised questions about consistency of CIGNA coverage in different countries and the reimbursement of COVID-19 related treatment. Staff requested management to (1) increase the insurance ceiling of \$12,000/year; (2) provide more medical choices for general services staff; (3) reimburse medical treatments in non-duty stations; and (4) provide medical coverage for adult children over the age of 25.

87. Staff asked whether a survey of beneficiaries had ever been conducted to assess their satisfaction

with medical insurance administrators to inform decisions on the renewal of contracts.

88. Management responded that overall client satisfaction surveys indicate high satisfaction with the performance of the plan administrators and further means of improving plan administration services are being explored. Management further clarified its position that additional medical coverage can only be explored if there is agreement that it will be fully funded by participating staff only. It will have to be entirely separate from other existing plans offered to staff already. On additional unemployment/end-of-service grant, the matter had not been well-received by the General Assembly despite repeated proposals.

89. Management's parameters for any further research or exploration are:

- (i) The scheme would have to be separate from the ones offered to serving staff members, based on a separate vendor-based insurance package; and
- (ii) Participation in this separate scheme would not count toward eligibility for ASHI; and
- (iii) It would be entirely financed by participants (including the administrative fee).

90. It was agreed that management will explore separate insurance cover for (a) unemployment insurance and (b) separate health insurance coverage for (i) children over the age of 25 years, and (ii) secondary dependents. This would be explored on the understanding that any such insurance options would be based on the following parameters: (i) The scheme would have to be separate from the ones offered to serving staff members, based on and undersigned by a separate vendor-based/commercial insurance; and (ii) Participation in this separate scheme would not count toward eligibility for ASHI; and (iii) It would be entirely financed by participants (including the administrative fee).

XX- Reform of the Field Service Category (AOB)

91. Staff explained the need to reform the Field Service Category and proposed to set up an SMC working group on the matter.

92. Management clarified that the issue relates to conditions of service and that it falls under the purview of the ICSC. They indicated that OHR is embarking on a project to comprehensively review responsibilities and requirements of jobs in all categories.

93. They suggested that an upcoming FJNC meeting – along with some CMS-DMS colleagues – may be a useful forum to further discuss.

94. It was agreed that the issues would be discussed in a dedicated FJNC meeting.

XXI- Adoption of Report of SMC IX

95. The SMC adopted the Report.

XXII- Closing remarks by SMC President

96. The President expressed thanks to all the SMC members and closed the SMC (IX) 2021 on 8 October 2021.

Annex I – Adopted Agenda

Adopted Agenda

SMC 2021 – Bonn

A. Opening Remarks

- a) USG, DMSPC
- b) SMC out-going VP
- c) Executive Coordinator UNV

B. Standing items

1. Adoption of Agenda and Programme of Work and Logistics
2. Nominations for / Election of the Office of Vice-President of the SMC
3. Designation of General Assembly staff representative
4. Nomination/ Appointment of Rapporteurs
5. Nomination/Appointment of 3x3 Contact Group Members
6. Update on the Status of Working Groups - working group updates
7. Review of previous SMC Agreements
8. Annual budget and Programme of Work
9. Staff Safety and Security (including update on Afghanistan)
10. Delegation of Authority

C. Substantive items

11. Update on Continuing Contract (ESCAP)
12. Update on Status of the ST/AI on Downsizing (FSU) (incl DOA)
13. Status on promulgation of administrative issuances and adherence to Sarajevo agreement (UNOV)
14. Update on HR strategy and SG plans concerning human resources (UNOV)
15. COVID
 - a. Alternate State Quarantine (ASQ) costs for travel on home leave, including UNLP for Home Leave (ESCAP/NY)
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19. Oversight of OIOS / investigative functions (UNOV)
20. Expiration of rosters under ST/AI/2016/1 – waiving of roster expiration (UNOV)
21. Unemployment insurance / salary continuation insurance and UN Insurance plan (UNOV/UNON)
22. Gender – no paper (from prior SMC agreement)

D. Any other business (AOB)

23. Reform of the Field Service Category (proposed by FSU on 3 September)
24. Exclusion of certain staff from the Pension Board (proposed by NYSU on 3 September)
25. Next annual SMC session - April 2022

Annex II: SMC Agreement – Status Update

Kindly note that the *agreements that have been closed prior to SMC VIII (2019)* have not been entered in the WIKI.

Decision	ID	Outcome
SMC/A/DEC/VIII/074	(Whistleblower) Ad hoc of 22 Apr 2020	It was agreed that for the Whistleblower WG SMC members would provide inputs to the Secretary for consolidation, then pass onto the Co-Chairs of the WG.
SMC/A/DEC/VIII/072	(Staff Selection) Ad hoc of 23 Feb 2021	It was agreed to adopt the interim report, noting UNOG objection to the proposal for candidates to be eligible to apply for any position for which they meet the requirements.
SMC/A/DEC/VIII/071	(Staff Selection) Ad hoc of 25 Nov 2020	The ASG OHR asked that the Co-Chairs endeavor to maintain the timeline to submit their report in January.
SMC/A/DEC/VIII/070	(Staff Selection) Ad hoc of 28 Oct 2020	It was agreed that a further update to the Staff Selection & Mobility WG be added to the agenda for SMC Ad hoc meeting in November.
SMC/A/DEC/VIII/069	(Staff Selection) Ad hoc of 14 Aug 2020	It was agreed that the SMC Secretariat would liaise with the Co-Chairs of the Staff Selection & Mobility WG for the final written WG report. It was agreed that the topics will be addressed by the same WG and item under one SMC agenda topic.
SMC/A/DEC/VIII/068	(Staff Selection) Ad hoc of 5 Aug 2020	It was agreed that the Staff Selection & Mobility WG would revisit the topic of mobility for a period of one week and that another Ad hoc meeting would be held on Friday 14 August. It was also agreed that a second version of the WG report would be re-submitted for this next meeting.

Decision	ID	Outcome
SMC/A/DEC/VIII/067	(Staff Selection) Ad hoc of 29 Jul 2020	It was agreed that for the Staff Selection & Mobility WG, the staff representatives would provide their position in writing by COB Monday 3 August, and that in the event that further discussion is required, the 3x3 Contact Group meeting on Wed 5 August would be converted to another Ad Hoc meeting. It was also agreed that staff representatives would provide written points on topics where management changed its position.
SMC/A/DEC/VIII/066	(Staff Selection) Ad hoc of 8 Jul 2020	It was agreed that the interim report on mobility would be prepared for the next Ad hoc SMC meeting, and that the WG will continue its work on both staff selection and mobility.
SMC/A/DEC/VIII/065	(Staff Selection) Ad hoc of 27 May 2020	It was agreed that due to time constraints, the update on the Staff Selection & Mobility WG will be provided by powerpoint and circulated to the SMC.
SMC/A/DEC/VIII/063	(Performance Management) Ad hoc of 12 Apr 2021	It was agreed that as the WG has minutes from their meetings, no further interim report is required. It was also agreed that the Co-Chairs of the WG would share the minutes.
SMC/A/DEC/VIII/061	(Performance Management) Ad hoc of 12 Jan 2021	It was agreed that the WG Co-Chairs would provide a short summary focusing on the areas of non-agreement about Performance Management.
SMC/A/DEC/VIII/060	(Performance Management) Ad hoc of 25 Nov 2020	It was agreed to separate the topic of the new competency framework from the performance management item, and the WG should produce an interim report as soon as possible (tentatively first week of Dec). The Co-Chairs should consider clarity of the report to facilitate implementation of the work. It was also agreed that the topic of the gender focal point would be included onto the agenda of SMC IX.
SMC/A/DEC/VIII/059	(Performance Management) Ad hoc of 7 Oct 2020	It was agreed that the WG on Performance Management will present another update at the next Ad hoc meeting on Wed 28 October 2020.
SMC/A/DEC/VIII/058	(Performance Management) Ad hoc of 13 May 2020	Both management and staff representatives agreed to the proposed changes to the TOR of the Performance Management working group.

Decision	ID	Outcome
SMC/A/DEC/VIII/057	(Performance Mgt) Ad hoc of 22 Apr 2020	It was agreed that for the Performance Management working group, legal opinion would be sought by the Secretary about how to adopt the new mandates proposed.
SMC/A/DEC/VIII/056	(Part-time Employment) Ad hoc of 22 Apr 2020	It was agreed to close the Part-time employment working group.
SMC/A/DEC/VIII/055	(AoJ WG) Ad hoc of 28 Oct 2020	It was agreed that the Secretary should write to the Co-Chairs of the WG on Justice requesting them to re-start their work, copying the 3x3 CG members.
SMC/A/DEC/VIII/054	(Justice WG) Ad hoc of 22 Apr 2020	It was agreed that the Secretary would circulate an email asking for new members/volunteers for the working group on Justice.
SMC/A/DEC/VIII/051	(Field Staff WG) Ad hoc of 22 Apr 2020	It was agreed to close the Field Staff working group.
SMC/A/DEC/VIII/050	(DoA) Ad hoc of 22 Apr 2020	It was agreed that the Delegation of Authority working group should revert to the SMC in one month.
SMC/A/DEC/VIII/049	(AoJ) Ad hoc of 23 Feb 2021	It was agreed to establish the WG and that the Co-Chairs would meet to draft a workplan and report back to SMC.
SMC/A/DEC/VIII/048	(AoJ) Ad hoc of 28 Oct 2020	The ASG OHR committed to reverting through the SMC Secretary shortly. It was agreed that Management would liaise with AoJ further, particularly to confirm that the changes to the membership qualification would not be retroactive and revert through the Secretary of the SMC by 13 November.
SMC/A/DEC/VIII/045	(Mandatory Learning) Ad hoc of 12 Apr 2021	It was agreed that staff representatives would provide their comments/suggestions in writing within the next 10 days (deadline 22 April) in time for the next Ad hoc SMC at the end of the month.
SMC/A/DEC/VIII/044	(Recruitment Freeze) Ad hoc of 27 Jan 2021	Management will provide another brief in 2 months
SMC/A/DEC/VIII/043	(Recruitment Freeze) Ad hoc of 12 Jan 2021	It was agreed to add the topic of the Recruitment Freeze to provisional agenda of Jan 27th 2021.

Decision	ID	Outcome
SMC/A/DEC/VIII/041	(Competency Based Framework) Ad hoc of 25 Nov 2021	It was agreed to separate the topic of the new competency framework from the performance management item. The ASG OHR proposed that OHR (Miguel Mourato Gordo) could make a presentation to explain the review of the competency framework.
SMC/A/DEC/VIII/039	(Status of OLA SGB) Ad hoc of 25 Nov 2020	It was agreed to add the issue of the OLA SGB to the provisional agenda for SMC IX.
SMC/A/DEC/VIII/037	(SG Plans to combat Racism) Ad hoc of 29 Jul 2020	It was agreed that a) Management (Hong Kwon) would circulate the draft survey to all SMC staff representatives; b) staff responses will be channeled through a single representative; c) an informal information session would be held, then d) the topic would be discussed at the next monthly Ad hoc meeting.
SMC/A/DEC/VIII/036	(Geographic Diversity) Ad hoc of 10 Jun 2020	It was agreed that Management would provide a presentation/information session on geographic ranges (same presentation given to the member states), and composition report. Suggested participants for the focus group would be submitted to Mr Hong Kwon by next Wednesday (17 June), incl management participants, in order to hold a focus group at the end of July. There would be a follow up at the end of the year.
SMC/A/DEC/VIII/034	(COVID-19) Ad hoc of 25 Nov 2020	(virtual plenary) Mr Joseph Baricako, as the VP staff representative indicated that he would need to discuss among staff representatives and revert by the end of next week.
SMC/A/DEC/VIII/033	(COVID-19) Ad hoc of 28 Oct 2020	There is the likelihood that the regular plenary session may not be possible next spring or even summer, therefore the President asked all members to reflect and make proposals (eg. hold virtual annual session) to address this situation. He requested that members come with suggestions at the next meeting.
SMC/A/DEC/VIII/032	(COVID-19) Ad hoc of 10 Jun 2020	It was agreed that Management would provide updates at the monthly Ad hoc meetings on the COVID situation vis-à-vis progress for the in-person SMC session.

Decision	ID	Outcome
SMC/A/DEC/VIII/030	(Continuing Appointments) Ad hoc of 12 Jan 2021	It was agreed to bring the topic of continuing appointments, in particular expansion of G1-G4 etc. to the plenary, after it has been raised in the 3x3 Contact Group.
SMC/A/DEC/VIII/029	(Continuing Appointments) Ad hoc of 28 Oct 2020	It was agreed that Management would hold an informational meeting for staff representatives on Friday morning 30 Oct 2020
SMC/A/DEC/VIII/028	(Continuing Appointments) Ad hoc of 26 Aug 2020	It was agreed that a) the presentation would be shared; b) management would give an informal informational session on the data and methodology used for determining the continuing appointments conversion envelope; c) staff would be provided an opportunity to raise more questions at the next Ad hoc SMC; and d) to revert to the issue at the Ad hoc meeting scheduled for 30 September 2020.
SMC/A/DEC/VIII/027	(Fixed Term Appointments) Ad hoc of 25 Nov 2020	It was agreed that no guidance would be issued to departments relating to contract extensions at this time, pending discussions at the next Ad hoc SMC meeting.
SMC/A/DEC/VIII/026	(Fixed Term Appointments) Ad hoc of 28 Oct 2020	It was agreed to leave the implementation of fixed term appointments on the agenda for SMC Ad hoc meeting in November. It was also agreed that Management would not issue any instruction on extension of contracts for 2 years, prior to reverting to the SMC.
SMC/A/DEC/VIII/025	(Fixed Term Appointments) Ad hoc of 8 Jul 2020	It was agreed that the topic would be added to the agenda of the next SMC meeting, scheduled for the end of the month.
SMC/A/DEC/VIII/024	(Implementation of Fixed Term Appointments) Ad hoc of 10 Jun 2020	It was agreed that the new agenda topic (ST/AI/2013/1 - Implementation of Fixed Term Appointments) should go through the 3x3 Contact Group for inclusion to the provisional agenda for the next Ad hoc meeting on 24 June 2020.
SMC/A/DEC/VIII/020	(DoA) Ad hoc of 27 May 2020	It was agreed that management will present the DOA portal at an Ad hoc meeting in July (2020)
SMC/A/DEC/VIII/019	(DoA) Ad hoc of 13 May 2020	It was agreed to discuss delegation of authority in general later in the month and ask the 3x3 Contact Group to decide how to put the AI issue on a future agenda.

Decision	ID	Outcome
SMC/A/DEC/VIII/018	(DoA) No consensus reached, the SMC President agreed with recommendation of 5 members plus co-chair	No consensus reached, the SMC President agreed with recommendation of 5 members plus co-chair
SMC/A/DEC/VIII/017	Ad hoc of 18 Oct 2019	(Inspira) Changes made to the system did not affect the policy and that was why Staff was not consulted, however, expressed her commitment of keeping Staff informed when major changes were made to the platform.
SMC/A/DEC/VIII/016	Ad hoc of 25 Sept 2019	Ad hoc on presentation of new inspira tool
SMC/A/DEC/VIII/014	Ad hoc of 8 Jul 2020	It was agreed to approve the report of the working group on downsizing
SMC/A/DEC/VIII/013	Ad hoc of 22 Apr 2020	It was agreed to add the 2 points to the TOR on the understanding that the working group would present a report of 30 June 2020, with a limited list of ‘additional elements’ to be shared by the Staff Representative Co-Chair before the end of the day, and that details would be provided within one week.
SMC/A/DEC/VIII/012	Ad hoc of 11 Feb 2020 - Downsizing	The SMC agreed to reconvene a WG on downsizing and for the co-chairs of the WG to prepare the TORs and submit to the 3x3 by Friday, 14 February 2020. Once approved, the WG would start working immediately and submit a report to the SMC by 8 March, which is the 6-week deadline before the SMC plenary meeting in Addis Ababa.
SMC/PD/DEC/VIII/003	Periodic SMC 07 Aug 2019	Staff representatives expressed their full agreement with the proposed text and for incorporating their comments and confirmed satisfaction with the amendments to ST/SGB/2008/5
SMC/A/DEC/VIII/005	Ad-hoc SMC 25.9.2019 (administration of appointments)	Allow one week for Staff representatives to provide their comments via email
SMC/A/DEC/VIII/002	Ad-hoc SMC 30.10.2019 (downsizing)	Another Ad hoc on downsizing to be scheduled; Possible creation of a WG

Decision	ID	Outcome
SMC/A/DEC/VIII/007	Ad-hoc SMC 25.9.2019 (part-time employment)	Staff representatives should submit their comments on the presentation within one week, then 3 days to nominate membership, 3 days to create TORs of the WG which would be reviewed and approved by the 3x3 CG and the WG would become effective the following day with 30 days to deliver results.
SMC/A/DEC/VIII/009	Ad-hoc SMC 18.10.2019 (new recruitment tools)	Changes made to the system did not affect the policy and that was why Staff was not consulted, however, expressed her commitment of keeping Staff informed when major changes were made to the platform.
SMC/A/DEC/VIII/010	Ad-hoc SMC 25.9.2019 (DoA)	No consensus reached, the SMC President agreed with recommendation of 5 members plus co-chair
SMC/A/DEC/VIII/011	Ad-hoc SMC 11.2.2020 (GSDM Mitigation Measures)	The SMC agreed on the temporary suspension of GS recruitment until a final decision was reached by the General Assembly on the introduction of GSDM.
SMC/PD/DEC/VIII/001	Periodic SMC 10.7.2019	No conclusion reached. For further discussion next Periodic meeting
SMC/P/DEC/VIII/044	Administration of Justice and Review of ST/AI/2017/1	The SMC agreed to re-activate the Working Group on AoJ to review its TOR and composition and resume its work in June 2019.
SMC/P/DEC/VIII/008	Performance Management	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.
Career Development 1	SMC VII	<p>Staff Reps noted he need to coordinate the efforts of various Working Groups on this subject for a more holistic approach. They emphasized the need to invest in staff, support career growth through lateral movements and training, including through online fora.</p> <p>Management Reps stated that there had been a reduction in the learning budget over the years. They also brought attention to the fact that relevant information including various tools for online training was available on the HR portal.</p>

Decision	ID	Outcome
Rest and Recuperation 3	SMC V/XVI (para.112)	<p>The SMC agreed that Management would:</p> <ul style="list-style-type: none"> a) add travel time entitlement as an agenda item of the HR Network Field Group with a view to bring this item before the ICSC for their reconsideration b) Provide feedback at one of the next meetings of the SMC by VTC.
Downsizing Guidelines	SMC-VII	<p>The SMC agreed to retain the Working Group on Workforce Reshaping and Downsizing pending the circulation of the AI through the established consultation process and its finalization, but that the Working Group would be closed at the next SMC meeting unless there are valid reasons to extend it.</p>