

**Chief Executives Board  
for Coordination**CEB/2004/HLCM/26  
8 November 2004**CONCLUSIONS OF THE MEETING  
OF THE HUMAN RESOURCES NETWORK**

(Videoconference, 18 October 2004)

**CONTENTS**

	<u>Paragraph/s</u>
I. ADOPTION OF THE AGENDA.....	1
II. ITEMS FOR DISCUSSION:	
A. Contractual Arrangements.....	2 – 5
B. ICSC Working Group on the Mobility and Hardship Scheme: Dates and Membership.....	6 – 11
C. Composition of other Working Groups on:	
(a) Entitlements for Non-Family Duty Stations.....	12 – 15
(b) General Service Classification .....	16 – 17
(c) General Service Salary Survey Cost Sharing.....	18 – 19
D. Briefing on the Outcome of HLCM .....	20 – 21
E. Other Matters.....	22 – 23

**ANNEXES**

Annex 1 – Agenda

Annex 2 – List of Participants

## **I. ADOPTION OF THE AGENDA**

1. The agenda as adopted is attached in annex 1 and the list of participants in annex 2.

## **II. ITEMS FOR DISCUSSION**

### **A. Contractual Arrangements**

2. At its eighth session in July 2004, the Network had reviewed a document prepared by the ICSC Secretariat (ICSC/59/R.6) which presented a revised version of an earlier model for contractual arrangements. The Network had expressed its serious concern and dissatisfaction with the revised document and requested that it not be discussed by the Commission at its forthcoming 59<sup>th</sup> session (CEB/2004/HLCM/25, paragraphs 6 to 8 refer). The ICSC did not agree with this approach and instead had asked its secretariat “to refine the model in collaboration with organizations and staff and to provide a revised version as well as information on the distribution of all staff in the organizations by contractual category to the Commission at its sixtieth session”.

3. A slightly revised document was circulated to organizations by the ICSC Secretariat in late August 2004, with a request to provide comments by 30 September 2004. Comments made by organizations were unanimous in that the document was still considered too prescriptive and did not meet the requirements of a framework that could usefully be employed by organizations in a flexible and organization-specific manner. The lack of compatibility with budgetary realities and existing organizational staff rules and legislation was also cited. In the meantime, organizations had discussed the possibility of drafting an alternative framework proposal and of requesting the ICSC Secretariat to convene a Working Group.

4. In introducing this agenda item, the CEB Secretariat informed the Network that it was the ICSC Secretariat’s intention to finalize the revised document by the end of October<sup>1</sup>. The Network discussed a number of options, such as drafting an alternative framework proposal and requesting the ICSC Secretariat to convene a formal Working Group as soon as possible. It was recalled that at its meeting in July 2003, the Network had endorsed the recommendations of the previous framework, contained in document ICSC/57/R.3, and that these recommendations might serve as a useful basis for the formulation of a mutually acceptable final framework.

5. The Network agreed to:

- Request the CEB Secretariat to prepare and forward to the ICSC Secretariat a document summarizing the key concerns and issues raised by organizations in their written comments on the August 2004 draft<sup>2</sup>;
- Review the above-mentioned options following the receipt of the latest draft of the ICSC document.

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<sup>1</sup> Since the videoconference, the CEB Secretariat has been informed that this deadline was extended until 15 November 2004.

<sup>2</sup> On 19 October, a document prepared by the ICSC Secretariat providing the envisaged summary was circulated to all HR Network members.

**B. ICSC Working Group on the Mobility and Hardship Scheme: Dates and Membership**

6. At its 59<sup>th</sup> session, the ICSC had decided to establish a working group comprising members of the Commission, its secretariat, organizations and staff to develop various options for compensating staff for service in hardship duty stations and for encouraging mobility, to estimate the cost of those options, and to submit its recommendations to the Commission at its sixtieth session.

7. The CEB Secretariat informed the HR Network that it was the intention of the ICSC to convene the Working Group during the week of 13 December 2004 and that alternative dates were not under consideration. While stressing that they attached the utmost importance to ensuring appropriate representation of all key organizations/representatives at this critical meeting, members expressed strong concern at the fact that no consultations had taken place on the proposed dates. As a result, the organizations would not be able to arrange for participation at the suggested time.

8. The Network identified the weeks of 29 November 2004 or of 24 January 2005 as alternative dates that would allow organizations to arrange for suitable representation.

9. The Network also expressed concern with respect to the overall timeline for the development of options for a new system to compensate hardship and encourage mobility. Clearly, developing options and their costing would be a complex task which could not be accomplished in one meeting and not prior to the 60<sup>th</sup> session of the Commission, scheduled to commence in late February 2005. The Network recalled that this view had also been expressed during informal discussions held with the ICSC Chairman at the July 2004 session of ICSC.

10. With regard to membership of the Working Group, the Secretariat advised that six organizations could be represented. The Network agreed that the United Nations, UNDP, UNICEF, UNHCR, WHO and FAO would provide representatives to the Working Group.

11. The HR Network:

- Requested the spokesperson from the United Nations to communicate on the Network's behalf to the Chairman of the ICSC:
  - Its concerns over the lack of consultations on the dates for the first meeting of the Working Group and the fact that none of the organizations mentioned above would be able to attend the meeting in the week of 13 December;
  - The proposal to either advance the dates to the week of 29 November 2004 or postpone it to the week of 24 January 2005;
  - Its concerns over the overall timeline for the work of the Working Group;
  - The proposed organizational membership of the United Nations, UNDP, UNICEF, UNHCR, WHO and FAO.

**C. Composition of Other Working Groups**

**(a) Working Group on Entitlements for Non-Family Duty Stations**

12. The purpose of the Working Group will be to review currently existing entitlements with a view to streamlining and harmonization. It was noted that some of the existing entitlements were in fact already very similar if not identical and that harmonization would be more a matter of a change in nomenclature than a change of policy. On the other hand, it was pointed out that there remained some very significant differences in policy which would need to be addressed. It was also recognized that certain entitlements, such as the SOLA, were not considered negotiable, given their importance for the business model of some organizations.

13. The Network agreed that the Working Group would be chaired by UNCTAD and should take place in New York on 9 and 10 December 2004, following the meeting of the ICSC on the Classification of Hardship Duty Stations, scheduled to take place from 6 to 8 December 2004. In the event that these dates would conflict with the meeting of the Mobility and Hardship Working Group, the Working Group on Entitlements should take place on 2 and 3 December 2004.

14. Membership of the Working Group will be open to all interested organizations. The United Nations, UNDP, UNHCR, UNICEF, WHO and WFP confirmed their participation; FAO, ILO and UNESCO will advise on their possible participation.

15. The Network:

- Expressed its appreciation to UNCTAD for agreeing to chair the Working Group
- Requested all organizations to submit to the Chair as soon as possible all relevant information on their currently existing entitlement schemes.

**(b) Working Group on General Service Classification**

16. The CEB Secretariat informed Network members that the ICSC Secretariat would convene a meeting on the subject on 11 and 12 January 2005 in Geneva. Up to 22 participants would be invited from organizations and up to 8 participants from the staff representative bodies.

17. The HR Network:

- Encouraged organizations to participate in the January 2005 meeting and to ensure the appropriate representational mix of classification specialists and HR policy specialists.

**(c) Working Group on General Service Salary Survey Cost Sharing**

18. Participation in this group will be open-ended; the United Nations, UNDP, UNICEF, WHO and UNHCR expressed their interest in participating<sup>3</sup>. UNIDO had kindly agreed to chair the Group.

19. The HR Network:

- Expressed its appreciation to UNIDO for agreeing to chair the Working Group
- Requested the CEB Secretariat to consult with members on the dates, venue and preparations for the meeting of the Working Group.

**D. Briefing on the Outcome of HLCM**

20. The Secretary of HLCM briefed the Network on the discussions of relevant items at the HLCM and their outcome, specifically with regard to:

- Security and safety of staff;
- Inter-Agency Mobility: The new Inter-organization Mobility Accord and the baseline survey on inter-agency mobility;
- Common System Issues: The report of the Panel of ICSC on Strengthening the International Civil Service, and the consultative process with Executive Heads on the submission of candidates for ICSC and JIU. The Secretary emphasized the need for organizations to brief their Executive Heads on the decisions taken with regard to the report of the Panel prior to the next meeting of the CEB on 29 and 30 October 2004;
- HR Issues: The lump sum payment for relocation, personal status of a staff member and the establishment of a Senior Management Service.

21. The conclusions of the eighth session of the High Level Committee on Management are contained in document CEB/2004/6 dated 18 October 2004.

**E. Other Matters**

22. The spokesperson from the United Nations briefed the Network on recent discussions held in the informal sessions of the Fifth Committee of the General Assembly. She expected that the Senior Management Service (SMS) would be discussed at some length at the formal sessions, particularly with regard to the prerogative of Executive Heads to establish the Service.

23. The Network reaffirmed the importance it attached to the Service, particularly its proposed leadership development programme, and its envisaged role to support UN reform through the strengthening of senior management capacity throughout the UN System. The Network also considered the suggestion made by the spokesperson to consider renaming the SMS by replacing the word "Service".

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<sup>3</sup> Following the meeting, the CEB Secretariat received notifications from ICAO and UNESCO confirming its interest to participate. WIPO also suggested that the discussions would benefit from the participation of some of the smaller agencies without any "non-HQ representation".

**Annex 1 – Agenda**

1. Contractual arrangements
2. ICSC Working Group on the Mobility and Hardship Scheme: Dates and Membership
3. Composition of working groups:
  - (a) Entitlements for non-family duty stations
  - (b) GS classification
  - (c) GS salary survey cost sharing
4. Briefing on the outcome of HLCM
5. Other matters

**Annex 2 – List of Participants**

**NEW YORK:**

1. Jan Beagle, UN
2. Martha Helena Lopez, UN
3. Regina Pawlik, UN
4. Georgette Miller, UN
5. Marianne Brzák-Metzler, UN
6. Richard Dictus, UNDP
7. Elias Oyomba, UNICEF
8. Brigitte Bin-Humam, UNFPA

**GENEVA:**

1. Satoru Tabusa, ILO
2. Alejandro Henning, WHO
3. Michel Rolland, ITU
4. Svein Arneberg, WIPO
5. Duncan Barclay, UNCTAD
6. Shelley Pitterman, UNHCR
7. Marta Leichner-Boyce, UNHCR
8. Jay Wormus, ITC
9. Mary Jane Peters, CEB secretariat
10. Kristiane Golze, CEB secretariat

**PARIS:**

1. Malik Ait Si Selmi, UNESCO

**ROME:**

1. Dough Smith, FAO
2. Serge Nakouzi, FAO
3. Louis Gagnon, FAO
4. Aldo Piscina, WFP
5. Anna Luiza Thompson-Flores, WFP

**VIENNA:**

1. Unni Vennemoe, IAEA
2. Angela Jackson, IAEA
3. Catherine Monzel, IAEA
4. Kees Hoek, IAEA
5. Paul Maseli, UNIDO