

12 April 2011

Dear Mr. Secretary-General,

It is with some surprise that we read the 18 January memorandum, now in the public domain, from your Chef de Cabinet, Mr. Vijay Nambiar, to the Under-Secretary-General of Management, Ms. Angela Kane and the Assistant Secretary-General for Human Resources Management, Ms. Catherine Pollard.

In it, your office requests them put in place a new mobility framework requiring:

- a geographic move in order for staff members to be eligible to apply for a post at P-5 and above;
- that every year 40 percent of total recruitments in each department to be from outside that department or from outside the UN and that pilots in Geneva and New York should begin in 2011; and
- that no staff member be promoted twice consecutively in the same department.

This memo, which was an instruction to your senior managers, has not been the subject of consultation with the staff representatives of the United Nations and moreover, overrides the existing consultations of the joint staff-management working group on career development and mobility. This working group, which was established by you to meet the General Assembly's request for a "comprehensive proposal" on mobility (A/RES/65/247), has been making strong and constructive progress.

We therefore regret that your memo should have been written as we believe that it undermines the principles of consultation between staff and management that are clearly spelt out in the Staff Rules and Regulations and accompanying texts.

In my letter of 22 March, 2011, we reminded you of the necessity for the staff-management consultation process always to be adhered to. Once again we find ourselves needing to reiterate this point. As you know, budget cuts, changes to the mobility framework and any other matters affecting staff welfare and working conditions must be discussed with the staff prior to any action from your or any other office. We therefore trust you accept that your memo can and will no longer be a point of discussion or action.

I thank you for your understanding and I remain, Mr. Secretary-General,

Yours sincerely,



Paulina Analena
Vice-President of SMCC

Mr. Ban Ki-Moon
Secretary-General of the United Nations

cc:

Ms. Asha-Rose Migiro, Deputy Secretary-General
Mr. Vijay Nambiar, Chef de Cabinet, Executive Office of the Secretary-General
Mr. Kim Won Soo, Deputy Chef de Cabinet, Executive Office of the Secretary-General
Ms. Angela Kane, Under Secretary-General of Management
Ms. Catherine Pollard, Assistant Secretary-General of Human Resources Management
Ms. Veronica Luard, President of the Staff Management Coordination Committee

This message is sent on behalf of the staff unions and associations listed below:

Field Staff Union

Staff Council of the Economic and Social Commission for Asia and the Pacific

Staff Council of the Economic and Social Commission for Western Asia

Staff Council of the Economic Commission of Africa

Staff Council of the Economic Commission for Latin America and the Caribbean

Staff Union of the International Criminal Tribunal for former Yugoslavia

Staff Union of the International Criminal Tribunal for Rwanda

Staff Council of UNHCR

Staff Council of UNDP/UNFPA/UNOPS

UNICEF Global Staff Association

UNOG Staff Coordinating Council

UN Staff Union Nairobi

UN Staff Union Vienna

UN University Staff Council