

Cdc



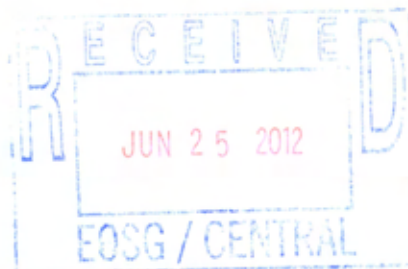
Note to the Secretary-General

Successful outcome of mobility policy in the SMC

1. At 2.30 a.m. on 22 June 2012, Arusha time, agreement was finally reached after seven days of negotiation with Staff representatives on the mobility policy. The New York Staff Union registered an objection to the consensus position of other Staff Unions with Management. All of the other Unions are in agreement.
2. The following key issues were agreed upon as a package:
 - Requirement of geographic move for eligibility to P5, D1 and D2
The requirement of a geographic move for eligibility for promotion to P5, D1 and D2 will go into effect from 1 January 2015.
 - Transitional measures
In exchange, management has agreed that currently serving P4 staff who have completed their lateral move or waiver requirements by 31 December 2012 will continue to be eligible to apply for job openings at the P5 level for four years from the implementation date. It was also agreed that P5 staff on board as of 31 December 2012 will be exempt from the requirement for geographic mobility when applying to positions at the D1 level for four years after implementation.
 - Composition of the Senior Review Board
The Senior Review Board, which will be responsible for the D1 and D2 staff, will be composed of ASGs and USGs. Staff will not be represented on the board. Staff sought assurances that the ASGs and USGs on the Senior Review Board would have prior experience in the UN Common System which would ensure full appreciation of staff concerns and interests. Agreement was reached that, to the extent possible, such experience would be needed, whilst recognising the political nature of appointments at that level.
3. We sought advice from the SMC Legal Adviser, who confirmed that, with the reflection of New York's objection in the SMC report, the Secretary-General would be able to submit a report to the General Assembly.

Yukio Takasu
Yukio Takasu
21 June 2012

cc: Ms. Malcorra
Mr. Kim



Cross reference
12-05879
and return to
Central.

HR7/01/003