

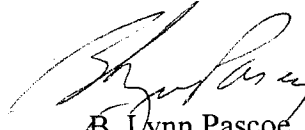
**Note to File**

**Unacceptable Conduct by Messrs. Martinovic and Heitmann**

1. The Department is doing its utmost to comply with the General Assembly's and the SG's directives on mobility within the secretariat (see in particular RES 61/244 and A/61/228, A/61/255, A/61/806 and A/61/806.1).
2. As Head of the Department of Political Affairs, I need to count on my managers to help implement these directives. Several managers have actively participated in the POLNET and managed reassignment exercises, which are admittedly onerous – and as a result we have secured some excellent staff from other departments.
3. On 18 May, 2009, I issued a Note to Staff asking for volunteers for internal mobility. Several staff put their names forward expressing the desire to do something different. As per Section 2.4 of ST/AI/2006/3, "Heads of Department retain the authority to transfer staff members within their Departments or Offices to vacant posts at the same level."
4. A P5 level staff member in my office volunteered for the internal mobility exercise. I reviewed the Vacancy Announcement that was posted for the P5 in the Subsidiary Organs Branch, and I deemed that she was qualified for the post.
5. On September 23, I discussed her possible transfer with Mr. Heitmann and he agreed. He also undertook to consult with Mr. Martinovic and others as required, and, on 28 September, he confirmed that this transfer would be acceptable, and asked Ms. Gerlach if this decision would be communicated in writing, which she confirmed. I then informed the staff member of the transfer, and issued a note to all DPA staff announcing the move, plus one other transfer, on 2 October, 2009.
6. On 5 October, 2009 – Mr. Heitmann and Mr. Martinovic informed Ms. Gerlach that they no longer required the post, did not need the staff member that I had laterally re-assigned, and that O/USG could allocate this post elsewhere.

7. **This response to my Note of October 2 and the reversal of Mr. Heitmann's previous decision represents a direct contravention of the agreements reached and the instructions I issued as head of the Department. This is unacceptable conduct for senior managers.**

8. I am asking Ms. De La Roche to put this note on the personnel files of both Mr. Martinovic and Mr. Heitmann, and they will have an opportunity to respond in writing should they wish. I have also asked Mr. Menkerios to duly note this incident on both e-PAS' for the 2009/10 cycle.



B. Lynn Pascoe  
8 October, 2009

cc: Mr. Menkerios  
Mr. Heitmann  
Ms. de la Roche  
Mr. Martinovic