



FUNSU
DR Congo

MEMORANDUM

Date : 31 July 2008

Réf. :FUNSU/Com/11

To

A : Ms Catherine Pollard, ASG/OHRM - UNHQ New York,

CC : - Mr. Alan DOSS, the SRSG MONUC
- Mr. Hany Abdel-Aziz, DMS MONUC
- All UN Agencies & Mission Operating Managers
- United Nations Staff Union in New York

Through: Guershom NONDO

President NASA MONUC & FUNSU in DR Congo

From

De : FUNSU Executive members within DR Congo.

Subject: National Staff Salary scale – July 2008

Dear Ms. ASG/OHRM,

1. We wish to express our gratitude to you for the sense and perception of sensitivity you conveyed to UN staff members in DRC by authorizing on an exceptional basis, a comprehensive salary survey to be timely conducted.

However, let us once again draw your attention to the fact that we called upon your authority to get a survey specialist to undertake the survey process that should help to compensate the severe and critical loss of staff purchasing power.

Unfortunately, we notice that the salary survey results as of 20.4% GS and 14.4% NO salary scale rate are far away to resolve the issue,

2. Also, kindly notice that we are upset with obstructions we got and raise findings as follows before and during the survey process:
 - New Comparators especially in MINING received instructions through Mr Slobodan Kotevski former Head of Office MONUC Lubumbashi to do not collaborate with the LSSC task force V team that was assigned to seek for new comparators; with respect to this situation Mining did not react proactively with our team.

- The team leader mobile phone curtailed whiles the survey undergoing.
 - As per Tenke HR Manager request, the interview with Tenke Fungurume, One of the comparators were undertaken in UNDP premises in Lubumbashi since the Human Resources Manager were reluctant to receive our team and provide all necessary information we need at Tenke Fungurume compound as result of obstruction above-mentioned.
 - The best salary scale on the list of comparators is more than 80% above our current salary scale.
 - The specialist did his job in compliance with the Fleming Principle; however, the results are strictly based on available core materials collected. Notice that we did not get collaboration of BAT Tobacco Company and DCP KOL in Mining was not contacted.
3. Subsequently; the result based on available collected cores material is situated at the bottom of the salary scale comparators list. DFS/DPKO Management is well informed of the severity of the current situation but still not succeeded in achieving a satisfactory solution.
 4. As result we are suggesting to move toward appropriate solutions or actions with quick impact or immediate effect and the immediate measures to be implemented as follows:
 - a) **The salary scale to be reviewed in proportion to the loss of purchasing power with respect to approach the best comparators across on board close to 80 %**
 - b) **Review the principle of salary scale building for GS and NO in Field duty stations and build a fair salary scale rate principle based on the loss of the overall purchasing power for locally recruited staff members performing their duties out of the UNHQ duty station.**

Failure to deal with this huge challenge and make better decision promptly could make an uncertain damage to all of us.

We still available to provide our constructive input in the implementation of a lasting solution.