

From: Barbara Tavora-Jainchill/NY/UNO
To: Ki-moon BAN/NY/UNO@UNHQ
Cc: Jan Eliasson/NY/UNO@UNHQ, Susana Malcorra/NY/UNO@UNHQ, Wansoo Kim/NY/UNO@UNHQ, Yukio Takasu/NY/UNO@UNHQ, Catherine Pollard/NY/UNO@UNHQ
Date: 20/09/2012 05:58 PM
Subject: Next budget, Change Management and possible job cuts

Mr. Secretary-General,

It has come to our attention that earlier this week the Chef de Cabinet held a meeting with all the heads of departments/offices to discuss the budget outline for the regular budget for the biennium 2014-2015 and that the primary topic was the UN administration's objective to reduce "redundancy". According to those reports, our administrative overhead (costs of administrative components in the regular budget) amounts to some 20% of the overall budget and the intention is to reduce it to 13%, which would translate into a 5% cut in administration. This would mean that the budget for Executive Offices in departments, the entire Department of Management UNOG, UNOV, UNON and administrative units in Regional Commissions will be cut by 5%.

There are also reports that, in the context of the new Change Management plan, measures will be proposed that in practice will cut jobs, especially in the already diminished GS and related categories.

Sir, again we note with concern that measures which will affect the jobs and livelihoods of staff members, including the potential elimination of our jobs, are not being formally discussed with the elected staff representatives as specifically required. I personally recall in Arusha receiving assurances that the Change Management team would consult staff on the new plans, yet despite that no consultations have been held.

As with the regrettable situation involving your message to the ICSC which served as basis for the Commissioners' bewildering decision on the post adjustment of New York staff members, I will be grateful if you would instruct your senior officials to clarify these reports and let me know when consultations regarding the new Change Management plan will be held in accordance with the requirement that staff members are to be consulted on measures that affect them. The clarifications and consultations will ensure that we are all working as efficiently and transparently as possible to meet the goals of the Organization.

To: Barbara Tavora-Jainchill/NY/UNO@UNHQ

From: Susana Malcorra/NY/UNO

Date: 09/21/2012 07:52AM

Cc: Catherine Pollard/NY/UNO@UNHQ, Jan Eliasson/NY/UNO@UNHQ, Ki-moon BAN/NY/UNO@UNHQ, Wonsoo Kim/NY/UNO@UNHQ, Yukio Takasu/NY/UNO@UNHQ

Subject: Re: Next budget, Change Management and possible job cuts

Dear Barbara,

In line with the budget cycle we are preparing for the Budget Outline to be presented to the GA this Fall while, at the same time, we are working in the Internal Guidelines for the different areas of the Organization to develop the 2014-2015 Budget.

As part of that preparatory work, and for the first time, in advance of any written guidance we have brought together all Senior Leadership to discuss the strategic framework within which we'll be working. That is the meeting you refer to in your email to Secretary-General. We had a very constructive exchange with Senior Advisors from New York and all overseas locations.

I understand from your message that you have received a read-out of our discussions. I'm sure that you were also informed that I announced, as one of the next steps, that I was to hold a meeting with all Staff Union Representatives to take them through the framework and the process. This meeting will take place after the Ministerial week.

My office will communicate date and venue in the coming days.

In the meantime, the Change Implementation Team is organising a video-conference with the Staff Representatives that are taking part of their Cluster consultation process. The conference was to take place this week but some of the colleagues from overseas were not available. Mr. Kim is leading in this regard.

Hope this clarifies.

Best regards,

Susana

Susana Malcorra

Chef de Cabinet

Executive Office of the Secretary-General