

# The 19<sup>th</sup> annual Conference of Staff Associations of International Organizations (CSAIO)

11-12 October 2018



**European Bank**  
for Reconstruction and Development

Staff  
Council

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# About EBRD



European Bank  
for Reconstruction and Development

**The European Bank for Reconstruction and Development (EBRD)** was established in

**1991** to help build a new, post-Cold War era in Central and Eastern Europe.

**The EBRD is owned by 67 countries**

from five continents, as well as the

**European Union** and the

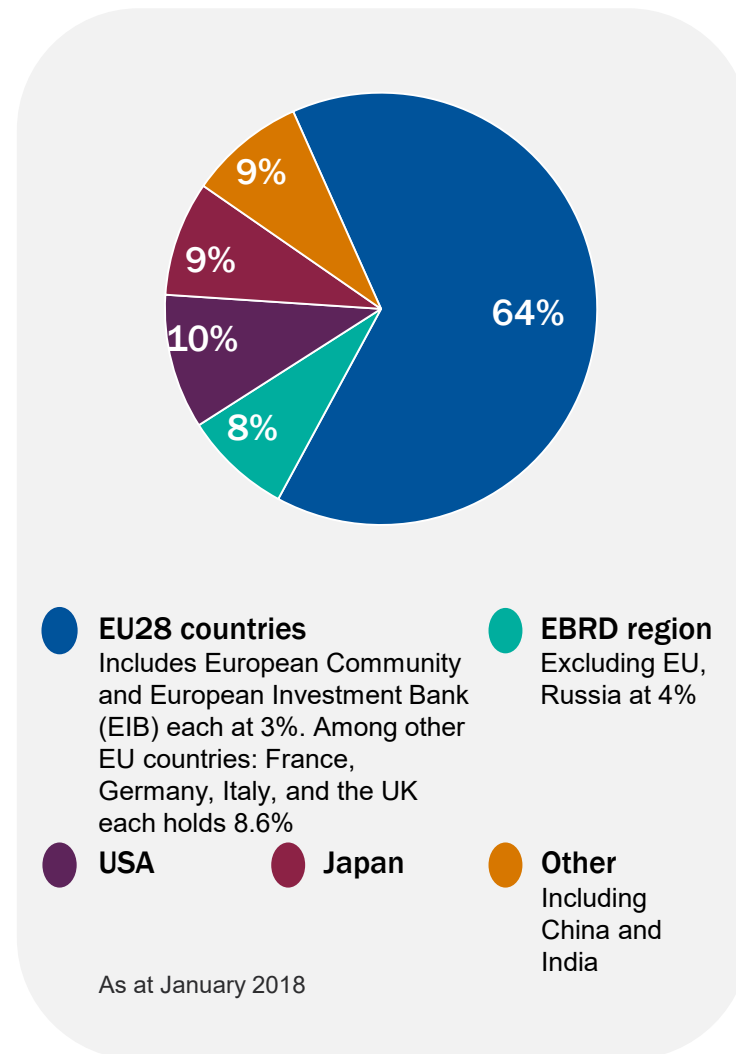
**European Investment Bank.**

These shareholders have each made a capital contribution, which forms our core funding.

**Capital base - €30 billion**

**Triple-A rating**

from all three main rating agencies (S&P, Moody's and Fitch).



# About EBRD Staff Council

The EBRD's Staff Council was established in

**2003** and exists as a body of staff representatives elected by all staff with the goal of presenting their views to the President, Executive Committee and the Board of Directors on matters pertaining to personnel policies, conditions of service, pay and benefits and the establishment of procedures for the consideration of complaints and grievances of individual persons.

**2014** - working agreement was agreed and signed by the EBRD President.



## Organisation of Staff Council (SC)

- Staff Council shall have a Chair, two Vice-Chairs and Treasurer (hereinafter referred to as the "Officers") responsible for the organisation of day-to-day activities of Staff Council;
- SC representatives perform their duties on a voluntary basis;
- SC representatives shall be afforded the time needed to carry out their duties: including meetings, travelling;
- Time spent on SC duties is recognised as staff delivery under the corporate objectives.

### **In practice:**

- Not recognized and no formal protection provided.

# Staff Council Constitution

## Objectives

- To promote and safeguard the rights, interests and welfare of the Bank staff;
- To represent the general interests of all members of the Bank staff in relation to the terms of employment, the staff handbook, and any other Bank policies and practices affecting the terms of employment of the Bank staff, or the welfare of the members of the Bank;
- To ensure that the Bank staff has a collective voice, allowing for its interests to be taken into the account;
- To foster a sense of common purpose among members of the Bank staff in promoting the aims and objectives of the Bank.

# Staff Council Constitution

## Financial sources

- SC may raise the funds it needs to pursue its objectives from contributions from the Bank and in other ways.
- SC has the full autonomy of the budget. Administered by the Budget Holder – SC Chair and the Treasurer, both elected representatives.
- Total budget is GBP 200 000 per year to cover administrative costs,
- Budget Items include:
  - 1 full time staff and 1 intern salaries;
  - External consultants, including legal counsel;
  - Travel costs;
  - Training;
  - Admin and Hospitality;
  - Support to the Bank staff organised clubs and societies.

# Staff Council Constitution

## Elections

- Elections take place in March/April of each year.
- Staff Council members are elected for a period of two years.
- Each member of the Bank staff is eligible to vote for candidates standing for elections in his/her Bank staff category.
- The composition of Staff Council shall be such as to ensure fair and proportionate representation of all Bank staff and Bank staff categories of the Bank's operating and other departments.

## Internal SC Elections

- Following the elections SC members nominate and elect a Chair and two Vice-Chairs for a period of one year.
- SC members also nominate and elect a Treasurer for a period of one year.

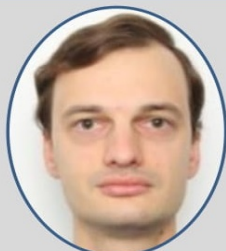


# EBRD Staff Council Team

## HQ Non-banking Employees NOTE



Robert Adamczyk



Alexander Plekhanov



Lynsey Prentice



Yacine Moulay-Rchid



David Mascari

## HQ Banking Employees NOTE



Irina Kravchenko



Julia Kachynska



Wojtek Boniaszczuk

## ROs Employees



Melissa Unver



Jeff Ferry



Dinara Abykanova



Reem El Saady

## HQ OTE Employees



Lena Lehane



Henriette Margueritte



Marina Parsons



Maryna Gonchar

*EBRD Staff Council*

# SC Role in EBRD

**We are volunteers** (with full time day jobs) that represent Staff through our constituencies:

- Banking, Non Banking Profession, OTE and RO

**We believe in:**

- The **Bank's mission and mandate**;
- **Staff** are the **most important asset** of the Bank;
- **EBRD as an IFI**, sets high standard and we need to live by these as well.

**Staff Council is the only body that represent staff views, opinions and concerns to Bank Management and Board.** We aim for transparency and constructive consultation and dialogue based on facts and staff opinions.

We are **not a decision making** body (**like other Staff Associations**).  
We **can only influence management decisions** based on input from staff and well structured statements.

# How do we engage?



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## SC engagement :

### With Staff:

- Direct communication with Staff (in person/via email/phone) - fully anonymous;
- Town Hall meetings & newsletters;
- Visiting ROs, attending dept. meetings/retreats.

### Management and HR:

- Weekly meetings with HR;
- Participation in various working groups and Steering committees;
- Bi-annual meetings with President and HR;
- Presentations to Ex-com.

### Board of Directors:

- Formal BAAC meetings, and link between Staff and Shareholders.

### Other IFI's and EU institutions:

- Formal and informal meeting discussion, as well as annual IFI and EU institutions meetings.

# Summary: how different are we from other Staff Associations?

## ➤ **EBRD Staff Council:**

- is an advisory and opinion making body of the Bank with voluntary membership, not a trade union;
- elected by all staff and represents all staff, excluding Board of Directors and their offices, and President, Vice Presidents and their deputies;
- does not require membership, no membership fees;
- funded from the Bank's central budget;
- has limited influence on the management decisions;
- has no EU works Directive in place and no representation at Executive or Board level;
- has no decision making power.

## ➤ **How to strengthen SC position and influence?**

- By collecting and sharing information from/with other IFIs and European Union institutions to select best organizational structure and foundation.

## ➤ **Interim solution - *Staff Support:***

- Calling and setting up Friends of Staff Council network.

# Discussion and Q&As



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**Thank you!**