

APDS

Association of Professional Staff

FAO/WFP, Rome

*Association of Professional Staff,
FAO/WFP*

Modus Operandi

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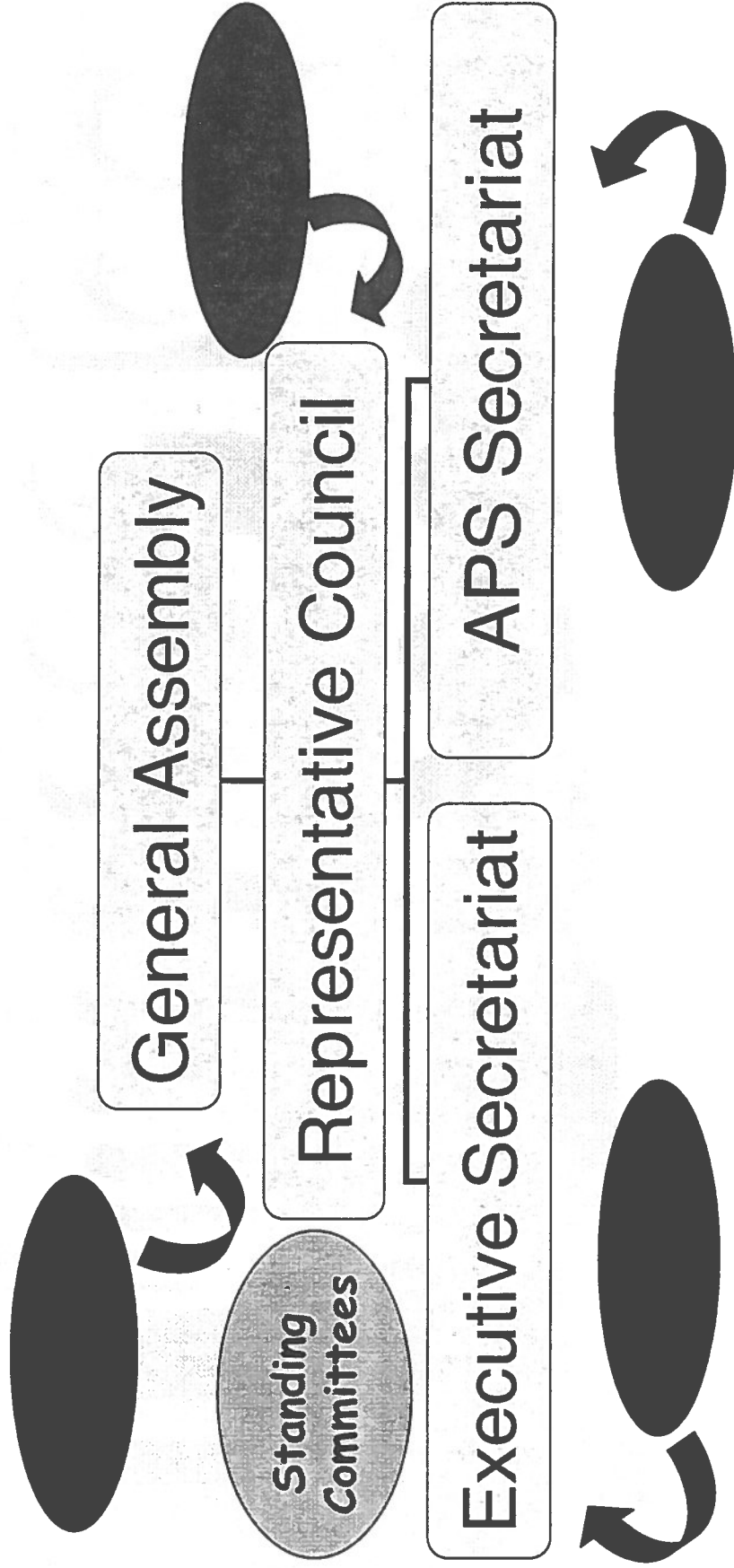
Membership

- Voluntary membership
- 0.4 percent of net base salary
- Roughly 50% of all professionals are members

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APS structure - and meeting frequency



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Election process

- Representative Council: Direct elections in each Department plus WFP. Numbers of seats based on membership numbers. 32 members in total.
- Executive Secretariat: All 8 members appointed by the Representative Council

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Roles

General Assembly:

Approves annual workplan and budget and sets out major policy changes.

Representative Council:

Conducts on-going discussions of policies. Provides mandate for major negotiations.

Executive Secretariat:

Day to day management, implementation of decisions, counseling, moving and shaking, **Trying to keep up.**

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Standing Committees

Assist APS in monitoring and advising on specific technical issues within their mandates.

SC I	Terms of Employment
SC II	Career Development
SC IV	Working Conditions
SC V	Legal Matters
SC VI	WFP

- Plus 40 odd hot-issues ad hoc groups

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Negotiating with the Administration

Recognition agreement (1976) Article 2.2

The Organization (FAO) confirms the right of the Association (APS) to consult, be consulted and, where appropriate, negotiate terms and conditions of employment and on any other matter which it is agreed directly affects the general welfare of the membership of the Association. Where final decision rests not with the Director-General, but with the Governing Bodies, or where matters under consideration form part of the common system, the purpose of the process shall be to arrive at an agreed position wherever possible" .

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Negotiating with the Administration

- APS participation in Committees
- Comments on draft Administrative circulars
- APS meetings with Management
- Bulletins

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Negotiating with the Administration

- Basic premise: UN Common System
- Discussions with administration, Formal channel is ADG of Administration and Finance.
- Seeking joint position with other FAO/WFP staff associations (UGSS, FSA)

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Support from FAO/WFP

- Currently no financial support. Previously, 10,000 USD in annual support.
- Furnished office, electricity etc.

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APS' role in appeal procedures

- Individual counseling
- Support to reconciliation
- APS member in Appeals Committee, which acts on individual appeals by staff against adverse disciplinary actions or administrative decisions (it also includes Member State representatives)
- Assisting in shaping procedures

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Addressing Member States

- Formally: Staff Associations address the FAO/WFP Conference/Council on a rotating basis
- Informally: Contacts, meetings, receptions etc.

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On the APS plate right now

- New FAO harassment policy
- Reforms to the UN employment system (broad banding, performance related payment et al)
- Quality of banking services
- Changes in the cost of medical insurances
- FAO staff image

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Key long term challenges

- Changes in staff structure (changes in age structure, more use of consultants) – maintaining membership
- Keeping up with CNN – maintaining interest in longer term issues
- Press for continued dialogue
- Personal benefits – catering for the “me-generation”
- Spanning across two different UN organisations