



Confederation of NATO Civilian Staff Committees (CNCSC)

26th Annual Conference of Staff Associations of International Organisations (CSAIO)

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PRESENTED BY

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Président de la Confédération des Comités du personnel civil de l'OTAN

Structure and powers of staff representative bodies

Civilian Staff Committees (CSCs)

NATO civilian staff members => local Civilian Staff Associations



Personnel Personnel Personnel

CSA

=> Elect Civilian Staff Committees (NCPRs article 88).

CSCs = Executive agents:



Constitute “**First line of defence**”;

Responsible for protecting the professional interests at a local level.

Each CSC is a member of the Confederation in its own right.

Local CSC objectives include:

- **Positive** employee and employer **relations**
- Find an **amicable solution**
- NATO-wide **HR policies**
- **Recruitment** processes
- Full members of **OHS** committees
- **Advise** staff / Mediation
- **Complaints** Committees and **Disciplinary** Boards
- **Helping staff** to legally challenge administrative decisions

Confederation Structure

CNCSC Executive:

Full-time

Chair

Vice-Chair

Vice-Chair

Secretary

Treasurer

Constitution &
Legal Matters
WG

Coordination
WG

Retirees' Medical
Claim Fund &
Group Insurance
Policy WG

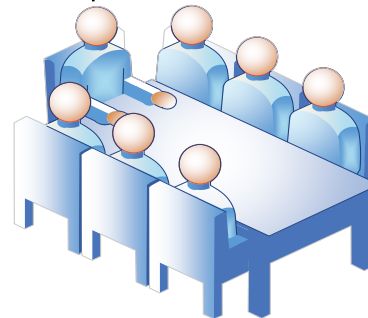
Defined Contribution
Pension Scheme
WG

Information &
Knowledge
Management WG

Future Pension
Arrangements
WG

Local Civilian Staff
Committee (CSC)

x 28



CNCSC Plenary meetings (3x year).

28 CSCs – 8,173 Civilian staff posts, 62 locations

CNCSC MISSION

The NATO Civilian Personnel Regulations entrust representation of NATO's international civilian staff as a whole to the Confederation of NATO Civilian Staff Committees.

- ▶ The Confederation is responsible for:
 - protecting the professional interests of NATO Civilian Staff
 - providing proposals for improving the collective interests and conditions of employment
 - providing advice to the competent administrative authorities
 - representing the views of the staff of NATO as a whole.

CNCSC activities

- **Coordination / Collaboration**
 - Access to Secretary General & Private Office
 - Collaboration with ASG-EM (NATO HQ) & Interaction with Senior Leadership
 - Participation in NATO management bodies (e.g. JCB, RMCF, DCPS, FPA)
- **Support** local CSC's
 - Assistance in stand up of new Civilian Staff Associations/Committees
 - Visit NATO sites upon request for support to local Staff Committees
- **Legal:** Analysis of cases / provision of legal advice and/or financial assistance
- **Communication** with active staff through
 - News Flash publications, etc.
 - CSC Delegates – Meetings – SharePoint portal

**Functions
&
Responsibilities**

The Confederation:

- **is viewed as a reliable and serious business partner with a strong voice, advocating dialogue, respect, consultation and justice.**
- is the only officially recognized body for the representation of all active NATO civilian staff, within and outside NATO
- offers all Civilian Staff Committees an open platform to define common objectives and work towards their achievement
- deals with highly sensitive issues such as pension schemes, remuneration package, social security, internal justice and protection of individual staff from bullying/mobbing/harassment
- maintains open dialogue with Sec Gen, ASG EM, Nations (Permanent Reps), other International Orgs and their Staff Reps
- assists in seeking reasonable balance between active staff and employer interests