

Missions of staff associations

I. communication

II. legal assistance

Council of Europe Staff Committee, September 2008



I. Communication and the Staff Committee

duties of the Staff Committee

Article 4, Appendix I, Part II Staff Regulations

- contributes to the smooth running of the Council by providing the staff with a channel for the expression of their opinions.

1. communication with staff

essentially through Intranet:

- communication on regular activities
- exceptional action, eg. promotion of events or protest against policies
- communication to complete insufficient information by Administration

portal headlines:

COE - Intranet - Microsoft Internet Explorer

e INTRANET Conseil de l'Europe

À la Une

Message du Secrétaire Général au Personnel



Le Secrétaire Général a exprimé ses regrets d'avoir été empêché de dialoguer avec le personnel et de célébrer la fin d'une année fructueuse pour l'Organisation lors de la réception qui aurait suivi cette rencontre. Vous trouverez ci-après le texte du discours qu'il comptait tenir à l'hémicycle le mercredi 19 décembre (...)

Réponse du CdP au Secrétaire Général



Dans son annonce du report de sa rencontre annuelle avec le personnel, le Secrétaire Général « laisse aux membres du Comité du personnel » le soin d'expliquer comment le boycott peut encourager le dialogue, et affirme qu'il y a toujours été ouvert. Ce n'est pas le cas (...)

Actualités

Assistant multiservice : mieux cibler sa demande
La DIT encourage les agents à utiliser le formulaire le plus approprié à leur demande dans l'Assistant Multiservice (...)

Arrêt du système SCRIB
Le système SCRIB sera arrêté le 21 décembre à 10h (...)

Assurance médicale collective
Le nouveau contrat entrera en vigueur le 1er janvier 2008 (...)

CdP : lettre au Secrétaire Général
Une lettre d'un membre du Comité du personnel, ancien Directeur adjoint de l'Administration, a été envoyée au Secrétaire Général (...)

Annnonce de décès
La DRH a le regret de vous faire part du décès de M. Otto Messer, survenu le 14 décembre à Kehl (...)

Dernière levée du courrier les 20 et 21 décembre
Dispositions spéciales pour le courrier avant la fermeture des vacances de Noël (...)

Coupages de courant au Palais de l'Europe
Une coupure de courant est prévue vendredi 21 décembre de 14h à 14h10 environ au Palais de l'Europe (...)

Travaux sur le réseau téléphonique
La DIT effectuera des travaux sur le système téléphonique le 19 et 20 décembre (...)

Vie sociale

Collecte de jouets pour la Croix Rouge
L'équipe de la Croix Rouge ainsi que l'Amicale remercient tous les agents et enfants pour leurs dons (...)

Vente de cartes de vœux au profit d'enfants
Les cartes de vœux du Conseil de l'Europe sont en vente au kiosque à journaux dans le hall principal du Palais, au bénéfice d'une association (...)

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information on staff policy:

Home - Microsoft Internet Explorer

Address: <http://intranet.coe.int/jahia/Jahia/lang/en>

FR | Sitemap | A-Z Index | Internet

INTRANET Council of Europe

Home | Audit | DGAL | Protocol | AT | CDP | Trade Unions | Social Life

Search: OK Advanced
Who's who: OK Advanced

Online Resources and Services

- Multiservice Assistant
- Administrative Handbook
- Internal Regulations
- Common search

Communication resources

- Online boutique
- E-cards
- Multimedia
- Useful links
- Website list
- Publish on the web

My Shortcuts

- Time in the world
- Weather report
- World directory
- Yellow pages

Add a new bookmark

Focus

Procedure relating to home leave



DHR would like to remind expatriate staff of the rules governing home leave (...)

Staff Committee – information on contractual policy



The Staff Committee has compiled information and some of its views on contractual policy and the transitional measures (...)

News

"For or against smacking", main headline in "Le Nouvel Observateur"



The French weekly magazine "Le Nouvel Observateur" for 26 June to 2 July has "For or against smacking - teachers, parents, psychologists ... - how far should authority go?" as a front-page title (...)

Online enrolment for training courses



A new computerised Training Management System (TMS) replaces the paper forms currently used for enrolment on internal and external training courses (...)

Lufthansa shuttle bus: end of the Council of Europe bus stop



The DLOG confirms Lufthansa's decision to take the Frankfurt airport shuttle bus stop outside the Palais de l'Europe out of operation (...)

Computer network maintenance on 1 July

On Tuesday 1 July, between 7 pm and midnight, the DIT will carry out preventive technical maintenance on the computer network (...)

Meeting of the Executive Board with Staff Committee

Staff Committee met the Secretary General and the rest of the Executive Board on Friday 20 June (...)

Dependent child allowance

The annual control for staff members receiving the dependent child allowance will be carried out online, using the Multiservice Assistant (...)

A-grade recruitment competitions

The results of the above competition for profiles A (human resources) and C (project management) have been sent to all candidates on 24 June (...)

Agenda

30 Jun - 10:32:31

- National Holidays calendar
- Political diaries
- Calendars

Press Review

- Articles from today's newspapers
- Agency wires
- Weekly press review

Files

- Special file
- All event files

Eurimages Film Club

Next film
12 Sept - 12.30 pm



ineclub

Local intranet

http://intranet.coe.int/news?url=/bnews/portal/articles/DRH/article_2743/index.html

start | Home - Microsof... | Inbox - Microsof... | Document1 - Mi... | FR 10:32

advantages

- freedom of expression
- ready availability to all staff of news and information
- Staff Committee on an equal level with Administration and Secretary General

disadvantages:

Member states have access to Intranet

- hesitation over content
- criticism for showing divisions in the Secretariat
- can be useful to reinforce impact of protest

other problems with intranet

- “too much information kills information”
- no two-way communication
- direct, “live” communication is a problem

2. communication with the SG and Administration

Appendix I, Part II, Article 5 Staff Regulations

- the Staff Committee « brings to the notice of the Secretary General any difficulty having general implications that concerns the interpretation and application of the Staff Regulations »

positive developments:

regular meetings with the Secretary General since the December 2007 boycott

- avoidance of radical confrontations
- more open, substantial discussions
- Staff Committee presents its positions without filters of Administration or advisors
- recommendations for enhanced cooperation with the Executive Board

problems:

- over recent years, communication has become more formal. Negative experiences with informal communication (working lunches, e-mails), has led the Staff Committee to prefer communicating formally, to reduce risks of misinterpretation and misunderstanding

3. communication with the Committee of Ministers

Appendix I, Part II, Article 7 Staff Regulations

- the Staff Committee may communicate proposals to the Committee of Ministers at meetings of the Rapporteur Group on the Programme, Budget and Administration

opportunities and threats...

- direct communication between Chair of the Staff Committee and Committee of Ministers
- short communications are appreciated

But:

- results are not often tangible
- the effect may be negative (« interference »)
- staff can be accused of “plotting” or “lobbying”



II. The Staff Committee and legal assistance

1. statutory consultation

Appendix I, Part II, Articles 5, 6 Staff Regulations

- the Secretary General consults the Staff Committee on draft changes to Staff Regulations or other general measures concerning staff
- the Staff Committee is consulted on all proposals regarding general guidelines for staff policy.

present challenges:

- increasing drive for cost-cutting entails unfavourable interpretation of rules
- increasing complexity of Staff Regulations
- efforts to reduce the role of staff representatives

2. advice to staff on rights and duties

- Human Resources and Administration do not have means to inform individual staff, or lack the will to do so
- staff may not be aware of rights and benefits
- staff apply to staff representatives for advice and intervention in their favour

challenges:

- keeping a “global eye” on changes in regulations
- variations in interpretation between staff representatives and Administration
- tendency to regulate all employment relations
- tendency of Administration to use “legal opinions”, requiring corresponding expertise

3. expertise in legal action

- the Administrative Tribunal - last resort for staff whose rights are not respected
- staff representatives need to provide legal advice on procedures
- the Staff Committee may appeal in its own right (ongoing appeal against non-consultation on the insurance contract)
- assists groups of staff (38 individual appeals against errors in salary calculations)

challenges:

- independence and objectivity of the Council of Europe's Administrative Tribunal in doubt
- no right of appeal
- **communication** is essential to explain issues and implications to those not involved directly

Council of Europe Staff Committee, September 2008