United Nations
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STAFF UNION

SYNDICAT DU PERSONNEL

Date: 16 November 2022

Dear Colleagues,

We promised to update you on the development of the new mobility policy at the Staff-Management Committee. As you are aware, there were several contentious issues and after intense consultations, we were able to achieve some key objectives, the full mobility policy will be released any day now: Things kept changing but we think now we have clarity. We struggled to have many of the things staff asked for:

- **Only new staff will be subject to mandatory geographic mobility**. "New staff" are now defined as those who joined the UN Secretariat on or after the policy comes into force, which is no longer 7 May 2021 but a date in the coming months.

- **This means that if you already working in the UN Secretariat prior to the day that the new mobility policy comes into force, you are treated as a "current staff" and will not be subject to a mandatory geographic mobility during your career as long as you do not have a break in service** (temporary staff unfortunately will have a break in service). Instead, the new mobility scheme will be voluntary until you retire. If you have been or will be selected against a vacant rotational position, or who choose to take part at any time in the mobility lateral reassignment exercise, you will at no time become subject to mandatory mobility nor to the respective maximum duty station occupancy limit.

We feel that these points addressed most of the concerns of staffs. More details will be in the official announcement, and we will discuss it with you.

Separately, and in response to your concerns that prior geographic mobility should be recognized, the administration is currently considering career incentives linked to geographic mobility in relevant functions. These are being dealt with under the staff selection policy.

We are awaiting the full text of the revised policy for final consultations and will keep you updated.

Best regards,

Mahamadou Nassirou Ba, President
ECA Staff Union

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