



Date: 17 March 2021

Dear Colleagues,

As you may know, management is required to consult with staff unions through the Staff Management Committee (SMC) on any proposals that change our conditions of service or involve the adoption of new Human Resources policies.

To this end we, the Staff Unions have been involved in discussions on revising the performance management system.

While, we are still in discussions on some very pertinent points, however, we were surprised that management in New York is now trying to push through changes that were never agreed to.

These include:

- A new possibility to set goals and work plans outside the Inspira platform. We are concerned this will result in work plans that are inconsistent, unreasonable and unclear. As you remember here at ECA, after the town hall on Staff Engagement last year, a small group of people were put in place by the Executive Secretary to review 4 themes, among them: Performance management

Performance management remains one of the key nerves of the system and any change pertaining to it will need a deep analysis and most importantly a consensus in SMC.

- The replacement of the formal mid-term and end-of-cycle discussions with ongoing discussions. We are concerned this will make it harder to document issues that e-Pas rebuttal panels or SROs might need to refer to.
- The decision to restrict 360-degree reviews only to senior managers, when it was agreed that this would be for all managers. You all remember that 360o has been mentioned several times in our discussions on staff evaluation as this is the sure way evaluations will be fair and transparent

We have requested an urgent meeting with management and have asked them not to issue any new policy until this matter is resolved, despite their impatience to have something new in time for the 2021-2022 performance cycle starting on 1 April.

Talks are going on and we will not hesitate to involve the SG himself if we don't get result in the next week or so. Our request is not to resist change in the Performance management, it is to not force it on us while we have not concluded the discussions.

We are disturbed that management in New York has not been taking staff views as seriously as they should. Along with other unions we do not believe our role is to rubber stamp "faits accomplis"...and we will not do that.

To this end, discussions are underway about whether to continue our participation at SMC.

We will keep you posted of any development.

Best regards,

Mahamadou Nassirou Ba, President
ECA Staff Union

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