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IRIS – Monthly news (October-November 2005)

Following from the « Staff Union Counter-forum » of 4 October, two sessions of the official IRIS User Forum, a meeting of Staff Union representatives with the programme management, and another with Ms. O'Donovan and Ms. Strachan and lastly the General Meeting of the Staff Union on 27 October, below is a summary of the various points raised.

Information

The second IRIS electronic information letter -published following the Staff Union initiatives and a session of the Forum in which there was little reticence to speak up - recognizes the considerable difficulties caused by the implementation of the programme. One small step for humility, one giant step for realism?

Posts

IRIS is thus no longer a project. It is now a programme of the Organization. The programme management team is mainly based in ITCOM. The Administration representatives presented the Staff Union with a report of the situation in terms of human resources. Some ten posts were abolished by the introduction of IRIS and the new posts created will not be the same as the old ones. Solutions have been envisaged for the majority of the colleagues concerned, including training proposals. For the unresolved cases, special attention will be paid to finding them another assignment either in the ILO or another organization in the United Nations System. It is recalled that with regard to reorganization, managers can always refer to and rely on the « [Guidelines](#) » adopted by the Joint Negotiating Committee.

Training

The Staff Union has requested a meeting of the Joint Training Council – which will take place between now and the end of November. IRIS is a priority, albeit not the only one, as « prior training » essential before taking up certain functions. An organization like ours could not devote the bulk of its training resources solely in order to disseminate a programme for internal use. The question of resources to be earmarked for « IRIS training » within the training budget will thus be addressed by the Joint Council.

Technical matters

The last User Forum showed that after six months of its existence, the programme was not working for some vital aspects of our organization, notably whole areas of the work of HRD. The question of human resources management will also be the focus of debate in the next session of the forum.

Impact on health

During the General Meeting of the Staff Union, members raised problems of stress, overwork, aggression and other syndromes caused by the introduction and especially the malfunctioning of IRIS. A meeting between the Chief of the Medical Service, HRD and the Staff Union is envisaged to discuss this question. The Staff Union will inform the Advisory Committee on Safety and Health in order to ensure that the problem is followed up.

Your views are more important than ever, your experience is invaluable – don't hesitate to contact the Staff Union if you have a question or problems related to the introduction of IRIS.

Contact: Omar Mesli, co-ordinator in the Staff Union Committee.