

**STAFF UNION BULLETIN**
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RAPS and the New Procedures for Assessment Centre

The Assessment Centre (AC) represents a critical element of the ILO's recruitment and selection process, as outlined in the Collective Agreement on a Procedure for Recruitment and Selection. The Union has always placed a great deal of importance on the AC, as it enables independent and highly competent evaluators to assess competencies and values which cannot be obtained through written examinations and technical interviews.

On 1 April 2008, HRD sent the Recruitment, Assignment and Placement System' (RAPS) Briefing Note to over 100 staff across the Office. This Note focused on important changes to the Recruitment and Selection procedures, most importantly the Assessment Centre as it relates to the RAPS.

The Union was surprised to receive the briefing note, merely by copy, having never before been informed of these proposed changes to the recruitment and selection process.

The Staff Union has shown its willingness to be involved in good faith negotiations and consultations with the administration, and in particular with HRD. Indeed, this was reiterated by the President, who noted to the PFAC that the Union was pleased to "continue to engage in a regular dialogue with the ILO administration."

This intention extends to the RAPS, which we have consistently held can potentially be a positive tool for managing the process of recruitment and selection. However, for the Union to receive such an important document in copy, with no efforts to consult or negotiate over these substantive changes in the implementation of the collective agreement, raises serious concerns regarding the commitment to social dialogue within the Office.

For this reason, the Staff Union Committee has asked to address this issue at the next Joint Negotiating Committee meeting, and will inform staff members of the outcome.
