

**STAFF UNION BULLETIN**  
**BULLETIN DU SYNDICAT**  
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22 October 2008

**RECRUITMENT AND SELECTION: NEGOTIATIONS AT A DEADLOCK**

**THE STAFF UNION IS APPEALING TO THE REVIEW PANEL<sup>1</sup>**

For more than four years now, the ILO Staff Union has been keeping you up to date on the re-negotiation of the Collective Agreement on Recruitment and Selection<sup>2</sup>.

In October 2007 the two parties signed the general text of the revised collective agreement and agreed to review in detail the annexes governing recruitment and selection procedures at the ILO.

Then, in April 2007, HRD unilaterally introduced a series of important changes to the Recruitment and Selection system through the Recruitment, Assignment and Placement System (RAPS). The Staff Union reacted immediately by alerting all the relevant bodies (working groups, Joint Negotiating Committee), but every complaint it lodged and every request to negotiate over these changes was rejected.

The arbitrary introduction of the RAPS has major implications for several aspects of the recruitment and selection process, which the Administration was supposed to negotiate with the Staff Union (in-grade transfers, shortlisting of candidates which is now the sole responsibility of unit chiefs, the work, composition and timing of assessment centres, technical panels, etc.).

Unfortunately, these changes were decided not only unilaterally but without any kind of explanation.

It is the Staff Union's job to defend your interests as candidates in internal competitions and to promote your career development. But it is also responsible for ensuring compliance with established rules and the objectivity and transparency of ILO procedures. It is unacceptable that the Administration should flout the principles of

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<sup>1</sup> Established under article 7 of the Recognition and Procedural Agreement.

<sup>2</sup> For Regular Budget Professional posts and General Service posts at headquarters.

negotiation like this, as it completely undermines the climate of confidence that is necessary in its dealings with the Staff Union.

This is why, before resorting to more radical action, the Staff Union has decided to refer the matter to the Review Panel, the ILO's highest arbitration body when the two parties have reached a deadlock in negotiations.

A letter to this effect was sent to the Review Panel on 5 September 2008, and the Union will keep you informed of the result.

**Don't forget: it is your career development that is at stake.**

**Be prepared to defend it!!**