

COVID-19 – Update No. 17 from the Staff Union

Dear colleagues,

We've had a very challenging year so far, and the pandemic disrupted most of our plans, just at the point when the BoCs were completed. For much longer than expected, the pandemic, and therefore national health measures, have forced us all out of our offices, and into a situation which involves the application of Article 8.8 of the Staff Regulations. We've also had to adjust by trying to find the adequate tools and solutions for working from home.

The Mid-term Review (MtR) is the one opportunity we have to take stock of the impact of the crisis on our work and, indeed, on our lives, particularly for parents, staff members with elderly parents, staff living alone, and the many who have lost family members and close friends to the pandemic. Many of us have had to telework from remote locations, at duty stations and, for some, from their home countries on an exceptional basis.

In light of the broadcast received on the Mid-term Review (MtR), and in these challenging and unprecedented times, the Staff Union would like to remind staff that:

- 1) The pandemic has really thrown everybody's lives into chaos, and managers need to understand that and be flexible;
- 2) Take the time and make the effort to discuss the state of affairs with your direct supervisors, bearing in mind all the complications that the pandemic has brought and what needs to be done to have a successful performance this year;
- 3) Conduct a "status check" to ensure that everybody has a clear understanding of the expectations for the remainder of 2020, taking into account the different factors of the current situation;
- 4) Take the opportunity to reflect this in your objectives, so that the EoC does not become a painful exercise;
- 5) Point out and claim credit for all the unplanned work you have done related to COVID-19;
- 6) Personal circumstances do matter, so do not hesitate to acknowledge them and make them known to your supervisors.

We've been here for you from day one, engaging in constant dialogue with the administration about your concerns. This is your Staff Union, and your elected representatives stand in solidarity with you.