



## Members' Update

# FAO renewal

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### Staff bodies playing part in renewal process

The role of the staff representative bodies in the renewal process is vital in ensuring the views of all FAO personnel are heard. Staff bodies present their members' views chiefly through the *Ad hoc* Joint Advisory Committee on FAO Reform, or JAC/FAR. The committee's role includes addressing the implications of renewal proposals for the workforce and making recommendations on how to strengthen communication with staff.

Representatives from each of the three staff bodies – the Association of Professional Staff, the Union of General Service Staff and the Field Staff Association – are members of the committee, which meets two to three times a month. The staff representatives receive briefings on reform issues and present their members' views and concerns on reform issues scheduled for consideration by the Member Governments, the senior management team, the internal Reform Support Group and others, and receive feedback from management discussions.

Margaret Eldon, general secretary of the Union of General Service Staff, said: "The JAC/FAR is an open forum where members' interests are voiced and the committee makes recommendations. Our union has generated a number of proposals for improvements in human resources. One issue we have recently raised in the JAC/FAR is career development."

JAC/FAR, which started its work in March 2006, is chaired by the head of the department of human, financial and physical resources, and includes the director of human resources management, the director for coordination of normative operational and decentralized activities and the officer for staff relations.

Mark Smulders, secretary of the Field Staff Association, said that one of the issues discussed at JAC/FAR was the importance of keeping the regional and country offices involved in the renewal process. "A key issue here is communication. It can be very difficult for us to keep all our members fully informed and get all their views. We use focal points in the regional and subregional offices and try to reach as many other staff as we can. We can keep reminding senior management via JAC/FAR that an important part of FAO lives and works outside of headquarters and needs to be involved, especially with the emphasis placed by the Independent External Evaluation on the role of decentralized offices in renewal."

The Joint Advisory Committee on FAO Reform supported the establishment of a "culture change team," comprising 16 staff from across the Organization. The culture change team has undertaken broad consultations among employees and presented proposals for improving FAO's

organizational culture. JAC/FAR meets regularly with the team and continues to provide feedback on its proposals.

The Committee also prepared guidance documents for consideration by senior management on “delaying,” an initiative to reduce senior-level posts at headquarters by one-third. The documentation produced will assist in handling this delicate process in a flexible, transparent way.

David MacFarlane, president of the Association of Professional Staff, said: “We find JAC/FAR is important in providing a forum to discuss a range of issues of interest and relevance to staff members.”

## IPA Trust Fund situation report

Two further member countries have pledged money to the Trust Fund for implementation of the Immediate Plan of Action for FAO Reform and Renewal.

Finland and Viet Nam brought to the total pledged up to US\$ 7 130 707, as of 27 May, with contributions at US\$ 3 512 914. A total of 26 member countries have pledged funds, along with the European Commission. The FAO Conference established the Trust Fund to receive Members' extrabudgetary contributions. The target for funding is US\$ 15.27 million.

Country	Pledged	Paid
AUSTRALIA	111,900	111,900
AUSTRIA	65,933	65,933
BRAZIL	100,000	100,000
BELGIUM	250,000	250,000
CAMEROON	21,739	
CYPRUS	9,186	9,186
ESTONIA	4,000	4,000
EC	1,388,889	
FINLAND	530,400	
FRANCE	900,000	400,000
GERMANY	906,736	906,736
GREECE	86,338	86,338
ITALY	1,000,000	1,000,000
IRELAND	142,638	142,638
MOZAMBIQUE	1,765	
NEW ZEALAND	70,000	70,000
SLOVAKIA	44,000	44,000
SPAIN	600,000	
SWITZERLAND	301,434	301,434
TANZANIA	19,975	19,975
UNITED KINGDOM	570,000	
VIET NAM	5,000	
Transfer IEE Trust Fund	774	774
<b>TOTAL</b>	<b>7,130,707</b>	<b>3,512,914</b>

Comments? Suggestions? Write to [Members-Update@fao.org](mailto:Members-Update@fao.org).