



CONFÉDÉRATION DES ASSOCIATIONS RETRAITES DE L'OTAN  
CONFEDERATION OF NATO RETIRED CIVILIAN STAFF ASSOCIATIONS



Brussels, 19 July 2017

Dear Secretary General,  
Dear Deputy Secretary General,

We are writing to you in our capacity as Chairpersons of the Confederation of the NATO Civilian Staff Committees (CNCSC) and the Confederation of the NATO Retired Civilian Staff Associations (CNRCSA).

The Joint Consultative Board (JCB) is, as you know, the principal forum for addressing issues of civilian personnel policy applicable to NATO staff as a whole and for ensuring the proper coordination between the Administration and the Staff on such issues, and its role is recognized in Annex XI of the Civilian Personnel Regulations. In fact, when the CNCSC representatives last met with the Secretary General and suggested that they should brief the NAC on certain personnel-related matters, they were clearly told that the JCB was the forum for the Staff representatives to present their views.

We would like to convey to you our deepest concerns regarding the JCB process, in particular the following elements:

- The lack of preparation of Administrations representatives that we have observed during some JCB or JCB Working Groups meetings. Some individuals come to these meetings without even having read the documents that are on the agenda. Other people who are subject-matter experts and therefore should attend the meetings are not present. This most unprofessional behavior reflects badly on the Heads of NATO bodies represented by these individuals, is disrespectful towards the elected staff members and retirees representatives and doesn't help making progress on the issues being discussed.
- The poor planning of the three annual JCB meetings, resulting in a situation where both our Confederations (and the Administrations NATO-wide) are informed at the last minute that the person who has set the dates and is supposed to chair (ASG EM) is eventually not available (this

happened in October 2014, July 2016, October 2016 and June 2017) or has to leave shortly after the start of the meeting (in March 2017).

- The unacceptable long delays building up in certain files. Although an overview of open Action Items is attached to the Summary Record of each JCB meeting, no specific time delays are indicated for completing the assigned action. This leads to the fact that in the absence of measurable progress, discussion items need to be brought back to each JCB meeting with the request to be provided with the latest status update.

We should like to suggest the following remedial actions:

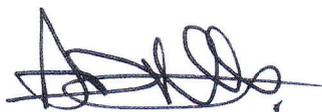
- A letter signed by the NATO Secretary General and the Deputy Secretary General, in her capacity as Chairperson of the JCB, should be sent to all Heads of NATO bodies to remind them that the purpose of the JCB process is to try to harmonize and improve working conditions among all NATO bodies, and that their representatives at JCB and JCB Working Group meetings should therefore prepare properly.

- In accordance with its Terms of Reference (JCB-D(2014)0001, dated 7 July 2014), the JCB shall meet, as a minimum, twice a year, based on an annual schedule of meetings to be agreed among the parties at the last meeting of the preceding year.

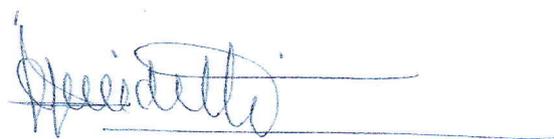
- In accordance with the JCB TORs, the Deputy Secretary General shall chair the JCB meetings. The Assistant Secretary General for Executive Management and the Director Logistics and Resources Division, International Military Staff, shall be Vice Chairmen of the JCB. The CNCSC and the CNRCSA are convinced that having the Deputy Secretary General chairing JCB meetings (as foreseen in the JCB TORs) would send a very clear message to NATO civilian staff and retirees that NATO's political leadership is taking their interests at heart, which we think is not really the case right now.

- Introduce measurable and reasonable deadlines for actions stemming from JCB discussions.

Yours sincerely,



Andie Hill  
Chairman of the Confederation  
of NATO Civilian Staff Committees



Olivier Guidetti  
Chairman of the Confederation  
of NATO Retired Civilian Staff Associations