



ADDENDUM 2

**Candidates for election to the
FICSA Executive Committee and Regional Representatives**

*Embracing change & resilience
Promoting protection & solidarity*

Geneva, 8 February 2021

**CANDIDATES FOR ELECTION TO THE
EXECUTIVE COMMITTEE AND REGIONAL REPRESENTATIVES**

In accordance with Rule 38¹ the membership was notified in document FICSA/Circular 1340, dated 5 January 2021, of the nominations for the officers of FICSA and regional representatives for the period 2021-2022 (by position and in alphabetical order) that have been received by the FICSA Secretariat by the given deadline of 21 January 2021 (18h00 Geneva local time).

EXECUTIVE COMMITTEE			
Position	Page Ref.	Name	Organization
General Secretary	4	Cosimo Melpignano	UNGSC/UGSS
One Member for Compensation Issues	8	Line Kaspersen	AP-in-FAO
Member without Portfolio	10 12	Christine Tretter Tracy Tollman	WHO/HQ UNFCCC

¹ Rule 38 Nominations for election to the Executive Committee should normally be submitted to the General Secretary not less than 20 days, and **circulated to all FICSA Members not less than 15 days, before the opening of the Council session.** Should there be no nominations received prior to this deadline, nominations for the membership of the Executive Committee shall be submitted to the Chair of the Council session not less than 48 hours, and circulated to all delegations not less than 24 hours, before the elections are held. Each nomination shall be submitted in writing by the association/union to which the candidate belongs and shall be accompanied by a summary of the candidate's record as staff representative.

REGIONAL POSITIONS			
Position	Page Ref.	Name	Organizations
Regional Representative for Asia	15	Mehta Rajesh	WHO/SEARO New Delhi
Regional Representative for Europe	17	Juan José Coy Girón	AP-in-FAO Rome

The corresponding background information is attached.



Evelyn Kortum
FICSA General Secretary

CV Cosimo Melpignano

Name of Staff Association/Union/Federation: UNGSC/UGSS

Name of Candidate

Cosimo Melpignano

Regular positions for two-year term

General Secretary (for a two-year term until February 2023, requiring full-time release)

Experience as a staff representative (indicate information such as positions held, years of experience and general functions and responsibilities)

- UNGSC Staff Representative
- 2016-to date as President
- 2006-2015 as Vice President
- 2003-2005 as Information Officer
- 1999-2002 as ExCom Member
- 2016-2020 General Secretary of the Federation of the National Staff Associations for DPKO Field Missions (NASAF)
- 2019 Member of the UNGSC Working Group on Duty of Care
- 2013-to date Member of the FICSA Permanent Technical Committee
- 2016 to date UNGSC Delegate to the Italian MOFA
- 2019 Chair of the 11th Session of the UN Italian Interagency Meeting
- 2016-2018 UNGSC Comparative Review Board Member
- 2018-2019 Member of the UNGSC Outsourcing WG
- 2017-2019 Member of the Ad-hoc Committee for exceptional mitigating measures in the context of GSDM implementation
- 2015-2016 Member of the FICSA WG on the UN Common System Compensation Package
- 2013 Chair of the 7th Session of the UN Italian Interagency Meeting
- 2011 Member of the FICSA WG On Mandatory Age of Separation
- 2009 FICSA Delegate to the Workshop on Staff Representation, Hamburg
- 2008 Member of the Local Salary Survey Committee
- 2000-2007 Chairman of the UNGSC Welfare Committee
- 2003-2006 DPKO Organizer for the Inter Agency Games

Experience as an Officer or Standing Committee Chair or Vice-Chair of FICSA (provide details of position, year(s) of service)

- 2021-2022 and 2020-2021 Chair of the FICSA Standing Committee on the Conditions of Service in the Field
- December 2020 FICSA Delegate to ICSC Tripartite Working Group Meeting For the review of Conditions of Life and Work in Field Duty Stations
- June 2020 FICSA Delegate to ICSC 2020 Mid-Year Review of Hardship Duty Stations
- 2009-2010-2011 FICSA Regional Representative for Europe
- February 2010 FICSA Delegate to the 19th HLCM Session
- 2008-2009 Vice-Chair of the FICSA Standing Committee on Human Resources Management
- 2007-2008 Vice-Chair of the FICSA Standing Committee on Staff Management Relations

FICSA Councils attended Status (e.g. Head of Delegation, Rapporteur, Chair/Vice-Chair of Council etc) year and place

I have been part of UNGSC delegation since the 61st FICSA Council, held in Vienna in 2007 to date. I am UNGSC Head of Delegation since the 70th FICSA Council, held in Kuala Lumpur in 2017.

Other relevant information (e.g. staff representation training; relevant technical expertise)

Training Received:

- GS Salary Survey Methodology I for HQ
- ICSC Salary, Allowances, Benefits
- Ethics in workplace
- Legal Appeals in the United Nations
- Working under Pressure
- ICSC Compensation Review
- Developments in public sector trade unions
- Psychological Harassment at Work
- UNJSPF Seminar on Pension
- FAO Retirement Seminar
- Performance Management
- Staff Association Officers
- Labour Disputes and handling complaints
- Negotiation Skills
- Conciliation and Mediation Skills
- Workplace Health and Safety

Relevant Information:

The experience gained as General Secretary of the Federation of National Staff Associations in the Field, allowed me to represent the Federation before the UN Chef de Cabinet and the UN highest authorities. During my tenure as General Secretary of NASAF, I have increased familiarity in several matters concerning compensation package, contractual arrangements, administrative justice system, downsizing and capacity building.

I have also a deep familiarity with Organization's restructuring, reviewing and optimizing staff resources and capacities to enhance and align human resources with the priorities of organizations mandate.

Following a Civilian Staffing Review, I have been part of the UNGSC Board that was called upon focusing on the cuts, redeployment, restructuring and re-profiling of staff and involved several step and actors. It proved to be an effective collaboration as from the initial 10 %, we were able to reduce to zero the loss of posts.

Personally, I believe my strongest points include my prudence, my negotiation abilities, the confidence I instill in people around me and the hard work I can constantly develop. I also recognize myself as a person who is always looking to learn from others, who does not impose his point of view, instead is ready to listen to different perspectives before taking the necessary decisions.



Another peculiarity, and this is mainly due to my long experience in the field, is the sensitivity to cross-cultural aspects which has led me to, literally, create from scratch a Federation representing tens of thousands national staff in the field.

I would be honored to promote the work of FICSA and give the Federation my contribution to keep building and shaping our future together. FICSA has shown how solidarity, combined with competency, is our real asset and I feel I can be part of such a combination to the best of my ability.

FICSA/C/74/2
Provisional agenda item 10

**NOMINATION FORM AND TERMS OF REFERENCE
FOR THE OFFICERS OF THE FEDERATION
(EXECUTIVE COMMITTEE/REGIONAL REPRESENTATIVES)
FOR THE 74TH FICSA COUNCIL –**
<https://www.surveymonkey.com/r/74thCouncilNominations>

Deadline: 21 January 2021, 18:00 hrs Geneva time

Date	Name and Signature of person nominating the candidate ¹
<u>20 Jan 2021</u>	Vito Musa 
Date	Name and Signature of Head of the Staff Association/Union (if different than above)
<u>20/01/21</u>	Cosimo Melpignano 

The Membership is reminded that in nominating individuals for the FICSA Executive Committee and Regional Representatives, FICSA member associations and unions shall stand as guarantor that these individuals satisfy the administrative criteria for holding the office and serving the complete term of the office. In addition, the same association and union shall stand as guarantor that the nominated individual meets the highest standards of diligence, knowledge, interpersonal, diplomatic and negotiation skills, professional and personal integrity, and of commitment to the representation of international civil servants through the Federation and must during the term of office give primary allegiance to the Federation and respect the confidentiality of all discourse within the Executive Committee.

¹ The person nominating the candidate must come from the same Staff Association/Union.

CV Line Kaspersen

Name of Staff Association/Union/Federation: Association of Professionals in FAO

Name of Candidate

Line Kaspersen

Regular positions for two-year term

One Member for Compensation Issues (for a two-year term until February 2023) - Terms of Reference

Experience as a staff representative (indicate information such as positions held, years of experience and general functions and responsibilities)

Line Kaspersen has worked for FAO since 2016. First based in Ethiopia, then in Uganda, as an Investment Support Officer. Prior to that she worked for IFAD for 4 years, based both in Rome HQ and in Uganda, and before that for 2 years in the Danish Ministry of Agriculture. She holds a Master of Science (Economics) from Copenhagen University and Danish nationality. She has been Line has been a member of the Executive Secretariat of AP-in-FAO since the spring of 2018. She has held the positions, first of Information Secretary and then as Field Secretary.

Experience as an Officer or Standing Committee Chair or Vice-Chair of FICSA (provide details of position, year(s) of service)

Since February 2020 Line she has been a vice chair for the FIELD Standing Committee

FICSA Councils attended Status (e.g. Head of Delegation, Rapporteur, Chair/Vice-Chair of Council etc) year and place

Line Kaspersen attended the FICSA councils of 2020 and 2021 as member of the delegation of AP-in-FAO.

Other relevant information (e.g. staff representation training; relevant technical expertise)

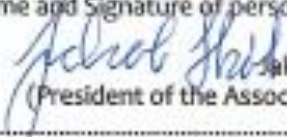
Line Kaspersen is a trained economist. She has the technical capacity to understand and deal effectively with Compensation Issues and is a fast learner.

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Deadline: 21 January 2021, 18:00 hrs Geneva time

Date	Name and Signature of person nominating the candidate ¹
17-09-2021	 Jakob Skoet (President of the Association of Professionals in FAO)
Date	Name and Signature of Head of the Staff Association/Union (if different than above)
.....

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CV Christine Tretter

Name of Staff Association/Union/Federation: WHO/HQ Geneva

Name of Candidate

Christine Tretter

Regular positions for two-year term

Member without Portfolio (for a two-year term until February 2023)

Experience as a staff representative

- Elected for 2-year term (2021-2022) to the WHO HQ Staff Committee (SC), Geneva, - Switzerland
- Executive Committee function (within the WHO HQ SC), Communications Officer - January 2021 to present;

Responsibilities:

1. Attend the Regular Staff Committee and Executive Group meetings;
2. Attend weekly meetings of the SC held with the Administration;
3. Communicate the activities of the SC to staff on issues that affect their employment status;
4. Initiate and organize regular seminars throughout the year, which enable staff to improve their performance at work and maintain work/life balance;
5. Promote / facilitate SA seminars, workshops and events through posters and intranet stories to ensure staff are informed and attend these events;
6. Write a monthly contribution to the UN Special in the Staff Association Corner (600 – 1000 words); and,
7. Write and/or edit any other materials as required by the President and Vice-Presidents.

FICSA Councils attended

74th FICSA Council


Other relevant information (e.g. staff representation training; relevant technical expertise)

- Core group member for FICSA Legal Standing Committee
- 2020/2021: I am currently being trained as an Occupational Safety and Health Specialist by the International Labour Organization (ILO) and the International Commission of Occupational Health (ICOH) through a specialized programme (this includes training on relevant labour legal instruments, and the history and development of labour and trade unions).
- I am not a lawyer, but I am trained in areas of public international law, disaster law, international criminal law, and international humanitarian law, and have also worked on supporting documentation preparation for asylum claims in Canada.
- 2013-2014: Staff-elected Member of the Board, WHO HQ Board of Appeals, Geneva, Switzerland.
- I hold a university-level certificate in Managing Human Service Organizations (University of Toronto, 2004).
- I have previously served on the Board of Directors for the largest health centre in Toronto, Canada (2003/2004), as well as various committees, inter-agency working groups, and task forces for community representation and advocacy on behalf of vulnerable populations (i.e. refugee claimants, homeless populations).

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Deadline: 21 January 2021, 18:00 hrs Geneva time

Date	Name and Signature of person nominating the candidate ¹
02/02/2021	Ms Catherine Kirorei Corsinic 
Date	Name and Signature of Head of the Staff Association/Union (if different than above)
02/02/2021	Same as above (Catherine Kirorei Corsini)

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¹ The person nominating the candidate must come from the same Staff Association/Union.

CV Tracy Tollman

Name of Staff Association/Union/Federation: UNFCCC Bonn

Name of Candidate

Tracy Tollman

Regular positions for two-year term

Member without Portfolio (for a two-year term until February 2023)

Experience as a staff representative

1) Two-year Staff Association Executive Committee (SA ExCom) term from 2007 – 2008 as a member.

Successfully negotiated:

- a) Application of overtime for G-staff on mission at conferences
- b) Hiring of spouses within the UNFCCC
- c) Redrafting of the staff selection system to allow for G to P career progression, based on possessing the requisite qualifications

2) Two-year SA ExCom term from 2019-2021, one year as a member and one year as the Vice-President.

Actively supported:

- a) Fair implementation of the restructuring process by representing staff interests with the team responsible for this, the Chief of HR, and senior management
- b) Running and evaluating the outcomes from a staff satisfaction survey that covered a two-year period and liaising with senior management on how to address the issues raised therein
- c) As a native English speaker and a wordsmith with report editing experience, responsible for quality control of all outgoing correspondence
- d) Will be seeking a further two-year term in May of 2021 as a member of the SA ExCom

Responsibilities:

1. Attend the Regular Staff Committee and Executive Group meetings;
2. Attend weekly meetings of the SC held with the Administration;
3. Communicate the activities of the SC to staff on issues that affect their employment status;
4. Initiate and organize regular seminars throughout the year, which enable staff to improve their performance at work and maintain work/life balance;
5. Promote / facilitate SA seminars, workshops and events through posters and intranet stories to ensure staff are informed and attend these events;
6. Write a monthly contribution to the UN Special in the Staff Association Corner (600 – 1000 words); and,
7. Write and/or edit any other materials as required by the President and Vice-Presidents.

FICSA Councils attended

73rd FICSA Council from 8 to 14 February 2020 in London, UK: Rapporteur for the Standing Committee for Staff/Management Relations,

74th FICSA Council from 9 to 11 February virtually (Standing Committee meetings from December 2020): Vice-Chair of the Standing Committee for Staff/Management Relations.

Other relevant information (e.g. staff representation training; relevant technical expertise)


- Worked for 22 years with the UNFCCC at both the G and P level, with 8 years in administration and logistics, and the remainder in process management, coordinating and collaborating with multiple stakeholders to deliver major climate change events, often liaising with High-level participants.

- Attended a FICSA workshop last year on managing difficult conversations.
- Am a trained public speaker and facilitator/moderator for panels and events.
- As an ex State Registered Nurse and high-level events logistician, can keep calm in high stress situations, analyse situations, and able to identify feasible solutions.

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Deadline: 21 January 2021, 18:00 hrs Geneva time

Date	Name and Signature of person nominating the candidate ¹
08.01.2021	Ambretta Perrino 
.....
Date	Name and Signature of Head of the Staff Association/Union (if different than above)
08.01.2021
.....

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CV Rajesh Mehta

Name of Staff Association/Union/Federation: WHO SEARO-SA

Name of Candidate

Dr Rajesh Mehta

Regular positions for two-year term

Regional Representative for Asia (for a two-year term until February 2023) - Terms of Reference

Experience as a staff representative (indicate information such as positions held, years of experience and general functions and responsibilities)

Executive Committee Member of the WHO/SEARO Staff Association for last 8 years. Vice President for last 2 years.

Experience as an Officer or Standing Committee Chair or Vice-Chair of FICSA (provide details of position, year(s) of service)

Regional Representative for Asia: 2 years

**FICSA Councils attended Status (e.g. Head of Delegation, Rapporteur, Chair/Vice-Chair of Council etc)
Year and place**

Delegate in FICSA Council Meetings: Bonn 2018, Vienna 2019, London 2020

Other relevant information (e.g. staff representation training; relevant technical expertise)

Previous to WHO, have been an office bearer in government service doctors' associations in India for 10 years and led movements for career progression and salary upgrades.

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Deadline: 21 January 2021, 18:00 hrs Geneva time

Date	Name and Signature of person nominating the candidate ¹
13 Jan 2021	<u>Mr. Ritesh Singh, Preaident (head) WHO SEAR Staff Association</u> <i>Ritesh Singh</i>
Date	Name and Signature of Head of the Staff Association/Union (if different than above)
.....

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CV Juan Coy Giron

Name of Staff Association/Union/Federation: Association of Professionals in FAO

Name of Candidate

Juan José COY GIRÓN

Regular positions for two-year term

Regional Representative for Europe (for a two-year term until February 2023) - Terms of Reference

Experience as a staff representative (indicate information such as positions held, years of experience and general functions and responsibilities)

2008-2015: Member, Council of Representatives (i.e. departmental staff representative), AP-in-FAO
2010-present: Member, Standing Committee on Terms of Employment, AP in-FAO
2012-present: Staff representative in Professional Staff Selection Committees
2015-19: General Secretary, AP-in-FAO
2019-2020: AP-in-FAO-appointed member of Commissary Tender Evaluation Committee
2020-21: AP-in-FAO-appointed member of corporate Task Force established to follow up on the results of the 2019 Staff Satisfaction Survey.

Experience as an Officer or Standing Committee Chair or Vice-Chair of FICSA (provide details of position, year(s) of service)

2017 PTC/PSA Rapporteur
2018-19
2018-19 SC/PSA Vice-chair
2020-21
2020-21 Regional Representative for Europe
2021 PSA Rapporteur

FICSA Councils attended Status (e.g. Head of Delegation, Rapporteur, Chair/Vice-Chair of Council etc...) year and place

2016-19: Head of Delegation, AP-in-FAO
2020, 2021: Member, AP-in-FAO delegation

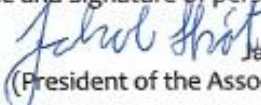
Other relevant information (e.g. staff representation training; relevant technical expertise)

FAO Workshop on Negotiation Skills; FICSA Training on Bullying and Harassment

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Deadline: 21 January 2021, 18:00 hrs Geneva time

Date	Name and Signature of person nominating the candidate ¹
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Date	Name and Signature of Head of the Staff Association/Union (if different than above)
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