

12 June 2026

su26021hp

# Activity Report of the SUEPO team within the LSCTH

## *What we have done for staff in the 2023-2026 mandate*

Dear members, dear colleagues,

As the 2023-2026 mandate of the Local Staff Committee draws to a close, please find below a report of the staff representation activities of the SUEPO team within the LSCTH:

### **A) Our Work In Detail:**

Since the beginning of the current mandate (1 July 2023), we have:

- Published 85 local and 108 central papers;
- Sent 12 newsletters since the re-establishment of mass emails;
- Held 13 General Assemblies and information sessions on topics such as: the Salary Adjustment Procedure (SAP), pension contributions, dignity at work, rights of nursing mothers and work pressure;
- Replied to 384 emails in the common DHSTCOM mailbox;
- Organized dedicated meetings with staff to collect concerns specific to their staff group: Young Professionals, Formalities Officers, working mothers, and new colleagues;
- Created dedicated MSTEAMS channels for Formalities Officers, Women's health, and breastfeeding working mothers to offer new direct means of communication with their staff representatives;
- Accompanied hundreds of colleagues individually on topics such as:
  - o Career: performance appraisals, rewards, threats of incompetence procedure, target setting;
  - o Toxic management practices, micro-management, production pressure and assisting in periodical review meetings;
  - o Probation and contract extension meetings;
  - o Disciplinary proceedings;
  - o Health related matters and CIGNA reimbursements;
  - o Education and Childcare allowance: filing Requests for Review (RfR) and attending the follow-up meetings;
  - o Helping colleagues enforce their rights to other allowances;

- Recognition of previous experience for entry grade calculation;
  - Navigating the EPO administration and help with filing requests for review;
  - Etc.
- Vigorously defended the interests of staff in more than 250 meetings with EPO decision makers and their teams:
  - Administrative Council (AC),
  - Budget and Finance Committee (BFC),
  - Technical and Operational Support Committee (TOSC),
  - Health, Safety and Ergonomics Committees (LOHSEC, COHSEC),
  - Meetings with VP1 in his role of site manager,
  - General Consultative Committee (GCC),
  - General Consultative sub-committee on Social Security, Pensions and Remunerations (GCC-SSPR),
  - Home Loans Committee;
  - Technical meetings on New Ways of Working, Salary Adjustment Procedure, D&I, competency framework, parenthood leave, rewards, Amicale reform, breastfeeding policy, etc.
- Participated in the RESTOUR board which oversees our caterer;
- Held 109 local committee meetings;
- Undertook training on: collective bargaining, organising industrial action campaigns, holding efficient meetings, dignity at work, crucial conversations, sexual and sexist violence at the workplace.

## B) Our Achievements:

The SUEPO team has consistently and proactively defended colleagues' rights and working conditions. Our actions and priorities have included:

- **Resisting the cuts** in the employment package: organizing the ongoing industrial actions against the harmful new SAP and contesting unjustified pension contribution increases and erosion of pension rights;
- **Promoting health matters**: we advocated for the recruitment of a second in-house nurse who is now in function, we regularly help colleagues have their healthcare costs reimbursed by an unhelpful CIGNA administration, we raised awareness on women's health issues and dignity at work;
- **Supporting families**: continuing to challenge the flaws in the education and childcare allowance reform, bringing forward concerns of parents on international and national schools, we achieved the extension of transitional measures of the Education Allowance for parents with young siblings, of leave for welcoming a baby into a family and paid breastfeeding breaks;
- **Bringing the concerns** of all staff to management: work pressure and quality, automatization, job security for formalities officers, support staff and colleagues on fixed term contracts, the gender pay gap, and genuinely human-centered AI transition;

- **Improving** the original New Ways of Working package and defending it in front of the Administrative Council.

### **C) How We Work, The Principles We Strive To Abide By:**

- **Solidarity:** we help colleagues in need; represent and/or support their legitimate interests, and put forward the concerns of staff;
- **Integrity:** the interest of all staff has priority over our own personal interest. We disclose potential conflicts of interest;
- **Collegiality:** we act in good faith, we participate in meetings, look for solutions, share our ideas and concerns, we take initiatives and share the workload. We disagree, often agree to disagree, but don't take differences of opinions personally or fight;
- **Diversity:** we bring our strengths to the group and strive to understand our fellow committee members and our interlocutors;
- **Democracy:** we hear all voices and opinions, look for consensus, and if differences persist we vote by majority;
- **We act within a mandate:** the committee is involved when decisions are taken;
- **Collective responsibility - accountability:** we are all responsible for the actions of the committee, we adhere to and follow committee decisions even when they differ from our own preferred position or approach;
- **Confidentiality:** information entrusted to us stays with us and we respect anonymity when required. Unless otherwise decided, the discussions and deliberations of the committee are confidential;
- **Transparency** within the committee: we share information and lines of action.

### **D) Outlook For The Next Mandate:**

With the industrial actions on the Salary Adjustment Procedure (SAP) likely to still be ongoing, the next committee will have work on its plate. The priorities we can identify at the time of writing are:

- Keeping up the pressure on the administration to achieve a SAP which does not erode our standard of living;
- Pursuing the various legal cases on pension rights;
- Advocating for better job security for colleagues on 5-year contracts and support staff;
- Continuing to promote a genuinely human centered AI transition;
- Raising awareness on burnout culture, and tackling the issue with management;
- Keeping track of issues with CIGNA reimbursements and following up with the administration;
- Continuing to stand by colleagues whose family lives have been perturbed as a consequence of the Education and Childcare Allowance Reform (ECAR).

## E) Elections And Constitution Of The Next Committees:

The next mandate will start with hotly contested elections, with a little less than 2 candidates standing per available seat.

The Local Staff Committee will then be constituted<sup>1</sup>:

- the chair, vice chair, and secretary will be elected;
- 8 members will be chosen to be part of the Central Staff Committee (CSC), including 4 full members who will attend the GCC;
- members of the committee will be nominated to [statutory bodies](#) and supervisory boards: LOHSEC, COHSEC, Home Loans Committee, SSP, RFPSS, etc.

The Committee will also need to (re-)nominate members of staff for other statutory bodies: Appeals Committee, Disciplinary Committee, Joint Committee on Articles 52 and 53.

## F) Thank You!

We thank you for your trust and encourage you to cast all your 16 votes for the incoming SUEPO team. We are confident that, if elected, the candidates of the SUEPO team will always put staff first and pursue the above priorities with competence, courage and commitment.

## Experience you can trust.

Your SUEPO team within the LSCTH



**16-18 June: Staff Committee elections – cast all your 16 votes for the SUEPO team**

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<sup>1</sup> Legal basis: Codex Articles 33-38a ServRegs and implementing regulations, Circular 356 (Resources) and [LSCTH election rules](#).