

Meeting of Dr. Walter Gehr with an Officer in the Human Resources Management Services, held on 10 June 2011 at the UNODC (Excerpt)

WG = Walter Gehr

Officer HR = Officer in the Human Resources Management Services

WG: So you want to get rid of me?

Officer HR: Who wants to get rid of you?

WG: The Organization...

Officer HR: UNODC want to get rid of you? Why do you have this idea?

WG: Ms. XXX was the one who send me to the doctor.

Officer HR: ...You are appreciated as a lawyer, as a specialist. You are appreciated. Nobody ever told me anything to the contrary. And that's a good asset.

WG: ...lack of integrity...

Officer HR: Sorry, you are already going in the wrong direction...

Officer HR: ...If HR was not involved properly, that's my fault.

WG: I have no grudge against you ...I have nothing against you either personally... You started running along a certain road ...Nobody filed any complaint against you.

WG: I filed a complaint, because I had reasons to file a complaint...

WG: The most important for me is justice ...An you cannot tell me that I am jeopardize...

Officer HR: No...

WG: Please. You cannot tell me that I am jeopardizing the relationship with a member country.

Officer HR: Who is telling that ?

WG: Mr. XXX. In an e-mail of October 2009.

Officer HR: Well, if he said that he might have had good reasons for that.

WG: And the Permanent Mission of XXX said, as you probably know, in two e-mails that this is not the case. This is wrong, and on the contrary, they can support my

ideas. So you don't tell me that. I am a diplomat by training, I have never heard that, you will never hear that. It is a lie. And when people lie blatantly to me, I want justice...

Officer HR: For me work comes first ...Justice for myself, this whole ...Sorry, justice exists only with God...

WG: No, this isn't what the Secretary-General thinks ...

Officer HR: Yes there is a justice system. Every justice systems creates all kinds of problems, as you know ...Justice in human relationships does not exist in principle ... If you are agnostic, you are talking a different language.

WG: I am not going down this path. I want a justice in this world, I think I have been severely wronged.

WG: First you tell me that I have jeopardize ...No, Mr. XXX with the support of Ms. XXX, then you tell me I am lacking integrity ...I give you the highlights. Then you tell me... I mean Ms. XXX and Mr. XXX that I am lacking professionalism, integrity and good judgment, basing your evaluation on another lie.

Officer HR: At this stage my personal opinion doesn't count and it doesn't matter ...I don't want to take sides. Since I am not the judge it is difficult for me to decide on the substance.

Officer HR: ...You concentrate on your work and prove to them that anything they were saying about you is patently wrong ...This is how I would deal with this situation ... Nobody is questioning your professionalism ... You are good solid lawyer.

Officer HR: ...What happened that caused that?

WG: I know: Unacceptable accusations by Mr. XXX.

Officer HR: There should have been a reason for that.

Officer HR: ...You know, in my personal experience, we build a reputation and what is written in my ePAS, it doesn't matter.

WG: It matters to me.

Officer HR: It matters to you, but to nobody else ... Your reputation goes in front of you, not your ePAS, and when you positive reputation, nobody is going to ... about your ePAS. And that is what very few people understand. And that is the reality of life.

WG: I wil not let people who wronged me let their way.

Officer HR: Since I am a Christian ... for me the thing is what Jesus said and he said when somebody hits you on the left cheek, give him the right, OK ? ...My life is much easier...

WG: I think that there is a perception in house -but certainly mine- that Human Resources Management Services so far was only acting for management and was not a service for the whole staff.

Officer HR: I totally agree. That's the reality because, you see, even now we are discussing with New York, it was a global conference ...on the focus was the legal support for the administration of justice, should it be in Human Resources? My position is that it should not be ...So there was no decision ... but that's my opinion that by putting it into Human Resources, the organization unavoidably creates a one sided perception of Human Resources. Which is wrong. That necessitated the Ombudsman, Staff Council, but that's me! I should be the Ombudsman and Staff Council!

Officer HR: ...I do my work, I don't care about anything ... I deliver. Do you want me to deliver this? fine, I will deliver. And make sure you deliver to the quality that will...

WG: But what is deliver ?

Officer HR: Whatever they tell you. Anything. They can tell you to sweep the floor, sweep the floor.

WG: No, no. No! There is a dignity. No, no.

Officer HR: OK, in religion that is called pride ...You are entitled to that, I don't say anything against. But that is from my point of view a false value.

WG: No, sorry.

Officer HR: I am a very humble person ...And I don't care about my dignity. Because my dignity is not in the eyes of the people around me.

WG: I can tell you that is much more respectable than telling me "go to the doctor!"

Officer HR: Let's look at the situation from another point of view ...There are two ways of going ahead, three : One is withdrawing all complaints, Saying "screw you, I don't care" Second is finding a compromise ...and the third one is going ahead ... What is your choice ?

WG: I tried two and three, two failed. So for me there is only a chance for three unless there is another proposal for a compromise.

Officer HR: And what do you think might be a compromise in this situation ?

WG: The basis is all this humiliating, unacceptable performance evaluations have to go, right ? And a need a letter of recommendation. These despicable performance evaluations have to be completely expunged. A letter of recommendation and appreciation would be needed ...This is the basis.

Officer HR: ...31 December ...You are saying that you will be separated to this date? How do you know ?

WG: I am sure. They told already the Tribunal that there is no money after this date.

Officer HR: That's today. What will happen after this date, nobody knows ... Factually, since nobody is questioning your professionalism, that's a very solid ground to tell you that you would be definitely very serious candidate for any potential

consultancy in this area ...From my side, I can guarantee that you will be on the roster...

Officer HR: Concerning ePASes. You are talking about what ePAS?

WG: 2009/2010, 2010/2011.

Officer HR: OK these last two ePASses.

WG: Which are scandalous, scandalous!

Officer HR: In what sense ? ...You submitted rebuttal ...

WG: Yes, but so far, no panel.

Officer HR: Nothing happens quickly, although there are certain time limits., so let's hope they will proceed quickly ...The problem is, if we want to proceed with the court, nobody can do anything about it.

WG: ...The lies I can prove it, I can prove it. If your are interested, I can show you the e-mail, but your are not interested.

Officer HR: I am interested, but I do not want get involved in that .

WG: *Genau!* [Exactly!]

Officer HR: I want to keep my low profile.

WG: But whenever you are interested, I show you the emails.