

Proposal for the extension of Manager, Administration & APPU Affairs

The EC is asked to approve the extension of the services of Ms Araya Prasittiboon, Manager, Administration and APPU Affairs, for a period of 12 months from 1 January 2016 to 31 December 2016. This approval is sought on the basis that Ms Prasittiboon reaches the retirement age of 60 on 15 December 2015. However, APPC Staff Regulation 17, permits extension of service on a yearly basis (if approved by the EC). The approval to extend services is sought on the basis of current requirements and business management / organisational knowledge across the Bureau. Should there be a change to the situation and the Bureau judges that Ms Prasittiboon can be replaced without undue risk to business continuity and, furthermore I am confident that a seamless transition can take place, then the extension would not occur.

Since taking up the role of Director in January 2014 I have relied heavily on Ms Prasittiboon for matters regarding business continuity, institutional advice and office management. This has enabled me to familiarise myself with the requirements of the Director role and to focus my attention on priority issues for the Union.

Going forward my focus will continue to be on our priorities. These priorities include succession planning for key roles in the Bureau and how the Director and the Union can make any changes to key personnel without jeopardising efficiency and stability. For the moment, the continued employment of Ms Prasittiboon serves the efficiency and stability of the present and of the short to medium term future. Importantly, it provides the membership with confidence that the Director is supported with the best of advice and knowledge in terms of management of the Union's business, and the continuity that goes hand-in-hand with this advice and knowledge.

I have been careful when preparing this request to ensure that it is not a matter that places undue stress or pressure on Ms Prasittiboon. Her health is excellent and she has the physical and mental capacity to continue to undertake the role far in excess of its requirements. Accordingly, I am satisfied that the request is fair to the individual, as well as being of strong benefit to the Bureau, and of high value to the Union.

The financial implications are not precise. It is proposed that the monthly salary of Ms. Prasittiboon after her retirement should remain at the final monthly salary with the adjustment of CPI (Article #3) only.