



European Bank
for Reconstruction and Development

Constitution of the EBRD Staff Council

CONSTITUTION
OF THE EUROPEAN BANK FOR RECONSTRUCTION AND
DEVELOPMENT STAFF COUNCIL

(as adopted on 30 January 2018)

ARTICLE I

Name and Definitions

1. The name of this body shall be Staff Council of the European Bank for Reconstruction and Development (hereinafter referred to as “Staff Council”).
2. In this Constitution the terms listed below shall have the following meaning:
 - (a) “Bank” means the European Bank for Reconstruction and Development;
 - (b) “Bank staff” means regular, fixed-term and other employees of the Bank, but does not include the members of the Board of Directors, their Alternates and Assistants, the President, Vice-Presidents or Deputy Vice Presidents;
 - (c) “Election Rules” means the Election Rules adopted by Staff Council on 30 January 2018, as amended from time to time;
 - (d) Management of the Bank means the President, Vice-Presidents, Deputy Vice-Presidents and the Managing Director responsible for Human Resources;
 - (e) “Organisational Documents” means this Staff Council Constitution, the Election Rules, the Staff Council Bylaws;
 - (f) “Representative” means a member of Staff Council; and
 - (g) “Staff Council Bylaws” means the Staff Council Bylaws adopted by Staff Council on 16 February 2007, as amended from time to time.

ARTICLE II

Objectives, Scope and Functions

1. The objectives of Staff Council shall be:
 - (a) to foster a sense of common purpose among members of the Bank staff in promoting the aims and objectives of the Bank through effective communication of staff views and ideas to the management, collaborative problem-solving and consultation;
 - (b) to promote and safeguard the rights, interests and welfare of members of the Bank staff;
 - (c) to represent the general interests of all or several members of the Bank staff in relation to the terms of employment, the staff handbook, and any other Bank policies and practices affecting the terms of

employment of the Bank staff, or the welfare of the members of the Bank, in general; and

- (d) to ensure that the Bank staff has a collective voice, allowing for its interests to be taken into the account.
2. In particular, Staff Council may concern itself with the Bank's policies and practices affecting the Bank staff, including, but not limited to:
- (a) salaries and benefits associated with the Bank employment;
 - (b) other conditions of service, including but not limited to occupational health and safety, working hours, office accommodation and official travel;
 - (c) career development, including job titles and grading, education and training, performance evaluation, promotion, assignment and re-assignment, and recruitment;
 - (d) termination, disciplinary, and grievance and appeal procedures;
 - (e) general welfare of staff members and their families including but not limited to legal problems, taxation, immigration and visa matters, housing, education and employment of dependants, care and counselling;
 - (f) recreation, including social and cultural activities; and
 - (g) changes in the organisational structure of the Bank and their effects on Bank staff.
3. Staff Council may seek to reach its objectives by:
- (a) maintaining a channel of communication between the Bank staff and management of the Bank;
 - (b) providing members of the Bank staff with information about developments affecting their interests and ensuring as far as possible that the management of the Bank informs the staff about all such matters;
 - (c) acting as the representative of the Bank staff with the management of the Bank on all matters of common staff interest;
 - (d) promoting staff rights, including advising and assisting the Bank staff in relation to termination, disciplinary and grievance and appeal procedures, and appointing representatives to any joint executive, advisory or consultative bodies with the management of the Bank set up to deal with matters of concern to the Bank staff;
 - (e) studying critical areas of management-staff relations, actual or potential, with a view to recommending solutions;
 - (f) maintaining relations with other international staff organisations; and
 - (g) such other means as Staff Council finds appropriate.

4. Staff Council shall be entitled to make recommendations in relation to any proposal, including proposed policies and procedures, concerning the general interests of the Bank staff.

ARTICLE III

Representatives

1. Staff Council shall consist of not more than fourteen Representatives, each elected for a two-year renewable term. The Representatives shall be elected in staggered elections carried out in accordance with the Election Rules. Staff Council shall comprise:
 - (a) three (3) Representatives elected by and representing the “Headquarters Banking Employees Not Eligible For Overtime Pay” Bank staff category;
 - (b) five (5) Representatives elected by and representing the “Headquarters Non-Banking Employees Not Eligible For Overtime Pay” Bank staff category;
 - (c) two (2) Representatives elected by and representing the “Headquarters Employees Eligible For Overtime Pay” Bank staff category; and
 - (d) four (4) Representatives elected by and representing all “Resident Offices Staff” Bank staff category.
2. The term of appointment of any Representative shall terminate before the expiry of the two year term:
 - (a) upon death or incapacitation of the Representative;
 - (b) upon termination of employment of the Representative;
 - (c) upon the Representative’s resignation from office;
 - (d) upon transfer of the Representative to the Management of the Bank; or
 - (e) upon the resolution of the majority of the Representatives terminating the Representative’s term of appointment due to such Representative’s grave or repeated conduct inconsistent with his/her role as the Representative.
3. The term of appointment of any new Representative elected to replace the Representative whose term was terminated pursuant to paragraph 2 of this Article III before its scheduled expiry, shall end on the date of the scheduled expiry of the replaced Representative’s two year term.

ARTICLE IV

Elections

1. Elections of Representatives to Staff Council shall take place in March of each year. The elections shall be organised by the Election Committee on the initiative of the Chair of Staff Council and conducted in accordance with the Election Rules.
2. Each member of the Bank staff is eligible to vote for candidates standing for elections in his/her Bank staff category. A member of the Bank staff shall have a number of votes equal to the number of Representative positions up for election in such year. A member of the Bank staff shall be allowed to cast only one vote per candidate.
3. Subject to paragraph 4 below, any member of the Bank staff as of the date of nomination can stand for election provided the term of employment stated in his or her employment contract is indefinite or is scheduled to end at least one year after the first day of the nomination period or after the end of the term of office for which he or she is standing, whichever is shorter.
4. Notwithstanding paragraph 3 above, members of the Management of the Bank may not stand for election.
5. The Election Committee shall comprise three members of the Bank staff, who are not the Representatives or any members of the Bank staff intending to stand in the elections, two nominated by Staff Council and one by the General Counsel of the Bank. The Election Committee shall enjoy sole powers in all electoral matters and shall deliver a final decision with respect to any complaint concerning the elections. The Election Committee shall hold the documents relating to elections at the disposal of the members of the Election Committee and the Representatives for a period of two months following the elections.
6. The composition of Staff Council shall be such as to ensure fair and proportionate representation of all Bank staff and Bank staff categories of the Bank's operating and other departments. Every four years, the Election Committee shall determine whether the composition of Staff Council fairly and proportionately reflects composition of the Bank staff and recommend to Staff Council any changes to the Bank staff categories and the number of the Representatives to be elected by each Bank staff category. Any changes to the Bank staff categories or the number of Representatives to be elected by any Bank staff category shall come into effect from the subsequent elections.
7. Special elections may be called when one or more offices become vacant. If more than three offices are vacant at any one time, the special elections shall be held as soon as possible, but in any event, within three months from the date when the third office became vacant. The Election Rules shall apply accordingly.

ARTICLE V

Organisation of Staff Council

1. Staff Council shall have a Chair, two Vice-Chairs and Treasurer (hereinafter referred to as the “Officers”) responsible for the organisation of day-to-day activities of Staff Council.
2. Staff Council Bylaws determine the rules and procedures for election of the Officers and the organisation of the activities of Staff Council.

ARTICLE VI

Financial sources

1. Staff Council may raise the funds it needs to pursue its objectives from contributions from the Bank and in other ways.
2. The financial year of Staff Council shall be from 1 January through 31 December of each year.
3. The Treasurer shall have the custody of the funds of Staff Council and shall disburse them as authorised by Staff Council.
4. The Treasurer of Staff Council shall prepare annual accounts for presentation to Staff Council within three months following the end of each financial year.

ARTICLE VII

Amendments to the Organisational Documents

Amendments to any Organisational Document shall be adopted only upon the affirmative vote of at least two thirds of Representatives. Upon adoption, any amendments shall be reflected in the relevant Organisational Document and promptly advised to the General Counsel of the Bank and the President, in writing.

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