



31 January 2020

Dear colleagues,

The Independent Expert Review of the ICC ('Court Review') has started with the arrival of the experts at the Court (**see the email of the Office of the Registrar "Statement issued by the Group of Independent Experts sent on Wednesday 29 January 2020).**

#### **Why should I care?**

**You should care because the Experts have indicated in their statement that they want to receive your input (see the statement attached)**

Furthermore, even if the purpose of the Court Review is to strengthen the performance of the Court, some of its aspects, such as topics concerning reviews of staffing levels and structures, flexibility and scalability of staff, as well as staff engagement, leadership, recruitment, and gender balance, might have a direct or indirect impact on staff (**see the Council's communication issued on 24 September 2019).**

#### **What can I do?**

If you have relevant information, this is your opportunity to speak up. Your input is needed to present the experts with the broadest possible insight into structural and institutional problems. The more comprehensive the input, the likelier it is that the experts will be able to properly identify the issues affecting the Court and propose adequate solutions. Please note, however, that the experts' role is not to solve individual staff issues, but to focus on institutional problems.

#### **Who can contact the Experts?**

**All staff, as well as other personnel, from all organs, in the field and at the HQ, at all levels and categories, and in all functional groups, are encouraged to contact the experts' assistants directly via [IER-Assistants@icc-cpi.int](mailto:IER-Assistants@icc-cpi.int), or through the Staff Union Council before 10 March 2020.**

Please note the following:

- The experts consider it essential that all members of staff feel confident that they can speak openly to the IER.
- Any explicit instructions or pressure from management to require permission to speak to the IER or fears of retaliation by staff members would hamper the IER in the performance of its mandate.
- If requested, clusters will agree to arrange confidentiality and, in exceptional circumstances to find a place outside the ICC to meet with staff members.
- Any member of staff who feels that such special arrangements are necessary should approach one of the IER Researchers/Assistants ([IER-Assistants@icc-cpi.int](mailto:IER-Assistants@icc-cpi.int)) with a written request explaining the concerns of such staff member. Such a written request will be regarded by the IER as strictly confidential.
- The IER wishes to ensure transparency of the Review process and will list the names of interviewees in an annex to the final report, without linking specific findings or proposals to any of them. However, on a case by case basis, if a staff member expresses fears of retaliation, the cluster may, in exceptional circumstances, agree not to include the name of the staff member in the list of interviewees.

**What about your Staff Union?**

Your Staff Union has already had a first discussion with the experts in the Governance cluster. We raised a number of priorities and concerns that we have identified and shared with you over the years. We stressed the paramount need to communicate with staff on this process frequently, effectively and transparently. We have invited the experts to hold a Town Hall meeting with staff to explain the review process and accept questions. We will continue to provide input to the experts on your behalf and keep you updated.

**Your voice can make a difference.**

**In solidarity,  
Your Staff Union Council**

