



Secretariat

ST/IC/1993/38  
9 July 1993

---

INFORMATION CIRCULAR

To: Members of the staff

From: The Director of Personnel

Subject: THE 1992 FIRST OFFICER (P-4) PROMOTION REGISTER

1. The Secretary-General, having considered the recommendations of the Appointment and Promotion Committees and of the Appointment and Promotion Board, has approved the following promotion register for staff members at the Second Officer (P-3) level for promotion to the First Officer (P-4) level:

ABDALLA, Ms. Kathleen  
ABDALLAH, Mr. Abulgasim  
ABD-ELRAZEK, Mr. Adnan  
ADAM, Mr. Ali M.  
ADAMS, Mr. Clemens Martin  
AGARKOV, Mr. Andrei  
ALBERT, Mr. Charles  
ANDREWS, Mr. Josiah  
ANDRIANASOLO, Ms. Aimee Charlotte  
ARTIGAS, Ms. Carmen  
ASTAPKOV, Mr. Oleg P.  
BACHMANN, Mr. Daniel Victor  
BARTHET, Ms. Carmen  
BAZARAA, Ms. Samia  
BEN ABEES TAARJI-ASCHEBRENNER, Ms. N.  
BENAVENTE, Mr. Jose Miguel  
BEN HADID, Mr. Amor  
BINDLEY TAYLOR-SAINTE, Ms. Gail  
BISHOPP, Ms. Claudia  
BITTER, Mr. Isaac  
BLAHUT, Ms. Marie  
BOIVIN, Ms. Catherine  
BRICK, Mr. Alexander Stephan  
BRISTER, Ms. Judith  
BRONNER, Mr. Anton  
CANAMERO, Mr. Carlos  
CAPIO, Ms. Rosemille  
CARRILLO-RODRIGUEZ, Mr. Jorge

CAVIC, Mr. Aleksandar  
CHAMI, Ms. Andree  
CHAN, Mr. Michael Hing Sang  
CHANG, Ms. Tsu-Wei  
CHARNSUPHARINDR, Ms. Anchalee  
CHEN, Ms. Nancy  
CHERIF, Ms. Mary Farrell  
CHOUVALOV, Mr. Vladislav  
DAHOU, Mr. Christian  
DAIF, Mr. Fathi  
DE CASTRO, Mr. Juan A.  
DEL POZZO, Ms. Fatma  
DE TOMASSI, Mr. Furio  
DHLIWAYO, Mr. Munorweyi E.  
DIAZ-BENAVIDES, Mr. David  
ELSHIRBEENY, Mr. Ali  
ESCAITH, Mr. Hubert  
ESTANLOO, Mr. Bijan  
FALY, Mr. Desire A.  
FEDOROFF, Ms. Michele A.  
FLORET, Ms. Marie-Josephe  
FLORY, Mr. Joseph E. P.  
FRY, Mr. John  
FUENTES, Mr. Juan Alberto  
GAROFALO, Ms. Joyce  
GARVEY-MWAZI, Ms. Mary Kristine  
GAVIDIA, Mr. Jorge A.  
GERLACH, Ms. Karin Ann

GIBSON, Ms. Maria Victoria  
GLEASON, Mr. Steven  
GONZALES-DIAZ, Ms. Violeta  
GORBITZ, Mr. Raymond  
GORDON, Ms. Kathryn  
GOUROV, Mr. Yuri N.  
GUERGUIL, Ms. Martine  
GUHA, Ms. Krishnaveni  
HAGENBARTH, Mr. Peter  
HAMDAN, Mr. Yousef Mohammed  
HAMDI, Mr. Mongi  
HATINGUAIS, Ms. Catherine  
HILAL, Mr. Walid  
HOOPER, Ms. Elizabeth  
HUSSEIN, Mr. Ahmed Mohamed  
ISE-CHARRIN, Ms. Maria Francisca  
JOSHUA, Mr. Frank T.  
KANDIAH, Ms. Vasantha K.  
KARL, Mr. Guenther  
KAZAROV, Mr. Paul  
KEARNS, Ms. Jill  
KENNEDY, Ms. Barbara  
KHALIDI, Mr. Raja  
KNYAZEY, Mr. Pyotr  
KOMALABHUTI, Ms. Amarachavee  
KOTLYAR, Mr. Mikhail  
KOTTE, Mr. J. P. Detlef  
KRAIRIKSH, Ms. Nanda  
LAPTEV, Mr. Boris  
LAYE, Mr. Ousmane  
LEE, Ms. Phyllis  
LEE-DE LAURENTIS, Ms. Jennifer  
LE NESTOUR, Ms. Jacqueline  
LENNARD, Mr. Horace S.  
LE TIEC, Ms. Marie Madeleine  
LEWIS, Ms. Vivian I.  
LEYS, Ms. Mireille  
LOCKSHIN, Ms. Janine  
LOIAL, Mr. Terseli  
MALLAMPALLY, Ms. Padma  
MAPONGA, Ms. Pamela  
MAPONGO, Mr. Balthazar  
MARIANO, Ms. Aleli M.  
MASHAYEKHI, Ms. Mina  
MAXIMOV, Mr. Alexei  
METZNER-STRACK, Ms. Sabine  
MIROUX, Ms. Anne  
MOSKALENKO, Mr. Valeri Ivanovich  
NAGATA, Ms. Kozue K. A.  
NANDAN, Ms. Zarine  
NARANG, Ms. Gunda L.  
NGUYEN, Ms. Mai Chau  
NIEDZIELSKA, Ms. Nadia  
NIKKELSEN, Ms. Lene

NOETZEL, Mr. Manfred  
NORDBERG, Mr. Rainer  
ORSINI, Mr. Jan B.  
OVEISSI, Ms. Marie E.  
OVSIUK, Mr. Alexandre  
PARDAL, Ms. Deirdre  
PARKHOMENKO, Mr. Vladimir  
PELUSO-MANDELL, Ms. Catherine  
PIAZZI, Mr. Sergio  
PIERRE, Ms. Annette S.  
PILARI, Mr. Dirk  
POUCHKOV, Mr. Viatcheslav  
QAQAYA, Mr. Hassan  
RASHIDUDDIN, Mr. Shahid  
RICHARD-VAN MAELE, Ms. Carine  
RIVALS, Ms. Janine  
ROMIG, Mr. Frederic  
ROSENBLUM, Ms. Gay  
RUYAPHORN, Ms. Suvarat  
SAMUELSSON, Ms. Ada  
SAN, Ms. Yuen-Wah  
SCHAPER, Ms. Marianne  
SCHMITZ, Mr. Peter  
SEAFORTH, Mr. Jerome  
SERRANO CALVO, Mr. Pablo  
SHANK, Ms. Dorene  
SHIRAISHI, Mr. Osamu  
SIMKIN, Mr. Jerald M.  
SLAVOV, Mr. Slav  
SORIEUL, Mr. Renaud  
STOUTE, Ms. Cheryl H.  
SUZARA, Mr. Felizardo Buktaw  
TANG, Ms. Jiansheng  
TANKOU, Mr. Maurice  
TAPPER, Mr. Gordon  
TENZING, Mr. Karma  
TIKHONOV, Mr. Alexandre  
TOUBOLETS, Mr. Alexander  
TRUJILLO, Ms. Catalina  
UGHETTA, Ms. Mary A.  
VALLEJO, Ms. Stella Maris  
VANYI, Ms. Jacqueline  
VENDRELL, Mr. Francisco J.  
VILLAN DURAN, Mr. Carlos  
WANG, Mr. Huaihai  
WAPENYI, Ms. Freda N.  
WEISBROD-WEBER, Mr. Wolfgang  
WILLIAMS, Ms. Mignon P.  
YEVSTIGNEYEV, Mr. Anatoly N.  
ZADI, Mr. Urbain D.  
ZELLEKE, Ms. Zena  
ZHOU, Mr. Yuqiang

2. Promotion from the register will be authorized by the Director of Personnel, to the extent possible, depending on availability of posts. The latest date of implementation will be 30 June 1993, bearing in mind that the register year runs from 1 July 1992 to 30 June 1993. For those posts that were reclassified to higher levels in the context of the programme budget for 1992-1993 (General Assembly resolution 46/185 B, sect. II), departments/offices have been informed of the guidelines to be followed in such cases.

#### Recourse procedure

3. Staff members are reminded of the criteria for promotion, which include (a) performance; (b) academic training and professional qualifications and achievements; (c) linguistic proficiency; (d) supervisory abilities and leadership capabilities, as applicable; (e) guidelines and measures to improve the status of women; (f) seniority in grade and experience; and (g) record of mobility. It should be noted that promotion necessarily depends not only upon a staff member's intrinsic merit and seniority but upon a comparison of his or her overall qualities with those of his or her colleagues in a situation limited by the availability of posts. Although the reviewing authorities make every effort to ensure that a staff member's case for promotion has received full consideration, it is conceivable that the data presented in his or her case may have been incomplete in some significant respect. For this reason, the recourse procedure described below has been established to ensure full and fair consideration of all eligible staff members.

4. If a staff member believes that his or her name has been omitted from this promotion register because of incomplete information placed before or available to the Appointment and Promotion Committee, he or she may write to the Chairperson of the Committee, giving grounds for his or her belief. Such recourse letter in 25 copies must be submitted WITHIN ONE MONTH of the publication date of the present circular and should be addressed to the Chairperson of the local Appointment and Promotion Committee through its secretariat.

5. Relevant information brought to the attention of the reviewing body by a staff member will be examined with a view to determining whether, had it been known at the time of the initial review, it would have warranted the inclusion of his or her name on the register. Staff members are also advised that letters of recourse will be included in their official status files once the review has been completed.

6. The appointment and promotion bodies will decide what further recommendation, if any, they should make to the Secretary-General.

-----