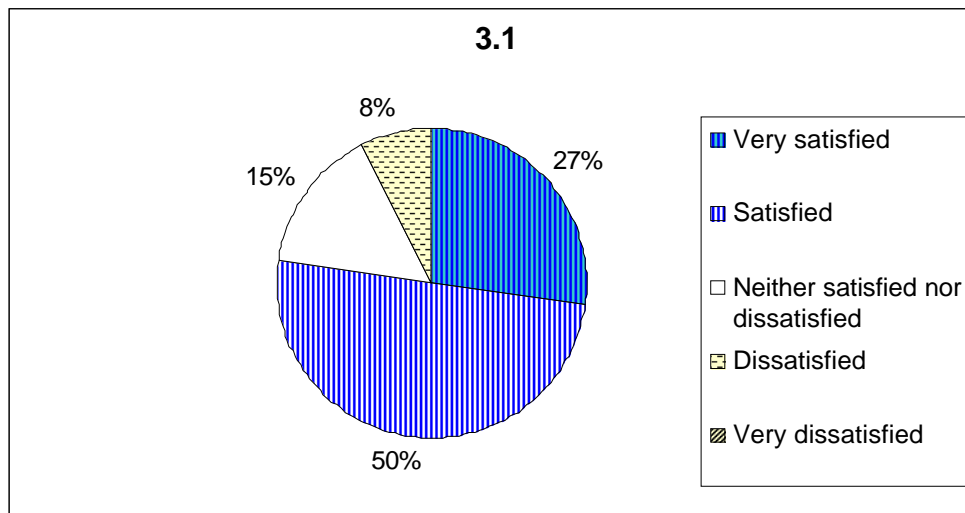


Section 3 - Your assignment

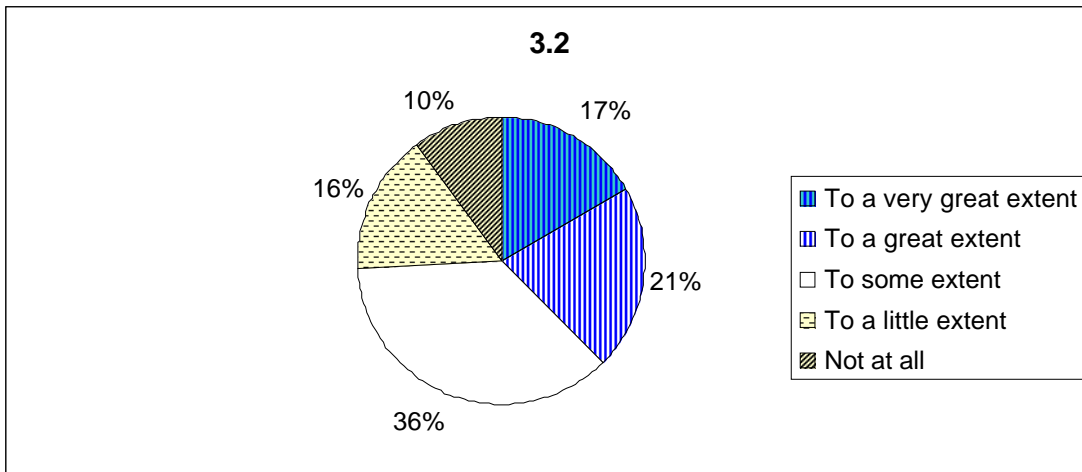
3.1 How satisfied are you with your assignment?



	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 144 answers (39/72/22/11/0)	27 %	50 %	15 %	8 %	0 %
	To a very great extent	To a great extent	To some extent	To a little extent	Not at all
2003 results¹⁸ 154 answers (39/80/25/8/2)	25 %	53 %	16 %	5 %	1 %
2002 results 142 answers (58/41/28/9/6)	41 %	29 %	20 %	6 %	4 %

¹⁸ Wording of the question in the 2002 and 2003 surveys: “*To what extent are you satisfied with your assignment?*”

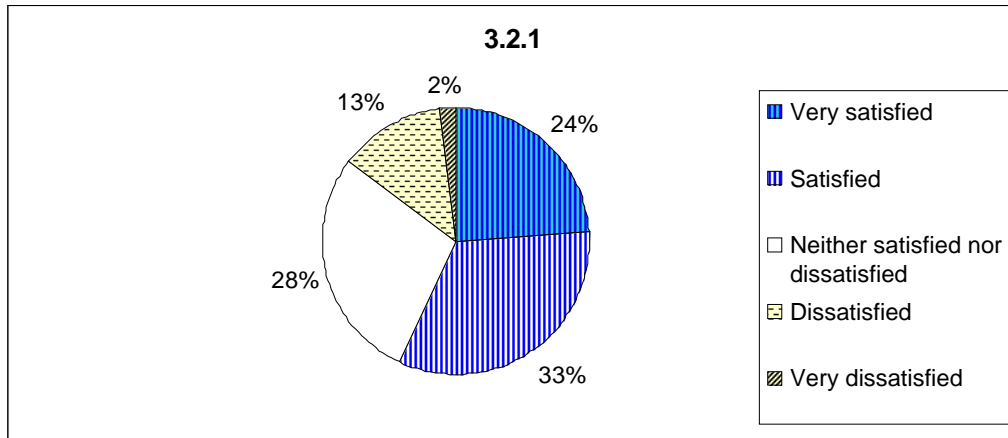
3.2 To what extent, if at all, did your tasks and responsibilities changed throughout your JPO assignment? (Only to be answered by JPOs who have served for one year or more)



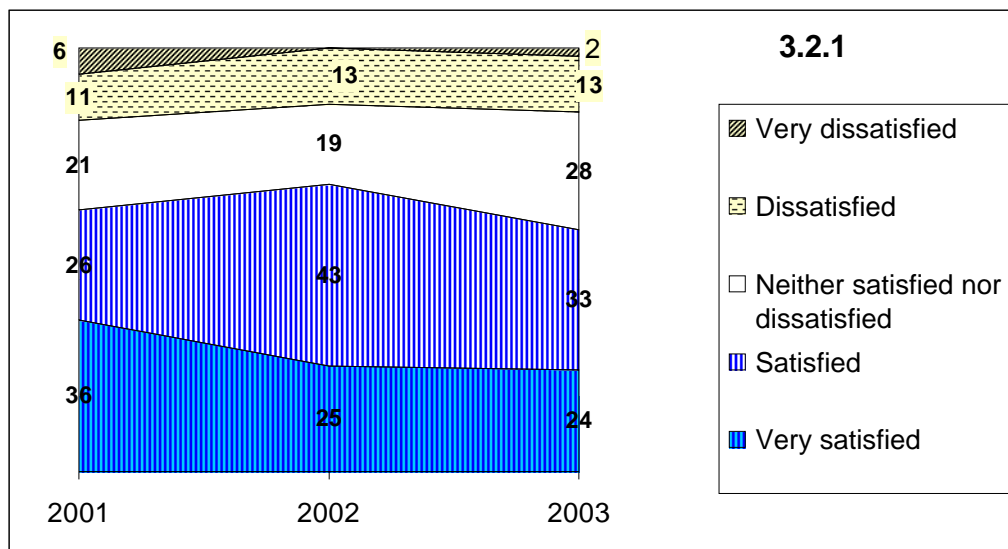
	To a very great extent	To a great extent	To some extent	To a little extent	Not at all
2004 results 131 answers (22/27/4821/13)	17 %	21 %	36 %	16 %	10 %
	Yes				No
2003 results¹⁹ 98 answers (52/46)	53 %				47 %
2002 results 70 answers (47/23)	67 %				33 %

¹⁹ Wording of the question in the 2002 and 2003 surveys: “Have your tasks and responsibilities changed substantially throughout your JPO assignment?”

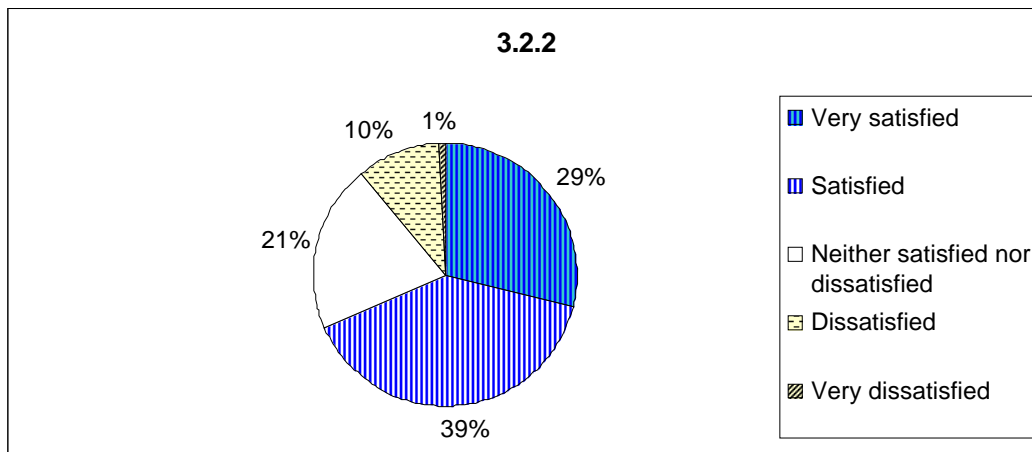
3.2.1 If changed, how satisfied were you with the way/extent to which you were consulted in the process?



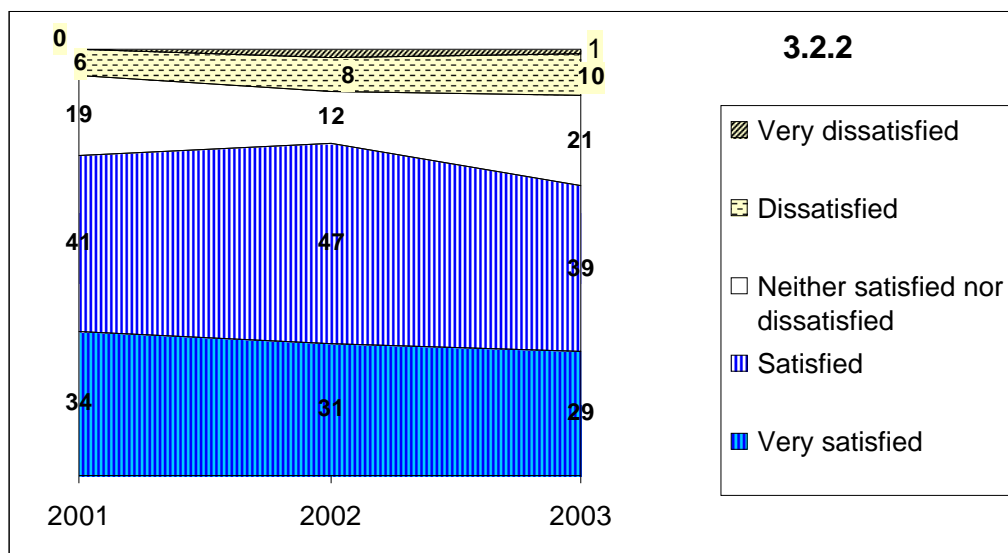
	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 109 answers (26/36/31/14/2)	24 %	33 %	28 %	13 %	2 %
2003 results 52 answers (13/22/10/7/0)	25 %	43 %	19 %	13 %	0 %
2002 results 47 answers (17/12/10/5/3)	36 %	26 %	21 %	11 %	6 %



3.2.2 *If changed at all, how satisfied were you with the changes in your tasks and responsibilities?*

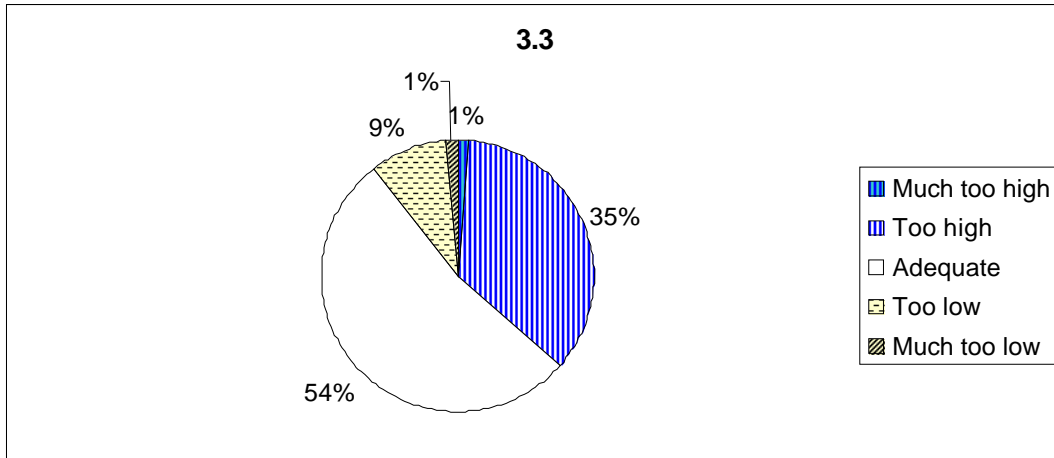


	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 107 answers (31/42/22/11/1)	29 %	39 %	21 %	10 %	1 %
2003 results ²⁰ 51 answers (16/24/6/4/1)	31 %	47 %	12 %	8 %	2 %
2002 results 47 answers (16/19/9/3/0)	34 %	41 %	19 %	6 %	0 %

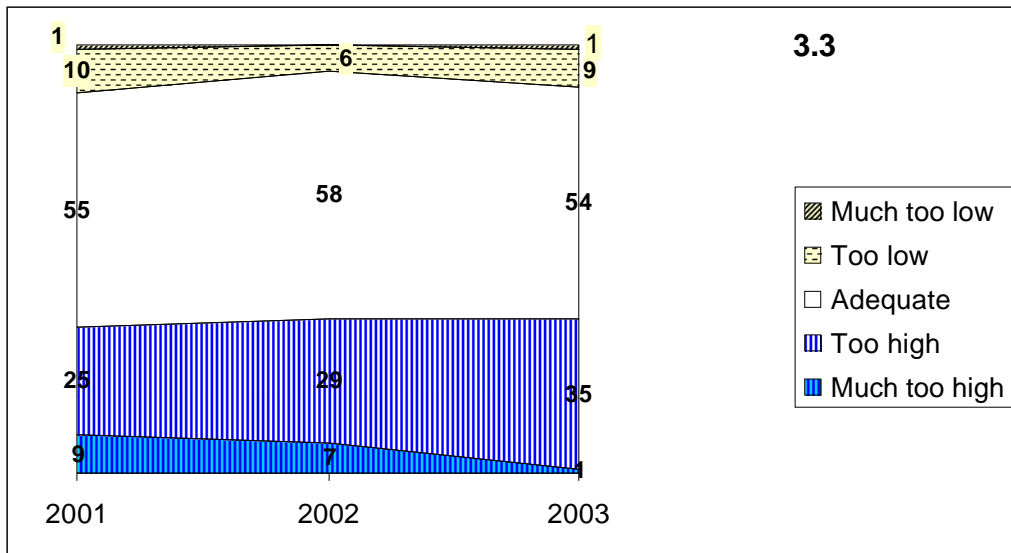


²⁰ Wording of the question in the 2002 and 2003 surveys: “If yes, to what extent are you satisfied with the way in which your tasks and responsibilities have changed?”

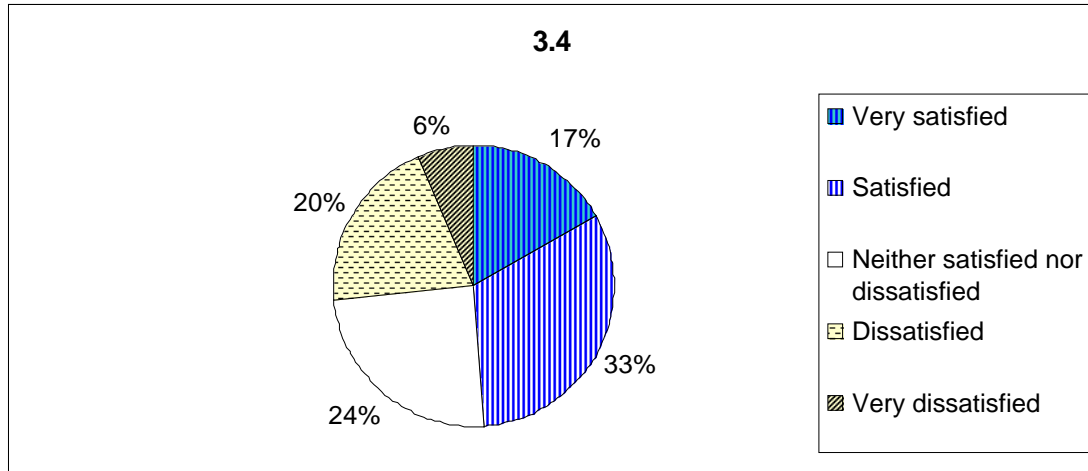
3.3 How would you rate your average monthly work load?



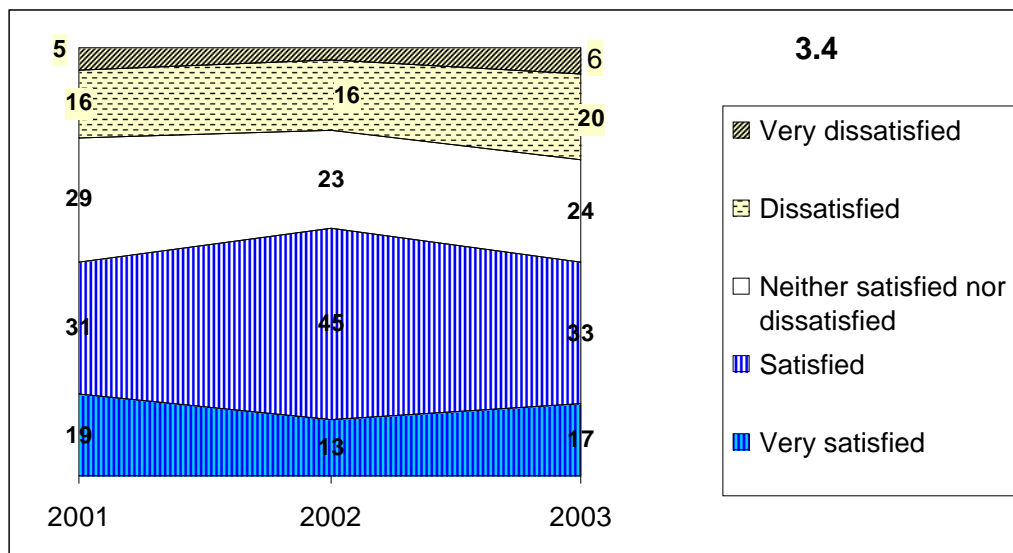
	Much too high	Too high	Adequate	Too low	Much too low
2004 results 143 answers (2/50/76/13/2)	1 %	35 %	54 %	9 %	1 %
2003 results 150 answers (11/44/86/9/0)	7 %	29 %	58 %	6 %	0 %
2002 results (137 answers) (12/34/76/14/1)	9 %	25 %	55 %	10 %	1 %



3.4 How satisfied are you with the way and degree to which your pre-employment skills and experience are being utilized?

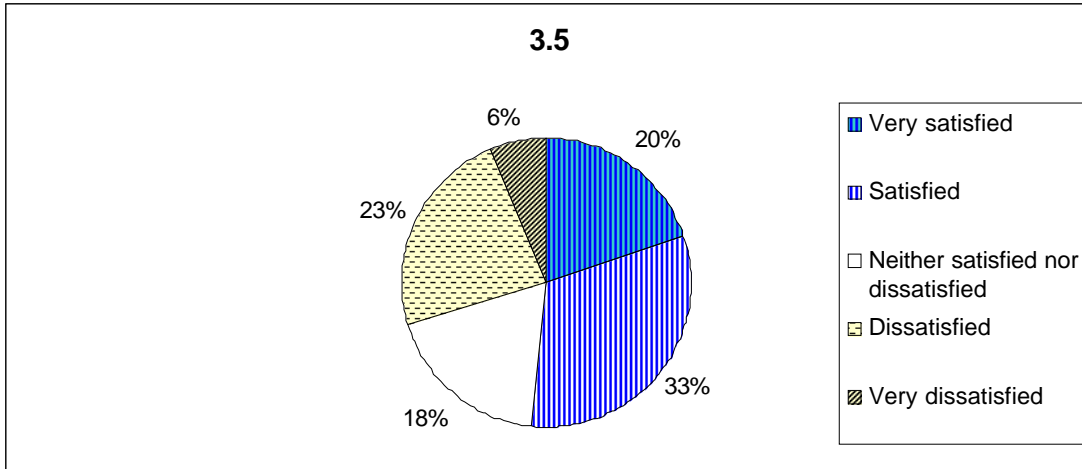


	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 145 answers (24/46/35/29/9/2)	17 %	33 %	24 %	20 %	6 %
2003 results 152 answer (19/69/35/24/5)	13 %	45 %	23 %	16 %	3 %
2002 results 140 answers (27/43/40/23/7)	19 %	31 %	29 %	16 %	5 %
2001 results ²¹ 133 answers (88/6/39)	66 %		4 %	30 %	

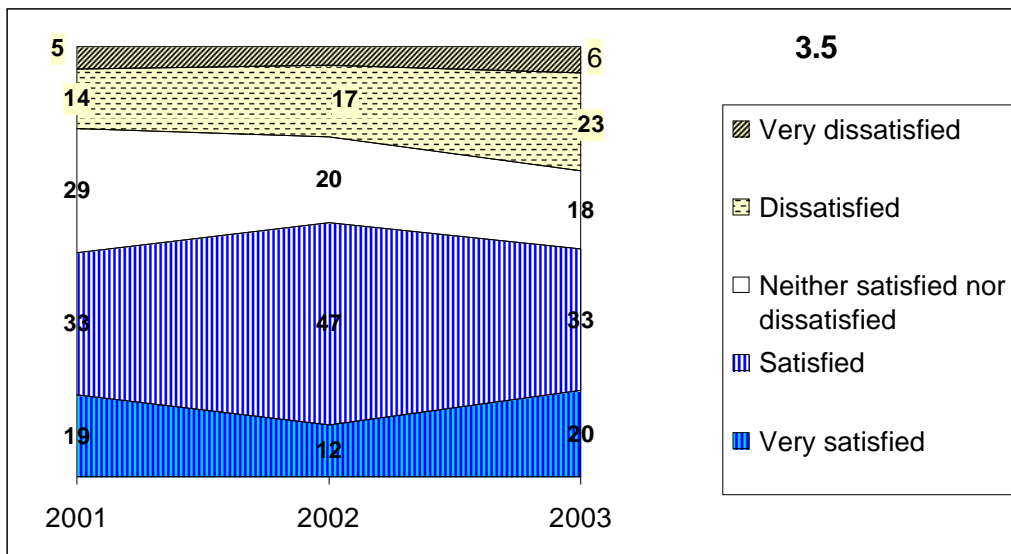


²¹ Wording of the question in the 2001 Survey: "Are your pre-employment skills and experience being utilized to your satisfaction?"

3.5 How satisfied are you with the level of decision-making authority you have in your area of responsibility?

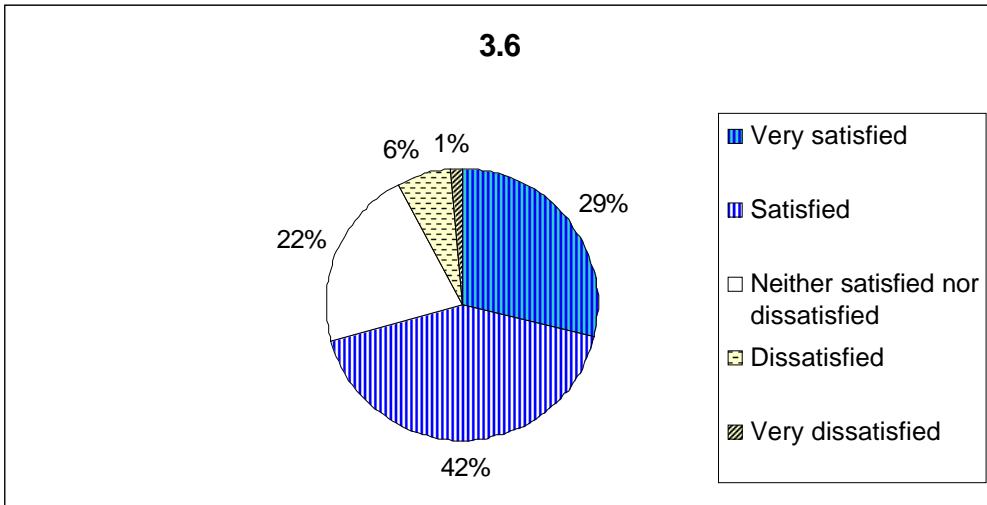


	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 144 answers (28/4526/33/9)	20 %	33 %	18 %	23 %	6 %
2003 results 152 answers (18/72/30/26/5)	12 %	47 %	20 %	17 %	4 %
2002 results 140 answers (27/45/41/20/7)	19 %	33 %	29 %	14 %	5 %
2001 results ²² 133 answers (85/10/38)	64 %	7 %	29 %		

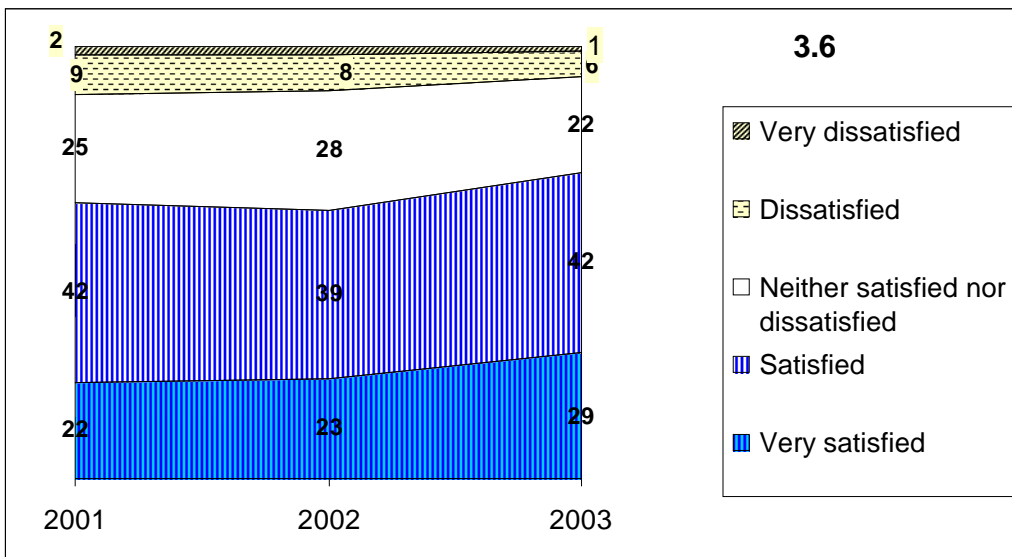


²² Wording of the question in the 2001 Survey: "Are you satisfied with the level of decision-making authority you enjoy in your area of responsibility?"

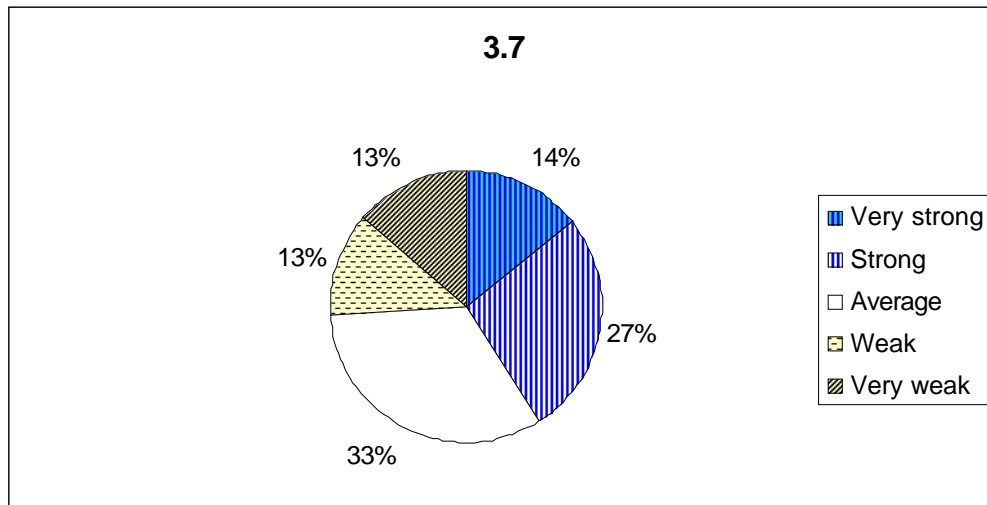
3.6 How satisfied are you with the training opportunities available to you as a JPO?



	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 146 answers (41/59/31/9/2)	29 %	42 %	22 %	6 %	1 %
2003 results 151 answers (34/59/43/12/3)	23 %	39 %	28 %	8 %	2 %
2002 results 139 answers (31/57/35/13/3)	22 %	42 %	25 %	9 %	2 %

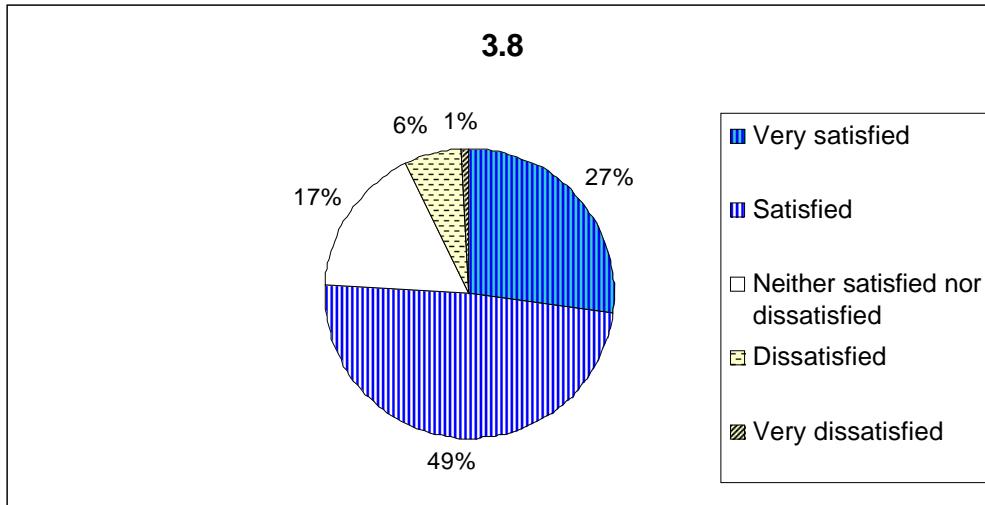


3.7 How would you rate the support given by supervision in the use of your DTTA?

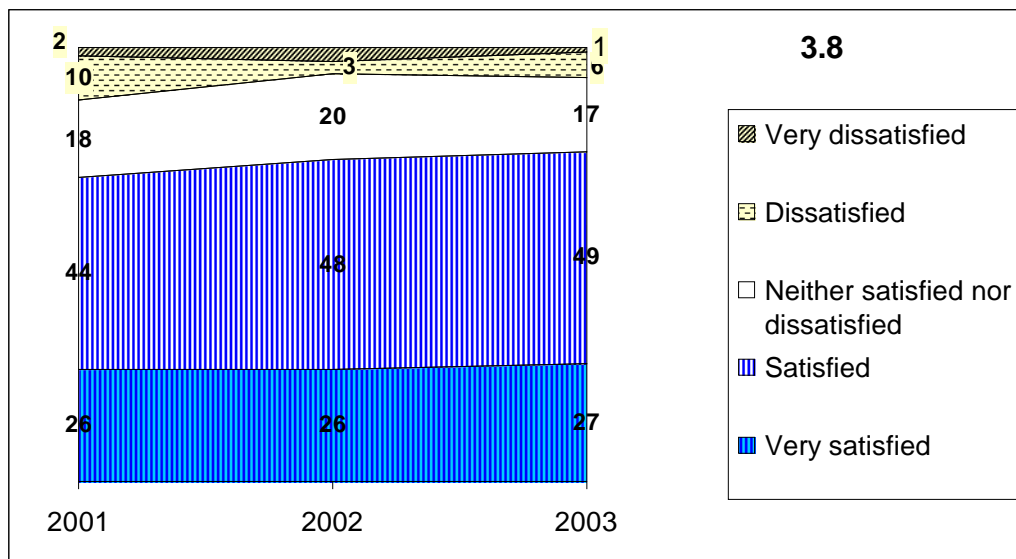


	Very strong	Strong	Average	Weak	Very weak
2004 results 146 answers (20/38/46/18/19)	14 %	27 %	33 %	13 %	13 %
2003 results 144 answers (11/23/65/28/16)	8 %	16 %	45 %	20 %	11 %

3.8 How satisfied are you with the degree to which you have acquired new skills on-the-job?

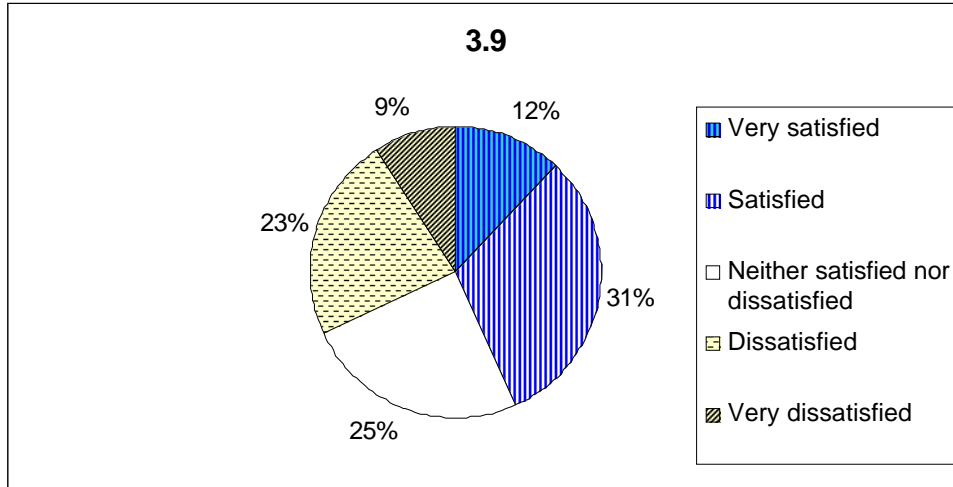


	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 145 answers (38/68/24/9/1)	27 %	49 %	17 %	6 %	1 %
2003 results 150 answers (39/72/30/5/4)	26 %	48 %	20 %	3 %	3 %
2002 results 137 answers (36/59/25/14/3)	26 %	44 %	18 %	10 %	2 %
2001 results ²³ 133 answers (110/6/17)	83 %		5 %	12 %	

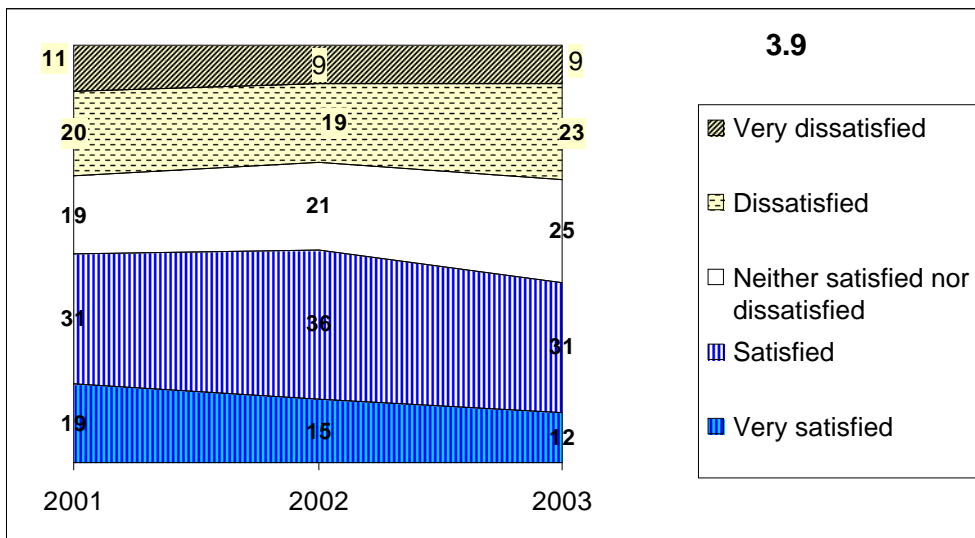


²³ Wording of the question in the 2001 Survey: "Have you acquired new skills on-the-job?"

3.9 How satisfied are you with the access to and quality of supervision?



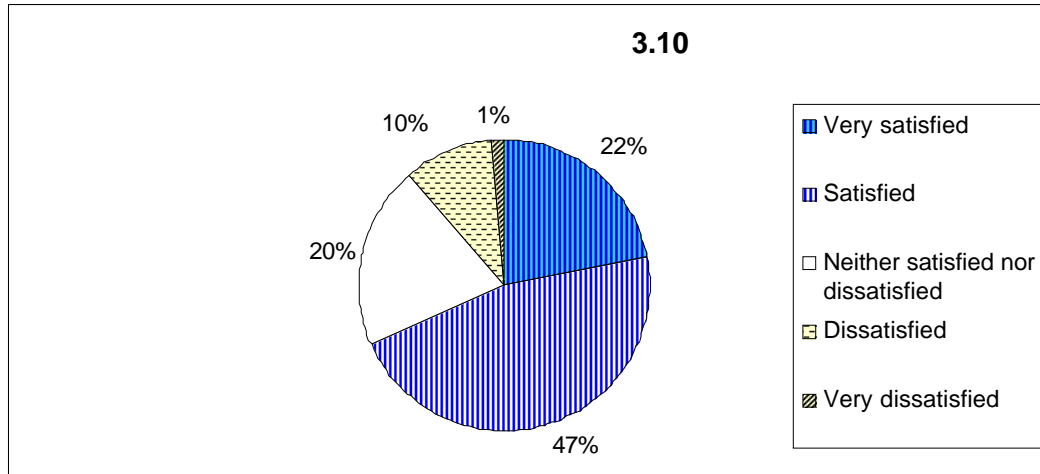
	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 145 answers (17/44/35/32/13)	12 %	31 %	25 %	23 %	9 %
2003 results²⁴ 150 answers (23/53/31/29/14)	15 %	36 %	21 %	19 %	9 %
2002 results 140 answers (27/43/27/28/15)	19 %	31 %	19 %	20 %	11 %
2001 results²⁵ 133 answers (116/5/12)	87 %		4 %	9 %	



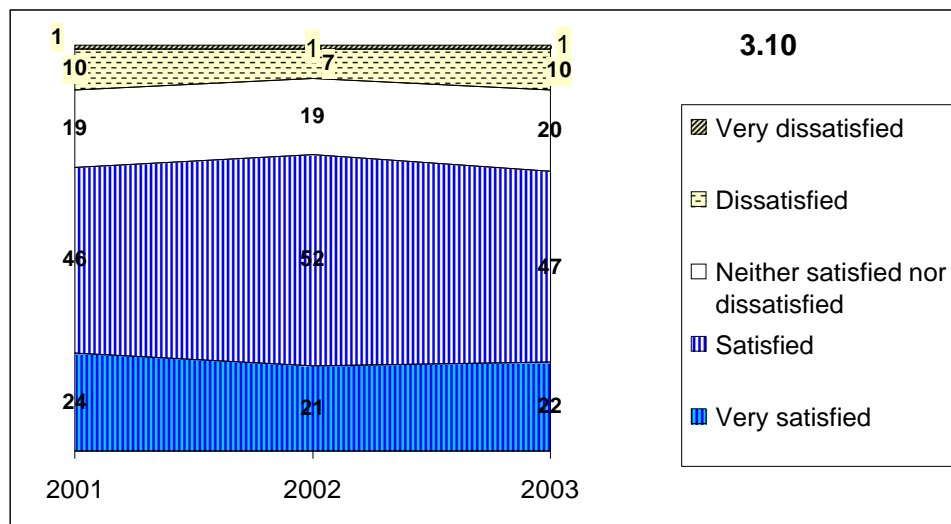
²⁴ Wording of the question in the 2002 and 2003 surveys: "To what extent do your current access to supervision and the quality of supervision meet your expectations?"

²⁵ Wording of the question in the 2001 Survey: "Do you have reasonably easy access to senior management when in need of advice and/or guidance?"

3.10 How satisfied are you with the support you receive from your colleagues?



	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
2004 results 145 answers (31/66/29/14/2)	22 %	47 %	20 %	10 %	1 %
2003 results 151 answers (32/77/29/11/2)	21 %	52 %	19 %	7 %	1 %
2002 results 139 answers (33/64/27/14/1)	24 %	46 %	19 %	10 %	1 %
2001 results²⁶ 133 answers (100/5/28)	75 %		4 %	21 %	



²⁶ Wording of the question in the 2001 Survey: "Do you have reasonably easy access to senior management when in need of advice and/or guidance?"

3.11 Further comments on your assignment:

“Good quality and substantive supervision is very weak in the CO. Changing of supervisors is almost every 9 months this requires sometimes additional adaptation from the supervisee. My responsibilities are not very clear and decision making is small. I am very happy with my colleagues, good cooperation.”

“As a JPO, I was not personally chosen by my office and therefore felt that my CV had really never been looked at. I felt that my past professional and life experiences were never taken into consideration or even inquired about. / In this duty station, the work load is huge, the office was restructuring and therefore access to my supervisor can sometimes be challenging. (My supervisor changed three times as well). / If one does encounter difficulties and have no one to talk to for advice it feels difficult. I would also suggest that the JPOSC inform that they are there, or this mentoring idea could also serve this purpose I guess.”

“Very vague on tasks so far, little emphasis on prior skills or areas of interest, limited room for discussing tasks. The director is the supervisor - a more intermediate supervisor would be preferable as he is not available nor a person who provides feedback on how tasks are handled.”

“The assignment in itself could be very rewarding, but the procedures of the office and all our red tape makes it difficult to achieve the things I would want to achieve. I suppose this is a problem in most UNDP offices. I trust that things will change for the better however.”

“Excellent senior management both direct supervisor and RR.”

“Now, I did not really begin working in a special area apart from the CCA/UNDAF. I am now in a training.”

“As a UNCDF PO I report directly to UNCDF HQ, and I have two supervisors (one at the CO and one at HQ). However, this is sometimes problematic in so far that UNDP only looks at UNCDF as an independent agency when it comes to payment of common utility costs etc, but not when more policy oriented issues are discussed. / I have represented UNCDF at donor fora etc, and I supervise two staffs, so my position gives me a lot of responsibility. / I would thus recommend UNCDF JPOs to other people.”

“Points 3.9 and 3.10 refer to the recent re-structuring of the CO's programme department and management. There is little supervision I could seek and other colleagues, in particular nationals prefer to work with nationals. Sometimes this is frustrating and I try to communicate my concerns from time to time. But on the other hand I am enhancing my skills in working to a large extent autonomously. When one goes to the field however, the situation is different and everyone is very supportive. This is quite interesting to note.”

“I am encountering problems in three areas. One is the lack of supervision. For the first six months of my assignment there was no RR and the DRR, a very accommodating, warm and welcoming person, was over-loaded with work and I did not want to disturb him much. At the time there was still a Team Leader to the Poverty Reduction Team I'm working in but despite of having a lot to share in terms of analytical supremacy she was not very keen on taking a supervisory role. Now we have a RR but he tries to wash his hands off the programme issues and has dedicated the DRR as the Programme Director - very well but at the moment the DRR/Programme Director is on a sick leave that appears to become a lengthy one, and even at the time he was in the division of responsibilities was very unclear between the RR and him. In the meanwhile, the Team Leader of my team left and since July there has not been anyone. All this is quite disturbing as I'm both facing new issues in the start-up phase of a new programme and we're in a planning stage for a new programming cycle where there is to be a lot of focus on poverty reduction specific issues.

The second area is the CO lack of understanding and appreciation of the issues that I am to work with (trade policy and private sector development). The Team Leader I had until July seemed to have been pushing for a JPO position with this type of a ToR to be opened and was very satisfied with my recruitment and later on with my performance. However, new issues to UNDP as these still appear to be the Senior Management is not there when it comes to these issues.

The third area of concern to me is the disturbance I experience from my office-mate who talks constantly. I have brought this up with her several times and finally the previous Team Leader also intervened - in vain. I have also pushed for alternative office space solution - again in vain as we experience a shortage of space.”

“Supervision is not much of a topic in connection with my assignment, simply because we work very well as a team in which every member is trusted with a great range of responsibilities. I have always considered this an advantage of my placement. On the down side, we have never reviewed my ToR from the beginning, simply because we are not used to working schematically. There are so many things that pop up on a day-by-day basis, and we are so thinly stretched on the resource side, that we are simply trying to keep up with our clients' and projects' demands. Some aspects in my ToR therefore still remain "would be nice to do", but can not be made priorities in my daily work schedule.”

“The Resident coordinator unit was constituted of 2 persons: the Resident Coordinator and myself. The first 5 months there was not Resident Coordinator and the interim was handled on a rotating basis by the heads of the other UN agencies. Let's say they were not aware of the RC tasks, couldn't really supervise me or give the direction or define the work to be done by the RC office. As I was alone no real team work except a bit with some UNDP colleagues. Since the new Res Coord took his position nothing much has changed except that we are 2 support officers now in the office giving me even less work to do and that he is too busy to really supervise us without giving us really any autonomy to do substantive or innovative things. Neither autonomy nor guidance.”

“Above all, my skills and interests did not match the office's needs.”

“In the beginning of February 2004 I was assigned to work under the direct supervision of the Deputy Resident Representative. On that occasion my ToR were revised, and I was given more responsibilities in the donor and CO programme coordination, internal control, monitoring and evaluation. I am very satisfied with this change and the support I have received from my supervisor.”

“It has been interesting and fruitful. My position is quite unique. I am working at an office where I am the only international staff. This has forced me to go through situations that at some points are difficult.”

“My office has been though a very tough time the past 3 years due to corruption scandals, but my supervisor has been excellent.”

“My training using DTTA and my training on the job are useful. But no training opportunities whatsoever are provided by the Country Office. While I was informed that they have an obligation to allow me to access training opportunities.”

“I see from the above array of dissatisfied responses that things aren't looking too good. Allow me to stress that this is not a matter of problems with the supervisor. We get along great. The problem is that there is no place for me in the office. I end up helping people with power point presentations, a glorified temp!”

“80% of my work is administrative. No decision power at all. This doesn't depend on the people I work with, but more on the kind of work in this CO. The CO I've been assigned to doesn't offer any possibility for substantive work. It mainly administers funds only. I wouldn't suggest to consider it as a suitable assignment for future JPOs.”

“JPO should be able to participate in VDA.”

“There is simple much too much to do. The reason for it is that the DRR never takes a decision.”

“It is important to add, that I am working with an OHCHR project and not directly with the UNDP. This has been the case for the past 1 year and 9 months. My answers refer to this assignment, and not to the first 10 months with the UNDP.”

“Assignment changed a lot over the years, specially due to the reform of UN coordination (DGO) and the growth of the UNCT in [*Duty Station*] and the fact that I had to work for 3 different RCs.”

“During the last 11 months, my assignment has changed significantly. I have been assigned double the number of thematic areas for which I am responsible as well as gained a number of management responsibilities (i.e., Atlas and Monitoring and Evaluation work), which has weakened my ability to further my technical knowledge in any one area and in my view has reduced the effectiveness of my work.”

“On a professional basis, given that the CO is relatively small, I have got a lot of responsibilities and a heavy workload. This is positive but could have a bit more support.”

The CO has gone through a very challenging and complex situation of acute internal conflict. This, even with the most positive outlook, has been challenging and not too pleasant.”

“In [*Duty Station*], the office had local staff which as OIC, I ended up supervising. There capabilities were a bit lower than what would have been great but some of them were very devoted and very helpful in a pragmatic way. I am grateful for their support. On the international level, my boss, prior to his departure, was a friendly man who taught me many things from his experience in both procurement and the UN. Later on, I dealt with internationals only on the phone or per e-mail -- some of them were helpful, others not. at 3.2) I tried not to answer because I only served 11 months but the system did not allow skipping.”

“My supervisor is incompetent in his own job, but retains almost all decision-making authority, Because of his incompetence he is also largely unable to supervise me. My work is only satisfying when he is not involved.”

“Given that was a newly created job, I wish there had been more follow up from Senior Management and JPO centre on how things were evolving.”

“Overall, it has been very gratifying.”

“While my professional background has initially been of little use / there was little consideration of my knowledge in particular area, there has been sufficient space within the office as well as strong support by Senior Management to gradually shift my responsibilities to match my professional skills as well as interests.”

“Supervision and evaluation by Copenhagen and sponsoring government needs improvement.”

“UNDP [*Duty Station*] is a very good CO to work in technically, but very bureaucratic!!”

“It reflected the preferences I expressed during my recruitment process.”

“I am very happy to have found an assignment which matches both my skills and my personal goals.”

“Excellent manager.

Not perfect working conditions due to a lack of funding to the [*agency*] CO.
A CO should show its capacity to accommodate a JPO assignment”

“Challenging and interesting, but daily workload doesn't permit much exploration or evolution on the job. In spite of a general agreement to go on field visits, no support has been provided to actually organize them.”

“I moved to new duty station, at which I have worked for one month. Answers apply to the change itself, and to a mix of the two.”

“Strong ownership within the office (or big presence of local language) makes me feel left out sometimes.”

“Direct supervisors of JPOs should have a good understanding of the JPO programme and also should be able to trust JPOs to delegate work.”

“The answers to 3.4, 3.5 and 3.9 would have been "very dissatisfied" if they referred to the first 18 months of my assignment, before shifting clusters within our office.”

“To clarify question 3.9. I have a good supervisor that is always helpful if I ask questions. But I have never got supervision or advice or even feed back from the supervisor or the management without asking for it.

To learn and develop in my role here I would need a supervisor who works and has experience from my working area gender and Gender Mainstreaming.”

“I have been told by the office that National Officers "take priority over junior international staff (such as JPOs), because they are the ones to stay in the system". Such a comment exemplifies the attitude of the office management towards the JPOs and we receive little attention as to our skills/career development.”

“With regards to assigned areas of responsibilities, I am disappointed to realise that the decisive factor is often not the priorities or identified needs of the Government or the country, but either interest/connections of supervisors, esp. RR, or offered funding opportunities. Early on in my assignment, I accepted new tasks not in line with my expertise with the belief that these were priority assignments ("it NEEDED to be done"), but I soon realised this was not the case. Recently I accepted reassignment on the grounds of operational effectiveness of the CO. I refuse to put my interests or priorities ahead of the UN. Lofty and stubborn? Perhaps.”

“I am quite satisfied with my work, but do not have the feeling of belonging to a team. There was no plan/strategic approach towards using my qualifications, but I always have to suggest what I could work on. Since there is (unfortunately) no team work I cannot rate the support by colleagues. Supervision is limited to me making suggestions to my supervisor (he is always open to suggestions).”

“Due to the fact that [*Duty Station*] mainly implements DEX projects, PO's are mostly functioning as administrative managers. The administrative burden is enlarged by big capacity gaps in finance and operations. Combined with a country programme that is "all over the place" (mostly chasing XB income in stead of focussing on the programme), this creates lack of direction. I think I could provide substantial programmatic support in, e.g. developing a focussed local governance programme. It will still take some effort to get this on the CO mgt.'s agenda, but this is the main reason why I feel my skills are underutilised.

Nevertheless I am learning a great deal about the national level government and development partner politicking.”

“In terms of support, I am supposed to start up a program, but it has been taking 8 months (first tool about 5 months for my supervisor to review, and another 3 months for Senior Management to review and make decision). Now I am told that they don't have budget. Very different from what I was originally told.”

“Under 3.6 I don't include the DTTA. Any training I would like to attend would have to come from the DTTA budget. It is a great pity JPOs cannot profit from the UNDP online training, because of our short term contracts.”

“When I have been busy and satisfied it has been due to initiatives I have taken. I don't feel that I have been given responsibilities as such. I seem to be fighting to help where I want to help in an office that essentially sees JPOs as interns they don't have time to train.”

“There should be more training opportunities targeting key skills rather than substantive knowledge.”

“There is an excellent work framework. But the quality of supervision is average in terms of learning.”

“It took time to be "operational" and to bring inputs to the office.”

“I will use my DTTA for the first time in December, to attend a workshop as well as to work for one week in another CO. My DRR has greatly encouraged me to do so. Secondly, the tasks have not changed, however I do have more responsibilities after one year of service. I am satisfied with this encouraging development.”

“Over the years my career path has not been given the opportunity to grow. The region I am placed in is strongly promoting nationals and I feel as a JPO that I am not wanted unless I come as free labour.”

“I'm satisfied with the support from colleagues overall, but a long-standing, serious understaffing in my unit has made it impossible for my immediate superior (ARR) to act as a supervisor, and leadership in the office has, in general, been extremely weak for the past year, in particular due to change of DRR (P).”

“I wish ATLAS worked faster. It's too slow and stressful.”

“Only three months of assignment, some questions are not yet relevant (like DTTA) and I'm currently attending the PPO course.”

“As far as my impression is concerned, levels of capacities of the colleagues around me are not as high as they should be. Very weak.”

“I have a feeling the JPO is very dispensable and flexible - anything no one wants to do goes to you, the moment someone new comes they take away the job from you too...”

“Perhaps because the management knows that JPOs have DTTA, or perhaps because JPOs (L contract) are not prioritized as the "P" category staff members, I was not included into one training programme which was made available to other P2/P3 staff members (reason given to me is "limited availability of seats"). A3 staff members were also not able to attend this programme, which make me a little worried that one has to get a P post after the JPO assignment to benefit from office learning opportunities.

I am glad that the VDA opportunity is expanded to JPOs.

I reckon some managers are too busy noticing your background, particularly the new ones. Even if there are projects you have certain experiences with, project teams are formed without your knowledge. By the time you find out about the project and explain to the management that you are interested in the project and have certain experiences in the area, too, it is often too late - the project team has already been formed!”

“I have been given a lot of responsibility and I have a lot of decision-making authority. This I enjoy and I am learning a lot. I get the necessary support both from my supervisor, management and other staff members. In the last year my working hours have, however, been too long. Luckily I enjoy my work but I would like to have more time with my family. UNDP is generally also somewhat slow.”

“On the whole, I am satisfied with my assignment (3.1) because I am happy to have this job and to experience everything that happens here. But (as I was prepared for during my introduction meeting in Denmark before my departure) it takes indeed a longer period (than I would have wished) to settle-in and to understand my job etc.

Therefore, the work load (3.3) in the first month was not very high, but meanwhile I experience it quite high.

Also the way and degree to which pre-employment skills and experience are being utilized (3.4) is getting more than in the beginning (my supervisor asked me very often to do things that are in my opinion duties for an assistant. She also translated my title JPO into French as 'Administrateur de Programme Stagiaire.' / Remark: One of my skills is giving good presentations. However, when I

had to give a presentation, I was not able to give the presentation as I wanted to do, because they didn't give me the chance. Then I found out that my supervisor and colleagues see presentations just as an (in my opinion boring) lecture and I experienced that they are not aware of how one can do a good presentation and of the importance of (the effects of) giving a good presentation.

As relates to 3.5, I experience the following two things:

- I succeed in letting assistants do some work for me, that 1) I don't have the time for, and 2) that should not be my duties, although my supervisor asks me to do that (such as: telephone calls in advance of meetings to check if people will attend; distribution of newsletters, making copies)

- Among my direct colleagues (Programme unit) I feel a strong atmosphere of strictly following the rules and procedures (including not able to do anything - no good effective, efficient, quick initiatives-) without permission of the Programme Representative (While the RR encourages/tries to get results quickly). In other words, while the RR is more result and time table focused, in my opinion the PR is more focused in working according to the procedures, even when that means at the cost of effectiveness/efficiency). This also affects (sets bounds to) my work and level of decision-making authority.

3.6: I am satisfied with the training opportunities available to me as JPO (as explained in Denmark and on the JPOSC website, etc), however, my supervisor has not ever mentioned these opportunities. Therefore, I answered question 3.7 as 'weak'.

3.8: I have the feeling that I already acquired some new skills on the job: mostly getting used to the UNDP-Cameroon working culture and the UNDP (Cameroon specific country related/ culture related) procedures.

Also working in French is improving.

However, due to reasons already explained, it took a longer period (than I would have wished) to settle-in and to understand my job etc. Therefore I haven't done as much as I would have done, and I was unfortunately not able to acquire much new skills-on-the-job yet.

3.9: As already explained, I am not satisfied with the access and quality of supervision;

A) Duties/ToR:

- Still not discussed/ clear yet;

- In my opinion I have to do duties that should not be done by a JPO but by a secretary.

- They have not given me the information/ briefings on the (contents of) programmes that I need.

I will ask for a discussion regarding my ToR and responsibilities as soon as possible (after NY), (I haven't done it yet for several reasons).

B) Much information, that has already been available to my supervisor for a long time, reaches me when it is almost too late, or reaching deadlines.

For example;

- she told me one and a half day before a meeting with other UN organisations, several ministries, donors, etc. that I should do a presentation on the project document (of which I did not understand the content very well yet), while she could have told me already three weeks before.

- She didn't inform me about going on (and duration of) holiday.

- When I was organising a meeting with many stakeholders she gave me only one day prior to the meeting certain information that was already available since January 2004. As a result we had to;

- Throw away all already copied project documents (of 60 pages each) that should have been distributed;

- postpone the meeting with UN agencies, ministries and donors (not good for image UNDP);

- Sending a new invitation to all these stakeholders (wasting energy).

Despite of this, I have to say that the degree of human understanding of my supervisor (and most other colleagues) is satisfactory; although there was very little logistical support during my "settle-in" period, they were really understanding in giving me time to arrange everything, or when I was ill, they allowed me to stay home until I was recovered, etc.

3.10 I have some colleagues who are really accessible to give me support. However, the workload of most of them is really high. As a result, necessary work related briefing sessions with them have not taken place since I arrived. I see this also a responsibility of my supervisor (3.9)."