STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

Provisional Agenda

Acting Chair: Santhosh Thanjavur Prakasam

Vice-Chair: Priya Mannava

Session 1

1. Adoption of the agenda

2. Election of the rapporteur

3. Report of the PTC/PSA – *Santhosh Thanjavur Prakasam, Acting Chair*

4. Update on discussions on the Post Adjustment methodology since the 2020 FICSA Council – *Imed/ Santhosh Thanjavur Prakasam, Acting Chair*

Session 2

1. Update implementation of recommendations on eligibility for P-Staff positions requirements and qualifications needed since the FICSA Council - *Priya Mannava, Vice-Chair*

2. Benefits and entitlements during remote working - *Santhosh Thanjavur Prakasam, Acting Chair*

3. Nomination of Standing Committee officers and core group members

4. AOB

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FICSA COUNCIL

Standing Committee on Professional salaries and allowances

74th **SESSION**
VIRTUAL

Agenda Item 1: Summary Sheet
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FICSA /C/74/PSA/PA/1

☐ **For Discussion**	☒ **For Information**	☐ **For Decision**
Name of submitting member(s) & organization (s)	Santhosh Thanjavur Prakasam, UNFCCC	
Issue (title)	Update on discussions on the Post Adjustment methodology since the 2020 FICSA Council	
Issue description (including reach: global versus local)	The 2016 cost of living survey of Geneva caused a 5.2% drop in the net remuneration of the staff of the Geneva organizations. Following appeals, ICSC decided in 2018 to review the Post Adjustment methodology and the operational rules that determine the post adjustment index. The proposed new methodology was discussed during the 2020 FICSA Council plenary and the PSA Standing Committee sessions. Since the Council there have been further developments. The objectives of this session are: • To understand actions taken by FICSA following recommendations from the 2020 Council meeting • To learn about the latest ICSC discussions on the post adjustment methodology (held in October 2020)	
Background documentation	<u>Report from the 90th Session of the ICSC in October 2020</u> (saved in the member area of the FICSA Website)	
Action(s) requested from Standing Committee participants	To provide feedback on developments shared on the post adjustment methodology	
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:		
Next step(s)/specific action(s)		

Deadline	
Resources required	☐ Specialist/Consultant ☐ Legal Adviser ☐ SC Chair/Vice-Chair ☐ Core group member(s) ☐ FICSA Secretariat ☐ FICSA ExCom (Compensation, Field, Treasurer, Other) ☐ Volunteer/Intern ☐ Other
Deliverable	☐ Literature review ☐ Paper/Article ☐ Background paper with options ☐ Legal article/review/opinion ☐ Talking points for high-level fora/forum – Advocacy ☐ Comparative study ☐ Good practices ☐ Recommendations/ guideline for SAs/unions
Issue for high level fora	☐ International Civil Service Commission (ICSC) ☐ High-Level Committee for Management (HLCM) ☐ HR Network ☐ Joint Pension Board ☐ UN General Assembly ☐ Inter-Agency Security and Management Network (IASMN) ☐ Other

FICSA COUNCIL

Standing Committee on Professional salaries and allowances

74th SESSION
VIRTUAL

Agenda Item 2: Summary Sheet

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FICSA /C/74/PSA/PA/2

☐ **For Discussion**	☒ **For Information**	☐ **For Decision**
Name of submitting member(s) & organization (s)	Priya Mannava, WHO	
Issue (title)	Update on implementation of recommendations on eligibility for P-Staff positions requirements and qualifications needed since the 2020 FICSA Council.	
Issue description (including reach: global versus local)	There is a broad opinion that similar positions within the UN system have different eligibility requirements for the positions, which are sometimes at the same grade/level. During the PSA Standing Committee sessions at the 2020 FICSA Council, participants discussed variable adherence to standards across agencies and the need to ensure that these are followed. The objectives of this session are: • To understand actions taken by FICSA following the recommendations on this issue from the 2020 Council meeting • Get updates from the group on whether there have been any developments on this issue in individual agencies	
Background documentation	Report of the Standing Committee on PSA – February 2020	
Action(s) requested from Standing Committee participants	To provide feedback on implementation of the recommendations since the 2020 Council.	
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:		
Next step(s)/specific action(s)		
Deadline		
Resources required	☐ Specialist/Consultant	

	☐ Legal Adviser ☐ SC Chair/Vice-Chair ☐ Core group member(s) ☐ FICSA Secretariat ☐ FICSA ExCom (Compensation, Field, Treasurer, Other) ☐ Volunteer/Intern ☐ Other
Deliverable	☐ Literature review ☐ Paper/Article ☐ Background paper with options ☐ Legal article/review/opinion ☐ Talking points for high-level fora/forum – Advocacy ☐ Comparative study ☐ Good practices ☐ Recommendations/ guideline for SAs/unions
Issue for high level fora	☐ International Civil Service Commission (ICSC) ☐ High-Level Committee for Management (HLCM) ☐ HR Network ☐ Joint Pension Board ☐ UN General Assembly ☐ Inter-Agency Security and Management Network (IASMN) ☐ Other

FICSA COUNCIL

Standing Committee on Professional salaries and allowances

**74th SESSION
VIRTUAL**

Agenda Item 3: Summary Sheet
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FICSA /C/74/PSA/PA/3

☐ **For Discussion**	☒ **For Information**	☐ **For Decision**
Name of submitting member(s) & organization (s)	Santhosh Thanjavur Prakasam, UNFCCC	
Issue (title)	Benefits and entitlements during remote working	
Issue description (including reach: global versus local)	Due to the COVID-19 pandemic, all UN organizations had to quickly shift to remote or working from home arrangements – in some cases, despite not yet having remote working policies in place. Due to changing living conditions in duty stations, for example healthcare services being overwhelmed or schools being closed, as well as individual circumstances, some staff decided to leave their duty station to work remotely from their home base or another country for extended periods of time. The living costs of the remote working location may have been higher than the allowances received by staff for their duty station, namely post-adjustment and rental subsidy. In general, most organizations have reported an effective and positive experience with remote working in the context of the COVID-19 pandemic. High-level discussions are on-going on how to formally include remote working as part of regular contractual arrangements within the UN system. This however will have implications for P-staff entitlements such as post-adjustment, rental subsidies, home leave, and education grants. The objectives of this session are: • To gather views on issues experienced in relation to P-staff allowances and working from locations outside of the duty station • To gather views on how issues related to P-staff allowances could be handled if remote working becomes part of regular contractual arrangements within the UN system.	
Background documentation	N/A	

Action(s) requested from Standing Committee participants	Share experiences, challenges and lessons learned in implementation of remote working arrangements and impacts on P-staff allowances across UN organization that fall under FICSA.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Deadline	
Resources required	☐ Specialist/Consultant ☐ Legal Adviser ☐ SC Chair/Vice-Chair ☐ Core group member(s) ☐ FICSA Secretariat ☐ FICSA ExCom (Compensation, Field, Treasurer, Other) ☐ Volunteer/Intern ☐ Other
Deliverable	☐ Literature review ☐ Paper/Article ☐ Background paper with options ☐ Legal article/review/opinion ☐ Talking points for high-level fora/forum – Advocacy ☐ Comparative study ☐ Good practices ☐ Recommendations/ guideline for SAs/unions
Issue for high level fora	☐ International Civil Service Commission (ICSC) ☐ High-Level Committee for Management (HLCM) ☐ HR Network ☐ Joint Pension Board ☐ UN General Assembly ☐ Inter-Agency Security and Management Network (IASMN) ☐ Other