



Federation of International
Civil Servants' Associations

75th FICSA Council Professional Salaries & Allowances Standing Committee

Name: Santhosh Prakasam, Andrea Palazzi and Line Kaspersen

75th FICSA Council – PSA Standing Committee provisioned agenda

1. Adoption of the agenda
2. Election of the rapporteur
3. Report on activities undertaken during 2021 (IOD 74th Council)
 - a. New Post Adjustment Index (PAI) Methodology
Differences between the current and new methodology)
 - b. Cost of Living Surveys – Timelines and changes
 - c. Education grant overall and the Montreal’s case
4. Comprehensive review of the compensation package – GA resolution
5. Latest updates on PSA related topics in your own organization that FICSA Members should be aware of:
 - a. concerning developments
 - b. lessons learned
 - c. best practices
6. AOB
7. Nomination of Standing Committee officers and core group members

Decision: FICSA/C/74/D/23

The FICSA Executive Committee should:

- (a) prepare, preferably in a tabular format, a document highlighting the differences between the old and the new operational rules agreed, by the ICSC at its 90th session, once ACPAQ adopted it;**
- (b) organize training in the methodology and operational rules for post-adjustment calculation for interested members of the Standing Committee on Professional Salaries and Allowances and share with them the example simulations available;**
- (c) encourage FICSA member organizations to actively participate in and provide input to cost-of-living surveys and related matters.**

The table highlighting differences in the operational rules and post adjustment methodology is on the [FICSA website](#). You can also read detailed explanation on the differences [here](#).

FICSA issued various Communications on Cost-of-Living Surveys:

- Launch of 2021 round of baseline survey at HQ duty stations ([Comm 37/21](#), [37/21 add 1](#), [37/21 add 2](#))
- Resources and FAQs from the ICSC ([Comm 41/21](#))
- Updates, Trainings, Resources and Criteria ([Comm 43/21](#))
- Information from ICSC Townhall ([Comm 55/21](#))
- Template communications from Staff Association to members on Cost-of-Living surveys ([Comms 60/21](#))

Decision: FICSA/C/74/D/23

Differences b/w old and new Methodology and Operational Rules - (as agreed by the ICSC at its 90th Session):

Methodological Changes			Operational Rule Changes		
	2016	2021		2016	2021
Gap Closure Measures	PTA paid in full for 3 months	PTA paid in full for 6 months	Average Price	Arithmetic Averaging (Duzot)	Geometric Averaging (Jevons)
	NTP revised downward by 5% every 3 months	NTP revised downward by 3% every 4 months	PAI Aggregation Formula	Modified Walsh	Modified Walsh
12-Month Review	No change if review leads to decrease. Increase granted.	Increase granted but if the decrease is more than 3% in two consecutive reviews and it is more than 18 months before the next survey, a price survey is conducted and implemented within six months.	Major components of PAI	Five	Five
			Rent Index	Based on market data	Based on market data
			Medical Index	UN plan cost	UN plan cost + Supplementary plan
			Pricing Modality	Store visits. Phone calls	Store visits. Online. Phone calls
			Common Weights	8 HQs + WDC	8 HQs + WDC + NBI + BKK

For further information, please visit the [FICSA website here](#).

Decision: FICSA/C/74/D/24 and FICSA/C/74/D/25

FICSA/C/74/D/24	The FICSA Executive Committee should participate in the discussions of the ICSC TWG and the HR Network, remain vigilant, actively keep the membership informed of the proceedings of ICSC and HLCM on this matter, and seek input from members on any type of proposed contracts that might affect staff benefits.	FICSA ExCom constantly involved in all related discussion, both at HLCM and ICSC level, including the ICSC WG on Contractual Arrangements. FICSA will continue monitoring and inform of any possible developments.
FICSA/C/74/D/25	To the extent possible, the FICSA Executive Committee should reject any proposal made by ICSC or HLCM that would negatively affect the conditions of employment and relevant benefits, entitlements and allowances of staff.	FICSA ExCom constantly involved in all related discussion, both at HLCM and ICSC level, including the ICSC WG on Contractual Arrangements. FICSA will continue monitoring the developments and update the membership when new information is available.

Cost of living surveys – HQ round

2021 Baseline Surveys



- Only Bangkok opted out (COVID criteria)
- Results to be discussed in ACPAQ (June 2022), ICSC Session (July 2022), for implementation in August 2022
- online system + Online price collection (Online, in person, phone calls) => large sample for more representativity
- FICSA requested external expert to review new system + for any country ensuring observers are always present

2021	(Housing)	Abuja, Nigeria-21	2021	(Place to Place)	Mexico
2021	(Housing)	Algeria	2021	(Place to Place)	Minsk, Belarus-21
2021	(Housing)	Apia, Samoa	2021	(Housing)	Moldova
2021	(Housing)	Armenia-21	2021	(Housing)	Montenegro
2021	(Place to Place)	Bahrain	2021	(Place to Place)	Morocco
2021	(Housing)	Bangladesh-21	2021	(Housing)	New Delhi, India-21
2021	(Housing)	Beirut, Lebanon	2021	(Housing)	Nicaragua
2021	(Housing)	Brasília, Brazil	2021	(Place to Place)	Niger
2021	(Housing)	Castries, St. Lucia	2021	(Housing)	Ouagadougou, Burkina Faso
2021	(Housing)	Chad	2021	(Housing)	Papua New Guinea
2021	(Place to Place)	Dakar, Senegal-21	2021	(Housing)	Peru
2021	(Place to Place)	Doha, Qatar	2021	(Place to Place)	Phnom Penh, Cambodia
2021	(Place to Place)	Egypt	2021	(Housing)	Port Louis, Mauritius-21
2021	(Place to Place)	El Salvador	2021	(Housing)	Port-of-Spain, Trinidad and To...
2021	(Place to Place)	Equatorial Guinea	2021	(Housing)	Quito, Ecuador
2021	(Place to Place)	Eswatini	2021	(Housing)	Russian Federation
2021	(Housing)	Gambia	2021	(Place to Place)	Rwanda
2021	(Housing)	Georgetown, Guyana	2021	(Housing)	San Jose, Costa Rica
2021	(Place to Place)	Ghana	2021	(Place to Place)	Saudi Arabia
2021	(Housing)	Guatemala	2021	(Place to Place)	Seoul, Korea, Republic of
2021	(Place to Place)	Guinea	2021	(Place to Place)	South Africa
2021	(Place to Place)	Havana, Cuba	2021	(Place to Place)	Sri Lanka
2021	(Housing)	Honduras	2021	(Housing)	Suriname
2021	(Place to Place)	Indonesia	2021	(Housing)	Tehran, Iran-21
2021	(Place to Place)	Jamaica	2021	(Housing)	Tunisia
2021	(Housing)	Jerusalem	2021	(Housing)	Turkey
2021	(Housing)	Kazakhstan	2021	(Place to Place)	Turkmenistan
2021	(Place to Place)	Kinshasa, Democratic Republi...	2021	(Housing)	United Republic of Tanzania
2021	(Place to Place)	Kiribati	2021	(Place to Place)	Uzbekistan
2021	(Housing)	Kuala Lumpur, Malaysia	2021	(Place to Place)	Yaounde, Cameroon
2021	(Place to Place)	Kuwait City, Kuwait-21			
2021	(Housing)	Kyrgyzstan			
2021	(Housing)	Lusaka, Zambia			
2021	(Housing)	Madagascar			
2021	(Housing)	Malawi-21			
2021	(Housing)	Maputo, Mozambique-21			

2022	2022	2022
(Place to Place)	(Place to Place)	Argentina
(Place to Place)	(Place to Place)	Azerbaijan
(Place to Place)	(Place to Place)	Belize
(Place to Place)	(Place to Place)	Bolivia
(Place to Place)	(Place to Place)	Botswana
(Place to Place)	(Place to Place)	China
(Place to Place)	(Place to Place)	Comoros
(Place to Place)	(Place to Place)	Congo
(Place to Place)	(Place to Place)	Cote d'Ivoire
(Place to Place)	(Place to Place)	Dominican Republic
(Place to Place)	(Place to Place)	Ethiopia
(Place to Place)	(Place to Place)	Gabon
(Place to Place)	(Place to Place)	Liberia
(Place to Place)	(Place to Place)	Mauritania
(Place to Place)	(Place to Place)	Serbia
(Place to Place)	(Place to Place)	Tajikistan
(Place to Place)	(Place to Place)	The Republic of North Maced...
(Housing)	(Housing)	Togo
(Place to Place)	(Place to Place)	Uganda
(Place to Place)	(Place to Place)	Vietnam

More attention to support LSCs, ensuring staff engagement, feedback from HQ & **Field**

Decision: FICSA/C/74/D/27 (Education Grant)

FICSA/C/74/D/27	The FICSA Executive Committee should provide information to member organizations on the status of the changes to the education grant proposed by ICSC, as part of its workplan for 2021.	<u>Resolution 76-240 Session of the Fifth Committee of the UNGA</u>
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- Adjustment to the education grant sliding scale **upward by 14 percent** and **increase of the boarding lump sum** to \$5,300 for implementation from the academic year in progress on 1 January 2022. This is a decision from 76th session of the 5th committee of the UNGA – resolution 76/240 held on 12th Jan 2022.

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Decision: FICSA/C/74/D/24 and FICSA/C/74/D/25

FICSA/C/74/D/26	The FICSA Executive Committee should discuss in detail with affected members in Montréal their specific concerns related to the education grant, with a view to identifying options to raise with the relevant bodies.	Continue dialogue with our members in Montreal during the year - Veronique is watching how the situation evolves - and discussion has been taken at ICSC level both by Tanya (in NY) and Veronique.
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Current Status:

- A large number of private schools in Québec receive a fixed amount of provincial subsidy for each of their students. The legislation requires that all other costs necessary to offer education, as related to the regular school programme or curriculum, be charged as **“accessory services”**.
- The legislation requires that all other costs necessary to offer education, as related to the regular school programme or curriculum, be charged as “accessory services”. The “accessory services” fees appear on the school fee statement as a variety of **“accessory services fees”** and reflect regular and mandatory school expenses
- Tuition must be interpreted as inclusive of all mandatory expenses certified by the school to be necessary for school attendance, in line with the simple definition provided in ST/AI/2018/1/Rev.1, section 3.1(b).
- The ICSC is encouraging any attempt among administrative offices of the Montréal-based organizations to reconcile the variation. ICAO as the lead UN Agency in Montréal, was requested again in Feb. 2022 to issue an administrative policy guidance text, so that all agencies in the duty station would get the same treatment for the processing of EG requests (UNESCO Institute of Statistics (UIS) approached the SCBD colleagues about the same problem in early April).
- Recently, SCBD has been working also with a local economic promotion agency (Montréal International) towards finding a suitable solution to this unfortunate situation affecting many IPs in Montréal.

Comprehensive review of the compensation package

General Assembly Resolution 76/240

- Request to undertake comprehensive "assessment and review" of Compensation package every 5 years – first detailed analysis on its cost-effectiveness, attractiveness and impact on the workforce, and proposals for updating parameters and comparators in 2026
- From 2023, comprehensive data on common system-wide compensation costs for all staff categories, including all compensation package components.
- Previous review 2013-15 => unified salary scale for professionals and higher category, the sliding scale for education grant, changes in step periodicity after step 6 for professionals and higher category, etc.; each year elements of the package are reviewed
- FICSA will continue to reiterate its views and position, that cost efficiency should be achieved through comprehensive reviews on ways of working, to ensure the independence of the international civil service and that it remains fit for purpose to serve its mandate, and not through a continuous, ongoing cycle of resource-intensive reviews of the compensation package.

Latest updates on PSA related topics

What happen in your own organization that FICSA Members should be aware of:

- a. concerning developments
- b. lessons learned
- c. best practices

AOB

Nomination

- All present part of the PSA core group
- Onboard new PTC to ensure continued in-depth, broad understanding of post-adjustment methodology (cost of living survey and operational rules), hand-over and knowledge dissemination

- Nominations for Chair
- Nominations for one or more Vice-Chairs



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Thank you!!!