

REPORT OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

Introduction

1. The Standing Committee on Professional Salaries and Allowances (PSA – see Appendix 1 for participants) met virtually on 22 February 2022 and hybrid (in person and online) on 26–28 April to pursue its agenda, and elected Miguel Alejandro Naranjo Gonzalez (UNFCCC) as Rapporteur.

Activities during 2021

2. PSA discussed the actions taken to implement the [decisions](#) of the 74th FICSA Council on professional salaries and allowances.

3. A tabular format summarizing the changes to the cost-of-living (COL) survey methodology had been developed as requested at the last Council. It was available to FICSA members for review. In 2021, FICSA took part in discussions with ICSC on the new methodology, the survey questions and the criteria for the ongoing round of COL surveys, and gave feedback to FICSA members.

4. A new COL survey round had been conducted in all HQ duty stations, except Bangkok, in accordance with the new post adjustment methodology. Next, expert consultants designated by participating organizations and staff federations would analyse the data, and ACPAQ would discuss the results at its meeting in June and present its recommendations to ICSC in July.

5. It was important to prepare for the application of the new methodology in non-HQ duty stations, including ensuring support for local salary committees, and the engaging staff and their associations, so they are up to speed. This was particularly important for field duty stations, which were going through their surveys using the 2016 methodology.

6. ICSC indicated that its Working Group on Contractual Arrangements had determined that the current framework provided the flexibility required by UN organizations, so no new contracting modalities were needed.

7. The sliding scale for the Education Grant had been revised upward by 14%, and the boarding lump sum was increased. That would apply to the school year in progress (2022) and onwards. Members were encouraged to report whether their organizations had already implemented the new sliding scale.

8. Regarding the Montreal case, PSA had requested ICAO, as the lead local UN agency, to produce a guideline on Education Grant reimbursement policy that all other UN organizations in Montreal would apply to ensure consistency of approach. That had not yet occurred.

Recommendation

9. **PSA recommended that the FICSA ExCom should:**
 - a. **write to the heads of UN organizations in Montreal and their headquarters, requesting that all mandatory expenses required for a child's full-time school attendance be fully considered and reimbursed in accordance with the Education Grant scheme as per [ST/AI/2018/1/Rev.1](#), section 3.1(b) and as per UNAT Judgment 2022-UNAT-1221; and**
 - b. **collect information from member organizations on the implementation of new sliding scale for the Education Grant and follow up at the ICSC session if necessary.**

Comprehensive review of the compensation package

10. Following on [UN General Assembly resolution 76/240](#), a summary of the previous was presented. ICSC indicated in the opening statement that they intend to review one item of the package at a time, with each recommendation being included in the final report to be presented to the Assembly.

Recommendation

11. **PSA recommended that the FICSA ExCom should:**
 - a. **develop a tabular-format summary of the changes made to the compensation package in the previous review, to serve as reference for the upcoming review (refer to [FICSA/C/75/PSA/CRP.01](#)), including a summary of the changes that have negatively or positively affected professional staff; and**
 - b. **continue to strengthen FICSA's technical competence in compensation-package methodologies, through training given to Executive Committee, members of the Standing Committee on Professional Salaries and Allowances and staff representatives; and by revitalizing the Standing Committee's Permanent Technical Committee (PSA/PTC), to enable FICSA to effectively engage in the ICSC compensation-package review processes.**

Latest updates

12. The need for developing the capacity of members to engage meaningfully in the implementation of the COL surveys across all duty stations and organizations was highlighted. The experience to date showed that ICSC had been responsive and supportive, providing training to local salary committees when requested. That needed to continue to ensure successful implementation of COL surveys in HQ and non-HQ duty stations. Perhaps ExCom or an expert could review the ICSC HQ COL survey data analysis before the ACPAQ meeting.

13. An ExCom Member for Compensation indicated that FICSA already had a representative on ACPAQ, and had requested a second one.

Recommendation

14. **PSA recommended that the FICSA ExCom should:**
 - a. **continue to request that ICSC train local salary committees in preparation for the COL surveys planned for 2022–2023;**
 - b. **organize training sessions on the new COL methodology and operational rules to all staff associations;**

- c. **include at least two experts, if required, to accompany the FICSA delegation to the next ACPAQ meeting to review ICSC’s data analysis for the headquarters COL survey; and**
- d. **monitor the rollout of future COL surveys, to ensure that agreed survey feasibility criteria are met.**

Compensation for overtime and revitalizing PSA/PTC

15. P staff were regularly required to work outside core working hours, during weekends and on holidays, a situation that had been compounded by the COVID-19 pandemic. While most P staff were not usually compensated when traveling during weekends, holidays, or outside core working hours, some UN organizations, however, had policies or practices allowing for compensation in cases of overtime and travel of P staff.

16. In addition, there was a lack of financial compensation and material support for staff working long hours from home during the pandemic. Some governments and companies had implemented policies to provide proper equipment and financial compensation for increased expenses to employees, but organizations in the UN system had not done so.

17. Finally, the lack of participation in PSA/PTC reduced FICSA’s capacity for meaningful engagement in that area. PSA called for interested staff members to join PSA/PTC.

Recommendations

18. **PSA recommended that FICSA ExCom should:**

- a. **propose in relevant fora that measures should be put in place to ensure respect for established working hours, whether staff work in their usual workplaces or remotely;**
- b. **collect information from member organizations on the rules and practices regarding additional compensation provided to P staff when they travelled during holidays and weekends, had to work long hours during the week or had to work during the weekend; and**
- c. **once the analysis is ready, raise that matter in relevant fora to ensure that P staff were compensated for extra hours.**

19. **PSA recommended that FICSA ExCom, with the support of PSA, should arrange a training session for colleagues who would be interested in joining PSA/PTC.**

Nomination of SC officers and core group members

20. PSA nominated the following as its officers:

- Andrea Palazzi (UNAIDS) as Chair
- Daniela Cracel (PAHO) as Vice-Chair
- Houcine Mhadhbi (IAEA) as Vice-Chair.

21. All PSA members were nominated as members of the core group.

Appendix 1. Participants

Officers

Chair/Coordinator	Andrea Palazzi (UNAIDS)
Vice-Chair/Vice-Coordinator	Santhosh Thanjavur Prakasam (UNFCCC)
Rapporteur	Miguel Naranjo Gonzalez (UNFCCC)
FICSA President	Tanya Quinn-Maguire (UNAIDS)
FICSA General Secretary	Cosimo Melpignano (UNGSC)
ExCom members	Veronique Allain (SCBD), Line Kaspersen (AP-in-FAO)
IAEA	Imed Zabaar, Thierry Assef,
ICAO	Marisa Collis, Sanya Dehinde, Andrew Brown, Viera Seben
IMO	Shereen Barry, Elene Sarria, Ivana Goode, Odulana Folake
SCBD	Lisa Pedicelli
UNESCO	Claudine Mukizwa
UNICTF	Maria Del Rocio Martin
UNGSC	Cosimo Lunedi,
UPU	Birahim Fall
WHO/AFRO	Hamidou Bague,
PAHO/WHO	Daniela Cracel, Glenda Moreira Lopez
WHO/GSC	Aizat Khalid
WHO/EURO	Oleksandr Martynenko
WHO/HQ	Jerome Zanga Foe
WHO/SEARO	Ritesh Singh, Sungchol Kim
WHO/WPRO	Kristel Ann Dena Siaga
WMO	Andres Orias Bleichner
Member with associate status	
OPCW	Linda Moyo, Arshad Qadri