

75TH FICSA COUNCIL INDEX OF DECISIONS

SUMMARY OF ACTIONS TAKEN

Actions for FICSA ExCom / Secretariat / Standing Committees

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Decision No.	I. LEGAL	
FICSA/C/75/D/1	LEG recommends that the ExCom continue to keep members informed and to encourage them to engage in dialogue with their respective administrations with regard to the jurisdictional review and to report to the ExCom.	COMPLETED The item was completed through the round of past year recommendations.
FICSA/C/75/D/2	LEG recommended that ExCom should establish at the earliest opportunity a working group of member organizations that had recently transferred jurisdiction from ILOAT to UNAT to monitor procedures, respect for the consultative process and other relevant rules, and to provide support to staff representatives.	COMPLETED The Working Group has been established and the first meeting held on 16 Dec 2022. The LEGAL SC will duly report to the 76th Council on the WG's findings.
FICSA/C/75/D/3	LEG recommended that ExCom should maintain close contact with ICAO in particular, sharing lessons learned and the outcome of its negotiations with OSLA, comparing its case with those of other agencies that moved from ILOAT to UNAT, so that the appeals of its members within the two-tiered system would be admissible in UNAT.	COMPLETED ICAO SA is part of the FICSA Working Group of member organisations that have recently transferred jurisdiction from the ILO Administrative Tribunal (ILOAT) to the UN Administrative Tribunal (UNAT) which will monitor procedures, respect for the consultative process and other relevant rules and will then report to the 76th FICSA Council. The ICAO SA will update the membership during the 76 th FICSA Council.
FICSA/C/75/D/4	LEG recommended that ExCom should issue a statement making all administrations aware of the need to avoid discrimination, retaliation and harassment against staff association representatives; and to protect their rights to career development and to proper release conditions while carrying out their functions, reminding participating organizations of UN administrative instruction ST/AI/293 of 15 July 1982 on facilities to be provided to staff representatives, which showed how staff representations should be considered.	COMPLETED FICSA_Resolution_31/22
FICSA/C/75/D/5	LEG recommended the FICSA ExCom start as soon as possible to amend Article 6 of the FICSA Statutes, through a postal vote in accordance with Article 25, to specify that new applicants for full membership of the Federation must possess agreement from their organization to participate in the HLCM Cost-Sharing Agreement to cover the cost of releasing the FICSA President and General Secretary from their regular duties.	FINAL VOTE DURING THE 76 TH COUNCIL Considering the unanimous consensus received during the 75th Council, the FICSA ExCom and the LEGAL SC have thoroughly discussed the amendment to article 6 of FICSA Statutes. Legal advice was sought and the impact of such an amendment to freedom of association and the future of the Federation was also considered. All actors involved – FICSA ExCom, LEGAL SC and legal adviser - agreed that the possible addition of another criterion for full membership should not be seen as a limitation of freedom of association for a SA/Union willing to join full membership. Rather, it will be another requirement reflecting the cost of doing business

		and a way to enhance relationship between SA/Unions and their management. FICSA ExCom will request a vote from the Council at its 76th session.
Decision No.	II. HUMAN RESOURCES MANAGEMENT	
FICSA/C/75/D/6	HRM recommended that FICSA should continue to take a conservative approach towards expanding the existing contractual framework.	COMPLETED FICSA is constantly monitoring discussions at ICSC, CEB, HLCM and HRN level. Any relevant updates will be duly reported to the SC as and when available.
FICSA/C/75/D/7	HRM recommended that the FICSA ExCom should establish a technical committee on contractual personnel issues on a pilot basis for the 76th session of the FICSA Council, with a view to converting it to a permanent technical committee should its value be sustainable beyond the pilot phase.	TO BE FINALIZED DURING THE 76 TH COUNCIL Terms of reference were identified during the year and will be presented to the membership during the 76th FICSA Council. A pilot work-plan and related deliverables will be defined during the Council's works so that a comprehensive assessment of the project can be undertaken by the 77th FICSA Council.
Decision No.	III. SOCIAL SECURITY / OCCUPATIONAL HEALTH AND SAFETY	
FICSA/C/75/D/8	The Standing Committee requested the ExCom to continue active participation in the UN MHS Implementation Board and to share the guidelines for the implementation of the strategy with the FICSA membership once finalized.	COMPLETED FICSA continues to participate in meetings of the implementation board. Face-to-face briefings were also held with Marta Helena Lopez, Chair of the Implementation Board, and Therese Fitzpatrick, Global Coordinator for the MHS. The implementation guidelines, recently released, have also been posted on FICSA website. UN Healthy Workforce Webpage MH Strategy Implementation Guide
FICSA/C/75/D/9	The Standing Committee requested that the ExCom retrieve all information on the 2019 InterAgency Working Group on Medical Schemes and that the information be circulated to members of the SocSec Working Group, for follow up decisions.	COMPLETED Info provided, recommendation completed. FICSA Secretariat has also contacted all SA/Unions that did not share their medical scheme information yet. SC to assess with its Core Group a need for a consultant to analyze data and prepare relevant TOR if necessary. If a consultant is to be considered, then SocSec has to make a recommendation at the next Council on FICSA engaging a consultant as well as considering related financial implications.

FICSA/C/75/D/10	The FICSA Executive Committee should bring any concerns of FICSA members to the attention of the leadership of the UNJSPF, including the Chief Executive Officer or the Representative of the Secretary-General for the investment of assets.	<p>COMPLETED</p> <p>Following the 75th FICSA Council, where the UNJSPF Chief Executive of the Office of Investment Management had a Q and A with members, no additional concerns were noted from FICSA membership. In addition, FICSA President had a courtesy meeting with CEO of the UNJSPF while in NY, and no specific areas of concern were identified.</p>
FICSA/C/75/D/11	The FICSA Secretariat should inform members about the UN Disability and Inclusion Strategy, and encourage staff representatives to learn about it and become involved in efforts in their organizations to develop strategies that would lead to the inclusion of staff living with all forms of disability.	<p>COMPLETED</p> <p>FICSA is part of the HLCM WG on Disability and Inclusion Strategy and keeps joining the discussion on DEI strategy and vision, currently in the initial steps. The WG just held its meeting in Jan 23, hence the FICSA secretariat will send a communication to all members in line with the recommendation as soon as a report is available.</p> <p>Links available on FICSA website as well:</p> <p>Official Webpage on UN DIS</p> <p>CEB Disability and Inclusion Webpage</p> <p>UN Disability Inclusion Strategy Guidelines</p> <p>UNDIS Tools and Resources</p> <p>HLCM 44th Session Report</p> <p>UN DIS Strategy Summary</p>
FICSA/C/75/D/12	The Standing Committee recommended the ExCom to follow the progress of OHS Forum discussions and to share with FICSA members the final recommendations made by the OHS Forum to the HLCM.	<p>COMPLETED</p> <p>FICSA has been part of the OHS Forum's discussions and authorization to share related recommendations to HLCM received on 20 Dec 2022. Related links will be made available on FICSA website before the 76th FICSA Council session.</p> <p>OHS Forum</p> <p>OHS Deliverables</p>

FICSA/C/75/D/13	The Standing Committee recommended that the ExCOM continues to gather information from the FICSA membership on lessons learnt and problems experienced in the context of the pandemic, including on cost-related issues.	COMPLETED Various were the topics of concern under consideration. Among others, the support staff is receiving, teleworking, FWA, the new “normal” and also a note on the mandatory vaccination upon recruitment that was in place in some organizations – no longer the case. SOCSEC SC Chair addressed a request to the Core Group members to gather needed information. Inputs received will be then considered at the next Council for further discussion.
Decision No.	IV. CONDITION OF SERVICE IN THE FIELD	
FICSA/C/75/D/14	FIELD recommended that the FICSA ExCom should continue being actively involved in the IASMN meetings to be held until the 2023 FICSA Council;	COMPLETED FICSA has been strongly engaged in IASMN sessions, where, thanks to the energetic action of FICSA delegate, the Federation received USG DSS authorization to make public reference to several policies as included in decision n. 15 and to the OHS Guidelines and UNDSS Strategy on Gender equality as well. All those policies have been published on FICSA website.
FICSA/C/75/D/15	FIELD recommended that the FICSA ExCom should take the necessary steps to make available on the FICSA website, for easy access to all members, the policies of the United Nations Department of Safety and Security (UNDSS) on road safety, the physical security for UN premises, aviation safety and fire safety.	COMPLETED FICSA Representative to the IASMN was able to negotiate that those policies of general interest of the United Nations Department of Safety and Security (UNDSS) on road safety, the physical security for UN premises, aviation safety and fire safety can be now published on our website.
FICSA/C/75/D/16	FIELD recommended that the FICSA ExCom should request that staff representatives be considered for a support role for affected staff members and their families involved in a hostage-incident-management situation.	COMPLETED Through the conversation that intervened between FICSA and UNDSS, it is evident that staff reps are not part of the Security Management Team and as such cannot play any direct-related role in a hostage-incident-management situation. However, the FIELD SC might further wish to consider what are the options for staff reps to act as support for all families involved during those difficult conditions.
FICSA/C/75/D/17	FIELD recommended that the FICSA ExCom should: <ul style="list-style-type: none"> • alert all stakeholders (ICSC, UN organizations and other staff federations) to the importance of the hardship classification exercise at all levels, in sessions of ICSC, HLCM 	COMPLETED The hardship-classification exercise remains a work in progress topic and at the core of FICSA’s focus. Dialogue at all levels has been enhanced and the importance for staff to raise their comprehension of what the hardship questionnaire needs to

	<p>and the HR Network sessions, and the Occupational Health and Safety (OHS) Forum;</p> <ul style="list-style-type: none"> work with other staff federations to build the knowledge of all categories of staff posted in the field and regions, and to raise their awareness of the importance of providing as much data as possible in the hardship questionnaires, to accurately capture the local living conditions; and in its efforts to raise awareness, spell out how to initiate, where necessary, the review -of ICSC decisions on hardship classification. 	<p>capture been highlighted. In the aim to raise awareness among the membership, a Q&A file - based on ICSC documents and the most common doubts S/Ms have got – has been also posted on FICSA website. Additional development was devised for the 76th FICSA Council, which will host a special training session on the topic. During the discussion of the SC, it was also considered that a long-term option could be a recording of a training – need a professional team to hire – to be possibly submitted to the next Council for membership’s consideration.</p>
FICSA/C/75/D/18	<p>FIELD recommended that the FICSA ExCom should:</p> <ul style="list-style-type: none"> monitor the situation to prevent the establishment of a two-tier system in which staff based in HQs were free to work remotely while staff in smaller duty stations in the field had to work in their offices. engage with the regional representatives to advocate for good collaboration and communication between on-site and remote-working staff. continue advocating for the duty of care to provide a safe working environment for all staff and preserve their health and well-being. 	<p>COMPLETED</p> <p>It was recognized that since when the recommendation was raised at the 75th Council, the situation related to COVID-19 measures has globally changed and that might be worth reconsidering the decision in light of the new normality and, possibly, of “new” working conditions. While FICSA Secretariat has created a new section on Flexible Work on FICSA Website - Future of Work - the SC – at the 76th FICSA Council - will call for Staff Associations/Unions to review this page including the model HLCM policy that outlines the principle and concept of fairness for all staff regardless of the type of location. SA/Unions could then flag any specific issue in their duty station.</p>
Decision No.	V. GENERAL SERVICE QUESTIONS	
FICSA/C/75/D/19	<p>GSQ recommended that the FICSA ExCom should allocate funds in the amount of 20,000 CHF from the FICSA Training Fund, if needed, to update its training materials on general salary survey methodologies and organize the training of trainers as soon as the methodology for the next round of surveys was finalized.</p>	<p>COMPLETED</p> <p>Funds have been allocated and the new methodology just approved. The training package – where the Federation played a major role, designed in collaboration with ICSC and OHRM – is ready to be delivered soon after the conclusion of the 76th Council.</p>
FICSA/C/75/D/20	<p>In view of ICSC’s upcoming comprehensive review of the UN compensation package, GSQ recommended that the FICSA ExCom should continue monitoring ICSC reviews regarding the GS compensation package and keep FICSA membership duly informed.</p>	<p>COMPLETED</p> <p>The GS Salary Survey Methodologies have been closely monitored by FICSA and the Federation was a major actor during the seven WGs that determined to shape MI and MII methodologies.</p>
FICSA/C/75/D/21	<p>GSQ recommended that the FICSA ExCom should ask FICSA members to share their recruitment policies, which would allow the Core Group Members to identify best practices on recruitment to be shared with FICSA membership, and actively encourage representatives of staff associations to take part as early as</p>	<p>COMPLETED</p> <p>Collection of Recruitment Policies completed. Assessment by the SC Core Group members is now required so to identify best practices and communicate to FICSA members. On the last part of the recommendation, it is deemed appropriate to modify the request so to ask staff reps to take part as early as possible in the</p>

	possible in the selection process, and as appropriate, in their organizations.	recruitment process more than in the selection one which is a peculiar responsibility of the hiring manager.
Decision No.	VI. PROFESSIONAL SALARIES AND ALLOWANCES	
FICSA/C/75/D/22	<p>PSA recommended that the FICSA ExCom should:</p> <ul style="list-style-type: none"> 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 collect information from member organizations on the implementation of a new sliding scale for the Education Grant and follow up at the ICSC session if necessary. 	<p>FIRST PART – SUSPENDED The first part of this decision is suspended by a new administrative issuance - ST/AI/2018/1/Rev.1/Amend.1 - which undermined its test and triggers a different implementation of the UNAT judgment - based on the former version of the ST/AI. FICSA ExCom to document implementation in different organizations and follow up with membership as appropriate.</p> <p>SECOND PART - COMPLETED Although FICSA did not receive any complain from membership, the second part of this decision required FICSA Secretariat to address a message to Chairs of FICSA members on the implementation of the new sliding scale for the Education Grant. As no negative response was received, the decision is considered closed.</p>
FICSA/C/75/D/23	<p>PSA recommended that the FICSA ExCom should:</p> <ul style="list-style-type: none"> 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 75/PSA/CRP.01), including a summary of the changes that have negatively or positively impact professional staff; and continue to strengthen FICSA's technical competence in compensation-package methodologies, through training given to ExCom, PSA members and staff representatives; and by revitalizing PSA's Permanent Technical Committee (PTC), to enable FICSA to effectively engage in the ICSC compensation-package review processes. 	<p>COMPLETED Table created and complemented with major impacts that the changes to the Compensation Package have meant. A summary of those been presented to the first virtual session of the 76th Council.</p> <p>On the second part of the decision, following a meeting ExCom/PSASC's Officers, it was proposed to revitalize the PTC PSA by organizing two training sessions through the "Ask the FICSA Expert" series. FICSA Comm 35/22 Training topics have been thoroughly reviewed, developed and addressed to membership during the year. The final session is foreseen to take place during the 76th FICSA Council.</p>
FICSA/C/75/D/24	<p>PSA recommended that the FICSA ExCom should:</p> <ul style="list-style-type: none"> continue to request to ICSC to train local salary committees in preparation for the COL surveys planned for 2022–2023. organize training sessions on the new COL methodology and operational rules to all staff associations; 	<p>COMPLETED FICSA Secretariat continues to advocate for ICSC training for LSCs in preparation of any round of COL survey. Several training sessions / webinars on COL survey, methodology, and operation rules have been offered in multiple duty stations</p>

	<ul style="list-style-type: none"> request FICSA ExCom to include at least two experts, if required, to accompany the FICSA delegation to ACPAQ to review the ICSC's data analysis for the HQ COL survey and monitor the rollout of future COL surveys, to ensure that agreed survey feasibility criteria are met. 	<p>(GVA, KL, Bonn, Brindisi, Montreal), and methodology training material with related key changes developed:</p> <p>Changes to operational rules</p> <p>Old VS New Operational Rules</p> <p>In preparation and during the ACPAQ meeting, FICSA and the other federations have been assisted by a technical expert.</p> <p>The last part of the decision is an ongoing and a duty of care activity for FICSA in all COL Surveys.</p>
FICSA/C/75/D/25	<p>PSA SC recommended that FICSA ExCom should:</p> <ul style="list-style-type: none"> 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; 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 once the analysis is ready, raise that matter in relevant fora to ensure that P staff were compensated for extra hours. 	<p>COMPLETED</p> <p>The concept of work-life balance has been a crucial notion for FICSA ExCom in any related discussion, including FICSA comments on CEB documents: "UN System Model Guidelines on the Right to Disconnect/Boundaries at work" and "Review of Work-Life Harmony Actions in the UN System".</p> <p>A questionnaire on the rules and practices regarding additional compensation to P staff working outside standard time during weekends and holidays was also addressed to membership on 15 Dec 2022: FICSA Comm 36/22</p> <p>Further action is expected by the SC once data collection is completed, to make an analysis on data received.</p>
FICSA/C/75/D/26	<p>PSA SC recommended that FICSA ExCom, with the support of PSA, should arrange a training session for colleagues who would be interested in joining PSA/PTC.</p>	<p>COMPLETED</p> <p>Refer to the second part of FICSA/C/75/D/23</p>
Decision No.	VII. STAFF/MANAGEMENT RELATIONS	
FICSA/C/75/D/27	<p>SMR recommended that the FICSA Secretariat should make the form created by SMR on arrangements for staff associations (facilities and support provided to staff associations by organizations) available on the website to all FICSA members to complete before each FICSA council.</p>	<p>COMPLETED</p> <p>Form has been updated and is available on FICSA website. Related communication also sent to membership: FICSA_Communication/36-22</p>
FICSA/C/75/D/28	<p>SMR recommended that the FICSA Secretariat should post the official cost-sharing agreement for release of FICSA officers on the website.</p>	<p>COMPLETED – Awaiting signed copy of the final MOU</p> <p>FICSA Webpage on Cost Sharing for FICSA Elected Officials</p>

FICSA/C/75/D/29	<p>SMR recommended that the FICSA ExCom should request members share lists of actions, mechanisms, processes, best practices in how organizations address any kind of harassment, including bullying, misconduct, and unethical behaviour.</p>	<p>POSTPONED TO 2023 There were several related action points developed for the recommendation. As the timing was not the best to survey FICSA membership and did overlap with many communications already in the queue, it was decided to avoid the risk of a very low response rate and to postpone the survey and the recommendation to the first quarter 2023.</p>
FICSA/C/75/D/30	<p>SMR recommended that the FICSA ExCom should:</p> <ul style="list-style-type: none"> • update the database of the MoUs/cooperation/recognition agreements between Staff Associations / Unions and the Organization collected from its membership; and • if there are changes to existing agreements, please inform FICSA to include in the database; and • recommend members to use the standard template or model document of an agreement, as a resource 	<p>COMPLETED The topic is constantly echoed during the meetings that FICSA ExCom has with the membership. A continue reminder about the importance to have a duly signed document is among the regular agenda items. In addition, and as requested by the SMR SC Officers, a message has been addressed to FICSA membership, together with the standard template, reiterating once again to make good use of it.</p>
FICSA/C/75/D/31	<p>SMR recommended that the FICSA ExCom should collect all the policies related to overtime from the FICSA membership, so that SMR Core Group can carry out necessary analysis and discuss at the 2023 Council.</p>	<p>COMPLETED Collection of policies completed for SMR SC's further analysis. Discussion will continue during the 76th FICSA Council.</p>

Decision No.	VIII. PROGRAMME, BUDGET, ADMINISTRATIVE AND STRATEGY (PBAS)	
FICSA/C/75/D/35	<p>PBAS recommended that FICSA ExCom should continue its social-media communications initiative as a one-year project, during which it would:</p> <ul style="list-style-type: none"> • define its terms of reference and clarify its target groups, messages and campaigns; the place of that work within FICSA's priorities; and key performance indicators; • seek volunteers in FICSA member organizations to take on or assist with the social-media function; and • report on its effectiveness and way forward to the 76th Council. 	<p>ONGOING</p> <p>FICSA Social Media Manager will report to the 76th Council and address the membership on the effectiveness of FICSA strategy on its social media. Although ExCom appreciates the factual improvements and the increased level of reached audience, it is noted that additional efforts are required by all FICSA Members to support FICSA different platforms and strengthen the whole strategy.</p>
FICSA/C/75/D/36	<p>To deal with current strains in relations with sister staff federations, PBAS recommended that ExCom should:</p> <ul style="list-style-type: none"> • request FICSA heads of delegations to review and evaluate the CCISUA/FICSA/UNISERV Cooperation Agreement, and send their specific proposals to strengthen the agreement, if any, to ExCom by the end of the third quarter of 2022; and • before the 76th FICSA Council, arrange a meeting among the leadership teams of the three federations, along with heads of delegations of FICSA member organizations, to evaluate the relationship and decide how to move forward together. 	<p>ONGOING</p> <p>Decision has been considered by the ExCom and there has been an initial consultation among the 3 Federations during the year. However, due to the heavy workload, discussions have been postponed. Considering the conversations held at ExCom level, the FICSA Secretariat has extended to the two sisters federations an invite to join the 76th FICSA Council which could led to additional options for a continuing and constructive dialogue.</p>
FICSA/C/75/D/37	<p>The FICSA Executive Committee should invite the auditor to address future Councils virtually.</p>	<p>TO BE COMPLETED DURING 76TH COUNCIL</p> <p>Auditor will address the Council as per decision.</p>
FICSA/C/75/D/38	<p>The FICSA Treasurer should, with the Heads of Delegations:</p> <ul style="list-style-type: none"> • conduct an analysis on the use of the reserve fund, forecast changes in levels of dues, and provide proposals on the ways forward for consideration by the FICSA membership; and • develop proposals for resource mobilization. 	<p>COMPLETED</p> <p>Analysis on the use of reserve funds and proposal on the future level of dues have been completed and presented to the ExCom and anticipated to the HODs during a dedicated meeting in JanuaryY 2023. ExCom's proposal will be further described and discussed at the HOD meeting to be held during the Council.</p>

Decision No.	IX. JOINT SESSIONS HRM/SMR	
FICSA/C/75/D/32	The FICSA Secretariat should create a database of policies on flexible work from information supplied by the membership.	COMPLETED Flexible Work Policies
FICSA/C/75/D/33	The FICSA Executive Committee should communicate to the top management of member organizations the urgency of developing and adopting policies on flexible work.	COMPLETED UN System Model Policy on flexible work has been introduced and received by most of organizations. FICSA remains available should any of its members requires its support.
FICSA/C/75/D/34	The FICSA Secretariat should note the need for a joint session of the standing committees on Human Resources Management and Social Security/Occupational Health and Safety at the 77th FICSA Council in 2024, to address the mental health issues related to flexible work.	NOTED