

## **REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS**

### **Introduction**

1. The Standing Committee on General Service Questions (SC – see Appendix 1 for participants) met twice to address its agenda and held a joint session with the Standing Committee on Professional Staff Allowances to discuss the creation of a FICSA task force on the comprehensive review of the compensation package. Véronique Allain (SCBD) and Silvia Mariangeloni (FAO/WFP-UGSS) were appointed as rapporteurs.

### **Activities in 2023**

2. On 30 January 2024, SC held a virtual session to review the progress made since the 2023 FICSA Council session. Decision FICSA/C/76/D/3 had been fully implemented, but the implementation of decision FICSA/C/76/D/4 had not been implemented, because the consultant identified to review the current model statutes for Federations of UN Staff Associations (FUNSA) and present a draft revision of the statutes to the 77th session of the FICSA Council could not be hired in a timely manner due to serious health problems. That work would therefore be taken up in 2024, for presentation to the 2025 FICSA Council.

### **Report of the Permanent Technical Committee of the Standing Committee on General Service Questions (PTC/GSQ)**

The participants in the meeting of PTC/GSQ on 25 February had asked questions to Bart Willemsen, Chief, Compensation and Classification Section UN Secretariat, and Yuri Orlov, Chief, Salaries and Allowances Division, and Acting Executive Secretary, ICSC, about the revised methodologies for conducting salary surveys, in particular regarding the possibility of purchasing vendors' data, the use of more traditional employers' data, the reliability and accuracy of these data and their different sources, the difficulties of finding good comparators willing to be engaged with the UN, and the cost of purchasing data.

The annexes to the [two methodologies](#) (Annex XIII, Terms of reference and parameters for the pilot project) were excellent tools for members of local salary survey committees (LSSCs) to use in making a sound decision before purchasing external data.

### **Latest updates**

3. The participants exchanged ideas on and practical experience with recently conducted salary surveys under either of the two methodologies. For future LSSC members, the session proved very useful in gathering advice and tips in order to attract the best local employers.

## **Recommendation**

- **The FICSA Executive Committee should supply to the members of the Standing Committee on General Service Questions a document, to be constantly updated by FICSA members, that consolidates the experience of and lessons learned by staff involved in local salary survey committees (LSSCs).**

## **FICSA task force on the comprehensive review of the compensation package**

4. The GSQ SC held a joint session with the Standing Committee on Professional Salaries and Allowances on the creation of an ad hoc task force on the International Civil Service Commission (ICSC) comprehensive review of the common system compensation package, to be active from February 2024 to the end of 2026. SC's participation was important as the since the ICSC's comprehensive review of the compensation package for staff in the Professional and higher categories would ultimately affect staff members in locally-recruited staff categories. The Task Force would consist of active staff members, retirees and relevant subject-matter experts (as required) possessing substantial knowledge relevant to the subjects under review. Its membership would comprise:
  - the FICSA President or General Secretary;
  - at least one of the two FICSA ExCom members for Compensation and the members for Field Issues and without Portfolio;
  - One representative of SC, at least one representative of the Standing Committee on Professional Salaries and Allowances, and one representative from the Standing Committee on Legal Questions;
  - the FICSA Information Officer; and
  - other individuals the task force deemed necessary.

## **Recommendation**

- **The FICSA Executive Committee should continue liaising with standing committee chairs and vice-chairs before the meetings of the ICSC working groups set up for the review of the compensation package, in order also to consider the conditions of service of locally recruited staff, as per the terms of reference of the FICSA task force on the review of the compensation package.**

## **Requests for training courses**

5. Further to [FICSA Communication 15/23](#), highlighting that the eighth round of salary surveys using the new methodology had started and that subsequent surveys would be conducted in 2024 and 2025 (under methodology I for headquarters duty stations and methodology II for non-headquarters duty stations and field duty stations), the FICSA Secretariat had requested members to highlight their training needs for planning regional workshops in 2024 and 2025. Several FICSA members confirmed their availability and willingness to host a FICSA training session in the course of 2024 and 2025: WHO/EURO, PAHO/WHO, IMO and WHO/AFRO. It was envisaged that more FICSA members would come forward to offer to host further training sessions. As to training possibilities for classification of jobs in the General Service (GS) category, participants were reminded that FICSA had a small group of specialists in this field.

## **Recommendation**

- **With the eighth round of salary surveys being rolled out in headquarters and non-headquarters duty stations, the FICSA Executive Committee should organize capacity building and training workshops on salary-survey methodology and job classification, as requested by FICSA members.**

## **Nomination of officers and core group members (**

6. The following delegates were nominated as Standing Committee officers:

- Evelyn Siula (UNAIDS) as Chair
- Glenda Moreira Lopez (PAHO/WHO), Mina Nagy (WHO/EMRO) and Kay Miller (WHO/EURO) as Vice-Chairs

7. All participants were nominated as members of the core group.

## Appendix 1. Participants

### Staff association/union

AP-in-FAO	Wadzanai Garwe
FAO/WFP-UGSS	Silvia Mariangeloni, Enzo Giorgio Lalli, Luca Vecchia, Susan Murray, Marc Brown, Emanuela Di Teodoro
IAEA	Monica Wanjiku Hepp
ICAO	Helena Debussy, Javier Sanchez
IARC	Juliette Prazak
ILOTG	Cristina Pierini, Zakaria El-Ghormi
IMO	Shereen Barry, Fola Odulana
OSCE	Nizar Zaher
SCBD	Véronique Allain
PAHO/WHO	Glenda Moreira Lopez
UNAIDS	Tlotliso Monaheng
UNGSC	Alessandra Marcorio, Cosimo Lunedì, Salvatore Brunori
UNICTF	Maria Rocio Martin
UNIDO	Magde Nkolovska-Jilke, Osadolor Akpata
UNESCO	Amani El-Sheikh, Federica Delconte,
UPU	Oksana Nobile, Stéphane Vuillemin
WHO/HQ	Neddy Mafunga
WHO/AFRO	Bienvenue Carinne Amona, Prisca Blanche Ndongo-Mombo, Christian Tounta, Sitembekile Nyengera
WHO/EMRO	Mina Nagy, Fares Kady
WHO/EURO	Kay Miller
WHO/GSC	Jaswinder Maan Jussoan Singh, Shiamalarani Varathan

WHO/SEARO

Ravinder Kumar, Shah Alam

WHO/WPRO

Modesto Beligan VI, James Howlett

**Members with Associate Status**

CERN

Catherine Regelbrugge, Isabelle Mardirossian, Joel Lahaye

CTBTO

Michelle Delinde, Khalil Madhoun, Moshir Kyrollos

OPCW

Oksana Tyshchenko, Begimai Sataeva, Mohammad Mehedi khan

**Members with Consultative Status**

EBRD

Maria Parson

**Members with Observer Status**

FUNSA Guinea

Bangaly Kaba, Virginie Beavogui

FUNSA Pakistan

Irshad Anwer

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