

REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

Introduction

1. The Standing Committee on General Service Questions (GSQ) met on 11 February (online) and 24 February (in person) 2026 to address its agenda. The participants are listed in Appendix 1.
2. As to the relevant items in the [Index of Decisions](#) (document FICSA/CIRC/1402) of the 78th session of the FICSA Council, FICSA had trained members of two local salary survey committees on the revised International Civil Service Commission (ICSC) methodology I while training for methodology II was cancelled due to lack of funding. The FICSA Secretariat had identified a trainer for the job classification module and added a new training course on principles of job classification for staff representatives to the FICSA training catalogue ([FICSA training catalogue](#) of April 2025).

Updates from organizations

3. The discussion focused on the current salary survey exercise. Representatives from duty stations in London, Montréal and Washington, DC shared positive experiences, noting that, despite the challenges in finding comparators, the use of external salary movement and data had allowed the finalization of the surveys.
4. Delegates participating in the training on salary survey methodology II, organized by FICSA in Brazzaville in French and English in 2024, reported that all duty stations in the African ~~and Pacific~~ region had successfully completed their salary surveys for the first time in many years.

Recommendation

- **GSQ recommended that, in collaboration with the Standing Committee on General Service Questions and upon request by FICSA members, the FICSA Executive Committee should:**
 - a. **provide training on ICSC salary survey methodology I for headquarters duty stations and methodology II for non-headquarters duty stations; and**
 - b. **organize training on job classification so that prospective members of local salary survey committees can acquire a thorough understanding of the exercise and approach their responsibilities with peace of mind.**

Capacity building and training

5. GSQ agreed on the need to continue building capacity in relation to the ICSC survey methodologies and to provide training on job classification.

Recommendation

- **GSQ recommended that, in collaboration with the Standing Committee on General Service Questions, the FICSA Executive Committee should continue capturing the lessons learned and best practices from duty stations that have completed local salary surveys and make the database available to all FICSA members.**

Report of the GSQ Permanent Technical Committee

6. GSQ supported its Permanent Technical Committee (report in Appendix 2) in encouraging participants to remain vigilant in upcoming surveys at their organizations, seek training and send questions to FICSA to ensure the best outcomes for 2026.

Nomination of officers and core group members

7. The following delegates were nominated as officers:
 - Glenda Moreira Lopez (PAHO/WHO) as Chair
 - Osadolor Akpata (UNIDO), Fernand Agbogbe (IAEA) and Shereen Barry (IMO) as vice-chairs.
8. **The following were nominated as core group members:**
 - Alba Anastassi (ICAO)
 - Muhammad Irshad Anwer (FUNSA Pakistan)
 - Antonella Biasiotto (WHO/EURO)
 - Catherine Kirorei Corsini (WHO/HQ)
 - Kay Miller (WHO/EURO).

Appendix 1. Participants

10.

Staff association/union

FAO UGSS/WFP	Susan Murray, Luca Vecchia, Enzo Giorgio Lalli
IAEA	Fernand Agbogbe
IARC	Ramon Cierco Jimenez
IMO	Shereen Barry, Benjamin Herve
UNESCO	Federica Delconte, Viviana Zaccaria
UNAIDS	Tlotliso Monaheng
UNFCCC	Sarah Klinghammer
UPU	Oksana Nobile
WHO/EURO	Anita Stefin, Antonella Biasiotto
WHO/HQ	Catherine Kirorei Corsini, Rosa Alianelli
WHO/SEARO	Ritesh Singh
WHO/WPRO	Raymund Antiola
WMO	Sylvie Castonguay

Members with Associate Status

CERN	Flavio Costa
CTBTO	Todd Vincent
OPCW	Annette Holden

Members with Consultative Status

WIPO SC	Faizan Ul Haq
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Federation with Observers Status

FUNSA Pakistan	Muhammad Irshad Anwer, Tahar Abbas Mirza, Qazi Saif Ur Rehman
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