

## **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 16 February 2026 and in person on 24 and 25 February 2026 to pursue its agenda. The PSA Permanent Technical Committee on Professional Salaries and Allowances (PTC/PSA) also met on 24 February 2026 to present and discuss the assessment of the survey results on the implication of interorganization mobility for staff benefits and allowances.

### **Activities in 2025**

2. PSA discussed the actions taken to implement the [Index of Decisions](#) (document FICSA/CIRC/1402) of the 78th session of the FICSA Council. The implementation of decision FICSA/C/78/D/11 was underway. The allocation of resources needed to be prioritized for the training-the-trainers programme as part of the framework for developing certified FICSA trainers/experts to deliver targeted and high-quality training in subjects related to the cost-of-living (COL) survey methodology to FICSA members.
3. PSA and the FICSA Executive Committee would review the draft training material, and the deadline for nominations would be extended since only four nominations had been received. The training would last 2–3 days and take place at the Vienna International Centre, Austria, during the week of 13–17 April 2026. Nominated trainees would be funded by their staff associations. Before the training, the FICSA Executive Committee and PSA would organize virtual sessions to review the materials and to brief the participants on the details and assign them topics to present during the training. PSA and the Executive Committee greatly appreciated the offer of the IAEA Staff Association to host the training.
4. Decision FICSA/C/78/D/12 had been implemented. The co-chairs presented feedback on a survey prepared by PSA and agreed by the FICSA Executive Committee to support staff negotiations with administrations during interagency mobility. The survey sought information on the three types of mobility: transfer (moving to another organization without return rights), secondment (moving to another organization for a limited period not exceeding two years with rights to return, with costs borne by the original organization) and loan (moving to another organization for a limited period normally not exceeding one year, with rights to return and with costs borne by the receiving organization). The final list was distributed through a survey communicated by FICSA to heads of delegations on 3 November 2025.
5. While the limited data did not allow a more granular analysis, the overall results were the following.
  - a. Despite the reminders, the participation rate was very low (11 relies).

- b. In the case of transfer (seven organizations), most of the benefits and entitlements were transferred to the receiving organization.
  - c. In the case of secondment (four organizations), the benefits and entitlements were split equally between the releasing and receiving organizations.
  - d. In the case of loan (one organization), all benefits and entitlements were transferred to the receiving organization.
  - e. The collected survey results were in line with what is expected based on the type of mobility.
6. PSA emphasized the importance of the involvement of organizations' administrations in such surveys to enable staff members to gain a better understanding of the mobility implications in terms of benefits and entitlements as criteria for attractiveness and stability of employment.

### **Recommendation**

- **PSA recommended that the FICSA Executive Committee should make all reasonable efforts to implement the training-the-trainers workshop on COL survey methodology before the end of 2026.**

### **Updates from organizations: developments, lessons learned and best practices**

7. Concerns were raised about the implementation of changes in information technology without the involvement of staff associations/unions as they may have policy implications. Early consultations involving staff associations/unions were recommended as good practice.
8. PSA stressed the importance of the FICSA Executive Committee continuing to assist and support the work of local salary survey committees in preparation of any round of COL surveys. PSA discussed the opportunity to engage experts to support the upcoming COL surveys with the cost covered by organizations or staff associations/unions. The Executive Committee could share the lessons learned from previous exercises.
9. PSC noted that the United Nations General Assembly had approved the recommendation of the International Civil Service Commission (ICSC) of an adjustment of 1.6% in the unified base/floor salary scale with effect from 1 January 2026. The decision would be implemented by increasing the base/floor salary and commensurately decreasing post adjustment multipliers for all duty stations, resulting in no-gain/no-loss in net take-home pay, although slight increases in separation entitlement payments would also result from that salary adjustment.
10. In relation to ICSC's comprehensive review of the compensation package for Professional and higher-category staff, the Executive Committee Member for Compensation Issues and the FICSA Information Officer provided an update on the work of ICSC's three working groups and described FICSA's advocacy to the General Assembly on behalf of staff. Overall, Member States had shifted their focus from benefits to salaries, which could lead to potential increased savings.
11. As to eligibility for after-service health insurance, the common criterion was 10 years of cumulative service in the organization, with certain provisions that may vary from one organization to another for different scenarios for the end of service.

### **Recommendation**

- **PSA recommended that the FICSA Executive Committee should provide PSA with any relevant updates after the upcoming ICSC meetings on the comprehensive review of the compensation package in a timely manner, in order to provide details on the outcomes of this exercise during the 80th session of the FICSA Council.**

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

12. PSA nominated the following delegates as officers:

- James Howlett (WHO-WPR) and Houcine Mhadhbi (IAEA) as co-chairs
- Monica Buggi (IFAD), Birahim Fall (UPU) and Mariia Mikheieva (IAEA) as vice-chairs.

13. **PSA nominated the following as members of the core group**

- Marisa Collis (ICAO)
- Fola Odulana (IMO)
- Shereen Barry (IMO)
- Nicole Valentine (WHO)
- Guilherme Varro (WMO)

## Appendix 1. Participants

### Staff association/union

AP-in-FAO	Farid El Haffar, Mariangela Bargnadi
FAO/UGSS	Sophie Treinen (AP-in-FAO)
IAEA	Daniela Panzenboeck
ICAO	Marisa Collis, Sven Halle
IFAD	Monica Buggi
ILO ITC	Eiman Elmasry
IMO	Fola Odulana
OPCW	Andrew Collinson
PAHO/WHO	Pamela Tejada, Elaine Pereira dos Santos
UNESCO	Denis Pitzalis, Simone Grego
UNFCCC	Rogier Van Dec Haagen
UNRWA	Diab El-Tabari
UNWTO	Yang Li
UPU	Birahim Fall
WHO/AFRO	Benito Koubemba
WHO/EMRO	Walla El Moawen
WHO/EURO	Ine Mortelmans
WHO/HQ	Catherine Kirorei Corsini
WHO/SEARO	Gautam Basu
WMO	Guilherme Varro
AMFIE	Cosimo Melpignano
CERN	Joel Lahaye
CTBTO	Joseph Nemer