



Federation of International
Civil Servants' Associations

CIRCULAR

FICSA/CIRC/1368
Ref: 76th FICSA Council

Geneva, 20 March 2023

FICSA COUNCIL DECISIONS AND WORK PLAN FOR 2023

To: Chairs, Member Associations/Unions
Members of the Executive Committee
Chairs, Members with Associate Status
Chairs, Associations with Consultative Status
Presidents, Federations with Observer Status
Chairs and Vice-Chairs of Standing Committees

From: Cosimo Melpignano, FICSA General Secretary

For your information, please find attached the Index of Decisions of the 76th FICSA Council. This Index constitutes the Federation's workplan until the 77th FICSA Council in 2024 where the Executive Committee will report on the implementation of the recommendations.

We are collaborating closely with the Chair and Vice-Chairs of the respective [Standing Committees](#) to discuss actions and implementation methods. We will keep you informed throughout the year.

Starting from the 65th FICSA Council, the decisions are separated into two – those addressed to the FICSA ExCom / Secretariat, which forms the FICSA Workplan for the year, and decisions addressed only to FICSA Members and Standing Committees.

FICSA STANDING COMMITTEES 2023-2024

List of Chairs and Vice-Chairs

Standing Committee	Chair	Vice-Chairs
PBAS	Nizar Zaher (OSCE) Imed Zabaar (IAEA)	
Field issues	Tonia Rifaey (WHO/EMRO) Marc Brown (FAO/WFP-UGSS)	Houcine Mhadhbi (IAEA) Sonia El-Sakka (ICAO)
GSQ	Silvia Mariangeloni (FAO/WFP-UGSS)	Annarita Palumbo (UNGSC) Erik Glass (IAEA) Glenda Moreira Lopez (PAHO) Kay Miller (WHO/EURO) Mina Nagy (WHO/EMRO)
HRM	Daniela Salmon (WHO/HQ) Tracy Tollmann (UNFCCC)	Alessandra Marcorio (UNGSC) Innocent Mugabe (WHO/HQ)
Legal Questions	Andres Orias-Bleichner (WMO) Charles Forrest (IFAD)	Maria Rocio Martin (UNICTF) Salvatore Brunori (UNGSC)
PSA	Andrea Palazzi (UNAIDS)	Houcine Mhadhbi (IAEA) Tonia Rifaey (WHO/EMRO) Leolinda Dieme (UPU)
SocSec/OHS	Paola Franceschelli (FAO/WFP-UGSS)	Michelle Delinde (CTBTO) Andrew Brown (ICAO)
SMR	Viera Seben (ICAO)	Shereen Barry (IMO) Anita Stefin (WHO/EURO)

Actions for FICSA ExCom/Secretariat

Chapter and content	Number of decisions
I. Conditions of Service in the Field	2
II. General Service Questions	2
III. Human Resources Management	3
IV. Legal Questions	3
V. Professional Salaries and Allowances	4
VI. Staff-Management Relations	2
VII. Social Security/Occupational Health and Safety	6
VIII. Joint Session HRM / PSA / SMR	2
IX. Programme Budget, Administration and Strategy	9
Total	33

Actions for FICSA Members/Standing Committees

Chapter and content	Number of decisions
I. Conditions of Service in the Field	1
Total	1

Actions for FICSA ExCom/Secretariat

Decision No.	I. Conditions of Service in the Field	Action/Comments
FICSA/C/76/D/1	The FICSA Executive Committee should continue to build and transfer to its members knowledge on the hardship classification exercise, regardless of the location where they are based.	
FICSA/C/76/D/2	The FICSA Executive Committee should: <ol style="list-style-type: none"> a. engage with members to ensure that issues related to staff health and well-being are considered when establishing any new policies and regulations for returning to the office; and b. maintain dialogue and highlight issue in high-level fora channels of communication on continued remote working and its potential effects on the overall conditions of service of all categories of staff. 	
Decision no.	II. General Service Questions	Action/Comments
FICSA/C/76/D/3	The FICSA Executive Committee should respond to members' requests for training on salary survey methodologies by ensuring the availability of trainers in accordance with the guidelines of the FICSA Training Fund. To do so, it should: <ol style="list-style-type: none"> a. carry the funds allocated for the training-of-trainers plan in 2021 forward to 2023–2024; and b. request FICSA members interested in becoming trainers to send brief resumés as soon as possible to the FICSA Secretariat for review and consideration. 	
FICSA/C/76/D/4	The FICSA Executive Committee and regional representatives, in a view to strengthen the role of the Federations of UN Staff Associations (FUNSA), should review their current model statutes and present a draft revision for approval to the 77th session of the FICSA Council.	
Decision no.	III. Human Resources Management	Action/Comments
FICSA/C/76/D/5	The FICSA Executive Committee should assist the Standing Committee on Human Resources Management to complete the terms of reference for and establish a technical committee on issues related to contracts falling outside of the International Civil Service Commission (ICSC) contractual framework, which would operate on a pilot basis until the 77th session of the FICSA Council, with a view to converting it to a permanent technical committee should its value be sustainable.	

FICSA/C/76/D/6	Bearing in mind the need for a sound work–life balance for staff, the FICSA Executive Committee should evaluate the input provided by FICSA members through the survey on overtime worked by staff in the Professional and National Professional Officer categories, address any concerns identified from the survey and raise them in all relevant for a, including during the upcoming review of the compensation package for UN staff by ICSC.	
FICSA/C/76/D/7	FICSA ExCom should communicate and inform to all staff representative bodies regarding guidance on overtime for locally recruited staff contained in the ICSC review of categories of staff, and the terms of the Daily Subsistence Allowance (DSA), which is not designed to cover overtime for staff on missions or official travel.	
Decision no.	IV. Legal Questions	Action/Comments
FICSA/C/76/D/8	The FICSA Executive Committee should support ICAO’s negotiations as necessary for accession to the UN Dispute Tribunal (UNDT), with the assistance of the Standing Committee on Legal Questions, by sharing best practices in the process of jurisdictional transition from the ILO Administrative Tribunal (ILOAT) to that of the UN Appeals Tribunal (UNAT) with ICAO staff representatives.	
FICSA/C/76/D/9	The FICSA Executive Committee should undertake an assessment of the usefulness of the legal protection agreement for staff with Fortuna, in consultation with the membership and after consideration of the cost–benefit ratio.	
FICSA/C/76/D/10	The FICSA Executive Committee should establish a working group to review the different types of legal insurance coverage available for FICSA members and identify options for legal support for all staff associations.	
Decision no.	V. Professional Salaries and Allowances	Action/Comments
FICSA/C/76/D/11	The FICSA Executive Committee should request the ICSC Secretariat to propose an amicable solution to the definition of admissibility of school expenses as per the <i>March 2022 judgement of the UN Administrative Tribunal (2022-UNAT-1221)</i> at ICSC’s 2023 summer session to be held in Montréal, or at any time when that issue would be put on the agenda.	
FICSA/C/76/D/12	The FICSA Executive Committee should: <ul style="list-style-type: none"> a. continue to request that the International Civil Service Commission (ICSC) trains local survey committees (LSCs) in preparation for the cost-of-living (COL) surveys planned for 2023–2024. b. continue to encourage ICSC to organize hybrid training sessions on the new COL methodology and operational rules for Professional staff prior to any COL survey round. c. monitor the rollout of future COL surveys and continue to encourage staff association representation, including sharing of relevant information via the relevant FICSA regional representatives; and 	

	d. request ICSC to share examples of the terms of reference for LSCs used in the previous COL surveys, revise them with the Standing Committee on Professional Salaries and Allowances and post the result on the website as a baseline to ensure that minimum standards are applied at all duty stations.	
FICSA/C/76/D/13	The FICSA Executive Committee should: a. continue closely to monitor the development of the ICSC review of the compensation package for UN staff, and promptly inform the FICSA membership of any important events; and b. ensure that a FICSA representative and/or expert is physically present at the meetings of all the UN bodies and/or ICSC working groups doing work related to that review.	
FICSA/C/76/D/14	The FICSA Executive Committee, in collaboration and coordination with the Standing Committee on Professional Salaries and Allowances, should continue the successful “Ask the FICSA Expert” training sessions for staff representatives on all topics related to Professional salaries and allowances, with a particular focus on COL surveys, seeking the most effective way for staff to fill out the survey form and to increase their understanding of the operational rules. FICSA staff representatives attending those sessions should share their new knowledge with their colleagues, to develop staff capacity and to develop staff capacity and to improve the understanding of COL surveys to increase participation.	
Decision no.	VI. Staff-Management Relations	Action/Comments
FICSA/C/76/D/15	Staff-association/unions should pursue establishment of concrete release time for staff representatives through memoranda of understanding (MOUs) or other formal agreements with their managements. The FICSA Executive Committee should continue collecting such MOUs from its membership, as well as monitoring developments related to the amendments of UN Secretariat administrative instruction ST/AI/293 related to Staff Representatives' release time, as discussed by the UN Secretary General (A/67/136/Add.1).	
FICSA/C/76/D/16	The FICSA Executive Committee should issue a communication to all members that urges staff-association representatives to become familiar with the Joint Inspection Unit Report on review of the organizational ombudsman services across the United Nations system (JIU/REP/2015/6) , and advocate the adoption of its recommendations by their managements.	
Decision no.	VII. Social Security/Occupational Health and Safety	Action/Comments
FICSA/C/76/D/17	The FICSA Executive Committee should: a. encourage staff representatives to ensure that their administrations are implementing the CEB Disability guidelines - UN Disability Inclusion Strategy - within their agencies/organizations; and b. advocate in all fora the need to ensure reasonable accommodation of and the necessary support for staff with disabilities incurred before or during their service.	

FICSA/C/76/D/18	The FICSA Executive Committee should continue to raise in all fora the concerns identified by members about discrepancies in or inequitable access to benefits offered to staff with children living with disabilities.	
FICSA/C/76/D/19	The SMR and SOCSEC SCs recommended that the FICSA Secretariat should contact core group members of both Standing Committees to request participation in the Joint Working Group.	
FICSA/C/76/D/20	The FICSA ExCom should send a reminder to staff-representative bodies to send their list of best practices (including implementation and monitoring), lessons learned and challenges in the context of the return-to-work following COVID-19, with a view to evaluating benchmarks for policies on flexible working arrangements (FWA).	
FICSA/C/76/D/21	The FICSA Secretariat should recall Staff Representatives that they should seek election to the boards of their organizations' staff pension fund, to participate in and report on their work.	
FICSA/C/76/D/22	The FICSA Executive Committee should make every effort to regain access to the participants representatives' group of the United Nations Joint Staff Pension Board.	
Decision no.	VIII. Joint Session HRM / PSA / SMR	Action/Comments
FICSA/C/76/D/23	<p>The Joint Committee recommended that FICSA Secretariat should recall Staff Association Representatives that they should familiarize themselves with the ICSC guidelines on overtime for General Service Staff* and the terms of the Daily Subsistence Allowance (DSA) which is not designed to cover overtime for staff on missions or official travel.</p> <p>*Note: As per Annex 1, point 2 of the ICSC guidelines "The GS staff required to work overtime may receive compensatory time off or additional non-pensionable payments according to conditions established by the organizations"</p> <p>https://ficsa.org/fileadmin/user_upload/ICSC_Appointment_Types_and_Staff_Categories.pdf</p>	
FICSA/C/76/D/24	Due to its importance and direct impact to the well-being, motivation, and quality of work to be delivered by "P" staffs' members, to achieve a satisfactory level of balanced professional and personal lifestyle, it is recommended that FICSA continues to provide a forum where staff associations can discuss this subject and encourage members to adopt best practices to encourage a healthy and sustainable work/life balance.	
Decision no.	IX. Programme Budget, Administration and Strategy	Action/Comments
FICSA/C/76/D/25	The FICSA Executive Committee, particularly the FICSA General Secretary, should continue to monitor the implementation of the HLCM Cost-Sharing Agreement, and to alert the membership to take action in case of problems.	

FICSA/C/76/D/26	The FICSA Executive Committee and the Secretariat should complete the outstanding work to implement the consultant's recommendations and referred document FICSA/C/76/PBAS/CRP.01 to the Standing Committee on Legal Questions for consideration of the legal aspects.	
FICSA/C/76/D/27	The FICSA Executive Committee should review the proposals for capacity building made by heads of delegations in meetings of the Standing Committee on Programme Budget, Administration and Strategy, and prepare a concept paper on capacity building for discussion by heads of delegations by the end of May 2023.	
FICSA/C/76/D/28	The FICSA Executive Committee should seek a new independent financial reviewer, discuss its nomination with the Standing Committee on Programme Budget, Administration and Strategy and submit the nominee's name for approval to the 77th Council session.	
FICSA/C/76/D/29	The FICSA Executive Committee should explore the possibility to include all the costs related to the relocation of FICSA officers in the High-Level Committee on Management (HLCM) cost-sharing agreement.	
FICSA/C/76/D/30	The FICSA Executive Committee should contact previous recipients of funds from the Legal Defence Fund to collect reimbursement as per the document (FICSA/C/76/PBAS/5) and the terms of reference of the Fund.	
FICSA/C/76/D/31	The 76th FICSA Council should approve the draft Programme Budget for 2023 (FICSA/C/76/PBAS/4) in the amount of CHF 550,000.	
FICSA/C/76/D/32	The 76th session of the FICSA Council should approve the Scale of Contributions for 2023 (FICSA/C/76/PBAS/6).	
FICSA/C/76/D/33	The FICSA Executive Committee should identify and assign to a focal point from within FICSA membership the task of fundraising and identifying alternative sources of income, and to report on the progress made to the 77th session of the FICSA Council.	

Actions for FICSA Members/Standing Committees

Decision No.	Conditions of Service in the Field	Action/Comments
FICSA/C/76/M/1	FICSA members based in Montréal (at ICAO, SCBD and UNESCO UIS) should inform any newly arriving International Professional (IP) staff about the specific challenges associated with the education grant reimbursement scheme in some Montréal Institutions.	