



COMMUNICATIONS

FOR YOUR URGENT ACTION: QUESTIONS ON THE COMMON SYSTEM COMPENSATION PACKAGE AND THE UPCOMING COMPREHENSIVE REVIEW

06/23

**Geneva
19 April 2023**

To: Chairs, Presidents of all FICSA Members, FICSA Executive Committee
Chairs and Vice-Chairs of FICSA Standing Committees

From: Tanya Quinn-Maguire, President

Dear Colleagues,

We are writing to you with regard to the **upcoming comprehensive review of the UN Common System Compensation Package**.

As you will see from the message below and the attached, and as part of the agreed consultation with staff federations, FICSA has been informed by the ICSC of the attached Questions sent to your organizations, to provide feedback on the UN common system compensation package.

Based on these survey responses and the outcome of consultations with executive heads, the ICSC will discuss the scope (structure), parameters and timelines of the review.

It is therefore imperative that member staff associations be in touch with their HR directors and Executive Heads to ensure their views are taken into account when the Organization submits the questionnaire.

In order for FICSA to provide a response that is reflective of the voice of all our members, we would be grateful if you could:

1. **Provide your responses**, to the best of your ability, and as the information relates to the situation in your organization, to the attached questionnaires **by COB Wednesday, 26 April 2023**, so that we can collate and send the Federation's view to the ICSC. Responses do not need to be comprehensive and alternatively, you could send us a few bullets with challenges/and or the most important elements of the compensation package that needs reviewing or defending, in your Staff Association/Union's view.
2. Note that these questionnaires have also been shared with your HR departments and FICSA advises all members to **reach out to their administrations** to ensure that your organization's response to the ICSC also reflects the staff perspective.

FICSA understands that this is just the first step in consulting staff on this important exercise, and we will ensure that you are fully informed and consulted at every stage and will schedule information meetings in the coming weeks and months as and when necessary.

Should you require clarification or any further information, please do not hesitate to contact us at ficsa@un.org

In Solidarity,
Tanya

Tanya Quinn-Maguire / President / Federation of International Civil Servants' Associations (FICSA)



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From: Regina Pawlik <pawlik@un.org>

Sent: 10 April 2023 23:22

Subject: Fw: Questions on the common system compensation package and the upcoming comprehensive review

Dear Presidents of the Staff Federations,

Please find attached a survey (2 parts) on the compensation package of the UN common system and on its different elements, which has also been sent to the HR Directors of the common system organizations. We would be grateful if you could reply by 28 April 2023.

Best regards,
Regina

Regina Pawlik

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QUESTIONS TO THE HUMAN RESOURCES DIRECTORS AND STAFF FEDERATIONS

The International Civil Service Commission has launched a comprehensive review of the compensation package for staff in the Professional and higher categories in response to General Assembly resolutions 76/240 (24 December 2021) and 77/256 (30 December 2022). The Assembly requested that the review be undertaken with due consideration given to the previously agreed objectives of the previous comprehensive review (2013-2015) as well as the context both in Member States and in the United Nations common system. In addition, the current review should include a detailed analysis of the package's cost-effectiveness, attractiveness and impact on the workforce.

The purpose of this opinion survey of Human Resources Directors of the common system organizations and the staff federations is to assist the Commission with finalizing the detailed outline of the comprehensive review at the 96th session of ICSC in July 2023, taking into account the feedback received from stakeholders. Therefore, your detailed response to the following questions will be appreciated. There is also an Excel document associated with this survey requesting input on the individual compensation elements. Please note that, on either document, some of the questions might not be fully applicable to all stakeholders.

Both documents are to be returned together to the ICSC secretariat by 28 April 2023. We apologize for the inconvenience which may be caused by this short timeline and would be grateful for your kind understanding and cooperation.

Please send completed documents (MS WORD and EXCEL formats)
indicating your organizations on the document names
via email to KATAYAMA@UN.ORG copied to ZHERAN.ZHANG@UN.ORG

1. Is the compensation package overall fit-for-purpose, supporting the delivery of the organization's mandates?
2. Is the rationale of each individual element of the compensation package still valid?
3. Are there any overlaps in the compensation package?
4. Are there opportunities for modernization of the compensation package without compromising its effectiveness?
5. Are there any opportunities to enhance the compensation package, in terms of cost-effectiveness, flexibility, administrative efficiency, etc.
6. Is the compensation package attractive to the candidates targeted for vacant posts? If not, in which group (occupation, nationality, gender, age, grade, location, etc.) do you have difficulty attracting candidates? Will you be able to provide data to substantiate your response on this issue if required?
7. Is the voluntary turnover of the staff appropriate to the needs of your organization? If not, please provide details on voluntary turnover issues.
8. Should there be any additional measures relating to performance management to be considered in the context of the review of the compensation package? If so, please elaborate.
9. Are there any elements of the compensation package that you find difficult to explain to staff?
10. To what extent does the compensation package support geographical mobility and/or rapid deployment to difficult and dangerous duty stations, if this is a consideration for your organization?
11. What non-financial measures relating to the conditions of service of staff has your organization implemented as part of its human resources management strategy?
12. What remote-work arrangements (within and outside the duty station) exist in your organization? If so, please provide the policy and explain if and how the compensation package has been adapted to address those arrangements.
13. Given the current comprehensive compensation review being undertaken by the Commission, when is the earliest you could submit your personnel data to the CEB secretariat?
14. Please provide any additional comments or issues that you would like to bring to the Commission's attention in this exercise.

CATEGORY	ITEMS	Please indicate by "x" if the below attributes are met for each element.	If not, please specify which attribute is not met.	Please rate how attractive each element is for recruitment/retention:	Any additional comments related to individual elements
		Attributes: competitive, fair, equitable, transparent, simple in design, easy to administer, easily understood by stakeholders, flexible, cost-effective		from 1 (least attractive) to 5 (most attractive)	
Net remuneration					
	Base salary				
	Post adjustment (+ Rental subsidy)				
Dependant-related benefits					
	Dependent spouse allowance				
	Single parent allowance				
	Dependant children's allowance				
	Secondary dependant's allowance				
	Education grant				
Leave					
	Parental leave				
	Annual leave				
	Sick leave				
Travel					
	Home leave travel				
	Accelerated home leave travel				
	Family visit travel				
	Education grant travel				
Assignment, relocation, mobility, Hardship					
	Mobility incentive				
	Hardship allowance				
	Non-family service allowance				
	Settling-in grant				
	Relocation grant				
	Removal and shipment costs				
	Danger pay				
	Security evacuation allowance				
	R&R				
Separation from service					
	Termination indemnity				
	Repatriation grant				
	Death grant				