



## COMMUNICATIONS

### SURVEYS FROM PSA AND SMR STANDING COMMITTEES

**36/22**

**Geneva  
15 December 2022**

---

To: All FICSA Members  
For distribution to: All staff representatives  
From: Cosimo Melpignano, General Secretary

---

Dear colleagues,

The Standing Committees on Professional Salaries Allowances (PSA SC) and the Staff Management Relations (SMR SC) have developed the below surveys to follow up on decisions taken by the 75th Council. The surveys enquire about information on the rules and practices regarding additional compensation for overtime working hours for P staff (FICSA/C/75/D/25) and the modus operandi and financial arrangements of each Staff Association/Union within their respective organization (FICSA/C/75/D/27).

For everyone ease of reference, we are following up on the 75<sup>th</sup> Council Index of Decisions and on the two recommendations received by the FICSA Executive Committee and Secretariat, which should:

**(FICSA/C/75/D/25)**

- *propose in relevant fora that measures should be put in place to ensure respect for established working hours, whether staff work in their usual workplaces or remotely.*
- *collect information from member organizations on the rules and practices regarding additional compensation provided to P staff when they travelled during holidays and weekends, had to work long hours during the week or had to work during the weekend; and*
- *once the analysis is ready, raise that matter in relevant fora to ensure that P staff were compensated for extra hours.*

**(FICSA/C/75/D/27)**

*The FICSA Secretariat should make the form created by the Standing Committee on Staff-Management Relations on arrangements for staff associations (facilities and support provided to*

*staff associations by organizations) available on the website to all FICSA members to complete before each FICSA Council.*

We would appreciate receiving the responses of all staff by completing those surveys. Your input is important as it will provide us with future directions.

**Survey links:**

PSA : please contact [ficsa@un.org](mailto:ficsa@un.org)

SMR: please contact [ficsa@un.org](mailto:ficsa@un.org)

You may recognize this is the same form as last year with few updates. If there are no changes, please indicate in question 6.)

Appreciate if you can submit your input by **10 January 2023** latest, since the Standing Committee will have to analyze your submission and present it during the session starting from **16 January 2023** for discussion.

Thank you for your cooperation.

---