

**REPORT OF THE STANDING COMMITTEE ON
GENERAL SERVICE QUESTIONS AND PERMANENT
TECHNICAL COMMITTEE (PTC/GSQ)**

Introduction

1. The Standing Committee on General Service Questions (GSQ) met on 14 January 2025 (online) and 4-5 February 2025 (in person) to address its agenda.

Closing of previous year's index of decisions

2. As to the relevant decisions made by the 77th FICSA Council ([document FICSA/CIRC/1380](#)), FICSA had trained members of more than 50 local salary survey committees (LSSCs) on the revised International Civil Service Commission (ICSC) methodologies I and II for salary surveys.

Updates from organizations

3. The participants' discussion focused on the current salary survey exercise. Representatives from Rome shared positive experiences, noting that they had contacted 40 comparators, more than 20 had replied positively and the LSSC had been able to select the best 20. This success was attributed to the involvement and support of the LSSC chair and the organization's Deputy Director-General.
4. In contrast, representatives from London and Washington, DC, detailed challenges, including difficulty in finding comparators and delays in receiving requested information. Some participants shared the good practice of hosting events to introduce potential comparators to their organizations, which encouraged participation.

Recommendation

- **GSAQ recommended that, in collaboration with the Standing Committee on General Service Questions, the FICSA Executive Committee should investigate providing training in job classification, a key component of a salary survey, as the members of local salary survey committees (LSSCs) needed to have a thorough understanding of that important process. In addition, FICSA should continue providing training on ICSC methodologies I and II for salary surveys.**

Capacity building and training

5. GSQ members agreed on the need to continue building capacity for the ICSC methodologies and to provide training on job classification, which was crucial for FICSA members to understand the processes involved.

Recommendation

- **GSQ recommended that, in collaboration with the Standing Committee on General Service Questions, the FICSA Executive Committee should capture the lessons learned and best practices from duty stations that have completed local salary surveys in order to share them with other FICSA members on an ongoing basis.**

Report of the GSQ Permanent Technical Committee

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

Nomination of officers and core group members

7. The following delegates were nominated as officers:
 - Evelyn Siula (UNAIDS) as Chair
 - Mina Nagy (WHO/EMRO), Glenda Moreira Lopez (PAHO/WHO) and Kay Miller (WHO/EURO) as co-chairs.
8. The following were nominated as core group members:
 - Osadolor Akpata (UNIDO)
 - Fernand Agbogbe (IAEA)
 - Muhammad Irshad Anwer (FUNSA Pakistan).

Appendix 1. Participants

Staff association/union

FAO/WFP-UGSS	Silvia Mariangeloni, Susan Murray
IAEA	Fernand Agbogbe
IFAD	Ritah Tumuhimbise
ILOTC	Laura Biscaro Padrini
IMO	Fola Odulana
UNESCO ICP	Federica Delconte
UNFCCC	Inès Hollbauer, Michaela Ritter
UNICTF	Maria Rocio Martin
UNIDO	Osadolor Akpata
UPU	Oksana Nobile
UNWTO	Yang Li
WHO/AFRO	Bienvenue Carinne Amona, Arlette Ossere Okopoue, Rufin Jean Patrick Tchibinda
WHO/EMRO	Wallaa El Moawen
WHO/GSC	Vincent de Paul Mariasoosai
WHO/SEARO	Ritesh Singh
WHO/WPRO	Jean-Michel Pedroso

Members with associate status

CERN	Joel Lahaye
CTBTO	Todd Vincent
OPCW	Arshad Qadri, Annette Holden
Green Climate Fund	Peter Carlson

Members with observer status

FUNSA Guinea	Virginie Kotto Beavogui, Lucie Gnongo Beavogui
FUNSA Pakistan	Muhammad Irshad Anwer

Appendix 2. Report of the Permanent Technical Committee for General Service Questions

Introduction

11. The Permanent Technical Committee on General Service Questions (PTC/GSQ) convened during the 78th FICSA Council session to review and discuss key developments related to the eighth round of salary surveys and related issues. The meeting provided an opportunity to assess the lessons learned, challenges encountered, and improvements needed in salary surveys conducted with methodologies I and II, while also reviewing the status of ongoing FICSA training initiatives and the 2025 survey schedule. Appendix 2.1 lists the participants.

Eighth round of salary surveys

Methodology I

12. Participants reflected on the experience of the Rome survey, where preventive measures were taken regarding comparators. The LSSC functioned in a positive and collaborative atmosphere, ensuring that the process was conducted in a structured manner. Challenges remained, however, particularly regarding the choice of the ministry for comparison, which raised concerns that required further attention. In contrast, the London survey faced more difficulties, as the process lacked strong engagement and support. The LSSC chair had been unavailable, hindering coordination. Issues with comparators were particularly difficult, and efforts to ensure a smooth survey process had been limited. The two contrasting experiences highlighted the importance of strong leadership and active engagement from all stakeholders.
13. FICSA's role in shaping and modifying methodology I was recognized as an important factor in ensuring improvements in survey implementation.

Methodology II

14. Discussions on methodology II focused on the status of the pilot project and its impact on duty stations that had applied it. The use of external data remained an area of concern. Staff representatives based in Manila explained that the LSSC had decided to replace data for two missing comparators with external data. While the final results were positive, the impact of the external data remained unclear, making it difficult to assess their effectiveness in a comprehensive manner.

Schedule of 2025 surveys

15. PTC reviewed the schedule for salary surveys in 2025, referring to the latest information available through the [UN OneHR](#) portal. Duty stations were encouraged to prepare early and ensure that their LSSC members were fully trained and engaged ahead of the scheduled surveys.

Importance of FICSA training

16. PTC discussions stressed the importance of FICSA training LSSCs. Participants reviewed ongoing and planned training efforts, focusing on:
 - comprehensive salary survey methodologies I and II to ensure that LSSC members are well-prepared for upcoming surveys; and
 - job classification, to address the need to build capacity.

- Those training efforts remained essential in ensuring consistency, accuracy, and preparedness among LSSC members participating in future surveys.

Membership and participation in PTC/GSQ

- The participants also reviewed the current composition of PTC/GSQ and encouraged greater participation from FICSA members and representatives in future discussions.

Name	Organization	Email address
Silvia Mariangeloni	FAO/WFP-UGSS	silvia.mariangeloni@wfp.org
Cosimo Melpignano	UNGSC	melpignano@un.org
Kay Miller	WHO/EURO	millerk@who.int
Irwan Mohd-Razali	WHO/GSC	irwan.mohdrazali@un.org
Imed Zabaar	IAEA	I.Zabaar@iaea.org

- Participants wishing to join PTC/GSQ should submit a request to FICSA Secretariat through their respective staff associations/unions.

Conclusion and next steps

- The PTC/GSQ discussions reinforced the importance of effective preparation, transparency, and methodological consistency in conducting salary surveys. While positive developments were noted, the challenges encountered and uncertainties about the use of external data required further attention.
- FICSA remained committed to supporting LSSC training, advocating continuous improvements in salary survey methodologies and ensuring that staff representation remains at the center of discussions on compensation.
- PTC/GSQ called on all staff associations to remain actively engaged in the preparation for upcoming surveys and to contribute to the ongoing dialogue on the effectiveness and impact of salary survey methodologies across all duty stations.

Appendix 2.1. GSQ/PTC participants

Officers

Coordinators	Cosimo Melpignano (FICSA General Secretary)
Coordinators	Silvia Mariangeloni (UGSS and FICSA Executive Committee Member)

Staff association/union

IAEA	Fernand Agbogbe
ICAO	Alba Anastassi
IFAD	Ritah Tumuhimbise
IMO	Folake Odulana, Shereen Barry
UNAIDS	Tlotliso Monaheng
UNESCO/STU	Flavie Romer
UNESCO ICP	Federica Delconte
UNGSC	Salvatore Brunori, Guiliana Carella
UNICTF	Maria Del Rocio Martin
UNIDO	Osadolor Akpata
UNWTO	Yang Li
UPU	Oksana Nobile
WHO/AFRO	Rufin Jean-Patrick Tchibinda, Arlette Ossere Okopoue, Carinne Amona, Guy Parfait Alenga
WHO/EURO	Kay Miller
WHO/GSC	Vincent de Paul Mariasoosai
WHO/HQ	Tomislava Bouquet
WHO/SEARO	Ritesh Singh

Members with associate status

CTBTO	Todd Vincent
OPCW	Annette Holden
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Members with observer status

FUNSA Guinea	Virginie Kotto Beavogui, Lucie Gnongo Beavogui
FUNSA Pakistan	Muhammad Irshad Anwer
FUNSA Zimbabwe	Tinashe Kingsley